

## **ANALYZING CORE OBJECTIVE OF RESERVATION IN INDIA: REPRESENTATION VS. POVERTY ERADICATION**

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### **Abstract**

Reservation has always been a major social issue in India for a long time. Usually it is taken negatively by the people without going through its historical background and ignoring the fundamental needs and human rights of the reserved sections of society. It is a constitutional system of social justice intending to provide a level playing field to the historically socially and educationally backward communities through the reservation of certain seats in educational institutions and in government services in order to ensure their proportionate representation in education, government services and politics as well. Originally it had been envisaged for the backward class society (SCs, STs and OBCs) i.e. society underrepresented or unrepresented in the government system due to their social and educational backwardness. Today reservation has become an integral part of the Indian politics i.e. Indian politics clusters around reservation issues. The politics of reservation has nothing to do with social justice rather it attempts to use it optimally to gain political mileage in the state assembly elections and general elections. There is no defect in the original intent of the reservation system but its implementation is terribly flawed. The evolutionary history of reservation in India was never centered on poverty eradication rather it was driven by the establishment of an inclusive society where every section of the society has proportionate representation in the system. Thus, today it has become essential to understand the fundamental objective of the reservation system in the country like India where only a particular section has an exclusive right over education for relatively longer time period during pre and post-independence. The present research article is a descriptive cum exploratory study by nature. It intends to comprehend the core objective of reservation system in India.

**Key Words:** *Reservation, Social Justice, Backward, Representation, & Political Mileage.*

### **Introduction**

The reservation system in India is a kind of affirmative action intending to ensure the representation of historically underprivileged or unprivileged communities. As per the Indian

Constitution, central government, state governments and administration of the union territories have been empowered to set reserved quotas or seats for the socially and educationally backward citizens. Currently four categories of people are entitled to avail the benefit of reservation in India, namely Schedule Castes (SCs), Schedule Tribes (STs), Other Backward Classes (OBCs), and Economically Weaker Section (EWS). Initially only SCs and STs were entitled to reservation. Reservation in India was extended to OBCs after the implementation of Mandal Commission Report. The reservation system in India was extended to EWS among the people of general category in 2019. The quota system was already in existence for certain castes and communities in many fields during the British rule in India. (“Reservation in India”, 2022). Thus, reservation is not a new phenomenon for India. However, many new changes are being introduced in the reservation policy ignoring the Constitutional values and Supreme Court’s verdicts given in the past.

Reservation has always been an issue of prominent contention after the implementation of Mandal Commission’s recommendations in India. Mandal Commission constituted in 1978 and submitted its report in 1982 to the government led by Indira Gandhi. The Schedule Castes (SCs) and Schedule Tribes (STs) were sanctioned reservation in proportion to their population. However, other backward classes (OBCs) consisting of 52 percent population had been recommended just 27 percent reservation. English as an official language insulated Dalits and backward class people from employment and educational opportunities. There are many apprehensions related to OBC reservation like promoting inefficiency, against national unity, etc. However, even after around four and half decades of the Indian independence, OBC community having more than fifty percent share in the Indian population has hardly got five percent representation in the government jobs. Caste based reservation is in no way successful in eradicating poverty, economic exploitation and backwardness of the poor. The end of caste monopoly of Brahmins in the public sector jobs is the only way to ensure the representation of Dalits and OBCs in the system. This caste monopoly of Brahmins is an outcome of caste reservation for thousands of years in India in the past where Dalits and Shudras were not allowed to access education, and hence, they were deprived of power, wealth and status by default (“Caste or Economic Status: What Should We Base Reservations On?” 2019). The reservation system had been evolved with a good intent of social justice to the socially and educationally backward communities that have been marginalized due to monopolization of education for a long time in the past. Constitution makers and social architects had tried their level best to provide reservation as an instrument of social justice to the backward class people in order to enable them to get their right back. However, reservation policy has not been implemented sincerely till date, therefore, just a small portion of the section deserving reservation benefits could avail the benefits of reservation. Had it been implanted properly since its inception then there would not have been any further demand for the reservation in the contemporary society.

### **Objective of Study**

The main objective of this research article is to examine the core objective of the reservation system in India i.e. whether it is to ensure the representation of the backward and marginalized sections of the society in the government system or it is for the economic upliftment of the economically backward sections of the society.



## Research Methodology

This research article is exploratory cum descriptive by nature. It is purely based secondary sources of information. Therefore, different research journal articles, newspaper articles, magazine articles and website articles have been referred.

## Reservation System: Concept and Objectives

Reservation in India is the mechanism of reserving certain portion of seats for a particular class such as SCs, STs, OBCs, etc. in government run educational institutions and government jobs. It is a policy being practiced in India from the time immemorial. Its history of evolution lies in the widespread practice of untouchability, dominant caste system and Varna system during ancient period. The dominant, discriminatory and disgraceful caste system of ancient India became the backbone of the prevalent reservation policy in India. Its fundamental objective was to provide a level playing field to the people of a certain class who undergone severe discrimination and had no right to education for long time, in order to ensure their proportionate presence in the system (Srivastava, 2016). The demand of reservation in India has its long history manifested in different discriminatory and divisive social practices of the past. Reservation is just an attempt to compensate the injustices happened to the backward society for a long time in the past.

Reservation is the process of ensuring representation of a particular section of the society that has been either unrepresented or underrepresented in the government jobs, educational institutions, and even union legislature and state legislatures. It is termed as affirmative action, and also observed as positive discrimination. In India, reservation is a part and parcel of government policy and inherently supported by the Indian constitution. The social and educational backwardness i.e. caste was the only criteria of the reservation system until 2019. However, economic backwardness has also been considered a criteria of reservation after the introduction of 103<sup>rd</sup> Constitutional Amendment Act, 2019. A reserved vacant seat of SCs, STs or OBCs cannot be filled by a candidate other than the concerned category of candidate. Roughly sixty percent seats in government jobs and higher educational institutions are reserved for SCs, STs, OBCs, and EWS in India. The Mandal Commission Report (1991) paved way for the introduction of reservation for other backward classes (OBCs) across the country. The other backward classes have been awarded twenty seven percent reservation in government jobs and higher educational institutions (Paul, n.d.). The newly introduced law intending to provide reservation benefits to the economically weaker forward class people has raised question marks against the credibility of the judiciary and constitution. The target of ongoing reservation for SCs, STs and OBCs has not been met till date, on the other hand, reservation for the economically weaker forward class people has been introduced. Therefore, now there is no unreserved class in today's society as now reservation is not only for SCs, STs and OBCs but for the General/Unreserved Class people also.

Reservation is a mechanism of affirmative action that ensures the representation of the historically backward sections in education, employment and politics in India. As per the Indian Constitution, reservation is for the socially and educationally backward citizens. Prior to 2019, reservation was available to the Schedule Castes (SCs), Schedule Tribes (STs) and Other Backward Classes (OBCs) in India. Originally only Schedule Castes (SCs) and Schedule Tribes (STs) were entitled to avail the benefits of reservation in India. The OBCs had been provided the benefits of

reservation in India since November 1992. Reservation has been considered as an instrument of curbing social oppression and injustice against certain sections in India. The growth of country depends upon the inclusive growth that is feasible only through inclusive society where every section has equal access to the services being offered by the state and has equal opportunity for the upward economic and social mobilization. The Constitution of India assures equality of status and of opportunity (Arun, 2021). Reservation should not only be observed as a special measure of employment and education for the backward class society but also as an instrument of social integration whereby an exclusive society is converted into the inclusive society in order to derive the benefits of inclusive growth. Inclusive growth cannot be envisioned in an exclusive society i.e. society driven by a particular class people. Every section of the society must have equal access to public services and public resources in order to observe inclusive society in real life. Term 'equity' is more appropriate and important than 'equality' for a country like India where uniformity in terms of social and educational development does not exist across the society.

Article 14 of the Constitution guarantees everyone equality before law and equal protection of the law within India territories. The reservation is an initiative that intends to encourage equality among citizens by delivering equal and fair opportunities to every citizen. The most prominent ground for the reservation system in the contemporary society is the strong discrimination with larger section of the society for a long time in the past. Thus, right to equality is the inherent fundamental objective of reservation. Uniform treatment in an uneven society would amount to injustice. Therefore, reservation is an idea to provide special care and protection to weaker sections of the society so that they may compete with the strong sections by overcoming their inherent social and educational backwardness. The underlying intent of reservation is socially worth-appreciating but the intent of competent authority responsible for the implementation of the reservation system is undoubtedly under question as the class of the officer responsible (i.e. upper class) for the implementation of reservation and the class of reservation beneficiaries (i.e. lower class) are different (Arun, 2021). The India Constitution does not discriminate between people on the basis of race, region, religion, caste, community, class, etc. However, discrimination in India has its long growth story, therefore, there has been a dire need of provision like reservation in Indian society in order to dilute the adverse effect of long discrimination in India.

The Supreme Court of India has consistently referred to the terms of 'efficiency' and 'merit' examining the validity of many reservation policies. As per the verdicts given by the Court, reservation policies made following the Article 16(4) of the Constitution would be confined to the Article 335 that provides for the 'maintenance of efficiency of administration' taking SCs and STs into the consideration for the purpose of appointments to public services and posts. However, there has not been any definition of the term 'efficiency of administration' in the Constitution. The term 'efficiency of administration' had been used as an exclusionary construct during the colonial and precolonial times. The Constitution makers did not imagine that the Article 16 would subject to Article 335 or anything else. The term 'efficiency' cannot be used against the policy of reservation in order to exclude certain sections from the public services. According to K M Munshi, schedule castes (SCs) and schedule tribes (STs) would always be included within broader 'backward class' category from the view point of reservation. The Article 10(3) used term 'backward class' that was different from the term 'minorities' used in Article 296. Representation of schedule castes and backward classes

was addressed under Article 10(3) whereas Article 296 provided ground for the consideration of the claims of minorities for reservation. It was the only Article 16(4) that mandated and empowered state to provide reservation for the backward classes of citizens including SCs and STs. The Constituent Assembly never made Article 16(4) subject to Article 335 or 320. Thus, Article 16(4) and 335 are independent of each other. Therefore, reservation provided under article 16(4) is not subject to the notion of term 'efficiency' as enshrined in Article 335 (Bhaskar, 2021). The backward communities including SCs, STs and OBCs are humiliated and badly treated by forward society on the issue of 'merit' and 'efficiency' when they get employment availing the provisions of reservation policy as now they will be equal to their forward counterparts that is hardly acceptable. Forward society is responsible for the social and educational backwardness of the backward society, and they are making us feel guilty instead of observing themselves guilty to their long discrimination.

### **Reservation System in India: Historical Background**

Reservation is a system of ensuring the presence of certain sections in government jobs, educational institutions and in the Parliament. This reservation system is in existence because of sociological, educational and historical reasons. The prominent reason of caste reservation in India is the long history of caste based discrimination in India. People living in urban belts may not be well familiar to this menace still existing in the twenty first century contemporary world. However, it is still predominant in some areas of Uttar Pradesh, Bihar and Madhya Pradesh. The Varna system got popularized during the British rule and Brahmins were its cornerstone. Many luminaries and social workers like Sahuji Maharaj, Jyotirao Phule and BR Ambedkar worked for the elimination of caste system. However, B R Ambedkar's contribution is worth mentioning in this context. The depressed class communities were sanctioned reservation in educational institutions and government employment after independence in India. There had been provision of reservation for the SCs and STs but not for the OBCs until 1993 in India. The Articles 15 and 16 of the Indian Constitution grant special power to the government to reserve seats in educational institutions and in government employment for socially and educationally backward communities that are not proportionately represented in the system. (Thakur, 2021). The need and existence of reservation are not new for India as it has been widely practiced for a long time due to acute disparity across the society because of exclusive access to education in the past. Social reformers, social activists and Indian Constitution played a substantial role in ensuring reservation to the backward and marginalized society.

Shahuji Maharaj, the ruler of Kolhapur, introduced reservations for backwards and Dalits for the first time in modern India in 1902. Fifty percent reservation was given to the backward and dalit class people. Ambedkar explicitly discussed on reservation during the Poona Pact of 1932. Reservations in jobs and education are on the verge of extinction due to ongoing privatization of educational institutions and promotion of contract based jobs in every government department. The main goal of reservation is to ensure proportionate representation of those sections of the society that have been historically denied access to education or are socially and educationally backward by virtue of their caste/class (Kalyani & Ingole). Chhatrapati Sahuji Maharaj deserves to be considered as the father of reservation in modern India because of his immense contribution towards the development of reservation system in the current form. The fundamental underlying objective of reservation was to ensure the representation of unrepresented or underrepresented society in the governance.

Many princely states had offered reservation to the lower caste people during the nineteenth and early twentieth century when India was still under the British rule. The Schedule Castes (SCs) and Schedule Tribes (STs) were given reservations just after independence. However, the Other Backward Classes (OBCs) were given reservation after a very long time of the Indian independence. The First Backward Commission was set up in 1953 in order to look into the matter of other backward class reservations. This commission submitted its report to the government in 1955 but no initiative was taken on it. The Second Backward Commission (chaired by Bindeshwari Prasad Mandal, popularly known as B P Mandal) was set up in 1978 and this commission submitted its report in 1980 to the government. The National Front Government led by Vishwanath Pratap Singh (V P Singh) accepted the Mandal Commission Report on 7<sup>th</sup> August 1990 whereby government decided to give 27 percent reservations to the socially and educationally backward classes for jobs in central services and public sector undertaking. However, the recommendation of reservations for OBCs was implemented on 16<sup>th</sup> November 1992 whereas reservations in central higher educational institutions were implemented in 2006. The reservations for the OBCs were strongly opposed by the upper caste people but judiciary backed the OBC reservations. According to the Supreme Court's verdict in *Indra Sawhney vs Union of India* 1992 case, economic criteria cannot be sole the factor of backwardness and reservation cannot go beyond 50 percent limit (Rajan, 2019). Credit for the reservation to OBCs in the post independent India goes to B P Mandal and V P Singh as their efforts are worth mentioning in this context.

The Article 16(4) makes it clear that reservation is an instrument to ensure the proportionate representation of backward classes in the government services. Adequate representation refers to the 'sharing of state power' and the same was endorsed under the *Indira Sawhney* judgement [1992]. Sharing of state power by the backward class was essential as at the time of independence of India, the administration was under the control of a particular community only. The same issue was raised by Ambedkar before the Constituent Assembly. Many clarifications were given by the members present in the Constituent Assembly. It was not the poor economic condition but caste that kept them out of government jobs. In such a situation, reservation was the only mechanism to ensure adequate representation of SCs, STs, and OBCs in the government machinery. Therefore, it is clear that the reservation is not a poverty eradication measure at all. According to Ambedkar and K.M. Munshi, class of citizens not proportionately represented in the government service refers to the backward class. Social backwardness leads to educational backwardness and their joint manifestation results into the poverty that preserves social and educational backwardness (Jeenger, 2020). Social and educational backwardness was the main ground for the reservation since the inception of reservation in India. However, today economic backwardness has become the fundamental basis of reservation ignoring and undermining the social and educational backwardness that demean the basic concept of reservation.

### **Economically Weaker Sections under the Umbrella of Reservation and Related Controversies**

Recently enacted law known as the Constitution (One Hundred and Third Amendment) Act 2019 has amended Article 15 and Article 16 of the Constitution and added clauses that enable government to make special provisions with regard to 10 percent reservation in higher educational

institutions (including aided and unaided institutions) and in initial appointment in public services for the citizens from the economically weaker sections (EWS). It is popularly known as 'upper caste reservation' (Rajan, 2019). This law has been enacted by the government to pave the way of reservation to the economically weaker unreserved class people. It has led to numerous debates and disputes on the issue of reservation where judiciary and legislature stand opposite each other.

The 124<sup>th</sup> Constitutional Amendment Bill, 2019 was introduced with the objective of providing reservation in higher education and government jobs to economically weaker sections of the society. This Bill came into force as the 103<sup>rd</sup> Amendment Act 2019 with effect from 14<sup>th</sup> January 2019 on being approved by the President of India. 103<sup>rd</sup> Constitutional Amendment Act 2019 has been challenged in the Supreme Court on the ground of violation of the basic structure of the Constitution. This Act has exceeded the maximum limit of reservation (i.e. 50 percent) capped by the Supreme Court. This amendment provides ten percent reservation on economic basis to general category candidates over and above existing reservations. Thus, the newly introduced reservation for the economically weaker sections has exceeded the maximum reservation limit. Moreover, there is no valid and universally accepted definition of economically weaker section, and hence, this term gives space to the arbitrariness and partiality. The Supreme Court under the judgement of "Indra Sawhney versus Union of India" has disapproved economic backwardness as the basis of reservation, excluded the concept of creamy layer from the ambit of OBC reservation, and explicitly capped reservation at 50 percent (Mahishi, 2019). The newly introduced law attempting to provide reservation benefits to the economically weaker forward section that has invalidated the verdicts given by the courts in the past on the demand of reservation by various communities across the country.

The Supreme Court struck down the Maharashtra government's decision on enhancing fifty percent reservation to pave the way for allowing reservation to Maratha community in government run educational institutions and in government jobs as Maratha Community was not a socially and educationally backward community (SEBC) and government's decision was against the 1992 verdict that limited reservation at fifty percent. The recently introduced 10% reservation for the Economically Weaker Section (EWS) applies to the general category candidates who are not covered under the existing reservation scheme. Many states including Andhra Pradesh, Telangana, Tamil Nadu, Rajasthan, Haryana, Uttar Pradesh, Madhya Pradesh, and Chhattisgarh have already violated 50% ceiling of reservation as per the 1992 order. The overall reservation quota in Rajasthan, Madhya Pradesh and Chhattisgarh is 64%, 73% and 82% including 10% reservation for the EWS from the upper caste communities (Ranjan, 2021). Thus, the newly introduced reservation for the economically weaker sections has removed the 50 percent limitation on reservation as it has already indirectly violated the 50 percent ceiling on reservation. Therefore, it would be difficult for the courts to quash any reservation law of any state planning to provide reservation to any community by increasing the reservation beyond 50 percent unless it quashes the EWS reservation law passed the government of India.

Ten percent reservation has been given to the economically weaker sections (EWS) under the EWS reservation introduced by the Government of India. This EWS reservation intends to provide reservation for the economically weaker sections among the general category candidates in government jobs and in higher educational institutions. Reservation has substantial role in the upliftment of backward society. Implementation and execution of reservation in India is driven by

vote bank politics. As per the Indian Constitution, only socially and educationally backward communities are entitled to reservation. However, the original concept of class based reservation has been converted into the caste based reservation. As per the Article 16(4), the inherent objective of reservation is to ensure the adequate representation of all the classes in the government services. The economic reservation as enshrined in the Article 16(6) is altogether against the original concept of reservation. The reservation is not at all a measure of poverty elimination. As per the Supreme Court, economic factor can never be the only basis of reservation for any community. Many states had tried their level best to implement the economic reservation in the past but they were subsequently quashed by Courts. As our Constitution does not have any provision for the economic reservation (Paul, n.d.). The very concept of reservation in India is based on the social and educational backwardness of the society and there is no explicit consideration for economic backwardness of the society as the prominent basis of reservation. Basically reservation is for the representation of the underrepresented/unpresented society but never for the eradication of poverty. Currently, foundation of reservation that is 'social and educational backwardness' is being replaced by the term 'economic backwardness' that is an attack on the core concept of reservation.

## **Conclusion**

Reservation is one of the most debated topics in India. However, the question of social justice is altogether ignored while having discussion on the topic of reservation. The concept of social justice must be understood in terms of representation and integration of members of SCs, STs, and OBCs in the mainstream society. As per the report of a study conducted by the NCAER and University of Maryland in 2014, every fourth Indian practices untouchability in twenty first century India. Thus, widespread corruption in the social justice delivery system is the biggest barrier in the flawless and unbiased implementation of reservation policy in India. Therefore, questioning reservation system instead of pointing out faults in the social justice delivery system of India seems to be an unfair and one sided discussion on the reservation issue (Kalyani & Ingole). Reservation is the hottest and most disputed social issue on which debate and discussion are unending, inconclusive and directionless. The fact is that a particular section having monopoly on the governance does not want to lose privilege and supremacy in the society that is certain after perfect implementation of reservation policy in the country. Therefore, they do not want to implement reservation policy honestly and fairly rather they are usually interested in producing barriers in the implementation of reservation policy. Thus, our reservation system is not wrong at all but its implementation is faulty due to vested interest of a particular section of the society.

The fundamental underlying objective of reservation had never been poverty eradication but to uproot the prevailing caste monopoly in the public sector employment. The members of the constituent assembly rejected not only the economic criteria for reservation but resolution to sanction reservation for a limited time period also. They demanded the continuity of reservation until the proportionate representation of backward class. The question of revision of reservation lists cannot be considered valid and appropriate unless it is supported by genuine empirical facts and figures. Are SCs, STs and OBCs proportionately represented in the civil services, academia, judiciary, policy making and other public services? Has the upper caste monopoly in the public institutions come to an end absolutely? The answers to all these questions are significantly negative that implies the dominance of the upper class people in the government system (Jeenger, 2020). The term reservation

refers to the arrangement whereby some certain seats or positions are reserved for the socially and educationally backward community to ensure their proportionate representation in the system. This concept is originally not concerned with the economic upliftment of any section of the society. It is only for their representation in educational institutions and in government services. The special provision of reservation has been made to make the due presence of the marginalized and backward sections of the society in education and public services legally binding. Thus, the basic objective of reservation is to ensure representation of the marginalized and backward sections of the society in the governance. Linking reservation to poverty eradication is a deliberate attempt to undermine the sanctity of the concept of reservation intending to make the society inclusive and strong.

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## **A CORRELATIONAL STUDY OF HR METRICS AND ORGANIZATIONAL PERFORMANCE**

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### **Abstract**

It takes more than one person to run a modern business and oversee its staff. HR analytic tools have made it possible to manage workers and monitor their performance digitally as businesses and technology have developed. Human resource analytics have boosted performance in several areas, including recruiting, talent management, employee productivity, and retention rates. The purpose of this article is to investigate human resource analytics, including the methods and software it employs and the industries it serves. In this article, we explore the advantages of HR Analytics and examine the many ways in which it is being used by different types of businesses today. Employing the information already at hand, analytical tools help businesses see patterns in things like employee behaviour, performance, and turnover. The reason for this study is that few businesses really make advantage of human resources. Many businesses downplay HR's importance, yet in today's high-tech environment, several organisations utilise analytical techniques that were not available even a decade ago. This paper will examine the use of HR analytics in five companies, focusing on how these applications benefited both the companies and their workers monetarily and how they shifted corporate strategy to be more people-centric.

**Keywords:** HR Analytics, HR analytics tools, Data Metrics, Employee Attrition, Organizations

### **Introduction**

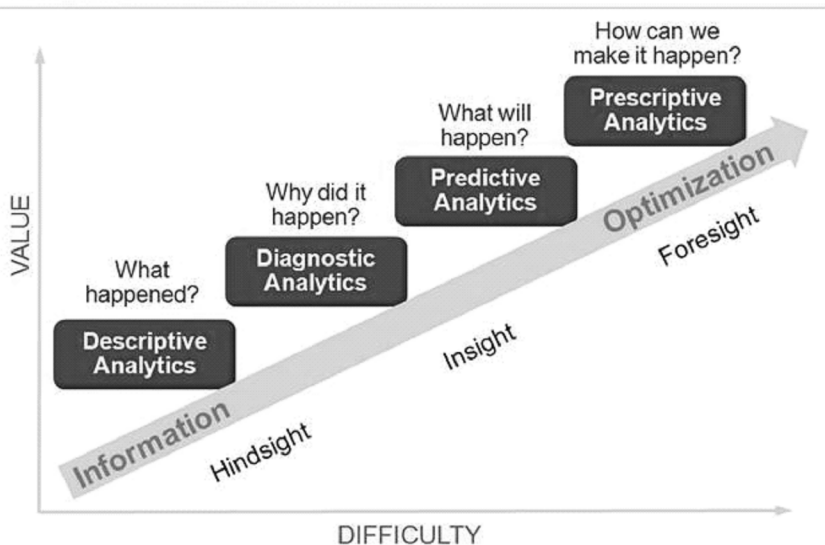
Human resource management is concerned with making the best use of people to accomplish organisational and individual objectives. Its primary emphasis is on HR processes such as recruiting, managing, and terminating employees. Human resources professionals continually assess worker performance and provide innovative training opportunities to keep morale high and output high. Instigated by Frederick Winslow Taylor (1856-1915), human resources emerged as a distinct discipline in the early 20th century. Human resource was coined by American institutional economist John R. Commons in his 1893 book, "The Distribution of Wealth." Human resources departments were first established in the 20th century to handle interactions between businesses and their workers.



Human Resource professionals recognise the value of Performance Management, a two-way dialogue between supervisors and subordinates aimed at furthering professional growth and the attainment of organisational objectives. Setting forth explicit, measurable objectives, soliciting and responding to ongoing input, and evaluating outcomes are all part of this chain of communication. Through the course of the year, Performance Management facilitates open lines of communication between supervisor and subordinate in an effort to realise both short- and long-term objectives. Managers may better comprehend their staff by reviewing gathered data and using it to address performance gaps. Such information is collected using a variety of methods, including HR Analytics.

Human resource analytics involves mining information about employees to find and nurture hidden gems. Its primary function is to aid in decision-making by helping to foresee staff attrition, single out top performers, and identify areas for skill development. People analytics is another name for HR analytics. As a result, HR indicators' effects on overall business performance may be quantified, allowing for data-driven decisions to be made by the company. The four subsets of HR Analytics are as follows: The Four Types of Analytics: Descriptive, Diagnostic, Predictive, and Prescriptive.

### Analytic Value Escalator



**Figure 1**  
**Types of HR Analytics**

### Analytical Description

However, if the data has been processed and organised in a methodical fashion, it may be valuable. Most analyses will likely be of the descriptive (or “observing and reporting”) kind. It compiles all the available historical data and presents it in a digestible format. Descriptive analytics might include a count of personnel throughout the company or in a single division. Descriptive analytics also includes more complex indicators like turnover rates. They investigate the available evidence in an effort to shed light on the past.

## **Analytical Diagnosis**

Diagnostic analytics, as contrast to descriptive analytics, aims to explain the reasoning behind an event. Beyond only seeing current events, we attempt to understand their underlying causes. Here, you make a judgement, choose which kind of descriptive analysis applies, and then proceed to the diagnostic phase. Data mining and data drilling are only two of the tools used in diagnostic analytics. Understanding why issues arise is essential for businesses looking to examine and address them.

## **Analytic Prediction**

While descriptive analytics takes a retrospective view, predictive analytics anticipates future outcomes. These analytics utilise various statistical models and projections to foretell potential outcomes. The analysis's purpose is to identify the group's requirements. Patterns discovered by descriptive analytics are used to construct models. How long an employee will remain with a company, or how well they'll mesh with the company's culture, might be determined by this factor.

## **Analytics Prescription**

The topic of what can be done next, when the future has been anticipated, is an important one. After making a forecast and analysing historical data, Prescriptive Analytics then suggests a course of action based on the findings. This research is best applicable to businesses whose demand varies with the seasons. For instance, a store could need to determine how many employees to hire for the upcoming Christmas season. Throughout an employee's career, prescriptive analytics may assist find the best way to recruit a new team member with the right set of skills and expertise. This is where you take what you've learned up to this point and provide recommendations on how to proceed. The information suggests further steps on its own.

## **Review of Literature**

Researchers Dr. P. Raghunadha Reddy and P. Lakshmi Keerthi (2017) concluded in their study "HR Analytics" - An Effective Evidence Based HRM Tool" that human resources are an organization's most valuable asset and should get more attention. HR Analytics not only facilitates this evidence-based approach but also drives organisations to retain quality data to support return on investment (ROI) in HR expenditures.

In their study titled "HR analytics and performance appraisal system: A conceptual framework for employee performance improvement" (Sharma, Tanuja, & Sharma, 2017), the authors determine the role of HR analytics on the PA system and its effect on employees' motivation to increase their performance. In this case, HR analytics was used to improve the precision of the evaluation procedure by making use of expert-level statistical analysis software. This article makes a number of assumptions about the work of scholars in the subject of performance management and proposes a number of potential avenues for further study to help advance that work.

R. Anita. Dr. N. Sumathi's (2019) study "A study on the measuring the factors of HR analytics on performances management in the services sector of selected companies in Chennai" reveals the impact that performance management systems have on worker output. And how may various phases of a performance management system affect workers' productivity? The primary goal is to examine the existing performance management framework and its connection to employee performance. The

second goal is to use the WERS 2004 data set to examine the relationship between performance management systems and employee output. Finding the nature of the connection between the performance management system and employee performance and making suggestions for improvement is the final goal.

Udhay Kailash and M. Prathyusha (2020) found in their paper “HR Analytics Methodical Measurement of HR Processes” that HR Analytics is becoming increasingly significant because it evaluates workers’ contributions to the company, forecasts staffing needs, and correlates employee time with organisational objectives. The HR Analytics methodology used in this scenario has widespread support in the pharmaceuticals sector and may be used by businesses in related fields.

According to “HR Analytics: A Literature Review and New Conceptual Model” by H.H.D.P.J. Opatha (2020), HR analytics provides a data-driven framework for solving workforce problems by analysing data with a combination of software and methods that apply statistical models and provide new insights for smarter decision making that allow manager to optimise human resource management.

Researchers Muhammad Said, Imran Khan, and Filza Hameed (2021) concluded in their work “The impact of performance management system on employees’ performance” that the leadership of any given organisation should adopt more continuous performance management system practises. It’s recommended that management give thought to workers’ complaints, single out the most pressing issues, and work with them to find solutions. In order to boost morale and productivity, businesses should implement recognition programmes that make workers feel valued and appreciated. Employees are more motivated to meet targets when their efforts are acknowledged and rewarded. Organisations would do well to include workers in goal-setting processes and provide incentives for success.

### **Objectives of the Study**

- To learn why HR analytics is useful for performance evaluation
- To learn why some workers stay while others go
- To get insight into the actions of workers within the company

Methodologies describe the procedures that will be used to carry out the study. Data collection methods might involve making use of statistical tests and analyses, doing fieldwork, etc. The goal of research methodology is to provide credence to the data you collected and the conclusions you drew.

### **Non-primary Sources**

Secondary data, as opposed to primary data, is information gleaned from already-existing studies. Someone else’s main data that has been saved and exploited for their own ends is called secondary data. We compiled a number of instances from various online and print sources for this study.

### **Using Google for Analysing Secondary Data**

Google is a publicly traded limited liability company that employs various forms of cloud computing and search engine technologies. Like Apple, Google is widely regarded as one of the world’s top five information technology businesses. The three A’s: Amazon, Microsoft, and Meta. Larry Page and Sergey Brin established Google in 1998. We’re Alphabet, Inc. is Google’s parent

business, and Sundar Pichai serves as the corporation's current chief executive officer. Over 1,40,000 people are employed by the firm. In 2007, 2008, and 2012, Fortune magazine named it the best company to work for overall.

### **Google's Use of HR Analytics**

Google's "Project Oxygen" is an algorithm that takes in data on workers' productivity and comments from those workers to select the best practises for management. Google used this information to identify 10 characteristics of effective managers.

### **HR Analytics Outcomes at Google**

Future company leaders benefited from the project's training, and management teams saw increased productivity as a result. Soft skills and emotional intelligence were prioritised above technical expertise by the staff.

### **Experian**

Experian, headquartered in Dublin, Ireland, is a provider of information services, including data and analytical tools. As of the 10th of October 2001, Experian was no longer a part of GUS, which had owned the firm since 1996. Experian collects and evaluates credit information from a wide variety of sources. Credit scores are derived from the information in consumers' credit reports, which are then used by financial institutions, healthcare providers, vehicle manufacturers, and others. It is useful in determining whether the customer's requested loan may be granted. Experian's annual revenue for the fiscal year ending in March 2020 was US\$5.18 billion. London Stock Exchange is where you may find this corporation listed. There are around 17,000 employees working at Experian in 44 different countries. In 2018, Forbes magazine named Experian one of the top 100 most innovative firms in the world.

### **Analytics for Human Resources Use at Experian**

Predictive workforce analytics is a new analytical tool that was released by Experian in 2019. Since 2016, the firm has seen tremendous turnover and significant losses. Employee turnover became a serious issue for Experian despite the fact that it was consistently ranked as one of the finest places to work. In 2016, it was discovered that turnover rates were 4% higher than average. The company lost almost \$3 million for every percentage point rise in sales. The repercussions for the business were severe. Olly and Wendy Cunningham of Experian's Global HR team had begun developing an analytics system to better inform HR teams worldwide about employee requirements and trends. They reasoned that by taking this step, the firm might learn which perks employees appreciated most, and then use that information to develop more effective retention programmes. Visier, an analytics programme, was utilised by the firm.

### **Human Resource Analytics Outcome for Experian:**

The time spent by staff on regularly scheduled reporting dropped by almost 70% once the organisation began using Visier. Employees are no longer given reports, and they are instead expected to rely on their own initiative to provide necessary data. The predictive workforce analytics platform at Experian was revolutionary, improving the lives of workers while cutting expenses and freeing up valuable time for business operations.

## **Walmart**

American retailer Walmart owns and operates hypermarkets, convenience stores, and other retail outlets across the globe. Sam Walton founded the first Walmart in 1960 in his home state of Arkansas. In 1967, the Walton family had 24 shops and was bringing in \$12.7 million. A piece of Walmart may be found on the NYSE. In 2022, Walmart will have around 10585 locations in 24 different nations. With yearly sales of over US\$570 billion, Walmart tops the Fortune Global 500 list as the world's biggest corporation. It has 2.2 million workers, making it the biggest private employer. In certain places, like India, where Walmart has a 77% controlling interest in the e-commerce business Flipkart, the retailer maintains shops under a different brand.

### **Walmart's Use of Human Resource Analytics**

In 2015, Walmart developed a system that made their data accessible so that customers could double-check their own reports. Walmart's "analytics engine" consists of the following four components:

- Modelling and data mining: here is where the analytical team would work on tools to aid in predicting or making "evidence-based decisions."
- Studies - they mostly included dealing with disorganised data. Each year, the whole Walmart crew was polled as part of this initiative.
- Prototyping and Visualisation - In this stage, several methods are established that make it possible to apply the gathered data and knowledge to business issues.

Once the best strategy has been devised, it is tested in a shop or other location before being rolled out to the rest of the organisation. The IT department will roll it out to the rest of the company after its usefulness has been proven.

### **HR Analytics' Outcome at Walmart**

Projects are prioritised according to HR before being distributed to departments or individual teams, freeing up time for team leaders who previously had to perform the reporting themselves. This global deployment of analytics enables remote management as part of a coordinated team effort.

## **Wegmans**

The Wegmans network of supermarkets may be found throughout the United States. It has 107 retail outlets. Wegmans was placed third on Fortune's list of the 100 greatest businesses to work for for the last three years running (it was ranked first in 2005) and had annual sales of \$11.2 billion in 2021. The firm now employs 52,00 people. John and Walter Wegman, two brothers, established the firm in 1916. The company has a scholarship programme that awards its workers with \$5 million every year to put towards their higher education expenses.

### **Walmart's Use of Human Resource Analytics**

The company's health insurance policies for staff members need review in 2007. A total of 1,310 employees were polled at 17 of the company's best-performing locations, with 76% responding to the survey. The study asked employees two different sorts of questions about their experiences in the old and new markets. The second inquiry targeted employee sentiment on incentive pay. Two

options were presented to workers as to how they would want to be compensated and how their healthcare costs would be covered.

### **HR Data Analysis Outcome for Wegmans**

Results from both surveys pointed to the importance of health insurance to workers as a key factor in their decision to join or remain with a company. The business also saw that base pay was towards the bottom of both employee value rankings.

### **Brand: Johnson & Johnson**

The American pharmaceutical and medical device firm Johnson & Johnson. On the list of the 500 most lucrative firms in the world in 2021, the firm placed 36th. In 2020, the firm's global sales were \$82.6 billion. In 1886, Robert Wood Johnson, together with his brothers James Wood Johnson and Edward Mead Johnson, formed the corporation with the help of 14 people. Johnson & Johnson now employs around 1,445,000 people.

### **Johnson & Johnson's Use of Human Resource Analytics**

The company's leaders were concerned about their inability to boost worker output and retention. The hiring practises of the period prioritised individuals with relevant work experience on the assumption that these candidates would be able to make greater contributions to the company. The result was a 10% drop in hiring of new college grads by the firm. In order to examine the correlation between seniority and turnover, the HR analytics team collected data on 47,000 workers. Employees recruited directly from college tended to stay with the company for longer than those with more work experience, according to the research. The findings also indicated that the contributions of both new and veteran workers to the business were similar.

### **Johnson & Johnson's HR Analytics Outcome**

The findings were analysed, and a new two-year leadership development programme was implemented in the hopes of lowering the company's turnover rate among recent college grads. In response to the findings of the people analytics research, the firm hired 20% more recent college grads, which helped keep turnover low and productivity high.

### **Findings**

In the first scenario, we see how Experian used predictive workforce analytics to figure out why its employees were leaving, which in turn cut down on reporting time by over 70 percent. Here Walmart was employing analytical tools, but objectives and goals changed, the tools no longer made sense for the business. That's why they opted to switch analytical methods. Employees may now check in on their own reports, saving managers valuable time, thanks to this convenient feature.

The case focused on the work and personality of the employees. Various instruments were used for various tasks. Since there was a dearth of information from which to pick new workers, the company's technology staff developed a series of online games to get insight into their character and thought processes. The second problem was regular operations management, and to address it, the business relied on an instrument called the Organisational Health Index. This tool highlighted certain management practises that would enhance the health of the organisation. Sensors monitored employees' movement around the restaurant, the volume of their conversations with customers, and

the amount of time they spent talking and listening to coworkers and customers to solve the third issue the company faced: employee interactions with customers.

The grocery store Wegman's was having trouble affording the rising cost of renewing its workers' health insurance. They polled workers to find out how they felt about their jobs, their pay, and other perks. They were given a number of potential employee packages to choose from, and one of them revealed that workers would accept lower salary in exchange for less legal obligations.

In this example, Johnson & Johnson was losing graduate staff because management mistakenly believed that more seasoned workers would be better for business. However, studies showed that graduates were remaining with the firm longer than their experienced counterparts, despite the fact that their contributions were identical. So, Johnson & Johnson established a leadership programme to keep its grads from leaving and their productivity high.

## Conclusion

Questions such, "Why should employees stay with our company?" deserve answers from the corporation. To improve productivity and employee retention, HR analytics may be used to determine where improvements can be made based on the data you collect. HR analytics is used by companies like Google to compile data on employee performance in order to design the most useful training programmes for both high and poor performers. Many businesses disregard HR analytics and the unrecognised organisational practises that are connected to it. The research focuses on how human resource practises may be leveraged to turn static job descriptions into more dynamic job descriptions. Analytical functions in the contemporary world are the focus of this research. Rising performance standards have shifted attention to HR analytics in an effort to foster a more creative and competitive work environment.

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# **A REVIEW BASED ANALYSIS OF EFFECTS OF PSYCHOLOGICAL CONTRACT ON ORGANIZATIONAL COMMITMENT AMONG PERMANENT & TEMPORARY TEACHERS IN HIGHER EDUCATIONAL INSTITUTIONS**

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## **Abstract**

Around the world, there is a growing inclination of new employment strategies in Higher Educational Institutions and Universities of employing permanent along with temporary or contractual teachers. It is presumed that the Permanent and Temporary Teachers would have different Organizational Citizenship behaviour and Organizational Commitment. This research intent to study the organizational commitment of teachers of Higher Educational Institutions with respect to their status of employment i.e., Permanent (Regular/ On-roll) and Temporary (Contractual Teachers/ Guest Faculty/Visiting Faculty). It can be observed from previous research that Psychological Contract highly impact Organizational Commitment. The present study tries to analyse the dimensions of Psychological Contract namely Transactional and Relational Contract and whether it differs for Permanent and Temporary employees.

**Keywords:** *Psychological Contract, Transactional Contract, relational Contract, Organizational Commitment, Permanent & Temporary Employees, Part-Time & Full Time Teachers.*

## **Introduction**

The employment relationship among the employer and employee can be conceptualized with a new terminology, “Psychological Contracts” by many researchers. This study emphasizes the diversity in the psychological contracts among Permanent and Temporary Teachers of Higher Educational Institutions. During this present research, the researcher tried to find out differences in the level of Psychological Contract among the Teachers of Higher Educational Institutions in India particularly between the Permanent and Temporary Teachers.

Although there is this kind of dramatic explosion of temporary employment of Teachers in Higher Educational Institutions, very rare few research has conducted to study the effect of these



that this transition of Teachers appointment on the colleges and universities. This current study tried finding how Permanent and Temporary Employment relationship influence Organizational Commitment.

### **Objectives of the Study**

1. To understand the nature of Psychological Contract of Teachers of Higher Educational Institutes.
2. To determine the effects of psychological contract on Organizational Commitment of Teachers of Higher Educational Institute towards their employer (Higher Educational Institutes).
3. To check whether Organizational Commitment will differ for Permanent and Temporary Teachers of Higher Educational Institutes.

### **Research Methodology**

Secondary research Method: The research will be reviewed based on previous literature and will make use of Secondary Data. The secondary data will be sourced from Google Scholar, Wikipedia, Emerald, ProQuest, Jstor, Ebsco host, Magazines, Newspapers etc.

### **Literature Review**

By reviewing the literature on concepts like Psychological Contract, Organizational Commitment and how effects of work status i.e., Temporary & Permanent Teachers of Higher Educational Institutes is studied through the literature.

The literature reviewed are explained as follows:

#### **I. Psychological Contract**

While explaining the term “Psychological Contract”, the researcher emphasized that it is the vital duty of any management to sustain a bond between the employees and employers. The concept of psychological contract emerged in 1960’s and caught popular attention in 1990’s as it became a method of understanding employee behaviour in the changing dynamics of employment, where job security has become a particular challenge (Freese & Schalk, 2008).

(Homans, 1958) first propounded a foundation theory on social exchange with regard to people’s group behavior (Coyle-Shapir & Conway, 2005), later (Blau, 1964) developed Social exchange Theory in context to individual’s expectation from each other and mutual exchange of obligations (Coyle-Shapiro & Parzefall, 2008); (Deka & Srivastav, 2023). Early pioneers of this field include (Argyris, 1960); (Levinson, et al., 1962); (Schein, 1965) who defined “Psychological Contract” as a set of non-documented settlements and perception on mutual “beliefs, expectations and obligations”. Although the definition formulated by (Rousseau, 1989) emerged as the most popular definition of psychological contract whose conceptualization of differentiating psychological contract as an employee perception has taken root in research (Hassan, et al., 2017); (Deka & Srivastav, 2023).

(Rousseau, 1995) in her book proposed a model of 4 typology of Psychological Contract namely Relational Contract, Transactional Contract, Transitional contract, and Balanced Contract. (Rousseau, 2005) further stated two dimensions to the psychological contract. Firstly, she reasoned the existence of a Relational Contract based on reciprocated dependency, psychological bond that is

related with long term secured employment or Permanent Employment status. On the other hand, she also described the existence of short term, temporary which is more concerned about remuneration earned against their work as Transactional Contract which can be linked to employees with temporary employment status. This model further got altered by a fusion which termed as Balanced Contract (Dabos & Rousseau, 2004).

		Performance Terms	
		Specified	Not Specified
Duration	Short-term	Transactional	Transitional/ No guarantees
	Long-term	Balance	Relational

**Figure 1**  
**Typology of Psychological Contract Model**

Source: (Rousseau, 1995)

### ***(1) Psychological Contract of Teachers of Higher Educational Institutions***

(Shen, 2010) studied Psychological Contract of University Teachers which was not explored in the works of the initial researchers who have studied various aspects of Psychological Contract. Till recently, very limited literature has been available on psychological contracts that is studied by teachers of higher education. The popular theories like that of psychological contracts may not be entirely applicable to university academics. To fill this literature gap, this study sets out to, first, investigate the contents and the nature of the academic psychological contract. Second, it analyses the extent to which the academic psychological contract has been fulfilled.

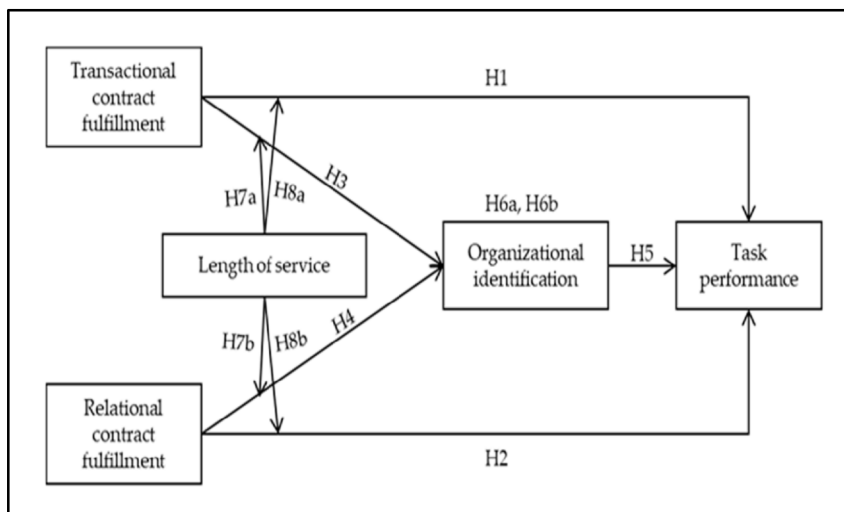
According to (Rousseau & Park, 1993), a part-time and temporary worker's psychological contract is more transactional in nature than that of a full-time or permanent worker. Therefore, continuing academics are more likely to have a relational academic psychological contract. (Conway & Briner, 2002) reported that part-time employees have higher ratings of job satisfaction but low commitment and willingness to perform organizational citizenship behaviors. (Johnston, 2017) in his working paper has mentioned Interestingly identified a view that transactional contracts are similar regardless of whether they are in academic or the more conventional business arena. From the study by (Shen, 2010), the least fulfilled contents of the psychological contract of teachers are fair promotion, consultation, recognition of contributions, providing funding for research, and pay equity. The four most fulfilled elements were the provision of adequate training, reasonable workload, the provision of resources to do work, and the provision of adequate time for research. Length of employment, gender and education did not seem to have obvious impacts on the contents of the academic psychological contract. The academic psychological contract is more transactional than

relational in character. Overall, the academic psychological contract has been fulfilled at a low level. (Tipples & Krivokapic-Skoko, 2007) who have contributed a lot to the research on Psychological Contracts of University Academicians in Australia and New Zealand have thrown light upon lack of studies in Educational Institutions although there have been ample number of research to study psychological contracts and tremendous development can be witnessed in the last two decades which is evident from the research work by (Coyle-Shapir & Conway, 2005); (Freese & Schalk, 1996); (Cavanaugh & Noe, 1999); (Turnley & Feldman, 1999).

## (2) PSYCHOLOGICAL CONTRACT PROFILES OF DIFFERENT EMPLOYMENT STATUS

In today's workplaces there is a tremendous growth in the number of temporary and contract employees. Although there is significant difference in psychological contract of Temporary employees from their permanent counterparts but there is no significant difference in their organizational commitment which proves that employing temporary employees will be beneficial for the organizations (Chambel & Castanheira, 2006). (Guest & Clinton, 2006) have tried to identify various types of temporary contract, ranging from agency-linked to fixed-term and seasonal contracts, are associated in different ways with employee well-being. (Rousseau, 1989), (1995), (2005) also finds that temporary workers with Transactional contracts have lower organizational commitment than permanent employees with relational and Balanced Contract with more job satisfaction.

(Guest & Clinton, 2006) addresses the research question whether the impact of temporary contracts on wellbeing, work attitudes and work behavior forming the main dependent variables. There are arguments about the extent to which temporary workers will be as committed to the organization as permanent workers. (Rousseau, 2005) finds that temporary workers with Transactional contracts have lower organizational commitment than permanent employees with relational and Balanced Contract with more job satisfaction. (Liu, et al., 2020) finds that temporary workers have



**Figure 2**

**Mediating effect of Length of service in the relationship between Psychological Contract and Organizational Identification**

Figure 3: Source: (Liu, et al., 2020)

lower Organizational Identification than their permanent counterparts. They also find that fulfillment of Relational Psychological contract lead to higher organizational commitment. Their study also shows that temporary employees with Relational Contract fulfillment have higher productivity.

## **2. Organization Commitment**

(Ran, 2007) mentioned in his research how during the initial time, Organizational Commitment was described from one-dimensional interpretations but (Meyer & Allen, 1993) disputed on a universal characterization that can be considered by multidimensional factors. They propounded a new definition of Organizational Commitment as promises by the employer instead of obligations or expectations of the employees from the time they are employed in the organization.

### ***(1) Impact of Psychological Contract on Organizational Commitment***

The psychological contract between the employer and employee has become quite popular to have a clear insight of the Organization Behavior. (Guest, 1998) defined the term, Psychological Contract as the mutual promise, expectation, and obligation of job security from the employer exchange of employees' hard work, constancy, and career development within the organization in exchange of high commitment and devotion in a time of rapid organizational changes like downscaling and laying-off. (Hui, et al., 2014) have tried to establish the relationship between Organizational Behavior of the employees with Psychological Contract and explained the strong impact of the three dimensions of Psychological Contract namely transactional, relational contract on Employees Organizational Commitment.

### ***(2) Organizational Commitment of Permanent and Temporary Teachers of Higher Educational Institutes***

Temporary teachers in Indian Universities are of wide range and can be categorized as 'Contract Teachers', 'guest faculty', 'ad hoc', 'volunteers', 'Para-teachers'. Most of the Universities, colleges and other Higher Educational Institutes in India are following a trend of recruiting Teachers in a temporary basis. Generally, these types of Teachers are employed annually or per semester (six monthly) at a lower compensation than that of their permanent counterparts (Jafri & Lhamo, 2013). Organizational Commitment of teachers at Higher Educational Institutes varies with respect to their employment status whether temporary or permanent and its impact on their Organizational Commitment towards their Institutes. Payment of compensation acts a crucial factor resulting Organizational Commitment of Teachers of Higher Education and Universities (Malik, et al., 2010). (Liu, et al., 2022) studies organizational commitment of worker in Chinese Public organization who are kept in the edge with little support from their employer resulting low trust and organizational commitment then that of their permanent counterparts. But it is also observed from the recent research that there is no significance variation in Organizational commitment regarding Permanent and Temporary employees. In general, it is perceived that Permanent employees are preferred over their temporary counterparts in organizations also their Organizational Commitment is perceived to be different (Jose, 2008).

### **3. Effect of Psychological Contract on Organizational Commitment of Permanent and Temporary Teachers of Higher Education**

(Phakwrya & Sharma, 2018) has a very new perspective on the effect of Psychological Contract

on Organizational Commitment of Teachers of higher educational Institutes. The result of their study shows the Psychological Contract between the Teachers and the Higher Educational Institutions through fulfillment of obligations by the teachers towards the higher educational Institutions whereas the expectations perceived by the teachers from the institutions are somewhat fulfilled. The finding of their study shows that the psychological contract has significant correlation with Organizational commitment of the teachers of higher educational institutions.

The job tenure and employment status impact the employees' perception of their Psychological Contract (Schalk & Rousseau, 2001). (Shore & Tetrick, 1994) have found in their research that the level Psychological Contract can keep on changing between the employees with the employer during the tenure of their employment relationship. (Afsar, 2014) in his study explained that although the dynamics of psychological contract of Teachers are quite simple in the initial period of employment but it gets complex as their tenure of employment is longer. (Schalk & Rousseau, 2001) studied that Organizational Commitment increases with longer employment relationship with higher Relational Contract whereas Temporary employees with short term employment relationship have lesser Organizational Commitment. (Murphy, 2009) in their study found that temporary teachers have higher Organizational Commitment than the permanent teachers as can be found that where temporary teachers dedicate in helping students' overall development, permanent teachers focus more on research than teaching. It can be summarized from the literature that temporary employees will have Transactional contract with their employer with expectation of monetary compensation received from their employer (Matusik & Hill, 1998), (Rousseau & Wade-Benzoni, 1994).

### **Implications of the Study**

In the Education sector where there is high demand of skilled employees, it is crucial for the Higher Educational Institutions to have higher Organizational Commitment with employees regardless of their employment status. There is a growing trend worldwide to employ temporary or contract and Ad-hoc teaching and non-teaching employees in Higher Educational Institutions, Colleges and Universities. This study will help the Employers in Academics and Government bodies and policy makers to make their HR Policy, to implement Employment Laws and policies, especially in the Education sector.

### **Future Scope of Study**

There is future scope of empirical study on Teachers working in universities and higher educational institutions with higher sample size to have better findings and results on how Psychological Contract will vary with different employments status of Teachers impacting the level of Organizational Commitment.

### **Conclusion**

This paper tries to understand the effect of Psychological Contract on Organizational Commitment of Teachers of Higher Education and whether it varies with their employment status. There is very few researches done on Psychological Contract of Teachers of Higher Education, specially temporary and permanent Teachers. The present review-based study analyzed literature in this context and focused on the effect of Psychological Contract on Organizational Commitment of Teachers of Higher Education and mediating role of their Employment Status i.e., Permanent and

Temporary Teachers. While studying various literature on we have concluded that Temporary Teachers will have higher Transactional Contract and less Relational Contract whereas Permanent Teachers will have higher Relational Contract and lesser Transactional Contract. It is interesting to note that this study finds that Temporary teachers show higher Organizational Commitment than their permanent counterparts.

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## **SBI MUTUAL FUND INVESTMENTS AND IT'S PERFORMANCE: A CRITICAL STUDY OF FINANCIAL PLANNING OF SALARIED CLASS**

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### **Abstract**

Mutual fund investments are made with the expectation of a positive return with little risk. The primary purpose of this research was to learn which SBI reciprocal finances investors' favour. One hundred and ten people filled out the survey that served as the study's main data source. Better returns for investors were deemed to be the primary and most important advantage of investing in SBI mutual funds, then safety and tax advantages. Most respondents favoured open-ended programmes where they may enter and leave at any time with no time limit on their investment. As a result of SBI's superior infrastructure, customer service, performance, and stratification, the vast majority of investors are pleased with the company's mutual funds. We found that an individual's college degree has very little bearing on the extent to which they comprehend mutual funds. When everything is said and done, we think the research will help the SBI mutual fund firm improve their services and policy options. Moreover, the SBI would be able to use this research to improve investor education about SBI mutual fund schemes.

**Keywords :** SBI mutual investment plans, customer choice, and contentment.

### **Introduction**

Mutual investments are pools of money from several investors who have agreed to pool their resources in order to achieve a common financial aim. A fund manager takes the money contributed by many people and invests it in securities like stocks, bonds, and shares of companies. Mutual fund investments are made with the expectation of a positive return with little risk. Therefore, the ideal asset is a mutual fund that invests. average person since they provide several advantages to their shareholders, including diversification, expert management, tax advantages, transparency, liquidity, flexibility, a wide range of investment options, low costs, etc. A major contributor to economic growth is the mutual funds sector. Capital markets become more active and local ownership of

financial assets rises as a result of the country's free-floating economy. Directing consumers investment via mutual funds will increase wealth generation over the long term. Therefore, the industry may be one of the reasons why the economy is doing well.

By creating the UTI in 1963, the Indian government and reserve bank took the initial moves to building an investment fund industry in that country. The UTI was established by a statute enacted by Legislature in 1963. It was created by the Reserve Bank of India, which also had legislative and administrative control over it. The SBI Mutual Fund is a joint venture between SBI and AMUNDI, a business widely recognised as one of the finest in the globe at handling assets. With its corporate office in Mumbai, SBI money Administration Pvt. Ltd. has been handling cash for over thirty years. The governing body for the mutual fund managed by SBI is SBI Perpetual Fund Trustees Company Private Limited. As a result, SBI holds 63% of SBIFMPL at the moment, while AMUNDI Asset Management, Inc. controls 37% of the company through its fully owned affiliate, Amundi India Holding. By putting into effect and sticking to the most stringent regulatory requirements and standards of excellence from across the world, SBI and AMUNDI assets management will expand the company into a leading portfolio manager on a global scale.

The SBI Investment House has 165 sites around the country of India. According to AMFI, there are 57,004 registered agents. The supply of intrinsic value and the regaining of shareholders' trust in the firm are the two main objectives of SBI Mutual Fund that is recognised in more than 222 sites around the country. Since its foundation in 1988, the institution has consistently been at the forefront when it comes with overseeing finances from outside. Both the SBI Contra Fund and the SBI Resurgent Asian Nation Opportunities Fund were firsts for the company in their respective fields.

SBIFMPL, SBI Mutual Fund's asset management company, is anticipated to grow by more than 35% in FY2021, greatly above the industry average of 18.8%. Over the past three years, SBIFMPL has risen at a CAGR of 32.3%, which is much higher than the sector average of 11.7%. For the fiscal year that concluded on June 30, 2021, profit after tax increased to 860.40 crore from 603.45 crore in the previous fiscal year. The 61 alternatives offered by SBI Mutual Fund include equity, debt, hybrid, solution-oriented, and index funds. This might help a variety of investors realise their objectives.

Only a few of the many factors influencing investment decisions in mutual funds include the demographic profile of investors, their level of expertise, educational background, and propensity towards mutual fund schemes, risk and return, and the type of mutual funds. Since their debut, SBI Mutual Funds have garnered enormous popularity, giving them a greater impact on the financial markets. Investors may choose from a number of different SBI Mutual Funds strategies. The SBI mutual fund performance analyses are in-depth yet divisive. Investors' preferences for SBI mutual funds, particularly in the Madurai area, have not been researched in depth.

## **Review of Literature**

The sources included for this literature review include things like academic journals, newspapers, and SBI's own yearly reports and studies on its mutual funds. Reviewing the relevant literature allows us to identify a knowledge gap and get a thorough comprehension of why investors like SBI mutual funds.

The preferences of Dindigul District investors for SBI Mutual Funds were analysed by Jeevanandham and Ananth in 2013. According to the findings of this research, many people choose investing in mutual funds because of the potential for significant returns with little risk, along with the funds' safety and liquidity. Companies offering mutual funds are responsible for promoting public understanding of such options.

The effectiveness of SBI mutual funds was analysed by Gangaiah (2015). According to this research, the dispersed investing behaviour of the average Indian small investor is to blame for the explosion in the number of mutual fund products available, and an individual's degree of savings, investment history, and comfort with risk all play significant roles in the mutual fund purchase choice.

A survey of investors' attitudes and experiences with mutual funds was conducted by Ranjith Kumar in 2017. According to the research, the time has come for SBI-Mutual Funds, the biggest public sector bank, to boost the quality of its services by identifying client needs and guiding them towards the most suitable mutual fund options. At regular intervals, they should evaluate their success based on both hard numbers and qualitative metrics provided by the marketing data warehouse.

According to a study by Palla Vasavi et al. (2019), "Andhra Pradesh Capital Region (Amaravathi) investors' preference towards mutual fund sectors and schemes-qualitative study," the investment preferences of respondents were found to be independent of age and gender.

Using data from Nadiad, India, Kinchit Shah (2020) conducted a study of customer interactions with SBI Mutual Funds. Mutual funds, as this report illustrates, are a strong source of returns for most families and are especially helpful for retirees. But most people still only invest in tried and true methods like gold and fixed deposits. Mutual fund investment has to be promoted by the SBI Company and the government.

According to "A study on investors' satisfaction towards SBI mutual funds Egmore Chennai" by Jessey Priscilla and Rathika (2021). Mutual funds also prioritise minimal risk as one of their primary objectives.

### **Objectives of the Study**

- To look at what kinds of investors want to use SBI mutual funds.
- To research what causes SBI mutual fund investors to make the choices they do.
- To examine how happy respondents are with SBI mutual funds.

### **Research Methodology**

#### **Approach to Research**

This study uses a descriptive research approach.

#### **Analytical Instruments**

The current research aimed to examine how much investors favoured SBI mutual funds. The data was analysed using the Percentage Method, the t-Test, and the Analysis of Variance.

The information for this research came from a mix of primary and secondary sources.

Primary data gathered via a scheduled interview of SBI investors. The questionnaire was designed with the help of in-depth discussions with industry professionals, including mutual fund investment officials from a variety of mutual fund companies and, in particular, SBI mutual fund officers.

Sample Size: 110

Sampling Methodology: Quick and Easy

Methodological Questionnaire Sampling Structured

Information gathered from secondary sources such as the literature and the internet.

## Data Analysis and Interpretation

The Respondents' Demographic Profile, Analysed

The information was compiled and presented in tabular form, broken down by gender, age range, and level of education, marital status, and family size, number of dependents, number of jobs held, monthly income, and data source.

**Table I**  
**Client Favoritism for SBI Mutual Fund Investments**

<i>Changeable</i>	<i>Group</i>	<i>No. of Respondents</i>	<i>Percent</i>
1. Type of Mutual Funds	Open-ended	78	71
	Close-ended	32	29
	Total	110	100
2. Type of Schemes	Equity Schemes	32	29
	Debt Schemes	11	10
	Balanced Schemes	10	9
	Tax Saving Schemes	36	33
	Money Market Schemes	12	11
	Exchange Traded Funds	9	8
	Total	110	100
3. Period of Investment	Less than 1 year	37	34
	Between 1 to 2 years	45	41
	Between 2 to 3 years	16	15
	More than 3 years	12	11
	Total	110	100
4. Reasons for Investing in SBI Mutual Funds	Rate of return	34	31
	Safety	19	17
	Tax benefit	25	23
	Liquidity	10	9
	Flexibility	7	6
	Brand name	15	14
	Total	110	100

Table 1 demonstrates that most investors (71) choose open-ended mutual funds, while the minority (29%), close-ended funds. Open-ended SBI mutual funds were the most popular choice for investment among respondents.

Type of Schemes: 29% prefer investing in equity schemes, 10% in debt schemes, 9% in balanced schemes, 33% Exchange- traded funds (ETFs), 11% savings funds, and 8% tax-saving plans. Most people who responded said they would put their money into tax-deferred mutual funds offered by SBI.

Results show that 34% of respondents favour investments with a duration of less than a year, 41% favour investments with a duration of between one and two years, 15% favour investments with a duration of between two and three years, and 11% favour investments with a duration of more than three years. The most common time frame for SBI mutual fund investments is between one and two years.

It was found that 31% of investors put money into mutual funds so they could earn a higher rate of return, 17% so they could sleep better at night, 23% so they could take advantage of tax breaks, 9% so they would have access to their money quickly, 6% so they could have more freedom to make financial decisions, and 14% so they could help others. When asked why they invest in mutual funds, most people cited return on investment (ROI), followed by tax advantages and security.

**Table 2**

**T-Test Investigation to Compare SBI Open-ended and Closed-ended Mutual Fund Plans  
Considering Customer Choice Degree**

<i>Investors Preference of Mutual Fund Schemes</i>	<i>No. of Respondents</i>	<i>Percentage (%)</i>
<b>Open-ended:</b>		
SBI Contra Fund	19	17
SBI Magnum Mid Cap Fund	29	26
SBI Technology Opportunities Fund	14	13
SBI Small Cap Fund	9	8
SBI Magnum COMMA Fund	7	6
Total	78	71
<b>Close-ended:</b>		
SBI Tax Advantage Fund	13	12
SBI Equity Opportunities Fund	7	6
SBI LT Advantage Fund-III	6	5
SBI LT Advantage Fund-IV	3	3
SBI DAF Fund	3	3
Total	32	29

Therefore, investors' preferences for open vs closed-ended mutual fund schemes varied significantly. Figure 5 shows that 71% of respondents found that investing in open-ended mutual funds was the best option, while 29% said that investing in closed-end funds was the best option. Therefore, most respondents favoured investments in open-ended mutual funds because they allow

investors to freely enter and leave the fund, its units can be bought and sold at any time regardless of the fund's NAV.

## Conclusion

The SBI mutual funds business is very important to India's economy. It has become a major investment vehicle and an essential source of profit for individual investors. Finding out which mutual funds investors like most and are most satisfied with was the primary motivation for this research. Better returns for investors were deemed to be the primary and most important advantage of investing in SBI mutual funds.. Most respondents favoured open-ended programmes because they provide returns, inspire confidence among investors, and reduce the potential downsides of putting money into the stock markets. As a result of SBI's superior infrastructure, customer service, performance, and stratification, the vast majority of investors are pleased with the company's mutual funds.

The SBI Mutual Fund Company may utilise this research to improve their service and policy programmes. The new economic policy gives private businesses a fresh angle from which to gauge market demand and appease sane investors in a hurry. SBI Mutual Funds, the biggest public sector bank, has an opportunity to raise the bar on customer care by tailoring its offerings to each individual client's situation. Finally, we find that SBI not only uses quantitative data but also qualitative features derived from the marketing information system to monitor their success on a regular basis. In addition, the SBI Company will be able to use this research to better inform investors about SBI mutual fund plans.

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## **A STUDY OF SELECT SCHEDULED COMMERCIAL BANKS' NPA IN INDIA USING ABC ANALYSIS**

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### **Abstract**

In India's banking system, non-performing assets are not desirable. It is like cancer that is destroying the overall banking system in India. NPA or Non-Performing Asset as per the RBI Master Circular is credit in respect of which interest and principal installments have remained past due for a specific period. A thorough study of secondary data related to the non-performing assets of some scheduled commercial banks has been conducted and is available on various websites to conduct an ABC analysis. It is a method to characterize banks' performance (poor, satisfactory, or good) based on their NPAs. The analysis determined that some of the banks appeared in the poor performance group, showing that a negative impact of NPAs exists on the overall health of the bank. To protect the Indian banking sector from any financial crisis, it is necessary to completely overhaul the financial system. This will ensure the sector's protection against any financial emergency.

**Keywords:** Scheduled Commercial Banks, Non-Performing Assets (NPA), ABC Analysis.

### **Introduction**

*"The failure of a loan usually represents miscalculations on both sides of the transaction or distortions in the lending process itself."*

—Radelet, Sachs, Cooper, and Bosworth (1998)

The above-mentioned quote aptly conveys one of the prime reasons for the problem of *Non-performing assets* in the Indian Banking System as more and more debts are provided by the banks which ultimately turn into risky credits. A non-performing asset is defined as credit in respect of which interest and/or installment of principal has remained 'past-due' for a specific period of time (90 Days, March 31, 2004, onwards).

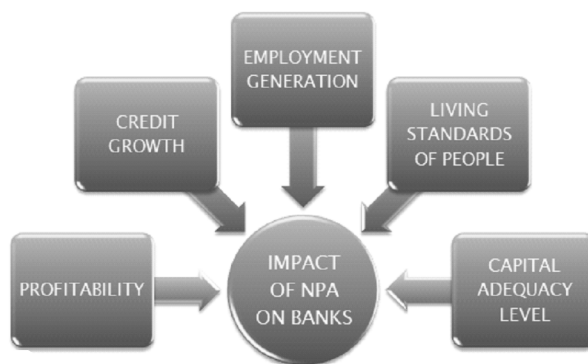
Therefore, to evaluate the financial stability of a country, NPA has become an invaluable parameter. The accumulation of NPA or defaulted loans over a longer period will act as an impediment to the growth of the economy. This will also have a detrimental impact on the goodwill of the bank. Thus, banks need to be extra cautious while distributing loans to the public. This is because defaults



on loans are increasing day by day. Banks should also ensure the security of their customers' deposits by ensuring that they are not misused by a selected class of people. Hence, a sound banking sector is the need of the hour.

### Rationale of the Study

The present study has been conducted to assess the soundness of the non-performing assets of select scheduled commercial banks in India. The menace of defaulted loans is increasing day by day in the Indian banking sector. The impact of NPA on banks can be assessed through the following chart:



Hence, it is imperative to keep a close eye on the rising NPAs of banks. So, this paper is designed to provide an insight into the Gross and Net non-performing assets of the selected banks, as well as provide an explanation for what might be causing these rising NPAs.

### Review of Literature

**Sanjeev, G. (2007):** A study by the author, titled “*Bankers’ perception of the causes of bad loans in banks*”, was undertaken to identify the factors that contribute to bad loans in the Indian banking system. Based on the primary data collected from credit managers of the banks, the results showed that external factors such as economic slowdowns and willful defaults have a much more significant influence than internal factors such as managers’ motivation, managerial skills, and political intervention.

**Fulekar et al., (2016):** The authors in their paper titled “*Non-Performing Assets: A Growing Concern for Banks*” assessed non-performing assets of public, private and foreign banks from 2010 to 2014 with the help of gross advances, gross NPA and gross NPA to gross advances ratio. It was identified that rising levels of NPA could adversely affect the economy if it is not managed properly.

**Korde et al., (2018):** The aim of their paper titled “*ABC Analysis of Public Sector Bank’s Gross and Net NPA’s for the period 2007-08 to 2016-17*” was to assess the performance of banks based on their non-performing assets. To arrive at the results the author used ABC Analysis in which banks were classified into three groups namely poor, satisfactory or good performance. The author noticed that banks with a high percentage of NPAs lack efficient credit management systems. Furthermore, it has been observed that financial scams and willful defaults are also contributing factors to the problem.

**Mukhopadhyay, A. (2018):** The author in his study “*Finding innovative solutions to India’s NPA Woes*” suggested a few solutions to the NPA problem. Throughout the study, the author has argued that a recapitalization plan over a prolonged period, the application of the IBC (Insolvency and Bankruptcy Code), and profit cuts by strong banks during profit-making quarters to write off nonperforming loans are all factors that will gradually lead to resolving the problem of non-performing loans.

## Objectives of the Study

The study aims to assess the overall health and performance of the select scheduled commercial banks concerning the NPAs by performing an ABC Analysis.

## Research Methodology

- It is an analytical type of research.
- The present paper is derived from secondary data which was extracted from the websites [www.moneycontrol.com](http://www.moneycontrol.com) and [www.rbi.org.in](http://www.rbi.org.in).
- ABC Analysis has been conducted to assess the performance of the scheduled commercial banks namely Bank of Baroda, State Bank of India, Punjab National Bank, Canara Bank, HDFC, ICICI, Axis Bank and Kotak Mahindra Bank based on gross and net NPA, as per cumulative (descending method) of analysis for the period 2015-16 to 2021-22. For this, banks have been divided into three groups i.e. poor performance (1%-70%), satisfactory performance (71%-90%) and good performance (91%-100%).

## Data Analysis

**TABLE I**  
**GROSS NPA OF BANKS FOR THE PERIOD 2015-16 TO 2021-22**

Name of Bank	2015-16	% of Total GNPA	Cumulative	2016-17	% of Total GNPA	Cumulative	2017-18	% of Total GNPA	Cumulative	2018-19	% of Total GNPA	Cumulative
<b>BOB</b>	40,521.04	15.222635	15.222635	42,718.70	13.436491	13.436491	56,480.39	10.972672	10.972672	48,232.77	11.205115	11.205115
<b>SBI</b>	98,172.80	36.880810	52.103445	1,12,342.99	35.335710	48.772201	2,23,427.46	43.406150	54.378822	1,72,750.36	40.132212	51.337327
<b>PNB</b>	55,818.33	20.969405	73.07285	55,370.45	17.415899	66.1881	86,620.05	16.828025	71.206847	78,472.70	18.230254	69.567581
<b>CANARA</b>	31,637.83	11.885459	84.958309	34,202.04	10.757710	76.94581	47,468.47	9.221890	80.428737	39,224.12	9.112286	78.679867
<b>HDFC</b>	4,392.83	1.650264	86.608573	5,885.66	1.851241	78.797051	8,606.97	1.672110	82.100847	11,224.16	2.607522	81.287389
<b>ICICI</b>	26,720.93	10.038315	96.646888	42,551.54	13.383913	92.180964	54,062.51	10.502941	92.603788	46,291.63	10.754162	92.041551
<b>AXIS</b>	6,087.51	2.286909	98.933797	21,280.48	6.693438	98.874402	34,248.64	6.653620	99.257408	29,789.44	6.920484	98.962035
<b>KOTAK</b>	2,838.11	1.066199	100	3,578.61	1.125595	100	3,825.38	0.743171	100	4,467.94	1.03796	100
<b>TOTAL</b>	2,66,189.38	100	-	3,17,930.47	100	-	5,14,736.87	100	-	4,30,453.12	100	-

Name of Bank	2019-20	% of Total GNPA	Cumulative	2020-21	% of Total GNPA	Cumulative	2021-22	% of Total GNPA	Cumulative
<b>BOB</b>	69,381.43	16.586007	16.586007	66,670.99	14.916176	14.916176	54,059.39	14.573981	14.573981
<b>SBI</b>	1,49,091.85	35.641215	52.227222	1,26,389.02	28.276780	43.192956	1,12,023.37	30.200609	44.77459
<b>PNB</b>	73,478.76	17.565496	69.792718	1,04,423.42	23.362457	66.555413	92,448.04	24.923256	69.697846
<b>CANARA</b>	37,041.15	8.854887	78.647605	60,287.84	13.488086	80.043499	55,651.58	15.003223	84.701069
<b>HDFC</b>	12,649.97	3.024043	81.671648	15,086.00	3.375162	83.418661	16,140.96	4.351474	89.052543
<b>ICICI</b>	41,409.16	9.899084	91.570732	41,373.42	9.256398	92.675059	33,919.52	9.144432	98.196975
<b>AXIS</b>	30,233.82	7.227558	98.79829	25,314.84	5.663642	98.338701	218.22	0.058830	98.255805
<b>KOTAK</b>	5,026.89	1.201705	100	7,425.51	1.661295	100	6,469.74	1.744190	100
<b>TOTAL</b>	4,18,313.03	100	-	4,46,971.04	100	-	3,70,930.82	100	-

**Table 2**  
**Ranking of Banks Based on GNPA**  
**(Rank I having highest GNPA)**

<i>Name of the Bank</i>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>
<b>BOB</b>	3	3	3	3	3	3	4
<b>SBI</b>	1	1	1	1	1	1	1
<b>PNB</b>	2	2	2	2	2	2	2
<b>CANARA</b>	4	5	5	5	5	4	3
<b>HDFC</b>	7	7	7	7	7	7	6
<b>ICICI</b>	5	4	4	4	4	5	5
<b>AXIS</b>	6	6	6	6	6	6	8
<b>KOTAK</b>	8	8	8	8	8	8	7

**Table 3**  
**Group Rankings of Banks**  
**(% of Total GNPA)**

<i>Year &amp; Group</i>	<i>2015-16</i>	<i>2016-17</i>	<i>2017-18</i>	<i>2018-19</i>	<i>2019-20</i>	<i>2020-21</i>	<i>2021-22</i>
<b>Poor Performance (1%-70%)</b>	BOB, SBI	BOB, SBI, PNB	BOB, SBI	BOB, SBI, PNB	BOB, SBI, PNB	BOB, SBI, PNB	BOB, SBI, PNB
<b>Satisfactory Performance (71%-90%)</b>	PNB, CANARA, HDFC	CANARA, HDFC	PNB, CANARA	CANARA, HDFC	CANARA, HDFC	CANARA, HDFC	CANARA, HDFC
<b>Good Performance (91%-100%)</b>	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK

**Table 4**  
**Net NPA of Banks for the Period 2015-16 to 2021-22**

<i>Name of Bank</i>	<i>2015-16</i>	<i>% of Total NNPA</i>	<i>Cumulative</i>	<i>2016-17</i>	<i>% of Total NNPA</i>	<i>Cumulative</i>	<i>2017-18</i>	<i>% of Total NNPA</i>	<i>Cumulative</i>	<i>2018-19</i>	<i>% of Total NNPA</i>	<i>Cumulative</i>
<b>BOB</b>	19,406.46	12.948846	12.948846	18,080.18	10.739746	10.739746	23,482.65	9.021098	9.021098	15,609.50	9.511670	9.511670
<b>SBI</b>	55,807.02	37.236907	50.185753	58,277.38	34.617149	45.414609	1,10,854.70	42.585960	51.670058	65,894.74	40.153049	49.664719
<b>PNB</b>	35,422.57	23.635502	73.821255	32,702.11	19.425270	64.839879	48,684.29	18.702565	70.309623	30,037.66	18.303489	67.968208
<b>CANARA</b>	20,832.91	13.900637	87.721892	21,648.98	12.859637	77.699516	28,542.40	10.964853	81.274476	22,955.11	13.987727	81.955935
<b>HDFC</b>	1,320.37	0.881009	88.602901	1,843.99	1.095342	78.794858	2,601.02	0.999208	82.273684	3,214.52	1.958772	83.914707
<b>ICICI</b>	13,296.75	8.872178	97.475079	25,451.03	15.118080	93.912938	27,886.27	10.712794	92.986478	13,577.43	8.273425	92.188132
<b>AXIS</b>	2,522.14	1.682883	99.157962	8,626.55	5.124227	99.037165	16,591.71	6.373874	99.360352	11,275.60	6.870802	99.058934
<b>KOTAK</b>	1,261.96	0.842035	100	1,718.07	1.020549	100	1,665.05	0.639645	100	1,544.37	0.941063	100
<b>TOTAL</b>	1,49,870.18	100	-	1,68,348.29	100	-	2,60,308.09	100	-	1,64,108.93	100	-

Name of Bank	2019-20	% of Total NNPA	Cumulative	2020-21	% of Total NNPA	Cumulative	2021-22	% of Total NNPA	Cumulative
<b>BOB</b>	21,576.59	15.036763	15.036763	21,799.88	15.028069	15.028069	13,364.65	12.366945	12.366945
<b>SBI</b>	51,871.30	36.149199	51.185962	36,809.72	25.375324	40.403393	27,965.71	25.877999	38.244944
<b>PNB</b>	27,218.89	18.968892	70.154854	38,575.70	26.592729	66.996122	34,908.73	32.302705	70.547649
<b>CANARA</b>	18,250.95	12.719118	82.873972	24,442.07	16.849502	83.845624	18,668.02	17.274405	87.822054
<b>HDFC</b>	3,542.36	2.468676	85.342648	4,554.82	3.139932	89.985556	4,407.68	4.078635	91.900689
<b>ICICI</b>	10,113.86	7.048366	92.391014	9,180.20	6.328506	93.314062	6,960.89	6.441242	98.341931
<b>AXIS</b>	9,360.41	6.532286	98.9143	6,993.52	4.821086	98.135148	55.12	0.051005	98.392936
<b>KOTAK</b>	1,557.89	1.085696	100	2,705.17	1.864848	100	1,736.71	1.607060	100
<b>TOTAL</b>	1,43,492.25	100	-	1,45,061.08	100	-	1,08,067.51	100	-

**Table 5**  
**Ranking of Banks Based on NNPA**  
**(Rank I having highest NNPA)**

Name of the Bank	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
<b>BOB</b>	4	5	5	4	3	4	4
<b>SBI</b>	1	1	1	1	1	2	2
<b>PNB</b>	2	2	2	2	2	1	1
<b>CANARA</b>	3	4	3	3	4	3	3
<b>HDFC</b>	7	7	7	7	7	7	6
<b>ICICI</b>	5	3	4	5	5	5	5
<b>AXIS</b>	6	6	6	6	6	6	8
<b>KOTAK</b>	8	8	8	8	8	8	7

**Table 6**  
**Group Rankings of Banks**  
**(% of Total NNPA)**

Year & Group	2015-16	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
<b>Poor Performance (1%-70%)</b>	BOB, SBI	BOB, SBI, PNB	BOB, SBI, PNB	BOB, SBI, PNB	BOB, SBI, PNB	BOB, SBI, PNB	BOB, SBI, PNB
<b>Satisfactory Performance (71%-90%)</b>	PNB, CANARA, HDFC	CANARA, HDFC	PNB, HDFC	CANARA, HDFC	CANARA, HDFC	CANARA, HDFC	CANARA
<b>Good Performance (91%-100%)</b>	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK	ICICI, AXIS, KOTAK	HDFC, ICICI, AXIS, KOTAK

### Interpretation of Data

To assess the health and performance of the scheduled commercial banks based on their NPA (both gross and net), banks have been divided into three groups based on cumulative (decreasing method).



According to the above table of gross and net NPAs, it can be seen that in most of the years, Bank of Baroda, State Bank of India and Punjab National Bank have been in Group I, i.e. 1-70% (Poor Performance) for the last 7 years. All the above-mentioned banks occupy top positions on the list of public sector banks in India. After combining their assets, they hold 69.44 lakh crore worth of assets. It shows that if any of these banks fail, the whole Indian banking sector will feel the heat as well as the risk of economic collapse.

The only public sector bank which was seen in Group II i.e. 71-90% (Satisfactory Performance) was Canara Bank. It is the fourth largest public sector bank in India by assets worth 11.53 lakh crore. With a market capitalization of 8 trillion rupees, HDFC Bank (India's largest private bank) also ranks in the medium NPA category with satisfactory performance for its customers.

Group III i.e. 91-100% (Good Performance) is the lowest NPA category which includes all private sector banks namely ICICI Bank, Axis Bank and Kotak Mahindra Bank. The above-mentioned banks are among the 22 private sector banks that provide exceptional service to their customers.

Thus, it can be said that private banks are performing better than public sector banks when NPA is considered. The possible reasons behind the rising NPA in public sector banks are as follows:



## Conclusion

According to the study, for the period 2015-16 to 2021-22, the Gross and Net Non-Performing Assets of banks such as BOB, SBI, and PNB were in the poor performance group, owing to the high

level of non-performing assets, compared to other banks such as Canara Bank, HDFC Bank, ICICI Bank, Axis Bank, and Kotak Mahindra Bank which were in the satisfactory and good performance groups, respectively, with a medium or low level of non-performing assets. Specifically, 3 public sector banks were rated as low performers out of 8 banks taken for the study. This is concerning as the failure of any of these banks will result in economic collapse.

The RBI is taking various steps to tackle the rising NPA problem. These include the creation of bad banks, recapitalization of affected banks, the merger of weak banks with strong banks, implementation of the Insolvency and Bankruptcy Code, etc. All of these will gradually contribute to NPA resolution. A radically different approach is required for affected banks to clean up the financial mess.

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# **VOCATIONAL AND PROFESSIONAL SKILLS ENRICHMENT AND EMPLOYABILITY GROWTH: A CORRELATIONAL APPROACH**

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## **Abstract**

Professional education in the 21st century must include strategies for teaching and learning that are up to par with international benchmarks. The skillset gap between graduates and the demands of the global economy seems to be widening. A random selection of 1058 students and 174 instructors. To evaluate the effectiveness of the responders in terms of employability, We examined Commercial and Public Institutions and Colleges of Higher Education to determine the importance and suitability of the educational program concerning the needs of the international marketplace. The findings point to a possible connection gap between industry and internships as a cause of students' poor employability. A mismatch occurs when job seekers and companies have different expectations of necessary qualifications. In the case of government institutions, the data shows a reduction in placements over the course of the previous three terms. There were oscillations in the placement rate for private universities, as shown by the trend.

**Keywords** Job readiness skills, demands of the industry, worldwide marketplace requirements, and effectiveness.

## **Introduction**

As a sector with a demonstrated dedication to international trade, higher education is an effective tool for stimulating economic growth. The demand for technical and professional education in India has increased dramatically over the last two decades, reflecting a dramatic shift in the labor market. Yorke and Knight's (2004) definition of employability skills as "the set of achievements-understandings, skills, and personal details" is relevant in the modern job market because it emphasizes the importance of having the right set of knowledge, attributes, and abilities to succeed in one's

chosen profession. When hiring recent grads, companies place a premium on transferable, productivity-boosting abilities.

The course load should be structured such that students may get practical experience in their chosen fields. Students should be evaluated in a method that reveals whether or not they have mastered the material, as suggested by Resnick and Klopfer (1989). A curriculum's ability to link information to practical application and coherence with the knowledge structure are both essential. In light of its deep linkages to business and local communities and its dedication to addressing societal problems, Barnett refers to the University as an "Ecological University."

## **Review of Literature**

Nearly sixty percent of applicants believe that faculty concentration on practical applications is much less, according to the National Employability Report (2019). Skills in the areas of science and problem-solving, as well as those of teamwork and independent study, were deemed particularly important (Ellis, Klumpner, Leka, Philips, Sharp, & Wooldridge, 2004).

Many prior research among others, have shown that mismatch occurs whenever learners fail to apply their learned soft talents in the workplace. According to the survey conducted by Little (2003), companies are often complaining about a lack of skilled workers. Tulsi and Poonia (2015) discovered that despite widespread reports of limited job openings in some industries, others had differing skill needs.

There is a hierarchy of job searchers, and each applicant must satisfy that hierarchy before they can be considered employable (Brown & Hesketh, 2004). The success of today's rapidly globalizing economy is directly related to the level of formal education and hands-on experience its workers have (Schwab, 2010). According to recent studies (Ellis, Klumpner, Leka, Philips, Sharp, & Wooldridge, 2004), employers are seeking college graduates who are adaptable and have strong soft skills to fill open positions in their companies. A survey of young people's aspirations found that the employment market does not meet their expectations. However, research indicates that ties to business are tenuous at best (Reddy, 2014). Staffing shortages have been shown to negatively impact productivity and morale in the workplace.

Investigate the issue of talent scarcity and discover that it is difficult for Indian businesses to fill open positions. Recruiters are settling for candidates with lower skill sets due to increased competition for talent. The system has failed Indian college graduates who are seeking employment in the labor market since 80% of engineers are deemed unemployable (National Employability Report, 2019). According to the India Skills Report 2020, the percentage of qualified graduates dropped to 46.21 percent from 47.38 percent in 2018.

## **Objectives of the Study**

1. To evaluate the effectiveness of courses in meeting the requirements of international markets.
2. To evaluate the effectiveness of the responders in terms of their employability.

## **Tools and Techniques**

The methodology used here was both accidental and intentional.



## Domain of Research

The sample comes from a wide range of public and private colleges and institutions.

## Representative Student Data

The fields of Management, Pharmacy, Architecture, Information, Communication Technology, and Engineering were well represented among the 320 graduating seniors from both private and public universities.

## Brief Description of Data Collection Methods and Tools

Students in their last year of study were surveyed using questionnaires designed to capture their unique perspectives across academic fields. Data collection from educators relied heavily on one-on-one discussions and interviews.

## Description of Results

1. To evaluate how well current curricula get together the strain of the international labour marketplace; given the present state of affairs, a question was formulated to ascertain whether or not professional and technical schools are effectively preparing their students for the workforce.

**Table 1**  
**Summarises the Replies Received**

<i>Answer</i>	<i>Private</i>		<i>Government</i>		<i>Total</i>	
	<i>N</i>	<i>%</i>	<i>N</i>	<i>%</i>	<i>N</i>	<i>%</i>
Yes	108	18.18	56	12.07	164	15.50
No	486	81.81	408	87.93	894	84.49
Total	594	100.0	464	99.99	1058	100.0

Professional and technical courses barely meet the needs of the global market at a disconcertingly low 15.50%, despite the high demand for such programs. Further justification for technical and professional school graduates' inability to find work. Table showing students' identified gaps in course content.

**Table 2**  
**Drawbacks in the Curriculum**

<i>Drawbacks</i>	<i>Private</i>		<i>Government</i>		<i>Total</i>	
	<i>N</i>	<i>%</i>	<i>N</i>	<i>%</i>	<i>N</i>	<i>%</i>
Less application and more theory, and no research	41	17.90	76	41.99	117	28.54
outdated labs and curricula	19	8.30	17	9.39	36	8.78
few alternatives for courses	6	2.62	4	2.21	10	2.44
Lack of instruction, limited exposure, and industrial visits	7	3.06	7	3.87	14	3.41

inadequate teacher training and outdated technologies	3	1.31	3	1.66	6	1.46
Overcrowding, poor quality, and lack of flexibility	4	1.75	1	0.55	5	1.22
Several replies	149	65.06	73	40.33	222	54.15
Total	229	100.0	181	100.0	410	100.0

2. To evaluate the respondent's efficiency in light of their marketability in the working world: The question was posed to see whether the students can effectively communicate with the professionals. Table 3 summarises the answers.

**Table 3**  
**Ability to Communicate Effectively with Specialists**

<i>Reply</i>	<i>Private</i>		<i>Government</i>		<i>Total</i>	
	<i>N</i>	<i>%</i>	<i>N</i>	<i>%</i>	<i>N</i>	<i>%</i>
Yes	381	64.14	227	48.92	608	57.47
No	119	20.03	114	24.57	233	22.02
No response	94	15.82	123	26.50	217	20.51
Total	594	99.99	464	99.99	1058	100.0

Placement in technical and professional courses has been greater at government universities than at private universities and institutes during the last three academic years. The absence of a connection between industry and internship may be to blame for the poor employability of technical and professional graduates. There are a lot of people looking for internships, but not many available positions (84% demand, 37% availability).

## Results Discussion

Professional and technical courses barely meet the needs of the global market at a disconcertingly low 15.50%, despite the high demand for such programs. Further justification for technical and professional school graduates' inability to find work. About four in ten students at government universities were worried that the outmoded curriculum and increased reliance on theory over practice and research would prevent them from reaching their academic goals. Tulsi discovered that possibilities for learners to get appropriate work experience and competitive skills in addition to boosting the job prospects of skilled professionals. According to the research, around 56.47% of students have the skills necessary to effectively communicate with professionals in their field.

A deeper dive into the literature confirms that sectors are demanding more specialized skill sets, but universities are failing to provide their students with such skills. To increase opportunities for students to gain appropriate professional experience and marketable skills and to improve the employment prospects of skilled professionals, instruction, learning, and assessment must be changed. Outdated teaching methods and students' lack of industry-relevant skills were also identified as major contributing factors.

There is a disconnect between what employers want and what schools teach, as long as there is a disconnect between what employers want and what students learn in training programmes, and between what students learn and what gets certified, the employment gap will persist.

## Conclusion

There is a gap between what businesses need and what applicants can provide in terms of experience and education. More emphasis should be placed on practical skills, internships, and other work-based learning opportunities while developing curricula. There is less emphasis on practical training and more on theoretical considerations and restricted possibilities. As a result, there is a push to revamp educational programmes so that students may obtain the knowledge and skills necessary to successfully compete in today's labour market. To increase graduates' employability in a competitive global market, it is necessary to better align graduates' talents and interests with the needs of the business world. Institutions should prioritize improving ties between business and education and use cutting-edge teaching strategies to provide students with real-world experience.

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## **EVALUATION OF WORK FROM HOME ON TEACHERS' PRODUCTIVITY DURING LOCKDOWN**

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### **Abstract**

The spread of coronavirus across the globe has influenced the lives of people in all sets of society, and businesses, in particular the education sector, had to modify its operations drastically because it imparts education to large numbers in batches primarily through face-to-face contact. Since the epidemic has left us with no option of a face-to-face education system in a classroom setting, educational institutions have embraced new technologies like virtual classrooms for mass communication. The new technologies, though, have made it possible to continue imparting education through large numbers within their home settings, but at the same time, it has posed new challenges for the teacher and the student. Introducing new pedagogies necessitated by these technologies has made major changes in the performance and efficiency of the teachers and the institutions thereof.

**Keywords:** work from home, productivity, flexibility, performance, virtual classroom.

### **Introduction**

In the normal setting, education is delivered through a face-to-face conversation with a teacher and a student but the recent times of lockdown due to covid-19 have emerged the new ways of delivering education to the student community. This new setting has led to new normal ways of delivering the course contents through a virtual classroom setting via various technological advancements that have taken place in the current scenario. This new normal has forced institutions to shift from work from office to work-from-home settings. The teachers now must deliver the classes from the comfort of their homes but with more rigorous ways of teaching than ever before. Work from home is a setting where employees can work from their respective places as per decided working hours between the employer & the employee. Productivity is a measure of the efficiency of a person. The teacher's productivity is defined by the number of hours the classes take, the quality of content, the engagement of students, the quality of assignments given to students & provides opportunity for students to learn. The work from home during lockdown has impacted the teacher's productivity in a big way.

## Review of Literature

Working from home (WFH) has been a popular research area since the early 2000s and it has been adopted by many large technology organizations because of the benefits it offers to the employees (Ford et al., 2020, p. 3). However it started to gain its prominence with the outbreak of COVID-19 in 2019 as WFH became compulsory for many professionals in the world in order to prevent the spread of the pandemic.

As Kniffin et al. (2020, p. 3) state, there was already a trend towards migration of work to online or virtual environments prior to the pandemic and the pandemic accelerated the trend. On the other hand, there is a key difference between previous WFH practice and WFH during the pandemic: being voluntary vs compulsory, respectively.

Kniffin et al. (2020, p. 3) address the concept as “Mandatory Work From Home (MWFH)” In other words, WFH during the pandemic is a new concept; it is different from WFH during “normal times” (Ford et al., 2020, p. 2). Prior to the pandemic, many studies were conducted on “remote work”, and “telecommuting” as these terms are broader than WFH and they imply the ability to work from any location, not necessarily from home, however these two terms have often been used synonymous with WFH (Ford et al., 2020, p. 3). As there have been restrictions and prohibitions due to the pandemic, such as partial or full lockdowns and limitations or stops in flights, researchers focused more on working from home, as the professionals cannot “work from anywhere” any more. GitLab (2020) conducted a survey with the title “The Future of Work is Remote”: in the beginning of 2020 and collected data from 3000 professionals working remotely in IT sector as managers, associates, assistants and directors. According to the survey, more than half of the employees travel less and find themselves to be more productive and efficient. Moreover, most of them believe that remote work is the future (GitLab, 2020, pp. 3-5).

Several meta-analyses have shown positive relationships between homeworking and increased job satisfaction (and performance, autonomy, and reduced work-family conflict, amongst other outcomes) (Gajendran & Harrison, 2007).

### 1. The Face-to-face Education System

This format of education is most adversely affected by the spread of coronavirus. In the informal education system, the student and the teacher come together at an educational institution to exchange knowledge and information. In a typical setting, the classes comprise a group of students assembled in a classroom where the teacher shares information using conventional tools like blackboards, whiteboards, books, presentations, notes etc. The student's performance is reviewed through assignments that they need to submit to the teacher for appraisal. A continuous performance assessment of the student is conducted by their class teachers. The conventional classroom must be established by the institution in a physical setting where the teachers & the students have to travel from their respective places to the institution arriving at a specified time.

### 2. Transition to the Virtual Education System

In the lockdown scenario, all the physical institutions have been closed, forbidding the employees & students to come together. However, education needs to be continuous, irrespective of social restrictions imposed by the lockdown measures. Since the teachers and students are confined

to their places, the only rescue comes through virtual education technologies like e-learning, virtual classroom, teleconferencing & audio counselling.

### **3. Work from Home**

Employees spend all or part of their week working from home or somewhere else away from the employer's premises.

#### **Advantages of Employees Working from Home**

With increasing numbers of employees working from home - or using the home as a working base for at least part of the week - it's clear there are several benefits for business, such as:

- Improved employee retention: homeworking can help retain parents who work with childcare responsibilities.
- Access to a broader group of students
- Possible productivity increases due to fewer interruptions and shorter travel times.
- Reduced levels of stress and illness.
- Financial advantages: saving on office space and other facilities.
- Better work-life balance: employees working from home can improve their health and well-being.

#### **Disadvantages of Employees working from Home**

- Difficulties in performance monitoring: managing home workers and monitoring their performance may be difficult.
- Communication problems: there could be increased isolation among workers at home.
- Cost of work from home: initial training costs and provision of appropriate equipment, including adaptations to meet health and safety standards and the needs of disabled employees.
- Decreased staff morale: maintaining team spirit can be more difficult when employees work in different places.
- Increased telecommunications costs include increased telephone bills or broadband or an obligation to provide e-commerce employees with a mobile phone for work purposes.
- Information security risk: information security problems are more likely to occur.
- Performance problems: possible deterioration of employees' skills and quality of work.
- Problems with staff development: difficulty maintaining staff development and improving skills.
- Family distractions

### **4. Tools for Measuring Productivity in the New Environment**

Productivity is a measure or a calculation between information and yield. Productivity positively benefits an organization. When employees are productive, organizations get more in each period. Thus, efficiency saves the employer's business money and time. On the other hand, unproductive

employees are bound to take longer to complete projects, costing employers more money due to wasting time. The organizations have to develop better tools to assess the productivity from working from home and its impact on organizational performance as well.

## **5. Employee Productivity**

Employee productivity is an assessment of the efficiency of a worker or a gathering of workers. Productivity can be assessed regarding an employee's creativity over a given period. In general, the productivity of a specific worker will be evaluated in relation to the average number of employees who perform a comparable occupation. Since a significant part of any organization's success depends upon its workforce's productivity, employee productivity is a significant consideration for companies.

### **Factors Affecting the Teacher's Productivity**

There are many factors that directly or indirectly influence teacher's productivity, but here we select the most effective factors that affect the productivity in teachers, such as motivation, work-life balance, productivity, job satisfaction, and stress.

#### **1. Motivation**

Employee motivation is a basic parameter of the workplace, determining the performance of the department and even the organization. Employees ought to be motivated on a regular basis. There are several reasons why employee motivation is significant; predominantly, it enables the management to achieve organizational objectives with efficiency. A workplace without motivation could be in a perilous position. Motivated employees can escalate the productivity and creativity level of organization to new heights. Employees drained of motivation to work can waste an organization's time and resources.

#### **2. Work-Life Balance**

It has been indicated repeatedly that cheerful people work hard. Indeed, happiness and productivity are complementary to each other. Therefore, for an organization to thrive, it is essential that employees remain in good spirits and maintains a positive work life balance. Recently, companies have understood this way of thinking and are investing more in supporting employees with work life balance opportunities through such working arrangements. Companies are aware that money can't always purchase happiness. Thus, they insist on offering personalized benefits to their employees regarding paid occasions, work choices at home, etc.

#### **3. Job Satisfaction**

Job satisfaction is directly linked to productivity. Job satisfaction is the total satisfaction that any employee gets while working for a particular role with an organization. Job satisfaction refers to how much people enjoy their jobs. It refers to an individual's sense of fulfilment on the job, which serves as a motivator to do better each day. It is not only about self-satisfaction and happiness, but also about job fulfilment. Job satisfaction is a critical aspect in determining Employee effectiveness in any firm, and it is one of the most significant parameters for both the employers and employees.

#### **4. Stress**

Stress is proving to be one of the challenging factors in standing up to numerous e-commerce

organizations. It often occurs when employees fail to cope with the pressure of the assigned activity. It tends to be considered one of the components that influence the working behaviour of employees, both in a positive and negative sense. The negative effect of employee behaviour on work due to stress could reduce employees' productivity and ultimately compromise their performance for the organization.

## 5. Benefits to the Institutions

The newly forced setting of work from home has provided various benefits and shortcomings. Some major benefits are reduced infrastructural costs, reduced electricity costs, more working hours, 24\*7 availability of staff, reduced operational cost, employee work-life balance, increased job satisfaction, reduced stress, increased motivation, and satisfied employees. Some of the shortcomings are work delays, adaptation to new technologies, difficulty tracking performance & technological issues.

## Conclusion

The paradigm shift in the teaching-learning process has brought several advantages and disadvantages in the changed environment. Though there are initial glitches in measuring the employee's performance and learning new tools of delivery, there is an overall enhancement in the morale, motivation & efficiency of the teachers, which yields benefits to the educational institutions which otherwise would have become operational during the lockdown period. While new work practices like working from home have radically changed the teaching-learning environment, it has also brought social advantages such as reduced logistics, lower pollution levels, and better work-life balance for the teachers.

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## **ROLE OF BRAND IMAGE WITH SPECIFIC REFERENCE TO PACKAGED FAST FOOD PRODUCTS CONSUMPTION IN NAGPUR METROPOLITAN AREA**

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### **Abstract**

The bulk of Indian customers preferred to eat at home, and the country's economy reflected it. This made it difficult for McDonald's and KFC and other international fast food chains to get into the Indian market. The fast food sector in India has been evolving rapidly in recent years, reflecting a variety of macro trends. The most important factor that has contributed to the hasty expansion of fast food in India is the improvement in the quality and range of the services they provide. Global merchants face stiff competition from Indian fast food chains that cater to local palates and keep pricing low. The fast food sector in India is booming right now because it has adapted to local tastes and needs. It is becoming a normal aspect of life, especially among the younger generations of India. In order to choose which fast food outlets to frequent and to better understand the variables influencing Indian youth's opinion of consumerism and perception, this study looked at factors such as evolving tastes and Indian eating habits. The study included Indian youth.

**Keywords**—Fast food restaurants, perceptions of customers, satisfaction among consumers, and brand health.

### **Introduction**

There is a correlation between a country's rising standard of living and an increase in both the quantity and quality of its food supply, as well as a progressive decline in the prevalence of malnutrition. As a result, there will be changes in how food is grown, processed, transported, and sold. Income, pricing, personal tastes and views, cultural traditions, and environmental, social, and economic variables all have a role in shaping how people eat through time.

Households in both rural areas and metropolitan centres are seeing the shift. Increasing urbanisation is also a role in the shift in consumer habits.

Over the last decade, globalisation has had a significant effect in altering the eating habits of Indian families. Fast food multinational franchises are finding enthusiastic welcome among India's

youthful, urban middle class. The country has a long-standing reputation for being inhospitable to foreign firms. Indians' growing familiarity with food from other cultures, thanks to media and tourism, has made the country an attractive market for foreign fast food franchises. Since it takes a whole generation to make a change in one's taste preferences, modern Indians are more likely to acquire new tastes than to alter their existing ones. People are becoming more willing to try new things as they increase their disposable income. The proliferation of shopping malls throughout India's main cities has also played a role, since these centres have become the primary distribution hubs for foreign fast food chains entering the Indian market.

Indians have always been fans of fast food, particularly the dhabas that serve meals with authentic Indian spices and use the same cooking methods. These foods are inexpensive, readily available, and beneficial to one's health. The sudden explosion of international fast food chains setting up shop in India, however, pointed to a sea change in local preferences. Young people in the economy who have a lot of discretionary cash frequent these establishments to socialise and feel important.

The fast food industry is a good example of a worldwide business model that has thrived in India. Fast food is consumed in India differently than in other countries. Fast food establishments, for instance, are seen by many Indians as a symbol of Western society. In addition, they are well-known as a trendy hangout spot for socialising and having fun with friends and family alike. Customers' attention grows beyond the QSR's cuisine to include the whole experience, as they are exposed to additional cultural influences. They are open to trying new things and would want the option to personalise their meals. They are now in the indulgence phase, during which they gravitate towards more novel items. They have a preference for a wide range of dining options and eating establishments.

One industry that has thrived despite the recession is quick service restaurants (QSRs). The fast food industry has become so ingrained in modern culture that the very act of ordering or purchasing fast food from a fast food establishment has come to represent a certain social status. The Indian market for quick service restaurants has fierce competition amongst several major companies. Restaurants like Pizza Hut, McDonald's, and Domino's are examples. These quick-service restaurants (QSRs) draw an increasing number of customers thanks to a variety of services, such as seasonal specials, combination deals, free shipping, free gifts with purchase, and more.

### **Buying Behaviour towards Fast Foods**

The increasing splintering of today's customer base is a trend worth keeping in mind as companies seek to pinpoint and enhance the product quality factors that matter most to their various target demographics. Most young individuals would rather eat out than cook for themselves since they have little interest in cooking. When they are studying away from home and have no one to prepare for them, as well as when they just feel like getting out of the house and socialising, they often visit fast food places. They know what they should be doing to take care of their bodies by eating healthy, but they don't. Famous for their speedy service, low prices, and ability to stand in for home-cooked meals, fast food joints have gained widespread popularity. Fast food is convenient for individuals who are on the go, but diners should be aware that these dishes tend to be higher in calories, fat, sugar, and salt. Young individuals recognise the difficulty of altering their eating routines, citing a lack of time and self-control as the primary obstacles.

Another reason why young people love fast food establishments is their convenient placement. Fast food joints, in contrast to restaurants, are conveniently positioned along the routes used by young people on their way to and from school, work, and other important destinations. Finding quick food close by may indicate that you are in a rush or short on time. When choosing a fast food restaurant, it's important to look for one that can change and grow with the tastes of today's youth. They want to be able to find a restaurant at any time, see what they're getting before they order, place their order quickly, get their food quickly, eat in a social setting, and take their food home if they don't want to or don't have time to eat at a fast food restaurant.

According to Oliver (1980), customers are happy when their impressions of a service or product match their expectations. It is also often defined as how well the selected product fulfils the needs of the target audience. It is one of the most researched concepts in marketing since it describes how a customer feels about a product or service. Businesses have been searching for methods to incorporate consumer preferences and requirements into product development and distribution in response to rising product specialisation demands. These shifts may be attributed to the modern customer, who expects greater access to a wider range of healthy, readily prepared food options. Therefore, the key to a successful fast food business is catering to clients' often conflicting tastes and needs.

## **Literature Review**

The research models the connections between customer happiness, repeat business, wait times, and other aspects of fast food service quality. According to the findings, the wait time is a major element in determining consumers' propensity to return, along with other service criteria including staff mood, atmosphere, seat availability, and meal quality. Customer satisfaction is highly impacted by wait time, staff mood, meal quality, and menu variety. It's also discovered that the frequency of visits has an effect on the importance of the bond. Managers in the fast food business may use these models to better understand the aspects that contribute to consumer loyalty and happiness.

In this study, the relevance of several effects on young Indian consumers' choices for fast food chains is quantified using multivariate statistical approaches. The writers also rated McDonald's and Nirula's on a number of characteristics, including their cleanliness, the quality of their ingredients, and the satisfaction of their customers. Findings show that young Indian consumers like eating at fast food restaurants for variety, but prefer cooking at home. Fast food restaurants, in their opinion, can't compare to home-cooked meals. Flavour and quality (nutritional value) are most important to them, followed by cleanliness. There were also found to be three aspects that characterise quick food restaurants.

Ruth Cynthia Klerk's (2008) research focuses on the fast food habits of children. The study's primary goals are to (1) determine which fast food chain is most popular among youngsters and (2) to identify the drivers, motivations, and explanations behind this popularity. The study's secondary objective is to identify the most popular meal and to what extent a child's demographics, budget, product knowledge, and service experience influence his or her choice of fast food restaurant and menu item. Children's exposure to ads for fast food chains was also studied.

They then used survey data from China to build and empirically test the new SERVPERF instruments. Finding elements that could be responsible for the elevated level of satisfaction among

customers in China's fast food industry is the aim of this study. As antecedents, service quality, meal quality, and value perception all have a part to play. Reliability, material things, adaptability, and recovery were key components of the quality of service. The results indicated that satisfaction had a clear and favourable relationship with the calibre of the meal, its perceived worth, and the calibre of the service, all of which had an impact on subsequent behaviour.

Henry Ernest; Ashley Kelloff (2013)., Researchers found that people who live in a fast food culture are less likely to prioritise health and environmental considerations when making purchasing decisions. This mindset is not limited to the way top executives eat; it also affects how their companies are managed. Given the increasing levels of intricacy and volatility in global organisations, it is troublesome that the fast food industry has developed individuals who are reactive instead of thoughtful and systematic leadership. This research gives a foundation for comprehending frequent management blunders and solutions to stop professionals from spreading the fast food mentality.

The fast food sector in India was the focus of Chakraborty S.'s (2015) research, which examined customer behaviour and purchase habits. It uncovered the elements that may affect their purchasing habits, which the shops could then utilise to inform their strategy. In order to improve the ties between fast food companies and their customers, much emphasis has been paid to the growth of loyalty programmes for customers and the creation of successful advertising channels. Utilising information via conventional and media channels of communication, including word-of-mouth marketing, entertainment media like films, music, and watching television, the web, promoting knowledge via education, moving, and travel, and other corporate communication channels, including direct marketing and advertising, etc. was found to have a profound effect on the attitude, personality, and perception of the general public.

## **Method of Study**

Research is an inherently analytical and empirical endeavour. 350 students in total were chosen at arbitrarily to take advantage of the survey on teenage buying patterns. The city of Chennai is the site of the survey. Sampling at random is avoided.

Using the SPSS 20th edition, we analyze the main data gathered using the questionnaire instrument. Primary data is analysed using statistical methods like frequency and descriptive statistics based on the mean. The information was summarised and interpreted using Chart types include pie, bar, and numerous bar. The study's hypotheses were formulated in light of its aims, and then statistical methods like the chi-square test and the correlation coefficient were used to examine their viability. The proposed hypotheses were put through a significance test at the 5% level.

## **Objectives of the Study**

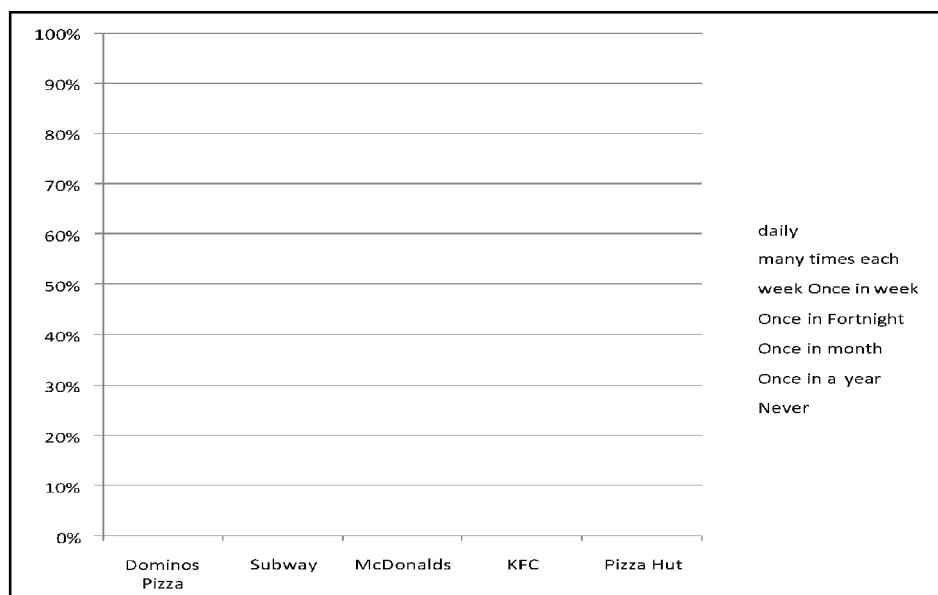
The following is a list of the study's aims:

- to analyse how people eat fast food, namely how often they eat out and where they choose to eat.
- to figure out why so many young Indians like fast food.
- to gauge young people's level of contentment with various fast-food chains as a whole.
- to look at what's driving the expansion of these fast food places.

## Evaluation and Interpretation of Data

### Visitation regularity at the chosen quick-service restaurants

The average amount of visits by those surveyed to the chosen retail establishments is shown in the next graph.



**Figure 1**  
**Journeys to the Biggest Fast Food Restaurants**

The table above shows the total number of respondents as well as how often they dined at each of the featured eateries. The data in the table above suggest that only a small percentage of young people have a weekly or biweekly restaurant habit. The bulk of diners only frequent the establishment once or twice a year. A little over half of respondents said they never dine at Pizza Hut. Domino's Pizza is the most popular eatery.

Consumers' top choices for fast food establishments are shown in the table below.

**Table 4.1**  
**Employing descriptive statistical methods for determining customers' preferences for various fast-food outlets**

	<i>N</i>	<i>Mean</i>
For spending time	350	6.58
For social status	350	5.05
For get-togethers or parties	350	7.23
For enjoying the taste of the foods	350	7.09
To avail exciting offers	350	5.11
Influenced by advertisements	350	4.67
Influenced by peers	350	5.93

Chart shows that these fast food joints are most often frequented for gatherings and parties (7.23), then for the enjoyment of the meals' flavours (7.09). With a median of 4.67, advertising's effect on fast food intake is less than previously thought.

Satisfaction with these fast food establishments as reported by their customers is shown in the accompanying table.

**Table 4.2**

**Utilising statistical methods, how satisfied customers were with these eating establishments was determined**

	<i>N</i>	<i>Mean</i>
Price	350	5.83
Ambience	350	6.75
Product variety	350	6.77
Taste	350	7.39
Product quality	350	6.26
Cleanliness and hygiene	350	6.52
Offers	350	6.13
Quick services	350	6.19
Home deliveries	350	6.77

The average score for Taste at fast food restaurants is 7.39, which indicates good customer satisfaction with the businesses' overall offerings. The customers are only somewhat happy with the prices of fast food, as shown by the lowest mean value of 5.83.

### **Factors that are promoting the expansion of fast food franchises**

The following table details the expansion factors for various quick-service restaurants.

**Table 4.3**

**Using descriptive statistics to identify the fast food businesses' growth drivers**

	<i>N</i>	<i>Mean</i>
Attractive promotions	150	7.60
Branding	150	7.46
Loyalty programs /customer relationship	150	6.27
Increase in disposable income	150	6.69
Fascination of western Culture	150	8.25

According to the data in the table above, the most popular opinion regarding growth drivers is that Indians' fascination with western culture is responsible for the success of fast food retailers, with a mean value of 8.25, while the least popular opinion is that fast food restaurants' loyalty programmes and CRM practises are responsible, with a mean value of 6.27.

The degree of dietary shift is correlated with customers' propensity to purchase fast food.

The strong association between the pace of dietary change and customer propensity to visit fast food outlets can be seen in the table that follows.

**Table 4.4**

**Using correlation, determine the relationship between the degree of change in diet and the preference of consumers for fast food outlets**

Factors	<i>Extent of Change in food Habits</i>	
	<i>R Value</i>	<i>P Value</i>
For spending time	.233	.004
For social status	.309	.000
For get-togethers or parties	.057	.488
For enjoying the taste of the foods	.272	.001
To avail exciting offers	.311	.000
Influenced by advertisements	.195	.017
Influences by peers	.295	.000

In light of the data shown above, it can be concluded that parties and gatherings have a P value of  $>.05$  at the 0.05 level of significance. So, we accept the null hypothesis that “There is no significant relationship between the extent to which customers’ dietary preferences change and their preference for fast food restaurants.” Therefore, customers’ propensity for gathering at fast food restaurants for gatherings is not correlated with the degree to which their eating habits have shifted.

All other considerations have a P value below the 0.05 threshold. Thus, it is concluded that “There is no significant relationship between extent of change in food habits and customer’s preference for fast food restaurants” is false. The amount to which eating habits have shifted is strongly correlated with a predilection for fast food. The degree to which one’s eating habits shift is correlated with variables including the time spent doing so, one’s social standing, one’s taste, deals, advertising, and the influence of one’s peers.

There seems to be no connection between the degree to which one’s eating habits have shifted and a desire for fast food, since all of the factor correlation values are below 0.4.

## **Conclusion**

According to the results, fast food restaurants are the top choice for parties, get-togethers, and just enjoying the dish’s flavour. Respondents were most pleased with the fast food’s taste and were only somewhat pleased with the restaurants’ service overall. The majority of those who participated in the survey said that the infatuation with Western culture is the most important factor in the expansion of fast food chains. Since the research found a positive correlation between higher spending and more frequent restaurant visits, it stands to reason that merchants would do well to make their wares more affordable. According to the results, consumers are not easily swayed by marketing campaigns. This is evidence that commercials are less successful than other forms of communication. Therefore, stores need to step up their game in terms of marketing and advertising. Clients are mostly pleased with the service they get. This suggests that businesses should increase loyalty rewards and work to better manage their relationships with customers. Customers might be rewarded based on how often they shop there or how much money they spend. Discounts or special offers may be included with the increased reward points. Restaurant owners and managers should strive for constant service improvement in order to maximise patron happiness.

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# **PARTICIPATION OF ARTIFICIAL INTELLIGENCE START UP COMPANIES IN INDIAN AGRICULTURE SECTOR PRODUCTION**

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## **Abstract**

One of the most practical ways to manage food insufficiency and adjust to the needs of a growing population is through the AI. AI use in agronomic fields and its development in research labs is given in this paper. The analysis begins by highlighting two industries soil management and weed management where AI may have a significant impact. Next, a technology with enormous task for the future is discussed. Uneven mechanized distribution, algorithms' capacity to swiftly and accurately handle huge amounts of data, and data security and privacy are the three issues that must be resolved for "AI-based technology to become widely accepted in the market. The review emphasizes an already successful development.

**Keywords:** AI, Robots, Startups, Agriculture development etc.

## **Introduction**

John McCarthy first proposed a Dartmouth Conference, where the term AI was first started. Today, AI, one of the core disciplines of CS, has made inroads into a number of industries, including manufacturing, healthcare, finance, and education. This is due to AI's inherent ability to address issues that humans are unable to solve effectively. Humans are still astounded by what AI is capable of. Agriculture, a crucial aspect of any nation, continues to be one of the biggest issues at the moment. Today, there are reportedly more than 820 million hungry people. Furthermore, 70 % more food must be produced., without it, by 2050, 370 million people would be hungry. Additionally, it is expected that there will be an increasing disparity between the supply and demand of water, and by 2025, it is likely that over three billion people will experience water stress.

## **AI Application in Agriculture**

### **I. Soil Management**

Soil management play a important role in fruitful farming since it provides the necessary for

the growth and development of plants. Soil conditions can be improved by applying compost or manure, which enhances soil. Physical soil damage can also be avoided with the help of an alternative tillage method. By properly managing soil, for instance, harmful factors like soil-borne diseases and toxins can be mitigated. Soil maps, made with the aid of AI, “help to illustrate the links between the various soil layers and soil compositions” below.

## **2. Weed Management**

Weeds are a major contributor to the decrease in expected farm income. Weed competition can reduce wheat production by 48%, while dry bean and maize harvests can drop by 50% if weed invasions are not contained. Therefore, lab tests of weed identification system conducted to identify the optimal spray volume and spray location. Through this method, costs are minimized and damage to crops is prevented.

### **Development of Agriculture Robots**

In the 1980s, researchers started looking into using robots in agriculture, and Japan was the first country to create a robot that could spray pesticide. Understanding the challenges of navigation in real-world agricultural environments, a group of researchers developed Aurora, an autonomous mobile robot, in 1996. It could carry out tasks that would have required a lot of human effort either autonomously in greenhouses or under the control of a remote controller. The warm, poorly ventilated greenhouse climate makes humans extremely vulnerable to the pesticides, fungicides, and other chemical agents used there, increasing the risk of skin disorders, chronic diseases, and even death.. This was the original driving force behind the development of robots specifically for this environment.

### **Objectives**

- To find out the use of AI agriculture sector.
- To evaluate the impact of Ai in agriculture production.
- To check the working experience of small sector companies in AI sector.

### **Hypothesis**

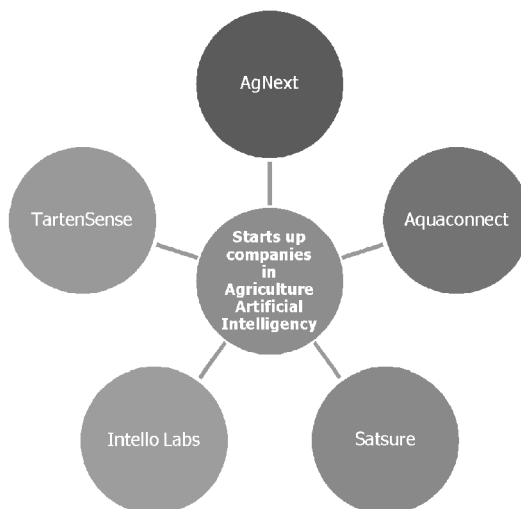
$H_0$ : Artificial intelligence companies India have been providing adequate service in agriculture sector.

$H_1$ : Artificial intelligence companies India have not been providing adequate service in agriculture sector.

### **Methodology**

The study technique, project structure, and study policy are all aspects of research design. It is the blueprint that serves as a guide for the course of study. This is true for the overall strategy in which we want to strategically integrate the many components of the study, which is what we're going for. It enables us to verify that the problem with our research, which we are attempting to address, is effectively resolved.

## Analysis and Discussion



**Figur I**

### Top 5 Starts up Companies in Agriculture Artificial Intelligence

**Table I**

#### Agriculture artificial intelligence startup companies CAGR of last 5 years in India

<i>Years</i>	<i>CAGR</i>	<i>Growth %</i>
2018	20.63%	18.52%
2019	21.52%	19.69%
2020	21.93%	20.51%
2021	22.16%	21.23%
2022	22.55%	22.05%

Source: [mordorintelligence.com/industry-reports/ai-in-agriculture-market](https://mordorintelligence.com/industry-reports/ai-in-agriculture-market)

## Conclusion

This article reviews the application of AI in agriculture. Scientists throughout the world have been working on improving artificial intelligence (AI) for years in response to societal factors such as the decline in “manual labor,” the scarcity of fertile land, and the widening. Definitions of AI are presented, with special emphasis on the Turing Test. Next up on the list of agricultural subfields where AI has been proven to play a big role are soil and weed management, agriculture. Apple harvesting machines with flexible grippers; tractors with management robots that are innovative in a number of ways, including weeds”, etc. The article continues with a discussion of the challenges associated with the use of agricultural robots, with a focus on the issue of unpredictability in actual surroundings, while also highlighting the considerable accomplishments and bright future of this field.

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# **DYNAMICS OF RURAL MARKETS IN GADCHIROLI DISTRICT WITH SPECIFIC REFERENCE TO FAST MOVING CONSUMER GOODS**

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## **Introduction**

India's economy is diversified, with healthy representation from both rural and urban sectors. The market in rural areas is substantial, and it's expanding. Because of the country's complex social and behavioral dynamics, the rural market in India cannot be treated as an independent entity. Due to their size, population, and potential for further development, rural markets provide a tremendous growth opportunity. However, there are obstacles to thriving in this market, and the urban market is nearing saturation; as a result, rural growth must be prioritized immediately. Furthermore, a large portion of India's market is made up of the country's rural population (more than 70%). The fast-moving consumer goods market in India is now valued around Rs. 1,300 billion. Consequently, the fast-moving consumer goods (FMCG) industry and the retail sector, which is closely related to it, are expected to generate the majority of new jobs in India over the next few years. It's particularly true for assistant positions like sales, marketing, advertising, transportation, management of supply chains, personnel, creation of products, wrapping, finance, operations, leadership, and monitoring..

## **The FMCG Scenario**

Fast-moving consumer goods (FMCG) have seen increased acceptance and sales in the rustic regions of the erode district of Tamil Nadu due to improving infrastructure in the form of connectedness on the roadways, online, and the rails. While more and more individuals rural regions have moved to the city in pursuit of better work opportunities, a growing number of city dwellers are making the reverse move to the countryside in search of a more natural environment and a more tranquil way of life. At the moment, 66% of India's FMCG consumption takes place in urban areas, while 34% takes place in rural areas. FMCG in India are made in rural areas. Because of its reliance on surrounding states, the erode district of Tamilnadu's urban and rural regions are predicted to have sustained expansion in the processed food, bakery, and dairy subsector of the packaged food industry. Except for tooth care products, personal care goods are no longer considered a luxury purchase. The FMCG industry positions both its luxury and popular product lines to appeal to a

wide range of customers, including those living in rural areas with lower incomes. Penetration levels have risen dramatically as a result of rising rural wealth and better roads, bridges, and other forms of infrastructure.

### **In India's FMCG Industry**

Packaged items that are eaten or sold often and in small quantities are known as fast moving consumer goods. FMCG have lower pricing and higher volume-based profit margins. Although relatively new to India, organized FMCG retailing is quickly gaining popularity in both the country's rural and urban areas. There have been several changes in the FMCG industry in India in recent years. Major changes in the fast-moving consumer goods industry include tax breaks on a variety of products, increased market penetration, and higher per capita consumption.

### **How FMCG Consumers Act and Think**

Consumer choice is influenced by their beforehand behaviour, and is anticipated by their need to buy or eat something as well as a number of different antecedent's factors. Other extrinsic factors include social variables, personal standards, and the client's view of and use of power over their own behaviour. Some of these factors are internal to the customers, like the buyer's views and assessments regarding what they are doing, while some are external.

### **Literature Review**

FMCG to people in rural areas cannot use the same techniques they do in urban areas. Instead, they should focus on developing policies tailored to rural areas. For this, they require knowledge of regional differences in consumer behavior and of the unique challenges faced in rural areas. This research looks at the influences on FMCG sales in rural areas of South India.

In his research, Mohammad Ali Daud (2013) finds that even if consumers in rural areas earn enough each month to afford branded goods, they often lack the cash on hand to make a single large buy. Since they are within the marketable price range, branded items may and do appear in bulk wherever they are sold.

Sharma found that there is a rising pattern of brand recognition in rural regions, notably in the domain of beauty care, thanks to the consistent and gradual enhancement of consumer and healthcare goods. The product's pricing is not a concern for consumers. The more disposable income individuals have, the more inclined they are to pay a greater price. Using well-known brand names' items will boost their social standing in that community. The research measures brand impression using a battery of criteria including brand quality, price, ease of availability, family preference, response to advertising, product diversity, and availability of financing.

Consumers are more likely to trust advertisements as a source of information than the recommendations of friends, neighbors, or others in similar social situations, according to research by Dr. Mohammad Naquibur Rahman (2012). No income bracket is immune to the power of advertising, but neither did we find that repeated exposure to pricey items or messages changed our purchase habits.

FMCG industry is critically important to India's GDP, according to research by Srivastava and Kumar (2013). The demand from India's middle class and working poor has been met in part by this. The middle class makes up over 52% of the Indian population and purchases over 73% of FMCG items. Most fast-moving consumer goods (FMCG) corporations now prioritize marketing in

rural areas. The potential in India's rural areas is enormous. After finding the urban market saturated and highly competitive, many fast-moving consumer goods (FMCG) businesses are now focusing on the rural sector. As a result, we analyze the opportunities and threats faced by FMCG businesses operating in the rural market. The increased disposable income of rural residents, especially those in the middle and lower classes who are willing to spend money to better their quality of life, is one of the most enticing reasons for businesses to target this demographic. This study analyzes the role of the FMCG sector in the expansion of India's rural market, and it seeks to have a conversation about how consumers' changing attitudes toward FMCG products in the face of rising brand awareness and a more diverse consumer base in India's rural areas can lead to more informed and more profitable purchases.

The research sheds light on how consumers in the Thoothukudi District see FMCG brands generally. Research that highlights the importance of an accessible number of outlets relies heavily on first-hand accounts from actual consumers. The higher price tag is not anything that high-quality products should be wary of. Shops and outlets must provide buyers all the information they need about the items they sell. According to this interpretation, the investigation is complete, and the researcher has made their recommendations. The fierce rivalry in today's retail industry necessitates this effort. Fast-moving consumer goods (FMCG) are essential in today's business world since they are purchased often by consumers of all socioeconomic backgrounds. As a result, the study has been implemented to detail the contribution of all FMCG producers to market health. In today's market, food and hygiene products come in at the top of the sales charts, with everything else trailing behind.

### **Purposes of the Research**

The research aimed to compare and contrast customer attitudes about FMCG products in both urban and rural settings. The following are some of the goals of this study:

- To scrutinize the possessions that consumer awareness of brands and FMCG item preferences have on the purchasing habits of chosen rural-urban participants.
- To provide useful advice and findings for FMCG Products

### **Collecting Information for Research**

The study's approach makes use of both primary and secondary sources of information. The core data for this study comes from in-depth interviews conducted according to an established protocol, while the secondary data comes from a wide variety of sources, including scholarly publications, government documents, popular media outlets, websites, and internal corporate documents.

### **Methods and sizes of samples**

The research justifies its sample strategy by dividing the study region into four sub-districts within the erosion district. The opinions of FMCG shoppers in the district's rural and urban regions have been gathered using proportional random sampling techniques. From the 14 blocks that make up Erode District, 10 villages were randomly chosen. A total of 600 participants were randomly selected to represent 10 out of 60 communities.

**Location of Respondents:** This survey polled people in twenty randomly chosen cities and towns in the Erode district, including ten randomly chosen rural villages.

## Research Hypothesis

**Null Hypothesis ( $H_0$ ) :** There is no statistically significant correlation between respondents' ages and their amount of sway in the purchase of FMCG products.

**Table 1**  
**What Drives Rural Consumers to Buy Particular FMCG Brands (Chi-Square Test)**

<i>Factor</i>	<i>Calculated Value</i>	<i>Table value</i>	<i>D.F</i>	<i>Remarks</i>
Respondent Age	13.301	12.592	6	Significant at 5% level

Source: Primary Data Interpretation

Table 1 demonstrates that the chi-square statistic calculated is greater than the one shown in the given table, indicating statistical significance at the 5% level. Therefore,  $H_0$  cannot be correct. Consumers in rural areas are more likely to buy FMCG brands if they are younger, supporting the premise that "age of the respondents and the factors influencing the purchase of FMCG brands by the rural consumers" are related. The investigation drew the conclusion that the older the respondents were, the more influence their age had on the decision to buy a certain FMCG brand.

**Table 2: ANOVA : The Priorities of Rural and Urban Consumers for Various Forms of Brand Awareness**

$H_0$ : Consumers in urban and rural areas do not significantly vary in their priority over various aspects of Brand awareness.

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>F crit*</i>
Between Groups	4.099648	1	2.049824	8.17	3.84*
Within Groups	8.273221	99	0.250704		
Total	12.37287	100			

Source: Primary Data \*Significance at 5 per cent level Interpretation

Table 2 displays the calculated F value, which is 8.17. The F tables value is 3.84 when  $df_1=1$ ,  $df_2=99$ , and a threshold of importance of =5% are used. F was calculated at a value greater than critical. Since there are differences between rural and urban areas, we are unable to endorse the null assumption that there are no differences. customers' values with respect to the various forms of Brand awareness. Brand marketers that want to improve their brand marketing strategy are increasingly putting greater emphasis on the customer experience.

**Table 3 : Comparison of Rural and Urban Consumers' Attraction to Products Offering Differential Benefits Using an Analysis of Variance Model.**

$H_0$ : Consumers in both rural and urban areas have the same priorities when deciding which benefits goods to purchase.

<i>Source of Variation</i>	<i>SS</i>	<i>df</i>	<i>MS</i>	<i>F</i>	<i>F crit*</i>
Between Groups	1.65291	1	0.826455	0.45	3.84*
Within Groups	60.33708	99	1.828396		
Total	61.98999	100			

Source: Primary Data \*Significance at 5 per cent level Interpretation



Table 3 reveals that the estimated value of F is 0.45. The computed value of F is smaller than the critical value of F given the following parameters:  $df_1=1$ ,  $df_2=99$ , and  $\alpha=5\%$  level of significance. Better advantages are marketing the product in both rural and urban locations, therefore the null hypothesis is accepted. Thus, they are giving equal weight to the appealing advantages.

## Conclusion

The study's focus is on how rural consumers' product consciousness and product favorite towards FMCG brands compare to urban customers'. There is a lot of competition and little movement in the urban economy. Companies in the city that want to continue to develop and thrive should expand into rural areas. FMCG companies would benefit greatly from adapting components of their marketing mix to better appeal to and serve the needs of the rural market. Rural consumer attitudes and preferences regarding Dabur India, Cadbury India, Nestlé India, ITC, and Hindustan Unilever Ltd. were the primary research foci. Brands in the fast-moving consumer goods industry may use this research to their advantage by learning more about consumer preferences in both urban and rural areas. By developing and evaluating hypotheses on the relationship between customers' awareness preferences in buying FMCG companies using a sample of buyers from rural areas, this study significantly contributes to the field.

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# **COMPETENCY MAPPING A TOOL OF MANAGING ORGANIZATIONAL OUTPUT : A CRITICAL STUDY OF NAGPUR BASED SMALL INDUSTRIAL SETUPS**

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## **Abstract**

People and businesses work together via human resource management to achieve mutual objectives. The nature of work evolves over time, necessitating strategic HRM activities like future skill mapping. Companies in India are seeing a similar shift, necessitating training in a variety of new skills. Competency mapping becomes necessary. Individuals may get insight into themselves and their place in the company's hierarchy by having their strengths and areas for improvement mapped out via competency mapping. The study used a descriptive research strategy with a sample size of 102. Chi-square tests are employed in this investigation. The results of this research show that professional experience does not correlate with a robust emotional resilience. Use of periodic skill assessments within the department might assist staff maintain track of precisely where they are, allowing them to better target where their development efforts should be made. The current research involves the accurate grading mapping of competencies.

**Keywords:** Competency mapping, career development, emotional strength, occasional skill tests.

## **Introduction**

Competency mapping is the practise of determining which skills are essential to the success of a company or a certain position within it, and then working those skills into every aspect of that company's operations. A competence, as opposed to a talent or an ability, is a behaviour (such as communication or leadership). It has become every businessperson's primary goal to maximise efficiency in the utilisation of limited resources in today's complicated and resource-constrained environment. Resources may be broken down into four categories: human capital (workers and employees), raw materials and fuel, physical infrastructure (factories and other manufacturing facilities), and financial resources (investment capital). Proper synchronisation of all these resources is essential for maximising profits and minimising waste. Human capital, including both technical

and administrative talent, is an organization's most valuable asset. Manpower is essential to any other resource being used effectively.

As a result, inefficiency will result from its misalignment with any of the aforementioned factors. Therefore, making good use of this asset is crucial. The most crucial asset, however, is also the trickiest to control. The fact that no two people are alike is the root of the problem. It's true that everyone has their own unique set of strengths, weaknesses, abilities, interests, motivations, and so on. More importantly, these elements are crucial to their performance. As a result, it is clear that choosing and hiring staff is one of the most important things an organisation does. Recruitment, selection, training, development, and compensation are all tasks carried out by human resource management. Moreover, since it involves the choice and appointment of workers, recruiting and selection seems to be the most challenging of these activities. HRM's effectiveness in these two areas is what drives organisational effectiveness as a whole. As a result, finding and hiring the right person is crucial for the company's success. In other words, choose the person who is most deserving of the position.

If a candidate who is not qualified for the position is chosen, it will be a waste of time and money. Some may wonder, "How is it possible to find which person is suitable to do a particular job?" Currently, most organisations use a variety of evaluation procedures to decide which candidates are the best fits for available functional roles. Popular methods include individual interviews (one-on-one communication serves as a basis for identifying skills and evaluating knowledge), group discussions (which aim to unearth qualities of leadership, communication, and peer interaction), and written tests (which were used to evaluate knowledge).

However, these techniques have been shown to have significant shortcomings. Many forms of evaluation, such as those based on personality, themes, psychometrics, etc., have been created and used. While the accuracy of candidate evaluation has increased thanks to these tests, the results still cannot be relied upon to accurately predict an applicant's performance on the job. Industrial and organisational psychologists have discovered that "the effectiveness of a person to carry out a job depends not on a single or isolated factor, but on a set of many different factors." Competency refers to the collection of skills and experiences that enable an individual to perform well in a certain role.

## **Review of Literature**

Competency is the ability, trait, or motivation shown by a range of actions that leads to exceptional performance at work. Professional excellence stems from possessing the information, abilities, and attitudes necessary to carry out one's duties competently.

According to MILLER et al. (2020), "competence may be characterised in two ways. Competence may be thought of in two ways: first, as the capacity to carry out nursing activities; second, as a 'psychological construct.'

YUVARAJ (2021) provides an overview of the Job Competencies needed by manufacturing sector specialists in terms of their knowledge, skills, and disposition. To some degree, gaps were also investigated.

Due to the importance of Competency Mapping for both personal and professional

development, MD.ISHTIAK UDDIN, et al. (2022) argue that it should also be utilised for coaching and succession planning. In order to better understand the relationship between management competence and the different skills, efforts have been made to detail the various competencies with fine criteria.

### **An Organization's Strengths and Skills**

If a company wants its managers and workers to be effective in their roles, it must determine what skills they need to have, train them to acquire, and put them to use on the job.

### **Competency assertions are not directives**

To be competent, one must have the knowledge and skills necessary to effectively use one's underlying aptitude, trait, or talent. If one's skills are honed to perfection, one might expect even better results. assertions of knowledge and skill, as opposed to task assertions, are what make up competencies. Meeting facilitation is an example of a task. To do this, you must possess the necessary skills. Therefore, in this context, the necessary competence is a set of abilities including the ability to create an agenda, foster a productive group process, mediate disagreements, manage time effectively, etc.

### **Methods for Competency Mapping and Inventory**

First, a company has to make a list of all the skills its employees will require in order to carry out the company's purpose and achieve its goals. Once the necessary skills have been uncovered, they must be organised and categorised. The following groups may be identified: competences in behaviour or soft skills, competences in management, competencies in technical skills or hard skills, Competencies could also be categorised in the following other ways:

- Abilities for personal success or self-management.
- Skills in interacting well with others.
- Management skills that may be broken down into the following categories: One, structural. Relationships between Roles and People Capabilities that serve a certain purpose or are technically sound. Abilities concerning the realm of information.

Third, there will be tiers of expertise for each competence. They need to be named and shamed.

Fourth, detailed descriptions of each skill level should be documented. Depending on their purposes, various groups give these tiers a variety of names. The following are some illustrations: Each competency's mastery is rated as "oh-oh," "so-so," "good," or "great" at one company. Baseline, Collaborative Productivity, Ownership, Managing Complexity, and Expert are the names given to these roles in various organisations. In another group, they are simply categorised as 1, 2, 3, and 4.

Fifth, it's important to figure out which capabilities, and at what degree of expertise, are needed for each role. Creating a "competency matrix" is the term for this process.

The study's goals are to

Identify the factors that contribute to strong emotional strength at work and

Establish a connection between one's capacity to make efficient use of time and their success at monitoring the development of an activity.

To ascertain the nature of the connection between effective leadership and effective follow-up

### Methodology for Research

Descriptive research methods were used for this study.

Sampling Method – Easily Accessible Sampling

From a pool of over 200 workers, a representative sample of 102 was drawn.

### Analysis and Interpretation of Data

$H_0$  - There is no correlation between years of employment and psychological resilience.

### CHI SQUARE

	<i>Cases</i>					
	<i>Valid</i>		<i>Missing</i>		<i>Total</i>	
	<i>N</i>	<i>Percent</i>	<i>N</i>	<i>Percent</i>	<i>N</i>	<i>Percent</i>
Work Experience * High Emotional Strength	102	100.0%	0	0.0%	102	100.0%

#### Chi-Square Tests

	<i>Value</i>	<i>Df</i>	<i>Asymp. Sig. (2-sided)</i>
Pearson Chi-Square	244.472 <sup>a</sup>	12	.000
Likelihood Ratio	234.477	12	.000
Linear-by-Linear Association	91.302	1	.000
N of Valid Cases	102		

### Interference

Based on this information, we may conclude that the chi-square value is greater than 0.05, rejecting the alternative hypothesis. Therefore, there is no connection between years of employment and robust emotional health.

### Conclusion

All firm teams were able to design and analyse their own unique competence maps. With this information, the company can better prepare its training and development initiatives for the next year. The supplied sheets are also helpful in understanding where people are in terms of their abilities and competencies and how to put those strengths to work for the company. It would vastly enhance the performance of the drill. The project was completed successfully and has delivered as promised to both the organisation and the institution; nonetheless, there is room for further development and enhancement.

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# **EMPLOYEES ENGAGEMENT AND RETENTION PLANNING ASSISTED BY EMOTIONAL INTELLIGENCE IN NAGPUR IT SECTOR**

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## **Abstract**

Intelligence is the capacity to feel, identify, and manage emotions, which form the basis of interpersonal competence in almost every profession. Emotional intelligence helps workers at an organisation succeed. It helps individuals become more adaptable, more able to deal with challenges and new opportunities, more capable of working together as a team, and more likely to stay with the company long-term. A person's attitude towards their employment may be defined as the sum of their feelings, beliefs, and commitments towards their profession. Emotional quotient, work-related contentment or dissatisfaction, and general dynamism all represent responses to the activity's emotional demands. If we think of work satisfaction as our emotional or affective response to the facts, we can see that it has a good correlation with developing our EQ. Descriptive research was used for the study's main data collection (a well-structured questionnaire) and secondary data (various reviews, books, and articles). The connection between emotional intelligence and professional behaviour in the software business was the subject of a systematic literature study. Important and recent research used to evaluate the suggested model's study variables. This study's data was analysed using a multiple regression technique.

**Keywords:** Emotional Intelligence, Employee Engagement, Job Satisfaction, Retention, Work Attitude.

## **Introduction**

Intelligence is the capacity to feel, identify, and manage emotions, which form the basis of interpersonal competence in almost every profession. Cognitive emotions' dominance over emotional intelligence, and the degree to which cognitive talents shape emotional experience. "Self-referential sentiments" are a complete way to convey employees' indescribable, unique emotions about their own achievements. According to the definition given above, emotional intelligence is a subset of sociability that includes the ability to understand and manage one's own feelings as well as those of other people.

Empathy, sensitivity to one's own feelings and insight into them, accurate awareness of one's own and other people's moods, regulation or emotional control, responsiveness to emotions and behaviours, and a balance of honest emotions against courtesy, thought, and respect are all components of emotional intelligence (EI). Attitudes about work are how people feel about their jobs. Employee satisfaction and commitment are two of the most important mental states for productive work.

One's attitude determines their purpose to do some kind of action. By adopting a constructive outlook on the job, employees may avoid negative behaviours such as deviance, absenteeism, and tardiness. A worker that takes pride in his or her work is loyal to the company and works hard to further the company's goals. A company's ability to compete in the market may be hampered if its employees have low levels of emotional intelligence. Components of Emotional Intelligence include Awareness, Self-Control, Motivation, Empathy, and Social Ability.

### **Importance of Feeling at Work**

Making ensuring individuals are productive, creative, and have positive relationships with others, particularly in the workplace and in the wider society, is of the utmost importance. It also improves employees' intelligence and logic. Before making a choice, they should give it some serious thought, take in all of the relevant information, and rein in their emotions using strong coping mechanisms. For their work to evoke positive responses from audiences—happiness, motivation, shock, and frustration—they need to have an emotional investment in it. Emotional intelligence helps workers at an organisation succeed. It helps individuals become more adaptable, more able to deal with challenges and new opportunities, more capable of working together as a team, and more likely to stay with the company long-term.

### **Mentality Work**

A person's attitude towards their employment may be defined as the sum of their feelings, beliefs, and commitments towards their profession. The overall function may be understood in two distinct ways. A high level of job satisfaction may be either a subjective generalisation about the job as a whole or an objective synthesis of cognitive assessments of many components of the workplace, such as pay, job security, and career advancement opportunities. The term "work spirit" is used to describe an individual's mindset, attitude, and actions while on the job. A person's level of job satisfaction fluctuates based on whether or not their work meets their emotional and practical demands. Employee happiness is generally measured by how fulfilled they are in their work. When governments are at odds with one another, it may be difficult to balance the demands of job and family life. Work-related family responsibilities and vice versa complicate matters.

### **Intellectual and Emotional Capacities in the Workplace**

Emotional quotient, work-related contentment or dissatisfaction, and general dynamism all represent responses to the activity's emotional demands. If we think of work satisfaction as our emotional or affective response to the facts, we can see that it has a good correlation with developing our EQ.

### **Sentimental Grasp and Dedication the Job**

Job engagement is like a complex construction with many different kinds of bricks. The concept



of organisational engagement is used in three different contexts: emotional participation, sustained involvement, and normative involvement. “a belief that defines the current job, and that appears to depend upon how well the job will fulfil the current needs,” are two words that sum up emotional intelligence and workplace enthusiasm.

### **Method of Study**

The method of descriptive research was used for this investigation. Primary information obtained by a thorough and organised questionnaire. The information gathered through many reviews, books, and articles, known as secondary sources. The connection between emotional intelligence and professional behaviour in the software business was the subject of a systematic literature study. Important and recent research used to evaluate the suggested model's study variables. The data for this study was analysed using a multiple regression model.

### **Analysis of the Literature**

There have been many theoretical discussions of the interplay between the human brain's cognitive and noncognitive neurological systems and empirical data, as well as the impact of emotional states on decision making [Fischer, K. W., Martin, M., Höhlen, M., & Höhlenbach, A. (2010), A. W. E. [C.], [Izard, C. [1994]]. E. (1993)]. The role of EI and its impact on productivity in the workplace are not addressed in any existing theory. To learn how EI affects business outcomes, we investigate the emotion control model proposed by Gross (Gross, J.). Gross, J. [Gross, J. (1998)], J. and the thoughts and theories that may be developed further.

Emotions, according to Gross [Gross, J. J. (2010)], are adaptive and physiological response tendencies prompted by situations with evolutionary importance. Feelings may be altered, controlled, and tracked as receptive patterns. How one regulates and expresses their feelings is what is meant by “emotional control” [Gross, J. J., 2010].

The idea of emotional regulation proposed by Gross aligns with our own conception of emotional quotient. Self-Emotional Appraisal (SEA) requires that persons have a firm grasp of the nuances of these feelings. Since we experience a wide range of emotions in response to the sentiments of others, our own emotional state influences our capacity to accurately assess the feelings of others around us (what psychologists call “the Other's Emotion Appraisal,” or “OAA”). According to Gross' model of emotional regulation, we may improve our ability to manage our emotions by changing the way we experience them (Regulation of Emotion [ROE]) or express them (Regulation of Emotion [UOE]). EI ideas and emotional regulation should, therefore, be applied to high-EI individuals.

Capable of fine-tuning their responses and using their emotions more effectively. Research exploring the effects of emotional intelligence in the workplace might benefit from using Gross' emotional regulation model as a theoretical framework. According to Gross, J. J. (1998), emotional response patterns may be managed by focusing on either the input or the output of the system.

There are four components to the historical method of controlling one's emotions: situation selection, in which one chooses whether to interact with a particular person or set of circumstances based on the potential emotional impact; situation adjustment, in which one alters the surrounding environment to change the emotional impact; emphasis, in which one emphasises or downplays

something to change the emotional impact. Similarly, reaction-based emotional regulation likewise calls for a multipronged approach. Ongoing feelings may be heightened, dampened, prolonged, or shortened depending on the goal [Kenneth S. Law (2002)].

According to Chi-Sum Wong and Kenneth S. Law's (2002) model of emotional intelligence in the workplace, employees can choose a historical, emotional regulation by adjusting their perception of the workplace and placing more value on the people with whom they interact. The impact of emotional stimulation in the workplace may be amplified, diminished, prolonged, or suppressed by these individuals. IS levels help people regulate their emotions, which they may utilise to cultivate pleasant emotions and foster intellectual and emotional development. Enhancement of one's mind. People with low IE levels have poorer emotional development and are unable to regulate their emotions via precedent and reaction.

## Discussion

Articles on emotional intelligence consistently point to the importance of feedback in alleviating the pressures and anxieties experienced by workers on a daily basis. People have a hard time dealing with the stress and pressure of the workplace because it disrupts their emotional equilibrium.

## Analysis of Data

### Analysis of Multiple Regressions

The goal of multiple regression analysis is to estimate an unknown value by using the known values of two or more other variables as predictors. It is used to estimate the worth of a metric using a large number of other factors as predictors. The process of evaluating the relative importance of numerous elements simultaneously.

$H_0$  : Employees' work attitudes are not affected by emotional intelligence.

$H_1$  : Employees' attitudes towards work are changing as a result of emotional intelligence.

**Table 1**  
**Model Summary**

<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
0.174 <sup>a</sup>	0.030	-0.002	1.29315

The coefficient of determination, as shown in Table 1, is 0.030. Therefore, Emotion Control, Emotions to use, Emotions Comprehension, and Emotions perceived explain around 3% of the difference in the employee's work attitude in Software Industry data. Since  $r^2$  is 0.030, it seems that the regression equation is a good tool for forecasting.

**Table 2**  
**ANOVA<sup>a</sup>**

	Sum of Squares	Df	Mean Square	F	Sig.
Regression	6.295	4	1.574	0.941	0.443 <sup>b</sup>
Residual	202.340	121	1.672		
Total	208.635	125			

The F value is 0.941, and the p value is 0.443, as shown in Table 2. There is sufficient evidence at the 5% level of significance to conclude that employees' work attitudes in the Software Industry are not influenced by Emotional Intelligence (Emotion Control, Emotions to utilise, Emotions Comprehension, Emotions seen). The alternative hypothesis is rejected and the null hypothesis is accepted since the p-value is greater than 0.05.

**Table 3**  
**Coefficients<sup>a</sup>**

	<i>Unstandardized Coefficients</i>		<i>Standardized Coefficients</i>	<i>t</i>
	B	Std. Error	Beta	
(Constant)	2.609	0.748		3.485
Emotions perceived	0.064	0.100	0.059	0.642
Emotions to use	0.158	0.102	0.141	1.549
Emotions Comprehension	-0.081	0.121	-0.061	-0.671
Emotion Control	0.028	0.104	0.024	0.264

Coefficients of emotional intelligence's contribution to the component employees' work attitudes are identified using B values, as shown in Table 3. Attitude at work in the software business is favourably affected by employees' ability to identify emotions (0.064), utilise emotions (0.158), and control emotions (0.028). The software business is seeing a decline in morale due to low levels of Emotions Comprehension (-0.081).

## Conclusion

The study's author concludes that emotional intelligence has little bearing on how someone performs on the job. Managers and supervisors that are emotionally savvy foster an environment where workers feel respected and appreciated. The sad truth is that employee engagement hovers around the 30% mark. Imagine the impact if all healthcare organisations tackled the problem of the disengaged 2/3 of their workforce. The findings would help the company from a performance and social justice standpoint, improving the lives of millions of workers. There would be less pressure and a greater sense of justice, equality, respect, and empowerment among frontline workers. Leaders' emotional intelligence may prove to be the defining factor in maintaining mission-focused success in today's competitive and ever-changing corporate environment, including the health care sector.

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# **THE IMPACT OF FOREIGN DIRECT INVESTMENT ON ECONOMIC DEVELOPMENT IN DEVELOPING COUNTRIES: CHALLENGES, OPPORTUNITIES, AND FUTURE PROSPECTS**

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## **Abstract**

Foreign Direct Investment (FDI) has emerged as a critical driver of economic development in developing countries. This research paper aims to investigate the impact of FDI on economic development, focusing on the challenges and opportunities it presents, as well as exploring potential future prospects for developing nations. The study employs a comprehensive “literature”, review approach to analyze existing research and empirical evidence on the subject. Additionally, this paper suggests policy recommendations to enhance the positive effects of FDI on economic growth while addressing the associated challenges. By understanding the complexities surrounding FDI in developing countries, governments and policymakers can harness potential to foster sustainable economic development and improved living standards.

**Keywords:** Foreign Direct Investment, Economic Development, Empirical Evidence, Policy Recommendations, Institutional Constraints, Responsible Investment.

## **Introduction**

Foreign Direct Investment (FDI) has become a vital catalyst for economic development in developing countries. FDI involves the investment of foreign capital directly into domestic businesses, which can significantly impact a country’s economic growth and overall development. Over the past few decades, developing countries have witnessed a surge in FDI inflows due to globalization, liberalization of economies, and technological advancements that have made cross-border investments more accessible.

The pursuit of foreign direct investment has been driven by the promise of various potential benefits, such as increased jobs, technological advancement, infrastructure development, and access to global markets. However, alongside these opportunities, developing countries also face various challenges in attracting and effectively utilizing FDI to maximize its positive impact on their economies.

## **Objectives of Study**

1. To examine the theoretical and conceptual frameworks that underpin the relationship between FDI and economic development in developing countries.

2. To review existing literature and empirical evidence to understand the trends and patterns of FDI inflows in developing nations and their impact on economic growth indicators.
3. To identify the challenges faced by developing countries in attracting, managing, and benefiting from FDI inflows.
4. To explore the opportunities and potential benefits that FDI can offer, including technological transfer, infrastructure development, and enhanced export opportunities.
5. To provide policy recommendations and strategies that can enhance the positive impact of FDI on economic development while addressing the associated challenges.

## **Literature Review**

### **1. Conceptual Framework of Foreign Direct Investment**

Foreign Direct Investment (FDI) is influenced by ownership advantages, host country location-specific advantages, and firm internalization across borders. John Dunning's OLI framework, based on ownership, location, and internalization, provides a framework for understanding FDI drivers and determinants.

### **2. Theoretical Perspectives on FDI and Economic Development**

FDI and economic development are explored through various theoretical perspectives. Dependency theory suggests FDI perpetuates disparities, modernization theory suggests FDI facilitates growth through advanced technologies, and endogenous growth theory suggests FDI enhances human capital and technological progress. Understanding these perspectives is crucial for assessing FDI's impact on developing countries.

### **3. FDI Trends and Patterns in Developing Countries**

FDI trends in developing countries reveal changing global investment dynamics, with factors like market size, resource availability, investment climate, and policy frameworks influencing inflows. South-South FDI also impacts the global investment landscape.

### **4. The Impact of FDI on Economic Growth and Development Indicators**

Empirical studies evaluate FDI's impact on economic growth and development indicators in developing countries, with mixed results. Understanding these impacts is crucial for effective policies to maximize FDI's positive contributions.

### **5. Challenges of Attracting and Managing FDI in Developing Countries**

Developing countries face challenges in attracting and managing FDI inflows, including regulatory complexities, political instability, weak institutions, inadequate infrastructure, and competition. Balancing foreign investor interests and national development objectives is crucial.

## **Opportunities and Benefits of Foreign Direct Investment in Developing Countries**

### **1. Employment Generation and Skill Enhancement**

One of the key opportunities offered by Foreign Direct Investment (FDI) in developing countries is the potential for employment generation. When multinational corporations invest in new ventures

or expand their existing operations in these nations, they create job opportunities for the local workforce. FDI-driven industries often require skilled and unskilled labor, leading to the development of human capital and the enhancement of local skill sets. This not only reduces unemployment “rates”, but also contributes to poverty reduction and improved living standards for the workforce.



**Diagram I**

### **Pros & Cons of Foreign Direct Investment**

## **2. Technological Transfer and Innovation**

FDI facilitates technological transfer and innovation in developing countries, as multinational companies bring advanced technologies, research, and management practices. This leads to increased efficiency, competitiveness, and the development of indigenous technologies, promoting sustainable economic growth.

## **3. Infrastructure Development**

Foreign direct investment (FDI) significantly improves infrastructure development in host countries, benefiting local industries, communities, and economies by enhancing connectivity, logistics, and economic efficiency.

## **4. Enhanced Export Opportunities**

FDI significantly increases a country’s export potential by integrating local industries into global value chains. This diversifies export portfolios, reduces dependence on commodities, and enhances foreign exchange earnings. Export-oriented FDI also improves competitiveness.

## **5. Stimulating Domestic Investment**

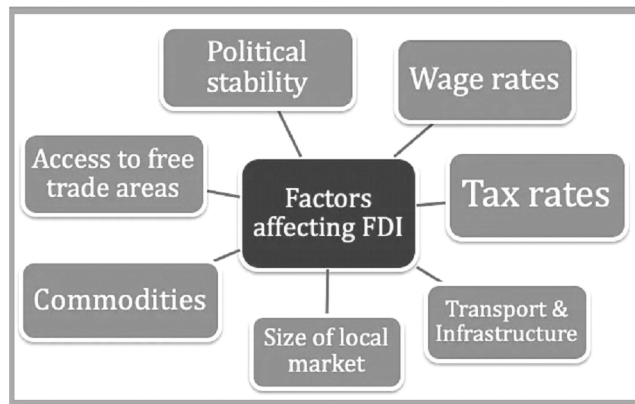
The presence of foreign investors can stimulate domestic investment in developing countries. FDI inflows can attract attention from local entrepreneurs and businesses, encouraging them to invest in complementary industries or sectors. The presence of multinational corporations can create business linkages, foster supplier relationships, and promote technology spillovers to domestic firms, further stimulating domestic investment and industrial growth.

## **Challenges of Foreign Direct Investment in Developing Countries**

### **I. Economic and Political Instability**

Developing countries face challenges attracting and retaining foreign direct investment due to economic and political instability. Political uncertainties, government policy changes, and volatile

economic conditions create an unpredictable investment climate. Investors are cautious about committing capital to countries with political risks and policy changes, leading to reduced FDI inflows and missed economic development opportunities.



**Diagram 2**

### **Challenges and Factor Affecting of Foreign Direct Investment**

#### **2. Infrastructure Deficiencies**

Inadequate infrastructure in developing countries hinders FDI, causing increased production costs, reduced efficiency, and market access limitations. Addressing these deficiencies requires substantial investments in infrastructure development, challenging resource-constrained nations.

#### **3. Institutional and Regulatory Constraints**

Developing countries face institutional and regulatory constraints that hinder business operations and discourage foreign investment. These constraints include bureaucratic procedures, complex tax regulations, and a lack of transparency. Streamlining regulations, improving governance, and enhancing the business environment are crucial for attracting and retaining foreign investors.

#### **4. Environmental and Social Concerns**

FDI in developing countries raises environmental and social concerns, especially in industries like mining and manufacturing. Addressing these issues requires responsible business practices, strict environmental and social standards, and corporate social responsibility adoption by governments and investors.

#### **5.Currency Fluctuations and Financial Vulnerabilities**

Currency fluctuations and financial vulnerabilities expose foreign investors in developing countries, impacting macroeconomic stability. Addressing instabilities, improving infrastructure, enhancing regulatory frameworks, promoting responsible business practices, and managing risks can maximize FDI inflows.

### **Future Prospects and Strategies for Enhancing FDI Impact**

#### **1. Policy Framework and Reforms**

Developing countries must adopt a conducive policy framework and reforms to attract and



retain foreign direct investment. This includes streamlining bureaucratic processes, simplifying regulations, ensuring transparency, offering incentives, and conducting regular policy reviews to stay relevant.

## 2. Investment Promotion and Facilitation

Investment promotion and facilitation strategies are crucial for showcasing developing countries' investment opportunities to foreign investors. Governments should engage in marketing campaigns, participate in international forums, and establish agencies. Offering a single-window clearance system and customized support can improve business efficiency and attract investors.

## 3. Sectoral Focus and Diversification

Developing countries should prioritize key sectors for attracting FDI, aligning with natural resources, human capital, and technological capabilities. Diversifying FDI inflows across sectors mitigates risks, and governments can offer incentives, R&D grants, and infrastructure support.

## 4. Enhancing Human Capital and Education

Investing in human capital and education is crucial for improving local workforce employability and productivity. Strengthening education systems, collaborating with industries, and fostering collaboration promote industry-relevant curricula, research, and innovation.

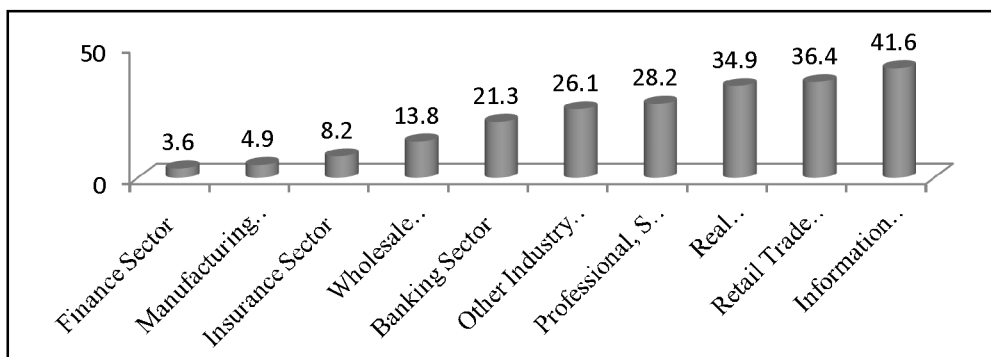
## 5. Sustainability and Responsible Investment

Governments should enforce regulations, conduct environmental impact assessments, encourage sustainable business practices, and respect local communities to address environmental and social concerns in FDI. This promotes inclusive economic growth and positions developing countries as competitive destinations in the global economic landscape.

**Table I**  
**Contribution Ranking of Foreign Direct Investment to Economic Development**  
**in Developing Countries**

<i>Ranking</i>	<i>Name of Sector</i>	<i>Contribution to GDP (%)</i>
10	Finance Sector	3.6%
09	Manufacturing Sector	4.9%
08	Insurance Sector	8.2%
07	Wholesale Trade Sector	13.8%
06	Banking Sector	21.3%
05	Other Industry Sector	26.1%
04	Professional, Scientific and Technical Service Sector	28.2%
03	Real Estate, Rental and Leasing Sector	34.9%
02	Retail Trade Sector	36.4%
01	Information Sector	41.6%

*Source:* self-organized computation, 2023



Graph I

### Contribution Ranking of Foreign Direct Investment to Economic Development in Developing Countries

The table ranks sectors based on their GDP contributions, providing insights into key drivers of economic growth. The Information Sector, with 41.6%, is a significant contributor, indicating a strong emphasis on digitalization and technological advancements. The Retail Trade Sector, with 36.4%, is a vital component of the economy, with consumer spending and demand for goods and services driving growth. The Real Estate, Rental, and Leasing Sector, with 34.9%, is a vital component of the economy. The Professional, Scientific, and Technical Service Sector, with 28.2%, is a knowledge-based sector that supports growth. The “Other Industry” Sector, with 26.1%, is crucial for economic development. The Banking Sector, with 21.3%, is essential for providing essential services. The Wholesale Trade Sector, with 13.8%, is crucial for facilitating goods distribution and supporting economic performance. The Insurance Sector, with 8.2%, plays a critical role in managing risk and providing financial security, but its impact on overall economic growth is smaller. The Manufacturing Sector, with 4.9%, may not be as dominant in driving GDP growth. The Finance Sector, with 3.6%, has the smallest contribution to GDP growth.

## Case Studies

### I. FDI Impact on Economic Development: Case Study of Country - A

Country A has experienced significant FDI in recent years, transforming key sectors and stimulating economic growth. Multinational corporations invested in manufacturing, technology, and infrastructure, creating jobs, transferring technology, and enhancing skill development.

Aspect	Findings
<b>FDI Influx</b>	Significant influx of Foreign Direct Investment (FDI) in recent years.
<b>Economic Growth</b>	FDI played a crucial role in stimulating economic growth.
<b>Industrial Transformation</b>	Multinational corporations invested in manufacturing and technology-intensive sectors.
<b>Job Creation</b>	FDI contributed to the job creation in various industries.
<b>Technological Transfer</b>	FDI facilitated technological transfer and skill enhancement.

<b>Infrastructure Development</b>	FDI supported infrastructure projects.
<b>Export Expansion</b>	FDI-led industrialization led to increased exports and improved competitiveness.
<b>Environmental Concerns</b>	Rapid industrialization raised concerns about sustainability and environmental degradation.
<b>Social Disparities</b>	Challenges in ensuring equitable distribution of FDI benefits among different regions and social groups.
<b>Policy Recommendations</b>	Implementing sustainable practices and addressing social disparities to maximize FDI impact.

However, the case study also highlights challenges faced by Country A. Rapid industrialization has put immense pressure on natural resources and the environment, leading to concerns about sustainability and environmental degradation. Additionally, the country faces the challenge of ensuring that FDI benefits are distributed equitably among different regions and social groups. The study underscores the importance of implementing sustainable practices and addressing social disparities to harness the full potential of FDI for inclusive economic development.

## 2. Challenges and Opportunities in Attracting FDI: A Case Study of Country - B

Country B is a developing nation that has struggled to attract significant FDI despite its potential for economic growth. The case study delves into the challenges and opportunities faced by the country in attracting foreign investors. The analysis identifies institutional constraints, bureaucratic hurdles, and political uncertainties as major deterrents to FDI inflows. Complex regulatory processes and lack of transparency have deterred potential investors, who seek stable and investor-friendly environments.

<i>Aspect</i>	<i>Findings</i>
<b>Challenges in FDI Attraction</b>	Country B has struggled to attract significant FDI
<b>Institutional Constraints</b>	Institutional constraints and bureaucratic hurdles deter potential investors
<b>Regulatory Complexity</b>	Complex regulatory processes and lack of transparency create barriers to FDI
<b>Political Uncertainties</b>	Political uncertainties contribute to the unstable investment climate
<b>Opportunities for FDI</b>	Country B has untapped opportunities, including abundant natural resources and skilled labor
<b>Geographical Advantage</b>	Strategic geographical location offers potential for creating strong linkages with global value chains
<b>Niche Industries</b>	Potential for developing niche industries that align with the country's resources and capabilities
<b>Policy Recommendations</b>	Proposed policy recommendations include institutional reforms, investment promotion campaigns, and investor facilitation measures

### 3. Lessons Learned and Policy Implications: Case Study of Country - C

Country C is a developing nation that has experienced both successes and setbacks in leveraging FDI for economic development. The case study examines the country's experiences with FDI, highlighting lessons learned and their policy implications. The analysis indicates that a proactive and consistent policy framework is essential for attracting sustained FDI inflows. Country C's success in attracting FDI was driven by its stable political environment, clear investment policies, and investor-friendly regulations.

<i>Aspect</i>	<i>Findings</i>
Importance of Proactive Policy Framework	A proactive and consistent policy framework is essential for attracting sustained FDI inflows
Success Factors for Attracting FDI	Country C's success in attracting FDI was driven by stable political environment and clear investment policies
Risks of Overreliance on Specific Sectors	Overreliance on a specific sector or a few large investors can create vulnerabilities
Diversification of FDI Sources and Sectors	Diversification of FDI sources and sectors can mitigate risks associated with concentration
Continuous Investment in Human Capital	Continuous investment in human capital, research, and development is crucial for competitiveness
Harnessing Technological Advancements	Continuous investment in R&D enables the country to benefit from technological advancements brought in by foreign investors

However, the case study also points out that overreliance on a specific sector or a few large investors can create vulnerabilities. Country C faced challenges when a major investor withdrew, leading to economic setbacks. The study emphasizes the importance of diversifying FDI sources and sectors to mitigate risks associated with concentration. Additionally, it underscores the need for continuous investment in human capital, research, and development to ensure that the country remains competitive and can benefit from technological advancements brought in by foreign investors.

#### Policy Recommendations

Based on the findings, the following policy recommendations are proposed to enhance the impact of FDI on economic development in developing countries:

Establish a stable policy framework, offer incentives, and protect investments to attract foreign investors. Strengthen investment promotion, prioritize key sectors, invest in education, and promote responsible business practices. Address environmental and social concerns with strict regulations.

#### Future Research Directions

Future research in this field should focus on addressing the following areas:

1. Conducting longitudinal studies to analyze the long-term impact of FDI on economic development indicators in developing countries.

2. Investigating the role of FDI in promoting sustainable development and social inclusion and identifying best practices in responsible investment.
3. Assessing the implications of technological transfer through FDI on indigenous innovation and the development of local industries.
4. Analyzing the effectiveness of different policy interventions in attracting FDI and fostering its positive impact on economic development.

## Conclusion

### *Summary of Findings*

The research paper delved into the impact of Foreign Direct Investment (FDI) on economic development in developing countries, exploring its challenges, opportunities, and future prospects. Through a comprehensive literature review and examination of case studies, the following key findings emerged:

FDI offers significant opportunities for developing countries, including employment generation, technological transfer, infrastructure development, enhanced export opportunities, and stimulating domestic investment.

However, attracting and managing FDI in developing countries is not without challenges. Economic and political instability, infrastructure deficiencies, institutional and regulatory constraints, environmental and social concerns, and currency fluctuations pose obstacles to realizing the full potential of FDI.

To enhance FDI impact, developing countries must adopt effective policy frameworks and undertake necessary reforms to create an investor-friendly environment.

Investment promotion and facilitation, sectoral focus and diversification, enhancing human capital and education, and promoting sustainability and responsible investment are vital strategies to attract and leverage FDI for sustainable economic development.

Case studies of different countries highlighted valuable lessons, including the need for a stable policy framework, diversification of FDI sources and sectors, and continuous investment in human capital and research.

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# **STOCK MARKET FLUCTUATIONS AND MACROECONOMIC VARIABLES WITH REFERENCE TO NATIONAL STOCK EXCHANGE OF INDIA**

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## **Abstract**

Stock prices and key macroeconomic indicators have been subject to empirical scrutiny in recent years due to India's remarkable economic expansion over the last two decades. With a focus on India, this study seeks to analyze the connections between several macroeconomic indices and stock market returns, both in the long and short term. Significant changes to the stock market, such as the elimination of the Badla system, the implementation of the adoption of equity futures, and continuous settlements occurred in the month of July 2001. This analysis uses monthly data from July 2016 through July 2022. The research uses a co-integration and error correction model (ECM) to show that the BSE Sensex is related to several macroeconomic variables over the long term.

**Keywords:** Macroeconomic Indicators, Stock Returns, Co-integration

## **Introduction**

Although the hypothesis that the fundamentals of the macroeconomic system and returns on stocks are causally related may have some psychological appeal, it lacks the necessary empirical support. Macroeconomic factors include things like price metrics, rate of interest and inflation metrics, indications of a wider economy, and signals of global activity. Indices of industrial output and the unemployment rate are examples of indicators of the state of the economy at large. Instances of factors affecting interest rates and inflation include the interest rate, term propagates, defaults propagation, liquidity, etc. Pricing-level-focused indicators include the overall cost of goods indices and the rise in price rates. Transnational determinants include things like the exchange rate and FDI. The economic simulation also took the manufacturing productivity measure, price increases, hazard premiums, failure propagation, and term framework into consideration. There's plenty of stuff written on what factors into stock returns.

In the field of economics, an investigation into the factors that affect the return on investment is a popular issue. The two main components of the fundamental conventional valuation model are

the “anticipated cash streams” from the firm and the “needed rate of interest” depending on the danger of the stock. Macroeconomic statistics have an impact on both the cash flows of a business and risk-adjusted discounted rates. The rate that is risk-free and an assessment of the asset’s inherent risk is included in the necessary rate of return. Real interest rates and inflation projections serve as the basis for calculating this nominal risk-free rate. (1991; DeTina) The stock market is negatively impacted by inflation.

Expectations, whether adaptive or rational, play assumptions play a big part in deciding the return on investments and these targets are impacted by economic fundamentals. An inflation shock, for example, might cause a shift in the anticipated return of an asset, which would have repercussions for both present and future investment choices.

In finance textbooks, CAPM and APT are the most common models used to predict stock returns. Since it proposes that just the market component should be used in calculating stock returns. The time value of money and risk are two factors that must be considered when compensating investors. After diversifying their holdings, investors need to worry about the market risk known as systematic risk or market risk (beta). Changes in interest rates, inflation, or a downturn in the economy might all contribute to the market as a whole, making them potential sources of systemic risk. According to the APT (Roll and Ross, 1976, 1980) version of the multi-factor model, stock returns may be explained by shocks or surprises of several components. The correlation between an asset and a wide variety of market risks allows for return forecasting. Using a linear combination of several independent macroeconomic factors, APT makes predictions about the relationship between a portfolio’s returns and the earnings of a certain item. Macroeconomic factors are used to clarify the return of stocks is another way in which the multi-factor model may be understood.

Since the rise of information technology (IT), it has been simpler to get data or read the latest headlines. Information is widely available and simple to get. The efficiency of financial markets has increased thanks to these shifting environmental factors. Positive or negative civil unrest, military conditions, business regulation shifts, or worldwide financial fluctuations with an immediate response in the stock market.

Since prices already contain and represent all essential information, it is impossible to beat the market, as stated. Expert stock picking and market timing aren’t enough to beat the market; the only way to beat it and earn better returns is to invest in riskier assets. All information is completely reflected in asset pricing. There are “weak,” “semi-strong,” and “strong” versions of the theory. All available information is reflected in current The market value for exchanged resources, as determined by the weakest version of the EMH. To add to this, the robust EMH states that markets rapidly reflect all information, even previously unknown “insider” knowledge. According to EMH, there are no profitable arbitrage possibilities since we cannot predict stock returns if the market is efficient. If the market is efficient, it indicates that prices accurately represent the state of the economy. The marketplace is competitive if the returns on stocks are irrelevant in describing these economic components and stock returns are unimportant in explaining macroeconomic factors.

Depending on how one views efficiency, integration concerning market effectiveness will be understood differently. Mukherjee and Naka in 1995. The occurrence of integration across parameters would be a sign of market inefficiency, which is defined as the availability of arbitrage opportunities.



## Literature Review

Capital markets and macroeconomic factors in India were studied by Pal and Mittal (2011). They focused on inflation, interest rates, the Indian rupee, and gross domestic savings (GDS). Information is presented quarterly starting with the first quarter of 1995 and ending with the fourth quarter of 2008. Long-term relationships may be analyzed using the co-integration test, while short-term patterns can be examined using the ECM. They began with the assumption that macroeconomic factors do not significantly affect stock prices (the “null hypothesis”). To measure stock returns, we have used the S&P CNX Nifty and the BSE Sensex as dependent variables. The logarithms of models are analyzed using a partial elasticity technique. The BSE Sensex is greatly impacted by the exchange rate. There is no correlation between GDS. Their research led them to the conclusion that macroeconomic factors do affect stock performance in India.

Due to their shared characteristics, the BSE Sensex and NSE Nifty exhibit strong associations. There is some doubt about findings that show various indexes have divergent responses to the same macroeconomic variable. We investigate a long-term equilibrium link using VECM and Johansen’s co-integration. Inflation harms the value of stocks, whereas money quantity and IIP have a favorable impact. Changes in the short-term rate of interest or the currency rate do not significantly explain stock returns. Granger causality postulates that macro variables may be responsible for long-term fluctuations in stock values. IIP and the price of stocks are causally related in both directions.

The effects of the 1991 economic changes on the Indian capital markets were investigated by Naka et al. (1998). The stock market uses BSE information. To test if the elements are co-integrated (in a state of long-term equilibrium with one another), VECM is used. Employing impulse reaction research and variable breakdown, they were able to demonstrate how macroeconomic variables affected the Indian stock market. The industrial output Index, which measures production, the index for consumer prices, M1, and the Mumbai Interbank Rate are only a few of the macroeconomic variables taken into account by the study. Dates from the first three months of 1960 to the last three months of 1995 are included in the study. According to their research, the main factors affecting BSE are price hikes and economic growth, and since 1991, BSE has been doing better.

## Objectives of the Study

- To evaluate the influence of the interest rate as a basic macroeconomic variable on stock returns.

## Research Methodology

We applied the WPI to roughly estimate inflation. Our interest rates are based on the 365-day T-bill rates that the Indian government has announced. Our baseline is M3 or the entire money supply. The currency rate is set using the USD/INR FX Spot Rate.

Stock returns are very sensitive to the level of economic activity. Gross domestic product is the most all-encompassing indicator of a country’s actual economic health. Only quarterly GDP figures are made public in India. We utilize monthly data to circumvent the degrees of freedom issue in the VAR model that might arise from a paucity of observation points. The Industrial Production Index (IIP) is a monthly indicator of the strength of an economy’s manufacturing sector, although its importance has been diminishing over time as the share of GDP accounted for by services has

grown. The analysis from NITI AYOGE estimates that the industry will contribute 24.2% in 2021, while the service sector will contribute as much as 57.9%. Therefore, IIP has been disregarded in this research.

### Analysis and Interpretation of Data

The statistical results for each of the five variables are shown in Table 1. These include, but are not limited to, the BSE Sensex, M3, the WPI, the foreign exchange percentage, and T-bill rates. It is generally accepted that a normal distribution has a skewness of zero and a kurtosis of three. The aforementioned variables have non-normal frequency distributions. The data from Jarque-Bera show the same thing. Stock returns, as measured by standard deviation, are more volatile than macroeconomic indices. All sequences aren't at static positions, as seen in Table 1. Below the 1% level, all of the series are stationary once we perform a first-order difference, though. This indicates that I(1) is the order for integration for all variables.

Descriptive data for the study's variables, from July 2001 to July 2015. The wide money supply at the end of each month is denoted by its natural logarithm, or log (M3). The average monthly WPI is represented by its natural logarithm, or Log (WPI). In this context, "log" refers to the natural logarithm of the average monthly exchange rate between U.S. dollars and Indian rupees. T-bill rate refers to the average monthly yield on Indian government treasury notes over a year. The final column shows the percentage change in the Sensex values for each day.

Table 1: Descriptive statistics

Statistic	Log (M3)	Log (WPI)	Log (exchange rate)	T-bill rate	Change in Sensex %
Mean	12.99	4.95	3.88	6.77	1.49
Median	14.09	5.02	3.85	7.04	1.27
Maximum	15.21	5.23	4.19	9.92	28.26
Minimum	10.61	4.58	3.67	3.59	-23.89
Standard deviation	1.75	0.20	0.13	1.51	6.92
Skewness	-0.17	-0.37	0.79	-0.24	-0.18
Kurtosis	1.15	1.65	2.76	1.93	4.66
Jarque-Bera	24.86	16.52	17.79	9.67	20.40
Probability	0.00	0.00	0.00	0.01	0.00
ADF test-levels	-2.24	-1.83	-1.34	-2.79	-2.42
ADF test-first differences	-13.22	-12.72	-4.86	-15.48	-11.77

ADF test table values at 1%, 5% and 10% level are 4.01, 3.43 and 3.14 respectively

The positive correlation between money supply and stock prices suggests that an increase in money supply stimulates the economy, boosting corporate profits and, in turn, stock prices. The inverse link between interest rates and stock returns is consistent with this hypothesis. When the interest rate is lowered, it encourages businesses to borrow money and boosts the value of their shares. Stock prices are also correlated adversely with interest rates. If the demand for exports is elastic, currency depreciation will cause more of them to be made, which will enhance the country's cash flow. Whether or not an organization is an export- or import-dominant determines the degree to which a change in the exchange rate will affect it. When the value of a country's currency drops, investors often sell their stocks and buy those denominated in foreign currency, which drives down the price of local stocks. Stock market results are shown to be favorably correlated with exchange rates. Inflation, on the other hand, has a positive correlation with stock returns. Inflation and stock market performance are positively correlated. The Indian economy and stock market are both developing quickly, making stocks a good inflation hedge.

## Conclusion

The study confirms that there is a single interconnected vector that links the Dow and the four macroeconomic gauges. Additionally, the study discovers that when compared to each of the other two components, the long-run relevance of WPI, money supply, and T-bill is significantly larger. The study discovers two-way relationships between the Sensex and the currency exchange rate in the short term concerning causality. The money supply and inflation have a positive and strong correlation with stock performance. Interest rate changes and the stock market's performances have a weak and negative link. The co-integration of returns on stocks with macroeconomic variables implies that the Indian equity markets are not functioning efficiently.

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## **ROLE OF CORPORATE GOVERNANCE IN INDIA: A REVIEW OF LITERATURE**

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### **Abstract**

No doubt, Moral Values are very important part of Human Life. Moral values taught us how to behave with others in socially acceptable manner. As moral values guides us how to behave with others without violating the rights of others. Corporate Governance guides corporate entities how to run their venture without violating legal laws regarding Human Resource Management, Environment etc. In foreign countries like U.S, present time every organisation is expected to follow a strict code of conduct for running their enterprise. There are strict provision have been made by their Government as well as by many other committees. But still in many countries we see many unethical practices done by corporate entities on day to day basis. There are numerous examples available where we see soil scam, land scam etc. Many corporate organisations are not able to face competition because there organisation found engaged in Unethical activities like Insider trading, discriminatory remuneration policies, illegal retrenchment and many more. But in 21<sup>st</sup> century because faith of general public lost on unethical corporate organisations, many corporate organisations started realising need of ethical practices in their organisation. After independence, in India large numbers of corporate organisations indulge in unethical practices. Time to time Government of India took many initiatives to make ethical environment in corporations. Securities Board of India established in 1992. SEBI provides a broad framework of rules, regulations and policies to corporate organisations regarding corporate governance. But still Indian Corporate Houses found to be engaged in unethical activities. Through this review paper researcher will try to study the role, significance and Institutional framework of Corporate Governance in India. Except SEBI in India, many other committees like Birla Committee, J. J. Irani Committee, Companies act 2013 and World Bank suggested many guidelines for ethical corporate Governance.

**Keywords:** Corporate Entities, Moral Values, SEBI, Corporate Governance, Environment, Insider Trading.

### **Introduction**

(Ghosh, 2012, pp. 379-382) Various efforts have been made from time to time to implement Corporate Governance in India. Securities and Exchange Board of India plays critical role for

establishment of good corporate governance system in India. SEBI was formed in 1988. And it started working as a fully autonomous body in 1992. SEBI plays an important role to develop and regulate the financial market. SEBI is the institution that monitors the financial and security markets. For the proper functioning of publicly listed companies several rules and regulations are provided by SEBI from time to time.

The Indian closed economy was liberalized in 1991 with the main objective of attracting FIIs to make large investments in Indian Stock Markets. Therefore, it became imperative for the regulatory body of India's stock market to make some reforms. There are two main objectives of setting up SEBI. One is to protect the interest of small investors and at the same time regulation of Indian Stock Market. In 1992, the Harshad Mehta scam took place in the Mumbai Stock Exchange exposed the Indian Stock Market as a laggard in India. It was also realized at this point that this type of scam would not have happened had SEBI given the power to protect the investors. SEBI Act was enacted in 1992 by the Government of India at that time and special provisions were made through this act which acted to regulate the Indian Financial Market.

In Clause 49 of the SEBI provides many regulations regarding corporate governance. Some of them are discussed below:

- In order to increase the power of Independent directors, Clause 49 of SEBI was made.
- Emphasis was laid on making the board members more accountable by increasing their powers and responsibilities.
- According to foreign companies, the companies of our country also prepare their accounts in a fair manner, these things were emphasized.
- The board members were asked to prepare a code of conduct which would guide the company to perform its functions properly.
- Independent directors will be one third or half and it will depend on it. Whether the chairman is in a non-executive position or in executive position.
- The total tenure of non executive director will be for a term of 3 years and a maximum of 3 terms.
- Preparation of audit report and analysis of financial condition and preparation of draft of various operations carried out by the company will be done by the Audit Committee.
- Subsidiary companies will have fifty percent non-executive directors.
- Contingent liabilities, related party transactions, risk management matters, issues related with IPOs will all be disclosed.
- Accounting principles adopted by company in the financial year will be disclosed. Any important issue should be disclosed to the audit committee.
- There should be policy for whistle blowers. Policy should protect whistle blower from unethical practices and acts.

### **Report of Birla Committee**

Birla committees argued that for the smooth development of capital market in an economy, there is need of good corporate governance practices. If we analyse emerging markets in last few

decades, there were many crisis took place in many developing as well as in developed countries. Yet many leading organisations proposed many provisions for corporate governance in their own organisations, many types of unethical practices have also been seen in developed economies.

As everyone knows, for the development of any country, it is very important to develop the financial markets of that country. And we also know that for the development of disciplined financial markets Corporate Governance is must. Many times all type of investors were manipulated by management of various organisations. Issues like hindrance in transferring shares, delay in issuing the share certificates etc. Although many steps have been taken by institutions as well as by the government but still now unfair, unethical practices are happening in many organisations.

Still there is no proper dispute settlement mechanism established by regulating authorities. This is one of the main reasons behind slow development of Indian financial markets. On routine basis many investors file their complaints with SEBI. All educated investors believe in good governed practices and respond in the same way to their offers. In an ethical organisation all activities are done systematically. Board and Management staff can take decisions independently. There is focus on innovative and creative work, with an emphasis on creating an environment in which everyone is accountable and responsible for the act performed by them.

There are varieties of models by which organisations implement corporate governance in their business. But there is no one model that is suitable for all type of businesses.

To solve this problem and to protect the interest of the investors, a committee on Corporate Governance was constituted by SEBI on 7<sup>th</sup> May, 1999. Whose chairman was Mr. Kumara Mangalam Birla and the task of this committee was to formulate principles, guidelines, and standards for implementing corporate Governance. This committee also have to suggest that how the standard of Corporate Governance can be raised. These are few main objectives of constitution of this committee.

- Improving standards of Corporate Governance in listed companies, bringing transparency in the duties and responsibilities of all type of directors
- Creating a blueprint of good corporate practices
- To suggest measures to prevent insider trading

The recommendations given by the Birla Committee were made keeping in mind Indian organisations. The main objective of which was to ensure the commitment of the members of the board to manage the activities of an organisation transparently, by which the wealth of shareholders could be increased in the long run.

## **Review of Literature**

### **Significance of Corporate Governance**

(Aggarwal, 2017) suggested in his study that Financial Performance and Corporate Governance are related. Governance rating has a positive impact on the financial position of Company. Companies must try to improve their performance along with good governance indicators like Accountability, Fairness, Ethical leadership, appropriate composition of Board Members. Every MNC should understand that good financial performance and good governance both are highly significant. (Rani et al. 2014) concluded in his study that there is positive correlation between outcomes of a company

and corporate governing standards. Companies benefited in both short and long run. **(Chauhan et al. 2016)** stated in his study that performance of a company and corporate governance are positively associated. **(Ghosh, 2012, pp. 328-329)** Few highly significant points with respect to corporate governance are as follows:

- Responsibility, answerability, transparent operations and honest financial reporting fostered the spirit of corporate governance which the investors depicted in the share markets especially in the less developed nations. This boosted the investment sentiment and as divulged by the Harrod Domar type model, there is a positive correlation between economic growth and such investments. Developing Countries can reap huge benefits in its quantitative growth by implementing a good system of Corporate Governance.
- Transparent and honest corporate governance not only fills productivity and boosts efficiency, it further promotes economic growth, social justice and societal development, as a whole.
- Financial health and well-being of the corporate sector paving way for the economic growth and subsequent national development. We have witnessed several instances where despite the government providing a favourable business atmosphere, the businesses collapsed due to insufficient corporate governance measures taken by them.
- As such it restricts the scope for business fraud and corrupt practices as there exists a check and balance system. This leads to the development of the corporate goodwill or brand besides the national image portrayed in favourable aspects.
- A good corporate governance model being placed in the core of a firms policy structure becomes a strong competitive advantage too **(Meisel, 2004)**. Besides, gaining market shares and good corporate relations, this also reflects the societal aspect of the business.
- Such initiatives stand necessary while planning for overseas business operations, as it infuses self-reliance, belief in company and its offerings, pricing, social responsiveness and addressable to the environmental concerns.
- A well crafted social responsibility policy not only fosters better corporate governance rather it further supports societal goodwill creation, a positive outlook emerging from social contributions along with the spirit of ‘giving it back to the society’. This creates trust and faith of the society to the company, as well.
- Besides society, the businesses remain concerned towards the environmental aspects. Rather many companies have sustainable development in this mission statements and hold centre-stage while making policy decisions about the social costs associated, environmental degradation, public hygiene and social health.
- The above builds a favourable climate of faith from the stakeholders’ perspective also. They see the company as a law abiding one, cares for the environment and society, initiates welfare schemes and is disciplined for a transparent corporate governance mechanism as a whole.



- So it is like a national pride and wealth. Stakeholders, employees and nation as whole all get benefited by good corporate governance practices. This is high degree of positive correlation between good corporate organisations and development of an economy.

### **Structure and Processes of Corporate Governance**

(Jacoby et al. 2019) Organisations with strict governance mechanisms often use outer control policies to eliminate the disputes between various stakeholders. (Ghosh, 2012, pp. 334-337) Corporate governance may have different structures and processes depending on the political, economic, social, institutional and the stage of development of a country. Corporate governance needs many participants including the shareholders, investors, suppliers, banks, and many committees to function. But the role of Board of Directors is pivotal. It manages the whole show and it is appointed by the shareholders of the company. Since the role of the board is central, it is necessary to give it a closer look.

### **Board of Directors and its Committees**

Several issues are involved in the case of Board of Directors. However, it is necessary to understand a few common provisions:

- The board will appoint a managing director or CEO.
- The board will consist of executive and non-executive directors. Executive directors will hold management positions.
- Some directors are independent, some are outsiders and some are insiders.
- In any system of all-executive board, there is no separation between ownership and management. But this is being replaced gradually by the majority executive board where there is such a separation.

### **Role of the Board of Directors**

As policy formulators and controllers of business they (BoDs) carry various crucial duties and responsibilities like the following:

- BODs play guiding role to the whole firm across its businesses. While keeping the essence of the corporate philosophy in all their decisions, they not only direct the resources to ensure the correct execution of business strategy and future goals ensuring its timely success.
- While keeping shareholders and other stakeholder's interest in the mind BoDs brings independent directors to ensure the implementation of CG in its various functions.
- They plan, execute, monitor and regulate various plans and projects for the benefit of the organisation.
- They carry the responsibility for ensuring brand building through a disciplined and timely reporting which further calls for business accountability and transparency across the firms verticals.

- Board of Directors require owning business and ensuring the culture of transparency, sincerity, discipline, empathy, trust and faith prevails.
- There has been modifications in the corporate governance modules wherein it has been proposed that the Chairman and CEO functions are important roles and may not be performed by the same person. They fear that this may lead to centrifuge of powers at one place encouraging the probability of corruption or similar bad practices. In essence, both roles are important but different people are proposed to hone these posts while working in close association, complimenting the efforts.
- The above should fasten up the decision making process while ensuring optimum utilization of resources, funds and manpower for yielding desired outcomes. This facilitates information flow in interdepartmental silos working for enhanced coherency and robust outcomes.
- Since, the role of Board of Directors are visionary in nature, they are involved in, long term planning with strategies and resource plan activation. This involves meeting the CSR obligations too. Such planning involves prioritizing financial resources to yield desired outcomes reflecting in their annual account statements.
- May be reiterated that the CG & CSR remain focal in such decision making towards the long term survival of the businesses. So the leadership ensures the same been executed through the Board of Directors to the bottom levels, as well.
- Besides, the above functions, another important role with the Board of Directors is the formation of several important committees with a defined set of role they require to play with the desired level of outcomes or expectations from them. Such committees be formed in the critical business areas like Audits, salary and compensations, staff welfare, legal compliances besides others. They may be deliberated henceforth.

### **Governance Committees**

As generally seen, the various CG initiates seek the formation of the following three committees for faster execution and enhanced coordination by the Board of Directors.

#### **Audit Committee**

Normally one of the main committees of the board of directors consisting of three independent and non-executive members is the Audit Committee. At least two meetings of the Audit Committee are held in a year. It is selected by board and is liable to it. Audit Committee performs many tasks like settlement of conflicts related with financial matters of a company, reappointment of members, complete re-examine of the financial transactions, interim and final accounts and many more. “It is an independent committee and has considerable leverage in maintaining checks and balances. The committee is supposed to settle disputes that arise between the team of external auditors and the management. The committee takes a neutral stand. It is supposed make important financial disclosures which are helpful for the company to understand its financial strength and for the investors to know about the real worth of the company.” In few cases, it is often seen that internal and external auditors are engaged to judge the real financial position of the company.

### Remuneration Committee

Remuneration Committee has to make a policy for all the persons working in the company regarding their remuneration. Remuneration committee should work independently so that adequate remuneration could be given to each class of worker. Like other committees, it is also an important committee which can create profit or loss situation for the company. That is why the remuneration committee is also an important committee for shareholders, because main objective of a company is to increase the wealth of shareholders. Remuneration should be given according to the work done by employee. But still, all types of work done cannot be measured. For activities for which remuneration can-not be fixed, there is a problem in determining remuneration. A well-designed remuneration system with a separate provision for bonuses can take the quality of employees to a different level. From a long time, non-executive directors in many companies were given a fixed amount every month in the form of salary.

In most companies, remuneration is determined by combining dearness allowance and the amount to be paid as per the existing rules. Except this, it requires to be appreciated that there exists a need for a transparent and coherent policy mechanism for such remuneration based tasks involving incentives, perks and monetary/ non monetary rewards to ensure least talent attrition rates for the company. Gary Becker, Nobel laureate in Economics, justifies the need of such incentives for continued motivation and better work outputs.

### Nomination Committee

The nomination committee selects non-executive directors. It works temporarily basis. Normally, it is chaired by the CEO. Selection is normally done on the basis of merit through interview process. However, they may avail the services of private head hunters or manpower consultancies to find the qualified person for the tasks. This may be attributed as an outsourced function done through outside professionals, thereby adding value to the organisation.

### Conclusion

In a country like India, several steps were taken by the Government of India as well as various organisations to implement corporate governance in a good manner. But still it is seen that many organisations have indulge in many unethical activities. These organisations need to understand that they have to adopt corporate governance if they want to stay in the market for long time. They cannot survive in the market for long run without implementing corporate governance in their business. The investor of 21<sup>st</sup> century has become very conscious about his investment decision. Investors are very well aware about role of corporate governance in development of an organisation.

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# **EXPLORE THE IMPACT OF MBA ALUMNI ON THE DEVELOPMENT AND GROWTH OF ALMA MATER AN OVERVIEW**

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## **Abstract**

Every student has a unique connection to their alma mater. The support and contributions of alumni become more important for institutions for advancement and improvement. This study gives a broad overview of the crucial part that MBA alumni towards the advancement and expansion of their alma mater. The study explores the various role played by the MBA alumni which supports towards the expansion and improvement of the institution. They offer advice and assistance to current students through networking events, guest lectures, and career counseling, assisting them in navigating the challenging job market and cultivating a strong alumni network. MBA graduates greatly improve the institution's reputation, financial stability, student support, and community engagement by utilizing their knowledge, networks, and resources. Building a sustainable and successful educational institution depends on comprehending and utilizing this symbiotic link between MBA alumni and their alma mater.

**Keywords:** Alumni network, Almamater, Contribution, Growth, MBA alumni.

## **Introduction**

The first management education correspondence course was launched in the early 1840s by Sir Isaac Pitman. There are many changes in today's management education since its introduction to the society. The emerging changes in the industry requirement are proving to be a challenge for the management schools to strive in the market. Other factors like the effects of global development, hike in tuition costs, changing student requirement, and the economic variability are placing increasing pressure on business schools to make significant adjustments. These factors are affecting the promotion and delivery of management education programs.

*The best way to predict the future is to create it!* Peter Drucker (quoting Abraham Lincoln). A significant change is taking place higher education especially the management education to student

centric process from trainer-centered setting emphasizing personalized learning. The requirement to prepare learned & trained managers to compete on a global scale is driving this revolution in management education. Intense competition and picky students are two challenges that the majority of business schools currently face. The expense of acquiring and keeping students tends to increase as a result of these dynamics. While the administrators and professors of the institution bear the bulk of the responsibilities, alumni particularly those who have pursued an MBA play a critical role in determining the course that their alma mater will take.

### **Alumni Outreach**

The alumni of any institutes are the assets of the institution. They perform an important part in the expansion and growth of the institute. Alumni can help in a variety of additional ways, such as student recruitment, mentorship, internships, and job placement if they are sufficiently motivated. Alumni and instructors will be able to create answers to the existing and next difficulties facing management education with the construction of a strong, sustainable, and accessible alliance-based exchange platform. This program will result in more opportunities to link graduates with the world's business community. Another significant paradigm shift is the application of practical work ethics, such as how ethics can be created, how they can be managed at the workplace, how an individual creates his or her values, and what the ethical principles can be used to inspire human resources at the workplace because "organizations are not having ethics, only people have." This can be very well imparted to the students by the alumni of the institution.

### **Literature Review**

In the study conducted by Tulankar S& Grampurohit B (2017) titled Role of alumni as stakeholders in enhancing quality education observed that alumni will be beneficial in giving their alma mater essential financial, intellectual, and personal resources to their institute. They can offer students greater facilities, more recent technology, and a more attractive campus. The university receives a lot of support from the alumni. The alumni association engagement can support students, help with academic issues, and mobilize resources.

In the study titled "The role of the alumni association in student life" the researcher observed that the Alumni association has unique occasions to share their experience and knowledge with students pursuing their professional education. The alumni association gives a vast exposure to the presently registered aspirants to understand the market and the skills required for placing themselves for suitable jobs. Alumni programs render a helping hand to the institutions through funding, scholarship arrangements through CSR, engaging the current students with current changes in the market other the original curriculum and many more.

In the study conducted by the researcher Singer T.S observed that the alumni association is a forum where the experienced and learned industry professionals come forward to share their journey and the learning's from the industry. Higher education's main goal is to serve society and human beings through its work in collaboration and partnership with diverse organizations, as well as through teaching, training, research, and inquiry. The fame of every institute rests on the ability to provide aspirants with quality instruction, attractive extracurricular activities, a welcoming environment, a variety of student support services, and investments. Therefore, effective alumni

engagement could act as a brand ambassador to create a sense of purpose in society at large in order to support and reinforce the University's growth and development.

Smith, E. A., Gearhart, G. D., & Miller, M. T. (2019) conducted the survey to examine and describe how alumni societies and associations are used in community colleges, concentrating on the desired result of their use. The aim for conducting this survey was to establish the area where alumni contribution is required for the institutions development. The results showed the significant relationship of institutional development by involvement of their alumni as catalyst for improving the existing program and introduce new methods of learning for the current students. The results also imply that alumni societies are regarded as effective entryways for fostering philanthropic support for institutions.

## Research Methodology

### Research Objectives

1. To explore the role of MBA alumni in almatater growth.
2. To identify the area of contribution the alumni are more willing to do.
3. To analyze the role of alumni's in financial contribution towards almatater development.

### Hypothesis

Based on the above objective following hypothesis is framed.

$H_0$ : There is no significant impact of alumni contribution on growth and development of institutions

### Data Collection & Interpretation

To explore the role of MBA alumni on the development and growth of alma mater, an overview approach is employed in this study. The research methodology consists of a combination of qualitative and quantitative methods to gather comprehensive and insightful data. Purposive sampling technique was used to collect the data from six colleges running MBA courses in Nagpur were selected on the basis of purposive sampling. The sample size of 300 was determined for conducting the survey i.e. 50 students from each MBA college & 15 respondents from the management side to understand the impact of alumni engagement in the growth of the institution. A standardized questionnaire was circulated for collecting the data from 300 respondents and in return 280 respondents responded to the questionnaire.

**Table I**  
**Sample Characteristics (MBA Alumni)**

<i>Characteristic</i>	<i>Choices</i>	<i>No. of Respondents</i>	<i>%</i>
Gender	Male	90	32%
	Female	190	38%
Age	Under 25	20	7%
	25-34	210	75%
	35-44	50	18%

Occupation	Employed	210	75%
	Self employed	52	19%
	Unemployed	18	6%
Number of years since completing your MBA	1-3 years	130	46%
	4-6 years	90	32%
	7-9 years	20	7%
	10 or more years	40	15%

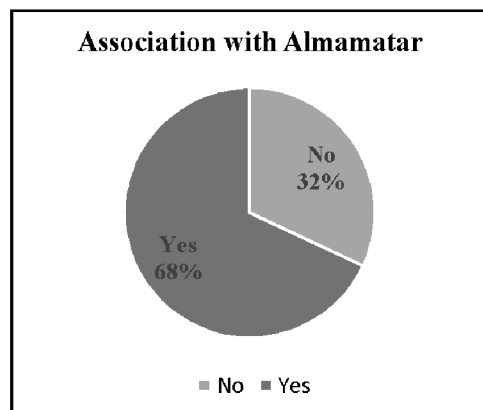
**Table 2**  
**Sample Characteristics (Management)**

<i>Characteristic</i>	<i>Choices</i>	<i>No. of Respondents</i>	<i>%</i>
Gender	Male	11	73%
	Female	4	27%
Age	20-30	1	7%
	31-40	4	27%
	41-50	7	47%
	50 & above	3	20%
Number of years since completing your MBA	1-5 years	2	13%
	6-10 years	3	20%
	11-20 years	4	27%
	20 years & above	6	40%

### **Alumni Engagement after Completing MBA**

#### **Interpretation**

The data presented shows the responses of respondents to the question, “Have you been actively engaged with your almmatar since completing your MBA? The responses were given in the form of Yes or No.



**Figure 1**  
**Alumni Active Engagement with Almmatar**

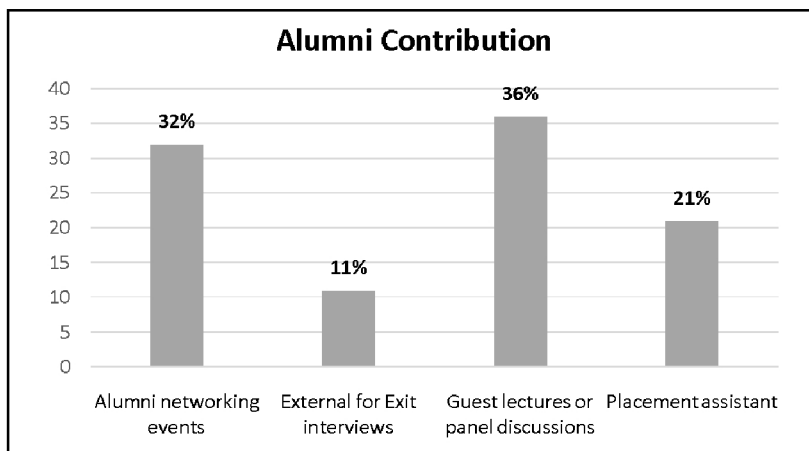


The majority of respondents 68% expressed a strong connection and involvement with their almatmater. This might indicate that the institutions might have a strong connection with their alumni by inviting them to various occasions or events organised by the institutes and encouraging the MBA alumni to participate and stay connected with them. On the other hand, 32% of MBA alumni are not connected with their institutes because to many reasons. This information is useful for the institute for better engagement of the alumni towards the institutes expansion and development.

## Alumni Contribution

### Interpretation

The data presented shows the responses of respondents to the question, Are you interested to contribute towards your almatmater. If yes, please select the types of alumni activities in which you have participated.



**Figure 2**  
**Alumni Activities**

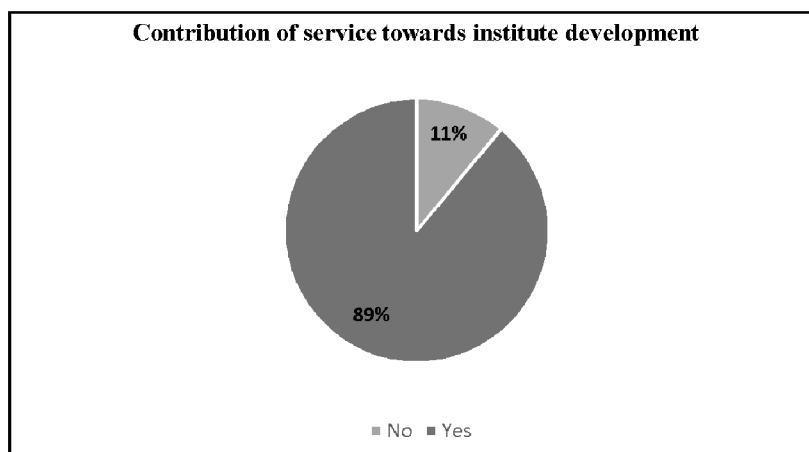
36 % respondents have taken part in panel discussions or guest lectures whenever invited by their institutes. This high participation rate implies that many MBA graduates are eager to share their knowledge and experience with current students. The current students can get benefitted from insightful advice from graduates who have successfully navigated their professions after receiving an MBA. 32 % respondents said they had taken part in alumni networking activities. This shows that a sizable proportion of MBA graduates actively participate in occasions created especially to promote networking opportunities among alumni.

## Willingness towards Contribution of Service

### Interpretation

The data presented shows the responses of respondents to the question, Are you willing to continue to contribute your services for the development of the institute?

It was observed that 89 % of respondents are willing to contribute their services in the possible manner as a gesture of gratitude toward the almatmater. Whereas a very less 11 % respondents are



**Figure**  
**Willingness to Contribute**

not willing to contribute their services. The institute should check with those alumni and try to understand the reason behind their decision.

**Hypothesis:** There is no significant impact of alumni contribution on growth and development of institutions.

#### Model Summary

<i>Model</i>	<i>R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Std. Error of the Estimate</i>
1	.403 <sup>a</sup>	.162	.098	.38313

a. Predictors: (Constant), Contribution

The above model summary gives the r-value of 0.403 which shows there is weak relationship between contribution of alumni and its impact on growth and development of the institutions. The r-square value obtained is 0.162 which states that only alumni contribute only 16.2% towards growth and development of the institutes.

#### ANOVA<sup>a</sup>

<i>Model</i>		<i>Sum of Squares</i>	<i>df</i>	<i>Mean Square</i>	<i>F</i>	<i>Sig.</i>
1	Regression	.369	1	.369	2.515	.137 <sup>b</sup>
	Residual	1.908	13	.147		
	Total	2.277	14			

a. Dependent Variable: impact

b. Predictors: (Constant), Contribution

In order to study the impact of contribution made by alumni towards growth and development of the institution, one way ANOVA test has been applied where F-value obtained is 2.515 and sig. value i.e. p-value obtained is 0.137 which is more than the alpha value of 0.05 ( $p > 0.05$ ) this states that there is no significant impact of alumni contribution. Hence, the hypothesis i.e. “There is no significant impact of alumni contribution on growth and development of institutions” is accepted.

## Conclusion

The results of this analysis indicate that while there is a connection between alumni contributions and the expansion and improvement of the institutions, the connection is very weak. Additionally, only a small portion (16.2%) of the overall variation in institutional growth is attributable to alumni contributions. The study concludes that there is no statistically significant impact of alumni contributions on the expansion and improvement of the institution based on the findings of the one-way ANOVA test. Although the F-value (2.515) indicates that there may be some variation in the levels of alumni contributions, the p-value (0.137), which is higher than the alpha value (0.05), suggests that this variation is not enough to disprove the null hypothesis. This suggests that while alumni contributions are important and can have a good impact, institutions must also take other crucial aspects into account and address to promote significant growth and development.

## Limitations, Future Research and Implications

As this study was restricted to some colleges in Nagpur city only. There are chances of a favorable relationship between the alumni contribution and the impact on growth and development of the institutes if the study would have been conducted in B-schools or IIM. Future study may be conducted in knowing the actual contribution towards development. By addressing the study's limitations and considering future research directions, the understanding of this relationship can be further deepened, leading to more effective alumni engagement strategies and greater institutional success.

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## **A STUDY OF JOB SATISFACTION AMONG WORKERS IN UTTARAKHAND TRANSPORT CORPORATION**

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### **Abstract**

Job satisfaction has become an important factor which is continuously gaining attention of managers in recent time. It is important for the managers to find out the factors that contribute towards job and employee satisfaction as it would increase the overall productivity in the organization. Job satisfaction is an important element because most of the employees spend a great amount of time in their work life. A happy and contented employee is expected to perform better. The purpose of the paper is to study the job satisfaction among workers in Uttarakhand Transport Corporation. The focus of this study is to identify the factors that influence satisfaction of employees and their performance, with a view of aiding business managers to attract, motivate and retain their workforce in the long term.

**Keywords:** Job Satisfaction, Employee Satisfaction.

### **Introduction**

The current working environment is witnessing a major shift due to factors such as globalization, developing economies and better and improved technology. They are constantly presenting new challenges and creating new opportunities for working employees. There are various factors leading to satisfaction of employees and the study is related to personal factors of employees. The factors including salary of workers, their promotion, employee's relationship with their managers, working hours, welfare and other etc. Increase in level of these factors will make satisfaction of employees improved which is identified by using statistical techniques. Job satisfaction is general attitude towards work and work environment. The present research work attempts to study the level of job satisfaction of UTC employees in Dehradun division. The level of job satisfaction of UTC employees Dehradun division identifying the important job satisfaction factors. Those are associated with the overall satisfaction of Dehradun division employees based on a survey the research attempts to gain insights into the satisfaction level from the perspective of the UTC employees.

“The term job satisfaction refers to an individual’s general attitude towards his or her job. A person with a high level of Job Satisfaction holds positive attitude towards the job, while a person who is dissatisfied with his or her job hold negative attitude about the job.”

The success of an organization depends not only on technical expertise but also on the interest of the employee. Employee satisfaction is influenced by the total job environment and its various aspects. Job satisfaction is a favorableness or unfavorableness with which employees view their work. Job satisfaction is a combination of “psychological, physiological and environmental circumstances”. The satisfaction element is utmost important in nature as it is bound to affect an individual’s professional and personal life. Good organization tries to find out the different approaches regarding employee’s satisfaction and also the future of any organization depends upon the satisfaction level of its employees, when employees are satisfied. They take care about the quality of their work and they are generally more productive. When the UTC employees are satisfied with their job it helps to evaluate the emotional wellness and mental fitness of employees. Satisfied individuals are likely to be willing to exert more effort than unsatisfied individuals.

The Job Satisfaction is an important aspect from the view point of an organization, since it is a vital element in industrial relations. The level of job satisfaction related to various aspects of work behaviour such as accidents, absenteeism, turnover and productivity. It is generally assumed that satisfied employees are more productive. But research reveals no relationship between job satisfaction and productivity. The less satisfied employees are more likely to quit their jobs than more satisfied employees. After reviewing several studies Bray field and Crockett concluded that job satisfaction did not necessarily imply high performance. Indian studies show the relationship between job satisfaction and productivity.

## Literature Review

- Kathawala, Moore & Elmuti (1990) concluded that the salary system is the sole motivating factor for employees in the automobile industry. They also state that compensations and rewards are important tools to control employee turnover rate.
- Studies by Frye (2004) show that there is a positive relationship between wages and employee performance and that income is the major factor of employee satisfaction.
- Saari & Judge (2004) indicate that the relationship between job satisfaction and performance is more important for those doing difficult jobs than for those in less demanding jobs.
- Mueller & Kim (2008) identified two types of job satisfaction; firstly, the overall feeling about the job, and secondly, the feelings about the aspects of the job, such as benefits, salary, position, growth opportunities, work environment, and the relationships among employees.
- Courtney & Younk Young (2017), Job satisfaction is an individual’s subjective viewpoint encompassing the way he/she feels about his/her job and the employing organization. Moreover, job satisfaction is the pleasurable emotional state that results from the achievement of job values. Each individual has different criteria for measuring job satisfaction.

## **Objectives of the Study**

The main objectives of the study are as follows:

- To study the job satisfaction of employees of Uttarakhand Transport Corporation employees in Dehradun Division.
- To evaluate the performance of employees in Uttarakhand Transport Corporation employees in Dehradun Division.
- To suggest the remedies for improving the employee efficiency in Uttarakhand Transport Corporation employees in Dehradun Division.

## **Research Design**

The study seeks to understand the factors that impact employee satisfaction and performance among workers in Uttarakhand Transport Corporation, with a view to help the corporation to utilize those factors to maximize their efforts in increasing employee satisfaction. When these transport corporations n companies understand the degree of influence brought by the factors of wages, promotion policies, collective bargaining, working conditions, job satisfaction, work stress, training and development, promotion, and job security on performance, they can use that knowledge to control and minimize turnover rate. Moreover, the study will offer recommendations on how to meet that purpose by positively impacting employee satisfaction.

## **Sample Size**

The sample size for the present research paper comprises of 150 valid responses as 185 questionnaires were distributed to the workers in various categories 35 responses were rejected due to wrong responses and other defective responses. The corrected responses were received and the data was converted into quantitative values to allow the analysis of these numbers through statistical procedures, thus, revealing the relationship between the determined variables.

## **Scope of the Study**

The present study comprises of the Dehradun Division of Uttarakhand Transport Corporation. The primary data was collected from 1<sup>st</sup> December to 22<sup>nd</sup> December, 2022 while the secondary data was from 2018-2022.

## **Data Collection**

The present research paper is based on both Primary and Secondary data. The primary data comprise of well designed, structured questionnaire, the reliability and validity being tested by Cronbach Alpha test whose value derived was 0.87, the questionnaire was closed ended. The secondary data consist of information collected from the annual reports, records and information from the related books, periodicals, journals and related websites.

## **Sampling**

The research population is employees in Uttarakhand Transport Corporation. Random sampling was used to increase the probability of fair selection among members of the population.

## Data Analysis

From the collected data, it is observed that 75% of the sample respondents were male and only 25% were females. Regarding the age of the sample respondents 31% respondents were at the Age group of 14 to 50 years while 46% were in the age group of 20 to 40 years. In context of the marital status of the sample respondents 85% were married and in case of the educational qualification of the sample respondents 35% were graduates and 23% has SSC Qualification. Only 11% had technical qualifications. Regarding the number of dependents of the sample respondents 67% had 4-6 members dependent on them. In context of the monthly income of the respondent the collected information revealed that 49% respondents had monthly income between Rs 10000 to Rs 20000 while 35% had income between Rs 20001 to Rs 30000. As far as the experience of the respondents is concerned the data indicates that 35% respondents had experience over 20 Years and only 29% had less than 5 years' experience. Regarding the designation of the sample respondents 21% were drivers and 14% conductors and 16% were engaged in clerical jobs.

## Job Satisfaction

<i>Variables</i>	<i>Yes</i>	<i>Percentage</i>	<i>No</i>	<i>Percentage</i>
Satisfaction with Job	128	85	22	15
Working Condition	120	80	30	20
Salary	53	35	97	65
Working Hours	114	76	36	24
Bonus and incentives	105	70	45	30
Night Shifts	65	43	85	57
Promotion Policies	114	76	36	24
Attitude of Workers Union	100	62	50	38
Performance Appraisal Policies	67	45	83	55
Recruitment and Selection methods	128	85	22	15
Linking wages and promotion	130	87	20	13
Retirement Benefits	48	32	102	68
Grievance Redressal Mechanism	68	45	82	55
Worker's participation in management	50	33	100	67

In the study of Job satisfaction, it is relevant to analyze the various determinants that effects job satisfaction as these factors play an important role in motivating the employees to perform their services efficiently and effectively. The major determinants were considered on the basis of the relevant studies conducted which were referred in the literature review. From the above table it is observed that in case of job satisfaction 85% respondents were satisfied with their job while the rest had negative opinion. In case of the prevailing working condition in the corporation 80% respondents had positive approach while in case of the salary factor 65% respondents were not satisfied with the remuneration being received by them. In reference to the bonus and incentives being provided by the corporation 70% respondents were satisfied with the policies related to bonus and incentives. As far as the working hours of the employees is concerned 76 % respondents were satisfied with the prevailing working hours of the corporation's context of the promotion policies being adopted by the corporation 76% sample employees indicated that they were satisfied with the promotion policy

of the Corporation. Night shifts is one of the major factors in transport corporations as drivers, conductors, technicians, administrative staff are required to perform their duties at odd hours. 57% of the sample employees asserted that they were not satisfied with the corporation policy of night shifts as they opined that it was not effectively implemented by the management. Workers union at different levels in the corporation indicated workers democracy. From the collected information it is analyzed that 62% of the sample respondents were of the opinion that the workers union were able to solve their grievances with the management. Performance appraisal policy is one of the important determinants in job satisfaction analysis as this aspect leads to more motivation, enhancing efficiency and imbibing the spirit of commitment towards the corporation thereby fulfilling the objectives of the organization. From the above table it is observed that 55% respondents were of the opinion that the corporation appraisal policies were transparent and were applied in conformity with the rules and regulation.

Regarding the recruitment and selection policy of the corporation 85% respondents were satisfied with the recruitment and selection procedures being adopted as they opined that the Government procedures and reservation policy are duly being implemented. As far as the linkage of wages and promotion factor is considered 87% respondent had positive attitude on this issue. Retirement benefits is one of the important determinants in the study of job satisfaction as the human resource is much concerned on the security being provided by the employer after their retirement in the form of pension, gratuity, provident funds, medical, leave encashment etc. 68% respondents were of the opinion that the retirement benefits offered by the corporation were in sufficient to provide social security in the present scenario.

As far as the human relation approach is concerned grievance redressal mechanism and workers participation in management are relevant in Transport corporations as these provide workers democracies which provide a feeling of ownership and recognition in the organization. From the above table it is observed that 55% and 67% respondents were of the opinion that the Grievance Redressal mechanism being adopted in the corporation ids in effective s settling their grievance in time and the workers participation in management at various levels not representative in any form.

### Hypothesis Testing

$H_0$  : There is significant association between educational level of respondents and working conditions.

$H_1$  : There is no significant association between educational level of respondents and working conditions.

<i>Educational Qualification of Respondent</i>	<i>Satisfaction level of Working Conditions</i>				<i>Total</i>
	<i>Strongly Satisfied</i>	<i>Satisfied</i>	<i>Dissatisfied</i>	<i>Strongly Dissatisfied</i>	
S.S.C	2	5	15	13	35
H.S.C	5	5	7	66	23
Graduate	6	14	22	12	54
Post Graduate	3	3	12	5	23
Technical	0	4	7	4	15
Total	16	31	63	40	150



The above table indicate that the educational qualification of respondents is not comfortable working in this department. The total number of samples are 150 from educational qualification SSC are 35, HSC 23, Graduate 54, Post Graduate 23, Technical Education 15. From this samples strongly satisfied 16, satisfied 31, Dissatisfied 63, Strongly dissatisfied 40 By applying Chi-square test of Karl Pearson on the above computed value is 9.160, degree of freedom is 12 and tabulated value is 21.03. As computed value is less than tabulated value null hypothesis is accepted. It may conclude that sample respondent is not comfortable working in this department of different educational qualification.

$H_0$  : There is significant association between Job satisfaction and Monthly income.

$H_1$  : There is No significant association between Job satisfaction and Monthly income.

<i>Monthly Salary</i>	<i>Job Satisfaction Level</i>				<i>Total</i>
	<i>Strongly Satisfied</i>	<i>Satisfied</i>	<i>Dissatisfied</i>	<i>Strongly Dissatisfied</i>	
10000-20000	15	14	28	17	74
20001-30000	6	8	18	20	52
30001-40000	3	4	8	4	19
40001-50000	1	1	1	0	3
Above 50001	1		1	0	2
Total	26	27	56	41	150

The above table indicates that respondent's monthly income is in sufficient enough to lead a decent life in the society. The total number of respondents are 150 from this sample 10000-20000 respondent are 74, 20001-30000 respondent are 52, 30001-40000 respondent are 19, 40001-50000 respondent are 3, above 50000 respondents are 2. From this sample strongly satisfied respondent are 26, satisfied respondent is 27, dissatisfied respondent is 56, and strongly dissatisfied respondent is 41. By applying Chi-square test of Karl Pearson on above computed value is 7.364 and It is 12 given value / assured value 0.000 As computed value is less than tabulated value null hypothesis is accepted. It may be concluded that satisfaction of respondent is independent of different in respondent monthly income is insufficient enough to lead a decent life in the society.

### Findings

- Regarding the age of respondents, it is observed that 31% respondents are from the age group of 41 to 50 and 21% respondents belongs to the age group of 20 to 30years, 46(31%) belongs to the age group of 31 to 40years 34 (23%) respondents belongs to the age group of 51 to 60years.
- In case of Gender it is concluded that 112 (75%) respondents are male & remaining 38 (25%) are females.
- For marital Status of respondents, it is observed that 128 (85%) respondents are married and 22 (15%) respondents are unmarried.
- In case of the Educational level of the employees, 54 (36%) respondents are graduates, 23 (15%) respondents are Post graduates, 15 (11%) respondents have Technical education,

35 (23%) respondents are SSC and 23 (15%) respondents are SSC holders.

- It is concluded that the monthly salary of the respondents, 74 (49%) respondents have the salary between Rs. 10,000 to 20,000, 52 (35%) have the salary between Rs. 20,001 to 30,000, 19 (13%) salary between Rs. 30,001 to 40,000, 03 (2%) salary between Rs. 40,001 to 50,000 and only 02 (1%) respondents have the salary above Rs. 50,000.
- It is concluded that 24 (16%) respondents belong to the Clerical staff, 32 (21%) are Driver, 20 (14%) are conductor, 23 (15%) Technical staff, 19 (13%) respondents belong to the Administrative & Accounts staff, 23 (15%) e Traffic Control Staff and 9 (6%) respondents belongs to the Peon & Watchman Category.
- It is observed that 22 (15%) respondents are not satisfied with their job and 128 (85%) respondents are satisfied with their job.
- It is observed 36(24%) respondents are not satisfied with the working time and 114 i.e., 76% respondents are satisfied.
- It is concluded that 53(35%) respondents i.e., are satisfied with salary structure of their department & 97(65%) respondents are not satisfied with their current salary.
- It is concluded that 105(70%) respondents highly satisfied with the bonus and incentives & 45 (30%) respondents said its need improvement.
- Regarding the working conditions in the organization it was observed that 53(35%) sample respondents were satisfied and 97(65) were not satisfied with the working conditions.
- As far as the promotion policies of the corporation is concerned it was seen that 114(76%) respondents were satisfied and 36(24%) respondents are not satisfied with the promotion policy.
- It is observed that 100(62%) respondents opined that the attitude of union is good, 50 (38%) respondents said that the attitude of Union is bad.

### **Suggestions**

On the basis of findings derived through the information collected from the employees of Uttarakhand Transport Corporation Dehradun Division the following suggestions are offered:

- As per the present Research Study, the employees of Uttarakhand Transport Corporation Dehradun Division are not satisfied with the present salary structure, Bonus & incentive policy of the Management, Hence, it is suggested that the Management should review their Salary, bonus & incentive policy to motivate the employees because these factors are very important for motivation.
- It is suggested that the Management should adopt employee recognition and appreciation policy under which they should annually distribute the best employee awards, Best Attendance awards, and may adopt practices to increase their morale.
- The division controller of Uttarakhand Transport Corporation Dehradun Division should adopt friendly approach with their staff members and trust in all the categories. So, that moral of employees will be increased and they may work satisfactorily.

- To interact between line and staff agencies for the improvement in the work and to stand in the market competition, the Uttarakhand Transport Corporation Dehradun Division should take a at least monthly meeting at divisional level and fortnightly meeting at depot level. It is necessary for the both the employees coordinate each other.

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# **INTEGRATION OF PRODUCTION AND OPERATIONS PLANNING FOR IMPROVING ORGANISATIONAL EFFECTIVENESS: A CRITICAL STUDY**

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## **Abstract**

The function of operations management is crucial to every business. But operations can't grow in a vacuum, apart from other parts of the company. Keep in mind that every firm operator oversees different functions, and they must coordinate with one another. There is a beneficial effect on the operational performance of manufacturing enterprises that apply operations management activities. As the importance and size of the services industry continue to grow, The need to create and assess workable concepts that specifically address the operational efficiency of service-oriented organizations cannot be overstated. It is critical to allocate additional funds to service organization operations administration because of the steadfast belief that operations administration operations may give service organizations an edge over their competitors.

**Keywords:** Operations Management, Service oriented organizations.

## **Introduction**

The term "Operations Management" refers to the branch of management that analyzes and improves the products and services manufacturing process. Part of this role is making sure the company is using as few resources as possible effectively meeting client needs. Overseeing the production of goods and services is a task performed by the company's executive department referred to as "operational administration" (OM). Operational leadership is focused on organizing, planning, and managing tasks related to production, building, or providing services.

Operations administration is an administrative role that includes organizing all of the cognitive, substance, and personnel needed in producing or providing a good or service. The administration of an organization's activities is its main duty. This is valid regardless of how big or little, whether it's private or public, commercial or not-for-profit, and in what industry the firm is involved in runs. For example: (Sanders, 2014)

Management of operations encompasses a wide range of industries and functions, from banking and healthcare to manufacturing and distribution to customer service and information technology. Operations is a core business activity, alongside supply chain, marketing, finance, and HR. The operation role entails overseeing both the long-term planning and day-to-day execution of product and service creation.

Companies set operational performance targets to guide their efforts toward achieving the goals laid forth in their business strategy. A few of the indicators used to assess an organization's efficacy, performance, and ethical behavior include duration of the cycle, profitability, reduced waste, and compliance with regulations. A few of the metrics taken into consideration here as a sign of operational achievement are excellence, creativity, shipping, adaptability, velocity, recuperation of service, lowering expenses, productivity, efficiency, dependability, adaptability, performance, and sustainability. These indicators, which together define the firm's operational success, are very helpful and vital since they reveal the specific areas in which the organization is deficient, and the company works to address these issues. All firms strive to enhance their operational performance because of the positive impression that it gives to customers, workers, and investors.

## Literature Review

"Defining the Scope of Service Operations Management: an Investigation on the Factors Affecting the Scope of Responsibility of the Operations Department in Service Companies," Due to the decentralized nature of many service businesses' operations, pinpointing exactly where and who should be in charge of implementing OM tools and processes may be challenging. This study examines three case studies in an attempt to comprehend what other tasks are included in these businesses' operations and why. The research contends that three factors—influence the purported sphere of OM.

This paper (Daniel & Mark, 2014) is an example of the kind of preliminary study that might pave the way for future research in this area. There has been a rise in the visibility of the impact of operational administration activities in overhaul friendships in recent years. As a result of this acknowledgment, there has been an increased focus on the locations and methods for executing operational management tasks. The effectiveness has been impacted by the efficiency of service providers. The majority of operational managers and operations directors have commented on this issue, and this article is an effort to answer it.

This study (Rana, Zu'bi, Ayman, & Mahmoud, 2016) aims to analyze key aspects of the operation's context. The banking, information technology, insurance, airline, hotel, and healthcare service industries were among those studied. Researchers have given several suggestions for academics and Doctors in the area to consider in light of the results of this study, which are consistent with earlier publications.

In addition, it looks at what influences service industries to perform well. The concept of operational excellence in the service industry is still not well defined in the literature. Making use of the progress made in the industry is the goal of this study, which necessitates bringing together several previously examined aspects. To investigate the aspects that contribute to operational excellence, a theoretical framework is proposed. In addition to existing theoretical models, this research presents one for the service industry. In addition, it hints at the need for further research into the barriers that certain businesses may experience on the road to operational excellence.

This work aims to do just that via a detailed examination of the topic at hand, from which research recommendations will be derived. From a production standpoint, the only difference between marketing services and commodities is the operating system, and even then, the form of people and back-office systems.

## Objectives

Examining how operations leadership affects the daily operations of customer service organizations is the main goal of this study. Specifically, we are thinking about the following goals.

- To learn more about how operations management is used in service businesses.
- To analyze how well these service providers run their daily operations.
- Investigate how service firms' operational performance is affected by operations management activities.

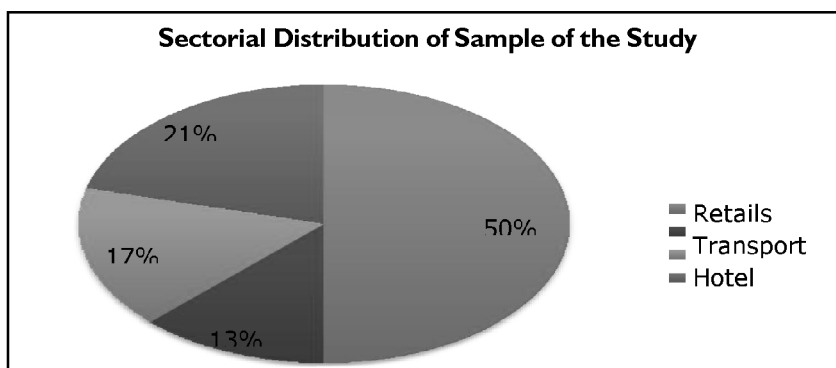
## Methodology, Sampling, and Research Design

This study is an example of empirical research, which relies on first-hand observation and experience to conclude. Both qualitative and quantitative methods were used in this investigation. To learn how implementing operations management activities affects operational performance, a qualitative study was carried out. The comparison study is part of quantitative research. This information might be useful for studies in the service industry. The research employed stratified and convenience sampling to collect data from 24 service providers across the transportation (courier), retail (store), financial (bank), and hospitality (hotel) sectors.

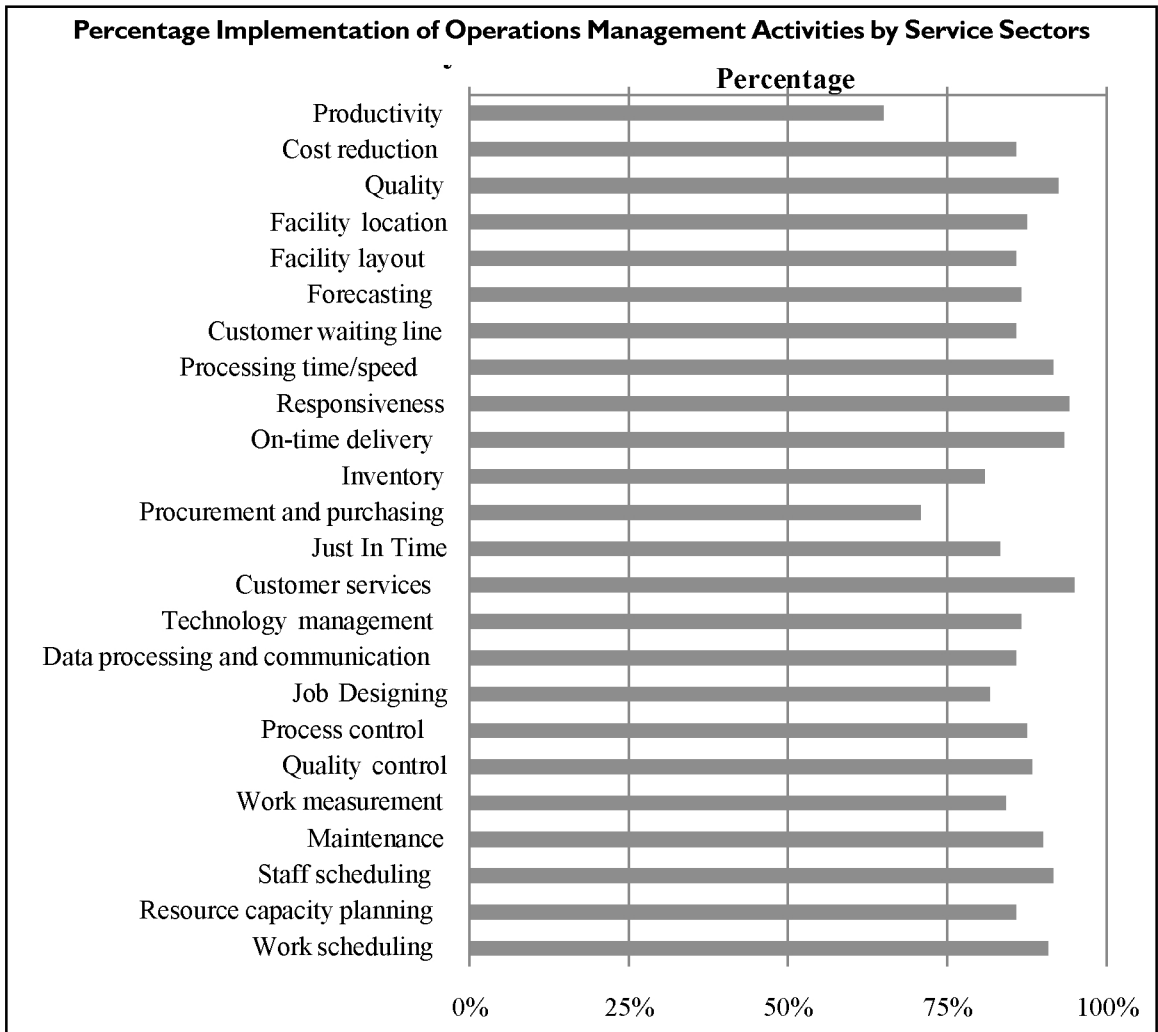
## Data Gathering

Primary data was collected for this investigation. Interviews and a written questionnaire are used for this purpose. The purpose of the research is specified and attained via the development of a structured questionnaire. The questionnaire is laid up in a straightforward table with four questions that cover a wide range of topics. The “Likert Scale” was used to rank these elements, with 1 being the lowest and 5 the highest. The questionnaire itself explains the numerous operations management activities done by service companies. It also explains why operations management tasks are so vital to service businesses.

## Data Analysis

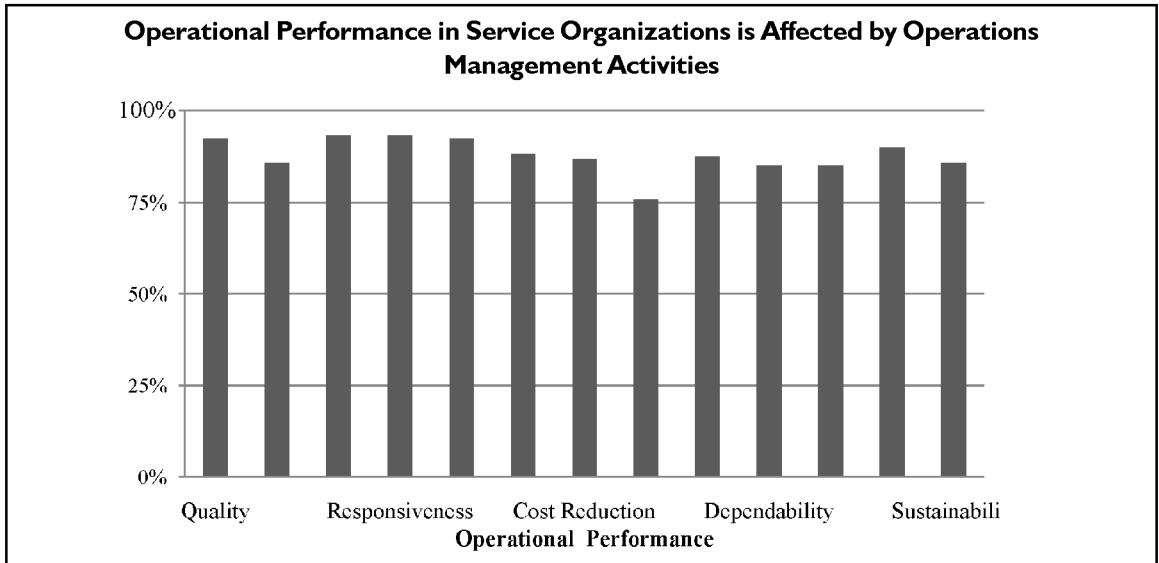


See below for a breakdown by service sector of the proportion of sampled businesses used in this analysis. The four types of service industries included in this analysis are retail, transportation, hospitality, and banking. There are 50 percent stores, 12 percent transportation/courier services, 17 percent lodging establishments, and 21 percent financial institutions. All relevant data and variables for companies operating in these four industries are recorded in this analysis.



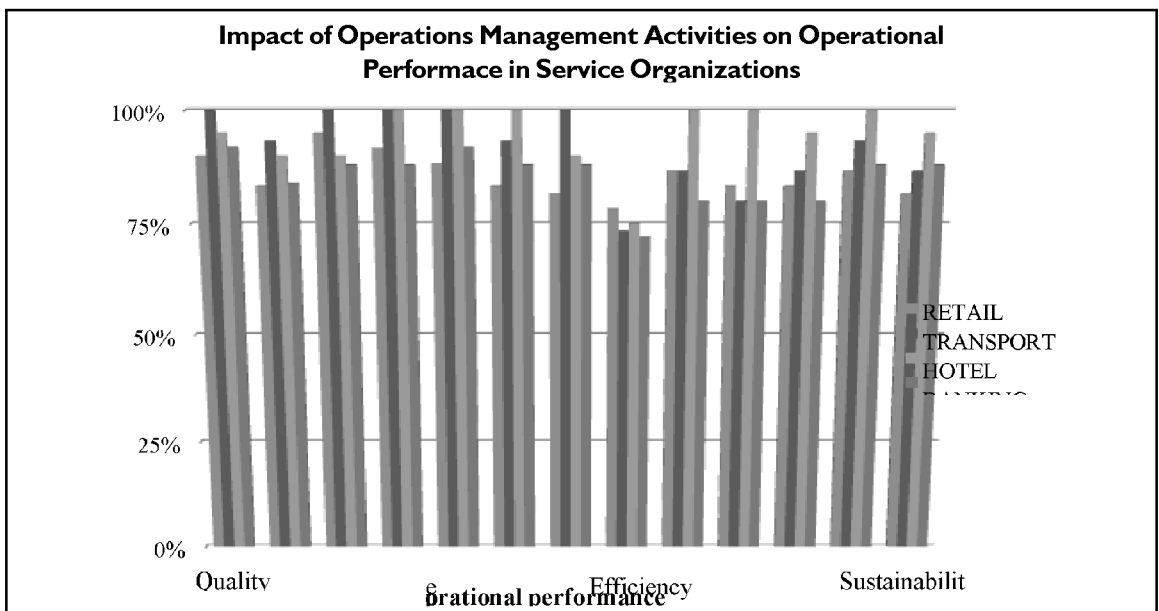
**Fig. I : Ratio of Operations Management Tasks Carried out the Service Economy**

The rate of implementation of operation administration methods by suppliers of services is represented in the aforementioned graph. According to the chart above, the operation management activities employed by all suppliers of services include planning, measurements, service procedures, transportation, assistance, assistance, establishment, characteristics, and effectiveness. In addition to client service, every one of the service organizations heavily relies on work scheduling, maintenance, scheduling employees, adaptability, on-time delivery, process time/speed, and cleanliness.



**Fig. 2 : The Effects That Operational Performance Has Regarding the duties of operations administration in organizations that provide services**

The next graph demonstrates how operations leadership affects how well service companies do what they do every day. The above graph illustrates the positive impact that operations management operations have on the service of the company's operational efficiency. As shown in the previous graph, operations management activities enable service organizations to substantially enhance all aspects of their operational performance, such as the quality of service shipment, adaptability, savings

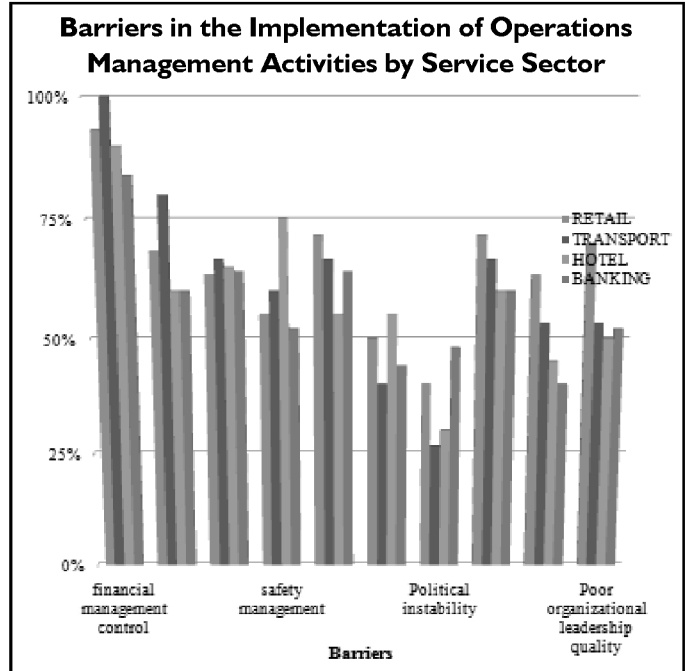


**Fig. 3 : The Effects That Operational Performance Has On Functions Of Operations Administration In Professional Organizations**



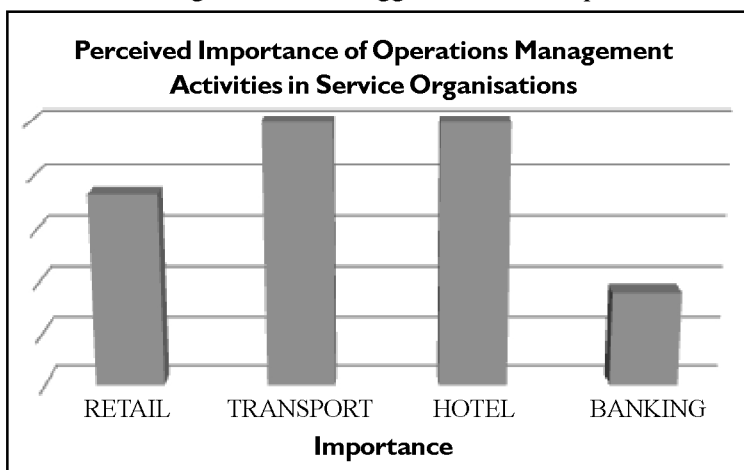
in costs, velocity, recovery of services, productivity, and efficiency. It is clear that when service businesses engage in Operations management activities, their operational performance improves.

The top chart illustrates how service businesses' operational performance is affected by operations management activities. This research looks at the percentage effect that various managerial actions have on the operational performance of service businesses across different industries, such as retail, transportation, hotels, and banks. This research shows that all sectors have an equivalent effect on all parameters. When looking at the aforementioned aspects of operational success, the transport and hotel service sectors benefit more from the activities of operations management than the retail and banking service sectors. It is clear that when service businesses engage in Operations management activities, their operational performance improves.



**Fig. 4: Challenges Facing the Service Industry in Operational Management Activity Implementation**

The above chart illustrates the challenges service firms face when trying to apply operations management strategies. This research compared the proportion of difficulty in implementing operations management tasks across the retail, transportation, hotel, and banking sectors. The accompanying chart demonstrates the wide range of obstacles encountered by different industries. Most service organizations struggle to conduct operations management activities due to a lack of



**Fig. 4.7 : Value Assumed for Operations Management Duties at Service Providers**

financial management control. It is clear from the preceding graph that each industry deals with the same set of obstacles.

The graphic above illustrates the importance of handling operations tasks in companies that provide services. The proportional importance of managerial or operations management in service providers is revealed through investigations contrasting the sales, shipping, accommodation, and financial businesses. The study's findings

emphasize the importance of operations management duties for suppliers of services. According to the previous data, the importance of managing operational activities or operations leadership for service firms ranges from 92% to 100%.

## Conclusion

This all-encompassing research reveals that across the service sector, Operations management activities include planning, evaluation, service procedures, transportation, assistance, establishment, characteristics, and effectiveness. These operations are all carried out to varying degrees. It is demonstrated that planning, delivery, function, and process of service factors are often used in service organizations. Customer service, speed of processing, work, and scheduling of employees, adaptability, timely delivery, control of quality, upkeep, capacity for resources organizing, just-in-time buying, and purchasing all exhibit high levels of execution. It has been demonstrated that operational performance metrics, such as service recovery, enhancement of quality, adaptability, speed, lowering expenses, efficiency, and long-term viability benefit greatly from the application of operations management activities. Therefore, it can be inferred from the aforementioned research that the adoption of operations management activities has a significant beneficial influence on the operational performance of service companies. Therefore, the service sector likewise places a premium on the activities of operations management to boost the operational performance of a business.

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# **LITERATURE REVIEW ON STRESS EXPERIENCED BY WOMEN TEACHERS IN HIGHER EDUCATION IN JAIPUR, RAJASTHAN**

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## **Abstract**

This research paper provides a comprehensive review and analysis of existing literature on work stress, with a particular emphasis on studies that examine the effect of strain on the health of staffs. Stress is defined as an individual's adaptive reaction to situations that impose excessive psychological or physical demands. The causes of stress can be diverse, including life changes and trauma. Stress can lead to various consequences such as behavioral, psychological, and medical problems for individuals and affect performance, attitudes, and lead to withdrawal on an organizational level. People have various dimensions to their work and personal lives, and managing these dimensions is crucial to balancing them. Stress management is a significant concern for the department of human resource development in any organization. The study focuses on the nature, causes, and outcomes of stress faced by college women teachers and suggests actions to overcome strain in the workplace, home, and individual life.

**Keywords:** Stress, Work place, Home, Personal life, Behavioral symptoms, Psychological symptoms. Physical symptoms.

## **Introduction**

The term "stress" was derived from Latin and historically referred to hardship, adversity, or strain. Over time, it came to denote forces, pressure, or strong effort in reference to objects or people. While commonly thought of as a negative experience, stress actually refers to a person's interaction with their environment and can be caused by both positive and negative events. Workplace stress, in particular, can lead to various fitness harms, such as heart attacks, migraines, high blood stress, and headaches. Stress is a part of everyday life and can have physical, emotional, and behavioral effects, creating positive or negative feelings. It is believed to be caused mainly by external events, occurring when pressure exceeds the available resources.

According to Pollock (1988), workplace issues can lead to various health issues, such as heart attacks, migraines and headaches. Stress is a common aspect of daily life that can have physical, emotional, and behavioral effects, creating both positive and negative emotions. Stress is generally caused by external events and occurs when the pressure exceeds the available resources. The term “stress” according to Oxford Dictionary as a situation that demands physical or mental energy. This response on the brain and body occurs when trying to adapt to constant changes in life. The concept of stress is subjective, and extreme stress can have harmful effects on human health, but moderate stress can be beneficial in many cases. However, stress is generally associated with negative situations.

### **Review of Literature**

In recent years, the stress that teachers experience while performing their professional duties has garnered increasing interest. This is due in part to the discovery that frequent and intense periods of stress can result in professional burnout, as noted by Embich (2001) and Mearns & Cain (2003). Faculty members in higher education are also undergoing high levels of pressure (Gmelch, 1993), as they must competently fulfill various professional roles (Edworthy, 2000). The primary responsibilities of faculty members are Educating and counselling students, serving on academic boards, leading academic research and publication, as reported by Knapper (1997, p. 41) and Edworthy (2000). Nonetheless, numerous faculty likewise have family and other social obligations outside scholarly world, and taking on different jobs can bring about exorbitant pressure that might prompt burnout, as noted by Fisher (1994).

According to Viner (1999), stress nowadays is considered one of the utmost significant aspects in human behavior and is widely accepted in various discussions about life and health. In their research, Bette, Peet, and Wolf (2007) found that persistent exposure to challenging behavior can exhaust a teacher’s expressive and bodily resources, resulting in uncertainty, reduced satisfaction with teaching, impulsiveness, inflexibility, and feelings of anger and guilt. In the context of rapidly changing organizational climates and educational school cultures, overall health is a crucial factor to consider.

The literature related to the study titled “**Literature Review on Stress Experienced by Women Teachers in Higher Education in Jaipur, Rajasthan.**”

### **Meaning, Definition of Stress**

Stress refers to a state of mental or emotional tension resulting from adverse or demanding circumstances. It is a physiological response of the body to a perceived threat or challenge, often resulting in an increased heart rate, rapid breathing, and the release of stress hormones. Stress can arise from various sources, including work-related issues, financial problems, relationship difficulties, health concerns, and major life changes. The impact of stress can be both physical and psychological, leading to symptoms such as fatigue, headaches, anxiety, depression, and a weakened immune system.

Stress can be defined as a psychological and physiological response of the body to a perceived threat, challenge, or demand. It is a state of mental or emotional tension that can be triggered by various sources, such as work-related issues, financial problems, relationship difficulties, health concerns, and major life changes. Stress can manifest in physical symptoms such as headaches, fatigue, and a weakened immune system, as well as psychological symptoms such as anxiety,

depression, and irritability. The impact of stress can vary based on the individual and the circumstances, but it can have negative consequences on one's health, well-being, and overall quality of life.

According to Richard, stress is a feeling or condition that arises when an individual recognizes that they lack the individual and community resources to meet the demands placed upon them. This feeling of losing control over events can be considered a form of psychological and emotional distress, or strain, which is the individual's response to stressful incidents in their environment, as defined by Cooper et al. in 2001. Job stress can have a significant impact on job satisfaction and overall work performance, as modern times have become increasingly demanding. Beehr and Newman define stress as a situation that forces a person to deviate from normal functioning due to changes in their psychological or physiological condition. Stress is therefore perceived as a phenomenon that arises from a comparison between a person's ability to cope with demands and the actual demands placed upon them. When coping mechanisms are not sufficient, stress and the stress response can result, as argued by Cox in 1978.

Here are some meanings and definitions of stress by different authors:

1. "Stress is the nonspecific response of the body to any demand, whether it is caused by or results in pleasant or unpleasant stimuli." —**Hans Selye**
2. "Stress is a condition or feeling experienced when a person perceives that demands exceed the personal and social resources the individual is able to mobilize." —**Richard S. Lazarus and Susan Folkman**
3. "Stress is the body's response to a stimulus that disturbs its equilibrium. The response can be physical, mental, or emotional." —**Charles A. Spielberger**
4. "Stress is the psychological and physiological response to a condition that threatens or challenges a person and requires some form of adaptation or adjustment." —**George S. Everly Jr. and Jeffrey M. Lating**
5. "Stress is a feeling of emotional or physical tension. It can come from any event or thought that makes you feel frustrated, angry, or nervous." —**Mayo Clinic**

By and large, stress is a condition of mental or profound pressure and physical response to perceived demands or challenges, which can arise from various sources and can have negative effects on one's health and well-being.

### **Sources of Stress**

Numerous studies conducted in the UK, USA, Australia, and New Zealand have identified common stressors experienced by academic staff. These incorporate factors, for example, work over-burden, time requirements, absence of chances for professional success, insufficient acknowledgment, low compensation, changing position jobs, deficient administration, and absence of assets and financing, and communications with students. In addition, high self-expectations, job insecurity, poor interactions with colleagues, inequality in the system, concerns over amalgamations, and lack of regular performance feedback have also been identified as sources of stress. The evidence from these studies suggests that stress has a significant negative impact on individual outcomes.

Jenkins (2004) observed that the relationship between teaching and research can be either supportive or competitive. He suggests that the connections among research, teaching, and other work obligations, as well as the rewards that follow, must be clearly defined and managed at the departmental, institutional, and individual levels.

The causes of stress among academic staff have been extensively studied in different countries. The research has identified various factors that contribute to stress among academic staff, such as work overload, time constraints, lack of recognition, inadequate salary, changing job roles, inadequate management, inadequate resources and funding, and student interactions. Other sources of stress include high self-expectations, job insecurity, lack of community, poor interactions with colleagues, inequality in the system, and concerns over amalgamations, and lack of regular performance feedback. The evidence suggests that stress has a significant impact on individual outcomes. Jenkins (2004) contended that the connections between research, instructing, more extensive work assumptions, and prizes should be overseen at the institutional, departmental, and individual level. Work overburden and work-life irregularity are the most often announced stressors by scholastics, and they have been associated with low psychological well-being. Therefore, it is evident that academic stress is caused by a combination of intrinsic job factors, environmental factors, and individual factors.

Factors related to workload, job tasks, lack of support from leaders, low income and limited opportunities for promotion, and inadequate staff development can contribute to burnout and job dissatisfaction among teachers, as identified by Mearns and Cain (2003). Moriarty, Edmons, Blatchford, and Martin (2001) found that teachers can also experience frustration when asked to implement policies that do not align with their own professional values and pedagogical understanding.

Scholars have endeavored to pinpoint sources of work-related stress among educators. These include excessive workload, confusion or disagreement about one's job responsibilities, feeling pressured by the demands of the job, inadequate resources, unfavorable working conditions, insufficient recognition for one's professional achievements, low pay, lack of input in decision-making, ineffective communication, interpersonal conflicts among colleagues, and misbehaving students (Boyle et al., 1995; Pithers & Fogarty, 1995; Pithers & Soden, 1998). These job-related stressors have been linked with increased instances of burnout, emotional distress, depression, and absenteeism (Griffith, Steptoe, & Cropley, 1999; Mazur & Lynch, 1989; Pierce & Molloy, 1990).

According to studies, teacher stress and burnout are caused by external factors and individual traits, cognitive assessment, and personal and social resources. Different tensions cause pressure among employees in advanced education, like time constraints, deficient prizes or affirmation, absence of force with departmental seats, proficient character, and rising assumptions without extra assets or pay. (Edworthy, 2000)

The academic context is associated with occupational stress that leads to job dissatisfaction, actual infirmity (like coronary illness), and poor mental prosperity (like uneasiness and misery). There is a causal connection among stress and hindered work execution, diminished personnel efficiency, non-attendance, high staff turnover, and the inclination to leave. Finally, occupational stress is believed to have a spill-over effect, impacting the overall quality of life including family

life. Studies have identified these factors (Doyle & Hind, 1998; Kinman & Jones, 2003; Taris, & Van Iersel-Van Silfhout, 2001; Winefield, Gillespie, Stough, Dua, & Hapuarachchi, 2002; Watts et al., 1991).

To study academic stress, it is important to consider the various personal and professional characteristics of academics as they are not a homogeneous group. Gender does not seem to play a significant role in the amount of occupational stress experienced by academics. However, there are differences in the work stressors they perceive. Men will generally report responsibility, deficient compensations, and absence of public acknowledgment as additional critical wellsprings of strain than ladies. Interestingly, ladies will generally report work uncertainty, segregation from partners, absence of institutional acknowledgment of worth, and work governmental issues as additional notable stressors than men (Cross and Carroll, 1990; Dua, 1994).

Given that academia is predominantly male-dominated, female academics may encounter more stressors than male academics due to various factors. These may include a lack of female role models, limited opportunities for socialization with women at their own rank, gender stereotypes, and heightened role conflict as they attempt to balance their professional and personal responsibilities (Blix et al., 1994; Richard & Krieshok, 1989).

Kinman (1996) and Doyle and Hind (1998) discovered that women in academia encounter a greater degree of conflict between their work and home lives. Women in general have to work extended hours due to a demanding workload and greater responsibilities concerning both work and family duties. Recent research indicates that working long hours is a significant danger to one's physical and mental health (Cooper, 1999; Sparks & Cooper, 1997).

Researcher Manning Crystal's work on Managing Stress, there are three primary factors that contribute directly to stress: a person's attitude, physical well-being, and time management. Meanwhile, a case study conducted by Nagesh, P and Murthy, M. S. Narasimha on Stress Management at IT Call Centers found that 80% of employers fail to effectively manage work-related stress. Health and safety executives have identified six factors that contribute to workplace stress, including job demands, control over work, support from colleagues and management, working relationships, clarity of role, and organizational change, as revealed by studies published in the ICFAI Journal of Soft Skills in December 2008.

The article "Occupational Stress Factors as Perceived by Chilean School Teachers" discusses how job stress is an inevitable aspect of organizational life, even in educational institutions. The research also acknowledges the significance of age-based differences among faculty members, with the conventional belief being that stress decreases with age. However, Dua (1994) observed that more youthful scholarly staff are bound to report more elevated levels of pressure because of work legislative issues, working circumstances, and occupation importance than more seasoned staff. This may be due to younger faculty members being more involved in undergraduate teaching rather than research, which is considered more rewarding and essential for advancing up the faculty career ladder (Gmelch, Wilke, & Lovrich, 1986).

Academics are facing increased pressure to produce more research output in order to maintain employment, be retained, or promoted, due to a struggling economy that offers fewer opportunities for success than in previous decades (Kinman & Jones, 2003). Additionally, newly hired academics

must navigate their institution's organizational structures and values, learn about performance expectations, and equilibrium multiple and possibly contradictory stresses on their period (Sorcinelli, 1994). Younger academics are particularly vulnerable to occupational stress, as they may have a harder time coping with stressors and experience more psychological and interpersonal strain compared to their older colleagues, as found by Osipow, Doty, and Spokane (1985).

Lasky (1995) suggests that demands related to family and finances can be a significant source of stress outside of work, which can complicate or even cause workplace stress. In Kinman and Jones's (2003) study, 67% of academics agreed that work now intrudes more on their personal lives than before, and 72% believed that their families are negatively affected by their jobs. Additionally, work over-burden and work-life lopsidedness have been connected to low mental prosperity among scholastics, as revealed by Daniels and Guppy (1994), Kinman and Jones (2003), and Winefield et al. (2002).

### **Consequences of Stress**

Research has shown that psychosocial stress from both family and work life can have negative consequences on the progression of coronary artery disease in women cardiac patients (H.-X. Wang et al, 2006). On the other hand, a satisfying job may provide some protection against these negative effects. Chiu (2004) found that younger individuals experienced higher job stress, while older faculty members experienced higher job stress in relation to interpersonal relationships.

The impact of workplace stress on retention levels is a growing concern in the teaching profession (Brown, Davis, & Johnson, 2002; Jarvis, 2002). Stress has been linked to job dissatisfaction (Chaplain, 1995; Kyriakou & Sutcliffe, 1979; Sari, 2004), as well as negative consequences for teachers themselves, their families, and their students, such as depression and impaired occupational functioning. Scholars have identified stress as a significant factor in negative work outcomes, including turnover, absenteeism, low organizational commitment, and reduced psychological and physical well-being for human service workers (Shirom, 2003).

Stress has been linked to a variety of physical and mental health problems, including cardiovascular disease, depression, anxiety, headaches, digestive problems, and other psychosomatic complaints. The study you mentioned specifically focuses on the self-reported stress levels among Zimbabwean teachers and how it relates to their behavior and job satisfaction.

It is important to note that while some degree of stress is typical and could be advantageous in specific circumstances, drawn out or over the top pressure can affect one's physical and psychological well-being. Notwithstanding the actual issues referenced, ongoing pressure can likewise add to the advancement of psychological wellness conditions like uneasiness and sorrow. Furthermore, workplace stress can have broader societal and economic impacts, such as decreased productivity and increased healthcare costs. Therefore, it is in the interest of both employers and employees to recognize and address workplace stress in order to promote a healthier and more productive work environment.

### **Measures to Manage Stress**

Strategies to reduce stress among teachers include proper time management, establishing healthy boundaries between work and personal life, seeking support from colleagues or a mentor,



practicing mindfulness or relaxation techniques, and taking breaks when necessary (Johnson, 2017; Kyriacou, 2001). Additionally, schools and educational institutions can implement policies and programs aimed at reducing teacher workload, providing professional development opportunities, and promoting a positive and supportive work environment (OECD, 2019).

Coping strategies are individual and what works for one person may not work for another. Some common coping strategies for workplace stress include seeking social support, engaging in physical activity, practicing relaxation techniques, and seeking professional help through counseling or therapy. It is important for individuals to find the coping strategies that work best for them and to practice them regularly to effectively manage workplace stress.

It is important to note that interventions to reduce workplace stress should be tailored to the specific needs of the individual and the organization. For example, some strategies may be more effective in reducing stress for academic staff in research-intensive institutions than for those in teaching-intensive institutions. Additionally, it is important to consider the cultural and societal factors that may contribute to stress in the workplace, as well as the individual and organizational factors.

Other interventions that have been suggested for reducing stress among academics include job crafting, which involves modifying the job to better fit the individual's preferences and abilities, and promoting work-life balance through flexible work arrangements and policies.

In conclusion, stress is a significant issue in the academic profession and can have harmful impacts on the well-being and health of academics, as well as the efficiency and effectiveness of the organization. Interventions to reduce stress should be implemented at multiple levels, including modifying the workplace environment, providing stress management training, and offering rehabilitation for those who have experienced ill health as a result of workplace stress.

MBCT, developed by Segal et al. in 2002, has been successful in preventing depressive relapse. Researchers Kuyken et al. in 2008 and Ma and Teasdale in 2004 found it to be effective. MBSR is based on teaching meditation techniques that are secular and easy to follow, with the goal of changing our response to stressful thoughts and events by reducing emotional reactivity.

The study conducted by Gillespie, Walsh, Dua, and Stough in 2001 examined the factors that influence occupational stress among teaching staff, according to their perceptions. The outcomes showed that different parts of the workplace, like help from colleagues and the management, acknowledgment and accomplishment, high confidence, and adaptable working circumstances were identified as helpful in coping with stress. Additionally, personal coping strategies, including stress management techniques, maintaining a balance between work and non-work activities, setting strict boundaries for one's role, and lowering one's standards, were also reported to be effective in managing stress among teaching staff.

The article "Reducing stress through Preventive Management" by Quick, James, and Jonathan (2003) explores different strategies that organizations and individuals can use to decrease stress in the workplace. The authors identify four groups of factors that contribute to work-related stress: role factors, work factors, physical factors, and interpersonal factors. The importance of each of these factors in causing stress can vary depending on the type of organization, but generally, role

factors and job factors are the primary sources of stress for most employees and managers. Additionally, the level of stress experienced may be influenced by the occupational category of the job. The authors suggest that the role analysis technique can be used to reduce the negative effects of role conflict, confusion, and inconsistency within an organization. Another preventive technique is work redesign, which focuses on improving job conditions within the organization, similar to job enrichment.

In their study on stress management, Robert E Raitano and Brian H Kleiner discuss the importance of monitoring, diagnosing, and preventing excessive stressors that can negatively impact employees, managers, and productivity. Stressors can arise from both the environment and an individual's perception of the environment, and it is crucial to continuously address them to effectively manage stress. The study emphasizes the need for preventative measures in stress management to maintain a healthy work environment.

Selye, a well-known stress researcher, advocates for a life philosophy approach to managing stress. He believes that individuals should take preventive actions to adapt to stressors that may negatively impact their wellbeing. His suggested actions, which are relevant to the workplace, include focusing on the positive aspects of life, striving for excellence instead of perfection, simplifying one's lifestyle, reflecting on past successes, facing difficult tasks head-on, and building positive relationships with others. By following these principles, individuals can better cope with stress and improve their overall quality of life.

Selye believes that work is a fundamental necessity for humans, and every type of work involves some level of stress. However, he distinguishes between stress and distress, suggesting that not all stress leads to negative outcomes. According to him, the key is to find work that suits an individual's abilities and interests. Therefore, reducing the time spent on work may not necessarily be the best coping strategy for dealing with stress. Instead, individuals should focus on finding work that provides a sense of fulfillment and satisfaction, even if it involves some stress.

Oates (2001) suggests making behavioral adjustments as a way to manage stress, such as taking a holiday that provides a change in roles and breaks away from normal norms and routines, and exploring new experiences. He also recommends interacting with people outside of one's work and organization. Similarly, McLean (1974) recommended engaging in recreational activities as a way to reduce stress.

The study by Kahn and Byosiére (2001) aimed to investigate the occupational stress experienced by women teachers within the higher educational sector. The researchers conducted a survey using a sample of 278 women teachers from 14 colleges and universities in the United States. They found that the most significant sources of stress for women teachers were workload, role conflict, and lack of autonomy. Other sources of stress included interpersonal relationships, administrative support, and career advancement. The study also highlighted the negative consequences of stress on the well-being and job performance of women teachers, such as burnout, absenteeism, and turnover intentions.

Overall, the study emphasized the need for educational institutions to address the sources of stress experienced by their staff, particularly women teachers, in order to promote their well-being and job performance. The findings also suggest that interventions aimed at reducing workload,

improving role clarity, and increasing autonomy may be effective in reducing occupational stress for women teachers in higher education.

In his work, Sparks, Dennis proposes several practical solutions for managing stress and burnout, including setting stress and burnout management goals, using the Stress Inventory questionnaire to identify sources of stress, practicing relaxation techniques, reducing negative thoughts that contribute to distress, developing a balanced perspective, seeking help from professional support groups, and implementing organizational changes or job redesign for teaching faculty who experience stress. These solutions aim to help individual's better cope with stressors in their work environment and reduce the negative impact of stress on their physical and mental health.

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# **IMPACT OF SOCIAL MEDIA MARKETING ON CONSUMER BUYING BEHAVIOUR OF FMCG PRODUCTS WITH THE MODERATING EFFECT OF BRAND CONSCIOUSNESS**

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## **Abstract**

Social media is building new foundations of information that effectively creates, originates and disseminates the information about all the upcoming products, services, brands in the market. These activities create brand consciousness, consumer's mental orientation that allows them to go for the products of the brand which is popular and well-advertised for FMCG through platforms of social media like Facebook, Twitter, Instagram, Snap Chat & YouTube. Consumers with high brand consciousness strongly believe that good quality products and services are offered only by the brand with a strong brand name and image. Social media marketing is largely responsible for high brand consciousness when the consumers are ready to pay high prices for the products and services of any particular brands. Brand loyalty can easily be noticed when the consumers go for the products of popular and expensive brands due to high level brand consciousness. Consumers for whom social status and prestige is important have high level of brand consciousness. Consumers are fulfilling their social needs by joining brand communities to be identified with the particular brand and its image and reputation. The analysis results make it clear that brand awareness and social media marketing are quite effective in how customers behave while purchasing FMCG products. Regression analysis results show that the value of  $R^2$  was quite significant and it was evident that there was a significant variance in behaviour of consumer buying due to the influence of social media marketing towards FMCG products.

**Keywords:** Social Media Marketing, Consumer Buying Behaviour, FMCG, Brand consciousness.

## **Introduction**

The development of disruptive technologies has significantly altered how we communicate

and consume information. Particularly social media platforms, in particular have altered how we interact and communicate and connect with people around the world.

According to Mujica, Villanueva, and Lodeiros-Zubiria (2021) over the past few years, social media has become increasingly important for businesses as a tool for promoting their brands and raising awareness among their target audiences. Thanks to the global reach of social media, businesses can now engage with their customers on a more personal level, building trust and loyalty through authentic and meaningful interactions. Hollebeek, Glynn, and Brodie (2014) developed as well as validated a scale for conceptualizing consumer brand participation in social media. Social media platforms also offer businesses the ability to monitor and analyse consumer behaviour, providing valuable insights into customer preferences and market trends. However, with this increased connectivity and visibility also comes the need for businesses to be more responsible and conscious about the impact of their social media presence. Vinoth and Dilip (2018) investigated of social media marketing's impact on shoppers of online. With more than 3.96 billion users worldwide, it has become an essential platform for businesses looking to engage with their target audience and promote their brands. Chandpuri and Ahuja (2020) found that in particular, Brand awareness has been significantly impacted by social media with and the values they represent. In this context, this study examines how awareness of brands in the FMCG (Fast Moving Consumer Goods) industry in the Coimbatore city influences social media marketing's impact on consumers' purchase behaviour.

Brands are now leveraging the platform to promote their products, engage with customers and drive sales. By creating targeted and personalized content, businesses can reach out to their customers and build long-lasting relationships with them.

## Literature Reviews

Consumer spending has surged as a result of the growth of information technology (IT) in recent years. Businesses generate revenue via online customer interactions, marketing, and product promotion (Awa et al., 2015; Hennig-Thurau et al., 2004; Manyika et al., 2011). On the one hand, Social media is a fantastic resource for information about brand perception among consumers, but it also encourages consumer social interaction and increases consumer trust, which strongly affects consumers' purchasing decisions (Hajli, 2014).

Kotler and Armstrong (2001) defined consumer purchase behaviour as the way families and individuals make purchases of products and services for their own use. Consumers throughout the world vary in a number of areas, including age, income, educational attainment, and preference, all of which may have an impact on how they take advantage of products and services.

Nowadays, consumers may easily get all the essential product details and review online. These online platforms allow people to communicate their own unique and individual experiences, information and views by an online audience of interested users. (Caputo et al., 2018; Ramadani et al., 2014; Heinonen, 2011)

It has always been possible for sharing personal ideas and reviews to influence someone's buying choice; currently, due to social media sites, millions of individuals can actually affect someone's purchase decisions by considering their own personal insight (Evans, 2008). These online reviewers and shoppers have more power over how information is available and conveyed (Kietzman

et al., 2011) reviews and comments about products as well as services might affect other consumer's buying decisions (Kozinets, 1999).

Social media enables internet companies to sell their products in local market by promoting their features, quality, and deals as well as by offering customers interesting and entertaining content. It provides a chance for e-commerce businesses to create new products, build their brands, and provide customer support. Social media is focused on broadcasting content that generates in-person conversations and helps consumers in connecting and becomes motivated throughout the buying decision-making process. These days, social networks are important systems in their life. Customers look for references to support their choices. They have grown rapidly to be indispensable.

Through large systems known as social media, customers are communicating with advertisers and other consumers in greater numbers. Due to the significant rise in users, marketers have embraced social media marketing year after year for a type of goals, like research, advertising, relations with customers, after-sales services, as well as sales promotions.

Few research has investigated the use of SMM in healthcare, according to Gupta, Tyagi and Sharma's (2013), survey of the literature on the topic. They acknowledge the benefits of social media in terms of communicating public health-related topics usually as well as times of crisis and say that it is the best method for training and raising public awareness of health-related issues.

Orsini (2010) analyses SMM in-home care before moving on to well-being. Orsini (2010) makes an interesting claim that senior citizens make up one of the greatest user groups on Facebook, however, several studies note that among the problems regarding social media is mostly utilized by the young generation. The four most popular SMM platforms, according to Orsini, are blogs, Facebook, Twitter and LinkedIn. He advises readers to utilize these streams to obtain and distribute information on home healthcare.

When Lagrosen and Grundén (2014) looked into the use of SMM in seven spa hotels, they found that this business tended to only use it as a tool for communicating with customers instead of with similar businesses.

In contrast to media promoting the use of breast milk, Abrahams' (2012) study examined how social networks like Facebook as well as YouTube, are utilized to promote the use of baby formula. The study identifies 11 US-based formula brands that are active on social media.

Cvijikj and Michahelles (2011), claim that a major part of monitoring social media is gaining user brand perception or product.

Social networking sites make use of social media to connect users and develop connections. Users may establish their profiles on social networking sites inside a password-protected system, by sharing them with different users, and read their contacts list as well as those that others have created across the system (Body & Ellison, 2007).

Thus, it could be said that social networking websites are the social media types. The importance of examining how social networking websites are the social media types. The importance of examining how social networking sites is influencing everyday operations is underlined by the growing dependence on digital for even the most basic of communications.

Social networking sites are a new CRM tool where the customer wants to feel unique (to get exclusive discounts and offers, unique information). The connection to a brand is a driving factor of branding.

Now a days, social networking plays a major role in daily life. The majority of people spend over an hour online. It is crucial for marketers to post material on the platforms of social media sites where there is a strong probability that consumers will see it. If they are successful in pursuing clients, then good word of mouth will automatically begin. Multiple effects will ultimately result from this, and online discussion will start.

The choice to buy also affects the motivation of brand followers on social networking platforms. When a customer wants to engage with a brand, whether it be interactions with brand illustrative or with other consumers (communication between business -consumer +communication between consumer -consumer), this interest turns into loyalty as well as advocacy of the brand, and the consumer becomes a brand ambassador for service or product. If the marketing strategies are created with the perception and want of the consumers in mind, the brand popularity on social networking sites may be turned into brand sales either via physical or online purchasing channels.

Because there are so many online channels, marketers may interact directly with consumers, which helps businesses build better bonds and channel of communication with their clients. This is another key benefit of adopting interactive online digital media.

Jalal Rajeh Hanasha proposed to impact of perceived value, marketing by social media, sales promotion, and shop atmosphere on consumer decision -making at the sector retail market. The results, which were in accordance with other research, demonstrated that corporate responsibility had a remarkable positive influence on buying decisions (Elg and Hultman,2016; Green and Peloza,2011).

The findings of this research also show that for the retail environment, it is significantly affects the decision -making of consumers for the greater. According to Mahmood and Khan (2014), a brand may distinguish out of competitors in the retail environment, which influences customers' purchasing decisions. As a result, the shop environment is an important means for retailers to use to affect the behaviour and buying decisions of consumers.

First, social media marketing was discovered made an influence customers' intent to buy. This is in agreement with previous study by Hutter et al.and Kim and Ko (2010) (2013).

Social media platforms provide two -way contact between consumers and banks. As a result, it interacts well with product evaluations and financial performance (Zhu and Zhang, 2010).

Mehedi Hasan & M. Sadiq Sohail (2020), discovered that to comprehend the causes of social media marketing, its impacts at the intention purchase, and the moderating role played by both local and non-local companies in these relationships. Purchase intention was shown to be influenced by brand community, awareness, brand trust, and engagement. The connections between trust with brand and interaction with purpose to buy have been influenced by brand origin.

Social media sites like YouTube, Facebook, Instagram, and Twitter others see an increase in use as a result of consumers using them more often and spending more time there (Rahman, Islam, and Hollebeek 2018; Dabrowski and Schivinski 2015; Hutter et al., 2013). The increase in consumer

presence and active on social media presents marketers with both challenges and potential, because consumers depend their purchasing decisions on online peer reviews (Hutter et al 2013).

According to Sihombing and Pramono (2021), companies may use social media to generate and maintain customer trust so that customers retain the product. Social media is a widely accessible platform that hosts informative content produced by users of publishing technology with the aim of supporting communication, influence, and interactions with other users and people in general.

Many external influences, including marketing stimuli and environmental factors, often intimate and affect consumer buying behaviour. The factors influencing a consumer's decision to buy a products is the design, along with colour and social media marketing.

Consumer interest in making purchases is greatly influenced by the social media marketing. Social media site like YouTube, Instagram, Facebook, and Twitter ads will attract customers in a certain manner to product purchases.

Consumers may now easily get all the products that are necessary for reviews and information online. These online platforms enable people to communicate with an audience online of interested users over their unique experiences, content knowledge, and ideas. (Caputo et al., 2018; Ramadani et al., 2014 Heinonen, 2011).

Sharing personal opinions and reviews has always been the potential to affect someone's decision to buy, but today, being thankful for social networking sites, people in millions may genuinely affect someone's purchase choices considering their own knowledge (Evans, 2008). Through their reviews have more influence when sharing data and making decisions (Kietzman et al., 2011). (Kozinets, 1999).

Traditional mass media methods of communications such as radio, television, newspapers, magazines/brochures, etc, in contrast to social media, distribute their messaging to a single audience with the goal of reaching limited customers. Social media has an influence on life of everyone, whether they are regular individuals or specialists in industries like advertising, academia, marketing, or business. (Hennig-Thurau et.al., 2010).

Through social media methods of communications, such as radio, television, newspapers, magazines/brochures, etc, in contrast to social media, distribute their messaging to a single audience with the goal of reaching limited customers. Social media has an influence on life of everyone, whether they are regular individuals or specialists in industries like advertising, academia, marketing or business. (Henning-Thurau et al., 2010).

Social media has influenced customer behaviour at every phase, from collecting relevant information to sharing end actions on goods as well as on services according to (Hanna et al., 2011). According to one research, social media gave 25 percent of consumers have the ability to inform other buyers about their shopping experiences by posting information about products (Pookulangara and Koesler, 2011).

According to various research, social media marketing has an essential a well as convincing influence on internet consumers. According to research, 70% utilize social media to research products in-depth before making a buying decision, and 60% of them desire to share that knowledge online with other users and purchasers. Only 7% of customers fully involved in actual purchase transactions



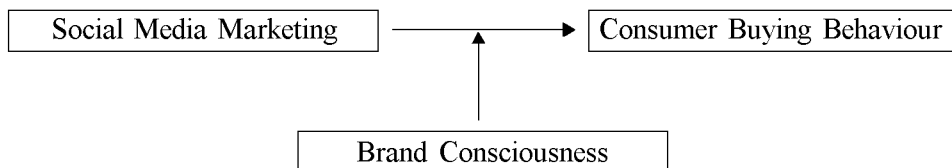
(Lammas and Miller, 2010). This means that business owners (marketers) be conscious of these customer's choices and predict their requirements and wishes in the future.

Before making a purchase, the modern customer searches for more product information. Most significantly, social networks are particularly good at influencing purchase decisions because many users increasingly value the views of other users over those of marketing strategists. Consumers now have the freedom to challenge brands and share their thoughts about them.

As a result, marketers are forced to approach people differently and with more respect.

Consumer plays a vital role in marketing by social media, hence measuring SMM's impact on Consumers buying behaviour with the moderator Brand consciousness in FMCG industry is very important.

### Conceptual Framework of the Study



### Methodology

#### Sample Selection and Data Collection

The study's research design combines qualitative and quantitative techniques. The research looks at how social media marketing affects customers' decisions of buying for FMCG items with the moderating effect of brand awareness using both primary as well as secondary data. Based on a simple random selection of 80 respondents from Coimbatore City, the main data utilized for the investigation of the study topic were gathered. A structured questionnaire was utilized collect the primary data.

#### Analytical Approach

With regard to FMCG items, the Pearson Product Moment Correlation test is utilized demonstrate the connection between the variable that is independent (Social Media Marketing), the variable that is dependent (Consumer Buying Behaviour), and the moderating variable (Brand awareness). To understand how the dependent variable influences the independent variable, multiple regression analysis is also used.

### Research Model and Hypothesis Testing

The focus of the research was to determine how social media marketing affected consumers' buying decisions, with brand consciousness acting as the moderator. The study is important to be examined since the researcher found few studies on the direct effects of consumer buying behaviour on brand awareness, particularly about FMCG products.

#### Analyses of Hypotheses

$H_0$ : There is no significant relationship between SMM and CBB

The table below demonstrates the positive relationship between SMM and CBB and is seen to be statistically highly important ( $r = 0.708$ ,  $p < .001$ ). Hence,  $H_0$  was supported. This illustrates that rises in SMM would result in higher CBB, with social media being viewed as the future marketing platforms to draw in and move customer traffic. It also demonstrates that friends and family can influence a buyer's decision through social media, which results in purchase intent. Social media marketing is a way to connect with people and engage them in discussion while also sharing exciting content and information that will capture their interest and make them more likely to buy a product or brand. The way that consumers acquire information and behave after making purchases, including how they express their dissatisfaction and how they use the internet, has also been affected by social media.

### Correlation Analysis

**Table 1**  
**Correlations**

		<i>SMM</i>	<i>CBB</i>
SMM	Pearson Correlation	1	.708**
	Sig. (2-tailed)		.000
	N	82	82
CBB	Pearson Correlation	.708**	1
	Sig. (2-tailed)	.000	
	N	82	82

\*\*. Correlation is significant at the 0.01 level (2-tailed).

**$H_0$ : There is no significant impact of Social media marketing on Consumer buying Behaviour**

**Table 2**  
**Regression**

Hypothesis	Regression Weights	Beta Coefficient	R2	F	P-Value
H1	SMM -> CBB	0.708	0.502	80.502	0.000

The hypothesis examines whether SMM significantly affects CBB. To test the hypothesis  $H_0$ , the dependent variable CBB was regressed on the predictive variable SMM. SMM remarkably predicted CBB  $F = 80.502$ ,  $P < 0.001$ , which indicates that the SMM can play a significant role in changing CBB ( $b = 0.708$ ,  $p < .001$ ). These findings demonstrate the SMM's positive effect on CBB. Additionally, the  $R^2 = 0.502$  shows that the SMM component of the model accounts for 50% of the variation in the CBB. The summary of the results is shown in the table.

### Correlation with Moderators

**$H_0$ : There is no significant impact of moderator on CBB.**

**Table 3**  
**Correlations**

		<i>SMM</i>	<i>CBB</i>	<i>BC</i>
SMM	Pearson Correlation	1	.708**	.562**
	Sig. (2-tailed)		.000	.000
	N	82	82	82
CBB	Pearson Correlation	.708**	1	.677**
	Sig. (2-tailed)	.000		.000
	N	82	82	82
dBC	Pearson Correlation	.562**	.677**	1
	Sig. (2-tailed)	.000	.000	
	N	82	82	82

\*\* . Correlation is significant at the 0.01 level (2-tailed).

The table illustrates a positive relationship between SMM and CBB and is found to be statistically highly significant ( $r = 0.708$ ,  $p < .001$ ). The moderator BC has a positive and significant influence on the dependent variable CBB ( $r = 0.677$ ,  $p < .001$ ). Hence,  $H_0$  was rejected and alternate hypothesis is accepted. This shows that an increase in SMM would lead to higher CBB and BC also positively influences the CBB. Customers are more inclined to buy a product or service if they are familiar with it. High-brand-consciousness consumers see brands as a mark of luxury and status. Consumers' group connections and social conformity are strengthened by brands, which promote social identity. The connections between the components of the brand attitudes, marketing mix, as well as purchase intent indicated brand awareness has a big impact on FMCG items had a major effect on consumer buying behaviour.

### Conclusion and Future Research

Products classified as Fast-Moving Consumer Goods (FMCG) are those that people consume fast and frequently. The difficulty for FMCG firms is gaining clients' confidence and loyalty from the very first purchase. Consumers of today are sophisticated and have access to a wealth of information resources that aid in their decision-making. Before making a purchase, they consider a number of factors, including price, packaging, branding, and quality. FMCG companies must excel in every area to be ahead of the competition and to be at the top of the consumer's list of preferences. Customers must feel a personal connection with them in order to encourage repeat business and brand awareness. FMCG companies may provide interesting content that promotes their goods and values by utilising the strength of social networking sites like Facebook, Instagram and Youtube. These platforms gives businesses the chance to interact with customers in real-time, address their questions, and gather feedback.

The analysis findings make clear that brand recognition and social media marketing have a significant effect on how consumers behave while buying FMCG goods. The findings of the regression analysis demonstrates that the value of  $R^2$  was rather large, and it was obvious that the social media marketing impact on FMCG items had a major effect on consumer buying behaviour.

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# **ROLE OF C.S.R. (CORPORATE SOCIAL RESPONSIBILITY) INITIATIVES OF INDIAN COAL MINING INDUSTRY WITH SPECIAL REFERENCE TO MAHARASHTRA**

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## **Abstract**

A self-policing business concept called corporate social responsibility(C.S.R) enables an organization to be socially accountable to its stakeholders, including its clients, workers, and employees. Business can be conscious of their impact on the economic, social, and environmental facts of society by engaging in Corporate Social Responsibility, often known as Corporate Citizenship. When a corporation engages in corporate social responsibility (CSR), it means that it conducts business in a way that enhances rather than degrades society and environment.

**Keywords:** Corporate social responsibility, stakeholders, society and environment.

## **Introduction**

This paper offers a framework for applying discrete choice theory in the Mining sector in order to boost productivity and corporate Mining social responsibility. Also, this paper identifies the primary technical difficulties associated with putting the created framework into practise and offers, through the use of a case study, solutions to these issues. This study's contribution will fundamentally change my likelihood of survival by making it easier to incorporate successful community engagement.

## **Review of Literature**

- MoEF in (2009), the Electricity sector has consumed the most coal over the previous forty years, followed by the steel, iron, cement and other segments. Fertilizer, textile (including jute and its derivatives), brick and the paper companies are among other less significant customers. As coal mining and use have severe, frequently irreversible effects on the terrestrial and aquatic environments, they are linked to serious environmental issues. In India, now a days open cast or surface Mining is prevalent. It not only impacts the way that groundwater and surface water interact, but it also causes significant air pollution,

which drastically transforms the landscape. India's majority of Coal mining locations have been deemed to be severely contaminated areas.

### **Statement of the Problem**

There has been discussion of the various key factors that affect productivity, including the operational cycle, human resource development, machine efficacy, material handling, and industry of manpower management. The study has also concentrated on managerial, productivity, and CSR efforts in Indian Coal Mines.

### **Objectives**

1. To ascertain whether the infrastructure and healthcare services offered as part of CSR efforts have any effect on the manner of life in the village.
2. To recommend best practise for managing CSR, Managerial, and productivity in Coal Mines.

### **Hypothesis**

1. The contribution of CSR and its applicability would have a good effect on enhancing the infrastructural facilities in both opencast and underground coal mining.

### **Research Methodology**

#### **Source of Data**

Sources, both primary and secondary of data were used for compiling the data for this investigation. A very well-designed survey questionnaire addressing the role of managerial and productivity facets in Coal Mine management and aspect of CSR activities will be used to gather the primary data from the 200-person sample, which includes managers, employees, and employees from both Opencast and underground coal Mines located in Maharashtra.

The case study countries' particular institutions, ministries, reports, documents, circulars, publications, and government website content, as well as other trustworthy international institution reports and publications and individual specific publications, reports, and other publications of trusted source, were used to gather secondary data.

#### **Techniques Used**

For a researcher to create an exhaustive and scientifically valid analysis of his surey that can be used to draw good conclusions, statistical analysis tool that range from basic to advanced scientific ones are essential. When appropriate, the study used statistical tools procedures such descriptive statistics, regression, correlation, T-Test, ANOVA, Facto analysis, and coronbach's alpha. It also included data on percentages, rations, frequency distribution, growth rates, and these.

### **Data Analysis**

#### **Impact of CSR Activities on Coal Mining operations: Western Coalfields Ltd (WCL)**

The enormous socio-political risk from local people has put corporate mining commitment to social responsibility to the test. By rising expenses and lowering the market's impression of Corporate Social Responsibility, these problems lower shareholder value. In order to include mining sector acceptability into the sustainability of the Mining industry, engagement of community is the process of learning about the attitudes and interests of a community involvement through conducting surveys

and analysing data. There are Three fundamental flaws in available studies, as found in the authors' prior study, despite the fact that mining corporations have considered community engagement to varied degrees.

The paradigm presented in this paper can be used to apply theory of discrete-choice to enhance the participation from mining community, productivity, and activities benefiting society through corporate social responsibility. Also, this article identifies the key technical difficulties in putting the proposed framework into practise and offers, through the use of a case study, solutions to these issues. By supporting the incorporation of successful community participation, this research's contribution will fundamentally alter mine sustainability. As a result, local communities will support more sustainable mines.

**Table 1**  
**Community CSR : Western Coalfields Limited**

#	<i>Community CSR</i>	<i>Correlation</i>	<i>P-Value</i>
1	Initiatives for improvement of Healthcare and Sanitation	.432	0.000
2	Initiatives for promoting education	.748	0.000
3	Contribution for Skill Development initiatives	.496	0.000
4	Contribution for providing safe drinking water facility	.694	0.000
5	Initiatives for women empowerment	.785	0.000
6	Initiatives for Environmental sustainability and environment protection	.772	0.000
7	Initiatives to promote Rural Sports	.617	0.000
8	Contribution towards relief funds	.671	0.000
9	Contribution towards Rural Infrastructure development projects	.510	0.000

*Source:* Analysed fromground survey

Table 01: The implementation of CSR for community is shown in the table to contribute to Healthcare and Sanitation, Promotion of Education, Skill Development, Availability of Safe Drinking water, Women empowerment, Environmental sustainability and protection, Promotion of Rural Sports, Contribution in relief funds creation of Rural Infrastructure. All of the aforementioned elements have a big impact on raising community benefits via Corporate Social Responsibility (CSR).

The primary focus of CSR(Corporate Social Responsibility) is on society and the local community, and most corporates allocate the majority of their CSR budget to developing Rural Infrastructure.

**Table 2**  
**Environmental CSR: Western Coalfields Limited**

#	<i>Environmental CSR</i>	<i>Correlation</i>	<i>P-Value</i>
1	Environmental policy	.891	0.000
2	Generation of electricity for domestic consumption	.694	0.000
3	Use of Mine water for irrigation and drinking water	.751	0.000
4	Sand segregation of unused Over Burdon	.723	0.000
5	Scrap disposal / Bio Medical disposal	.796	0.000

*Source:* Analysed fromground survey

Table 2 demonstrates the importance of environmental C.S.R. implementation to explicit environmental policies, environmental pollution prevention mechanism, and messaging that promote environmental awareness. All of the aforementioned elements have a big impact on raising community benefits via CSR.

**Table 3**  
**Employee CSR: Western Coalfields Limited**

#	<i>Employee CSR</i>	<i>Correlation</i>	<i>P-Value</i>
1	Employee grievance settlement	.568	0.000
2	Recreational facilities	.583	0.000
3	Work-life balance	.678	0.000
4	Settlement of terminal dues	.495	0.000
5	Bonus / PRP etc	.436	0.000
6	Initiatives to promote education in employees / dependents	.413	0.000
7	Subsidized food facility in canteens etc	.536	0.000
8	Health care facilities for employees and their family	.412	0.000
9	Career development of employees	.725	0.000

*Source:* Analysed fromground survey

Table 3 displays the p-value and coefficient of correlation related to each CSR metric. The p-values are valid and consistent for measuring the objectives as demonstrated. Correlation coefficients between each CSR variable and the overall CSR were used to gauge the questionnaire's internal consistency. All of the aforementioned elements have a big impact on raising community benefits via CSR.

**Table 4**  
**Consumer and Vendors CSR: Western Coalfields Limited**

#	<i>Consumer and Vendor CSR</i>	<i>Correlation</i>	<i>P-Value</i>
1	Standards / norms for tendering process	.752	0.000
2	Procedure for managing complaints from vendors/clients	.725	0.000
3	Vendor development program	.769	0.000
4	Restrictions on unfair labour practices	.841	0.000

*Source:* Analysed fromground survey

Table 4 details the application of consumer and vendor CSR contributions to standards and norms for the procurement process, vendor grievance handling mechanisms, vendor development programmes, and limits on unfair labour practises, among other things. All of the aforementioned elements have a big impact on raising community benefits via CSR.

### **Reliability of the Research**

An instrument's consistency is measured by its reliability. The strong an instrument's reliability, the less fluctuation it generates when measuring the same attribute again. The consistency of the questionnaire can be evaluated using the Cronbach's alpha coefficient. This method is used to assess the reliability of each field by comparing the mean values for all of the questionnaire's fields. The



range of Cronbach's coefficient alpha is commonly .00 to +1. The consistency between the metric is stronger the higher the value.

**Table 5**  
**CSR Measures Audit's Major Factors**

#	CSR Measures	Nos of Items	Cronbach's Alpha Coefficient
1	Community C.S.R.	09	0.854
2	Environmental C.S.R.	05	0.67
3	Employee C.S.R.	09	0.815
4	Consumer and Vendor C.S.R.	04	0.886

Source: Analysed from Ground Survey

### **Cronbach's Coefficient Alpha**

The scores of the Four CSR measures were averaged to create the aggregate CSR because all the CSR variables were equally measured on a Five-point Likert scale. This was regarded as a thorough assessment of the Company's CSR efforts in support of its various stakeholders, including its employees, consumers and vendors, as well as the Local community and CSR. The four CSR variables were the subject of a Confirmatory Factor Analysis (CFA), which served as the foundation for the compilation of all CSR measures. The goodness of suitable Goodness of Fit (GFI) index showed a score to the tune of 0.91, which is higher than suggested criterion of 0.90 and suggests that this model is suitable for the purpose.

### **Impact of Corporate Social Responsibility Initiatives on Coal Mining Company's Performance**

According to quantitative descriptions, the average overall CSR for the organisations under research was to the tune of 3.27, with the smallest and maximum overall CSR score being 1.90 and 4.36 respectively.

Business that practise social responsibility put a lot of effort into creating a purposeful and supportive workplace where individuals can reach their full potential. Greater opportunities for

**Table 6**  
**CSR Measures and Key Factors**

#	Parameters of Community CSR	Mean	T-Value	P-Value
1	Initiatives for improvement of Healthcare and Sanitation	3.58	14.25	0.000
2	Initiatives for promoting education	3.25	15.35	0.000
3	Contribution for Skill Development initiatives	3.67	13.54	0.000
4	Contribution for providing safe drinking water facility	3.95	14.25	0.000
5	Initiatives for women empowerment	3.34	15.44	0.000
6	Initiatives for Environmental sustainability and environment protection	3.37	13.50	0.000
7	Initiatives to promote Rural Sports	3.97	17.35	0.000
8	Contribution towards relief funds	3.21	16.22	0.000
9	Contribution towards Rural Infrastructure development	3.61	15.39	0.000

leisure, a better work-life balance, training and development for development of individual, as well as job security are some of the practices. Other practises include employee empowerment, participation in decision making, and job security. There is growing evidence that these strategies significantly improve the employer-employee relationship and that having highly dedicated, skilled, and engaged employees increases profits.

Customers demand the best services at the most affordable pricing in an environment of operational excellence. The second is product leadership, where consumers demand the highest-quality goods. The third is consumer intimacy, in which the business recognises its clients and goes to great lengths to get to know them on a personal level.

Three components were found using a factor analysis to account for roughly 66% of the variance.

### **Findings and Recommendations**

According to the study, CSR investments and organizational profitability are positively correlated. The management was advised to develop and implement CSR activities after consulting with its stakeholders, and it was further advised to do the following:

- Stakeholders must be taken into account by business when developing and implementing CSR programmes.
- CSR should be strategically carried out without putting the company's very existence in jeopardy and should never overshadow its financial performance.
- Business should address social concerns with an open mind and a flexible attitude.
- CSR should be taken into account while developing corporate strategies and making business decisions.

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# **A STUDY ON TECHNOPRENEURSHIP AWARENESS LEVEL AMONGST THE UNIVERSITY STUDENTS OF GUWAHATI CITY, ASSAM**

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## **Abstract**

Entrepreneurship is one of the forceful tools to sanction the fiscal growth of the nation which therefore assist sustainable growth. Technical expansion, innovations in addition to entrepreneurship has an exceptionally well-built association. Technology is one of the conquered factors in the current industrialized business. Technology has altered the main sectors across the globe. It plays an imperative part in the society and is the fastest emergent essential today. Technology is affecting the way people discover, study, work, converse, consider and imitate. The position of technology has caused a marvelous escalation in industry, trade and commerce. The big business world is leaning more and more in the direction of technology as the years go by, thereby making it roughly impracticable to split the two from each other. Global economic and human suffering as a result of the Covid-19 epidemic have accelerated technological change in the business world through digitalization. It is increasingly obvious that technopreneurship is one of the prime driver of sustainable business. In the present times, there have been a variety of forms of entrepreneurship urbanized across the globe and the world is now welcoming technopreneurship. Application of technology has transformed into technology based business which therefore plays a key role in the entrepreneurship. The expression technopreneurship is a blend of the words '*technology*' and '*entrepreneurship*'.

Technopreneurship is a kind of entrepreneurship in the field of technology to accomplish the sustainable development. It is a procedure of the combination of the technology powers with entrepreneurial skills. Technopreneurs are business professionals who make use of technology to produce novel products or services. Technopreneurs are entrepreneurs who acquire the risks to invest in business that adopts technological know-how. This study is an endeavor to assess the role of Technopreneurship towards Sustainable Development. Furthermore, this study is an endeavor to get an imminent on the awareness level of technopreneurship amongst the university students in Guwahati city, Assam. In the current study, information highlighting the concept of technopreneurship was studied and subsequently the role of technopreneurship towards sustainable development was also identified. The study shed some light and give some interesting perspectives on the role of

technopreneurship towards sustainable development . In addition, the study also provide methods to spread the buzz word “technopreneurship” among the universities students of Guwahati city.

**Keywords:** Awareness level, sustainable development, technology, technopreneur, technopreneurship.

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## Introduction

The UN proposal i.e. Sustainable Development Goals (SDGs) are officially known as Transforming our world: the 2030 Agenda for Sustainable Development is a set of seventeen “Global Goals” with 169 targets between them. On 2015, 193 leaders committed to 17 Global Goals to achieve 3 extraordinary things in the next 15 years- End extreme poverty, Fight equality & injustice and Fix climate change. Furthermore, in 2014, Digital India program was launched with an aim of visualization to convert India into a digitally authorized civilization through digital tackle plus technologies. Digital empowerment of Populace, Governments along with Businesses is mainly the prevailing factor in achieving Sustainable Development Goals. Digital India is the world’s leading programme for altering our nation into a knowledge economy superpower, determined to prolong development emphasizing People, Planet, Prosperity, Peace and Partnership. The Sustainable Development Goals put a major thrust on Industry, Innovation and Infrastructure i.e to build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation and Digital India has a fundamental task in the accomplishment of Sustainable Development Goals (SDGs) by 2030. SDG 8 sanctions “upright work along with sustainable escalation”. Fiscal expansion should be an optimistic one and hence financial evolution should generate rewarding jobs with no harm to the surroundings. The benefits of entrepreneurship and innovation should be extensive to the public at large.

Entrepreneurship is the course of an individual’s actions who is persistently looking for novel effects and rotating those thoughts into profitable forecast by taking up danger and doubt with the business. Free enterprise is an escape from a full-time job and the impression of entrepreneurship is a multifaceted event. The function of entrepreneurs not only complements but also supplements in the economic growth of the country. Entrepreneurship is the course of developing somewhat new and precious while investing the required moment and sweat taking on the connected psychological, monetary and societal risks, and reaping the monetary and private advantages of independence. In the present times, technology is the latest emerging industry in the economy. Entrepreneurs help in endorsement of technology as make the most of it in their life to some extent.

This notion of new-fangled innovation and creativity with the utilization of technologies in the business world formed by entrepreneurship is called technopreneurship. It is profusely apparent from the phrase “Technopreneurship” that it is a blend of the expressions “Entrepreneurship” and “Technology”. Technopreneurs are entrepreneurs who acquire the risks to invest in business that adopts technological know-how. An entrepreneur who starts and manage their own technology business is called an technopreneur. That individual who innovates products or services in the

technology business is called technopreneur and that journey is called technopreneurship. A new mode of inventiveness and originality is the foremost plan of this term technopreneurship. Technopreneurship is the new aspect to entrepreneurship. A technopreneur has the capabilities of an entrepreneur such as Modernization, Risk Taking, Confidence, Passion so on and so forth. Technopreneurship is a technique that combines technical development and business acumen. Technology plays a key role in sustainable development.

There are so many positive developments taking place in the economy, public, and business sectors today throughout the world. The many development projects undertaken by technopreneurs are both thrilling and complicated. The main ingredients that result in high-quality delivery are attentiveness and stubbornness. As for instance, **Mark Zuckerberg, the co-founder at Facebook** is one of the most popular and successful technopreneur across the globe. He developed the most popular social networking application and became the world's youngest billionaire and technopreneur at the age of 23. Today facebook has changed the way we socialize and connect with our co-workers, peers, friends and relatives. In the world of business and entrepreneurship, facebook helps in building online brand and create connections with customers. Facebook helps in finding the top job candidate. **Google, Whatsapp and Instagram** are similar instances. Another instance of technopreneurship can be **Uber and Ola Technologies Inc.** that is a mobile stage. Its huge networking enables the citizens and commodities to move from one place to another place. Cab drivers have become the new businessman.

In traditional education, the teacher instructs the students in a classroom setting. No involvement of third parties was there. However throughout the Covid-19 pandemic, internet education became trendy. The COVID-19 pandemic has tinted the significance of accelerating the adoption of digital technologies by entrepreneurs. Different forms of instruction are employed, including webinars, collection video calls, and one-on-one video conversations, through various apps like **Zoom, Google Meet**, and others. There are education start-ups today that serve the needs of people in different age groups by preparing students for a variety of competitive exams, such as **Gradeup, Byju's, and Unacademy app**.

With closure of more and more Industries, Commerce and Trade House during the Covid-19 pandemic and in the present times, post Covid-19, unemployment still appears to be the major hazard. However in the current period, **LinkedIn** is accessed by the aspiring candidates to notice the perfect employment or placemen thereby connecting and strengthening the qualified dealings. Users of LinkedIn can access it from a desktop, laptop or LinkedIn mobile app. Furthermore, that's where Technopreneurship can be understood to encompass an outgoing prospect in the current period.

Technopreneurship has become a buzz word. It is not only coupled with exploring latest thoughts but it is regarding risks to make out somewhat new. Some of the tips to turn out to be a booming technopreneur:

- **Risk-taking prowess:** The competence in addition to willingness to acknowledge hazard in mounting innovative goods as well as services as obligatory can be a eminence of a flourishing technopreneur.
- **Persistence:** To be a victorious, a technopreneur needs to be determined in his occupation no matter how rough the path may show.

- **Flexibility:** Experiencing breakdown is an element of entrepreneurship. When adverse conditions take place it is obligatory for the technopreneur to have endurance and self control.
- **Tech Savvy:** A fine technopreneur needs to have expansive technological grip of their creation and the primary technology incorporated.
- **Quality:** A booming technopreneur needs to assure that the products and services are of superior eminence.
- **Leadership Quality:** Leadership traits are vital for a technopreneur to bring about their ambition and keep an eye on diverse actions.

## Literature Review

### Concept of Technopreneurship

To illustrate the fresh business that merge entrepreneurial skills and technology, diverse literatures exercise the expression as “technology-based entrepreneurs”, “technical entrepreneurs”, “high technology entrepreneurs” or even “high tech new ventures”. (*Dahlstr and Lindholm, 1999; Renko, Autio and Tontti, 2002*).

Innovations and Technology has been intensifying enormously. These two, combining together has opened up latest opportunities as well as challenges into the industry, trade and commerce. Scientific modernism is the course that compel a thought in the direction of money-making goods or else services (*Lalkaka, 2002*).

Technopreneurship is the creative application of technical science and expertise by a person or group of people who start, run, and assume the financial risk of a firm in order to realise their objectives and perspectives. Although engineers have strong technical talents in this area, they frequently lack business and entrepreneurial thinking abilities. (*Prodan, 2007*). Technopreneurship comprises of identifying recent technologies in addition to the conception of technological innovations. (*Blanco, 2007*).

Technopreneurship is inventive relevance of technological discipline and data independently or else via cluster of personnel who generate and run their own company and also acquire hazard in order to accomplish their plan along with goals. Those entrepreneurs who are addicted to that businesses whose central part is linking know-how based trade and to construct utilization of technology in order towards nearer to the new-fangled or innovative products all the way through commercialization are known as technopreneurs. In a broad-spectrum, technopreneurs have power over a large number of scientific comprehension however they are short of added commercial compulsory talent such as administration, extent and victory in institute and this has led to decreased effectiveness in technical know-how based association and ventures. (*Antonici & Prodan, 2008*).

The necessitate and obligation for technology along with the company of entrepreneurship has escort to the enlargement of the expression “Technopreneurship.” The novel or potential business enterprises that is anchored on technology can be known as “Technopreneurship”. To achieve performance objectives of the enterprises, the impression of technical entrepreneurship came into being. It is a practice where modern technologies are the decisive job. The primary strategies of this new entrepreneurship in the field of technology are “the recognition of prospective

entrepreneurial opportunities originating from technical breakthroughs and the operation of these opportunities all the way to the marketing of pioneering goods.” (Petti, 2012; Okorie et al., 2014; Aderemi et al., 2012).

### **Role of Technopreneurship in Sustainable Development**

SDG 8 sanctions “decent work as well as economic growth.” SDG endorses continued economic growth, advanced level of productivity along with technological modernization. Cheering entrepreneurship plus job creation are the significant services behind it. Sustainable development depends on technical alteration on the way to attain its plan. It is important not to put too much emphasis on technological factors to deliver to us a sustainable future. (Beder, 2000)

People have accepted ICT around the globe while given that populace the right to use the services effortlessly. (Fang, 2002). Technical know-how has turned out to be an imperative reality to industry, commerce and trade houses and moreover for its sustainability. The coming out of technical modernization has unfasten fresh opportunities along with challenges to a nation’s economic development (Yunos, 2002)

Technopreneurship characterizes an innovative variety of entrepreneurship that involves entrepreneurs fascinated towards technology. One of the promising technologies as the result of technopreneurship is artificial intelligence (AI). AI grants a just opportunity to the enterprises and to the entrepreneurs to scrutinize their activities and pave way for an improved prospect. Thus, AI facilitates enterprises to manage excellence and set aside time as well. (Abbas, 2018)

Digitalization is enhancing sustainable development. For instance, using PPT in classroom, cycling & walking. The Improvement should be made on the technical challenges as AI is accelerating. It should be make sure that consumer are also benefited from AI. Actions such as investment in AI research, encouraging AI literacy among entrepreneurs could be adopted. Entrepreneurship not only advance efficiency but also force job creation; so moreover Government ought to promote business enthusiasm. (Sustainable Development Report, 2019)

### **Methodology**

The study is descriptive and exploratory in nature. And Primary and Secondary data are used for the study.

The study was conducted in order to fulfill its stated objectives. Initially, this study occupied selection and study of relevant literature (in the aforesaid data sources). Thereafter, information highlighting the concept of technopreneurship was identified and studied. Subsequently, the role of technopreneurship in sustainable development was carried out.

Also, the study has been conducted amongst the university students of Guwahati city, Assam. The data has been composed by circulating the questionnaire in the midst of those students of the city. The total sample size is 72. The study was conducted in the period of April 2023. In this research study, the researcher has adopted Judgemental Sampling technique in the selection of sample unit

The analysis has been done with the help of SPSS ver.20 using Chi-Square testing.

### **Objectives Of Research**

The study encircles a few objectives mentioned below:

1. To assess the role of “Technopreneurship” in Sustainable Development.
2. To get an insight on the awareness level of technopreneurship amongst the university students of Guwahati city.

## Data Analysis & Interpretation

### Null Hypothesis

$H_1$ : There is no sufficient association between the university students of Guwahati city and their awareness level about technopreneurship.

**Table I**  
**Summary of Hypothesis**

<i>Hypothesis</i>	<i>P-Value</i>	<i>Result</i>
1. $H_1$	.02	Rejected

**Table No 1: Hypothesis Testing Level**

**Reference:** “*Author’s own*”

**Interpretation:** From the above analysis, it can be interpreted that the p-value of  $H_1$  is .02 i.e it is  $< 0.05$ , significance rank. So the null hypothesis is cast off and the substitute hypothesis is established and hence an alliance between the university students of Guwahati city and their awareness level about technopreneurship is at hand. In view of the fact that, Digital India has a elementary duty in the completion of Sustainable Development Goals (SDGs) by 2030, as a consequence through the utilization of technology, the superiority of entrepreneurship in technology in addition to its sustainability has been enlarged.

## Results & Discussions

Technopreneurs have made miraculously optimistic changes to the society. The significance of technopreneurship towards sustainability is manifold:

**Creating Employment Opportunities:** Technopreneurs launch new businesses, potentially increasing service possibilities in favor of citizens. Opening a original company over and over again gives public the probability to labor in support of themselves, assist supplementary businesses, and nurture their own. Technopreneurs comprise the preference of creating wealth meant for themselves as well as recruiting and selecting others to toil for them. The team of job opportunities grows when technopreneurs start their own firms as the new firms will have the need of diligent human resources. Therefore technopreneurship assists the country in tackling its unemployment problem.

**Technological Advancement:** Technopreneurs are pioneering persons and they will attempt to advance the present technologies. This in turn will direct to the valuable consumption of the country’s ordinary possessions.

**Sponsorship of commercial frame of mind:** As the students or the youthful age group gets an opening to work with these new firms, it promotes traits in them such as risk-taking skills, vision and an enthusiasm. These youthful age group of workers can be the booming technopreneurs in the near upcoming.



**Promotes community expansion and societal wellbeing:** The goods and services offered by the technopreneurs seldom direct to the communal and fiscal comfort of communities. Technopreneurship connects and assists people to bring about social reforms and integration. It facilitates neglected groups in the social order to assemble their elementary provisions by serving to grant them with returns. Technopreneurship recurrently cultivates a good judgment of togetherness by accepting one and all notwithstanding any differences.

The study shows that the above mentioned literatures try to present a picture regarding the effect of technology in entrepreneurship in promoting sustainable development. Nonetheless additional empirical studies based on numerical data should be conducted in order to statistically confirm the theory.

The study shows that the majority of the university students of Guwahati city are moderately aware in relation to the term “Technopreneur” and “Technopreneurship”. Moreover, it has been observed that the students express their views regarding the awareness on “Technopreneurship” amongst the citizens of the city as poor. The suggestions that can be put forwarded to spread the term technopreneurship are as following:

- To promote technopreneurship among the post graduate students of commerce stream, it is recommendable to have it in the course curriculum so that the students get exposure to it at the very basic level with education.
- Social media platforms like LinkedIn, Instagram and Telegram is a very strong tool for today's youth.
- To promote technopreneurship among the youth, holding seminars and webinars is an excellent plan.
- Advertisements in television, newspaper should be done to gain the attraction towards the topic.
- Journals and magazines are also one of the intermediate to raise the awareness level
- Government should take some measures such as granting loans to the technopreneurs, offering schemes for business in technology.

## Conclusion

Technopreneurship is a kind of entrepreneurship that places a strong emphasis on technological issues, combining science and technology in its business operations. It's critical for firms to adopt a technopreneur mindset if they want to expand and prosper in the future. Technological advancement and its impact on how we live and work are two factors contributing to the emergence of technopreneurship. Technopreneurship, which results in corporate success, combines creativity, innovation, and technological know-how. And in condition corporations desire to maintain one pace to the lead of the rivalry, they should grip it. The new-fangled cohort of enterprises, which are additional imaginative along with resourceful than ever before, are propelled by technopreneurship. Applications of current technology advancements in entrepreneurship hold considerable promise for making sustainable development for India and the rest of the globe.

Being a technopreneur comes with a lot of difficulties, but it also opens up a lot of fascinating possibilities. Technopreneurship is a youthful and emerging ground, so there will unquestionably be

complicatedness to triumph over. Success is, however, unquestionably attainable for those willing to embark on this entrepreneurial adventure with dedication and hard effort. Moreover, students be supposed to hold this actuality by inculcating the capabilities essential to accomplish something within the ground of technology entrepreneurship.

### Future Research

Although technology is accessible at all the enterprises and across the nation for the public, but few populace lack awareness of how to use internet competence. Furthermore, some rural places lack internet access, while some places do not have access to electricity. Technology has caused a magnificent increase in entrepreneurship and its sustainability. Nevertheless, the growth of infrastructure for technology is ultimately required.

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# **APPLICATION OF BRICK AND MORTAR MANAGEMENT STRATEGY IN E-BUSINESS: A CRITICAL STUDY OF CONSUMERS' IN NAGPUR REGION**

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## **Abstract**

Despite rising awareness of its relevance as a business model, little empirical study has directly addressed the drivers of competitive advantage of the click and brick e-commerce method. In this study, we provide a framework for describing the overlap between online and offline business, the steps that should be taken to maximise synergies while minimising channel conflicts, and the potential outcomes that may arise as a result. Business-to-consumer (B2C) and business-to-business (B2B) case examples are used to demonstrate the framework's value.

## **Introduction**

The Internet isn't expected to supplant conventional routes any time soon, at least not in the field of business to consumer transactions, and this is becoming more and more obvious with each new reported dot-com disaster. However, this does not mean that online shopping will cease to exist. Rather, many established businesses are adding online sales to their portfolio of available methods of customer interaction. Many faltering dot-coms may have been pushed over the edge by the advent of large retailers, while others have realised the need of having a brick-and-mortar presence. Using names like "clicks and mortar," "bricks and clicks," "surf and turf," "cyber-enhanced retailing," and "hybrid e-commerce," academics in the field of electronic commerce today regard the combination of physical and digital channels to constitute its own separate electronic commerce business model.

In this study, we examine the synergies that may be achieved when a company uses both brick-and-mortar locations and online stores, drawing on the results of 10 case studies. The purpose of the case studies was to give a map for locating the possible gains from combining traditional and digital channels of business. The stories also highlight unique management approaches that businesses have used to foster collaboration and prevent friction across their online and offline platforms.

This paper follows the following structure. First, we take a look at the theoretical literature that lays the groundwork for symbiotic expectations between online and offline business. Afterwards,

we provide a framework that details the sources of synergies, the managerial measures that may help businesses avoid channel conflicts and make the most of synergy possibilities, and the resulting gains. We next provide a brief overview of our empirical methodology, including the selection of our sample of 10 companies, the participants we interviewed, and the content of our discussions. Cases are summarised briefly for your convenience. Implications of the framework and its success in capturing case variation are discussed. Finally, we discuss the study's caveats and suggest further avenues of inquiry.

## **Study of the Literature**

In the early days of e-commerce, transaction cost reasoning was widely used to identify the competitive advantages of online businesses over their brick-and-mortar counterparts [e.g. 5]. Some of the numerous purported benefits of virtual enterprises include increased operational and transaction efficiency and decreased search costs [studies of this literature may be found at references 25 and 26].

The assumptions that online businesses would replace their brick-and-mortar competitors and that physical location is immaterial have been heavily criticised in recent conceptual and empirical work [8, 16, 20, 23, 24, 25, 26, 30]. The theoretical benefits of hybrid methods to e-commerce are highlighted in these studies. As these studies show, the benefits of a multichannel strategy extend beyond simply expanding the number of potential customers and types of services on offer; rather, they can also result from the aforementioned spillover effects that occur between channels, leading to higher sales and lower expenses overall.

Combining the classic competitive advantage and inter-organizational networks theories [3, 10, 17, 18], the transaction cost theory [2, 12], and the research that takes into account the advantages of local physical presence [24, 25, 26] provides a framework for understanding the benefits of both online and offline shopping. The framework highlights the interrelationships between a company's physical and intangible assets and how those interrelationships may lead to synergy advantages like cost savings and enhanced brand uniqueness. As shown in Figure 1, the framework also highlights the need for a variety of management activities to be taken in order to reap the advantages of synergy and prevent channel conflicts.

There is potential for synergy between online and offline businesses due to shared resources, processes, advertising, and clientele. Multiple advantages may materialise [17] when virtual and physical channels work together to pool their resources.

**Reduced expenses:** Expenses in areas like as labour, stock, advertising, and distribution may all be reduced. Savings in labour may be realised by shifting the burden of tasks like product research, form filling, and post-sale technical support to the customer. When businesses realise they can provide their whole selection to customers without worrying about stocking things that are bought seldom at local locations, they may save money on inventory. When both channels are utilised to educate customers about the goods and services offered by the other, marketing and promotion efforts are optimised. Having the store be the starting point for local deliveries or the area where online orders are picked up might reduce the cost of shipping.

Products may be differentiated and additional value added by taking use of synergies between physical and digital channels at key points in the buying process. Some examples of services available

before a purchase include online tools for gauging requirements and narrowing down on suitable options, and offline venues for trying out the goods in question. Ordering, personalization, and reservation services, as well as simple access to related goods and offerings, are all examples of purchasing services. Account management, social community assistance, loyalty programmes, and other after-sale activities are all examples of post-purchase services that may be offered digitally or in-store. Installation, maintenance, service reminders, and instruction are typical areas for expansion.

Many of these value-added services may be accessible to single-channel sellers; nevertheless, the implementation of such services in tandem (for example, online purchase of computer with in-store maintenance or training) may improve distinctiveness and lock-in effects [21].

Reduced consumer risk, affiliation with and embedding in recognised local social and business networks, and the ability to leverage brand awareness are all reasons why customers are more likely to trust brick-and-mortar businesses than purely online ones. Customers are more likely to feel safe making returns or filing complaints if they know they can easily do so at a central place. Social and reputational governance may be used instead of costly contracts or legal expenses if people are affiliated with and immersed in a number of different social networks [6, 9]. There may be a preference for companies having a physical presence in the local market, since such links are more likely to develop between buyers and sellers located in close proximity to one another. Last but not least, branding has long been acknowledged by marketing theorists as an effective strategy for gaining consumers' trust and acclaim. When customers see a well-known brand name associated with a particular online service, they are more likely to give that service a try.

When a company adds a virtual channel, it may expand its reach beyond its brick-and-mortar stores and into previously untapped geographies, product categories, and customer profiles. New clients or previous customers who have relocated to a different area are possible among those in other marketplaces [22]. Companies may provide a wider variety of items via physical channels by using virtual channels to sell things that they do not need to have in stock locally. In addition, businesses may expand their income streams by providing information services online that would be impractical to provide in stores. In conclusion, the Internet may be a useful tool for expanding a business's reach within an existing market by attracting new consumers who may not have visited the store in person but are drawn in by the unique features of the online medium [1].

Several case studies were performed to determine the framework's efficacy. We then go on to detail the procedures used to choose the companies and carry out the case studies.

## Methods

Companies were chosen because of reports in the business press and other sources that indicated they were actively pursuing a brick-and-mortar business model. We made an effort to include both B2C and B2B companies, with the primary focus being on those who marketed their wares or services to either consumers or other businesses through brick-and-mortar stores. Many potential companies were chosen at first, and calls and emails were sent to each one to speak with the manager in charge of internet commerce. Table 1 details the various business kinds represented.

Companies' integration of online and brick-and-mortar sales channels was the primary topic of discussion throughout interviews.

**Table I**  
**Basic Characteristics of the Case Study Firms**

<i>Type of Firm</i>	<i>Sales (\$ mil.)</i>	<i>Num. of Employees</i>	<i>Number of Stores or Sales Offices</i>
Electronics retail	15,327	75,000	419
Book retail	8.5 ('99)	44 ('99)	>350 (185 on Web)
Music retail	1,099.9	7,158	115 U.S.
Gift retail	N/A	? 425	1
Financial services	25,168	80,778	? 1,800
Auto. manuf.	184,632	386,000	> 8,000dealers
Shopping mall dev.	2,094.2	5,370	251 prop.,
Industrial supply	745.7	6,477	897
Building supply	1,027.6	4,090	101
Logistics provider	N/A	N/A	N/A

### Summary of the Cases

In this section, we summarise the most often mentioned synergy services, management actions, and advantages.

An established network of electronic retail stores operating on a national level. With more than 400 locations, this company is a major distributor of consumer electronics, personal computers, entertainment software, and home appliances. The company recently launched a new e-commerce site, which improved upon previous attempts at a Web channel by offering a wider variety of items and better integrating with brick-and-mortar locations. With this new click and mortar design approach, the company may take advantage of several synergies between their virtual and brick and mortar operations. For instance, if a Web shopper orders many things but only a few of them are in stock, the in-store shoppers may have already claimed the goods by the time the Web shopper arrives for pickup. To prevent this from happening, the business must alert the staff when an online consumer requests a pickup. The order is processed, and the purchaser receives an email confirming that the item has been taken from the shelf.

A cooperative of self-sustaining bookstores. Because of Amazon.com's massive impact on the industry, brick-and-mortar bookstores have been impacted by e-commerce as much as, if not more than, any other kind of store. There is no other sector where the continued existence of a certain sort of long-standing enterprise is in doubt. We spoke with the head of e-commerce at a booksellers' group that has formed a joint online business. Because of competition from big-box stores like Barnes & Noble and Borders, they set out to aid the independent bookstore (participants had to sell new books and couldn't be publicly sold on the stock market). We want to be "channel agnostic," or open to using any channel(s) a given consumer prefers.

A large network of music stores around the country. Music stores, like book stores, were quick to feel the heat from exclusively online rivals and respond by launching their own Web channel. One of the major music and video businesses are the one we visited for an interview. Their online and offline approach remained in its infancy, with many potential synergies still untapped. At the time of the interviews, the Web channel functioned in many ways like a separate and competitive

shop, reducing the potential for cross-channel collaboration. This was done on purpose to conform to the company's ethos, which encouraged rivalry between locations. On the other hand, it gave the online store additional price leeway, helping it compete with similar services. Many of the longer-term synergies, such as online purchasing with in-store pickup, were thwarted by differential pricing since they exposed the higher in-store costs.

A little shop specialising in tourist mementos and souvenirs. This company is owned and operated by a single family and operates solely online. They are a leading retailer of unique home items, with a particular emphasis on Christmas-themed products. This sole proprietorship stands in stark contrast to the ubiquitous franchises. The company's history with catalogue sales made it well-equipped to expand into international markets through the Internet.

They used several web-based strategies to increase foot traffic in their brick-and-mortar establishment. Location in a high-traffic tourist area necessitates the store's participation in coordinated marketing efforts with neighbouring businesses. The store's vibe is significant. Staff members make an effort to provide an experience for consumers by staging shows, exhibiting products, and decorating the shop. The online strategy of the company aims to reflect this. In addition, the offline and online shops actively promote one other. By offering discounts online, they want to lure people in from the web and encourage repeat visits from those already in the shop.

National banking system. There are more than 8 million families who bank with the US's major financial institutions. Their route to adopting a hybrid online/offline approach was unique. Partially as a result of organisational differences resulting from past mergers, they ended up with two distinct Internet brands: one that catered only to current clients, and another that actively pursued new consumers through the World Wide Web.

A maker of automobiles. An increasing number of e-commerce projects are being tested by the automaker in response to data showing that Internet usage is prevalent among vehicle purchasers. The e-commerce solution enables users to customise automobiles online, acquire a fixed price estimate, and choose a local dealer all as part of a single project with click and mortar consequences. If the desired vehicle is in stock at a different dealership than the one the buyer selected, the application will facilitate a vehicle exchange between the two. The customer's selected dealer will get all financial and relationship benefits associated with the sale of the customised vehicle ordered online. Customers may also do research on vehicles and see available stock from neighbourhood dealerships on the site. Customers may also submit financing and insurance applications to their local dealer online.

Management firm for a retail centre. This corporation operates more retail centres than any. This property management company has taken a variety of novel approaches to e-commerce, including a general website that aids in locating malls and promoting the businesses inside them. Their primary goal is to improve the traditional shopping mall experience by combining the Internet, mobile devices, wireless networks, and physical structures.

A distributor of industrial supplies on a nationwide scale. This company is a major supplier of industrial supplies and products to enterprises. The company's Web, EDI, and POS terminals at its local branches are all fully connected with their e-commerce database. The centrally hosted e-commerce portal allows existing customers having an account with the firm to buy goods. Products

bought online have the same pre-negotiated prices as those purchased in-store, which are determined by the customer's volume and other factors. A customer's online purchase is sent straight to the cash register at the physical location associated with their account. The order is automatically shown on the POS screen when the clerk arrives at work. After that, they handle it like any other order they get, fulfilling it using their standard inventory or supply chain and either delivering it or keeping it on hand for the client to pick up. Therefore, all online sales count towards the branch's total.

The leading provider of construction products in the country. The firm that sells construction supplies online has a two-pronged strategy. To begin, they have their own website where they provide extensive resources for their core clientele, the professional builder. Second, they have partnered with a construction materials website to provide online shopping to both their current clientele and potential new markets.

A logistics service provider. The last case study company helps other businesses with their logistics by offering storage, inventory management, and delivery services. The company's main offering is a piece of software meant to aid customers in coordinating their physical and online channels of distribution more efficiently. This company essentially provides the means for other businesses to implement a "click and mortar" strategy.

## **Discussion**

Together, the scenarios show how well the paradigm works in both business-to-consumer and business-to-business settings. Almost all, synergy gains were achieved through making use of preexisting resources including infrastructure, operations, marketing and sales teams, and consumers. The value of e-commerce products and services was boosted by the presence of physical infrastructures including warehouses, delivery networks, and retail locations. Multiple operational systems, such as integrated order processing systems and after-sales services, were used by both physical and virtual channels. Most businesses relied on their current sales staff and bolstered their ties with existing consumers via the usage of electronic commerce. Several companies' use of their shared history of providing services to consumers located far away is a great illustration of making the most of synergies across operations. After gaining experience with catalogue sales and transporting products to far-flung clients, it was only logical to branch out into internet commerce.

## **Conclusion**

Besides demonstrating the synergy framework's explanatory power, the instances also proposed many new avenues of inquiry for elucidating the factors that have an impact on, and are affected by, the success or failure of brick-and-mortar stores' online counterparts. The obstacles to successful brick-and-mortar growth must be investigated further. Although our case studies hinted to the existence of certain obstacles, our sample technique prevented us from providing any more detail on the topic. Our discussions have revealed three potential issues: 1) a feeling that adopting a click and mortar strategy slowed down the pace of e-commerce innovation in a few cases; 2) difficulties adapting to the changes in customer behaviour brought about by the availability of e-commerce, such as differences in the timing and quantity of orders; and 3) a lack of available metrics to fully assess the usefulness of investments in click and mortar strategies.



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# **A STUDY ON OCCUPATIONAL STRESS AMONG WORKING WOMEN IN HIGHER EDUCATIONAL INSTITUTIONS WITH SPECIAL REFERENCE TO INDIA**

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## **Abstract**

Women occupy a vital place in the organization's functioning. Educational institutions in particular are more likely to attract female employees than males, citing women's nobility and status in Indian society. Regardless of their position in the organization, Indian females have to look after of their families. Unfortunately, the socio-cultural situations in India force them to play manifold roles. This leads to a lot of pressure and ultimately numerous bodily and mental diseases. Therefore, it is necessary to effectively deal with this evil. This study will help individual female employees and the establishments selected for the study to identify stressors and eliminate them in order to improve productivity, improve female employee morale and job satisfaction. It helps you increase your grade.

**Keywords:** Women, Stress Management, Stress, Educational Institutions.

## **Introduction**

Stress has become part of the lives of today's workers. Almost all employees suffer from stress due to increased work demands, modern lifestyles or increased working hours.

Stress is defined in the Merriam Webster Dictionary as: "In particular, physical or mental tension arising from factors that tend to upset the existing balance" (Araxia Mankyan, ElisaAlmo, 2011).

Job stress is the detrimental physical and emotional reactions that occur when job demands and workers' skills, resources or essentials do not match. These circumstances can lead to deprived job performance and many physical and mental health issues. Work pressure is also related with a change of genetic responses that can ultimately lead to poor fitness, including many diseases. Strain is a very common issue in today's workplace. Every a third of employees report high degree of strain. Some staffs consider their job to be the biggest stressor in their lives. A majority of staffs trust that today's employees experience more stress at work than previous generations.

The term “stress” was derived from Latin and historically referred to hardship, adversity, or strain. Over time, it came to denote forces, pressure, or strong effort in reference to objects or people. While commonly thought of as a negative experience, stress actually refers to a person’s interaction with their environment and can be caused by both positive and negative events. Workplace stress, in particular, can lead to various fitness harms, such as heart attacks, migraines, high blood stress, and headaches. Stress is a part of everyday life and can have physical, emotional, and behavioral effects, creating positive or negative feelings. It is believed to be caused mainly by external events, occurring when pressure exceeds the available resources.

### **Sources of Stress**

There are numerous sources and creators or causes of stress. Broad categories of sources stress are:

**The Environment** : The climate can surround individuals with extraordinary and contending requests to change. Weather, noise, crowding, pollution, traffic, unsafe and substandard housing, and crime are all examples of environmental stressors.

**Organizational Factors** : The work place is a source of stress for many of the employees. The organizational culture, practices of the management, compensations terms and conditions, and other organizational factors contribute to the stress experienced by the employees.

**Social Factors** : Individuals can encounter numerous stressors emerging from the requests of the different social jobs we possess, like parent, mate, guardian, and worker. Job related stress is a part of social stress. A few instances of social stressors incorporate cutoff times, monetary issues, new employee screenings, introductions, conflicts, requests for your time and consideration, loss of a friend or family member, separation, and co-nurturing.

**Physiological Factors** : Circumstances and conditions influencing our body can be capable as physiological stressors. Adolescent growth spurts, menopause, illness, aging, pregnancy, accidents, inactivity, poor nutrition, and insomnia are all examples of physiological stressors.

**Personality and Emotions** : Our mind analyses and sees circumstances as upsetting, troublesome, difficult, or lovely. A few circumstances in life are pressure inciting, however our considerations decide if they are an issue for us.

### **Reviews of Literature**

In recent years, the stress that teachers experience while performing their professional duties has garnered increasing interest. This is due in part to the discovery that frequent and intense periods of stress can result in professional burnout, as noted by Embich (2001) and Mearns & Cain (2003). Faculty members in higher education are also undergoing high levels of pressure (Gmelch, 1993), as they must competently fulfill various professional roles (Edworthy, 2000). The primary responsibilities of faculty members are Educating and counselling students, serving on academic boards, leading academic research and publication, as reported by Knapper (1997, p. 41) and Edworthy (2000). Nonetheless, numerous faculty likewise have family and other social obligations outside scholarly world, and taking on different jobs can bring about exorbitant pressure that might prompt burnout, as noted by Fisher (1994).

According to Viner (1999), stress nowadays is considered one of the utmost significant aspects in human behavior and is widely accepted in various discussions about life and health. In their research, Bette, Peet, and Wolf (2007) found that persistent exposure to challenging behavior can exhaust a teacher's expressive and bodily resources, resulting in uncertainty, reduced satisfaction with teaching, impulsiveness, inflexibility, and feelings of anger and guilt. In the context of rapidly changing organizational climates and educational school cultures, overall health is a crucial factor to consider.

According to Essien and Stephen (2014), female employees of commercial banks in Nigeria use annual leave and seeking assistance from coworkers as the most common organizational and personal stress coping strategies. Dhanabakyam and Malarvizhi (2015), working women's family difficulties are positively correlated with stress. Married working women experience an increase in work stress as a result of the increase in work-family conflict. It is understood that women in proficient work situations with great work demand were more liable to meeting work personal fight and work stress. Sussanna (2012) recognized high mental requests; Working women are more likely to suffer a stroke if they experience job stress and lack job control.

### **Objectives of the Study**

- To identify the level of stress on women employees.
- To study the effects of stress on the health status of employees.
- To analyze the importance of interventional strategies at organizational level to manage stress among women employees.

All employees want a luxurious life, high income, promotion, etc. Therefore, it takes a lot of strain on him to achieve his work-related goals. This increases employee stress. All organizations are in intense competition with each other and want to use their resources appropriately, achieve high turnover and high profits to increase productivity. The purpose of this study is to find the main factors that produce stress levels. In addition, researchers want to investigate the causes of stress and suggest improvements for coping with employee stress

### **Effects of Stress on People's Well-being**

Signs of stress fall into three general but related categories: physical, psychological, and emotional. Here are the most commonly reported stressful situations

- Hypertension (high blood pressure)
- Heart problems, such as palpitations
- Inability to focus or lack of concentration and interest
- Sleep disturbances
- Sweating palms/shaking hands
- Anxiety and nervousness
- Fertility problems Headaches including migraines
- Strain and fatigue
- Gastrointestinal problems (Ulcers, Acid Indigestion, Bowl upsets)

Without you realizing it, serious mental and physical conditions can be exacerbated or exacerbated by stress. It builds chemicals, for example, adrenaline and corticosterone that influence digestion, invulnerable reaction and other pressure reactions, which can prompt expanded pulse, breathing, circulatory strain and actual weight on inward organs.

Changes in behavior are another sign of stress. Examples include:

- Crabbiness and outrage
- Problematic dietary patternsTop of Form
- Bad behavior
- Sort by risky coping habits like smoking, alcoholism, drug use

### **Coping with Stress**

Stress management is a necessity of time. As hard as we try to overcome stressful situations, life looks to discovery fresh means to stress us out of fear, mental and physical exhaustion, or our misbehavior. In awkward moments like these, it's easy to forget that if stressors can't be avoided, they are very manageable and treatable.

### **Strategies for Handling Stress**

In order to eliminate role ambiguity and conflict, organizational stress management strategies encourage increased communication with employees. Compelling correspondence can likewise change representative perspectives. Better signs and symbols that employees can't misinterpret are available to superiors; Empower workers' support in navigation. This will lessen job pressure; Provide the staffs more liberty, timely and expressive response, and added accountability; the aims of the business should be explicit, inspiring, and reasonable. The representatives ought to be given contribution on how well they are going towards these goals; Support decentralization; Have a fair and just movement of inspirations and pay structure; Advance work turn and occupation improvement; Lay out a fair and secure working environment; a system that works well for recruiting and directing; Recognize and thank your employees for exceeding their goals; Individual procedures for overseeing pressure are The workers ought to make a schedule every day, focus on the demonstrations in the rundown and plan the demonstrations likewise. While working, enjoy standard reprieves to unwind. Employees who are able to manage their time well avoid stress and are able to meet their objectives in a timely manner. Kindly give a valiant effort. Endeavor to arrive at your objectives without undermining your family, wellbeing, or companions. Enjoy vaulting. Helps compelling blood dissemination, keeps up with great wellbeing and alleviates the psyche from work pressure. Advances a sound way of life. Drink plenty of water, get enough sleep, and eat well. Advance unwinding methods like yoga, paying attention to music, and contemplation. Representatives ought to move toward their work with good faith. You should avoid associating with employees who hold negative thoughts. Employees need to be emotionally intelligent in the workplace. At work, you really want certainty, fearlessness and poise. Social support must be built up among employees. They need to major areas of strength for have with confided in partners who will pay attention to their concerns and lift their certainty. Employees can use this social network to deal with stress. Representative guiding is an excellent methodology for beating worker stress. Directing empowers representatives to perceive their assets and how to foster those qualities. Their weaknesses and how to eliminate

them. Develop strategies to change behavior. In addition, career counseling is provided to employees to resolve career-related ambiguities. Find fun ways to de-stress. For example, don't keep yourself busy by joking or playing tennis or golf. Focus outward help others. That relieves some stress.

### Conclusion

Most workers are stressed at work, and educational institutions need to take positive actions to reduce worker pressure so that they can labor with optimal competence and accomplishment. Female staffs should be treated with dignity and given the same opportunity to prove their worth as male employees. Direction and advising, quality awareness plans, and mental care can be provided to women. The five-day week idea can also be implemented in educational institutions, allowing employees to devote more time to themselves and their families, and to participate in other social tasks. This also indirectly reduces the burden on the institution's students. Educational institutions can organize yoga camps, meditation camps, and stress reduction programs for teachers and students. Work environment must be cleaner and safer. All departments should have proper division of labor. A friendly environment of colleagues and managers is required.

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# **STUDY OF EMPLOYEES' TRAINING AS AN IMPORTANT FACTOR FOR ENHANCING ORGANISATIONAL EFFECTIVENESS IN CEMENT SECTOR**

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## **Abstract**

Workers are a company's most valuable resource. In order to get work done, every company requires workers who have received enough training. Skill, knowledge, and ability development is an ongoing activity inside organisations. Staff performance rises in tandem with opportunities for learning and growth. Organisational success is tied directly to the efforts of the workforce. Higher performance is a direct effect of training and development, which was already known to workers, who were also found to be motivated by it. The study suggested that every staff member ought to be compelled to engage in training programmes offered by the company and that all employees' development and training must be constantly tracked and made compulsory. The study came to the conclusion that ongoing training and development are required after considering into consideration the rivalry, market trends, client satisfaction, and net promoter score. This research set out to determine whether and how training and development programmes affect worker productivity. The banking industry in Pakistan served as the basis for this investigation. The results of studies show that developing employees leads to higher productivity, and that training and development also boost productivity. Companies that want to maintain a competitive advantage over the long run must invest in the education and growth of their workforce.

**Keywords:** preparation, growth, Employee Performance, Banking

## **Introduction**

Most advanced economies, like the United States, Britain, and Japan, can attribute much of their success to their human resources. In light of this, it can be stated that a developing country like Pakistan, which is blessed with a wealth of resources and receives the necessary financial support, may also experience such economic success provided that sufficient focus is given to the growth and education of his human supply.

As can be seen, institutions in India are taking the right measures to help the populace get the skills they need to succeed. Long-term, methodical training and development programmes are a must for every organisation. This is because human beings are essential to the functioning of any organisation. A leader in a company will not be successful without the employees have been provided without abilities, abilities, and understanding owing to the expanding variety of employees of today, which encompasses a wide range of cultures and environments. The employee loses the ability to communicate effectively and improve their performance when they do not get enough training. Workers who have received proper training have the information and resources they need to do their jobs successfully. Employees who haven't received proper training can't adapt to new procedures or external developments.

The procedures of training and development are the investments made in individuals to make them more capable of doing their jobs. Human resource management strategies like these are used with the ultimate goal of inspiring workers to give their utmost. It is clearly obvious that staff training and development is a challenge that must be met by every business. Nevertheless, the breadth, depth, and regularity of training programmes vary widely from business to business. Companies should provide excellent training for their personnel.

### **Research Methodology**

The research aims to accomplish the following:

1. To specify the most important goals of training and improvement
2. Determine organisational strategies for training and growth
3. Determining how development and training affect worker output

### **Literature Review**

Companies are realizing the need of training as a way to develop more dedicated and effective employees (Brum, 2007). Continuous education and growth of human resources is essential and crucial for the success of any company, since learning and improvement are so important in a world where technological innovation is swift. (Laing, 2009). Effective training may help close the performance gap between the current state and the target state (Bossche, Segers, & Jansen, 2010). Employee performance is significantly impacted by training and development opportunities (Saleem, Shahid, & Naseem, 2011), thus businesses that provide them tend to have positive outcomes. Investing in one's staff may have a dramatic impact on a company's bottom line. The performance of an organisation may be improved by the training and education of its workers (Hameed & Waheed, 2011). Training is seen as crucial for every business that aspires to flourish and develop its core capabilities. Owing to the limitations of job training and universities in particular nations, businesses have forced to increase their investment on learning and growth. (Vo and Hannif, 2012).

### **Theoretical Framework**

The research uses three factors to accomplish its goals: employee performance as a dependent variable, training and development as independent variables, and organisational context as a mediator between the two.

There has been an uptick in the value of training as a means of distinguishing oneself from the competition (Brum, 2007).



Since the turn of the millennium, the demand for career development programmes has skyrocketed, and the percentage of businesses that provide them has climbed dramatically from the 1970s forward (Merchant, 1995). Training employees to improve quality is crucial to an organization's long-term success and productivity (Laing, 2009). Employees should take part in many different activities, both on and off the workplace, for the purpose of learning and development. Ultimately, this will lead to improved productivity in the workplace (Hameed & Waheed, 2011).

Because human resource has been so crucial for long-term success, good management may do wonders for a company's productivity (Pfeffer, 1998). Some companies see positive results from performance management with their employees, whereas others do not (Azmi, Ahmad, & Zainuddin, 2009).

Training employees to improve quality is crucial to an organization's long-term success and productivity (Laing, 2009). In addition to boosting performance, training and development programmes boost morale in the workplace, which in turn boosts output (Saleem, Shahid, & Naseem, 2011).

### **Plan of Research**

In light of training's substantial impact on a company's bottom line, few would disagree that it's crucial. Employing staff is crucial but may be costly. Maximising workers' contributions to company objectives is critical for achieving a competitive advantage in the market (Laing, 2009).

Although the effect of training on productivity is clearly shown in this research. Consequently, the lack of an effect of training on employee performance in meeting organisational objectives was put up as a null hypothesis. One possible counter-hypothesis is:

$H_1$  = Employee performance improves as a result of training.

The strength of the relationship between the student and coach, the student's familiarity with the procedure, and the learner's motivation to change conduct and perform better are all factors that might affect the learner's dedication to the process. Employees are more committed to the success of their employers and are more inclined to devote their best to the company's goal when employers engage in their professional development. In contrast to the null assumption, which states that there is no relationship between staff growth and performance, a number of different theories will be examined.

$H_2$  = Progress causes improved productivity in the workplace.

The effectiveness of training and development on employee output is synergistic. A important component of the administration of human resources is training and development. Effective training guarantees that there is a sufficient supply of capable, skilled, and motivated workers who are eager to rise into management and specialist positions (Laing, 2009). A quality educational opportunity for employees increases their business savvy, self-confidence in their skills to carry out their duties, and productivity. We may infer that the null hypothesis—that learning and growth do not positively correlate with worker productivity—holds given the contradicting findings of the field research.

Hypothesis 3 - Employee performance improves as a result of training and development.

Finding solutions to problems is why we study. This study aims to assess theories on the relationships between education, growth, and motivational elements, as well as performance among workers. This analysis provides an explanation for why there are distinctions between independent

and dependent variables. According to Sekaran and Bougie (5th Edition), causal studies are conducted when researchers attempt to identify the origins of an issue or set of issues. To determine whether or whether the variables are related to one another and how one variable changes as a result of another, we will conduct a causal study.

Field experiments are studies undertaken to identify cause and effect correlations utilising the natural contexts in which workers regularly operate. Research entails carrying out an experiment in the real world. Going out into the field and collecting data from relevant respondents through questionnaires is primary research.

Here, the frame is drawn from a database of workers. Probability sampling techniques, such as stratified sampling, are used to pick a representative sample of a population. A stratified sample (stratum) is drawn from each of Pakistan's bank headquarters, and a proportional sample of workers from throughout the organisation is drawn at random. Five hundred workers were chosen at random. There were 500 total surveys, but only 350 usable responses.

### Data Analysis

We examined the relationships between three factors: employee performance, training, and organisational growth. Employee productivity was shown to be the dependent variable, whereas development and training were found to be the independent variables. There were 500 questionnaires utilised for the analysis. For this study, we utilised SPSS-16. It was determined that being 3.43 and the standard deviation being 0.793. Minimum selected when asked about training. The average was 3.48, and the standard deviation was 0.662. When asked about the effectiveness of their organisation, respondents were split between those who strongly disagreed (choice 2) and those who strongly agreed (option 5). There was a 3.53 average and a 0.693 standard deviation.

**Table I**  
**Evocative Figures**

	<i>N</i>	<i>Mean</i>	<i>Standard Deviation</i>
Development	50	3.44	.799
Training	50	3.49	.689
Performance	50	3.50	.654
Valid N	50		

When the relationship among worker achievement and professional growth was examined, a value of "0.540" at a threshold of meaning of 0.01 was found, showing some increase.

### Correlation

		<i>Development</i>	<i>Performance</i>
Development	Pearson Correlation	1	.540
	Sig. (2 tailed)		.000
	N	50	50
Performance	Pearson Correlation	.540	1
	Sig. (2 tailed)	.000	
	N	50	50

## Conclusion

Training, growth, and productivity all go hand in hand. The research we conducted led us to conclude that investing in an employee's education and growth had a net positive effect on productivity. All of our predictions have turned out to be accurate. We have shown that training improves worker output (H1). (H3) development leads to higher performance in the workplace (H2). Companies that invest heavily in their employees' education and growth tend to have productive workforces.

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## **CIRCULAR ECONOMY ENTREPRENEURSHIP PERCEPTION LEADING TO ENTREPRENEURIAL INTENTION AMONG STUDENT COMMUNITY WITH SPECIAL REFERENCE TO CHENNAI**

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The whims of nature in recent decades and the alarming scale of damage in recent years highlight the flaw in the Take, Make, Dispose strategy of the linear economic model, which leads to the exhaustion of the earth's vital resources and has a devastating effect on nature<sup>1</sup>.

The global climate change, extinction of species, and environmental crises as a result of unsustainable patterns of consumption and production is addressed in Goal 12 of the United Nations Sustainable Development Goals, which were designed to advance prosperity while preserving the environment. It urges the government and all individuals to take action in order to improve resource efficiency and waste reduction through shaping a circular economy<sup>2</sup>.

Circular Economy seeks to minimize waste and use sustainable methods to create a closed system by which resources are reused and recycled in order to reduce the amount of resources needed. This approach focuses on designing products and services with the intention of eliminating waste and enabling lasting economic, environmental and social benefits, enabling businesses to engage in resource-conscious practices and benefit from the cost-savings and productivity of a more inclusive and adaptive model..

With the growing impetus towards circular economy marking a new paradigm shift, it has been observed that adapting circular economic practices by educating and increasing awareness of waste management methods leads to long way towards accepting sustainability policies and practices<sup>2</sup>. To make the transition possible, the urgent requirement for an innovative and intensive effort combined with intelligence and skilled Manpower calls for the active participation of youth.

According to the "Youth in India 2022" report released by the Ministry of Statistics and Programme Implementation (MOSPI), the number of youth has risen drastically from 222.7 million

in 1991 to 371.4 million in 2021. The proportion of Youth to the total population had increased from 26.6% to 27.2% in 2021. India being bestowed with largest youth population in the world, should envisage effective measures to harness this vast demographic dividend for its economic and social development<sup>3</sup>. The constant rise in the unemployment crisis leading to many youths desperately searching for alternative employment resulted in an increase in the youth population embracing Entrepreneurship. And with consistent efforts taken by the Government of India through flagship initiatives like Startup India, Make in India, ASPIRE - A Scheme for Promotion of Innovation, Rural Industries and Entrepreneurship to foster entrepreneurship in India led to significant development of entrepreneurial culture in India

The move to a circular economy depends on entrepreneurs' ability to foster innovation and economic progress. Additionally, the recent international political unrest and the post-Covid economic recovery point to a greater need for independence. It is in this context Entrepreneurs are described as modern-day freedom fighters.

**Keywords:** Circular Economy Entrepreneurs, Sustainability, Entrepreneurial mindset, Waste Management, Innovation, Youth Population.

## Introduction

Circular Economy is an inventive economic system that emphasizes reducing wasted materials, utilizing fewer resources, and maximizing the lifetime of products. It is one of the most novel economic structures of present day. It is aimed to address environmental issues including climate change, reduction of biodiversity, dumping of garbage, and pollution resulted due to high increase in economic activities depleting natural resources. This approach helps companies become more efficient and competitive. It also reduces environmental impact, resulting in a more sustainable and resilient society.

Pearce and Turner established the concept of Circular Economy with their 1990 work on Economics of Natural Resources and the Environment (Pearce and Turner, 1990). Subsequently, the Ellen MacArthur Foundation has dedicated work promoting the implementation of CE in many facets of life, waste management, sustainable design and construction, food production, and indicator development. (EMF, 2017). The Circular Economy (CE) is a strategy of sustainable development that aims to maximize economic gains while lessening the environmental strain on natural resources. The ultimate goal is to move away from using non-renewable natural resources and instead focus on reclaiming resources from the waste, to extract a number of economic, social and environmental advantages (Lieder and Rashid, 2016).

The circular economy encourages sustainability by emphasizing the reuse, repair, and recycling of resources and products. This system has the potential to reduce waste and to enhance both economic growth and environmental protection. Companies can reduce their raw material demands by reusing and recycling existing materials, or creating products that can be serviced instead of increasingly replaced.

The circular economy also encourages innovation in design and smarter production processes to reduce the use of raw materials and energy. The circular economy has the potential to boost business productivity, lower costs and reduce risk, and create jobs and economic growth. This model

(rather than a linear “take-make-dispose” model) continues to add value to the global economy while closing the loop on resources and generating new economic sectors.

Integrating entrepreneurship and circular economy can potentially yield numerous economic, social, and environmental benefits: 1. Increased Efficiency: By transitioning to a circular system of production, organizations can achieve considerable production and labor savings. This has the potential to reduce waste and optimize resource consumption, thereby reducing strain on the environment and achieving greater efficiency and cost savings. 2. Job Creation: The switch to a more closed-loop style of production has the potential to provide jobs and open up possibilities for entrepreneurs. By being more conscious of reusing, recycling, and reducing resources, the shift to a circular economy can result in the generation of new job positions that require specialized knowledge, such as resource management, product maintenance, and engineering.

## Literature Review

The idea of Circular Economy implementation in the context of Solid Waste Management in India, looking at the legal frameworks, initiatives taken by the government, current practices. The Government of India implemented national legislation and key initiatives with a goal of achieving a cradle-to-cradle approach. The effect of industry and legislation on this area are discussed in order to facilitate CE-based practices in India. The feasibility of this approach in the Indian context, considering existing waste processing facilities and economic evaluation, is an important component before adoption. (Mandpe A, Paliya S, Gedam VV, Patel S, Tyagi L, Kumar S. 2023)

The direct and indirect effects between the variables of green entrepreneurship education, environmental citizenship behavior (ECB), green entrepreneurship intentions, and perceived circular economy. The results indicate that green entrepreneurship education significantly affects people's environmental citizenship behavior. Environmental citizenship behavior has the largest contribution in stimulating people's green entrepreneurship intentions, whereas green entrepreneurship education had a comparatively lower influence.

On the other hand, environmental citizenship behavior was not able to affect a perceived circular economy nor mediate the relation between green entrepreneurial education and perceived circular economy. Therefore, it is necessary to develop a literacy of circular economy within entrepreneurship education programs in order to expand knowledge in this field. (Nuringsih, N., & Mn, N. W. 2022)

The Entrepreneurial Education significantly contributes by enhancing Entrepreneurial Mindset among the student community. Entrepreneurial inspiration is the outcome of the nexus between Entrepreneurial Education and Entrepreneurial Mindset. The study was aimed to study the relative significance of academic curriculum and extra curricular activities towards Entrepreneurial Education. It has been found that, in addition to academic curriculum, extra curricular activities such as hands-on training in setting up business ventures, interview with entrepreneurs resulted in increased Entrepreneurial Education outcome. (Jun Cui , Junhua Sun , Robin Bell(2021)

PIHIE and SANI (2009) conducted a study to explore the changes in Entrepreneurial Mindset of students on completion of Entrepreneurial Education Course. The research examined the students' attitudes towards the efficacy of teaching methods for promoting entrepreneurial awareness and

abilities. It was found that participation in entrepreneurial classes had a beneficial influence on the student sample, giving them self-belief to pursue self-employment as a viable career choice. Furthermore, the study revealed that a student-oriented learning model, often referred to as an entrepreneurial-guided approach, is a vital technique for developing an entrepreneurial frame of mind among the students.

Entrepreneurial education influenced the entrepreneurial mindset of university female students, the impact of set variables such as Role Model, entrepreneurial perspectives and institutional efforts to promote entrepreneurship on female student's Entrepreneurial Mindset. Israel and Johnmark's (2020) The study aims to identify the inhibitions that exist among female students to try entrepreneurial ventures. The study strives Connecting Entrepreneurship research theories to the formation of practical methods that help shape the entrepreneurial attitude of female students. Based on the study it is observed that institutions' efforts to provide entrepreneurial awareness motivates the female students to have an inclination towards entrepreneurial ventures.

Conducted a study to understand Self-efficacy is defined as individual self-belief to attain goal oriented tasks (Barbaranelli et al., 2019). The potency of Entrepreneurial education, Entrepreneurial Mindset, and creativity can be seen in how significantly they affect individual behavior in relation to entrepreneurial self efficacy. These three aspects involve cognitive processing, objectives and expected results. (Wang Jiatong , Majid Murad, Fu Bajun, Muhammad Shahid Tufail, Farhan Mirza and Muhammad Rafifiq (2019)

Environmental education lays down strong foundation for formulating strategies and actions towards sustainable development and Circular Economy. Environmental education. Entrepreneurial training in the raw materials industry on regular basis, if provided to teachers and students will create an opportunity to understand necessity of transitioning towards Circular Economic model entrepreneurship. The impetus should be given towards type of training provided to increase knowledge about circular economy alongside lectures. (Sukiennik, M., Zyba'a, K. Fuksa, D. Kesek. M)

## **Methodology**

This paper focuses on understanding the level of student communities who are interested to become Circular Economy Entrepreneurs. It involves 150 participants who are primarily from Chennai city colleges. A questionnaire that includes questions about demographics, awareness about Entrepreneurship and Circular Economy, and the factors stimulating Entrepreneurial intention, was constructed. The questionnaire was generated from examining newspaper articles, websites, and publications from academic journals. The Cronbach's Alpha method was used to assess the reliability of the scales and it produced a score of 0.921. Statistical Package for the Social Sciences (SPSS) v25 was used to analyze the data.



## Data Collection and Discussion

**Table 1**  
**Gender of the Respondents**

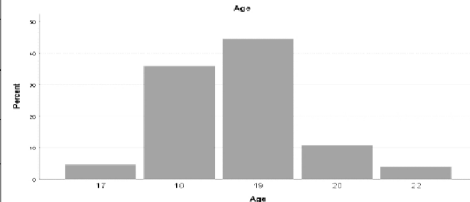
<i>Table No.1 Gender of the Respondents</i>			
Gender	No. of Respondents	Percentage	<i>Figure No.1 Gender Source: Primary Data.</i>
Male	44	29.3	
Female	106	70.7	
Total	150	100	

**Table 2**  
**Age-wise Distribution**

<i>Table No.2 Age wise Distribution</i>			
Age	No. of Respondents	Percentage	<i>Figure No.2 Age (in years) Source: Primary Data.</i>
17 Years	7	4.7	
18 Years	54	36	
19 Years	67	44.7	
20 Years	16	10.7	
22 Years	6	4	
Total	150	100	

**Table 3**  
**Educational Qualification of the Respondents**

<i>Table No.3 Educational qualification of the Respondents</i>			
Degree	No. of Respondents	Percentage	<i>Figure No.3 Education Source: Primary Data.</i>
UG	142	94.7	
PG	8	5.3	
Total	150	100	

<i>Table No.4 Family Occupation of the Respondents</i>			
Occupation	No. of Respondents	Percentage	<i>Figure No.5 Occupation Source: Primary Data.</i> 
Business	34	22.7	
Private	50	33.3	
Government	25	16.7	
Agriculture	7	4.7	
Others	34	22.7	
Total	150	100	

**Table 4**  
**Family Occupation of the Respondents**

### Inference for Frequency distribution

- Based on the Table No.1, it is inferred that out of the 150 respondents, 106 (70.7%) were female and 44 (29.3%) were male.
- Based on the Table No.2, it is inferred that out of the 150 respondents, the majority of the respondents (44.7%) were 19 years old, followed by 18 years old respondents who constituted 36% of the total sample.
- Based on the Table No.3, out of the 150 respondents, the majority of the respondents (94.7%) had an undergraduate degree (UG), while a smaller percentage of respondents (5.3%) had a postgraduate degree (PG).
- Based on the Table No.4, it is inferred that out of the 150 respondents high percentage of respondents belong to families occupied in private jobs, constituting 33.3% of the total sample, followed by business sector, constituting 22.7% of the respondents.

**Table 5**  
**Reliability Test**

<i>Factors</i>	<i>Cronbach's Alpha</i>
Awareness about Entrepreneurship	0.874
Awareness about Circular Economy	0.899
Propelling factors to become an Circular Economy Entrepreneur	0.885
Overall Reliability (No. item 3)	0.921

*Source:* Calculated from Primary Data.

**Inference** Based on the table no.5 data, we can infer that the reliability coefficients (Cronbach's Alpha) for the three factors are high and acceptable. The alpha values range from 0.874 to 0.899, with the overall reliability coefficient being 0.921. Therefore, to assess and measure entrepreneurship-related constructs and factors, such as awareness about entrepreneurship and circular economy, and propelling factors to become an entrepreneur.

**H<sub>0</sub>:** There is no significant difference among the mean Ranks of these Factor of Entrepreneurship

**Table 6**  
**Friedman Ranks Test**

<i>Factors</i>	<i>Mean Rank</i>	<i>Chi-Square</i>	<i>P Value</i>
Awareness about Entrepreneurship	1.90	86.88	< .001***
Awareness about Circular Economy	1.54		
Propelling factors to become an Circular Economy Entrepreneur	2.56		

\*\*\* Indicates 1% level of significance. Source: Calculated from Primary Data.

**Inference:** Table No.6 shows Friedman Ranks Test conducted to analyze the differences in the mean ranks. Propelling Factors to become an entrepreneur is the highest at 2.56, followed by Awareness about Entrepreneurship at 1.90 and Awareness about Circular Economy at 1.54., There is a significant difference between the mean ranks among the factors of Entrepreneurship.

**Table 7**  
**Descriptive Statistics**

<i>Demographic</i>	<i>Mean</i>	<i>Std. Deviation</i>
Stream of Education	3.00	0.000
Age	2.73	0.864
Family Occupation	2.71	1.458
Gender	1.71	0.457
Degree	1.05	0.225

Source: Calculated from Primary Data.

**Inference:** The descriptive statistics in Table No.7 show that the majority of respondents are female undergraduates with parents or guardians engaged in private jobs. The respondents' age ranges from 18 to 22 years, with a mean age of 19 years.

**Table 8**  
**Correlations**

<i>Factors</i>	<i>Awareness about Entrepreneurship</i>	<i>Awareness about Circular Economy</i>	<i>Propelling Factors to become an Entrepreneur</i>
Awareness about Entrepreneurship	1	.796**	.823**
Awareness about Circular Economy	.796**	1	.795**
Propelling factors to become an Circular Economy entrepreneur	.823**	.795**	1

\*\* . Correlation is significant at the 0.01 level (2-tailed).Source: Calculated from Primary Data.

**Inference:** The correlations in Table No.8 shows there is a strong positive relationship between awareness about entrepreneurship and propelling factors to become Circular Economy entrepreneur

( $r = 0.823^{**}$ ). There is also a strong positive relationship between awareness about entrepreneurship and awareness about the Circular Economy ( $r = 0.796^{**}$ ), as well as between awareness about the Circular Economy and propelling factors to become Circular Economy entrepreneur ( $r = 0.795^{**}$ ). All of these correlations are significant at the 0.01 level (2-tailed), indicating a strong association between these factors. It is inferred from the analysis, increased awareness raised towards circular economy Entrepreneurship induces positive cognition on student's mindset towards becoming Circular Economy Entrepreneurs.

**Table 9**  
**Regression Analysis**

Dependent Variable (DV)	Independent Variable (IV)	Unstandardized Coefficients		Standardized Coefficients Beta	t value	PValue	ANOVA		
		B	Std. Error				R <sup>2</sup> value	Fvalue	Pvalue
Propelling Factors to become an entrepreneur	Awareness about Entrepreneurship	0.594	0.081	0.521	7.36	<.001***	0.731	199.7	<.001***
	Awareness about Circular Economy	0.474	0.088	0.380	5.37	<.001***			

\*\*\* Indicates 1% level of significance. Source: Calculated from Primary Data.

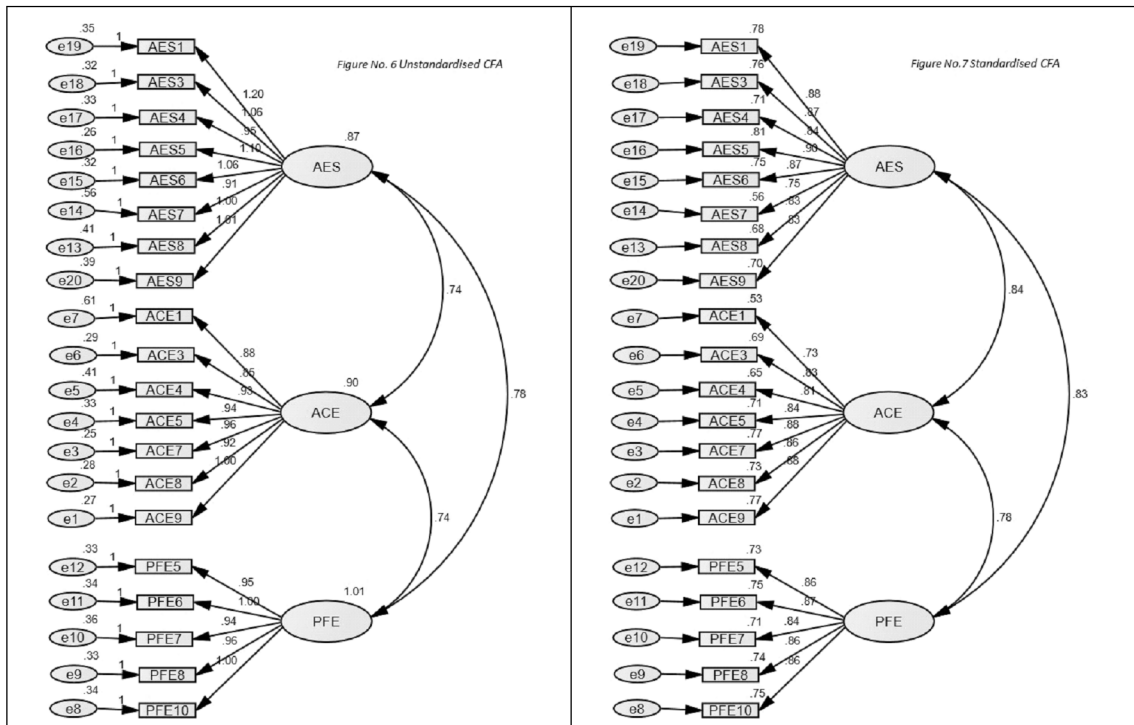
**Inference:** Table No.9 shows the results of the regression analysis, indicating that Awareness about Entrepreneurship and Awareness about Circular Economy have a significant impact on Propelling factors to become an entrepreneur. The standardized beta coefficients for the two independent variables are 0.521 and 0.380, respectively. The p-values are significant at the 0.001 level, indicating a strong relationship between the variables. The R square value of 0.731 shows that the model explains 73.1% of the variance in the dependent variable. The results indicate that as awareness about entrepreneurship and circular economies increase, the more likely an individual will be motivated to become an entrepreneur. The results of this analysis validate the idea that increased knowledge of entrepreneurship and circular economies has a positive effect on an individual's desire to become a circular economy entrepreneur.

### Confirmatory Factor Analysis (CFA)

**Inference:** From the above Table No.10, it is found that the data's calculated P value of 0.003 is greater than 0.01, demonstrating a perfect fit. The values of GFI (0.881) and AGFI (0.850) are close to 0.90, indicating a good fit. The values of NFI (0.927) and CFI (0.981) demonstrate a perfect fit, and RMR and RMSEA values of 0.038 and 0.047 respectively under 0.08 show that the data fits perfectly.

### Structural Equation Model (SEM)

Structural Equation Model (SEM) is a statistical method used to analyse complex relationships between observed and latent (unobserved) variables.



Source: Diagram from AMOS

### The variables used in the SEM

Observed, endogenous variables

- PFE\_Propelling factors to become Circular Economy Entrepreneur

### Observed, exogenous variables

- AES\_Awareness about Entrepreneurship
- ACS\_Awareness about Circular Economy

### Unobserved, exogenous variables

- e1\_Error term for Propelling factors to become Circular Economy entrepreneur

Hence number of variables in the SEM is follows:

Number of variables in your model	:	4
Number of observed variables	:	3
Number of unobserved variables	:	1
Number of exogenous variables	:	3
Number of endogenous variables	:	1

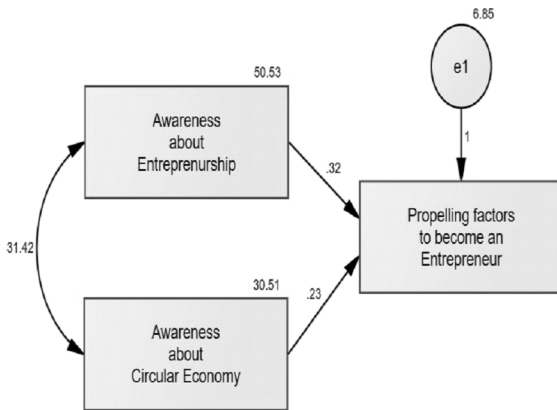


Figure 8 : Unstandardised SEM

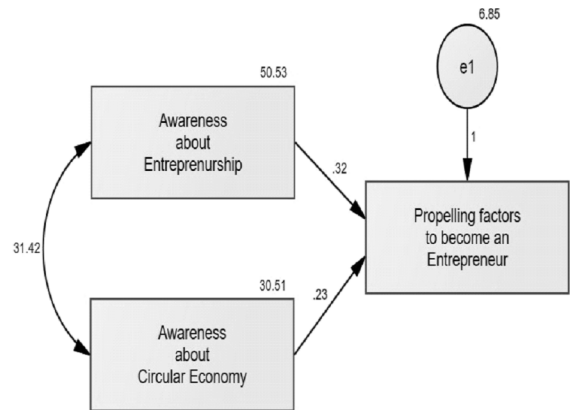


Figure 9 : Standardised SEM

Source: Diagram from AMOS.

Variables in the Structural Equation Model Analysis:

Table 11

SEM Path Analysis among the Factors (Unstandardised, Standardised)

	Factors	Unstandardised	Standardised	C.R	P Value	Remark
PFE	← AES	.316	.528	6.271	<0.001***	Accepted
PFE	← ACS	.229	.298	3.531	<0.001***	Accepted

\*\*\* Indicates 1% level of significance.

Source: Calculated from Primary Data.

## Hypothesis

For the purpose of testing the model fit, null hypothesis and alternative hypothesis are framed. The Table No. 11, shows the results of a path analysis among several factors using both unstandardized and standardized coefficient paths. The factors included in the analysis are AES (Awareness about Entrepreneurship), ACE (Awareness about Circular Economy), and PFE (Propelling factors to become an entrepreneur).

**H<sub>01</sub>: Awareness about Entrepreneurship has significant impact on Propelling factors to become Circular Economy entrepreneur.**

- Since, the P value is significantly <0.01 hence it concludes that Awareness about Entrepreneurship has significant impact on Propelling factors to become an entrepreneur.
- Unstandardised coefficient of PFE ← AES is (.316) represent the effect of AES on PFE, holding the other path variable is constant. The standardized coefficient paths provide information on the relative strength of the relationships, with the highest coefficients seen in PFE ← AES (.528). It is observed from the analysis that awareness about Circular economy Entrepreneurship has a strong impact on student's mindset to become circular economy entrepreneur. Propelling factors to become Circular economy Entrepreneur would increase by 0.528 with a unit of increase in Awareness given about circular Economy

Entrepreneurship, It is inferred from the analysis that Awareness about circular Economy Entrepreneurship has a strong impact in inducing entrepreneurial mindset in students to become circular economy entrepreneurs.

**H<sub>02</sub>: Awareness about Circular Economy has significant impact on Propelling factors to become Circular Economy entrepreneur.**

- Since, the P value is significantly  $<0.01$  hence it concludes that Awareness about Circular Economy has significant impact on Propelling factors to become Circular economy entrepreneur.
- Unstandardised coefficient of PFE  $\leftarrow$  ACE is (.229) represent the effect of ACE on PFE, holding the other path variable is constant. The estimated positive sign implies that such effect is positive that PFE would increase by (.229) for every unit increase in ACE and this is significant at 1% level. The standardized coefficient paths provide information on the relative strength of the relationships, with the highest coefficients seen in PFE  $\leftarrow$  ACE (.298).

In summary, the results of the path analysis suggest that propelling factors to become Circular Economy Entrepreneur, Awareness about Circular Economy, and Awareness about entrepreneurship are closely related factors in the context of the study. The standardized coefficients provide valuable information on the relative strength of the relationships between these factors, which can envisage future research and interventions aimed at improving student outcomes.

**Table 12**  
**Calculation of AVE and CR**

<i>Path</i>			<i>Factor Loading (FL)</i>	<i>Item of Reliability (IR)</i>	<i>Delta</i>	<i>AVE</i>	<i>Sum of (FL)</i>	<i>Sum of Delta</i>	<i>CR</i>
AES1	$\leftarrow$	AES	0.879	0.773	0.227	0.846	6.766	2.263	0.953
AES3	$\leftarrow$	AES	0.871	0.759	0.241				
AES4	$\leftarrow$	AES	0.839	0.704	0.296				
AES5	$\leftarrow$	AES	0.903	0.815	0.185				
AES6	$\leftarrow$	AES	0.861	0.741	0.259				
AES7	$\leftarrow$	AES	0.749	0.561	0.439				
AES8	$\leftarrow$	AES	0.828	0.686	0.314				
AES9	$\leftarrow$	AES	0.836	0.699	0.301				
ACE1	$\leftarrow$	ACE	0.730	0.533	0.467	0.730	5.110	3.270	0.889
ACE3	$\leftarrow$	ACE	0.730	0.533	0.467				
ACE4	$\leftarrow$	ACE	0.730	0.533	0.467				
ACE5	$\leftarrow$	ACE	0.730	0.533	0.467				
ACE7	$\leftarrow$	ACE	0.730	0.533	0.467				
ACE8	$\leftarrow$	ACE	0.730	0.533	0.467				
ACE9	$\leftarrow$	ACE	0.730	0.533	0.467				
PFE5	$\leftarrow$	PFE	0.854	0.729	0.271	0.858	4.291	1.317	0.933
PFE6	$\leftarrow$	PFE	0.865	0.748	0.252				
PFE7	$\leftarrow$	PFE	0.850	0.723	0.278				
PFE8	$\leftarrow$	PFE	0.870	0.757	0.243				
PFE10	$\leftarrow$	PFE	0.852	0.726	0.274				

Source: Calculated from Primary Data.

**Inference:** The Table No.12, shows the calculation of Average Variance Extracted (AVE) and Construct Reliability (CR) for each path in the Structural Equation Model. The AVE represents the amount of variance captured by the constructs relative to the amount of variance due to measurement error, and a value of 0.50 or higher is considered acceptable. The CR represents the internal consistency of the constructs, and a value of 0.70 or higher is considered acceptable. Based on the table, all constructs have AVE values greater than 0.50, indicating that they explain a significant proportion of the variance in the items they measure. The constructs also have CR values greater than 0.70, indicating that they have good internal consistency. Therefore, the model has good convergent validity. It is observed from the analysis that awareness about entrepreneurship has a significant impact in propelling students to become Circular Economy Entrepreneurs. With varied dimensions of Circular Economy Entrepreneurship awareness provided to the student community, the students strongly believe that entrepreneurship mainly thrives on desire to achieve and grow followed by firm belief that entrepreneurship plays a significant role in development of an economy. This establishes the understanding of student's viewpoint on Circular Economy Entrepreneurship and throws light on measures to be taken to channel broader understanding about Circular Economy entrepreneur in order to influence positive mindset to become circular economy entrepreneurs.

**Table 13**  
**Discriminant Validity of Entrepreneurship**

<i>Factors</i>	<i>AVE</i>	<i>Squared Inter-Construct Correlation</i>		
		<i>AES</i>	<i>ACE</i>	<i>PFE</i>
AES	0.846	1	0.630	0.680
ACE	0.730	0.630	1	0.630
PFE	0.858	0.680	0.630	1

\*\*\* Indicates 5% level of significance.

Source: Calculated from Primary Data.

**Inference:** In particular, the Squared Inter-Construct Correlation between the AES and ACE factors is 0.630, which is close to the 0.75 threshold commonly used to assess discriminant validity. However, the high AVE values for each factor suggest that they are measuring distinct underlying constructs, and further analyses (such as confirmatory factor analysis) could be used to confirm the discriminant validity of the factors.

## Conclusion

The awareness about entrepreneurship is rapidly picking up among the student community alongside the realisation of the environmental problems. There seems to be a positive relationship between awareness about entrepreneurship, Circular Economy and the inducing factors to become entrepreneur. Majority of the respondents are willing to take up entrepreneurship as a result of increased awareness of the factors influencing Entrepreneurial mindset among students. The students strongly feel that Risk taking and risk seeking individuals succeed as entrepreneurs and also perceive entrepreneurship plays a significant role in development of an economy turning problems into opportunities treading on high creativity and innovation. The student community are also aware of the mounting environmental crises and its devastating effects threatening the survival of mankind in



the coming future. They strongly believe it is highly crucial to act as responsible citizen to curb the environmental problems. They believe in the fact circular economy entrepreneurship is a powerful tool to de escalate rampant environmental problems and also to foster Sustainable Development. Factors that creates awareness about entrepreneurship and Circular economy play a significant role in fostering entrepreneurial mindset among students.

Entrepreneurial Education should be made integral component of Academic Curriculum in order to develop Entrepreneurial Mindset which will create a positive impact in creating entrepreneurial hub in the country. The recent environmental crisis which are very much evident in the widespread environmental catastrophes calls for the world nations to take emergency action to curb the ensuing environmental disturbances. The ever increasing consumer demands leading to the mass production of goods resulting in depletion of Earth's crucial resources necessitates the very need for replacing Linear economic model to Circular Economic Model. The gripping Unemployment crisis and the government initiatives to address the crisis by fostering entrepreneurial culture resulted in increasing awareness about Entrepreneurial Ventures. Entrepreneurial growth can be well achieved if the present student community is provided entrepreneurial education embedded in their academic syllabus. With more awareness raised to the student communities over the alarming environmental disasters and the need for imbibing sustainable practices will lead to the strong growth in Circular economy entrepreneurs.

### **Contribution**

The Research conducted involves identifying the impact of Entrepreneurial education in developing Entrepreneurial Mindset among the student communities. It aims to study the perception of student communities towards circular economy. To integrate circular Economic model and Entrepreneurship. It is observed that entrepreneurial education has a positive impact on students to take up entrepreneurial ventures. It has been observed that the curriculum should be framed exposing the present-day environmental problems afflicting the mankind and encourage students to suggest solutions to address the crises in order to inculcate responsive attitude towards environment. Entrepreneurial study should be clubbed with sustainable practices. The factors which influence entrepreneurial mindset should shift from mere profit making to environment sensitive production and consumption to tackle environment issues using entrepreneurship.

### **Future Research**

The study was limited to colleges in the city of Chennai. Future research could include colleges at national or International level. The study can give more detail on other segments of Entrepreneurial qualities to help in transition towards circular economic model. The future research study would be on identifying the practical obstacles involved in smooth transition from linear economic model to circular economic model. To understand if the circular economic entrepreneurs are effective in adopting sustainable practices.

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## **PERCEIVED IMPACT OF AGRITOURISM ON FARM ECONOMIC STANDING, SALES AND PROFITS**

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### **Abstract**

In 2021, a poll was taken to examine Agritourism's financial impact. The majority of agritourism farm owners do not make money directly from this endeavour, but 164 farmers said they still consider it crucial to their business. Many people believe that agritourism may increase agricultural income. The proportion of a farm's sales that come from agritourism is correlated with the owner's assessment of the business's financial health, and all three types of farm resources—physical, agritourism, and managerial—are related to that assessment.

**Keywords:** Agricultural earnings, agricultural revenue, agriculture-related tourism, and farm business development.

### **Introduction**

Many farmers have responded to these challenges by seeking non-farming work, selling their farms, or starting other businesses entirely. Farmers are shrinking their farmland, diversifying their sources of income, and moving away from farming to live in the countryside, so they are acquainted with this trend. For instance, in 2007, direct sales and agritourism brought in \$566,834,000 for the estimated 160,000 U.S. farms, an increase of almost 180% from 2002, reported earning money from tourism and other sources unrelated to crop cultivation.

Despite the recent uptick in U.S. agritourism studies, it remains unclear whether or not this business model is really profitable for farmers. In particular, there is a lack of data on how operators feel about the impact of this practice on farm profitability.

### **Literature Review**

According to many sources "any recreational or leisure activity programmed on a working farm or other agricultural operation (e.g., nursery, mill) with the purpose of attracting visitors." Sociologists often see agritourism as a means through which farmers may diversify their businesses

without leaving the farm. Consequently, agritourism research emphasises its entrepreneurial worth, whether for monetary gain or for its own sake (cross selling of other farm goods).

There is a lack of study on, and some debate about, the monetary effects of agritourism on working farms. Although there are examples of farms where tourism generates a sizable portion of income (Nilson, 2002), other studies have found that agritourism generates only enough money to keep the lights on. While not always lucrative, agritourism can provide farmers with enough income to keep their businesses running, however, agricultural production is still the primary emphasis of most agritourism businesses, and therefore agritourism is often a secondary source of revenue for the host farm.

While many look to agritourism as a way to boost their bottom line, research suggests that the success of these ventures depends on the unique qualities of each farm or company (Veeck et al., 2006). According to Busby and Rendle (1999), the first five years of an agritourism business's existence are the most precarious financially. Agricultural tourism enterprises that are financially viable produce income by providing a variety of services and are frequently situated close to other tourist destinations, yet there additionally has a local impact on the income created by the industry. Different farms may have different ideas about how much money may be made via agritourism. Larger farms in particular may see agritourism as a useful economic strategy since it may reduce their tax liability and other management expenses (Nickerson et al., 2001).

## **Methodology**

Five hundred sixty farmers engaged in various businesses, including agritourism, were polled in 2021. The study gathered data on the farmers who participated, the farms themselves, the agritourism services they provide, and other business factors. The example for the research was collected from farmers that participated in USDA marketing programmes and via an online search using certain keywords. In addition, the researchers used the snowball sampling method. The survey was filled out by 260 farm owners or managers (a response rate of 43.6%). Only 164 of the respondents (29.4 percent) actively engaged in agritourism were included in the analysis.

The focus of this research is on the perceived financial benefits of agritourism expansion on working farms. Three economic indicators are analysed for this study: (1) the percentage of sales that can be attributed to agritourism; (2) the percentage of farms that are very profitable, profitable, break even, and unprofitable; and (3) the percentage of farms that are unprofitable.

The relationship among the six various types of agricultural materials, the farm's financial condition, and the percentage of revenue generated from agricultural tourism was also examined in this study using multiple linear regression analyses. The farms' dimensions and location were used as independent variables to describe their physical assets, the operators' employment outside of agriculture and the number of visitors in 2008 were used to describe their agriculture tourism assets, and the the amount of advertising strategies and affiliations with trade associations were used to describe their executive assets. While conducting the test with several independent variables, there were no issues with convergence.

## **Data Analysis**

### **Farmers and agricultural owners who responded**

Most are still actively farming (85.2%), mostly producing speciality crops (58.4%), and are

situated at least 30 miles from an urbanized region are either sole proprietors or members of non-corporate families, indicating that they maintain traditional family farm systems. The farmers who responded are evenly split between first-generation and multi-generational farms (48.2% and 50.6%, respectively). Over a quarter (26.1%), while coming from a wide variety of educational backgrounds, hold degrees in both agriculture and business. 53.4% of those who filled out the survey are 65 or older. About one-fifth of respondents (19.6%) have only recently joined the agritourism industry, while forty-six percent (40.6%) have been welcoming guests for more than 10 years, demonstrating the presence of both newcomers and seasoned operators in the sector. Respondents are actively engaged in the local agricultural, commercial, and tourist communities, and on average use five (mean=4.6) different marketing tactics to promote their businesses. Sixty-five percent of new company owners don't have any kind of documented business or marketing strategy to guide them.

Farms typically provide four distinct recreational pursuits ( $M=3.7$ ). Most of them (64.6%) also provide at least one hospitality service, usually one that involves food and drink. More than 1.2 million people visited the farms that responded in 2008. Participating farms' gross sales fall into the following categories, roughly evenly divided into quarters: less than 10,000 (28.3%); 10,000-49,999 (23.0%); 50,000-249,999 (26.3%); and 250,000 or over (22.4%), as indicated in table 2. The majority (54.5%) stated that their farms were either extremely profitable (22.2%) or profitable (32.3%), while 27.8% said they were running at a loss.

**Table 2**  
**Agricultural Tourist Farms' Financial Trends in**

	<i>n</i>	<i>Statistic</i>
<b>2008 Farm Gross Sales (n = 152)</b>		
Less than 10,000	43	28.3%
10,000-49,999	35	23.0%
50,000-249,999	40	26.3%
250,000 or more	34	22.4%
Mean <sup>1</sup>		(3.97)
<b>Recreation-Related Sales Percentage (n = 155)</b>		
None (0%)	96	61.9%
Less than 30%	36	23.2%
30% to 59%	10	6.5%
60% or more	13	8.4%
Sales Percentage (Mean) <sup>2</sup>		(13.10)
Perceived Importance (Mean) <sup>3</sup>		(3.28)
<b>Stated Farm Economic Situation (n=158)</b>		
Very profitable	35	22.2%
Generating some profit	51	32.3%
Breaking even	28	17.7%
Operating at a loss	44	27.8%

According to the findings, agritourism is thought to increase agricultural earnings. More than one-third (36.2%) of respondents claimed that introducing agritourism activities to their farms greatly enhanced their earnings, (Table 3). Less than 1% (0.6%) of respondents reported a decline in their profits.

### **Resources relating to the farm economy and the percentage of sales connected to recreation**

These findings are not unexpected because farms with greater land may produce more agricultural products, which, in addition to bringing in money from farming, may increase the farm's agritourism attractiveness. Furthermore, as one study found greater social interaction can improve company efficiency via participation in professional and industrial associations. The apparent financial standing of the property did not correlate with its location from a population centre, the volume of visits it received in 2008, or the amount of marketing techniques it employed.

**Table 4**

**The percentage of sales derived from recreation and the multiple linear regression of farm assets were related to farm financial condition**

**DV – Economic Indicators (Standardized  $\hat{\alpha}$  and Significance)**

<i>Independent Variables</i>	<i>Economic Situation<sup>a</sup></i>	<i>Recreation Sales</i>
Farm acreage	.182 *	-.149
Distance from urban cluster	.010	.129
Operator's off-farm employment	-.189 *	-.171 *
Number of visitors in 2008	-.030	.330 ***
Number of marketing methods	-.180	.237 **
Number of association memberships	.294 **	.031
<i>p</i> value	.001	.001
<i>R</i> <sup>2</sup>	.168	.280
<i>Adjusted R</i> <sup>2</sup>	.125	.243
* <i>p</i> < 0.05	** <i>p</i> < 0.01	*** <i>p</i> < 0.001

<sup>a</sup> The Likert scale with the anchors (1) = Operational at a loss and (4) = Very Successful is used to gauge the dairy's financial standing.

### **Conclusions**

This research, which looked at the economic benefits of agritourism growth on farms, discovered that even while a majority of farmers do not see direct revenue from the business, they still view it as crucial to the viability of their businesses. The findings also demonstrate that agritourism is seen to have a favorable effect on farm profitability, with nearly every farmer claiming at least a little gain after incorporating agricultural tourism operations and almost one-fourth claiming an increase in revenue of double or more. These findings are particularly significant in light of the explosive rise of agritourism during the last five years in the United States and worldwide.

The findings also indicate that management farm assets and physically agritourism are related to the reported financial health of the agricultural company and/or the proportion of farm revenues

that come from agricultural tourism. These findings have significant ramifications for the growth and marketing of agritourism. Although farm features appear to have little effect on the production of money from entertainment, they do have an effect on the farm company as a whole. These findings imply that the availability of actual agricultural assets shouldn't serve as a disadvantage or a benefit for the establishment and expansion of agritourism businesses.

As a result, farms within a remoteness-proximity continuum have comparable chances to grow farming tourism businesses.

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## **IMPACT OF GST ON THE SALES OF AUTOMOBILE INDUSTRY: WITH SPECIAL REFERENCE TO MARUTI SUZUKI INDIA LTD.**

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### **Abstract**

The Indian automobile industry has in the past shown a positive sign of a sound and well going economy, as the automobile sector plays a significant role in both macroeconomic expansion and technological advancement. India holds a strong position in the heavy vehicles market worldwide as it is the largest producer of tractors, second-largest manufacturer of bus, and third-largest heavy trucks manufacturer in the world. India's annual automobile production in the financial year 2022 has marked a considerable achievement by manufacturing 22.93 million vehicles. The sector is rising significantly and expected to flourish even more in the future. With the implementation of GST in the year 2017, the automobile industry has experienced many ups and downs and is still undergoing through technical and other changes in its routine working. Considering this point, the current research paper has focused on the impact of GST on the sales of Automobile Industry specially focusing on Maruti Suzuki India Ltd. The study is mainly descriptive in nature and has relied on secondary data to present the pre and post GST comparison of the sales and exports of the Company.

**Keywords:** GST, Automobile Industry, Maruti Suzuki, Tax Credit.

### **Introduction**

GST implementation has created a unified market for the traders and businessmen which has removed the chain of innumerable taxes to be charged across the nation. The day 1<sup>st</sup> July 2017 has become a remarkable day in the history of Indian taxation as this day has given the sole and common indirect taxation structure for the entire nation. GST was implemented with a view to remove the cascading effect of taxation and to make India- one common market with a single taxation scheme.

Well, with the passing years, the impact of GST on various sectors of the Indian Economy is a fusion of benefits as well as challenges to which they are still striving to meet with.

This current study has been done with a view to study the impact of GST on one of the major players of Automobile Industry- Maruti Suzuki India Ltd. GST has posed a number of challenges before the Automobile sector in the short run but the benefits which the sector has got after GST implementation will definitely favor its growth in the long run. Removal of tax cascading, input tax credit and most important being the lower rates of taxes on most of the segment of Automobile sector has positively affected their sales and export volume. The paper will present the pre and post GST affect on the sales of Maruti Suzuki India Ltd.

### **Maruti Suzuki India Ltd.**

Maruti Suzuki India Ltd., formerly known as Maruti Udyog Ltd., was a Government owned automobile manufacturer formed in February 1981. The headquarter is in New Delhi. In 1982, a Joint Venture Agreement was signed between Maruti Udyog and Suzuki Motors of Japan, which was at that time, an importer of cars. In the year 2003, the company was sold to Japanese Corporation of Automobile manufacturer Suzuki Motors. As per the data released in the Economic Times of February 2022, Maruti Suzuki captures 44.2% of market share in passenger vehicles segment of the country. India's first Company to produce and sell more than a million cars in a year, Maruti Suzuki has accompanied automobile revolution in the country. The Stocks of the company are traded at NSE and BSE. Started with a single model - the iconic Maruti 800 Maruti Suzuki today has a vast portfolio of 15 car models and over 150 variants. Its product ranges from entry level small cars like Alto 800, Alto K10 to the luxury sedan Kizashi that is imported as a CBU. The Company has also added new products like Ertiga and Celerio which are very popular among the customers. This is India's first company to introduce factory fitted CNG vehicles (Eeco, Alto, Estilo, WagonR, SX4 and Ertiga). Although the company still acquires largest market share in the country's automobile market but its sales has declined in the previous financial year.

Let us have a look on the list<sup>1</sup> below depicting India's top 10 automobile manufacturers in the financial year 2021-22

<i>Car Makers</i>	<i>Sales FY 2021-22</i>	<i>Market Share</i>
Maruti Suzuki	13,89,979	43.65%
Hyundai	481,500	15.78%
Tata Motors	370,372	12.14%
Mahindra & Mahindra	225,678	7.40%
Kia Motor	186,787	6.12%
Toyota	123,760	4.06%
Renault	87,475	2.87%
Honda Cars India	85,609	2.81%
Skoda+VW	65,904	2.16%
MG Motor	40,369	1.32%

### **Review of Literature**

Prof. Dr. Vijayalakshmi Srinivas and Prof. Prasad Ghodke (2020) studied, "GST- Awareness, Perception and Practical Difficulties of Entrepreneurs in the Unorganized Sector of Beed district"

and found that most of the entrepreneurs in the unorganized sector are not aware about the GST Structure and they are not satisfied with the implementation of GST and because of this they have negative perception about this taxation system. Most of the difficulties they are facing are due to the lack of knowledge and awareness regarding the working of GST mechanism.

Charumathi S, Dr. Rampilla Mahesh and Dr.S.Kumar Ranjith (2019) studied, “GST implication on sales of automobile industry with reference to TATA Motors” and concluded that the GST implementation has positively affected the sales of TATA motors as an increase in the sales volume has been found with the help of secondary data and statistical methods such as t test. Also it has benefitted the customer base of TATA motors.

Sudipta Chakraborty (2018) studied, “Effects of GST on MSMEs and its impact on GDP Growth of India- A Study” and found that these sectors have faced two fold consequences right from the time when the Indian Government has announced the New Tax Regime till the post implementation period. In the initial stage, it was very difficult for the small and medium entrepreneurs to cope up with the challenges put forth by the GSTN but after the continuous initiatives and financial support by the Government and financial institutions the MSMEs have shown signs of improvement and progress.

Dr. S. Gautami (2018) studied, “Effect of Goods Services Tax on Micro Small Medium Enterprises in India” and explored the level of awareness among small business entrepreneurs on GST. As per the study conducted, majority of the respondents were aware about the GST mechanism and that there exists a positive relationship between the business size and awareness level. The entrepreneurs have agreed that they would face serious issues and problems which have arisen because of the implementation of GST.

Akshara Mahesh and Karthika k. (2018) have studied “Impact of GST on Automobile Industry in India” and concluded that major reduction has been noticed in the prices of luxury cars which will boost up their sale, however, the result is not so in case of small cars. The authors have concluded that GST will be beneficial for the automobile sector in the long run.

S.D Kharde (2017) studied “Impact of GST on Indian Automobile Industry” and found that customers who would buy small and mid size segment vehicles will gain the most among all the different segment buyers.

Pooja Jha and F.B Singh (2017) studied “A Study on Implementation of GST and its Repercussion on Indian Automobile Sector” and found that GST regime has a positive outlook for the Automobile Industry in terms of improved efficiency in road logistics and reduction in the prices of small cars and two wheelers but focus should be maintained on proper administration of GST and resolution of various issues.

### **Importance and Objective of Study**

- No studies have been done so far on this topic and as the Automobile Sector is one of the fastest growing sector and a significant contributor in the country's GDP, it is important to analyze what changes the new taxation regime has brought in terms of sales of the leading automobile player of the country- Maruti Suzuki India Ltd.
- To compare Pre and Post GST implementation impact on the sales of Maruti Suzuki India Ltd.

## Hypothesis of the Study

$H_0$  : There is no significant difference between pre and post GST sales of Maruti Suzuki India Ltd.

$H_1$  : There is a significant difference between pre and post GST sales of Maruti Suzuki India Ltd.

## Research Methodology

The current study is inferential in nature and relies on quantitative data which are of secondary nature. The main sources of data used in this research paper are company's website, e- newspapers, journals and financial reports issued and published by various competent authorities.

## Statistical Tools Used

- Trend Percentage Analysis
- T-Test

## Data Analysis

**Table I**  
**Trend Percentage**

ITEMS	2014-15	2015-16	2016-17	2018-19	2019-20	2020-21	FY I-II	FY II-III	FY III-IV	FY IV-V	FY V-VI
	Quantity in Figures						Trend Percentage				
UTILITY VEHICLES	68,198	94,416	1,95,741	2,64,197	2,35,298	2,29,101	38%	107%	35%	-11%	-3%
PASSENGER VEHICLES	9,73,531	10,67,464	10,95,891	12,87,023	10,60,644	9,59,658	10%	3%	17%	-18%	-10%
VANS	1,28,973	1,43,471	1,52,009	1,78,606	1,18,404	1,05,081	11%	6%	17%	-34%	-11%
EXPORTS	1,21,713	1,23,897	1,24,062	1,08,749	1,02,171	96,139	2%	0.13%	-12%	-6%	-6%
TOTAL SALES	12,92,415	14,29,248	15,67,703	18,38,575	15,16,517	13,89,979	11%	10%	17%	-18%	-8%

\* FY I-II: (2014-15) – (2015-16); FY II-III: (2015-16) – (2016-17); FY III-IV: (2016-17) – (2018-19); FY IV-V: (2018-19) – (2019-20); FY V-VI: (2019-20) – (2020-21).

The above table represents the sales data of the company from the financial years April 2014 to March 2021. Based on the analysis done following conclusions can be drawn:

1. In case of Utility Vehicles, the sales were rising in the pre GST regime but as per the data right after 1 year of GST implementation a continuous decline in the sales figure can be noticed.
2. The category of passengers vehicles have also experienced a rise in sales in the year 2018-19 but thereafter, the sales have declined by 18% and 10% in the later years.
3. Vans have experienced a significant fall in the sales figure after the implementation of GST.
4. Apart from domestic sales, the exports have also declined by 12% and 6% YoY basis after GST came into being.
5. After witnessing significant increased sales by 17% after GST implementation, the total sales declined in the years 2019-2021 which was obvious as all the segments were witnessing a fall in their sales.

**Table 2**  
**Descriptive Statistics**

ITEMS	PRE-P.V.	POST-P.V.	PRE-U.V.	POST-U.V.	PRE-VANS	POST-VANS	PRE-EX	POST-EX	PRE-TOTAL	POST-TOTAL
MEAN	1045629	1102442	119451.7	242865.3	141484.3	134030.3	123224.0	102353.0	1429789	1581690
STD. DEV.	64035.76	167637.2	67356.46	18731.81	11645.79	39174.2	1311.162	6306.97	137644.8	231290.4

**Table 3**  
**t-Value**

UV-PRE	UV-POST	PV-PRE	PU-POST	VANS-PRE	VANS-POST	EX-PRE	EX-POST	TOTAL-PRE	TOTAL-POST
68198	264197	973531	1287023	128973	176606	121713	108749	1292415	1838575
94416	235298	1067464	1060644	145471	118404	123897	102171	1429248	1516517
195741	229101	1095891	999658	152009	105081	124062	96139	1567703	1389979
119451.6667	242865.3333	1045628.667	1102441.667	141484.3333	134030.3333	123224	102353	1429788.667	1581690.333

T-test									
0.122761764		0.712172459		0.822557779		0.040613466		0.54711166	

The study was conducted by using “two-tailed” t-test to compare the pre and post GST impact over the sales of different category of vehicles of Maruti Suzuki India Ltd. The objective set for the paper was achieved by testing the hypothesis by comparing t-value of Utility, Passenger Vehicles, Vans and sales in the form of Exports, with the tabular value and following points have been found:

**Sales of utility vehicles:** the calculated t-value 0.12276 is greater than the critical value of 0.05 and hence, the null hypothesis cannot be rejected because the study reveals that there is no significant difference between pre and post GST sales of Maruti Suzuki India Ltd.

**Sales of passenger vehicles:** the calculated t-value 0.71217 is greater than the critical value 0.05 which means the change in the pre and post GST sales of the company is not significant.

**Sales of vans:** the t-value 0.8225 is greater than the critical value 0.05; hence, the null hypothesis is accepted.

**Exports:** the calculated t-value is less than the critical value 0.05; hence it can be said that a significant change in case of exports is noticed in the pre and post GST sales.

**Total Sales:** the t-value is greater than the critical value 0.05 which means there is no significant difference between pre and post GST sales of Maruti Suzuki India Ltd.

## Findings

- Just after GST implementation in 2017, a significant increase in the sales can be seen in almost all the segments of Maruti Suzuki but after 1 year of GST implementation, the sales have witnessed a fall in the data for up to 2020-21.
- The total sales of Maruti Suzuki have increased by 17% in the year 2018 but after that it has declined till 2020-21.
- The result derived from the current study does not show any significant positive changes in the sales of the company after GST implementation but falling sales can be seen.

## Conclusion

Although the current study has concluded that there is no significant difference between pre and post GST sales of Maruti Suzuki India Ltd. and even in the previous few years GST has negatively impacted the Automobile Industry, yet, it will show the positive changes in the future. Experts say that GST is at its infant stage right now; hence it is very difficult to judge its impact over the various sectors of the economy at this time. It has to go a long way then only the real and positive aspects of this taxation scheme will be confronted. As far as the automobile sector is concerned, it has undoubtedly been benefitted with the implementation of GST by way of reduced tax rates and input tax credit. This can be clearly understood from the rising sales till the year 2018-19. GST cannot be regarded as the cause of falling sales after 2018-19 as we all know that by the end of 2019 the entire world economy has been trapped by the vicious circle of Covid 19 which has put a full stop for almost two years to the entire economical activities and the economy as well. Now as the country is reviving itself from the drastic consequences of the pandemic, the Automobile sector is also showing its positive results. If we talk about the sales data of year 2021-22, total sales of Maruti Suzuki has been recorded at Rs. 16, 52,653 which is quite high as compared to the previous year sales of Rs. 13, 89,979. A marked growth in the exports of Maruti Suzuki India Ltd. is recorded at 2, 38,376 in the year 2021-22 as against the exports of 96,139 in the previous year. The company has recorded highest exports in the last 10 years. Not only Maruti Suzuki but all the major players of the Automobile Industry have shown positive signs which will definitely go on improving and then in the coming years the positive impacts of GST will be clearly visible to the entire economy.

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## **UPS AND DOWNS IN STOCK MARKET IN INDIA OWING TO FLUCTUATIONS IN ECONOMIC FACTORS**

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### **Abstract**

This report attempts to communicate the connection between a broad economic indicator and the Indian stock exchange. The stock exchange is crucial because it allows investors to pool their resources and turn them into something of value. Many people view the stock market as a surrogate for an economy's overall health. The rise and fall of a stock market index mirror the ups and downs of the business and economic cycle. As a result, the direction of The alterations in the macroeconomic situation will have a significant impact on any stock exchange statistic. The growth or decline of GDP and inflation rates are two of the most important indicators of the health of the economy as a whole. A complete indicator of the health of the Indian economy is the GDP. Inflation causes more stock market volatility. Using up-to-date information and cutting-edge methods, we want to examine this connection in the Indian context. The research examined data from 2008 to 2019 to determine the correlation between the BSE SENSEX and GDP and inflation. Using statistical significance tests, we make conclusions about the data and find that the inflation rate and the stock market are both causally related to one another.

**Keywords:** macroeconomic variable, Stock Market Index, GDP, BSE SENSEX, Pearson's correlation, inflation.

### **Introduction**

Both objective influences based on economic fundamentals and subjective ones, both of which are unexpected and hard to quantify, make up the economic environment at both the micro and macro levels. Investment returns, GDP growth, and inflation are all thought to be significantly influenced by domestic economic factors. For decades, the correlation between the performance of the stock market and macroeconomic data has piqued the curiosity of both academics and businesspeople. The Indian stock market and macroeconomic indices show autocorrelation, according

to Tripathy's (2011) research. A stock market is defined as an exchange that makes it easier for assets produced by publicly traded businesses to be listed and exchanged. Another point of view is that current GDP may have a meaningful and observable influence on the stock market, but this effect is not always stable.

Investor confidence may be boosted by GDP growth that is above expectations. Increased trading volume has been shown to boost share prices, which in turn boosts broad market indices. If gross domestic product drops, investors may become less active in the market. The market's structure and form have evolved dramatically in recent years. There have been fundamental institutional shifts in the market, which have increased efficiency, transparency, and safety significantly. The Bombay Stock Exchange (BSE) and the National Stock Exchange (NSE) are the two stock exchanges where trading in the Indian stock market takes place. Since 1875, when the BSE was first described, BSESENX has been taken into account. Stock prices in every country's share market are affected by a wide range of macroeconomic factors. Inflation, another factor included in this research, has a causal effect on stock market swings.

This report provides a comprehensive look at annual statistics from 2008 through 2018. There are five distinct parts to it. The first section is an introductory one. In Section 2, we examine the literature on the link between stock market performance and other economic factors. Data and methods for stationarity testing, the use of regression analysis and correlation analysis, and the identification of the direction of any causal relationships are covered in Section 3. In Section 4 of the study, the outcomes of the methods used and their interpretation are presented. Section 5 is the last section of the paper and contains the conclusion.

## **Literature Review**

Stock prices respond favorably to clear depictions of macroeconomic factors like GDP and Inflation. The research found that GDP and inflation were the two most influential macroeconomic indicators in forecasting stock price movements. Using regression and correlation analysis on monthly data from January 1990 through December 2010, a particular macroeconomic variable was chosen. According to research (Reddy, 2012), the stock market benefits when inflation falls with rising RGDP.

This study looked at the long-term relationship between Indian stock prices and a few macroeconomic indices using data that was gathered every month between January 2011 and December 2012, when the study began. The Granger test for causality was applied to investigate potential causal relationships between the variables (Singh 2014).

According to the following research, progress in the financial sector (the stock market) is a key factor in the expansion of the economy. Paramita and Gupta (2011) state that a battery of econometric tests, including the Unit root test, the Engle-Granger Cointegration technique, and the Error Correction Model, is used in this investigation.

The research by Garg and Karla (2018) demonstrates that the Sensex is positively correlated with most macroeconomic variables, except for average inflation and the unemployment rate. Except for the Wholesale Price Index (WPI), the research on Nifty and other macroeconomic indicators does not show cointegration.



Robert D. Gay (2008) clarified the longitudinal relationship between the values of the BRIC stock market indexes and the macroeconomic variables of the currency exchange rate and oil price utilising the Box-Jenkins ARIMA framework. The prices of BRIC stocks in the present and the past did not correlate with our study.

According to Malarvizhi, K., Thenmozhi, M. J., and Jaya, M. (2010), any stock market index's performance is heavily reliant on the ebb and flow of macroeconomic variables. This research uses quarterly data between June 2000 and March 2010 to examine the correlation between the NIFTY Index and Gross Domestic Product (GDP) and finds that there is a causal link in both directions.

### **Objectives of the Study**

- The study's goals are to get an understanding of how the growth or decline of the country's GDP and inflation rate have influenced the BSE Sensex.
- The purpose of this analysis is to dissect the dynamics between GDP, inflation, and the SENSEX Index shift at BSE.
- To investigate the connection between the aforementioned factors.

Using secondary data, we examine the interplay between the Sensex and several key macroeconomic variables from December 2008 through November 2019. Information was gathered from the Bombay Stock Exchange, the World Bank, and the Reserve Bank of India. The values of the S&P BSE SENSEX at the end of each year are used to populate the BSE website's criteria variable BSESENX. The research uses time-series data from 2008 to 2019 with 12 observations each year of the aforementioned factors. This time frame reflects the post-subprime crisis era, during which the global economy and the BSE Sensex Index both suffered. The sample is collected from 2008-2019 to eliminate outliers and protect the integrity of the financial data. Certain conceptual definitions and levels of expertise in a topic are developed with the help of books. Journals, magazines, and newspapers will be scoured for up-to-date information on the research variable of interest. Longitudinal and causal relationships between variables may be examined with the use of time series analysis. Time series analytic methods including correlation, descriptive statistics, and multiple regression were used in the investigation.

### **Data Analysis**

The information in the evaluation demonstrates how responsive the Indian stock market is to modifications to macroeconomic factors. These particular elements require research. This study's goal was to determine how various macroeconomic factors affected Indian stock prices. market's Sensex index and, by extension, the decisions and investments made by individual investors. Sensex is the dependent variable, while all other macroeconomic indicators, such as GDP and Inflation, are the independent variables, in this analysis.

The preceding table may be seen as following a pattern of higher growth rates from 2008 to 2010, followed by a little decline in 2011, higher growth rates from 2016 to 2019, and another decline from 2019 forward. From now through 2013, the Inflation Rate steadily rises; from 2014 through 2019, it steadily falls. The Sensex has been on an upward trend recently.

### Secondary Data from the Year 2008 to 2019

<i>Year</i>	<i>GDP</i>	<i>Inflation</i>	<i>Sensex</i>
2008	3.09	8.35	9,647.31
2009	7.86	10.88	17,464.81
2010	8.5	11.99	20,509.09
2011	5.24	8.86	15,454.92
2012	5.46	9.31	19,426.71
2013	6.39	11.06	21,170.68
2014	7.41	6.65	27,499.42
2015	8	4.91	26,117.54
2016	8.26	4.95	26,626.46
2017	6.8	3.33	34,056.83
2018	6.53	3.95	36,068.33
2019	4.04	3.72	41,253.74

#### A. Sensex and Gross Domestic Product

**Table 1**  
**Correlation**

	<i>Sensex</i>	<i>GDP</i>
Sensex	1	
GDP	0.121555317	1

The correlation between the Sensex and GDP is laid forth in the above table. There is a positive correlation between the GDP rate and the Sensex, suggesting that rising GDP levels would likewise boost the stock market. Both are related by a factor of 0.121555317.

#### Sensex and Inflation

**Table 2**  
**Correlation**

	<i>Sensex</i>	<i>Inflation</i>
Sensex	1	
Inflation	-0.77097732	1

The correlation between the Sensex and inflation is laid forth in the above table. There is a negative correlation between inflation and the Sensex, which suggests that rising prices will drive investors away from the stock market. The two are related by a distance of -0.77097732.

#### Regression Statistics

**Table 3**

<i>Multiple R</i>	<i>R Square</i>	<i>Adjusted R Square</i>	<i>Standard Error</i>	<i>Observations</i>
0.79473538	0.631604324	0.549738619	6158.27553	12

**Table 4**

<i>Multiple R</i>	<i>Coefficients</i>	<i>Standard Error</i>	<i>t Stat</i>	<i>P-value</i>
Intercept	34853.27244	8113.738296	4.295587455	0.002003577
GDP	1034.706631	1085.404844	0.953290965	0.365342628
Inflation	-2310.322529	595.149892	-3.88191708	0.003720511

**Table 5**  
**Residual Output**

<i>Observation</i>	<i>Predicted Sensex</i>	<i>Residuals</i>
1	18759.32281	-9112.012807
2	17849.75744	-384.9474375
3	15947.51167	4561.578326
4	19805.67757	-4350.757574
5	18993.66789	433.0421056
6	15912.88063	5257.799365
7	27156.80375	342.6162471
8	31787.24187	-5669.701866
9	31963.85269	-5337.392689
10	34195.90351	-139.0735055
11	32484.13275	3584.197253
12	30439.08742	10814.65258

## Findings

- Table 1 shows a positive association between the Sensex and GDP, suggesting that economic growth influences the stock market index's performance. When GDP rises, the Sensex follows suit, and vice versa.
- Sensex (the dependent variable) is negatively correlated with inflation (the independent variable). That indicates both variables are trending downward. When the independent variable changes, the dependent variable responds negatively.
- Using the method of multiple regression analysis, we discover that there is a significant impact of inflationary on the stock market as a whole, rejecting the price increase null hypothesis while accepting the GDP null hypothesis as valid.
- P-values for GDP and inflation are 0.3653 and 0.0037, respectively, when interpreted in light of Table 4. The typical acceptance rate for the H1 Hypothesis is below 0.05.

## Conclusion

Results reveal a strong link between the Sensex, GDP, and inflation, supporting the study's central hypothesis that these variables all move together over time. After that, we ran the test covering our research window of 2008–2019. The study's hypotheses are tested using multiple regression analysis tests, which revealed a substantial effect of inflation on the stock market by rejecting the

null hypothesis for Inflation while accepting the null hypothesis for GDP. The research concluded that the stock market (as measured by the Sensex) responds positively to a decline in inflation. When formulating policies, governments and policymakers should take this inverse connection into account. The study's most important contribution is its identification of economic growth's part in the evolution of stock markets. The direction of causation between economic expansion and stock market performance may help investors predict the market's future directions. Investors need to know this when deciding how to allocate their capital. For policymakers, this knowledge is crucial to crafting measures that will best accomplish national economic goals. All of the studied macroeconomic variables, both good and negative, affect the movement of the Indian stock market and the prices at which stocks trade. In conclusion, the government should enact policies that, via infrastructure development and increased living standards, minimize inflation and poverty. The stock market is crucial in redistributing resources from more prosperous to less fortunate areas of the economy. On top of that, it frees up resources that might otherwise sit idly by facilitating the pooling of capital from small investors for use by productive sections of the economy. It also provides the financial system with liquidity.

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# **ORGANIZATIONAL CLIMATE AND ITS CORRESPONDING IMPACT ON ATTRITION IN EDUCATIONAL INSTITUTIONS**

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## **Abstract**

An important factor in boosting a country's competitiveness in the global economy is education, which is one of the areas that has a considerable impact on the economic, political, and social development of the country. The majority of higher education institutions in India have not treated their faculties with justice and fairness. With an attrition rate of over 100% annually, faculty attrition is an issue for the majority of colleges. Organizations have a dilemma with talent management. The goal of the study is to look into the issues surrounding faculty attrition and management's failure to keep in-demand professors. The numerous factors that young faculty members believe are crucial for retention have been identified through an empirical investigation. For research, Principal Component Analysis has been applied. The results of this study may be useful for the administration of these institutions and the decision-makers in creating more sensible and superior policies for teacher retention, thus raising the standard of the educational system.

**Keywords:** Higher Education, Management Schools, Principal Component Analysis, Institutions. Attrition Causes.

## **Introduction**

One of the areas that has a big impact on the country's social, political, and economic development is education. It is essential to increasing a nation's ability to compete in the world economy. We must therefore design the educational system such that it is easily accessible to everyone in society and offers high-quality education that meets worldwide standards. For India to flourish economically and socially, it is essential that everyone has access to high-quality education. One of the largest systems of its kind in the world, India's higher education system has evolved in a spectacular way, especially in the post-independence era. With more than 10 million students, India has one of the biggest higher education systems in the world. The growth in institutional capacity from 1950 to 2021. After Independence, higher education in India has seen a broad rise in institutional capability.

The number of colleges rose from 700 to 33023, the number of universities from 25 to 634, and the number of professors from 15000 to 7.2 lakhs between 1950 and 2021. Higher education institutions now have more over 169.75 lakh students, up from just 1.00 lakh in 1950. (UGC Report, 2021). Any higher education institution's three pillars are management, infrastructure, and faculty quality.

Organizations are confronting a fierce talent battle as a result of the growing demand-supply mismatch. Similar to business and industry, the education sector is realising the need for talent to fulfil the higher standards of excellence set by society. The management of the majority of technical and management schools has failed to develop the necessary abilities in students and treat faculty members fairly and justly, according to experience. Only a small number of higher education institutions have been able to do this. To some extent, the calibre of the available faculties could also be blamed for the subpar level of student production. On the other hand, the number of senior faculty members who are currently employed and who will retire within the next five years will increase as more senior faculty members approach retirement. For management institutions, keeping their current high-caliber faculty and finding new faculty who are qualified for academic positions will be a major problem. This research seeks to bridge this information gap by examining the causes of faculty attrition and management's failure to keep in-demand academic members. The results of this study may be useful for the administration of these institutions and the decision-makers in creating more sensible and effective faculty retention policies, thereby raising the standard of education.

### **Talent Management**

The entire process of planning, hiring, managing, evaluating, developing, sustaining, and compensating human resources in a business is known as talent management. Talent management refers to the procedure used by employers of all types, including businesses, governments, and non-profit organisations, to foresee and address their human resource demands. The fundamental people management difficulty in businesses is placing the right people with the right talents in the right jobs, which is a popular definition of talent management. The competencies that companies possess and their final success are shaped by decisions concerning talent management, and from the perspective of the individual, these decisions impact the course and pace of careers. Practices in talent management have a significant impact on society as well. General Electric (GE) is a multinational corporation with operations in more than 100 countries and more than 315,000 workers. According to Fortune magazine's list of the "Top most admired firms of 2006," it came in first place. Such data begs the question: What makes GE so great? for any HR manager. The fact that GE has created a number of cutting-edge HR strategies based on the notion that managerial skill, rather than light bulbs or transformers, is the company's most valuable product, provides the solution. One of the important factors in GE's success in maintaining its reputation is its innovative talent management strategies. Recruiting, Performance Management, Learning Management, and Compensation Management are the four cornerstones of Talent Management. Although each of the four pillars is crucial for managing talent, it has been found that performance management and recruitment alone are insufficient to guarantee long-term retention. The most significant factors in attrition, according to research, have been problems with learning management and quality of life, with compensation management coming in second. Developing an organization's human capital

internally through methods such as assessment centres, 360-degree feedback, career development tasks, high potential programmes, recognition & appreciation, compensation management, etc. is what talent management is all about. Nevertheless, rather than promoting and giving raises to internal human capital, the majority of firms' employ outsiders at the expense of internal human capital.

### Figures and Data

- A study predicts that the talent management market will reach \$8 billion by the end of 2025.
- Between 33 and 65 percent of the yearly compensation is spent on the cost of hiring a middle-level manager (including advertising or agency fees, HR costs, and management time plus 50% effectiveness in the first three months).
- 85% of businesses are having trouble hiring new employees.
- 77% of organisations are having issues with retention.
- 60% of HR Directors stated they would not re-employ their staff. 53% of employees leaving their firm cited stronger promotion or development prospects outside the organisation.
- 80% of people quit their jobs, not their supervisors.

### Literature Review

Since more and more businesses are discovering that their employees' talents and skills are what fuel their corporate success, talent management, a practise that first arose in the 1990s, is gaining universal popularity. The phrase "Talent Management" was first used by McKinsey & Company in 1997 as a result of a study.

The process approach, presented by Farley (2015), contends that talent management encompasses all procedures required to maximise personnel inside a company. He felt that having the proper talent is the foundation for an organization's future success, and that developing talent should be a regular element of organisational operations.

Creelman (2014) provided the cultural perspective that talent management is a way of thinking. According to Michaels Handfield-Jones & Axelrod (2021), success requires talent. This is typical of organisations where there is a free internal labour market, with assignments being allocated according to how well they performed on their last assignment, and it is evident that every individual is dependent on their talent for success due to the nature of the market in which they operate. Alternately, it might be a company that values and prioritises each employee's ability to improve, and where allowing them to do so is standard operating procedure. Another viewpoint is the competitive approach, which contends that finding talented individuals, learning what they want, and providing it to them are the key components of talent management. If no other perspective is taken as a retention tactic, this one usually takes precedent. Because their value proposition is centred on the skills of their workforce, it is typically observed in professional services firms. The developmental viewpoint is another strategy, which recommends talent management as accelerated development pathways for the best workers.

Everyone in the organisation must go through the same personal development process, but high potentials must move through it more quickly. In order to develop high potentials or talents faster than others, this is the main goal. The significance of faculty for quality in higher education was supported by Ewell (2011), Cornesky (2011), Chen et al. (2016). The majority of studies on academic quality in higher education have been customer-focused, examining how satisfied or unsatisfied students are with the various programmes. The importance of faculty satisfaction has been minimal. In order to illustrate quality improvement in terms of satisfaction, Chen et al. (2016) updated the Importance - Satisfaction model (I-S model) for use in higher education. An early version of the customer-supplier model for higher education was created by Tribus (2015). Raouf (2014) made the claim that the beneficiaries must be precisely defined in terms of their needs and expectations, citing the Tribus model (2015) as support. According to the model, faculty is a type of client in the education sector, and much like in business, there are internal and external customers in education. So, it's crucial to emphasise teacher satisfaction from the perspective of job satisfaction as well. Despite the fact that faculty members are the primary resource essential to effective educational activity, managing faculty satisfaction as talent is still less well-studied than managing employee satisfaction as talent in business.

According to Shagbemi's (2017) research, faculty satisfaction is a crucial prerequisite for outstanding faculty performance in terms of educational quality. According to Korey (2015), studies on the quality of higher education have begun to take faculty members' job happiness into account. According to Ewell (2021), teacher satisfaction is a crucial component of high-quality output due to the professional commitment of faculty members and how well those aims are in line with the broader objectives of universities to improve the quality of education. The emphasis on internal customer relationships in Schonberger's (2020) work supports the notion that the faculty may be viewed as the educational manager's clientele. According to Rowley (2016), it is the manager's responsibility to reduce issues that prevent faculty from working to the best of their abilities. There haven't been many studies done yet that examine professors as potential talent and institutionalise talent management for academic institutions. Also, this is a unique topic in India, where hardly any research has been done taking faculty as talent.

## **Research Methodology**

The standard of higher education has grown more crucial as India works to compete in the global economy in fields that call for highly skilled workers. The experience that students will gain from their higher education will depend, in large part, on how well the faculty members perform in their roles as teachers and researchers. Since faculty play a significant part in student learning, the current research has attempted to prioritise the activities that institutions must do to ensure faculty satisfaction and achieve leadership in higher education through personnel management. The current study has an exploratory approach. In order to suggest factors to be taken into consideration when designing the talent management process and in attracting, developing, and retaining quality faculty, the issues and factors important for faculty and their satisfaction have been investigated for this research using the questionnaire survey method. The used questionnaire was split into sections A and B.

Questions on the faculty's age, gender, qualifications, total experience, and current designation were included in the first section of the questionnaire. The second section contained the fourteen



criteria that were used to describe how faculties were expected to be assessed on a 5-point Likert scale. After creating the questionnaire, a professional opinion was sought and a pilot test with three faculties was conducted. Young professors from various management institutions were chosen for the study by convenience sampling. The questionnaires were distributed to 40 faculties, and 32 responded. Factor analysis was then used to decrease the data. By limiting the number of variables, factor analysis is a means of minimising the complexity of data. Data reduction is the process of eliminating redundant (highly correlated) variables from the data file and maybe replacing it with a smaller set of uncorrelated variables. A total of fourteen variables were subjected to factor analysis in relation to the elements that are significant to faculties and have an impact on them. The statistical analysis was conducted using SPSS (Statistical Software for the Social Sciences) version 16.0.

### Data Analysis and Results

The fourteen study parameters were subjected to a factor analysis using SPSS, which produced the following findings: The descriptive statistics of the means and standard deviations of each of the fourteen parameters chosen for the investigation are provided in Table 2. The variance in each variable that has been accounted for is shown in Table 3. Initial communalities are calculations of the variance in each variable that each component or factor may account for. Estimates of the variance in each variable that the components are expected to account for are known as extraction communalities. The communalities in this table are all high, demonstrating that the variables are accurately reflected by the extracted components.

Table 2: Descriptive Statistics

Factors	Mean	Std. Deviation
Teaching load	4.2812	.77186
Management behaviour	4.2812	.63421
Colleague behaviour	4.4688	.71772
Infrastructure facilities	4.1250	.60907
Incentive for hard work	4.0312	.78224
Loyalty incentive	4.0938	.68906
Attrition rate	3.2812	1.05446
Learning opportunity	3.9375	.80071
Role clarity	3.4375	.75935
Administration support	4.3125	.73780
Growth opportunity	4.0000	.71842
Performance appraisal	4.2188	.65915
Recognition and Appreciation	4.5625	.66901
Salary	4.5938	.66524

Table 3: Communalities

Factors	Initial	Extraction
Teaching load	1.000	.786
Management behaviour	1.000	.772
Colleague behaviour	1.000	.786
Infrastructure facilities	1.000	.738
Incentive for hard work	1.000	.776
Loyalty incentive	1.000	.768
Attrition rate	1.000	.545
Learning opportunity	1.000	.652
Role clarity	1.000	.734
Administration support	1.000	.719
Growth opportunity	1.000	.794
Performance appraisal	1.000	.854
Recognition and Appreciation	1.000	.753
Salary	1.000	.839
Extraction Method: Principal Component Analysis.		

Table 4: Total Variance Explained

Component	Initial Eigenvalues		
	Total	% of Variance	Cumulative %
1	4.746	33.899	33.899
2	2.350	16.783	50.682
3	1.291	9.222	59.904
4	1.099	7.853	67.757
5	1.031	7.362	75.119
6	.788	5.630	80.749
7	.618	4.415	85.164
8	.581	4.147	89.311
9	.540	3.854	93.165
10	.324	2.313	95.478
11	.240	1.712	97.190
12	.178	1.272	98.462
13	.149	1.061	99.523
14	.067	.477	100.000
Extraction Method: Principal Component Analysis.			

As the KMO Measure of Sampling is greater than 0.5 and falls within the permitted range, further factor analysis may be conducted. Principal Component Analysis and rotation specification were used to determine the outcome of the factor analysis. Varimax rotation and Eigenvalue 1 were used to evaluate the data. The eigenvalue, or percentage of variance in the original variables accounted for by each component, is shown in Table 4's total column. The ratio is shown in the % of Variance column as a proportion of the overall variation across all variables. The percentage of variation that the first n components together account for is shown in the Cumulative% column. The retrieved components are displayed in Table 5.

**Table 5**  
**Total Variance Explained**

Component	Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	4.746	33.899	33.899
2	2.350	16.783	50.682
3	1.291	9.222	59.904
4	1.099	7.853	67.757
5	1.031	7.362	75.119
Extraction Method: Principal Component Analysis.			

The rotation in Table 6 keeps the overall proportion of variation explained by the retrieved components constant. More than 75% of all variables can be explained by the aforementioned elements (Table 6). What the components represent can be determined using the rotated component matrix. The results of the factor analyses are clear in Table 7, which highlights the extraction of five components that the faculties value highly.

Factor 1 The faculties place a lot of weight on many aspects. While these components have the highest loading as seen in the chart, the first component contains Motivation for hard work, Growth opportunity, Performance appraisal, and Recognition & Appreciation. The objects' respective

**Table 6: Total Variance Explained**

Component	Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %
1	2.835	20.250	20.250
2	2.514	17.954	38.205
3	1.904	13.600	51.805
4	1.788	12.769	64.574
5	1.476	10.545	75.119
Extraction Method: Principal Component Analysis.			

Table 7: Rotated Component Matrix

Factors	Component				
	1	2	3	4	5
Teaching load					.671
Management behaviour		.471			
Colleague behaviour		.728			
Infrastructure facilities			.809		
Incentive for hard work	.605				
Loyalty incentive		.853			
Attrition rate		.565			
Learning opportunity				.482	
Role clarity				.815	
Administration support			.603		
Growth opportunity	.680				
Performance appraisal	.897				
Recognition and Appreciation	.814				
Salary					.892
Extraction Method: Principal Component Analysis.					
Rotation Method: Varimax with Kaiser Normalization.					

loadings are .605, .680, .897, and .814. The researcher has classified these elements as “Incentives” due to the commonality of these components. Rewards are external motivators for effort, which also has an impact on faculty attrition.

**Factor 2** Factors with high loading on the second component include attrition rate, incentive for loyalty, management behaviour, and employee behaviour. These variables are interpreted by the researcher as the “working environment”. The most weighted factor in the workplace is reward for loyalty, followed by colleague behaviour.

**Factor 3** The third aspect consists of administrative support and infrastructure. These things are referred to as the “physical environment” by the researcher. The foundation of the faculty’s work is the infrastructure provided by the institution.

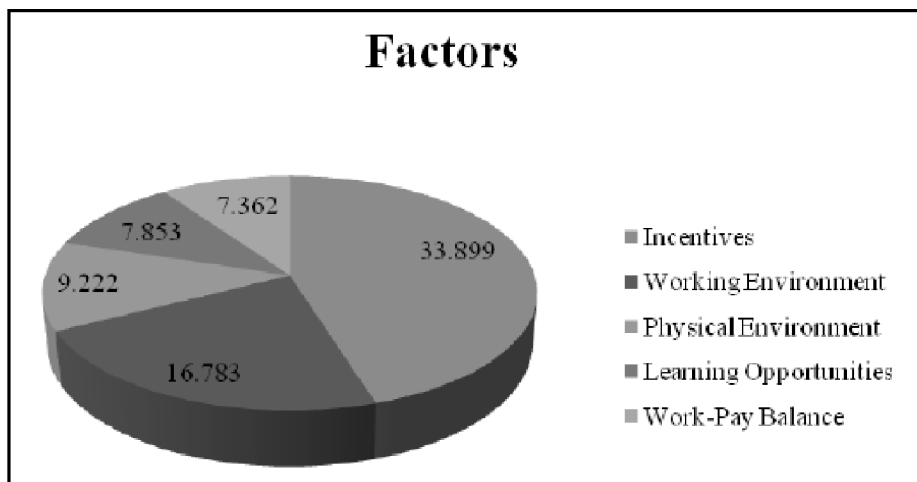
**Factor 4** The fourth aspect consists of role clarity and learning opportunities. The term “learning opportunities” is used to describe them. As a crucial element, the faculties are more clear regarding learning possibilities and the definition of their roles.

**Factor 5** It stands for pay and the amount of teaching. As a result, it is known as “Work-Pay Balance”. It also has the lowest variance of all the factors (10.545).

Incentives, which has an Eigen value of 4.746 and a variance explanation percentage of 20.25 percent, is the most significant component, followed by working environment with values of 2.350 and 17.95. It was clear that the working environment and incentives both had elements that are crucial. A factor analysis of the study’s fourteen predefined variables revealed five factors that are crucial for developing talent management strategies and practises as well as for attracting, developing, and retaining talent. Management institutions must see faculty as talent and develop talent management strategies that take into account the relative relevance of different aspects, much like corporate practises. The facilitative environment is the primary emphasis of performance management.

Hence, it is necessary to comprehend and develop environments across elements that are crucial to faculties. In conclusion, key personnel and job-related variables should be the focus of talent management. An institution's long-term performance depends heavily on the faculties and their topic expertise and teaching abilities.

The main causes of faculty attrition at private management institutes are depicted in Figure 1.



The loading of numerous components reveals that the issue of teacher attrition might be significantly addressed by adjusting just a few criteria like Performance Assessment, Pay, Reward for Loyalty, Role Clarity, Recognition & Appreciation, and Infrastructural Facilities. Attrition could be decreased by treating professors as talent and implementing efficient talent management procedures with an emphasis on growth & learning opportunities and performance-based rewards. Internal faculty growth, which is also evaluated highly by them as a factor, may positively arise from a supportive work environment. Quality faculty can be developed inside management institutions through efficient learning and growth opportunities, which would support the development of the institution's leadership position and internal career advancement in line with its vision and strategy.

## Conclusions

The study has shown that although all of the indicators chosen for the study are crucial and necessary for resolving the teacher attrition issue, they may be categorised into five variables. These consist of incentives, a positive work environment, a healthy physical environment, educational opportunities, and work-pay equity. The most significant element with the largest loading among these factors is incentives. It comprises evaluating performance, showing appreciation for hard work, and providing growth opportunities. Working Environment was the second most crucial component, and the most important aspects were the colleague's behaviour and the motivation for loyalty.

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## **CHALLENGES & EXPECTATIONS OF SUPPLY CHAIN EFFECTIVITY IN GLOBAL COLD CHAIN OPERATIONS**

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### **Abstract**

The COVID-19 dilemma is slowing down logistical services, which is stifling corporate expansion and raising worry amongst certain demographics of consumers. Border restrictions limited the flow of transport and logistical services after governments throughout the world declared a nationwide lockdown and temporary shutdown of industry. The COVID-19 pandemic has drastically altered the worldwide economic landscape. Because of the precipitous drop in demand for cash use due to concerns about contamination, market participants' service activities as a whole have decreased. As things stand now, the globe as a whole is progressively getting back on track thanks to new limitations and rules, which may have a good impact on the cold chain logistics industry to promote economic activity across all sectors.

**Keywords :** Supply chain, global cold chain, covid-19, economic landscape.

### **Introduction**

Throughout the supply chain, perishable items including fresh produce, seafood, frozen foods, photographic film, chemicals, and pharmaceutical medications may be transported safely thanks to cold chain logistics. It has repercussions across the whole supply chain, from initial procurement through intermediate and final distribution. Products may be delivered through refrigerated trucks, refrigerated railcars, air freight, and other chilled means of transportation. The procedure also requires the use of cold-insulated transport trucks and temperature-controlled facilities to store and distribute the goods. Cold chains are also important for peak season transportation bottleneck reduction, product quality preservation, and marketing reach extension.

Logistics in the cold supply chain has several important benefits for the economy and the workforce beyond just ensuring that customers have access to high-quality, safe goods. High-quality goods increased in demand, which boosted the economy. Furthermore, it is crucial in preventing the waste of perishable goods and commodities, which in turn helps to ensure that farmers get fair compensation. There has been a rise in the need for cold chain logistics in the processed food

industry as a result of new efforts in India, such as a projected infrastructure investment of roughly INR 100 lakh crore to stimulate the rural economy. In addition, cutting-edge warehouse management is made possible by the use of cutting-edge, heavy-duty refrigeration systems, all thanks to the use of technology in cold chain logistics. In order to give unparalleled insight into every operation and transaction within cold chain logistics, companies are increasingly turning to cutting-edge, automated technologies based on the Internet of Things (IoT). Sensors, GPS, mobile networks, and a cloud-based platform allow operators to link intermodal transportation containers, cargo, boats, and trailers to corporate IT systems.

Market expansion in the cold chain logistics industry is anticipated to be spurred by factors including rising pharmaceutical production and the proliferation of cold storage facilities. The expansion of the processed food industry is also expected to fuel market development. The expansion of the market is hindered, however, by issues including the absence of standardisation and the high cost of operations. Growth prospects for market participants may be found, however, in the use of radio frequency identification technology (RFID) in cold chain applications and the implementation of software for cold chain logistics.

End-use industry, company type, and geography are the three main criteria used to divide the worldwide cold chain logistics market. The market is broken down into subsets for fresh produce, baked goods, dairy products, meat, seafood, medicines, and other applications. It's broken down into the transportation and storage industries. Rail, air, road, and sea are the subcategories that make up this sector. In terms of geography, it is studied in the Americas, Europe, Asia-Pacific, and the Middle East and Africa.

Americold Logistics, LLC, Burris Logistics, Cold Box, Conestoga Cold Storage, Congebec, Lineage Logistics Holding, LLC, Nichirei Corporation, Tippmann Group, United States Cold Storage, and VersaCold Logistics Services are among the leading companies in the worldwide cold chain logistics sector.

### **Growth in the Number of Cold Storage Facilities**

A warehouse is a huge building used to store various items. Hundreds of cold storage facilities are part of global supply chains designed to protect perishable goods. The necessity to keep commodities has expanded due to the ebb and flow of the market, making a warehouse indispensable. Because end-to-end cold chain security is the system's weak point, businesses spend millions on cold chain operations to ensure effective, efficient, and dependable procedures. Manufacturers of these perishable goods are quite pleased with the advent of refrigerated storage.

The growing middle class in Vietnam has been a boon to the country's food manufacturing sector. In 2019, the Euromonitor research predicted that the refrigerated food and pharmaceutical industries in the Vietnamese retail industry will increase to roughly \$10 billion by 2020. Lineage Logistics Holding, LLC also stated in 2021 that it would be strategically expanding its facility network near the main port in Savannah, Georgia, to accommodate the rising demand for imported and exported frozen and refrigerated goods. Thus, the expansion of cold storage facilities drives the development of the logistics sector.

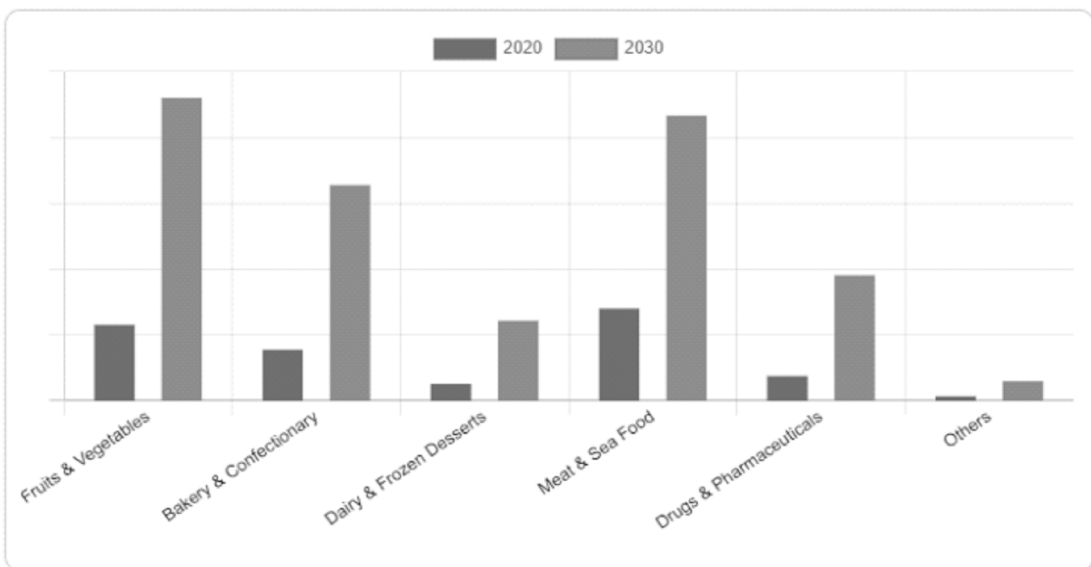


## Objectives of the Study

- To evaluate the state of the pharmaceutical supply chain management (SCM) industry in India and determine where improvements are most needed.

## An Expanding Pharmaceutical Industry

The pharmaceutical industry places a premium on producing high-quality, sensitive products. The demand for refrigerated shipping and storage has arisen as a consequence of the proliferation of sophisticated biologically based pharmaceuticals, the distribution of hormone therapies, vaccinations, and complex proteins, all of which must be stored and transported at precise temperatures. In addition, the need for efficient cold chain logistics services to preserve product quality is driving market expansion. In addition, logistics, supply chain management, and temperature control in the pharmaceutical business are maturing into more strategic and trustworthy systems. Since COVID-19 immunisations were administered during the worldwide pandemic epidemic, pharmaceutical cold chain operations need a strong cold chain with certain quality assurance standards. Global biopharma sales are expected to reach \$396 billion by 2021, up from \$360 billion in 2018, according to the International Air Transport Association (IATA). To meet these increased needs, logistics firms and airlines have developed specialised services for transporting pharmaceuticals. Therefore, expansion on a global scale is driven by comprehensive distribution network transport solutions for high-value pharmaceutical items.

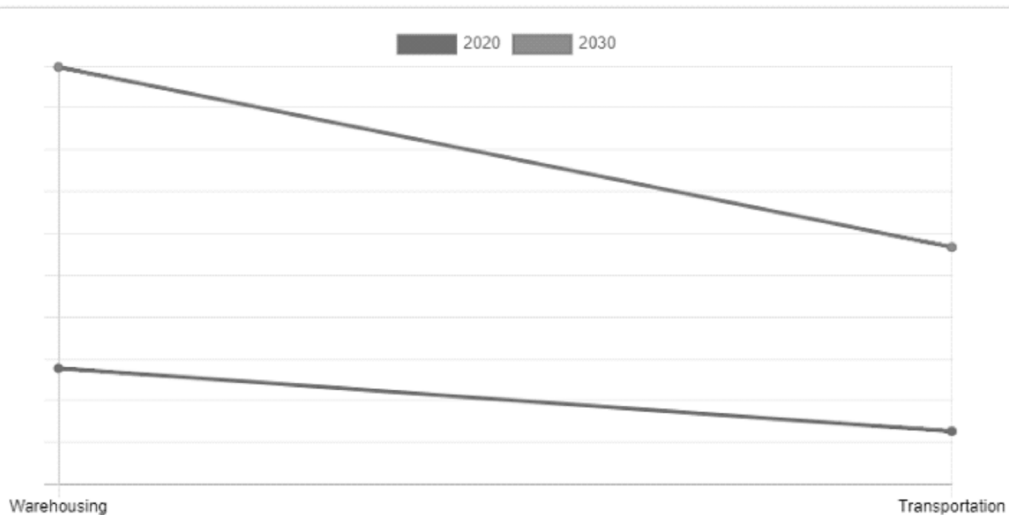


**Fig. 1**

**Drugs & Pharmaceuticals is projected as the most lucrative segments**

## Failure to Standardise

The requirement for cold chain logistics and storage stems from a wide variety of industries. The cold chain sector has considerable issues regarding the quality and adaptability of available cold warehouse space due to a lack of standards and accreditations. Oftentimes, businesses must

**Fig. 2**

### **Transportation is projected as the most lucrative segments**

spend more money to bring the space and its requirements up to par with the norms that support the particular industry sector in which they operate. The pressure on developers comes from the policymakers' standards. It is not simple to upgrade the facility to meet modern standards for temperature regulation or to accommodate automated machinery. The enormous financial investment required to train and educate personnel in technology and product handling is an ongoing but necessary evil of industry. As a result, the lack of uniformity in cold chain logistics is expected to restrain the expansion of the market.

### **RFID Technology for Cold Chain Use**

The demand for bigger warehouses to foster agility and resilience has increased as the popularity of online grocery shopping has grown. Therefore, the introduction of radio frequency identification (RFID) technology in cold chains enhanced the efficiency of perishable supply chains by monitoring the whereabouts of specific items, including parcels, pallets, shipping containers, and vehicles, whether they are in transit or not. Things may be tracked using their unique electronic product code (EPC) or another kind of barcode, and real-time environmental data (such as temperature) can be stored and broadcast to enable remedial measures to be done before things are damaged beyond repair. By highlighting the benefits of long-distance, rapid, not easily damaged, huge capacity, simplifying difficult workflow, and effectively boosting management efficiency and corporate transparency, RFID technology is now delivering a significant revolution to cold chain refinement management. The expansion of the food and beverage retail industry in countries like China, India, and Australia points to Asia-Pacific as the region most likely to benefit from RFID technology in the cold chain market throughout the projection period. As a result, the cold chain RFID market is anticipated to expand as the need for real-time temperature monitoring in cold chain logistics rises.

### **Important Gains for All Parties Involved**

This report provides a thorough examination of the worldwide cold chain logistics industry,

including an examination of its history, current state, and projected future state in order to identify promising investment avenues.

The research provides information on the market's major drivers, constraints, and opportunities, as well as an analysis of the influence these factors will have over the next few years.

- A quantitative analysis of the market from 2020–2030 is performed to serve as a baseline for evaluating the firm's financial prowess.
- The strength of competitors in the market is shown through Porter's five forces analysis.

## Conclusion

It was designed with both preventative and corrective measures in mind. State procurement policy, local investment, transportation, and workforce development all factor into the aggressive strategy's standard operating procedure for managing supplies. Demand management plans often involve initiatives to change market norms and institute new rules that emphasise product differentiation and cost leadership. Adoption and utilisation that leads to correct information flow and dependability, as well as a decrease in the time and money required to complete the SCM cycle, are additional benefits. Falsified drugs, industry shutdowns, and pharmaceutical company bans may all be avoided with a consistent strategy to maintain competence and product quality in product management. Similar to reactive tactics, proactive ones call for a redesign of the disjointed SCM and an integration of all processes. For SCM to be most effective, it must be cohesive, well-planned, and long-term. That's the only way to maximise both profits and costs. The PSC system's long-term viability will also be ensured by the creation of EP&R and a backup plan in case of an unexpected interruption to SCM. Top-down commitment is needed for such a massive change, along with a capable implementation team to back up the results. In light of this, it is hoped that the HSCM ecosystem in India would improve as a result of the adoption of these tactics.

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# **A STUDY ON ENVIRONMENTAL EFFECTS ON HEALTH CARE SYSTEM AND PUBLIC HEALTH: A HIGH ORDER PLS APPROACH**

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## **Abstract**

The nexus of environmental, healthcare, and public health highlights the importance of collaboration and coordination between these areas to promote and protect health at the individual and population levels. Scholars and practitioners generally distinguish between health care and public health interventions in the literature on health policy. Both kinds of policies are necessary to address urgent health issues. But, little is known about how people feel about the fundamental assumptions behind these two health policy philosophies. This study empirically examines whether people favor a public health- or a healthcare-focused approach to health policy. We employ Smart-PLS based on 280 data. High-quality data from a representative sample of Jaipur are included in the survey. The findings show that most residents prefer public health policies over those that guarantee healthcare access. Those who pay higher out-of-pocket costs under their health policies are more likely to favor a public health approach to healthcare policy. Furthermore, individuals who favor public health over healthcare policy favor environmental protection above economic growth.

**Keywords:** Public health, Health Care System, Environmental Factors, Prevention, Control.

## **Introduction**

A healthcare system is a complex network of organizations, institutions, and resources that work together to deliver healthcare services to a particular population or community. It includes healthcare providers such as doctors, nurses, and other healthcare professionals, as well as hospitals, clinics, and other healthcare facilities (Amponsah et al., 2022). A healthcare system also includes various administrative functions, such as health insurance companies, government agencies responsible for regulating healthcare, and organizations fund healthcare research (Srinivas Aditya et al., 2021). The main goal of a healthcare system is to provide quality healthcare services to individuals and improve the overall health of the population. This involves ensuring access to healthcare services, promoting disease prevention and early detection, and treating illnesses and

injuries using the latest medical technologies and procedures. A healthcare system's specific structure and function can vary depending on the country, culture, and economic factors involved (Li et al., 2021). The environment can significantly impact the healthcare system and the population's health outcomes (Billett et al., 2021). According to (Casino et al., 2019; Gaurav Kumar Singh, 2022; Manish et al., 2022), there are some examples of environmental effects on the healthcare system:

- **Natural disasters:** Natural disasters such as tornadoes, earthquakes, and floods can cause significant damage to healthcare facilities, making it difficult to provide healthcare services to affected communities. They can also disrupt supply chains for medical equipment, drugs, and other essential resources, leading to shortages and delays in care.
- **Air pollution:** Poor air quality caused by pollution can increase the incidence of respiratory and cardiovascular diseases, putting additional pressure on healthcare systems. This can increase demand for hospital beds, medical equipment, and healthcare workers.
- **Climate change:** Climate change can lead to an increased incidence of heat stroke, dehydration, and other weather-related illnesses, which can also increase the demand for healthcare services.
- **Water quality:** Poor water quality can lead to outbreaks of waterborne diseases, such as cholera, which can overwhelm healthcare systems in affected communities (Dadhich, Hiran, et al., 2022).
- **Chemical exposure:** Exposure to lead, mercury, and pesticides can lead to long-term health effects, such as neurological damage and cancer, which can also increase the demand for healthcare services.

Eventually, environmental factors can significantly impact the healthcare system and the population's health, and healthcare systems need to be prepared to respond to these challenges.

## I. Public Health System in Rajasthan

Rajasthan is a state in northern India with a well-established public health system. The Department of Medical, Health and Family Welfare, Rajasthan, oversees the state's public health system. The followings are some key components of the public health system in Rajasthan:

- (a) **Primary Health Centers (PHCs):** PHCs are the first point of contact for healthcare in rural areas. Rajasthan has around 2,500 PHCs that provide basic healthcare services, including maternal and child health, immunization, and treatment for common illnesses (Dadhich & Tiwari, 2022).
- (b) **Community Health Centers (CHCs):** CHCs are higher-level healthcare facilities that provide specialized services, including surgery, obstetrics, and gynecology. Rajasthan has around 440 CHCs located in district headquarters.
- (c) **District Hospitals:** District hospitals provide tertiary healthcare services and are equipped with advanced medical equipment and specialists. Rajasthan has 33 district hospitals across the state.
- (d) **Mobile Medical Units:** Rajasthan has a fleet of over 500 Mobile Medical Units that provide healthcare services in remote and hard-to-reach areas.

- (e) **National Health Mission:** The National Health Mission (NHM) is a major government program that provides funding and technical support to states to strengthen their public health systems. Rajasthan has implemented various NHM programs, including maternal and child health, immunization, and disease control.<sup>1</sup>

Overall, the public health system in Rajasthan has made significant progress in improving access to healthcare services, particularly in rural areas. However, there are still challenges to be addressed, including improving healthcare infrastructure, addressing the shortage of healthcare workers, and reducing health inequalities across the state.<sup>2</sup>

## Review of Literature

(Nundy et al., 2021) stated that the effectiveness of the government affects the nation's population's health. The specific reason for the circumstance is because, whether it is local or worldwide government, Both have a significant role in preventing contagious illnesses like pandemic breakouts. Hence, maintaining public health depends greatly on government effectiveness. (Xianmin Wang & Mao, 2022) assessed the impact of government performance on death rates in 169 nations. The empirical results showed that death rates positively correlate with improving public health and decrease as government effectiveness increases. Public health is declining in lower-income countries when the effectiveness of the government is poor. (Buchan et al., 2022) examined the type and degree of government efficacy that substantially impacted many aspects of public health, including infant/maternal mortality rates and life expectancy. The empirical findings showed lower mortality incidents favor general health when government effectiveness is higher.

(D'Angelo et al., 2022) The impact of legislation and government effectiveness on people's health has been the subject of numerous study studies in the recent literature and examined the negative correlation between malaria cases and government effectiveness in non-oil economies and the positive correlation between nations producing oil. In addition, (Dadhich, Poddar, et al., 2022) looked at how government efficiency and regulations greatly impact how well diseases are controlled or spread, which impacts public health. The empirical results significantly impacted public health (McAlister et al., 2022). Although the government has improved its health reforms, several sectors still require further adjustments. In recent decades, the government has changed several regulations and restructured the power sector and energy business to support sustainable growth (Gaurav Kumar Singh, 2022; Manvinder Singh Pahwa, Manish Dadhich, Jaskaran Singh Saini, 2021; Trein et al., 2021). India's consistent expansion and technological advancements have improved its capacity for development and public health governance. To promote public health, governments quickly boost their health spending. But higher industrial and economic growth, which is frequently powered by the use of traditional fossil fuels and produces more pollution, worsens health-related issues at the expense of rising health costs (Xiaolei Wang et al., 2022). Yet, several factors could lead to income increases at the expense of public health to achieve other SDGs, such as poverty reduction and income equality. To create and implement appropriate policies, it is crucial to research the factors that impact public health.

1. <https://www.rajras.in/public-healthcare-rajasthan/>

2. <https://nhm.gov.in/images/pdf/monitoring/crm/4th-crm/report/rajasthan.pdf>

## Research Methodology

- (a) **Data collection:** The study used primary and secondary information sources. The primary data was gathered using a structured questionnaire and interviews with respondents from different convenience sample categories. The secondary data was compiled from books, journals, and other public records of internet businesses.
- (b) **Analytical tools:** Smart-PLS is employed to record, analyze, and interpret the acquired data meaningfully.
- (c) **Sample size:** Jaipur districts in Rajasthan were chosen for investigation. The study included a total of 320 respondents, but only 280 of them attempted all of the assertions; as a result, only these respondents were included in the analysis. To ensure that the sample is accurately representative, attention has been taken to incorporate a variety of demographic profiles. There are two sections to the questionnaire. The first section comprises four questions about the respondents' table-1 responses' demographic data. Fifteen statements make up the second section, which examines how the samples Triad viz. health care system, public health, and environmental. The information was gathered during Jan. and Feb. 2023. Respondents were asked for their opinions on a Likert five-point scale.

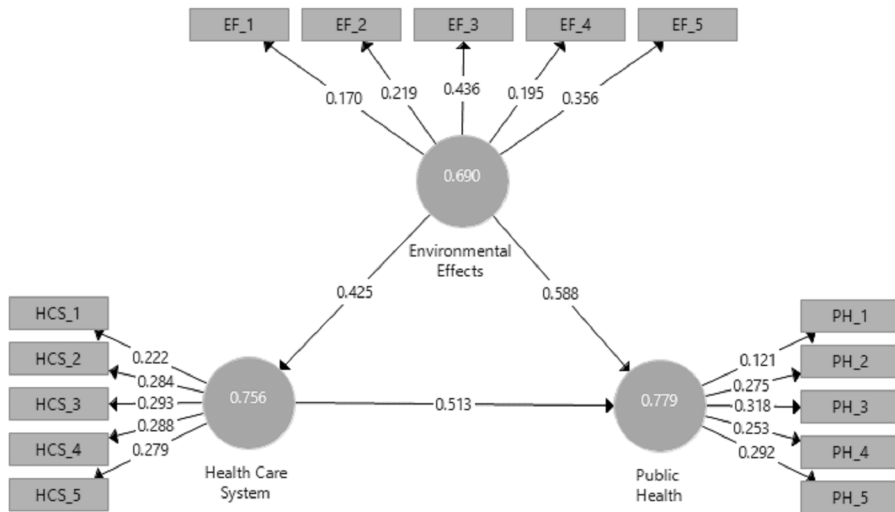
## Data analysis/Discussion

**Table I**  
**Demographic Profile**

Factors	Classification	Fre.	%
Gender	Male	150	53.60
	Female	130	46.40
	Total	280	100
Age	Under 20	110	39.30
	20-40	90	32.20
	Above 40	80	28.60
	Total	280	100
Education	Graduate	85	30.30
	Post-graduate	105	37.50
	Professional	90	32.20
	Total	280	100
Marital Status	Married	180	64.30
	Unmarried	100	35.70
		280	100

Table-1 shows 280 samples chosen for the study, 150 respondents were males, 130 respondents were females, 110 respondents were under 20, 90 respondents to 20-40, and 80 respondents were above 40. The basis of the educational background was graduate, PG, Professional, and others, and correspondent respondents were 85, 105, 90. 180 users were married, whereas 100 were unmarried.



**Fig.1 : SEM Conceptual Framework****Table 2**  
**Reliability Criterion**

Scale	Ch. $\alpha$	rho_A	CR	AVE	MSV
Environmental Effect	0.877	0.432	0.560	0.452	0.465
Health Care System	0.889	0.421	0.625	0.420	0.506
Public Health	0.865	0.508	0.506	0.450	0.459

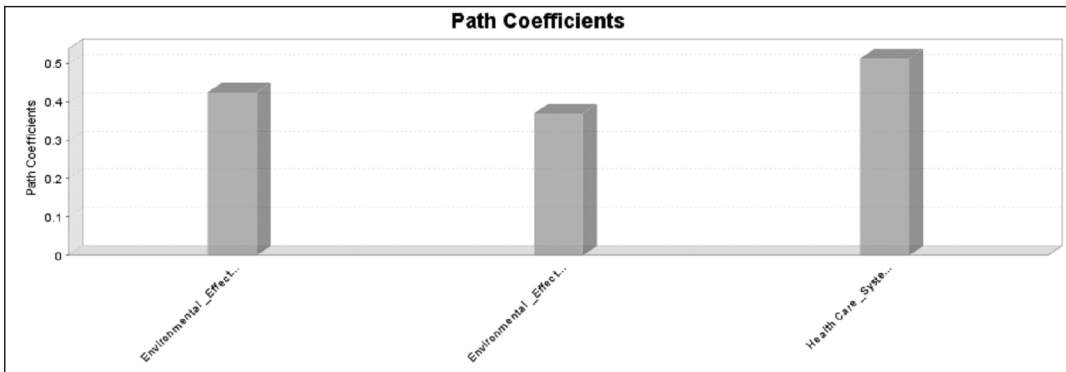
PLS-SEM attempts employed to analyze Cronbach alpha rho, CR, AVE and MSV value, and higher factor loadings indicate the good fit for model investigation and testing of hypotheses (see table 2). When examining the structural model, the statistical significance (i.e., p-value) and a sign of the pathway's coefficients are assessed. The p-value of a route coefficient is a frequently employed metric for evaluating the statistical significance of hypothesis testing. Let's assume that the p-value is less than the test's significance level (i.e., the p-value threshold). The observed data may support the tested hypothesis and refute the null hypothesis.

**Table 3**  
**Hypotheses Testing**

	Original Sampl...	Sample Mean (...)	Standard Devia...	T Statistics ( O/...	P Values
Environmental_Effects -> Health_Care_System	0.340	0.360	0.083	4.099	0.000
Environmental_Effects -> Public_Health	0.346	0.350	0.108	3.214	0.001
Health_Care_System -> Public_Health	0.434	0.435	0.107	4.064	0.000

The proposed model (see table 2) was approved because the p-value was less than 0.05. (t.stat=4.099, p-value=0.00) indicate a substantial correlation between Environmental Effects and Health Care System. There is also a noteworthy association between Environmental Effect and Public Health (t.stat=3.214, p-value=0.01) which is followed by rejecting another hypothesis.

between Health Care System and Public Health ( $t.stat=4.60$ ,  $p-value=0.00$ ). The path coefficient was also deemed fit to the model (see figure 2).



**Figure 2 : Path Coefficients of the Factors**

### Limitations and future scope

The study reveals the nexus between environment and public health. On the one hand, people express a startling amount of support for the objectives of public health initiatives. On the other hand, since the Public Health Scenario is such a broad subject, it is difficult to disagree with it. It can be challenging to justify concrete public health policies, and opponents can easily portray such measures as a curtailment of personal freedom. Regarding healthcare, there is no such issue. Such measures are simple to justify since they address manageable issues and, over time, bring about political and financial gains for interest groups. Also, regarding the relationship between the two scenarios and the relevant explanatory variables, our study is exploratory and more descriptive than analytical. Future studies should examine potential effects of mediation and moderation between the various theories. For the various language groups, nested designs for such analyses might likewise be used. Notwithstanding these possible drawbacks, our work advances our knowledge of public health politics. The findings show that most respondents generally favor public health programs, including non-medical health measures. Decision-makers should therefore keep working to create public health policies and integrate health policy with other areas of policy, including environmental protection, transportation, energy, and food policy. However, obtaining political support for such policies might be trickier than our data imply, and further study on this issue is needed. Survey results should be regarded cautiously, especially when generalizing research findings to Indian users because the respondents were a small population from a single Indian district. Second, the sample size is quite small. A higher sample size is preferred to assess Indian customers' impressions of internet buying accurately. To confirm the results of the current study, further research must target a wider range of Internet users and more varied random samples. The study is also aligned with the previous work of (D'Angelo et al., 2022; Dadhich, Poddar, et al., 2022; Purohit et al., 2022).

### Conclusion

A significant nexus exists between the environment, healthcare, and public health. Environmental factors can profoundly impact both individual and population health, and the healthcare and public health systems are responsible for addressing these impacts. Public health is

important in Rajasthan, one of India's largest states. The state has a population of over 77 million, and ensuring the health and well-being of its citizens is a critical priority for the government. There are some reasons why public health is significant in Rajasthan: (i) High burden of disease: Rajasthan has a high burden of communicable and non-communicable diseases, including tuberculosis, malaria, dengue, diabetes, and cancer. Addressing these health challenges requires robust public health interventions and a well-functioning health system. (ii) Large rural population: Rajasthan is predominantly rural, with around 70% of people living in rural areas. Rural communities often face significant health disparities, including poor access to healthcare, inadequate sanitation, and water resources. Therefore, public health interventions to improve rural health outcomes are crucial in Rajasthan. (iii) Maternal and child health: Rajasthan has high maternal and child mortality rates. According to the National Family Health Survey (NFHS) 2019-20, the infant mortality rate in the state is 41 deaths per 1000 live births, and the under-five mortality rate is 50 deaths per 1000 live births. Improving maternal and child health outcomes is a key priority for public health in Rajasthan. (iv) Health infrastructure: Rajasthan has made significant progress in expanding its health infrastructure, including hospitals, primary health centers, and community health centers. However, the state still faces a shortage of health workers, particularly in rural areas. Therefore, public health initiatives are essential to improve the availability and quality of healthcare services. Public health is crucial in Rajasthan to address the high disease burden, improve maternal and child health outcomes, and strengthen health infrastructure.

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# **A STUDY ON THE CORPORATE BEHAVIOUR TOWARDS GREEN ACCOUNTING PRACTICES IN INDIA**

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## **Abstract**

The current study investigated the corporate behaviour towards green accounting practices in India. A total of 100 organisations, comprising both public and private sector organisations, were surveyed to understand the trend in adoption of green accounting practices by Indian organisations. The findings of the study indicated that majority of the organisations have not adopted green accounting practices as yet. The main reason for this was identified as lack of awareness about green accounting and its benefits. There is a need for greater awareness and education on green accounting so that more organisations can adopt these practices and benefit from them. The study also finds that there is a significant difference between public and private sector organisations with respect to adoption of green accounting practices. Public sector organisations are more likely to adopt these practices as compared to private sector organisations. The study provides valuable insights into the current trend in adoption of green accounting practices by Indian organisations and the factors that influence this decision.

**Keywords:** Green accounting, India, Corporate behaviour, Adoption

## **Introduction**

Green accounting is a term that is becoming more popular in business nowadays. Accounting for economic activity's environmental costs and benefits. This allows firms to better identify and control their environmental impacts. Green accounting can help businesses find ways to lessen their environmental effect and make better environmental decisions.

But the benefits of green accounting go beyond the environment. Green accounting can also provide major financial benefits. Among the perks include lower energy, waste management, and raw material costs. Demand for ecologically friendly products and services is rising, which can contribute to higher earnings for businesses that use green accounting.

Green accounting procedures are becoming increasingly popular in India. Aiming to identify corporate conduct towards green accounting standards in India, This is essential because it can help us understand how Indian companies adopt green accounting methods.

The current study looked into corporate green accounting practises in India. A total of 100 organisations, both public and private, were questioned to determine the progress of green accounting practises in India. The study's goal was to determine what factors impact Indian companies' adoption of green accounting methods.

## **Literature Review**

Green accounting is not new and has been around for a while. The US Congress first mentioned green accounting in 1987. (Goulder, 1996). Since then, interest in green accounting has grown, and more companies are embracing it.

There are various reasons why businesses should go green. First, it can assist organisations lessen their environmental effect. Green accounting also has a number of financial advantages. Among the perks include lower energy, waste management, and raw material costs. Demand for ecologically friendly products and a service is rising, which can contribute to higher earnings for businesses that use green accounting.

Green accounting may improve a company's public image, stakeholder relations, and staff morale (Wang et al., 2009).

Green accounting has recently gained popularity in India. Several studies have been undertaken to investigate how Indian businesses are adopting green accounting methods. On the basis of previous research, the current study tries to identify factors influencing Indian organisations' adoption of green accounting methods.

Another study looked into Indian firms' environmental disclosure practises (Das et al., 2011). An Indian company's environmental performance is not publicly disclosed, according to the study. However, more Indian businesses are implementing green accounting techniques.

The researcher also reviewed the following studies:

Chakrabarty and Sarkar (2011) observed that Indian enterprises are not very active in publicising their environmental performance.

Kulkarni et al. (2013) investigated the factors influencing Indian firms' adoption of green accounting. The study indicated that environmental awareness, senior management support, and resource availability influence adoption of green accounting methods.

Green accounting has been studied by Mandal and Chakraborty (2012). The study established a link between green accounting and financial performance of Indian firms.

Das et al. (2014) studied Indian enterprises' CSR disclosure procedures. The survey indicated that Indian companies are not very open about their social duty.

Srivastava and Gadgil (2012) investigated public sector environmental disclosure standards in India. An Indian public sector organisation is not very active in reporting its environmental performance.

According to the research, more Indian companies are implementing green accounting techniques. Environmental awareness, senior management support, and resource availability are key elements influencing green accounting adoption. Green accounting and Indian companies' financial performance go hand in hand. In India, the public sector is not very transparent about its environmental performance.

The researcher wants to conduct a study among Indian businesses to better understand the factors influencing green accounting adoption. The survey's results will help identify hurdles and enablers to green accounting adoption in India. This data will help policymakers and practitioners build programmes to encourage green accounting in India.

### **Objectives of the Study**

1. To identify the factors that influence adoption of green accounting practices by Indian organisations.
2. To examine the impact of green accounting on financial performance of Indian organisations.
3. To study the environmental disclosure practices of Indian firms.
4. To study the corporate social responsibility disclosure practices of Indian firms.
5. To identify the barriers and enablers to adoption of green accounting practices in India.

### **Hypothesis**

- $H_1$  : There is a positive association between green accounting and financial performance of Indian organisations.
- $H_2$  : Environmental awareness, top management support and resource availability are the most important factors that influence adoption of green accounting practices by Indian organisations.
- $H_3$  : Public sector organisations in India are not very active in disclosing their environmental performance.

### **Methodology**

The study will involve a survey of Indian businesses. An Indian organization's implementation of green accounting techniques will be assessed in the survey. The study's findings will help identify hurdles and enablers to green accounting implementation in India. This data will help policymakers and practitioners build programmes to encourage green accounting in India.

It will be based on the literature review. The questionnaire will be pilot tested for clarity and readability. The survey will be conducted online.

The survey questionnaire was designed to elicit responses with respect to the following factors:

- The level of awareness about green accounting concepts among Indian organisations
- The reasons for adopting or not adopting green accounting practices by Indian organisations
- The benefits associated with adopting green accounting practices by Indian organisations
- The challenges faced by Indian organisations in adopting green accounting practices

The survey was conducted through online and offline methods. A total of 100 organisations, comprising both public and private sector organisations, participated in the study. The data was collected in the period from December 2021 to Feb 2022.

## Data Analysis

The survey data was analysed using SPSS. The analysis' results will be displayed in tables and graphs. The study's findings were evaluated in light of the literature review.

## Results and Findings

### I. Testing of Hypothesis

**H<sub>1</sub>** : There is a positive association between green accounting and financial performance of Indian organisations.

**Table 1**  
**Correlations**

		Level of Green Accounting Implementation	Financial Performance
Level of Green Accounting Implementation	Pearson Correlation	1	0.683*
	Sig. (2-tailed)		.000
	N	100	100
Financial Performance	Pearson Correlation	0.683*	1
	Sig. (2-tailed)	.000	
	N	100	100

\*. Correlation is significant at the 0.05 level (2-tailed).

A correlation analysis proved the hypothesis. The study's findings revealed a link between green accounting and financial performance of Indian businesses. The results demonstrated a link between green accounting and financial performance of Indian companies. The correlation coefficient (0.683) was found to be statistically significant at 5%.

**H<sub>2</sub>** : Environmental awareness, top management support and resource availability are the most important factors that influence adoption of green accounting practices by Indian organisations.

**Table 2**  
**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.661 <sup>a</sup>	.437	.426	1.14842

a. Predictors: (Constant), Resource availability, Top management support

b. Dependent Variable: Green Accounting Implementation

This table shows R and R<sup>2</sup>. The R value is 0.661 (the "R" Column), indicating a strong degree of correlation. A green accounting implementation's R<sup>2</sup> value (the "R Square" column) reflects



how much variation can be explained by the independent variables Resource availability and Top management support. In this example, 42.6% is explained, which is significant.

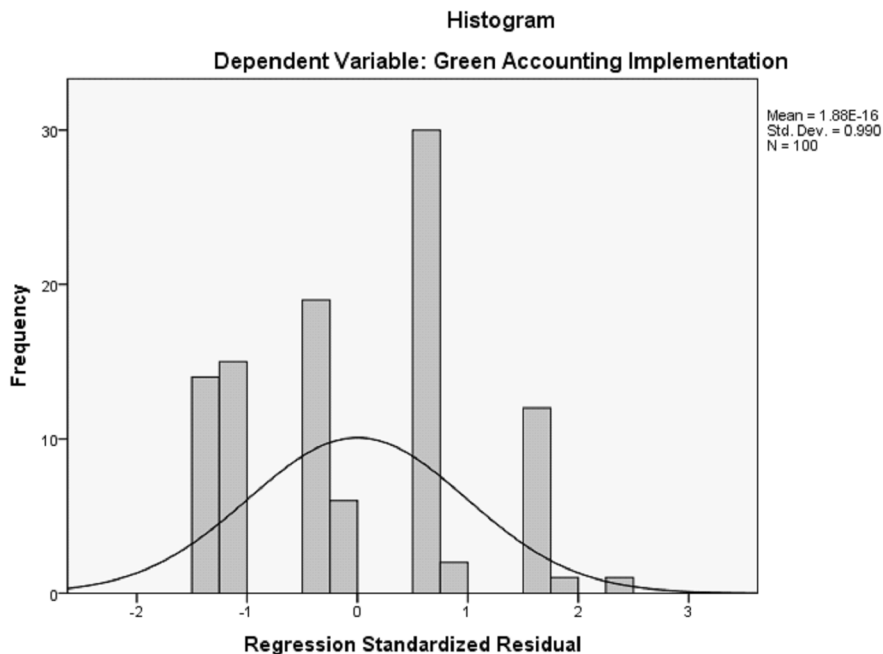
**Table 3**  
**ANOVA<sup>a</sup>**

	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	99.429	2	49.715	37.695	.000 <sup>b</sup>
	Residual	127.931	97	1.319		
	Total	227.360	99			

a. Dependent Variable: Green Accounting Implementation

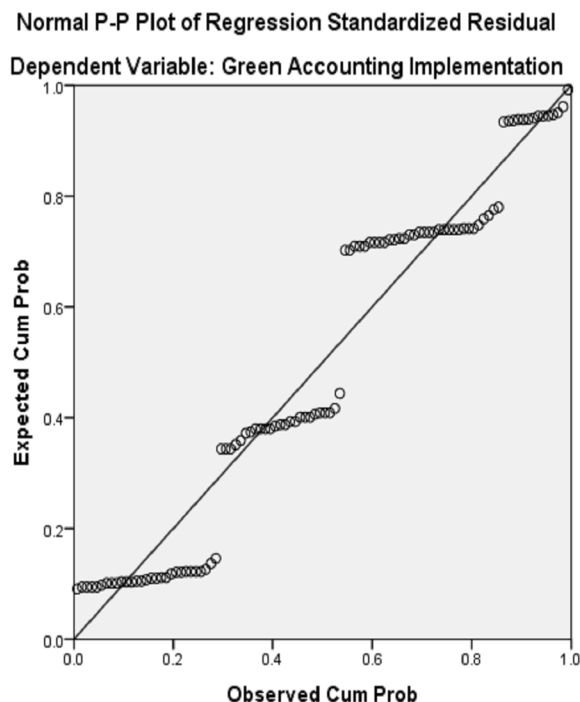
b. Predictors: (Constant), Resource availability, Top management support

This table indicates that the regression model predicts the dependent variable significantly well. This indicates the statistical significance of the regression model that was run. Here,  $p < 0.0005$ , which is less than 0.05, and indicates that, overall, the regression model statistically significantly predicts the outcome variable (i.e., it is a good fit for the data).



**Fig. 1 : Regression Standardized Residuals**

Regression tested the hypothesis. The investigation showed that environmental awareness, senior management support, and resource availability are the most critical elements influencing green accounting practises in Indian firms. Environmental awareness, senior management backing, and resource availability are the biggest variables influencing Indian companies' green accounting practises. Correlation coefficients were significant at 1% (0.469).



**Fig. 2 : P-P Plot.**

**H<sub>3</sub>:** Public sector organisations in India are not very active in disclosing their environmental performance.

The hypothesis was tested using a chi-square analysis. The results of the analysis helped to determine whether public sector organisations in India are not very active in disclosing their environmental performance.

**Table 4**  
**Public sector organisations in India are very active in disclosing their environmental performance**

	Observed N	Expected N	Residual
Strongly Disagree	64	20.0	44.0
Disagree	7	20.0	-13.0
Neutral	13	20.0	-7.0
Agree	8	20.0	-12.0
Strongly Agree	8	20.0	-12.0
Total	100		

The above table shows that 64% of the respondents disagreed that **Public sector organisations in India are very active in disclosing their environmental performance.**

**Table 5**  
**Test Statistics**

<b>Public sector organisations in India are very active in disclosing their environmental performance</b>	
Chi-Square	122.100 <sup>a</sup>
df	4
Asymp. Sig.	.000

a. 0 cells (0.0%) have expected frequencies less than 5. The minimum expected cell frequency is 20.0.

Environmental disclosure varied greatly across commercial and public sector enterprises in India. Public sector organisations disclose their environmental performance more. Chi-square (122.100) was 1% significant.

Environmental awareness, senior management support, and resource availability impact Indian firms' green accounting adoption, according to the report. Green accounting is also linked to Indian businesses' financial success. Public sector environmental performance in India is opaque. Indian companies' CSR disclosure is high. The study will examine India's green accounting barriers and facilitators. This data will assist Indian policymakers and practitioners develop green accounting schemes.

37 of 100 enterprises have adopted green accounting. EMS, carbon footprinting, and material flow analysis were the most popular green accounting methodologies.

Green accounting was not adopted due to lack of knowledge and resources. Green accounting enhanced environmental performance, brand reputation, costs, and profits. Green accounting was hindered by a lack of resources and knowledge of its benefits.

The study linked green accounting to financial performance. Green accounting improved business performance. Indian public sector organisations also don't disclose their environmental performance. Indian companies' CSR disclosure is high.

The study found that green accounting has aided 48 out of 100 firms in improving their environmental performance. Half of the organisations reported increased earnings after adopting green accounting techniques.

The biggest impediment to green accounting adoption was lack of awareness of its benefits. Top management support, environmental awareness, and resource availability were key facilitators.

The study discovered a link between green accounting and financial performance. Organizations that implemented at least one form of green accounting outperformed those that did not. Furthermore, public sector organisations in India are not very transparent about their environmental performance. However, Indian corporations' CSR disclosure is relatively high.

## **2. Other Findings**

1. 66% of organisations were unaware of green accounting.
2. 75% of companies lacked green accounting resources.

3. India's public sector doesn't disclose its environmental practises. Indian firms offer CSR data at a decent pace.
4. The study will identify India's green accounting barriers and facilitators. This data will help Indian green accounting.
5. Green accounting helped 48 of 100 enterprises. 50% of firms profited from green accounting.
6. Lack of understanding of green accounting benefits was the major obstacle. Top management support, environmental awareness, and resource availability accelerated green accounting implementation.
7. Only 37% of 100 organisations evaluated use green accounting.
8. Green accounting correlated with financial performance. Green accounting improved financial performance. The survey found that India's public sector organisations' environmental practises are not transparent. Indian firms offer CSR data at a decent pace.
9. India's public sector doesn't disclose its environmental practises. Thus, many Indian firms are aware of the necessity to disclose their environmental performance to stakeholders and are taking initiatives to improve their image through high CSR disclosures. Indian enterprises may enhance green accounting.
10. Indian green accounting implementation difficulties and facilitators. Indian policymakers and practitioners need this data to build green accounting.
11. India's public sector organisations lack environmental transparency, according to the research. Indian businesses' CSR filings are improving their image. Indian enterprises may enhance green accounting.

## Conclusions

1. Indian firms may improve green accounting. Indian green accounting implementation challenges and facilitators. This data will assist Indian policymakers and practitioners develop green accounting schemes.
2. Indian enterprises are actively attempting to improve their image by sharing their environmental performance with stakeholders. Indian enterprises need to enhance green accounting.
3. Indian government agencies were unwilling to publish their environmental performance. Indian companies' CSR disclosure is high. This demonstrates that Indian enterprises value discussing their environmental performance with stakeholders and are actively improving their image. Indian enterprises need to enhance green accounting.
4. Green accounting was linked to financial performance. Green accounting improved business performance.

India's public sector doesn't disclose its environmental performance. Indian companies' CSR disclosure is high. This demonstrates that Indian enterprises value discussing their environmental performance with stakeholders and are actively improving their image. Indian enterprises need to enhance green accounting.

Public sector organisations in India seldom disclose their environmental performance. Indian companies' CSR disclosure is high. This demonstrates that Indian enterprises value discussing their

environmental performance with stakeholders and are actively improving their image. Indian enterprises need to enhance green accounting.

It found that Indian public sector enterprises' environmental performance is opaque. Indian companies' CSR disclosure is high. This demonstrates that Indian enterprises value discussing their environmental performance with stakeholders and are actively improving their image. Indian enterprises need to enhance green accounting.

### **Suggestions**

1. Policies and measures to encourage green accounting in India should be developed.
2. Green accounting should be adopted by Indian enterprises to improve their financial performance.
3. Public sector organisations in India should report on their environmental performance to stakeholders via CSR.
4. Indian businesses can strengthen their green accounting procedures.

It found that Indian government organisations are not very transparent about their environmental performance. However, Indian corporations' CSR disclosure is relatively high. This shows that Indian companies recognise the value of transparency in environmental performance and are working to improve their image through CS.

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# **ISSUES AND TRENDS IN THE MANAGEMENT EDUCATION OF INDIA, SKILL SETS REQUIRED FOR INDUSTRY 4.0 IN MANAGEMENT GRADUATES AND IMPROVISATION IN TEACHING PEDAGOGY AS PER THE GLOBAL REQUIREMENTS**

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## **Abstract**

This research paper aims to examine the current teaching and learning methodologies employed by management institutes, as well as the trends and technological developments aligned with Industry 4.0. It also focuses on identifying the skill sets required for management graduates to successfully adapt to roles at the management level in modern organizations. The goal is to provide recommendations for enhancing the quality of education in alignment with the principles of Education 4.0. The study acknowledges that the rapidly evolving landscape of Industry 4.0 necessitates more developed and advanced skill sets among business management and administration graduates. These graduates must be equipped to thrive in various managerial roles within organizations. By analyzing the existing educational practices and emerging technological trends, this research aims to propose actionable recommendations for enhancing the quality of education and better preparing management graduates for Industry 4.0. The ultimate objective is to ensure that students are well-prepared to meet the challenges and opportunities of the evolving job market, contributing to the overall competitiveness of their respective countries in the global economy.

**Keywords:** Teaching and Learning Methodology, Higher education system, Management Education, Industry 4.0, education 4.0.

## **Introduction**

Educational institutions and universities worldwide are deeply concerned about the effectiveness of their education systems in preparing students for suitable job opportunities. Policymakers in each country are particularly interested in the correlation between a nation's education level and its gross domestic productivity. Higher education is commonly associated with better career prospects for individuals and communities in the long term. To maintain competitiveness in

the global economy, countries must ensure that their educational outcomes remain globally competitive. This requires students to graduate with the necessary skills to meet the demands of increasingly competitive workplaces, especially in light of the latest technological advancements in Industry 4.0.

Industry 4.0 is the industrial revolution marked by the extensive utilization of the digital resources for converting inputs into the desired outputs. Industry 4.0 generally includes the use of computers, networks, mobile devices, internet connectivity, data, robotics, 3D technologies, Internet of things, cloud computing, cyber physical systems, automated vehicles and the host of other digital developments that are changing the working scenario of the industry. In order to handle these technological developments, industries implementing the changes today require those human resources who are having the skill sets to manage the work according to these technological developments. Of course, the industrial training will be provided to the management graduates regarding managing the work in the technological development scenario but it is always expected from the industry that the graduates should at least have the basic knowledge regarding the field in which they will be working in an organization.

Management education revolves around acquiring various skills related to organizational management and applying them to foster mutual growth and value creation for individuals and organizations alike. Its primary objective is to cultivate competence for the optimal and productive utilization of human resources and materials within an organization. Given the constantly evolving and unpredictable nature of the business environment, where new technologies render older ones obsolete, it is imperative that management education remains dynamic and responsive to new challenges posed by technological changes. India, as a rapidly developing economy, hosts a diverse range of businesses and industrial activities. Therefore, it becomes crucial to establish robust educational infrastructure, equip students with necessary tools, and foster capabilities in the field of management education. This will enable them to contribute effectively to the development of both organizations and the nation as a whole. As the demand for management education grows in India, it brings along a set of challenges and opportunities. While numerous management schools claim to be the best, the academic standards in several business schools do not meet the desired benchmarks.

### **Objectives of the Study**

1. To analyze the various skill sets desired in the management graduates for handling the various roles in the scenario of Industry 4.0.
2. To analyze the present methodology followed by the various management institutes in India.
3. To analyze the best methodology followed by the global institutions in providing the management education.
4. To provide recommendations to the Indian institutes on the lines of the other institutions of the globe engaged in the provision of management education to the students through education 4.0.

### **Research Methodology**

This research paper is a descriptive study involving the collection of secondary data related to the current teaching trends in the management education, global teaching methodology and the

recommendations for the implementation of the best available and suitable practices in teaching for the management courses.

### **Skill sets required for Industry 4.0 in Management graduates:**

#### **1. Digital Skills**

Industry 4.0 calls for the skills that are primarily connected with the digital world. Management graduates should have the proficient knowledge with respect to the computers, internet, mobile technologies, robotics and the internet of things. These are the basic knowledge required for understanding the advanced technologies employed within the organizations as it will be necessary for the application of necessary tools of management by the management graduates.

#### **2. Analytical and Predictive Skills**

Industries are undergoing radical changes by bringing about digitalization of the various processes in the organization. Huge amount of data is made available to the industries through various sources; say for example from the market research of demand of a particular product, computerized data being generated through the various processing and intra departmental communication. Management graduates are required to analyze the data available for arriving at the decision for which the data is collected. Moreover, from the available data, management level employees are expected to forecast and predict the future course of action from the data of the relevant field.

#### **3. Skills in Data Science**

These are the skills that are required for creating the analytical model for translating the huge amount of data into the meaningful information.

#### **4. Domain Expertise**

These are the technical skills that are required for translating the need and working of the company's production processes.

#### **5. Communication & Collaboration**

Management graduates, while working in the team, should be able to explain clearly the technological needs and outcomes of the processes being handled by them.

#### **6. Big picture Awareness**

Management graduates should possess the knowledge of translating the workings of not only the factory floor but also of upper management so that the team associated with the process is able to relate their work with the strategic goals of the organization.

### **Major Drawbacks of Some of the Institutions**

#### **1. Institute's Infrastructure and Vision and the Mission**

Educational institutions play a crucial role in preparing individuals with the necessary skills for technological development, but some face challenges related to infrastructure and a clear vision and mission. To effectively impart skills aligned with Industry 4.0, institutions require appropriate



infrastructure, including access to various digital equipment and relevant software that facilitate skill development in line with the industry's demands.

## **2. Lack of Fully Competent Faculty**

Regarding faculty members, the lack of a specific training program to enhance their capabilities often hinders their ability to effectively impart knowledge. Improving the academic standards of MBA education necessitates well-trained and high-quality teachers who can help students translate their potential into tangible performance. Conducting faculty development programs in collaboration with industry professionals and executives dealing with the country's economic landscape can keep teachers updated on current economic trends. Many Indian B-schools face challenges in attracting skilled faculty, and those who do teach often lack industry experience, which affects their ability to teach practical aspects and essential management concepts effectively.

## **3. Curriculum and Pedagogy**

A good curriculum should be a combination of the diverse academic disciplines for creating managers capable of making ethical and commercially viable decisions in an interconnected world. A quick glance at the MBA curricula of Indian B-schools reveals that the curriculum across the country is not uniform and standardized. The programs in all institutes are overloaded with a large number of compulsory courses, and there are little choices available on elective courses. Also these courses lack of focus, creativity and innovation. It is very necessary for the institutes and the universities to update the syllabus and the curriculum on a regular basis in coordination with the industrial requirements.

## **Global Trends in the Teaching Methodology for Management Education**

Business schools around the globe want to deliver the best of all the curricula to their students so that they can become the business leaders of tomorrow. However, because of the outdated teaching methodology, most of the business schools fail in their mission and cannot comply on their vision as well. Following are the best practices used in the teaching methodology by the business schools over the globe:

### **I. Education 4.0**

We are currently witnessing a technological revolution characterized by the prevalence of smartphones, virtual classrooms, online exams, robotic supply chain activities, and workplace companions. This rapid technological advancement has led to the emergence of what is commonly known as Industry 4.0.

Central to Industry 4.0 is the emphasis on creativity, where the Internet of Things plays a crucial role in preparing the younger generation for the challenges they may encounter in the workplace. This shift in the industrial landscape has given rise to the concept of Education 4.0, which focuses on preparing students to face these challenges head-on.

Institutions that adopt Education 4.0 principles empower graduates to take on strategic roles within senior management, leadership positions in startups, advisory and research capacities, transformative roles in businesses, consulting roles, specialization in valuation and mergers, and corporate advisory positions.

## **2. Case Study Methodology**

In this teaching technique, professors provide the latest problems of the business processes of the industry and the students are asked to provide solution by stepping into the shoes of the managers. This technique helps the students in developing the ability of providing the solutions for various problems of the industry.

## **3. Project Course Design and Intentions**

Faculties design the project course carried out during the summer/ winter internships for the students according to the best practices and the current trends being followed in the industry. Students are asked to gain knowledge in the technology and the management science that are in current trend and need.

## **4. Convincing Clients and Projects**

Another important technique used in teaching is to ask the students to work on the field and manage the clients and acquire the projects from them by applying the subject knowledge being taught to them during the theoretical classes. This technique will certainly develop the communication, convincing and the negotiation skills of the students and will provide them a hand on experience of dealing with the clients. While handling the projects, faculties are supposed to guide the students in relation to defining the project scope and deliverables, setting standards of professionalism while handling the projects and assigning teams to the students.

## **5. Applying Decision Support Technologies**

While conducting the practical study or the internship projects, students are guided by the faculties with the various management and software tools used for arriving at the decision point. These may include working of the ERP, MRP, SAP software or using the programs designed for forecasting, trend analysis, calculating mean and the standard deviation, etc. This will help students to gain an experience and application of the various tools and techniques which could be applied for arriving at the decisions.

## **6. Guest Lectures, Workshops and Seminars:**

Top business schools are, today, focusing on inviting the guest lecturers from the diverse fields of the professions from across the globe. For acquiring the practical knowledge of the subject, institutes also conduct the workshops being delivered and carried out by the professionals of the concerned industry. This adds the concrete knowledge in the minds of the students.

## **7. Simulation Technique of Teaching**

The term “Simulated” implies a precise imitation or replication. “Role playing” is a teaching method that generates interest among students. Both teachers and students can employ this technique in the classroom by assuming roles without any prior training or rehearsal, also known as extempore. Hence, we can deduce that simulation is a type of role playing where student-teachers demonstrate this skill spontaneously.

## **Recommendations for Improvement**

The recommendations are based on the areas of improvement that are discussed above—

## **1. Technological Devices**

As discussed earlier in the global methodology of teaching with reference to education 4.0, management institutes should involve the various technological devices for carrying out their everyday working procedures. Teaching process should also be through the use of various technological devices and they should also be given the theoretical knowledge in the tutorials hours and practical knowledge during the industrial visits.

## **2. Curriculum**

The current system employed in regional institutes focuses mainly on providing theoretical knowledge about various functional areas of management. The only opportunity for students to interact with the industry is during their summer training, which offers only a brief overview rather than an in-depth understanding of different management aspects. To address this limitation, it is suggested that interim periods of industrial training should be integrated after every semester. During these periods, students can engage in working on live projects, gaining practical exposure to real-world scenarios. The evaluation of these projects should carry significant weightage in their overall results, encouraging them to apply their theoretical knowledge effectively.

## **3. Development of Skills**

In the past, teachers were considered the primary source of knowledge dissemination. However, with the advent of the Internet, students, particularly those with computer proficiency, now have access to a vast reservoir of information. As a result, the role of teachers has evolved, and their focus should shift towards developing essential skills that go beyond what students can learn from books and computers alone. Teachers should now concentrate on nurturing leadership skills, decision-making abilities, analytical thinking, motivation skills, and more. These skills are crucial for students' personal and professional growth and cannot be fully acquired through self-study using books or computers. The role of teachers has transformed into guiding students in developing these practical and interpersonal skills, complementing the wealth of information available through digital resources..

## **4. Industry Institute Interface**

Management institutes must establish strong coordination and collaboration with the industry. Both entities should work together and co-evolve, moving beyond merely seeking competitive advantages to achieving complementary advantages. By fostering a symbiotic relationship, management institutes can align their educational offerings with the practical needs and demands of the industry. This collaboration ensures that graduates possess the relevant skills and knowledge required to excel in real-world business scenarios. Additionally, the industry benefits from a pool of well-prepared and industry-ready professionals who can contribute effectively to their organizations. Moving from a focus on competition to a focus on complementarity allows management institutes and industries to mutually benefit from each other's strengths and expertise. This shift in approach enables the creation of synergies that drive growth, innovation, and success for both parties involved.

## **Conclusion**

The fourth industrial revolution is causing significant transformations worldwide, driven by the convergence of artificial intelligence (AI), robotics, big data, and the internet of things. These advancements will inevitably impact the job market and various industries. Consequently, the roles for which universities and colleges prepare students will also be affected. Educational institutions

are in an ideal position to contribute to the creation of a skilled workforce for this new technological landscape, enhancing the overall student experience to align with these changes.

To fully leverage the opportunities presented by advanced technology, an educational revolution is essential. This transformation should not only cater to the needs of industries but also prioritize providing the best possible student experience.

This emerging trend has generated a demand for professional managers to lead organizations in India and compete effectively with international counterparts. Consequently, the future of management education in India appears promising. If we delve deeper, we recognize numerous strengths and boundless potential within our educational system. It is our responsibility to harness and develop this potential to the fullest extent of our capabilities. By doing so, we can drive positive change and prepare a skilled workforce that can thrive in the dynamic landscape of the fourth industrial revolution.

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## **THE ROLE OF ECONOMIC EMPOWERMENT IN MITIGATING DOMESTIC VIOLENCE**

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### **Introduction**

Domestic violence is a global issue that affects individuals across diverse socio-economic backgrounds, perpetuating cycles of fear, trauma, and inequality. It encompasses various forms of abuse, including physical, emotional, sexual, and financial coercion. Among these, the link between economic dependence and domestic violence is particularly significant, as financial barriers often impede survivors from escaping abusive relationships and seeking safety. In recent years, scholars, activists, and policymakers have recognized the crucial role of economic empowerment in mitigating domestic violence. By providing individuals with the resources, independence, and options necessary to break free from abusive situations, economic empowerment initiatives offer a pathway towards building lives free from violence.

Economic empowerment refers to the process of enhancing an individual's economic capacity and autonomy, allowing them to exercise control over their financial resources and make informed decisions regarding their lives. It encompasses a range of interventions and programs that aim to address economic disparities, promote gender equality, and provide survivors of domestic violence with the tools they need to rebuild their lives.

Key areas of economic empowerment in mitigating domestic violence and breaking the chains of economic dependence on abusers is a vital step for survivors to escape abusive environments. When individuals have access to their own income and resources, they can make decisions in their best interest without fear of economic repercussions. Financial independence provides the necessary means to secure safety and rebuild lives. Economic empowerment initiatives often emphasize access to education, vocational training, and job placement services. These programs equip survivors with the skills and resources to secure employment, fostering financial stability and enhancing self-esteem. By gaining employment, survivors can develop a sense of agency and regain control over their lives, reducing their vulnerability to future abuse.

This paper seeks to explore and highlight the significant role of economic empowerment in mitigating domestic violence. By examining the dynamics of power and control within abusive

relationships, we will underscore the correlation between financial dependence and the perpetuation of violence. We will also delve into the various dimensions of economic empowerment initiatives that contribute to breaking the cycle of abuse.

### **Meaning of Economic Empowerment**

Economic empowerment refers to the process of enhancing an individual's economic capacity, agency, and control over financial resources, enabling them to make informed decisions, achieve financial independence, and improve their overall well-being. It involves providing individuals with the necessary skills, resources, and opportunities to access income, employment, education, financial services, and assets.

The relevance of economic empowerment in the context of mitigating domestic violence is significant. Domestic violence often thrives in situations where victims are economically dependent on their abusers. Financial control and manipulation are common tactics used by abusers to maintain power and control over their victims. By limiting access to financial resources, abusers create a sense of helplessness and reinforce the victim's dependence on them. This financial dependency becomes a significant barrier for survivors attempting to leave abusive relationships and seek safety.

Economic empowerment initiatives aim to address this barrier by providing survivors with the tools and resources to achieve financial independence. By enhancing their economic capacity, survivors can break free from the cycle of abuse, make decisions based on their own interests, and establish a life free from violence.

### **The link between economic dependence and domestic violence**

The link between economic dependence and domestic violence is a significant aspect of understanding the dynamics of abusive relationships. Economic dependence can serve as a powerful tool for abusers to exert control and maintain power over their victims. Here are key points that highlight the link between economic dependence and domestic violence:

**Power and Control Dynamics:** Domestic violence is fundamentally rooted in power and control. Abusers often seek to establish dominance and maintain control over their victims. Economic dependence provides an avenue for abusers to exert power by controlling financial resources, restricting access to money, and limiting the victim's financial autonomy. By controlling the finances, abusers reinforce their control over the victim's daily life decisions and ability to leave the abusive relationship.

### **Financial barriers preventing victims from leaving abusive situations**

Financial barriers can be significant obstacles that prevent victims from leaving abusive situations and seeking safety. These barriers are often strategically created and perpetuated by abusers to maintain control over their victims. Here are some key financial barriers that victims commonly face:

**Economic Dependence:** Many victims of domestic violence rely on their abusers for financial support, lacking their own income or financial resources. Abusers may control the household finances, restrict access to bank accounts, or sabotage the victim's employment or educational opportunities. This economic dependence creates a significant barrier for victims who may fear losing their financial security and stability if they leave the abusive relationship.

**Limited Employment Opportunities:** Victims of domestic violence may face obstacles to gaining employment or maintaining a job due to various factors. Abusers may sabotage job prospects by interfering with transportation, causing disruptions at work, or engaging in stalking behaviors that create a hostile work environment. Additionally, victims may have limited job skills, lack work experience, or face discrimination that hampers their employment prospects and financial independence.

**Financial Abuse:** Financial abuse is a tactic commonly used by abusers to maintain control over victims. This can include withholding money, prohibiting the victim from working, stealing their income, accumulating debt in their name, or forcing them to sign financial documents under duress. Financial abuse leaves victims with limited access to funds, making it difficult for them to secure housing, cover living expenses, or seek legal assistance.

### **Economic Empowerment Initiatives**

Economic empowerment initiatives are programs and interventions designed to enhance individuals' economic capacity, skills, and resources, enabling them to achieve financial independence, improve their well-being, and overcome barriers to economic participation. These initiatives aim to address economic disparities, promote gender equality, and empower individuals to have greater control over their economic lives. Here are some common types of economic empowerment initiatives:

**Financial Literacy and Education:** These initiatives focus on providing individuals with the knowledge and skills to make informed financial decisions. They offer training on budgeting, saving, managing debt, and understanding financial products and services. By increasing financial literacy, individuals can develop the confidence and competence to navigate the financial landscape and make sound economic choices.

**Employment and Job Training:** Economic empowerment initiatives often include programs that provide job training, vocational skills development, and support for finding employment. These initiatives aim to enhance individuals' employability, job prospects, and income-earning potential. Job training programs can focus on specific industries or provide general skills that improve participants' chances of securing stable and well-paying employment.

**Microfinance and Small Business Support:** Microfinance initiatives provide small loans and financial services to individuals who typically lack access to traditional banking systems. These programs enable aspiring entrepreneurs and small business owners to start or expand their businesses, fostering economic self-sufficiency and job creation. Alongside financial assistance, these initiatives often offer business training, mentoring, and networking opportunities.

**Social Protection and Safety Nets:** Some economic empowerment initiatives incorporate social protection measures, such as cash transfer programs, conditional cash transfers, or social welfare schemes. These programs provide financial assistance to vulnerable populations, including survivors of domestic violence, to help them meet basic needs and reduce economic barriers.

**Financial Inclusion:** Economic empowerment initiatives often prioritize increasing financial inclusion, aiming to ensure that individuals, particularly those in marginalized or underserved communities, have access to affordable and appropriate financial services. This can involve expanding

the reach of formal financial institutions, promoting mobile banking, and developing innovative financial technologies to overcome geographical and logistical barriers.

### **Empirical Evidence of the Role of Economic Empowerment**

Empirical evidence supports the positive role of economic empowerment in mitigating domestic violence and promoting the well-being of survivors. Studies and research provide insights into the impact of economic empowerment initiatives on reducing the incidence of domestic violence and empowering survivors. Here are some key empirical findings:

**Reduction in Domestic Violence Incidence:** Research has shown a correlation between economic empowerment and a decrease in domestic violence rates. A study conducted in Bangladesh found that women who participated in microfinance programs experienced a significant reduction in physical and sexual violence from their partners. Similarly, a study in India revealed that women who had access to employment and income-generating activities were less likely to experience domestic violence.

**Increased Ability to Leave Abusive Relationships:** Economic empowerment initiatives have been found to enhance survivors' ability to leave abusive relationships. Research shows that financial resources, such as access to employment or vocational training, provide survivors with the means to establish independence and safety. A study in the United States demonstrated that survivors with access to employment opportunities were more likely to leave their abusive partners compared to those without employment.

**Enhanced Economic Security:** Economic empowerment initiatives contribute to survivors' economic security and stability. Research has indicated that survivors who participate in employment programs or receive vocational training experience improved financial well-being and reduced economic hardship. This economic security acts as a protective factor against further abuse and helps survivors maintain independence.

### **Case Studies and Success Stories of Economic Empowerment Programs**

Case studies and success stories of economic empowerment programs highlight the positive impact these initiatives can have on individuals and communities. Here are a few examples:

**Grameen Bank (Bangladesh):** Grameen Bank, founded by Nobel laureate Muhammad Yunus, is a well-known microfinance institution that provides small loans to women in rural areas of Bangladesh. One success story is that of Rina Begum, a survivor of domestic violence who accessed microloans from Grameen Bank. With the loan, she started a small business selling poultry and vegetables. The income generated from her business enabled her to become financially independent, escape the abusive relationship, and provide for her children's education.

**Self-Employment Program (United States):** The Self-Employment Program, run by non-profit organizations in the United States, offers entrepreneurship training, mentorship, and small business grants to survivors of domestic violence. A success story is that of Maria, a survivor who participated in the program. With the support of the program, she launched her own catering business. This not only provided her with a sustainable income but also boosted her confidence, empowered her to become a role model for other survivors, and allowed her to support her children.



**WORTH Program (Nepal):** The Women's Empowerment through Asset Building and Income Generation (WORTH) program, implemented by CARE International, is a savings and microfinance initiative that empowers women in rural communities in Nepal. One success story is that of Radha, who joined the WORTH program and formed a savings group with other women. Through their collective savings and access to microloans, Radha was able to start her own vegetable farming business. This not only improved her economic situation but also gave her a voice in decision-making processes within her household and community.

**Job Training Program (India):** A job training program in India, implemented by an NGO, provides vocational skills training to survivors of domestic violence. One success story is that of Meena, a survivor who participated in the program and received training in tailoring. With her newfound skills, Meena secured a job at a local boutique and eventually started her own tailoring business. This allowed her to become financially independent, support her children, and create a safe and stable environment for her family.

These case studies and success stories demonstrate the transformative power of economic empowerment programs in the lives of survivors. By providing access to financial resources, skills training, and support, these programs enable individuals to break free from abusive relationships, gain financial independence, and build a brighter future for themselves and their families. They highlight the importance of comprehensive approaches that address the economic barriers faced by survivors and empower them to create sustainable livelihoods.

### **Statistical Evidence of the Impact of Economic Empowerment on Domestic Violence Rates**

Research studies have provided statistical evidence of the impact of economic empowerment on domestic violence rates. Here are some key findings:

#### ***Microfinance Programs***

- A study in Bangladesh found that women participating in microfinance programs had a 17% reduction in the likelihood of experiencing physical violence and a 23% reduction in the likelihood of experiencing sexual violence.
- Research conducted in South Africa revealed that women who participated in microfinance programs experienced a 55% reduction in physical violence and a 48% reduction in sexual violence.

#### ***Employment and Income Generation***

- A study in India found that women's employment outside the home was associated with a 51% reduction in the odds of experiencing physical violence and a 33% reduction in the odds of experiencing sexual violence.
- Research in Uganda showed that women engaged in income-generating activities had a 78% lower risk of experiencing physical violence and a 46% lower risk of experiencing sexual violence.

#### ***Vocational Training Programs***

- A study in Nepal found that women who participated in vocational training programs had a 50% reduction in the odds of experiencing physical violence and a 42% reduction in the odds of experiencing sexual violence.

- Research in Sri Lanka demonstrated that women who received vocational training had a 33% lower risk of experiencing physical violence and a 28% lower risk of experiencing sexual violence.

### **Comprehensive Economic Empowerment Approaches**

- A study in Ethiopia revealed that a comprehensive economic empowerment program, which included livelihood training, microcredit, and support services, resulted in a 55% reduction in physical violence and a 42% reduction in sexual violence against women.
- Research in Uganda showed that a multi-component economic empowerment intervention, combining vocational training and cash transfers, led to a 42% reduction in physical violence and a 52% reduction in sexual violence against women.

These statistical findings highlight the significant impact of economic empowerment initiatives, such as microfinance, employment opportunities, and vocational training, on reducing domestic violence rates.

### **Challenges and Limitations**

While economic empowerment initiatives have shown promise in mitigating domestic violence and promoting survivor empowerment, they also face certain challenges and limitations. It is important to acknowledge these factors to inform the development and implementation of effective programs. Here are some challenges and limitations to consider:

**Structural Barriers:** Economic empowerment initiatives may face structural barriers that hinder their effectiveness. These barriers can include limited access to education, employment discrimination, lack of affordable childcare, and inadequate social support systems. These systemic challenges can undermine the ability of survivors to fully benefit from economic empowerment programs and hinder their long-term success.

**Intersectionality:** Economic empowerment initiatives should take into account the intersecting identities and experiences of survivors. Factors such as race, ethnicity, socio-economic status, immigration status, and disability can influence the effectiveness of economic empowerment programs. Intersectional approaches are needed to address the unique challenges faced by marginalized populations and ensure that programs are inclusive and accessible.

**Limited Resources:** Economic empowerment programs often rely on limited resources, both financial and human. Adequate funding is essential to sustain and expand these initiatives to reach a greater number of survivors. Insufficient resources can constrain the scale, reach, and quality of programs, limiting their overall impact.

**Long-term Sustainability:** Economic empowerment initiatives should aim for long-term sustainability beyond the immediate program duration. It is crucial to ensure that survivors have ongoing support and resources to maintain their economic independence and overcome challenges that may arise after program completion. Sustainable solutions may involve partnerships with community organizations, government support, and ongoing evaluation to adapt and improve program effectiveness.

## Conclusion

In conclusion, economic empowerment initiatives play a significant role in mitigating domestic violence and promoting the well-being of survivors. Through access to employment opportunities, vocational training, financial resources, and support services, survivors can achieve financial independence, break free from abusive relationships, and build a future of safety, autonomy, and dignity.

The evidence, both empirical and anecdotal, demonstrates the positive impact of economic empowerment initiatives. Studies have shown reductions in domestic violence rates among participants in microfinance programs, vocational training, and employment opportunities. Survivors who gain financial independence experience improved mental health, enhanced self-esteem, and increased decision-making power over their lives.

However, these initiatives are not without challenges and limitations. Structural barriers, limited resources, intersectionality, and the need for long-term sustainability require attention and addressal. Safeguarding survivor safety and confidentiality, considering cultural context, and ensuring comprehensive support services are also crucial aspects that must be incorporated into policy and program design.

## Recommendations

Based on the discussion, here are some key recommendations for promoting economic empowerment and mitigating domestic violence:

**Strengthen Economic Empowerment Programs:** Governments, NGOs, and community organizations should enhance existing economic empowerment programs and develop new initiatives that provide survivors with access to employment opportunities, vocational training, entrepreneurship support, and financial resources. These programs should be tailored to the specific needs and contexts of survivors, considering factors such as intersectionality, cultural diversity, and the availability of resources.

**Improve Access to Education and Skills Training:** Enhancing access to education, including adult education programs, scholarships, and vocational training, can empower survivors with the necessary knowledge and skills to succeed in the job market. Governments should collaborate with educational institutions, employers, and training providers to ensure that survivor-friendly education and skills training opportunities are available.

**Promote Financial Inclusion:** Governments and financial institutions should work together to promote financial inclusion for survivors. This can be done by expanding access to banking services, microfinance programs, and financial literacy training. Tailored financial products and services should be developed to meet the specific needs of survivors, such as flexible loan terms, savings plans, and asset-building opportunities.

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## **IMPACT OF COVID-19 ON NIFTY CONSTITUENT INDUSTRIES WITH SPECIFIC REFERENCE TO PHARMACEUTICAL AND CONSUMER PRODUCTS INDUSTRIES**

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### **Abstract**

The beginning of the COVID-19 deadly disease followed by political lockdown declarations has caused instability in global business operations. A health issue has had a substantial collision on the stockpile bazaar for the first time. India's primary stock indices have lost about 40% of their value making it one of the most significant emerging facts. As a consequence, the investigator looked at how the global epidemic affected healthcare and retail businesses. For the analysis of industries belonging to these two envisaged sectors, the researcher used a modular approach with the help of three basic models in this study. The outcomes are diverse, and the industries have a recognizable influence on them. Although all industries were temporarily harmed, most of them had positive or minor effects. In specific, it has been observed that the industries belonging to pharmaceuticals and consumer products sectors have not been subjected to major brunt of COVID-19 and performed with minor effects. The present study also highlights some of the likelihood of this phenomenon.

**Keywords:** COVID-19, Economic Crisis, NIFTY 50, Pharmaceutical Sector, Consumer Products Sector.

### **Introduction**

The worldwide economy depends heavily on the system of finance. Structural crises cause extensive financial turmoil that puts the health of the economy in jeopardy and, as a result, leads to real-world shocks. Spreading individualistic unexpected events, another name for catastrophic unexpected events, cause significant crises that seriously destabilize the banking industry including the economy as a whole. As a consequence, experts and decision-makers give the banking component of a nation's economy a lot of consideration.

Authorities and company owners, especially in developing nations, are not adequately prepared to withstand significant macroeconomic or monetary instability, based on the International Monetary

Fund's Worldwide Danger Assessment. Therefore, it is critical to ascertain how significant occurrences may affect expanding economies like India. Any potential threats are immediately correlated with the stock market. Asset prices, macro instabilities, and external costs, with evidence indicating that they overreact to recent facts.

Coronavirus sickness 2019 (COVID-19), which was originally identified in Wuhan, China, is caused by the virus known as SARS-CoV-2. Due to the numerous cases that have been found worldwide as a result, the World Health Organisation will have to proclaim a worldwide epidemic on March 11, 2020. Emerging nations like India, which have (i) comparatively weak healthcare facilities (ii) a troubled and overburdened financial industry and bonds, and (iii) a stop in economic development, face significant obstacles when the global epidemic's consequences are clear. On March 24, 2020, India imposed a statewide lockdown to mitigate the detrimental effects. Increased operating costs, decreased income, and cash flow issues harmed enterprises' productivity as a result of such social distancing measures and mobility constraints. Because of the growing concern among consumers, the typical consumption pattern was disrupted. All of this resulted in market abnormalities.

The portfolios of individual investors suffered from the indexes' swift decline. Energetic ordinary investors, on the other hand, saw this as a chance to time the market, make investments, and profit generously.

Sources claim that during January 23 and March 6, 2020, the MSCI International Ranking. Industries throughout the globe, but notably in India, were crushed by COVID-19. The epidemic set out a worldwide shock, which increased its influence on COVID-19 is essential.

## **Literature Review**

Both industrialized and developing nations, including the US, Italy, Spain, Brazil, and India, significantly raised uncertainty and risk. A wide range of results from previous studies has been obtained. Arun (2020) employed significant government actions, including health care reform, regulations, policies aimed at social distancing, and fiscal and monetary policies. They claim that immigration limits and tougher budgetary controls have hurt the nation's economy. Adda (2016) utilized relatively non-variation to show that travel boundaries throughout a viral communicable disease reduced income and had a negative economic impact, which matched the findings.

Furthermore, Gormsen and Koijen (2020) discovered that the COVID-19 disease outbreak lockdown in Italy led to a downward trend in GDP growth and dividends in the United States and Europe.

Baker et al. (2020) demonstrated that COVID-19-related market swings were disproportionately big when compared to SARS, swine flu, MERS, Ebola, and avian influenza outbreaks.

Asia experiencing the highest fall in abnormal returns, according to Liu et al. (2020), who used incident research methodologies to evaluate 21 top exchanges for stocks.

In contrast to other developing market nations, big businesses, and the US stock market saw significant unusual gains, per this research.

As a result, the goal of this study is to add to the body of information already in existence by building a modular approach and utilizing the expanding body of knowledge. Through the use of

incident research approaches on the NIFTY50 index components, the research's main goal is to determine if the beginning of the COVID-19 outbreak was associated with aberrant results.

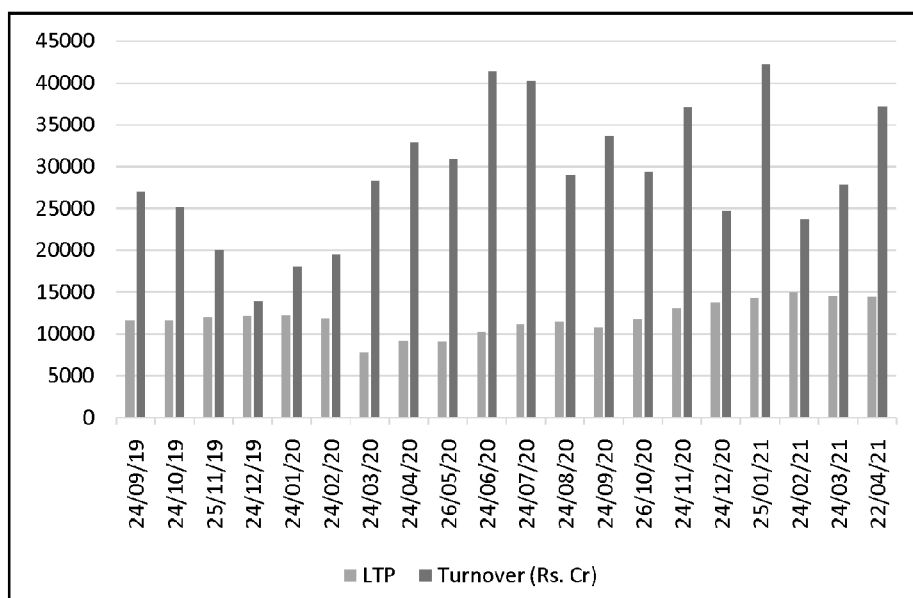
## Objectives

The purpose of this research is

- The situational analysis of pharmaceutical and consumer product sectors industries because of how the COVID-19 epidemic has affected the NIFTY50 index and its members utilizing event research and modular approach methodologies to see how the global epidemic has influenced the Indian stock market.

## Formulation of the Study

From the NSE website and moneycontrol.com, prices for shares that had been adjusted for splits in stocks and dividends were retrieved. The NIFTY50 index, which includes 50 blue-chip firms and is 65 percent of the entire market value of an NSE, is a market capitalization-weighted float-adjusted index. As a gauge of market returns, the NIFTY50 index was used. Investigations were conducted on the NIFTY50 index components. Figure 1 depicts the index's variation of last traded price (LTP) and trade volume (Rs. in Cr.) during the pandemic's early stages. It demonstrates that the stock market in India fell 15-17 percent during the start of the epidemic in March, but recovered after that period. April was a little better, as the stock attempted to recover from its March low points and began to trend upward.



**Fig. 1**

**Index of Last Traded Price and Turnover Volume**

## Methodology

The share market responds immediately to events, in contrast with additional productivity-related metrics that take periods of monitoring. The effect of an event is calculated using abnormal

findings. The case study approach aids in determining if unanticipated events produced unusual profits. The steady average return approach, the market index approach, and the market model were each utilized separately to compute the anomalous values.

### **Step 1: Define the event window as well as the estimation window**

Determining the occasion and the event timeframe is the initial stage in a case investigation. On the afternoon of March 24, 2020, the Indian government implemented a state of emergency throughout the whole country. The stock market's response to such a statement was realised the very following day, hence March 25, 2020, was a significant occasion. The normal technique of selecting a 10-day interval for prediction and modification was not followed in this study.

The estimated period, which starts 15 days preceding the occurrence and endures 120 days of trade, is Day 135, 16 of the calendar year. The period of the incident's assessment is shown in Figure 1. The estimation procedure is separated from the actual time to remove any potential biases.

When compared to a brief window period, an extended period (i) decreases the influence of testing data, (ii) elevates questions that might be confusing, and (iii) results in incorrect findings. (McWilliams and Siegel 1997). The reliability of the outcomes declines over time since incident assessment focuses on anticipating. Any other event affecting the price of the stock and causing noise has a much higher likelihood of happening in the long run. As a consequence, the analysis was restricted to a small time frame.

The COVID-19 pandemic was not a one-day event, thus the researcher used a 15-day occurrence frame to obtain a more thorough knowledge of its effects. Instead, the catastrophe occurred over a few days as the number of COVID-19 patients grew steadily. The researcher thus increased the event period by 5 days to get a clearer picture (normally, 10 days before and following the period are taken into account).

### **Step 2: Estimate the unexpected profits**

Because the COVID-19 pandemic did not occur on a single day, the researcher used a 15-day occurrence frame to better comprehend its effects. Instead, the incidence happened over a few days since there were more COVID-19 patients every day. Since 10 days before and following the window are often taken into account for a single-day event, the researcher increased the event frame by five days to get a clearer picture.

### **Step 3: Calculate average abnormal returns**

The daily average abnormal return (AAR) is given by:

$$AAR = \frac{N \sum_{i=1}^N \xi_{i,t}}{N}$$

Where N is how many businesses are being used to compute the average anomalous returns. To determine the significance, the t-test is used:

$$t = \frac{\sum_{t=t1}^{t=t2} AAR_{i,t}}{SD_{i,t}}$$



The three theories' relevance is examined during the occurrence time.

#### Step 4: Hypothesis Construction

These are alternatives and neutral hypotheses:

**Null Hypothesis (H0):** Average abnormal returns are not statistically significant in respect of the pharmaceutical and consumer goods sector.

**Alternate Hypothesis (H1):** Average abnormal returns are statistically significant in respect of the pharmaceutical and consumer goods sector.

#### Results and Discussions

##### NIFTY50 Index Components' Average Abnormal Returns

Due to knowledge garnered from other countries' experiences, India's stock markets responded well before COVID-19 reached their maximum in India, unlike the United States (Verma et al. 2021). As a consequence, this study concentrates on the early stages of the pandemic. A 5% significance criterion was utilized to test the relevance of the t-test. The outcomes of the market concept and the index of the market model are displayed in Table 2. It shows that neither model's AARs were of statistical significance on the day of the event. The null hypothesis cannot be ruled out, and the out-of-the-ordinary return on the day of the occurrence was not statically important. However, two days before and after the occurrence, a large negative anomalous return was noted. On the day of the incident, the excess return for each sector was evaluated and can be seen if there were any more positive abnormal returns.

Tables 1 and 2 demonstrate that a large number of AARs were logged on several days following the initial event. Firms with a high degree of operating leverage and a low degree of customization suffered the most. Since the NIFTY50 is made up of blue-chip enterprises, corporations with minimal operational leverage, flexible operations, and flexibility, Respectively, utilizing the economic framework and the market index model. However, a breakdown of the different sectors can help determine which ones are most affected.

**Table I**  
**AAR from the Constant Return Model**

Constant Return Model			
Day	AAR	p-Value	Median
-15	-3.9075	0.0003	-3.7883
-14	-0.9435	0.3461	-0.8835
-13	2.5322	0.0138	1.9477
-12	-0.3179	0.7499	-0.3824
-11	0.1801	0.8567	0.0740
-10	-2.3608	0.0212	-2.1408
-9	-4.3327	0.0001	-4.3044
-8	-0.8893	0.3742	-0.7925
-7	-8.4939	0.0000	-8.1839
-6	3.3572	0.0014	3.4589
5	6.9487	0.0000	6.8194
-4	-2.0126	0.0478	-1.8790
-3	-5.4523	0.0000	-5.0853

−2	−3.4991	0.0009	−3.5709
−1	5.7786	0.0000	5.9868
0	−12.8067	0.0000	−12.9117
1	2.1497	0.0351	1.6780
2	4.8656	0.0000	3.8818
3	3.7934	0.0004	2.9943
4	−0.6171	0.5366	−0.2112
5	−2.7408	0.0080	−2.5794
6	3.5554	0.0008	3.9330
7	−3.4137	0.0012	−3.5644
8	−1.5683	0.1202	−1.8574
9	8.7703	0.0000	8.8821
10	0.0995	0.9205	−0.2617
11	4.1997	0.0001	3.7250
12	−0.6202	0.5346	−0.9234
13	0.2874	0.7732	0.0819
14	0.9406	0.3475	1.2790
15	2.0956	0.0397	1.3415

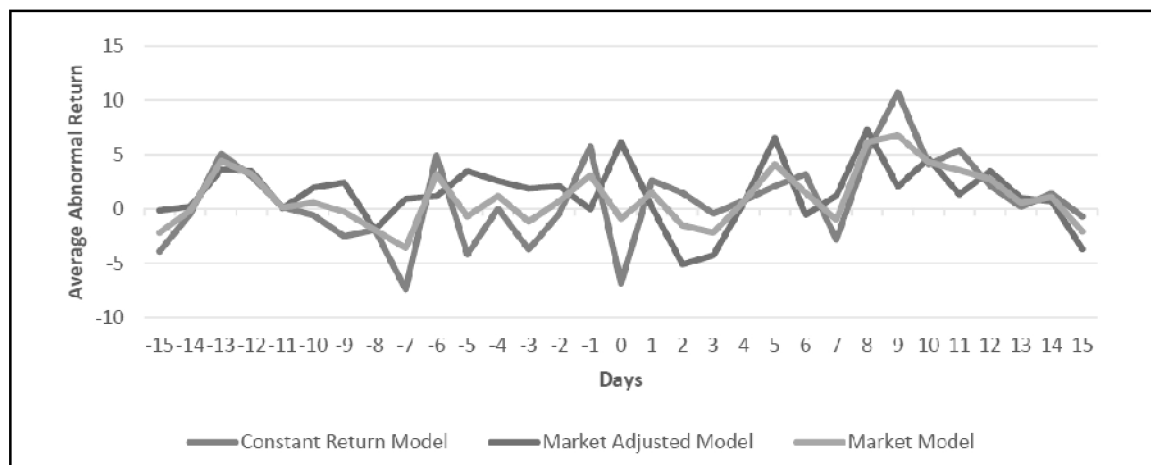
**Table 2**  
**AAR from the Market Adjusted Model and the Market Model**

Market Adjusted Model				Market Model		
Day	AAR	<i>p</i> -Value	Median	AAR	<i>p</i> -Value	Median
−15	−0.1293	0.6178	0.0564	−0.1388	0.5922	−0.0822
−14	−0.2589	0.3197	−0.1646	−0.2764	0.2883	−0.3256
−13	1.0688	0.0001	0.4584	1.0458	0.0002	0.5044
−12	0.2134	0.4113	0.0782	0.1955	0.4514	0.2275
−11	0.0887	0.7320	0.0540	0.0692	0.7893	−0.0144
−10	0.1885	0.4675	0.4055	0.1758	0.4979	0.1528
−9	0.6315	0.0178	0.7591	0.6250	0.0189	1.0219
−8	−0.8871	0.0012	−0.7450	−0.9064	0.0009	−0.8152
−7	−0.1233	0.6341	0.1617	−0.1210	0.6405	−0.1552
−6	−0.3807	0.1457	−0.3582	−0.4097	0.1180	−0.4701
−5	0.7320	0.0065	0.8211	0.7326	0.0065	0.7971
−4	0.5606	0.0343	0.7200	0.5479	0.0384	0.6191
−3	0.1728	0.5054	0.5783	0.1680	0.5172	−0.5460
−2	−1.0057	0.0003	−1.0815	−1.0186	0.0002	−1.0812
−1	0.0143	0.9559	0.1633	−0.0198	0.9389	−0.3792
0	0.2424	0.3511	0.1772	0.2568	0.3235	0.0706
1	−0.2888	0.2675	−0.6913	−0.3144	0.2279	−0.7162
2	−1.6905	0.0000	−2.6865	−1.7267	0.0000	−1.5993
3	−0.0285	0.9125	−0.6826	−0.0576	0.8239	−0.5200
4	−0.7660	0.0045	−0.3449	−0.7857	0.0037	−0.4052
5	1.7059	0.0000	1.7648	1.6981	0.0000	1.7452
6	−0.1997	0.4417	0.3024	−0.2287	0.3788	0.8310
7	0.6553	0.0141	0.3035	0.6466	0.0154	0.9920
8	0.5600	0.0345	0.2276	0.5462	0.0390	0.2145
9	0.0757	0.7701	0.2106	0.0339	0.8957	0.6737
10	0.6623	0.0132	0.3425	0.6445	0.0157	0.2997
11	0.1174	0.6504	−0.4657	0.0876	0.7351	−0.2594
12	0.7440	0.0057	0.4835	0.7282	0.0068	0.2387
13	1.1182	0.0001	0.7501	1.1011	0.0001	0.6618
14	0.2529	0.3308	0.6241	0.2319	0.3722	0.5030
15	−0.8821	0.0012	−1.6177	−0.9091	0.0009	−1.7541

### Impact of the Pandemic on the NIFTY50 Index's Different Sectors

The NIFTY 50 index is made up of automobiles, cement and concrete products, building, consumer products, pesticides and fertilizers, financial sectors, IT, metals, petroleum & gas, pharmaceuticals, power, and services. The aggregate abnormal returns from four event windows are depicted in Figures 2 and 3 in respect of Pharmaceuticals and Consumer Products. The operational circumstances of enterprises in industry vary significantly as the industry's financial situation does.

The constant return model and the stock market-adapted model both predicted an upward AAR, which had an AAR of around -6 % on the day of the event. Pharma businesses' stock prices did not fall more than the index and investors anticipated the sector to increase shortly, so shares in this sector were long. The stock market index forecast had an upward ARR on the event day while the return forecast had an adverse ARR. Despite a negative tendency in AAR on the first and second days following the event, the AAR in the days following the event was positive. After the event, all of the figures had differing AARs. This is similar to findings, which revealed that the epidemic had a major influence on US pharmaceutical companies.



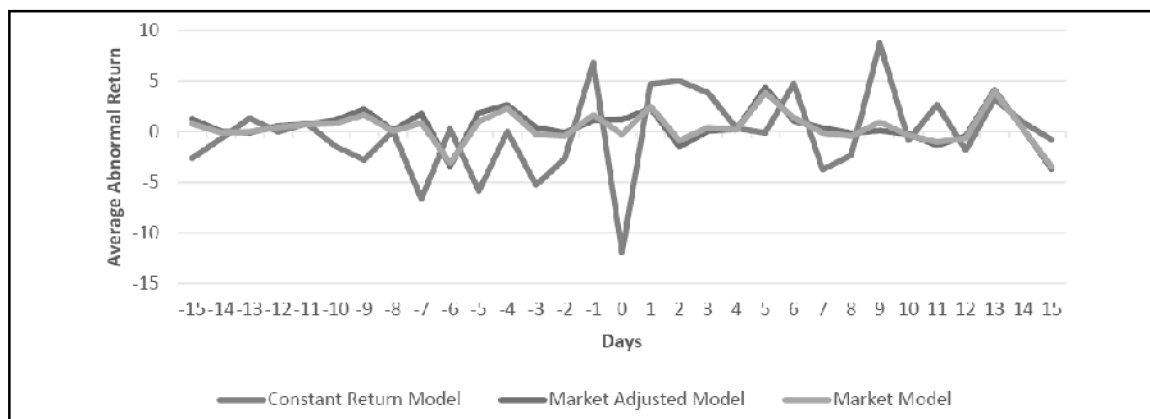
**Figure 2**

**AAR for the Pharmaceutical Sector during the event period (source: the authors).**

Similarly, the market-adapted models for the consumer goods sector provided positive outcomes, as shown in Figure 3. Consumption shares haven't dropped significantly, even after the negative effects of the closure and the present state of uncertainty. This is due to (a) the customer sector's low operating fragility, which prevented market prices from falling significantly throughout the crisis, and (b) the inelastic nature of crucial goods, which prevents demand as well as supply from declining even in these circumstances.

### Conclusions

To understand the effects of COVID-19 on the Indian equities market, aberrant returns from the beginning of the epidemic were examined. Anomaly returns were found for a few days before and after the incident. For most of the days that followed the declaration of total lockdown, all of the models' AARs were consistently positive. Additionally, the researcher did a sectoral study to better



**Figure 3**

**AAR for the Consumer Goods Sector during the event period (source: the authors).**

understand the impacts of the COVID-19 epidemic on certain businesses. COVID-19, in general, increased stock market risk, according to the study. The results, on the other hand, are blended and influenced heavily by the industries. Pharmaceuticals and Consumer Goods Sectors had favorable or minor impacts. The findings are comparable to those of people who were drawn to the pharmaceutical industry throughout this period of pandemic health.

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# **RURAL MARKETING STRATEGY FOR PROMOTION OF FAST MOVING CONSUMER GOODS IN NAGPUR DISTRICT: A CRITICAL STUDY**

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## **Abstract**

In this abstract sense, India is synonymous with rich variety. Economic, social, and cultural backgrounds are also very different among the culturally and linguistically defined states and union territories. A rural consumer of today is well informed about the vast array of goods and services available because of the proliferation of television and improvements in transportation. The industry is optimistic because of the growing number of rural consumers whose standard of living is improving along with their salaries. Due to both urban India's near saturation and fierce rivalry, several FMCG manufacturers are now developing innovative plans to aggressively court customers in the country.

**Keywords** - FMCG, rural marketing, rural customers' perceptions, satisfaction levels, rural advertising.

## **Introduction**

FMCG manufacturing company in the country has developed throughout the past 50 years. India's business for rapidly evolving goods for consumers is crucial. The impact of this sector of the economy is universal. The FMCG market has traditionally been split between the organized and unorganized sectors. The possibility for manufacturers of branded items to win over customers in the US market for fast-moving consumer goods is substantial. Moving Consumer Goods (FMCG) are consumable items that people use regularly.

In addition, developments in Indian society, such as rising levels of individual spending, have contributed to this trend.

Customers often make FMCG purchases every month. The estimated value of this market is Rs. 52,000 crores, making it one of the most promising in the economy. A country's rising middle class may be gauged by the success of its FMCG manufacturing. Many multinational corporations first focused on FMCG production in our country after privatization.

## **The Objective of the Study**

Researching how people feel about fast-moving consumer goods (FMCG) and learning about their socioeconomic background.

## **Literature Review**

Except for some lifestyle-based products that primarily depend on urban India, Purba, and Basu (2004) demonstrate the need for advertisers to know rural consumers decades to come. Understanding customer behavior is the biggest barrier to capitalizing on prospects in rural India.

Nandha and Chinnaiyan (2003) discovered that, in the rural districts of Tamil Nadu, The primary consideration in deciding which manufacturer of beverage products was the high standard of the item in question. Other elements that affect the beverage branding in the study area are rural price and marketing, word of mouth, and retail store operators.

Dhillon et al. (1999) found that urban homemakers owned more total durable items than their rural counterparts. Homemakers in both rural and urban areas update durable products for the same reasons: they want the newest model, and they want to increase the efficiency of their labor to spend less time on mundane domestic tasks.

Consumers in rural areas often contact their mothers and grandmothers before making major purchases, according to research by Keshav et al., (2002). However, young people make their own judgments about the purchases of products for their usage. The public was drawn to the ads because of their emphasis on rural culture and regional/local language. All of those who participated were deeply committed to maintaining their traditions. The respondents were not unaware that the goods existed. They valued high quality above low costs.

According to Ghosh's (2007) research on "FMCG companies in rural Indian Markets," such firms face significant difficulties when trying to break into India's rural markets because of factors like the country's diverse population and its resulting fragmentation of the market. Businesses that foresee these opportunities and adjust their tactics to meet them will prosper in the coming years as India's rural areas see economic growth.

According to research conducted by Samuel (2005) on consumer behavior, It was discovered that agricultural customer choices, buying habits, and consumption of some non-durable commodities in the everyday trade are vulnerable to shifting. This was the case for the Madurai area.

As Ambika (2007) found in her research, promotion by itself is ineffective. Products that are either of low quality, excessively expensive, or fail to meet consumer expectations will not be successful. The things we buy regularly, such as butter, potato chips, toothpaste, cleaning supplies, packaged foods, and drinks, etc.

## **Research Methodology**

The numbers utilized in the research are based on primary data, which was acquired via an interview schedule with each respondent. The study's objectives informed the selection of a convenience sample size of 200 rural residents of Coimbatore to provide feedback on their experiences shopping for groceries, like supermarkets, weekly markets, convenience stores, and pharmacies. Studies use simple percentage analysis and Garrett ranking as their statistical methods.

Perspectives of respondents on fast-moving consumer goods: analysis and interpretation

**Table 1**  
**Respondents' Perspectives on Detergent**

<i>Quality</i>	<i>Score</i>		<i>Rank</i>
	<i>Total</i>	<i>Mean</i>	
Eliminates taint	11175	55.88	5
Washable in any sort of water	12087.5	60.44	2
More garments are washed.	12162.5	60.81	1
Water is consumed less	11512.5	57.56	4
Simple to manage	6000	30.00	7
Non-allergic	10225	51.13	6
Freshens the clothing	12062.5	60.31	3
A pleasing aroma	4175	20.88	8

### Explanation

Perceptions about FMCG washing powder were ranked according to their mean scores, with “Washes more clothes” and “Fresh scent” in eighth place. Most people say they use washing powder because it cleans more loads of laundry.

**Table 2**  
**Participants' Views on Restroom Detergent**

<i>Quality</i>	<i>Score</i>		<i>Rank</i>
	<i>Total</i>	<i>Mean</i>	
Good cleaning	10887.5	54.44	3
Good for skin	10337.5	51.69	4
Good fragrance	6387.5	31.94	7
Easy availability	13137.5	65.69	1
More lather	100337.5	50.19	5
More refreshing	9287.5	46.44	6
Low price	7087.5	35.44	8
Brand image	12812.5	64.06	2

### Analysis

The table above shows how various factors influence consumers' opinions of toilet soaps. “Easy availability” ranked highest, followed by “Brand Image,” “Good Cleaning,” “Good for Skin,” “More Lather,” “More Refreshing,” “Good Fragrance,” “Low Price,” and “Good Scent.” When considering convenience, most respondents choose readily available toilet soaps.

The data in the table above can be interpreted as follows: “Smell” has secured the highest mean score and ranked first among respondents' perceptions of health drinks in the FMCG category, “Durability” has ranked second, “Flavour” has ranked third, “Brand Image” has ranked fourth, “Packaging” has ranked fifth, “Taste” has ranked sixth, “Colour” has ranked seventh, and



**Table 3**  
**Consumers' Opinions of Health Beverages**

<i>Perception</i>	<i>Score</i>		<i>Rank</i>
	<i>Total</i>	<i>Mean</i>	
Flavor	8237.5	41.19	3
Taste	7612.5	38.09	6
Color	7550	37.75	7
Refreshment	7175	35.88	8
Smell	8587.5	42.94	1
Packing	7837.5	39.19	5
Brand image	8075	40.38	4
Durability	8375	41.88	2

“Refreshment” has ranked last. The health drink’s pleasant aroma is a major selling point for most consumers.

### **Recommendations**

**Lowering the Price** - Price was shown to be the most important factor for respondents with college degrees. Personal care goods are low-involvement items that consumers buy often, so they may benefit from cost-cutting measures rather than the frequent price cuts and extra-quantity incentives that might erode customer loyalty to a certain brand.

**More Product Research Is Required** - Consumers, especially women who make most purchasing decisions and use the most fast-moving consumer goods, have been seeking specialized items that provide tailored answers to their unique problems. This necessitates a heightened focus on developing new products.

**Advertising and dissemination** - Complimentary specimens, fresh company advertising initiatives, and the expansion of the franchisee’s network are all areas that the FMCG companies should focus on to raise customer awareness.

### **Conclusion**

The research concludes that the FMCG industry is booming and will continue to grow at a rapid pace. The future of the fast-moving consumer goods industry is bright. Due to recent structural changes, this industry is poised for explosive growth. The introduction of sachets—a tiny package size of the product at lower pricing points. This has allowed firms to expose the product to new users and rural customers at lower price points, hence improving the worth of goods’ share of the market in India. The fast-moving consumer goods (FMCG) business is still quite disorganized, with the vast majority of its items being generic, unpackaged homemade goods.

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# **ATTITUDE, BELIEF AND PERCEPTION THE INTEGRAL FACTORS OF CONSUMERISM: AN EVALUATION OF ELECTRICITY CONSUMERS**

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## **Abstract**

Energy generation, transmission, and distribution are the main areas of study in energy statistics. However, the Electrical system relies on the consumer and his need for power in order to function. Almost little research has been done to try to anticipate consumer demand. Load forecasting provides little insight into their conduct. A Distribution feeder links all markets, from the most impoverished to the wealthiest; from the most remote to the most populous areas; from low-demand agricultural to high-demand industries; and so on. This article aims to investigate the home consumer across all economic and geographical strata. The whole Indian state of Maharashtra has been surveyed. Components include a predetermined structure for the survey, publicity to potential respondents, a door-to-door approach, a consumption record broken down by the hour, and more. Insights on load dynamics like fields have been uncovered and used to improve the Electrical Load Online Census.

**Keywords:** Energy generation, Electrical system , consumer , Electrical Load Online Census.

## **Introduction**

Electricity is now essential to modern human survival. It has liberated us from the limits set by evolution and nature. But in our society, which is ever changing and expanding at an exponential rate, power is not always distributed fairly. A combination of socioeconomic geography and customer attitude towards power might be to blame. Consumption and demand studies, but not consumer behaviour, are the focus of several surveys [1]–[3]. As a result, we're making an attempt to draw a picture of how individual actions effect overall energy use. We may compare and contrast the results of this research with those of others and investigate any discrepancies between the two sets of numbers. Through the use of load forecasting tools and surveys, the behaviour of loads is known and represented. In this method, the buyer receives quantitative confirmation of his anticipated needs. There was general agreement among the studies [4-6] and surveys [1-3] used to compile this evidence

that (i). The consumption pattern [i]-[3], [6], and [ii]-[3] (ii) is consistent with everywhere else and at every point in time. All [2], (iii) households have the same spending patterns. Future actuals match statistical forecasts [4, (iv)]. Substation historical data [3 (v)] predicts customer needs. There is little room for mistake at low wattages [4, (vi)]. The impact of dynamic load behaviour is reduced [2-5] and in (vii). Assumptions set in advance [2-5].

A survey was undertaken as part of the field research in order to collect data from which conclusions could be drawn and to clarify the commonly held beliefs that were represented in prior studies [1-6]. Figure 1 illustrates the breakdown of India's energy consumption in 2010-11 by industry, with the domestic sector (the provisionally second-highest user) accounting for 22 percent of the country's total net electricity consumption of 710673 GWh. After the grid disruption, its importance became clear [7]. A Grid disruption occurred at 02:33 UTC on 30 July 2012, shutting down 36 GW of power, then at 13:00 UTC on 31 July 2012, shutting down 48 GW of power. As many as 13 states in India lost electricity as a result of this. Although the Grid disruption study [7] could not pinpoint a single cause, it did find that unplanned load demand had a significant influence. Furthermore, during 2010-11, India saw a net -2% deviation due to a generation shortfall that varied from -7% to +2% across grid (region) segments [9]. This shortfall is now expected and even celebrated on a daily basis. With a 22% share, the household sector is a likely big source to unexpected demand. As a result, this industry has been singled out for special attention in the ongoing field research.

### Analyses from the Field

Suburbs, rural regions, and heavily populated urban centres were all included in the survey's sample. The study asked participants to record their average daily electricity use in a spreadsheet broken down by the hour, with checkboxes for ease of use. Type of appliance, wattage, and manufacturer were broken out into separate columns. If the customer has informed the local electricity agency of a significant change in load, the opposite side of the sheet will provide the user's yearly income. After amassing this information, an analysis was performed to learn about power usage across various demographic regions, revealing discrepancies from what had been assumed to be the norm based on prior research. Although there was a lot of repeating conduct in the consumption, we limited the amount of recordings per location to ensure their accuracy. We need more REGULAR data/cycles/readings than just an average to do a credible research. The above idea may not hold water because different people behave in different ways; however, if we take into account the fact that there are similar types of people (similar income, family size, age-groups, etc.) that will have

**Table I**  
**Table showing Survey Samples**

<i>Economic Groups (based on annual income in Rupees)</i>	<i>No. of Households Surveyed</i>	<i>Net Connected Load in kW</i>	<i>Range of Consumption in KW</i>
27000 - 1 lakh	39	41.6	0.05 to 0.5
1 lakh - 5 lakh	56	119.4	0.98 to 1.7
>5lakh	78	293.4	2.1 to 4.2
Total	173	454.4	0.05 to 4.2

behavioural similarities, this both simplifies and expands the study. Various factors have been used to make the comparison, including population density, yearly income, time of year, etc.

As can be seen from the accompanying table, the research was conducted fairly. The research was sound on every conceivable economic and social front. Two separate seasons, summer (May) and monsoon (September), were used to conduct the study. This allowed researchers to examine seasonal shifts in the data. Previous surveys by the NSSO, Central Electrical Authority [10, 11] were used to determine a sufficient sample size for this study's residential survey. In order to acquire a more complete picture of the load demand situation, researchers carefully dispersed their efforts over a variety of demographic subsets within the state. Comments and comparisons with prior or current surveys of the same kind were only allowed when the survey had been carried out correctly [7][10][11].

### **Variation with Demographical Area**

Most data show that rural consumers get up earlier in the morning than those from other regions. It was found that the peak demand in rural regions occurred between 5:30 and 9:00 in the morning. This is because of the need for powerful gear, in this case water pumps, for agricultural and irrigation reasons. Bore wells are the only source of water in many remote rural locations. Pumps and other machinery have many non-agricultural uses, such as in the laundry, dishwashing, bathroom, and kitchen. Second, there is little need for electricity since the harvest, winter preparations, and springtime classes all rely on human labour. current load is little and consists mostly of fans and televisions. This continues until nightfall, when people start using electrical appliances like lights, fans, and TVs.

Until the breadwinners of the house have left for work, the mornings tend to be hectic, especially between the hours of 8 and 10. After that time, demand drops to about 1.5 to 2 kW, or even less, since there are fewer people around to use the electricity. Demand rises later, as predicted, when lights and other appliances are turned on. Contrary to expectations, our investigation revealed irregularities in the real demand pattern related to this topic, which may be attributed only to human conduct. To begin, mornings were generally consistent with expectations. In contrast to the early mornings in the rural regions, the urban areas' peak consumption time did not occur until after 7:30 or 8:00 a.m. Demand dropped when everyone in the home went for work or school, but it didn't drop as much as could have been predicted. Not all adults in the suburbs have to go to work every day; others remain home to take care of children and housework. Domestic helpers were also a contributing factor. Modern washing machines, dishwashers, Hoover cleaners and other gadgets have made life easier for housewives and domestic assistance. Having dogs in the house was also a peculiar factor. Eighty percent of pet owners said that they always left their fans, air conditioners, lights, etc. on out of love for their animals. So, it's not as hard as you may think to get data based on conduct. Last but not least, as predicted, consumption is highest in the evening and stays rather high until 23:00 hrs.

More and more people travel to urban regions every year in quest of better opportunities, making city dwellers a dense bunch. The residents come from a wide range of socioeconomic backgrounds, from the extremely poor to the very wealthy, and from middle-class families to those just above or just below the poverty line. The power used by the privileged will far outstrip that of

the less fortunate. This was easily discerned due to the fact that income was included as a variable in the spreadsheet. In the first two examples, the yearly income difference was not as significant, hence that factor was less crucial. High- and low-income households follow the same general pattern in the above graph, despite the large disparity in demand between them. This is a fascinating nugget of data.

### **Variation with Annual Income**

Now that the importance of yearly income has been established, we may go further into the survey's results. More attention was paid to those with yearly incomes of Rs. 27,000 to Rs. 1 lakh, Rs. 1-5 lakh, and Rs. This part of the research stood out more in the city, where the income disparity is noticeably larger than in the suburbs or the country. This is mostly attributable to variations in the household's appliance set, including the quantity and types of appliances it uses. All economic irregularities may be traced back to these three primary causes.

The low salaries of those in this bracket mean that they can't afford to buy many modern conveniences. An NSSO poll [11] found that this population was less likely than average to have access to electricity. Everything from meals to lamps relied on paraffin. Only ceiling and table fans, tube and bulb lights, and the rare television were included in the survey's appliance tally. Demand peaked between 7 and 8 p.m., as predicted. Early in the day, while most people are still asleep or otherwise preoccupied, the electricity consumption is minimal. It was encouraging to see some parents put an emphasis on their children's education despite the fact that many families had youngsters working.

This subset has more discretionary spending capacity than the earlier one (Fig. 4(a)). The only real change in the appliance world is the availability of modern conveniences like refrigerators, music players, and more. Because of this, there will be a dramatic increase in electrical use. This is because refrigerators and other appliances with a high power rating are in use all day long. There will be more of these lower-rated items in their possession. Demand is low in the mornings, lowest around midday, and highest in the evenings, which is consistent with the predicted pattern. The absence of the majority or of all the members causes a consumption vacuum. In order to make ends meet, it is not uncommon for both parents to work outside the home while their children are in school. Because of this, consumption drops dramatically about midday. When school starts up again, families use more energy to power their TVs and laptops.

### **Income Group (Above Rs 5 Lakh)**

This demographic tends to use a lot more energy than the average consumer. Research indicates that the standard of living for this group is good and stable. The current sanctioned loads for a 4-person home are more than 4.5 kW due to this subsection. High-powered appliances, such as ovens, heaters, induction stoves, air conditioners, washing machines, etc., may significantly increase a household's electricity usage, even if they are used seldom. An NSSO survey [11] found that customers in this group were the most reliant on electricity for daily activities like cooking. Demand for the upper end of this class of homes never drops below 2 kW, even in the hottest summer months.

## Conclusion

Consumer behavior's impact on energy use is graphically shown. It demonstrates the dramatic impact of a seemingly little change to a routine that is performed repeatedly without being aware of the accumulating effects of those changes. Important to any data-gathering system, such as the one used in the survey, is the fact that no matter how unusual or intriguing an outlier may appear, it must be taken seriously because a sizable percentage of people probably follow a similar routine. As a result, it is clear that consumer behaviour plays a crucial role in electricity consumption, and it is crucial that the behavioural aspect be given importance in any future study of electrical consumption, lest serious imperfections be introduced into the archived data. Therefore, it is important to keep this in mind while using traditional techniques of load forecasting and management. Understanding how the given power is actually being utilised is vital for increasing efficiency and decreasing waste, ideally on a real-time basis.

Therefore, SMART GRIDS and other forms of decentralised energy generation may play a role in alleviating systemic problems. In the research, it was shown that even when homes with a lower load necessary load were given more sanctioned power, the equipment in such homes were harmed by surges. Furthermore, apart from customer complaints, there is virtually little two-way contact between the customer and the electrical department about additional loads. Smart systems can help with such kind of communication. Over time, this will allow for more streamlined power transmission. Although the idea of decentralised power generation may seem far-fetched at the moment, its eventual realisation will greatly aid in reducing losses and costs. The study's overarching takeaway is that no matter how far we go in technology, we will ultimately have to consider customer behaviour since it is they who will be utilising the product.

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## **SELF HELP GROUP MICRO FINANCE: AN INITIATIVE FOR WOMEN EMPOWERMENT**

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### **Abstract**

MSMEs are essential in a growing nation like India. SMEs perform an important role in the financial system because of the jobs they create, the money they distribute, the poverty they alleviate, the produced goods they export, and the expansion of the rural economy. Women, particularly those living in rural regions, are encouraged to join the workforce at MSMEs not only as employees but also as business owners. Women's entrepreneurship skills may flourish in the context of MSMEs. Organisation, framework, manufacturing and shipping channels, technical knowledge, learning, labour relations, effectiveness of management, and other internal problems affecting sectors fall under the heading of outside issues. Examples of external issues include the accessibility of electricity and additional facilities needed for the efficient operation of MSMEs. This article examines the impact of MSMEs on the economic independence of women.

### **Introduction**

MSMEs are essential in a growing nation like India. SMEs are important to economic growth because of the jobs they create, the money they distribute, the poverty they alleviate, the produced goods they export, and the expansion of the rural economy. Women, particularly those living in rural regions, are encouraged to join the workforce at MSMEs not only as employees but also as business owners. Women's entrepreneurship skills may flourish in the context of MSMEs.

### **Entrepreneurship**

Term "Enterprise" refers to any independent commercial entity recognised by law. Entrepreneurship may be described as the use of personal initiative to establish a new firm, expand an existing one, or start a new line of business altogether. The development of industry in any nation is due to the persistent efforts of human agencies that adapt to the local marketplace. Entrepreneurship refers to the adaptiveness of human institutions.

Cantillon, writing in the 18th century, is credited with creating the phrase “entrepreneurship.” Kilby has compared the entrepreneur to the mythical creature Heffalump, saying that many people have tried to catch him but have failed. An entrepreneur may be understood in many ways.

### **Entrepreneurial Spirit Among Women**

An entrepreneur is someone whose innovative drive produces sustainable company ownership, new employment opportunities, and financial stability. Because they value economic independence, entrepreneurship, and creativity, women bring a strong sense of dedication and honesty to the table. Women in business look on networks for both the professional and personal encouragement they need to succeed.

### **Entrepreneurial Activity Among Indian Women**

The importance of women business owners to India’s economic growth is becoming more widely recognised there. Special training initiatives for women entrepreneurs were also called for in the 1991 Industrial Policy decision. The resolution goes on to state that the course’s goal is to improve the economic and social standing of women and thereby increase the number of women working in the sector of small enterprise development. A new chapter named “Women and Development” was included in the draught of the sixth five year plan for the first time, placing specific attention on the subject of entrepreneurial growth for women. The new industrial strategy places a premium on female entrepreneurship, and the Tenth Five Year Plan has similarly prioritised the growth of the small-scale industry.

The Indus Entrepreneurs (TiE) reports that: 78% of women from low-income households in India want to start their own businesses. In India, just 15% of women occupy top management roles in privately owned companies, compared to 24% worldwide.

### **Businesses with less than 500 Employees and Female Founders**

Of India’s about 14 million SMEs, less than 5% are held by women at present. There are 15% major manufacturers and 60% small businesses in this group. Government policy, technology, globalisation, market shift, competition, and consumer requirements have all played a role in propelling change in post-liberalized India. As a result, they’ve opened up several lucrative markets both within and outside the economy. But there hasn’t been a measurable rise in the proportion of women who have taken advantage of these possibilities in the SME sector.

### **Women’s Role as Business Owners Gaining Momentum**

The majority of women-owned firms have no debt or well-managed debt even in times of economic depression, according to research presented at the sixth Prowess Annual International Conference, which took place in Blackpool, United Kingdom in March 2009. The women business owners of the UK were seen to be the key to the country’s recovery from the recession. ii One way in which women have gained independence is via starting businesses and entering the corporate sector. In the modern day, women business owners are thriving and blossoming. Women are projected to make up between 10 and 15 percent of India’s entire entrepreneur population, and this percentage is growing each year.

## India's SMEs

In 2006, Congress passed the Micro, Small, and Medium-Sized Business Act.

In 1954, a governing body was established to promote the steady and systematic expansion of micro, small, and medium-sized enterprises throughout the nation. After just two years, the KVIC, the Coir Board, and the NSII were established. Financial, technological, quality-improvement, marketing, infrastructure assistance, entrepreneur-training, and budgetary incentives were all areas where MSMEs benefited from the promotional and developmental programmes.

The main goal of this Act, which went into effect on October 2, 2006, is to develop the competitiveness of India's MSM). As the first law of its kind in India, the MSMED Act, 2006 provides a comprehensive definition of firms and regulates their operations. The following categories may be used to categorise MSMEs according to their level of speculation in place and equipment:

### Classification of MSMEs as per the MSMED Act, 2006:

Segment	Manufacturing Enterprises	Service Enterprises
Micro	Up to Rs.2.5 million	Up to Rs.1 million
Small	More than Rs.2 million and up to Rs. 50 million	More than Rs. 1 million upto Rs. 20 million
Medium	More than Rs. 50 million and upto Rs. 100 million	More than Rs. 20 million and up to Rs. 50 million

Source: MSMED ACT 2006

The Ministry of MSME's annual report states that women owned and operated 13.72% (2.15 lakh) of the registered MSME units, and that the same proportion of companies were headed by women. As of March 2019, the state of Maharashtra was home to 1,58,128 MSME units, which together employed 15,32,529 people and had a total investment of Rs. 10,947.55 crores. Over two-thirds of India's over Manufacturing, assembly, or processing is the primary activity of 1.5 million registered MSMEs. The remaining funds are split equally between servicing, maintenance, and repairs.

### Total Number and Size of Registered MSMEs (in Thousands)

	Micro	Small	Medium	Total Registered MSMEs
No. of Manufacturing Enterprises	974.6	57.7	2.8	1035.103
No. of Service Enterprises	501.1	15.9	0.4	517.389
Total	1,475.7	73.6	3.2	1,552.49

Source: Ministry of MSMEs, GoI

## Performance of MSMEs

The expansion of India's MSME has outpaced that of the country's larger businesses and GDP.

- In the 2018-19 fiscal year, MSME output at current prices (2001-02) was comparable to 16.6% of India's GDP.
- For the year 2018-2019, the MSME sector's total output was worth Rs.8,808 billion (at 2001-02 values). The MSME's overall output increased at a CAGR of 11.4% between 2016-17 and 2018-19.
- In 2018-19, output per worker was 0.13 million, up from 0.12 million the year before, while fixed investment increased by more than 11 percent year over year.

In India, MSMEs produce nearly 6,000 goods, from household staples to cutting-edge technologies. It's common knowledge that, after agriculture, MSMEs provide the greatest potential for self-employment and regular employment.

### **The Position of Women in Small and Medium-Sized Businesses**

Women business owners have unique challenges as they try to grow their companies while also satisfying their own wants and fulfilling the expectations of their loved ones and the norms of society. Many women have made their mark by accomplishing this challenging task. Women have not taken use of the possibilities in the SME sector to any considerable degree as of now. The percentage of businesses with female ownership has increased dramatically, despite the generally positive climate. There are a variety of causes, many of which have their origins in how Indian culture views the place of women in society. Historically, women have entered business for the following motives:

- The absence or death of the primary breadwinner has created a financial crisis for the family.
- It's possible that the family's financial situation necessitated the woman's launching her own company in order to augment the male breadwinner's salary.
- For fun: she went into business without first formulating a strategy for making money.
- She only provided a hand in the family company without being reimbursed for her time.

The goal of the microfinance movement is to increase economic independence among low-income women. The establishment of micro-businesses is important to any comprehensive plan for improving the economic standing of economically disadvantaged women. Women in rural areas are far more involved in agriculture than official data suggests. This is primarily because much of the labour done by women on the farm and at home is disguised as routine household tasks. Because of automation and an abundance of cheap labour, ambitious women now have more time to pursue careers as independent contractors or business owners. Women in rural areas have access to both human and nonhuman resources that may be used to launch a business, provided they have the right mindset. Rural youth unemployment is on the rise, and entrepreneurship is the only way to combat this trend. It's beneficial since it improves the local economy, which in turn benefits the local population. Women in rural regions may contribute to the family income while still taking care of their homes and cattle thanks to this. Women in rural areas often have access to significant financial resources. She benefits from having raw materials and other resources based on arms and cattle readily available to her.

## Opportunities

MSMEs play a crucial role in every economy. Historically, they have dominated the market for a small number of niche products because to their superior knowledge and craftsmanship. The MSMEs contributed significantly to mass manufacturing with many of their products. Due to the following considerations, women have tremendous prospects in the MSME sector: Exports are encouraged since they need less investment and get more assistance from the government, which also reserves certain products for its own exclusive purchasing. The expansion of the home market as a result of the expansion of the economy as a whole.

## Conclusion

The fact that she is a woman is the root of the difficulties she has as an entrepreneur. A woman's identity as a woman comes before her identity as a business owner. There is still a long way to go before women in India can enjoy the same level of success as their male counterparts in the business world. The low literacy percentage among women is also a major barrier. There are issues on the inside as well as the outside. There are a few training courses for female business owners that have been started by the Ministry of MSME, but they are mostly focused on vocational skills and provide nothing in the way of management training. There aren't many suggestions about how to fix these problems.

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## **BALANCE APPROACH BETWEEN JUDICIAL ACTIVISM AND JUDICIAL OVER-ACTIVISM**

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### **Abstract**

Judicial Review is an imperative part of our basic structure given in our constitution. It poses an important responsibility on the shoulders of judiciary of India to maintain check and balance in governance and political system of the country. With passage of time, for the purpose of serving justice judiciary showed its active part and stepped out of its boundary through its decisions which was appreciated because it gave all new wings to the fundamental rights given in our constitution but due to regular practice this activism of judiciary changed into over-activism. This role of judiciary is been criticized as it hampers the separation of power rule followed in our structure. This paper aims to draw attention to the importance of balance between judicial activism and overreach.

### **Introduction**

The Indian Constitution includes judicial review as a mechanism to prevent the state's legislative and executive branches from going beyond their authority and to rein in those who violate citizens' fundamental rights. The three pillars of the Indian democracy—the Executive, the Legislature, and the Judiciary ensure its flawless operation. By reviewing the decisions taken by the other two organs under the authority of judicial review, the judiciary has been given the responsibility of protector of the Indian Constitution. According to the dictionary definition of this power, it is a procedure whereby legislative, executive, and administrative activities may be challenged if they violate fundamental rights and constitutional provisions. In India, the Supreme Court is granted judicial review under Article 32, while the High Court is granted judicial review under Article 226. Only these two courts have the authority to review decrees and decisions issued by lower courts, and if these two articles are read in conjunction with article 13 of the Indian Constitution, these courts also have the authority to review legislative, executive, and administrative actions and, if those actions are contrary to constitutional provisions, to void them. In one of its landmark verdicts the apex court of India declared that the power of judicial review is a basic structure of the Indian Constitution. This power of judicial review somewhere opened the doors for judicial activism as well in India.

## Evolution of Judicial Activism in India

In his 1947 article “The Supreme Court: 1947” that appeared in Fortune magazine, Arthur Schlesinger Jr. introduced the phrase “judicial activism” for the first time. “A progressive judiciary and a traditionalist executive, or a traditionalist judiciary and a progressive Parliament which concurred and synchronized simultaneously, established the foundation of judicial activism” Judicial activism can be seen of as the judiciary’s use of innovation in legal interpretation. The Indian Constitution has the distinction of being a dynamic document rather than being a static one. Yet, this idea of a living text is really validated by the Indian judiciary, which began liberally interpreting constitutional provisions in order to uphold distributive justice rather than interpreting the legislation as it was passed by the legislature. Another mode of judicial activism is known as “Judge-made Legislation.” Judicial activism occurs when the judiciary oversteps its bounds and uses its verdicts to make law in the absence of written law as well as to interpret it.

## Judicial Activism in Judicial Review

Indian courts started activism in judiciary through its review power in year 1960. The first landmark milestone in series of verdicts given by Supreme Court of India is in 1967. The Supreme Court ruled in the case of *Golaknath v. State of Punjab* that the Parliament could not “take away or abridge” the fundamental rights by altering or amending the Constitution. The decision was made by six to five majorities. In this judgement the apex court tried to limit the actions of parliament which could affect constitution. It was not the first time that power of parliament to amend the constitution was challenged. This question was already raised in previous two cases named *Sankari Prasad v. Union of India* and *Sajjan Singh v. State of Rajasthan* but in both these cases Supreme Court confirmed the parliament power to amend the constitution and took literal interpretation. The 24<sup>th</sup> Amendment was passed by Parliament as reprisal after this judgement whereby a new clause in Article 13 had been added and certain changes were made.

This amendment was passed with the intention to reverse the effects of the judicial interpretations given in *Golaknath* case. Through this amendment, parliament wanted to possess the absolute power to amend the Constitution.

Afterwards, *Kesavananda Bharti v. State of Kerala*, a significant case in Indian history, was brought forth. The Basic Structure Case is another name for this case that is well-known. The same issue was brought up in this case, namely whether Article 368 of the Indian Constitution gave the Parliament the authority to change Articles 25, 26, 14 and 19(1)(f), which provide citizens certain fundamental rights. With its largest bench of 13 judges, the Supreme Court ruled that while Parliament might change any constitutional provision, the Constitution’s fundamental framework could not be changed. This was the first time that a constitutional amendment that had been duly approved by the legislature had been declared illegal for impairing or obliterating it.

After this verdict the Supreme Court of India did not hesitate at all in providing further more and more judgements which are renowned for scrutinising and reversing executive and administrative action. Following this decision in 1976, judicial activism was used as a cover for a clear-cut conflict between parliament and the court. Throughout the Emergency era, the political influence over the judiciary was evident. *Indira Gandhi v. Raj Narain* was the case where on the grounds of fraud, Raj Narain contested Indira Gandhi’s election. The case was brought before the Allahabad High Court,

where Judge Jagmohan Lal Sinha delivered a brave ruling declaring Indira Gandhi's election invalid and prohibiting her from running in elections for the subsequent 6 years. In an appeal to the Supreme Court, Indira Gandhi challenged the Allahabad High Court's ruling. By granting her bail and extending her tenure as prime minister for another six months, the SC declined to reinstall her as a parliamentarian. She started her reign by decree right away and recommended to the President that a state of emergency be declared the same night. The President, Vice President, Prime Minister, and Speaker of the Lok Sabha are no longer subject to judicial review in India thanks to the 39th amendment she made to the constitution during this state of emergency. The Supreme Court then overturned the 39th constitutional amendment in the same case on the grounds that it completely rejected the right to equality guaranteed by Article 14 of the Constitution. It was decided that since free and fair elections are a fundamental component of democracy, they cannot be violated. The Basic structure idea was made valid by this judgement once again.

But during all these years Supreme Court of India after year 1977 showed some of fine examples of real judicial activism through its verdicts. *Maneka Gandhi v. Union of India* of year 1978 was one of those examples where it was stated by apex court that if any executive action or administrative action is not following principles of natural justice then courts will not hesitate to put them down as void. Another case is *Sunil Batra v. Delhi Administration* where SC confirmed that even prisoners have fundamental rights. Similarly a long list can be formed where judiciary through its activism gave verdicts which gave people's right a completely new dimension which provided people with sense of protection and tool against arbitrary decisions of executive and legislative.

### **Judicial Activism in Law Making**

The Doctrine of Separation of Power, which the Indian Constitution accepted in several articles including 50, 121, 123, 211, and 361. All of these articles imply that India will have three branches: the executive branch for implementation, the judiciary for interpretation, and the legislative for law making. These three units each have their own limits and are not permitted to enter each other's fields of play. But, unlike the US, India does not adhere to this idea to the letter, thus there is still some room for these three wings to cross their borders and meddle in other people's affairs. This also brought to a new type of judicial activism where the court, in addition to interpreting the law, also establishes law through its decisions. The first evolutionary step taken by the judiciary was introduction of the concept of Public Interest Litigation (PIL) in India.

Immediately after independence country was suffering from various problems like malnutrition, poverty, unawareness in people and many more. In that situation, judiciary took a historical step of relaxing the rule of '*Locus Standi*' where the person who is filing the case must be the victim. People because of lack of awareness were unable to approach courts for the protection of their rights therefore judiciary through PIL allowed that any people either he or she is victim or not can file case in court on behalf of other person but only for the benefit of public at large. In other words, this allowed anyone to file a petition with the Supreme Court under article 32 and the High Court under article 226 of the Indian Constitution to address any issue pertaining to the welfare of the public. PIL had started in India towards the tail end of the 1970s and reached its zenith in the 1980s. The PIL concept was introduced by Justices P N Bhagwati and V R Krishna Iyer.

Basically it was started in the well-known case *Hussainara Khatoon v. State of Bihar*, lawyer Kapila Hingorani petitioned and won the release of around 40,000 people who were awaiting trial



from Patna's jails in 1979. Because of this Kapila Hingorani has also been known with the name of 'Mother of PIL'. She filed this petition in SC and case was led by Justice P N Bhagwati. The court accepted her petition on the behalf of all the under trial prisoners and relax the rule of *locus standi*'. With the passage of time PIL did not remain only as a tool to provide justice to deprived section of the society though initially it was based on this idea but later only it expanded its wings and landmark verdicts were passed by SC in PIL cases where it made new laws as well.

PIL also has enriched environmental jurisprudence by introducing various doctrines for the protection of environment and people's right. The Supreme Court established the idea of Absolute Liability for damage brought on by hazardous and intrinsically dangerous enterprises in the *Oleum gas leak case*. Additionally, it issued directives that implicitly increased the Supreme Court's authority under Article 32. *Vellore Citizen Welfare Forum Vs. Union of India* is another example where judiciary recognized for the very first time principles like polluter pay and precautionary. Court also analysed the relationship between environment and development. Except these court has passed various judgements for protection of environment only by interpreting international laws regarding them. These include *Delhi Stone Crushing Case*, *Taj Trapezium Case*, *M.C.Mehta v. Kamal Nath (Public Trust Doctrine case)*.

Above stated were only few examples where judiciary stepped out of its field to protect rights of various sections of societies. With the time this judicial activism has proved very fruitful for people. This activism has become a core function of judiciary which gave new dimensions to the fundamental rights and statutory rights with their liberal interpretations.

### **Judicial Activism turned to Judicial Over-activism**

People in India welcomed the exceptional moves the judiciary took as a result of its advocacy. But because of judicial populism, judiciary was burdened by public expectations that the court would constantly overstep its bounds and only render judgements in the interests of the general public. This somewhere led to overreach of over-activism of judiciary. When the judiciary begins to interfere with the proper operation of the legislative or executive branches of the government, it is known as judicial overreach. Under the judicial activism concept judiciary was given the responsibility to correct the inappropriate steps of legislation and executive. But recent trend has been followed and it can be seen that judiciary through its verdicts is challenging every step of other wings.

In year 2016 Supreme Court of India in case *Shyam Narayan Chouksey v. Union of India* The court issued an order stating that it is mandatory for all movie theatres to play the national anthem before the film begins and that everyone inside the theatre must stand throughout the playing of the anthem. All citizens must stand while the national anthem is performed in order to show respect for it, however it is their decision whether or not to sing along. The National Anthem was not made mandatory by the court. Thus through this case court tried to impose patriotism over people which, in fact should be there choice. This was example of court showing the dominancy over people's right.

In year 2017 a petition was filed in Bombay High Court against some scenes of movie Jolly LLB 2. This movie received the certificate from Central Board for Film Certification (CBFC) before its release. But according to petitioner the cinematograph act of 1952's Section 5B, which prohibits the certification of pictures that entail defamation or contempt of court, was broken by the movie.

The petition was accepted by the Bombay High Court, and a committee was formed to submit a report. Additionally, the Court grants Committee authority to make the adjustments. Following the committee's recommendations, the Court mandated that four movie scenes be deleted, and it also instructed the CBFC to recertify the picture. According to the Court's justification, this was disparaging of the legal profession. But going by the act, courts have no authority to pass decision regarding deleting scenes because under the act an appellate authority has already been provided before which the decision of censor board can be challenged. Once again judiciary over reached its powers which were already given to other wing.

### **Judicial Restrain: Balance Approach between Judicial Activism and Over-activism**

Once judicial activism reached its pinnacle of enthusiasm in rendering judgements against legislative and executive activities, the idea of judicial restraint emerged. According to the idea of judicial restraint, the judiciary's power should be kept within its bounds, and any time it ventures outside of those bounds, it should do so very cautiously. Basically this helps the judiciary to remain within its boundaries and prevent it from unnecessary interference in the matters of other two organs. Judicial Restrain is not something new but the idea evolved parallel to judicial activism. In year 1994 in the case of *S.R. Bommai v. Union of India* SC decided not to interfere with the power of state to declare constitution emergency under article 356 of the constitution. According to Judge Ahmadi, examining political judgements would entail invading the political sphere and calling into question the political wisdom. And the court must prevent this from happening. This case was one of the early examples of judicial restrain that shows that even the apex court of the country is in the favour to put limits on judicial decisions going beyond their boundary.

### **Conclusion**

The greatest asset and the strongest weapon in the armoury of the judiciary is the confidence it commands and the faith it inspires in the minds of the people in its capacity to do even handed justice and keep the scales in balance in any dispute. These words of Justice H.R.Khanna clearly mention that judiciary would be strong only when it creates trust in minds of people and act like guardian of their rights and Judicial Activism is tool which helps judiciary in creating such trust. Public confidence, public faith acts like strength for judiciary but this strength somewhere moved judiciary to overstep its jurisdiction so that rights of people can be protected at any cost even though if such protection goes against the policies of government and law made by parliament. From past so many years a tussle can be seen between government and judiciary. This over-activism of judiciary can dilute the true spirit of separation of power as adopted in our constitution. Judiciary definitely has a prime role of check and balance of all executive and legislative actions but judiciary itself is not accountable to any organ. Through judicial review judiciary can correct the actions of other organs but its own actions are not accountable outside its own field.

So the need of the hour is judicial restraint, which can draw a thin line between judicial activism and over-activism. Through judicial restraint a balance approach can be adopted so that judicial activism which is always needed and has become a core function of judiciary cannot be overlooked and other organs can also work independently without unnecessary interference. This will also help in creation of equal trust among people of our country on three main organs of democracy.

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## **NON PERFORMING ASSETS AND THEIR IMPACT ON FINANCIAL MANAGEMENT OF BANKS**

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### **Abstract**

Only a reliable credit evaluation and recovery management system can help you get your money back from nonperforming assets. When there is an abundance of cash and the economy is booming, banks sometimes make riskier loans, which increases the pool of nonperforming assets (NPAs) and causes anxiety about the possibility of adverse selection. When an asset becomes non-performing, the recovery team gets to work. The numerous routes for recovering nonperforming loans in the Indian banking industry are not performing to expectations. The failure of the recovery mechanism process may be attributable to factors such as improper due diligence, inadequate legislation to battle against defaulter, and externalities of macro-economic variables. From fiscal year 2003/2004 through fiscal year 2016/17, this paper examines the effect of the NPA recovery process and its three key pillars—recovery via Lok Adalat, recovery via DRTs, and recovery via SARFASEI. Only secondary information obtained from the RBI data warehouse was used to conduct the analysis. The data is analysed using SPSS version 20. The research concludes that the banking sector as a whole has a very weak mechanism for bouncing back from crises. DRT recovery is superior than the other two types of wing recoveries.

**Keyword:** Recovery management, Due diligence, Lok Adalat, DRTs, SARFASEI.

### **Introduction**

When a leased asset, or any other kind of asset, stops generating money for the lender, it is considered non-performing. Credit facilities for which interest and/or principal payments are more than a certain number of days late are considered “non-performing assets” (NPA). The current time limit is 90 days from the loan’s approval date. “A loan where the lender has some doubt is experiencing difficulties in obtaining repayments and regardless of time frame, the outcome could be a loss of capital” is a definition of a non-performing asset (NPA). In 2013, Sing and Modiyani found. A recovery mechanism is a collection of processes and standards for restoring a company’s financial assets in the case of its collapse, as well as the process of developing, testing, and implementing

such procedures and standards. We all know that nonperforming assets (NPAs) do not provide revenue, need provision, raise borrowing cost, damage employee morale, and wipe out capital. In this setting, the banking sector would collapse without the successful recovery of nonperforming loans. Below, we'll go through the three main methods used in the recovery process:

### **Lok Adalat**

Because to the Legal Services Authorities Act of 1987, Lok Adalat has flourished in India. Another name for it is "People's court," and former Chief Justice of India Justice P.N. Bhagwati actively supported it. The State Authority, the District Authority, the Supreme Court Legal Services Committee, the High Court Local Services Committee, or the Taluk Legal Services Committee may all hold mock courts (called Lok Adalats) as part of the Lok Adalat system, which is a non-adversarial system. The first Lok Adalat took place in Gujarat on March 14th, 1982. Banks benefit from Lok Adalat because it facilitates debt settlements through compromise between lenders and loan defaulters. Cases involving NPAs of Rs. 10 lakhs or more may now be decided by the Lok Adalat, a debt recovery tribunal. The processes seemed to be more efficient for loan collection via swift rulings on referred instances. The majority of Lok Adalat's success has come through the collection of smaller loans. To further promote the use of this process for the settlement of disputes, mobile Lok Adalats are organised in different regions of the nation. Since its commencement, more than 15.14 million Lok Adalats have been held throughout the nation as of September 30, 2015. This system has resolved more than 8.25 billion instances thus far.

### **DRTs, or Debt Recovery Tribunals**

The DRT Act established the Debts collection Tribunals (DRT) and the Debts Recovery Appellate Tribunals (DRAT) for the speedy adjudication and collection of debts owed to banks and financial institutions and for issues related thereto. The Borrower/Mortgagor may seek judicial review of the Secured Creditor's action brought under the Securitization Act via DRT. For the purpose of recouping debts owed to banks and financial institutions as quickly as possible on behalf of the Government of India, Debt Recovery Tribunals were set up under Act 51 of 1993 of the Indian Parliament. Those who disagree with the outcome of actions brought by secured creditors under the SARFAESI Act 2002 may appeal to the debt recovery tribunal. Across the nation, 33 DRTs and 5 DARTs are currently active. To expedite the resolution of disputes involving loans, the government established six additional DRTs in 2014. The primary problem with DRT debt collection is the length of time it takes to resolve issues (such as settling debts and ending defaults). DRTs take a long time to resolve ongoing disputes, similar to other debt collection processes. There are about 93,000 cases waiting to be heard by DRTs around the nation as of the end of 2016. According to the World Bank, the average time it took to resolve bankruptcy in India under the former legislation was 4.3 years, which was more than twice as long as China. When compared to other economies, this is among the poorest.

**SARFAESI Act:** The legislation accomplished nothing until it learned how much NPA was hurting banks' bottom lines. The recommendations of the Committee on Banking Sector reforms (Narasimham Committee Report II) and the Committee on the Restructuring of Weak Public Sector Banks (Verma Committee) led to the formation of the SARFAESI ACT in December 2002. The accelerating accumulation of Non-performing Assets at banks and financial institutions is the target

of this Act, as is the fast recovery of defaulting loans. Banks and other financial institutions can make use of the Act's provisions to realise long-term assets, deal with liquidity and asset liability disparities, and boost recovery through the seizure and sale of securities and the implementation of other measures designed to reduce non-performing assets. The Act offers three options for recovering non-performing assets: securitization, asset reconstruction, and security enforcement without judicial involvement.

### **Securitization**

The issuance of a security receipt in order to finance or acquire another security is the essence of securitization. The Securitization or Reconstruction Company uses many methods to collect capital from the Qualified Institutional Borrowers (QIBs). For all QIB investments, they must keep accurate books of account for each acquired asset. Institutional investors that meet the criteria below are considered "Qualified Institutional Buyers."

### **Assets Reconstruction**

Assets reconstruction companies purchase nonperforming assets (NPAs) from banks and implement strategies to recover the bad loans amount from borrowers, including:

- Proper management of the borrower business;
- a change in management of the borrower business;
- a sale or lease of the borrower business;
- a restructuring of the borrower's business;
- a rescheduling of the borrower's debt repayments; and
- possession of the borrower's secured assets.

Shareholding must not exceed 26% of the post-converted Debt Equity as a reconstruction, and RBI has authorised ARCs to convert the debt / outstanding loans of borrowers into "Equities" as a functional process of restructurings the loan amount of NPAs.

Permission from Secured Creditors holding no less than 60% of the amount owed to a borrower as opposed to 75% as of date is required as part of Enforcement of Security interest for enterprises undergoing equity reconstruction. ARCs will utilise the funds obtained in this manner to reorganise the company's leadership.

### **Security Asset Enforcement**

In contrast to the Registration Act of 1908, this law allows for the enforcement of Security Interests without the need for judicial intervention. Compulsory registration shall not be required for 1) any security receipt issued by SC / ARC under section 7 of the Act that does not create, declare, assign, or convey any right, title, or interest to property except to the extent that it entitles the holder of the registered instrument, or 2) any transfer of security receipts. Presently, India is home to 19 ARCs. However, their combined capital is inadequate to address the over 8 lakh crore in nonperforming assets throughout the country. limited ARC capital bases, limited ARC funds, a value gap between banks and ARCs for troubled assets, and other issues plague the industry. In order to revitalise the asset rebuilding efforts, the RBI and the Government took several measures.

Among these measures was an increase to 100% FDI in the industry by the government. Under the new insolvency and bankruptcy legislation, ARCs may also play a significant role in the restructuring of assets. The RBI revised the SARFAESI legislation in 2016 to enhance the authority and effectiveness of the ARCs.

### **Insolvency Law**

Presently, there are four separate venues with overlapping jurisdiction, which leads to systemic delays and complexities: the High Courts, the Company Law Board (CLB), the Board for Industrial and Financial Reconstruction (BIFR), and the Debt Recovery Tribunal (DRT). As all litigation will be filed under the code before the National Company Law Tribunal (NCLT) for corporate insolvency and insolvency of LLPs, and before the Debt Recovery Tribunal (DRT) for individual insolvency and insolvency of unlimited partnership firms, the bankruptcy code overcomes these challenges and would reduce the burden on the courts. The goal of the law is to significantly reduce the number of cases that have been outstanding for an extended period of time by establishing a formal insolvency resolution procedure (IRP) for firms. The bankruptcy and Bankruptcy Board of India is envisioned as a new regulator under the code, along with professionals who would handle bankruptcy matters and insolvency professional agencies to monitor the Insolvency Board. Financial data from listed corporations and the financial and operational creditors of firms is proposed, as are information utilities to gather, aggregate, authenticate, and distribute this data. By collecting and organising a variety of financial data, the IRP will run more smoothly as a result.

A corporation in arrears on payments to its financial or operational creditors may begin the IRP process. Claims by creditors will be put on hold throughout the IRP's 180-day duration as creditors consider options for reviving the company and make plans moving forward. Within that time frame of 180 days, a revival plan must get approval from 75% of financial creditors. If the required amount is not raised, the company will be forced into liquidation. The adjudicator may grant a one-time extension of the procedure of up to 90 days if three-fourths of the financial creditors deem the case difficult and believe it cannot be resolved within 180 days.

NPA issues, particularly those at PSU banks, may be resolved more quickly if the code is implemented. According to RBI's 2015 Financial Stability Report, there is a need for increased oversight of the vulnerabilities of the business sector and the effect of their poor balance sheets on the financial system. The financial services sector would benefit greatly from a time-bound insolvency resolution procedure.

Recently, regulators and government officials in India have started keeping a careful eye on the quality of Indian banks' assets. The decline in asset quality in the Indian banking industry is not a new phenomena. This rapid decline in asset quality necessitates not only a more stringent monitoring of the worsening situation on the part of regulators, governments, and other stakeholders, but also a serious breakthrough intervention on the part of these same parties. At the close of the 2017 fiscal year, the Indian banking sector's gross non-performing assets were \$5,069.22 billion across scheduled commercial banks. Now is the time to figure out what needs to be done to deal with NPAs and what may be done better in the future. The sheer volume of nonperforming assets has been the main factor weighing down the efficiency of Indian banks. Banks, according to the published works, need to prioritise the recovery of defaulted and sticky loans and their settlement. This paper's goal,

therefore, is to convey a concise picture of recovery as achieved by the most useful methods and to offer commentary on those methods' efficacy.

### **Literature Review**

Bank behaviour in India was studied by Chipalkatti and Rishi (2007), who asked whether less-strong Indian banks had an incentive to under provide for loan loss provisions (LLPs) and understate gross Non-Performing Assets (NPAs) between 1996 and 2002 so that they could increase their earnings and capital adequacy ratios (CRARs).

According to Uppal (2009), the growth of the high priority sector is to blame for the rise in nonperforming loans at public sector banks.

According to Kaur and Sing (2011), the amount of nonperforming loans is disproportionately large in public sector banks.

Gupta (2012) claimed that public sector banks are more at risk because they lack the resources and expertise of private sector banks, which have been able to consolidate via the use of technology and better techniques.

According to Salunkhe et al. (2013), banks must maintain a low level of nonperforming assets (NPAs) to ensure their profitability, and therefore they must have a robust recovery mechanism that is efficiently run under the watchful eye of regulatory authorities dealing with a critical number of NPAs. Bank productivity and profitability may benefit from NPA reduction and management.

Banana and Chepuri (2016) conclude that the SARFAESI Act outperforms other recovery mechanisms.

According to research conducted by Shaardha and Jain (2016), the change to the SARFAESI act of 2002 facilitates the recovery of non-performing assets in India's public sector banks.

According to Gupta and Kesari (2016), the fundamental cause of the increase in NPAs was the global economic recession and its effects on the Indian economy.

Thomas and Vyas (2016) analysed the Indian banking industry's loan recovery system. This paper proposes a 5-stage early warning system for loans to avoid default.

According to research by Khosla and Kumar (2017), Indian banks are losing money due to their NPA problem, which amounts to more than Rs. 90,000 crores. There was no means to cope with recouping the terrible credits since the common rules of the country were so too cumbersome.

According to Sengupta and Bhardhan (2017), regulatory forbearance does not help with resolution and may instead make the financial crisis worse by encouraging banks to postpone NPA identification and take no action. A bank's choice to restructure a loan is a business decision and should not be rewarded with regulatory breaks like delayed identification of nonperforming assets.

The SARFAESI Act-2002 is the most successful reform policy in the Indian banking system for NPA recovery, according to a research by Swain et al. (2017).

### **Objective and Research Design**

The research aims to examine several avenues of recovery and provide commentary on the efficiency of the recovery process in relation to the current levels of Non-Performing Assets. All of



the secondary data used in the aforementioned research can be found in the RBI Data Warehouse, starting in 2003-04 and running through 2016-17. The SPSS 20 programme is used for the analysis. Our study's test for homogeneity of variance yielded a significant result. To determine if there is a statistically significant difference between the various methods of recovery, an Anova test is performed both between and within the groups.

### Data Analysis

Figures 1 and 2 show unpaid principal balances (NPBs) rising faster than BPBs being paid back. The sum involved in the recovery procedure has also increased, from Rs. 648.1 billion in NPAs in 2003-04 to Rs. 7902.7 billion in 2016-17. Based on these two pieces of evidence, it's safe to say that current recovery efforts are inadequate. NPAs are on the rise with progress, suggesting a possible failure on the part of the business to properly manage its growth. The rising ratio of nonperforming loans to advances is more evidence of the low quality of advances. While the BASEL

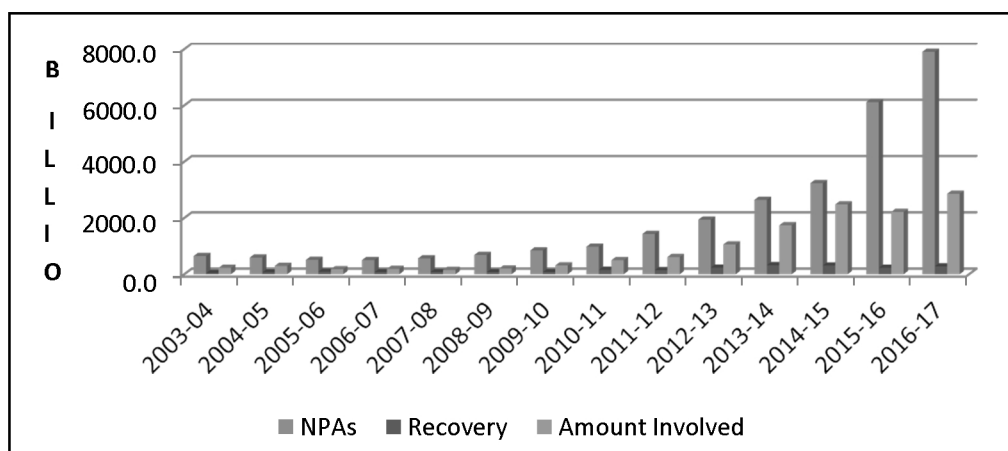


Fig. 1

Recovery analysis from 03-04 to 2016-17

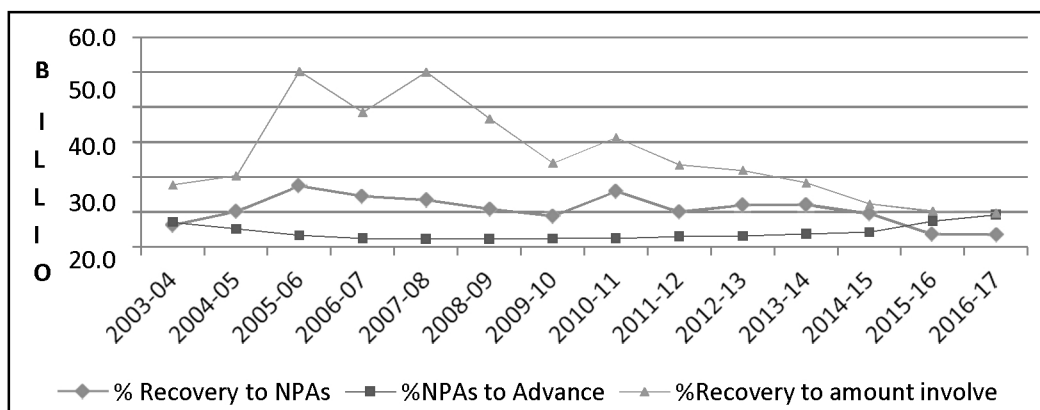


Fig. 2

Recovery Analysis with NPAs with Advance

If agreement has been implemented by banks under RBI supervision, the ratio of recovered funds to nonperforming loans has been steadily declining since 2011-12. The government is intending to consolidate public sector banks in response to the depreciation of capital caused by the accumulation of the aforementioned facts, which reduces profitability by requiring larger provision. Banks' precarious state may be the result of recent frauds, a convoluted legal framework, political influence, a lacklustre internal control system, and an inadequate supervisory review procedure.

Recovery rates through Lok Adalat are seen to have skyrocketed in 2008-09 and subsequently rose somewhat in 2014-2015 (Fig. 3). Over time, DRT-aided recoveries improved. It rose to Rs 164 billion in 2016-17 from Rs 64 billion the previous year. From 2009-10 to 2014-15, SARFAESI act recovery was higher than it was in subsequent years. In comparison to DRTs, SARFAESI act and Lok Adalat recovery obviously falls short of expectations. Figure 4 shows that the ratio of recovered funds to nonperforming loans hit a 14-year low in 2016-17, and has been steadily decreasing since

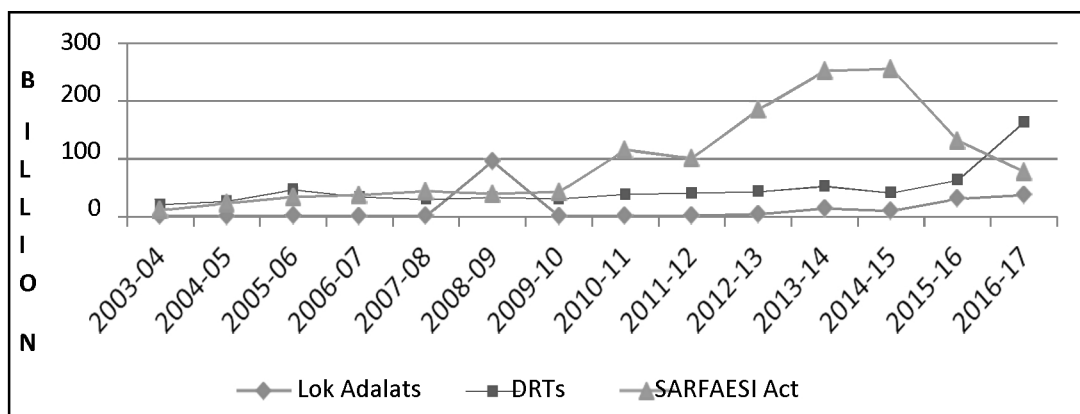


Fig.3

### Amount of Recovery through Various Channels

Data Source: <https://dbie.rbi.org.in>

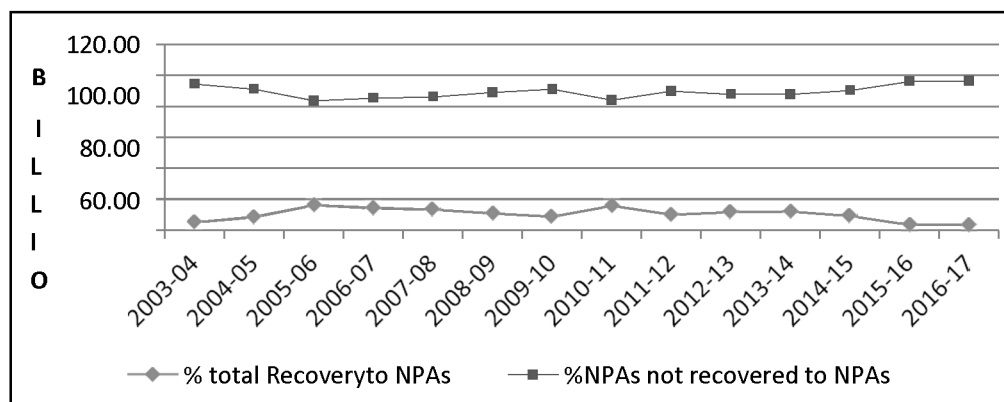


Fig. 4

### Recovery Trend of NPAs

Data Source: <https://dbie.rbi.org.in>

2013-14 (NPAs). The information proved beyond a reasonable doubt that there is no hope for a recovery.

Clearly, the SARFASEI act has the biggest total amount engaged in the recovery process, as shown in Fig. 5. However, the total amount recovered via this channel is less than that of DRTs and is about equivalent to that of Lok Adalat in 2017. This demonstrates, without a doubt, that the current enforcement statute for debt recovery is inadequate. It may also be claimed that banks are either too busy or too unprepared to properly evaluate loan applications before granting advances. With the most default instances reported to Lok Adalat, it's clear that banks prefer this method of dispute resolution since it's less time-consuming and costly for both the borrower and the lender.

## Conclusion

The banks' methods of managing credit risk are the root cause of the ballooning NPA crisis. Pre-sanction appraisal duty and post-disbursement monitoring are two areas in which banks must take necessary precautions. Financial institutions need to keep a close eye on their loan portfolios in order to spot any accounts with "at risk" status. Banks must use their inspection authority to track where their money goes. The borrower's guarantor may be required to repay the loan if the borrower defaults. Recoveries via different pathways have vastly different mean scores, as seen by the statistics. This demonstrates the inadequacy of the available resources for dealing with the issue at hand. The SARFASEI amount collected is much lower than anticipated. Recovering from a DRT takes a long time since the judgement of the DRT might be appealed to a higher court. However, the judgement of Lok Adalat cannot be appealed to a higher court, and it plays a crucial role in streamlining the recovery process. However, the amount recovered via this route is modest, and it has limited relevance in enforcing recovery since NPAs beyond 10 lakh cannot be recovered through this channel.

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## **STRATEGIES OF BANKS CONCERNING FINANCIAL VIABILITY OF MSMEs**

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### **Abstract**

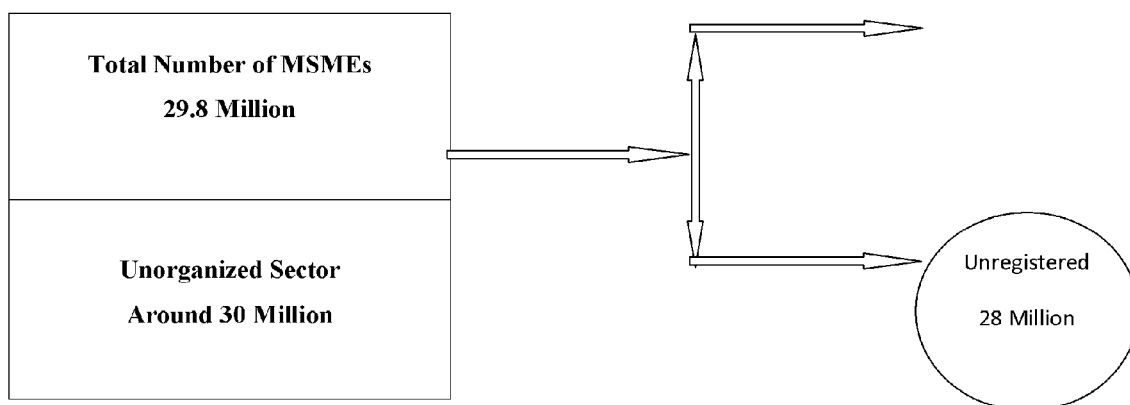
The industry is essential to achieving the national goals of creating jobs, lowering poverty, and preventing people from leaving the countryside for the cities. These businesses not only encourage the adoption of indigenous technology but also contribute to the growth of a flourishing entrepreneurial ecosystem. In addition, the industry has seen sustained growth over the last several years, although in a limited context that has often led to wasteful resource utilization. Especially during economic downturns, among the numerous problems inhibiting the growth and development of MSMEs. Throughout the value chains of diverse sectors, different companies have pivotal roles. Therefore, it is crucial to pay attention to the factors that influence the establishment, development, and maintenance of businesses in the sector. Institutions that lend money on credit have been crucial to the expansion of the MSME sector in recent years. The micro, small, and medium enterprises (MSME) sector in India has benefited greatly from the efforts of the government and financial institutions. The measures Indian MSMEs (micro, small, and medium-sized companies) took to grow and prosper as a result of the recent liberalization of the economy are thoroughly examined in this paper. The second section of the essay looks at the role that various financial institutions play in the expansion of micro, small, and medium-sized enterprises (MSMEs) across the nation. This research paper's overarching goal is to help policymakers think critically about the sector's potential possibilities and problems when it comes to generating money via a variety of financial institutions.

**Keywords:** Banks, MSMEs, resource use, the business environment, the recession, and growth efforts.

### **Introduction**

The Indian economy relies heavily on the MSME (Micro, Small, and Medium Enterprises) sector. There are around 29.8 million businesses across a wide range of sectors, providing jobs for over 69 million people.

Over the last five decades, India's MSME sector has grown into a vital and innovative part of the country's economy. SMEs are essential to the country's economy because they industrialize rural and underdeveloped areas, which reduces disparities between regions and ensures a more equitable distribution of wealth and income across the country. They additionally generate jobs at a lower cost of capital compared to large-scale industries. MSMEs serve as auxiliary units to big industries and make significant contributions to the nation's socioeconomic growth. Indian MSMEs must adapt quickly to the changing global economy or risk being left behind. SMEs require assistance from consultants now to advance their knowledge in fields like marketing, finance, company growth, activities, the Internet, etc. Agribusiness is followed by SMEs are a major contributor to the country's industrial production, employment, exports, and steady increase in employment. SMEs have helped the government address a major difficulty during the early stages of industrialization: keeping rural residents from leaving for the cities. It has been crucial in the achievement of rural development and has contributed to the country's overall economic growth.



**Broad MSME Taxonomy in India**

Source: MSME Census, NCEUS

### **Objectives of the Study**

Following are some of the primary goals of this research:

1. Learn About and Analyse MSME's Role in India's Economy
2. Analyse the development and efficiency of MSME
3. To examine the function of banks in the growth of Indian SMEs

The research methodology used in this study consists of gathering information from secondary sources. The information used in the research comes from two main sources: i) annual reports of MSMEs and ii). MSME Reports from SIDBI iii). New documents from the Ministry of Small and Medium-Sized Enterprises (iv). The RBI Annual Reports, v). Many different topic-related online resources

### **MSME: The Backbone of India's Economy**

Due to the significant responsibilities MSMEs play in the Indian economy, they have grown increasingly relevant. MSME businesses make up over ninety percent of the entire industrial sector

in India. The government is implementing several measures to encourage the manufacturing sector, which will benefit the economy as a whole. The establishment of multiple organizations for policy creation and funding allocation via Five Year Plans provides insight into the government's commitment to industrialization. The government's formation of the National Manufacturing Competitiveness Council has led to recommendations for improving the manufacturing sector's competitiveness. Following the country's National Manufacturers Policy, the government has promised to expand manufacturers' economic impact to 25% of Revenue by the year 2022. The Make in India initiative, first launched by the new government in September 2014, has as its overarching goal the transformation of India into a major manufacturing center worldwide.

### **How Small and Medium-sized Enterprises can Access Financing**

Most SMEs fund themselves. According to the latest data from the MSME sector's census, 87.23 percent of all businesses fall under the "self-finance/no finance" category. There may be a correlation between the prevalence of "Micro enterprises" and the strong reliance on "self-finance/No finance" among these units. In India, micro-enterprises account for 94.94% of all MSME units, with small firms making up 4.89% and medium-sized businesses making for just 0.17%.

Receivables management via factoring services may help SMEs who lack admittance to sufficient economic options. The problem of late payments from corporate buyers has long been a source of stress for MSMEs. There has to be more initiative on the part of financial institutions in India to fund factoring receivables. For SMEs, factoring is the most common way to get immediate cash flow. It is anticipated that the introduction of the Factoring Regulation Act in 2011 would increase demand for factoring services in India. With a good payment history, a company may extend its credit limit as its sales improve thanks to a factoring agreement's open account option.

### **Issues Related to Lending Money to SMEs**

It is impossible to increase lending to MSMEs without addressing the reluctance of traditional financial institutions like banks to do so. Due to issues including inadequate assets and poor capitalization, MSMEs are seen as high-risk borrowers. Companies with a high susceptibility to economic and marketing volatility tend to fail at a higher rate. The number of failing businesses in India's MSME sector rose by 16% from March 2010 to March 2011 (from 77,723 to 90,141). A unit is deemed ill under the current standard if it has been in commercial operation for a minimum of two years when its total assets have decreased as a result of cumulative cash losses to the level of 50% of its net value throughout the prior financial year. Micro and small businesses made up 9.8 percent of banking system loans in 2011–12, but 17.9 percent of NPA. Increases in nonperforming assets (NPA) and the prevalence of ill MSMEs represent a serious threat to financial institutions. Credit flow to the industry is hampered by the knowledge asymmetry that emerges when lending to MSMEs. Since it is not financially viable for banks to gather data on a significant number of small businesses, access to credit information on them is limited. As a consequence, the cost of knowledge asymmetry is often included in loan rates. Because of this information gap, lenders often have trouble deciding which projects are viable and which are not. According to the latest MSME sector census, 90.08 percent of businesses are privately held. Lenders are wary about the industry as a whole since so many businesses are solely reliant on their founders and lack adequate succession plans. Smaller businesses depend too much on the owners since they lack the resources to engage sufficient staff.

Lenders also have issues with MSMEs due to a lack of financial discipline, an absence of transparency in financial data, and an inability to establish a solid financial track record.

### **M&S Contribution to Production and GDP**

Over 45 million units, or 90% of industrial units, contribute significantly to the nation's economic growth. The output of MSMEs has increased steadily over the last several years, reaching Rs. 67, 1910 crore at the finish of FY12. MSMEs have shown their efficacy as training of service generation, with an estimated 1.5 million new jobs being created annually and a total employment figure of 1011.8 Lakhs at the end of FY12.

Financial planning for MSMEs: Money is what keeps the wheels turning. Most small and medium Indian businesses are part of the country's unorganized sector, making it difficult for them to get a steady supply of financing. Due to the difficulty in acquiring initial capital, many new businesses are now financing themselves via less conventional means. Term loans and working capital loans are particularly important for growing and established small and medium-sized businesses.

The MSMEs in India have been a major focus of the country's financial institutions. Analysis reveals that the government has invested significantly in the product, talent, and competitive growth of the MSME sector through five-year programs. Key success factors need special attention in a country like India, whose economy is still maturing. Policymakers and academics in India have taken notice of a similar phenomenon affecting MSMEs.

### **Comparison of Bank Loans to Fixed Investments and Output from MSME**

Indian MSMEs have shown remarkable productivity development over time. Production's attention from policymakers and financial institutions has been garnered by its participation in A product is deemed ill under the current standard if it has been in business operations for a minimum of two years when its total assets have decreased as a result of cumulative losses in cash to the level of 50% of its net value throughout the prior financial year. When compared to the growth of fixed asset investment and output, bank lending to MSME is growing at a rate of 33% and 22%, respectively. A rise in the availability of financing shows that policymakers value the MSME sector's contribution to the national economy.

The following is a list of the products and services offered by financial institutions that provide loans to the MSME sector:

Banks that lend money to the MSME sector may be broken down into two groups, depending on the kind of money they lend out. The loan supply from financial institutions to MSMEs has been boosted by general government assistance and the competitive legal and regulatory environment. The MSME sector will become stronger and more competitive in the global market as a result of the increasing loan availability. The government's target of a 25% manufacturing contribution to GDP by 2022 may be reached if MSME is provided with upgraded technology.

### **Some of the Main Difficulties Encountered by the MSME Industry**

There is a massive disparity between the MSME sector's demand for credit and the amount of credit that is available, notwithstanding the efforts of the government of India and the Reserve Bank



of India. It's not only access to capital that's holding back the industry; there are plenty of other factors at play as well. The following are examples of such difficulties:

The most pressing issue that MSMEs confront is financial exclusion. According to data collected for the fourth MSME sector census, just 92.77 percent of MSME units depended on self-funding or unofficial finance, while 5.18 percent of units utilized governmental financing, and 2.05 percent used non-institutional funding. These problems must be fixed to increase the MSME sector's competitiveness on the global stage and to achieve GDP targets or aspirations.

To meet the demands of this industry, the government must take the initiative.

**B. Infrastructure:** India is striving to provide world-class support for MSMEs. The private sector is hampered in its efforts in this area by inadequate infrastructure. Therefore, it is essential to give top emphasis to improving infrastructure for micro, small, and medium enterprises.

**C. Promotion:** The unspecified marketplace for MSME goods no longer exists in the wake of the IT revolution. The promotion of a wide range of IT-based product applications for use in marketing is warranted to boost MSME competitiveness.

**D. Technology:** SMEs are falling behind larger corporations when it comes to adopting new technologies because of the hefty upfront costs associated with doing so. We need to incentivize MSMEs to adopt the Sustainable Business Model approach.

Obtaining qualified workers is a critical problem for the small and medium enterprise economy (MSME). The government should create a mechanism for combining academic institutions and business sectors for this purpose. Students' chances of gaining the theoretical background and practical experience valued by employers are boosted by this kind of instruction.

### **The Role of MS & MSEs in Creating Jobs**

- MS&MS businesses are widely acknowledged for the positive impact they have on national economies. Some writers suggest that SMEs engage in recreation a vital position in creating jobs in developing nations because they: Employ a higher proportion of workers in their production processes than big businesses, which in turn increases employment and promotes more equal income distribution;
- Offer a means of subsistence in economies dependent on agriculture via simple value-adding processes
- Encourage the new business formation and aid in the development of scalable, sustainable infrastructure through strengthening relationships between established businesses of all sizes.

### **Conclusion**

In various established and emerging economies across the globe, MSMEs have emerged as an engine of development. By significantly contributing to GDP, industrial output, and exports, they have also developed as a thriving and dynamic part of the economy in India. The creation of jobs, however, is the industry's most vital contribution, second only to agriculture. Recent years have seen a steady decline in agricultural employment with the same trend in joblessness in big businesses. The unorganised sector, which includes MS & MS businesses, and the service sector, bears the

primary burden of creating new jobs under these conditions. The MSME industry is expected to expand by 12% every year, creating an extra 4.4 million jobs, based on its potential and capability. Also, MSMEs in India will engage in recreation a significant part of the country's financial growth. Small and medium-sized enterprises (MSMEs) can reduce young unemployment and poverty by employing those in need. It has opened up possibilities for progress in the area and the elimination of inequalities. SMEs are frequently referred to be the "development engine" of the financial system across the world. Therefore, both the formulation and execution of policies in the industry need careful thought from policymakers. While banks and other financial institutions have helped small and medium-sized enterprises grow and thrive so far, more attention has to be paid to ensuring that these businesses are financially included. The government needs to implement the findings and suggestions of the numerous MSME sector analysis committee studies.

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# **ADOPTION OF ENTERPRISE RISK AND RESOURCES POLICIES: A CRITICAL EVALUATION OF COAL MINES**

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## **Abstract**

Every year, two million people lose their lives on the job due to accidents or disease, and one person dies every fifteen seconds. When it comes to fatalities, mining is the world's second-biggest business. The premature mortality of the labor force is the worst possible outcome of their dangers. Risks and accidents in the mining industries remain significant, despite a general downward trend in mine accidents around the world. Not only do they incur direct and indirect costs (four times the direct costs), but they also have an intangible negative effect on morale, which shows up as decreased performance, decreased productivity, and higher production costs. It is not surprising that mining-related injuries are common given the industry's inherent dangers, yet many of these incidents are preventable.

**Keywords:** Death, the mining industry, decreased performance and sustainability

## **Introduction**

Considering the predicted 10-12% rapid economic expansion of India, which accounts for 17% of the global population, additional resources and energy would likely be required to meet the country's citizens' basic needs. To support prosperity and the fulfillment of basic human needs, renewable energy services must be made available to residents to raise their standard of living and guarantee food security. Coal is indispensable as a key energy source, propelling economic growth in the face of dwindling petroleum and natural gas reserves. While high-quality coal is ideal for industrial use, the vast majority of coal reserves only contain low-quality coal. Thus, 'Clean Coal Technologies' are being developed to make the most efficient use of these abundant low-grade coals while minimizing their negative environmental impact through modernization and retrofitting.

To boost agricultural output Coal is transformed into Synthetic Natural Gas to get ammonia for the synthesis of urea at a cheaper cost, to ensure community well-being, to establish sufficiency in food material production, to eradicate poverty, and to fulfill these goals. The production of producer gas, are all industries where coal is used. It is also used in the ceramic/tile burning and bricks

industry, the paper industry, the chemical and pharmaceutical industries, and many other applications. Synthetic petrol, chemicals, and fertilizers are all produced using the by-product gases from the carbonization of coal.

## **Review of Literature**

Mining Industry Hazard Analysis and Risk Detection.

Amol Paithankar, National Institute of Technology (NIT), Rourkela, Mining Engineering Dept. Findings: The research highlighted the technique of identifying potential dangers. Open-pit coal mining accident risk was the only focus of this study's risk evaluation. Risk Management Committees have all been established, and risk owners and risk mitigation owners have been assigned roles within these structures.

Risk Management in Underground and Surface Coal Mines: Analyses and Models. Ozlam Deniz Eratak, Ph.D. (Mining) candidate, Findings: Emphasis solely on the reasons for danger in underground hard coal mines. Deficiency: Zero Accidental Potential (ZAP) inspection quality.

Low entrance barriers to the sector (challenging a lack of knowledge, outdated mining technology and equipment and a deficient industrial safety monitoring system) are just a few of the problems that miners must contend with. all contribute to China's dismal safety record in its coal mines. There are four distinct approaches to studying the factors that lead to coal mine accidents and how they might be mitigated. First, the employment of blasting mining and manual mining, which are examples of outmoded engineering approaches, unquestionably raise the danger of mishaps.

Despite their poor quality and lack of knowledge and experience regarding safety, migrant workers from rural China are overrepresented in the coal mining business. Accidents happen often in township coal mines, and most of them are caused by rules being broken (Song and Mu, 2013).

They pushed for improved miner safety training to decrease the effects of human error. Thirdly, the high frequency of coal mining accidents is attributed to inadequate government regulation. It argues that because safety performance has a strong correlation with government monitoring, strengthening coal mine safety regulations will significantly reduce the mortality rate of coal mines (Fisman and Wang, 2015; Liu et al., 2019b; Xiao et al., 2011). Therefore, the first step in preventing coal mine accidents is to strengthen the regulatory framework and increase the punishments for those responsible for accidents. Fourthly, several academics point to a lack of safety investment, particularly in smaller and medium-sized coal mines, as the main reason for coal mine accidents in China (Jiang et al., 2020). Due to township coal mines' outdated mining technology and lack of safety equipment, which frequently results in accidents, the government and coal mining companies need to increase their investments in safety.

## **Research Methodology**

A research issue is one for which an expert must determine the optimum answer, that is, the activity that will most effectively bring about the desired results within the constraints of a certain setting.

## **Objectives of Study**

- To propose actions for optimizing the use, deployment, and management of enterprise resources to raise the organization's output, efficiency, and earnings.

## Hypothesis

$H_1$  : The efficient application of methods and instruments for managing risks and minimizing them as well as the optimum use of company assets will lead to improvements in safety, output, efficiency, revenue, and all other aspects as well as making a difference to the overall success of the organization for the goal of company outstanding performance.

## Data Analysis

Descriptive Statistics					
<i>Brief of Questionnaire/Schedule/Variables</i>	<i>N</i>	<i>Mean</i>	<i>Std. Deviation</i>	<i>Min</i>	<i>Max</i>
1. Are the necessary input resources available?	122	1.0999	.29993	1.00	2.00
2. Are training programs in administration successful?	122	1.2503	.43331	1.00	2.00
3. Adequacy of processes and policies System of authority, accountability, and management control	122	1.2003	.40038	1.00	2.00
4. Performance is enhanced through resource/risk management tools and strategies.	122	1.1504	.35757	1.00	2.00
5. Is the consistency of the incentive system fair or not?	122	1.0999	.29993	1.00	2.00
6. Innovation is allowed, and management is forgiving of errors	122	1.3002	.45849	1.00	2.00
7. Goals are established with consideration of your opinion.	122	1.2503	.43331	1.00	2.00
8. Do promotions and transfers have a favorable effect on the organization's goal?	122	1.2003	.40038	1.00	2.00
9. Are the deadlines and goals reasonable?	122	1.2503	.43331	1.00	2.00
10. Are there energy audits in the workplace?	122	1.1504	.35757	1.00	2.00

## Discussion

The Descriptive method generates a table with the univariate summary statistics for many variables. Average, minimum, maximum, and standard deviation along with sample size (N) are shown in the table. Results from YES-NO questions are used to calculate the mean and standard deviation. We have made Yes equal to 1, and No equal to 2. The median score ranges from 1-2, with 1 being strongly disagreeing and 2 strongly agreeing. In addition, the tables below include a summary of each statement along with the frequency and percentage of replies.

- To keep our valued clientele, we must listen carefully to their concerns and promptly address them fairly and equitably.
- It is simple to reach the goal of ZAP (zero accident potential).
- Workers saw a need for a washer and descaling facility to improve coal quality, satisfy customers, and prevent income loss from significant grade slippage.

- Employees have expressed a need for a more robust performance monitoring and enhancement system, hence this must be included in the system.
- Enterprise Resource Planning (ERP) systems should be adopted to save costs, provide adequate monitoring, and enhance productivity across all departments.
- Employees' worries about ISO and TQM/TPM activities should be taken seriously.
- Employees believed there wasn't enough attention put into resource creation plans and waste control activities, thus they were prioritized.
- The personnel has a firm belief that the necessary input resources are sufficient to accomplish the objectives that have been established.

## Conclusion

Enterprise-level risk and resource management strategies aid in creating an environment where all participants may work together toward a single goal. Maintaining momentum will be difficult, but essential, for ensuring progress. Strategic planning can only bear fruit with the backing of upper management. Modern business risk and resource management tools and processes, in addition to strategic planning, are essential if a company is to become competitive.

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7. CSIR-CIMFR: Coal sample analysis results: QC and S & M Deptt; WCL, Nagpur.



# **GLASS CEILING AND GLASS CLIFF WITH REGARDS TO CORRESPONDING STRESS ON WORKING FEMALES: AN EVALUATION**

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## **Abstract**

While the number of women working and staying in the workforce has grown significantly, fewer women are entering positions in management. Numerous studies have demonstrated that women worldwide, including in India, struggle with the challenges of cracked ceilings and glass cliffs. The purpose of the research is to shed the spotlight on the demand for fairness, that only appears in regulations and practices. Because of interpersonal restrictions, women are not seen as viable rivals of men in employment. The results of the research will help us understand how these variables affect female efficiency, fulfillment in their jobs, a balance between work and life, level of stress, and self-assurance. The study's goal is to learn how gender discrimination affects working women and the level of pleasure they feel in their jobs, as well as how it affects the lives of women and the people closest to them. Eight hundred working women from commercial and public sector enterprises were surveyed for this aim using a semi-structured questionnaire. The majority of women who work in stressful environments have poor levels of self-worth, health, devotion to the organization, and overall job happiness, as shown by the results.

**Keywords:** Glass Ceiling, Glass Cliff, Job Satisfaction, Women Employees.

## **Introduction**

Humans, as has been seen from the dawn of history, play a wide variety of predetermined societal roles. Both men and women play these parts. These individuals have certain functions in society, and if they go above and beyond in their performance, we as a community will not accept or value their actions. This led us to reflect on the social and professional norms that dictate men should provide financially for their families while women should take care of the home and the children, and the stigma that attaches to violating either of these expectations.

We live in a world where inequality and prejudice are no longer taboo topics of conversation, yet despite this fact, they persist and manifest in many different ways. While in the past we may

have assumed that educational institutions favorable to women's careers would be the norm, this is no longer the case owing to changes in the competitive landscape and employers' strategic expectations.

The focus of this research is on determining whether or not there is a gender gap in private educational institutions and, if so, what causes it. I am particularly interested in learning about the circumstances of working women, and whether or not the phenomenon of the "glass ceiling" and "glass cliff" exists for female educators. This is an effort to determine whether or not stress acts as a moderating element that interacts with the glass ceiling and the glass cliff. The purpose of the research is to shine the spotlight on the requirement for justice, that is merely apparent in guidelines and practices; in fact, women are not perceived to be beneficial opponents of males in an employment positions, and this has a profound impact on their productivity, contentment in their jobs, stress levels, and self-esteem. The goal of this study is to determine how much stress these factors cause for women and their loved ones.

### **Literature Review**

David Jaffee (1989) discussed the unequal distribution of power and autonomy between men and women in the workplace. He has investigated elements such as the impact of humans and gender on management and autonomy in the workplace. According to the findings, gender differences may also have an impact on how much control each person has in the office. Sangeetha Rajan and Venkat R. Krishnan (2002), in a similar vein, discussed the effect of gender on authority, dominance, and influence. Seven styles of persuasion and five sources of authority were examined in connection to gender. The results show a positive correlation between authoritarianism and assertiveness but not sanctions an association among totalitarianism with constitutional authority that is favorable, and an association among populism with forceful authority that is bad. which runs counter to our hypothesized relationship between the two.

Personal and organizational factors were used as distinct factors to analyze the disparity in female salaries and the underrepresentation of women in politics. 1. The figures represent the differences in earnings between men and women who hold the same or similar jobs, have the same or similar amounts of training and expertise, and live in the similar or comparable family structures. Women Variation in Leader Role Occupancy: The Facilitating Impact of Powerful Motivation by Sebastian C. Schuh and Alina S. Hernandez Bark (2013) has similar studies and writings. They have used age, education, drive for accomplishment, and care for one's public image as independent variables; they have used power motivation as a mediator; and the occupation of a leadership post as a dependent variable. Power motivation was shown to be highly associated with leadership roles, and the research also found that gender had a key influence in this relationship. Few academics have considered leadership opportunities for women and men in the workplace alongside power. Regarding this topic, Asima Mushtaq and Dr. Ishtiaq Hussain Qureshi (2016) wrote a study titled "Gender and Leadership Styles: A Conceptual Framework for Analysis" in which they examined the unique subordination dynamics between men and women. The mitigating impacts of these attributes are taken into consideration in their research on the link between the style of leadership and organizational achievement. Based on the study's findings, male managers are more inclined to adopt a focused tasks style, whereas female managers are less prone to adopt a relationship-driven style.



## Statement of Problem

Despite women's extraordinary advancement inside the profession, their access to upper-level management roles remains restricted. This has been proven by several separate investigations. The purpose of the study is to shed light on the demand for equal treatment, that only appears in regulations and practises. Because of social restrictions, women aren't viewed as healthy opponents of men in professional roles. The study's findings will help us understand how these variables impact female productivity, job satisfaction, the balance between work and life, levels of stress, and self-assurance. The objective of this study is to estimate the degree to which such factors exacerbate challenges faced by women and their households.

## Research Objectives

1. To investigate how female anxiety, happiness, confidence, organizational commitment, and job satisfaction are impacted by prejudice against women in work environments.
2. To investigate how the "glass cliff" and "glass ceiling" affect professional women's psychological and physical wellness as well as their capacity to succeed in their professional lives.

## Hypothesis

**H1-** In the workplace, women are more likely to experience stress due to discrimination based on their gender.

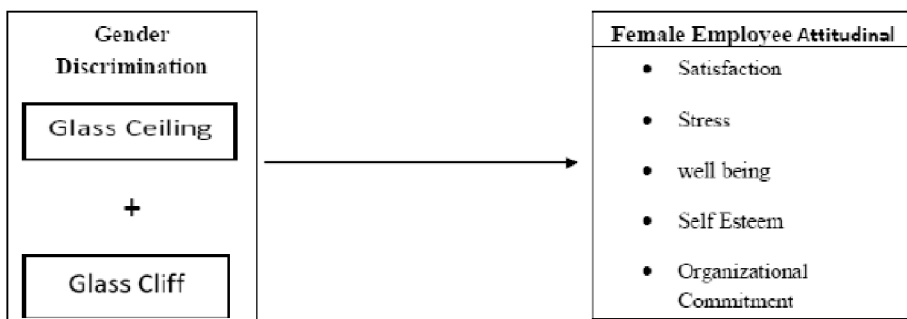
## Research Methodology

Researchers dig into the causes of the many workplace problems that have recently sprung up and become a headache for businesses. The effects and repercussions of the issue may be speculated about thanks to research based on data collecting and analysis.

## Sampling Strategy and Data Set

Women working in both public and private sectors sent responses. There should have been at least 100 answers from each category of business, but instead, we got just 80 (40 from the private sector and 40 from the public sector). This study used a Nonprobability Judgmental Sampling method to investigate how the Glass ceiling influences workers' levels of stress and contentment in the workplace.

Frame work for Research



## Data Collection

A pilot poll with 80 women working for public and government agencies confirmed the validity of the questionnaire. With an acquired Cronbach's alpha of 0.826, the questionnaire may be considered reliable and valid. Here is the result:

C. Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	No. of Items
.826	.827	89

## Data Analysis

The glass ceiling and glass cliff affect women's stress levels, sense of self-worth, organizational loyalty, job satisfaction, and overall sense of well-being on the job.

**Hypothesis 1:** In the workplace, women are more likely to experience stress due to discrimination based on their gender.

## Stress at Work Due to the Glass Ceiling

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.957 <sup>a</sup>	.916	.916	.38755

a. Predictors: (Constant), Glass Ceiling

The correlation between the Glass ceiling and occupational stress is quite high, with an R-value of .957. As the glass ceiling rises in a company, employees experience more stress on the job.

ANOVA<sup>a</sup>

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	1300.652	1	1300.652	8659.716	.000 <sup>b</sup>
Residual	119.856	798	.150		
Total	1420.508	799			

a. Dependent Variable: Stress

b. Predictors: (Constant), Glass Ceiling

The F value, at the .000 level of significance, is calculated to be 8659.716 from the given ANOVA table. Given that the relevance value is less than the alpha value of 0.05 ( $p < 0.05$ ), there is a mathematically meaningful correlation between the Porcelain ceiling with job dissatisfaction among professional women. Hence, the hypothesis i.e. "In the workplace, women are more likely to experience stress due to discrimination based on their gender" is **accepted**.

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.087	.034		2.534	.011
	Glass Ceiling	.963	.010	.957	93.058	.000

a. Dependent Variable: Stress

The following table of standardized beta coefficients shows how the Glass Ceiling affects the stress levels of working women. The obtained significance level for the Glass Ceiling test is 0.011, the probability is smaller than 05, and the test's t-value is 2.534. Therefore, the glass ceiling significantly affects the stress levels of working women. Consequently, the hypothesis i.e. "In the workplace, women are more likely to experience stress due to discrimination based on their gender" is **validated**.

#### B. Impact of Glass Cliff on Job Stress:

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.939 <sup>a</sup>	.881	.881	.45986

a. Predictors: (Constant), Glass Cliff

The correlation between the Glass cliff and occupational stress is very high (.939), as seen by the R-value. Increases in the Glass cliff inside a company are correlated with a rise in job stress, as seen above.

ANOVA<sup>a</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regress	1251.757	1	1251.757	5919.369	.000 <sup>b</sup>
	Residual	168.751	798	.211		
	Total	1420.508	799			

a. Dependent Variable: Stress

b. Predictors: (Constant), Glass Cliff

According to the examination of the variance spreadsheet above, the coefficient of determination at the 000 level of importance is 5919.369. Professional female job pressure is significantly affected by the Glass Cliff; the relevance value is smaller than the power source alpha threshold of 0.05 (p 0.05). Theoretically, this means i.e. "In the workplace, women are more likely to experience stress due to discrimination based on their gender" is **accepted**.

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.140	.041		3.437	.001
	Glass Cliff	.946	.012	.939	76.937	.000

a. Dependent Variable: Stress

Glass Cliff affects female workers' pressure levels, as seen by the table of standardized beta coefficients above. The probability is smaller than .05, while the significance level for the Glass-cliff test is at 0.01. Therefore, the Glass Cliff has a major effect on the tension levels of working females. Consequently, this means "In the workplace, women are more likely to experience stress due to discrimination based on their gender" is **validated**.

Gender bias, including the Glass Ceiling and Glass Cliff, will negatively impact women who work confidence, organizational dedication, satisfaction with work, and overall health.

Each factor is analysed using linear regression analysis in SPSS version 23 To ascertain the impact of the so-called glass ceiling & cliff on job fulfilment, emotional behavioural well-being, and self-esteem within working women, the average of all factors indicating the glass barrier & cliff will be used as the variable of choice.

Impact of Glass Ceiling					
Model	R	R Square	Adjusted R Square	ANOVA	Sig.
Well being	-.956 <sup>a</sup>	.915	.915	8557.874	.000 <sup>b</sup>
Self esteem	-.956 <sup>a</sup>	.914	.914	8450.207	.000 <sup>b</sup>
Organisatio Commitment	-.955 <sup>a</sup>	.911	.911	8203.606	.000 <sup>b</sup>
Satisfaction	-.948 <sup>a</sup>	.899	.899	7103.989	.000 <sup>b</sup>

The preceding table yields an R square value of happiness, self-respect, loyalty to one's employer, and contentment in one's work. In addition, the resulting value of attuned R four-sided is more than or equivalent to 0.899 (0.915, 0.914, 0.911, and 0.899, respectively). This demonstrates the robustness of a strong correlation connecting the two parameters and the equation as it is now written. In addition, the R-values obtained for all the variables show that there is a very unfavorable connection between happiness, self-respect, loyalty to one's employer, and contentment with the work.

Impact of Glass Cliff					
Model	R	R Square	Adjusted R Square	ANOVA	Sig.
Well being	-.941 <sup>a</sup>	.885	.885	6169.798	.000 <sup>b</sup>
Self esteem	-.941 <sup>a</sup>	.885	.884	6116.387	.000 <sup>b</sup>
Organizatio Commitment	-.939 <sup>a</sup>	.882	.882	5944.627	.000 <sup>b</sup>
Satisfaction	-.930 <sup>a</sup>	.865	.865	5112.513	.000 <sup>b</sup>

The above data table illustrates how Glass Cliff relates to aspects of life including happiness, self-worth, loyalty to one's employer, and contentment in one's position. Results for happiness, confidence, commitment to the organisation, as well as job contentment are 0.885. The elevated R-values calculated for each variable demonstrate a strong negative correlation between happiness,

self-worth, organizational commitment, and work contentment and reaching the cliff. We further investigate the linear relationships between the components and the transparent cliff and ceiling and discover that:

### Findings of the Study

Based on this data, we may conclude that the glass ceiling and glass cliff have a significant impact on employee happiness, sense of purpose, loyalty to the company, and job satisfaction. There was a positive correlation between stress and both a glass ceiling and a glass cliff. This demonstrates that breaking the glass ceiling and cliff has a direct and beneficial effect on the stress levels of working women. The stress level of working women will rise as the glass ceiling rises. Women's happiness, dedication to their jobs, sense of pride in themselves, and overall contentment are all likely to suffer if the glass ceiling is raised. Therefore, the idea that gender discrimination in the form of the "glass ceiling" and the "glass cliff" will have a major effect on working women's levels of job satisfaction, Affective Organisational Commitment, well-being, and self-esteem is supported.

### Conclusions

Over the last several decades, women have played an increasingly important role in society and have made significant advancements. Despite the common perception that males are in command, women are rapidly closing the gap thanks to a massive economic power shift. This situation serves as a reminder of the prevalent stereotypes that keep capable minorities and women from moving up the corporate ladder, particularly into middle and senior management positions. Subsidiary labor and other traditionally female occupations have poor pay and low prestige, yet women continue to hold most of these positions.

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# **THE USE OF PERFORMANCE APPRAISAL RESULTS ON EMPLOYEE MOTIVATION IN MEDIA AND ENTERTAINMENT SECTOR IN KERALA**

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## **Abstract**

Most of the organizations are conducting PA for the evaluation of their employees in recent times. One of the major competitive and dynamic sectors is media and entertainment sector. It is a vibrant sector in the service sector in Kerala. PA is an important tool to evaluate the performance of employees thereby enhancing the overall performance of the organization. So each and every organizations conducting PA for various purposes. PA is also affect the level of motivation of employees. In this context, this study tries to find out impact of performance appraisal on employee motivation. The general objective of this research was to examine the use of PA results on employee motivation in Media and Entertainment sector in Kerala. The study was guided by the following specific objective is to establish how the management can improve the appraisal process to motivate employees. From media and entertainment sector, Visual media will be considering for the study. Under this the top two Malayalam news channels are considered for this study, ie, Twenty Four News and Malayala Manorama. Stratified random sampling will be used for sample selection and questionnaire is used to collect primary data.

**Keywords:** Performance Appraisal, Motivation, Performance Appraisal Results

## **Introduction**

A major component of a performance management system is performance appraisal (PA) also known as performance review. PA is the process of setting standards, assessing employee performance against the set standards, giving employee feedback on their performance and making plans for performance improvement (Byars & Rue, 2000). This exercise is usually conducted on regular basis-six months to one year but the period can vary depending on the purpose (Greenhaus et al., 1990). Many organizations have accepted PA as an instrument for measuring and managing employee performance (Murphy & Cleveland, 1991). Boxall and Purcell (2003) have opined that the objective of PA is not only to measure and manage employee performance but to integrate it to the organization's overall goals. According to Longenecker and Goff (1992), many managers and human resource practitioners have embraced PA because they believe it has influenced performance of workers in a good way.

## Performance Appraisal and Motivation

Performances Appraisal definitely evaluates employees' performance and offer some support in helping them develop goals, identify their destinations and future, and ultimately reach their objectives. Various studies defined motivation as the desire to take action that was shaped by doing something or having the ability to meet a few demands (Judge., et al., 2002). These businesses recognised the importance of motivating their workforce to achieve the objectives of the company (Schulze & Steyn, 2003). The convinced personnel identify with the behaviour and provide fulfilment and dedication that are relied upon to improve the character of work and comply with the businesses' strategies that will generally emerge as more efficient (Benabou & Tirole, 2003). By making the work more interesting and relevant, keeping the people more employed, and improving their work performance, motivation increases the contribution of the occupation (Steers, et al., 2004).

## Application of Motivational Theories in Business

Ramlall (2004) defined motivation as the elements and causes that drive workers to exert extra effort in a particular way in order to attain the desired goals. Nowadays, a company's personnel is both a key component of success and a source of competitive advantage. The purpose of HRM is to ensure that employees are happy, have the necessary knowledge and abilities, and have objectives that motivate them to accomplish their jobs (Borowski & Daya, 2014). According to the motivational literature we've researched, there are primarily two types of motivational tools: financial and non-financial. Scholars have developed a wide range of theories and models to better understand the elements and circumstances that motivate workers. These ideas and models are divided by academics into two categories: content theories and process theories. First, the content theories essentially assert that internal requirements of employees, such as the fundamental desire for safety, socialisation, esteem, and so forth, motivate people to work hard to satisfy these wants (Borowski & Daya, 2014). The main issue with content theories, according to Davis and Newstrom (1993), is that it is difficult for managers to observe and ascertain the demands of employees for monitoring purposes.

## The Proposed Research Model

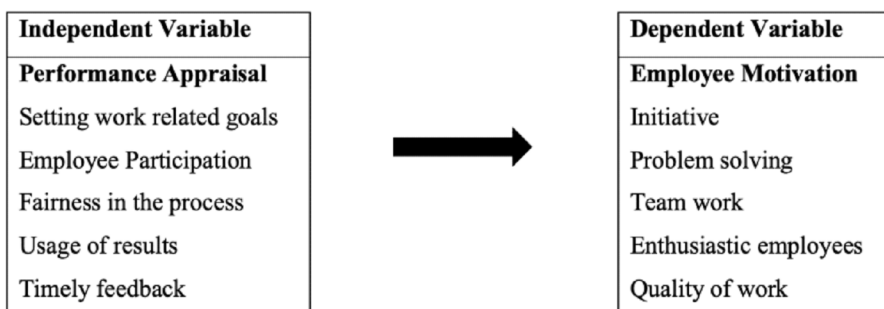


Figure 1 : Research Model

## Scope of the Study

- This research is conducted within the geographical boundary of Kerala and selected three organisations for the study, i.e. Twenty Fours news and Malayala Manrama.

## Objectives of the Study

- To determine the use of performance appraisal results on employee motivation

## Hypothesis of the Study

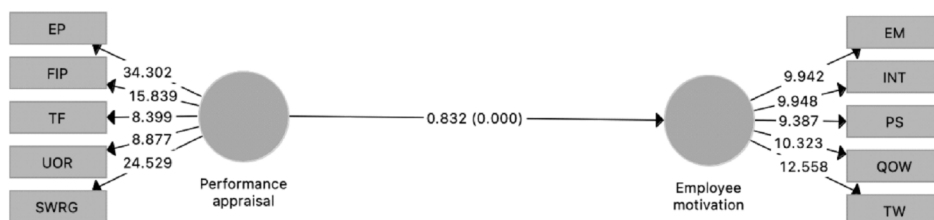
- There is a significant impact on the use of performance appraisal results on employee motivation.

## Methodology

For the purpose of data collection Census method is adopted as the size of population is comparatively smaller. The questionnaires were distributed to all the permanent employees of both Twenty Four News and Manaroma News who are having an experience at the channel for more than one year. A total of 392 questionnaires were distributed, 190 questionnaires at Manaroma News and 202 at Twenty Four News out of which 250 were duly filled and returned. Therefore, the final size of population for the study was 250. Scandalised questionnaire is used for collecting data.

## Hypotheses Testing

PLS-SEM has been used to do the data analysis. Smart PLS 3 was used to do the analysis (Ringle et al., 2015). Because linear regressions, correlations, and variances analysis can only look at a complicated model in masses, they are not very useful (Lowry and Gaskin, 2014). To further comprehend the link between the indicators and the latent variable, a reflective model was developed.



*There is a significant impact of use of performance appraisal results on employee motivation.*

To study the impact of impact of use of performance appraisal results, Regression is applied.

**Table 1**  
**Model Summary**

Model Summary					
Model	R	Rsqu.	Radj.	SE	DW
1	.738 <sup>a</sup>	0.682	0.638	0.8767	1.921

**Table 2**  
**ANOVA**

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	121.45	2	121.45	8.414	.000 <sup>b</sup>
Residual	110.21	248	0.210		
Total	231.66	249			



**Table 3**  
**Regression**

Variable	Coefficients		
	t	p	
Use of performance appraisal results	0.191	10.288	0.001

Results indicate that beta value is 0.191 and p value is 0.000 which is significant (See Table 4.36). Thus null hypothesis rejected and concluded that there is a significant impact of use of performance appraisal results on employee motivation

### Results

To study the impact of impact of use of performance appraisal results, Regression is applied. Results indicate that beta value is 0.191 and p value is 0.000 which is significant. Thus null hypothesis rejected and concluded that there is a significant impact of use of performance appraisal results on employee motivation.

### Policy Recommendations

1. Each and every employee must know the results of PA. So the employer must disclose the PA results properly to its employees.
2. The results of performance appraisal must be rewarded either in terms of promotion or in terms of monetary rewards. Sometimes it is mandatory to provide training to under performers. Then only the organisation will enhance the organisational efficiency.
3. Performance appraisal has a significant impact on employee motivation. So the entire process of the PA is vital. If the organisation fails to conduct PA system properly it will leads to greater dissatisfaction. As a device to enhance employee performance, PA is commonly acts a motivational tool.

### Conclusion

Motivation is an important subject area for researchers and practitioners of management all over the world. Motivation is equally relevant to public and private sectors and civil and military establishments. An employee performance appraisal can act as motivation for an employee to improve his productivity. When an employee sees his goals clearly defined, his performance challenges identified and career development solutions in place to help advance his career, the effect is to motivate the employee to achieve those goals. Creating a comprehensive plan for employee development and giving an employee achievement to strive for will inspire a higher level of efficiency. Once employee performance is measured against the set goals and objectives, a need can be identified about the future strategies of employee motivation. The basic purpose of an appraisal system should be to improve the employee performance that will leads towards the organization success.

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## **ANALYSIS OF CAMPUS RECRUITMENT DRIVES**

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### **Abstract**

When a company does campus recruiting, it is seeking recent college graduates to fill open positions in the company. Pre-employment conferences, written tests, focus groups, and individual interviews are all possible components of the selection process. It is generally agreed that students and recruiting businesses are the two most important parties in college recruitment. Considered crucial factors in a university recruiting process are starting salary and the hiring season. Student and human resources (HR) management perspectives on starting wages and hiring times are compared.

**Keywords:** Campus recruitment, recruitment season, salary.

### **Introduction**

In India, parents often use campus recruiting as a deciding factor while choosing a college or university for their child. A university has to place itself in the business world if it wants to recruit top students and researchers. Institutions engage in a wide range of branding initiatives to entice MNC1 corporations to campus for domestic and worldwide hiring and scholarly cooperation. Collaborations in recruiting, research, academic and non academic endeavours are all indicators of a professional institution's standing in the nation.

Students in both undergraduate and graduate programmes go through the same selection procedure in their last academic year. In India, the IT2 and BPO3 industries account for the largest share of college recruitments when it comes to acquiring young technical talent. More than 2,30,000 new jobs were created in India's IT and business process outsourcing sector in 2012, according to the NASSCOM4 report. There were 2.8 million direct employment created and 8.9 million indirect jobs as a result of the industry.

Companies in the core engineering industry, as well as those in the IT and BPO sectors, recruit and employ new engineers, but they do so at a far lower rate than the IT and ITES 5 sector. TimesJobs.com (2013) found that college recruiting accounts for 70-80% of the hiring of recent graduates. Campus recruiters focus mostly on engineering students despite the existence of other scientific and professional programmes in the nation.

## Literature Review

Corporate and academic organisations alike place a high value on campus recruiting. There is a gap between what is expected of students and what they learn in the classroom, according to the research literature. There are several elements that might sway a student to accept a company's employment offer. During the campus recruiting process, the soft skill is given more weight than the technical skills and topic knowledge. Internships, curriculum development, student workshops, etc., are all ways in which the business world may interact with universities in order to attract top students and graduates. The findings highlight the nuances of college recruiting.

Intrinsic rather than extrinsic factors influence engineering students' initial profession choice (Gokuladas, 2010). The software services industry is a key campus recruiter in India. They believe that any engineering student with strong reasoning and problem-solving skills may succeed in the field. According to the research, corporations need to improve their reputation on college campuses if they want to hire the best and brightest students. Non-CS/IT students, when faced with a choice between numerous employers, give considerable weight to the company's reputation in making their decision.

After doing research, Bruce Basta, D' Archy Becker, P.Jane Staly, Richard S. Sathe, and Kate Mooney (2007) came to the conclusion that campus recruiting is not a one-and-done affair. It's something that has to be thought of as a procedure. The corporation should instead choose a few well-known universities to visit in order to build their name recognition. In years with few openings, companies may still build brand awareness on colleges' campuses by holding events like guest speakers, student workshops, and sponsorships.

The study's goal is to examine how students and HR managers see two crucial aspects of the college hiring process: (a) campus recruiting season and (b) campus hiring compensation.

## Methodology

This study used a descriptive research strategy to examine the research question. Human resource managers and students were selected as sample units because they represent the two most important groups in a campus recruiting process. An instrument was created and experimentally evaluated on the basis of prior research and expert opinion (from both the industry and academia). 172 human resources (HR) managers from a range of businesses who had conducted campus recruitments at VIT served as the study's population. The HR managers were split into two groups based on their experience in either the core engineering or software industries using a stratified random selection procedure. The number of HRs included in the study was predetermined to be 86 (50% of the total). Simple random sampling was used to pick 43 HR managers across all industries (using MS-Excel to generate random numbers). Respondents were contacted by phone and email many times until the percentage of the population represented in the sample exceeded 25%. Only 65 surveys remained after excluding those with incomplete data; of these, 39 were from the IT industry and 26 were from the core engineering sector. The data is given for the whole 65 HR sample, rather than broken down by industry.

## Examining the College Hiring Period

Students' and HR managers' opinions on the best months to recruit on campus are shown in the chart below.

**Table 4.1**  
**Ideal Period for Campus Recruitment Process**  
**Group \* Month Cross Tabulation**

Group			Month				Total
			June/ July	August/ September	October/ November	After January	
Student (N = 697)	Count % within Group		51 (7.3)	401 (57.5)	180 (25.8)	65 (9.3)	697 (100)
	HR Managers (N = 65)	Count % within Group	9 (13.8)	26 (40)	21 (32.3)	9 (13.8)	65 (100)

Table 4.1 demonstrates that among students, 57.5% prefer the months of August and September for the campus placement procedure, while 25.8% prefer the months of October and November. Forty percent of HR managers ranked August and September as the best months for hiring, while 32 percent ranked October and November as the best.

**Table 4.2**  
**Analysis of campus recruitment season – Chi square test**  
**Chi-Square Tests**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.678a	3	.034

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 5.12.

The chi-square tests (Value=8.678; Sig=0.034) confirm that there is a significant difference of opinion between HR Managers and students throughout college recruiting season.

### Salary Expectations Analysis

Salary and pay expectations for campus recruiters are compared from the perspectives of students and human resources managers in Table 4.3. The tables 4.3 and 4.4 analyse the salary component of campus recruiting using a frequency table and a chi-square test, respectively.

**Table 4.3**  
**Analysis of salary expectations – frequencies**  
**Group \* Range of Salary Cross tabulation**

Group		Salary range	Range of Salary				Total
			Rs. 3.51 lakh & above	Rs. 3.11 lakh- Rs. 3.50 lakh	Rs. 2.81 lakh- Rs. 3.10 lakh	Rs. 2.4 lakh- Rs. 2.80 Lakh	
Students (N = 697)	Frequency		544	126	19	8	697
	(percentage)		(78)	(18.1)	(2.7)	(1.1)	(100)
HR (N = 65)	Frequency		30	21	12	2	65
	(percentage)		(46.2)	(32.3)	(18.5)	(3.1)	(100)

The respondents' desired compensation ranges for new hires are shown in Table 4.3. There has not been a rise in starting salary for Indian software service providers in over 5 years. The top five software services firms (Accenture, Cognizant, Infosys, TCS, and Wipro) pay their entry-level employees an average of INR 2.75 to INR 3.36 lakhs a year, while their graduate and postgraduate employees earn an average of INR 2.75 to INR 3.63 lakhs annually.

Companies in the core engineering sector have likewise failed to provide significant wage increases. The annual salary was between 2.5 and 3.5 million Indian Rupees. Seventy-eight percent of students agree that a starting wage of INR 3.5 lakhs per year is appropriate. The majority of human resources directors (46.2%) believe that starting wages should be more than INR 3.51 lakhs.

**Table 4.4**  
**Analysis of Salary Expectations - Chi-square Test**

<b>Chi-Square Tests</b>			
	<i>Value</i>	<i>Df</i>	<i>Asymp. Sig. (2-sided)</i>
Pearson Chi-Square	52.143a	3	.000
a. 2 cells (25.0%) have expected count less than 5. The minimum expected count is .85.			

Chi-square tests (table 4.4) showed that there was a statistically significant difference (Value=52.43; Sig=0.000) between the pay expectations of HR managers and students.

## **Conclusion**

The best time of year for campus placements has traditionally been a point of contention between the business world and universities. The NASSCOM and other industry regulators have shifted the peak hiring months from July to January. There has been no uniformity in the business world about the peak hiring time.

Students worry that June and July are too soon since they won't be ready for the interviews by then. They like to avoid the months of October and November, which are test months, and January through March, when they are working on their projects. The majority of employers stop spending money on campus recruiting in June and July, thus HR managers believe that the best time to do recruitments is after July. Both hiring managers and students agreed that August and September were the best time of year to find new talent.

In a college recruiting process, students need to conduct their homework on a variety of factors before deciding on an employer. One common gripe was that starting pay at software service providers were too low. According to the responses from the human resource managers, the current salary offered by the software services companies is based on the industry standards taking into consideration the demand and supply of the entry level graduates, so the students should lower their expectations on the entry level salaries.

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# **EXPLORING THE TECHNO-PEDAGOGICAL COMPETENCE OF SENIOR SECONDARY SCHOOL TEACHERS: AN EMPIRICAL STUDY**

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*“Technology will never replace great teachers, but technology in the hands of great teachers is transformational.”*

—George Couros

## **Abstract**

The current study aims to determine variations in techno-pedagogical competence (TPC) among senior secondary school teachers (SSST) based on gender and the type of institution, private and government. The present descriptive research surveyed a sample of 400 respondents (private and government) selected through a stratified random sampling technique. The quantitative data was collected using the Teachers Techno-pedagogical Competence Scale (Rajasherkar & Sathiyaraj, 2013), which was subjected to descriptive statistics viz, percentage, mean, SD, and inferential statistics viz, independent sample t-test. The analysis revealed that (54.66%) of the teachers possess a moderate level of TPC, whereas (26.04%) and (19.30%) of the teachers possess a high and low level of TPC, respectively. Further, a significant difference in TPC was observed among the teachers, with male teachers having more TPC than their female counterparts. Furthermore, with a statistically significant difference, private school teachers illustrated higher TPC than government ones.

**Keywords:** Techno-Pedagogical Competence, Senior Secondary School Teachers, Gender, Type of School.

## **Overview**

Growing up in a society that is technology-driven, the new generation requires modifications in teaching tools, strategies, methods, and teacher faculties. Teachers need to understand the potential benefits that technology can bring to their classrooms, and they must have the ability to choose tools and methods that cater to their students' needs, design effective teaching methods, and develop new teaching strategies (Demiraslan and Usluel, 2008). In order to amalgamate technology with the instructional practice, teachers have to possess both technological and pedagogical content knowledge.



The pandemic COVID-19 has expedited technology assimilation in education, highlighting the increasing significance of possessing techno-pedagogical competence. Wang et al. (2021) argue that techno-pedagogical competence is essential for teachers to facilitate online and blended learning environments effectively. Consequently, techno-pedagogical competency has become a crucial aspect in developing teacher competencies. Techno-pedagogical competence indicates the ability of an educator to integrate technology efficiently into their instructional practices to optimize the learning outcomes of the students (Kirschner & van Merriënboer, 2013) by involving a blend of technical proficiency, pedagogical knowledge, and content expertise. It is a composite set of knowledge, skills, and the capability to efficiently plan, implement, and evaluate educational processes by amalgamating pedagogical content knowledge with technology. To enhance instructional process in teacher education system innumerable approaches have been established to combine technology and pedagogy. One such approach is the Techno Pedagogical Content Knowledge (TPCK) framework advanced by Mishra and Koehler (2006) is an extensively recognized model describing the interaction between pedagogical knowledge, content knowledge, and technological knowledge. The TPACK illustrates the significance of comprehending that how these three domains of knowledge collaborate to produce an effective technological-enhanced learning experiences thus guiding the evolution of techno-pedagogical competence in distinctive educational settings (Koehler & Mishra, 2008). Another such model for conceptualizing techno-pedagogical competence is Digital Competence Framework for Educators (DigCompEdu) proposed by the European Commission signifying the essentiality of technical skills, information and data literacy, communication and collaboration, digital content creation, safety, problem-solving, and innovation (Redecker et al., 2017). This framework gives an insight of the skills needed by the educators for integrating technology effectively into their instructional practices. The TPACK framework, and the DigCompEdu framework are such examples of theoretical models that can be used to guide the development of techno-pedagogical competence in educational settings equipping teachers and pupils for triumph in the 21st century.

### **Rationale of the Study**

The aim of the present study is to tackle the necessity of the successful blend of technology and the teaching-learning process. With the rapid technological advancement, it is crucial for teachers to inculcate the essential skills and knowledge for utilization of technology effectively in their classrooms. Highlighting the importance of technology integration into education Hussain et al. (2021) specified this process to be crucial for enhancing student engagement and motivation. Similarly, Prensky (2001) argued that it is requisite to integrate technology with learning to satisfy the knowledge thirst of the contemporary digital natives, enhancing techno-pedagogical competencies of digital era teachers (Ertmer et al., 2012) as well as the significant Selwyn et al. (2016) highlighted the role of policymakers in providing support and guidance to teachers in integrating technology into education (Selwyn et al., 2016). The purpose of the current research is to evaluate TPC among senior secondary school teachers in Kashmir Valley and to investigate the influence of demographic variables such as gender and type of school on their techno-pedagogical competence. The study further identifies the gaps in techno-pedagogical competence in turn helping in designing training programs for teachers to elevate their skills and knowledge in blending technology into the classroom activities. The study can also provide valuable insights to policymakers and education authorities to develop policies and guidelines for integrating technology into education. This study is particularly

relevant in the context of Kashmir Valley, which has experienced educational disruptions due to the prevailing political and social situation revitalize the education system of the area by enabling teachers to use technology effectively and enhance the quality of education

## Literature Review

**Yorulmaz et al. (2016)** conducted a study, “The Relationship between the Pre-service Classroom Teachers’ Techno Pedagogical Instructional Competencies and Epistemological Beliefs,” examining to the interaction between the epistemological beliefs and techno-pedagogical competencies among prospective teachers of Mugla Sitki Kocman University. The results of the study revealed that the respondents displayed high levels of techno-pedagogical competencies, along with demonstrating average level of epistemological beliefs. Additionally, demographic factors, such as gender and academic performance, were found to have no significant impact on the techno-pedagogical competencies of the participants. Furthermore, a statistically significant negative correlation was observed between the two variables.

**Yurdakul (2017)** investigated digital nativity as a predictor of Technological Pedagogical Content Knowledge (TPACK) among pre-service Turkish teachers (n=1493) by adopting the SEM approach. The study found high-level ability among the sampled teachers in TPACK competency and digital nativity. The study found a significant association between the two, and the regression analysis confirms the former variable as the significant predictor of TPACK competency.

**Jeyaraj and Ramnath (2018)** carried out a research study titled “Techno Pedagogical Skills among Teacher Educators In Relation To Certain Select Variables” to assess the level of techno-pedagogical skills (TPS) among teacher educators in the Cuddalore district. The findings indicated that male teacher educators, those who frequently used technology, and those who had completed a computer course displayed high levels of TPS. However, the location and work experience of the participants were not found to have a significant impact on their TPS.

**Bala and TAO (2018)** researched the “Competence and Anxiety of Senior Secondary School Teachers in Using Instructional Aids for Teaching.” Their study discovered that among the 100 senior secondary teachers involved, 6 had a low level of Techno-Pedagogical Competence, 43 had an average level, and 51 had a high level. In addition, none of the teachers exhibited a high level of anxiety when employing instructional aids in their teaching, 27 had an average level, and 73 had a low level. Lastly, the study revealed no significant difference in TPC or anxiety towards using instructional aids in teaching between male and female teachers.

**Anand (2019)** conducted a study titled “Techno-Pedagogical Competency of Faculty Members: The Present Need of Higher Education” to determine the degree of techno-pedagogical skills possessed by faculty members in the social science and science departments of Visva-Bharti, Santiniketan, West Bengal. The results showed that the participants had above-average levels of TPC. Additionally, there was no statistically significant difference in the techno-pedagogical skills (TPS) of the faculty members based on their gender or discipline.

**Ozgur (2020)** studied teacher’s technostress and its causal association (TPACK), school support, and certain demographic variables (Age, Gender) among in-service teachers (n=349) teaching in high schools of Turkey through SEM (Structural Equation Modelling). The study found that TPACK, Age, and school support were the negative predictors of levels of teacher’s technostress.

**Qurashi and Jan (2022)** conducted research titled “Techno-Pedagogical Competence of Private and Government Secondary School Teachers of Kashmir-A Comparative Study” to compare the level of techno-pedagogical competence among private and government secondary school teachers in Srinagar and Baramulla districts of Kashmir. The findings indicated that 77 private school teachers showed high levels of TPC out of the total sample, while 233 and 37 private school teachers demonstrated medium and low levels of techno-pedagogical competence, respectively. On the other hand, among government school teachers, 33, 184, and 36 exhibited high, medium, and low levels of techno-pedagogical competence, respectively.

**Malla and Mattoo (2022)** conducted a study titled “Techno-Pedagogical Competence among Senior Secondary School Teachers: Does Gender and Stream Background Make Any Difference? A Post Covid-19 Perspective” to investigate whether there were variations in TPC among senior secondary school teachers in Kashmir, based on their gender and the discipline they taught (science, commerce, and social science). The analysis revealed a significant statistical difference in TPC between female and male teachers, with male teachers displaying higher levels of competence than their female counterparts. However, no significant difference in techno-pedagogical competence was found based on the discipline taught by the teachers.

### **Objectives of the Study**

1. “To find out the prevalence of techno-pedagogical competence among senior secondary school teachers.”
2. “To compare the techno-pedagogical competence among senior secondary school teachers based on gender.”
3. “To compare the techno-pedagogical competence among senior secondary teachers based on the type of school.”

### **Hypotheses**

1. “There is no significant mean difference between male and female senior secondary school teachers on techno-pedagogical competence.”
2. “There is no significant mean difference between government and private senior secondary school teachers on techno-pedagogical competence.”

### **Delimitation of the Study**

The present study was delimited to senior secondary school teachers in the Baramulla district of Kashmir valley and only included teachers from private and government senior secondary schools.

### **Research Method**

#### **Research design**

Quantitative in nature, the current study used a descriptive survey approach to collect data on teachers’ contemporary practices, compare the current status with established standards, and identify methods for improving the present status.

#### **Respondents**

The investigation was administered on the teachers of senior secondary schools in the Kashmir

valley, with a sample of 400 teachers. The investigator employed a stratified random sampling technique to gather participants from different senior secondary schools located in District Baramulla.

### **Tool used**

The researcher employed the following tool to collect the data:

- “Teacher’s Techno-pedagogical Competence Scale, by S. Rajasherkar & Sathiyaraj (2013).”

The scale consists of four dimensions and a total of 40 items. Viz. (i) “Technology in preparation for teaching,” (ii) “Technology in providing motivation,” (iii) “Technology in presentation,” (iv) “Technology in evaluation.”

### **Statistical Treatment**

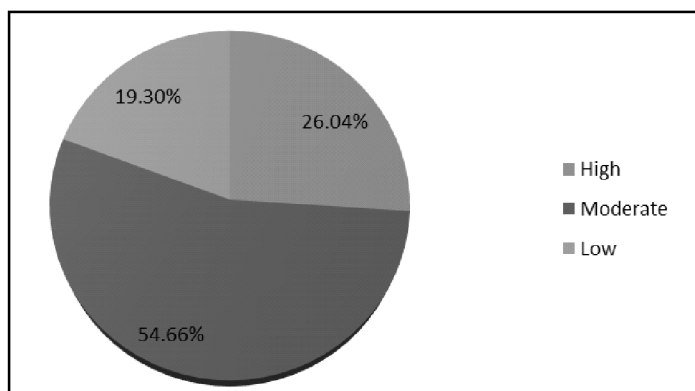
The gathered data of the present investigation was analyzed using both descriptive statistics, which include measures like percentage, mean, and standard deviation, and inferential statistics, which include techniques like independent sample t-test, to draw conclusions from the data.

### **Analysis and Interpretation**

**Objective 1:** “To find out the prevalence of techno-pedagogical competence among senior secondary school teachers.” In order to achieve this goal, the data was analyzed using descriptive statistics such as percentage, and the outcomes of the analysis are presented in Table 1.1.

**Table 1.1**  
**Representing the Prevalence of TPC among teachers in Senior Secondary Schools.**

<i>Specification/ Levels</i>	<i>No. of Teachers</i>	<i>Percentage</i>
1 High	104	26.04%
2 Moderate	219	54.66%
3 Low	77	19.30%
Total	400	100%



**Fig. 1.1**

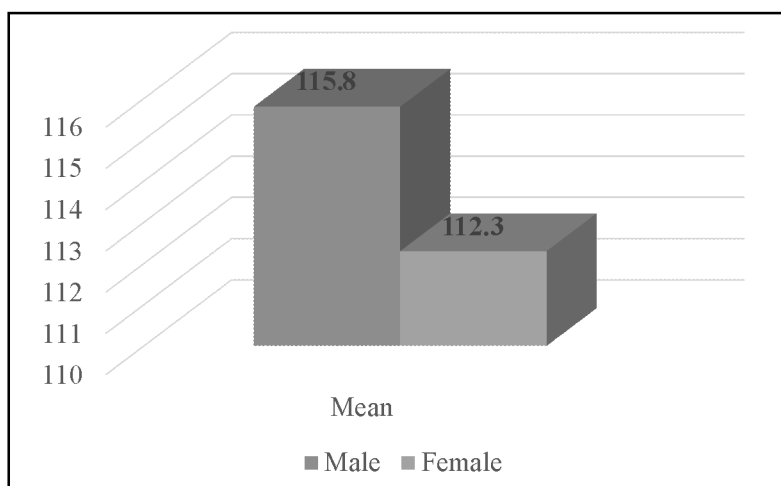
**Shows the Percentage-wise Prevalence of TPC among Senior Secondary Schools Teachers**

According to the data presented in Table 1.1, among the 400 senior secondary school teachers, 104 of them, which accounts for 26.04%, have a high level of techno-pedagogical competence. On the other hand, 219 teachers, representing 54.66%, have an average level of techno-pedagogical competence, and 77 teachers, equivalent to 19.30%, have a low level of techno-pedagogical competence.

**Objective 2:** "To compare the techno-pedagogical competence among senior secondary school teachers based on gender."

**Table 2.1**  
**Test of Significance based on Gender**

Gender	N	df	Mean	SD	t-value	Sig.level
Male	200	398	115.8	5.203	7.51	0.01
Female	200		112.3	4.076		



**Figure 2.1**

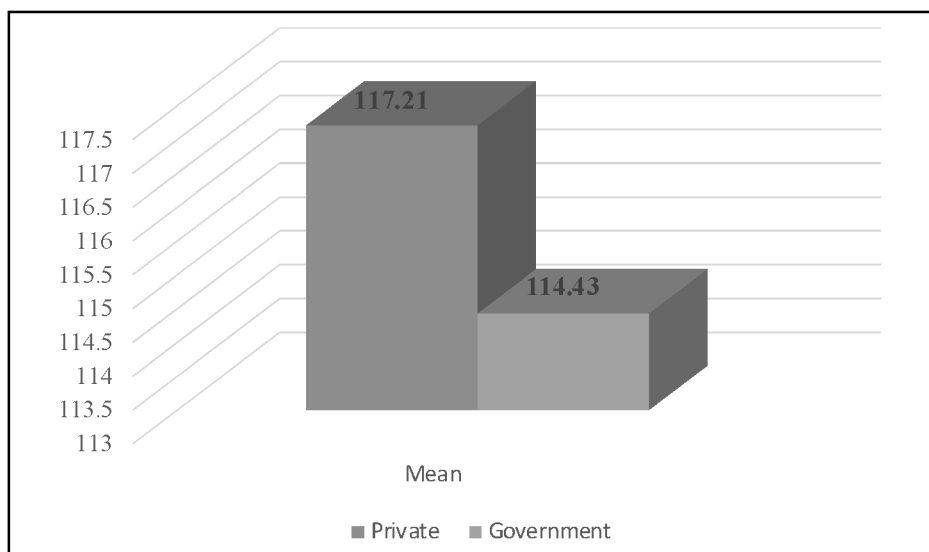
**Illustrates a comparison of the mean TPC scores between male and female senior secondary school teachers.**

The data presented in Table 2.1 clearly shows that the computed t-value of 7.51 is greater than the critical t-value of 2.58 at a 0.01 level of significance with 398 df. It indicates a statistically significant difference in the mean scores of TPC between male and female senior secondary school teachers. As a result, the second null hypothesis, which states that "there is no significant mean difference between male and female senior secondary school teachers on TPC," is rejected. Moreover, male teachers' mean TPC score is higher ( $M=115.8$ ) than female senior secondary school teachers ( $M=112.3$ ), indicating that male teachers have a greater level of TPC than their female counterparts.

**Objective 3:** "To compare the techno-pedagogical competence among senior secondary teachers based on the type of school."

**Table 3.1**  
**Test of Significance based on the Type of School**

Gender	N	df	Mean	SD	t-value	Sig.level
School type	N	df	Mean	SD	t-value	Sig.level
Private	200	398	117.21	5.432	5.720	0.01
Government	200		114.43	4.252		



**Figure 3.1**

**Illustrates the comparison of the mean scores of TPC between Private and Government Senior Secondary Schools Teachers.**

By examining the data presented in Table 3.1, it is evident that the calculated t-value of 5.72 is higher than the critical t-value of 2.58 at a significance level of 0.01, with 398 df. This indicates that there is a significant difference in the mean TPC scores between teachers in Private and Government Senior Secondary Schools. Consequently, the second null hypothesis, which states that “there is no significant mean difference between government and private senior secondary school teachers on TPC,” is rejected. In addition, the mean score of TPC for private senior secondary school teachers was found to be higher (117.21) than their government school counterparts (114.43), indicating that private teachers are more techno-pedagogically competent than the teachers working in government schools.

### **Educational Implications**

- The education system must guarantee that teachers have approach to suitable technology infrastructure and support services to effectively utilize technology in their teaching.
- Teachers should be encouraged to incorporate various digital tools and resources like multimedia presentations, virtual simulations, and online discussion forums in their instructional methods to enrich their teaching.

- Collaboration among teachers, technology experts, and education researchers can facilitate the development of effective techno-pedagogical practices that can be shared across different contexts.
- Teachers need to evaluate their technology use regularly, obtain input from students and colleagues, and engage in continuous professional growth to enhance their proficiency.
- Techno-pedagogical competence is a continuous process that requires ongoing learning and adaptation to changing educational contexts and technological developments.
- Developing techno-pedagogical competence among teachers can help in promoting impartial access and bridging the digital divide for achieving the quality education, particularly for students from marginalized communities.
- Educational policymakers and school administrators should prioritize the development of TPC among senior secondary school teachers.
- TPC can enable teachers to personalize learning experiences for students, promote active learning, and enhance student engagement and motivation.

## Discussion

The current research is focused on comparing different groups of teachers to analyze their level of competency in using technology for teaching (techno-pedagogical competence). Specifically, the study aims to examine gender differences and differences between teachers from private and government schools. The study's findings indicate a significant statistical difference in TPC between male and female senior secondary school teachers. Male teachers were found to be more techno-pedagogically competent than their female counterparts, which is supported by the study conducted by (Malla & Matoo, 2022), who illustrated higher techno-pedagogical components among male teachers than their female counterparts. Additionally (Al-Jabri & Al-Shihi, 2014) found that male teachers in Oman had a more positive attitude towards technology than female teachers and were likelier to use technology in teaching practices. Similarly, (Ertmer et al., 2012) established that male teachers in the US were more willing to experiment with new technologies and more likely to use them in their teaching than female teachers. The analysis of the present research further resulted a significant difference in techno-pedagogical competence between private and government senior secondary school teachers, which aligns with the study conducted by (Qurashi and Jan, 2022), revealing high techno-pedagogical competence among teachers of private Secondary Schools as compared to the government ones. Additionally, researchers like (Parkash & Hooda, 2018) suggested that better facilities provided in private schools lead to higher techno-pedagogical competence of their teachers compared to teachers working in government schools. Furthermore, (Singh & Thakur, 2019) in their research revealed that private school teachers in India were found to be more proficient in using technology for teaching-learning than government school teachers.

## Conclusion

This research aimed to examine the level of TPC of teachers in senior secondary schools. The results indicate that senior secondary school teachers have a moderate level of TPC, but there is still room for improvement. The study highlights the significance of improving the techno-pedagogical competence of teachers to blend technology with teaching practices meticulously and enhance student

learning outcomes. Furthermore, the research emphasizes the need for professional development programs that recognize the unique requirements and challenges of each school and region to enhance teachers' techno-pedagogical competence. Overall, this study contributes to the current literature on techno-pedagogical competence among teachers and offers valuable insights into the development of effective professional development programs. Additionally, future research is necessary to determine the adequacy of various strategies for elevating techno-pedagogical competence of teachers and to explore the correlation between TPC pupil learning outcomes. The revelations of this research can contribute in creating policies and programs focusing at developing the education quality at senior secondary school level.

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## **A STUDY OF OPINIONS OF PRIMARY SCHOOL TEACHERS REGARDING “EDUCATION WITHOUT BURDEN”: A MYTH OR REALITY?**

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### **Abstract**

In the present scenario, we are seized with new problems of education as those pertaining to language, religions, moral, vocational, and technical education. Another new emerging issue which calls our attention is “Education Without Burden”. This must be reversed, particularly now that the mass of what could be memorized has begun to explode. This is the time for increased focus on learning, research, innovation when National Education policy Draft 2019 talks about. The effectiveness of NEP, 2020 will be seen after implementation of the policy in all the parts of the nation. It is very necessary to know the loads and or smoothness in the schools in terms of education before implementation of NEP, 2020. Burden of school bag, burden of educational processes is myth or reality? We really need Education without Burden? What are the opinions of the teachers working in the schools in the academic year 2019-20?

### **Introduction**

Today, there is an explosion of knowledge in the world because of unprecedented achievements in the fields of science and technology culminating in successful trips to the moon and establishing experimental bases in the space. Education is not a physical thing that can be delivered through the post or through a teacher. It has implication for aims of education, courses of study, educational methods and other aspects that vitally concern education. In present scenario we are seized with new problems of education as those pertaining to language, religions and moral education, vocationalization, technical education etc. Another new emerging issue which calls our attention is “Education Without Burden”. This paper frequently revolves around the question of curriculum load on children. In this regard, the researchers seem to have fallen into a pit. We have bartered away understanding for memory-based, short-term information accumulation. This must be reversed, particularly now that the mass of what could be memorized has begun to explode. We need to give our children some taste of understanding, following which they would be able to learn and create their own versions of knowledge as they go out to meet the world of bits, images and transactions of

life. Such a taste would make the present of our children wholesome, creative and enjoyable; they would not be traumatized by the excessive burden of information that is required merely for a short time before the hurdle race we call examination. NEP, 2019 draft has forwarded many steps in this direction. It is very necessary to know the loads and or smoothness in the schools in terms of education before implementation of NEP, 2020. Burden of school bag, burden of educational processes is myth or reality? We really need Education without Burden? What are the opinions of the teachers working in the schools in the academic year 2019-20?

### **Problems Mentioned by Yash Pal Committee**

A National Advisory Committee was set up by the Government of India in MARCH, 1992 under the chairmanship of Prof. Yash Pal. The then Chairman of UGC, to suggest ways and means to reduce academic burden on school students. The committee identified the following as the manifestation of the existence of the problem.

#### ***Starting early***

It has been observed during the last few years that admission age to nursery classes has been progressively lowered down to the age of 2 1/2 years at some places. It appears that the perception has taken a deep root that if a child has to succeed in life, he or she must start education early in life.

#### ***Size of School Bag***

So far as physical load of the school bag is concerned, the situation has become worse over the past few years. It's almost more in weight in comparison of their body weight.

#### ***Daily Routine***

Another dimension can be seen in the child's daily routine which includes completion of homework and attendance at tuitions and coaching classes of different kinds. Their daily routine is some what mechanical and they act as a machine. They hardly get time to play.

#### ***Joyless Learning***

The limited purpose of preparing for examination is indeed a very important factor for the unpleasantness of learning. The child centered education and activity-based teaching learning method are talked about but are seldom practiced in our school.

#### ***Syllabus and Textbook***

It has been observed that most of the textbooks have high density of concepts and the style of writing is very terse. The language used in the books in some cases is beyond the comprehension of many students.

### **Roots of Educational Burden**

These are the roots of the problem.

#### ***Knowledge v/s Information***

The committee has questioned the assumption underlying most curriculum renewal exercises that some sort of knowledge explosion has taken place; therefore, there is a valid reason to add more and more to the existing syllabus. By equating information with knowledge, more things are added to the syllabus making it heavier for children.

### ***Isolated of experts from classroom realities***

Since they are not familiar with learning process of children, the textbooks prepared by them prove too difficult for majority of children.

### ***Centralized character of curriculum***

Curriculum development centrally is not relevant to the local needs of different parts of the country. There is need for increasing participation of teachers in the process of curriculum development.

### ***Convention of teaching the 'text'***

Majority of teachers perceive the content of the textbook as a rigid boundary or a definer of their work in the classroom. Boredom is the inevitable outcome when tersely written textbook is taught in a rigid and mechanical manner.

### ***Absence of essential facilities***

Library as an essential source for learning does not exist in most schools. Similarly, science laboratories are not equally equipped and are not used for experimentation and discovery. (Retrieved from <http://14.139.60.153/bitstream/123456789/22/1/122.pdf>)

## **Rationale for the Present Study**

### ***Burden less curriculum a reality or a dream?***

Curriculum is considered as an important element in bringing about educational reforms and it therefore, must respond to the changing needs. The curriculum must reflect the needs of the society and those of the individuals to be educated. The various courses of study should be integrated and should not be so much as to overload a student. Some medical surveys say that due to heavy load of school bags, almost fifty percent of elementary school children have started suffering from back pains, spinal abnormalities and scoliosis (cited in Kishore, 2014). Even the CBSE and NCERT has not created any demonstration schools wherein the 'learning without burden' is happening. Unless 'how-to-do' is not demystified and the process is not demonstrated, the problem will continue and the burden of school office files too will continue. Learning in schools need to be made process-based and there should a mechanism of training teachers and support system to implement it (Kishore, 2014).

In spite of the inventions of teaching machines like radio and television the place of the teacher in education is as secure as ever. No educational efforts can yield the expected results, unless they are based on appropriate methods. But it is suggested that there should be more involvement of the teachers for the same as the teachers are well acquainted with the real problems of actual teaching which they encountered with. Therefore, dire need is felt to know about education without burden is myth or reality. And only those persons can present the reality who is involved in this teaching learning process.

## **Statement of the Problem**

A Study of Opinions of Primary School Teachers Regarding "Education Without Burden": A Myth or Reality?

## **Explanation of the Term**

**Education Without Burden:** In the present study, responses of primary teachers regarding educational curriculum, teaching methods, flexibility, evaluation, home assignment, expectations and competitions among learners are used as determinants of Education Without Burden.

## **Objective of the Present Study**

1. To study the opinions of primary school teachers regarding “education without burden”.

## **Delimitation of the Study**

The present study was limited to primary schools (grant in aid and self-financed) of Anand district only.

The present study was limited to the year 2019-20 only.

## **Research Methodology**

The present study was survey kind of study.

## **Population**

All the primary school teachers of Anand district were taken as a population for the present study.

## **Sample**

Total 12 schools were taken employing stratified random sampling. Out of them, 06 schools of rural and 06 schools of urban area were selected. All the teachers of selected schools were taken as a sample. So, the final sample for the present study were 100 teachers.

## **Tool for the Present Study**

Opinionnaire was prepared by the investigators. Statements (yes/no type) related to educational curriculum, teaching methods, flexibility, evaluation, home assignment, expectations and competitions among learners were covered. The tool was validated by the experts.

## **Data Collection and Analysis Technique**

Data were collected by the investigators through e-mail and personal contact. Data were analyzed using frequency and percentage.

## **Major Findings of the Present Study**

1. Less number of the teachers said that curriculum is not the key factor to create educational burden among the students.
2. 92% teachers responded that they are prone to follow the methods that they have been taught in the training college days and/or they have read in certain books.
3. 78% teachers said that tri-pillar process (i.e., teacher, students and interaction) is not present in the classroom.
4. 49% teachers said that students feel burdensome as their thrusts of knowledge is not being satisfied.

5. Majority of the teachers responded that in the present system rote learning takes place in school, personal coaching classes and at home. Questioning, discourse, the spirit of discovery, curiosity and inquiry are rare.
6. 95% teachers said that due to home assignment pattern, students suffer from headache problem before or after completing the home assignment.
7. Majority of the teachers responded that students are unable to have a sound sleep due to the tension of home assignment.
8. 92% teachers responded that percentage of marks obtained in the school examinations is what ultimately matters in determining a student's future.
9. Majority of the teachers responded that constant comparison and competition on the basis of marks spoil healthy relationships among the students.
10. Majority of the teachers said that students feel emotionally disturbed, insecure, under constant pressure and do not co-operate with their parents.
11. 76% teachers said that examination does not cover all aspects of the child's personality.
12. 91% teachers responded that expectations of the parents are very high. And children are branded by the marks scored in the examination.
13. Majority of the teachers said that education without burden is myth only.

## Conclusion

To enrich the quality of life, Education must generate curiosity, creativity, competence and compassion. Investment in the education benefits the individual, society and the world at large. So qualitative education should be stressed on and not burdensome education. Burdensome education doesn't only confine to the heavy syllabus or curriculum but it encompasses other aspects too like inefficient teachers, evaluation approach, teacher education etc. Many voices have been raised in this direction but still the fruitful results are not obtained. It's not an individual effort but a collective one to achieve the real objectives of education.

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## **TEACHERS AUTONOMY: A REVIEW OF RELATED LITERATURE**

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### **Abstract**

The aim of the current review article is to explore the diverse concept of teachers autonomy (TA) and its varied interpretations in association with distinctive facets. The article particularly focuses on identifying and synthesizing the core definitions, dimensions, and measures of teachers autonomy across divergent educational context insighting a more comprehensive notion of teachers autonomy inclusive of teachers work ethics (TWE). The authors delved into the literature to understand the association of TA and TWE and identified the possible factors that could influence this relationship but have not been effectively researched yet. The authors further found the scarcity of literature regarding the study variables in non-western countries which provides a possible opportunity for future research endeavors in this direction.

**Keywords:** Teachers Autonomy, Teachers Work Ethics.

### **Introduction**

The Contemporary Social Theory and the Philosophy of North America and Europe illustrated the notion of autonomy as complex, contentious, and paradoxical (Pitt, 2010), which emerged from the Greek roots, the inceptive ‘autos’ refers to ‘self’ while ‘nomos’ is concerned with the law administering an individual (Siebert and Mills, 2007). Defining autonomy, Reich (2002) proposed it not to be an innate characteristic of homosapiens but rather the quality that is learned and, to some extent, depends on an individual’s inherent potential, which is liable to regress as well as progress. The dynamic and fluid nature of autonomy (Allwright, 1990; Hague, 2011) depicts it as a degree based on the heteronomy individuals possess (Hague, 2011; Reich, 2002), their strength and capability to function in definite circumstances (Garland, 1997) as well as their association to status and power (Hoyle and John, 1995). Further comprehending the idea of autonomy, Raaen (2011) depicted it as a social construct rather than a matter of personal concern for the individuals and clarified the social factor of autonomy as necessary for its advancement and reconstruction. Thus, it can be understood that in philosophy, autonomy has been defined through varying viewpoints (Rawls,



1980). In education as well, the varied viewpoints (Wermke and Salokangas, 2015) of researchers such as Smaller (2015) in education history, Ball (2006), and Apple (2002) in education sociology and policy, Berka (2000) in legal issues and Reinders (2010) and Little (1995) in pedagogy have defined the meaning of autonomy. As teachers are an indispensable part of our educational culture, factors closely related to them, such as teacher motivation (Atkinson, 2020), job satisfaction (Bolin, 2007), burnout (Hastings and Bham, 2003) empowerment and commitment (Bogler and Somech, 2004) school culture (Hongboontri & Keawkhong, 2014), professional ethic (Devika & Dilip, 2019), teaching performance (Kusumaningrum et al., 2019) and so on, have always been considered crucial for intense study among scholars all over the world. As teachers autonomy is a constantly evolving concept (Pearson and Moomaw, 2005) and with varied interpretations in literature (Vazquez, 2016) the objective of the current review article is:

1. to explore the diverse concept of teachers autonomy (TA) through existing literature
2. to analyze cross-cultural studies conducted on the relationship between TA and teachers work ethics
3. to identify factors influencing the association of TA and TWE

### Conceptual Framework

The researchers of the existing literature have articulated teachers autonomy in various ways providing the comprehension of the concept via a vast horizon. In most generalized form teachers autonomy means from 'right to freedom from control' (Benson, 2000) to the ability of teachers to engage in autonomous teaching (Tort-Moloney, 1997) to develop professional personal identity (Contreras, 1997). Elaborating on the concept Castle and Aichele (1994) exemplified TA as a multidimensional capacity that is collaborative in making decisions depending on the needs and interests of the students, self-regulation and professional competency of teachers along with independence from external impositions whereas Littlewood (1996) expounded teachers autonomy as first, the ability and expertise in action for independent decision making and second, willingness to profess choices involving confidence and motivation. Further, scholars like Thavenius (1999), Little (1995), Benson (2000), Barfield et al. (2002), Santos (2002), and explained teachers autonomy in terms of student autonomy, where teachers exercise autonomy in their practices to encourage autonomy in their learners. Vieira (2006) and Pearson and Moomaw (2005) explicated TA as the professional freedom of teachers or a level of control that teachers possess for regulating their professional activities, while Huang (2005) comprehend TA as the capability of teachers to take control over their teaching-learning process and the development of their profession (Smyth, 1995; Fleming, 1998; Hunag, 2005).

To further comprehend TA the authors have detailed the various constructs through which teachers autonomy has been operationalized. The description of the domains and the operational definitions by the scholars have been specified in Table 1:

<i>Researcher</i>	<i>Operational Definition</i>	<i>Domains</i>
Short & Rinehart (1992)*	Established an association between teacher autonomy and empowerment, specifying it as one of its constructs, thus	1. Autonomy 2. Decision making 3. Professional growth

	defining it as “control over work and freedom for decision making”	<ol style="list-style-type: none"> <li>4. Status</li> <li>5. Self-efficay</li> <li>6. Impact</li> </ol>
Wilson (1993)*	Established teacher autonomy in terms of self-empowerment specifying it as one of its factors, thus defining it as “teacher self-empowerment, or teachers’ internal sense of autonomy	<ol style="list-style-type: none"> <li>1. Autonomy</li> <li>2. Courage</li> <li>3. Self-reflection</li> </ol>
Pearson & Hall (1993)*	Established teacher autonomy in terms of work environment defining it as “those perceptions that teachers have regarding whether they can control their work environment”	<ol style="list-style-type: none"> <li>1. General teaching autonomy</li> <li>2. Curriculum autonomy</li> </ol>
Friedman (1999)*	Established teacher autonomy in terms of professional autonomy of teachers and defined it as the power teachers hold to take decisions regarding curriculum-pedagogical issues along with the issues of the organization under which the school functions	<ol style="list-style-type: none"> <li>1. Pedagogical issues: curriculum development-student teaching and assessment</li> <li>2. Organizational issues: school mode of operating-staff development</li> </ol>
Ulas&Aksu (2015)	Specified teacher autonomy in terms of roles and latitude of teachers in the Turkish education system	<ol style="list-style-type: none"> <li>1. Autonomy in instructional planning and implementation</li> <li>2. Autonomy in professional development</li> <li>3. Autonomy in organizational decision making</li> </ol>
Subalakshmi & Koya (2017)	“Teacher autonomy is not independence or isolation rather it involves teachers’ interdependence, mutual support, professional discretion, and commitment to educational community” (Wilches, 2007)	<ol style="list-style-type: none"> <li>1. Independence of professional work</li> <li>2. Job satisfaction</li> <li>3. Teacher motivation</li> <li>4. Teacher empowerment</li> <li>5. Teacher stress and burnout</li> <li>6. Teacher accountability</li> <li>7. Decision making</li> </ol>
Gupta (2020)	Defined autonomy in terms of conduct of faculty members while performing roles and responsibilities varied contexts	<ol style="list-style-type: none"> <li>1. Prospector</li> <li>2. Academic-curricular</li> <li>3. Research</li> <li>4. Publication</li> <li>5. Rewards</li> <li>6. Continuing education &amp; extension</li> <li>7. Use of institutional resources</li> <li>8. Self-development</li> </ol>

Table: 1(\*Usma-Wilches, 2006; Ulas and Aksu, 2015; Subalakshmi&amp;Koya, 2017; Gupta, 2020)

## Teachers Work Ethics and Teachers Autonomy

Work ethics as stated is “one of the most important characteristics of the business world which includes reliability, confidentiality, desire to learn and work, responsibility for one’s actions and willingness to co-operate” (Turk and Vignjevic, 2016). Miller and Coady (1984) defined work ethics as “the beliefs, values, and principles that guide the way individuals interpret and act upon their rights and responsibilities within the work context at any given time”. Similarly, work ethics in context of teachers refers to “the values and behaviors that are expected of teachers in the performance of their duties. These values include honesty, integrity, responsibility, professionalism, respect, and compassion” (Marquez, 2014). Teachers work ethics is also illustrated as “the set of moral principles and standards that guide the behavior of teachers in the performance of their professional duties. These principles include a commitment to excellence, a dedication to student learning, a strong work ethic, and a willingness to collaborate with others (Jennings, 2009).

Scholars around the world have investigated the relationship between teachers work ethics and teachers autonomy stating the intertwined association between the two. Exploring the link between work ethic and job autonomy Chiang and Liu (2017) conducted a study on Taiwanese teachers, job satisfaction and organizational commitment being the mediating variables. The results of the study revealed that teachers with firm work ethics tended to report higher levels of job autonomy, job satisfaction, and organizational commitment while latter two mediated partially between work ethic and job autonomy. Similarly, Grillo et al. (2019) proved high levels of perceived autonomy, work motivation, and job satisfaction among teachers who possessed strong work ethics. Moreover, Wells and Knapp (2006) while examining the association between work motivation, job satisfaction, organizational commitment, and work ethics among teachers in the US confirmed that teachers with strong work ethics manifested high levels of work motivation, job satisfaction, and organizational commitment. Despite of the wide studies there is a need to better understand the interconnection of teachers work ethics and teachers autonomy with other school climate factors such as involvement of parents and community involvement, school management, instructional and curriculum practices, leadership, school culture, resource and support system etc. Moreover, work ethics of teachers and their autonomy is shaped in accordance with cultural context. As, the majority of these studies have been performed in context of western culture so it gives a vast opportunity to researchers to investigate and explore the influence of non-western culture and society on work ethics and autonomy of teachers.

## Conclusion and Suggestions

Teachers autonomy have the vast literature interpretation giving it a diverse notion of comprehension. The investigation by the authors found a strong association between TA and TWE with respect to some factors which can be explored and extended to other factors of educational environment. Further, authors found abundance of literature studying the relationship of TA and TWE in western culture which can be extend to non-western cultural countries aswork ethics of teachers and their autonomy is shaped in accordance with cultural context. Thus, the present review article proposes an opportunity for future research endeavors which can be carried out to deeply understand the association of TA and TWE with respect to varied constructs prevailing in educational environment and in non-western educational cultures.

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## **SCIENCE EDUCATION AND PHILOSOPHY OF SCIENCE: A CONCEPTUAL FRAME WORK**

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### **Abstract**

*“Science as a structure grows by a struggle for survival among ideas.”*

**—Holton & Roller**

Science is a process of thinking, a means of acquiring new knowledge and a means of understanding the natural world. Science teaching and science education should be for a wider consciousness as an integral approach. As human activity there must be social, environmental and global consciousness to transform human being into wise scientific perspective. Science has to enable the community of students, teachers, research scholars and society at large for the appreciation and criticism.

This article raises question about current science in a philosophical context and provides a base to read fundamental views and conceptions of science within science education. Moreover, philosophical context of Teaching Science is at centre.

**Key Words:** Science, Science education, View of Science, Conception of Science, Static and dynamic view of Science, Paradox in Science, Philosophical context of Science,

### **Introduction**

Education should lead to an understanding of the world we live in and the world we hope for, to create an understanding which show the path to effective action. Such action is assumed to be voluntary and cooperative, and the area of such action is science. Hence, science becomes human activity. But, in view of philosophical questions associated with science and science teaching, the bottom question to be raised is that what is the the place of scientific theory within science teaching? There are dogmatism of much traditional science teaching.

Much of the science taught at schools and universities tends to be based only upon well established theories of science and they are very difficult for anybody to question. This questioning would need a very careful experimentation if it is to produce anything worthy of consideration.

The pedagogical question is how the student is given sufficient ground for his own judgments and distinguish between the various theories with which he will be confirmed. Tricker (1971:102)

suggests that if the problem is to be solved and student must need a range of scientific theory and the teacher must not feel himself to be concerned with 'putting across' a particular theoretical point of view. The revival of such studies today, are lacking as they would be in contemporary significance, is hardly to be advocated. At the same time the basic problem of how to develop a scientific judgment and critical attitude remains unsolved.

### **View of Science**

There are two views about science. One is static and the other is dynamic. The static view places in the centre of the stage the present interconnected set of principles, laws and theories. It is a way of explaining the universe in which we live.

The dynamic view in contrast to the static regards science as an activity. From this point of view science would disappear completely if all the laboratories were closed; the theories, principles and laws embalmed in the texts would be in dogmas, all further investigation stopped and also there could be no re-examination of any propositions.

According to Conant J.B. (1951: 24) Science is an interacted series of concepts and conceptual schemes that have developed as a result of experimentation and observations. In this definition the emphasis is on the word "fruitful". Science is a speculative enterprise. Thus conceived, science is not a quest for certainty, it is rather a quest which is successful only to the degree that it is continuous. This never ending quest suggests that science is not methodologically rigid subject. The history of science indicates a smooth evolution. Scientific truths and it empahsizes the importance of a blend of imaginative and logical thinking in the generation of new ideas.

### **The Conceptions of Science**

Here two conceptions of science, embodying two different valuation of scientific life and of the purpose of scientific inquiry are mentioned.

According to first conception, science is above all else an imaginative and exploratory activity and the scientist is a man taking part in a great intellectual advance. Intuition is the mainspring of every advancement of learning and 'having ideas' is the scientist's highest accomplishment, the working out of ideas is an important and exciting but yet a lesser occupation. Pure science requires no justification outside itself and its usefulness has no bearing on its valuation.

The alternative conception of science runs like this: science is above all else a critical and analytical activity; the scientist is preeminently a man who requires evidence before he delivers an opinion, and when it comes to evidence he is hard to place.

Every outcome in science is the outcome of a speculating adventure, an excursion into the unknown. According to the opposite view, truth resides in nature and is to be received at only through by evidence of the senses; apprehension leads by a direct pathway to comprehension and the scientist's task is essentially one of discernment.

Above views are the outcome of Medawar's (1969:130) conceptions of science. He views that the distinction between and the formal separateness of the creative and the critical components of scientific thinking is shown up by logical dissection, but it is far from obvious in practice because the two work in a rapid reciprocation of guess work and check work, proposal and disposal, conjecture and refutation.



## Paradox in the Method of Science

We have paradox in the method of science. As Holton & Roller (1958:231) argues that the researcher often think and work like an artist, but he has to talk like a book keeper, in terms of facts, figures and logical sequence of thought. For this reason we must not take at their face value either the chronology or the methods set forth in scientific papers and treatises, including those of Galileo and Newton. It is part of the game of science, simply because it promotes economy of thought and communication to make the results in retrospect appear neatly derived from clear fundamentals, until, in John Milton's Phrase.

*So easy it seemed  
Once found, which yet unfound most  
would have thought  
Impossible!*

A research worker may hide months of tortoise and often wasteful effort behind a few elegant paragraphs, just as a sculptor puts away his tools, preliminary studies and clumsy scaffold before unveiling his work.

Today most scientists tacitly agree that their private creative ability must be unfettered by such preconceptions. To set limits to speculations is treason to the future."

It begins to appear that there are no simple rules to lead us to discovery of new phenomena or to the invention. But science does exist and is a vigorous and successful enterprise. There are marvelous process at work which in time purify the meanings of initially confused concepts. These processes permit the absorption into science-as-an institution of anything important that may have been developed. no matter by what means or methods, in-science-in the making (private science.).

## Science Education: At Present

Science is an imaginative and exploratory activity. Pure science requires no justification outside itself and its usefulness has no bearing on its valuation.

Science Education is intended to enlarge human understanding and its usefulness is the only objective measure of the degree to which it does so; as to freedom in science. These days, science education calls for a consortium of the talents and provide space to novice to contribute in science.

We may teach science for a wide variety of reasons, and when justifying human activates it is customary to distinguish between reasons directly associated with the activity which point to its inherent value and those which emphasize the instructional role of the activity. For the teaching and learning of science, we may consider these in turn.

## Philosophical Context of Science Teaching

Scientific theories have a dual role to play. Previously they had been thought of as summaries of knowledge. The theory must contain suggestions which are uncertain and open to test. If we are interested in increasing the sum total of knowledge we shall esteem most highly theories which are speculative. On the other hand, if we wish to assess the validity of the views which the theories contain, we shall wish to examine to basis on which they rest and it will be a summery of knowledge that we shall attempt to evaluate.

In philosophy, in marked contrast to what we find in the science, we are presented with many different attempts to find a solution to a problem none of which is satisfactory. Unless the strength and weaknesses of the most important of these are understood, we cannot, but fail to appreciate the dimensions of the problem. The very uncertainty and difficulty could provide a valuable antidote to the dogmatism of much of science teaching lend importance to the judgment of the individual and help to restore science to a place among the accepted vehicles for education, from which, because of its complexity and apparent infallibility, it has tended to slip.

## Conclusion

Fundamental changes in science have been accomplished by deeper digging towards the philosophical foundations. All the special fields of knowledge were coordinated by the ideas presented in the courses on philosophy.

The most creative man in twentieth century physics, Albert Einstein says that, Ablest students liked to start discussions about the axioms and methods of science, and proved, by their obstinacy in the defense of their opinions, that this issue was important to them.

From all these discussions it could be concluded that philosophy of science is the direction for imparting some knowledge of tactics and strategy of science. The systematic way to understanding of science as well as to the tactics and strategies of science are necessary to build a perception of our growing generation.

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# **OPEN EDUCATIONAL RESOURCES: A PARADIGM SHIFT IN THE EDUCATIONAL PRACTICES OF HIGHER EDUCATION**

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## **Abstract**

The use of OER (open educational resources) holds great promise of improving the access and quality of education for every developed and developing country. Although adaptation of OER can become the medium of reaching the unreached and also can overcome the severe challenges of accessing quality education across the country. However, OER has numerous advantages, despite the beneficial facts still, the awareness and acceptance rate remains very low among the undergraduate students and there are many hurdles to OER implementation at the higher educational level of West Bengal. Therefore, this study is aimed to empirically investigate the level of awareness that can influence the acceptance of OER in the teaching and learning process. To evaluate the study a total of 140 responses from students and teachers are gathered based on the objectives of the study. The findings of the study revealed that there is a very low level awareness of OER resources among the students due to the lack of ICT Knowledge and unavailability of ICT infrastructure inside the college campus. In terms of teachers it is elicited that teachers' have quite better awareness about the OER resources but still they are not a prominent users of OER due to the crisis of digital resources and outdated knowledge of technology.

**Keywords:** OER, Teaching-learning, ICT, Teachers- students, Online tools

**Abbreviations:** Open Educational Resources (OER), Information & Communication Technology (ICT)

## **Introduction**

Technology is playing a pivotal role in providing quality-based academic materials and opened the door to technology-enhanced learning and many more opportunities for learners. However, the outburst and unexpected situations of coronavirus have brought several challenges to human life

and the whole system of education. In this sense, to overcome these challenges and for the smooth running process of education, the advanced form of Information Technology (IT) and the open educational resources (OER) became the popular tool among the learners, teachers, and other academic and administrative staff members (Evalu, 2021). Open Educational Resources can be defined as a platform of teaching, research, and collecting the learning materials from different public domains in any format, under the copyright and open-licensed format that allow free accessible use, edition, reform, remix, and redistribution by others. It has also emphasized the universal access to high-quality education that promotes the peace, and sustainable and equitable growth of nations and society (BUDD et al., 1986). UNESCO (2019) highlighted that inclusive collaboration of OER into education can cater to the wide variety of efficacy of socially and physically disadvantaged groups with limited access to educational resources. Due to the ease and free accessible use of (OER) open-licensed text, media, and other digital features worthy of teaching and research purposes the concept of OER is aligned with the United Nations Sustainable Development Goal (4.5) which ensures removing gender disparities or any kind of discrimination from education and must full fill the equitable access of education for all.

### **Role of OER (Open Educational Resources) in the Paradigm Shift of Teaching-Learning**

The terrifying impact of the Covid-19 pandemic has left various gaps and the area for improvement for continuing the online teaching-learning process. In this context, OER resources provide autonomy to educators and learners for sharing and managing the learning resources that follow the features of retaining, revising, reusing, remixing, and redistributing (5Rs). OER is an excellent platform that permits free online courses, learning materials, learning modules, free textbooks, reports, content-related videos, text, images, and free software tools use for sustaining and accessing the information in a long way for all. Accepting and implementing the OER can ensure the changes in the conventional curriculum framework with a new digital outlook of learning. The sophisticated and widespread use of information technology and OER can bring a paradigm shift in the higher education model and modernize the quality education system for students. The OER movement came into force in 2001 by Massachusetts institute of technology (MIT) announced and released free online courses on the internet. From the year of 2005-to 2007, a large community of 600 members covering the 192 states of UNESCO has participated in the online discussion forum of (OER). In India, the National Knowledge Commission has taken up the initiatives for picking up OER content in different disciplines through various languages. Govt. of India has started several innovative and interesting technology-enhanced programs like-National Mission on Education through Information and Communication Technology (NMEICT), National Repositories of Open Educational Resources (NROER), SWAYAM, NPTEL, E-grid, OSCAR (Open source courseware animation repository), EKLAVYA Project for enriching and developing the OER repositories and its educational uses (Dutta, 2016; Ibrahim et al., 2021).

### **Review of Related Literature**

Marín et al., (2022). has conducted a study on faculty's perception towards OER repositories. The key findings revealed that slide presentations and YouTube videos are very popular open educational resources among educators and learners. Except it, still, there is a low level of awareness among the faculty members towards OER uses; a shortage of IT infrastructure and no OER policy guidelines was applied in the educational institutions.

**Singh & Datta (2021)** defined a study on OER as a complementary tool for teaching learning in higher education during the Covid-19 lockdown. The findings revealed that the adoption of OER can become the medium of reaching the unreached tool and can overcome the several challenges related to accessing quality education across the country. However, in the Indian education system inadequate resources, lack of ICT knowledge among teachers, and unclear OER policy for an institution with language barriers are certain hindrances to the growth of the OER movement in India.

**Allen et al., (2020)** had defined a study on teaching with OER during the Covid-19 pandemic. The study highlighted that adopting OER into education can increase students' access and maximize the students' involvement in the learning process throughout the pandemic. Apart from it, students also feel free to collecting revising and remix the content effectively as per their learning needs.

**Dutta (2016)** has conducted a study on opportunities and challenges faced by the teachers and students by using open educational resources. The study confined that in India OER movement is in the developing stage. However, integrating OER into the various disciplines and the educational institutions is not only beneficial for teachers it provides more opportunities for students at a global level. On the other side implementing the open educational resources is still a kind of challenge for different stakeholders and students due to its diversified languages and geographical distribution in India.

**Rolfe, (2012)** has observed a study on teachers' and staff members' attitudes towards OER and its educational importance. The study highlighted that only 18% of staff members had heard of the concept of open educational resources and other academic staff members were unaware of its educational benefits. However, academic staff and faculty members were ready to accept the innovative idea of OER and its e-learning strategies.

### **Need of the Study**

In India, the OER movement aims to make content available for free use and for enhancing the educational opportunities for hitherto unreached sections of society thus leading to equalizing of access. The Indian Government has played a proactive role by providing impetus to the growth of the OER movement in the country through various national policy initiatives. A large number of national policymaking bodies such as the National Knowledge Commission (NKC), University Grant Commission (UGC), and other advisory bodies are providing support to the movement in the country for improving the access to quality education (**Singh & Dutta, 2021**). Open educational resources are considered to widen access, reduce costs, and improve the quality of education in the community. The rapid development and the increasing use of OERs in higher educational institutions is a good signal for futuristic education (**Joel & Roope, 2014**). Now the educators in India are focusing to develop and design e-content for the teaching-learning purpose with open licenses. Despite its benefits for learners, teachers, and educational institutions, there are urgent issues that need to be resolved for OER to flourish. With the worldwide popularity and proven usefulness of OER, still, it faces some significant challenges especially in the higher educational institution of India e.g. infrastructural barriers, language barriers, technical knowledge barriers, availability of internet connectivity, and speed. Based on the above facts and their educational importance it is quite essential to know the students' and teachers' awareness of OER repositories and the educational benefits and challenges that have been faced by the teachers and learners in the Higher education model of digital learning. In addition to this, in the higher educational institution of West Bengal

where Govt. bodies focus on providing ICT knowledge among teachers, and students and promoting a technology-based learning environment inside and outside the campus for fulfilling the goal of learning can be done anywhere, anytime to anyone. In that sense, there is an urgent need to know the awareness and integration of OER in the educational practices of higher education is quite significant.

### **Objectives**

1. To ascertain the students' awareness regarding the OER repositories and their interrelated world of teaching-learning.
2. To investigate the educational benefits of OER as students' support services in the Meta virtual mode of teaching-learning.
3. To investigate the awareness and challenges faced by the teachers for availing the online-teaching learning resources.

### **Research Design**

In the present study, the investigator is intended on finding the awareness and educational benefits of using OER as well as the challenges faced by the students and teachers in accessing OER services in the Meta virtual world of teaching & learning. For this purpose, the investigator has employed the field survey method via an online google form to collect the applicable particulars from the selected sample of undergraduate students and teachers of different colleges selected for the purpose.

### **Sample**

The present study comprised 77 undergraduate students of Govt. Aided Colleges of West Bengal in assessing the awareness and educational benefits of OER. Further 63 teachers were selected randomly for assessing the challenges of availing open educational resources from different Govt. and autonomous educational bodies having ICT education. In this way total of 140 students and teachers were selected via a random sampling procedure to collect the information for analysis and interpretation.

### **Tools**

A Survey Questionnaire was designed and prepared to gather the primary data about this research work. The researcher has applied two forms of google questionnaires. Which are—

- ***OER Awareness and Benefits of OER as students support services in the Education—*** The OER components related item put off in the questionnaire covers the two components. The first section of the questionnaire includes 15 items on students' general knowledge of ICT and different part of open educational resources and the second section consist of 10 items on assessing the prior benefits of using these resources in the area of teaching-learning.
- ***Integration, Awareness, and Challenges for using the OER Repositories among the teachers—*** The survey questionnaire incorporated the 8 items related to OER knowledge and its integration into the teaching-learning system.

### **The Approach of Data Archive and Analysis**

After composing the questionnaire in a Google Form, the investigator administered it to

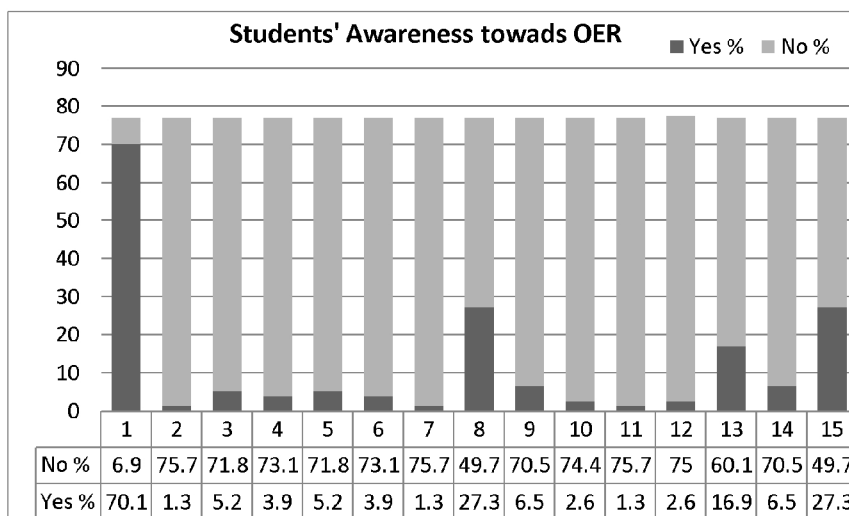
undergraduate students group of different Departments from Sitananda College, Nandigram, and individual information taken from the teachers of different colleges in West Bengal. In that way, a Total of 140 students & teachers participated in this research study. The collected data were analyzed by the percentage analysis, a graphical representation of data.

## Result and Discussion

**Objective 1 :** To ascertain the students' awareness regarding the OER repositories and its interrelated world of teaching-learning.

**Table-I**  
Tick the Box(s) to indicate which of the following you have heard of

<i>Item</i>	<i>Yes (%)</i>	<i>No (%)</i>
1. Term of Open Educational Resources	54 (70.1%)	23 (6.9 %)
2. NROER	1 (1.3%)	76 (75.7%)
3. NPTEL	4 (5.2%)	73 (71.8%)
4. Khan Academy	3 (3.9%)	74 (73.1%)
5. TESS- India	4 (5.2%)	73 (71.8%)
6. MOOCs (Courses)	3 (3.9%)	74 (73.1%)
7. Gooru (Learning is Social)	1 (1.3%)	77 (75.7 %)
8. ISKME	21 (27.3%)	56 (49.7%)
9. Swayam	5 (6.5%)	72 (70.5%)
10. Coursera	2 (2.6%)	75 (74.4%)
11. edX	1 (1.3%)	76 (75.7 %)
12. MIT	2 (2.6%)	75 (75 %)
13. YouTube (Edu)	13 (16.9%)	64 (60.1 %)
14. DMU Video Library	5 (6.5%)	72 (70.5%)
15. Virtual Analytical Laboratory (VAL)	21 (27.3%)	56 (49.7%)



**Figure I**  
**Overall Students' Awareness Towards OER**

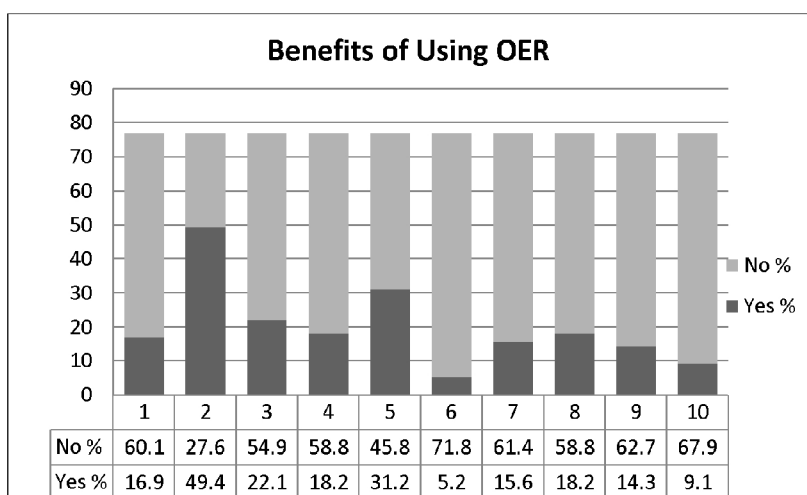
From the above table-1, it is elicited that students have a low level of awareness of OER components. Out of 77 undergraduate students' responses only 54 (70.1%) students heard about the term open educational resources but the maximum number of students were unaware of the OER platform and its educational uses. From the above findings, it can also be assumed that students are not updated with the advanced knowledge of ICT and its interrelated tool of teaching-learning. This may be due to their lack of IT infrastructural facilities inside and outside the campus and their interest in digital learning.

**Objective 2 :** To investigate the educational benefits of OER as students' support services in the Meta Virtual mode of teaching-learning.

**Table-II**

**Tick the Box(s) to indicate the benefits of using OER  
(Open Educational Resources in Education)**

<i>Item</i>	<i>Yes (%)</i>	<i>No (%)</i>
1. Reduce students costs for learning	13 (16.9%)	64 (60.1%)
2. Support students success and retention	38 (49.4%)	39 (27.6%)
3. Innovate your teaching practices	17 (22.1%)	60 (54.9%)
4. Exercise your academic freedom	14 (18.2%)	63(58.8%)
5. Can OER improve the quality of research for future generation's learners	24 (31.2%)	53(45.8%)
6. Rapid dissemination of information for students	4 (5.2%)	73 (71.8%)
7. Ability to modify course materials	12 (15.6%)	65 (61.4%)
8. Enhancement of course material-texts, images	14 (18.2%)	63(58.8%)
9. Provide equal opportunity for all	11 (14.3%)	66 (62.7 %)
10. Remove social and geographical barriers	7 (9.1%)	70 (67.9)



**Figure 2**  
**Benefits of using OER for Students**

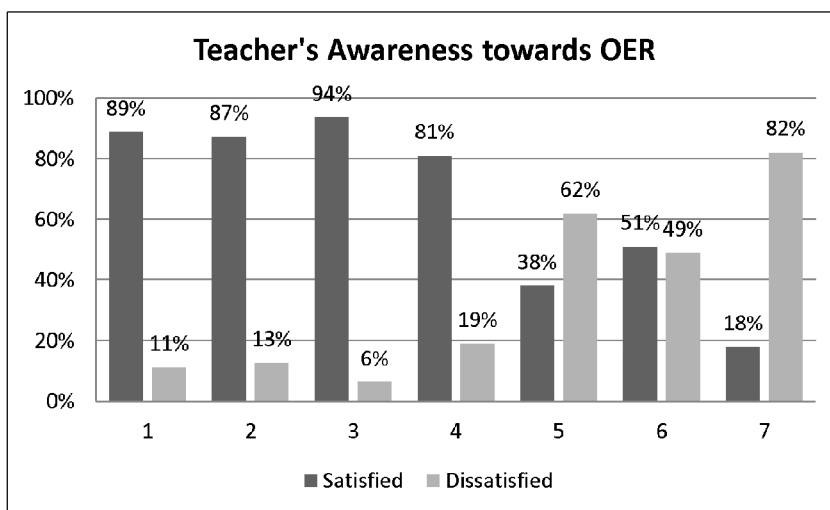


From the above result, it can be identified that students are not quite aware of the academic benefits of using open educational resources but they support the technology-based learning environment in their teaching practices. 49.4% of students supported the fact that the OER platform can enhance the student's success and retention rate whereas 31.2 % of students agreed that OER has the potential that can improve the quality of research and make easy the way for future generation learners to a great extent. It may be due to the language barriers among students and unsupported technology-enabled learning environment inside the campus.

**Objective 3 :** To investigate the Awareness and Challenges faced by the teachers for availing the online-teaching learning resources.

**Table-III**  
**Awareness of Teachers' towards OER Repositories**

<i>Range</i>	<i>Aware about OER</i>	<i>Different Sources of Using OER</i>	<i>Difficulties in Finding OER Material</i>	<i>Aware about Licensing Concept</i>	<i>Facing Quality/Reliability Concern</i>	<i>Aware about Copy Right Act</i>	<i>Make/ share Materials to others</i>	<i>Rating</i>
1.	04	03	02	01	13	10	19	Strongly Disagree
2.	03	05	02	11	26	12	29	Disagree
3.	04	10	09	09	03	00	00	Neutral
4.	23	23	13	15	11	17	05	Agree
5	29	22	37	27	10	24	10	Strongly Agree
Total	63	63	63	63	63	63	63	Average
Satisfied	88.8 %	87.30%	93.65%	80.95%	38.09%	50.98%	17.93%	65.38
Dissatisfied	11.2%	12.69%	6.34%	19.05%	61.91%	49.01%	82.06%	34.61

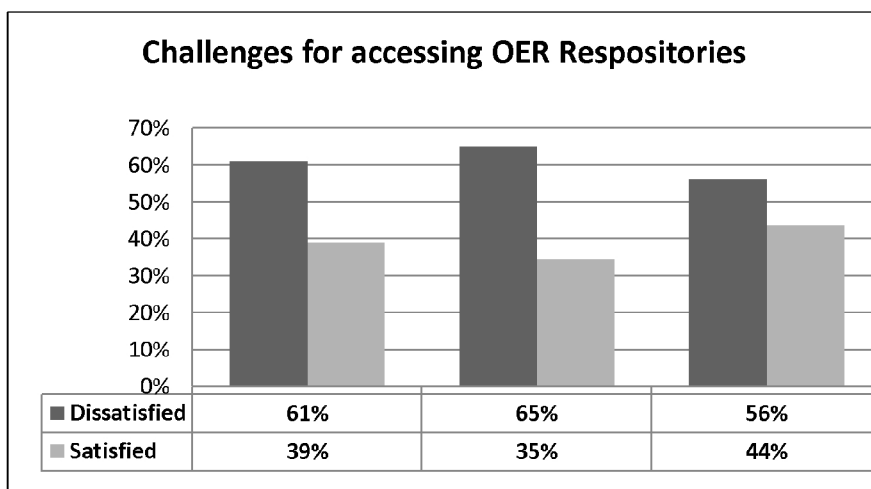


**Figure 3**  
**Teachers' Awareness of OER Repositories**

From the above figure, it can be considered that teachers of Govt. College is quite aware of OER repositories and their related sources of accessing the free content and sharing it with others. Teachers are accepted that availing of the OER resources can improve the quality of teaching and ensure the maximum involvement of students. However, in some cases still, many teachers are not proficient in preparing their own OER content and sharing it with others due to their lack of interest and outdated knowledge of ICT. It may also be assumed that the unclear IT policy guideline and limited resources of ICT on the college campus are the main causes for developing the technology-enabled environment in the educational institutions.

**Table-IV**  
**Challenges of accessing Open Educational Resources among Teachers**

<i>Range</i>	<i>Lack of awareness among staff and teachers</i>	<i>Lack of IT Infrastructure Lab</i>	<i>Low Internet/ WiFi Facilities</i>	<i>Rating</i>
1.	01	03	04	Strongly Disagree
2.	05	06	11	Disagree
3.	07	00	00	Neutral
4.	18	19	14	Agree
5.	32	35	34	Strongly Agree
Total	63	63	63	Average
Dissatisfied	61.11%	65.15%	56.22%	60.82
Satisfied	38.89%	34.58%	43.77%	39.17



**Figure 4**  
**Challenges for accessing OER**

From the above figure 4; it can be elicited that teachers facing lots of technological challenges inside the campus. Due to the scarcity of technology-equipped labs and other infrastructural facilities teachers are not being prominent users of techno-friendly facilitators and updated about the innovative

approaches to learning. 65 % of teachers accepted that there is a great crisis in ICT infrastructure and 56.22 % reported that there is a low level of network and Wi-Fi facilities in their concerned institution, as well as 61.11%, reported a lack of ICT awareness among teachers and other staff members. However, Govt. of India recommended an appropriate guideline, and many initiatives were taken up for promoting the technology-enabled classroom and the professional development of teachers with the inculcation of technology-based learning. But the idea of ICT-based learning is not materialized yet which is required for 21<sup>st</sup> century and future generation learners.

## Conclusion

Despite the wide application of open educational resources and their academic benefits for teachers, learners, educators, and institutions the outreach of OER is remained limited due to different technical, geographical, infrastructural, institutional, and social barriers. During the covid-19 outbreak situation technology integrated OER platform played a pivotal role and reached unreachable sections, and the instructor, educators, teachers & learners across the country. Moreover, open educational resources have gained a considerable amount of popularity due to their free accessibility, low cost, and reliability. Many digital initiatives were taken by the Govt. of India for providing high-quality education and making techno-friendly learners, and faculty members for becoming great contributors to a knowledge economy and skilled-oriented learners. The findings illustrated from the study revealed that there is a low level of awareness and interest among the faculty members and undergraduate students about the open access to educational resources. This may be due to the diverse educational needs of students and teachers, lack of motivation, and limited resources that lead to the restricted cause of technology-equipped environment in their institution. Through this study, it can also be suggested that there is a need to implement mandatory guidelines with related resources in every institution that may execute by teachers, librarians, and other administrative members of academic institutions in a significant manner. Indeed platform of open educational resources can provide continuity in the entire system of teaching-learning that the current education system requires most.

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<https://www.icde.org/knowledge-hub/2020/7/3/unesco-recommendation-on-open-educational-resources-oer>



## **A STUDY ON AUDIO BASED TACTILE MODEL (ABT) IN LEARNING HUMAN ORGAN SYSTEM AMONG CHILDREN WITH VISUAL IMPAIRMENT**

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### **Abstract**

A study was conducted among 30 secondary level students with visual impairments in four special schools in Chennai to facilitate learning science concepts. The aim of this study was to develop an adaptive teaching-learning material, namely the Audio-Based Tactile (ABT) Model, to teach the Human organ System. Purposive sampling technique was used to identify and assign the participants. The Audio Based Tactile Material was prepared in both English and Tamil language with the detail of a human organ. A tool was developed and standardized to conduct pre and post test scores, and Quasi-Experimental method was followed. The t-test results for pre and post test evaluation were significant at 0.05 level, revealing that the ABT Model was effective in learning Human Organ System (Respiratory System) among students with visual impairments. The Audio Based Tactile teaching material highly impacts learning achievements.

**Keywords:** Visual Impairment, Science concept, Human Organ System, Secondary level students.

### **Introduction**

Teaching Science is a pedagogical approach in secondary levels that actively involves students. Science as a subject covers a range of concepts and is classified in terms of three major aspects, i.e., Biology, Chemistry, and Physics. Teaching Science includes both theory and practical approaches. Science can be taught as learner-centered, inquiry-based, or laboratory-based learning. Active engagement in the teaching-learning process of Science is one of the primary requirements. It aims to develop and sustain interest, active engagement, curiosity, and build confidence among the students. The practical engagement in learning science concepts illustrates the knowledge, increases the power of observation, predicts, collects evidence, and move towards a logical deduction. Innovations in technology have restructured the concepts from the centuries, reframed many concepts, and established new theories. Traditionally, the subjects were taught with visual inputs accessible for

any student, enhancing their knowledge and reasoning skills. Teachers have to play the role of facilitators and enhance their interests in exploring each concept from their perspectives. The teachers need to understand, plan and implement the strategies necessary to learn each concept. Hands-on learning can be one of the most acceptable teaching methods for science that allows students to actively engage in the learning process rather than be a simple audience in the classroom.

Unlike their peer group, students with visual impairment have the same range of cognitive abilities as sighted students (Kumar, Ramasamy & Stefanich, 2001). They experience difficulties learning the concepts because the only explanation is not enough for a student to learn a concept without any visual exposure. Although there are prevailing resources available in schools, such as tactile models or braille printed materials, there is a lack of complete exposure to learning the concepts. It is especially in learning the concepts of Biology; they may not have clear knowledge about the body parts, specifically the internal organs. An innovative three-dimensional (3D) structure can be more effective for learning and getting a clear idea about any concept. It can be more useful if some Artificial Intelligence (e.g., auditory inputs) is combined with it.

Research has revealed a severe shortage in preparing instructional materials and strategies for teaching science concepts to students with visual impairments. Science as a subject needs practical exposure to understand the concepts. Unfortunately, the students with total or partial sight loss experience difficulties in learning such concepts due to their limited sense of vision. The teachers commonly use visual instructions in the classrooms may not be sufficient. They mainly depend on the sense of touch and auditory for their perception. Thus, the classrooms should be adapted, and instruction should be accommodated to provide better experiences in learning Science concepts that are related to our natural world. Inventions in technology have been increased the learning opportunities for the students. Teaching Biology can be more effective with adaptations and modifications in the teaching-learning materials. Human Organs can be classified as external organs and internal organs. The students may have exposure to the external organs of their body such as ears, mouth, neck, nose etc., but it is difficult for them to have a clear idea about the internal organs. It is indispensable to learn about the internal organs because they work together to perform the tasks of the body – to keep it healthy – from birth to death. Examples of internal organs of the human body include the respiratory system, nervous system, blood circulation system, excretory system, and digestive system.

‘Blindness’ refers to a condition where a person has any of the following conditions, –i) Total absence of sight; or (ii) visual acuity less than 3/60 or less than 10/200 (Snellen) in the better eye with correcting lenses; or limitation of the field of vision subtending an angle of less than 10 degrees (PWD Act, 1995). Low vision refers to “*A person with low vision has impairment of visual functioning even after treatment and standard refractive correction, and has a visual acuity of less than 6/18 to light perception, or a visual field of less than 10 degrees from the point of fixation, but who uses, or is potentially able to use, vision for planning and execution of a task.*” (World Health Organization).

## Objectives

The major objectives of the study were to

- Identify the student with Visual Impairment and assess the current level of knowledge on the human organ system.

- Develop Audio Based Tactile (ABT) Model to impart knowledge on Human Body system and provide intervention.
- Analyze the effectiveness of the Audio-Based Tactile (ABT) Model in teaching science concept of human organ system.

### **Hypothesis**

- There is no significant difference between the pre and post test scores of in learning Human Organ system through the ABT model among visually impaired students with respect to variables.

### **Theoretical Framework**

Kizilaslan (2019) examined instructional design's effectiveness in teaching science concepts to visually impaired students. The study was conducted through a case study. Purposive sampling was used. Significant differences in the academic performances indicated that instructional design had positive effects in teaching and learning science concepts for visually impaired students. As a result, students with visual impairment need appropriate adaptations and individual instructional design to compete and advance in learning the science concepts.

### **Methodology**

#### ***Sample Size***

The study was conducted in 4 special schools clustered in the main cities of the districts of Tamil Nadu, catering services to the visually impaired students. The purposive nonprobability sampling technique was used to select the samples. Sample size was 30 students with visual impairments in the high school level were identified and assigned in the study. The independent variables for the study were Age, Gender and Nature of Disability of the selected students. The dependent variable was the impact of the ABT (Audio-Based Tactile) Model on learning the 'Human Organ System' among visually impaired.

#### ***Tool***

A questionnaire was developed and standardized to collect the pre and post test data to measure the impact of the ABT Model in teaching the Human Organ system. A checklist was developed and grouped under 5 categories: choose the correct answer, fill in the blanks, true or false, label the parts, and answer in one word. While evaluating, for each correct answer, a score of 1 was given, and for the wrong answer, a score of 0 was given; thus, the maximum score of the evaluation procedure was 25.

#### ***Intervention Package***

The ABT Model was done in English and regional languages. The respiratory system parts and functions were made so that the students could learn through tactile sense. In addition, if they press the embossed buttons located in the concerned part, it will give an audio description. Hence it will enable them to learn and relearn the parts and functions through audio and tactile description till they comprehend it holistically. Each detail has been given in simplified language to easily comprehend it. Apart from this, the additional features in the explanations were given both in the

Tamil and English versions. This paved the way to explore and comprehend the digestive system details easily.

## Result and Discussion

The results were analyzed both qualitatively and quantitatively. The background details were analyzed qualitatively and presented in Table 2. The pre-test and post-test mean scores and probability values were analyzed using Independent t-tests.

**Table 1**  
**Mean, SD, and t-value of the pre and post test scores of the selected samples in learning Respiratory system with respect to Age Group**

<i>Variable</i>	<i>N</i>	<i>DF</i>	<i>Tests</i>	<i>Mean</i>	<i>Standard Deviation</i>	<i>t-value</i>
Age	12 years	14	28	Pretest	13.80	1.52
				Posttest	22.20	1.32
	13 years	16	28	Pretest	13.73	1.33
				Posttest	21.67	1.79

\*  $p > 0.001$

N = Number of Samples, DF = Degrees of Freedom.

The above Table reflects that the co-related t- value is 0.128 and 0.926 with df 28 for the sample's pre and post-test score is significant. It indicates that visually impaired students' pre and post test scores differ significantly in learning Respiratory System. It was evident that the Age group influenced the pre and post test scores in learning Human Organ System. It may therefore be said that the understanding and learning potential differs. Hence the null hypothesis stated that "there is no significant difference in the mean score of pre and post test scores of the selected samples in learning Human Organ System with respect to Age Group" is rejected.

**Table 2**  
**Mean, SD, and t-value of the pre and post test scores of the selected samples in learning Respiratory System with respect to Gender**

<i>Variable</i>	<i>N</i>	<i>DF</i>	<i>Tests</i>	<i>Mean</i>	<i>Standard Deviation</i>	<i>t-value</i>
Gender	Boy	14	28	Pretest	14.00	1.30
				Posttest	21.64	1.98
	Girl	16	28	Pretest	13.56	1.50
				Posttest	22.19	1.10

\*  $p > 0.001$

N= Number of Samples, DF=Degrees of Freedom

From Table 2, it was evident that the t-value for boys is .846 and for girls is 0.944, which is significant at 0.001 level in learning Human Organ System. The ABT Model has a significant impact on teaching Science concepts that incorporate explicit knowledge among visually impaired students. It was helpful for them in enhancing knowledge regarding the human digestive system. Hence the null hypothesis stated that "there is no significant difference in the mean score of the pre and post



test scores of the selected samples in learning Human Organ System with respect to Gender” is rejected.

**Table 3**

**Mean, SD, and t-value of the pre and post test scores of the selected samples in learning Human Organ System with respect to Type of Condition.**

<i>Variable</i>	<i>N</i>	<i>DF</i>	<i>Tests</i>	<i>Mean</i>	<i>Standard Deviation</i>	<i>t-value</i>
Nature of Disability	Low Vision	19	28	Pretest	13.63	1.57
				Posttest	22.16	1.16
	Total Blind	11	28	Pretest	14.00	1.09
				Posttest	21.55	2.11

\* $p > 0.01$

N = Number of Samples, DF = Degrees of Freedom

The above Table revealed that the pre and post test mean score is significant at 0.01 level in learning Human Organ System among students with visual impairments with respect to the nature of the disability. This shows that they are at the same level irrespective of the nature of the condition. It may be due to gaining equal learning experience in learning the Human Organ system. Hence the null hypothesis stated that “there is no significant difference in the mean score of the pre and post test scores of the selected samples in learning Human Organ System with respect to Nature of Disability” is accepted.

## Findings

The study was aimed to teach Human Organ System through the adopted Audio-Based Tactile Model among students with visual impairment. The use of the ABT Model significantly contributed to academic excellence and promoted knowledge sharing in special schools for visual impairment.

The study was limited that the model was designed only for students with visual impairment. It was emphasized only on teaching the human organ system as a part of Biology at the secondary level.

The study recommended to use assistive technology adopted and implemented in inclusive schools to provide a better inquiry-based learning experience. Furthermore, the model can be useful for students with other disabilities with need-based modification. Special Educators can use a similar model while teaching any other scientific concept.

## Conclusion

Science as a subject can be taught more effectively by using technology rather than the traditional method. It is vital for teachers to plan and implement effective strategies while teaching students with visual impairments. The objectives of science teaching are to develop the knowledge about their surrounding nature and increase curiosity among students. Moreover, the combination of technology and theory to teach science concepts can enhance the skills of observation, critical thinking, and logical reasoning by ensuring the facilities they need.

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## **COGNITIVE STRUCTURE AND TEACHING-LEARNING PROCESS: A SYSTEMATIC REVIEW**

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### **Abstract**

Learning difficulties arise due to misconceptions and missing information. It also arises due to the inability to connect the new learning concepts with prior knowledge existing in the memory of the learner. The knowledge existing in the memory of students is revealed by cognitive structure analysis. So cognitive structure and its revealing become important in the teaching-learning process. The present study aimed to obtain an understanding of the recent findings related to cognitive structure and its impact on the teaching-learning process. A search strategy was developed for the inclusion of studies for systematic review and a total of 12 studies were selected for the systematic review. The findings revealed that cognitive structure has a great role in the teaching-learning process for the determination of misconceptions, missing information, and thereby making the students ready for learning. In addition to addressing the identified gap in the research, it also provides suggestions for improving the cognitive structure of students.

**Keywords:** Cognitive structure, Misconceptions, Word association test, Concept network, Teaching-learning strategy.

### **Introduction**

The development of society and humanity is mainly attributed to the contributions of science and technology. It is possible for certain individuals who can effectively use the information and to produce new information correctly. Such individuals are characterised by certain features like scientific attitude and scientific interest. They also possess scientific thinking. For individuals to have a long-lasting scientific attitude and behaviour, the knowledge they gain through the senses is effectively structured in mind (Ceylan & Yigit, 2018). The curiosity of human beings unveils the mystery behind nature, which leads to the development of science. Curiosity leads to the exploration of the universe. This exploration results in lots of facts and concepts. According to Conant (1981) science as an interconnected series of concepts and conceptual schemes that have developed as a result of experimentation and observation and are fruitful for further experimentation and observation.

The Knowledge of science includes factual knowledge, conceptual knowledge, and procedural knowledge. Facts are a bit of information and concepts are generalised ideas (Hegde, 2015).

According to Garner (2007), the cognitive structure compares the data sets to process knowledge in understanding the concepts (as cited in: Yilmaz, 2019). The cognitive structure shows the relationships of the concepts that are recorded in the long-term memory by a student with each other and is a hypothetical structure (Smith, Blakeslee and Anderson 1993 as cited in: Yener, 2017). The cognitive structure is also defined as the linkage between concepts and the association of previous experiences (Ceylan & Yigit, 2018). The cognitive structure is a hypothetical structure that involves the organization of concepts and their relation between the minds (Shavelson 1974 as cited in: Sadoglu, 2016). Cognitive structure is an arrangement of information and their relationship with each other in the long term memory. A systematic arrangement of different concepts received by an individual as part of learning and its effect is visible in the future learning process can be called cognitive structure.

### **Need and Significance of the Study**

There is a number of studies the literature is either examining, investigating, or analysing the cognitive structure of the students in various subjects (Derman & Eilks, 2016; Yildirim & Demirkol, 2018; Kaya, B., & Aladag, C. 2017). These studies are mainly focusing on the analysis of the cognitive structure of students. It can be found in the literature that there is a lack of systematic review about the cognitive structure and its relation with different aspects of the teaching-learning process. Only such a review can reveal the approaches taken and treatment done by different researchers towards revealing and understanding of the cognitive structure, its theoretical and practical implications in the teaching-learning process in a holistic way.

By analysing the different studies systematically it is possible to derive a conclusion regarding the components and nature of the cognitive structure, impact on the teaching-learning process, the method used for revealing cognitive structure, the importance of cognitive structure in instructional material preparation, and ways in which the cognitive structure can be properly developed.

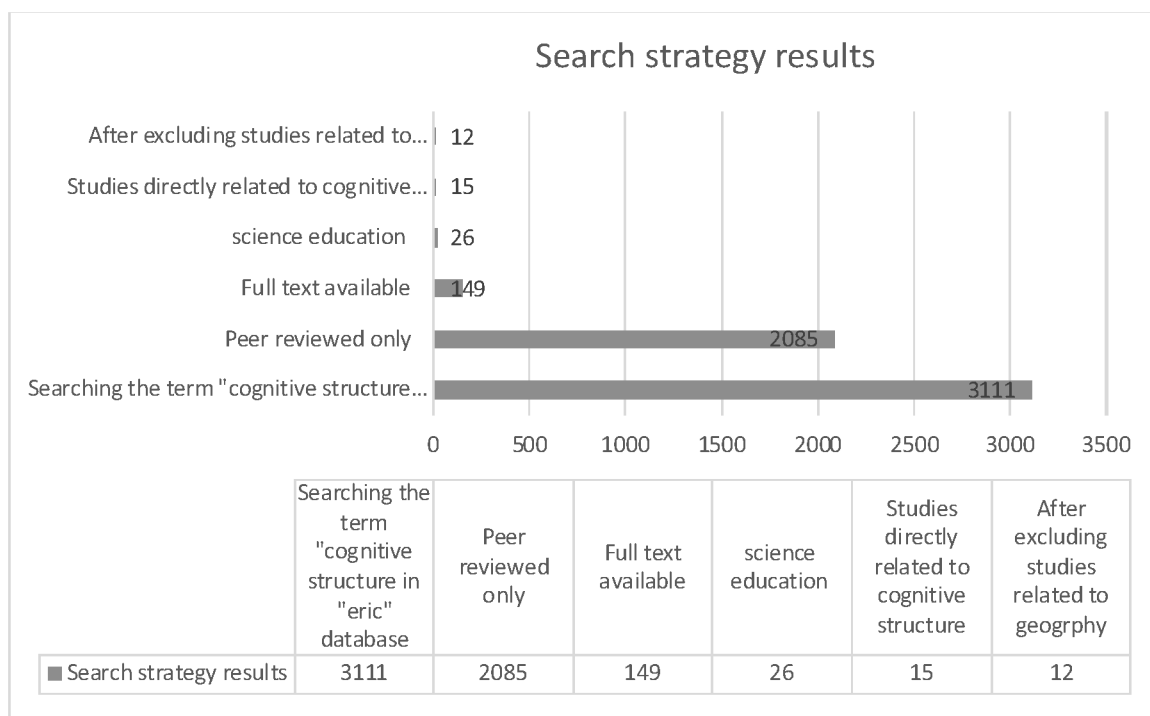
### **Objectives of the Study**

1. To analyse the studies selected in terms of no of publications per year, tools used for data collection and aspects related to the teaching-learning process and cognitive structure.
2. To find out the methods used by different researchers to reveal cognitive structure.
3. To find out the different aspects of the teaching-learning process related to cognitive structure.
4. Search Strategy

The researcher identified the relevant literature for this systematic review by developing a search strategy. The search strategy involves the inclusion and exclusion of studies based on the following criteria. The inclusion criterion required the studies to be recent. The database selected for the systematic review is ERIC and the time period specified on the ERIC database was between January 2015 and September 2020. Another inclusion criterion was that for each study to be included, must be peer-reviewed and in English. Another inclusion criteria made for the selection of the sample was the articles with full text available in the ERIC database. It was important that the

sample in the included studies represent science education and the teaching-learning process. Studies that did not meet these requirements were excluded. As this was a systematic review of empirical research, literature reviews were excluded. Finally, relevance to the research question was another inclusion criterion. For the identification of relevant research, the following search term was used: “cognitive structure”. The overall results from the specific database were screened manually through the title at first and then through the abstract.

The total number of studies found in the ERIC database on the search term “cognitive structure” was found to be 3111, out of which only 2085 studies are peer-reviewed. Of the 2085 peer-reviewed studies, only 149 are in the full-text available mode. Out of these 149 studies, only 26 studies are related to science education. So 26 studies these studies are selected for the systematic review. Out of the 26 studies, only 15 studies are directly related to the cognitive structure, hence the other studies are not selected for the present systematic review. Out of 15 studies selected for systematic review three of them related to geography therefore they are excluded from the review and finally, 12 studies are selected for the systematic review. The search strategy results for the study are given in Figure 1.



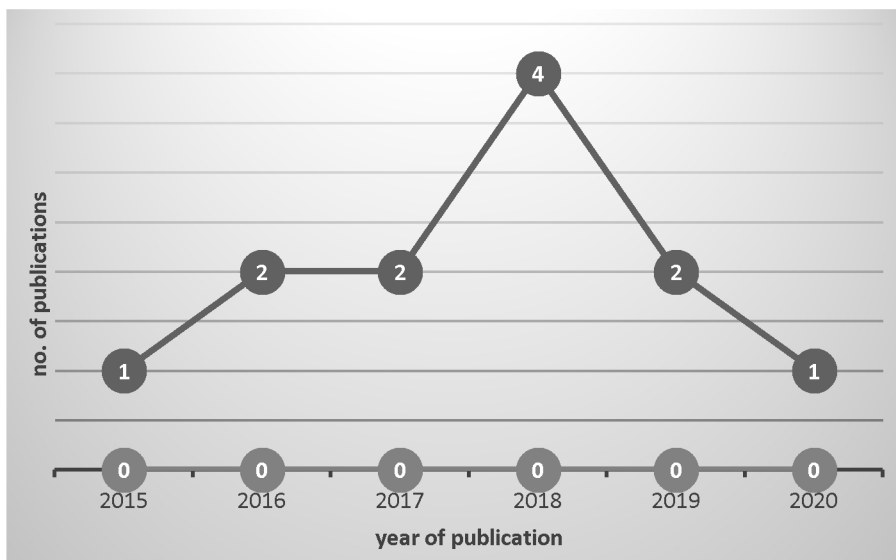
**Figure 1**  
**Search Strategy Results for Systematic Review**

### Analysis of the Study

The analysis of the selected studies was done in terms of, number of publications per year, the aim of the studies, sample selected, tools used for data collection, cognitive structure formulated, and different aspects of the teaching-learning process related to cognitive structure.

## I. Analysis in terms of number of publications per year

The numbers of studies related to cognitive structure published from 2015 January to 2020 September are given in Figure 2:

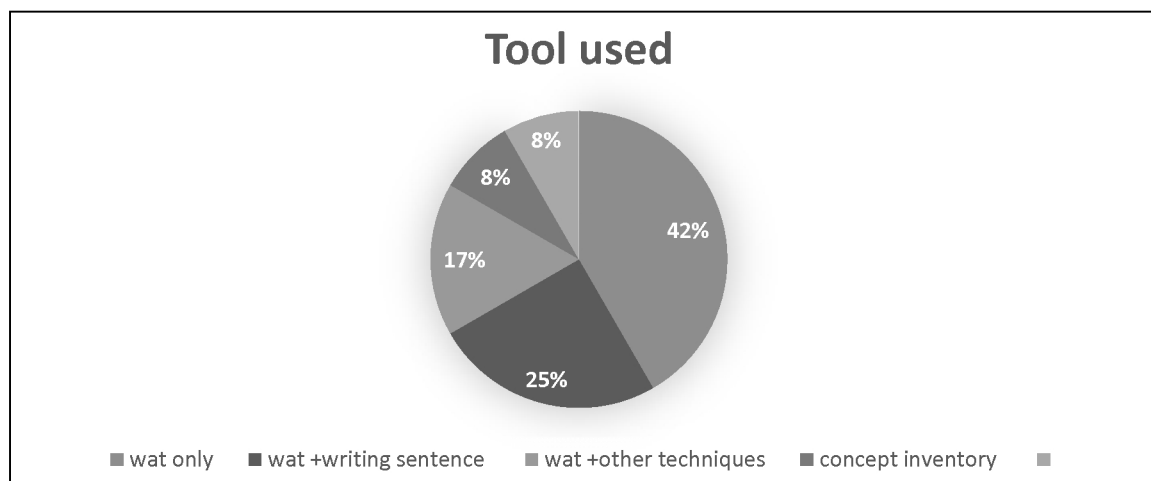


**Figure 2**  
**Number of Articles in Cognitive Structure Published**

According to the graph, the number of studies is one in 2015, two in 2016 and 2017, four in 2018, two in 2019, and one in 2020. The highest number of articles published are four in the year 2018.

## 2. Analysis of Studies in Terms of Tools used for Data Collection

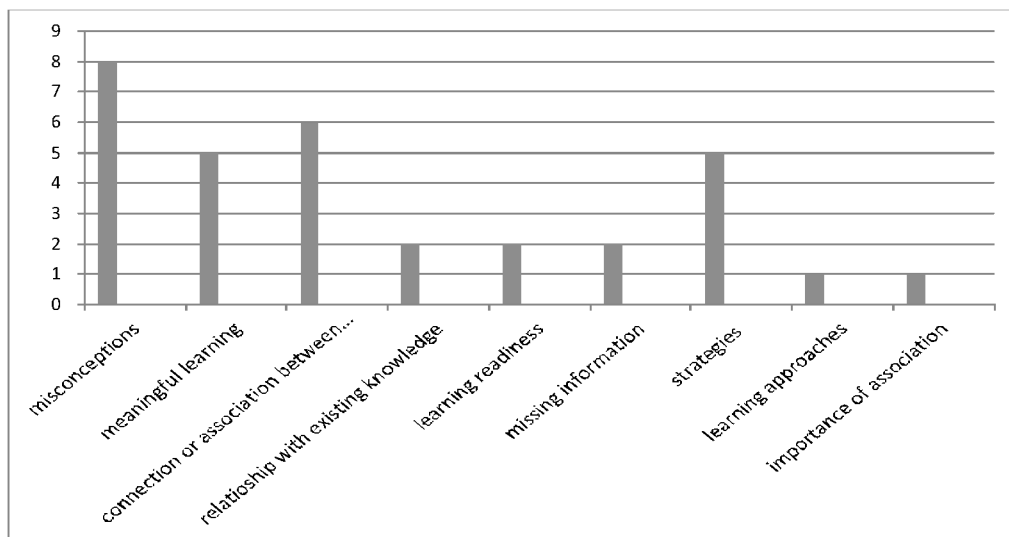
The selected studies were analysed in terms of tools used for data collection and its distribution is given in Figure 3:



### 3. Analysis of the Studies in terms of the relationship of cognitive structure with different aspects of the teaching-learning process

The systematic review is for find out the relationship of cognitive structure with the different areas in the teaching-learning process. For this, the researchers read out the findings and discussion of the 12 articles and identified different aspects of the teaching and learning process.

The identified relationships of cognitive structure with the teaching-learning process are plotted against the number of studies in Figure 4:



**Figure 4**

#### Important Aspects of Teaching-learning Process Obtained by the Systematic Review

From figure 6, eight studies are reporting that cognitive structure analysis can be used to determine the misconception of students which is highest in frequency. Six studies report that the cognitive structure of students show the association between the concepts and five studies give the importance of cognitive structure analysis in meaningful learning. Strategies for developing cognitive structure are proposed by five studies.

#### Findings

The important findings of the systematic review based on analysis of different studies with respect to the different criteria selected are:

#### 1. Methods for Revealing the Cognitive Structure

From the analysis of various studies selected for the systematic review, the cognitive structure of students can be revealed by techniques such as word association test, sentence completion test or writing sentence test, metaphor technique, drawing writing technique, and concept inventory. Out of the 12 studies selected for systematic review, 10 of them use either the word Association test alone or its combination with other techniques, such as sentence completion test or writing sentence test, metaphor technique, drawing writing technique, and the remaining two of them used concept inventory and flow map technique. If a word association test is alone used, it can reveal only certain words related to the key concept. It never reveals the association between the response words. The

associations between the concepts are important in the construction of new knowledge. So it must be essential to reveal the relationship between the concepts. To get more understanding about the cognitive structure of students, word association test must be used in combination with other techniques, such as sentence completion test or writing sentences related to key concepts. The advantage of using the word association test alone is that it makes the cognitive structure analysis easily and quickly because it uses the increase in the word count of students as an indication of expansion or development of cognitive structure

## **2. Cognitive structure and different aspects of the teaching-learning process**

By the analysis of twelve studies, the importance of cognitive structure analysis on the various aspects of teaching-learning aspects is revealed. These aspects are listed below

### **(1) Meaningful Learning**

A well-constructed cognitive structure is important for meaningful learning to occur. As a result of meaningful learning, the knowledge network becomes more complex, and easy remembering is possible with the increase of the associations between concepts (Özarslan & Çetin, 2018). Meaningful learning is possible with the structuring of knowledge and this is possible by adopting a suitable teaching strategy (Ceylan & Yigit, 2018). Educational and instructional activities are organised in such a way to make possible meaningful learning (Çýnar, 2016). Before teaching, the teacher must determine the cognitive structure, then only the teacher can plan suitable strategies, methods and techniques for meaningful learning to occur in students. The creation of an accurate correlation between concepts and information will, lead to more meaningful and permanent learning (Kurt 2018).

### **(2) Misconceptions**

Misconceptions are one of the main problems faced by students in the clear understanding of the subjects, Türkkan (2017). Due to misconceptions and alternate concepts, the connections between concepts cannot be completely structured in the minds of the learner. Kurt(2018). Cognitive structure analysis can be used to find out missing information or misconceptions Yüce (2019) Durmaz, (2018) Yener, (2017) Sadoglu (2016) Türkkan (2017) Kurt (2018) Çýnar (2016). This is possible because certain students' cognitive structure contains misconceptions and alternate conceptions, Sadoglu (2016). Cognitive structure analysis techniques such as the word association test Türkkan (2017) can be used to find out the misconceptions.

### **(3) Prior Knowledge and Learning Readiness**

The learning of students is mainly affected by their existing knowledge. Eliciting of what children already know and understand about the concepts is the cognitive structure and this prior knowledge affects future learning and it results in good learning outcomes (Kurt, 2018). The readiness of students is one of the essential conditions for learning. By analysing the cognitive structure, it is possible to find out the readiness of the students to take part in learning activities (Armađan, 2015) Cognitive structure competencies have a great role in the readiness of students to participate in the teaching-learning process (Yener, 2017). If the cognitive structure of a concept is not academically sufficient, they feel difficulty in understanding the hierarchical sequence between the concepts. The richness of content in terms of correctness and relativity is the most fundamental feature of conceptual information (Hiebert and Levefre 1986 as cited in Türkkan 2017).



#### (4) Missing Information and Association of Concepts

The cognitive structure analysis can be used to find out missing information or the extent of association between concepts, Yüce (2019) Çýnar (2016). The cognitive structure development is related to the strength of the connection between concepts Yilmaz (2019). The connection between existing knowledge and new information is important in a constructive learning approach (Yener, 2017). A certain student's cognitive structure contains the nonscientific relationship between the concepts and in, certain cases, it may be incomplete or have some deficiency (Özarslan & Çetin, 2018). The association between the concepts may be weak or strong and sometimes no connection is visible when the cognitive structure is analysed. This may be due to a deficiency in connection or weak connection between the concepts. In order to make the connection to become strong, one of the strategies suggested by the study is to give courses having parallel subjects.

#### Conclusions and Implications

The purpose of this systematic review was to obtain an understanding of cognitive structure-related studies. For the systematic review, a search strategy is formulated based on certain criteria which are then implemented with the ERIC database. After excluding the studies that did not meet the inclusion criteria, a total of 12 studies were found to be that adhered to the inclusion criteria set for the systematic review. Five objectives are formulated for the systematic review of cognitive structure. It is found that cognitive structure revealing is one important process in the teaching-learning process, because the different stages of the teaching-learning process such as planning, implementation, and evaluation are influenced by cognitive structure. Cognitive structure analysis can be used as a remedial measure for finding misconceptions and learning difficulties. Social responsibility can be made part of the cognitive structure by selecting and adopting suitable topics as part of the curriculum. It is also possible to help the teachers to determine the part of the subject which needs more emphasis. The academic achievement of students is greatly affected by the existing cognitive structure. Therefore, the well-developed cognitive structure is helpful in making the progress of students in academic achievement.

The findings of this study have great implications in both research and educational practice. The study fills the gap in the literature on the lack of systematic review on cognitive structure review. In addition to that, the findings of the study are useful for teachers, educational policymakers, educators, and scholars to recognize the importance of cognitive structure on various aspects of the teaching-learning process.

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## **WEBQUEST: LEARNING AND LEADING WITH TECHNOLOGY**

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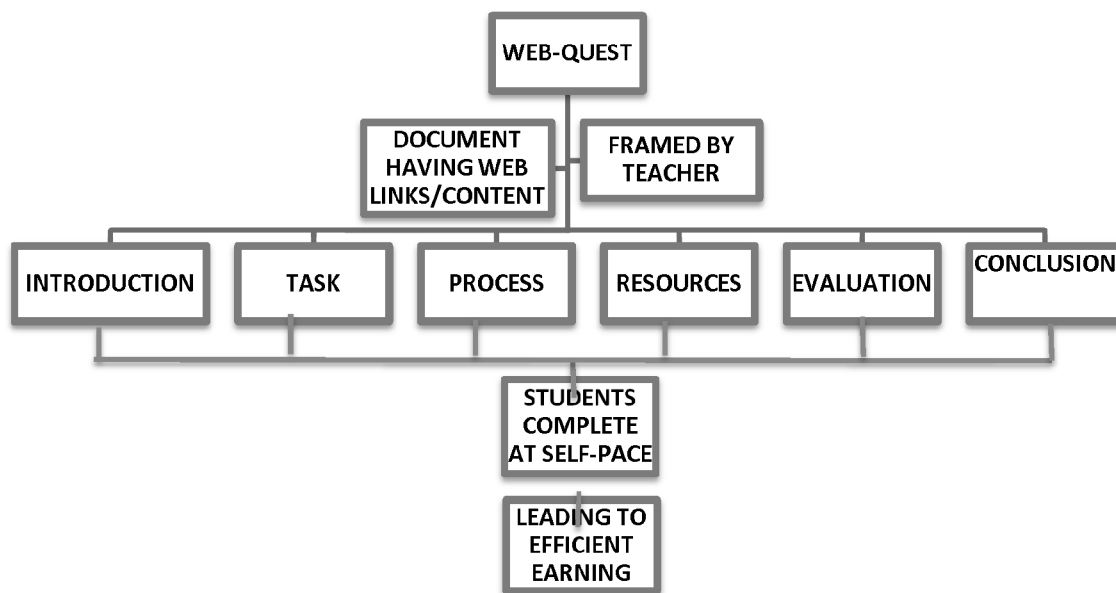
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### **Introduction**

A modern-day philosophy of pragmatism states that reality keeps on changing and these changes reflect the need of an hour. During the past few years, a drift in education and related technology has been reflected in educational practices. The integration of technology in education has brought a positive and remarkable change in the field of education. This change of development is not only related to education but to the entire nation. (Dr. Radhika Kapur, 2018, p1). The era of COVID-19 marked a sensational effect on the use of technology in education. With the hindrance in physical contact between teacher and student, technology played an important role in connecting learners and educators at a platform so they can continue their teaching and learning. The positive impact of using different technological platforms, methods, and assessment techniques led to a shift in ICT-based teaching from traditional teaching. (Costley, 2014, p.2). The use of ICT in education for teaching and evaluating develops an overall sense of involvement among learners due to an increase in the number of senses involved at the time of learning. (Ghavifekr & Rosdy, 2015, p.176). Due to its highlighting advantages, the government supports ICT-based learning and launches many initiatives like SWAYAM, MOOC, SWAYAMPRAKASH, e-PG PATHSHALA, NDL, etc. This trend highlights many online instructional strategies/methods like flipped classrooms, game-based learning, video lectures, online whiteboards, etc. One of them is WebQuest, an integration of Web into the classroom given by Bernie Dodge in 1995. He states “*A WebQuest is an inquiry-oriented activity in which some or all of the information that learners interact with comes from resources on the internet...*” (March, 2013). In other words, it is an online teaching/learning method, in which a teacher frames a document to support children to learn and evaluate themselves at their pace.

The figure elaborates on the functioning of WebQuest, which is a document prepared by a teacher/instructor having six major constituents. It starts with an introduction to the topic to be taught by the teacher having the content prepared by the teacher or links provided by the teacher or both for increasing the exploration capabilities of the learners. The second constituent consists of the task framed by the instructor for the student to complete for more learning, brainstorming,



**Figure 1**  
**Concept of WebQuest**

Source: (Author's Own)

understanding, critical thinking, and group learning. To complete this task, the teacher provides a detailed step-by-step procedure to be followed to remove barriers to understanding the task, further extra resources are provided to complete the task and to learn or explore more about the topic. Lastly, an evaluation is done by the teacher, also links are provided to the students for self-evaluation and reading the conclusion.

With the help of WebQuest, learners can learn and understand the topic anytime, anywhere at their own pace, which develops the skills of critical thinking, and a sense of self-responsibility to complete the task, group learning, creativity, etc.

### **Integration of Web-Quest at all Levels of Education**

Web-Quest can be applied at all levels of education, from primary level to higher education. There are researchers that have worked on the primary, secondary, and higher levels of education. (Sa'aleek, 2018) (Bansal & Dutt, 2020) (Aldalalah, 2015).

### **Primary, Secondary and Higher Levels of Education**

There are many types of research that have proved WebQuest to be an effective way of language and grammar learning needed at the primary level. (Salija & Weda, 2018) (Sa'aleek, 2018). WebQuest can be integrated or separately used for teaching learning like using it for sessions like storytelling, gaming, brainstorming, cooperative learning, etc. It can be used to add subsidiary notes for weak students to learn and understand after school or it can be effectively used at times like COVID-19. Also, it can cater to individual differences by framing it in such a way that each special child can learn through it, and can be used as an instructional strategy in online classes held by tutors.

At the higher level of education, WebQuest may be framed by professors and applied in an offline or virtual classroom, WebQuest can be shared among different colleges/universities to learn and connect globally. They can be used for learners preparing for competitive exams to learn at their convenience, also WebQuest prepared by teachers can be used in those schools and colleges where there is a shortage of teachers as WebQuest is a form of written knowledge by the teacher. Another, application of WebQuest at a higher level is that it can be integrated into the B.Ed. the level where teacher educators can learn framing and application of WebQuest, to increase the outreach of knowledge spread through WebQuest.

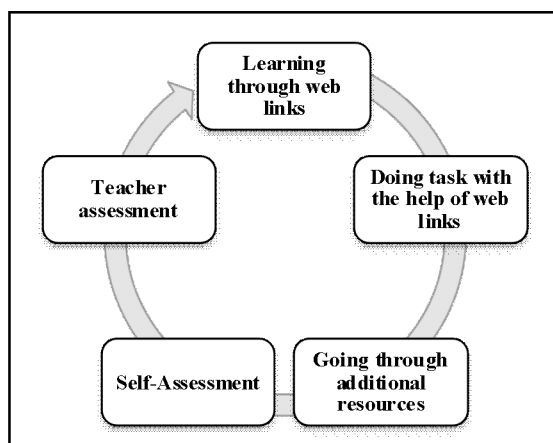
### **Skills Needed to Apply Web-Quest**

1. **Cognitive and Psychological Skills:** For framing or applying any kind of lesson plan/ teaching method, a teacher/instructor needs to have appropriate knowledge of the subject and the content as it reflects how the teacher connects objectives to the expected outcomes, asks questions, answers them and provide explanations with proper reasoning (Lappan, 1999).
2. **Technological Skills:** The concept of PCK Pedagogical content knowledge given by Schulman is now being replaced by TPACK Technological knowledge, Pedagogical Knowledge, and Content Knowledge (Kurt, 2018) which clearly defines the role and importance of technological learning for teachers and students. For framing and applying any kind of WebQuest, the teacher needs to have the technical knowledge and skills necessary for its implementation.
3. **Creativity:** A WebQuest is a combination of knowledge of content, organization, and creativity needed to place the right activity in the right manner at the right place. As teachers are considered to be a source of developing knowledge and fostering creativity in students (Soy and Boylan, 2015), developing such skills for a better and more effective lesson plan becomes important.
4. **Management Skills:** From day-to-day activities to professional work, planning, and organizing are key skills in accomplishing tasks successfully. A WebQuest needs proper planning of the content to be given to the students as the links are validated by the teacher, it's the placement of what should be kept first and what should be kept last. Management skills are one of the key components of the skills needed for initial teacher preparation to implement them for further planning and teaching. (Chong and Cheah, 2009).
5. **Writing Skills:** A WebQuest involves knowledge of both teacher and the knowledge spread over internet sources, so for compiling both types of knowledge, it's necessary to have writing skills. Putting knowledge into words and putting words in written form is an essential skill required for framing a lesson plan.
6. **Social Skills:** For teaching social skills to students and putting them into social tasks while teaching-learning is one of the core responsibilities of an academic enabler (Davies,2013). This responsibility can be fulfilled by proper planning of such/tasks or activities which involves collaboration among students while learning and understanding things.
7. **Critical Thinking:** Previous research has proved that the use of WebQuest as an instructional strategy promotes critical thinking among students (Bayram, Kurt, & Atay, 2019). The variation in critical thinking depends on the type of WebQuest prepared by an instructor or teacher because the more level of critical thinking among teachers, the more reflection will be observed in WebQuest and vice versa.

8. **Time management:** Skills like time management are key to every task preparation, from daily life tasks to institutional tasks. Each activity in teaching from preparation to execution needs proper planning of time as the same is with WebQuest. It is necessary to set a timeline for the completion of WebQuest to reduce unnecessary stretching.

### Strategies Needed to Apply Web-Quest

1. **Choose and organize the content systematically:** The first and most important step of WebQuest is to find reliable links from the internet related to the topic and organize them systematically for the learner to understand them effectively.
2. **Make assessment criteria objective for learners through rubrics:** Assessment acts as an important part of the process of teaching/learning done through any method or instructional strategy.



**Figure 2**  
**Assessment in WebQuest**

Source: Author's own

WebQuest being a student-centered constructivist approach, involves a major step of self-evaluation, so it becomes important to plan and frame WebQuest in such a way that it provides an opportunity for both self-assessment and teacher assessment.

3. **Provide motivation in different ways:** Smiling face, star, thumbs up, etc. can be added to required parts of WebQuest to keep the learner motivated and interested. For example: adding different emoji in stages of rubrics, and adding thumbs after task.
4. **Choosing appropriate WebQuest tools:** With the integration of Artificial Intelligence in Education, a lot of tools are available for teachers and students to make teaching easy and effective. Tools for assessment, discussion, games, puzzles, etc. can be used by teachers in WebQuest for better use of online resources and to make work simpler than before. These tools include Quizz, Teach Easy, Jamboard, Class Dojo, Quizalize, Wordwall, Padlet, Edpuzzle, Google Classroom, etc.
5. **Frame feasible tasks:** The task framed by the teacher should be in such a way that they may

be feasible in operation by learners and teachers. Also, a detailed description should be given by the teacher in the process part of the WebQuest. The above-mentioned tools can be used in WebQuest for flexible usage among learners across the globe.

6. **Perform pilot testing:** Before sharing the WebQuest with the students, a pilot test should be done by providing WebQuest to a smaller population, so that errors can be identified and rectified before providing it to the students or uploading it for the wider population of learners.
7. **Checking the validity and reliability of sources:** A crucial task of WebQuest is to provide the correct references to the learners using to avoid confusion. WebQuest being inquiry-oriented, helps the learner to construct their own knowledge without wasting time searching for the correct information available on the internet.

### **Example of Lesson Plan of a Web-Quest**

WEBQUEST

14 PRINCIPLES OF MANAGEMENT

#### **Welcome**

**DESCRIPTION:** The aim of this WebQuest is to understand and gain real-life application of principles of Management. This will help students in acquiring business-related knowledge for better practices in business and day-to-day life.

**GRADE LEVEL:** 12<sup>th</sup> grade

**SUBJECT:** Business Studies

#### **Learning Outcomes**

- Learners will be able to understand the Principles of Management and apply them in their daily life.
- Learners will be able to generalize management principles in business-related activities.
- Learners will be able to make the correct decision for possible business and day-to-day situations.
- Learners will be able to solve the problems arising due to diversity in resources.
- Learners will be able to learn and differentiate to choose the best situation required as per the scenario.

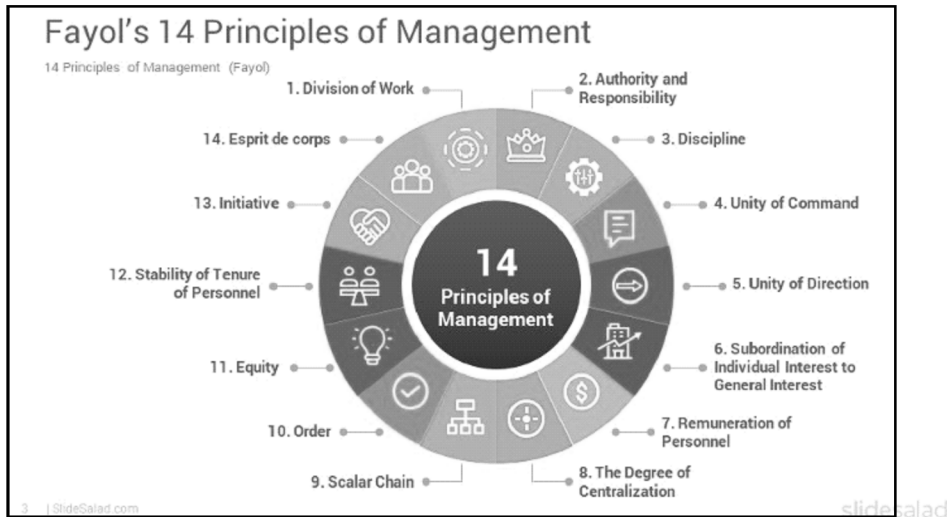
#### **Introduction**

Henri Fayol 14 principles of management

Henri Fayol was a French industrialist. He is also famous as the father of modern management as all his principles are followed by today's organizations all over the world. He was also a renowned author who is famous for his book Industrial and General Administration.

#### **Links for Further Studies**

<https://www.yourarticlelibrary.com/management/14-fundamental-principles-of-management-formulated-by-henry-fayol/879>



**Figure 3**  
**Principles of Management**

Source: <https://in.pinterest.com/pin/712061391079006135/>

<https://www.shiksha.com/online-courses/articles/principles-of-management-every-manager-should-know/>

<https://www.indeed.com/career-advice/career-development/principles-of-management>

### Videos

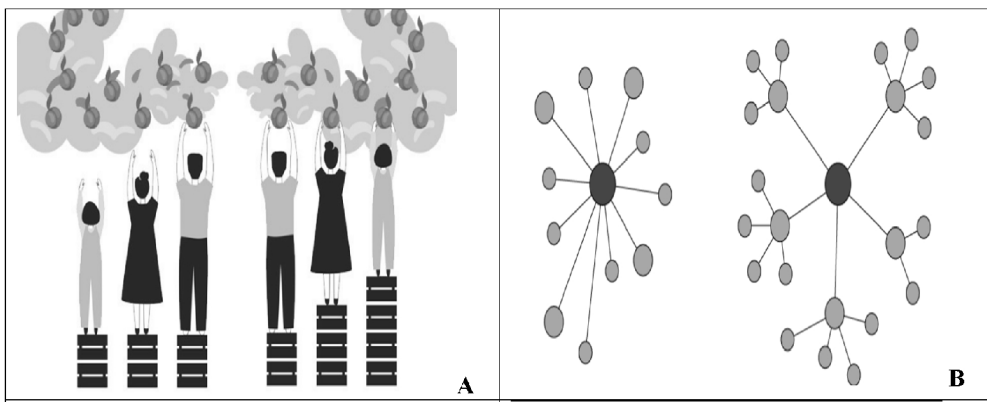
[https://www.youtube.com/watch?v=RIozYN\\_rhKA](https://www.youtube.com/watch?v=RIozYN_rhKA)

<https://www.youtube.com/watch?v=aMwm2zqlKrI>

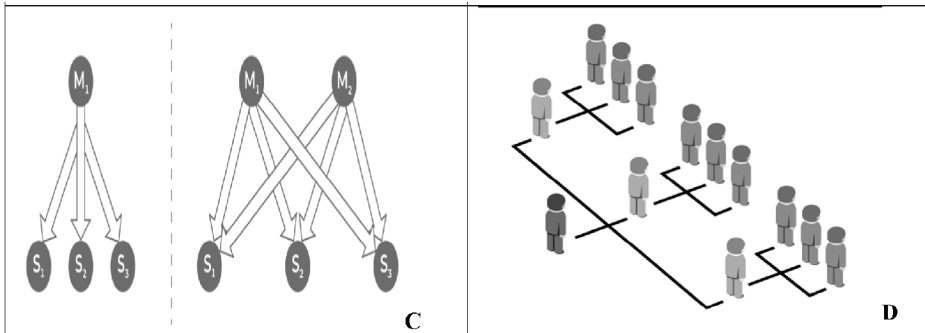
### TASK

### Activity I

Identify the following pictures and name each of them





**Figure 4****Finding the Principles of Management**

Source: <https://www.geeksforgeeks.org/14-principles-of-management-by-henri-fayol/>

If you are able to answer all the images, well done!

**Activity 2**

Take a quiz

<https://docs.google.com/forms/d/1GAoRMZxv600Hgp3h3SNwvqug6Hodl4I0Aqhy8IW0xB0/edit>

**Activity 3**

Make a group with your friends having 4-5 members and record a 2 minutes video showing example of any principle of management.

**Process**

Step 1: Read the short introduction of Henry Fayol.

Step 2: Click on the links given in Introduction to read and learn the principles.

Step 3: Watch the video attached for better understanding.

Step 4: Go through to task, write the name and example of principles, if you need help, go back to the links given in the introduction section.

(Correct answers of ACTIVITY 1 are uploaded on Google classroom)

Step 6: Take a quiz, link of quiz <https://docs.google.com/forms/d/1GAoRMZxv600Hgp3h3SNwvqug6Hodl4I0Aqhy8IW0xB0/edit>

Step 5: Make a group and record 2 minutes video of an example of the principle of management. Upload this video on google classroom.

Step 6: Evaluate yourself through the rubric given in the evaluation section.

### Link of Google Classroom

<https://classroom.google.com/c/NTE5NzU4MjYxNzM2?cjc=py426br>

CLASS CODE: py426br

### Evaluation

**Table I**  
**Rubric for Self-Evaluation**

S.NO	1 MARK	2 MARKS	3 MARKS	4 MARKS	5 MARKS	TOTAL
ACTIVITY 1	Right naming of one figure	Right naming of two figures	Right naming of three figures	Right naming of four figures	Right naming of five figures	
ACTIVITY 2	2 correct answers	4 correct answers	6 correct answers	8 correct answers	10 correct answers	
ACTIVITY 3	The topic of the group	Content of the drama	Way of enacting	Message delivered	Overall performance	

### Conclusion



Well done!

You have just learned and understood about principles of management. This will help you in future decision-making, both in your personal and professional life. Applying these principles will lead to effective decisions and better execution of activities.

### Problems in Implementing Web-Quest and Its Solutions

1. **Lack of technological knowledge:** Although technological knowledge is being focused from the past few years and various measures are being taken to integrate technological knowledge in both teaching and learning. As NEP 2020, initiated NEFT framing for spreading knowledge and awareness among students and teachers in various schools and colleges (NEP-2020) but still many teachers and students don't have technological knowledge.

**SOLUTION:** Teachers/experts can prepare WebQuest and share it among different colleges and schools to educate them with reliable content, cooperative task, and self-evaluation opportunities.

2. **Less student-teacher interaction and scaffolding:** WebQuest is a self-paced instructional strategy that limits the opportunity for interaction among students and teachers, as the learner gets the content in the online form, the scope for verbal communication ends. Scaffolding by teachers has proven to be an effective measure in improving the performance of students.

(Alake & Ogunseemi, 2013) and WebQuest reduces the possibility of scaffolding by the teacher.

**SOLUTION:** The link for discussion portals can be attached with WebQuest to facilitate teacher-student communication and develop a close connection between them.

3. **Needs Internet connectivity:** As WebQuest is a web-based activity, it needs Internet connectivity for framing by teachers and using it by students. As WebQuest is a set of online links that teachers validate and organize for students, it cannot function without Internet connectivity.

**SOLUTION:** Schools and colleges can provide internet facilities to students and teachers to design and learn through WebQuest and share it with others. Also, downloads of WebQuest lesson plans can be used as an inquiry-based learning method in the classroom or at home.

4. **Lack of designing and framing skills:** The information found in WebQuest is a combination of self-made information and various Internet sources, so proper organization of resources, framing of tasks, and evaluation are some of the key skills that need to be learned by the teacher/instructor. Any issue in framing, designing, or organizing it may lead to confusion among students.

**SOLUTION:** There are some Web sites like zunal.com that provide the opportunity to frame WebQuest and show various other WebQuest as references to frame other WebQuest.

5. **May lead to confusion or misleading results:** Although the third step of WebQuest describes the detailed step to step process of how to learn through WebQuest any confusion or misunderstanding in the third step may lead to chaos in understanding and learning through it.

**SOLUTION:** The third step, Process should be comprehensive and should be written in a bilingual language to avoid confusion, also extra links should be provided by the author to reduce the chances of error.

6. **Increase in the workload of teachers:** Framing WebQuest is a critical task as it involves evaluation and selection of sources, scrutiny of data, adding personal knowledge, organizing, planning tasks, etc. whereas in traditional teaching teacher teaches with its own content knowledge and need less time for preparation.

**SOLUTION:** WebQuest of different content may be shared among schools or colleges for saving time and spreading data from experienced teachers/professors to other teachers/instructors/professors.

7. **Difficulties in Assessment:** Assessment is an integral part of any teaching-learning as the effectiveness of teaching-learning is reflected in the assessment of student's knowledge. Along with assessment goes another necessary element called feedback and they both may be unclear while evaluating.

**SOLUTION:** Two major things which can be implemented for better evaluation are Rubrics and Discussion portals. Rubrics should be framed by the teacher for transparency in the assessment procedure and for the student to evaluate their work by themselves. Rubric framing is easy and can be learned through web links and books (Begum & Reddy, 2015, p. 177) discussion portals or google classroom can be used for clarification and better communication.

7. **Problems in alterations:** Teaching is divided into three phases, pre-active, interactive, and post-active. Each phase has its equal importance but if any unplanned situation arises in the interactive which is not planned in pre-active phase is unaltered and solved by a teacher at the same time, but in WebQuest whatever is framed in the pre-active stages is not altered during the interactive stage which may lead to inefficiency in learning.

**SOLUTION:** Providing various links in each part of WebQuest and allowing learners to interact with the teacher or instructor may help make alterations whenever required.

## Conclusion

The above article gives a detailed description of WebQuest, its concept, usage, and application in the field of education. The article focused on providing the necessary information needed to apply WebQuest in the classroom. It clarifies the way to create a WebQuest and also gives solutions for the problems faced during creating WebQuest by the instructor. An example of WebQuest in this article will be productive for teachers in creating their own WebQuest and providing it to students for their self-paced learning. The description of how, when, where, and who-related questions related to WebQuest can be clarified and prospective use of WebQuest can be increased as a tech-educational instructional strategy in classrooms all over the globe.

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## बूंदी जिले के विद्यालयों में अध्ययनरत् दिव्यांग विद्यार्थियों की विद्यालयी समस्याओं का अध्ययन (विशिष्ट शिक्षक प्रशिक्षणार्थियों के दृष्टिकोण में)

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### सारांश

कोई देश तभी विकसित हो सकता है जब लोगों के साथ कानून के समक्ष समान व्यवहार किया जाए और सभी को शिक्षा उपलब्ध कराई जाए। समानता का अर्थ है भेदभाव को रोकना और इसके लिए उपाय प्रदान करना। शिक्षा ही एकमात्र उपाय है, जिसके द्वारा दिव्यांग बच्चे को समाज की मुख्यधारा से जोड़ने का प्रयास किया जा सकता है। भारत सरकार द्वारा सभी बच्चों को विद्यालयी शिक्षा प्रदान करने के लिए निरंतर प्रयास किये जा रहे हैं। इसी क्रम में दिव्यांग बच्चों के शैक्षिक विकास के लिए कई योजनाएँ लागू की गई हैं, जिनमें राष्ट्रीय पाठ्यचर्या रूपरेखा, निःशुल्क और अनिवार्य शिक्षा का अधिकार अधिनियम, राष्ट्रीय माध्यमिक शिक्षा अभियान, विकलांग व्यक्तियों के अधिकार अधिनियम, दिव्यांगता अधिकार अधिनियम आदि प्रमुख हैं। परन्तु इसके बाद भी दिव्यांग बच्चों की शैक्षणिक स्थिति संतोषजनक नहीं है। प्रस्तुत अध्ययन के माध्यम से बूंदी जिले के विद्यालयों में अध्ययनरत् दिव्यांग विद्यार्थियों की विद्यालयी समस्याओं को विशिष्ट शिक्षक प्रशिक्षणार्थियों के दृष्टिकोण से जानने का प्रयास किया गया है।

**मुख्य शब्द :** दिव्यांग विद्यार्थी, योजनाएँ एवं क्रियान्विती

### प्रस्तावना

शिक्षा वह प्रकाश है जो मानव मन के अंधकार को दूर कर ज्ञान का प्रकाश प्रज्वलित करती है। जैसा कि विष्णु पुराण में कहा गया है ज्ञान मानव मुक्ति का मार्ग दिखाता है। शिक्षा एक बच्चे के जीवन को बेहतर बनाने में अहम भूमिका निभाती है ताकि बच्चा उचित प्रशिक्षण प्राप्त कर सही राह पा सके। यह एक ऐसा साधन है जिसके माध्यम से विद्यार्थी सोचने, तर्क करने, बहस करने और तर्कसंगत रूप से स्पष्ट करने की क्षमता अर्जित करते हैं। इस प्रकार शिक्षा का मुख्य उद्देश्य समाज के अनुकूल बच्चों का सर्वांगीण विकास करना है। समाज में सभी बच्चे समान योग्यता वाले नहीं होते अर्थात् कुछ बच्चे सामान्य से भिन्न होते हैं। सभी बच्चे शारीरिक रूप से एक दूसरे से भिन्न होते हैं। कुछ छोटे हैं, कुछ बड़े हैं, कुछ कमजोर हैं, कुछ मजबूत हैं, कुछ में सीखने की क्षमता अच्छी है और कुछ जल्दी सीखने में सक्षम नहीं हैं। कुछ बच्चे नई परिस्थितियों में सीखे गए ज्ञान को आसानी से सामान्य कर सकते हैं जबकि कुछ को बार-बार अभ्यास करके सिखाया जाता है और उन्हें जो पढ़ा या सीखा है उसे याद रखना मुश्किल होता है। अपनी किसी शारीरिक अक्षमता, सीखने की अक्षमता, बौद्धिक पिछड़ेपन, भावात्मक और व्यावहारिक विचार, संचार भाषा और बोलने संबंधी विकार आदि के कारण सामान्य शिक्षा कार्यक्रमों के लिए उपयुक्त

नहीं होते हैं, उन्हें विशेष बच्चों की श्रेणी में रखा जाता है। इन बच्चों की जरूरतों को पूरा करने के लिए विविध प्रकार के विशेष कार्यक्रमों की व्यवस्था की जाती है।

## अध्ययन का औचित्य

भारत जाति, रीति-रिवाज, भाषा, धर्म, संसाधनों तक पहुँच आदि के मामले में अत्यधिक विविधता वाला एक विशाल देश है। जहाँ सभी बालकों को शिक्षा प्राप्त करने के समान अधिकार है चाहे वह प्रतिभाशाली हो अथवा बाधित हो। दिव्यांगता समाज का एक अभिन्न हिस्सा है, जिसके संवर्धन और संभव विकास के लिए सरकार निरंतर प्रयासशील है। भारत में, सरकारी और गैर-सरकारी संगठन (एनजीओ) के सहयोग से दिव्यांग बच्चों की शिक्षा के लिए विभिन्न प्रकार के आयोग, समितियाँ, अधिनियम और योजनाएँ लागू और गठित की जाती हैं यथा- समेकित बाल विकास योजना (1974), राष्ट्रीय शिक्षा नीति (1986), जिला प्राथमिक शिक्षा कार्यक्रम (1994), विकलांग जन अधिकार अधिनियम (1995), राष्ट्रीय न्यास अधिनियम (1999), सर्व शिक्षा अभियान (2000), निःशुल्क और अनिवार्य शिक्षा अधिकार अधिनियम (2009) और दिव्यांगजन अधिकार अधिनियम (2016) आदि। जिनका मुख्य उद्देश्य दिव्यांग बच्चों की शिक्षा को सुनिश्चित करने हेतु उन्हें उपयुक्त वातावरण उपलब्ध करवाना है। फिर भी इन विद्यार्थियों तक शिक्षा की पहुँच सुनिश्चित करना कठिन है। अतः प्रस्तुत अध्ययन के माध्यम से यह जानने का प्रयास किया जा रहा है कि बूंदी जिले के विद्यालयों में अध्ययनरत दिव्यांग विद्यार्थियों को विद्यालय में कौन-कौन सी समस्याओं का सामना करना पड़ता है?

## अध्ययन का उद्देश्य

बूंदी जिले के विद्यालयों में अध्ययनरत दिव्यांग विद्यार्थियों की विद्यालयी समस्याओं का अध्ययन करना।

## शोध विधि एवं प्रविधि

प्रस्तुत अध्ययन में सर्वेक्षण विधि का प्रयोग किया गया है। न्यादर्श के रूप में विशिष्ट शिक्षक प्रशिक्षण कार्यक्रम में अध्ययनरत बूंदी जिले के 50 शिक्षक प्रशिक्षणार्थियों का चयन किया गया है। प्रदत्तों का संकलन करने हेतु स्वनिर्मित प्रश्नावली का प्रयोग किया तथा प्राप्त प्रदत्तों का विश्लेषण प्रतिशत के आधार पर किया गया है।

## प्रदत्तों का विश्लेषण

प्रस्तुत अध्ययन बूंदी जिले के विद्यालयों में अध्ययनरत दिव्यांग विद्यार्थियों की विद्यालयी समस्याओं का अध्ययन करने हेतु एक प्रश्नावली का निर्माण किया गया, जिसमें तीन प्रकार की समस्याओं का समावेश किया गया यथा- सामान्य सुविधाओं से संबंधित समस्या, विशिष्ट सुविधाओं से संबंधित समस्या और शिक्षण-अधिगम से संबंधित समस्या। प्रस्तुत अध्ययन में आंकड़ों का संकलन शिक्षक प्रशिक्षणार्थियों के अपने इंटरनशिप कार्यक्रम के दौरान विद्यालयी अनुभवों पर आधारित है। प्रश्नावली के माध्यम से प्राप्त प्रदत्तों का विश्लेषण निम्नांकित है-

तालिका-1  
सामान्य सुविधाओं से संबंधित समस्या

(प्रतिशत में)

कथन	उपलब्ध है	उपलब्ध नहीं है
1. स्वच्छ और शुद्ध पेयजल की उचित व्यवस्था।	87	14
2. विद्यार्थियों की संख्या के अनुसार पर्याप्त और प्रकाशयुक्त कक्षा की व्यवस्था।	92	8
3. विद्यालय में चिकित्सा कक्ष, डॉक्टरों और मनोवैज्ञानिकों की उपलब्धता।	56	44
4. समय-समय पर स्वास्थ्य जांच की व्यवस्था।	42	58
5. आवासीय शिविर, अतिरिक्त और अंशकालिक कक्षाओं का संचालन।	32	68
6. इनडोर प्ले रूम और प्ले ग्राउंड।	56	44

उपर्युक्त तालिका के अवलोकन से यह स्पष्ट है कि अधिकांश विद्यालयों में स्वच्छ और शुद्ध पेयजल की उचित व्यवस्था, विद्यार्थियों की संख्या के अनुसार पर्याप्त और प्रकाशयुक्त कक्षा की व्यवस्था उपलब्ध है। वहीं कुछ विद्यालयों में चिकित्सा कक्ष, डॉक्टरों और मनोवैज्ञानिकों की उपलब्धता व इनडोर प्ले रूम और प्ले ग्राउंड आदि की सुविधा तो उपलब्ध है। परन्तु समय-समय पर स्वास्थ्य जांच की व्यवस्था और आवासीय शिविर, अतिरिक्त और अंशकालिक कक्षाओं का संचालन का अभाव अधिकांश विद्यालयों में पाया गया, जो कि दिव्यांग विद्यार्थियों के शैक्षिक विकास में बाधा को प्रदर्शित करता है।

### तालिका-2 विशिष्ट सुविधाओं से संबंधित समस्या

(प्रतिशत में)

कथन	उपलब्ध है	उपलब्ध नहीं है
1. दिव्यांग विद्यार्थियों के लिए फर्नीचर।	48	52
2. दिव्यांग विद्यार्थियों के लिए अलग शौचालय।	28	72
3. विकलांग छात्रों के लिए रैंप की व्यवस्था।	58	42
4. दिव्यांग विद्यार्थियों के लिए उचित स्कूल भवन।	67	33
5. शारीरिक रूप से विकलांग विद्यार्थियों के लिए व्हील चेयर, सर्जिकल और मोलडेड जूते।	18	82
6. मानसिक रूप से मंद विद्यार्थियों के लिए, शारीरिक-मानसिक चिकित्सा, सामाजिक सुरक्षा और आचरण, शिक्षा और घरेलू काम में प्रशिक्षण।	35	65
7. दिव्यांग विद्यार्थियों के लिए छात्रवृत्ति, किताबें, यूनिफॉर्म, मध्याह्न भोजन की व्यवस्था।	87	13
8. माता-पिता के लिए प्रशिक्षण, चर्चा और संचार कार्यक्रमों का आयोजन।	46	54

उपर्युक्त तालिका के अवलोकन से यह स्पष्ट है कि अधिकांश विद्यालयों में दिव्यांग विद्यार्थियों के लिए छात्रवृत्ति, किताबें, यूनिफॉर्म, मध्याह्न भोजन की व्यवस्था की गई है। साथ ही दिव्यांग विद्यार्थियों के लिए उचित स्कूल भवन, फर्नीचर और रैंप की व्यवस्था की व्यवस्था भी उपलब्ध है। परन्तु अधिकांश विद्यालयों में दिव्यांग विद्यार्थियों के लिए पृथक् शौचालय, विशिष्ट उपकरण जैसे- व्हील चेयर, सर्जिकल और मोलडेड जूते, मानसिक रूप से मंद विद्यार्थियों के लिए, शारीरिक-मानसिक चिकित्सा, सामाजिक सुरक्षा और आचरण, शिक्षा और घरेलू काम में प्रशिक्षण तथा माता-पिता के लिए प्रशिक्षण, चर्चा और संचार कार्यक्रमों का आयोजन का अभाव है, जो दिव्यांग विद्यार्थियों की समस्या को स्पष्ट रूप से दर्शाता है।

### तालिका-3 शिक्षण-अधिगम से संबंधित समस्या

(प्रतिशत में)

कथन	उपलब्ध है	उपलब्ध नहीं है
1. विद्यालय में छात्र-शिक्षक अनुपात।	72	28
2. विद्यालय में विशेष शिक्षकों की उपलब्धता।	68	32
3. श्रवण बाधित विद्यार्थियों के लिए रेडियो, टेप रिकॉर्डर, ऑडियो-वीडियो कैसेट आदि का प्रावधान।	37	63
4. दृष्टिबाधित विद्यार्थियों के लिए ब्रेल उपकरण, स्पर्श भाषा, ब्रेल प्रशिक्षक और ब्रेल प्रणाली की उपलब्धता।	34	66



5 अनुकूल पाठ्यक्रम, उचित शिक्षण पद्धति और सह-पाठ्यक्रम गतिविधियों का उपयोग।	84	16
6 विद्यालय में बाधा रहित शैक्षिक वातावरण।	76	24
7 आवासीय शिविर, अतिरिक्त और अंशकालिक कक्षाओं का संचालन।	61	39

उपर्युक्त तालिका के अवलोकन से यह स्पष्ट है कि अधिकांश विद्यालयों में छात्र-शिक्षक अनुपात, विशेष शिक्षक, अनुकूल पाठ्यक्रम, उचित शिक्षण पद्धति और सह-पाठ्यक्रम गतिविधियों का उपयोग, विद्यालय में बाधा रहित शैक्षिक वातावरण और आवासीय शिविर, अतिरिक्त और अंशकालिक कक्षाओं का संचालन आदि से संबंधित सुविधाएँ तो उपलब्ध हैं परन्तु श्रवण बाधित विद्यार्थियों के लिए रेडियो, टेप रिकॉर्डर, ऑडियो-वीडियो कैसेट आदि का प्रावधान एवं दृष्टिबाधित विद्यार्थियों के लिए ब्रेल उपकरण, स्पर्श भाषा, ब्रेल प्रशिक्षक और ब्रेल प्रणाली की उपलब्धता का अभाव है, जिससे यह स्पष्ट होता है कि दिव्यांग विद्यार्थियों के समक्ष शिक्षण-अधिगम से संबंधित समस्या है।

## निष्कर्ष

भारतीय संविधान में किए गए प्रावधानों के आधार पर सरकार का मुख्य उद्देश्य शिक्षा को सभी के लिए सुलभ बनाना था। विकलांग बच्चों की शिक्षा के लिए विशेष विद्यालय, एकीकृत शिक्षा कार्यक्रम और समावेशी शिक्षा कार्यक्रम चलाए गए और विभिन्न कानून पारित किए गए, लेकिन इतने सारे शैक्षिक प्रावधान होने के बावजूद हम दिव्यांग बच्चों की शिक्षा प्रणाली को व्यवस्थित नहीं कर पाए हैं। देश में दिव्यांग बच्चों को शिक्षा की मुख्य धारा में शामिल करने के लिए कई प्रावधान किए जाने के बावजूद दिव्यांग बच्चों की शैक्षणिक स्थिति संतोषजनक नहीं है। विभिन्न शैक्षणिक नीतियों में दिव्यांग बच्चों के लिए निर्धारित मानकों के अनुरूप कई भौतिक सुविधाएँ एवं संसाधन आज भी विद्यालयों में उपलब्ध नहीं हैं। दिव्यांगों को मुख्यधारा में लाने के लिए उनकी शिक्षा के लिए कई कदम उठाए गए हैं। बहुत से विधायी और न्यायिक घोषणाएँ भी की गई हैं, फिर भी विद्यालयों में दिव्यांग बच्चों की संख्या कम है। इसके साथ ही विशेष शिक्षकों, परामर्शदाताओं, चिकित्सकों की संख्या, विशिष्ट शैक्षिक उपकरणों की उपलब्धता भी निर्धारित दिशानिर्देशों के अनुसार कम है। अंततः यह कहना अनुचित नहीं होगा कि केवल योजनाएँ बना लेने और श्रेणियों में बाँट देने से दिव्यांग विद्यार्थियों का विकास संभव नहीं है। उन्हें समाज की मुख्य धारा में लाने के लिए जागरूकता बढ़ाकर सक्रिय होना होगा, तभी इन विभिन्न प्रकार की दिव्यांगता से जूझ रहे विद्यार्थियों का बहुमुखी विकास संभव होगा।

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# **AN EMPIRICAL GENDER BASED STUDY ON THE PHYSICAL ACTIVITY AMONG RURAL AND URBAN GOVERNMENT SCHOOL TEACHERS IN HARYANA**

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## **Abstract**

Physical activity and exercise are important for everyone. Children, adolescents, and adults of all ages need regular physical activity. Physical activity promotes good health. A sedentary lifestyle and a lack of physical activity can take a toll on a person's body. Physical inactivity is associated with an increased risk for certain types of cancer, numerous chronic diseases, and mental health issues. The objective of the study is to identify the level of physical activity of teachers (male and female) among rural and urban areas in Haryana. A sample of 138 school teachers from urban and rural areas was selected. To achieve the objective primary data is collected through International Physical Activity Questionnaire (IPAQ) developed by Dr. Cuisle Forde. Descriptive Statistics (frequency and percentage method) and graphs are used to analyze the data. From the study, it is found that there is a significant change in the lifestyle of female teachers nowadays as compared to male teachers. Females are found more active in moderate physical activity i.e. 73.85% and high physical activity i.e. 10.77% in comparison to Male respondents i.e. 53.42% and 1.37% respectively.

**Keywords:** Government, Physical Activity, Rural, Urban, School, Teachers

## **Introduction**

WHO defines physical activity as any bodily movement produced by skeletal muscles that require energy expenditure. Physical activity refers to all movement including during leisure time, for transport to get to and from places, or as part of a person's work. Both moderate and vigorous physical activities improve health.

## **Levels of Physical Activity Globally**

Globally, 28% of adults aged 18 and over were not active enough in 2016 (men 23% and women 32%). This means they do not meet the global recommendation of at least 150 minutes of moderate-intensity or 7 of 5 minutes of vigorous-intensity physical activity per week. In high-

income countries, 26% of men and 35% of women were insufficiently physically active, as compared to 12% of men and 24% of women in low-income countries. Low or decreasing physical activity levels often correspond with a high or rising gross national product. Globally, 81% of adolescents aged 11-17 years were insufficiently physically active in 2016. Adolescent girls were less active than adolescent boys, with 85% vs. 78% not meeting WHO recommendations of at least 60 minutes of moderate to vigorous intensity physical activity per day.

- More than a quarter of the world's adult population (1.4 billion adults) are insufficiently active.
- Worldwide, around 1 in 3 women and 1 in 4 men do not do enough physical activity to stay healthy.
- Levels of inactivity are twice as high in high-income countries compared to low-income countries.
- There has been no improvement in global levels of physical activity since 2001.
- Insufficient activity increased by 5% (from 31.6% to 36.8%) in high-income countries between 2001 and 2016.

### The Objective of Paper

The objective of the study is to identify the level of physical activity of teachers (male and female) among rural and urban areas in Haryana.

### Sample Size

A sample of 138 school teachers from urban and rural areas was selected.

### Data Collection

To achieve the objective primary data is collected through International Physical Activity Questionnaire (IPAQ).

### Data Analysis and Interpretation

**Table I**  
**Physical Activity Level Among Male and Female Teachers**

<i>Physical Activity Level</i>	<i>Male</i>		<i>Female</i>	
	<i>Frequency</i>	<i>Percentage</i>	<i>Frequency</i>	<i>Percentage</i>
Low	33	45.21	10	15.38
Moderate	39	53.42	48	73.85
High	1	1.37	7	10.77
Total	73	100	65	100

Table 1 indicates that out of the male respondents, 45.21% were found active at Low Physical Activity, 53.42 % were found to be moderately active while only 1.37% of male teachers were reported to be highly physically active. However, in the case of Physical Activity Level, it was indicated in the table that female respondents are quite a step forward in comparison to male

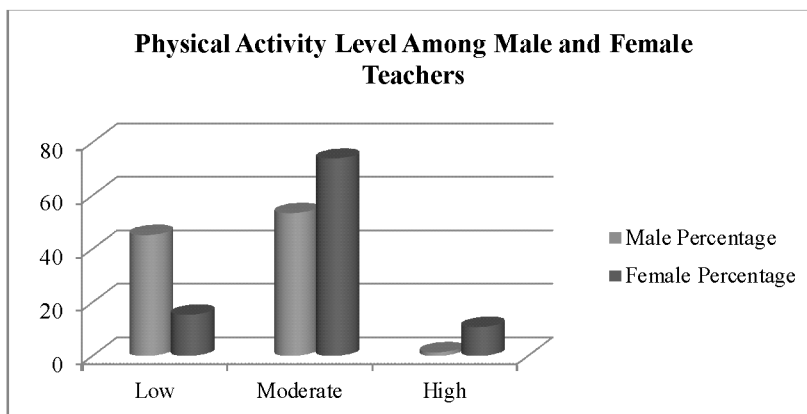


Figure 1

### Percentage of Physical Activity Among Male and Female Teachers

respondents in terms of moderate and high physical activity i.e. 73.85% and 10.77 respectively, which showed significant change in the lifestyle of female teachers when it comes to Physical activity. However, in the case of Low Physical activity, only 15.38% of female participants are active which is less than the male respondents.

Table 2

### Physical Activity Level of Teachers (Male and Female) Among Rural and Urban Areas

Physical Activity Level	Rural				Urban			
	Male		Female		Male		Female	
	Frequency	%	Frequency	%	Frequency	%	Frequency	%
Low	1	2.5	3	20	0	0	5	10
Moderate	21	52.5	12	80	18	54.5	35	70
High	18	45	0	0	15	45.5	10	20
Total	40	100	15	100	33	100	50	100

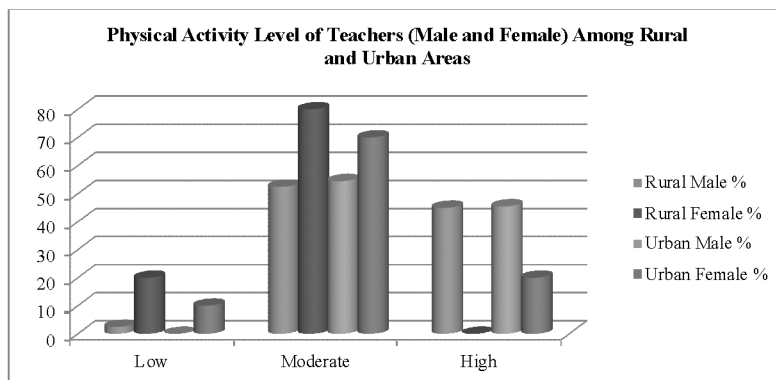


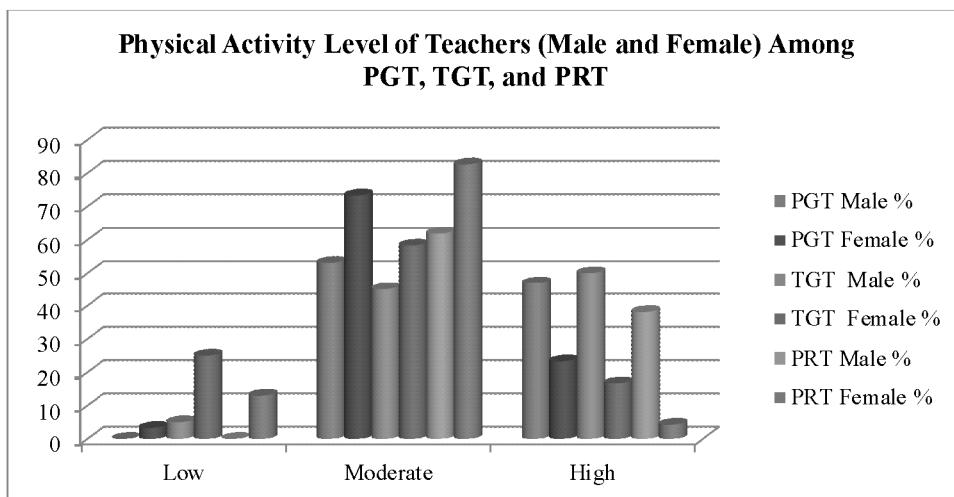
Figure 2

### Percentage of Physical Activity Level of Teachers (Male and Female) Among Rural and Urban Areas

Table 2 indicates that out of the total Rural Areas Teachers, 32.43% were found active at low Physical Activity, 61.82% were found to be moderately active and only 5.45% of the rural population were reported to be highly physically active. As shown from the table, Out of Urban Areas respondents, 30.12% were found active at Low Physical Activity, 63.86% moderately active while only 6.02% of the urban population reported being highly physically active.

**Table 3**  
**Physical Activity Level of Teachers (Male and Female) Among PGT, TGT, and PRT**

Physical Activity Level	PGT				TGT				PRT			
	Male		Female		Male		Female		Male		Female	
	Fre-quency	%	Fre-quency	%	Fre-quency	%	Fre-quency	%	Fre-quency	%	Fre-quency	%
Low	0	0	1	3.3	1	5	3	25	0	0	3	13.0
Moderate	17	53.1	22	73.3	9	45	7	58.3	13	61.9	19	82.6
High	15	46.9	7	23.3	10	50	2	16.67	8	38.1	1	4.3
Total	32	100	30	100	20	100	12	100	21	100	23	100



**Figure 3**  
**Percentage of Physical Activity Level of Teachers (Male and Female) Among PGT, TGT, and PRT**

Table 3 indicates that out of the PGT Respondents, 1.61% were found active at Low Physical Activity, 62.90% were found to be moderately active and 35.48% were reported to be highly physically active. However, in the case of TGT respondents, 12.5% were found active at low Physical Activity, 50% were found to be moderately active and 34.5% were reported to be highly physically active. It is also shown in the table that out of the PRT respondents, 6.82% were found active at Low Physical Activity, 72.73% were found to be moderately active while 20.45% were reported to be highly physically active.

## Conclusion

It is clearly stated in Table 1 that female respondents are ahead of male respondents in terms of moderate and high physical activity as the percentage level is almost higher than that of male participants. Physical Activity levels among Rural and Urban Areas is shown the same in Table 2 which clearly shows that Urban Areas come first in terms of Moderate and High Physical Activity in comparison to Rural Areas. However, a mixed result is found while comparing the PGT, TGT, and PRT respondents. TGT respondents are found to be more active at Low Physical activity with 12.5% while PRT respondents are more active at moderate physical activity with 72.73% and TGT respondents again stand at a high position in terms of high physical activity with 37.5%. It can be said on the basis of this study that there was a time when the female population was far behind in physical activity level, but nowadays they are much more aware of their health and have more percentage in case of moderate and high physical activity when it comes to the percentage of male respondents. So, there is a clear difference between the studies done in this particular direction and in the present particular study.

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## **OPINION RATING SURVEY OF EMINENT ATHLETE AND ARJUN AWARDEE SH. SHAKTI SINGH AS A PERSON**

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### **Abstract**

An Opinion Rating Survey was carried out to evaluate eminent athlete and Arjun awardee Sh. Shakti Singh as a person by administrating questionnaire among different sports experts in the field of athletics, family and friends. Snow ball technique i.e. non probability sampling techniques was used to collect the data. Researcher divided these 150 sample into two categories i.e. sports persons and non-sports persons. For the collection of data, standardized and self-developed 20 question questionnaire was used. The opinion of various sports personalities/coaches/physical educationist/family and friends has been considered. Analysis of data showed higher mean value (60.5) of Sh. Shakti Singh as a person which indicates that he is a man of principle, very cooperative, friendly and popular person among his colleagues, friends and possess a very pleasant personality.

**Keyword:** Arjun awardee Sh. Shakti Singh, self-developed questionnaire, survey method.

### **Introduction**

A legendary sports person always has a special place in public esteem because of his extra ordinary achievement, qualities and deeds. People follow him as a role model. The researcher believes that to achieve desired results in sports, especially throwing events in athletics, our country needs competent and dedicated professional people like Arjuna Awardee Sh. Shakti Singh. In Indian context specially throwing event like shot put and discus throw scenario Arjuna Awardee Sh. Shakti Singh stands as role model for those who wish to excel in more than one event because of his achievement, personality, sociability and leadership qualities. In order to motivate and inspire the players, their coach, guide or mentor make lot of efforts in shaping an athlete to be a 'Champion' and Sh. Shakti Singh as a thrower has all these qualities.

He is only the athlete who has participated and represented India in two Olympic Games i.e. Atlanta Olympic games 1996 and Sydney Olympic game 2000 in two different events discus throw and shot-put respectively.

He is a very good and rare combination of intellect and sports excellence. As what all he achieved in beginning of his sports carrier was very late according to his age and too without any



specific coach. His beginning was based on trial and error method .all he achieved was all because of his hard work.

**Purpose of Study:** To evaluate Sh. Shakti Singh as a person by administrating questionnaire among different sports experts in the field of athletics, family and friends

### Selection of the Sample

In this study Snow ball technique i.e. non probability sampling techniques is used to collect the data. Researcher divided these 150 sample into two categories i.e. sports persons and non-sports persons. Researcher further divided the sports persons and non sports person into three categories each viz. sports mates (15), Coaches (15), Trainees (45), non sports person include Family and Relatives (20) Friends (35), Employees (20).

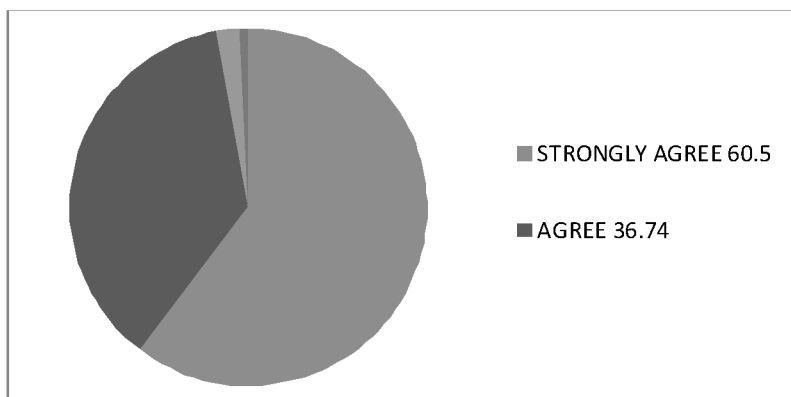
**Method:** For the collection of data, standardized and self-developed questionnaire was used. To obtain the views of Eminent Sports Personalities/Administrators, Research scholar selected few eminent personalities for administrating questionnaire in the field of sports especially in the state of Haryana and in the rest of India to obtain the views regarding the life of Sh. Shakti Singh as a person.

**Result:** The personality of eminent athlete and Arjun awardee Sh. Shakti Singh has been assessed by analyzing the questionnaire. The opinion of various sports personalities/coaches/physical educationist/ sports person on the personality of eminent athlete and Arjun awardee Sh. Shakti Singh has been given in table below.

**Table I**  
**Opinion Rating about Eminent Athlete and Arjun Awardee Sh. Shakti Singh as a Person**

<i>Statement</i>	<i>Strongly Agree</i>	<i>Agree</i>	<i>Disagree</i>	<i>Strongly Disagree</i>
1. He easily adopts or adjusts with the environment. वह आसानी से हर हालात में अपने आपको समायोजित कर लेते हैं।	69.23	29.51	1.26	0.00
2. He is a pleasant person to meet and talk. वह मिलने और बात करने के लिए एक सुखद व्यक्ति है।	76.68	23.32	0.00	0.00
3. He don't loses his patience easily. वह अपना धैर्य आसानी से नहीं खो देते हैं।	75.31	20.95	2.90	1.2
4. He is not averse to his criticism. वह अपनी आलोचना के विरोधी नहीं है।	62.23	35.89	1.88	0.00
5. He has lot of patience and perseverance. उनके पास बहुत धैर्य एवं निरन्तरता है।	51.70	46.55	0.15	1.60
6. He takes his job very seriously. वह अपने काम को बहुत गंभीरता से लेते हैं।	57.66	40.72	1.62	0.00
7. He is very punctual and dedicated. वह समय के बहुत पाबंद और समर्पित हैं।	49.65	47.72	1.62	0.22
8. He believes in learning by doing. वह करके सीखने में विश्वास करते हैं।	76.22	2.034	2.33	1.07

9. He does not compromise with his principles. वह अपने सिद्धांतों से समझौता नहीं करते।	67.21	31.48	0.82	0.49
10. He never used his position for personal benefits. उन्होंने व्यक्तिगत लाभ के लिए अपने पद का इस्तेमाल कभी नहीं किया।	66.33	31.91	1.73	0.00
11. He has democratic outlook. उनका लोकतांत्रिक दृष्टिकोण है।	47.69	31.91	1.76	0.00
12. He has never let himself down at the time of failure. उन्होंने कभी भी विफलता के समय खुद को निराश नहीं होने दिया।	56.83	40.48	1.77	0.92
13. He is very straight forward in nature. वह स्वभाव में बड़े स्पष्ट हैं।	40.36	54.03	1.23	4.38
14. He readily helps guides and supports others. वह आसानी से दूसरों की मदद मार्गदर्शन और समर्थन करते हैं।	42.68	49.43	7.89	0.00
15. He does have Social qualities. उनके पास सामाजिक गुण हैं।	51.91	40.17	6.32	1.60
16. He stands by his friends in time of needs. वे जरूरतों के समय में अपने दोस्तों के साथ खड़े रहते हैं।	51.66	47.50	0.24	0.60
17. He boosts morale in younger players. वे युवा खिलाड़ियों का मनोबल बढ़ाते हैं।	62.22	35.64	1.94	0.00
18. He is very cooperative and helping person. वह बहुत सहयोगी और मदद करने वाले व्यक्ति हैं।	68.88	30.49	0.63	0.00
19. He is a steadfast person. वह एक दृढ़ व्यक्ति हैं।	7.83	23.75	0.72	0.70
20. He is a person who does not change his plans or decisions easily. वह एक ऐसे व्यक्ति हैं जो अपनी योजनाओं यह निर्णय को आसानी से नहीं बदलते।	60.38	37.20	1.60	0.82



Graph

**Average rating in Percentage of Statements regarding eminent athlete and Arjun awardee Sh. Shakti Singh as a person**

## Conclusion and Discussion

The higher mean value (60.5) of opinion rating personality questionnaire of eminent athlete and Arjun awardee Sh. Shakti Singh indicates that he is a man of principle, very cooperative, friendly and popular person among his colleagues, friends and possess a very pleasant personality.

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## **FACTOR ASSOCIATED WITH TEACHING APTITUDE IN PHYSICAL EDUCATION TEACHERS**

**Bijender**

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### **Abstract**

*Background and Study Aim:* The primary objectives of the research were to examine the factors associated with teaching attitudes in physical education teachers.

*Material and Methods:* To achieve these objectives, data will be collected through standardized measures assessing teaching aptitude, personality traits, and demographic information. An intentional sampling with a survey group size of 283 physical education teachers (28.6% Female) including Trained Graduate Teachers (26.5%) and Post Graduate Teachers (73.5%) respectively. One-way analysis of variance and an independent t-test was employed to find out the statistical significance. The further correlation coefficient was used to establish the relationship between the selected variables.

*Results:* Teaching aptitude was negatively related to chronological age (male,  $r = -.296$ , female,  $r = -.43$ ), teaching experience (male,  $r = -.343$ , Female,  $r = -.326$ ), and neuroticism (male,  $r = -.408$ , female,  $r = -.399$ ). Extraversion, Openness, Agreeableness, and Conscientiousness were positively related to teaching aptitude. Hierarchical Regression shows that gender has not explained significant variation among teaching aptitude after controlling the effects of personality traits and age ( $R^2$  square changes = .004).

*Conclusions:* Teaching aptitude decreases with age in both genders. The decreasing teaching aptitude with age has significant implications on the education system. However, the personality traits of the teachers also changed with age. Teachers gained more neuroticism as aged. It is essential to identify the factors contributing to this phenomenon and develop strategies to mitigate its effects.

**Keywords:** Teaching aptitude, Big-five personality, age, teaching effectiveness.

## Introduction

Teaching aptitude refers to a person's natural ability to effectively teach and facilitate learning [1]. It encompasses a range of skills, including communication, organization, patience, empathy, adaptability, and subject matter expertise. A person with strong teaching aptitude is able to convey information clearly, motivate and engage students, and create a positive learning environment [2]. A teacher is a role model for every student their personality, aptitude, and attitude mold the child as desired [3]. Teachers' aptitude for teaching decides a teacher's success as a professional and learners' development as a whole. Teachers' aptitude for teaching might be innate ability but it can be manifested with appropriate and adequate practices such as behavioral grooming apt for the profession. There are many behavioral issues that make a person unfit for the teaching profession, aggression is one of them [4,5].

Research suggests that certain personality traits are particularly important for effective teaching. For example, the "Big Five" personality traits (openness, conscientiousness, extraversion, agreeableness, and neuroticism) have been found to be associated with teaching effectiveness. Specifically, openness to experience, conscientiousness, and agreeableness have been positively correlated with teaching effectiveness, while neuroticism has been negatively correlated [2,6]. However, it's important to note that personality traits are only one factor that can influence teaching effectiveness and that effective teaching also involves a range of skills, knowledge, and experience. Additionally, a person's teaching style and approach may vary depending on the context, subject matter, and student population they are working with.

Physical education teachers play an important role in promoting the health and well-being of their students. Here are some ways in which physical education teachers can contribute to the different domains of their students: *Encouraging physical activity*: Physical education teachers can encourage their students to engage in regular physical activity, which is important for maintaining a healthy weight, building strong bones and muscles, and reducing the risk of chronic diseases. They can do this by providing a variety of physical activities and sports that cater to the interests and abilities of all students. *Teaching healthy habits*: Physical education teachers can teach their students healthy habits, such as proper nutrition, hydration, and sleep, as well as how to maintain a healthy lifestyle outside of school. By educating their students about healthy habits, physical education teachers can help them develop a foundation for a lifetime of good health. *Monitoring student health*: Physical education teachers can monitor the health of their students by observing their performance in physical activities and sports, and by assessing their fitness levels through various tests and measurements. They can also look for signs of injury or illness and refer students to medical professionals as needed. *Creating a safe environment*: Physical education teachers can create a safe environment for their students by ensuring that all equipment and facilities are well-maintained and safe to use. They can also provide proper instruction on how to use the equipment and how to engage in physical activities safely. *Promoting mental health*: Physical education teachers can promote the mental health of their students by creating a positive and supportive learning environment that fosters self-esteem and positive body image. They can also encourage their students to engage in physical activities that promote relaxation and stress reduction, such as yoga or meditation.

In summary, physical education teachers can contribute to the health of their students by encouraging physical activity, teaching healthy habits, monitoring student health, creating a safe

environment, and promoting mental health. By promoting good health and wellness, physical education teachers can help their students develop habits and skills that will benefit them throughout their lives.

There are several gaps in research related to teaching aptitude and personality traits. For example, while there is some evidence linking personality traits to teaching effectiveness, there is still much that is unknown about the complex interplay between personality traits and teaching. Additionally, more research is needed to explore how different personality traits may interact with different teaching styles and approaches.

Another gap in research relates to the development of teaching aptitude. While there are some established methods for developing teaching skills and expertise, there is still much that is unknown about how teaching aptitude develops over time and how it can be effectively cultivated and assessed.

Finally, there is a need for more research on how teaching aptitude relates to different psychological and chronological factors. With this point of view, the present study has been designed to explore the potential relationship between teaching aptitude, self-efficacy, personality, and age as chronological factor.

## **Material and Methods**

Participants were 283 Physical Education teachers including 202 males (71.4%) and 81 females (28.6%) working in government and private schools located in rural and urban regions of Haryana province. A Total of 150 schools from six administrative divisions of Haryana were selected through cluster random sampling. The mean age of the male teachers was 38.06 years and female teachers was 33.48 years. To identify the protentional factors affecting teaching effectiveness subjects were further categorized into age groups, gender, grade, nature of the job, school type, and school location respectively. The detailed demographic information of the subjects was depicted in **Table 1**.

Teaching effectiveness was assessed through Teaching Aptitude Test (TAT) developed and standardized by Prof. S. C. Gakhar and Rajnish [7]. The following test contains 35 statements in respect of teaching aptitude where four alternative answers have been given for each statement and only one answer was correct. The teaching aptitude test was developed on 400 prospective school teachers and the reliability and validity were found to be 0.78 and 0.68 as well. The normative reference values were provided by the authors in the manual to find out the status of Teaching Aptitude. The obtained score ranged from 0 to 35 and indicated seven categories of Teaching Aptitude i.e.,  $< 12$  = very low teaching aptitude,  $13 - 16$  = low teaching aptitude,  $17 - 20$  = below average teaching aptitude,  $21 - 24$  = average teaching aptitude,  $25 - 28$  = above average teaching aptitude,  $29 - 32$  = high teaching aptitude,  $33 <$  very high teaching aptitude.

The NEO-FFI consists of 60 items designed to assess the Big Five personality traits. It is the most widely used and robust measure of personality traits with sound psychometric properties established by previous researchers [8]. In the present study, the Cronbach alpha values for each subscale's internal consistency were as follows: .84 (neuroticism), .74 (extraversion), .68 (openness), .74 (agreeableness), and .83 (conscientiousness).

The inventory developed by Schwarzer and Jerusalem in 1995 was used to assess the general self-efficacy of the participants. The inventory consists of 10 statements in the context of general self-efficacy. General self-efficacy is related to emotion, optimism, and work satisfaction. Negative

coefficients were found for depression, stress, health complaints, burnout and anxiety. The statements were scored in a 4-point Likert scale ranging, “Not at all – 1, Hardly true – 2, Moderately True – 3, Exactly True – 4”. The total score was calculated by finding the sum of all items. For the GSE the total score ranged between 10 to 40. A higher score indicates more self-efficacy.

### Statistical Applications

All statistical calculations were carried out using the IBM SPSS 26 (IBM, Armonk, NY, USA) statistical package. The arithmetic mean was used as descriptive statistics. Independent sample t-test and one-way analysis of variance (ANOVA) were used to calculate significant mean differences among the selected groups. Karl Pearson’s correlation coefficient was calculated to find out the relationship between variables.

## Results

### Comparative Analysis

One-way analysis of variance was used to compare the mean score of teaching aptitude among different age groups (See Table 1). Results revealed significant differences [ $F(3, 279) = 19.390$ ,  $p < 0.05$ ] between the age groups in their teaching aptitude. The mean values indicate a high score of teaching aptitude in the 20 – 29 years age group. Teaching aptitude is decreasing with age. In reference to the 20 – 29 year of age group, a higher mean difference ( $MD = 8.27$ ) was reported in 40 – 49 years of age group.

**Table 1**  
**Demographic Profile and mean difference among potential factors affecting teaching aptitude of Physical Education Teachers**

<i>Factors</i>	<i>Groups</i>	<i>N</i>	<i>Mean</i>	<i>Df</i>	<i>t/F</i>	<i>Sig. (Two-Tailed)</i>
Age	20 – 29 Y	76	17.24	3 (279)	19.390	.000
	30 – 39 Y	93	13.62			
	40 – 49 Y	98	9.37			
	50 – 59 Y	16	15.75			
Gender	Male	202	12.97	281	.946	.345
	Female	81	13.91			
Grade/Level	TGT*	75	15.92	281	3.646	.000
	PGT*	208	12.27			
Job Status	Regular	139	12.71	281	1.151	.251
	Temporary	144	13.75			
School Type	Govt.	121	11.93	281	2.528	.012
	Private	162	14.22			
School Location	Rural	207	12.89	281	1.288	.199
	Urban	76	14.20			

TGT\* = Trained Graduate Teacher

PGT\* = Post Graduate Teacher

In the case of different grades of the school teachers i.e., TGT (Trained Graduate Teacher) and PGT (Post Graduate Teacher), a higher mean ( $t = 3.346$ ,  $df = 281$ ,  $p < 0.05$ ) was observed in TGT grade teachers. Teachers who were working in private schools reported higher teaching aptitude

( $t = 2.528$ ,  $df = 281$ ,  $p < 0.05$ ) than their government schools' counterparts. No significant difference was observed between male vs. female Teachers, regular vs. temporary teachers, and teachers working in rural and urban school locations.

### Correlation Analysis

Table 2 and Table 3 explore the correlation matrix of both genders among teaching aptitude, age, teaching experience, General Self-Efficacy, and Big-five personality factors. Correlation analysis indicates a number of significant relationships. Specifically, consistent with our hypothetical model and predictions, age was negatively correlated (male,  $r = -.296$ , female,  $r = -.431$ ) with teaching

**Table 2**  
**Correlation Matrix Male**

<i>Variables</i>	<i>TAT</i>	<i>Age</i>	<i>Ex.</i>	<i>GSC</i>	<i>E</i>	<i>N</i>	<i>O</i>	<i>A</i>	<i>C</i>
<b>TAT</b>	1	-.296**	-.343**	.077	.268**	-.408**	.213**	.567**	.479**
<b>Age</b>	-.296**	1	.889**	-.043	-.109	.131	-.007	-.138	-.168*
<b>Ex.</b>	-.343**	.889**	1	-.043	-.136	.148*	.006	-.141*	-.161*
<b>GSC</b>	.077	-.043	-.043	1	.254**	-.081	.142*	-.006	.206**
<b>E</b>	.268**	-.109	-.136	.254**	1	-.117	.268**	.135	.257**
<b>N</b>	-.408**	.131	.148*	-.081	-.117	1	-.147*	-.251**	-.193**
<b>O</b>	.213**	-.007	.006	.142*	.268**	-.147*	1	.252**	.313**
<b>A</b>	.567**	-.138	-.141*	-.006	.135	-.251**	.252**	1	.502**
<b>C</b>	.479**	-.168*	-.161*	.206**	.257**	-.193**	.313**	.502**	1

TAT = Teaching Aptitude Test, Ex. = Teaching Experience, GSC = General Self-Efficacy, E = Extraversion, N = Neuroticism, O = Openness, A = Agreeableness, C = Conscientiousness

\*  $p < 0.05$

\*\*  $p < 0.01$

**Table 3**  
**Correlation Matrix Female**

<i>Variables</i>	<i>TAT</i>	<i>Age</i>	<i>Ex.</i>	<i>GSC</i>	<i>E</i>	<i>N</i>	<i>O</i>	<i>A</i>	<i>C</i>
<b>TAT</b>	1	-.431**	-.326**	.101	.362**	-.399**	.483**	.510**	.410**
<b>Age</b>	-.431**	1	.884**	-.049	-.237*	.223*	-.233*	-.333**	-.312**
<b>Ex.</b>	-.326**	.884**	1	.083	-.175	.238*	-.202	-.221	-.265*
<b>GSC</b>	.101	-.049	.083	1	.319**	-.256*	.202	-.076	.351**
<b>E</b>	.362**	-.237*	-.175	.319**	1	-.379**	.573**	.244*	.526**
<b>N</b>	-.399**	.223*	.238*	-.256*	-.379**	1	-.417**	-.275*	-.427**
<b>O</b>	.483**	-.233*	-.202	.202	.573**	-.417**	1	.411**	.453**
<b>A</b>	.510**	-.333**	-.221	-.076	.244*	-.275*	.411**	1	.248*
<b>C</b>	.410**	-.312**	-.265*	.351**	.526**	-.427**	.453**	.248*	1

TAT = Teaching Aptitude Test, Ex. = Teaching Experience, GSC = General Self-Efficacy, E = Extraversion, N = Neuroticism, O = Openness, A = Agreeableness, C = Conscientiousness

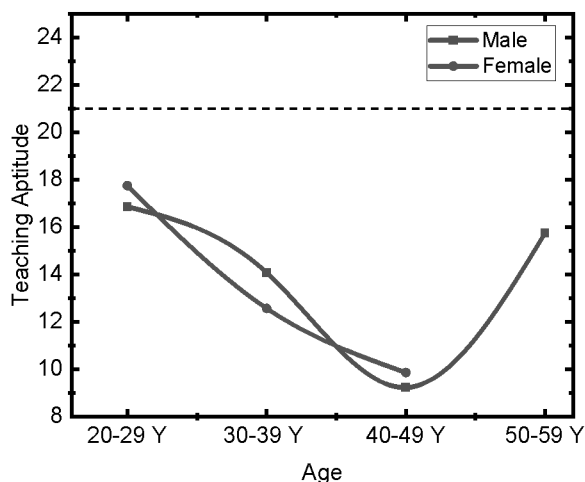
\*  $p < 0.05$

\*\*  $p < 0.01$



aptitude. Teaching experience is also negatively (male,  $r = -.343$ , Female,  $r = -.326$ ) correlated with teaching aptitude. Teaching aptitude is positively correlated with Extraversion, openness, agreeableness, and conscientiousness. Neuroticism was negatively (male,  $r = -.408$ , female,  $r = -.399$ ) correlated with teaching aptitude.

Furthermore, the changes in teaching aptitude with reference to age were illustrated in Figure 2 respectively. It was clearly depicted in Figure 2 that score of teaching aptitude was gradually decreasing with age and the lowest teaching aptitude was reported at the age of 40 – 49 years, after that a slight uplift was observed at the age of 50 – 59 years as well. A similar pattern was observed in respect of personality traits with reference to the age of the school teachers. Figure 3 revealed the dynamic changes in personality traits.



**Figure 2** Line graph showing Mean values of Teaching Aptitude in each age group including the reference line (dotted line at 21) which indicates the average score of teaching aptitude given in TAT manual.

## Discussion

The results of this study established a number of interesting linkage between age, personality and teaching aptitude. Taken as a whole, these findings yield a number of insights with potential practical implications on the dynamic interplay between personality and teaching aptitude, as well as on their joint influence on academic development.

First, we examine the potential factors affecting teaching aptitude i.e., age groups, gender, grade\ level, job status, school types and school location. Some factors were significantly associated with teaching attitude. Interestingly, a significant difference was noticed among selected age groups in their teaching aptitude. Teaching aptitude decreased as age increased (Figure 2). Lowest teaching aptitude was reported in 40 to 49 of age group and a significant increase was reported after age 50 as well. Several studies have been conducted to investigate the relationship between age and teaching aptitude. One such study conducted by Saravanan and Sivasubramanian [9] on a sample of 120 teachers in India revealed that teaching aptitude decreases with age. The study found that older teachers were less enthusiastic about teaching, had lower levels of self-confidence, and showed less creativity in their teaching methods.

Another study conducted [10] on a sample of 150 teachers in India found that older teachers had lower levels of job satisfaction, which was directly linked to their decreasing teaching aptitude. The study found that as teachers aged, they experienced burnout, which negatively affected their teaching aptitude. These findings are supported by other studies conducted in different countries. A study conducted by Sternberg and Williams [11] on a sample of American teachers found that older teachers had lower levels of creativity and innovation in their teaching methods. Similarly, a study conducted by Tamir [12] on a sample of Israeli teachers found that older teachers had less enthusiasm for teaching and were less likely to try new teaching methods.

No significant difference was observed between male and female school teachers in their teaching aptitude. The location of the school (rural or urban), and job status whether regular or temporary have not significant effect on the teaching aptitude of the physical education teachers.

Second, regarding the correlation between teaching aptitude and other parameters, general self-efficacy did not have a significant association with teaching aptitude. As reported earlier, age was negatively correlated with teaching aptitude. personality results have several significant implications for teachers. Perhaps most notably, our results establish that being Neuroticism is critical for teaching performance. Other personality traits such as Extraversion, Openness, Agreeableness and Conscientiousness were positively related to teaching aptitude. Thus, having these personality traits facilitate a variety of effective teaching strategies and may be especially useful traits for attaining high levels of academic achievement.

Research has shown that certain Big Five personality traits are more strongly associated with teaching aptitude than others. Here are some findings: Openness to experience: This trait is associated with creativity, imagination, and an interest in new ideas. Teachers high in openness to experience are more likely to use innovative teaching methods and adapt to changes in the education system. Studies have found a positive correlation between openness to experience and teaching aptitude [13]. Conscientiousness: This trait is associated with responsibility, attention to detail, and goal-directed behavior. Teachers high in conscientiousness are more likely to be organized, prepared, and reliable. Studies have found a positive correlation between conscientiousness and teaching aptitude [14]. Extraversion: This trait is associated with sociability, assertiveness, and positive emotions. Teachers high in extraversion are more likely to engage students in classroom discussions, provide feedback, and create a positive classroom environment. Studies have found a positive correlation between extraversion and teaching aptitude [15]. Agreeableness: This trait is associated with cooperation, empathy, and interpersonal harmony. Teachers high in agreeableness are more likely to create a supportive and respectful classroom environment. Studies have found a positive correlation between agreeableness and teaching aptitude [16,17]. Neuroticism: This trait is associated with emotional instability, anxiety, and vulnerability to stress. Teachers high in neuroticism are more likely to experience burnout and have lower job satisfaction. Studies have found a negative correlation between neuroticism and teaching aptitude [18].

But, when we examined the relationship between age and personality traits, we found that Extraversion, Openness, Agreeableness, and Conscientiousness were negatively related to age, while, Neuroticism was positively related to age. All the personality traits which positively related to teaching aptitude were decreasing as age increased. The dynamic changes in personality traits in reference to the age of the school teachers were illustrated in Figure 3 respectively. Except for neuroticism, the mean score of all personality traits were decreasing lowest at 40 – 49 years of age.

Finally, the mediation analysis was performed using personality traits as mediator between age and teaching aptitude. As shown in Figure 1 the beta coefficient between age (independent variable) and teaching aptitude (dependent variables) was reduced -.31 to -.18 after mediating by personality traits. Therefore, a partially mediating effects of personality traits were observed on age and teaching aptitude. In addition, age was positively correlated to Neuroticism. While Neuroticism has a negative impact on teaching aptitude. therefore, teaching aptitude is decreasing with age.

## Implications

The decreasing teaching aptitude with age has significant implications on the education system. Older teachers are often assigned to teach senior classes, which require a higher level of creativity and innovation. If these teachers lack the necessary teaching aptitude, students may become disinterested in their lessons, leading to a decline in academic performance.

Furthermore, older teachers may struggle to adapt to new teaching methods and technologies, which are essential in today's education system. As a result, they may become less effective in their teaching and fail to meet the evolving needs of their students.

## Conclusion

In conclusion, teaching aptitude decreases with age, which has significant implications on the education system. It is essential to identify the factors contributing to this phenomenon and develop strategies to mitigate its effects. This could include providing professional development opportunities for older teachers, mentoring programs, and encouraging them to incorporate new teaching methods and technologies in their lessons. By doing so, we can ensure that teachers of all ages are equipped with the necessary skills and aptitude to provide high-quality education to their students.

**Conflict of Interest:** No Conflict of Interest was declared among the authors.

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## **CORRECTION OF POSTURAL DEFORMITIES THROUGH YOGA ASANA**

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### **Abstract**

The study's goal was to look into the effects of yoga asanas on Kyphosis, Knock Knees, and Bow legs in school-aged children. A total of 45 (15 each) students suffering from each postural deformity were purposefully selected to act as subjects for the study. The subjects were chosen from various Haryana schools, and the dates of birth of each subject will be recorded in the school records. The kyphosis was measured by spondylometer, knock knee, and bow leg was measured by Measuring Scales. The pre-and post-test designs were used, and the yoga training was given for 6 months, 4 days a week. The collected data were analyzed by computing a descriptive analysis followed by a paired sample 't-test'. The results indicated a significant difference has been found in the pre-and post-test values of the postural deformity Kyphosis, Knock Knees, and Bow legs at the 0.05 level. Yoga helps promote overall flexibility and alignment; as a result, is an effective measure for the correction of postural deformities in school-going children.

**Keywords:** Yoga, Kyphosis, Knock Knees, and Bow legs.

### **Introduction**

A good posture allows the body to perform activities (actions) more easily and allows the body to function properly. It can be defined as the position in which the center of gravity of each body segment is centered over its supporting base (Kelly, E. D. (2021). The body is like a machine: if its parts are maintained in good balance, it functions smoothly. The performance of any machine is determined by the proper alignment of its parts. In both repose and activity, good posture allows for mechanically efficient joint function. Friction in the joints is diminished, tensions in opposing ligaments are balanced, and pressures within joints are equalized. Hence the skeletal structure is architecturally and mechanically sound, and there is no wear and tear on the joints (Luttgens et al 1982).

A deformity is a change in the shape of a limb. The deformity can be the result of bone distortion or changes in soft tissue topography, and deformity can lead to limb disability or even loss of function (kotwal et al 2020)

Kyphosis is a spinal disorder in which an excessive curve of the spine results in an abnormal rounding of the upper back. Genu Valgum, commonly called “Knock-Knee,” is a condition where the knees angle in and touch one another when the legs are straightened. Mild genu valgum can be seen in children from ages 2 to 5 and is often corrected naturally as children grow. However, the condition may continue or worsen with age, particularly when it is the result of a disease, such as rickets, obesity, or bad posture. Bowlegs refer to a condition in which a person’s legs appear bowed (bent outward) even when the ankles are together. (Maiti S et al. 2016) surveyed the postural characteristics of 14- and 15-year-old schoolchildren in Pune. She found in his study that boys (13%) have more bow legs compared to girls (9.5%), and on the other hand, boys have fewer knock knees (8.5%) compared to girls (18%). (Garcia N. et al. 2000) found that the degrees of genu valgum and the physical fitness factors were shown to be significantly correlated in a study that looked at 274 kids of both sexes between the ages of 7 and 18. Martinelli et al. (2011), found that the children who were overweight and between the ages of 5 and 9 had an 87% frequency of genu valgum.

Yoga, a mind-body intervention, originated in India. Various yoga schools (such as Iyengar yoga, IAYT, hatha yoga, and so on) have developed a therapeutic intervention for knocking knees. Dr. Ehab Mohammed’s (2020) study with 18 participants was conducted to improve knock-knees in preschool children using hatha yoga exercises. The results of this study have shown that the positive effect of the rehabilitation program using hatha yoga exercises has led to improvements in the muscles of the medial side and the muscles of the lateral side of the knee joint. S.K. Dixit et al. (2019) investigated that students who were regularly practicing yoga as a part of their school activities showed no prominent knock-knee condition.

Few other studies compared yoga therapy with different interventions, such as traditional stretching and strengthening exercises or no structured group exercise for 6 weeks, and showed functional changes and improvements in the quality of life in both the traditional practice and the yoga-based approach (Bukowski E et al 2006). S. Deepeshwar et al. (2018) investigate the immediate effect of a 1-week integrated approach to yoga therapy (IAYT) intervention in older adults with knee OA. IAYT practice showed an improvement in TUG (timed up and TUG (timed), STS (sit to stand), HGS (handgrip strength), and the Goniometer test, which suggests improved muscular strength, flexibility, and functional mobility.

## **Aim**

In this study, we aim to evaluate the effect of Yoga asanas on Kyphosis, Knock Knees, and Bow legs carried out over 6 months, 4 days a week school-going children.

## **Materials and Methods**

### **Design**

A pre-post-intervention study was designed as a yogic asana intervention to improve

Kyphosis, Knock Knees, and Bow legs postural deformity in school-going children. Informed consent was obtained from all subjects involved in the study.

**Participants**

The subjects were selected from different schools in Haryana and the date of birth of each subject will be recorded from the school records.

**Sample Size**

A total of 45 students (15 each) suffering from each postural deformity were purposively selected to act as subjects for the study.

**Inclusion Criteria**

Students were between the ages of 9 and 12 years from different schools in Haryana. The test item was administered to the students at their respective schools. To avoid the students from facing fatigue and monotony the test item was conducted on four days of the week i. e. Monday, Tuesday, Thursday, and Saturday. For getting better results, the purpose of the study was explained to all the subjects in detail. The doubts were cleared on the spot. An assurance of full cooperation was also sought and the students extended their full cooperation to the researcher.

**Exclusion Criteria**

Certain factors like habits, lifestyle, routine work, and diet were voluntarily the exclusion criteria.

**Yogic Intervention**

The study was carried out in three phases, as was the data collection process.

In the first phase, a total of 15 students suffering from Kyphosis, Knock Knees, and Bow legs deformity were purposively selected from various schools. To identify the individuals with Kyphosis, the curves of the thoracic region were taken as detection, after briefing each subject about the spondylometer; the marked pegs were fixed in the holes made at a distance of 2 cm on the spondylometer at a level corresponding to the subject's seventh cervical, the apex of thoracic curves which were marked with ink for clear showing. The subject was also made to stand in a relaxing position with a straight neck and body against the pegs fixed over the vertical rod of the spondylometer. The scoring was done by taking a difference of pegs measurements recorded for the levels of the seventh cervical and apex of the thoracic curve.

For Knock Knees, The subject was asked to stand in normal standing posture with feet apart by using the steel tape the distance between inter malleolar was measured according to the clinical examination of orthopedics methods, 4- 5 distance between the malleolar is within the normal limits if the subject is measured 6 - 8 cm between the two malleolar than mild knock knee deformity is found and if the distance is 10 cm then the deformity is severe.

To identify individuals with bow legs. The subject was asked to stand in normal standing posture with feet apart by using the steel tape the distance between the intercondylar was measured according to the clinical examination of orthopedics methods. 4- 5 cm distance between the condylar is within the normal limits if it is 6-8 cm then mild deformity is found and if the distance is 10cm or more then the deformity is severe.

In the second phase, the selected yoga asana training was given for 6 months, 4 days a week.

**Yogic Practice Schedule for Knock Knees**

<i>Yogic Exercises for Bow Legs</i>		<i>1-8 Weeks</i>		<i>9-16 Weeks</i>		<i>17-24 Weeks</i>	
		<i>Duration</i>	<i>Rest</i>	<i>Duration</i>	<i>Rest</i>	<i>Duration</i>	<i>Rest</i>
1	Loosing	10 Mins					
2	Tadasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
3	Utkatasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
4	Utthita Trikonasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
5	Ardha Padmasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
6	Supta padangusthasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
7	Virabhadrasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
8	Ardha Chandra	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
9	Trikonasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
10	Relaxation	05 Mins					

**Yogic Practice Schedule for Bow Legs**

<i>Yogic Exercises for Knock Knees</i>		<i>1-8 Weeks</i>		<i>9-16 Weeks</i>		<i>17-24 Weeks</i>	
		<i>Duration</i>	<i>Rest</i>	<i>Duration</i>	<i>Rest</i>	<i>Duration</i>	<i>Rest</i>
1	Loosing	10 Mins					
2	Adho Mukha	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
3	Virabhadrasana II	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
4	Trikonasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
5	Ardha chandrasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
6	Ardha Chandra Chapasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
7	Setu Bandha Sarvangasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
8	Viparati Karani						
9	Relaxation	05 Mins					

**Yogic Practice Schedule for Kyphosis**

<i>Yogic Exercises for Kyphosis</i>		<i>1-8 Weeks</i>		<i>9-16 Weeks</i>		<i>17-24 Weeks</i>	
		<i>Duration</i>	<i>Rest</i>	<i>Duration</i>	<i>Rest</i>	<i>Duration</i>	<i>Rest</i>
1	Loosing	10 Mins					
2	Ustrasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
3	Balasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
4	Upavistha Konasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
5	Ardha Chandrasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
6	Purrottanasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
7	Setu Bandha Sarvangasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
8	Makara Adho Mukha Svannasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
9	Adho Mukh Sarvangasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
10	Salabhasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
11	Bhujangasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec



12	Dhanurasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
13	Matsyasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
14	Sarpasana	03 Rep	20 Sec	06 Rep	15 Sec	09 Rep	10 Sec
15	Relaxation				05 Mins		

In the third phase, we measured again the students suffering from Kyphosis, Knock Knees, and Bow legs deformity and see the effectiveness of the yogic asana.

### Statistical Analysis

The collected data was analyzed by computing Descriptive analysis followed by Paired sample 't-test.

### Results and Discussion

This section of the analysis depicts the results of the descriptive analysis and Paired sample 't-test of pre and post-data of the selected postural deformity.

**Table 1**  
**Descriptive analysis of pre and post-test for the postural deformity Knock Knee**

<i>Variable</i>		<i>Mean</i>	<i>N</i>	<i>Std. Deviation</i>	<i>Std. Error Mean</i>
Knock Knee	Pre	12.42	15	0.91	0.235
	Post	11.93	15	0.75	0.194

Table no. 1 depicts the values for descriptive analysis of the pre and post-test for the postural deformity Knock Knee, which shows that the mean and standard deviation of Pre and post-test are found to be  $12.42 \pm 0.91$  and  $11.93 \pm 0.75$  respectively.

**Table 2**  
**Paired sample 't-test of pre and post-test for postural deformity Knock Knees**

		<i>Paired Differences</i>							
		<i>Mean</i>	<i>Standard Deviation</i>	<i>Standard Error Mean</i>	<i>95% Confidence Interval of the Difference</i>				
					<i>Lower</i>	<i>Upper</i>	<i>t</i>	<i>df</i>	<i>Sig. (2-tailed)</i>
Knock Knees	Pre - Post	0.493	0.553	0.143	0.187	0.799	3.453	14	0.004

Table No. 2 depicts the values for Paired sample's t-test of pre and post-test for postural deformity Knock Knees, which shows that a significant difference has been found in the pre and post-test values of the postural deformity Knock Knees, as the value is found to be 3.453 against the tabulated value 2.145, which is significant at 0.05 level.

**Table 3**  
**Descriptive analysis of pre and post-test for the postural deformity of Bow Legs**

<i>Variable</i>		<i>Mean</i>	<i>N</i>	<i>Std. Deviation</i>	<i>Std. Error Mean</i>
Bow Legs	Pre	8.69	15	0.76	0.198
	Post	8.36	15	0.67	0.173

Table no. 3 depicts the values for descriptive analysis of pre and post-test for the postural deformity Bow Legs, which shows that the mean and standard deviation of Pre and post-test are found to be  $8.69 \pm 0.76$  and  $8.36 \pm 0.67$  respectively.

**Table 4**  
**Paired Sample Test of Pre and Post-test for Postural Deformity Bow Legs**

		<i>Paired Differences</i>							
		<i>Mean</i>	<i>Standard Deviation</i>	<i>Standard Error Mean</i>	<i>95% Confidence Interval of the Difference</i>		<i>t</i>	<i>df</i>	<i>Sig. (2-tailed)</i>
					<i>Lower</i>	<i>Upper</i>			
Bow Legs	Pre - Post	0.335	0.276	0.071	0.182	0.488	4.691	14	0.000

Table 4 depicts the values for Paired sample 't' test of the pre and post-test for postural deformity Bow Legs, which shows that a significant difference has been found in the pre and post-test values of the postural deformity Bow Legs, as the value is found to be 4.691 against the tabulated value 2.145, which is significant at 0.05 level.

**Table 5**  
**Descriptive Analysis of Pre and Post-test for the Postural Deformity Kyphosis**

<i>Variable</i>		<i>Mean</i>	<i>N</i>	<i>Std. Deviation</i>	<i>Std. Error Mean</i>
Kyphosis	Pre	44.09	15	3.39	0.876
	Post	42.81	15	3.61	0.933

Table no. 5 depicts the values for descriptive analysis of pre and post-test for the postural deformity Kyphosis, which shows that the mean and standard deviation of Pre and post-test are found to be  $44.09 \pm 3.39$  and  $42.81 \pm 3.61$  respectively.

**Table 6**  
**Paired sample 't-test of pre and post-test for postural deformity Kyphosis**

		<i>Paired Differences</i>							
		<i>Mean</i>	<i>Standard Deviation</i>	<i>Standard Error Mean</i>	<i>95% Confidence Interval of the Difference</i>		<i>t</i>	<i>df</i>	<i>Sig. (2-tailed)</i>
					<i>Lower</i>	<i>Upper</i>			
Kyphosis	Pre - Post	1.279	1.111	0.287	0.664	1.894	4.459	14	0.001

Table 6. depicts the values for Paired sample 't' test of pre and post-test for postural deformity Kyphosis, which shows that a significant difference has been found in the pre and post-test values of the postural deformity Kyphosis, as the value is found to be 4.459 against the tabulated value 2.145, which is significant at 0.05 level.

## Conclusions

The following conclusions have been drawn based on the results:

The mean and standard deviation of Pre and post-test are found to be  $12.42 \pm 0.91$  and  $11.93 \pm 0.75$  respectively, also a significant difference has been found in the pre and post-test values of the postural deformity Knock Knees, as the value is found to be 3.453, which is significant at 0.05 level.

The mean and standard deviation of Pre and post-test are found to be  $44.09 \pm 3.39$  and  $42.81 \pm 3.61$  respectively, also a significant difference has been found in the pre and post-test values of the postural deformity Kyphosis, as the value is found to be 4.459, which is significant at 0.05 level.

The mean and standard deviation of Pre and post-test are found to be  $8.69 \pm 0.76$  and  $8.36 \pm 0.67$  respectively, also a significant difference has been found in the pre and post-test values of the postural deformity Bow Legs, as the value is found to be 4.691, which is significant at 0.05 level.

The age of the students participating in the yogic asana program is an important factor. The population targeted by the intervention in this study comprises students aged between 9 and 12 years, which is the ideal age to promote and introduce healthy habits to the practice of asanas.

Yoga helps promote overall flexibility and alignment; as a result, is an effective measure for the correction of postural deformity in school-going children.

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# **STATE AND TRAIT ANXIETY AMONG ELITE KABADDI PLAYERS: A COMPARATIVE ANALYSIS BETWEEN MALE AND FEMALE ATHLETES**

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## **Abstract**

This research paper investigates the levels of state and trait anxiety among elite Kabaddi players, comprising males and females. State Anxiety Inventory (STAI) was utilized to measure the state and trait anxiety levels. The mean and standard deviation for state anxiety were calculated for females and for males. Similarly, the mean and standard deviation for trait anxiety were calculated for females and for males. Other statistical techniques like t -test and effect size were employed to analyse the data. The findings are discussed to provide valuable insights into the psychological aspects of elite Kabaddi players.

**Keywords:** State anxiety, Trait anxiety, Kabaddi players, STAI.

## **Introduction**

Athletes face numerous psychological challenges, and one of the most prominent factors is anxiety. State anxiety, characterized by a temporary emotional state influenced by specific situations, can either enhance or hinder athletic performance. Understanding the state anxiety levels in elite athletes is crucial for optimizing their training, performance, and mental well-being. Prior research highlights the significant impact of state anxiety on athletic performance. Increased state anxiety can lead to decreased focus, disrupted motor skills, and reduced decision-making capabilities. Understanding the state anxiety levels of elite athletes can have practical implications for improving sports performance. Sports psychologists and coaches can tailor interventions to help athletes effectively manage their anxiety levels, optimizing their performance and well-being. Conversely, moderate levels of state anxiety can serve as a motivational factor enhancing performance.

Elite sports involve intense physical and mental demands, which can induce anxiety among athletes. Understanding the levels of state and trait anxiety among elite Kabaddi players is crucial for their overall well-being and performance. This research aims to explore and compare the state and trait anxiety levels between male and female Kabaddi players.

## Methodology

Selection of subjects:

For the purpose of the present study 64 elite kabaddi players with age ranging from 18-37 years were selected using purposive sampling.

## Criterion Measure

**State and Trait Anxiety Inventory:** The STAI is a widely recognized self-report questionnaire that effectively assesses both state and trait anxiety. The state anxiety section evaluates an individual's current emotional state, while the trait anxiety section measures an individual's general predisposition to anxiety. The participants completed the STAI questionnaire, providing data on both state and trait anxiety. The questionnaire consists of 20 items for each section, rated on a 4-point Likert scale.

## Collection of Data

After obtaining informed consent, the participants were administered the STAI questionnaire in a controlled environment. They were instructed to respond honestly based on their feelings at the time of the assessment. The objectives and purpose of the test were made clear to the subjects so that they were aware of what they are expected to do. The players were assured that their responses will be kept confidential.

## Statistical Technique

The data collected were analysed using appropriate statistical techniques. Mean and Standard deviation were calculated for both trait and state anxiety scores. An was performed to determine the significance of the mean differences, and effect sizes were calculated to assess the practical significance of the findings.

## Analysis and Discussion on Findings:

The collected data was analysed using appropriate statistical techniques to compare the levels of state and trait anxiety between male and female Kabaddi players. A t-test was performed to determine the significance of the mean differences, and effect sizes were calculated to assess the practical significance of the findings.

**Table I**  
**Descriptive Statistics for State Anxiety**

	<i>N</i>	<i>Mean</i>	<i>Standard Deviation</i>
Females	32	44.72	7.96
Males	32	39.59	6.58

Table 1 illustrates the descriptive statistics of State anxiety for both males and females. As depicted in the table there were 32 subjects in both genders. The State Anxiety mean for females is 44.72 with standard deviation of 7.96. similarly, the State Anxiety mean for males is 39.59 with standard deviation of 6.58.

**Table 2**  
**Independent 't' test between Means of State Anxiety**

	<i>N</i>	<i>Mean</i>	<i>SD</i>	<i>df</i>	<i>t'</i>
Females	32	44.72	7.96	62	2.81
Males	32	39.59	6.58		

Based on the independent t-test results, there is a significant difference in state anxiety levels between male and female Kabaddi players. The t-value of 2.81 exceeds the critical t-value of  $\pm 2.000$ , indicating that the difference in state anxiety means is unlikely to have occurred by chance.

**Table 3**  
**Descriptive Statistics for Trait Anxiety**

	<i>N</i>	<i>Mean</i>	<i>Standard Deviation</i>
Females	32	44.43	7.04
Males	32	41.44	6.73

Table 3 illustrates the descriptive statistics of Trait Anxiety for both males and females. As depicted in the table there were 32 subjects in both genders. The Trait Anxiety mean for females is 44.43 with standard deviation of 7.04. similarly, the Trait Anxiety mean for males is 41.44 with standard deviation of 6.73.

**Table 4**  
**Independent 't' test between Means of Trait Anxiety**

	<i>N</i>	<i>Mean</i>	<i>SD</i>	<i>df</i>	<i>t'</i>
Females	32	44.43	7.04	62	1.74
Males	32	41.44	6.7		

A t-test was performed to compare the mean trait anxiety scores between male and female Kabaddi players. The t-value of 1.74 is less than the critical t-value of  $\pm 2.000$ , indicating an insignificant difference between the genders ( $t = 1.74$ ,  $p < 0.05$ ).

**Table 5**  
**Effect Size (Cohen's d) for State and Trait Anxiety**

<i>Measure</i>	<i>Mean</i> <i>(Females)</i>	<i>SD</i> <i>(Females)</i>	<i>Mean</i> <i>(Males)</i>	<i>Standard</i> <i>(Males)</i>	<i>Pooled SD</i>	<i>Cohen's d</i>
State Anxiety	44.72	7.96	39.59	6.58	7.30	0.70
Trait Anxiety	44.43	7.04	41.44	6.73	6.89	0.43

Table 5 illustrates Cohen's d for State and Trait Anxiety. For State Anxiety The effect size (Cohen's d) was calculated as 0.70, suggesting a moderate effect and the effect size for Trait Anxiety was calculated as 0.43, suggesting a small-to-medium effect.

## Discussion

A t-test was conducted to compare the mean state anxiety scores between male and female Kabaddi players. The results revealed a significant difference between the two groups ( $t = 2.81$ ,

$p < 0.05$ ), indicating that female players experienced higher state anxiety compared to their male counterparts. The effect size (Cohen's  $d$ ) was calculated as 0.70, suggesting a moderate effect. Similarly, t-test was performed to compare the mean trait anxiety scores between male and female Kabaddi players. The results indicated an insignificant difference between the genders ( $t = 1.74$ ,  $p < 0.05$ ). The effect size was calculated as 0.43, suggesting a small-to-medium effect. Therefore, the difference in trait anxiety between the genders, although not statistically significant, may still have some practical relevance.

The findings of this study align with previous research in sports psychology, which has consistently reported higher state and trait anxiety levels among female athletes compared to males. These findings are consistent with studies on anxiety in sports (Ahmed & Kanungo, 2018; Gopinath & Behera, 2020), which have reported similar gender differences. These results indicate that female Kabaddi players may experience greater psychological stress and arousal during competitive situations.

The higher state anxiety levels among female Kabaddi players may be attributed to various factors, such as social pressures, self-doubt, and performance expectations. Similarly, the higher trait anxiety levels in females could be linked to individual differences in personality traits, coping mechanisms, and past experiences.

These findings highlight the importance of providing appropriate support and interventions for female Kabaddi players to manage their anxiety levels effectively. Psychological techniques, such as cognitive-behavioural strategies, mindfulness training, and relaxation techniques, can be implemented to help athletes cope with anxiety and enhance their performance.

## Conclusion

This research paper provides insights into the state and trait anxiety levels among elite Kabaddi players, with a specific focus on the differences between male and female athletes. The findings indicate that female Kabaddi players experience higher levels of state and trait anxiety compared to their male counterparts. These results can inform the development of targeted psychological interventions and support systems for Kabaddi athletes. Further research is warranted to explore additional factors contributing to anxiety in elite sports.

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## **ANALYTICAL STUDY OF SELECTED PHYSICAL FITNESS PARAMETERS BETWEEN GOVERNMENT AND PRIVATE SCHOOL GOING CHILDREN OF HARYANA**

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### **Abstract**

**Background:** Childhood fitness is an emerging area of concern as prevalence of childhood obesity is rising. In order to establish appropriate school fitness programs, baseline fitness levels in the target children are essential. **Purpose:** The purpose of the study was comparison of selected physical fitness variables between government and private school going children of Rewari district in Haryana. **Methods and Materials:** Total 60 students (N=60), 30 students (15 boys and 15 girls) each of government and private school selected as subjects on the basis of random sampling method. The age ranged of selected subjects was 12 to 14 years. All subjects were informed properly about the aim and methodology of the concerned study and they all participated in this study with volunteering. The subjects were tested on the Speed by 30 meter dash, abdominal muscle strength by sit-ups and Agility by Illinois agility test for analysing the level of physical fitness of students. **Statistical Analysis Used:** The calculation was performed using SPSS software. For the testing of hypothesis, the level of significance was set at 0.05. Descriptive statistics and T-test was used to find out the difference between both the groups. **Results and Conclusions:** On the variables on Speed and Agility significant difference was found between government and private school going children and on the variable of Strength no significant difference was found between Government and Private School going children. The study concluded that there was higher level of speed and agility seen of government school students but there was very minor difference of strength between both groups which is not significant.

**Keywords:** Physical fitness, Government schools, Private schools, Analytical study.

### **Introduction**

The development of any nation largely depends on the working capacity of its citizens and working capacity of citizens depends on their all round development like, health and physical fitness, mental development, social balance and vocational skill development etc. It is said “A healthy



**mind resides in a healthy body**". So a physically advised lifestyle is considered very important for staying healthy and physically fit. Physical activity and sports play an important role in promoting and developing health, wellbeing and youth development.

The **World Health Organization (WHO)** defines physical activity as a bodily movement produced by skeletal muscles that substantially elevates energy expenditure. It may promote weight loss, reduction of visceral fat, lower blood pressure and even prevent of the onset of type-2 diabetes (Reaven et al., 1991).

"The assessment of physical fitness of school going children presents us with very important and vital information which can be employing to maintain and improve children's health and fitness. Accordingly it is definite importance for schools to implement health related physical fitness batteries according the age of participants."(Kolimechkov, 2017)

"Physical fitness means maintaining the various systems of the body healthily and making them functions effectively. The fit person should engage in these physical activities without unreasonably fatigue" (William, 1994).

The purpose of study was to detect the assessment of picked out physical capability components between Government and Private school going children of 6<sup>th</sup> to 8<sup>th</sup> standards of Rewari district, Haryana.

**Physical fitness** is the ability of the body's systems to function efficiently and effectively. Individuals who are physically fit have the ability to "carry out daily tasks with vigour and alertness without undue fatigue, and with ample energy to enjoy leisure-time pursuits and to meet unforeseen emergencies". Fitness components typically are classified into two categories: those pertaining to health and those pertaining to motor –skill performance.

**Table 1.1**  
**Common Physical Fitness and Fitness Related Terms**

<i>Health-Related Fitness</i>	<i>Skill-Related Fitness</i>
Cardio-vascular Endurance	Agility
Muscular Endurance	Balance
Muscular Strength	Coordination
Flexibility	Power
Body Composition	Speed
	Reaction Time

## **Methodology**

The study was comparative in nature. There were 60 students who were selected as subjects by the researcher into the study of standard 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> from both government and private schools. 30 students (5 boys and 5 girls from each standard were selected from each of government school and private school. The subject's age ranged was between 12 to 14 years.

Speed, agility and strength are requisite recommendations in entirely sports. Physical factors are the ideal gauge of sports achievements of an individual.

The indicator variables and selected physical variables as the independent variables were map out for the research (Table 1).

<i>Serial No.</i>	<i>Variables</i>	<i>Equipment / Tests</i>	<i>Criterion Measures</i>
1	Speed	30 Meter Run test	In Seconds
2	Agility	Illinois Agility test	In Seconds
3	Strength	Sit-up Test	In 60 Seconds

### **Inclusion Criteria**

Government Senior Secondary School, Berli Khurd (Hindi medium) and Canal Valley Public School, Berli Khurd (English medium, Private school) from Jatusana block of Rewari district in Haryana willing to participate in the study.

### **Exclusion Criteria**

Students having any medical problem or any postural deformity or any neurological disorder were excluded from the study.

The statistical techniques like Descriptive statistics (mean standard deviation (SD)) and “t-test” at 0.05 level of significance was utilized.

### **Results and Analysis of Data**

The data collected from subjects was analysed by employing descriptive statistics and independent t test. For the purpose of the study and statistical analysis the level of significance chosen was 0.05. The calculation was performed using SPSS software and the findings pertaining to descriptive statistics and t-test has been presented below:

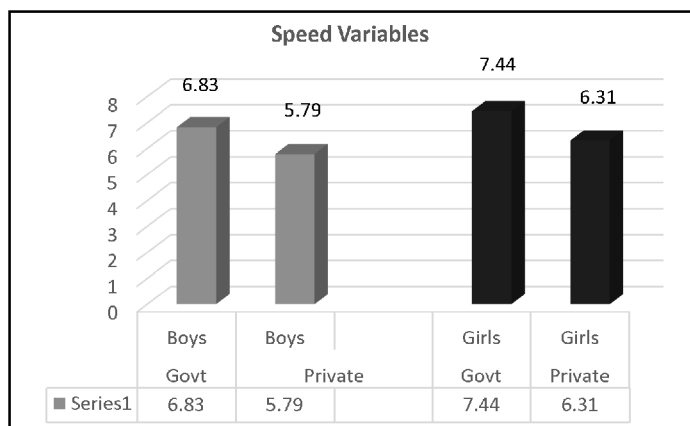
The findings of the study of each variable were specified below:

Mean and SD values on score of physical variables and the t-test computed to compare between Government and Private schools children of Rewari District, Haryana.

<i>Variables</i>	<i>School</i>	<i>Gender</i>	<i>N</i>	<i>Mean</i>	<i>SD</i>	<i>SEM</i>	<i>MD</i>	<i>t-value</i>	<i>Significant Value</i>
Speed	Govt	Boys	15	6.83	0.48	0.12	1.04	7.011*	0.054
	Private	Boys	15	5.79	0.31	0.08			
	Govt	Girls	15	7.44	0.70	0.18	1.12	5.269*	0.044
	Private	Girls	15	6.31	0.44	0.11			

The result indicate that there was a significant difference in speed between government and private school going boys  $t(28) = 7.011$ ,  $P = 0.054$ ; and government and private school going girls  $t(28) = 5.269$ ,  $P = 0.044$ . That is the average score of government school boys ( $M=6.83$ ,  $SD= 0.48$ ) and government school girls ( $M=7.44$ ,  $SD=0.70$ ) was statistically different from that of private school boys ( $M=5.79$ ,  $SD=0.31$ ) and private school girls ( $M=6.31$ ,  $SD=0.44$ ) respectively. It is evident from table that in speed a t value of 7.011 for boys and t value of 5.269 for girls was obtained and the probability in the significance was  $P=0.054$  and  $P=0.44$  respectively, which is less than 0.05. Thus it could be concluded that there was a significant difference in speed between government and private school boys and government and private school girls respectively.

Required table value at 0.05 level of significance for 30-2, 28 degrees of freedom (df) = 2.048 respectively.



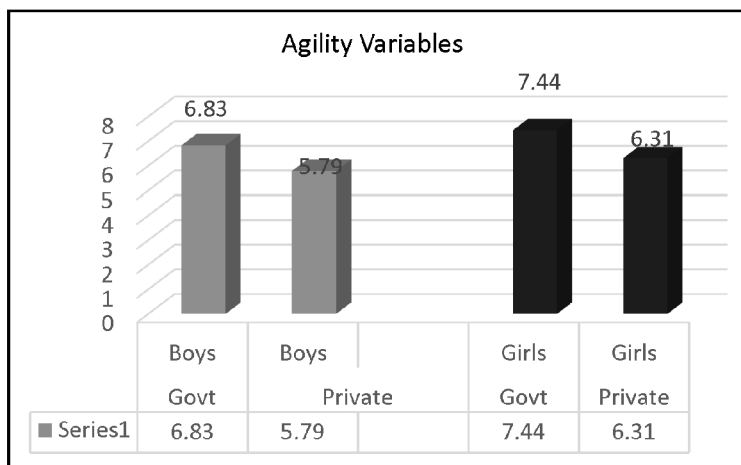
There is significant difference of speed between government and private school boys.

There is significant difference of speed between government and private school girls.

Variables	School	Gender	N	Mean	SD	SEM	MD	t-value	Significant Value
Agility	Govt	Boys	15	22.04	1.59	0.41	2.49	4.972*	0.234
	Private	Boys	15	19.54	1.11	0.28			
	Govt	Girls	15	23.22	1.37	0.35	2.68	6.198*	0.632
	Private	Girls	15	20.53	0.96	0.24			

Required table value at 0.05 level of significance for 30-2, 28 degrees of freedom (df) = 2.048 respectively.

The result indicate that there was a significant difference in agility between government and private school going boys  $t(28) = 4.972$ ,  $P = 0.234$ ; and government and private school going girls  $t(28) = 6.198$ ,  $P = 0.632$ . That is the average score of government school boys ( $M = 22.04$ ,  $SD = 1.59$ ) and government school girls ( $M = 23.22$ ,  $SD = 1.37$ ) was statistically different



from that of private school boys ( $M = 19.54$ ,  $SD = 1.11$ ) and private school girls ( $M = 20.53$ ,  $SD = 0.96$ ) respectively. It is evident from table that in agility a  $t$  value of 4.972 for boys and  $t$  value of 6.198 for girls was obtained and the probability in the significance was  $P=0.23$  and  $P=0.63$  respectively. Thus it could be concluded that there was a significant difference in agility between government and private school boys and government and private school girls respectively.

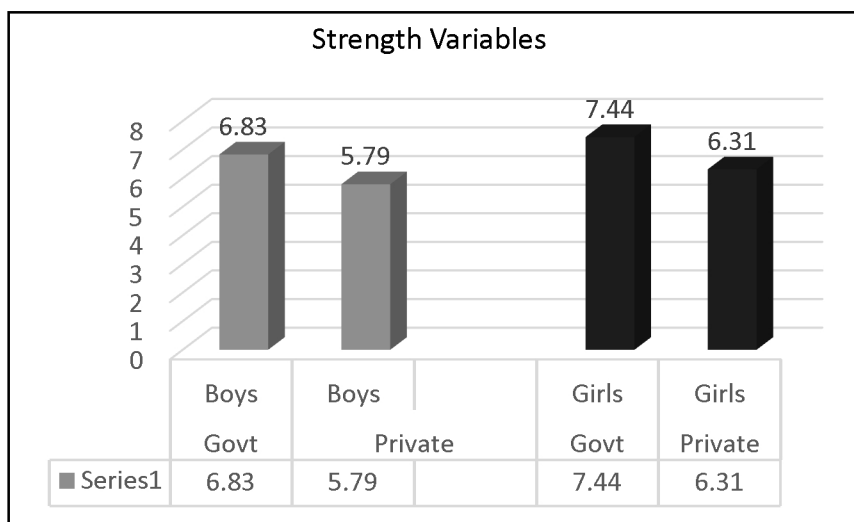
There is significant difference of agility between government and private school boys.

There is significant difference of agility between government and private school girls.

<i>Variables</i>	<i>School</i>	<i>Gender</i>	<i>N</i>	<i>Mean</i>	<i>SD</i>	<i>SEM</i>	<i>MD</i>	<i>t-value</i>	<i>Significant Value</i>
Strength	Govt	Boys	15	20.93	7.27	1.88	1.60	0.610	0.801
	Private	Boys	15	22.53	7.09	1.83			
	Govt	Girls	15	13.27	7.13	1.84	4.40	1.593	0.666
	Private	Girls	15	17.67	7.98	2.06			

Required table value at 0.05 level of significance for 30-2, 28 degrees of freedom (df) = 2.048 respectively.

The result indicate that there was a significant difference in strength between government and private school going boys  $t(28) = 0.610$ ,  $P = 0.801$ ; and government and private school going girls  $t(28) = 1.593$ ,  $P = 0.666$ . That is the average score of government school boys ( $M=20.93$ ,  $SD=7.27$ ) and government school girls ( $M=13.27$ ,  $SD=7.13$ ) was statistically different from that of private school boys ( $M=22.53$ ,  $SD=7.09$ ) and private school girls ( $M=17.67$ ,  $SD=7.98$ ) respectively. It is evident from table that in strength a t value of 0.610 for boys and t value of 0.666 for girls was obtained and the probability in the significance was  $P=0.80$  and  $P=0.66$  respectively. Thus it could be concluded that there was no significant difference in strength between government and private school boys and government and private school girls respectively.



There is no significant difference of strength between government and private school boys.

There is no significant difference of strength between government and private school girls.

## Conclusion

The study was well assessed the differences in level of physical fitness between the government and private school going children. The study concluded that there was higher level of speed and agility seen of government school students but there was very minor difference of strength between both groups which is not significant.

**Discussion and Recommendations:** By preparing health and fitness programs and implementing them in schools, we can teach children to be healthy and physically fit. We need to scientifically check the level of physical fitness of children in schools and on the basis of result of the investigation, we need to prepare and implement the necessary physical training program by keeping in mind the infrastructure and facilitation present in concerned school for the children. It is very important for children to monitor their fitness level from time to time by checking it properly. For any child school age is best time for inculcating the habit of being physically fit.

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## **EFFECT OF PLYOMETRIC TRAINING ON BODY COMPOSITION OF KABADDI PLAYERS**

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### **Abstract**

**Background-** plyometric training is an effective method, but it is not yet known what effects it has on the body composition of Kabaddi male and female players

**Purpose-** Kabaddi game has become very famous in India today. But there is no test battery available to work on any skill. That's why we have selected some skills and wanted to see the value of specific circuit training on them

**Methods-** In this study total of 80 subjects were selected by random sampling and the ages ranged between 14 -18. For this, study 40 male and 40 female subjects were in the control and experimental groups. 10 weeks of plyometrics training were given to find out the difference in body composition variables of body mass index, skeletal muscle mass, and fat%, which was measured by Omron body analyzer machine. T-test was used for data interpretation in MS Excel, and the level of significance was set to 0.05.

**Result** -The result shows that a significant difference has been found in the pre and post-test of males and females for the plyometric training on body composition of kabaddi players.

**Conclusion** – Finally according to our study we can say that plyometric training is an effective method for kabaddi male and female players.

**Keywords:** Kabaddi, plyometric training, body composition, Male, Female

### **Introduction**

Kabaddi is a traditional outdoor and modern indoor game played with minor changes in many regions of India - indeed, in most Asian countries. It is an old and traditional Indian game (Dey et al., 1993) (Devaraju & Needhiraja, 2012). Kabaddi is a lively indoor sport played on synthetic mat as well as soft soil surfaces that requires considerable explosiveness, cognition, strength in both superior and inferior limbs, and teamwork (Thakur, 2016). It is mostly an aggressive and violent sport played

between two squads for 40 minutes with a 5-minute halftime break, and 7 playing players with a total of 12 people on each side. It has a tiny playfield size of 13 x 10 meters in the senior men's division and 12 x 8 meters in the senior women's section and is divided into two equal halves (Dhull, 2018). This sport requires no equipment to participate (Sudhakar et al., 2014). Only a few games in our country have seen international success. Kabaddi is one of them, and India is the champion of the Asian game in it. Kabaddi, which originated in India, has been designated as the country's national sport (Pal et al., 2020). It is a low-cost-no-cost game, and now, with other game and sports circumstances, the term "power" has been added, and it has evolved into "power games" and "power sports," and it has become "fight" in nature. It is also known as the "Game of the People," because spectators completely involve themselves and provide a tremendous deal of motivation to the participants (Pal et al., 2020) (Sidhu, 1986).

Physical fitness and specialized skill-related knowledge are required for every sportsperson to reach top performance in the kabaddi game (Singh & Sharma, 2020) (Sagre et al., 2022). One's best ownership is a component of a certain talent; it cannot be purchased and can only be obtained via regular routines of game-related skill practice (Bovas, 2020). A close relationship exists between gaming skills and sports performance (Baudry & Roux, 2009). Regular participation in the training regimen improves all of the major health-related physical, biological, and mental components (Meethal & Najeeb, 2013).

## **Method and Materials**

### **Selection of Subjects**

For the present study subjects were selected from Baba karmainath Yuva Khel club Baroda uchana, Jind district of Haryana. (40 male and 40 female kabaddi players). The age limit of players is between 14 to 18 years.

### **Selection of Variables**

The following three variable were selected for this study:

1. Body mass index (BMI)
2. Skeletal muscle mass (SMM)
3. Fat%

### **Criterion Measure**

The variables was measured using by standardized OMRON body composition analyzer machine. The individuals were instructed on the aim of the study, and the test contents were explained to them.

### **Statistical Techniques**

Descriptive statistics were used to calculate the mean and standard deviation of the groups. For inferential statistics, an independent t-test was used to compare the mean of the groups. The level of significance was set to 0.05. Statistical analysis The basic statistical parameters were calculated for all the data: the mean, and standard deviation. The independent t-test was used to examine whether or not there were any differences between the two groups of players. The MS Excel Data Analysis toolset was used to process the data. Statistical significance difference was

determined at a level of confidence of 0.05. The outcome in each case was scored as per the instruction manual and tabulated for statistical analysis.

## Results and Discussion

### Data Interpretation of Girls Experimental Group

#### BMI

<i>Girls exp. Group</i>	<i>N</i>	<i>Mean</i>	<i>S.D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	21.145	3.988	2.5740	2.093
Post Test	20	20.890	3.613		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of girls kabaddi players on their BMI. It is observed that the calculated 't' value (2.5740) is higher than tabulated value (2.093). Therefore the significance difference is observed between the mean score at level of significance at 95% confidence interval. Therefore the BMI of experimental group was decrease.

#### Skeletal Muscle Mass

<i>Girls exp. Group</i>	<i>N</i>	<i>Mean</i>	<i>S.D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	27.525	3.275	2.5465	2.093
Post Test	20	27.710	3.086		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of girls kabaddi players on their BMI. It is observed that the calculated 't' value (2.5465) is higher than tabulated value (2.093). Therefore the significance difference is observed between the mean score at level of significance at 95% confidence interval. Therefore the SMM of experimental group was increase.

#### Fate %

<i>Girls exp. Group</i>	<i>N</i>	<i>Mean</i>	<i>S.D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	30.015	4.593	2.4339	2.093
Post Test	20	27.620	3.901		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of girls kabaddi players on their fate percentage. It is observed that the calculated 't' value (2.4339) is higher than tabulated value (2.093). Therefore the significance difference is observed between the mean score at level of significance at 95% confidence interval. Therefore the fate percentage of experimental group was decrease.

### Control Group of Girls

#### BMI

<i>Girls Control Group</i>	<i>N</i>	<i>Mean</i>	<i>S. D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	21.145	3.988	0.7105	2.093
Post Test	20	21.015	3.698		



Comparative statistics in terms of dependent 't' test between pre test data and post test data of girls kabaddi players on their BMI. It is observed that the calculated 't' value (0.7105) is lower than tabulated value (2.093). Therefore no significance difference was observed between the mean score at level of significance at 95% confidence interval. Therefore the BMI of control group was no changed.

#### Skeletal Muscle Mass

<i>Girls Control Group</i>	<i>N</i>	<i>Mean</i>	<i>S. D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	27.525	3.275	1.5610	2.093
Post Test	20	26.255	4.628		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of girls kabaddi players on their BMI. It is observed that the calculated 't' value (1.5610) was lower than tabulated value (2.093). Therefore no significance difference was observed between the mean score at level of significance at 95% confidence interval. Therefore the SMM of control group was no changed.

#### FAT %

<i>Girls Control Group</i>	<i>N</i>	<i>Mean</i>	<i>S. D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	30.015	4.593	0.2805	2.093
Post Test	20	30.035	4.383		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of girls kabaddi players on their fate percent. It was observed that the calculated 't' value (0.2805) was lower than tabulated value (2.093). Therefore no significance difference was observed between the mean score at level of significance at 95% confidence interval. Therefore the fate percent of control group was no changed.

#### Boys Control Group

##### BMI

<i>Girls Control Group</i>	<i>N</i>	<i>Mean</i>	<i>S. D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	21.495	3.282	4.6599	2.093
Post Test	20	21.575	3.273		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of boys kabaddi players on their BMI. It is observed that the calculated 't' value (4.6599) is higher than tabulated value (2.093). Therefore the significance difference was observed between the mean score at level of significance at 95% confidence interval. Therefore the BMI of control group was increase.

#### Skeletal Muscle Mass

<i>Boys Control Group</i>	<i>N</i>	<i>Mean</i>	<i>S. D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	27.180	3.323	0.9050	2.093
Post Test	20	27.450	3.146		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of boys kabaddi players on their BMI. It is observed that the calculated 't' value (0.9050) was lower than tabulated value (2.093). Therefore no significance difference was observed between the mean score at level of significance at 95% confidence interval. Therefore the SMM of control group was no changed.

#### FAT %

<i>Boys Control Group</i>	<i>N</i>	<i>Mean</i>	<i>S. D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	19.180	2.903	0.0182	2.093
Post Test	20	19.195	3.117		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of boys kabaddi players on their fate percent. It was observed that the calculated 't' value (0.0182) was lower than tabulated value (2.093). Therefore no significance difference was observed between the mean score at level of significance at 95% confidence interval. Therefore the fate percent of control group was no changed.

#### Boys Experimental Group

#### BMI

<i>Boys exp. Group</i>	<i>N</i>	<i>Mean</i>	<i>S. D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	17.655	3.914	1.9295	2.093
Post Test	20	17.450	3.570		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of boys kabaddi players on their BMI. It is observed that the calculated 't' value (1.9295) is lower than tabulated value (2.093). Therefore no significance difference is observed between the mean score at level of significance at 95% confidence interval. Therefore the BMI of experimental group was not changed.

#### Skeletal Muscle Mass

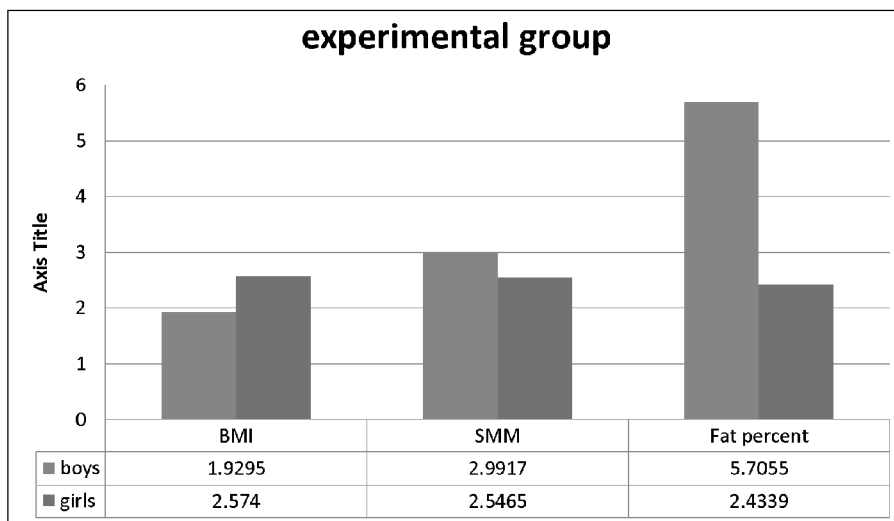
<i>Boys exp. Group</i>	<i>N</i>	<i>Mean</i>	<i>S. D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	26.750	7.314	2.9917	2.093
Post Test	20	27.055	7.305		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of boys kabaddi players on their BMI. It is observed that the calculated 't' value (2.9917) is higher than tabulated value (2.093). Therefore the significance difference is observed between the mean score at level of significance at 95% confidence interval. Therefore the SMM of experimental group was increase.

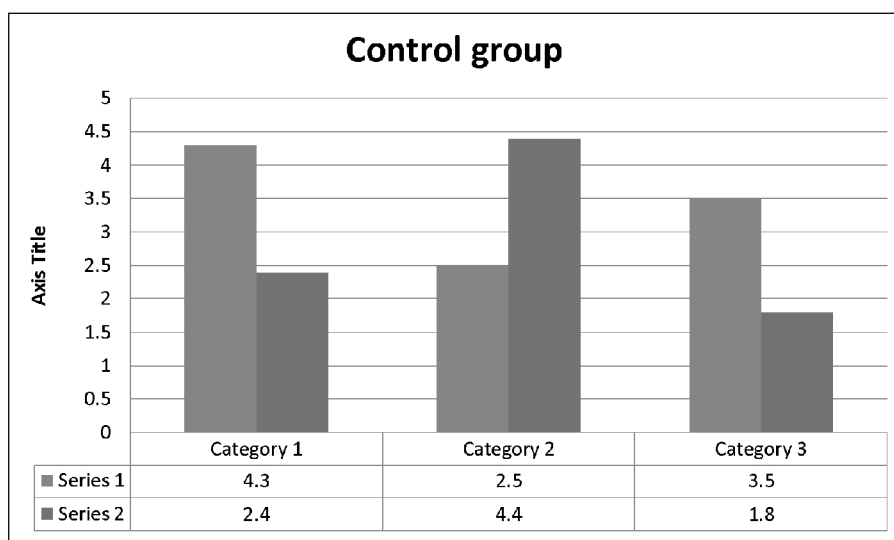
#### Fat%

<i>Boys exp. Group</i>	<i>N</i>	<i>Mean</i>	<i>S. D.</i>	<i>'T' Value</i>	<i>Tabulated Value</i>
Pre Test	20	18.600	5.418	5.7055	2.093
Post Test	20	18.425	5.413		

Comparative statistics in terms of dependent 't' test between pre test data and post test data of girls kabaddi players on their fat percentage. It is observed that the calculated 't' value (5.7055) is higher than tabulated value (2.093). Therefore the significance difference is observed between the mean score at level of significance at 95% confidence interval. Therefore the fat percentage of experimental group was decrease.



**Comparative Graph of Experimental Group Boys and Girls**



**Comparative Graph of Experimental Group Boys and Girls**

## Result and Discussion

It has been seen that there was a significant difference between controlled and experimental group in variable of body mass index, skeletal muscle mass and body fat% of kabaddi male and female players after 10 weeks of plyometric training.

## Conclusion

According to findings of the study we know that the given training to the kabaddi player was very effective. All those skeletal muscle mass, body mass index, fat%, variables which were selected by the scholar were improved.

In the experimental group both boys and girls found significance difference in all variables. That's shows that the treatment given to the subjects was affective to progressive domains of subjects.

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## **TRANSNATIONAL ORGANIZED CRIME CRIMINOLOGY: AN ANALYSIS**

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### **Abstract**

Organized crime can't be done in one country alone. Because of its diversified nature it takes place beyond national boundaries. It can be called transnational organized crime. Transnational organized crime (TOC) includes a broad range of criminal activities, such as money laundering, piracy, and the trafficking of both drugs and people. Transnational organized crime is a significant and growing threat to national & international security, and it has negative effects on the world's public health, safety, democratic institutions, & economic stability. Criminal organizations are not only expanding but also diversifying their operations, which has caused previously distinct threats to merge and have devastating and destabilizing effects. Conflict-ridden and unstable countries are more vulnerable to the dynamics of TOC and may create more favorable conditions for its expansion. Such states have numerous, serious repercussions. This study focuses on how Transnational organized crime has changed recently and how policy may be modified to take this into consideration. Today's TOC places more focus on opportunistic networks than state-sponsored cartels. The Study recommends a comprehensive strategy for resolving the problem, emphasizing that TOC is simply one element in a much longer series of circumstances. Many current TOC presumptions would need to be reexamined, and existing policies are required to be reconsidered.

**Keywords:** Organized Crime, transnational, threat, society, policies, legislations.

### **Introduction**

Organized crime is a global problem that involves groups of criminals who plan and control illegal activities on a large scale. These activities can include drug trafficking, human trafficking, arms smuggling, and money laundering. Organized crime has become increasingly diversified and sophisticated, and it poses a serious threat to security, especially in poor and conflict-ridden countries. The universe of organized criminal activities is vast and ever-changing, making it difficult to track and combat. Numerous nations around the world suffer from the effects of organized crime (OC).

Criminal enterprises have shown themselves to be similarly mobile as a result of globalization, which has made it easier to move people, goods, and capital. Studies on OC cover a wide range of nations and criminal groups, making this subject of study especially complicated because of the various socioeconomic and cultural circumstances. Dimensions of OC include:

- (a) Its nonideological nature, which means that OCGs do not have political or religious motivations;
- (b) Profit orientation, which means that OCs aim to make illegal profits;
- (c) Continuity, which means that OCs aim to commit the same crimes repeatedly for an undetermined number of times;
- (d) Use of threat and violence to commit crimes;
- (e) Internal organization, though not necessarily a formal hierarchy, such as a division of tasks; and
- (f) OC is ingrained in the local social context and actively engages in it, for instance by influencing politics, bribing public officials, and offering extralegal protection.<sup>1</sup>

A financial profit earned through organized crime, is defined as “illegal activities, conducted by groups or networks acting in concert, by engaging in violence, corruption, or related activities.” When these kinds of activities take place across 2 or more nations, it can be considered to be transnational organized crime.

The practices of transnational organized crime are being further impacted by globalization, digitization, and other technical improvements, most recently with the emergence of cryptocurrencies that make it more challenging to trace illicit financial flows. The large and growing production and trafficking of counterfeit drugs by transnational organized crime could have a negative impact on global public health. The World Health Organization claims that low- and middle-income countries are most severely impacted by the problem, where it is believed that one in ten medical supplies are fake. The rate of incidence was anticipated to reach 70% in some areas of Africa and Asia in 2015. The medications are produced in one country (China, India, and Singapore are significant source countries), which allows for their regular distribution to numerous other countries. Counterfeit pharmaceuticals may not be successful in treating the intended disease, and at worst, using them could cause serious harm or death. The World Health Organization estimates that each year, more than one million fatalities worldwide come from faulty or counterfeit pharmaceuticals, with the bulk of instances.

Counterfeit antibiotics are a major problem, as they are the most common type of fake medicine. They have been linked to the rise of drug-resistant bacteria, including tuberculosis, which is a serious health threat.

Transnational organized crime directly affects a state's capacity to fund its government and can restrain economic expansion through tax avoidance and illicit money flows. Because national treasuries are deprived of funds that could otherwise be used to invest in public goods like infrastructure, education, and health, this is especially harmful for developing countries. Transnational organized crime can jeopardize a country's economic stability by eroding its foreign exchange reserves and disrupting asset values.

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1. <https://onlinelibrary.wiley.com/doi/full/10.1002/cl2.1022> (Last Visited 07-07-2023).

Money laundering refers to the intended assistance provided to offenders by a variety of financial, legal, & commercial players in order to convert earnings of illegal conduct into resources which cannot be connected to the actual offence and transfer illegally obtained funds into the legitimate economy.

Organized crime poses an imminent danger to global security and peace by fostering violence and armed conflict. The illicit weapon trade is the third-largest unlawful market in the entire globe. The illegal flow of firearms facilitates violent crime and other organized criminal activities, escalating the likelihood of rising conflicts. The presence of non-state armed organizations in global criminal markets can frequently be overlooked by the role of state actors, underlining the close linkages between transnational organized crime, governmental authority, and corrupted government organizations in many parts of the world.

### **Structure of Organized Crime**

An industry that is continually introducing new types of crime and adapting to emerging markets is transnational organized crime. It is an illegal industry that cuts beyond the limits of culture, society, language, and geography and operates without restrictions or constraints.

With an estimated yearly worth of \$320 billion, drug trafficking is still the most lucrative kind of business for criminals.<sup>2</sup> According to UNODC estimates from 2009, the yearly value of the cocaine and opiate markets alone in the world is \$85 billion and \$68 billion, respectively.<sup>3</sup>

The act of human trafficking, which is a universal crime involves, women, men, & children and they are utilized as commodities for sexual exploitation or labour based exploitation. Although statistics vary, an estimate from the International Labour Organization (ILO) in 2005 stated that there were around 2.4 million victims of trafficking at any given time, with an estimated \$32 billion in yearly profits.<sup>4</sup> However, recent studies on global trends in forced labour lead one to believe that the issue is considerably more widespread.<sup>5</sup> In Europe, there are 140,000 victims at any given time and 70,000 victims annually from the trafficking of predominantly women and children for sexual exploitation, which generates \$3 billion in annual revenue.<sup>6</sup>

Migrants trafficking is also an organized industry which moves migrant people worldwide using organized criminal syndicates. The rights of the migrants are violated as they are smuggled, they are robbed, raped, beaten, or abandoned to perish. Since the transactions related to migrant smuggling is in million dollars, these traffickers do not even care about the migrants if they are perished in containers or died from hunger and thirst in the desert or drowned in the ocean. All these traffickers want is money and they are ready to act inhumanly.

If we talk about wildlife trafficking, the robbers target skins and body parts for exporting it to the international markets. This is known as the illegal wildlife trade, which is also a very profitable industry managed by organized crime groups. Each year, \$75 million in illegal earnings are made by

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2. World Drug Report 2011 (United Nations publication, E 11, XI-10).

3. *id.*

4. [www.ilo.org/wcmsp5/groups/public/@ed\\_norm/@declaration/documents/publication/wcms\\_081882.pdf](http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@declaration/documents/publication/wcms_081882.pdf). (Last Visited 10-07-2023).

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6. United Nations Office on Drugs and Crime, Trafficking in persons to Europe for sexual exploitation, June 2010.



the trafficking of rhino horn, tiger parts, and elephant ivory from Africa and South-East Asia to Asia, endangering the lives of several species.<sup>7</sup> To fulfill the demands of ignorant consumers, these criminal groups without any hesitation deal in rare plants and animals, endangering the species very existence.

Identity theft also known as cyber-crime, produces about \$1 billion annually for thieves, is one of the most lucrative forms of cybercrime.<sup>8</sup> Criminals are increasingly using the Internet to access bank accounts, steal credit card information, and steal private information.

### **Impact of Organized Crime**

- Despite being transnational threat, organized crime has the negative impact on the nations on the local basis as when organized crime establishes itself firmly, it has the potential to disrupt nations and entire regions undermining efforts for development and impeding the provisions of aid in those areas.
- Collaboration between organized crime groups and local criminals can lead to an increase in crime. This is because organized crime groups have access to resources and expertise that local criminals may not have. For example, organized crime groups may have access to financial resources, weapons, and networks of corrupt officials. This can give them a significant advantage in their criminal activities.
- The types of crimes that can increase include corruption, extortion, violence, racketeering, human trafficking, and cybercrime. Corruption can occur when organized crime groups bribe government officials or law enforcement officers to look the other way. Extortion can occur when organized crime groups threaten to harm businesses or individuals if they do not pay them money. Violence can occur when organized crime groups use intimidation or force to achieve their goals. Racketeering is a pattern of criminal activity that includes extortion, fraud, and violence. Human trafficking is the trade of people for the purpose of exploitation. Cybercrime is the use of computers and the internet to commit crimes.
- The collaboration between organized crime groups and local criminals can have a devastating impact on a community. This is because it can lead to an increase in crime, corruption, and violence. It can also undermine the rule of law and the economy. It is important to take steps to combat this problem, such as strengthening law enforcement, improving intelligence sharing, and educating the public about the dangers of organized crime.
- Violent gangs can make inner cities dangerous places, putting the lives of locals at risk. This is because gangs often engage in violence, such as murder, assault, and robbery. They can also intimidate and control their victims, making it difficult for people to live in peace.
- Organized crime affects people in both developed and poor countries. This is because these syndicates are involved in a variety of criminal activities, such as human, drug firearms, wildlife trafficking, & money laundering. Such activities can have a devastating impact on communities, regardless of their economic status.

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7. The Globalization of Crime: A Transnational Organized Crime Threat Assessment (UNODC).

8. *Id.*

- Bank systems are used to launder money by organized crime groups. This is because banks offer a way to move money around the world without being detected. Organized crime groups can use this to hide their illegal profits and make it difficult for law enforcement to track them down.
- Identity theft is a common problem that affects millions of people each year.<sup>9</sup>

### **How to Combat transnational Organized Crime?**

A major piece of legislation to fight against transnational organized crime is the United Nation Convention Against Transnational Organized Crime (UNTOC), 2000 and this fixes certain legal requirements for governments. State parties are now examining UNTOC and its protocols. The UNTOC and other significant international legal instruments to combat transnational organized crime, such as the 2003 UN Convention Against Corruption, are administered by the UN Office on Drugs and Crime (UNODC). The UN Commission on Crime Prevention and Criminal Justice and the Commission on Narcotic Drugs are the UNODC's two governing bodies. Both have requirements that cover elements of global organized crime.

INTERPOL is an intergovernmental organization that supports national law enforcement agencies in their fight against organized crime, including transnational organized crime. Europol is a European Union agency that conducts research on crime and terrorism, helps member states enforce the law, and collaborates with non-EU countries and international organizations.

The Global Initiative Against Transnational Organized Crime (GI-TOC) has said that the current international system for cooperating on transnational organized crime (TOC) is not working well. This is because countries have been unable to agree on a comprehensive approach to TOC, and there is a lack of coordination between different agencies and organizations.

The GI-TOC has called for a new international system that is more effective and efficient. This new system would need to be based on a shared understanding of TOC, and it would need to provide a framework for countries to work together to prevent, investigate, and prosecute TOC crimes.

Here are some specific examples of how the current international cooperation system is inadequate:

- There is no single international treaty that criminalizes all forms of TOC. This makes it difficult for countries to cooperate on investigations and prosecutions.
- There is a lack of coordination between different agencies and organizations that are responsible for combating TOC. This can lead to duplication of effort and missed opportunities.
- There is a lack of financial resources to support international cooperation on TOC. This makes it difficult to build capacity in countries that are struggling to combat TOC.

The GI-TOC's criticisms are valid, and the international community needs to take steps to address these problems. A more effective and efficient international cooperation system is essential to combatting TOC, which is a serious threat to global security. The GI-TOC argues that the current

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9. *Ibid.*

system is not equipped to deal with the challenges posed by TOC, which is a rapidly evolving and increasingly globalized threat. The GI-TOC has called for a new, more comprehensive and coordinated approach to international cooperation against TOC.

The research claims that despite the UN's extensive reach, it lacks a comprehensive strategy to combat transnational organized crime and instead employs a patchwork method.

Criminal organizations' quick adaptation to change and the unwillingness of states parties to use the convention as a basis for cooperation have made it difficult for UNTOC to remain relevant. Although these methods frequently lack control and present problems for the rule of law and human rights, some strong states prefer them to formal, slow, formal international channels when dealing with transnational organized crime.<sup>10</sup>

## Conclusion and Suggestions

Transnational organized crime is a global problem that requires cooperation from all levels of society to combat. Governments, companies, civic society, international organizations, and individuals all have a role to play in fighting transnational organized crime. Governments can enact laws and regulations to crack down on organized crime, provide law enforcement with the resources they need, and work with other countries to share information and coordinate their efforts. Few suggestions are:

- Individual countries cannot effectively combat TOC on their own. They need to share information, coordinate their efforts, and develop common strategies. The identification, investigation, and prosecution of individuals and organizations responsible for transnational organized crime (TOC) requires coordinated and integrated action at the international level. This is because TOC is a global problem that requires cooperation from all countries. There are a number of international organizations that are working to combat TOC, including the United Nations Office on Drugs and Crime (UNODC), INTERPOL, and Europol. These organizations can provide technical assistance to countries, develop standards, and best practices, and help to coordinate international cooperation.
- It is important to raise public awareness of these issues so that people can understand the impact of organized crime and demand action from their leaders. Policy and decision-makers need to be made aware of the threat posed by organized crime and the need for coordinated action to combat it.
- Purchasing of any product, especially when it is not allowed or is related to organized crime, should be done responsibly, with knowledge of what is being purchased, and with care to avoid supporting organized crime. For this purpose, public awareness is need of the hour so that people must know the consequences of the acts done on their part.
- Traditional law enforcement techniques and institutions are often not equipped to deal with the sophisticated intelligence and technology used by organized crime networks. This is because organized crime groups are constantly evolving their methods and using

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10. <https://www.sipri.org/commentary/topical-backgrounder/2022/transnational-organized-crime-threat-global-public-goods#:~:text=The%202000%20UN%20Convention%20Against,establishes%20legislative%20standards%20for%20states.> (Last Visited 10-07-2023).

the latest technology to evade law enforcement. As a result, crime justice institutions and traditional law enforcement techniques often fall short in terms of their ability to identify, investigate, and prosecute organized crime groups. This is a serious challenge, as organized crime groups pose a significant threat to public safety and the rule of law. More specialized law enforcement teams need to be trained and outfitted with cutting-edge technology in order to build better intelligence tactics.

- Developing countries need help to combat TOC. The UNTOC is a tool, but they also need to invest in their own law enforcement and judicial systems. The United Nations Convention against Transnational Organized Crime (UNTOC) is a global legal framework that helps countries to identify, deter, and dismantle organized criminal organizations. The Convention has been adopted by 170 parties, and it is a powerful tool in the fight against organized crime. The Conference of the Parties to the UNTOC is a biennial meeting of governments from around the world that is held to promote and assess the implementation of the Convention. The Conference is an important opportunity for countries to share information and best practices on how to combat organized crime. The United Nations Office on Drugs and Crime (UNODC) provides training and technical support to countries to help them improve their ability to detect and stop money-laundering. Money-laundering is the process of concealing the proceeds of crime, and it is a major source of revenue for organized criminal organizations. By helping countries to detect and stop money-laundering, UNODC is helping to reduce the revenue generated by crime.

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2. Based on International Labour Organisation (ILO) projections from 2005. However, more recent and accurate ILO figures on global trends in forced labour would make us believe that the problem is considerably more widespread. The International Labour Office published A Global Alliance against Forced Labour: Global Report under the Follow-up to the ILO Declaration on Fundamental Principles and Rights at Work in Geneva in 2005. [www.ilo.org/wcmsp5/groups/public/@ed\\_norm/@declaration/documents/publication/wcms\\_081882.pdf](http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@declaration/documents/publication/wcms_081882.pdf).
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## **BID-RIGGING AS AN ANTI-COMPETITIVE AGREEMENT UNDER THE COMPETITION ACT, 2002: A STUDY**

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### **Abstract**

Bid rigging is bidders' pre-arranged collusion. Even though the bid is predetermined, it gives bidders a sense of realistic competition. Manipulative behavior hurts competitiveness by denying all prospective purchasers a fair chance to bid. The Competition Act 2002 promotes competition in India and prohibits anti-competitive practices. The Act nullifies any arrangement that harms Indian market competitiveness. Section 3 of the Act presumes bid rigging to harm competition. This research article briefly discusses bid rigging, definition of bid rigging, its forms, its main cause, the regulatory authority who is empowered to handle instances of bid-rigging. Bid rigging and its allied issues are the focus of this research and through this research bid rigging prevention techniques have also been discussed.

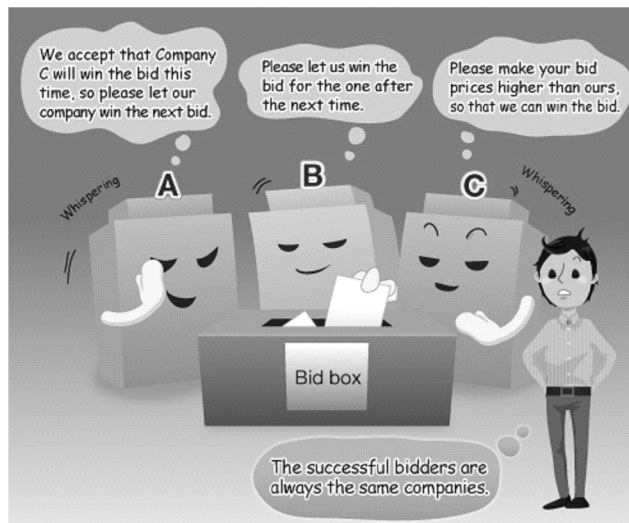
**Keywords:** Anti-competitive, Bid-Rigging, Forms and Penalties

### **Meaning and Concept**

The term 'bid-rigging' is a combination of two words, 'bid' and 'rig' wherein 'bid' means 'an offer to give for an article about to be sold on auction'<sup>1</sup> and 'rig' means to 'manage or conduct fraudulently so as to gain an advantage'<sup>2</sup>. A bid-rigging conspiracy is an illegal agreement or understanding between companies that provide the same or similar goods or services. The Competition Act, 2002 expressly forbids any arrangement between two or more than two rivals that fails the competition law test of compatibility and viability. This form of cartel behavior is essentially an extension of price fixing and market allocation cartels, and it occurs when a group of bidders agrees that one of them will win the bid as a result of the agreement, and the other bidders agree to keep the price of their bids at a relatively higher level to make it easier for the party who has been decided to win by the cartelists to obtain the winning bid. This kind of cartel behavior typically shows up and is exposed in contexts where contracts are awarded through competitive bidding, such as government

construction contracts, government supply contracts, and so on. The Competition Act of 2002 defines bid rigging as a horizontal agreement that is likely to have a significant anti-competitive effect.

In this context, bid rigging refers to a cartel in which the participants in a bid conspire to choose the contract or the winners of the bid rather than the person who has asked for the bid. The bidders conspire, construct, and make the bid in such a way that the bidder whose favor they have chosen would obtain the bid by default, so destroying the right of choice of the person or organization that has asked for the bid. It is used to describe and designate arrangements in which members of a cartel agree among themselves as to which bidders should be granted contracts and at what prices. Bidding is done so that a provider can be chosen to provide the goods or services, and that provider is chosen based on the price that was bid. Buyers, who are typically government agencies, use the request for proposals (RFP) process to acquire products and services. This does not imply that bid-rigging only occurs in and is concerned with governmental transactions; it is also possible for private businesses to engage in bid-rigging if they choose to base their operations on the bidding process. The concept of bid-rigging is clarified by an examination of the graphic created by the Japan Fair Trade Commission, which is presented below.



Source: Japan Fair Trade Commission.

### Definition of Bid-Rigging

As per OECD *“Bid rigging is a particular form of collusive price-fixing behavior by which firms coordinate their bids on procurement or project contracts. There are two common forms of bid rigging. In the first, firms agree to submit common bids, thus eliminating price competition. In the second, firms agree on which firm will be the lowest bidder and rotate in such a way that each firm wins an agreed upon number or value of contracts. Since most (but not all) contracts open to bidding involve governments, it is they who are most often the target of bid rigging. Bid rigging is one of the most widely prosecuted forms of collusion.”*<sup>3</sup>

EU defines bid-rigging as, *“Bid rigging is frequently described as a particular form of coordination between firms which can adversely affect the outcome of any sale or purchasing process*

*in which bids are submitted. For example, firms may agree their bids in advance, or decide which firm will be the lowest bidder. Alternatively, they may agree not to bid or to rotate their bids by number or value of contracts.*"<sup>4</sup>

Australian Competition Commission defines as "*Bid rigging, also referred to as collusive tendering, occurs when two or more competitors agree they will not compete genuinely with each other for tenders, allowing one of the cartel members to 'win' the tender. Participants in a bid rigging cartel may take turns to be the 'winner' by agreeing about the way they submit tenders, including some competitors agreeing not to tender*".<sup>5</sup>

The explanation to sub-section (3) of Section 3, of The Competition Act defines "'bid rigging' means any agreement, between enterprises or persons referred to in sub-section (3) engaged in identical or similar production or trading of goods or provision of services, which has the effect of eliminating or reducing competition for bids or adversely affecting or manipulating the process for bidding."

### **Categorization of Bid-Rigging**

The colluders can engage in bid-rigging in a variety of ways<sup>6</sup>. The most common types of bid-rigging, which are acknowledged by the colluders, can be broken down as follows:

#### **Sub-Contract Bid-Rigging**

These arrangements are often a part of the bid rigging schemes. Competitors, who agree not to bid or to submit a losing bid, frequently receive subcontracts or supply contracts in exchange from the successful bidder. In such schemes, a low bidder will agree to withdraw bid in favor of the next low bidder for a lucrative subcontract that divides the illegally obtained higher price between them. It exhibits a high success rate primarily due to the inherent compensation scheme that accompanies them. This compensation scheme entails a mechanism whereby the winning bidder is obligated to provide compensation to other participants of the agreement who could have potentially occupied their position had the agreement not been established. Compensation may be provided either in monetary terms or through a compensatory contract, which is predetermined among the involved parties at the time the agreement to manipulate bids is established.

#### **Bid-Suppression**

In this form of bid rigging, one or more competitors who otherwise would be expected to bid, or who have previously bid, agree to refrain from bidding or withdraw a previously submitted bid so that that designated winning competitors' bid will be accepted.

#### **Complementary Bidding**

The practice of complementary bidding, also known as cover bidding or courtesy bidding, takes place when several rivals come to an agreement to place bids that are either too high to be approved or contain unique requirements that the buyer will not be willing to accept. These kinds of bids are not intended to win the acceptance of the buyer; rather, their sole purpose is to provide the impression that there is true competition among the bidders. Complementary bidding is the most common form of bid rigging, and the bidders commit fraud on purchasers by providing the appearance of competition to conceal covertly raised pricing. Complementary bidding is the most common

form of bid rigging.<sup>7</sup> In *National Insurance Company Ltd. & Ors. v. Competition Commission of India*<sup>8</sup>, CCI and subsequently the Competition Appellate Tribunal (“COMPAT”), determined that the appellants engaged in cover bidding. This conclusion was reached based on evidence of prior meetings where three out of four bidders agreed to submit escalated bids in order to ensure the success of a particular bidder. A modified penalty equivalent to 1% of their annual turnover was imposed upon them.

### ***Bid-Rotation***

In bid-rotation schemes, all participating parties engage in the submission of bids, with each party taking turns to assume the role of the lowest bidder. The rotation terms may vary, with competitors alternating contract participation based on contract size. This can involve either equal allocation of resources among all parties involved or allocation of volumes proportional to each party’s size. In this scenario, each member of the cartel is assigned as the winning bidder for specific contracts, while their fellow cartel members are assigned to secure other contracts. This phenomenon can be classified as a subset of market allocation cartels, wherein the participating entities distribute or divide markets, products, customers, or geographic territories amongst themselves. The objective is to ensure that each participant obtains an equitable portion of the overall business, without engaging in genuine competition with the other competitors within the same industry or sector.

### ***Proxy Bidding***

The only role that proxy bidders play in the bidding process is to ensure that the tender is awarded to the desired participant within the allotted amount of time and without the need for the procurer to issue a re-call. Proxy bidders are an optional aspect of the process.<sup>9</sup>

It is important to comprehend that the aforementioned types of bid rigging are not necessarily independent of each other. This implies that multiple forms of bid rigging can coexist simultaneously. This concept can be comprehended by examining the subsequent illustration. Five industries, specifically ‘ABC Pvt. Ltd.’, ‘M/s Aggarwal Stationers’, ‘Balaji Traders and Stationers Ltd.’, ‘Chaudhary Enterprises Pvt. Ltd.’, and ‘Prashant Stationery Pvt. Ltd.’, engage in the supply of stationery to government departments through a bidding system. These industries collude and form a bid-rigging cartel, thereby establishing a bid-rigging ring. The government has issued a request for proposals for the procurement of stationery supplies for the fiscal year 2021-2022. The five bidders have collectively determined that ‘Chaudhary Enterprises Pvt. Ltd.’ will be declared the successful bidder. To achieve this outcome, ‘ABC Pvt. Ltd.’, ‘M/s Aggarwal Stationers’, and ‘Balaji Traders and Stationers Ltd.’ have submitted inflated bids (referred to as cover bids), while ‘Prashant Stationery Pvt. Ltd.’ has chosen not to submit a bid (known as bid suppression). Hence, it is evident that within a single transaction, two distinct manifestations of bid-rigging are concurrently in operation.

### ***Portent of Bid-rigging***

It is widely acknowledged that anti-competitive practices inherently involve secrecy, and participants in collusive agreements make efforts to maintain confidentiality. However, there are instances where inadvertent mistakes or a lack of caution, even on a single occasion, can inadvertently reveal the existence of collusion. Certain behavioral patterns or statements exhibited by the bidders,



whether in a formal or informal conversation, may indicate the potential occurrence of collusion. Below are several statements or behaviors that may be considered suspicious and have the potential to raise concerns:

- The proposals or bid forms submitted by various bidders exhibit irregularities, such as identical calculations, spelling errors, or similarities in handwriting, typeface, or stationery. These errors suggest that the bidder who was successful in winning the bid has structured their bid in a way that inevitably leads to failure, resulting in another bidder winning the bid. In the case of *A Foundation for Common Cause & People Awareness v. PES Installations Pvt. Ltd. & Ors.*<sup>10</sup>, the Competition Commission of India (CCI) identified certain common errors, such as typographical mistakes, that were present in the forms submitted by the bidders. The Commission interpreted these similarities as suggestive of collusion.
- The bid or price documents exhibit physical alterations, such as white-outs, that indicate last-minute modifications
- A formal request from a company seeking a bid package for their own organization as well as their competitor. Alternatively, a company submits two separate bids, one for themselves and another for their competitor, as per their request.
- Company submits proposal knowing full well it cannot fulfill the contract should it be awarded to it.
- Statement made by the bidder or the salesperson giving reference to or indicating any sort of pre-mediated agreement between the bidders. When deciding whether or not there was collusion in the case *Director, Supplies & Disposals, Haryana vs. Shree Cement Limited and Ors.*<sup>11</sup>, the Competition Commission of India considered a number of indicators, including the OPs' officials' increased frequency in exchanging text messages and phone calls in the days leading up to the tender. Collaborative price cutting by OPs was at issue in *In re: Delhi Jal Board vs. Grasim Industries Ltd and Ors.*<sup>12</sup> The Commission found it highly unlikely that the consistent rise in bid prices over time was a mere coincidence. It was also pointed out that the three bidders' variable manufacturing, shipping, tax, and other costs varied greatly, making it less likely that they would quote similar bids without a consensus.

Nevertheless, it is important to consider that these types of statements or behaviors merely serve as evidence of potential collusion, which can be refuted upon thorough examination of the case. Collusion may be discerned through the presence of either estimates that surpass the par value or inaccurate estimates. These conditions do not possess the qualities of being both necessary and sufficient for collusion.

### **Patterns of Bid-Rigging**

Due to the covert and unlawful nature of these clandestine agreements, which attract scrutiny from competition regulatory authorities, it is challenging to detect and subsequently prohibit them. Authorities must diligently undertake a rigorous procedural process to identify suspicious patterns and then take action to control and prohibit such activities. This may involve imposing sanctions on

cartelists based on the severity and scope of their anti-competitive practices. Law enforcement agencies have the ability to identify certain suspicious behaviors and attitudes that may indicate the presence of a bid-rigging cartel. Based on these observations, authorities can proceed to the subsequent stages of investigating and dismantling such cartels. Certain forms of bidding are not indicative of competitive practices and give rise to concerns regarding the presence of anti-competitive behavior. Upon careful observation and analysis, these practices exhibit a discernible pattern that can be comprehended as follows:

- If suppliers' responses to bid requests have suddenly dropped, if they have begun to refrain from bidding, and if bid-suppression is evident in these situations?
- Is there a clear pattern to the way bids are placed? This means that the authorities should look for signs that the same bidders are consistently winning many bids, or that a small group of bidders is consistently winning multiple bids.
- It is possible that there is an abnormally substantial disparity between the winning bid and the rest of the bids.?
- If the prices of bids fall when a new bidder enters the market? This means that when a new bidder enters the market who is not a part of their bid-rigging cartel, the existing bidders, who previously submitted higher bids, may suddenly begin submitting lower prices to secure bids.
- Do multiple winning bids in the same market or for the same product go to the same supplier or bidder? This practice shows competition supremacy of the bidder, which may be the consequence of a collusive bidding arrangement if the same supplier consistently wins contracts in the same geographical area or for the same product.
- Is there evidence from the bid history that one or more bidders persist in placing bids despite consistently failing to win any of them due to the presence of a flaw or an inadequate bid on their part?

### **Powers of the Competition Commission of India (CCI)**

According to Section 19 of the Act, CCI is authorized to initiate an investigation into any reported instances of bid-rigging, which is an anti-competitive practice. Section 19 explicitly delineates the authority vested in CCI to undertake an investigation pertaining to any acts of anti-competitive conduct, in accordance with the provisions outlined in Section 3 (1) of the legislation. Bid rigging is considered an anti-competitive practice and is encompassed within Section 3 (1) due to its potential to significantly harm competition in India. CCI possesses the authority to instruct the Director General of CCI to investigate the issue at hand and subsequently furnish a report on the matter. In this context, it is important to note that according to Section 36 (2) of the Act, the authority of the CCI is equivalent to that of a Civil Court. Consequently, CCI possesses the full range of authorities pertaining to the summoning of individuals, conducting examinations under oath, requesting the production of evidence, and accepting evidence in the form of affidavits. After the completion of the investigation, CCI has the authority to issue an order in accordance with Section 27 of the Act. Through the issuance of an order, the governing body has the authority to instruct the involved parties to either terminate or make alterations to the existing agreement. Furthermore, it can instruct the involved parties to comply with any other order issued by CCI.

## **Penalties under The Competition Act, 2002**

According to Section 42<sup>13</sup> of the Act, in the event that the parties involved do not adhere to the order issued by the CCI, the CCI has the authority to levy a fine of up to one lakh rupees for each day that non-compliance persists. The highest possible sanction that can be enforced is ten crore rupees.<sup>14</sup> Nevertheless, the final decision regarding the amount of the fine rests with the CCI. If the parties involved are unable to fulfill the prescribed fine, the CCI possesses the authority to levy an additional penalty of INR 25 crores or alternatively, impose a three-year prison sentence on the non-compliant party, or both.<sup>15</sup>

## **Conclusion**

To effectively address bid-rigging, it is imperative to establish internal expertise to promptly detect and prevent such practices. It is advantageous to possess readily available data pertaining to potential suppliers of the product or service, as well as historical information on previous tenders of a similar nature. It is important to acknowledge that the tender process ought to be structured in a manner that optimizes the potential for broad participation. Therefore, techniques such as cost reduction in bidding, broadening the pool of bidders, and providing opportunities to smaller firms can be employed as methods to address bid rigging. In addition to the aforementioned factors, it is crucial to minimize the presence of the “predictability” aspect within the bidding procedure. Tenders should be meticulously formulated to eliminate any room for ambiguity. The establishment of more predictable procurement schedules and the maintenance of consistent quantities in sales or purchases have the potential to facilitate collusion. To mitigate collusion among bidders, it is imperative for procurement officials to possess knowledge of the factors that facilitate such behavior. The information that is made known to the bidders should be taken into account during the moment of the public bid opening. Given the absence of a specific regulation, it is imperative that tenders be tailored to the prevailing circumstances. The selection criteria’s intensity and effectiveness should be carefully determined to prevent any biases towards specific types or classes of suppliers. The examination of bid rigging and other forms of collusive bidding, which are essentially anti-competitive agreements, is necessary from a regulatory standpoint. These practices exhibit collusion and contravene economic regulations, leading to significant losses in state revenue. From this standpoint, it is vital that such a practice be preemptively addressed by establishing a fair market characterized by robust competition. Additionally, it should be noted that the state plays a significant role in the contemporary economy, particularly in a developing welfare economy. This is due to the inherent risk of larger entities exploiting smaller ones within this economic model. This practice not only violates equitable economic principles but also exhibits anticompetitive behavior, consequently impeding developmental progress.

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## **REVENGE PORNOGRAPHY: UNDRESSING THE CONCEPT**

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### **Abstract**

The rampant growth of communication and technology has given rise to the various online evils among which revenge pornography is a serious concern. Revenge Pornography is the distribution and dissemination of sexually explicit images/ videos of the subject depicted, which was then taken with their consent but disclosed without their consent. It is basically done by vengeful ex-paramour in order to humiliate and harass the victim for ending the relationship or for not meeting up their other sexual demands. Innumerable websites are dedicated to revenge pornography where visitors post their crude, sexual and insulting comments. It is a highly gendered activity that disproportionately affects women though men may also be victimized. It has potentially horrific consequences. Victims often lose or quit their job, they suffer with serious physical, mental and professional ailments. The moment these pictures and videos are uploaded on social media platforms including porn sites the privacy of victims remains no more private. The perpetrators most often chooses social media platforms such as Facebook, Twitter, Linked In, You Tube etc. for uploading the content as these sites have a wider audience. Through this paper an attempt has been made to clarify the concept of revenge pornography followed by its causes and effects. Brief insights on various harms and wrongs of revenge porn have also been discussed.

**Keywords:** Revenge Pornography, Legislation, Pornography.

### **Introduction**

There has been a symbiotic relationship between pornography and technology, each playing an important role in the growth and widespread success of the other. With the introduction of new technologies the dimension of porn industry has continually been able to grow and push its limits and correspondingly the porn industry has always escalated the growth of new technologies. Technologies such as internet have changed the complete outlook of communication and in turn, have created an opportunity for a new category of crimes. Internet has exacerbated the distribution and viewing of child pornography, and the mobile phones started a new “sexting” craze among teenagers and adults. Specifically, the internet has given birth to new monster “revenge pornography”

as a form of humiliation, harassment, gender abuse, invasion of privacy and loss of reputation. The advent of smart phones (camera/video phones), webcam, and the modern ease with which individuals can design, run and navigate websites has contributed to the rise of revenge pornography phenomenon. Like polaroid cameras, camera phones have given sense of privacy to individuals, making them feel safe taking and sending intimate pictures and videos. But unlike Polaroid pictures, these pictures and photographs can easily be uploaded to revenge porn websites by exes, friends, hacker or anyone who come across such content.

*Don't share personal information. Just ignore the trolls. Go offline.* These mantras pervade discussions of digital communication and the humiliation and abuse that occur online. The rapid growth of technology has given birth to a new genre of pornography in the form of 'revenge porn'. It is a relatively new phenomenon that has increased substantially since the internet has become a basic tool for most. The increased use of smart phones and social media sites contributed to the growth of revenge porn. Revenge porn is the online distribution or posting of sexually explicit pictures and videos of a victim by an ex-partner, which was then taken with the consent of a victim but distributed or posted without their consent. Such sexually explicit images are often accompanied with disparaging descriptions and contact details of the victim's home and work and sometimes even of her family members. The victims of revenge porn tend to be female and young. It is basically done when one partner breaks up or cheats or does something which instigates the other partner to do such an overt act in order to satisfy his/her revenge. Thus the motive behind such an act is 'revenge'. It is the anger and frustration of ex-paramour which comes out in the form of revenge porn. The purpose of revenge porn is to humiliate and harass former partners by disseminating sexually explicit images which are further redistributed by dozens or even hundreds of other websites, thus making them nearly impossible to remove them from the web.

Majority of sexual, private and intimate pictures or videos found on revenge porn websites stem from ex-partners jilted by their former partner and seeking revenge through public humiliation. Once these images or videos find their way to a site, they become extremely impossible to be removed from the site thereby causing hazardous effect to the person depicted in those images or videos. Some websites have been created solely for the purpose of uploading and distributing revenge porn and over the past few years such sites have continued to multiply. Jilted partner usually takes the help of social media and revenge porn websites to harass the individual-turned victim by uploading these pictures or videos there. The revenge porn websites are specialized in hosting user-uploaded revenge pornography with the implied or explicit purpose of humiliating former partner.

### **Causes of Revenge Pornography**

There are various factors which owe to the growth and development of revenge porn. Some of the factors are discussed as under:

**Social Media Websites:** The Internet, smartphones and social media applications are constantly changing how society interacts with each other. The recent growth of social media has enabled the distribution of pictures and information faster than ever before. Nearly sixty million photos get uploaded to Instagram daily, while the figure for facebook is 300 million pictures each day. In September 2019, facebook alone has an average of 1.62 billion daily users, 2.45 billion monthly active users. Twitter reported an average of 330 million active users. Instagram monthly active users

had reached 1 billion figures in 2018. The above data reveals that people spend most of their time in surfing the internet. The millions of malicious content uploaded every day, increase the possibility of its misuse and poses challenge before the website administrators to catch the inappropriate images being posted. The wider reach of social media platforms makes it more convenient for the perpetrator to upload explicit pictures and videos. Another application ‘Snapchat’ has become the go to social media app for millennials. This app is continuously growing and introducing new and engaging features to allow people to connect. It is a mobile phone application that allows users to send photos and videos which are deleted within seconds of the recipient viewing them. This feature makes this app popular among teenagers (especially for exchanging dirty snaps) as they have false sense of privacy that their pictures or messages would not be circulated further because they are deleted within seconds. This description misguides users, as the company’s privacy policy reveals that although company promise to delete messages as soon as recipient receives and opens it but does not guarantee its removal in every case and therefore stipulates that the messages are sent at the risk of the user. The risk does not end there. Recipients can take screenshot of any image sent to them, defeating the ten seconds rule. The screenshot taken by the recipient can be used for creating revenge porn. Occurrence of Revenge porn through Snapchat therefore involves two violations of trust;

- (i) firstly, taking copy of the image without prior consent (via screenshot) and
- (ii) secondly, distributing it without consent.

**Sexting:** Another factor contributing to the rise of revenge porn is sexting. Sexting is a popular trend or a prevalent behavior among minors and young adults to flirt electronically. It simply means sending and receiving sexually suggestive text messages and images (nude or semi-nude photographs) through electronic means primarily mobile phones. In sexting a person takes digital photo of himself or herself with the help of mobile phones and send it to the others, who are mostly creator’s friends via mobile phone or email messages or uploading these messages to the social networking sites.

According to CCRI, 80% victims of revenge porn belong to this category. Such nonconsensual forwarding of what initially were consensually sexted images has been dubbed as downstream sexting. Sexting by teenagers has certain unique characteristics which are as follows:

- (a) In sexting among teens, both the creators and recipients of the sexted images or messages are teens of the age group of 13-18. It is created through mobile phone with camera.
- (b) Adolescent teens click their erotic photos or private parts photos like breast, genitals etc and send it to their confidante with or without text messages. This may even include pictures of their compromising position.
- (c) Most commonly the sexting partners are boyfriends or girlfriends who in order to impress each other or on demand of one partner sends sexting images.
- (d) It sometimes includes taking pictures of other friends with himself and herself and sending it to bulk of friends.
- (e) Sometimes the self captured or even received pictures are distributed to the known or even unknown individual through mobile phones, social networking sites or by email attachments.
- (f) Such pictures can also be distributed as a revenge taking measure for a broken relationship.

- (g) Sexting among teens mainly involves children of the same school, even children of different schools sometimes participate if they know sender personally or through social networking sites or even when jilted teen wants to distribute the picture randomly.
- (h) Sexting can result in severe emotional distress to the creator as well as recipient. The distribution of sexted images can lead creator to commit suicide. Further it can also lead some recipients to turn into instant bullies towards the creator.

**Nature of Perpetrator:** this perhaps could be the most authentic cause for the upsurge of revenge porn. The upsurge of revenge porn might be because of the inherent nature of perpetrators'. Reasons could be many like perpetrator behavior of being possessive in relationships, personal history of being dominant in relationships thereby controlling victim's life according to their priority like for an instance, they might create revenge porn to show that they still remain superior or they might have their own insecurities, as to which they feel jealous of the ex-partner happiness after breakup. The feeling that their ex is no longer under their control makes these paramours more jealous and revengeful. Sometimes perpetrators strong backup owe them this character, the belief that they may have anything at any cost makes them more egoistic and therefore could not handle the aftermath of breakup. Moreover, majority of revenge porn victims do not resort to legal remedies because of their family reputation. This sense of security and safety makes perpetrator more confident in doing such heinous act and once the victim approaches perpetrator to remove the content, the latter becomes more adamant to do so.

### **Harmful Effects of Revenge Pornography**

According to the survey of Cyber Civil Rights Initiative (CCRI); 93% of revenge porn victims suffered 'extreme emotional distress' and 42% opt for psychiatrist.

- Images posted online are more often linked to the victim's social networking sites along with contact details and names raise the risk of physical attack and online/offline stalking and even invite strangers to confront them online/offline both. Moreover biggest fear of victim is that the innominate callers would follow up their sexual demands in person. Victims often quit their job, in order to escape humiliation;
- It is the invasion of the privacy of the victim that leads to the interference with and in most of the cases the severing of the victim's relation with others;
- Victim suffers anxiety and panic attacks;
- Victim suffers psychological ailments and some even resort to suicide to avoid all these insult, humiliation. A study conducted by CCRI reported that over 80% of victims of revenge porn experience severe trauma, anxiety and emotional stress;
- It also affects victim's social and professional life. Many of them close their Facebook and email accounts that have been flooded with indecent and abusive messages, some of them face difficulty focusing at work or school;
- Teen's victims suffer severe harm. Once their images are available online they are continuously targeted by pedophiles;
- In the first place, victims of revenge porn are cursed and blamed for the disclosure of their



private pictures. The irony of society is that the person who is actually responsible (perpetrator) easily finds his escape and the victim does not see a way out and commit suicide. Blaming victims for wrong that has been inflicted upon them is wrong in itself. Victims should not be blamed for being wronged nor should they blame themselves. The wrong is non consensual disclosure of the images and not the fact that they were made.

#### **Four Wrongs of Revenge Pornography**

The concept of revenge porn enumerates several wrongs that are inflicted upon the victim. The term ‘wrongs’ refers to the acts that are intrinsically wrong. It should not be misguided with the term ‘harms’. The harms are the negative consequences of the acts that are not necessarily wrong. Wrongfulness in revenge porn determines the severity of acts, which warrant its criminalization. There are four kinds of wrong committed against the victim of revenge porn:

**(a) Breach of Privacy:** The first essential wrong of revenge porn is the ‘Breach of Privacy’. Due to data swelling on the internet privacy in real life as well as in virtual world is literally shrinking. Revenge pornography is a digital invasion of privacy. The private, intimate and sexual pictures taken and shared during the course of relationship does not imply its wide circulation over the Internet and over the revenge porn websites. The victim consented to the capture or possession of intimate pictures within the context of a confidential or private relationship and therefore retains a reasonable expectation of privacy with regard to disclosure of those intimate pictures beyond that relationship. Sharing sensitive information such as nude pictures during the course of relationship with a confidant does not mean one has waived all privacy expectation in the information.

Thus sharing such personal details with an unintended audience on public websites specifically dedicated to hosting sexually explicit content and commentary raise the risk of online/offline stalking, cyber harassment and physical attack thereby causing severe breach of victim’s privacy. Non consensual disclosure of private, intimate pictures or videos made in private constitutes a breach of reasonable expectation of privacy.

**(b) Breach of Trust:** The second essential wrong of revenge porn is the ‘Breach of Trust’. According to Herring, an intimate relationship connotes a ‘thick interpersonal trust’. Individuals within the course of intimate relationship develop a bond of trust and expose themselves to their partners in a way that is very much different from what they would show publicly.

In revenge porn the victim out of trust and love shares her disclosed intimacy with her/his ex-lover under an impression that it wouldn’t be shared anywhere else. Such breach of trust constitutes a wrong towards the victim. Breaching trust of a victim in an intimate relationship “turns what should be a tool for self-identification and self-affirmation into a tool for self-betrayal and alienation.” The victim therefore in revenge porn “almost becomes used as a tool against him or herself.”

**(c) Compulsive Control of Perpetrator:** The third essential wrong of revenge porn is the compulsive control of perpetrator. The whole process of revenge porn reflects the compulsive behavior of the abuser. The motive of the abuser is to dominate the victim and humiliate her in all public platforms such as social media websites, revenge porn websites etc and thereby vandalizing victim’s sense of self-worth. Perpetrator’s inability to cope indulges him to this activity. The compulsive control takes place by exposing victim’s to various harms such as restricting victim’s access to work, manipulating the victim emotionally, isolating her from family and friends.

**(d) Objectification/Social Ramifications:** The fourth and the last essential of wrongs is the objectification of the person depicted in the pictures or videos. The victims in revenge porn are objectified against their volition and the society justifies such objectification through victim-blaming. Victims of revenge porn are blamed to the extent that they lose their right to decide over their own body. The social ramification of revenge porn can be seen as the augmentation of the thought that the objectification of others against their will is acceptable, thereby diminishing the self worth of the victim. Society reaction towards victim depicts the fact that one is entitled to respect and dignity only when there is no trace of pictures or videos that portray a victim in a sexual way. When a victim consented to being portrayed in a sexual way, she loses her right to speak up against objectification.

## Conclusion

Revenge pornography is an epidemic trend that modern generation faces today. Technological advancements have made it possible for individuals to share personal details with anyone at the touch of a button. In case of revenge pornography such information is of the most sensitive kind-private, sexual and intimate pictures or videos of the individual-turned-victim. It is highly gendered activity and target females especially teenagers and young adults. They are targeted and haunted at a tender age because of a mistake that is likely to result in broken relationships, lost future prospects, lost education, lost friendships, personal damage and even death.

Internet has exacerbated revenge porn as a form of gender abuse. Society has a poor track record in addressing harms that take girls and women as their primary targets i.e. crimes against women were not recognized as legitimate and the harms were ignored as trivial and nonexistent. Though much has been done for the upliftment and empowerment of women, but still most of the social, political power remains in the hands of men. The fight to criminalize other gender offenses such as domestic violence, sexual harassment and sexual assault has been long and difficult and the tendency to trivialize these harms persists. As revenge porn ramifications are most commonly inflicted on women and girls than men and boys and creates far more serious consequences for them, the eagerness to reduce its harms is sadly predictable. Even the current legal framework designed to address this issue is not reliable and not self-sufficient. This loophole in the legal framework has deepened and exaggerated the instances of revenge pornography.

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## **REPRODUCTIVE RIGHTS AND WOMEN'S HEALTH**

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### **Abstract**

India is one of the few countries in the world where women and men have nearly the same life expectancy at birth. Indian women have high mortality rates, particularly during childhood and in their reproductive years. The health of Indian women is intrinsically linked to their status in society. Research on women's status has found that the contributions Indian women make to families often are overlooked, and instead they are viewed as economic burdens. There is a strong son preference in India, as sons are expected to care for parents as they age. This son preference, along with high dowry costs for daughters, sometimes results in the mistreatment of daughters. Further, Indian women have low levels of both education and formal labour force participation. They typically have little autonomy, living under the control of first their fathers, then their husbands, and finally their sons. All of these factors exert a negative impact on the health status of Indian women. Poor health has repercussions not only for women but also their families. Women in poor health are more likely to give birth to low weight infants. They also are less likely to be able to provide food and adequate care for their children. Finally, a woman's health affects the household economic well-being, as a woman in poor health will be less productive in the labor force. While women in India face many serious health concerns, this profile focuses on only five key issues: reproductive health, violence against women, nutritional status, unequal treatment of girls and boys, and HIV/AIDS. Because of the wide variation in cultures, religions, and levels of development among India's states and union territories, it is not surprising that women's health also varies greatly from state to state. To give a more detailed picture, data for the major states will be presented whenever possible.

**Keywords:** Sexual and reproductive health and rights, gender equality, women empowerment, women's rights.

### **Introduction**

We consider health care from the perspective of women's health rights, firstly in the context

of 'General Health' and then specifically focussing on the areas of Mental Health, Reproductive Health and Sexual Health, as they are critical areas of health care and health rights for women

**General Health:** The emotional, social, cultural, spiritual and physical aspects of wellbeing – determined within cultural, socio-political and economic contexts – combine to make up the general health status of women. It is sustained by adequate nutrition, physical and mental activity and many kinds of supportive relationships.

**Mental Health :** We view the area of mental health, including mental health disorders and mental disability, mainly from a psycho-social perspective. While not constraining ourselves in a bio-medical framework, we take the various biological, psychological, socio-economic and medical factors into account. Women experience mental disability ranging from severe confusion, fear and anxiety, to depression and despair to the point of suicide, and also the thought disorder-and-disconnect of schizophrenia.

**Reproductive Health :** Reproductive health is not just a concern during a woman's so-called 'reproductive years' customarily defined from age 15 to 45. It concerns the life-time from infancy to old age for both women and men. Reproductive rights include the basic right of all people to decide freely and responsibly the number, spacing and timing of their children and to have the information and means to do so. It is also their right to make these decisions free of discrimination, coercion and violence, as expressed in human rights documents.

**Sexual Health :** Sexual health and rights are most often seen together with reproductive health. However it is important for the health services to also address sexual concerns that fall outside of childbearing, contraception and HIV-AIDS. In particular, single women face various challenges related to their sexuality, as in the eyes of society their singlehood is not approved.

### **State Obligation to Promote Women's Health Rights**

The State is obliged to provide health services that are physically and economically accessible, available, adequate for early diagnosis and treatment as well as for prevention of diseases, appropriate with regard to rational treatment as well as cultural relevance, and accountable to the people. Services availability is in terms of human resources, drugs and other supplies, and infrastructure. Rationality in treatment is expected to be based on individual, group and epidemiological concerns. Also, the State is obliged to remove all impediments, including financial limitations and cultural restraints, in women's access to health care. Finally, the State is obliged to create an enabling environment wherein women can become healthy and stay healthy. The fulfilment of these obligations calls for a multisectoral approach and co-ordinated efforts between Health and other related Departments and Ministries.

### **Sexual and Reproductive Rights under Indian Constitution**

The principle of gender equality is enshrined in the Indian Constitution in its preamble, Fundamental Rights, Fundamental Duties and Directive Principles. The constitution not only grants equality to women but also empowers the state to adopt measures of positive discrimination in favour of women. Article 253 of constitution contained that parliament has power to make any law for the whole of India for implementing any treaty agreement or convention or any decision made at any international conference. Therefore conventions for the empowerment or betterment of the

women are now part of Indian Law women are now part of Indian Law or Indian Constitution now responsible for the protection of women's rights and continuously provide facilities for women's welfare.

**PART-III OF INDIAN CONSTITUTION DESCRIBED FUNDAMENTAL RIGHTS** and these followings rights protect the women's sexual and reproductive rights. Article 14 - of the Constitution ensures equality before the law or the equal protection of the laws.<sup>1</sup> It means women are equal before law and all law equally available for their protection without discrimination. Article 15 - prohibition of discrimination on grounds of religion, race, caste, sex or place of birth against any citizen.<sup>2</sup> Article 15(3) -nothing shall prevent the state government from making any special provision for women and children.<sup>3</sup> Indian Constitution describes justice for all and justice. For women, same is incomplete without reproductive justice.

Article 21 – According to justice Bhagwati, Article 21 “embodies a constitutional value of supreme importance in a democratic society”. Justice Iyer, has characterized Article 21 as the procedural magna carta protective of life and liberty. This right has been held to be the heart of the constitution.<sup>4</sup> In *R. Rajagopal versus state of Tamil Nadu*<sup>5</sup> popularly known as “Auto Shanker Case”. The Supreme Court held that ‘Right to Privacy’ is guaranteed by Article 21 of the Constitution. A citizen has a right to safeguard the privacy of his own, his family marriage, procreation, motherhood, child bearing and education among other matters. Article 21 includes right to “personal liberty” there is no doubt that a woman right to make reproductive choices is also a dimension of personal liberty as understood under Article 21 of the Constitution of India. It is important to recognize that reproductive choices can be exercised to procreate as well as to obtain from procreating.<sup>6</sup> The Punjab and Haryana High Court held that allowing medical examination of a woman for her virginity would amount to violation of her right to privacy and personal liberty enshrined under Article 21 of the Constitution.<sup>7</sup> Reproductive and sexual rights are the personal autonomy of a woman's privacy. Women have the full right to make a reproductive choice even after marriage. Even after marriage, if the husband tries to force their wife for the sex than it is considered as the marital rape and the woman can file a petition against her husband. Consent is very important in the case of reproductive choices. Because it is the most sensitive part of the female body.

**PART IV, OF CONSTITUTION DESCRIBED DIRECTIVE PRINCIPLES OF STATE POLICY** and these principles set out the aim and objectives of the taken up by the states in the governance of the country.<sup>8</sup> The Directive Principles impose obligations on the state to take positive action in certain directions in order to promote the welfare of the people. The Directive Principles are the ideals which the Union and State Governments must keep in mind while and formulate policy.

Article 38 of Indian Constitution make it clear that State promotes the welfare of people and secure social order in which justice, social, economic and political and state shall strive to minimize the inequalities and eliminate inequalities in states, facilities and opportunities.<sup>9</sup> Article 39(e) that the health and strength of workers, men and women and tender age of children are not abused and not forced to enter avocations unsuited to their age.<sup>10</sup>

Provision for maternity relief under Article 42 of the Indian Constitution that State shall make provision for securing just and humane condition of work and for maternity relief.<sup>11</sup> It is for the

protection of mother health. Article 47 makes it clear that it is the duty of the State to raising the level of nutrition and the standard of living of its people and the improvement of public health as among its primary duties.<sup>12</sup>

**PART IV-A (ARTICLE 51-A) CONTAIN FUNDAMENTAL DUTIES** incorporated by 42nd Amendment are statutory duties and shall be enforceable by Law. Article 51-A (e) spell out the promotion of harmony and it's the duty of every citizen of India to renounce practices derogatory to the dignity of women.<sup>20</sup> All these provision shows that women's sexual and reproductive rights protected under the constitutions.

### **Reproductive Rights of Women and International Perspectives**

India is a signatory to various international treaties, instruments and conventions. Some of them are as under:

1. Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)
2. International Covenant on Civil and Political Rights (ICCPR)
3. International Covenant on Economic, Social and Cultural Rights (ICESCR)
4. Convention on the Rights of the Child (CRC)
5. International Conference on Population and Development, 1994 (ICPD)
6. Fourth World Conference on Women (Beijing 1995).

The right to health and reproductive rights of women is recognized by various International Conventions. Universal Declaration of Human Rights, 1948 provides that All persons have the absolute right to live the standard life for the physical and mental wellness of himself or herself and of his family which contains food, clothing, shelter and basic needs of the medical care and important social services, and the right to security in the event of unemployment, sickness, disability, widowhood, old age or other lack of livelihood in situations which is far away from their control.<sup>13</sup> The declaration further provides special provisions for the wellbeing of the health of women; it provides that motherhood and childhood are titled to special needs and care.

Article 10 (2) of the International Covenant on Economic, Social and Cultural Rights, provides that distinguished care should be according to mothers during a tolerable extent of time before and after childbirth. During such extent especially working mothers should be given paid leave with proper social security benefits.<sup>14</sup> Apart from the aforesaid conventions, the reproductive rights of women have been accorded recognition in the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), 1979. It contains special international legal provisions for the protection and promotion of women's health under Article 10, 11, 12, 14 etc. Article 11 ensures the health and safety in working conditions; including the safeguarding of the function of the reproduction. Article 11 (2) of this Convention also describes the reproductive right of working women, because, it provides the maternity benefits and child care leave for the benefit of children and mothers.<sup>15</sup>

### **Reproductive Rights of Women and Legislative Provisions**

So far as legislative framework on reproductive rights in India is concerned; there is no specific law to deal with reproductive rights directly. Even the term reproductive right has not been explicitly

used in Indian Statutes. However, the law recognizing reproductive rights is prevailing in a scattered form.<sup>16</sup> Like, Indian Penal Code, 1860 declares miscarriage as an offence. The Indian Penal Code makes adequate provisions for the protection of mother and unborn child. It has provision to save the women from miscarriage. Indian Penal Code specifies the provisions relating to miscarriage. Section 312 to 318 of IPC deals with the law on abortion and miscarriage. Whoever Voluntarily causes a woman with child to miscarry, shall, if such miscarriage be not caused in good faith for the purpose of saving the life of the woman, be punished with imprisonment of either description for a term which may extend to three years, or with fine, or with both; and, if the woman be quick with child, shall be punished with imprisonment of either description for a term which may extend to seven years, and shall also be liable to fine.<sup>17</sup> Sec.312 of Indian Penal Code, 1860

Whoever commits the offence defined in the last preceding section without the consent of the woman, whether the woman is quick with child or not, shall be punished with imprisonment for life, or with imprisonment of either description for a term which may extend to ten years, and shall also be liable to fine.<sup>18</sup> The Indian Penal Code also prescribes punishment for act done with intention to prevent child from being born alive or to cause it to die after its birth.<sup>19</sup> It also provides punishment for the act aiming at abandoning or exposing the child with an aim to cause physical risk to the child.<sup>20</sup> Indian Penal Code also provides punishment of that person who is guilty of concealing or secretly disposing of the dead body of any child which dies before, during or after birth.<sup>21</sup>

With an aim to regulate the illegal abortion in India, the Union Government has enacted the **Medical Termination of Pregnancy Act, 1971**. The Medical Termination of Pregnancy Act, 1971 allows women access to abortion in certain circumstances. This Act is aimed at eliminating abortion by untrained persons and in unhygienic conditions, thus reducing maternal morbidity and mortality. The Medical Termination of Pregnancy Act, 1971 has been passed for the termination of certain pregnancies by Registered Medical Practitioners and for matters connected therewith or incidental thereto.<sup>22</sup> The Medical Termination of Pregnancy Act provides the conditions under which the pregnancy could be terminated. A registered medical practitioner shall not be guilty of any offence under Indian Penal Code or under any other law for the time being in force, if any pregnancy is terminated by him in accordance with the provisions of this Act.<sup>23</sup>

Keeping in view the alarming increase in the cases of selective abortion of female foetuses across the country the Union Government has enacted the Prenatal Diagnostic Techniques (Regulation and Prevention of Misuses) Act, 1994. This Act has been amended as Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex-Selection) Act, 2003, for curbing pre-conception sex selection through the misuse of technology.

Along with above legislations dealing with certain reproductive rights, Indian legal framework also provides Maternity Benefits Act, 1961 with the object to promote equality of all women in the workforce and the health and safety of the mother and child.

Various other legislations have been enacted by Indian Parliament which directly or indirectly address the health issues of women such as Child Marriage Restraint Act, 1929; Child Labour (Regulation and Prohibition) Act, 1986; Infant Milk Substitutes, Feeding Bottles and Infant Food (Regulation of Production, Supply and Distribution) Act, 1992; Unorganized Sector Workers' Social Security Act, 2008; Protection of Women from Domestic Violence Act, 2005; The Sexual Harassment



of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013; The Dowry Prohibition Act, 1961; The Indecent Representation of Women (Prohibition) Act, 1986; Protection of Children From Sexual Offences Act, 2012 etc.

### **Judicial Recognition of Reproductive Rights for Women in India**

Indian Judiciary plays significant role in protection of reproductive rights of women. In past ten years, Courts have given numerous decisions in providing privileges to the female's reproductive rights as being part of inalienable survival rights essentially shielded under the basic right to life. In specific judgements given by the Apex courts, they have considered it as main reproductive rights are important for the equality of females and they have right to decide about their own pregnancy at any point of time. The contribution of Indian judiciary in recognizing and protecting of reproductive rights can be highlighted with the help of a few cases.

In **Suchita Srivastava and another vs. Chandigarh Administration**,<sup>24</sup> the Supreme Court stated that the reproductive independency is one of the important element of personal liberty. In these case it was held it is important to identify that reproductive choices can be utilized to propagate as well as to refrain from reproducing. It was also stated that the right to privacy, dignity, and bodily integrity should be respected and should not be obstructed. Moreover, women are also having free choice regarding birth-control methods such as undergoing sterilization procedure.

In the case of **Devika Biswas v. Union of India & Other's**<sup>25</sup>, the Supreme Court, in the year 2016, held in its judgement that "reproductive rights of a person" is included in Article 21 of the Constitution of India and acknowledged it as the right to health and a part of personal liberty. The Supreme Court held that the reproductive right is a freedom to make a choice and exercise the same for reproduction and it would include the right of abortion as well, provided that the choice is made free from any force or coercion.

In **Kharak Singh vs. State of U.P. and others**,<sup>26</sup> the Supreme Court has certainly recognized that a person has complete rights of control over his body organs under Article 21. It is also said to be including the complete right of woman over her reproductive organs. The Supreme Court in the **Peoples Union for Civil Liberties v/s Union of India**<sup>27</sup>, implicitly recognized and enforced under Article 21 of the Constitution the fundamental right to life of the mother. This includes the right to health and reproductive health.<sup>28</sup>

### **Conclusion**

Lastly it can be concluded that reproductive right of a women is a part of health right. This gives safe and proper pregnancy and childbirth. Due to these provisions, couples are free to make their own choices regarding their sexual relations without any fear of pregnancy and contracting diseases. This right give them the choice to choose number of children they want to have and what will be the time gap between them. The only way to tackle with the reproductive issues in family and community label is by placing them within the boundary spectrum of needs and rights of the women as perceived.

The cases mentioned above also shows the significant role of judiciary in proving justice to the women whose rights were infringed. It put practical barriers on the society who prevented the women from enjoying their right as guaranteed by the reproductive rights in India. It recognise

reproductive right as a part of fundamental right as well as the part of human right. Thus, it imposes duty on the state to protect the rights of the women and provide them health care facilities. The judiciary plays a vital role in monitoring implementation of existing decisions. Further, in upcoming litigations our legal body should include both reproductive health and independency in the definition of women's reproductive right for both valued and marginalized population.

### Suggestions

Following suggestions are made for the protection of women's sexual and reproductive rights:

- The Medical Termination of Pregnancy Act, 1971, as it seems it is meant for the population control not for increasing women reproductive freedom. So there is hard need to amend the Act like discrimination of married and unmarried is gray area, where provision made for terminating pregnancy must be provide for all on the ground of failure of contraceptive. The bill still pending in regard to time period for the termination of pregnancy, so there is need to the maximum permissible gestation age for abortion upto 24 weeks according to case with the proper medical measures and with the consents of gynecologist. Because the present abortion law permits abortion upto 20 weeks and many abnormalities that in many cases can only be detected after 20 weeks as well as in cases of rape.
- There is need to amend Prohibition of Child Marriage Act. The Act on one side prohibits child marriage and the other side Hindu Marriage Act 1955 which furnished the child marriage valid, and not void. Further, there is need to have equal age criteria for both the bride and bride groom.
- There is need to start various programmes, seminar and workshop for the awareness of women and girls in order to communicate sex education. Sex education should be given in all colleges and schools also. Sexual health is very sensitive issue, so that need open discussion without any hesitation. The hospitals' administration and doctors may counsel patients those are coming for medical termination of pregnancy, about the use of contraception as contraceptives play an effective character in the sexual life of women.
- The role of judiciary and National Human Rights Institutions is also very significant inceptive in the protection women sexual rights. The judiciary and National Human Rights Commission in alliance with NGOs should provide best measures for making national schemes on sexual and reproductive rights.

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## **RIGHT TO PRIVACY: THE CONCEPTUAL AND LEGAL JOURNEY IN INDIA**

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### **Abstract**

Privacy is arising out of human desire of to be one self. Constitutional jurisprudence has been reluctant initially to approve right to privacy for individuals. The judiciary is sequentially identifying privacy in various fields of human life and ultimately in the K.S. Puttaswamy in no uncertain terms declare right to privacy as fundamental right.

**Keywords:** Privacy, constitutional protection, evolution of privacy.

Right to life of a human being cannot be meaningful in the absence of opportunity for the exercise of personal liberty. Does liberty is understood in physical sense only for the sake of Article 21 in the constitution of India? The obvious answer to this question is in negative because, the liberty that is available under Article 21 is not in a random for human being but, it is a part of an organic mechanism for the development of human personality. The psychological element of liberty is very closely connected and dependent upon the desire of privacy of an individual. Concept of privacy is in consideration only in case of social life of an individual because, privacy implies separation between public and personal. This separation is based upon an individual choice also, an ability of an individual to choose. The choice to share or not to share is based on liberty exercised by individual therefore, privacy become essential condition and hence, an inevitable part of fundamental right in analytical stage.

Privacy necessarily depends upon practical challenges of interference into the individual life. whether this interference is permissible and to what extent the interference is not permissible is the real content of privacy. Only analytical argument will not be sufficient to describe the fundamental nature of right to privacy under part III of Constitution. Since, Constitution does not expressly speaks about guarantee of privacy for an individual we have to rely upon the alternative source for tracing right to privacy in the legal system. As discussed above privacy is a facet of personal liberty and hence, protection of Article 21 is attracted to it but, important question become to what extent does this right is secured by the constitutional guarantee. Privacy is an antithesis of participation and this discussion is similar to the discussion between individualism and collectivism. Privacy and individualism run parallel to each other and inseparable from influencing each other. Individualism speaks about individual identity and personal liberty have priority over collective existence while

collectivism advocates collective identity and collective interest and priority over individual member. Both ideologies are circumstantial, they exist and applicable in their own sphere.

Individualism is protected in the Constitution by providing fundamental rights and collectivism is protected by the directive principle though it is a wide separation but, rights appear to be frequently flowing from one compartment to the other. privacy is as we discussed a necessary component of individualism. Therefore, the privacy interest of an individual is also located in the fundamental rights of the constitution. Privacy is nothing but essential condition for individual autonomy. Privacy is also understood as a capacity of an individual to control information about oneself to be shared with others as well as ability to control the perception about oneself in the minds of others. Here privacy has to be understood in four subset; privacy as a moral stance, political theory, ideology and social outlook. This means privacy is an essential consideration for making the judgement about right and wrong. Person may change his desire to behave or act because of the moral judgements of the society at the same time morality demands the public awareness about the standard of behavior and when we speak privacy as a fact of morality then we reject the ability of society to make a judgment about an individual. In political sphere privacy had to equated with individual identity and capacity of the state to interfere in the kind of an individual.

The relation between the state and individual is govern with the privacy interest of an individual. When we talk privacy as ideology it is necessary to understand we are speaking about the ability of an individual to decide for an action without influencing the perception in the mind of others. For example the matter of sexual orientation need not to influence as a person while working in the office. When a person is speaking about the social participation we cannot expect nor entitled to be aware about all the aspects of social life. The person who speaks about personal life have a reasonable expectation of a privacy about the things spoken. We cannot presume that a person is surrendered privacy by speaking about personal life. Privacy is an essential consideration between individual communication and relationship. While privacy is considered as the prospective of social outlook then it can be said that privacy is filter between socio-individual interaction. We require privacy from society and therefore society should encourage protection of privacy of an individual but the other side i.e. expectation in society is set free from the liability of individual members therefore if society have to protect privacy, society will not remain accountable for individual benefit and losses. Individual is interested in social as well as private life and therefore individual is expecting a protection of privacy in the selected manner. Ultimately, privacy is a kind of capacity of an individual to control the information and perception about oneself.

After undergoing through the theoretical basis of privacy we will have to trace the basis of privacy in the legal system at national and international level. The basic document speaking about the human right which is United Nation declaration of human rights has characteristically under Article 12 speaking about right to privacy, In this provision we can find out that the right of written in passive voice. It means the person against whom privacy is to be secured is not determined specifically this right is available even against the state as well as against individuals. Privacy interest of an individual is described in this Article because, the relationship of an individual and actions of an individual inside home are protected. The family which is a basic unit of socialization also secures this protection for its own existence and interest. This declaration of fundamental rights is not coupled with mechanism for its enforcement therefore, in the International Covenant on Civil and Political Rights (ICCPR) Article 17 prescribe Right to Privacy for an individual.

This article is identical with the article 12 of UDHR and almost similar interpretation but, UN committee on Human Rights as provided its comments about Article 17 of ICCPR wherein the positive and negative obligation about the enforcement of privacy about state is mentioned. This comment speaks that state is not only under negative obligation to prevent from interfering into the communication family and home of the individual about also in a positive obligation that to ensure and facilitates non-interference in the matters of family home and communication of that individual by others. This comment had also made it clear that state cannot allow illegal or arbitrary interference with the privacy of an individual. Here, illegal interference means when executives or non-government bodies interfere in the privacy of an individual without authority of law when the communication is intersected by private person without legal authority is an illegal interference. Arbitrary interference speaks about those instances when individual is required to compromise his privacy according to the provisions of law but the provisions of law are not designed to achieve the international expectation of human rights so, both interference with the provisions of law without just, fair and reasonable purposes or without the provisions of law both are equal violation of privacy of an individual. In the year 1950, European Union has adopted Declaration on Human Rights and also constituted the European Codes for Human Rights where they have provided Article 8 for the protection of privacy of individual so privacy is celebrated and well acknowledge of Human Right at International level bit it is real challenge in the contracting globalized world to ensure privacy world because, the two rights are constantly contradicting each other, first one is right to participate and another one is Right to Privacy. As human life is changing its nature from physical reality to virtual reality and from virtual reality to artificial reality. The participation and privacy also change their course physical to virtual and to artificial one.

While tracing the origin of privacy in the Indian legal system it will be necessary to track privacy at the time of framing pf constitution since, privacy is expressly present in the fundamental rights will it be safe to conclude that privacy was not relevant enough for framers of constitution to consider? Answer of this question has to be given in negative. While framing the constitution the proposal to secure the privacy of correspondence person, home and documents was provided before the constituent assembly but, B. N. Rao and Allabikrushna Swami both have objected .The former have said that ensuring privacy pf person and correspondence and information will be hurdle for criminal investigation and therefore cannot be admissible and the later one said privacy of document and correspondence will be meaningless because, civil processing has to be relied upon the production of doc.

Therefore, we can conclude that the constituent assembly have discussed this issue but, understood the scope of privacy in the limited scope of civil and criminal proceeding and therefore have not excepted the right to privacy this similar view have advocated in the case of *M. P. Sharma v Union of India* who followed the decision of *A. k. Gopalan v State of Madras* which provides that something which is expressly excluded cannot impliedly included and hence, rejected the notion of privacy under Part III.

In a very famous case the legal sanction of privacy came for the consideration of supreme court in the case of *Kharak Sigh v State of U. P* , according to up police regulation Section 28 provide for preparing a history sheet of habitual offenders under group one and group two dacoits, railway wagon thief , robbers are kept under the group one while rest of the habitual offenders are kept under group two under Section 38 (a to d) authorizes the police to compel the offenders for

daily station visit or surveillance, nocturnal domestic visit or any other reasonable limitation. When the matter went to the supreme court section 38 b of the police was held to be unreasonable and held violative to life and personal liberty but majority have not considered violation of privacy as violation of Article 21. It was only justice Subba Rao who have provided action of police authority as violative to privacy of individual and therefore violative to Article 21. Though majority have not agreed with proposition that privacy is an essential part of right to life and personal liberty but it will be contribution of justice Subbarao who introduce privacy in the legal debate of constitutional interpretation.

The debate of privacy as a facet of fundamental right is discussed on various instance on judicial decision. In the case of *Govind v State of Madhya Pradesh*, Supreme Court held that police action can be permissible under M. P. Police regulation rule to override privacy of an individual because of the compelling reason but it become evidence that privacy of an individual thus exist at first place in a very famous auto shanker case the biography of the prison inmate was belong publish by an editor where the prison authority has issued an order of prohibition to publish that document when it was argued on the court that reference to the private life of an individual is violative to Right to Privacy. Then Justice Jeevan Reddy replied that, whenever the information is in public domain and part of public record then privacy cannot claim for the information it means if the information is not a part of public record then privacy can be claimed as inference. Until now the judicial decision was oscillating between the positive and negative protection of privacy under fundamental rights. This debate was conclusively answered by the Supreme Court in the case of *K. S. Puttaswamy v. Union of India*. Supreme court have answered in a very certain terms that Right to privacy is part of individual autonomy and necessary for individual liberty. Article 19 and Article 21 is the repository of privacy under fundamental rights therefore, only question remains with privacy is, what are those reasonable condition which may be permissible to restrict the expectation privacy of an individual?

It can be concluded from the above discussion that privacy which being from an instance of human desire to control information and perception about oneself have been evolved to the status of fundamental rights in Indian legal system. The only question that has left behind is to decide the content of individual privacy and various field the working model of protection of individual privacy as to be associated with a relevant statute. since, the issue of privacy has been intensively raised due to violation of informational privacy it is desired in the changing world that the statute for the protection of individual privacy will be able to provide the working mechanism of privacy and participation.

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## **ANALYSIS OF E-COMMERCE VIA COMPETITION LAW IN INDIA**

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### **Abstract**

The E-commerce in the world has gained more importance post covid-19. The rise of internet access has given customers more exposure to e marketing. Web marketing has gave more convenience, transparency and huge protection to consumers. They can easily get the product at their convenience and at affordable prices. The brick and mortar market receive same weightage when price of the products are higher in online. Online market attracts tendency to attract the customers by providing them with discounts, transparency and exclusive availability of products. These are factors has attracts anti-competitiveness in the online and offline market. Therefore attracts the Anti-trust law or Competition law. Therefore current paper is based on the understanding of E-Commerce modus operandi through Competition Law.

**Keywords:** E-Commerce, competition, transparency, offline market.

### **Introduction**

The integration of technology and commerce resulted in the E-commerce in the world. It consist of sale, purchase, transfer, or exchange of product or services or information. Post pandemic world experiences immediate surge in the e-commerce. The increase in the use of internet is above 50% across the world i.e. 64.6% of the world population. Till April 2023 Norway, Saudi Arab, Europe, the United Arab Emirates used internet by 99%. Contrast of the spectrum is North Korean with no internet usage. India also ranked ahead of other countries in the use of Internet. Focusing on the access of internet simultaneously provides access to E-Commerce. India is the fastest growing country in the E-Commerce market. E-Commerce in India has captured almost sectors. It got surge during Covid-19 with the revenue generation from E-Commerce is projected to reach US\$ 63.17bn in financial year 2023.

Commerce involve the whole or large sector that have impact on economy. This includes legal, economic, political, social, cultural and technological aspect for conducting business in the country. Today E-Commerce business provides transparency in the price, deep discount, search ranking that simplify and fulfil the customers' demands on one screen and click. The issues that are



more prone to attract the anti-competition in the E-Commerce are platform parity clauses, exclusive agreement arrangement, contract terms from platform to business and search ranking.

### **Underpinning the Concept of E-commerce**

Definition of E-commerce is inclusive one that covers use of electronic means to conduct commercial activity or conducting business over the internet. It is the generic term to describe technology-enabled communication with customers and suppliers for business organisation. E-Commerce is called as web economy or Internet economy. It covers both commerce and business. E-commerce and E-business both are used interchangeably but they differ conceptually.

E-commerce means ability to conduct business electronically, or over the internet. In general it means technology enabled communication with customers and suppliers for business. Similarly E-business refers to all aspects of conducting business over the internet. Together they have common characteristics: High profit due to efficient processes, optimum utilisation of technology for selling of goods, services, management, security transaction etc.

There are various Models of E commerce that differ in transaction conducted between business and consumers. These are:

- (i) Business to Business: all kind of electronic transaction, products, services and processing conducted between two business houses.
- (ii) Business to Consumer: commonly used in transaction for products or services between seller and consumer directly
- (iii) Business to government: it include transaction between business and government. Government uses internet for public procurement, licence or other government public related work.
- (iv) Consumer to Consumer: two customers interact with each other over internet. There exist three players: consumer (Seller), Consumer (Buyer) and Intermediaries (Platform provider).
- (v) Government to Business: the transaction between the government and businesses are typically involve government oriented work. Businesses are required to comply with government rules and regulations. This transaction consist of obtaining business information, licenses, renewal, registration, payment of taxes.
- (vi) Government to consumers: basically it includes transactions like filling of taxes, obtaining identity cards, public notices etc.

### **Legal recognition of E-Commerce**

The e-commerce includes the transaction of all the sectors and subjects. Involvement of multiple subjects in ecommerce makes it more complex to have single legislations. Therefore, in India different laws and regulations governs the ecommerce activities. Consumer protection law and rules, Information Technology Act, Income Tax Act, Foreign Exchange Management Act, Companies Act, Competition Law, Payment and Settlement System Act 2007.

In 2020, Ministry of Consumer Affairs, Food and Public Distribution provides us with Consumer Protection E-Commerce Rules, 2020. The main objective of the e commerce rules is to

regulate ecommerce as well as protect consumers from unfair Trade practices in ecommerce. Section 2 of the Consumer Protection E-Commerce Rules, 2020 covers all the goods, digital products and services sold or bought digitally. Rules also governs the marketplace and inventory models, e-tailors of all types and various forms of unfair trade practices.

The most important legislations to be seen for E commerce transactions is the Competition Act 2002. According to the Competition Commission Report released on 8<sup>th</sup> January 2020 entitled “Market Study on E-commerce in India”, online commerce has gained more importance from all the sectors. Huge number of products/goods are sold online in India these includes mobile phones, all types of electronic products and appliances, lifestyle goods and grocery too. Report reveals that products like lifestyles goods, fashion products are sold in large number on online platform than in brick and mortars. The divergence in online and offline shopping varies according to the products. Today services like hotel online bookings are also rising high through online travel agencies. The prominent reasons for rise in such products and services online are due to price deviance as well as huge price transparency. The fluctuation in the prices are much higher in the online platforms, this ultimately helps the customers to have easy comparison with other online platform as well as with bricks and mortar. According to Competition law online platform and bricks and mortar are only two different channels of distribution of same products. It all depends on consumers interest, if the price in offline markets are high then they will move online and vice-versa.

The prominent issues that came up in the E-commerce business is the lack transparency in the search ranking, platform parity clause, exclusive agreements arrangement and deep discounting. These issues proved that Competition Law is the more prominent law to deal with E-commerce business.

Price parity clause is the major issues in the marketplace platform. It has both pro-competitive and anti-competitive character. The European commission in it investigation on price parity found Amazon adopting price parity in e-books distribution arrangement and in German Bundeskartellamt (BKartA).

Exclusive agreements in E-Commerce platform are very commonly seen especially in the mobile phone launches and deep discounting on such products. The CCI launches the anti-competitive investigation against the big-tech companies on January 2020. The CCI approach earlier against such matter was different when exclusive agreement complaint was filed with CCI. The one particular was exclusively available on the only one platform i.e Flipkart the allegation was made on basis of anti-competitive agreements that destroy brick and mortar players from the market and product monopoly that creates price manipulation. CCI did not agree with this allegation due to lack of evidence on anti-competitive agreement. CCI view was that agreement between manufacturer and intermediary would not create any restriction. Contrast to this companies like Lenevo, Nikon issued cautions statement that e platforms like flipkart, snapdeals and Amazons are not its authorised resellers.

In in another case informant Ashish Ahuja, informant, made a complaint against the agreements made between Sanpdeal and Sandisk that stopped sale of the informant product on the ground to obtaine No Objection Certificate from the manufacturer to sell the product online. CCI was of the view that selling of storage devices on online portal via authorised distributors cannot be considered as abusive

“As it is the rights to protect the sanctity of its distribution channel”

According to CCI:

“In a quality-driven Market, brand image and goodwill are important concerns and it appears a prudent business policy that sale of products emanating from unknown unverified unauthorised sources are not encouraged / allowed.”

On the other side of the spectrum CCI in the allegation made by Sanpdeal that Kaff informed the dealers if they want to continue to sell the products online, they have to sell at the price specified by Kaff Appliances. Also Kaff Appliances said that it will not honour warranties on the sold product on online market. CCI was of the view that act of Kaff Appliances covered under section 3(4) of the Competition Act and it amounts to coercive act. The appreciable adverse effect on competition in the market of supply was recognised by CCI, as it was evident that it amounts to anti-competitive agreement that harms consumers as well as competition in India.

The other issue that is to be debated is the deep discounting. Delhi Vyapar Mahasangh has filed the complaint on deep discounting issues where CCI has ordered the investigation against big-tech companies. In Mohit Mangalani case CCI has observed that online commerce gives opportunity to consumer to compare the price as well as pros and cons of the products. Moreover the customer gets the opportunity to accept the products at doorstep that makes consumers more convenient comparing with brick and mortar outlet. Accordingly deep discounting does not attract section 3 and 4 of the Competition Act.

Similar view was adopted by National Company Law Appellate Tribunal in Fast Track Call Cab vs. CCI. NCLT held that

“Ola was providing a mobile –app based solution to the riders and drivers in a new and easy way for taxi rides which booking and payments. It was not enjoying dominant position in violation of section 4 of the Competition Act. It employed a pricing strategy to establish its brands and network to provide much more efficient and user friendly services. It employed a pricing strategy to establish its brands and network to provide much more efficient and user friendly services to customer in real time at any place and at any time to edge out the competitor who were already present in the radio taxi market in Bengaluru which cannot be faulted as being predatory pricing...”

## Conclusion

The above reveals that e-commerce has become equivalent to brick and mortar. The various characteristics of e-commerce have gained more criticism as compared to offline market. The features like discounts, exclusive agreements, price parity search ranking have somehow received sanctity from competition Act as well as rejection in few cases. Thus e-Commerce has become an important and equal player in the business. Still the Competition laws of each country have put E-commerce under scanner the same position received in India too.

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## **LEGISLATOR'S PRIVILEGES VIS-A-VIS SAFEGUARDING LEGISLATURE'S PROPERTY IN INDIA: AN ANALYSIS**

**Dr. Pradeep Kumar Pandey**

State of Kerala v. K. Ajith, Criminal Appeal No 697 of 2021 on 28 July, 2021 (SC)

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*“No member of an elected legislature can claim either a privilege or an immunity to stand above the sanctions of the criminal law, which applies equally to all citizens. The purpose and object of the [Prevention of Damage to Public Property] Act of 1984 was to curb acts of vandalism and damage to public property including (but not limited to) destruction and damage caused during riots and public protests.”*  
—**Hon’ble Dr. Dhananjaya Y. Chandrachud<sup>1</sup>**

### **Abstract**

In any democratic set-up the Legislature, being an essential part of the State, has been assigned the significant task of enacting laws which needs thorough discussions and deliberations, on the subject matter, by all the members of the House. All the members are expected to play active role in law-making process and take every possible step which is covered under the expression ‘legislative function’. The obligations of the members of the House are not only towards the general citizens rather it is related with the future of nation also. The responsibility of enacting good (effective) laws is on the members of the Legislature. But, in some cases, the temple of democracy (House of the Legislature) is being converted into tug of war and the members, on whose shoulders the high responsibility of enacting laws are there, they, on pity issues being violent, do not hesitate in committing the offence including damaging the property of the respective House, claiming that such unruly behavior is covered under their immunity (privilege) granted by the Constitution of India, without thinking their fundamental duty to protect public property. Such behavior cannot be accepted in any civilized society. In this paper, an attempt has been made to discuss the limits of the parliamentary privilege as guaranteed by the Constitution particularly when the members are involved in damaging/destroying the properties of the House.

**Keywords:** Public Property, Legislature, Constitutional Law.

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1. State of Kerala v. K. Ajith, Criminal Appeal No 697 of 2021 on 28 July, 2021 (SC)

## Introduction

The legislators, elected as well as nominated members of the Legislatures, have been assigned the prime task of enacting legislations. For this purpose, they have been authorized to discuss, deliberate and reach at the conclusion in respect of any particular issue so that effective legislations may be made. This is the common responsibility of the whole House including all the members of party-in-rule as well as members of party-in-opposition. The objective is to provide the members a free and conducive atmosphere, without having fear of any proceeding in any court, wherein the true status of affairs of any particular issue may be brought before the House by their deliberations so that the House may take proper decision and the process of enactment may be completed. To achieve this goal, the Constitution of India has guaranteed the immunities from any proceedings in any court in respect of anything said or any vote given by him in Parliament or any committee thereof to all the members of the Parliament, in Article 105, and all the members of the State Legislatures, in Article 194. Generally, the members of opposition oppose the proposals, action or inaction of the Government including the peaceful protest criticizing the Government and its agencies. But, taking the recourse of this constitutional protection, when the opposition, in criticizing and protesting the Government goes beyond constitutional limits, a general question arises: whether the members have unlimited power without being trapped by the law within the four-walls of the Legislature? On the name of criticizing Government, the sessions of the House are adjourned; the resources of the country are ruined and in some cases the members, adopting the unruly behavior, do not hesitate in destroying the properties of the House also. Such incidents are against the constitutional mandate, parliamentary dignity and civility.

## Privileges of the Members: Objectives and Limitations

The members of the Parliament of India (Lok Sabha and Rajya Sabha) and State Legislatures (Legislative Assembly and Legislative Council) have been constitutionally obligated the responsibility of law making. They are expected to take every step, in furtherance of their obligation, so that they may fulfill the expectations of their own people. In this process, they have to bring all the material facts before the House for discussions and deliberations. To discharge their obligations without any type of fear, the Constitution of India has safeguarded their interests and rights in form of Article 105 and 194. The members have been granted individual as well as collective immunity and they are not answerable to any court for anything said in the House. But, this immunity (privilege) is “subject to the provisions of this Constitution and to the rules and standing orders regulating the procedure of Parliament (Legislature)”<sup>2</sup>. It means the privileges granted to the members are not beyond constitutional limits. Under this pretext, they cannot be allowed to violate the constitutional and other statutory provisions including the fundamental duties of safeguarding the public property etc. The Supreme Court of India, has correctly portrayed the picture of privileges given to the members of the Legislature, in *Lokayukta Justice Ripusudan Dayal v. State of Madhya Pradesh*<sup>3</sup>, as-

“The scope of the privileges enjoyed depends upon the need for privileges *i.e.* why they have been provided for. The basic premise for the privileges enjoyed by the Members is to allow them to perform their functions as Members and no hindrance is caused to the functioning of the House... It is clear that the basic concept is that the privileges are those rights without which the House cannot perform its legislative functions. They do not exempt

the Members from their obligations under any statute which continue to apply to them like any other law applicable to ordinary citizens. Thus, enquiry or investigation into an allegation of corruption against some officers of the Legislative Assembly cannot be said to interfere with the legislative functions of the Assembly. No one enjoys any privilege against criminal prosecution.”

The above case clarified that the privileges are applicable only in case of those matters which are done in discharge of legislative functions entrusted to the members. If the action/ behavior of any member is extraneous his functions, the constitutional protection given to him cannot safeguard him and he will be liable like a general citizen.

Moreover, the members of the Legislature, at the time of entering into office, swear true faith and allegiance to the Constitution of India and assure to uphold the sovereignty and integrity of India. When they are involved in such activity which is against the constitutional mandate and is an offence punishable under the law and loss caused to the public exchequer, how can they ensure that the common people, to whom they are representing, will follow and respect the constitutional and statutory provisions. Thus, it is evident from the above discussion that the members of the Legislature are also liable for committing the offence of destruction of public property under the Prevention of Damage to Public Property Act, 1984<sup>4</sup> (PDPP Act) though the offence has been committed within the four-walls of the House.

### **Member's Unruly Behaviour in the House**

There are various illustrations<sup>5</sup> wherein the members of the Legislature have acted beyond their jurisdiction including the offence of corruption, committing offences against other members and destroying properties of the House. Hon'ble Dipak Misra, CJI<sup>6</sup> has correctly portrayed the present scenario of Indian polity in the following words-

“The constitutional functionaries, who have taken the pledge to uphold the constitutional principles, are charged with the responsibility to ensure that the existing political framework does not get tainted with the evil of corruption. However, despite this heavy mandate prescribed by our Constitution, our Indian democracy, which is the world's largest democracy, has seen a steady increase in the level of criminalization that has been creeping into the Indian polity. This unsettlingly increasing trend of criminalization of politics, to which our country has been a witness, tends to disrupt the constitutional ethos and strikes at the very root of our democratic form of government by making our citizenry suffer at the hands of those who are nothing but a liability to our country.”

When any member of the Legislature damages/destroys any property of the Legislature including microphones, electronic equipment, chairs, etc., the criminal justice system must actively come forward and punish the accused in addition to recovery of loss caused to the public exchequer. The criminal proceedings under the PDPP Act should be initiated.

A question in respect of destroying public property of the Kerala Legislative Assembly was before the Hon'ble Supreme Court of India in *State of Kerala v. K. Ajith*<sup>7</sup>. In this matter, when the Finance Minister of Kerala was presenting the budget for the financial year 2015-2016, a Member belonging to the party in opposition of the Kerala Legislative Assembly disrupted the presentation of the State budget, climbed over to the Speaker's dais, damaging furniture and articles like the

Speaker's chair, emergency lamp, computer, mike, and electronic panel, causing a loss of Rs. 2,20,093 to the public exchequer. Accordingly, a criminal case was registered under the Indian Penal Code and the PDPP Act, 1984. During the trial of the case, the Assistant Public Prosecutor under Section 321 of the CrPC sought sanction to withdraw the case which was refused by the trial court. Thereafter, the State of Kerala filed a revision before the High Court which, dismissing the revision petition, affirmed the order of the trial court. Analysing the leading cases decided earlier, the Supreme Court Bench consisting Hon'ble Dr. Dhananjaya Y. Chandrachud and M. R. Shah, JJ. said that "there has been a growing recognition and consensus both in this Court and Parliament that acts of destruction of public and private property in the name of protests should not be tolerated." The Supreme Court found the order of the trial court declining consent for the withdrawal of the prosecution under Section 321 as correct. The Court observed that-

"Committing acts of destruction of public property cannot be equated with either the freedom of speech in the legislature or with forms of protest legitimately available to the members of the opposition. To allow the prosecution to be withdrawn in the face of these allegations, in respect of which upon investigation a final report has been submitted under Section 173 of the CrPC and cognizance has been taken, would amount to an interference with the normal course of justice for illegitimate reasons. Such an action is clearly extraneous to the vindication of the law to which all organs of the executive are bound."

The Court held the MLA (accused) is liable in the same manner as any other citizen. It said that "no member of an elected legislature can claim either a privilege or an immunity to stand above the sanctions of the criminal law, which applies equally to all citizens. The purpose and object of the Act of 1984 was to curb acts of vandalism and damage to public property including (but not limited to) destruction and damage caused during riots and public protests." The Supreme Court said that claiming of privilege to commit acts of destruction of public property is an incongruous proposition.

The decision of the Supreme Court in this case is very praiseworthy and in line with the constitutional philosophy. Truly, the members of the Legislature have been assigned the task of legislative action which does not include in its scope the vandalism/ destruction/ damage of the property of the House. This decision will send a positive message to the society and will deter the legislators and compel them to avoid unruly and criminal behavior.

### **Withdrawal of Prosecution**

The State, having the sovereign power, has been authorized to institute and continue a criminal case or withdraw it through the Public Prosecutor with the consent of the respective court. When an individual is interested in any criminal case, he attempts to bring all the required materials including evidence before the court and accordingly every attempt is made to satisfy the court to hold the accused guilty but in case of destruction of public property there is no individual who has interest in such matter rather the government officials, having no interest in such cases, deem their duties to be over only by reporting the case and because of this, such cases do not result into conviction of the accused person. In many cases, due to various causes like-satisfying political supporters, vote bank etc., the Governments attempt to withdraw such cases as there is none who can oppose such initiative of withdrawal. Specifically, when the matter is related to withdrawal of criminal cases against any political person, generally, the initiative by the Government to withdraw such cases is quickly and



effectively taken. The only hardship in such attempt is the courts which attempt to protect the administration of criminal justice against possible abuse or misuse by the Executive by resort of the provisions contained in section 321 of the Code of Criminal Procedure, 1973 and where the application to withdraw case is without good faith and on extraneous influence, the courts refuse to consent for such withdrawal.

In *Sheonandan Paswan v. State of Bihar and others*<sup>8</sup>, the Supreme Court mentioned the role of the Public Prosecutor in respect of withdrawal of criminal cases as under-

“Before an application is made under Section 321, the Public Prosecutor has to apply his mind to the facts of the case independently without being subject to any outside influence. The Government may suggest to the Public Prosecutor that a particular case may not be proceeded with, but nobody can compel him to do so.”

In *S.K. Shukla and others v. State of U.P. and others*<sup>9</sup>, the Supreme Court has held that the “Public Prosecutor cannot work like a post box. He needs to act objectively being an officer of the Court and it is always open to the Court to reject the prayer if it is not guided in the interest of administration of justice.” As held in *Rahul Agarwal v. Rakesh Jain and another*<sup>10</sup>, by the Supreme Court the “withdrawal of prosecution can be allowed only in the interest of justice”.

Though, in principle, the Public Prosecutor has to decide and apply his own discretion regarding withdrawal of any case but, in practical, he has to comply with the orders of the Government having no freedom in taking decision of withdrawal.

## Conclusion

The members of the Legislature are law-makers. Their behavior should be ideal so that the common people may follow them and accordingly behave. They must act as per democratic norms, traditions and for betterment of the society. The common people have reposed their trust in them, hence they should maintain the public trust and hold in high esteem in the law of the nation, democratic institutions and above all the common people. The incidents of physical violence and unruly behavior including destruction of public property in the House cannot be accepted in any circumstance whatever it may be. As it is well known fact that the property of the Legislature is created by the public exchequer and any loss caused to such property is borne by the whole society, the representatives of the general public have no such right to damage/ destroy such property. They have been authorized to make laws only. Now, it has been well-settled by the Supreme Court<sup>11</sup> that as the destruction/ damage of the property of the Legislature by its members has no nexus with his rights or duties related to his business in the House, he cannot take plea of immunity under Article 105/194. If a Member of any House destroys any property of the House, he can be proceeded like a general person and accordingly may be punished and in line with the decisions of the Supreme Court<sup>12</sup> the loss caused due to destruction of property should be recovered from the guilty member of the House.

Moreover, as recommended by Justice K.T. Thomas Committee and Mr. F.S. Nariman Committee, an effective enactment is needed replacing the PDPP Act, 1984 incorporating the ratio of various judgments delivered by the Indian Judiciary. Further, the provisions of section 321 CrPC should be amended excluding the application of this section in case of destruction/damage to public property. Next, in Article 102 (1) and Article 191 (1) of the Constitution of India a new clause (ca)

may be inserted providing a new ground of disqualification for membership of the Parliament as “if he is guilty of destroying/ damaging any public property”. Likewise, section 16 (1) of the Representation of the People Act, 1950 should be amended by inserting an additional ground of disqualification for registration in an electoral roll as “a person shall be disqualified for registration in an electoral roll if he is guilty of destroying/ damaging any public property”. Further, an explanation should be added in Articles 105 and 194 providing that damaging or destroying any property of the House is an offence punishable under the PDPP Act and the privileges granted in this Article shall not be deemed to protect any member in case of destruction of property of the House.

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1. *State of Kerala v. K. Ajith*, Criminal Appeal No 697 of 2021 on 28 July, 2021 (SC).
2. Article 105/ 194, The Constitution of India.
3. (2014) 4 SCC 473
4. Act No. 3 of 1984
5. In 1997 in the Legislative Assembly of Uttar Pradesh, an ugly fight among members took place by throwing microphone stands, paperweights, glass shards and furniture in which many members were grievously injured (*The Indian Express*, 29 March, 2022); In 2017 in the Legislative Assembly of Uttar Pradesh, the Governor of Uttar Pradesh Shri Ram Naik was pelted with paper balls (*Deccan Chronicle*, 16 May, 2017); In 2009 the Maharashtra Legislative Assembly faced the unruly behavior of Maharashtra Navnirman Sena over the language of oath taken by Samajwadi Party member (*The Indian Express*, 29 March, 2022); In August 2021 the Rajya Sabha witnessed the ugly and unruly behavior of the members who tore papers, jostled with the marshals and attempted to go near the presiding officer’s chair (*The Times of India*, 10 February, 2014); In 2022 the West Bengal Assembly witnessed bedlam marked by exchange of fisticuffs between TMC and BJP MLAs over the Birbhum killings (*The New Indian Express*, 28 March, 2022) etc.
6. *Public Interest Foundation v. Union of India*, Writ Petition (Civil) No. 536 of 2011 decided on September 25, 2018 (SC).
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8. (1983) 1 SCC 438.
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## **AN ANALYSIS OF GROWTH AND PERFORMANCE OF MINIMUM SUPPORT PRICE**

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### **Abstract**

The Minimum Support Price (MSP) is a form of market intervention by the central government to protect agricultural producers against any sharp fall in farm prices. The minimum support prices for certain crops are announced by the government at the beginning of the sowing season on the basis of the recommendations of the Commission for Agricultural Costs and Prices (CACP). The present study examines the growth and performance of minimum support price of major foodgrains and commercial crops in India. This study used the secondary data that has been collected from the various sources. Descriptive statistics like tables and compound annual growth rate were used for the analysis. The results of the study indicated that the CAGR for bajra was highest i.e. 8.5 percent and lowest for the wheat i.e. 5.05 percent among the selected foodgrain crops. In case of commercial crops, CAGR for sunflower was highest i.e. 9.2 percent and lowest for the cotton among the selected crops.

**Keywords:** *Agriculture, Farmer, Price Policy, Food-grains, MSP, CACP.*

### **Introduction**

Agriculture has been a way of life in India as well as in Haryana State for a long time. It continues to be the majority of people's only source of food and raw materials, as well as their main means of subsistence. Agriculture employs around 50 percent of the country's population. In developing nations, where agriculture is very significant, the agricultural prices occupy a chief position in the price structure (Ritu et al. 2020). The agricultural minimum support price (MSP) is a government intervention program aimed at ensuring that farmers receive a fair price for their produce, especially during times of market fluctuation. The MSP was first introduced in India in the 1960s to support farmers and increase agricultural productivity in the country. Under the MSP, the government announces a minimum price for certain crops, usually staples such as wheat, rice and pulses before the start of each sowing season. Farmers are then guaranteed to receive at least that price for their crops, regardless of market conditions. The government also purchases the crops at the MSP and distributes them to consumers through various channels, such as the public distribution system. The MSP has several benefits for farmers. It provides them with a stable income, which

helps them plan their production and investment decisions. It also reduces their dependence on middlemen, who often exploit farmers by offering them low prices for their crops. Additionally, the MSP encourages farmers to cultivate more crops, which increases agricultural productivity and boosts the overall economy.

The minimum support price was introduced in India in 1966-67 as a part of the agricultural price policy (APP). The APP aimed to provide incentives to farmers to adopt modern agricultural technologies and practices to increase food production in the country. The MSP was a significant step towards achieving this goal. Initially, the MSP covered only wheat and paddy crops. However, in subsequent years, the government extended it to other crops such as pulses, oilseeds and cotton. The MSP works on the principle of market intervention by the government. The government sets a minimum price for crops that it will purchase from farmers, thereby ensuring that farmers get a fair price for their crops. The MSP is determined by the Commission for Agricultural Costs and Prices (CACP), which takes into account various factors such as the cost of production, market prices, demand and supply, and other relevant factors. The CACP makes recommendations on the MSP for various crops to the government. Over the years, the MSP has played an important role in stabilizing prices and ensuring food security in the country. It has also helped in boosting the income of farmers, especially small and marginal farmers who have limited bargaining power in the market.

## **I. Background of MSP**

The minimum support price is a government guaranteed price that farmers receive for their crops to ensure a minimum income level. The MSP in agriculture has a long history in India, dating back to the 1960s. The MSP was introduced as a part of the Green Revolution, an agricultural transformation program that aimed to increase food production in India. The government implemented MSP to encourage farmers to adopt modern agricultural practices and technologies, such as high-yielding varieties of seeds, fertilizers and pesticides.

Initially, MSP was only provided for wheat and rice, but later it was extended to other crops like pulses, oilseeds, and cotton. MSP is determined by government appointed body called the Commission for Agricultural Costs and Prices (CACP), which considers factors such as production costs, demand, and supply while fixing the price. The MSP has been beneficial for farmers as it provides them with a guaranteed price for their crops, and also helps in stabilizing the prices of agricultural commodities in the market. However, critics argue that MSP leads to overproduction of certain crops and the government has to purchase surplus crops at a high price, resulting in a burden on taxpayers.

The MSP in agriculture has evolved over time and undergone several changes since its inception. Here are some of the significant events in the history of MSP in India:

- The MSP was first introduced in 1965-66 for wheat, followed by rice in 1966-67. The MSP aimed to provide a fair and remunerative price to farmers for their crops, which would encourage them to adopt modern agricultural practices.
- In the 1970s, the MSP was extended to other crops like cotton, oilseeds, and pulses. The government also introduced procurement agencies like the Food Corporation of India (FCI) to purchase crops from farmers at the MSP.

- In 1985, the government introduced a new policy called the Modified Minimum Support Price (M-MSP), which aimed to provide a higher price to farmers who adopt modern agricultural practices and achieve higher yields.
- In 2006, the government announced the MSP for Biofuels, which included crops like sugarcane, cassava and sweet sorghum to encourage the production of biofuels in the country.
- In 2018, the government announced a new MSP policy called the Minimum Support Price (MSP)+50%, which aimed to provide farmers with a 50% profit margin over the cost of production. Under this policy, the MSP was increased for all crops.
- In 2020, the government passed three new agriculture laws that aimed to reform the agricultural sector by providing more freedom and choices to farmers. However, the laws were met with widespread protests by farmers who feared that the laws would weaken the MSP.

## Literature Review

Anushka (2021) studied the relationship of MSP with the area under cultivation, production and productivity of wheat in the BIMARU states through correlation analysis. The study found a strong to moderate positive relation with area, production and productivity of wheat in Madhya Pradesh and Rajasthan while in Uttar Pradesh showed positive but weak relation with production & productivity and weak negative relation with area in Bihar. Gupta et al. (2021) discussed the Minimum Support Price in India and found that majority of the beneficiaries are marginal and small farmers on both the extensive and the intensive margins. Further, we find substantial heterogeneity by states. Haryana for instance has a bias in favour of small and marginal farmers. Kumbhar (2021) indicated that area under cultivation and productivity were most important predictor and MSP/SMP were not significant predictor of production in case of Rice, Pulses, Cotton and Sugarcane. Study found that MSP area under cultivation and productivity were only significant in wheat production in India. Geetha and Mahesh (2018) investigated the link between MSP and cotton productivity, as well as farmers' awareness of MSP. According to the findings, around 20.4 percent and 22.6 percent of farmers in India are aware of the MSP of cotton farmed by them during the kharif and post-kharif seasons, respectively. Aditya K.S. et al. (2017) investigated farmers' awareness of the minimum support price as well as its influence on crop diversification in India. He found that only 23.72 percent and 20.04 percent of farmers in rural agricultural households in India are aware of MSP for crops raised by them during the kharif and rabi seasons, respectively. According to the results of the Probit model, MSP has to be backed up by successful procurement as well as awareness building by the extension system in order for a wider number of farmers to benefit from this safety net.

## Research Methodology

The present study is descriptive in nature based on the secondary data that has been collected from the various sources like; government reports, published journals and official website of Ministry of Agriculture and Farmers' Welfare of India and CACP. The time period of the study is 2010-11 to 2022-23. For the data analysis, compound annual growth rate (CAGR) is used to assess the growth and performance of MSP.

In the present study, the major selected foodgrain and commercial crops i.e., paddy having two varieties: common & grade A, wheat, bajra, gram, cotton having two varieties: medium staple & long staple, rapeseed & mustard and sunflower produced in India have been considered.

## Result and Discussion

The government's price support policy is intended to protect agricultural farmers from significant drops in farm prices. The minimum guaranteed prices are set in order to establish a floor below which market prices cannot fall.

Apart from a complete perspective of the overall structure of the economy of a given item or group of commodities, the Commission considers several factors when formulating recommendations on the level of minimum support prices and other non-price measures:

- Cost of Production
- Changes in Input Prices
- Input-output Price Parity
- Trends in Market Prices
- Demand and Supply
- Inter-crop Price Parity
- Effect on Industrial Cost Structure
- Effect on Cost of Living
- Effect on General Price Level
- International Price Situation
- Parity between Prices Paid and Prices Received by The Farmers.
- Effect on Issue Prices and Implications for Subsidy

The growth and performance of minimum support prices for major foodgrain crops and their compound annual growth rates have been shown in the following table:

**Table I**  
**Growth and Performance of Minimum Support Prices for Major Foodgrain Crops**

<i>Year</i>	<i>Paddy</i>		<i>Wheat</i>	<i>Bajra</i>	<i>Gram</i>
	<i>Common</i>	<i>Grade A</i>			
2010-11	1000	1030	1120	880	2100
2011-12	1080	1110	1285	980	2800
2012-13	1250	1280	1350	1175	3000
2013-14	1310	1345	1400	1250	3100
2014-15	1360	1400	1450	1250	3175
2015-16	1410	1450	1525	1275	3500**
2016-17	1470	1510	1625	1330	4000^
2017-18	1550	1590	1735	1425	4400!
2018-19	1750	1770	1840	1950	4620
2019-20	1815	1835	1925	2000	4875

2020-21	1868	1888	1975	2150	5100
2021-22	1940	1960	2015	2250	5230
2022-23	2040	2060	2125	2350	5335
CAGR	5.64	5.48	5.05	7.85	7.44

**Source:** Ministry of Agriculture and Farmers' Welfare, Govt. of India

Note: \*\* including Bonus of Rs.75 per quintal.

^ including Bonus of Rs. 200 per quintal.

! including Bonus of Rs. 150 per quintal.

Table 1 represents the growth and performance of minimum support prices of major food-grain crops i.e., paddy having two varieties common & grade A, wheat, bajra and gram from the period of 2010-11 to 2022-23. CAGR is almost 5 to 7 percent of all selected crops taken in the study. Among the crops CAGR for bajra is highest i.e. 8.5 percent while for the wheat is lowest that is 5.05 percent.

Now, the growth and performance of minimum support prices for commercial crops and their compound annual growth rates have been shown in the following table:

**Table 2**  
**Growth and Performance of Minimum Support Prices of Major Commercial Crops**

Year	Rapeseed & Mustard	Cotton		Sunflower
		Medium Staple	Long Staple	
2010-11	1850	2500	3000	1800
2011-12	2500	2800	3300	2500
2012-13	3000	3600	3900	2800
2013-14	3050	3700	4000	3000
2014-15	3100	3750	4050	3050
2015-16	3350	3800	4100	3300
2016-17	3700*	3860	4160	3700*
2017-18	4000*	4020	4320	4100
2018-19	4200	5150	5450	4945
2019-20	4425	5255	5550	5215
2020-21	4650	5515	5825	5327
2021-22	5050	5726	6025	5441
2022-23	5450	6080	6380	5650
CAGR	8.67	7.08	5.98	9.20

**Source:** Ministry of Agriculture and Farmers' Welfare, Govt. of India

Note: \* including Bonus of Rs. 100 per quintal.

Table 2 represents the growth and performance of minimum support prices of major commercial crops i.e., cotton having two varieties medium staple & long staple, rapeseed & mustard and sunflower from the period of 2010-11 to 2022-23. CAGR is almost 5 to 9 percent of all selected commercial crops taken into consideration. Among these crops, CAGR for sunflower is highest i.e. 9.2 percent while for the Cotton it is lowest.

## Conclusion

To sum up, MSP is a tool used by the union government to support and protect the farmers. For analysis, the present study considered the selected principal foodgrains and commercial crops i.e. paddy having two varieties: common & grade A, wheat, bajra, gram, cotton having two varieties: medium staple & long staple, rapeseed & mustard and sunflower. The study concluded that CAGR was almost 5 to 7 percent of all selected foodgrain crops and among these crops CAGR for bajra was highest i.e. 8.5 percent while lowest for wheat i.e. 5.05 percent. In case of commercial crops, CAGR was almost 6 to 9 percent of all selected crops and among these crops CAGR of sunflower was highest i.e. 9.2 percent while for the cotton it was lowest. It was observed that growth in MSP was not sufficient to achieve the objective of doubling the farmers' income.

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## **THE IMPACT OF INFLATION AND GDP ON INDIA'S STOCK MARKET RETURNS**

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### **Abstract**

The market responds contrastingly to different elements going from monetary political, and socio-social. The stock costs of cited organizations are impacted either decidedly or adversely by various elements happening inside or without the financial framework. The effect of Genuine Total national output (RGDP), Loan fee (INT) and Expansion Rate (INF) on stock costs of cited organizations from 2010-2020. Stock costs were addressed by financial exchange Worth List in the model. A relapse examination showed that the illustrative factors represented 95.6% of the variety in stock costs. While a decrease in revenue and expansion rate brought about expanded stock costs, expanded RDGP has a positive effect. Government ought to in this manner execute arrangements that will diminish expansion rate and work on the way of life of its residents. The financing cost ought to be made moderate in order to empower speculation and exchanges in stock.

**Keywords:** Monetary political, financial exchange, Stock costs.

### **Introduction**

The securities exchange is a general term used to allude to a coordinated trade where portions of stock are exchanged. The development of financial exchange relies upon the sane well as the unreasonable way of behaving of the financial backer. The profits in the securities exchange could be due to the miniature financial variables like benefits, business development (new orders), P/E, profit reported, and such relating to a specific organization. Full-scale economic variables like expansion, Gross domestic product would likewise influence the general returns in the securities exchange. Subsequently, a review will be embraced to notice the effect of expansion, Gross domestic product, and loan costs on securities exchange returns and uncover the nature and strength of the connection between factors under study.

### **Objective of the Study**

The proposal intends to accomplish the accompanying targets.

1. To concentrate on the connection between securities exchange gets back concerning expansion, Gross domestic product, and financing costs.

2. To find the strength of the connection between securities exchange gets back concerning expansion and Gross domestic product.

### **Research Scope**

The extent of the venture is limited to find nature and strength of connection between securities exchange gets back regarding expansion and Gross domestic product.

### **Research Methodology**

The named proposal project will follow the procedure referenced underneath.

#### **A. Nature of the Review**

1. The research did will be enlightening in nature for the better comprehension of the attempted examination investigation.
2. The exploration will likewise utilize relapse, connection to figure out the nature and strength of the connection between the factors under study
3. The information in regards to securities exchange returns, expansion, Gross domestic product, loan costs will be taken for the last 10 to 15 years for the review.

#### **B. Tools Used for the Collection of Data**

1. Information with respect to expansion, Gross domestic product, Securities exchange returns and loan costs would be gathered from the sites of the Service of money, financial review of India, BSE India and RBI.
2. Books will be alluded to help the arrangement of specific calculated definitions and profundity information regarding the matter.
3. Diaries, Magazines and papers will be utilized to collect the most recent data about the variable under concentrate on in the examination.
4. Interviews with specialists will be attempted if important to tap the obscure raw numbers of my thought process could have been absent in the information.

### **Limitations**

1. The venture is restricted to “Effect of expansion, financing costs and Gross domestic product on securities exchange returns in India”
2. The information in regards to securities exchange returns, expansion and Gross domestic product will be taken for the last 10 to 15 years just for the review.
3. Time viewpoint to lead the review is one more limitation.

### **Literature Review**

A distinctive portrayal of the macroeconomic factors like Gross domestic product alongside Expansion has an impacting influence on stock costs. The review reasons that macroeconomic factors i.e., Gross domestic product and expansion have a huge effect on anticipating changes in stock costs. The chose macroeconomic variable utilizing relapse and connection examination and month to month time series information from January 1990 to December 2010. The concentrate on

shows that a decrease in expansion alongside expanded RGDP decidedly affects Financial exchange as expressed in a review done by (Reddy, 2012)

This study researched the long-run connection between Indian stock costs and chose macroeconomic factors utilizing the information utilized in the concentrate in month to month recurrence and time of the review including from January 2011 to December 2012. It has been led with the Granger causality test to actually take a look at the bearing of causation existing among the factors, Singh (2014).

The accompanying review recorded that the bearing of causality runs from monetary turn of events (stock market) to monetary development. This review embraces a bunch of econometric tests for the examination like the Unit root test, Engle-Granger Cointegration technique and Mistake Amendment Model, Paramati and Gupta (2011).

A review that means to know the nexus between macroeconomic variables and Indian securities exchange costs over the time of 1991-2017. The outcome shows that there is a positive connection between the Sensex and macroeconomic elements with the exception of avg. expansion and the joblessness rate as they show a negative relationship, led by Garg and Karla (2018)

There is no cointegration in the investigation of Clever and other macroeconomic factors with the exception of the Discount Cost List (WPI). Likewise expressed that there is a causal connection between the Indian Securities exchange and other macroeconomic factors, says the concentrate by Kumar (2011)

Robert D Gay (2008), spotted light on the time-series connection between securities exchange record costs and the macroeconomic factors of conversion scale and oil cost for Brazil, Russia, India, and China (BRIC) utilizing the Box-Jenkins ARIMA model. In this review, it was observed that there is no critical relationship found between the present and past securities exchange costs of BRIC.

## **Economy**

The seventh biggest and second most crowded country on the planet, India has for some time been viewed as a nation of undiscovered potential. Another soul of monetary opportunity is currently mixing in the nation, acquiring major developments its wake. A progression of aggressive financial changes pointed toward liberating the nation and invigorating unfamiliar ventures has moved India solidly into the front positions of the quickly developing Asia Pacific locale and released the idle qualities of a complex and quickly evolving country.

India's course of financial change is solidly established in a political agreement that traverses her different ideological groups. India's majority-rule government is a known and stable component, which has taken profound roots over almost 50 years. Significantly, India has no principal struggle between its political and monetary frameworks. Its political organizations have cultivated an open society with solid aggregate and individual privileges and a climate strong of free monetary endeavour.

India's reliable organizations offer unfamiliar financial backers a straightforward climate that ensures the security of their drawn-out speculations. These incorporate a free and lively press, a legal executive which can and overrules the public authority, a complex legitimate and bookkeeping framework and an easy-to-understand scholarly foundation. India's dynamic and profoundly cutthroat

confidential area has for some time been the foundation of its financial action. It represents more than 75% of its GDP and offers extensive degrees for joint endeavors and coordinated efforts.

Today, India is perhaps of the most astonishing developing business sector on the planet. Talented administrative and specialized labor that match the most ideal that anyone could hope to find on the planet and a working class whose size surpasses the number of inhabitants in the USA or the European Association, give India a particular state of the art in worldwide contest.

### **Gross Domestic Product (GDP)**

Financial development is estimated regarding an expansion in the size of a country's economy. A wide proportion of an economy's result. A most generally utilized proportion of monetary result is the GDP.

GDP (Gross domestic product), a computation strategy in public bookkeeping is characterized as the all-out worth of conclusive labour and products created inside a nation's lines in a year, paying little mind to possession. Gross domestic product estimates just last labour and products that is those labour and products that are consumed by their last client, and not utilized as a contribution to different merchandise. Estimating transitional labour and products would prompt twofold counting of financial movement inside a country. This qualification likewise eliminates moves among people and organizations from Gross domestic product.

There are three ways to deal with computing Gross domestic product with all delivering same outcomes.

**Consumption Approach:** Computes the last spending on labour and products.

**Item Approach:** Ascertains the market worth of merchandise and administration created.

**Pay Approach:** Aggregates the pay got by all items in the country.

**Use Way to deal with decide Gross domestic product:**

**Gross domestic product = confidential utilization + government buys + venture + net commodities**

1. Utilization is determined by adding sturdy and non - tough and administration consumptions. It is unaffected by the assessed worth of imported products.
2. The venture remembers speculation for fixed resources and expansion in stock.
3. Government buys are equivalent to the public authority uses less government move installments.
4. Net Commodities are trades less imports.

### **Nominal GDP and Real GDP**

With no change, the Gross domestic product computation is contorted by expansion. This unadjusted Gross domestic product is known as the ostensible Gross domestic product. By and by, Gross domestic product is changed by separating the ostensible Gross domestic product by a value deflator to show up at the genuine Gross domestic product.

In an inflationary climate, the ostensible Gross domestic product is more prominent than the genuine Gross domestic product. In the event that the value deflator isn't known, an implied value

deflator can be determined by partitioning the ostensible Gross domestic product by the genuine Gross domestic product:

**Implied Value Deflator = Ostensible Gross domestic product/Genuine Gross domestic product**

The creation of this deflator is not quite the same as that of the customer cost file in that the Gross domestic product deflator incorporates government merchandise, speculation merchandise, and commodities as opposed to the conventional buyer arranged bin of merchandise. Gross domestic product as a rule is accounted for each quarter on an occasionally changed annualized premise.

## **GDP Growth**

Nations try to build their Gross domestic product to expand their way of life. Note that development in Gross domestic product doesn't bring about expanded buying power assuming the development is because of expansion or populace increment. For buying power, it is the genuine, per capita Gross domestic product that is significant.

While the venture is a significant figure a country's Gross domestic product development, much more significant is more prominent regard for regulations and agreements.

## **GDP versus GNP**

Gross domestic product estimates the result of labour and products inside the lines of the country. Gross Public Item (GNP) gauges the result of a country's elements of creation, whether or not the variables are situated inside the nation's boundaries. For instance, the result of labourers situated in one more nation would be remembered for the specialists' nation of origin GNP yet not its Gross domestic product. The Gross Public Item can be either bigger or more modest than the country's Gross domestic product relying upon the quantity of its residents working external its boundaries and the quantity of other country's residents working inside its nation.

## **Real Gross Domestic Product (RGDP) and Stock Prices**

The proportion of total result in the public pay accounts is GDP (Gross domestic product) as per Blanchard (1997). He expressed that there are three different ways of pondering an economy's Gross domestic product. These are that:

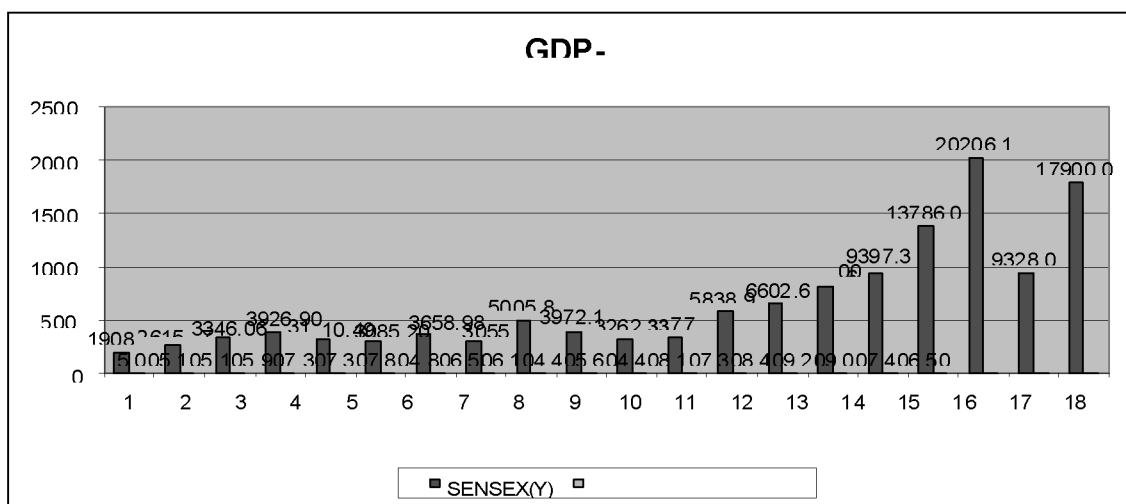
1. Gross domestic product is the worth of the last labor and products delivered in the economy during a given period
2. Gross domestic product is the amount of significant worth included the economy during a given period,
3. Gross domestic product is the amount of earnings in the economy during a given period.

Ostensible Gross domestic product is just the amount of the amounts of conclusive merchandise delivered times their ongoing cost. Business analysts utilize ostensible for factors communicated in units of the money of the significant country.

Ostensible Gross domestic product increments over the long haul for two reasons. The first is that the creation of most merchandise increments after some time. The second is that the cost of most merchandise increments after some time. To gauge creation and its change over the long haul,

the impact of expanding costs should be killed. Consequently, the center is around genuine Gross domestic product as opposed to ostensible. Carstrom communicated that stock costs and future RGDP development are connected. He gave two noticeable clarifications for this; the primary clarification was that adjustments of data about the future course of RGDP make costs change in the financial exchange today.

He additionally said that adjustments of stock costs, regardless of what the source is, will decrease firms' resource positions and influence the expense of their acquisition. At the point when it costs something else for firms to get cash, they acquire and contribute less, and RGDP development eases back. Changes in data about the future course of RGDP might make costs change in the securities exchange. This clarification recommends that while stock costs are utilized to anticipate future financial movement, the genuine causality is from future Gross domestic product development in current stock costs.

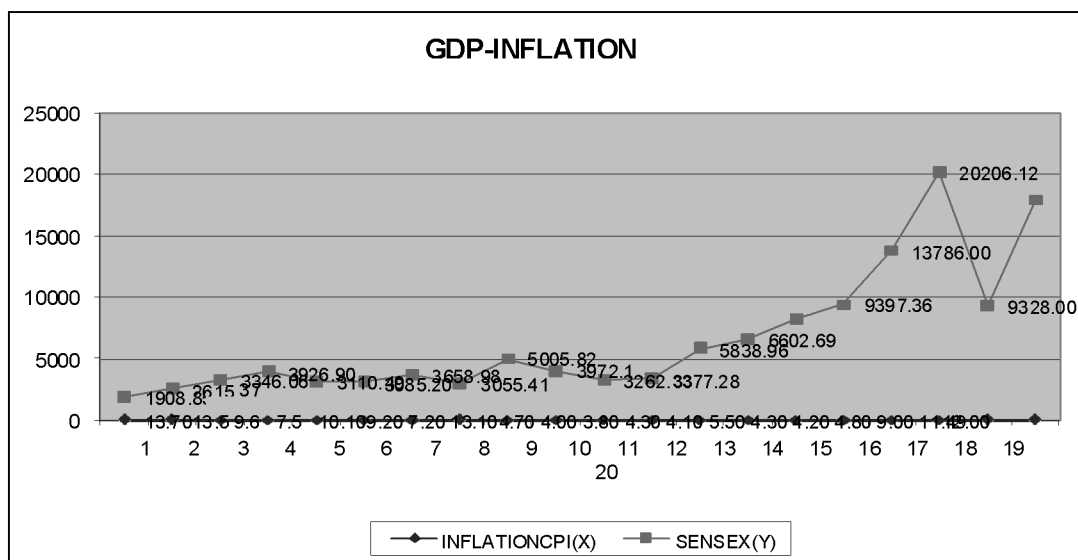


### Inflation and Its Effect on Stock Prices

In rundown, the aftereffects of the assessments proposed that genuine result, particularly modern result, net commodities, current cash supply, home-grown food costs and conversion scale changes were the significant determinants of expansion. The review, hence, affirms the significance of underlying person of the economy; open economy and financial parts of an inflationary pattern. Who contended that expansion is reliant upon development in wide cash, the pace of trade the development of genuine pay, the degree of expected expansion, which depends on the earlier year's degree of expansion. Reasons for expansion can anyway be comprehensively sorted into the 'financial' and 'equilibrium of instalment' see. Defenders of the monetary view have contended that persistent extension of base cash basically emerges from a financial disequilibrium. Endeavors have been made to show that the economy will be portrayed by two expansion equilibrium assuming there is an exogenous genuine monetary shortfall; an adjustment of Cagan semi-logarithmic cash request capability and reasonable assumptions. The high expansion harmony will be steady and the low expansion balance unsteady.

It is a typical conviction that expansion is favourable to normal stock. This is significantly on the grounds that it is contended that expansion builds the profits to investors since cost of items rise quicker than wage rates. The normal connection among expansion and gets back to proprietors of value would be legitimate assuming that business firms were account holders and in the event that the ongoing loan fees on obligation finance neglected to mirror what's in store changes in the cost level.

As indicated by Jhingan (1997), when there is expansion, most costs are rising, however some cost rise quicker than others. Have displayed from their examinations that there is a connection among expansion and rising costs. A decidedly comparable to changes in costs In this way, in evaluating the effect of expansion on the presentation of stock costs of cited organizations; in the event that there is a relationship, one ought to anticipate a positive relationship among expansion and the variety in stock costs.



Year	GDP Growth Rate (X)	Inflation CPI (X)	Sensex (Y)
2001	5.00	13.70	1908.85
2002	5.10	13.5	2615.37
2003	5.10	9.6	3346.06
2004	5.90	7.5	3926.90
2005	7.30	10.10	3110.49
2006	7.30	9.20	3085.20
2007	7.80	7.20	3658.98
2008	4.80	13.10	3055.41
2009	6.50	4.70	5005.82
2010	6.10	4.00	3972.12
2011	4.40	3.80	3262.33
2012	5.60	4.30	3377.28

2013	4.40	4.10	5838.96
2014	8.10	5.50	6602.69
2015	7.30	4.30	8206.00
2016	8.40	4.20	9397.36
2017	9.20	4.80	13786.00
2018	9.00	9.00	20206.12
2019	7.40	11.49	9328.00
2020	6.50	12.00	17900.00
Sum	131.20	156.09	131589.94
<b>Mean</b>	<b>6.56</b>	<b>7.80</b>	<b>6579.50</b>

### Recommendations

1. A financial backer who effectively puts resources into the securities exchange ought to think about full scale monetary elements like Gross domestic product and expansion.
2. These are the fundamental factors that will show the drawn out pattern of the stocks and the economy of any country.
3. As of now India's Gross domestic product is developing at a solid speed and expansion is taken care of subsequently, there is an expanded securities exchange return yet the danger of rising oil costs could turn down the market feeling.
4. India is one of the promising and rising economy as per BRIC reports because of this many FII's put resources into India to exploit the rising profit from speculation and the distinction in the money rate.
5. One ought to take a nearby watch of these FII's as they very equipped for making a monetary emergency in any economy.

### Conclusions

The effect of RGDP, premium, and expansion rates on stock costs of cited organizations. The discoveries were in accordance with deduced assumption communicated by Blanchard and Tamtom. A significant finding is that the logical factors in the model outcome in 95.6% effect on the stock costs of cited organizations for the period 2000 - 2020. It additionally gives primer proof with respect to the overall significance of the logical factors on stock costs of cited organizations. In particular, the discoveries propose that RDGP was the main variable affecting stock costs. Convincingly, the government ought to carry out arrangements that will lessen the expansion rate and neediness level through infrastructural advancement and working on a way of life. Additionally, loan costs ought to be made moderate to energize ventures and exchanges in the securities exchange.

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## हरियाणा राज्य में प्रधानमंत्री फसल बीमा योजना का एक विश्लेषण

दीपक कुमार

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### सारांश

भारत जैसी विकासशील अर्थव्यवस्थाओं में कृषि क्षेत्र हमेशा से एक महत्वपूर्ण भूमिका निभाता रहा है और इसलिए कृषि को उद्योग और सेवा क्षेत्र की रीढ़ माना जा सकता है। देश की अर्थव्यवस्था में महत्वपूर्ण योगदान देने के बाद भी कृषि क्षेत्र को आज भी काफी समस्याओं का सामना करना पड़ रहा है क्योंकि अन्य विकासशील देशों की भांति भारत में भी कृषि आज भी मौसम और मानसून पर निर्भर करती है, जो हमेशा अनिश्चित और अप्रत्याशित होता है। इसलिए, किसानों को बहुत से जोखिमों का सामना करना पड़ता है। किसानों की आय को स्थिर करने के लिए कृषि क्षेत्र को प्राकृतिक आपदाओं और अन्य बीमारियों से बचाना आवश्यक हो गया है। इसलिए, सरकार हमेशा समय-समय पर नई-नई योजनाएं लाती रही है। प्रधानमंत्री फसल बीमा योजना भी भारत सरकार की उन योजनाओं में से एक है जिसके माध्यम से किसानों को प्राकृतिक आपदाओं के खिलाफ उनकी फसलों के वित्तीय नुकसान से बचाया जा सकता है। वर्तमान अध्ययन हरियाणा राज्य में प्रधानमंत्री फसल बीमा योजना के प्रदर्शन का आंकलन करने का एक प्रयास है। प्रधानमंत्री फसल बीमा योजना के प्रदर्शन का विश्लेषण करने के लिए हरियाणा के आर्थिक सर्वेक्षण और कृषि बीमा कंपनी (ए.आई.सी.) की कई वर्षों की वार्षिक रिपोर्ट की जांच की गई। अध्ययन के नतीजे बताते हैं कि प्रधानमंत्री फसल बीमा योजना लगातार बेहतर प्रदर्शन कर रही है और हरियाणा के किसानों के लिए भी फायदेमंद साबित हो रही है।

**मुख्य शब्द :** कृषि, फसल बीमा, प्रधानमंत्री फसल बीमा योजना, प्राकृतिक आपदा, हरियाणा।

### परिचय

कृषि क्षेत्र कई जोखिमों के अधीन है। इस क्षेत्र को वर्षा की अनियमितता, तापमान में उतार-चढ़ाव, बर्फबारी, तूफान, बाढ़, सूखा, फसल की विफलता, फसलों के लिए गैर-लाभकारी मूल्य, खराब उपज, खराब प्रतिफल आदि जैसी कई समस्याओं का सामना करता है। इस प्रकार के कृषि जोखिमों की वजह से किसान हमेशा अपने आप को असुरक्षित महसूस करते हैं। कृषि जोखिम न केवल किसानों की आजीविका और आय को खतरे में डालते हैं बल्कि कृषि क्षेत्र को अस्थिर भी बनाते हैं, जिसकी वजह से गरीबी की समस्या उत्पन्न होने का खतरा बढ़ जाता है। इसलिए कृषि में जोखिम का प्रबंधन करना एक प्रमुख चिंता का विषय बना रहा है। इन जोखिमों को कम करने के लिए, भारत सरकार ने 1947 में आजादी के तुरंत बाद, फसल बीमा योजना और अन्य कार्यक्रम शुरू करने के प्रयास किए हैं। भारतीय कृषि बीमा कंपनी (ए.आई.सी.), 2008 के अनुसार कृषि बीमा एक

साधन हैं जो कृषि में अनिश्चितताओं के कारण होने वाले सभी अप्रत्याशित खतरों व जोखिमों से उत्पन्न होने वाले वित्तीय नुकसान से बचाने के लिए प्रयोग किया जाता है। कृषि बीमा की दो प्रमुख श्रेणियां हैं। एकल-जोखिम कवरेज जो किसानों को किसी एक खतरे या जाखिम से सुरक्षा प्रदान करता है और दूसरा बहु-जोखिम कवरेज है जो किसानों को एक से अधिक खतरों व जोखिमों से सुरक्षा प्रदान करता है। फसल बीमा एक फसल नुकसान कवरेज सुविधा है जो किसानों और कृषि उत्पादकों को प्राकृतिक आपदाओं के कारण होने वाले नुकसान की भरपाई करने में उनकी सहायता करती है। इसलिए, भारत सरकार ने साल 2016 में प्रधानमंत्री फसल बीमा योजना (पी.एम.एफ.बी.वाई.) को शुरू किया। इस फसल बीमा योजना का मुख्य उद्देश्य किसानों को होने वाले वित्तीय नुकसान से बचाना है जो उन्हें किसी भी प्राकृतिक आपदा के कारण उठाना पड़ता है ताकि कृषि क्षेत्र में स्थायी उत्पादन बना रहे और किसानों की आय को बढ़ाया जा सके। पी.एम.एफ.बी.वाई. फसलों की विफलता के खिलाफ व्यापक बीमा कवर प्रदान करती है और बीमित किसानों की आय को स्थिर करने में मदद करती है।

हरियाणा राज्य में आजीविका का मुख्य स्रोत कृषि है। राज्य के कुल भौगोलिक क्षेत्र का लगभग 80 प्रतिशत खेती के अधीन है। यह देश में कृषि उत्पादन में एक अग्रणी राज्य है (सिंह और मान, 2020)। यह एक वास्तविक सच है कि कृषि क्षेत्र कारण और प्रभाव सिद्धांत पर काम करता है। मौसम की स्थिति और जलवायु परिवर्तन में कोई भी बदलाव कृषि उत्पादन और कृषि वस्तुओं की कीमतों में बदलाव लाता है जो सीधे तौर पर किसानों की आय को प्रभावित करता है। इसलिए, किसानों को प्रकृति की मार से बचाना आवश्यक हो जाता है (चैथा कृषि नेतृत्व शिखर सम्मेलन, 2019)। हरियाणा में पहली फसल बीमा योजना (राष्ट्रीय कृषि बीमा योजना), 2004 में कृषि बीमा कंपनी (ए.आई.सी.) के माध्यम से खरीफ मौसम के दौरान शुरू की गई थी (सिन्हा, 2004)। हरियाणा सरकार ने भारत सरकार के सहयोग से इस राष्ट्रीय कृषि बीमा योजना को अपनाया था। साल 2009 में हरियाणा में प्रायोगिक आधार पर एक नई योजना शुरू की गई जिसे मौसम आधारित फसल बीमा योजना के नाम से जाना जाता है। 2011 में संशोधित राष्ट्रीय कृषि बीमा योजना नामक एक और योजना शुरू की गई। अंत में, हरियाणा सरकार ने 2016 में केंद्र प्रायोजित योजना, प्रधानमंत्री फसल बीमा योजना (पी.एम.एफ.बी.वाई.) को लागू किया।

हरियाणा में प्रधानमंत्री फसल बीमा योजना को खरीफ 2016 में कपास, धान, बाजरा व मक्का और रबी 2016-17 में गेहूं, जौ, सरसों व चने की फसलों के लिए लागू किया गया था। यह योजना क्षेत्र दृष्टिकोण पर आधारित थी। शुरूआत में इस योजना को ऋणी कृषकों/किसानों के लिए अनिवार्य किया गया था तथा गैर-ऋणी कृषकों/किसानों के लिए यह योजना स्वैच्छिक थी। लेकिन, 2020 में इस योजना को सभी किसानों के लिए स्वैच्छिक कर दिया गया। इस योजना में अलग-अलग मौसम के आधार पर प्रीमियम दर को निर्धारित किया गया है, जो कि खरीफ के लिए 1.5 प्रतिशत, रबी के लिए 2 प्रतिशत और बागवानी फसलों के लिए 5 प्रतिशत है। पी.एम.एफ.बी.वाई और पिछली फसल बीमा योजनाओं के बीच प्रमुख अंतर यह है कि पी.एम.एफ.बी.वाई योजना में प्रीमियम दर को कम रखा गया है और इस योजना के अर्न्तगत अधिक फसलों को शामिल किया है। इस योजना में और अधिक किसान-हितैषी प्रावधान किये गये हैं जिसमें नुकसान का सही अनुमान लगाने और किसानों को समय पर भुगतान करने के लिए उन्नत तकनीक का उपयोग किया गया है। वर्तमान समय में हरियाणा राज्य में केवल प्रधानमंत्री फसल बीमा योजना ही लागू है।

## साहित्य की समीक्षा

सिन्हा (2004) ने कृषि बीमा के विकास और प्रदर्शन का अध्ययन किया और निजी बीमाकर्ताओं की भागीदारी की गुंजाइश की जांच की थी। उन्होंने पाया कि भारत की फसल बीमा योजना केवल बोलू क्षेत्र का लगभग 10 प्रतिशत कवर करती है और इसका प्रीमियम अनुपात अधिक है। रंजन कुमार घोष (2018) ने पी.एम.एफ.बी.वाई. के कार्यान्वयन की स्थिति और इसके प्रदर्शन का मूल्यांकन किया और पी.एम.एफ.बी.वाई. योजना की बाधाओं का भी अपने अध्ययन में जिक्र किया। इन्होंने पी.एम.एफ.बी.वाई. योजना के प्रति किसानों में जागरूकता लाने के लिए ग्राम पंचायत स्तर पर जागरूकता कार्यक्रम चलाने की सिफारिश की। सुमन देवी (2016) ने अपने अध्ययन में प्रधानमंत्री फसल बीमा योजना के उद्देश्यों पर प्रकाश डाला और पी.एम.एफ.बी.वाई. योजना और पहले की फसल बीमा योजनाओं जैसी राष्ट्रीय कृषि बीमा योजना (एनएआईएस) के बीच तुलना भी की है।

डे और मैथरा (2017) ने प्रदर्शन संकेतकों के एक सेट जैसे प्रति बीमित फसली क्षेत्र में बीमा राशि के रूप में, प्रतिशत बीमित ऋणी और गैर-ऋणी किसानों का औसत प्रति किसान बीमित क्षेत्र, कुल दावा अनुपात, किसान दावा अनुपात, बीमित राशि के प्रतिशत के रूप में प्रीमियम और बीमा एजेंसियों को सकल लाभ आदि का उपयोग करके पी.एम.एफ.बी.वाई. का आकलन किया है। अध्ययन के परिणामों ने बताया कि पी.एम.एफ.बी.वाई. के तहत किसानों का कवरेज और दावा भुगतान में काफी वृद्धि हुई है, और सब्सिडी और प्रीमियम दरें किसानों के कवरेज को काफी प्रभावित करती हैं। राठौर व अन्य (2011) ने राजस्थान के उदयपुर में फसल बीमा योजना के प्रदर्शन का अध्ययन किया। उन्होंने पाया कि किसानों की संख्या और बीमित राशि के हिसाब से तो प्रदर्शन नकारात्मक रहा, लेकिन कंपाउंड ग्रोथ रेट की मदद से बीमा योजना को सकारात्मक प्रदर्शन मिला। परिणामों ने गैर-लाभार्थी किसानों की तुलना में लाभार्थी किसान की आय को अधिक स्पष्ट किया। लाभार्थी किसानों ने कृषि के लिए इनपुट किराए पर लेने के लिए अधिक पैसा खर्च किया और गैर-लाभार्थी ने कृषि के लिए इनपुट किराए पर लेने के लिए अधिक पैसा खर्च नहीं किया।

### परिणाम और चर्चा

पी.एम.एफ.बी.वाई. एक प्रमुख योजना है जो अप्रैल 01, 2016 को मूर्तरूप में आई। और यह योजना सरकार द्वारा लागू की गई पिछली फसल बीमा योजनाओं में सुधार पर आधारित है। इस योजना का उद्देश्य किसानों द्वारा भुगतान किए गए प्रीमियम के बोझ को कम करना और प्रतिकूल मौसम की स्थिति से उनकी सुरक्षा भी करना है। इस योजना का उद्देश्य किसानों के निपटान दावों में तेजी लाना है और यह सुनिश्चित करना है कि क्षतिपूर्ति भुगतान प्राप्त करते समय उन्हें बड़ी समस्याओं का सामना न करना पड़े। इस योजना में फसल डेटा लेने और अपलोड करने के लिए प्रौद्योगिकी जैसे स्मार्ट फोन, रिमोट सेंसिंग, ड्रोन और जीपीएस तकनीक का प्रयोग किया जाता है। यह योजना सभी किसानों के लिए वैकल्पिक है। यह योजना क्षेत्र दृष्टिकोण आधार पर लागू की गई है। इस योजना के कार्यान्वयन और निष्पादन में प्रौद्योगिकी को एकीकृत करने के प्रयास में भारत सरकार ने एक राष्ट्रीय फसल बीमा पोर्टल को डिजाइन और विकसित किया है जो खरीफ 2018 के बाद से उपयोग में है।

यह योजना चयनित बीमा कंपनियां द्वारा एक बहु-एजेंसी ढांचे के माध्यम से कार्यान्वित की जाती है जो भारत और प्रत्येक राज्य के कृषि विभाग, सहकारिता और किसान कल्याण, कृषि और किसान कल्याण मंत्रालय के समग्र मार्गदर्शन और नियंत्रण में होती है। वाणिज्यिक बैंक, सहकारी बैंक, क्षेत्रीय ग्रामीण बैंक, सरकारी विभाग, आदि वित्तीय संस्थान इस योजना में समन्वय एजेंसियों के रूप में कार्यरत हैं।

### योजना का उद्देश्य

पी.एम.एफ.बी.वाई. का उद्देश्य कृषि क्षेत्र में सतत उत्पादन का समर्थन करना है, जो कि इस प्रकार है :

- अप्रत्याशित घटनाओं के कारण फसल के नुकसान/क्षति से पीड़ित किसानों को वित्तीय सहायता प्रदान करना ।
- खेती में निरंतरता सुनिश्चित करके किसानों की आय को स्थिर करना।
- किसानों को नवीन और आधुनिक कृषि पद्धतियों को अपनाने के लिए प्रोत्साहित करना।
- कृषि क्षेत्र में ऋण का प्रवाह सुनिश्चित करना।

### पी.एम.एफ.बी.वाई. की मुख्य विशेषताएं

#### किसानों का कवरेज

अधिसूचित क्षेत्रों में अधिसूचित फसलों को उगाने वाले काश्तकारों सहित सभी किसान योजना की कवरेज के लिए पात्र हैं। शुरुआत में यह योजना ऋणी किसानों के लिए अनिवार्य थी और गैर-ऋणी किसानों के लिए स्वैच्छिक थी। साल 2020 में इस योजना में कुछ महत्वपूर्ण संशोधन किए गए और इस योजना को सभी ऋणी व गैर-ऋणी किसानों के लिए स्वैच्छिक कर दिया गया।

**फसलों का कवरेज**

क. खाद्य फसलें (अनाज, बाजरा और दालें)।

ख. तिलहन।

ग. वार्षिक वाणिज्यिक/वार्षिक बागवानी फसलें।

घ. इसके अलावा, बगवानी/व्यावसायिक फसलें जिनके लिए उपज के लिए मानक पद्धति अनुमान उपलब्ध है।

**अधिसूचित क्षेत्र**

अधिसूचित क्षेत्र राज्य सरकार द्वारा तय की गई बीमा की इकाई है और आमतौर पर प्रमुख फसलों के लिए ग्राम या ग्राम पंचायत स्तर को अधिसूचित क्षेत्र माना जाता है।

**कवर किए जाने वाले जोखिम और बहिष्करण**

उपज हानि (अधिसूचित क्षेत्र के आधार पर खड़ी फसलें) : व्यापक गैर-रोकथाम योग्य जोखिमों के कारण उपज हानियों को कवर करने के लिए जोखिम बीमा प्रदान किया जाता है, जैसे :

(क) प्राकृतिक आग और बिजली

(ख) तूफान, ओलावृष्टि, चक्रवात, टाइफून, तूफान, बवंडर आदि।

(ग) बाढ़ और भूस्खलन

(घ) सूखा, सूखा काल

(च) कीट/रोग आदि।

**बहिष्करण**

निम्नलिखित खतरों से उत्पन्न होने वाले जोखिमों और हानियों को बाहर रखा जाएगा :

युद्ध और संबंधित जोखिम, परमाणु जोखिम, दंगे, दुर्भावनापूर्ण क्षति, चोरी, शत्रुता का कार्य, चराई और/या घरेलू और/या जंगली जानवरों द्वारा नष्ट कर दिया जाता है, कटाई के बाद के नुकसान के मामले में कटी हुई फसल को थ्रेशिंग से पहले एक स्थान पर बांधकर ढेर कर दिया जाता है तथा अन्य जोखिम जो रोके जा सकते हैं।

**तालिका 1****प्रधानमंत्री फसल बीमा योजना के अन्तर्गत प्रीमियम दरें**

मौसम	फसलें	किसान द्वारा देय शुल्क
1. खरीफ	खाद्य और तिलहन फसलें (सभी अनाज, बाजरा और तिलहन, दाल)	बीमित राशि का 2 प्रतिशत या बीमांकिक दर जो भी कम हो
2. रबी	खाद्य और तिलहन फसलें (सभी अनाज, बाजरा और तिलहन, दाल)	बीमित राशि का 1.5 प्रतिशत या बीमांकिक दर जो भी कम हो
3. खरीफ और रबी	वार्षिक वाणिज्यिक/वार्षिक बागवानी फसलें	बीमित राशि का 5 प्रतिशत या बीमांकिक दर जो भी कम हो

तालिका 1 प्रधानमंत्री फसल बीमा योजना (पी.एम.एफ.बी.वाई.) के अन्तर्गत विभिन्न फसलों को दी जाने वाली प्रीमियम दरें दर्शा रही है। प्रीमियम दर बीमित राशि का 2, 1.5 या 5 प्रतिशत विभिन्न फसलों के अनुसार हो सकता है या बीमांकिक दर जो भी कम हो।

तालिका 2  
हरियाणा राज्य में पीएमएफबीवाई का प्रदर्शन

वर्ष और सीजन	कवर किए गए कुल किसान	लाभान्वित किसानों की संख्या	एकत्रित प्रीमियम ( लाख में )			कुल प्रीमियम ( लाख रुपयों में )	दावा ( लाख रुपयों में )
			किसान हिस्सा	राज्य का हिस्सा	केंद्र का हिस्सा		
खरीफ 2016	738795	150881	12735.62	8332.42	4616.37	25684.41	23423.05
रबी 2016-17	597298	62606	6994.67	1892.81	1892.81	10780.29	5702.64
खरीफ 2017	632421	242699	12486.66	11435.53	6181.92	30104.11	80499.83
रबी 2017-18	691246	77433	8125.68	3378.77	3378.77	14883.22	8624.74
खरीफ 2018	722953	322574	13908.27	26084.97	18099.62	58092.86	79729.23
रबी 2018-19	774947	80721	10236.94	8526.07	8526.07	27289.08	12705.24
रबी 2018-19	774947	80721	10236.94	8526.07	8526.07	27289.08	12705.24
खरीफ 2019	820585	255119	16743.15	39950.81	28969.97	85663.92	55559.41
रबी 2019-20	890453	135212	10162.66	13156.30	13156.30	36475.23	31830.03
खरीफ 2020	887258	342672	26470.94	34953.32	34943.47	96367.73	99530.35
रबी 2020-21	757035	106810	7985.11	13213.26	13202.41	34400.78	15614.96
खरीफ 2021	746606	419933	24249.02	31925.03	31925.00	88099.05	138881.15
रबी 2021-22	733674	72412	7606.53	13639.77	13632.14	34878.44	8396.32
कुल	8993271	2447956	157705.25	206489.06	178524.85	542719.12	566702.85

स्रोत: कृषि बीमा कंपनी (ए.आई.सी.)

तालिका 2 प्रधानमंत्री फसल बीमा योजना के प्रदर्शन को दर्शाती है। यह इस ओर इशारा करती है कि पी.एम.एफ.बी.वाई. अच्छा प्रदर्शन कर रही है और किसानों के लिए ये सफल और लाभकारी योजना साबित हो रही है।

### निष्कर्ष और सुझाव

आजादी के बाद से भारत सरकार ने किसानों की आय के स्तर को बनाए रखने के लिए विभिन्न फसल बीमा योजनाएं शुरू की हैं। साल 2016 में सरकार ने पी.एम.एफ.बी.वाई. की शुरुआत की जो 'एक राष्ट्र एक योजना' विषय पर आधारित है। प्रारंभ में, पी.एम.एफ.बी.वाई. ऋणी किसानों के लिए अनिवार्य थी और गैर-कर्जदार किसानों के लिए स्वैच्छिक थी। हालाँकि, इसे संशोधित किया गया और 2020 में सभी किसानों के लिए पूरी तरह से स्वैच्छिक बना दिया गया। हरियाणा राज्य में वर्तमान समय में केवल प्रधानमंत्री फसल बीमा योजना में योजनाएं चल रही हैं। हरियाणा राज्य के किसानों ने भी इस योजना में काफी रुचि दिखाई है। इस से यह स्पष्ट है कि यह योजना किसानों के हित में है और फसल में होने वाले नुकसान की भरपाई करने में सक्षम है।

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## बिहार में महिलाओं की प्रशासनिक सहभागिता के विभिन्न आयाम

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### सारांश

बिहार, भारत के उत्तर पूर्वी राज्यों में से एक, ने अपनी विकेन्द्रीकृत प्रशासनिक प्रणाली में महिला प्रतिनिधित्व और सहभागिता को बढ़ावा देने के लिए कई पहलें की हैं। यह सहयोग और प्रतिनिधित्व न केवल स्थानीय प्रशासन में है, बल्कि उच्च स्तरीय प्रशासनिक पदों तक भी है, जिससे महिला मुद्दों पर जोर दिया जा सके। सबसे महत्वपूर्ण बात यह है कि बिहार के सरकारी सेवाओं महिलाओं के लिए 35 प्रतिशत आरक्षण की व्यवस्था की गई है, जिसके परिप्रेक्ष्य में उनकी प्रतिष्ठा और प्रशासनिक प्रतिनिधित्व में वृद्धि होती देखी गई है। इसका मतलब है कि महिला सभी विभागों के प्रशासनिक पदों पर महिला प्रतिनिधियां अब अधिक संख्या में हैं, जिससे स्थानीय स्तर पर निर्णय लेने में उनकी भूमिका बढ़ गई है। बिहार में महिलाओं की प्रशासनिक सहभागिता को बढ़ावा देने के लिए कई कदम उठाए गए हैं। विभिन्न स्तरों पर महिलाओं को नौकरियों, प्रशासनिक पदों और प्रशासनिक नियोजनों में भाग लेने की मौके दी जा रही हैं, तथापि महिलाओं की पूर्णता से प्रशासनिक सहभागिता में सुधार करने के लिए अधिक प्रयास की जरूरत है। इसलिए, महिलाओं को प्रशासनिक पदों में भाग लेने और उन्हें पूर्ण रूप से प्रतिनिधित्व करने के लिए समर्थन किया जाना चाहिए। बिहार में महिलाओं की प्रशासनिक सहभागिता व्यवस्था के अंतर्गत महिलाओं को सरकारी नौकरियों में भागीदारी प्रदान करने के उद्देश्य से है। इसके तहत, बिहार सरकार ने महिलाओं के लिए विभिन्न क्षेत्रों में सरकारी नौकरियों की सुविधाएं प्रदान की हैं, जैसे कि शिक्षा, स्वास्थ्य, पुलिस और सामान्य क्षेत्रों में, इसलिए बिहार में महिलाओं की प्रशासनिक सहभागिता सुरक्षित और समृद्ध हैं। विभिन्न स्तरों पर महिलाओं को अधिकारों और जिम्मेदारियों के साथ प्रशासनिक पदों पर नियुक्त किया जा रहा है। इसलिए महिलाओं को प्रशासनिक संस्थानों में सहयोग करने और उन्हें नियुक्त करने की अनुमति दी जाती है, ताकि वे राज्य के विकास के लिए अपने योगदान कर सकें।

**मुख्य शब्द :** प्रशासनिक, जवाबदेही सुरक्षा, अधिकार, सहयोग, विकास, उत्तरदायित्व।

### प्रस्तावना

महिलाओं की प्रशासनिक सहभागिता समाज के विकास और उनके हितों के लिए बहुत महत्वपूर्ण हो सकती है महिलाओं को प्रशासनिक पदों पर नियुक्त करने से उनकी समृद्धि और विकास के लिए महत्वपूर्ण योगदान देने की संभावना होती है महिलाओं की प्रशासनिक सहभागिता समाज के विभिन्न हितों, व्यवस्थाओं और नीतियों को ध्यान में रखने की क्षमता वृद्धि करती है। महिलाओं की प्रशासनिक सहभागिता एक विषय है जो विश्व के विभिन्न देशों में विचार के विषय है। महिलाओं की प्रशासनिक सहभागिता को बढ़ावा देने के लिए कई प्रयास किए गए हैं, जैसे कि स्थानों की विविधता, समूहों के लिए अधिकार



शिक्षा, समर्थन और समृद्धि में भाग लेने के लिए मुख्य संभावनाएं महिलाओं की प्रशासनिक सहभागिता समाज और अर्थव्यवस्था के विकास में महत्वपूर्ण भूमिका निभाती है। यह समस्त समूहों को समान अधिकारों और सुविधाओं के प्रावधान के लिए मजबूत करती है। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे समाज के विकास और सुधार भूमिका निभा सकती हैं। वे समाज में प्रभावी नीतियों और नियमों को लागू करने और उन्हें मजबूत करने में मदद कर सकती हैं। इसलिए महिलाओं को सम्मानपूर्ण प्रशासनिक पदों पर नियुक्ति की जानी चाहिए ताकि वे समाज को सुधार दिलाने के लिए अहम भूमिका निभा सकें।

### बिहार में महिलाओं की प्रशासनिक सहभागिता के सामाजिक आयाम

महिलाओं की प्रशासनिक सहभागिता सामाजिक आयामों को प्रभावित करती है। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे समाज के विकास और सुधार में अहम भूमिका निभा सकती हैं। वे समाज के लिए सुधारवादी और महत्वपूर्ण नीतियों को लागू करने में मदद कर सकती हैं। इसलिए, महिलाओं की प्रशासनिक सहभागिता समाज में स्थान और महत्व प्रदान करती है, जो समाज के विकास और सुधार में अहम भूमिका निभाने वालों के लिए आवश्यक होती है। बिहार में महिलाओं की प्रशासनिक सहभागिता के सामाजिक आयाम केवल समाज के विकास और सुधार में नहीं, बल्कि समाज के समृद्धि, स्वतंत्रता, समझौतेदारी और समानता में भी हमेशा महत्वपूर्ण होती है। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे समाज में अहम भूमिका निभाने और अधिकारों और सुविधाओं को प्रतिबद्ध करने में मदद कर सकती हैं। इसलिए महिलाओं को सम्मानपूर्ण प्रशासनिक पदों पर नियुक्ति की जानी चाहिए, ताकि वे समाज में समृद्धि, स्वतंत्रता, समझौतेदारी और समानता को प्रोत्साहित कर सकें। महिलाओं की प्रशासनिक सहभागिता समाज के विकास और सुधार में सहयोग और प्रभाव पैदा करती है। वे समाज में सम्मानपूर्ण नीतियों और नियमों को लागू करने और उन्हें मजबूत करने में मदद कर सकती हैं। साथ ही महिलाओं की प्रशासनिक सहभागिता समाज के लोगों के बीच महिलाओं के सम्मान और अधिकारों की जानकारी और समझ में वृद्धि पैदा करती है। इसलिए महिलाओं की प्रशासनिक सहभागिता समाजवादी और उन्नतिकरण के लिए अहम होती है।

### बिहार में महिलाओं की प्रशासनिक सहभागिता के आर्थिक आयाम

महिलाओं की प्रशासनिक सहभागिता के आर्थिक आयाम भी अत्यंत महत्वपूर्ण हैं। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे अपनी व्यवसायिक कौशलों और तकनीकी ज्ञान का उपयोग समाज के विकास और सुधार में कर सकती हैं। वे समाज के विकास में अहम भूमिका निभाने के लिए अपने व्यापार और व्यवसाय को विकसित करने में सहयोग कर सकती हैं। इसलिए महिलाओं की प्रशासनिक सहभागिता समाज के आर्थिक विकास को उत्तेजित और तेजी देने में अहम होती है। बिहार में महिलाओं की प्रशासनिक सहभागिता के आर्थिक आयाम अत्यंत महत्वपूर्ण हैं। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे अपने करियर से अधिक आय और समृद्धि के साथ सामाजिक प्रतिष्ठा प्राप्त कर सकती हैं। इसलिए, महिलाओं के परिवारों के आर्थिक स्थिति में सुधार होता है। हालांकि, महिलाओं को अधिक से अधिक वेतन और समृद्धि के अवसर प्रदान करने की आवश्यकता है, ताकि वे अपने करियर और परिवार के लिए पूर्ण रूप से काम कर सकें। इसलिए महिलाओं की प्रशासनिक सहभागिता के आर्थिक आयाम को महत्वपूर्ण स्थान देना चाहिए। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे अपने परिवार और समाज के लिए अधिक आय और सुधार पैदा कर सकती हैं। वे अपनी कौशलों और प्रतिभाओं को विकसित करके अधिक आय उत्पन्न कर सकती हैं, जो वे अपने परिवार के साथ समाज के लिए उपयोग कर सकती हैं। इसलिए महिलाओं की प्रशासनिक सहभागिता समाज के लिए आर्थिक विकास और सुधार पैदा करती है। यह महिलाओं के अधिकारों और सम्मान के लिए महत्वपूर्ण होता है, तथा समाज के लिए भी महत्वपूर्ण है।

### बिहार में महिलाओं की प्रशासनिक सहभागिता के राजनीतिक आयाम

बिहार में महिलाओं की प्रशासनिक सहभागिता के राजनीतिक आयाम अत्यंत महत्वपूर्ण हैं। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे समाज की राजनीतिक प्रतिबद्धता और उन्नति में मदद कर सकती हैं। वे समाज के लिए सही नीतियों और नियमों को लागू करने और उन्हें मजबूत करने में मदद कर सकती हैं। इसलिए महिलाओं की प्रशासनिक सहभागिता

समाज के लिए राजनीतिक उन्नति और विकास पैदा करती है। यह समाज के लिए अधिकारों, सम्मान और उन्नति के लिए महत्वपूर्ण होता है। महिलाओं की प्रशासनिक सहभागिता के राजनीतिक आयाम अत्यंत महत्वपूर्ण हैं। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे समाज के राजनीतिक प्रक्रियाओं में अहम भूमिका निभा सकती हैं। वे समाज के विकास और सुधार के लिए महत्वपूर्ण नीतियों और नियमों को लागू करने और उन्हें मजबूत करने में मदद कर सकती हैं। साथ ही महिलाओं की प्रशासनिक सहभागिता समाज के लोगों के बीच महिलाओं के सम्मान और अधिकारों की जानकारी और समझ में वृद्धि पैदा करती है। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे समाज के नीतियों, नियमों और विकास के सम्बन्ध में अहम भूमिका निभा सकती हैं। वे समाज के विचारों और नीतियों को बदलने और उन्हें मजबूत करने में मदद कर सकती हैं। इसलिए, महिलाओं की प्रशासनिक सहभागिता समाज के राजनीतिक विकास और सुधार में अहम भूमिका निभाती है।

### बिहार में महिलाओं की प्रशासनिक सहभागिता के सांस्कृतिक आयाम

महिलाओं की प्रशासनिक सहभागिता के सांस्कृतिक आयाम अत्यंत महत्वपूर्ण हैं। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे समाज के विकास और सुधार में प्रभावी भूमिका निभा सकती हैं। वे समाज के सांस्कृतिक विचारों, तथा परंपराओं को पुनरुत्थान और समर्थित करने में मदद कर सकती हैं। इसलिए, महिलाओं की प्रशासनिक सहभागिता समाज के सांस्कृतिक मूल्यों और परंपराओं को पुनरुत्थान और विकास में प्रभावी भूमिका निभाने में मदद करती है। यह समाज के सांस्कृतिक विकास और सुधार में अहम होता है। महिलाओं की प्रशासनिक सहभागिता के सांस्कृतिक आयाम अत्यंत महत्वपूर्ण हैं। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे समाज के सांस्कृतिक विकास और उन्नति में महत्वपूर्ण भूमिका निभा सकती हैं। वे समाज के सांस्कृतिक व्यवस्थाओं, परंपराओं और संस्कृतियों को सुधारने और सुधारने में मदद कर सकती हैं। इसलिए महिलाओं की प्रशासनिक सहभागिता समाज के सांस्कृतिक विकास और उन्नति में महत्वपूर्ण भूमिका निभाने में मदद करती है।

### बिहार में महिलाओं की प्रशासनिक सहभागिता के व्यावहारिक आयाम

बिहार में महिलाओं की प्रशासनिक सहभागिता के व्यावहारिक आयाम अत्यंत महत्वपूर्ण हैं। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे समाज के व्यावहारिक विकास और सुधार में महत्वपूर्ण भूमिका निभा सकती हैं। वे समाज के व्यावहारिक नीतियों, मानदंडों और प्रथाओं को सुधारने और समझौते की प्रक्रिया में भागीदारी कर सकती हैं। इसलिए, महिलाओं की प्रशासनिक सहभागिता समाज के व्यावहारिक विकास और सुधार में महत्वपूर्ण भूमिका निभाने में मदद करती है। जब महिलाएं प्रशासनिक पदों पर नियुक्त होती हैं, तो वे समाज के व्यावहारिक विकास और सुधार में महत्वपूर्ण भूमिका निभा सकती हैं। वे समाज के व्यावहारिक व्यवस्थाओं और परंपराओं को सुधारने और उन्नत करने में मदद कर सकती हैं। इसलिए महिलाओं की प्रशासनिक सहभागिता समाज के व्यावहारिक विकास और सुधार में महत्वपूर्ण भूमिका निभाने में मदद करती है।

बिहार, भारत के उन राज्यों में से एक है, जहां गत कुछ दशकों में महिला सशक्तिकरण और उनकी प्रशासनिक सहभागिता को बढ़ावा दिया गया है। यह उस समय का परिणाम है जब राज्य ने अपनी नीतियों और प्रयासों के माध्यम से समाज में महिलाओं की स्थिति को मजबूत करने की कोशिश की। इस विकास का मुख्य आधार बिहार राज्य में महिलाओं को सरकारी सेवाओं में मिलने वाला आरक्षण है। इससे न केवल महिला प्रतिनिधित्व में वृद्धि होती है, बल्कि यह भी सुनिश्चित होता है कि महिला मुद्दे प्रशासनिक फैसला-निर्णय प्रक्रिया में शामिल हों।

बिहार में महिला सशक्तिकरण के इस नवीन आयाम के साथ ही आया था उनकी प्रशिक्षण का कार्यक्रम और उन्हें आवश्यक कौशल प्रदान करने के लिए विभिन्न योजनाएं। इन प्रशिक्षणों और कार्यशालाओं का मुख्य उद्देश्य महिला प्रतिनिधियों को उनके नए भूमिकाओं में सहायक और प्रभावी बनाना था। राज्य में महिला सशक्तिकरण की इस दिशा में बढ़ती हुई प्रशासनिक सहभागिता का एक अन्य महत्वपूर्ण पहलु है - महिला संबंधित प्रक्रियाओं और नीतियों में उनकी सहभागिता। राज्य में अब महिला समितियाँ, महिला उद्यमिता प्रोग्राम, और महिला सलाहकार बोर्ड जैसी संरचनाएँ हैं जो सुनिश्चित करती हैं कि महिलाओं की आवाज सुनी जाए और उनकी जरूरतों और चिंताओं को प्राथमिकता दी जाए। इसके अलावा, बिहार में महिलाओं की

प्रशासनिक सहभागिता का व्यावहारिक आयाम उन्हें प्रशासन में उचित स्थान दिलाने में भी जुड़ा हुआ है। आज बिहार में कई महिलाएं उच्च प्रशासनिक पदों पर नियुक्त हो रही हैं और वे समाज में परिवर्तन की दिशा में नेतृत्व प्रदान कर रही हैं।

अंत में, बिहार में महिलाओं की प्रशासनिक सहभागिता का यह व्यावहारिक आयाम उन्हें समाज में उचित स्थान प्रदान करता है, उनकी आवाजों को महत्व देता है, और सुनिश्चित करता है कि प्रशासन में लैंगिक संतुलन और प्रतिनिधित्व बना रहे। इस प्रकार, बिहार ने महिला सशक्तिकरण के नए मायने और आयामों को अपनाया है, जिससे उनकी प्रशासनिक सहभागिता को नई ऊँचाइयों तक पहुँचाया जा सकता है।

## निष्कर्ष

बिहार में महिलाओं को सामाजिक रूप से प्रशासनिक सहभागिता अधिक करने की आवश्यकता है। इसके लिए शिक्षा, स्वास्थ्य और महिला सुरक्षा के क्षेत्र में कार्य करना होगा। इससे महिलाओं की सामाजिक स्थिति में सुधार देखने को मिलेगा। महिलाओं की प्रशासनिक सहभागिता ने सामाजिक समानता और न्याय को बढ़ावा दिया है। यह लिंग आधारित हिंसा, भेदभाव और सामाजिक अन्याय को कम करने में मदद करती है। महिलाओं की आर्थिक स्थिति को मजबूत करने के लिए उन्हें रोजगार के अवसर प्रदान करने होंगे। इसके लिए उद्योग, व्यापार और कृषि के क्षेत्र में उनके विकास के लिए योजनाएँ बनानी होंगी। महिलाओं की प्रशासनिक सहभागिता ने उन्हें आत्म-निर्भर और आर्थिक रूप से स्थिर बनाया है। यह उन्हें उनके पारिवारिक और व्यक्तिगत वित्तीय निर्णय लेने में सक्षम बनाती है। साथ ही महिलाओं की प्रशासनिक सहभागिता ने उन्हें अपनी सांस्कृतिक पहचान और मूल्यों को संरक्षित और सम्मानित करने का अवसर प्रदान किया है। बिहार में महिलाओं की प्रशासनिक सहभागिता के विभिन्न आयामों का मूल्यांकन करते समय हमें स्पष्ट रूप से यह देखने को मिलता है कि राज्य ने विगत कुछ वर्षों में महिला सशक्तिकरण की दिशा में काबिले तारीफ कदम उठाए हैं। महिला आरक्षण, प्रशासनिक प्रशिक्षण, और महिला-संबंधित प्रक्रियाओं में सुधार जैसे उपायों का परिणाम प्रशासन में महिलाओं की बढ़ती हुई सहभागिता के रूप में दिखाई पड़ रहा है।

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## **RELIGION IN A SECULAR AGE: KIERKEGAARD'S PERSPECTIVE**

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### **Abstract**

Existentialism with its roots in Soren Kierkegaard and Friedrich Nietzsche are incessantly occupied with religious question. Kierkegaard's idea of self realisation is intricately linked with his idea of religion. This paper will look into the meaning of self and how it is revealed in the realm of religious experience and explores the unorthodox idea of religion endorsed by Kierkegaard. It will reiterate the hope that religion can provide authenticity to human existence. Modern man is disturbed by the emptiness of existence, and the inability to find some centre or focus in life brings out the necessity to hold our authentic selves with which we can identify. This authentic self is possible only in the religious realm. Furthermore it will explore the meaning of the religious self in the present secular age.

**Keywords:** Theistic Existentialism, Authenticity, Religious Experience, Faith

### **Introduction**

Existentialism, as a movement, accentuated individuality, freedom, and personal responsibility and is both a philosophy and a way of life. As a movement, it has a profound impact on arts, humanism, and politics. It is philosophy about the concrete individual, highlighting that man, even if born as a biological being, must become an existential individual by accepting responsibility for his action. It became associated with a certain kind of humanistic philosophy that gives human being the values and pride of place, offering an alternative version of humanism accepted at that time.

Kierkegaard is widely considered to be the first existentialist philosopher, the inspirer of Unamuno, Heidegger, Sartre and Camus. While these thinkers were atheists, they derived their inspirations from the writings of Kierkegaard. This paper intends to explore Kierkegaard's notion of religious identity and how crucial it is for self understanding. Also it will make an assessment of how the concept of religious identity appeals to the secular age and public and how his critique against the institutionalised and established religion holds significance in this modern day. His philosophy written over a century ago speak to the human condition especially in a period of what

Kierkegaard called “an age of disintegration, an aesthetic, enervating disintegration” and “an age of moral disintegration”.( *Soren Kierkegaard's Journals and Papers VI*6255,6581).

### Religion for Kierkegaard

Kierkegaard openly admits to be a religious writer and less as a philosopher. For Kierkegaard the concept of religion is a requirement in reflecting on the meaning of human existence and demands that we take the reality of God more seriously than Christendom does thus challenging the corrupted practise of institutionalised religion. As Thomas Flynn in his *Existentialism: A Very Short Introduction*, defines Christendom as :

Kierkegaard identifies Christendom with a cultural Christianity that promoted complacency, greed, and tokenism towards the poor and suffering while profiting from its identification with the political and economic powers of the day. He noted that the State employs a thousand officials who, while professing Christianity, in fact are interested only in their incomes and actually prevent people from knowing what Christianity truly is.(82)

Kierkegaard is raising critique against people equating religion with rituals. Mere following of rituals and obeying a pre established dictum does not classify a person as being religious. On the contrary the path to be religious self is a deeply personal and difficult path. “The task might be made difficult, for only the difficult inspires the noble-hearted” (*Journals and Papers*. 1656). According to Kierkegaard in our search for the meaning of self when we fail in finding it we experience despair. In his *The Sickness Unto Death* Kierkegaard gives an analysis of despair which is understood not merely as a feeling, but as a state of being that is known through the characteristic emotion that we term ‘despair’. A person in despair is a person who fails to be fully a self. The peculiar nature of despair is that it is possible for many people that are in despair without being aware of it. As he asserts that “Despair itself is a negativity; ignorance of it, a new negativity” (*SUD*, 44) For Kierkegaard a proper relationship to God provides an antidote for all kinds of despair. As Hubert L. Dreyfus states :

His Christian view is that self does not have the truth in it. As a contradiction it does not have in itself the resource to live a stable and meaningful life. And according to Kierkegaard, everyone who has not managed to perform the impossible task of getting his or her self together in a stable, meaningful life is in despair” (*A Companion to Phenomenology and Existentialism*, 142)

The solution for despair according to Kierkegaard is “this is the formula that describes the state of the self when despair is completely eradicated :in relating to itself and in wanting to be itself, the self is grounded transparently in the power that established it”. Here grounded transparently means acting in such a way that gives you your identity comes through in everything you do. As Kierkegaard states “it is the passion of the infinite that is the decisive factor and not its content, for its content is precisely itself” (*SUD*, 44, 198)

For Kierkegaard there is no scientific or rational methodology that can be applied to religion. We need to suspend the notion of reason when it comes to faith. For Kierkegaard it is religion that gives meaning to human existence. Faith is an irrational enterprise and he challenges rationality from being used consistently as the hallmark of accepted forms of belief. Kierkegaard does not believe in offering any proof for the existence of God. There is a need of courage and not rationality

to believe in God. Faith should be a leap and it requires no justification or proofs. It is a matter of choice where a person shows a deep sense of commitment towards this choice. Kierkegaard in his *Fear and Trembling* asserts Abraham ‘by his act overstepped the ethical entirely’ (69). Faith is a passion that begins at the point where reason cease to operate, which means faith is believing in the absurd contrary to all rational, earthly calculations and moral principles.

For Kierkegaard the problem of the meaning of self is resolved through the individual relationship with the Divine. This is reflected in *Christian Discourse* when he asserts that someone ‘without God .....is never essentially himself (which one is only by being before God) and therefore is never satisfied with being himself’ (317). He declares the necessity to take a leap of faith to have a meaningful existence. For him, our existence is complete when we have a relationship with the Divine. Only in the religious stage, it becomes a stage of fulfilment (*Stages*, 430). As David E. Cooper highlights Kierkegaard’s religious inclination he asserts to his reader to ‘venture wholly to be oneself’, and at the same time makes it clear that the venture can succeed when one is ‘alone before the face of God.’ (47)

Further, in the *Two Age: The Age of Revolution and the Present Age*, Kierkegaard says that people are generally ‘lost’ in public but insists that the only alternative for a person is that he ‘finds himself religiously’ (267). In his *Sickness Unto Death*, Kierkegaard re-affirms the need to have a relationship with the Divine when he asserts that the criterion for the self is always : that directly before which it is a self is God’ (363). “ faith is that the self in being itself and in willing to be itself is transparently grounded in God” (*Sickness Unto Death*, 82) The remarks made by him in *Four Uplifting Discourses* ‘ this view, that to need God is man’s highest perfection ...wants to view man according to his perfection and bring him to view him in this way, because in and through this view man learns to know himself. Moreover, his life is a delusion for someone who does not know himself.”

Kierkegaard advocates the view that it is the religion that gives meaning to human existence, and that it is only the religion that can provide true meaning of the self. His notion of religion is not the institutionalised and established form of Christianity, instead, it is the personal form of religion that is not limited by the dictums of institutionalised Christianity. As Merold Westphal writes that Kierkegaard is more concern with the social function of religion than with debates about the existence and nature of God and worrying about the problems of evil in that connection. He represents a philosophising about religion that is neither dispassionate description nor passionate debate over the truth of various religious beliefs (170).

Kierkegaard in his *On My Work as an Author* claims that his “authorship, viewed as a totality, is religious from first to last” (PV, 6). Also in his *The Point of View for My Work as an Author*, “the whole of my authorship relates itself to Christianity (PV, 23). This is a clear indication of the fact that Kierkegaard himself clearly wanted to be remembered primarily as a religious thinker. However it is important to highlight that Kierkegaard despite being religious has created a deep interest to non- Christians as he has influenced thinkers such as Heidegger, Sartre and Camus and how it can have an impact to the secular age of modern time.

## Conclusion

It is important to make an assessment of the religious ideas of Kierkegaard in this age. There

are various reasons for the decline of religious beliefs and they are complex and disputed. However according to popular view the reason why religious faith has declined in general and Christian Faith in particular is due to reasons that are primarily intellectual. However Kierkegaard does not agree with the received view. As C. Stephen Evans asserts.

Kierkegaard's account of religious faith is not one that sees faith primarily the result of evidence or reflection on evidence. Evidence is not the ground of faith, and the lack of evidence cannot be the reason for the loss of faith. From Kierkegaard's perspective, faith have not declined because human beings have become smarter or have developed a better understanding of natural science. Rather faith has declined in contemporary western culture because contemporary westerners have become emotionally and imaginatively impoverished. We have ceased to care in the right way about the right things. (*Kierkegaard : An Introduction*, 17)

Kierkegaard in his *Concluding Unscientific Postscript* expresses his diagnosis of the ailment of the modern world when he asserts " My principal thought was that, those of our time because of so much knowledge, have forgotten what it is to exist, and the meaning of inwardness". (249). Further he reaffirms that 'people had forgotten what it means to exist humanly' (249).

Kierkegaard wants us to see that decisions for and against religious faith are grounded in our perceptions of our existential situation as human beings. As C. Stephen Evans imagines that

Kierkegaard would ask the secular critic who is dismissive of religion to take a fresh look at things. At the very least he would ask that the critic take into account Kierkegaard's argument about the role religious faith plays in the development of authentic selfhood and in ethical life. And he would ask the critic to ponder whether the decline of faith is really grounded in new intellectual developments, or rather, as Kierkegaard himself thinks, in the loss of imaginative and emotional power. (*Kierkegaard An Introduction*, 194)

For Kierkegaard religion is a way of living one's life inwardly in relationship with God rather than a set of beliefs which have been pre-established by the society. It is a personal relationship we have with God without any intervention from the external authority. Through this Kierkegaard's goal is to "make people aware" of the choices that confront them, helping them choose consciously rather than mindlessly (*PV*, 50) . Thus in his *The Sickness Unto Death* Kierkegaard asserts that God wants us to have the courage to become the individuals he has created us to be, and not to lose ourselves through fear of what 'the others' will think. Furthermore, God is the one for whom all things are possible, the only ground for hope when all seems lost, humanly speaking (38, 39). Kierkegaard diagnosis of the ailment of the modern world is "My principal thought was that, those of our time, because of so much knowledge, have forgotten what it is to exist, and the meaning of inwardness" (*Concluding Unscientific Postscripts*, 249). And the cure of this ailment lies only through a leap of faith which calls for a passionate commitment.

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## **IMPACT OF SOCIAL FACTORS ON NUTRITIONAL STATUS AND DIETARY HABITS AMONG PRIMARY SCHOOL GOING CHILDREN**

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### **Abstract**

The nutritional status and dietary habits of primary school-going children play a crucial role in their overall growth, development, and academic performance. Adequate nutrition is essential for optimal physical and cognitive development, immune function, and the prevention of diseases. However, the nutritional status of children is often influenced by various social factors. The present study focuses on understanding how various social factors, such as socioeconomic status, parental education, family structure, and cultural practices, influence the nutritional status and dietary habits of children in this age group. For this purpose, a cross-sectional study was conducted in Nagar Nigam Block of Varanasi. 200 school children (7-11 years) were selected randomly from four Government Schools. A self-structured questionnaire was used to collect demographic and dietary information of respondents. Socio-economic status was assessed through Modified B. G. Prasad Scale, 2022. For nutritional status, anthropometric measurements were taken and BMI was categorized according to WHO standards. Data was analyzed and represented through tables and graphs. The result shows that mothers education, family type, number of siblings were significantly associated with the nutritional status of the children. Consumption of milk, green leafy and other vegetables found to be higher in children who belong to lower middle class. Therefore the present study concludes that along with the diet of the children there are several factors which determine the nutritional status at the beginning phase (childhood) as well as maintain proper growth and development throughout their life-cycle.

**Keywords:** Children, Primary School, Nutritional Status, Socio – Economic Status

## Introduction

Childhood is the most crucial period in terms of determining nutritional status as the proper dietary habits once developed during this period will help them maintaining good health all over the life.<sup>1</sup> Malnutrition is indicated by an imbalance of nutrients and energy in both children's and adults' physical health.<sup>2</sup> Malnutrition elimination in all its form among children is priority at International level and being targeted as 2<sup>nd</sup> Sustainable Development Goals (SDGs) of United Nations. Under nutrition (Stunting, Wasting and underweight) creates more chances of disease and death among children. Malnutrition is the chief factor for child morbidity and increased rate of child deaths worldwide and high rate recorded in low socioeconomic communities in developing countries.<sup>2,3</sup> This period is now a days acknowledged as period to prevent underweight, overweight and obesity, the major contributing factors to increased malnutrition rate.<sup>4</sup> According to the latest report India stands as 5<sup>th</sup> largest economy in the world, still its rank 107<sup>th</sup> Global Hunger Index. India scores 29.1 which depicts serious condition in terms of hunger.<sup>5,6</sup> Child malnutrition indicates as suffering in one or more than one forms as underweight, stunting and wasting due to the social factors of the individual.

Socio-economic status is considered to be the position attained by an individual within the hierarchical social system. Socio-economic status of an individual affects the health of an individual along with family, social security of individual, also affecting the family health statistics. Socio-status was earlier considered to be the contribution of one's family but modern society claims it to be determined by person's income, type of housing, neighborhood, membership of certain association and organizations, material possessions etc.<sup>7</sup> Children from economically disadvantaged backgrounds often face limited access to nutritious food options, resulting in inadequate dietary intake and nutrient deficiencies. The financial constraints faced by low-income families in India contribute to suboptimal diets, which, in turn, negatively impact children's growth and development.

Parental education is another critical social factor affecting the nutritional status and dietary habits of primary school-going children in India. Research has shown that parents with higher education levels tend to have better knowledge about nutrition and dietary practices, which positively influence their children's dietary choices.<sup>8</sup> Educated parents are more likely to provide a nutritionally balanced diet, including a variety of fruits, vegetables, and whole grains, thus promoting optimal growth and development in their children. Moreover, the influence of social support and peer influence cannot be undermined when studying the nutritional status and dietary habits of primary school-going children in India. Recent Indian studies have explored the impact of peer groups, family dynamics, and community programs on children's food choices and eating behaviors.<sup>9</sup>

Recognizing the influence of these social determinants is essential for designing effective interventions, policies, and programs aimed at improving the nutritional status and dietary habits of primary school children in India. By addressing these social factors, healthcare professionals, educators, policymakers, and communities can work collaboratively to ensure that all children have access to a nutritious diet, fostering their growth, development, and overall health. With this significance this paper aims to evaluate the impact of socio-demographic variables on nutritional status of children and also focuses on the significant association of socio-economic status with dietary pattern and nutritional status.

## Methodology

It was a cross-sectional study in which data was collected from four government schools from one educational block in Varanasi from November 2022 to January 2023. Out of the ten educational block of Varanasi, Nagar Nigam block represent the urban area. 200 students including both girls and boys selected through simple random sampling. The age of selected students ranged from 7 to 11 years, studying in class 3, 4 and 5. Nutritional status of children recorded by Physical examination measuring height in cm and weight in kg and BMI was recorded and compared against standard WHO's BMI for age, 5 to 19 years (Percentiles).<sup>10,11</sup> The height of the children assessed using a stadiometer (measuring rod) which was capable of measuring to an accuracy of 0.1 cm. While the weight of the children assessed using portable balance machine provided result with an accuracy of 100 g. The dietary habits were recorded using food frequency questionnaire and self-structured questionnaire. Social factors were interviewed using demographic details and socio-economic status measured using Modified BG Prasad Socioeconomic Status Scale: 2022.<sup>7</sup> Chi-square test applied to study qualitative variables comparison and establishment of relationship between variables, the result analyzed through SPSS 16.0 version.

## Result and Discussion

In this study 200 primary school going children were included from Nagar Nigam block of Varanasi. The collected data was analyzed using SPSS 16.0 Version.

**Table I**  
**Socio-demographic Characteristics of the Respondents**  
**(N = 200)**

Variables	Frequency (N)	Percentage (%)
<b>Gender</b>		
Boy	110	55
Girl	90	45
<b>Age</b>		
<b>Mean Age</b>		
7	24	12
8	52	26
9	60	30
10	36	18
11	28	14
<b>Mother's Educational Qualification</b>		
Junior High School	106	53
High School	62	31
Intermediate	28	14
Graduation	04	02
Post-Graduation	00	00

Upper Class I (8220 and above)	00	00
Upper Middle Class II (8220 and above)	16	08
Middle Class III (2465-4109)	54	27
Lower Middle Class IV (1230-2464)	88	44
Lower Class V (1230-2464)	42	21

Joint Family	64	32
Nuclear Family	136	68

0-2	94	47
3-5	92	46
6-8	14	07

Table 1 represents the demographics details of the respondents. The majority of the respondents (30%) belongs to 9 years of age group and majorly (146, 73%) studying in class 3 including both boys and girls. Number of boys was high among the respondents (110, 55%). The socio-economic distribution of respondents represents the 21% in the Lower class (V) of B. J Prasad Scale, 2022 followed by 44% respondents belonging to lower Middle class (IV). Most of the mothers were not highly educated, 2% attained graduation degree while 53% studied till junior high school. 68% living in Nuclear Family, 54% having 1-5 family member and 47% having 0-2 siblings. <sup>15</sup>

Nutritional Status								
Socio-economic Status	Normal Weight (BMI for age 5 <sup>th</sup> to <85 <sup>th</sup> percentile)		Underweight (BMI for age < 5 <sup>th</sup> percentile)		Overweight (BMI for age 85 <sup>th</sup> to < 95 <sup>th</sup> percentile)		Total	
	N	%	N	%	N	%	N	%
Upper Middle Class II (8220 and above)	10	11	03	3	03	17	16	8
Middle Class III (2465-4109)	22	26	21	22	11	61	54	27
Lower Middle Class IV (1230-2464)	49	56	35	37	04	22	88	44
Lower Class V (1230-2464)	6	7	36	38	00	0	42	21
Total	87	100	95	100	18	100	200	100

X<sup>2</sup>=45.47, p<0.05

The above table shows the distribution of respondents according to nutritional status and socio-economic status. Referring to WHO's BMI for Age classification (2007) majority of respondents fall in underweight category (95), the largest percent of individuals who were underweight 37% and 38% belonging to Lower Middle Class IV and Lower class V respectively of B.G Prasad Socio-Economic Scale. The above finding shows the significant association between the Socio-Economic Status and Nutritional Status. The Percent of Overweight was high in Upper Middle and Middle class. This result of the overweight is contrary to the study of Singh Ajitpal, 2015 which founded maximum number of healthy children followed by underweight children and overweight. This may be due to high frequency of working mothers showing more dependency on readymade food and the changed lifestyle and reduced physical activity of children. The reason behind the poor nutritional status in lower class may be low socio-economic status as this variable shows the significant association ( $p < 0.05$ ). The other possible reason may be the social factors like lack of community facilities for health, low benefits of government nutritional health policy, food security, housing condition, parental educational level.<sup>12</sup>

**Table 3**  
**Distribution of Nutritional Status on the basis of Mother's Education**

Nutritional Status								
Mother's Educational Level	Normal Weight (BMI for age 5 <sup>th</sup> to <85 <sup>th</sup> percentile)		Underweight (BMI for age < 5 <sup>th</sup> percentile)		Overweight (BMI for age 85 <sup>th</sup> to < 95 <sup>th</sup> percentile)		Total	
	N	%	N	%	N	%	N	%
Junior High School	38	44	60	63	08	44	106	53
High School	33	38	23	24	06	33	62	31
Intermediate	14	16	11	12	03	17	28	14
Graduation	02	2	01	1	01	6	04	2
Total	87	100	95	100	28	100	200	100
X <sup>2</sup> =8.68, p>0.05								

The table shows that the percentage of underweight 60, (63) was high among the children whose mother had completed education up to junior high school this may be due to the lack of proper nutritional knowledge, dietary guidelines or may be ignorance, on the other hand, the percentage of overweight 1(6%) was high among the mother who were at least graduated, as the mother was working, the consumption of readymade food was high. A study conducted by Chakraborty et.al. 2020 finds the likelihood of underweight decreases by 8.4% for children whose mothers have completed at least higher secondary education. Another multivariate analysis study conducted by Kaushik, A., et.al. shows that the children of illiterate mothers were at 1.54 times higher risk of being underweight in comparison to those literate mothers.<sup>13,14</sup>

**Table 4**  
**Distribution of Nutritional Status on the basis of type of family**

Type of Family	Nutritional Status							
	Underweight (BMI for age < 5 <sup>th</sup> percentile)		Normal Weight (BMI for age 5 <sup>th</sup> to <85 <sup>th</sup> percentile)		Overweight (BMI for age 85 <sup>th</sup> to < 95 <sup>th</sup> percentile)		Total	
	N	%	N	%	N	%	N	%
Nuclear	64	67	58	67	14	77	136	68
Joint	31	33	29	33	04	23	64	32
Total	95	100	87	100	18	100	200	100

$X^2=0.87, p>0.05$

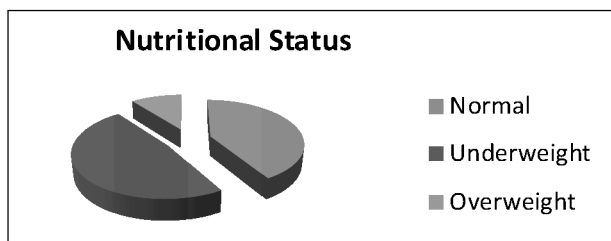
The table shows that the percentage of overweight 14, (77%) in comparison to normal and underweight, were high among the children who belong to nuclear families may be due to the fact that both parents were working and they prefer ready to eat foods for time management but in case of joint family the percentage of overweight 4, (23%) is lower, this may be due to the economic status of the family. A similar study of Galamuwa L. S. finds that children in large family size have poor access to sufficient and quality foods hence tend to be underweight.<sup>3</sup>

**Table 5**  
**Distribution of Nutritional Status on the basis of number of siblings**

Type of Family	Nutritional Status							
	Underweight (BMI for age < 5 <sup>th</sup> percentile)		Normal Weight (BMI for age 5 <sup>th</sup> to <85 <sup>th</sup> percentile)		Overweight (BMI for age 85 <sup>th</sup> to < 95 <sup>th</sup> percentile)		Total	
	N	%	N	%	N	%	N	%
0-2	39	41	45	51	12	67	96	48
3-5	55	58	31	36	04	22	90	45
6-8	01	1	11	13	02	11	14	7
Total	95	100	87	100	18	100	200	100

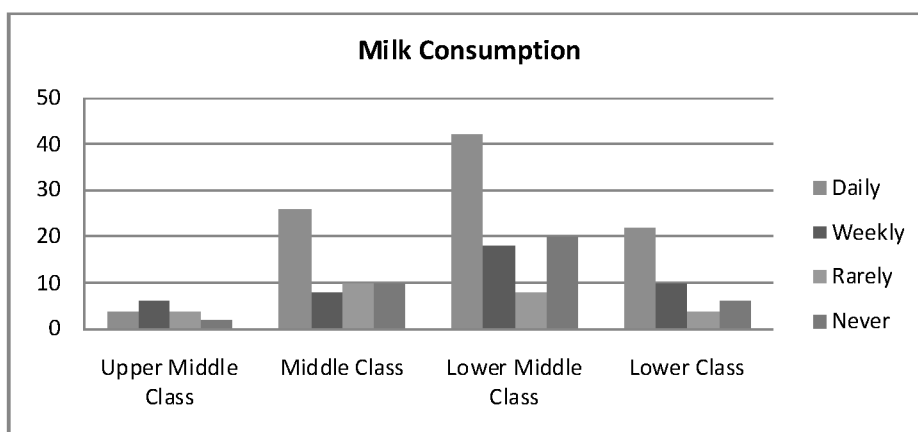
$X^2=18.98, p<0.05$

The table shows that the percentage of underweight 55, (58%) was high among the children who have 3-5 siblings; this may be due to the unequal food distribution or due to poor economic status. On the other hand, the percentage of overweight 12, (67%) was high among the children with 0-2 siblings; this may be due to the fact that food distribution is proper due to few numbers of siblings. A similar finding (3) shows that the presence of many siblings is also a risk factor for under nutrition due to limited availability of for care and feeding of each child.



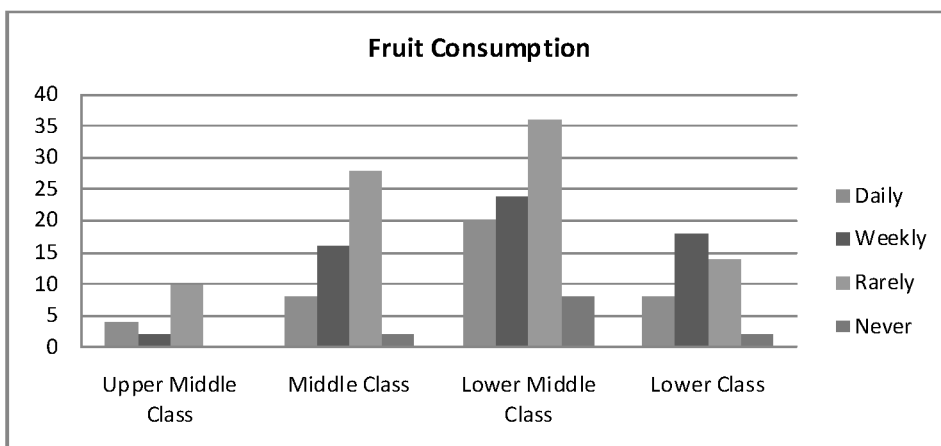
**Chart 1 : Distribution of Nutritional Status**

Chart shows nutritional status of school participants (n=200). 38% were found to be with Normal Nutritional Status. However, prevalence of malnutrition was discovered 40%, among that under nutrition, over nutrition were reported 31% and 9% respectively.

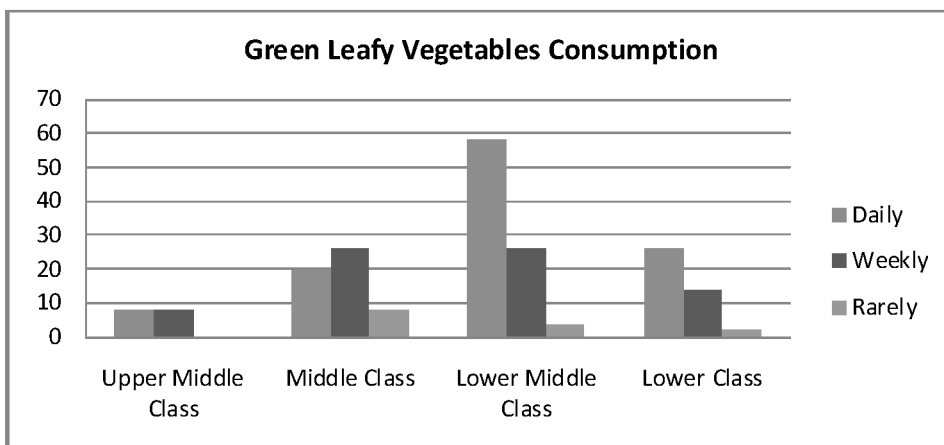


**Chart 2: Milk Consumption Pattern of Respondents**

The figure shows that the daily consumption of milk was high among the children who belongs to lower middle class this may be due to the effect of locality where people prefer to consume milk as one of the basic foods. The daily consumption of milk was low among upper middle class which may be associated with their preference to fast foods or allergy to milk.

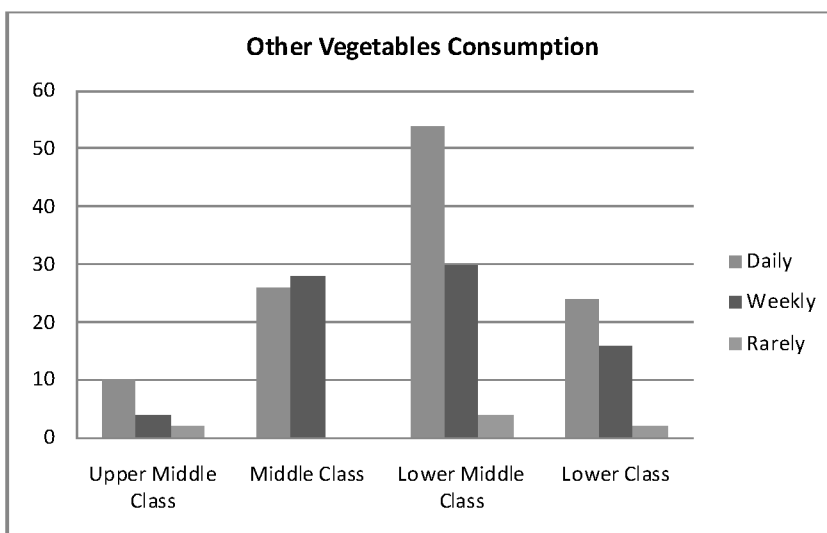


**Chart 3: Fruit Consumption Pattern of Respondents**



**Chart 4: Green Leafy Vegetables Consumption Pattern of Respondents**

The figure shows that rare consumption of fruits among children who belongs to lower middle and lower class due to economic status and ignorance due to lack of proper dietary knowledge. The children who belongs to upper middle classes they also consume fruits rarely this is again due to their choice towards fast foods.



**Chart 5: Other Vegetables Consumption Pattern of Respondents**

The figure shows the daily consumption of green leafy vegetables was high among children who belong to lower middle class due to easy availability or low cost. The consumption was low among children who belong to upper classes as their parents are working, they are unable to manage time for cooking and prefer readymade foods.

The figure shows that the children who belong to lower middle class consumes other vegetables daily in comparison to other socio-economic groups this is again due to local availability and low costing.



## Conclusion

The present study was conducted to relate several social factors with the nutritional status and dietary habits of the primary school going children. Several social factors like family type, education of mothers and number of siblings positively influence the nutritional status of the children. Socio-economic status of the family also affects the nutritional status and dietary habits of the children. The present study shows that children who belongs to the mothers who are educated up to junior high school are underweight, so the mothers must be educated at least up to that level where she can able to maintain their children's nutritional status. Proper Nutritional Awareness among mother is very much essential to reduce the incidence of child malnutrition. Children who belong to the joint family and lower socio- economic classes are more sufferer of under nutrition. The children with more siblings are more at risk as they did not receive proper attention from their parents. So the Government should be more rigid in case of family planning. The children Dietary habits of the children also varied according to the socio-economic classes. Lower economic status limits the purchasing power of a family which adversely affects the nutritional status of the children. Malnutrition is a multidimensional situation and the present study focuses on the social aspect of it.

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## **A STUDY ON CHALLENGES FACED BY CONSUMERS DURING ONLINE SHOPPING**

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### **Abstract**

The rapid growth of e-commerce has revolutionized the retail industry, providing consumers with convenient access to a wide range of products. However, despite the convenience and advantages offered by online shopping, many consumers still hesitate to purchase goods through digital platforms. This research paper aims to identify and analyse the factors that limit consumers' willingness to buy goods online. The study was conducted using a descriptive research design, incorporating both quantitative and qualitative data. A survey was conducted with a sample of 198 consumers, and the data was analysed using factor analysis. The results of the study identified four key factors that limit consumers' willingness to buy goods online namely, fear of financial loss; false product information, poor support systems, and lack of trust. The findings of this study provide valuable insights for businesses and policymakers who are interested in increasing online shopping participation. The results suggest that businesses can mitigate the limitations of online shopping by providing consumers with clear and accurate product information, offering robust support systems, and building trust with consumers.

**Keyword:** Consumers, Online Shopping, Factors

### **Introduction**

In today's digital era, the internet has become an integral part of our lives; transforming the way we interact, conduct business and even shop. Online shopping once a novelty has now become an indispensable part of our life. With the help of internet, people can easily purchase goods directly from sellers without any intermediaries. This convenience has led to a significant shift in consumer behaviour with more and more individuals opting for online shopping over traditional brick and motor stores.

Online shopping offers numerous products and services, giving customers access to a wider choices. The ability to compare prices and deals from various sellers empowers consumers to make informed decisions and select the best option that suits their needs and preferences (**Sinha & Kim, 2012**). As a result of this digital transformation, shopping has become more efficient and accessible, catering to the fast-paced lifestyle of modern consumers. Studies highlight various factors influencing online shopping behaviour including product availability, competitive prices, promotions, user friendly interfaces and quality customer service. Companies like Flipkart, Myntra and Amazon frequently advertise substantial discounts and offers, attracting a large customer base to their websites. Additionally, e-commerce platforms such as Nykaa, MakeMyTrip, Snapdeal, and Jabong etc. attract the customers with attractive promotional deals. Online shopping offers numerous advantages. As a result the demand for online purchase has surged in recent years.

Despite the numerous advantages of online shopping, some customers remain hesitant and view it as risky and less reliable. In the online shopping realm, the lack of face-to-face interaction between buyers and sellers creates a less socialized environment, making it difficult for customers to establish trust initially. Establishing trust in the retailer is paramount in e-commerce as it directly influences the conversion of potential customers into actual buyers. While the internet offers a vast array of products and services, the abundance also comes with a perceived risk associated with digital shopping, including mobile application shopping, catalogue, or mail-order purchases. Perceived risks in online shopping stem from various factors, such as concerns about the security of personal information, the authenticity and quality of products, potential scams or frauds, and uncertainties related to delivery reliability and customer service. These concerns act as barriers that impede customers from fully embracing online shopping. To cultivate trust and alleviate perceived risks, e-commerce retailers must prioritize building robust security measures, providing transparent and clear product information, offering hassle-free return policies, and ensuring responsive customer support. Highlighting customer reviews and ratings, as well as showcasing recognized security certifications, can also contribute to establishing credibility and building trust among potential customers (**Chen & Chang, 2019**).

In conclusion, while online shopping offers numerous benefits, concerns regarding trust and perceived risks present significant challenges for e-commerce retailers. By focusing on transparency, security, and customer-centric practices, retailers can instill confidence in their customers and encourage greater adoption of online shopping, leading to increased customer loyalty and satisfaction.

## **Literature Review**

Studies have shown that consumers are drawn to online shopping due to its convenience and time-saving benefits (**Raman, 2014**). The ability to shop from the comfort of one's home or on-the-go is a significant attraction. Additionally, the ease of comparing prices from different online retailers allows consumers to find the best deals quickly (**Bhatti & Rehman, 2020**). The availability of a wide range of products and quick service are crucial factors influencing consumers toward online shopping (**Sarkar & Bhattacharya, 2022**). Despite the advantages of online shopping, one of the primary concerns for consumers in online shopping is security and privacy (**Jabeen & Rehman, 2016**). Customers worry about the safety of their personal and financial information when making online transactions. The fear of data breaches, identity theft, and cyber fraud can deter potential

buyers from engaging in online shopping (Hawari et al., 2015). Doubts about the authenticity and quality of goods purchased online remain a significant challenge. The risk of receiving counterfeit or low-quality items can discourage consumers from making online purchases (Jun & Jaafar, 2011). The inability to physically examine and test goods before purchase is a limitation of online shopping (Singh & Saini, 2017). Consumers miss the hands-on experience that traditional brick-and-mortar stores offer, leading to uncertainties and reluctance in making online purchases. Delivery and shipping problems can negatively impact the online shopping experience (Sivanesan, 2017). Consumers may face delays, damaged products during shipping, or difficulty in tracking their orders, leading to dissatisfaction and frustration.

Difficulties in contacting customer service or receiving timely assistance can erode consumer confidence and trust in the online retailer. Limited payment options or concerns about online payment security can pose obstacles to online shopping (Neeraj & Rimjhim, 2019). Consumers may prefer traditional payment methods they are familiar with, leading to hesitancy in adopting online payment systems. Addressing these challenges is essential for businesses to build trust, confidence, and loyalty among consumers in the online shopping domain. By understanding the factors that hinder consumers' willingness to purchase goods online, businesses and policymakers can develop strategies to enhance the online shopping experience and foster the continued growth of the e-commerce industry.

### Objectives of Study

- To analyse the challenges experienced by customers in relation to online shopping.
- To provide appropriate recommendations and suggestions based on the research findings to address these challenges effectively.

### Research Methodology

The study employs a descriptive as well as exploratory research design. Primary data was collected using a structured questionnaire. Two districts were randomly selected from Haryana and respondents were selected using convenient sampling method from the sample districts. Total 230 questionnaires were distributed among online users to constitute the sample size but 32 questionnaires were excluded from the final analysis due to incomplete responses. Ultimately, a sample size of 198 individuals from Rohtak and Ambala participated in the study. Top of Form Descriptive statistics namely frequency distribution, percentage and factor analysis were used in the study.

### Data Analysis and Interpretation

Table 1 shows that most (35.86%) of the respondents were belonging to the age between 31 to 40 years followed by respondents who were the age between 20-30 years (25.25%). Majority of the participants who engaged in online shopping were males (64.65%). Table 1 reveals that a significant portion of the respondents was married (63.64%). Table also showed that majority of respondents were post-graduates (43.94%), closely followed by graduates (32.83%). In addition, the study showed that a significant portion of the respondents (29.29%) had an annual income of less than 5,00,000, while a comparable percentage (32.32%) fell within the annual household income range of 5,00,000 to 10,00,000. Lastly, the majority of online shoppers were salaried employees (34.34%) and students (25.76%), indicating the occupation distribution among the respondents.

**Table I**  
**Demographic Profile of Respondents**

Demographic Variables	Frequency	Percentage	Demographic Variables	Frequency	Percentage
<b>Age</b>			<b>Occupation</b>		
Less than 20	21	10.61	Students	51	25.76
20-30	50	25.25	Business	47	23.74
31-40	71	35.86	Salaried Employee	68	34.34
41-50	33	16.67	Others	32	16.16
Above 50	23	11.62			
<b>Total</b>	198	100.00	<b>Total</b>	198	100.00
<b>Gender</b>			<b>Marital Status</b>		
Male	128	64.65	Married	126	63.64
Female	70	35.35	Unmarried	72	36.36
<b>Total</b>	198	100.00	<b>Total</b>	198	100
<b>Educational Qualification</b>			<b>Annual Income</b>		
Doctorate	27	13.64	Less than 5	58	29.29
Post Graduate	87	43.94	5 to 10	64	32.32
Graduate	65	32.83	10 to 15	56	28.28
Upto 12 <sup>th</sup>	19	9.60	More than 15	20	10.10
<b>Total</b>	198	100.00	<b>Total</b>	198	100.00

Source: Primary Data

### Factor Analysis

Factor analysis was employed utilizing a set of 15 statements. The primary objective was to identify the potential factors that might restrain consumers from making purchases on online shopping platforms. The responses were measured using likert scales and the reliability of the questionnaire was assessed using Cronbach's alpha value which was stood at 0.856. The value was considered highly satisfactory, indicating strong reliability and consistency of the data. The Kaiser-Meyer-Olkin (KMO) value was 0.825 which was considered excellent. Furthermore, the Bartlett's Test of Sphericity was performed on the dataset, resulting in a chi-square value of 1784.645 with 105 degrees of freedom. The test concluded that the variables in the population are not correlated with each other. The test affirms that the variables are independent, and the dataset meets the necessary assumptions for conducting factor analysis successfully.

The factor analysis yielded four significant factors with eigenvalues greater than 1 and factor loadings exceeding 0.50. Four key constructs were identified, collectively explaining 77.205% of the variance. This exceeds the recommended threshold of 60% for meaningful analysis according to Multivariate Data Analysis (Hair et al., 2010). The eigenvalues for these constructs range from 4.328 to 2.007, all greater than 1, indicating their significance in the analysis. Following the

**Table 2**  
**Rotated Components Matrix**

Statements	Component			
	1	2	3	4
(ONL1) Sometimes details provided by website are not accurate, so I avoid online shopping.	.888			
(ONL5) I purchase goods online only when prices are lower than offline.	.884			
(ONL7) I do not purchase online because of difference between displayed and actual quality of products.	.881			
(ONL8) I avoid online shopping because of getting damaged product.	.869			
(ONL2) I hesitate to shop online as websites are not secure and user friendly.		.896		
(ONL9) I hesitate to shop online because it required more personal information.		.889		
(ONL11) I do not prefer online shopping because I have to provide my bank details to buy online.		.884		
(ONL3) I hesitate to buy online as I have little knowledge of internet.		.869		
(ONL4) I do not prefer online shopping due to poor replacement process.			.896	
(ONL10) I avoid online shopping because of lack of warranties and guarantees.			.858	
(ONL6) I do not prefer online shopping as there is lots of delay in delivery issues.			.840	
(ONL12) I do not purchase goods from websites if they do not provide cash on delivery facility.			.823	
(ONL15) I do not trust online shopping as authenticity of product cannot be checked due to non touch ability.				.859
(ONL14) I avoid online shopping because of fake product reviews.				.847
(ONL13) Due to non- interaction with vendor, I avoid online shopping.				.823

identification of these constructs, a varimax rotation was applied for further analysis. The Varimax rotation helps in simplifying the interpretation of the factors by maximizing the variance of each factor and making the factor structure easier to understand.

**Table 3**  
**Naming the Construction**

Construct Name	Symbols of Attributes	Cronbach's Alpha
Misleading Product Information	ONL1, ONL5, ONL7 and ONL	80.892
Cyber security concerns	ONL2, ONL9, ONL11 and ONL	30.916
Poor Service Support Systems	ONL4, ONL10, ONL6 and ONL	120.911
Lack of Trust	ONL15, ONL14 and ONL	130.797

Four constructs came out from rotated component matrix namely:

**Construct 1** named “**Misleading Product Information**” emerged as the most significant factor, explaining 21.307% of the total variance, with a high eigenvalue of 4.318. This factor highlights that some individuals refrain from online shopping due to concerns about the security of online transactions through credit or debit cards. The analysis reveals a sense of insecurity associated with online shopping compared to traditional methods.

**Construct 2** termed “**Cyber Security Concerns**” accounted for 21.296% of the total variance. It consists of five statements and emphasizes that many people prefer traditional shopping because they find the product information provided on online stores insufficient to make informed buying decisions.

**Construct 3** labelled “**Poor Service Support Systems**,” explained 20.344% of the variations. This factor comprises four interlinked statements, indicating that people tend to purchase from reputable online stores that offer price comparisons and guarantee or warranty on goods. A reliable support system seems crucial in influencing their online shopping decisions.

**Construct 4** denoted as “**Lack of Trust**,” accounted for 14.259% of the total variance. It includes four statements that highlight people’s hesitation to shop from online stores without being able to physically touch the products, leading to a lack of trust in online vendors.

Briefly, the factors derived from the factor analysis shed light on the reasons behind consumers’ reservations in using e-commerce platforms, such as fears of financial loss, insufficient product information, concerns about support systems, and a lack of trust in online shopping.

### **Suggestions**

- Implement a stringent verification process for products before delivery to reduce the prevalence of fake products on online shopping sites which enhance customer trust and satisfaction with their purchases.
- Address the problems that customers encounter during online shopping by providing improved and reliable customer service. Promptly resolving any issues and offering better support will lead to a more positive shopping experience.
- Enhance the security measures for online transactions to mitigate the risk of security theft. Implementing robust security protocols will instill confidence in customers to make online payments without hesitation.
- Conduct initiatives to reduce internet illiteracy among potential online shoppers. Educating customers about the benefits and safety measures of online shopping will expand the market and increase consumer participation.
- Focus on creating awareness campaigns to educate the public about online shopping. Building trust and credibility among online buyers will encourage more people to embrace the convenience and advantages of shopping online.

### **Conclusion**

The primary objective of this project was to identify and understand the challenges faced by customers during online shopping. The research aimed to raise awareness about online shopping



and gather customer opinions on this subject. The insights gathered from the questionnaire responses have been instrumental in pinpointing the issues and understanding customer perceptions related to online shopping. By implementing measures such as product verification before delivery and reducing the delivery of fake products, the overall online shopping experience can be significantly improved. These steps will help foster trust and confidence in online shopping, ultimately benefiting both customers and online retailers.

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## महात्मा गांधी उच्च प्राथमिक विद्यालयों में कार्यरत शिक्षकों के सम्मुख आने वाली समस्याओं का अध्ययन

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### सारांश

कोई भी बच्चा शिक्षा से वंचित ना रहे इसी उद्देश्य से महात्मा गांधी अंग्रेजी माध्यम विद्यालयों की स्थापना की गई थी। बढ़ती महंगाई के दौर में जहाँ हिंदी व अंग्रेजी माध्यम की शिक्षा भी महंगी होती जा रही है, वहाँ माता-पिता का अपने बच्चों को अंग्रेजी माध्यम विद्यालयों में दाखिला कराने का सपना अब राज्य सरकार की अभिनव पहल पर साकार हो रहा है। निजी विद्यालयों में लगने वाली भारी भरकम फीस को गरीब और कमजोर वर्ग चाह कर भी वहन नहीं कर पा रहा था। अब महात्मा गांधी अंग्रेजी माध्यम विद्यालय में हर बच्चे का अंग्रेजी माध्यम में शिक्षा प्राप्त करना आसान हो गया है। परन्तु इन सबके बावजूद भी कुछ समस्याएँ अभी भी मौजूद हैं। अतः प्रस्तुत अध्ययन के माध्यम से महात्मा गांधी अंग्रेजी माध्यम विद्यालयों के शिक्षकों की समस्याओं को जानने का प्रयास किया जा रहा है।

**मुख्य शब्द :** महात्मा गांधी उच्च प्राथमिक विद्यालय, अंग्रेजी माध्यम, शिक्षकों की समस्याएँ।

### प्रस्तावना

शिक्षा के उपयोग तो अनेक हैं परन्तु उसे नई दिशा देने की आवश्यकता है। शिक्षा इस प्रकार की होनी चाहिए कि एक व्यक्ति अपने परिवेश से परिचित हो सके। शिक्षा हम सभी के उज्ज्वल भविष्य के लिए एक बहुत ही आवश्यक साधन है। हम अपने जीवन में शिक्षा के इस साधन का उपयोग करके कुछ भी अच्छा प्राप्त कर सकते हैं। शिक्षा का उच्च स्तर लोगों की सामाजिक और पारिवारिक सम्मान तथा एक अलग पहचान बनाने में मदद करता है। इन्हीं सब कारणों की वजह से शिक्षा हमारे जीवन में इतना महत्व रखती है।

वर्तमान समय में अंग्रेजी वैश्विक स्तर पर एक महत्वपूर्ण अंतरराष्ट्रीय भाषा बन गई है और प्रायः इस भाषा को वैश्विक मंच पर सफलता के द्वार खोलने की कुंजी माना जाता है। जिसके कारण शिक्षा के क्षेत्र में भी अंग्रेजी माध्यम का प्रचलन अधिक बढ़ गया है। शिक्षा प्राप्ति के लिए देश में विभिन्न माध्यम के विद्यालय चल रहे हैं, जिनमें विद्यार्थियों की सर्वाधिक संख्या हिन्दी और अंग्रेजी माध्यम के विद्यालयों में है। आज देश में कुछ क्षेत्रों में अंग्रेजी का प्रचलन इतना बढ़ गया है कि लोग इसे जरूरी मानने लगे हैं तथा इसे अपने सम्मान का प्रतीक भी मानने लगे हैं। जिसके कारण अंग्रेजी माध्यम के विद्यालयों में प्रवेश के लिए होड़ लगी हुई है। अधिकांश अभिभावक हिन्दी के स्थान पर अंग्रेजी भाषा को अनिवार्य मानकर अपनी आमदनी का एक

बड़ा हिस्सा अपने बच्चों की अंग्रेजी शिक्षा-दीक्षा पर इसलिए खर्च कर रहे हैं ताकि वे किसी सरकारी या बहुराष्ट्रीय कम्पनी में नौकरी पा सकें।

प्रायः यह माना जाता है कि महानगरीय क्षेत्रों में जहाँ स्कूलों और संस्थानों में शिक्षा के माध्यम के रूप में अक्सर अंग्रेजी का उपयोग किया जाता है, वहाँ छात्रों को कम उम्र से ही अक्सर अंग्रेजी में शिक्षा दी जाती है। परिणामस्वरूप, बच्चों को भाषा सीखने और दक्षता में बढ़ने का बेहतर अवसर मिलता है। अंग्रेजी इंटरनेट पर सबसे अधिक उपयोग की जाने वाली भाषा है क्योंकि यह वहाँ की सामग्री का बड़ा हिस्सा बनाती है। इसलिए, अंग्रेजी में संचार करने से उन्हें विभिन्न सूचनाओं और संसाधनों तक पहुँच मिलती है जो अन्यथा उनके पास नहीं होती। यह आज विशेष रूप से महत्वपूर्ण है क्योंकि पेशेवर और व्यक्तिगत प्रगति के लिए ज्ञान तक पहुँच आवश्यक है। वैश्विक यात्रा और संचार के लिए सबसे आम भाषा अंग्रेजी है, जो दुनिया भर में सबसे अधिक बोली जाती है। अंग्रेजी सीखना यह सुनिश्चित करता है कि भारतीय दुनिया भर के व्यक्तियों के साथ बातचीत कर सकते हैं और जुड़ सकते हैं। इससे सांस्कृतिक सीमाओं को मिटाने और अंतरसांस्कृतिक संचार को बढ़ावा देने में सहायता मिलती है। क्योंकि वे अच्छी अंग्रेजी बोलते हैं, कई भारतीय जो काम, अध्ययन या अवकाश के लिए विदेश यात्रा करते हैं, उन्हें विदेश में रहने की चुनौतियों से निपटना आसान लगता है। अंग्रेजी के कारण आज भारतीय पेशेवरों को बहुराष्ट्रीय संगठनों में काम करना और विभिन्न देशों के सहकर्मियों के साथ सहयोग करना आसान लगता है।

अंग्रेजी भाषा में दक्षता बढ़ाने और गरीब विद्यार्थियों तक अंग्रेजी माध्यम में पढ़ाई की पहुँच सुनिश्चित करने के लिए 2019 से फ्लैगशिप योजना के रूप में महात्मा गांधी राजकीय विद्यालय (अंग्रेजी मीडियम) शुरू किए गए थे। जिसका मुख्य उद्देश्य राज्यों में सरकारी छात्रों को अंग्रेजी माध्यम शिक्षा की सुविधा के लिए योजना शुरू की गई थी ताकि निजी स्कूलों में भारी फीस के बोझ को नकारा जा सके और समाज के निचले स्तर के छात्रों को सरकारी स्कूल में अंग्रेजी माध्यम में गुणवत्तापूर्ण शिक्षा मिल सके।

### अध्ययन का उद्देश्य

महात्मा गांधी उच्च प्राथमिक विद्यालयों में कार्यरत शिक्षकों के सम्मुख आने वाली समस्याओं का अध्ययन करना।

### शोध विधि

प्रस्तुत शोध अध्ययन में वर्णनात्मक सर्वेक्षण विधि का प्रयोग किया गया है।

### न्यादर्श

प्रस्तुत शोध अध्ययन में न्यादर्श के लिए राजस्थान राज्य के बूंदी शहर के महात्मा गांधी अंग्रेजी माध्यम विद्यालय के 30 शिक्षकों को उद्देश्य परक विधि द्वारा चयनित किया गया है।

### प्रदत्त संकलन हेतु उपकरण

प्रस्तुत शोध अध्ययन में स्वनिर्मित साक्षात्कार अनुसूची का प्रयोग कर प्रदत्त संकलन का कार्य किया गया है तथा उनका विश्लेषण प्रतिशत के माध्यम से किया गया है।

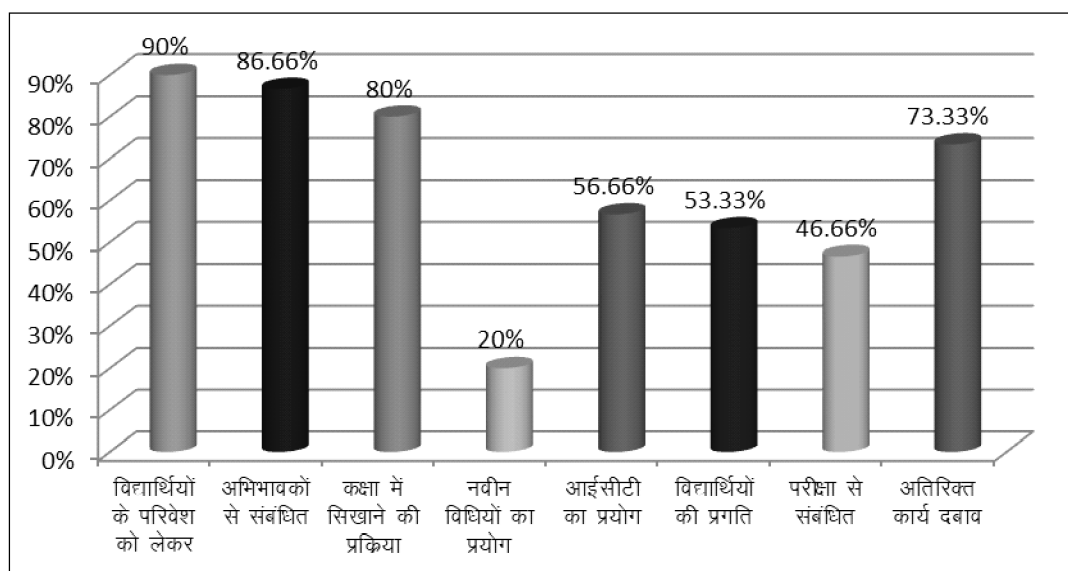
### परिणामों का विश्लेषण एवं व्याख्या

प्रस्तुत अध्ययन में साक्षात्कार के माध्यम से प्राप्त किये गये तथ्यों के आधार पर समस्याओं को मुख्यतया 8 भागों में विभाजित कर उनमें प्राप्त आवृत्तियों को प्रतिशत के माध्यम से व्यक्त किया गया है। जिसका विवरण अग्रलिखित तालिका में दर्शाया गया है—

तालिका-1

महात्मा गांधी उच्च प्राथमिक विद्यालयों में कार्यरत शिक्षकों के सम्मुख आने वाली समस्याएँ

समस्याएँ	आवृत्ति	प्रतिशत
1. विद्यार्थियों के परिवेश को लेकर	27	90
2. अभिभावकों से संबंधित	26	86.67
3. कक्षा में सिखाने की प्रक्रिया	24	80
4. नवीन विधियों का प्रयोग	6	20
5. आईसीटी का प्रयोग	17	56.67
6. विद्यार्थियों की प्रगति	16	53.33
7. परीक्षा से संबंधित	14	46.67
8. अतिरिक्त कार्य दबाव	22	73.33



आरेख-1

महात्मा गांधी उच्च प्राथमिक विद्यालयों में कार्यरत शिक्षकों के सम्मुख आने वाली समस्याएँ

### विश्लेषण एवं व्याख्या

उपर्युक्त तालिका एवं आरेख से यह स्पष्ट होता है कि महात्मा गांधी अंग्रेजी माध्यम विद्यालय में कार्यरत 30 शिक्षकों में से 90 प्रतिशत शिक्षकों को विद्यार्थियों के परिवेश को लेकर समस्या, 86.67 प्रतिशत को अभिभावकों से संबंधित, 80 प्रतिशत को कक्षा में सिखाने की प्रक्रिया से संबंधित, 20 प्रतिशत को नवीन विधियों का प्रयोग, 56.66 प्रतिशत को आईसीटी का प्रयोग, 53.33 प्रतिशत को विद्यार्थियों की प्रगति, 46.66 प्रतिशत को परीक्षा से संबंधित और 73.33 प्रतिशत को अतिरिक्त कार्य दबाव से संबंधित समस्याओं का सामना करना पड़ा।

### निष्कर्ष

प्रस्तुत शोध के परिणामों का विश्लेषण करने के पश्चात् यह स्पष्ट होता है कि महात्मा गांधी उच्च प्राथमिक विद्यालयों

में कार्यरत अधिकांश शिक्षकों के समक्ष विद्यार्थियों के परिवेश को लेकर समस्या, अभिभावकों से संबंधित, कक्षा में सिखाने की प्रक्रिया से संबंधित और अतिरिक्त कार्य दबाव से संबंधित समस्याएँ आई। जिसका मुख्य कारण यह हो सकता है कि अधिकांश विद्यार्थियों के परिवार का वातावरण इस प्रकार नहीं था कि उनकी अधिगम में सहायता कर सकें और अभिभावक अपने बच्चों को गृह कार्य करवाने में सक्षम नहीं हैं। जिसके कारण शिक्षकों पर अतिरिक्त कार्य दबाव बढ़ गया है।

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## समेकित प्रशिक्षुओं के संदर्भ में अध्यापक मूल्यों की आवश्यकता एवं प्रासंगिकता

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### सारांश

आज मानव अपनी शक्ति और ज्ञान का सदुपयोग न करके उसका दुरुपयोग कर रहा है, जिसके द्वारा व्यक्ति का व्यक्ति से, समाज का समाज से तथा राष्ट्र का राष्ट्र से विश्वास समाप्त हो रहा है। आज चारों ओर छल कपट, बेईमानी, चोरी, रिश्वतखोरी, अनुशासनहीनता, शोषण, भ्रष्टाचार, तस्करी, धोखाधड़ी दिन प्रतिदिन बढ़ती जा रही है। शिक्षा ही वह साधन है जो इन सभी बुराइयों से छुटकारा दिला सकती है। इसके लिए शिक्षकों में मूल्यों का होना परम आवश्यक है जो भावी नागरिकों को जीवन के मूल्यों की शिक्षा प्रदान कर सकता है तथा उनको भौतिकता के अंधकार से मुक्ति दिला सकता है। अध्यापक का आदर्श आचरण विद्यार्थियों को प्रभावित करता है और उन्हें संवेदनशील बनाता है। शिक्षक की अपने कार्य के प्रति जवाबदेही, उसकी वृत्तिक प्रतिबद्धता, शिक्षक का वृत्तिक मानक, शिक्षा की आचार संहिता, वह आदर्श गुण है जिनको आत्मसात कर एक शिक्षक विद्यार्थियों में मूल्यों का विकास कर सकेगा। भविष्य की शिक्षा व्यवस्था का भार समेकित प्रशिक्षुओं के कंधों पर होगा क्योंकि यह भविष्य के शिक्षक होंगे तथा शिक्षा व्यवस्था के निर्माता व संचालन कर्ता के रूप में अपनी भूमिका सुनिश्चित करेंगे। अतः यह आवश्यक है कि समेकित प्रशिक्षु व्यापक रूप से अध्यापक मूल्यों का बोध कर उसे अपने व्यवहार में आत्मसात करें, जिसके परिणाम स्वरूप एक स्वस्थ समाज का निर्माण हो सकेगा तथा भविष्य के नागरिकों में उत्तम मूल्यों का विकास संभव होगा। अध्यापक को अपने अध्यापन में दया, क्षमा, देशभक्ति तथा राष्ट्र समर्पण के प्रेरक प्रसंग भी विद्यार्थियों को सुनाने चाहिए जिसके द्वारा उनमें देश रक्षा, देश प्रेम, विश्व बंधुत्व जैसे राष्ट्रीय व वैश्विक मूल्यों का विकास हो सकेगा।

**संकेतांक शब्द :** समेकित प्रशिक्षु, अध्यापक मूल्य, प्रजातांत्रिक गुण, मानवता की शिक्षा, शाश्वत मूल्य।

### प्रस्तावना

शिक्षा एक आजीवन चलने वाली सर्वांगीण विकास की प्रक्रिया है, जिसके द्वारा मानव समस्त जंतु जगत में है। इस श्रेष्ठता का आधार मानव जीवन के विभिन्न प्रकार की मूल्य है। मानव मूल्यों का जीवन में अत्यधिक महत्व है, यही व्यक्ति के व्यक्तित्व को निर्धारित करते हैं तथा अस्तित्व को व्यापक व श्रेष्ठतम बनाते हैं। शिक्षा प्रक्रिया को संपन्न करने में शिक्षक का महत्वपूर्ण स्थान है। विद्यार्थी, शिक्षक के ज्ञान को ही नहीं सीखते बल्कि उसके आचरण एवं व्यक्तित्व का प्रभाव भी विद्यार्थियों के जीवन पर पड़ता है। मानव जीवन को सवारने तथा सुसज्जित बनाने में अनेक तत्वों का समावेश रहता है। मूल्य उनमें से एक परम आवश्यक तत्व है जिसके अभाव में सामाजिक जीवन संभव नहीं है। मूल्य मानव जीवन में बहु आयामी भूमिका

निभाते हैं। विश्व इतिहास में जितने भी महान व्यक्तित्व हुए हैं वे सभी महान मूल्यों को अपने जीवन में आत्मसात करने के कारण ही हुए हैं। आधुनिक समय में भी यह तथ्य प्रासंगिक है।

जीवन में मूल्यों के अभाव में मानव का व्यवहार पशुवत हो जाता है। मूल्यों को किसी पर थोपा नहीं जा सकता है बल्कि मूल्य ग्रहण किए जाते हैं। प्रत्येक प्रकार के मूल्यों में निर्णय का गुण निहित रहता है जो व्यक्ति को किसी कार्य को करने अथवा ना करने की प्रेरणा प्रदान करता है। जब व्यक्ति मूल्यों को आत्मसात कर लेता है तब यही मूल्य जीवन के आदर्श बन जाते हैं जो व्यक्ति की सामाजिक, राष्ट्रीय एवं वैश्विक छवि को उत्तम बनाता है। **ऑलपोर्ट** के अनुसार- “मूल्य एक मानव विश्वास है जिसके आधार पर मनुष्य वरीयता प्रदान करते हुए कार्य करता है।” **सी.वी. गुड** के अनुसार- “मूल्य वह चारित्रिक विशेषता है जो मनोवैज्ञानिक, सामाजिक और सौंदर्यबोध की दृष्टि से महत्वपूर्ण मानी जाती है। लगभग सभी विचार मूल्यों के अभीष्ट चरित्र को स्वीकार करते हैं।” अतः अध्यापक में आदर्श मूल्यों का होना आवश्यक है, जिसका अनुसरण करके भावी पीढ़ी योग्य नागरिकों के रूप में विकसित हो सकेगी तथा समाज व राष्ट्र के निर्माण में अपनी सकारात्मक भूमिका सुनिश्चित कर सकेगी। अध्यापक को राष्ट्र निर्माता की संज्ञा प्रदान की गई है। अतः प्रत्येक अध्यापक में आदर्श मूल्यों का होना परम आवश्यक है, जिसके द्वारा अध्यापक अपने दायित्व, कर्तव्य, सत्यनिष्ठा, तथा समयबद्धता का पालन कर सकेगा। अध्यापकों के अंदर विभिन्न गुणों का होना अति आवश्यक है, जैसे - संवेदनशील, सत्यनिष्ठा, परोपकारी, न्यायप्रिय, साहसी, इमानदार, सहयोगी, अनुशासित, परिश्रमी इत्यादि।

### तकनीकी शब्दों का परिभाषीकरण

- **समेकित प्रशिक्षु** - समेकित प्रशिक्षुओं से तात्पर्य शिक्षक शिक्षा के एकीकृत पाठ्यक्रम यथा -बी0एससी0-बी0एड0 तथा बी.ए.-बी.एड. के वे छात्र जो उच्चतर माध्यमिक स्तर अथवा समकक्ष शिक्षा पूर्ण कर उपरोक्त किसी अध्यापक शिक्षा के प्रशिक्षण पाठ्यक्रम में प्रवेश लेकर प्रशिक्षण की समस्त सैद्धांतिक, प्रयोगात्मक, इंटरशिप इत्यादि में नियमित रूप से भाग लेते हैं।
- **अध्यापक मूल्य** - अध्यापक मूल्यों से तात्पर्य शिक्षक के उन गुणों से होता है जिसे विद्यार्थी अपने आचरण में उतार कर सर्वांगीण विकास को प्राप्त कर सकते हैं। शिक्षक की ईमानदारी, कर्तव्यपरायणता, नैतिकता, सेवा भावना, सामाजिक जनकल्याण, प्रेमभाव, उत्तम चरित्र, साहसी, मृदुभाषी, विनम्रता, सत्यनिष्ठा, सहयोग, समानता इत्यादि अध्यापक मूल्य की श्रेणी में आते हैं।

राष्ट्रीय अध्यापक शिक्षा परिषद की मान्यता, मानदंड तथा क्रियाविधि विनियम- 2014 की परिशिष्ट संख्या-13 के अनुसार बी.ए.-बी.एड. व बी.एससी.-बी.एड. कराने वाला 4 वर्षीय एकीकृत कार्यक्रम लागू किया गया। इस पाठ्यक्रम में प्रवेश हेतु विद्यार्थियों की निम्नतम योग्यता उच्चतर माध्यमिक अथवा इसके समकक्ष हैं। इन प्रशिक्षुओं की आयु सामान्यतया 17 से 21 वर्ष होती है, जिसके कारण इनमें किशोरावस्था के लक्षण विद्यमान होते हैं तथा अपरिपक्वता एवं चंचलता का भाव परिलक्षित होता है, जिसका नकारात्मक प्रभाव उनकी कर्तव्यनिष्ठा, ईमानदारी, समयबद्धता, उत्तरदायित्व की भावना, शिक्षक छात्र अंतर्संबंध इत्यादि अध्यापक मूल्यों पर पड़ता है। अतः एकीकृत शिक्षक प्रशिक्षण कार्यक्रम के समेकित प्रशिक्षुओं के अध्यापक मूल्यों के क्षेत्र में अनुसंधान कार्य किए जाने की अत्यंत आवश्यकता है। इसके साथ ही इन प्रशिक्षुओं के अध्यापक मूल्यों के संवर्धन हेतु प्रयासों की आवश्यकता है।

### अध्यापक मूल्य शिक्षा की आवश्यकता

शिक्षक समाज में मूल्यवान संसाधन हैं जो शिक्षा के क्षेत्र में महत्वपूर्ण भूमिका निभाते हैं। उन्होंने हमारे समाज को ज्ञान, संस्कृति और सभ्यता के मूल्यों से परिचय कराया है और उन्हीं के द्वारा नवीन विचार और विकास की कोशिश की जाती है। शिक्षकों का सिर्फ शिक्षा संसाधनों में ही योगदान नहीं होता है, बल्कि उनके नेतृत्व में छात्रों की व्यक्तिगत प्रगति को प्रोत्साहित करने की भी जिम्मेदारी होती है। एक अच्छे शिक्षक के पास उदार मन, उत्साह, सहयोगिता और धैर्य की गुणवत्ता होती है। वे अपने छात्रों के संदेहों और समस्याओं को समझते हैं और सही मार्गदर्शन करके उन्हें समस्याओं का सामना करना सिखाते

हैं। शिक्षक अपने छात्रों के साथ संवाद में रहते हैं और उन्हें नैतिक मूल्यों, समाजिक सभ्यता और जीवन के मूल तत्वों के प्रति जागरूक बनाते हैं। शिक्षक का अध्यापन उच्चतम गुणवत्तापूर्ण होना चाहिए, ताकि छात्र न केवल विद्या में उन्नति करें, बल्कि समझदार नागरिक के रूप में भी विकसित हों। शिक्षक के प्रभाव से होने वाला सकारात्मक परिवर्तन छात्रों के जीवन में बहुमूल्य होता है, जो उन्हें सक्षम और सफल व्यक्ति बनाने में मदद करता है।

समेकित प्रशिक्षु अध्यापकों के मूल्यों की आवश्यकता और प्रासंगिकता पर विचार करना, समेकित प्रशिक्षु अध्यापकों को समर्थ और संवेदनशील बनाने के लिए एक महत्वपूर्ण उपाय है। शिक्षा विधायिका में अध्यापकों के मूल्यों की आवश्यकता को समझने के लिए हमें अध्यापकों की भूमिका और उनके प्रभाव को समझना महत्वपूर्ण है। अध्यापक न केवल ज्ञान के प्रसार में बल्कि छात्रों के विकास में भी महत्वपूर्ण भूमिका निभाते हैं। शिक्षा का महत्व मानव समाज के विकास में अत्यधिक है और इसका मूल आधार अध्यापकों के मूल्यों में निहित होता है। अध्यापक न केवल ज्ञान के प्रदान करते हैं, बल्कि उनका उद्देश्य छात्रों को सही मार्गदर्शन देकर उन्हें नैतिक मूल्यों से भरपूर नागरिक बनाना भी होता है। अध्यापक का मार्गदर्शन, प्रेरणा, और मूल्यों की शिक्षा से ही समाज में सशक्ति, सद्गुण और समृद्धि की दिशा में प्रगति हो सकती है। अध्यापक मूल्य शिक्षा प्रक्रिया में महत्वपूर्ण भूमिका निभाते हैं। समेकित प्रशिक्षु अध्यापकों में मूल्यों की आवश्यकता निम्नलिखित कारणों से हैं -

**1. नैतिक मूल्यों का प्रतिष्ठापन-** अध्यापकों के मूल्य छात्रों को नैतिक और नैतिक मूल्यों की महत्वपूर्णता को सिखाने में महत्वपूर्ण भूमिका निभाते हैं। वे न केवल विद्यार्थियों को ज्ञान देते हैं, बल्कि उन्हें ईमानदारी, सजगता, समर्पण और सहानुभूति जैसे मूल्यों का पालन करने की प्रेरणा देते हैं। अतः यह अति आवश्यक है कि समेकित प्रशिक्षुओं में उच्च कोटि के नैतिक मूल्यों का प्रतिष्ठापन होना चाहिए जिसके द्वारा वह भविष्य के विद्यार्थियों में नैतिक मूल्यों का विकास सुनिश्चित कर सकेंगे।

**2. विद्यार्थी केंद्रित शिक्षा-** अच्छे अध्यापक विद्यार्थियों के विकास को अपनी प्राथमिकता मानते हैं। वह प्रत्येक विद्यार्थी की व्यक्तिगत आवश्यकताओं और प्रतिबद्धताओं को समझते हैं और उन्हें उनके समृद्धि के पथ पर मार्गदर्शन करते हैं। अनेक मनोवैज्ञानिक प्रयोगों एवं तथ्यों से स्पष्ट है कि प्रभावी शिक्षा व्यवस्था विद्यार्थी केंद्रित होनी चाहिए जिसके अंतर्गत विद्यार्थी अपनी रुचि, अभिक्षमता, आवश्यकता एवं उपयोगिता के आधार पर शिक्षा ग्रहण करना चाहता है। इस प्रकार की शिक्षा व्यवस्था में छात्रों की उपलब्धि श्रेष्ठतम होती है। अतः समेकित प्रशिक्षु अध्यापकों को अपनी शिक्षा व्यवस्था में विद्यार्थियों का स्थान प्राथमिक रखना चाहिए। विद्यार्थी केंद्रित शिक्षा व्यवस्था में शिक्षक की भूमिका एक पद प्रदर्शक की होती है।

**3. ज्ञान और विचारों को प्रोत्साहन-** अध्यापकों के मूल्य छात्रों को नए ज्ञान और विचारों की खोज में प्रोत्साहित करते हैं। उनकी प्रेरणा और मार्गदर्शन से विद्यार्थी सीमाओं को पार करने का साहस दिखाते हैं और नए दिशा निर्देश में आगे बढ़ने के लिए प्रेरित करते हैं। शिक्षक को छात्रों के ज्ञान एवं विचारों को महत्व देना अत्यावश्यक है जिसके परिणाम स्वरूप छात्रों में समस्या समाधान की योग्यता, निर्णय क्षमता व प्रबंधन कौशल जैसे उच्च कोटि के गुणों का विकास सुनिश्चित किया जा सकता है।

**4. सामाजिक और मानविकी अभिवृद्धि-** सामाजिक और मानविकी अभिवृद्धि समाज और मानवता के प्रति सकारात्मक परिवर्तन को सूचित करता है। यह विशेष रूप से समाज में सामाजिक सुधार, व्यक्तिगत एवं सामुदायिक विकास, और मानवीय समृद्धि के प्रति प्रयासों को दर्शाता है। इसका मुख्य उद्देश्य समाज को उन्नति, समृद्धि, सामाजिक न्याय, समानता, और मानवाधिकारों की प्राथमिकता की दिशा में आगे बढ़ाना है। आरोग्य और स्वास्थ्य की देखभाल मानविकी अभिवृद्धि का महत्वपूर्ण हिस्सा है। आदर्श जीवन शैली, पोषण, जलवायु बदलाव के प्रति जागरूकता आदि इसमें शामिल होते हैं। अध्यापक छात्रों को सामाजिक जागरूकता, सामाजिक समरसता और मानविकी अभिवृद्धि के मूल्यों की महत्वपूर्णता को समझाते हैं। इससे वे समाज में उत्तरदायित्व समझते हैं और सकारात्मक परिवर्तन के लिए सहयोग करते हैं।

**5. व्यक्तिगत विकास और आत्मविश्वास में वृद्धि-** व्यक्तिगत विकास और आत्मविश्वास में वृद्धि व्यक्ति के व्यक्तिगत और पेशेवर जीवन के महत्वपूर्ण पहलु हैं। यह उनकी सामाजिक, पेशेवर, और आवश्यकता के अनुसार सकारात्मक रूप से विकसित होने की क्षमता है। सकारात्मक मानसिकता व्यक्ति के आत्मविश्वास को बढ़ावा देती है। नकारात्मक सोच को दूर करने के लिए मनन तकनीकों का उपयोग करना महत्वपूर्ण है। शारीरिक और मानसिक स्वास्थ्य की देखभाल करना



आत्मविश्वास में सुधार कर सकता है। योग, ध्यान, व्यायाम, और स्वस्थ आहार का पर्याप्त मात्रा में सेवन इसमें मदद कर सकते हैं। अध्यापकों के मूल्य छात्रों के व्यक्तिगत विकास और आत्मविश्वास को बढ़ावा देने में महत्वपूर्ण भूमिका निभाते हैं। वे छात्रों के साथ व्यक्तिगत संवाद करके उनके आत्मविश्वास में वृद्धि करते हैं और उन्हें स्वयं के कौशलों और क्षमताओं की पहचान करने में मदद करते हैं।

**6. समृद्धि की दिशा में मार्गदर्शन-** समृद्धि की दिशा में मार्गदर्शन एक चुनौतीपूर्ण प्रक्रिया है जिसमें समृद्धि की प्राप्ति के लिए मार्ग तय किया जाता है। यह मार्गदर्शन व्यक्ति को निर्धारित लक्ष्यों की प्राप्ति, सकारात्मक परिणामों की प्राप्ति और उनकी सामाजिक और आर्थिक स्थिति में सुधार की दिशा में मदद करता है। समृद्धि की दिशा में मार्गदर्शन के लिए नियमितता महत्वपूर्ण है। समय का अच्छे से प्रबंधन करना, कार्रवाईयों की नियमितता बनाए रखना और योजना का पालन करना महत्वपूर्ण होता है। अध्यापक छात्रों के लक्ष्य और सपनों को साकार करने के लिए मार्गदर्शन करने में मदद करते हैं। उनकी प्रेरणा से छात्र अपने संघर्षों का सामना करते हैं और आगे बढ़ने के लिए प्रोत्साहित होते हैं।

**7. समाज में सकारात्मक परिवर्तन-** सामाजिक परिवर्तन में शिक्षकों की भूमिका महत्वपूर्ण और प्रभावी होती है। शिक्षक समाज में नवाचार, सुधार, और सकारात्मक परिवर्तन लाने में अग्रणी में होते हैं। उनका मार्गदर्शन और प्रेरणा छात्रों के जीवन में सकारात्मक बदलाव लाने में महत्वपूर्ण भूमिका निभाता है। अध्यापक छात्रों को सोचने, प्रश्न करने, और नई दिशाओं की ओर प्रेरित करते हैं, जिससे उनकी सोच में परिवर्तन आ सके। वे उन्हें सामाजिक और सांस्कृतिक मुद्दों के प्रति जागरूक करते हैं, जो समाज में सकारात्मक परिवर्तन का मूल माने जाते हैं। शिक्षक समाज के नियम, मूल्य, और मान्यताओं को समझाने का भी कार्य करते हैं। उनका उद्देश्य न केवल विशिष्ट विषयों की पढ़ाई करवाना होता है, बल्कि उन्हें नैतिक मूल्यों, समाजसेवा, सहयोग, और समरसता के महत्व को भी सिखाने का होता है। मार्गदर्शन समाज में उद्देश्यों की प्राप्ति, समाजसेवा और सामाजिक सुधार की दिशा में छात्रों को प्रोत्साहित करता है। इस प्रकार, एक अच्छे शिक्षक की भूमिका समाज में सकारात्मक बदलाव की प्रक्रिया को प्रोत्साहित करती है और नवीन पीढ़ियों को ज्ञान, समर्पण, और नैतिक मूल्यों के साथ समृद्धि की दिशा में आगे बढ़ने की क्षमता प्रदान करती है।

**8. शिक्षा प्रणाली का उन्नतीकरण-** शिक्षा प्रणाली का उन्नतीकरण आज के विकासशील समय में अत्यंत महत्वपूर्ण और आवश्यक विषय है। शिक्षा प्रणाली के माध्यम से समाज को समृद्धि, सामाजिक सुधार, और व्यक्तिगत विकास को दिशा प्राप्त होती है। अध्यापक शिक्षा प्रणाली के माध्यम से न केवल ज्ञान प्रदान करते हैं, बल्कि उनकी महत्वपूर्ण भूमिका यह है कि वे छात्रों को सोचने, समझने, और समस्याओं के समाधान के लिए प्रोत्साहित करते हैं। उनका उद्देश्य केवल जानकारी देना नहीं होता है, बल्कि वे छात्रों को स्वतंत्रता से सोचने की क्षमता प्रदान करते हैं। इस प्रकार, अध्यापकों की भूमिका शिक्षा प्रणाली के उन्नतीकरण में कुंजी है। उनके सकारात्मक दृष्टिकोण, समझदारी, और प्रेरणा से ही शिक्षा प्रणाली का विकास संभव होता है।

**9. प्रजातांत्रिक गुणों का विकास-** आज अधिकांश विश्व के राष्ट्र प्रजातंत्र का अनुसरण करते हैं, इसके लिए आवश्यक है कि वहां के नागरिकों में प्रजातांत्रिक गुणों का उचित विकास होना चाहिए जिसके द्वारा उनमें न्याय, सहयोग, स्वतंत्रता, समानता, सह अस्तित्व जैसे गुणों का विकास संभव है। प्रजातांत्रिक गुणों का विकास समृद्धि, सामर्थ्य, और सामाजिक समानता की दिशा में महत्वपूर्ण होता है। ये गुण एक समृद्ध और विकसित समाज की नींव होते हैं और सही दिशा में प्रगति के लिए महत्वपूर्ण होते हैं। समाज में स्वतंत्रता एक महत्वपूर्ण मूल्य है। यह नागरिकों को उनके विचारों, धार्मिकता, और अधिकारों का समर्थन करता है। स्वतंत्रता के लिए समाज में समर्पित नागरिकों की आवश्यकता होती है। प्रजातांत्रिक समाज में सभी लोगों को समान अधिकार और अवसर मिलते हैं। इसका मतलब है कि जनसामान्य की आवश्यकताओं और अधिकारों का समर्थन किया जाता है और समाज में विभिन्न वर्गों और समुदायों के बीच न्यायपूर्ण वितरण की प्राथमिकता होती है। प्रजातांत्रिक समाज में संविधान के आदर्शों का पालन किया जाता है, जिससे संविधान में स्थापित मूल अधिकारों की सुरक्षा और संरक्षण किया जा सकता है। यह न्यायपूर्ण और नैतिक मूल्यों की स्थापना करने में मदद करता है और नागरिकों को सामाजिक और राजनीतिक प्रक्रियाओं में भागीदारी की भावना प्रदान करता है।

**10. शाश्वत मूल्यों का विकास-** हमारा समाज बहुसंस्कृति समाज है। प्राचीन शाश्वत मूल्य को बनाए रखना शिक्षा का प्रमुख उद्देश्य होना चाहिए, इसके द्वारा धार्मिक कट्टरता, हिंसा, अंधविश्वास तथा भाग्यवाद को समाप्त करने में भी सहायता मिलेगी। शाश्वत मूल्यों का विकास समाज में शांति, समरसता, और समाजिक उत्थान को प्रोत्साहित करता है। यह मूल्य लोगों को एक-दूसरे की समझ में मदद करते हैं और समाज में सहयोग के आदर्शों को स्थापित करते हैं। शाश्वत मूल्यों के पालन से समाज में विवादों और असहमतियों की कमी होती है तथा लोग एक-दूसरे के साथ मिलजुलकर रहने के तरीकों को सीखते हैं। व्यक्तिगत स्तर पर भी शाश्वत मूल्यों का विकास समर्पण की भावना को बढ़ावा देता है। शाश्वत मूल्य व्यक्ति को उसके लक्ष्यों की प्राप्ति में मदद करते हैं और उसे सहयोग और सहानुभूति की महत्वपूर्णता को समझने में मदद करते हैं।

**11. चरित्र निर्माण-** महात्मा गांधी की मान्यता थी कि “ज्ञान का अंतिम लक्ष्य चरित्र निर्माण है”। गांधीजी के अनुसार सच्चरित्रता के अभाव में बौद्धिक ज्ञान सुगंधित शव के समान है। अच्छे चरित्र का आधार मूल्य हैं। चरित्र के निर्माण में शिक्षा एवं शिक्षक की महत्वपूर्ण भूमिका होती है। हमारा देश एक भौगोलिक इकाई है तथा यहां के नागरिकों में अनेकता में एकता की भावना निहित है, इसका आधार व्यक्तियों का उत्तम चरित्र तथा निस्वार्थ प्रेम रहा है। भारत में आजादी की लड़ाई के उत्तम चारित्रिक गुणों जैसे अहिंसा, असहयोग, सत्याग्रह और सत्य को आधार बनाकर विद्यार्थियों में चारित्रिक गुणों का विकास संभव है।

**12. मानवता की शिक्षा-मूल्यों में मानवता की शिक्षा को महत्वपूर्ण स्थान देने की आवश्यकता है,** जिसके द्वारा मानवतावाद शिक्षा का आधार बनेगा। शिक्षा की प्रक्रिया से संबंधित सभी गतिविधियां मानव कल्याण से संबंधित होनी चाहिए तथा समाज में व्याप्त बुराइयों को समाप्त किया जाना चाहिए। शिक्षा विश्व बंधुत्व और विश्व शांति का संदेश देती है जिसके द्वारा व्यक्ति में समता की भावना का विकास संभव हो सकेगा।

अध्यापक मूल्यों की प्रासंगिकता शिक्षा प्रक्रिया के सभी पहलुओं में दिखती है। शिक्षा के इस प्रक्रियात्मक प्रसंग में, अध्यापक छात्रों के साथ सहयोगी और मार्गदर्शक के रूप में कार्य करते हैं। उनके द्वारा सिखाये गए मूल्य और नैतिकता से छात्र न केवल विद्या में सफल होते हैं, बल्कि उन्हें अच्छे नागरिक बनने की क्षमता प्राप्त होती है। अध्यापक मूल्यों की प्रासंगिकता आज के विशेषणात्मक समाज में भी अत्यंत महत्वपूर्ण है। वर्तमान समय में, छात्रों का व्यक्तिगत और सामाजिक विकास केवल शिक्षा से ही संभव नहीं है, बल्कि नैतिक मूल्यों की मजबूती भी आवश्यक है। अध्यापक मूल्य छात्रों को आज के चुनौतीपूर्ण समय में सही और गलत के बीच सही निर्णय लेने में मदद करते हैं। समर्पित और नैतिकता से परिपूर्ण अध्यापक ही छात्रों को सही मार्ग पर चलने की प्रेरणा देने में सक्षम होते हैं। उनके द्वारा सिखाए गए मूल्यों की प्रासंगिकता निश्चित रूप से शिक्षा प्रणाली के सभी पहलुओं में दिखाई देती है, जिससे हमारे समाज में नैतिक मूल्यों की महत्वपूर्णता को पुनः स्थापित किया जा सकता है। नैतिकता से परिपूर्ण अध्यापकों का योगदान समाज के सशक्तिकरण में महत्वपूर्ण होता है। उनके माध्यम से ही हमारे छात्र सशक्त और समर्थ नेता बन सकते हैं, जो समाज में सुधार और प्रगति की दिशा में महत्वपूर्ण भूमिका निभा सकते हैं।

समेकित प्रशिक्षणों अध्यापकों का यह कर्तव्य है कि वे छात्रों को न केवल ज्ञान के साथ, बल्कि नैतिकता, समर्पण, और सहयोग के साथ भी सशक्त और सफल बनाएं। उनके मूल्यों की प्रासंगिकता वर्तमान में और आने वाले समय में भी निरंतर महत्वपूर्ण रहेगी, क्योंकि वे हमारे समाज की मूल आवश्यकताओं को पूरा करने में सकारात्मक भूमिका निभायेंगे। अध्यापकों के मूल्यों की आवश्यकता और प्रासंगिकता विभिन्न समय, स्थान, और सामाजिक संदर्भों में बदलती रहती है। इसलिए, अध्यापकों के मूल्यों की समझ, संरक्षण, और प्रशिक्षण, शिक्षा से संबंधित क्षेत्रों में महत्वपूर्ण है।

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## **SECULARISM AND THE ROLE OF THE STATE : AN ANALYSIS OF THE DEBATE ON THE HIJAB BAN IN INDIA AND FRANCE**

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### **Introduction**

Pluralism is considered to be a constitutive element of a modern liberal society. India and France are both religiously plural nations. India is a culturally rich and diverse country that has a long history of thriving pluralism, which has been sustained for thousands of years. Hinduism, Islam, Christianity, Sikhism, Buddhism, and Jainism are among the many religions represented in India. India's secularism ideology promotes the equal treatment of all religions with respect. India values and recognizes all religions and celebrates religious diversity. Rather than rejecting religion, India embraces it. France, though, a catholic Christian country in the medieval period, incorporated and accepted pluralism in the course of time after the Reform Movement, which triggered a brutal struggle between Catholics and Protestants. Now, apart from the Catholics and Protestants, there exist other faiths such as Islam, Judaism, Buddhism, Hinduism, and Sikhism, making it a multi-confessional country.

Secularism is a fundamental value in diverse societies where people follow various religions or may identify as non-religious. Secularism helps ensure that no single religious group or belief system dominates the public sphere, fostering an environment where individuals can freely follow their chosen faith or philosophical outlook. Additionally, secularism promotes the principle of equality and upholds the freedom of religion and belief.

The concept of secularism is intricate and has multiple aspects that different countries can interpret and implement in their unique ways. The approach taken by a state in interpreting and implementing secularism is usually influenced by its historical, cultural, and political context. This paper aims to explore the varying approaches adopted by India and France in dealing with the religious-cultural issue of wearing a Hijab in the Public domain.

**Keywords:** Secularism, Catholic Church, Religious persecution, Laïcité, tolerance, Sarv Dharma Sambhav, Hijab, Essential Religious Practice, Freedom of Expression.

**As a political idea,** Secularism emerged in modern Europe due to the peculiar relation between church and government. During Medieval Europe, organized Christianity or the Catholic Church

acted as both a political force and a religion. The Catholic Church had significant involvement in state functions and exerted thorough control over the lives of its believers. The entire Europe was largely Catholic Christian. Non-believers were not considered worthy of salvation, and the Pope's role as the leader of the Catholic Church warranted the loyalty of all followers. Monarchs, in particular, were required to submit to Papal authority.

In the 16th century, the church in Europe split into the Roman Catholic Church on the one hand and a variety of denominations loosely termed Protestant on the other. This movement was initiated by a German priest named Martin Luther, who not only highlighted the shortcomings of the Roman Catholic Church but also paved the way for secularism in European societies. Luther praised a sermon in which he spoke of two kinds of righteousness. One was righteousness in the eyes of God. The second was righteousness in the eyes of the world. Righteousness in the eyes of the world was exhibited not only by Christians but by other creeds, and although no guarantee of salvation of them, it was praiseworthy in its own limited sense. Obeying the law, paying your taxes, and helping your friends, neighbours and fellow citizens.<sup>1</sup> This civil righteousness had value. Luther's concept of two realms laid the foundation for the political belief that a monarch should not interfere with or dictate religious beliefs. Though Luther led the idea of separation of religion and state, ironically, the Reformation led to religious warfare in Europe. These were ended with the Peace of Westphalia. This treaty held that those who adhere to different denominations have the right to practice their religion freely in private.<sup>2</sup> Unfortunately, the Westphalia Treaty was not followed in spirit, and persecution was started on the basis of religious identity, Especially in France. During the 16th, 17th, and 18th centuries, France experienced significant religious conflict between believers. The state was predominantly opposed to Protestants, and even as late as the mid-18th century, harsh capital punishments were frequently carried out in the name of heresy. This period demonstrated that when the state becomes involved in religious matters, it can have catastrophic consequences for society.

### **Secularism in France : Laïcité**

When the French Revolution erupted in 1789 to sweep that old system away. Both the Crown and Church were equally targeted. It was stressed that no one, on account of his religious ideas, would be persecuted as long as the manifestation of such opinions did not interfere with the established law and order. This declaration was accompanied by the dismantling of the state power of the church and the seizure of its assets. Clergy who had wielded power under the ancient regime were stripped off their special rights. In the decades of revolution, the link between the French state and the Catholic Church was comprehensively broken. New public bodies took on institutional functions that had been fulfilled by the church, such as the registration of birth, marriages and deaths<sup>3</sup>. In 1801, Napoleon negotiated a treaty with Pope Pious VII.<sup>4</sup> As a result of this, the Roman Catholic Church was again recognised as the religion of the majority of the French, but there were a number of restrictions on its power to pre-revolutionary heights. The recognition and funding were extended not just to Roman Catholic but also to Protestant denominations such as Calvinism, Lutherism, and even Judaism. Jews were emancipated throughout French territories in Europe, relieved of the civil and political disabilities that had been placed on them under Christian states. In the course of this development, the French Word Laïcité was coined like the English word secularism, Laïcité had,

and still has, many meanings. But the principle one was to describe the separation of church and state that would rid civil life of religious interference and guarantee freedom of conscience to all people.

The idea of *Laïcité* gained ground in the phase of French constitutional history known as the Third Republic, it came to be a defining ideology of the state. In 1905 the Third Republic passed a law 'on the separation of churches and the state'.<sup>5</sup> Through the 1905 law, compulsory prayers at the opening of parliament, Chaplains in the military, and Catholic symbols on public buildings and monuments all over were abolished. The State-funded health and education services were secularised. Clergy were removed from the board of hospitals and the faculties of the schools. The 1905 law has more or less endured. It was embedded into the constitution of the current 5<sup>th</sup> French Republic on its formation in 1958. Article 1 of the Constitution is commonly interpreted as discouraging religious involvement in government affairs, especially religious influence in the determination of state policies. It also forbids government involvement in religious affairs. As a result of these provisions, France can claim to be secular in the sense that there is no domination of state institutions by religious organisations, and the law provides for freedom of religion or belief.

### **Secularism in India : Sarv Dharma Sambhav**

Indian Society from ancient times has been characterised by religious diversity. The dominant religion, which is known as Hinduism, has multiple facets and sects. In the 6<sup>th</sup> century BC, Buddhism emerged as an influential religion, which propagated a humanistic approach and forbade unnecessary debate on religious ideas. The great ancient ruler Ashoka clearly dictated in one of his edicts that all religions (Sarv Pashand) should reside everywhere, and one should listen as well as respect the doctrines professed by others.<sup>6</sup> Another 6<sup>th</sup> Century BC religion which has a profound impact on the Indian psyche is Jainism. The Jainism strongly put forward the doctrine of Syadvad and Anekantvad. These two doctrines paved the way for religious tolerance. Even in the medieval period, the idea of Sufism and Bhakti toned down the politicisation of religion. In the 16<sup>th</sup> century, the great rural Akbar went so far as to celebrate Hindu festivals and allow Christian missionaries. By the 19<sup>th</sup> century, Indian society sustained a diverse range of religions. The freedom movement of the 19<sup>th</sup> and 20<sup>th</sup> centuries was committed to tolerance and pluralism. Gandhi himself was inspired by Vaishnav's idea of tolerance and co-existence. Writing in 1927 of *The Future of India*. He said - "I don't expect India of my dream to develop one religion to be only Hindu or holy Christian or holy Muslim, but I want it to be wholly tolerant with its religious working, side by side with one another".<sup>7</sup>

The makers of modern India were influenced by the harmonious and peaceful co-existence of numerous religious ideas in India side by side. The Constitution Assembly stated that secularism, as incorporated in the Indian Constitution, did not oppose religion but instead promoted the growth of religious identities in a free manner. One of the Members of the Constituent Assembly, Mr. H.V. Kamath, said, "When I say that a State should not identify itself with any particular religion it does not mean that a State should be anti-religious or irreligious. India would be a secular State, but according to me, a secular state is neither a godless State nor an irreligious nor an anti-religious State".<sup>8</sup>

India adopted secularism to facilitate the promotion of religious tolerance and cultural co-existence. The word 'secular' did not first occur in the Constitution. By the forty-second Constitutional

Amendment Act of 1976, the preamble was amended to insert the word ‘secular’. The constitution says that there shall be no official ‘state religion’ in India. It follows from this that:

- (a) All persons get the freedom of conscience and the right to profess, practice, and propagate any religion of their choice. All religions are treated equally in the eyes of the law. People are vested with religious freedom and can adopt or refrain from adopting any religion. (Article 25)<sup>9</sup>
- (b) The state will not compel any citizen to pay any taxes for the promotion or maintenance of any religion or religious institution. (Article 27)<sup>10</sup>
- (c) No religious education shall be instructed in any educational institution wholly provided by the state funds. (Article 28)<sup>11</sup>

All the above-stated articles are part of the fundamental rights of the Indian citizens which means that they are ensured and protected by the constitution and judiciary.

## Hijab Controversy

The hijab, in the context of Islam, refers to a form of modest clothing and head covering worn by many Muslim women, considered a symbol of their faith and commitment to their religious values. The practice of wearing the hijab has varied interpretations and cultural nuances, but it generally involves covering the hair, neck, and chest while leaving the face and hands visible.

Some believe these are derived from the verses (ayats) referencing hijab in the Qur’an<sup>12</sup>; others believe that the Qur’an does not mandate that women need to wear a hijab<sup>13</sup>. Some reformist groups consider the issue of veiling in Islam only as a recommendation made according to the conditions of the past. Around the world, many Muslim women choose to wear the hijab for a variety of reasons, often rooted in religious convictions. For many, it represents a visible and tangible way to adhere to the Quranic guidance on modesty and a way of signalling one’s commitment to Islamic principles in daily life. The hijab can also be seen as a form of cultural and social identification. It is considered as an expression of their cultural heritage and a link to their religious community. It’s a way of asserting their identity and belonging within a larger Muslim society while also distinguishing themselves from non-Muslims. Further, many women who wear the hijab see it as a personal choice and manifestation of personal freedom.

## Hijab in France

France is estimated to have the largest number of Muslims in the Western world, primarily due to migration from West Asia. The majority of Muslims in France belong to the Sunni denomination and are of foreign origin.<sup>14</sup>

In France, there is an ongoing social, political, and legal debate concerning the wearing of the hijab and other forms of Islamic coverings in public. Since 1989, the debate has grown to include the wearing of Islamic coverings on public beaches, when playing sports, and in other public places. The larger debate involves the concept of *laïcité* (secularism) and the French policy of minority assimilation, discussions of the “Islamist threat” to French society, and Islamophobia.

The controversy around the hijab ban has been one of the ways secularism has been challenged in both countries. In France, the initial *affaire du foulard* (the scarf affair) was sparked on 18 September

1989 when three female Muslim students were suspended for refusing to remove their headscarves in class at Collège Gabriel Havez (a middle school) in a town, Creil.<sup>15</sup> The girls' refusal received more and more press coverage, and Muslim advocacy organizations became involved. In November 1989, the *Conseil d'État* (Council of State) ruled that the scarf's quasi-religious expression was incompatible with the Laïcité of public schools, as secularism statutes applied to the schools themselves, not the pupils.<sup>16</sup>

Then in September 1994, a new memorandum, the 'François Bayrou Memo', was issued, delineating the difference between 'discreet' religious symbols able to be brought into classrooms and 'ostentatious' religious symbols (including the hijab), which were to be forbidden in public establishments. In October of that year, students at Lycée Saint-Exupéry (a high school) in Mantes-la-Jolie organized a protest in favour of the right to wear the veil in classrooms. On 24<sup>th</sup> November, veiled students were suspended from the same high school as well as from Lycée Faidherbe in Lille.<sup>17</sup>

Between 1994 and 2003, around 100 female students were suspended or expelled from middle and high schools for wearing the scarf in class. In nearly half of these cases, their exclusions were annulled by the French courts. The issue of the hijab in schools intensified after the 11<sup>th</sup> September 2001 terrorist attacks in the United States. On 10th February 2004, President Jacques Chirac's government banned all religious signs from state schools. "While the law also banned crucifixes and kippahs, it was mostly aimed at girls wearing Muslim headscarves known as hijab", explained The Local's columnist, John Lichfield.<sup>18</sup>

Back in 2010, there was a public debate in France regarding the wearing of full-face coverings in public places. As a result, a law was passed that prohibited the wearing of such coverings, including burqas and niqabs. The law was deemed constitutional and was enforced starting in April 2011. It's worth noting that the hijab, which doesn't cover the face, is not included in this ban. However, if the burqa covers the face, it's also prohibited. This ban also extends to full body costumes and zentais - skin-tight garments that cover the entire body. France was the first European country to impose such a ban in public areas.

The law was challenged and taken to the European Court of Human Rights which upheld the French law in July 2014, accepting the argument of the French government that the law was based on "a certain idea of living together".<sup>19</sup> In October 2018, the United Nations Human Rights Committee found that France's ban disproportionately harmed the right of two women [plaintiffs] to manifest their religious beliefs and could have the effects of "confining them to their homes, impeding their access to public services and marginalizing them.

In 2022 the French Senate passed a law to ban the wearing of the hijab and other 'ostensible religious symbols' in sports competitions. Les Hijabeuses, a collective of Muslim soccer players, protested the bill and has challenged the ban. However, in June 2023, France's top administrative court ruled against a collective of Muslim female soccer players in their case against the French Football Federation (FFF), upholding a ban on the Islamic headscarf, or hijab, during games.

French politicians have defended the amendment as a reinforcement of the country's adherence to secularism.



The United Nations Human Rights Committee argued that under international law, states can only limit religious practices when there is a compelling public safety reason, when the manifestation of religious beliefs would impinge on the rights of others, or when it serves a legitimate educational function.<sup>20</sup>

### **Hijab In India**

In contrast to the French situation, in India, the controversy around Hijab ban has been a recent phenomenon. In early January 2022, a dispute over the wearing of the hijab was reported at a government-run Pre-University College for Girls at Udupi (Karnataka) that had rejected the wearing of hijab as being in violation of its uniform policy.<sup>21</sup> Six Muslim female students insisted on wearing hijab on top of their college uniform, arguing that hijab was part of their faith and their constitutional right. The college said that its uniform policy did not allow for the hijab. The college allowed them to wear the hijab on campus but did not allow them into classes. The case was brought to the attention of the media. The college authorities met and talked with the parents but remained firm in their resolution not to allow religious attire. According to one of the students, the agreement ‘mentioned a compulsory uniform and said nothing about a hijab’.

The college development committee, which is responsible for setting the uniform policy, declared that the college would continue with its uniform code, which does not allow for hijab. Some local organizations took the position that, since uniforms were not mandated by the government, they could not violate the student’s religious rights. The college wrote to the Pre-University Education Department of the state government to clarify the matter. Thus, the matter was escalated to the state government level.

In the first week of February 2022, the government issued an order stating that the uniforms mandated by the state government, the school management or college development committees must be worn compulsorily. Students following religious tenets adversely impacted ‘equality and unity’ in colleges. For those colleges where the college development committees did not mandate a uniform, the students must still wear attire that maintains ‘equality and unity and doesn’t hamper public order’. The state education minister B. C. Nagesh made a statement declaring, “Those who want to defy the government’s school uniform regulations cannot enter their schools and attend classes”.<sup>22</sup>

It’s important to clarify that the state of India did not ban hijab. Rather, an educational institute in Karnataka implemented a uniform policy that included a ban on hijab. However, there are other educational institutes in different states that allow hijab based on reasonable accommodation. Even in Karnataka, some educational institutes still allow hijab. It’s worth noting that this is different from the situation in France where hijab has been banned by the state on the grounds of secularism. Currently, there is no hijab ban in India, and the Indian courts are examining the constitutionality of the ban imposed by some educational institutions in Karnataka.

The matter was first examined by the Karnataka High court on a writ petition filed by the students. A three-judge bench, in its judgment in *Resham v State of Karnataka and others*, upheld the ban on hijab on 15<sup>th</sup> of March 2022.<sup>23</sup> The major arguments and the finding of the court can be summarized as under:

### **A. Can the Right to Freedom of Conscience be applied in the case of Hijab.**

Muslim students had argued that the ban on the hijab violated their Right to Freedom of Conscience granted under Article 25.

In the Judgment, the Court disagreed with this argument and ruled that wearing of hijab would fall under religious expression, and thus it needs to be evaluated under the Essential Religious Practices test.

### **B. Argument of Hijab being Essential Religious Practice under Islam**

Muslim students had argued the hijab ban violated their Right to Religious Expression under Article 25. They referred to Islamic scriptures and claimed that wearing the hijab is an indispensable aspect of their religion. The State cannot impose restrictions on this Essential Religious Practice.

The Court held that wearing the hijab is not an Essential Religious Practice, rather, it is a cultural practice. It did not merit protection under Article 25 of the Constitution.

### **C. Does the Hijab fall under the Right to Freedom of Expression and the Right to Privacy?**

The Muslim students had argued that wearing the hijab is an element of ‘expression’ under Article 19(1)(a) wearing the hijab is protected by the Right to Privacy. In this regard, students must be provided with ‘reasonable accommodations’ allowing them to exercise this right.

The Court held that the ban on the hijab and imposition of a dress code is a reasonable restriction and does not offend constitutionally protected rights as it is ‘religion-neutral’ and ‘universally applicable’ to all students.

The matter was taken to the apex court. A two-judge Bench of the Supreme Court has been unable to resolve the conflict between a female student’s freedom to wear a headscarf and the state’s interest in keeping schools a place of equality and secularism<sup>24</sup>. Justice Gupta was of the opinion that the Karnataka government was well within its rights to ban the Hijab in educational institutions. Justice Dhulia asserts that discipline should not be at the cost of freedom when he wonders why a girl child wearing a hijab should be a public order problem and declares that ‘reasonable accommodation’ of this practice will be a sign of a mature society. The split verdict perhaps reflects the division in the wider society on issues concerning secularism and minorities.

The split decision by the 2-Judge Bench means that a larger Bench must now hear the case. It is up to CJI to allocate the case to a larger Bench.

### **Analyzing the two Secularism/s**

The hijab controversy in India and France unfolds with distinct intensities and contexts, reflecting the intricate interplay of cultural, religious, political, and social factors in each country. The diversity in how these controversies are approached underscores the significance of local dynamics in shaping perceptions and policies. The issue remains in different forms and has been addressed in a unique manner by the State in accordance with its history.

It would briefly trace the history of the conflict between Church and State in the West. When the idea of separating church and state first gained ground in the 1800s and then was written into law in 1905, the idea was to have a peaceful coexistence of all religions under a neutral state; prior

to the law, Roman Catholicism had been the state religion of France. France has also been more strongly influenced by the thoughts of Rousseau and therefore views the highest responsibility of the state as creating societal cohesion. So, the need to ensure that society is a cohesive unit necessarily leads the French to place much higher value and importance not merely on the division of church and state but also on the positive and sometimes aggressive protection and promotion of a secular French state espousing secular French values. It is because of this that France is so emphatic about maintaining a neutral stance.

India's secularism does not completely separate religion and state. The Indian Constitution has allowed interference and interface of the state in religious affairs. Secularism is used to describe India's commitment to maintaining the neutrality of the state along with actively promoting religious tolerance, coexistence, and equal treatment of all religions, creating a ground for 'positive secularism'.

The Constituent Assembly, after elaborating debates, concluded that the state must equally protect all religions and accommodate the various religious and cultural diversities. The Assembly declared that secularism, as adopted in the Indian Constitution, was not an anti-religious concept; instead, it prevented discrimination against citizens based on religion. Nehru also outlined his views on the subject in 1961 when he said, "We talk about a secular state in India. It is perhaps not very easy even to find a good word in Hindi for 'secular.' Some people think it means something opposed to religion. That obviously is not correct. What it means is that it is a state which honours all faiths equally and gives them equal opportunities."<sup>25</sup>

In the leading case of *S. R. Bommai v. Union of India*, 1994 SCC (3), the Supreme Court had observed that the term 'secularism' does not imply that the state should be hostile towards religions, but rather it should act with neutrality in its treatment towards all religions.<sup>26</sup> In the words of Ahmadi J., secularism is based on the 'principles of accommodation and tolerance'. It acknowledges the profound role of religion in citizens' lives while ensuring the state doesn't favour or interfere with any religion.

Indian secularism differs from the Western concept of strict separation as it allows the state to actively participate in religious communities. This includes supporting religious festivals and cultural events, as well as maintaining places of worship. The Indian approach views state involvement as an effort to promote inclusivity and celebrate the country's diverse and pluralistic heritage. The following examples will prove this proposition:

1. Article 290A of the Indian Constitution provides payment to temples from the consolidated fund of India.<sup>27</sup>
2. Recognition of community-based fundamental rights and indirect state funding for religious purposes: The Indian Constitution recognizes community-based fundamental rights. Article 30(1) recognizes the rights of religious minorities, and therefore, unlike other Articles applicable to citizens qua individuals, it is a community-based right. Article 30(2) commits the state to give aid to educational institutions established and administered by religious communities. This indirectly permits the use of public money for religious instruction in educational institutions.
3. Interference on religious matters by state: Articles 17 and 25(2) require the state to intervene in religious affairs. Article 25(2)(b) states that 'nothing in Article 25(1) prevents the state

from making a law providing for social welfare and reform or the throwing open of Hindu religious institutions of a public character to all classes and sections of Hindus.’

Similarly, the introduction of the Hindu code bill and Triple Talaq Law can also be kept in the same category where the state finds it proper to intervene in religious matters to end discrimination and to protect the rights of vulnerable groups, especially women.

4. Support for religious institutions by the Government: There is continued support by the various governments to support religious organizations. In Karnataka, the government disbursed to the 34563 temples affiliated to the endowment department Rs. 465 crore in the last five years<sup>28</sup>. The Central Government was also providing subsidies for the Haj pilgrimage up to 2018. Supreme Court ordered to abolish Haj subsidy in 2012. The government abolished this subsidy in the year 2018.
5. Doctrine of Essential Religious Practice developed by courts: The Doctrine of Essential Religious Practice balances religious freedom and social welfare, allowing for state intervention in exceptional situations while preserving significant religious practices.

Supreme court, in the case of *Sardar Syedna Taher Saifuddin Saheb v State of Bombay* (1962),<sup>29</sup> upheld the right and power of excommunication bestowed upon the Head Priest of the Dawoodi Bohra Community. It was further observed that what constitutes an essential practice is to be gathered from the texts and tenets of the religion. Similar to the case of *Shayara Bano v Union of India* (2017) Supreme Court rejecting the argument that the practice of Triple Talaq was an essential practice under Islam.<sup>30</sup>

India has a unique approach to secularism that is characterized by the peaceful coexistence of various religious communities without any major conflicts. On the other hand, the hijab controversy in France is deeply rooted in the country's approach to secularism which emphasizes the separation of religion and public life. This approach aims to create a society where religious affiliations do not interfere with civic affairs. Historical and cultural contexts play a significant role in shaping policies and perceptions. India's long history of religious pluralism and constitutional commitment to preserving religious diversity creates a landscape where religious symbols are often viewed through the lens of individual rights and choice. In contrast, France's history of conflicts between church and state has led to a strong emphasis on maintaining a clear separation between religion and public institutions.

As pointed out by Rajeev Bhargava, western theories of secularism have tended to see secularism as a single-value doctrine<sup>31</sup>. For them, the state is to be separated from organized religion for the sake of the fullest possible liberties of individuals including their religious liberty. The Church-state model is one variant of a time-honored secularism. The presence in background cultural conditions of other variants such as the religious strife model is equally conducive to the growth of modern secularism. The Church-State model is operative in societies in which separation is an internal feature of the dominant religion.

France's version of secularism, known as *Laïcité*, needs to consider its current multicultural and multi-religious reality. Western nations, particularly France, should incorporate the principles of accommodation and tolerance into their secularism to manage multicultural societies. Denmark

provides an example of a policy change that addresses the issue. The Danish government announced in August 2023 that it would criminalize the public mistreatment of religious objects, despite concerns about free speech. This intervention marks a significant departure from the previous policy, in which the state did not involve itself in such matters.

## Conclusion

The controversy surrounding the hijab in India and France is a complex issue that involves a mix of historical, cultural, religious, political, and social factors. Nationalism and democracy arrived in the West after the settlement of religious conflicts in societies that had been made religiously homogenous or had almost become so. The absence of deep religious diversity and conflict meant that issues of citizenship could be addressed almost entirely, disregarding religious context; the important issue of community-specific rights to religious groups could be wholly ignored. This could not be done in India. Both national and democratic agendas in India had to face issues raised by deep religious differences and diversity.

Western secular states should consider redefining their concept of secularism. Instead of relying on a model developed in a specific period of history, they could benefit from studying the Indian variant. Equally, both the self-proclaimed supporters of secularism and some of its misguided opponents could learn from examining the original Indian variant. It can be predicted that many western critics of Indian secularism will embrace it once they properly understand its nature and point. No idea is eternal. However, a good idea shouldn't be abandoned due to intellectual laziness.

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## **WOMEN'S REPRESENTATION THROUGH RESERVATION : AN ANALYSIS OF WOMEN RESERVATION BILLS**

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### **Introduction**

The participation of women in politics in India has evolved significantly over the years, reflecting both progress and persistent challenges. Despite being the world's largest democracy, the representation of women in Indian politics has often been inadequate, reflecting deep-rooted societal norms and structural barriers.

The demand for women's reservations in legislative bodies is not new; neither is the controversy over the appropriate categories to use when allocating reservations. Pre-Independence precedents touch on similar issues to those being raised today. Legislative reservations for women were under discussion during debates in the 1920s and 1930s over constitutional reforms for India. At that point, too, the category of women took a back seat to other categories, such as religion and caste. In the last decades of colonial rule, Britain granted Indians limited rights to serve as representatives in legislative bodies. In part an effort to neutralize nationalists and expand the "circle of collaborators", such policies also contributed to "divide and rule" tactics by giving special electoral rights to certain groups<sup>1</sup>.

Concerned about divisions within the nationalist movement, Congress and the major women's associations opposed reservation policies that would recognize distinct social categories within the Indian "nation", whether those categories were based on religion, gender, class or caste. The major women's organizations, in turn, came to oppose similar proposals for women. When the Congress decided to participate in the second roundtable conference on constitutional reform in 1931, women's delegation introduced a joint memorandum of the AIWC, NCWI and WIA. This stated that "to seek any form of preferential treatment would be to violate the integrity of the universal demand of Indian women for absolute equality of political status".

Ignoring the stance of the major Indian women's organizations and Congress, the Government of India Act of 1935 granted women forty-one reserved seats in the provincial legislatures, as well as limited reservations in a central legislature<sup>2</sup>.

The fact that women are capable of exhibiting extraordinary qualities of leadership is visible by the participation of many women during the national freedom movement. The demand for women's

voting rights was initiated by Sarojini Naidu, who led a delegation of Indian Women before the British Parliament in the year 1917. Consulting the Reforms Act of 1921, women were given the right to vote, but this right came with certain restrictions like wifehood, property and education. The Government of India Act of 1935 granted voting rights to all women without any conditions as it was there in the Reforms Act of 1921. Finally, the Constitution of India in the year of 1950 gave all women equal political and legal rights.<sup>3</sup>

Despite all this, India's social and cultural structures are so hierarchical and discriminatory that women as a group continue to be excluded from decision-making forums and experience widespread discrimination and disadvantage. Even after 75 years of independence, female representation in legislatures is still below 30 per cent – the benchmark identified as the crucial level of representation to achieve a “critical mass” of female legislators to enable a significant impact, rather than a symbolic few.<sup>4</sup> In this context, the absenteeism and marginalization of women from India's political sphere represents a major challenge.

### **The Constituent Assembly and the Question of Women Reservation**

The subject of a gender quota in legislative bodies was extensively discussed during the freedom movement as well during constitutional assembly debates. The Constituent Assembly in India, for the first time, met on 9 December 1946 and took three years to frame the world's largest constitution- the Indian constitution. The Constituent Assembly comprised 15 women among the 389 members, which framed the Constitution and no one among them was in favour of reservation of seats for women as the idea of equality was ingrained in them.

There is only one reference to the reservation of seats for women in the Constituent Assembly debates. Purnima Banerji, a member of the Constituent Assembly, said that if a vacancy arose for a seat occupied by a woman in the Constituent Assembly, it should be filled by a woman. Before even making this point, Banerji said she did not stand for the reservation of seats for women.<sup>5</sup>

While framing the Constitution, the women members in the Constituent Assembly did not pursue reservation as a means of ensuring women's political participation on the grounds that it would limit women's representation. In July 1947, Renuka Ray, on her part, voiced strong objections towards reservation for women. Ray cited the example of her counterpart Vijayalakshmi Pandit, whom she expressed, had found her place in the Constituent Assembly and had been appointed as an ambassador, not on account of her sex, but due to her ‘proven worth’. It is significant to note that Ray had opposed reservation for women due to her qualm that reservation could lead to women's competence being overlooked.

“When there is reservation of seats for women, the question of their consideration for general seats, however competent they may be, does not usually arise. We feel that women will get more chances in the future to come forward and work in the free India, if the consideration is of ability alone”.<sup>6</sup>

The voice of Hansa Mehta also rang loud in this regard. While Mehta acknowledged that Indian women would be grateful to know that free India would mean not only equality of status but also equality of opportunity, she however, emphasized that the women of the land did not seek reservation of seats or separate electorates but only justice – in the social, economic, and political spheres.



“...The women's organisation to which I have the honour to belong has never asked for reserved seats, for quotas, or for separate electorates. What we have asked for is social justice, economic justice, and political justice. We have asked for that equality which can alone be the basis of mutual respect and understanding and without which real co-operation is not possible between man and woman. Women form one half of the population of this country and, therefore, men cannot go very far without the co-operation of women. This ancient land cannot attain its rightful place, its honoured place in this world without the co-operation of women”<sup>7</sup>

Political representation was initially based on the premise that it deals primarily with individuals. It was believed that though very few women were actually joining politics at a given time; the overall improvement in terms of education and employment opportunities would necessarily percolate into the political sphere too and their representation would commensurately increase.<sup>8</sup>

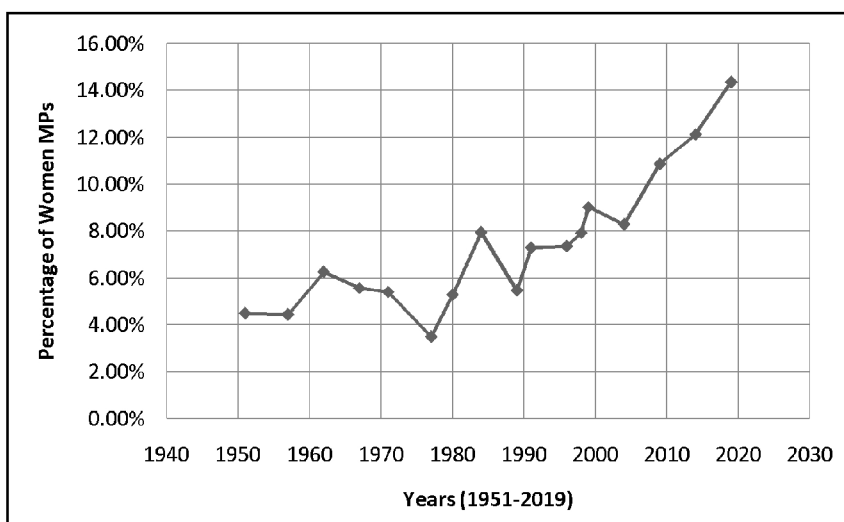


Diagram : I Percentage of Women MPs<sup>9</sup>



Diagram 2 : Gender Composition of the Raja Sabha 1952-2023<sup>10</sup>

The women group advocated and gave preference to social justice, economic justice, and political justice over reservation but unfortunately, the number of women representatives in legislatures remained abysmal even after decades of independence. It is significant to remember that, Renuka Ray had opposed reservation for women due to her qualm that reservation could lead to women's competence being overlooked. Yet, in the 76th year of Independence of our nation, it is significant to note that women representation in the Parliament and State Legislatures still fall below 15%, which is evident from the charts below. Women representation in State legislatures has also been equally dismal.

### **History of Women's Reservation Bill**

The debate on reservations in India is not new, it was seen as a means of achieving social equality. Acting upon a request from the United Nations in 1971 for a report on the status of women ahead of the International Women's Year, 1975, the Union Ministry of Education and Social Welfare appointed a Committee on the Status of Women in India (CSWI) to examine the constitutional, administrative, and legal provisions that have a bearing on the social status of women, their education, and employment, as well as the impact of these provisions.

The Committee's report 'Towards Equality' noted that the Indian state had failed in its constitutional responsibility to ensure gender equality. This 1974 document is said to lay the foundation of women's movement in independent India, highlighting discriminatory sociocultural practices, political and economic processes. The findings of the report reopened the women's question for government, academia and women's organisation. Such findings set the stage for the debate in the committee over reserved seats for women in legislative bodies

#### ***Women Reservation Bill of 1987***

The first effort in this regard was made In 1987, when the Congress government under the leadership of former Prime Minister Rajiv Gandhi constituted a 14-member committee under then Union Minister Margaret Alva. The committee gave 353 recommendations, and one of them was the reservation of seats for women in elected bodies. Former Prime Minister Rajiv Gandhi introduced the concept of women's reservation in elected bodies by proposing a Constitution Amendment Bill in 1989 to provide one-third reservation for women in rural and urban local bodies. The Bill was passed in Lok Sabha but failed to get passed in Rajya Sabha in September 1989.

#### ***Women Reservation Bill of 1992***

Prime Minister P.V. Narasimha Rao reintroduced Constitution Amendment Bills 72nd and 73rd in 1992 and 1993, which reserved one-third of seats and chairperson posts for women in local bodies. These bills became law, resulting in a significant number of elected women representatives in panchayats and in the Urban local bodies such as Nagar Palikas.<sup>11</sup> This marks a significant milestone in allowing women to actively participate in decision-making at the grassroots level. In the local body elections, over one million women are elected every five years. The 1993 73rd and 74th Amendments to the Indian Constitution have paved the way for equal access and greater involvement of women in political power structures. It was anticipated that the Panchayati raj Institution (PRIs) would play a central role in the process of enhancing women's participation in public life. The PRIs and the Urban local self-Governments will be actively involved in the implementation and execution of the National Policy for Women at the grassroots level.<sup>12</sup>

### *Women Reservation Bill of 1996*

72nd and 73rd amendments successfully provided reservation to women in Local bodies still, the question of representation in Parliaments and state assemblies was not addressed. Deve Gowda-led United Front government, for the first time introduced the Constitution Amendment Bill in Lok Sabha on September 12, 1996, for reservation of women in the Parliament. After the Bill failed to get approval in Lok Sabha, it was referred to a Joint Parliamentary Committee chaired by Geeta Mukherjee. The Mukherjee committee presented its report in December 1996. However, this 81<sup>st</sup> amendment bill was lapsed with the dissolution of the 11th Lok Sabha. The joint parliamentary committee report examining the women's reservation Bill in 1996 recommended that reservation be provided for women of Other Backward Classes (OBCs) once the Constitution was amended to allow for reservation for OBCs.

Two years later, the Atal Bihari Vajpayee-led NDA government pushed the WRB Bill in the 12th Lok Sabha in 1998. However, this time too, the Bill failed to get support, and lapsed again. It was subsequently reintroduced in 1999, 2002 and 2003 under the Vajpayee government, but with no success.

### *Women Reservation Bill of 2008*

The WRB bill again gained some traction during Manmohan Singh-led UPA government-1. In 2004, the government included it in its Common Minimum Programme and finally tabled it on 6 May 2008, this time in Rajya Sabha to prevent it from lapsing again. Five of the seven recommendations made by the 1996 Geeta Mukherjee Committee were included in this version of the Bill. The legislation was sent to the standing committee on May 9, 2008. The 1996 Bill had been examined by a Joint Committee of Parliament, while the 2008 Bill was examined by the Standing Committee on Personnel, Public Grievances, Law and Justice. Both Committees agreed with the proposal to reserve seats for women. Some of the recommendations given by the Committees include: (i) considering reservation for women belonging to other backward classes at an appropriate time, (ii) providing reservation for a period of 15 years and reviewing it thereafter, and (iii) working out the modalities to reserve seats for women in Rajya Sabha and state legislative councils. The standing committee presented its report on December 17, 2009. It got the stamp of approval from the Union Cabinet in February 2010.

The Bill was eventually passed in the Rajya Sabha with 186-1 votes on March 9, 2010. However, the Bill was never taken up for consideration in the Lok Sabha and eventually lapsed in 2014 with the dissolution of the Lok Sabha. Bills introduced/passed in Rajya Sabha do not lapse, hence the Women's Reservation Bill is still very much active.

### *Women Reservation (Nari Shakti Vandan Adhiniyam) Bill 2023*

Women reservation bill, officially named Nari Shakti Vandan Adhiniyam, The Constitution (One Hundred and Twenty-Eighth Amendment) Bill, 2023. This Women's Reservation Bill was introduced in Lok Sabha on 19 September 2023 during the special session of Parliament. This legislation seeks to allocate 33 percent of the seats in the directly elected state and central legislative bodies for women.

### *Main Features of the Bill*

- **30% Reservation in Legislature:** The Bill reserves, as nearly as may be, one-third of all seats for women in Lok Sabha, state legislative assemblies, and the Legislative Assembly of the National Capital Territory of Delhi. This will also apply to the seats reserved for SCs and STs in Lok Sabha and states legislatures.
- **Commencement of Reservation:** The reservation will be effective after the census conducted after the commencement of this Bill has been published. Based on the census, delimitation will be undertaken to reserve seats for women.
- **Duration of the Reservation:** The reservation will be provided for a period of 15 years. However, it shall continue till such date as determined by a law made by Parliament.
- **Rotation of Seats:** Seats reserved for women will be rotated after each delimitation, as determined by a law made by Parliament.

On 20 September 2023, Lok Sabha passed the bill with 454 votes in favour and two against. The Rajya Sabha passed the women's reservation Bill unanimously on 21st September

### **Difference between 2008 and 2023 Bills**

Though both the bills provide 30% reservation for the Women in Lok Sabha and state legislature, there are certain difference in the manner of implementations.

#### *Manner of reservation in Lok Sabha*

The Constitution amendment Bill, 2008 seeks to reserve one-third of seats for women in the Lok Sabha. The bill provides that the One-third of Lok Sabha seats in each state/UT to be reserved for women.

(3) As nearly as may be, one-third (including the number of seats reserved for women belonging to the Scheduled Castes and the Scheduled Tribes) of the total number of seats to be filled by direct election to the House of the People in a State or Union territory shall be reserved for women and such seats may be allotted by rotation to different constituencies in that State or Union territory in such manner, as Parliament may by law determine:

Though, the 2023 Act also mandates to reserve one-third of all seats for women in the Lok Sabha, however this takes about reservation in overall seats in Lok Sabha, there is no clarity in 2023 bill regarding the equal distribution of reserved seats to the states/UTs

#### *Rotation of Seats*

The bill of 2008 provides that the reserved seats will be rotated after every general election to Parliament/legislative assembly. Article 330A (3) as proposed in the bill of 2008 was as under

(3) As nearly as may be, one-third (including the number of seats reserved for women belonging to the Scheduled Castes and the Scheduled Tribes) of the total number of seats to be filled by direct election to the House of the People in a State or Union territory shall be reserved for women and such seats may be allotted by rotation to different constituencies in that State or Union territory in such manner, as Parliament may by law determine:

However, the 2023 Act mandates the reserved seats to be rotated after every delimitation

exercise. While 2008 bill makes rotation compulsory in 5year/each election the 2023 Act linked it to delimitation exercise.

### *Deferment of the commencement*

The Constitution amendment Bill, 2008 provided immediate implementation by the Central Government by notification in the Official Gazette. Clause 2 of the bill of 2008 reads as under

(2) It shall come into force on such date, as the Central Government may, by notification in the Official Gazette, appoint.

However, the 2023 Act differ this implementation till the delimitation exercise. This deferment of women's reservation is proposed as per clause 5 of the Bill, which reads as :

“Notwithstanding anything in the foregoing provision of this Part or Part VIII, the provisions of the Constitution relating to the reservation of seats for women in the House of the People, the Legislative Assembly of a State and the Legislative Assembly of the National Capital Territory of Delhi shall come into effect after an exercise of delimitation is undertaken for this purpose after the relevant figures for the first census taken after commencement of the Constitution (One Hundred and Twenty-eighth Amendment) Act, 2023 have been published and shall cease to have effect on the expiration of a period of fifteen years from such commencement”

### **Issues in Women's Reservation**

Political representation is a cornerstone of any democracy, ensuring that the diverse voices and perspectives of a nation's citizens are heard and considered in decision-making processes. However, gender disparities persist in political spheres around the world, with women often underrepresented in legislative bodies. Despite significant progress in India for gender equality, women remain significantly underrepresented in political offices. This imbalance reflects a historical and systemic bias that limits women's access to political power. Reserving a certain percentage of seats in Lok Sabha and State legislative assemblies exclusively for women can provide a swift and effective means of addressing gender disparities. It guarantees women a presence in decision-making roles.

However, the implementation of women's reservation policies can be complex and involve many concerns. The issue of reservation of seats for women in legislatures can be examined from three perspectives: (i) Purpose and effectiveness, (ii) availability and feasibility of alternate method and (iii) issue with present bill.

#### **I. Purpose of Reservation**

If a group is not represented proportionately in the political system, its ability to influence policy-making is limited. The Convention on the Elimination of All Forms of Discrimination Against Women provides that discrimination against women must be eliminated in political and public life. The number of women members in Lok Sabha remained fairly low till the early 1990s (4% to 5%), before rising in the mid-1990s (9-12%) when the number of women members increased moderately. The highest proportion of women representatives elected to the Lok Sabha so far was 78 Female representatives (14.36%) in the 2019 elections, and it was still less than 15 per cent of the total membership.

As Jenkins pointed out reservations, which tie material and political benefits to peoples' identification with certain social categories, are a recipe for explosive politics. Yet such targeted policies may be necessary to deal with inequalities. India is faced with the dilemma of a country with an incredibly complex patchwork of overlapping identities and at the same time profound inequalities and stratification on the basis of many of these identities.<sup>13</sup>

The Standing Committee on Personnel, Public Grievances, Law and Justice (2009) noted that the reservation of seats for women in local bodies has enabled them to make meaningful contributions. The Committee was of the firm opinion that reservation is needed to ensure the participation of women who constitute a traditionally neglected section of society. The Committee further viewed that the reservation of seats for women in Panchayati Raj institutions through the Constitution (73rd and 74th Amendments) was a pioneering step as far as political empowerment of women is concerned. It felt that the reservation in Panchayati Raj institutions was more effective than expected in energising women and has underscored the need for reservation in higher bodies such as State Legislatures and Parliament. It has also been noted that concerns regarding women being proxies to men in local bodies have turned out to be baseless.<sup>14</sup>

The data shows that through 1/3rd reservation of seats for women in Panchayats and Nagar Palikas, they have been able to make meaningful contributions and that the actual representation of women in Panchayati Raj institutions has gone up to 42.3% i.e., beyond the reservation percentage. Before reservation, the percentage of women in this area was merely 4.5 per cent. As per the Fifteenth Anniversary Charter on Panchayati Raj, "Today more than 26 lakh representatives stand elected to the three levels of Panchayats. Of these, over 10 lakh are women. The last fifteen years of Panchayati Raj, have thus succeeded in empowering marginalized groups who have gained political representation and valuable experience. Many of them have successfully taken on the challenge of governance and brought about enduring social change through their close links with the community."<sup>15</sup> The Inter-Parliamentary Union (2022) has noted that legislated quotas have been a decisive factor in women's representation.

Opponents of the reservation policy argue that separate constituencies for women would not only narrow their outlook but lead to the perpetuation of unequal status because they would be seen as not competing on merit. For instance, in the Constituent Assembly, Renuka Ray argued against reserving seats for women: "When there is reservation of seats for women, the question of their consideration for general seats, however competent they may be, does not usually arise. We feel that women will get more chances if the consideration is of ability alone." Opponents also argue that reservation would not lead to political empowerment of women because larger issues of electoral reforms, such as measures to check the criminalisation of politics, internal democracy in political parties, and the influence of black money, have not been addressed.

While there are valid criticisms of women's reservation policies in politics, they remain a potent tool for achieving gender equity in political representation. The persistent gender disparities in political offices demand swift and effective measures to rectify the imbalance. Reservation for women not only ensures their presence in legislative bodies but also serves as an inspiration for future generations and brings diverse perspectives to the forefront of policy-making.

## 2. Alternate Methods of Representation

There are normally two alternate methods, which has been suggested by the experts to increase political representation of the women.

**Reservation for candidates within political parties :** The reservation of seats for women within political party is a strategy aimed at promoting gender equality and increasing the participation of women in politics. This concept is often referred to as “women’s reservation” or “women’s quota” within political parties. The specific implementation of such reservations can vary by country and party. In India this can be achieved through amendment in the Representation of the People Act, 1951 to mandate that every recognised political party nominate women candidates for election in one-third of the constituencies. This reservation is also extended to the seats reserved for SCs and STs.

To prevent parties from fielding women candidates in their “weak” constituencies, the political party must nominate women in one-third of their seats at every state/UT they have a presence in for Union elections. For state elections, they must field one-third of their candidates as women in every cluster of three contiguous assembly constituencies. Parties have the advantage of choosing where and how to field their women candidates based on winning odds, and political and local knowledge. This method grants greater legitimacy and voter choice.<sup>16</sup>

According to an analysis by PRS Legislative Research, countries like Sweden, where 46 per cent of the public representatives are women, Norway (46 per cent), South Africa (45 per cent), Australia (38 per cent), France (35 per cent) and Germany (35 per cent) do not have any law reserving seats for women but some political parties provide reservation.<sup>17</sup>

Reservation in political parties to include more women candidates is a complex issue, it has its own problems and by no means can function as the end-all-be-all solution. The effectiveness of reservations for women within political parties can vary depending on the implementation, and the commitment of the parties to promote gender equality. Some potential challenges include concerns about tokenism, where women may be placed in positions without real decision-making power. Further, it has always considered as an alternate proposal suggested to address the concerns of women’s reservations without having 33% reservation for women in Lok Sabha and State Legislative Assemblies. However even after 33% reservation for women through 2023 bill, this has not lost relevance, reservation for women within political parties can indeed serve as a guiding principle and a moral compulsion.

**Dual member constituencies:** One of the alternatives suggested is the introduction of dual-member constituencies, each with two representatives of whom at least one shall be a woman. India had dual-member constituencies in the Lok Sabha and the state Assemblies as a way to reserve some seats for Scheduled Castes (SCs) and Scheduled Tribes (STs) but this was abolished in 1961. Dual-membership faced major criticism after the 1957 election as 20 such constituencies saw winners from the same group, either SC or ST, and did not elect a general candidate. Further drawback of these constituencies was that they were larger than regular seats and required more resources to administer and campaign. In view of the previous experience of India with dual member constituencies this option does not seem viable to increase women representation in Legislatures.

### 3. Rotation of Reserved Seats

The Bill states that reserved seats shall be allotted by rotation after every delimitation exercise. This implies rotation approximately every 10 years as after 2026 delimitation is mandated to take place after every census. One argument raised against rotation of seats is that it will lead to lack of accountability and that rotation of seats will prevent the incumbent from nurturing her constituency. Rotation of reserved seats may reduce the incentive for MPs to work for their constituencies as they could be ineligible to seek re-election from that constituency. Frequent rotation of seats may lead to inconsistency in leadership, as representatives change frequently and this will impact the continuity and stability of policies and initiatives. A study by the Ministry of Panchayati Raj recommended that rotation of constituencies should be discontinued at the panchayat level because almost 85% women were first-timers and only 15% women could get re-elected because the seats they were elected from were de-reserved.<sup>18</sup>

However other believe that rotation of seats also helps horizontal spread of women's involvement in the political affairs of the country. In its written memorandum before the committee of parliament, CPI (M) has stated that

“.....We cannot base our democracy on a no-change approach which may lead to political monopolies and entrenched interests which are an anathema to democratic processes. Rotation of women reserved seats also helps horizontal spread of women's involvement.....Since all seats will be rotated at some point or the other this will “affect” all in equal measure. The reservation of seats may be done in such a way so that the road map for reservation is known in advance for the next three terms so as to eliminate uncertainty and allow for planning.....”

It can also be expected that rotation will help address certain challenges associated with fixed reserved seats. Further, rotation will encourage political parties to engage a larger pool of women candidates and promotes inclusivity within the party. Parties will be motivated to identify and develop new female leaders. The report examining the 1996 women's reservation Bill recommended that rotation is in the interest of democracy and that it is the duty of the incumbent to work towards the welfare of the constituency, irrespective of whether she would be elected next time or not.

### **The Path Forward Remains Challenging**

Prime Minister Narendra Modi-led government marked the symbolic beginning of the new parliament building by amending the Constitution for Women's Reservation. The bill was passed with almost unanimity in both the houses. The move is set to change the politics of the country as women will be the largest block among elected representatives to come to the House through this affirmative action. The political parties will be forced to nurture and groom new women leaders to fill up 181 seats in Lok Sabha out of total 543.<sup>19</sup> But there are challenges ahead:

#### *Reservation within Reservation*

The Women's Reservation Bill, seeks to reserve a certain percentage of seats in the Lok Sabha (the lower house of India's Parliament) and state legislative assemblies for women. While the bill aims to address gender disparities in politics, there has been discussion about the inclusion of OBC women within its framework. The Bill reserves, seats for women SCs and STs in Lok Sabha



and state legislatures. The newly inserted clause (1) in Article 330 A that would ensure one-third reservation for women in the 'House of the People'. Added to that the next clause reads, "As nearly as may be, one-third of the total number of seats reserved under clause (2) of Article 330 shall be reserved for women belonging to the Scheduled Caste or the Scheduled tribes." Article 330 of the constitution provides reservation to the SC/ST communities in the Parliament. Therefore, within the 33% quota for women, one-third of the seats would be reserved for women belonging to the Scheduled Castes and Scheduled Tribes. There would, however, be no defined quota for OBC women. By doing so, the BJP government has stuck to existing constitutional provisions of providing quota to SC and ST in Lok Sabha and Assemblies and keeping the rest of the seats open to all.

Opposition parties have argued that the Women's Reservation Bill should include provisions for OBC women because it recognizes the intersectionality of gender and caste. OBC women face multiple forms of discrimination, and reserving seats for them can help address both gender and caste-based disparities. Including OBC women in reservation policies can lead to more inclusive political representation, ensuring that the voices and concerns of OBC communities are heard in decision-making processes.

Geeta Mukherjee-led joint parliamentary panel which examined its first draft tabled under then PM HD Deve Gowda in September 1996, recommended that reservation be given to women from backward sections "once the Constitution is amended to permit OBC quota". The joint committee also recommended reservation for women in the Rajya Sabha and state Legislative Councils which is not permitted by the Constitution.

Raising voices for the inclusion of a separate quota for OBC and minorities women within the women's reservation provided a new impetus to the Congress and its INDIA bloc allies to further develop and push the social justice narrative in the upcoming election and this may lead to again blocked for women representation at the time of actual implementation.

#### *Uncertainty over Implementation Date*

The Constitution amendment Bill, 2008 provided immediate implementation by the Central Government by notification in the Official Gazette. However, the 2023 Act differ this implementation till the delimitation exercise. This deferment of women reservation is proposed as per clause 5 of the Bill. Concerns has been raised that the Women's Reservation Bill is unlikely to become a reality at least until the Parliamentary elections in 2029. Along with the complex census and delimitation exercises, there are other issues that limit the potential of this bill.

After India's independence, the delimitation commission was constituted to reallocate Lok Sabha seats according to the first few rounds of census. However, the 42nd amendment, passed in 1976 during the Emergency, froze the delimitation of seats until the 2001 census. In 2001, the Atal Bihari Vajpayee government passed the 84th amendment that froze the number of constituencies till 2026, even as the census data was being collected. Thus, Article 82 virtually bars any delimitation of constituencies before the 2026 census. The redrawing of Lok Sabha seats can happen only after the census.

Yogendra Yadav wrote "Article 82 (amended in 2001) virtually bars delimitation prior to the first census figures post 2026. That can only be 2031. Most observers don't remember that (the)

Delimitation Commission takes 3 to 4 years (last one took 5 years) to give its final report. Besides, the coming delimitation can be very contentious, given the population ratio changes. So we are looking at a report around 2037 or so, that can only be implemented in 2039.”<sup>20</sup> So this need to be addressed by the government otherwise this will delay the actual implementation.

### *Reservation in Rajya Sabha and the Legislative Councils*

The report examining the 1996 women’s reservation Bill recommended that reservation be extended to the Rajya Sabha and the Legislative Councils. these recommendations have not been incorporated in the Bill. The Committee also recommended that the demand for extending reservation for women in Rajya Sabha and the Legislative Councils needs to be examined thoroughly as the upper Houses of the Parliament and State Legislatures play equally important role under the Constitution and by applying the principle of quality women should also get their due share in the second or upper chamber of Parliament and State Legislatures.<sup>21</sup>

Present bill of 2023 is completely silent about women’s representation in the Rajya Sabha and the Legislative Councils. It can be expected that in near future a law amending Articles 80 and 171 of the Constitution should be enacted providing for women’s reservation of one-third of the seats, elected or nominated, to Rajya Sabha or Legislative Councils. Corresponding amendments need to be made in the Fourth Schedule of the Constitution and the Representation of the People Act, 1950.

### **Conclusion**

As women continue to assert their presence in various spheres, their greater representation in politics will undoubtedly contribute to a more inclusive and equitable democratic landscape. It is urgently required that we take special measures to enhance women’s political participation in ways that help them influence decision-making at all levels of our society and polity. This requires a multi-faceted approach involving changes in societal mindsets, legal reforms, and sustained efforts by political parties and civil society alike.

According to Sweden-based International Institute for Democracy and Electoral Assistance (IDEA), besides the countries which have mandated quota for women, major political parties in more than 50 countries have voluntarily set out quota provisions in their own statutes.<sup>22</sup> Because of quotas, countries like Argentina, Costa Rica, Mozambique, Rwanda and South Africa are now contending with the Nordic countries, nations which for many decades have topped the ranking in terms of women’s parliamentary representation

While it may be necessary to institute a system of reservation for women as provided by amendment bill of 2023, this or any other system of ensuring women’s presence in legislatures is not by itself sufficient if our objective is to make women equal partners in democratic politics. While quotas seek to ensure their proportionate presence in Parliament, there is no guarantee that women will be able to use that power effectively. The debate about quotas, particularly in some Asian countries, continues today with the criticism as to how reservations have afforded women the visibility, but not empowered them<sup>23</sup>.

The problem is not just that women in the political arena are denied tickets by political parties. The fundamental problem is that given the nature of electoral politics today, the system itself creates insurmountable obstacles for women. Proposals for reservation for women must therefore be a part

of a larger package of general reforms in electoral politics. Research on women's representation shows that women are often met with double standards. Women politicians are accused often of lacking knowledge and education but at the same time criticised for representing a small group of educated elite women; women politicians are often accused of being tokens of their clans, families and parties. The concept of tokenism or 'proxy women' is often used against women elected on the basis of quota regulations. The argument is that women selected through reservation are dependent on their husbands and families, political parties or an autocratic leader both before and after the elections.

Reservation present one way to include more women in government, but by no means function as the end-all-be-all solution. Reservation do not solve all problems for women in politics and that they may even create new ones. Reservation may serve a key role in getting women elected and helping them pass important policies, but do nothing to change patriarchal culture. If there are prejudices in society, quotas or reservations do not themselves overcome this difficulty. However, it might make it possible for women to surmount some of the barriers that prevent access to certain opportunities. They could enable a 'jump start' where women have almost no representation at all. Ultimately, the Russian feminist adage still rings true: "Democracy without women is not democracy."

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## माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात एवं पक्षपात रहित बालिकाओं के समायोजन का तुलनात्मक अध्ययन

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**सांकेतिक शब्द :** लैंगिक समानता, समायोजन।

समस्त भारत में आज भी स्त्रियों की, बालिकाओं की, परिवार में, समाज में स्थिति पुरुष की तुलना में समान नहीं है बालिकाओं तथा स्त्रियों के साथ भेदभावपूर्ण वातावरण देखा जाता है।

### सारांश

माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात वाली एवं पक्षपात रहित बालिकाओं के समायोजन पर कार्य करने का निर्णय लिया। निष्कर्ष में पाया कि लैंगिक पक्षपात वाली एवं लैंगिक पक्षपात रहित बालिकाओं के समायोजन में कोई अन्तर नहीं है, चाहे ये बालिकाएँ शहर में निवास कर रही हो अथवा ग्रामीण क्षेत्र में, इनके समायोजन में कोई अन्तर नहीं पाया गया।

### प्रस्तावना

नारी का महत्व युगों युगों से रहा है। सामाजिक दशा का अनुमान किसी भी देश की नारियों की स्थिति से लगाया जा सकता है। नारी समाज का महत्वपूर्ण अंग है और कोई भी समाज नारी के सहयोग के बिना प्रगति नहीं कर सकता है।

19वीं सदी में पुरुषों का सर्वत्र वर्चस्व था। लेकिन समाज सुधार आंदोलनों के कारण स्त्री अस्मिता और स्त्री शिक्षा को महत्व मिला। लेकिन राजनीति, आर्थिक, संस्कृति, सामाजिक क्षेत्रों में अभी भी अधिकारहीन थी। स्वतंत्रता के पश्चात् राजस्थान सरकार, भारत सरकार एवं महिला संगठनों ने शिक्षा की ज्योति जलाई। स्त्री रोजगार की तरफ उन्मुख हुई। राधा कुमार के अनुसार “अब उस स्त्री की मात्र छवि में पेश करने के बजाय उसे पुत्री व कामकाजी महिला के रूप में पेश किये जाने लगा है।”

वास्तविक स्थिति की तरफ देखे तो यह चिंतन, मनन स्त्री दशा आज भी उतनी उन्नत नहीं है जिसके कारण हम यह कह सके कि लैंगिक भेदभाव नहीं है या समाप्त हो चुका है।

कुछ मुस्लिम देशों को छोड़कर सभी देशों के कानून किसी भी लैंगिक विभेद को न मानते हुए स्त्रियों और पुरुषों को समान अधिकार देने के पक्ष में हैं। लेकिन व्यवहार में कोई भी देश ऐसा नहीं है जिसमें जीवन के प्रत्येक क्षेत्र में स्त्रियों की स्थिति पुरुषों की तुलना में पुरी तरह समान हो। समाज या समुदाय का वह वर्ग जो अधिक परम्परागत और अशिक्षित है। उनमें स्त्रियों के साथ उतना ही अधिक पक्षपातपूर्ण व्यवहार किया जाता है। हमारे समाज में लैंगिक विषमता का सबसे स्पष्ट रूप

सामाजिक और पारिवारिक जीवन में देखा जा सकता है। इस संबंध में जुंग और जोर्डन (Jung and Jordan) ने लिखा है “स्त्रियों की स्थिति के बारे में भारतीय समाज के मूल्यों में एक विचित्र विरोधाभास है।

सैद्धान्तिक रूप से यह मूल स्त्रियों को सभी तरह की प्रसन्नता, समृद्धि और सफलता का मूल मानते हैं। (यत्र नार्यस्त पूज्यते: रमन्ते तत्र देवता ) लेकिन व्यवहार में स्त्रियों को उन अधिकारों से वंचित रखा जाता है। जो उन्हें सामाजिक आदर्शों, नियमों और कानून द्वारा प्राप्त है।”

हम आज अपने आपको आधुनिक भारतीय होने का दर्जा देते हैं। तथा गर्व करते हैं जो एक बेटी पैदा होने पर मायुस हो जाते हैं तथा बेटा होने पर जश्न मनाते हैं।

राकेश सिंह ने ठीक ही कहा है कि “परिवार के भीतर और समाज में लड़कियों के साथ असमानता अधिक देखने को मिलती है। घर में एक बेटा और एक बेटी है तो उसमें भी समानता की परवरिश नहीं होती है। माता-पिता बेटे के लिए अलग तरह की वस्तुएँ और बेटी के लिए अलग तरह की वस्तुएँ लाकर देते हैं। असमानता परिवार में पैदा होती है और धीरे-धीरे सामाजिक परम्परा बन जाती हैं।”

अक्सर लैंगिक आधारित भेदभाव और समानता के मुद्दे पर महिलाओं और लड़कियों से चर्चा करने पर यह सवाल आता है कि आखिर हम अपने घर में कैसे लैंगिक आधारित भेदभाव पर रोक लगाये। भेदभाव को खत्म करना आज की चुनौती है। महिलाओं एवं लड़कियों का एक बड़ा तबका है। जिन्हें अक्सर अपने घरों में होने वाले लैंगिक भेदभाव की पहचान ही नहीं होती है। इसी प्रकार खरगपुर के गांव की बी.ए. फाईनल की प्रिया का मानना है कि “उसके घर में लैंगिक भेदभाव नहीं है। उसे भी अपने भाईयों की तरह शिक्षा प्राप्त करने पर कही भी आने जाने की छुट है।” प्रिया से पूछा गया कि अगर भाईयों की तरह शिक्षा में छुट है तो वह बाहर पढ़ने क्यों नहीं गयी जैसे भाई गये?” प्रिया का जवाब था, “मम्मी को काम में दिक्कत होती है।”

भारतीय समाज में निम्न असमानता का मूल कारण इसकी पितृसत्तात्मक व्यवस्था में निहित है। प्रसिद्ध समाज शास्त्री सिल्विया वाल्टे के अनुसार इसके लिए प्रयास करना पड़ता है। जब हम समायोजन सम्बन्धित प्रक्रिया का वास्तविक जीवन में विश्लेषण करते हैं तो यह सर्वदा विदित होता है कि व्यक्ति में समायोजन की क्षमता पूर्व अनुभवों, बाहिर्य पर्यावरणीय दर्शाओं तथा व्यक्तित्व शक्तियों पर निर्भर होती है।

शोधकर्ता ने इन तमाम परिस्थितियों का अवलोकन करते हुए, विचार किया कि क्या माध्यमिक स्तर पर अध्ययनरत बालिकाएँ जिनके साथ लैंगिक पक्षपात होता है तथा जिनके साथ लैंगिक पक्षपात नहीं होता हैं के समायोजन में कोई अन्तर पाया जाता है। क्या ग्रामीण लैंगिक पक्षपात एवं शहरी पक्षपात वाली बालिकाओं के समायोजन में अन्तर पाया जाता है। क्या पक्षपात रहित शहरी एवं ग्रामीण बालिकाओं के समायोजन में अन्तर पाया जाता है? इन सब का उत्तर जानने का प्रयास इस प्रयोजना कार्य में किया गया है।

## सम्बन्धित साहित्य का अध्ययन

देवी कान्ती ने (2008) “भारतीय समाज में लैंगिक भेद और स्त्री शिक्षा” पर कार्य किया तथा पाया कि लड़कियों का विवाह उनकी शिक्षा पूरी होने पर किया जाना चाहिए। अन्तर्जातीय विवाह स्वीकार नहीं। विधवा विवाह की मान्यता है। दहेज प्रथा का प्रचलन है। दुरुस्त गांव में अशिक्षित अधिक है। पैतृक सम्पत्ति में लड़कियों को हिस्सा देने की परम्परा नहीं है। जन्म के लिए लड़कियों की तुलना में लड़कों को अधिक महत्व दिया जाता है।

रमा श्रीवास्तव (2014) ने ग्रामीण परिवारों में बालिकाओं के साथ लैंगिक भेदभाव एक समाजशास्त्रीय अध्ययन पर कार्य किया। पाया कि विवाह के पश्चात् व्यक्ति के वैयक्तिक दायित्वों में वृद्धि हो जाती है रोजगार की स्थिति का उसके परिवार के सदस्यों के रहन-सहन, शिक्षा-दीक्षा, जीविकोपार्जन, पारिवारिक सम्बन्धों पर प्रयास रूप से निभाने आदि पर प्रभाव पड़ता है।

पाठक राजीव - (2016) लिंग असमानता का समाज पर प्रभाव पर कार्य किया तथा निष्कर्ष में पाया कि समाज में लिंग असमानता व्याप्त है। केरल जैसे 100 प्रतिशत साक्षर राज्य में भी लिंग असमानता, बाल विवाह, दहेज प्रथा, महिला उत्पीड़न, आत्महत्या, व्याप्त है।

अनीता (2014) ने “कार्यकारी एवं ग्रहणी बच्चों की शिक्षा उपलब्धी एवं समायोजन पर परिवार की प्रेरणा के प्रभाव का अध्ययन” पर कार्य किया, पाया कि ग्रहणी महिलाओं के बच्चों की अपेक्षा कार्यकारी महिलाओं के बच्चों की समोजितशीलता निम्न होती है।

पुनम (2013) “सह शिक्षा विद्यालय एवं कन्या विद्यालयों में अध्ययनरत छात्राओं में समायोजन एवं व्यैक्तित्व का तुलनात्मक अध्ययन” में पाया कि सह शिक्षा विद्यालय एवं कन्या विद्यालयों में अध्ययनरत छात्राओं में समायोजन एवं व्यैक्तित्व में अन्तर नहीं हैं।

### उद्देश्य

1. माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात वाली एवं लैंगिक पक्षपात रहित बालिकाओं के समायोजन पर तुलनात्मक अध्ययन करना।
2. माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात वाली शहरी एवं ग्रामीण बालिकाओं के समायोजन का तुलनात्मक अध्ययन करना।
3. माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात रहित शहरी एवं ग्रामीण बालिकाओं के समायोजन का तुलनात्मक अध्ययन करना।
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5. माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात वाली एवं लैंगिक पक्षपात रहित ग्रामीण बालिकाओं के समायोजन का तुलनात्मक अध्ययन करना।

### परिकल्पनाएँ

1. माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात वाली एवं लैंगिक पक्षपात रहित बालिकाओं के समायोजन में कोई अन्तर नहीं होता।
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3. माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात रहित शहरी एवं ग्रामीण बालिकाओं के समायोजन में कोई अन्तर नहीं होता है।
4. माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात वाली एवं लैंगिक पक्षपात रहित शहरी बालिकाओं के समायोजन में कोई अन्तर नहीं होता।
5. माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात वाली एवं लैंगिक पक्षपात रहित ग्रामीण बालिकाओं के समायोजन में कोई अन्तर नहीं होता।

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## सांख्यिकी विलेख

## सारणी-1

लैंगिक पक्षपात वाली ग्रामीण एवं शहरी बालिकाओं के समायोजन के प्राप्ताकों के अन्तर की गणना

बालिकाएँ	योग	मध्यमान	प्रमाप विचलन	मान	सार्थकता स्तर	
					0.01	0.05
1. लैंगिक पक्षपात की समस्त बालिकाएँ	50	31.2	16.81	0.03	सार्थक	नहीं
2. लैंगिक पक्षपात रहित समस्त बालिकाएँ	50	31.4	43.06			
3. लैंगिक पक्षपात शहरी बालिकाएँ	25	34.6	18.654	1.546	सार्थक	नहीं
4. लैंगिक पक्षपात वाली ग्रामीण बालिकाएँ	25	27	16			
5. लैंगिक पक्षपात रहित शहरी बालिकाएँ	25	31	20.59	0.153	सार्थक	नहीं
6. लैंगिक पक्षपात रहित ग्रामीण बालिकाएँ	25	31.8	21.30			
7. लैंगिक पक्षपात वाली शहरी बालिकाएँ	25	34.06	18.65	0.55	सार्थक	नहीं
8. लैंगिक पक्षपात रहित शहरी बालिकाएँ	25	31	20.59			
9. लैंगिक पक्षपात वाली ग्रामीण बालिकाएँ	25	27	16	0.900	सार्थक	नहीं
10. लैंगिक पक्षपात रहित ग्रामीण बालिकाएँ	25	31.08	21.30			

उपरोक्त सारणी से स्पष्ट है कि लैंगिक पक्षपात वाली एवं पक्षपात रहित समस्त बालिकाओं के, शहरी एवं ग्रामीण बालिकाओं के समायोजन में कोई अन्तर नहीं पाया गया। इसी प्रकार लैंगिक पक्षपात वाली एवं रहित शहरी बालिकाओं तथा ग्रामीण बालिकाओं के समायोजन में भी कोई अन्तर नहीं पाया गया।

## निष्कर्ष

1. माध्यमिक स्तर पर अध्ययनरत लैंगिक पक्षपात वाली एवं रहित बालिकाओं के समायोजन में कोई अन्तर नहीं पाया गया है।
2. लैंगिक पक्षपात वाली शहरी एवं ग्रामीण बालिकाओं के समायोजन में कोई अन्तर नहीं पाया गया है।
3. लैंगिक पक्षपात रहित शहरी एवं ग्रामीण बालिकाओं के समायोजन में कोई अन्तर नहीं पाया गया है।
4. लैंगिक पक्षपात वाली एवं लैंगिक पक्षपात वाली शहरी बालिकाओं के समायोजन में कोई अन्तर नहीं पाया गया है।
5. लैंगिक पक्षपात वाली एवं लैंगिक पक्षपात रहित ग्रामीण बालिकाओं के समायोजन में कोई अन्तर नहीं पाया गया है।

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## स्वतंत्रता सेनानी श्री भूरादास कामड़ मानवता की संकल्पना

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### सारांश

भारतीय स्वतंत्रता संग्राम में योगदान प्रदान करने वाले दलित व्यक्तियों में श्री भूरादास कामड़ का नाम प्रमुखता से लिया जाता है। इस शोध-पत्र का मुख्य उद्देश्य भारत के स्वतंत्रता संग्राम के महागाथा में दलितों की उल्लेखनीय व विशिष्ट भूमिका को उजागर करना है। दलितों व किसानों के योगदान को उपयुक्त स्थान मिलना चाहिए और समाज में अन्तर्विरोधों से उबरते हुए एक साझा लक्ष्य के लिए एकजुट होने को दर्शाता है। वास्तव में आज के दौर में तत्कालीन समय व परिस्थितियों से सीख ले सकते हैं और सभी सामाजिक व धार्मिक तबकों को इसका शिक्षा देकर कि उनके पूर्वजों ने एकजुट होकर साझा शत्रु के खिलाफ संघर्ष किया था। इससे प्रेरणा लेकर सुदृढ़ राष्ट्र एवं समाज की विकासशील जयाग का निर्माण किया जा सकता है। स्वाधीनता आन्दोलन में दलितों के द्वारा सक्रिय रूप से स्वाधीनता आन्दोलन में भूमिका का निर्वहन किया है जिसे इतिहास के अध्येयताओं को जानना जरूरी हैं। इस आन्दोलन में भारत के सभी वर्ग के लोगों के द्वारा जाति-पाति, धर्म, संप्रदाय, वर्ग आदि के भेदभाव को भुलाकर कंधे से कंधा मिलाकर दलितों ने भी इस स्वतंत्रता संग्राम में अपना महत्वपूर्ण योगदान दिया था। दलितों व किसानों के अमूल्य व अविस्मरणीय योगदान को इतिहास के पृष्ठों पर अंकित करने हेतु यह शोध पत्र उल्लेखित है।

**मूल शब्द :** जागृति, जागीरदार, छुआछूत, बालिका शिक्षा भेदभाव राष्ट्रीय आंदोलन।

### जीवन परिचय

भारतीय स्वतंत्रता संग्राम में योगदान प्रदान करने वाले स्वतंत्रता सेनानियों में श्री भूरादास कामड़ (मेघवंशी) का नाम प्रमुखता से लिया जाता है। आपका जन्म श्रीमाधोपुर के ग्राम महरोली में 25 नवम्बर 1915 को एक सामान्य बलाई समाज में हुआ था। आपके पिताजी का नाम रामदास कामड़ व माताजी का नाम चन्दा देवी था। आपकी शिक्षा प्राथमिक स्तर तक ग्राम महरोली में ही प्राइवेट रूप से हुई। आपका विवाह उदयपुरिया (चौमूँ) की निवासी पेपा देवी रसोलिया से हुआ था। आपने प्रारम्भिक शिक्षा निजी स्तर पर पढ़ाने वाले जोशीजी से प्राप्त की।<sup>1</sup> अध्ययन काल में ही आपने राष्ट्रीय आन्दोलन में भाग लेना

प्रारम्भ कर दिया था। आपके दत्तक पुत्र रविप्रकाश मेघवंशी (वरिष्ठ सहायक, शिक्षा विभाग), दत्तक पुत्रवधु गीता मेघवंशी (गृहणी), प्रमोदजी कांठ (कनिष्ठ सहायक), राहुल कटारिया समाजसेवी व हिमांशु कटारिया सहित सभी पारिवारिक सदस्य आपके आदर्शों को आगे बढ़ाते हुए सामाजिक व जनकल्याणकारी कार्यों को संपादित कर रहे हैं।<sup>2</sup>

### स्वतंत्रता सेनानियों का प्रभाव

आप तत्कालीन समाज सुधारक एवं प्रजामण्डल के प्रचारक श्री रामभजन स्वामी, पंडित बंशीधर शर्मा (गोछलडी, श्रीमाधोपुर), श्री घासीराम चौधरी (बासड़ी, झुंझुनू), श्री कालीदास स्वामी (जैतूसर, रींगस), श्री ताराचन्द चौधरी (झारोड़ा, झुंझुनू), श्री रामस्वरूप हिंदका (रींगस) आदि नेताओं (स्वतंत्रता सेनानियों) के सम्पर्क में आए।<sup>3</sup> आपके हृदय में इन नेताओं के सम्पर्क में आने राष्ट्रीय भावना जागृत हुई, जिसके फलस्वरूप आपने सक्रिय स्वतंत्रता के लिए चलाए जानेवाले प्रत्येक आंदोलन में भाग लेना प्रारम्भ कर दिया। आपने तोरावाटी क्षेत्र के गांवों में घूम-घूमकर किसानों व हरिजनों को संगठित किया था और उनमें स्वतंत्रता के लिए उत्पन्न की। आपने सीकरवाटी, खंडेलावाटी, तोरावाटी क्षेत्र के गांवों में किसान, मजदूरों व आर्थिक रूप से गरीब व्यक्तियों के लिए विविध जनकल्याणकारी कार्यों को संपादित किए। आपका कठिन समय व विपरीत परिस्थितियों में स्वतंत्रता आन्दोलन की गतिविधियों में भूमिका अदा करना गौरवान्वित विषय था।<sup>4</sup> नेताजी शिवदयाल पालीवाल (खंडेला), मांगीलाल वर्मा (गढ़भोपजी, सीकर), खट्टन्दरा निवासी बंशीधर वर्मा (सेवानिवृत्त बैंक अधिकारी), भारणी निवासी जगदीश प्रसाद बायला (बिजली विभाग), गढ़भोपजी निवासी मोहनलाल वर्मा (गुरुजी), जाजोद निवासी प्रेमचन्द वर्मा (सेवानिवृत्त शिक्षक), बंशीलाल राठी (सुल्तानपुरी) खेड़ी निवासी बाबूलाल डुमोलिया, स्टेशन मास्टर हाकिम वर्मा (कंचनपुर) आदि द्वारा आपके कृत्यों को आज भी याद किया जाता है। 15 अगस्त 1947 को रींगस में स्वतंत्रता सेनानी श्री रामस्वरूप हिंदका के नेतृत्व में आजादी का विशाल जुलूस निकाला गया था जिसमें आप एवं आपके साथी प. बंशीधर शर्मा, कालीदास स्वामी, बालूराम सैनी, रूड़मल सौगण, बालासहाय भारतीय, मालीराम सैनी आदि नेता शामिल होकर सहयोग प्रदान किया था।

### जागीरदारों के विरुद्ध संघर्ष

तत्कालीन समय में आपके महरोली ग्राम व आसपास के क्षेत्र में जागीरदारी प्रथा का प्रचलन था। जागीरदारों द्वारा लोगों को काफी ज्यादा डराया व धमकाया जाता था। ऐसे कठिन समय व विपरीत परिस्थितियों में आजादी के बारे में किसी भी प्रकार का काम करना बड़ा कठिन व जटिल था। आपने दुष्परिणाम की परवाह किए बिना आन्दोलनों में भाग लिया जिसके कारण तत्कालीन जागीरदारों ने आपको काफी यातनाएं दी थी। अनंत: आपको काठ की सजा भी दी गई एवं आपको महरोली गांव से निष्कासित कर दिया गया। निष्कासित होने के बाद में आप आसपास के गांवों से हारमोनियम व ढोलक पर क्रांतिकारी गीत व भजन गाकर जनता की आजादी के आन्दोलनों में भाग लेने के लिए प्रोत्साहित करते रहे। आपने मजदूरों व किसानों की बुराइयों का सामना करने के लिए संगठित रहने की भागीदारी निभाई। तत्कालीन समय में आपके प्रयासों द्वारा किसानों को जागीरदारों द्वारा जबरन ली जाने वाली लाग बाग के खिलाफ दृढ़ता से विद्रोह हेतु संगठित हुए। विविध आन्दोलनों व गतिविधियों की क्रियान्विति के फलस्वरूप हिन्दुस्तान 15 अगस्त 1947 को अंग्रेजों की गुलामी से स्वतंत्र हो गया था।<sup>5</sup>

### सामाजिक बुराइयों के विरुद्ध

महात्मा गांधी के आह्वान का आपके जीवन पर इतना प्रभाव पड़ा कि आपने छुआछूत दूर करने का भी गांवों में सक्रिय रूप से प्रयास किया। स्वतंत्रता सेनानी भूरादास कामड़ हमेशा सामाजिक बुराइयों के खिलाफ थे। आपने स्वतंत्रता प्राप्ति के पश्चात् तोरावाटी क्षेत्र के गांवों में शराबबन्दी, छुआछूत, भेदभाव, अशिक्षा, बेरोजगारी व अन्य सामाजिक बुराइयों को दूर करने हेतु प्रचार प्रसार करते थे।<sup>6</sup> आपने मृत्युपर्यन्त तक इन सामाजिक बुराइयों के विरुद्ध जनजागृति कर आवाज बुलन्द की एवं जनता को समझाया कि समाज के सम्पूर्ण विकास में बुराइयां बाधक हैं। आप 85 वर्ष की वृद्धावस्था तक भी आसपास के गांवों में जाकर इन सभी सामाजिक बुराइयों के विरुद्ध जनचेतना का कार्य करते थे। आपने समाज के प्रत्येक वर्ग को विशेषकर अनुसूचित जाति व अनुसूचित जनजाति वर्ग को शराबबन्दी, छुआछूत, भेदभाव, अशिक्षा, जैसी सामाजिक कुरीतियों के बारे में अवगत कराया था, आपके प्रयासों से सामाजिक व शैक्षणिक क्षेत्र में लोगों में चेतना आई व समझ विकसित हुई।<sup>7</sup> आप

द्वारा इन सामाजिक बुराइयों के प्रति लोगों में सकारात्मक व सुधारात्मक सोच उत्पन्न की गई जिसके फलस्वरूप न केवल सीकरवाटी बल्कि अन्य रियासतों तक आपने यह कार्य सम्पन्न किया था। इस प्रकार आप द्वारा सामाजिक बुराइयों को छोड़ने हेतु आमजन को अत्यधिक प्रेरित किया गया था।<sup>8</sup>

## शिक्षा के लिए कटिबद्ध व्यक्तित्व

स्वतंत्रता सेनानी श्री भूरादास कामड़ एवं इनकी पत्नी पेपादेवी दोनों शिक्षा के लिए कटिबद्ध होकर अपनी भूमिका निभा रहे थे। तत्कालीन समय में महरोली गांव में एक ही विद्यालय संचालित था। भूरादास कामड़ एवं पेपादेवी दोनों प्रगतिशील विचारों के पक्षधर थे एवं दोनों बालिका शिक्षा को बढ़ावा देते थे। 100 वर्षीय वृद्धा पेमादेवी खुद निरक्षक थी परन्तु बालिकाओं को शिक्षित करने हेतु जीवनभर प्रयासरत रही थी।<sup>9</sup> पेपादेवी ने अपने गांव महरोली में स्वतंत्रता सेनानी भूरादास कामड़ की पुण्यस्मृति में राजकीय बालिका उच्च प्राथमिक विद्यालय में अपनी पौने तीन बीघा जमीन में से ढाई बीघा जमीन सरकार को दान दी थी।<sup>10</sup> इसके बाद गांव में सन् 2003 में बालिकाओं हेतु अलग से स्कूल शुरू हुआ। सरकार को ढाई बीघा जमीन दान देने के पीछे पेपादेवी का उद्देश्य यह था कि स्कूल का नाम पति (स्वतंत्रता सेनानी श्री भूरादास कामड़) के नाम पर रखा जाए तो उनके संघर्ष और बलिदान से आसपास क्षेत्र के ग्रामीणजन व बच्चे प्रेरणा लेते रहे।<sup>11</sup> पेपादेवी ने जनप्रतिनिधियों एवं उच्चाधिकारियों से मिलकर उक्त संदर्भ में काफी संघर्ष किया था। पेपादेवी जीवनपर्यन्त निराशा इस बात की थी कि स्कूल का नामकरण उनके पति के नाम पर अभी तक नहीं हुआ है। आपके सामाजिक सुधारों, शैक्षिक प्रवर्तनों व राजनीतिक जागृति की चर्चा अरण्यां ग्राम निवासी आपके शिष्य स्व. भगत रूडाराम घसिया (संगीत प्रेमी व सामाजिक सुधारों के पुरोधा), छीतरमल (आदर्श शिक्षक), मुरलीधर घसिया व डॉ. गीगाराम आदि करते हैं।<sup>12</sup>

## निष्कर्ष

उपर्युक्त विवरण से स्पष्ट है कि श्री भूरादास कामड़ (मेघवंशी) ने जीवनपर्यन्त स्वतंत्रता आन्दोलन की विविध गतिविधियों व क्रियाकलापों में लगे हुए थे। आपके कृत्या व संघर्षों को मध्यनजर रखते हुए राज्य सरकार द्वारा पारितोषिक रूप में प्रशस्ति पत्र, शॉल व ताम्रपत्र भेंट किया गया था।<sup>13</sup> शेखावाटी व दूँढाड क्षेत्र में होने वाले सभी स्वतंत्रता सेनानियों में श्री भूरादास कामड़ (मेघवंशी) का नाम बड़े सम्मान व प्रमुखता से लिया जाता है। आपके संघर्षमय जीवन व आदर्शों को आज भी तोरावाटी क्षेत्र में स्मरण किया जाता है। आपके एवं आपकी पत्नी पेपादेवी द्वारा कृत्य सामाजिक सुधारों, शैक्षणिक प्रवर्तनों व स्वतंत्रता आन्दोलनों की गतिविधियों में भागीदारी को वर्तमान में आमजन द्वारा याद किया जाता है। आपके परिजन रविप्रकाश मेघवंशी व गीता मेघवंशी आपके कार्यों की स्मृति में विद्यालय नामकरण, भूरादास पार्क, प्रेरणादायी मूर्ति, पुस्तकालय आदि के लिए प्रयासरत हैं।<sup>14</sup> आपने आधुनिक भारत के निर्माता जमनालाल बजाज को सीकर जिले में होने वाले विभिन्न आंदोलनों में सहयोग प्रदान किया तथा खादी विकास कार्यों को गतिमान किया।<sup>15</sup> खादी मण्डल गोविन्दगढ़ व अमरसर की विविध क्रियाकलापों को संपादित किया था। उक्त संघर्ष व योगदान के फलस्वरूप समाज व राष्ट्र हमेशा आपका ऋणी रहेगा।<sup>16</sup>

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## **NEED FOR QUALITY EDUCATION**

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### **Abstract**

Education is the ornament of human beings. Education Collage means the modifications of human behavior through training and experiences. The ideal of all education and training experiences. The ideal of all education and training should aim at creating composite personalities. Quality education can create such awareness develop understanding, and inculcate values, attitudes, and necessary skills required for protection and preservation of culture. The purpose of quality education is to create cultural awareness among the people. Quality education is to be wide and bread-based. It deals with social and cultural heritage. Quality education can continue to provide specific knowledge in science and technology so that the student will encourage learning science and technology. The past modern age is an age of science and technology. Without science and technology, man cannot live in a civilized society. Hence, education is a strong instrument of social change.

Quality education can make people understand the meaning and importance of sustainable development and its importance.

**Keywords:** ornament, personality, culture, social, cultural, heritage, science, technology, sustainable development.

Education is the ornament of human beings. Education means the modification of human behavior through training and experiences. The ideal of all education and training should aim at creating composite personalities. Again, just as education is not limited to a specific period of life. It is a lifelong process. The fundamental goal of learning is to create healthy bodies and minds. Developing outstanding people must be the goal of learning.

Education should be dynamic; education should be conservative as well as progressive. Conservative in the sense that it should conserve the heritage of the past and pass it on to the next generation. Education is a process of living through a continuous reconstruction of experiences. The whole growth of students is the major goal of learning. The whole evolution of the person within the framework of his or her position in society is the primary goal of learning. Education aims at making a 'good man' as well as a 'good citizen'.

Quality education can create such awareness, develop understanding, and inculcate values, attitudes, and necessary skills required for the protection and preservation of ethnicity. Because "It

is transmitted psychically from one generation to the next and is a complex totality that comprises knowledge, belief, art, morals, laws, conventions, and any other talents and habits that man has gained as a member of society. Only human civilization contains culture. Since culture is societal and not personal, it is important to protect cultural heritage for the benefit of society. It is essential to comprehend the demands and significance of culture to preserve cultural heritage. Man is a social being. If he does not know about the cultural heritage and its needs and importance, he will appear unsophisticated.

The purpose of quality education is to create cultural awareness among the people. Quality education is to be wide and broad-based. It deals with social and cultural heritage. Quality education can continue to provide specific knowledge in science and technology so that the student will encourage learning science and technology. Without science and technology, the students will be encouraged to learn science and technology. The postmodern age is an age of science and technology. Without science and technology, man cannot live in a civilized society. Hence, education is a strong instrument of social change. Every individual should try to contribute as far as practicable toward social welfare and social progress. Quality education is needed to make people understand social problems confronting man, how these problems can be solved, and the responsibilities of the citizens, Government, and other agencies to work towards their solution.

Quality education can make people understand the meaning and importance of sustainable development and its importance. A holistic growth strategy places a strong emphasis on raising everyone's standard of living while protecting our surroundings and ecosystems for people to come. Quality education is also needed to make students participate actively in various activities related to the solution of social problems and social evils.

Our society has a lot of problems- poverty, illiteracy, diseases, floods, famine, and the like. Almost half the population of the country lives below the poverty line. A considerable size of India's rural population and people in the slums don't know how to read and write. Students are a vital force in society. They are active, energetic, and idealistic. They cannot remain passive spectators to the ills and problems besetting the country.

Mass illiteracy is the biggest problem in India. It is also the root of many other social problems and evils. Students have a lot of work to do in this field. They can start a mass literacy campaign and set up night schools. They can greatly help the adult education scheme of the Government. Students may help the poor to better their lives.

Quality education is of utmost importance in our society, school, Nation, etc. An educational institution is one of the key intuitions of society. So, teaching teaching-learning process should be more effective for improving students' activity because they are the backbone of the Nation. Whatever important developments have happened in the last two hundred years, national integration has been obstructed. Students need to be active participants in matters of national integration and development. They ought to love our country through impartial and constructive criticism. Unfortunately, many of our people are suffering from various discrimination like untouchability and communalism. We are all human beings. But we believe in different faiths religions and philosophies and are born into different castes in the social life of an Indian society. Though all people look alike, their inner worlds are different. Indian constitution has its worlds are different. The people of India are subject

to the laws and restrictions outlined in the Indian Constitution. The Constitution guarantees the economic and political freedoms of all people, forbids bigotry based on ethnic background, faith, class, gender, or location of birth among people, and ensures that we all have equal access to opportunities in terms of living conditions, schooling, and work in the government sector. Nevertheless, the advancement of morality and social principles is declining. Therefore, regional engagement helps us let go of our past allegiances to socioeconomic status, dialect, faith, etc., and fosters a sense of advocacy for a shared cause.

National unification attempts to unite individuals rather than force people to follow an established trend. It encourages the increasing understanding that there might be commonalities amid diversity rather than striving for dead conformity in thinking and conduct. It is a well-balanced mixture of emotions.

The specific objectives of quality education to solve National problems may be mentioned as under:

1. Developing awareness about the National interaction and its related problems.
2. Providing knowledge and underrating of the constitution.
3. Developing social and moral values and habits and attitudes for working actively towards the solution and social problems.
4. Inculcating necessary skills for identifying and solving social and national problems.
5. Ensuring participation of individuals and groups with a sense of responsibility and urgency in working towards the solution of constitutional problems.

The basic purpose of quality education is the provision of education for the improvement and to keep intact of constitution intact. Quality education should focus not only on awareness and understanding but also on participation and action on the part of the learners to unhindered the constitution from further irrelevance and to achieve National development. To achieve these goals, student activity is of paramount importance. In this way, educational thought and practice are not only necessary but also methods of teaching are needed. We have observed that modern education is child-centric and therefore in maintaining discipline and strengthening the school organization teachers play a very significant role. Teacher's activity is an important factor in education. Trained teachers should be recruited in the schools. To make the teaching learning process more effective, Today the child is the central point in education and the teachers have to use such methods and means of education as well as effectively promote the development of the child in all stages. The teachers have to study the needs and interests of children and provide for their healthy satisfaction: he has to devise effective methods of teaching so that children may learn more quickly and teaching so that children may learn more quickly and better. In developing the learning psychology plays an important part today. The role of a teacher as a motivator, facilitator, and counselor need not be overstated.

- (i) The above discussion shows that quality education is of utmost importance in the lives of both the individual and society. Quality education is necessary for every walk of life. We should maintain certain rules of our constitution and cultivate good manners. By spending our lives in continuous quality education, we can lay the foundation for our future success and greatness.



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## **EVALUATION OF MUDRA YOJANA REGARDING THE DEVELOPMENT OF WOMEN ENTREPRENEURS**

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### **Abstract**

Women face significant barriers to entering the workforce and starting their businesses. Women are more likely to experience economic, political, and social marginalisation than males, therefore they must get the support they need to break free and thrive. Economic and financial autonomy is a necessary condition for women's empowerment. They need more resources, such as banks, marketplaces, etc., to help them become economically self-sufficient. The Mudra Yojana, a program run by the federal government, is brought up as an example of how the government is actively supporting women in business by increasing the number of women who have bank accounts and are eligible for loans from year to year.

**Keywords:** Banking, Mudra Scheme, Women Business ownership, and Financing Subvention.

### **Introduction**

This scheme was created to give small firms financing that they previously couldn't get. Due to their lack of accessibility to financing from the official financial system, micro and small firms had to borrow money at excessive interest rates from informal financial sources, which ultimately led to many of them falling into a debt trap and going out of business. Micro and small businesses in the unorganized, non-agricultural, and non-corporate sectors may apply for a loan of up to 10 million rupees under the Mudra Yojana program at a competitive interest rate. The Mudra loan structure consists of three stages: the SHISHU stage, the KISHORE stage, and the TARUN stage. Amounts between 50,000 and 500,000 Indian Rupees may be approved in the Shishu category, between 500,000 and 1,000,000 Indian Rupees in the Kishore category, and between 500,000 and 10,000,000 Indian Rupees in the Tarun category. Businesswomen, minorities, and people of color (OBC, SC, ST) are the primary targets of these programs. Anyone from a marginalized group with entrepreneurial aspirations will benefit from this plan. More than half of the program's recipients are women, and even more women qualified for loans and opened accounts under the program's Shishu category, both of which are encouraging signs that more women are entering the business world and contributing to the economy on equal footing with men.

Women in India are far worse off economically and financially than men. Despite making up more than half of the total population of India, women have a disproportionate share in the economy and have significantly fewer employment alternatives than men. The percentage of women in the workforce is just 27.2%, which is lower than the percentage of males. According to the Times of India, women continue to contribute just 18% to India's GDP, and the country's female labor force participation rate ranks 120th out of 131 nations. China's women are more economically active than India's, with a labor participation rate of 40% compared to India's 12%. The World Bank estimates that if half of India's female population entered the labor market, the country's GDP growth would increase by 1.5% to 9% annually.

Because of the country's patriarchal and male-dominated culture, women in India are stigmatized and denied basic protections. Therefore, the government introduced many programs to help women achieve economic and social independence, including the Mudra Yojana, which provides unsecured loans to women so that they can start their businesses. Our Indian constitution itself recognizes the significance of women's empowerment in several articles and regulations. According to Article 14 of India's constitution, women have the same legal protections as males and must be shown the same respect. The Constitution guarantees everyone the right to a decent existence under Article 21. These are protected as basic human rights. Article 39 of the constitution mandates that all citizens be provided with a secure and adequate means of subsistence, and Article 51A of the constitution mandates that all individuals abstain from practices derogatory to the dignity of women. We still haven't done enough to ensure that women may participate fully in the economy and have independent, dignified lives, even though the constitution guarantees them the right to do so. But there is cause for optimism because of initiatives like Mudra Yojana, which help women start their businesses and become their bosses, therefore generating new jobs for other people.

The recipients may get the operating money they need with the use of a Mudra card and an overdraft facility. Businesses including hair salons, barbershops, pottery studios, health and fitness centres, street sellers, corner stores, fabric mills, tailoring studios, weaving mills, and clothing manufacturers stand to gain the most from these programmes.

## **Literature Review**

Female company industrialists must deal with a variety of challenges, including marketing, decision-making, juggling obligations at home and work, loan availability, fierce competition, etc. A couple of these concerns are being addressed by government agencies to increase the number of female businessmen, which is good for both their individual development and the financial sector overall. (Kumar, Ajay According to SALGOTRA's research (2021), the Mudra Yojana has improved the lives of the unbanked in Jammu and Kashmir. The Mudra Yojana's primary objective is to provide funding for the insufficiently funded, and it is succeeding in that regard. Whereas before the unregistered and informal sector had no access to formal credit, they now have. According to a study on the Mudra Yojana undertaken in Maharashtra (Mahajan, 2019), 75 percent of participants are women, with 95.78 percent of new accounts being established by women in the Shishu category.

## **Reason for the Study**

1. To learn more about the Mudra Yojana and how it is helping to advance women business owners.
2. To determine which aspects of the Mudra Yojana are most helpful to women.

## Research Methodology

Descriptive research was used to compile this study's findings from secondary sources including the Mudra website, the Mudra Yojana's yearly reports, and several periodicals. Women who are expected to benefit from the Mudra initiative between 2016 and 2020 are included in the data set. To clarify the aim, we have employed statistical tools such as standard deviations, visualizations, and graphical representations of bars.

## Apparatus

Micro Finance, Expansion, and Refinancing Organization (Mudra) Ltd. Which is an Indian government-owned bank. Microfinance and non-banking financial institutions can get low-interest loans via this system. Member Lending Institutions are banks that lend money to clients who qualify and have created a mudra account.

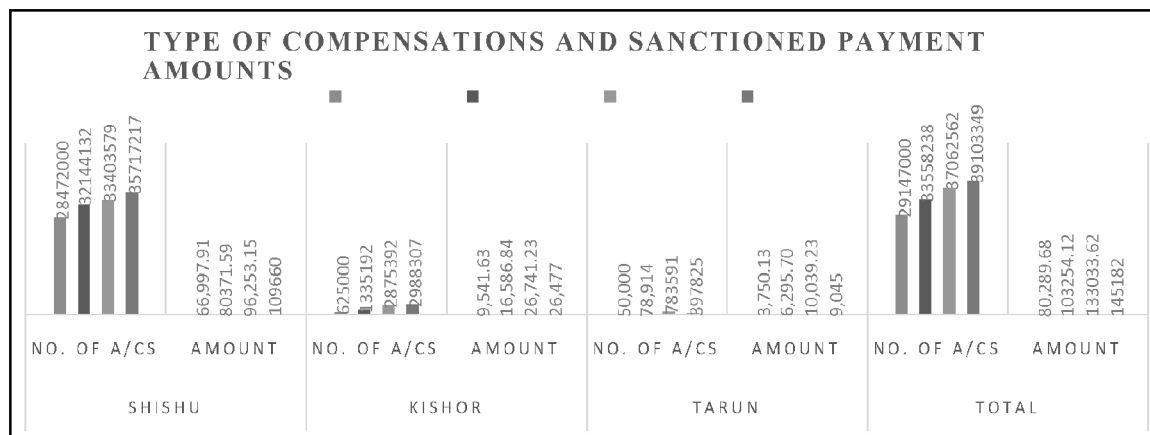
## Data Analysis

The Micro Unit Development Agency makes available, on its official websites, yearly statistics on Mudra recipients and Mudra accounts to anybody with an interest. Data is organised beautifully by category, including geographical location, and performance. Data presented below was culled from Mudra's official website's annual report, with only female beneficiaries' information included for this research.

The numbers stated above refer to the years 2016–2017 through 2019–2020. There has been a rise in the number of recipients from 2016 to 2020, according to the statistics. In addition, women business owners make up more than half of the programs' overall beneficiaries. Also of note, the number of new accounts registered under the plan has been rising steadily over the last several years, which bodes well for the advancement of women as entrepreneurs and as financially secure individuals.

## Type of Compensation and Sanctioned Payment Amounts

The information is shown visually below to better illustrate the various types of loan accounts established and the total amount of money approved for those loans.

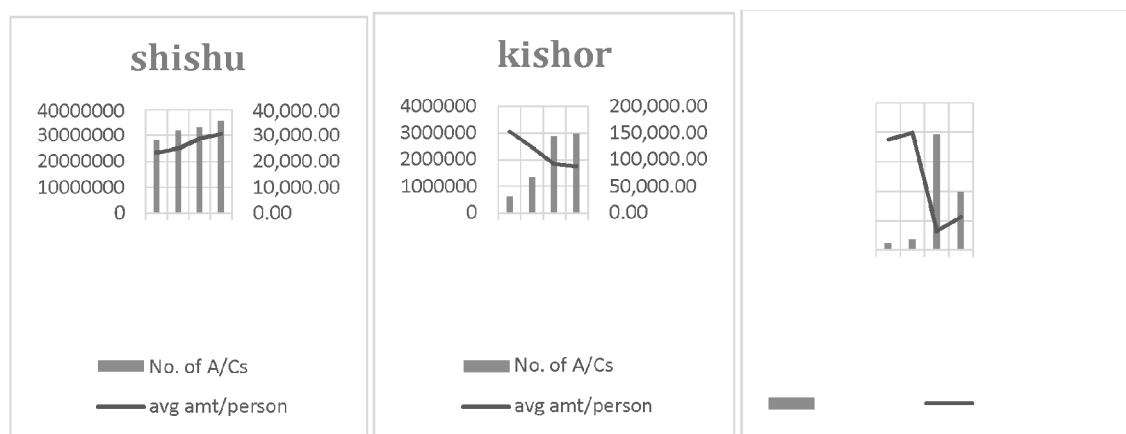


The number of women with bank accounts under the Shishu system is projected to grow from 2,84,72,000 in 2016 to 3,57,17,217 in 2020, as seen in the above bar chart. The total number of Kishor plan accounts is expected to grow from 6,250,000 in 2015 to 2,988,307 by 2020. In addition, by 2020, 3,97,825 people are expected to benefit from the Tarun plan, up from 50,000 in 2016. From 2016 to 2020, there is going to be a rise in the overall number of financial accounts opened. The graph below displays the number of banks opened by female entrepreneurs as well as the typical loan sum per borrower.

**CHART- 2**  
**Women Beneficiaries**

Category/ Year	SHISHU		KISHOR		THARUN	
	No. of A/Cs	Avg Amt/ Person	No. of A/Cs	Avg Amt/ Person	No. of A/Cs	Avg Amt/ Person
<b>2016-2017</b>	28472000	23,531.00	625000	152,666.00	50,000	750,026.00
<b>2017-2018</b>	32144132	25004	1335192	124,228.13	78,914	797,792.53
<b>2018-2019</b>	33403579	28,815.00	2875392	93,000.29	783591	128,118.24
<b>2019-2020</b>	35717217	30702	2988307	88,602	397825	227,361

Source : Secondary



The previously mentioned graph and chart demonstrate that, notwithstanding a rise in the total number of accounts established during the same period, the median amount collected by lenders in the shish classification has climbed from pounds 23,531 in 2016 to rupees 30,702 in 2019. Therefore, the shish segment of the Mudra Yojana is working quite effectively for female company owners. The average amount obtained by an individual from the Kishor and Tarun categories of mudra loans has decreased from 2016 to 2019. As a result, the Shishu plan is a huge help to women who want to create their businesses and gain economic independence.

The government's interest subvention scheme is one of Mudra Yojana's initiatives to aid borrowers (Shishu) during times of emergency, such as a pandemic, when financial hardships make it difficult for small business owners to get back on their feet. If the standard interest rate for Shishu

loans is 8%, for instance, the interest rate for borrowers who take advantage of the interest subvention plan will be lowered to 6%. Only debtors who fall into the Shishu group are eligible for the scheme's 2% interest subvention. Using the SIDBI-issued Annexure III application form, all Mudra Yojana member lending institutions (MLIs) may apply. For this interest subvention program to be put into action, SIDBI has been identified as the proper nodal body. All MLIs need to update their mudra loan information on the PMMY Portal.

MLIs are obligated to let borrowers know about the program, which is open solely to those in the Shishu group. The statutory auditors or independent chartered accountants for MLI must certify and countersign all claims presented by MLI.

## Conclusion

In keeping with the AtmaNirbar Abhiyan, this program was launched to aid small businesses in overcoming the challenges they have encountered as a result of the COVID lockdown. About 1,542 crores (Dristi magazine) is what the plan is expected to cost. Since women make up the vast majority of Shishu loan recipients, and the interest subvention plan is limited to those who have taken out a Shishu loan, it would be a huge help to female entrepreneurs.

Women's contributions to the economy are crucial to the nation's growth. A woman is like a flower: if given the right conditions, she will bloom and spread her scent far and wide. Her presence at work adds a level of competence and knowledge that will make the company more competitive. Women working in the business are just as competent as men. The government offers financial assistance and other benefits to women business owners like counseling, instruction, and development of skills, yet more can be done. For example, women should be allowed to operate just a few kinds of companies and should receive a specific proportion of all the mudra loan funds.

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## **AIPAN : A GEOMETRIC FOLK CULTURE OF THE HILL SIDE**

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### **Abstract**

The rich folk tradition of topan is known by different names all over India. As Chauk Purna in Uttar Pradesh, Mandana in Rajasthan, Sathiya in Saurashtra, Rangoli in Southern region, Kolam in Kerala and Tamilnadu, and Alpana in Bengal. Due to the influence of locality, there is a difference in decorations and designs. In Kumaon, a revenue and administrative division in Indian state of Uttarakhand, there is a tradition of doing ground decoration on every auspicious occasion like Upanayan Sanskar, Birthday, Marriage etc. It is also known as Aipan<sup>2</sup>. On the occasion of Yagyopaveet or Janeu Sanskar the idols of Janeu, sun, Brahma, Vishnu, Mahesh and Saraswati are drawn through Aipan. i.e, Topan. Aipan is a Geometric expression of the folk in Kumaon. In this form of folk art the motifs, designs and forms are basically Geometrical.

Topan is created from inside to outside, it means the creation starts from the centre first and then gradually expands towards the periphery. The main rituals which is formed in the centre is surrounding with two straight lines interacting at right angle. These lines are the symbols of fire used to light the pious fire of heaven in the Vedic period. These are connected with worship and the priest (Purohit) is denoted by a figure, which can have geometric bases. Thus two images are inscribed in the centre. Thus Topan is often complemented by a resemblance to the Yantra due to conventional background with certain elements of geometry. In the middle the artist is not allowed to paint with his or her imagination, while the outer area can be painted with a certain freedom of imagination. This part of design may be based on floral motifs. The subject matter may be according to convention. Thus Aipan is based on the Yantric (like Yantra in tantra art) designs, which has a deep religious meaning on its own.

**Key Words** : Primitive, Tradition, Religious, Motifs, Swastik, Yantra, Tantra, Triangle and other Geometrical forms, Rituals, Symbolic representation, Universe, dynamic etc.

## Introduction

Indian Folk art are the live representation of human development because these are associated directly with the life style, deep sentiments and religious thoughts of the folk. As well as our folk arts are also the proof of the continuity of our Primitive tradition and culture. In India every region has its own culture of folk arts. These folk paintings are a means to remind connectivity to our old rudimentary sources.<sup>1</sup> So there is a vast chain of folk arts found in India and Topan is a folk expression of the hill side in India. The rich folk tradition of topan is known by different names all over India. As Chauk Purna in Uttar Pradesh, Mandana in Rajasthan, Sathiya in Saurashtra, Rangoli in Southern region, Kolam In Kerla and Tamilnadu, and Alpana in Bengal. Due to the influence of locality, there is a difference in decorations and designs. In Kumaon, a revenue and administrative division in Indian state of Uttarakhand, there is a tradition of doing ground decoration on every auspicious occasion like Upanayan Sanskar, Birthday, Marriage etc. It is also known as Aipan<sup>2</sup>. On the occasion of Yagyopaveet or Janeusansksr the idols of janeu, sun, Brahma, Vishnu, Mahesh and Saraswati are drawn through Aipani.e, Topan.

In the hilly region on various occasion different type of decorations are engraved on the earth and on walls on red background by women folk using day to day material such as rice, white clay etc. The motifs and designs are painted in such away that even a good painter may feel ashamed to see the finishing or flow of the line. This style of colour combination includes those motif oriented drawings, which are sometimes painted with only natural colours and use of grinded rice solution to give rise to gorgeous and magnificent figures. Therefore the local folk use the easily available items to beautify the empty space of courtyard and entrance, door steps of the house. By decorating these places the house would be elegant, full of happiness and may bring fortune to the family members.

## The Meaning of Topan

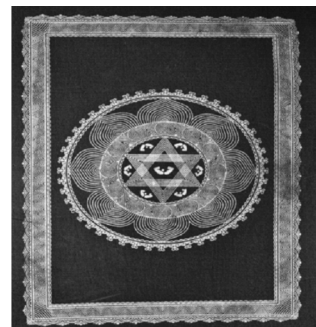
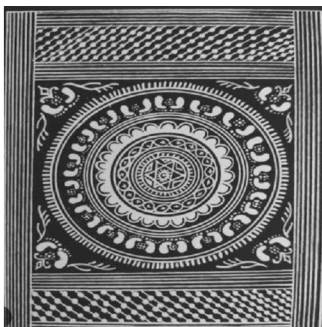
Topan means to daub, i.e. leepna in hindi language. But here it means to paint with fingers, not to paint with brush or any things else. In the genre of Topan decorations are done with grind rice slurry or kamech clay on the background of Ocher red, Indian red colour i.e. Geru in hindi. Skilled fingers start giving a beautiful look to Topan plan or design with constant practice.

Topan is created from inside to out side, it means the creation starts from the centre first and then gradually expands towards the periphery. The main rituals which is formed in the centre is surrounding with two straight lines interacting at right angle. These lines are the symbols of fire used to light the pious fire of heaven in the Vedic period. These are connected with worship and the priest (Purohit) is denoted by a figure, which can have geometric bases. Thus two images are inscribed in the centre. Thus Topan is often complemented by a resemblance to the Yantra due to conventional background with certain elements of geometry. In the middle the artist is not allowed to paint with his or her imagination, while the outer area can be painted with a certain freedom of imagination. This part of design may be based on floral motifs. The subject matter may be according to convention.

The different motifs and forms are drawn on different bases and according to its bases, these Topans are classified as – earth topan, chaouk Topan, wall Topan and object based Topan especial chaukies and yantras are drawn under earth Topan, Instead of earth the wooden chaukies are used for some especial occasion. The Topan which are drawn on walls are called wall Topan, where as Topan which are drawn on Full Plate (Thal) of bronze and bisk etc. are called object based Topan.

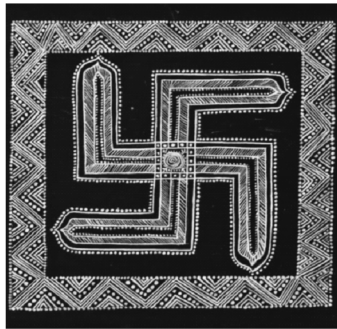


In this art Sun, Moon, Snake, bell crooked cross (Swastik) and shell (Shankh) as well as different type of paintings of leaves and flowers and geometrical shapes are drawn. Many signs of Gods have a feeling of protection from evil and welfare of public (Folk). Regional folk tales and religious thoughts are inspirations for these paintings Sathiya or Swastik (Crooked Cross) is an essential part of all folk arts. It is established first of all like Ganesh (God of remover of obstacles) in any auspicious occasion. its four arms indicates four casts Varna, four Ashrams stages of life, four directions and four period of Vedas. It also indicates power, progress, motion, inspiration and Grace. It is found in four form of the core (Pitha) of Shiv, Chouki of Goddess Saraswati, Chauki of Goddess Laxmi, Chouki of Goddess Chamunda Topan is included at Anerooms Dahleez, gate are decorated with lagli, Tapukiya, Motichoor, sunjai, katha and Aara with leaves flowers and Lamps, with this decoration it looks like a pitcher (Ghat) Havankund, agni, Samidha, auspicious sign and Footprint of Laxmi are drawn in the midst part. Here the form of Pitcher shows the welfare of bride and bridegroom. This is a sign of sage marriage (Rishi Vivah). In Kumaon, the bridegroom and bride are considered as symbol of Vishnu and Laxmi considering this Topan as the place of Vishnu the groom is given a seat on it. Some people consider it the pious square. Lakshmi's footsteps made on the occasion of Deepawali are drawn in the house; courtyard, door way, floor, stairs, and in the rooms too. The women of the house with fists draw Lakshmi's feet on the surface of ocher red with biswar. A round sign is made on the vacant space between the two foot prints which can also be a floral motif. This is considered the lotus seat of Laxmi very fine and thin lines are drawn with biswar in these paintings. It means its first characteristic is ocher red colour i.e. Geru and drawn by hand with Biswar. These paintings, thus, are the symbols of different God, Goddesses. These are known as Pitha or Asana. These are named according to place or rituals. The Aipan of the worship of Lakshmi is called Lakshmi Pitha and for the worship of Shiv is called Shiv Pitha<sup>3</sup>. The Asana of Lotus is for fertility and development and Lakshmi is the Goddess of wealth, fame, glory and prosperity. This art is another form of Alpana. In this Alpana, Lakshmi represented as a Quadrilateral. Swastik is painted as a symbol of the seat or padpitha under Lakshmi. There is tradition of moving Lakshmi's footsteps on both sides of the post and water ponds on the lower corners, from which elephants offer water to the Goddess. Couple elephants are made ready to put flowers garland on either side of Lakshmi. This design is depicted as an expression of binding the family members in the bond of affection. Grain earrings are attached to each other and drawn as a symbol of prosperity and human figures are made in the form of fingers, the figures on the left side are considered to be symbols of Lakshmi and the right side of Vishnu. On the right side, Brahma, Vishnu and Mahesh are depicted. Staircase and earrings are shown by the depiction of a platform of the Tringle. A point is made in the central part of a triangle. This design is similar to the 'Chaitya' of Buddhist art.



Thus there is a practice of making a post (Pitha) of Lakshmi in the worship room. Lakshmi the Goddess of wealth is made out of sugarcane pieces and adorned with local ornaments. It is adorned with local custom. On the occasion of Haribodhani Ekadashi or old Deepawali a Bhuiya (भुइया) is made, which is considered to be a harmful demon soul. It is considered to a symbol of poverty. By drawing it in the courtyard, women come to him in the dawn i.e. in (Brahma mahurata) with a painted 'soap means' a thing to saprate husk from grains and put flowers ' sugarcane, pomegranate and walnut in it to drive him away. Keeping all these ingredients in the 'soop' in place of Bhuiyan the women enters in the house with the picture of (Lakshmi – Narayan) inscribed in 'soop' form of 'Bhuiyan' (भुइया) is shown as an insect.

Saraswati Chowki is built on the floor. In this adornment, design are made around point, in the centre. It is in the form of circle. The main divine powers are projected through a Triangle. All around of this triangle points in circle are placed. Sometimes Ma Saraswati is shown or drawn by a star of fine points, Topan, named with Shivpith is drawn for the worship of Shiva in worship room. The plus sign in the middle which form<sup>5</sup> the Swastika is a symbolic representation of the four points of life. These four routes connect to the centre. It is made by combining several horizontal and vertical parallel lines, The tongue is drawn in the central part.



Among the 'Topan' inscribed on the walls the prominent ones are Thapa and Tupuk. The 'Tupuks' in the kitchen are made of two different types. The Alpana named 'Nata' is the main ornament of Kumaoni kitchen. It is painted on the walls of the kitchen on the occasion of Mesh Sankranti in the 'Shah families' Laxmi Aipan and thapeare inscribed on a bronze place or on a paper strip for the worship of Goddess of Lakshmi. In Thape four elephants are shown in all four directions offering holy water to Lakshmi as a symbol of weather and prosperity. Elephants are also considered the symbols of clouds. The prosperity of the earth is dependent on rain fall.

It also seems that Topan of Kumaon region is to be related to the Tantic system. By the way, almost all the figures are symbolic. Such as The origin of universe is from the combination of Shiva and Shakti. Both these powers are expressed through triangles. These two triangles intersect each other. One is made downward and the other is upward. The three points of the triangle are also considered symbols of Mahalakshmi, Mahakali, and Maha Saraswati. In tantra, the seed or point is considered to be the basis of creation. The origin of Bindu to Mahabindu is considered from the union of Shiva and Shakti. The formless form of Shiva assumes its shape only is the corporeal form of Shakti, the place of combination of Shiv and Shakti is called Maha Bindu. This gives the triangle

joint form at three points. The downward facing triangle is also considered to be the symbol of water and the upward facing fire. The space between the triangles represents the transience of life. The circle surrounding the triangles are symbols of the universe. the circles, in the designs are used to show the dynamic status of the world. This represent the sound (Nad). There is alaw to adorn them with a lotus petals. The lotus flower realizes the sanctity of life. Bindu is used extensively in all drawings, it is a symbol of stability. Some scholars consider it a symbol of infinity, the universe or the sky. The square represents the earth.

The fish used in the Topan is a symbol of good luck, sharp wisdom and infinity. The material of worship in Topan also has a promonent place with the thought of good luck, the lamp, candle, shell, the marking of the bells is drawn independently by the artist. Thus Swastik, Navgrah and foot print of Lakshmi, Saraswati are drawn mostly in these Topans.

In the race of modernity, while the faith is getting rooted the pattern of this are decorated by women has not diminished in the tendency to preserve it, at least in the mountainous region. It is a different matter that it has changed its many aspects such as the use of synthetic dyes is increasing in place of natural dyes. As a result of this, the improvement and elasticity which is visible from Biswar. On the red ocher background it has not started diminishing in its form but the techniques has changed slightly as well as professional artists has adopted its motifs and designs.

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## गीतांजलि श्री के उपन्यास 'रेत समाधि' में महिलाओं की स्थिति

डॉ. अल्पना सक्सेना

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### सारांश

'रेत समाधि' किसी एक महिला की कहानी नहीं है। बल्कि, यह सामान्य रूप से महिलाओं के मानस की कहानी है। महिलाएं अनुष्ठानों के लूप में उलझी हुई हैं वे आधुनिकता और स्वतंत्रता की कामना करती हैं। उनके व्यक्तित्व में अंतर्निहित लिंग स्टीरियोटाइपिंग, मानसिकता उन्हें इससे बाहर नहीं आने देती है। जो इस लूप को तोड़ती हैं उन महिलाओं का कर्तव्य है कि वे दूसरों का साथ दें। उन्हें एक साथ भौतिक एवं मानसिक सीमाओं को पार कराने में सहायता प्रदान करें लेकिन वास्तव में जो अब तक सीखा गया है, उसे मिटाना इतना आसान नहीं है। उपन्यास में महिलाओं के साथ क्या हो रहा है, इसकी मानसिक पृष्ठभूमि को उद्घाटित किया गया है।

12 जून 1957 को जन्मी गीतांजलि श्री, जिन्हें गीतांजलि पांडे के नाम से भी जाना जाता है, नई दिल्ली, भारत में स्थित हिंदी भाषा की उपन्यासकार तथा लघु-कथा लेखिका हैं। 65 साल की उम्र में, वह लगभग 30 वर्षों से लिख रही हैं। वह कई लघु कथाओं और पांच उपन्यासों की लेखिका हैं। उनके उपन्यास 'रेत समाधि' (2018), डेजी रॉकवेल द्वारा टॉम्ब ऑफ सैंड के रूप में अंग्रेजी में अनुवादित, ने 26 मई 2022 को अंतर्राष्ट्रीय बुकर पुरस्कार प्राप्त किया। "टॉम्ब ऑफ सैंड अंतर्राष्ट्रीय बुकर पुरस्कार प्राप्त करने वाली भारतीय लेखिका की पहली पुस्तक बन गई"।<sup>1</sup> यह एनी मोंटौट द्वारा फ्रेंच में औ- डेला फ्रंटियरे के रूप में अनुवादित किया गया है।<sup>2</sup>

"रेत समाधि उपन्यास भारतीय महिलाओं के आख्यानो को दर्शाता है जिन्होंने समाज में अपनी स्वतंत्रता और अधिकारों के लिए संघर्ष किया है जो पितृसंश्रुतात्मक समाज पर हावी रहा है।"<sup>3</sup> इसमें मां-बेटी के संबंधों पर चर्चा की गई है और इसके माध्यम से महिलाओं को अपने दैनिक जीवन में जिन जटिलताओं से गुजरना पड़ता है, उसे दिखाया गया है। यह हमें बताता है कि किस तरह से भारतीय महिलाएं अपने पारंपरिक रीति-रिवाजों से निकली हैं और उन्होंने समाज में अधिकारों के लिए लड़ना शुरू कर दिया है।

यह उपन्यास हमें मां (चंद्रप्रभादेवी) जैसे पात्रों के माध्यम से भारत के विभाजन के दौरान विभिन्न प्रकार की हिंसा की शिकार हुई महिलाओं के अनुभवों को भी बताता है। 1947 में भारत के विभाजन के दौरान उन्हें देश छोड़ना पड़ा, उनका अपहरण कर लिया गया था लेकिन किसी तरह वह वहां से भाग गई और फिर भारत आ गई। लेखिका गीतांजलि श्री ने दर्शाया है कि कैसे विभाजन एक ऐतिहासिक आपदा थी जिसने समुदायों और परिवारों को नष्ट कर दिया और महिलाओं को जिस हिंसा और उत्पीड़न से गुजरना पड़ा, वह बहुत ज्यादा भयावह था। दोनों ओर (हिंदू और इस्लामी समाजों में) महिलाओं के खिलाफ भयानक क्रूरता हुई।

जैसा कि यू. नियाज ने अपने लेख में दक्षिण एशियाई देशों में महिलाओं के खिलाफ हिंसा पर ठीक ही कहा है, "भारतीय परंपराओं ने महिलाओं के व्यक्तित्व का निर्माण किया है साथ ही उनकी सामाजिक स्थिति को भी निर्धारित किया है। महिलाओं के खिलाफ हिंसा की व्यापक घटनाएं समाज और पितृसंश्रुतात्मक विचारों का ही परिणाम है, जो महिलाओं की भूमिका का

अवमूल्यन करती है।'' परिवारों में हिंसा की अनुमति है क्योंकि घर पर पुरुष का प्रभुत्व है और समाज में यह धारणा है कि पारिवारिक मामले निजी हैं।

लेखिका गीतांजलि श्री ने दर्शाया है कि भारतीय महिलाओं को अपने ही घरों में उपेक्षित किया जाता है, उन्हें गौण रूप में देखा जाता है, उदाहरण के लिए पुरुषों को हमेशा सबसे अच्छी दाल मिलती है, जबकि महिलाओं को सिर्फ बचा हुआ खाना प्राप्त होता है। उक्त उपन्यास में लेखिका बताती है कि कैसे 'बड़े' के घर का दरवाजा हमेशा खुला रहता है और सभी मेहमानों का स्वागत किया जाता है। घर की महिलाओं को दिन के किसी भी समय उनकी सेवा में उपस्थित और तैयार होना चाहिए क्योंकि मेहमान बिना किसी अग्रिम सूचना या प्रवेश के पहले, बिना दस्तक दिए आ सकते हैं, जैसे कि महिलाओं का अपना कोई जीवन नहीं है। उन्होंने इस तरफ इशारा किया : शब्द 'गोपनीयता' उनकी शब्दावली में भी नहीं है, और जो कोई भी इस तरह के विशेषाधिकार का दावा करता है उसे संदिग्ध रूप से देखा जाता है। महिलाओं का अपना कोई जीवन नहीं है और उनसे हमेशा अपेक्षा की जाती है कि वे अपने जीवन को पुरुषों के इर्द-गिर्द व्यवस्थित करें।

एक लड़की को घर की चारदीवारी में बंधे रहना चाहिए, उसे अपना करियर बनाने के लिए घर से बाहर नहीं जाना चाहिए और एक पुरुष के साथ अपने संबंधों को परिभाषित किए बिना एक स्वतंत्र जीवन नहीं जीना चाहिए, भारतीय परंपरा में यही मान्यता रही है। यह स्वाभाविक रूप से स्वीकार किया जाना चाहिए कि एक बड़े भाई को अपनी बहन के प्रति अस्वीकृत व्यक्त करने के लिए माता-पिता के समान नियंत्रित करने वाले स्वर का उपयोग करना चाहिए।

बड़े को अपनी बहन की चिंता नहीं थी कि वह अकेले अपना करियर कैसे बनाएगी, लेकिन वह चिंतित थे कि वह ऐसा कुछ भी न करे जो समाज के तथाकथित मानदंडों के खिलाफ हो और कुछ ऐसा न करे जिससे परिवार का अपमान हो। उसे लगता है कि उसकी बहन के जीवन में उसे हर संभव तरीके से हस्तक्षेप करना महत्वपूर्ण है। केवल बहन ही नहीं बल्कि वह अपनी मां के कार्यों को भी नियंत्रित करने की कोशिश करते हैं इसलिए, यह झूठ नहीं है, कि समाज महिलाओं से अपेक्षा करता है कि वे अपने जीवन के सभी चरणों में पुरुषों की देखरेख में रहें। लेकिन लिंग के सामाजिक और सांस्कृतिक बंधनों से मुक्त होने और उत्पीड़न को चुनौती देने तथा प्रामाणिक रूप से जीने के लिए, महिलाओं को अपनी पसंद खुद तय करनी होगी। साथ ही अपने करियर को खुद चुनना होगा ताकि आने वाली पीढ़ियां और महिलाएं समान रूप से रह सकें।

“लेकिन यहाँ, माँ ने अपनी बेटी को स्वतंत्रता के लिए खिड़की खोलकर, जो अमरूद के बाग की ओर खुलती है, कुछ गोपनीयता दी।”<sup>14</sup> माँ ने इस गुप्त मार्ग को बेटी के प्रवेश और निकास के लिए साफ कर दिया था। यह दर्शाता है कि महिलाओं की अपनी स्वतंत्रता के लिए एक छिपी हुई इच्छा है साथ ही, उसके पास इसे हासिल करने की शक्ति भी है।

बड़े जब बेटी को देखते हैं तो जोर से चिल्लाते हैं। बेटे चिल्लाने की प्रथा को बरकरार रखते हैं, जो हजारों साल पहले की है। यह दर्शाता है कि पुरुषों द्वारा अंतर्निहित उत्पीड़न की गहरी ऐतिहासिक जड़ें हैं और इतने दशकों से चल रही हैं। बात यह है कि परिवार पहला स्कूल है जिसमें बच्चे दुनिया में अपनी जगह के बारे में सीखते हैं, यहीं पर बच्चे माता-पिता से, विपरीत लिंग के साथ कैसे व्यवहार करें, की अपनी शुरुआती अवधारणा विकसित करते हैं इसलिए, यदि पिता संकीर्ण मानसिकता के साथ हैं, तो जाहिर है कि बेटा भी होगा और उस चक्र को तोड़ना बहुत कठिन है। कहानी में पिता जोर से दहाड़ते हैं और सेवानिवृत्त होने तक चिल्लाते रहे। जिस बिंदु पर उन्होंने अपने बेटे को चिल्लाना स्थानांतरित किया एवं खुद शांत हो गए। गीतांजलि श्री के लेखन में महिलाओं की समाज में अदृश्यता एक सामान्य विषय है। भारत में जहां आधुनिकीकरण के बावजूद आज भी समाज और परिवार में पुरुषों का वर्चस्व है, वहां महिलाओं की यह अदृश्यता स्वाभाविक स्थिति प्रतीत होती है।

कथा में, एक सामाजिक संस्था के रूप में, विवाह में समानता, प्रेम और सम्मान का अभाव है। यह प्यार और भक्ति जैसी भावनाओं पर अनुशासन को बल देता है। बहू को लगता है कि उसकी माँ को उसके पिता द्वारा उपेक्षित और अनदेखा किया जाता है और वह उसके लिए चिंतित है।

पति अक्सर मानते हैं कि पत्नियों की देखभाल करने, जो कि पूरी तरह से उन पर निर्भर है, इतने से ही उनका 'दायित्व' पूरा होता है। उन्हें लगता है कि उन्हें इस वजह से महिलाओं को दबाने का अधिकार है। जैसा कि बड़े अपनी पत्नी से कहते हैं, मैं वह हूँ जो हर चीज के लिए रोजाना पैसे का योगदान देता है, और इस प्रकार वह अपनी पत्नी को नियंत्रित करने की कोशिश करता है।

लेखिका यह दर्शाती है कि स्त्री आम तौर पर आदमी और उसके परिवार को समय पर भोजन उपलब्ध कराने और घर की देखभाल करने के लिए कड़ी मेहनत करती है। बहू माँ के लिए इतना कुछ करती है और उसकी देखभाल करती है तो भी बड़े और बाकी सभी उस पर शक करते हैं। इससे पता चलता है कि कैसे महिलाएं घर चलाने के लिए इतना अधिक अवैतनिक घरेलू श्रम करती हैं और अपना पूरा जीवन इसी में लगा देती हैं, तब भी उनका सम्मान नहीं होता है। घरेलू कामकाज, सफाई, के अपने अंतहीन श्रम के साथ, खुद को थका देती हैं और वह यथास्थिति बनाए रखने के अलावा कुछ नहीं करती। उनकी राय किसी के लिए भी मायने नहीं रखती, यहां तक कि नौकरों के लिए भी नहीं। जैसे जब बड़े नौकरों को परांटे बनाने के लिए कहते हैं और वह उन्हें खिचड़ी बनाने के लिए कहती हैं, तो सुशीला (नौकर) खिचड़ी के बजाय परांटे बनाना पसंद करती हैं, जो उसके के लिए बहुत अपमानजनक था। माता-पिता अपनी बेटियों को पति के घर भेजते हैं, यह कहते हुए कि उसका घर वहां है लेकिन, क्या उसे लगता है कि उसे, उसके नए घर में स्वीकार किया जाता है, चाहे वह सभी को खुश करने की कोशिश करे।

यह सारी घटनाएं दर्शाती हैं कि कैसे पितृसश्रा हममें इतनी गहराई तक समाई हुई है कि कभी-कभी हमें एहसास ही नहीं होता कि हम अपने दैनिक जीवन में शोशित हो रहे हैं। यह सुशीला की गलती नहीं है, लेकिन यह समाज और उसकी परवरिश है जिसने उसे यह सिखाया है, माँ अपने बेटे के साथ रहती हैं न की बेटे के साथ और उसके परिवार के साथ। गीताजलि श्री इस धारणा का विरोध करती हैं और जीवन जीने का एक नया तरीका प्रस्तुत करती हैं।

बड़े मानता है कि बेटे कभी उनकी देखभाल नहीं कर सकती। अभी भी एक धारणा है कि माता-पिता के बुढ़ापे में केवल बेटे ही सहारा होंगे और वे यह उम्मीद नहीं करते हैं कि बेटे उन्हें किसी तरह से सहारा प्रदान करेगी—चाहे वह आर्थिक रूप से हो या भावनात्मक या सामाजिक रूप से। लेकिन माँ जीवन जीने का एक नया तरीका प्रस्तुत करती हैं और वह बेटे के बजाय अपनी बेटे हो चुनती हैं। हम इसे पुरुषों पर छोड़ते हैं कि वे महिलाओं की इच्छाओं और अधिकारों के बारे में क्या सोचते हैं, लेकिन यह बहुत स्पष्ट है कि उन्हें समझ नहीं है कि वह क्या कठोर कदम उठा सकती हैं।

यहां उसे आजादी है—जो चाहे पहने, जो चाहे खाए, जहां चाहे जाएं और जिससे चाहे दोस्ती करे। यहां कहानी एक और मोड़ लेती है। अपनी माँ की बढ़ती मुक्त-उत्साही जीवन शैली और उसके दोस्तों, विशेष रूप से रोजी के साथ (एक हिजड़ा), जो परिवार के लिए एक परिचित व्यक्ति था, लेकिन बेटे खुद को अधिक से अधिक रूढ़िवादी और परेशान पाती हैं। भूमिका उलट जाती है—'बेटे माँ बन जाती हैं और माँ बेटे बन जाती हैं' जैसा कि गीताजलि श्री ने लिखा है, "तर्क समाप्त होने के बाद भी रिवाज जारी रहता है", एक ऐसी स्थिति जिसे वह उपन्यास में विभिन्न रूपों में उजागर है, जिससे उसकी स्वतंत्र जीवन शैली भंग हो जाती है। क्या हम वास्तव में सोचते हैं कि हम मानसिक रूप से स्वतंत्र हैं? क्या हमें लगता है कि ये सभी बंधन पुरुषों द्वारा बनाए गए हैं? क्या हम उन्हें गले नहीं लगाते? क्या हम मनोवैज्ञानिक रूप से हमारे लिए निर्धारित नियमों के गुलाम नहीं हैं?

"एक महिला के रूप में पितृसश्रात्मक समाज के कारण उसे अपने जीवन के हर चरण में कई समस्याओं का सामना करना पड़ता है",<sup>5</sup> लेकिन माँ अपने जीवन की सीमाओं को पार करके अपने प्रिय को खोजने के लिए जाती हैं और वह एक बदलाव के लिए स्वार्थी हो जाती हैं। यहां, जब एक महिला अपनी इच्छाओं को प्रस्तुत करती है तो उसे स्वार्थी माना जाता है। वह अपने पूर्व पति अनवर को खोजने के लिए दृढ़ है और इसलिए उसने खैबर-पख्तूनखा जाने का फैसला किया, जहां वह एक युवा लड़की के रूप में रहती थी। समाज ने महिलाओं के चारों ओर बहुत सी सीमाएं बनाई हैं और उनके पास बहुत सारे नियम हैं जैसे कि क्या करना है, कहां जाना है, कब घर वापस आना है, किस समय प्यार करना है, कौन सा करियर पथ ठीक है और इसी तरह बहुत कुछ। श्री एक महिला के नजरिए से बताना चाहती हैं कि समकालीन समय में भी कुछ खास नहीं बदला है। महिलाएं अभी भी दमन का शिकार हैं। पुरुषों और महिलाओं के लिए, एक ही स्थिति के लिए, अलग-अलग शब्दावली का उपयोग किया जाता है। इतनी आधुनिक प्रगति के बाद भी लिंग आधारित मनोवैज्ञानिक हिंसा अभी भी मौजूद है, लेकिन कुछ साहसी महिलाएं हैं जो लिंग आधारित पूर्वाग्रहों और हिंसा के बाद भी इस पितृसश्रात्मक समाज के खिलाफ लड़ती हैं, जैसे बेटे को अपनी पसंद की अनुमति देती हैं, उसे अपनी पसंद का करियर बनाने देती हैं। उनका एक अलग प्रेम जीवन भी है और उनकी माँ जो जीवन के अंत में अपने पहले प्यार को हासिल करने के लिए हर सीमा पार करती हैं, यहां

तक कि भारत पाकिस्तान की सीमा भी। वह माँ के रूप में जानी जाती है, लेकिन अंतिम पन्नों में वह अपने पहले प्यार की बाँहों में ही अपनी असली पहचान को पुनः प्राप्त करती है, अंततः वह अनवर-चंदा बन जाती है। माँ का अपने प्रेमी तक पहुंचना समाज की कल्पना से परे है। वह माँ है, उसे माँ की तरह व्यवहार करना चाहिए। माँ बलिदान करती है, वह बंधी हुई है, वह नियमों को तोड़ नहीं सकती, लेकिन माँ ने ऐसा किया। इसलिए, इस कहानी ने महिलाओं के लिए एक नया रास्ता बनाया है। उसने सामाजिक मस्तिष्क को उश्रेजित किया है, निश्चित रूप से पाठकों की अलग-अलग राय होगी, लेकिन इसमें कुछ नया है, कि एक महिला अपना निर्णय स्वयं ले सकती है।

### निष्कर्ष

'रेत समाधि' सीमाओं, बाधाओं, और परंपराओं को शारीरिक तथा मनोवैज्ञानिक रूप से पार करने और तोड़ने से भरा है। माई का कूटनीतिक स्वभाव है, वह स्वेच्छा से पुराने रीति-रिवाजों में रहती है लेकिन अपने बच्चों, सुबोध और सुनैना को इसमें गिरने से बचाने में मदद करती हैं। वह अपने दोनों बच्चों के साथ समान व्यवहार करती हैं। वह अचानक अपनी जरूरतों और इच्छाओं के प्रति सचेत हो जाती है और अपनी शर्तों पर जीवन जीने का फैसला करती है।

तीसरी पीढ़ी की महिला सुनैना शुरूआती वर्षों में रूढ़िवादिता में पली है, लेकिन वह दूसरी माई (उसकी माँ) या दादी (दादी), बनना पसंद नहीं करती। वह अपने भाई सुबोध की तरह अधिकारों का आनंद लेना चाहती है ऐसे में कई बार माई ही होती है जिन्होंने गड्डे में गिरी सुनैना को बाहर निकालने के लिए खुद को सीढ़ी के रूप में फेंक कर बचाया है। हर कोई चाहता है कि सुनैना कला का चुनाव करे, लेकिन माई ने विज्ञान समूह लेने में मदद की ताकि उसमें वैज्ञानिक अभिरूचि पैदा हो सके।

आमतौर पर पितृसत्तात्मक समाज में महिलाएं अपनी बेटियों को घर की चार दीवारी में कैद करती हैं। यहां माई चीजों को दूसरे तरीके से लेती है। मौन, विरोधाभासी रूप से, उसे संवाद करने और कुछ नियंत्रण बनाए रखने में मदद करता है। जब वह बोलती है तो कोई भी उसका खंडन नहीं कर पाता। शुरूआत में सुनैना, माई की चुप्पी को कमजोरी समझती है, लेकिन जैसे-जैसे वह बड़ी होती है उसे इसका एहसास होता है, यह उसका विरोध करने और अपनी बेटी को बचाने का तरीका है।

कहानी न तो ऊपर की ओर बढ़ती है, न ही नीचे की दिशा में, क्योंकि महिलाएं, एक बार फिर बेटे के रूप में, समाज द्वारा निर्धारित भूमिका निभाती हैं, लेकिन यह निश्चित है कि जब भारतीय महिलाएं आगे बढ़ने का फैसला करती हैं, तो उनमें कोई ठहराव नहीं होता है। जीवन में वह जिस दमन का सामना करती हैं, मनोवैज्ञानिक बाधाएँ तथा चुनौतियाँ पार करती हैं, कदम दर कदम प्राप्त होने वाली छोटी-छोटी उपलब्धियाँ एवं नुकसान उसके लक्ष्यों की दिशा में मील के पत्थर बन जाते हैं।

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## उत्तर प्रदेश में पंचायती राज प्रणाली: चुनौतियाँ व समाधान

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### सारांश

“जब पंचायतें स्थापित हो जायेगी तब लोकमत में ऐसे भी अनेक काम करके दिखलायेगा जो हिंसा में कमी नहीं कर सकती।”<sup>1</sup> लोकतंत्रीय राजनीतिक व्यवस्था में पंचायती राज वह माध्यम है जो शासन को सामान्य जनता के दरवाजे तक लाता है। लोकतंत्र की अवधारणा को अधिक यथार्थ में अस्तित्व प्रदान करने की दिशा में पंचायती राज व्यवस्था एक ठोस कदम है, पंचायती राज व्यवस्था में स्थानीय जनता की स्थानीय शासन कार्यों में अनवरत रुचि बनी रहती है, क्योंकि वे अपने स्थानीय समस्याओं का स्थानीय पद्धति से समाधान कर सकते हैं। पंचायती राज भागीदारी की प्रक्रिया के माध्यम से जनता को प्रत्यक्ष व अप्रत्यक्ष रूप में शासन या प्रशासन का प्रशिक्षण स्वतः प्रदान करते हैं।

**सांकेतिक शब्द :** पंचायती राज, गांव, ग्रामीण संरचना सभा, समिति, विद्य।

### प्रस्तावना

देश में ग्रामीण विकास की दिशा में सर्वप्रथम गरीबी व ग्रामीण विकास के शुभचिंतक राष्ट्रपति गांधी के जन्म दिवस के शुभ अवसर पर 2 अक्टूबर 1952 को भारतीय शासन के सामुदायिक विकास कार्यक्रम का शुभारम्भ किया। ग्रामीण भारत में विकास कर रहे गरीबों की समस्याओं अध्ययन करने की लिए 1957 में बलवन्त राय मेहता समिति से यह प्रतिवेदन केन्द्र सरकार को दिया। इसी समिति के सिफारिशों को स्वीकृत प्रदान करते हुये संस्था का नाम पंचायती राज रखा गया।

पंचायती राज संस्थान भारत में ग्रामीण स्थानीय स्वशासन की एक प्रणाली है। जो लोकतांत्रिक विकेन्द्रीयकरण की अवधारणा को साकार करने में महत्वपूर्ण कदम है। स्थानीय स्वशासन का अर्थ है। स्थानीय लोगों द्वारा निर्वाचित निकायों द्वारा स्थानीय मामलों का प्रबन्धन एवं आत्म निर्भर बनाना। पंचायती राज जमीनी स्तर पर लोकतंत्र की स्थापना करने के लिए 73वें संविधान संशोधन अधिनियम, 1992 के माध्यम भारतीय संविधान में जोड़ा गया है, और पंचायती राज संस्थान को संवैधानिक स्थिति प्रदान की गई और उन्हें देश में ग्रामीण विकास का कार्य सौंपा गया। पंचायती राज व्यवस्था का अपने वर्तमान स्वरूप और संरचना में पंचायती राज संस्थान ने 27 वर्ष पूरे कर लिये हैं। लेकिन विकेंद्रीकरण को आगे बढ़ाने और जमीनी स्तर पर लोकतंत्र को मजबूत करने के लिए अभी बहुत कुछ किया जाना शेष है। **गांधीजी** ने कहा था कि “यदि गांव नष्ट होते हैं,



तो भारत भी नष्ट हो जायेगा, वह भारत भी नष्ट होगा जिनका विश्व में एक स्थान है वह वसुधैव कुटुम्बकम् की भावना नष्ट होगी।'<sup>2</sup>

## भारत में पंचायती राज व्यवस्था का ऐतिहासिक पृष्ठभूमि

भारत में पंचायत राज के इतिहास को विश्लेषणात्मक पृष्ठभूमि से निम्नलिखित कालक्रमों में विभाजित किया जा सकता है—

**वैदिक युग :** प्राचीन संस्कृत शास्त्रों में 'पंचायतन' शब्द का उल्लेख मिलता है, जिसका अर्थ है एक आध्यात्मिक व्यक्ति सहित पांच व्यक्तियों का समूह, ऋग्वेद में सभा एवं समिति जैसी ईकाइयों का जिक्र मिलता है। उस समय नागरिक प्रशासन वही थी। धीरे-धीरे ऐसे समूहों में एक आध्यात्मिक व्यक्ति को शामिल करने की अवधारणा लुप्त हो गई, उस समय एक लोकतान्त्रिक निकाय था। उस समय ऋग्वेद में स्थानीय स्व-ईकाइयों के रूप में सभा, समिति और विदथ का उल्लेख मिलता है। पंचायत जैसा निकाय उस समय था, ये स्थानीय स्तर के लोकतान्त्रिक निकाय थे। राजा कुछ कार्यों और निर्णयों के सम्बन्ध में इन निकायों की स्वीकृति प्राप्त किया करते थे।

महाकाव्य युग भारत के दो महान महाकाव्य काल को इंगित करता है—रामायण और महाभारत।

रामायण के अध्ययन से संकेत मिलता है कि प्रशासन दो भागों—पुर और जनपद (अर्थात् नगर और ग्राम) में विभाजित था। इकसे अलावा महाभारत के अनुसार ग्राम के ऊपर 10, 20, 100 शत ग्राम अध्यक्ष 100 और ग्रामपति 1000 पर ग्राम प्रमुख होता तो सभी अपने ग्रामों के लिए उत्तरदायी थे। राज्य में एक जाति पंचायत भी होती थी, और जाति पंचायत द्वारा निर्वाचित व्यक्ति राजा के मंत्री-परिषद का सदस्य होता था। महाभारत काल में पंचायत जैसा कोई निकाय नहीं था। महाभारत के 'शांति पर्व', कौटिल्य के अर्थशास्त्र और मनु स्मृति से भी ग्रामों के स्थानीय स्वशासन के पर्याप्त साक्ष्य प्राप्त होते हैं।

## पंचायती राज व्यवस्था उद्देश्य

1. पंचायती राज संस्थाएँ जमीनी स्तर पर लोकतन्त्रात्मक शासन के विकास में अभिवृद्धि के लिए है।
2. पंचायती राज व्यवस्था का उद्देश्य लोकतन्त्रात्मक विकेन्द्रीकरण प्रणाली को विकसित करने, और लोगों की भागीदारी को तीव्र त्वरित सामाजिक एवं आर्थिक प्रगति सुनिश्चित करना है और पर्याप्त न्याय प्रदान करना है।
3. पंचायती राज व्यवस्था को तीव्रता से आगे बढ़ाने के लिए हमें पंचायत और उच्चधिकारियों के मध्य तथा जिला एवं राज्य कार्यप्रणाली के बीच संवाद प्रक्रिया में तेजी लाना है।
4. पंचायती को भ्रष्टाचार से ऊपर उठकर गरीबों के कठिनाइयों का समाधान करने तथा उनके समस्याओं को सुनना है।
5. पंचायतों के विकास के अनवरत क्रम पदानुक्रम व्यवस्था में फाइलों को यथाशीघ्र गति से आगे निकालकर उस पर तत्काल कार्य करने की आवश्यकता है।
6. पंचायत राज से पूर्व एवं बाद के पंचायती राज व्यवस्था के महत्वपूर्ण पहलु क्या है। इस विचार करना है।
7. पंचायत के सदस्यों की सामाजिक एवं आर्थिक पृष्ठभूमि क्या है, तथा उनके अधिकतम एवं कर्तव्य क्या है।
8. पंचायत में आने वाले अपराध व पंचायत द्वारा दिये जाने वाले न्याय एवं दण्ड प्रक्रिया के बारे में जानना।
9. पंचायती राज की आवश्यकता, महत्व, समस्या एवं सुझाव के बारे में जानकारी प्राप्त करना।

आदि उद्देश्य पंचायती राज व्यवस्था के है।

## पंचायती राज व्यवस्था के सम्बन्ध में गांधी दर्शन

गांधी जी अपने को ग्रामीण मानते थे, क्योंकि उनके में गांवों के वे अलौकिक दृश्य बसे थे जिनकी संकल्पना करना एवं गांवों में स्वराज्य लाना ही गांधी का दर्शन था।

1. गांधी के दर्शन में गांवों में ग्रामवासियों की शारीरिक, आर्थिक, सामाजिक एवं नैतिक स्थिति को सुधारना ही मुख्य लक्ष्य था।
2. गाँधीजी का दृढ़विश्वास था कि गांव की स्थिति सुधार करके ही देश को सभी दृष्टि से अपराजेय बनाया जा सकता है।
3. अंग्रेजी हुकुमत द्वारा गांवों को पराश्रित बनाने का जो षडयंत्र रचा गया था, उसे समझकर ही वे ग्रामोत्थान को सब रोगों की दवा मानते थे।
4. गांधीजी गांवों को ग्रामपंचायतों के माध्यम से प्रभावशील बनाना चाहते थे। यदि ग्राम पंचायतों को दण्डात्मक शक्ति दे दी गयी होती तो निःसंदेह ग्रामपंचायत आत्मनिर्भर एवं स्वालम्बन के गुण को प्राप्त कर लेता।
5. गांधीजी का विचार पंचायती को अधिकार विहीन बनाना नहीं बल्कि उन्हें दण्ड देने का अधिकार सौंपा है।

महाभारत के अनुसार, ग्राम के ऊपर 10, 20, 100 और 1000 ग्राम समूहों की इकाइयां विद्यमान थी। उस समय 'ग्रामिक' ग्राम का मुख्य अधिकार होता था जबकि 'दशप' उस ग्रामों का प्रमुख होता था। विश्व अधिपति, शत ग्राम अध्यक्ष और शत ग्राम पति क्रमशः 20, 1000 ग्रामों के प्रमुख होते थे। ये लोग अपने कार्यों को स्थानीय स्तर पर कर एकत्र करते थे और अपने ग्रामों की रक्षा के लिए उत्तरदायी थे।

**प्राचीनकाल**—कौटिल्य के अर्थशास्त्र में ग्राम पंचायतों का उल्लेख मिलता है। मनुस्मृति के भी ग्रामों के स्थानीय स्वशासन का पर्याप्त साक्ष्य मिलता है नगर को 'पुर' कहा जाता था और इसका प्रमुख 'नागरिक' होता था।

स्थानीय निकाय किसी भी राजकीय हस्तक्षेप से मुक्त था। मौर्य तथा मौर्योत्तर काल में भी ग्राम का मुखिया वृद्धों की एक परिषद की सहायता से ग्रामीण जीवन में एक महत्वपूर्ण भूमिका का निर्वहन करता रहा। यह प्रणाली गुप्तकाल में भी बनी रही, यद्यपि नामकरण में कुछ परिवर्तन हुए; इस काल में जिला अधिकारी को विषयपति और ग्राम के प्रधान को ग्रामपति के रूप में जाना जाता था। इस प्रकार, प्राचीन भारत में स्थानीय शासन की एक सुस्थापित प्रणाली विद्यमान थी, जो परंपराओं और रीति-रिवाजों के एक निर्धारित रूपरेखा के आधार पर संचालित होती थी। यह उल्लेख करना भी महत्वपूर्ण है कि पंचायत के प्रमुख के रूप में यहां तक की सदस्यों के रूप में भी स्त्रियों की भागीदारी का कोई उल्लेख प्राप्त था।

**मध्यकाल**—सल्तनत काल के दौरान दिल्ली के सुल्तानों ने अपने राज्य को प्रांतों में विभाजित किया था जिन्हें 'विलायत' कहा जाता था। ग्राम के शासन के लिए तीन महत्वपूर्ण अधिकारी होते थे—

1. प्रशासन के लिए 'मुकद्दम'
2. राजस्व संग्रह के लिए 'पटवारी'
3. पंचों की सहायता से विवादों के समाधान के लिए 'चौधरी'

ग्रामों को स्वशासन के संबंध में अपने अधिकार क्षेत्र के भीतर पर्याप्त शक्तियां प्राप्त थी। मध्यकाल में मुगल शासन के तहत जातिवाद और शासन की सामंतवादी प्रणाली ने धीरे-धीरे ग्रामीण स्वशासन को नष्ट कर दिया। पुनः यह उल्लेखनीय है कि मध्यकाल में भी स्थानीय ग्राम प्रशासन में स्त्रियों की भागीदारी का कोई उल्लेख प्राप्त नहीं होता।

**ब्रिटिशकाल**—ब्रिटिश शासन के अन्तर्गत ग्राम पंचायतों की स्वायत्तता समाप्त हो गयी और वे कमजोर हो गए। वर्ष 1870 में भारत में प्रतिनिधि स्थानीय संस्थाओं का उद्भव हुआ। वर्ष 1870 के प्रसिद्ध मेयो प्रस्ताव ने स्थानीय संस्थाओं की शक्तियों और उत्तरदायित्वों में वृद्धि कर उनके विकास को गति दी। वर्ष 1870 में ही शहरी नगरपालिकाओं में निर्वाचित प्रतिनिधियों की अवधारणा को प्रस्तुत किया गया। वर्ष 1857 के विद्रोह ने शाही वित्त पर भारी दबाव बना दिया था, और स्थानीय सेवा को स्थानीय कराधान से वित्तपोषित करना आवश्यक माना गया। इस प्रकार यह राजकोषीय मजबूरी थी कि विकेंद्रीकरण पर लॉर्ड मेयो के प्रस्ताव को स्वीकार कर लिया गया। मेयो द्वारा उठाए गए कदमों का अनुसरण करते हुए लॉर्ड रिपन ने वर्ष 1882 में इन स्थानीय संस्थाओं को उनका अत्यंत आवश्यक लोकतांत्रिक ढाँचा प्रदान किया। सभी बोर्डों (जो उस समय अस्तित्व में थे) में निर्वाचित गैर-अधिकारियों के दो-तिहाई बहुमत को अनिवार्य कर दिया गया और इन निकायों के अध्यक्ष को भी निर्वाचित गैर-अधिकारियों में से ही चुना जाना था। इसे भारत में स्थानीय स्वशासन का मैगाकार्टा माना जाता है।

वर्ष 1907 में स्थानीय स्वशासन संस्थाओं को सी.ई.एच. हॉबहाउस की अध्यक्षता में 'केन्द्रीकरण पर रॉयल कमीशन' के गठन से अत्यंत बल मिला। इस कमीशन/आयोग ने ग्राम स्तर पर पंचायतों के महत्व को चिह्नित किया। इसी पृष्ठभूमि में वर्ष 1919 के 'मांटैग्यू-चेम्सफोर्ड सुधार' ने स्थानीय सरकार के विषय को प्रांतों के अधिकार क्षेत्र में स्थानांतरित कर दिया।

इस सुधार में यह अनुशंसा भी की गई कि जहां तक संभव हो स्थानीय निकायों के पास एक पूर्ण नियंत्रण की क्षमता होनी चाहिये और बाह्य नियंत्रण से उन्हें संभवतः पूर्ण स्वतंत्रता प्राप्त होनी चाहिए। इन पंचायतों के दायरे में ग्रामों की सीमित संख्या ही थी और इनके कार्य भी सीमित थे, संगठनात्मक और राजकोषीय बाधाओं के कारण ये ग्रामीण स्तर पर स्थानीय स्वशासन की लोकतांत्रिक और जीवंत संस्थाओं के रूप में परिणत न हो सकी।

फिर भी वर्ष 1925 तक आठ प्रांतों ने पंचायत अधिनियमों को पारित कर लिया था और वर्ष 1926 तक छह देशी रियासतों ने भी पंचायत कानून पारित कर लिये थे। स्थानीय निकायों को अधिक शक्तियाँ दी गईं और करारोपण के अधिकारों को कम कर दिया गया। लेकिन इनमें स्थानीय स्वशासन की संस्थाओं की स्थिति में कोई विशेष परिवर्तन नहीं हुआ।

**स्वातंत्र्योत्तर काल (स्वतंत्रता के बाद की अवधि):** संविधान के अनुच्छेद 40 में पंचायतों का प्रावधान किया गया और अनुच्छेद 246 के माध्यम से स्थानीय स्वशासन से संबंधित किसी भी विषय के संबंध में कानून बनाने का अधिकार राज्य विधान मण्डल को सौंपा गया। लेकिन संविधान में पंचायतों के इस समावेशन को तत्कालीन नीति-निर्माताओं की सर्वसम्मति प्राप्त नहीं थी और इसका सबसे प्रबल विरोध स्वयं संविधान निर्माता बी.आर. अम्बेडकर<sup>3</sup> ने किया था। डॉ. अम्बेडकर ने पंचायत व्यवस्था का विरोध किया था। ग्राम पंचायत के समर्थकों और विरोधियों के बीच अत्यधिक विमर्श के बाद ही अंततः पंचायतों को संविधान में स्थान मिला और इसे राज्य के नीति निदेशक सिद्धान्त के अंतर्गत अनुच्छेद 40 में शामिल किया गया।<sup>4</sup> चूंकि नीति निदेशक सिद्धान्त बाध्यकारी सिद्धान्त नहीं हैं, परिणामस्वरूप पूरे देश में इन निकायों के लिए सार्वभौमिक या एकसमान संरचना का अभाव रहा।

स्वतंत्रता के बाद एक विकास पहल के रूप में भारत ने 2 अक्टूबर, 1952 को गांधी जयंती की पूर्वसंध्या पर सामुदायिक विकास कार्यक्रम को लागू किया जिसकी वृहत प्रेरणा अमेरिकी विशेषा अल्बर्ट मेयर द्वारा शुरू की गई **इटावा परियोजना** से प्राप्त हुई थी। अमेरिकी विशेषज्ञ अल्बर्ट मेयर ने इसमें ग्रामीण विकास की लगभग सभी गतिविधियों को शामिल किया गया जिन्हें लोगों की भागीदारी के बनाने के साथ ही साथ ग्राम पंचायतों की सहायता से लागू किया जाना था। वर्ष 1953 में सामुदायिक विकास कार्यक्रम के सहयोग के लिए राष्ट्रीय विस्तार सेवा की भी शुरुआत की गई। लेकिन यह कार्यक्रम भी कोई महत्वपूर्ण भूमिका न निभा सका। सी.डी.पी. की विफलता के कई कारण थे, जैसे नौकरशाही की बाधाएं व अत्यधिक राजनीति, लोगों की भागीदारी में कमी, प्रशिक्षित एवं योग्य कर्मचारियों की कमी और विशेष रूप से सी.डी.पी. को लागू करने में ग्राम पंचायतों सहित स्थानीय निकायों की रुचि का अभाव। समितियों का रिपोर्ट बलवन्त राय मेहता समिति वर्ष 1957 में राष्ट्रीय विकास परिषद ने सामुदायिक विकास कार्यक्रम के कार्यक्रम पर विचार करने हेतु बलवन्त राय मेहता की अध्यक्षता में एक समिति का गठन किया।

- समिति ने पाया कि सी.डी.पी. की विफलता का प्रमुख कारण लोगों की भागीदारी में कमी थी।
- समिति ने त्रिस्तरीय पंचायती राज संस्थाओं का सुझाव दिया—

1. ग्राम स्तर पर ग्राम पंचायत
2. प्रखण्ड (ब्लॉक) स्तर पर पंचायत समिति
3. जिला स्तर पर जिला परिषद।

**“संस्था लोकतंत्र केन्द्र में बैठकर राज्य चलाने वाला नहीं होता बल्कि यह गांव के प्रत्येक व्यक्ति के सहयोग से चलता है।”<sup>5</sup>**

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3. महात्मा गाँधी का कथन
  4. भारतीय संविधान का अनुच्छेद 40 में शामिल
  5. महात्मा गाँधी के स्वराज पर टिप्पणी अम्बेडकर द्वारा

लोकतांत्रिक विकेंद्रीकरण की यह योजना सर्वप्रथम 2 अक्टूबर, 1959 को राजस्थान में नागौर जिले शुरू की गई। आंध्र प्रदेश में यह योजना 1 नवम्बर, 1959 को शुरू की गई। इस संबंध में आवश्यक विधान भी पारित कर लिए गए और असम, गुजरात, कर्नाटक, मध्य प्रदेश, महाराष्ट्र, ओडिशा एवं पंजाब में भी इसे लागू किया गया।

वर्ष 1977 में अशोक मेहता समिति की नियुक्ति ने पंचायत राज की अवधारणाओं और रीतियों में नए दृष्टिकोण का सूत्रपात किया। अशोक मेहता समिति की सिफारिशों की पूर्णरूप से भारत में नहीं माना गया। यह समिति ने द्विस्तरीय पंचायत राज संरचना की अनुशंसा की जिसमें जिला परिषद और मण्डल पंचायत शामिल थे। योजना विशेषज्ञता के उपयोग और प्रशासनिक सहायता की सुनिश्चितता के लिए राज्य स्तर से नीचे जिले को विकेंद्रीकरण के प्रथम बिन्दु के रूप में रखने की अनुशंसा की गई थी। समिति की अनुशंसा के आधार पर कर्नाटक जैसे कुछ राज्यों ने इस व्यवस्था को प्रभावी रूप से लागू किया। कालांतर में पंचायतों के पुनरुद्धार और इन्हें ऊर्जा प्रदान करने के उद्देश्य से भारत सरकार ने विभिन्न समितियों की नियुक्ति की। इनमें से कुछ सबसे महत्वपूर्ण समितियां थीं—

- हनुमंत राव समिति (1986)
- जी.वी.के. राव समिति (1985)
- एल.एम. सिंघवी समिति (1986)
- केन्द्र-राज्य संबंधों पर सरकारियां आयोग (1988)
- पी.के. थुंगन समिति (1989)
- हरलाल सिंह खर्रा समिति (1990)

जी.वी.के. राव समिति (1985) ने जिले को योजना की बुनियादी इकाई बनाने और नियमित चुनाव आयोजित कराने की सिफारिश की जबकि एल.एम. सिंघवी ने पंचायतों को सशक्त करने के लिए उन्हें संवैधानिक दर्जा प्रदान करने तथा अधिक वित्तीय संसाधन सौंपने की सिफारिश की। 64वें संशोधन विधेयक (1989) के साथ पंचायती राज व्यवस्था शुरू हुआ जिसे राजीव गांधी सरकार द्वारा पंचायत राज संस्थाओं को सशक्त बनाने के उद्देश्य से प्रस्तुत किया गया था, लेकिन यह विधेयक राज्य सभा में पारित नहीं हो सका। संविधान (74वें संशोधन) विधेयक (पंचायत राज संस्थाओं और नगर पालिकाओं के लिए एक संयुक्त विधेयक) वर्ष 1990 में प्रस्तुत किया गया था लेकिन इसे कभी सदन में चर्चा के लिए नहीं लाया गया। प्रधानमंत्री पी.वी. नरसिम्हा राव के कार्यकाल के दौरान सितम्बर 1991 में 72वें संविधान संशोधन विधेयक के रूप में एक व्यापक संशोधन प्रस्तुत किया गया। 73वें और 74वें संविधान संशोधन को दिसम्बर 1992 में संसद द्वारा पारित कर दिया गया। इन संशोधनों के माध्यम से ग्रामीण और शहरी भारत में स्थानीय स्वशासन की नींव डाली गई। 24 अप्रैल, 1993 को संविधान (73वें संशोधन) अधिनियम, 1992 और 1 जून, 1993 को संविधान (74वें संशोधन) अधिनियम, 1992 के रूप में ये कानून प्रवर्तित हुए।

### पंचायती राज व्यवस्था का संवैधानिक पहलु ( 73वें व 74वें संशोधन की मुख्य विशेषताएं )

1. इन संशोधनों ने संविधान में दो नए भागों को शामिल किया—भाग IX ‘पंचायत’ (जिसे 73वें संशोधन द्वारा जोड़ा गया) और भाग IXA। ‘नगरपालिकाएं’ (जिले 74वें संशोधन द्वारा जोड़ा गया)। पंचायतों को आत्मनिर्भर बनाना एवं स्वशासन लागू करना लोकतांत्रिक प्रणाली की बुनियादी इकाईयों के रूप में ग्राम सभाओं (ग्राम) और वार्ड समितियों (नगर पालिका) को रखा गया। जिनमें मतदाता के रूप में पंजीकृत सभी वयस्क सदस्य शामिल होते हैं। पंचायतों में सदस्यों एवं प्रधानों की भूमिका प्रमुख है। उन राज्यों को छोड़कर जिनकी जनसंख्या 20 लाख से कम हो ग्राम, मध्यवर्ती (प्रखण्ड/तालुक/मंडल) और जिला स्तरों पर पंचायतों की त्रि-स्तरीय प्रणाली लागू की गई है (अनुच्छेद 243B) और पंचायतों के लिए संविधान के प्रावधानों में सभी स्तरों पर सीटों को प्रत्यक्ष निर्वाचन द्वारा भरा जाना है [अनुच्छेद 243C(2)]।
2. अनुसूचित जातियों (SCs) और अनुसूचित जनजातियों (STs) के लिए सीटों का आरक्षण किया गया है तथा सभी स्तरों पर पंचायतों के अध्यक्ष के पद भी जनसंख्या में अनुसूचित जाति और अनुसूचित जनजाति के आधार पर आरक्षित किये गए हैं। उपलब्ध सीटों की कुल संख्या में से एक तिहाई सीटें महिलाओं के लिए आरक्षित हैं। SCs और STs के लिए आरक्षित स्थानों में से एक तिहाई सीटें इन वर्गों की महिलाओं के लिए आरक्षित हैं।

3. सभी स्तरों पर अध्यक्षों के एक तिहाई पद भी महिलाओं के लिए आरक्षित हैं। (अनुच्छेद 243D)। प्रतिनिधियों के लिए एक समान पांच वर्षीय कार्यकाल निर्धारित किया गया है, और कार्यकाल की समाप्ति से पहले नए निकायों के गठन के लिए निर्वाचन प्रक्रिया पूरी करना आवश्यक है। निकायों के विघटन की स्थिति में छः माह के अंदर निर्वाचन कराना अनिवार्य है (अनुच्छेद 243E)। मतदाता सूची के अधीक्षण, निर्देशन और नियंत्रण के लिए प्रत्येक राज्य में स्वतंत्र चुनाव आयोग होंगे (अनुच्छेद 243K)।
4. आर्थिक विकास और सामाजिक न्याय के लिए योजनाएं तैयार करने और इन योजनाओं (इनके अंतर्गत वे योजनाएं भी शामिल हैं जो ग्याहरवीं अनुसूची में सूचीबद्ध विषयों के सम्बन्ध में हैं) को कार्यान्वित करने के लिए पंचायतों को शक्ति व प्राधिकार प्रदान करने के लिए राज्य विधान मण्डल विधि बना सकेगा (अनुच्छेद 243G)
5. पंचायतों और नगर पालिकाओं द्वारा की गई योजनाओं को समेकित करने के लिए 74वें संशोधन में एक जिला योजना समिति का प्रावधान किया गया है। (अनुच्छेद 243ZD)।
6. राज्य सरकारों से बजटीय आवंटन, कुछ करों के राजस्व की साझेदारी, करों का संग्रहण और इससे प्राप्त राजस्व का अवधारणा, केन्द्र सरकार के कार्यक्रम एवं अनुदान, केन्द्रीय वित्त आयोग के अनुदान आदि के सम्बन्ध में उपलब्ध किए गए हैं। (अनुच्छेद 243KH)।
7. प्रत्येक राज्य में एक वित्त आयोग का गठन करना ताकि उन सिद्धांतों का निर्धारण किया जा सके जिनके आधार पर पंचायतों और नगरपालिकाओं के लिए पर्याप्त वित्तीय संसाधनों की उपलब्ध सुनिश्चित की जाएगी। (अनुच्छेद 243I)।
8. संविधान की ग्याहवीं अनुसूची पंचायती राज निकायों के दायरे में 29 कार्यों को शामिल करती हैं।
9. निम्नलिखित क्षेत्रों को सामाजिक-सांस्कृतिक और प्रशासनिक कारणों से अधिनियम के प्रवर्तन से छूट दी गई है—
  - आंध्र प्रदेश, बिहार, गुजरात, हिमाचल प्रदेश, मध्य प्रदेश, महाराष्ट्र, उड़ीसा और राजस्थान राज्यों में पांचवीं अनुसूची के तहत सूचीबद्ध अनुसूचित क्षेत्र।
  - नगालैण्ड, मेघालय और मिजोरम राज्य।
  - पश्चिम बंगाल राज्य में दार्जिलिंग जिले के पहाड़ी क्षेत्र जिनके लिए दार्जिलिंग गोरख हिल काउंसिल मौजूद है।
10. संविधान संशोधन अधिनियम के प्रावधानों के अनुरूप भारत सरकार द्वारा पंचायतों के प्रावधान (अनुसूचित क्षेत्रों पर विस्तार) अधिनियम, 1996 पारित किया गया है।

### पंचायती राज व्यवस्था की समीक्षा ( 27 वर्ष पूरे होने पर पंचायती राज संस्थाओं की मूल्यांकन )

पंचायती राज संस्थाओं ने 27 वर्षों की अपनी यात्रा में उल्लेखनीय सफलता भी पाई है, और भारी विफलता भी झेली है। जिनका मूल्यांकन उनके द्वारा तय किये गए लक्ष्यों के आधार पर किया जाता है। साथ ही साथ पंचायती राज प्रणाली ने जहां पंचायती राज संस्थाएं जमीनी स्तर पर सरकार द्वारा राजनीतिक प्रतिनिधित्व के एक और स्तर के निर्माण में सफल रही हैं, वहीं बेहतर प्रशासन प्रदान करने के मामले में वे विफल रही हैं। देश में लगभग 250000 पंचायती राज संस्थाएं एवं शहरी स्थानीय निकाय और तीन मिलियन से अधिक निर्वाचित स्थानीय स्वशासन प्रतिनिधि मौजूद हैं।

73वें और 74वें संविधान संशोधन द्वारा यह अनिवार्य किया गया है कि स्थानीय निकायों के कुल सीटों में से कम-से-कम एक तिहाई सीटें महिलाओं के लिए आरक्षित हों। भारत में निर्वाचित पदों पर आसीन महिलाओं की संख्या विश्व में सर्वाधिक है। (1.4 मिलियन)। अनुसूचित जाति/अनुसूचित जनजाति के उम्मीदवारों के लिए भी स्थानों और सरपंच/प्रधान के पदों का आरक्षण किया गया है। पंचायती राज संस्थाओं पर विचार करते हुए किये गए अध्ययन से पता चलता है कि स्थानीय सरकारों में महिला राजनीतिक प्रतिनिधित्व से महिलाओं के आगे आने और अपराधों की रिपोर्ट दर्ज कराने की संभावनाओं में वृद्धि हुई है। महिला सरपंचों वाले जिलों में विशेष रूप से पेयजल, सार्वजनिक सुविधाओं आदि में वृहत निवेश किया गया है। इसके अलावा, राज्यों ने विभिन्न शक्ति हस्तांतरण प्रावधानों को वैधानिक सुरक्षा प्रदान की है जिन्होंने स्थानीय सरकारों को व्यापक रूप से सशक्त बनाया है।

उत्तरोत्तर केन्द्रीय वित्त आयोगों ने स्थानीय निकायों के लिए धन आवंटन में उल्लेखनीय वृद्धि की है इसके अलावा प्रदत्त अनुदानों में भी वृद्धि की गई है। 15वां वित्त आयोग स्थानीय सरकारों के लिए आवंटन में और अधिक वृद्धि पर विचार कर रहा है ताकि इन्हें किये जाने वाले आवंटन को अंतर्राष्ट्रीय मानकों के अनुरूप बनाया जा सके।

### पंचायती राज व्यवस्था की समस्यायें ( चुनौतियां )

1. पंचायती के पास वित्त प्राप्ति का कोई मजबूत आधार नहीं है, उन्हें वित्त के लिए राज्य सरकारों पर निर्भर रहना पड़ता है। राज्य सरकार द्वारा वित्त उपलब्ध कराया जाता है और को वित्त किसी विशेष मद में खर्च के लिए होता है।
2. पंचायतों को वित्त के लिए राज्य सरकार पर निर्भर रहना यह एक जटिल समस्या है। क्योंकि राज्य सरकारें, पंचायती को पूर्ण रूप से उतना धन प्रदान नहीं करती, जितना की पंचायतों को आवश्यकता है, इसलिए पंचायतें धन के अभाव में अपना कार्यक्रम नहीं कर पाती जिससे पंचायतों का विकास नहीं हो पाता।
3. राज्य सरकार द्वारा उपलब्ध कराया गया वित्त विशेष मद में खर्च करने के लिए ही होता है। लेकिन वहां भ्रष्टाचार का बोल बाला है।
4. पंचायत राज की मुख्य समस्या वित्तीय स्रोतों का अभाव है। पंचायतों के पास आपका स्रोत नगण्य है और राज्य एवं केन्द्र के अनुदान की बैसाखी पर निर्भर रहना पड़ता है।

### पंचायती राज व्यवस्था : ज्वलन्त मुद्दे

1. पंचायती राज व्यवस्था के समक्ष ज्वलन्त पहला मुद्दा यह है कि पर्याप्त धन की कमी पंचायतों के लिए समस्या का एक विषय है। पंचायतों के क्षेत्राधिकार में वृद्धि किये की आवश्यकता है। ताकि वे स्वयं का धन जुटाने में सक्षम हो सकें।
2. दूसरा मुद्दा यह है कि पंचायतों के कार्यकलाप में क्षेत्रीय सांसदों और विधायकों के हस्तक्षेप ने ही उनके कार्य निष्पादन को प्रतिकूल रूप से प्रभावित किया है।
3. तीसरा मुद्दा यह है कि 73वें संविधान संशोधन ने केवल स्थानीय स्वशासी निकायों के गठन को अनिवार्य बनाया जबकि उनकी शक्तियों, कार्यों व वित्तपोषण का उत्तरदायित्व राज्य विधानमण्डलों को सौंप दिया, जिसके परिणामस्वरूप पंचायती राज्य संस्थाओं की विफलता की स्थिति बनी है।
4. चौथा मुद्दा यह है कि शिक्षा, स्वास्थ्य, स्वच्छता और जल के प्रावधान जैसे विभिन्न शासन कार्यों के हस्तांतरण को अनिवार्य नहीं बनाया गया। इसके बजाय संशोधन ने उन कार्यों को सूचीबद्ध किया जो हस्तांतरित किये जा सकते थे और कार्यों के हस्तांतरण के उत्तरदायित्व को राज्य विधानमण्डल पर छोड़ दिया।

ज्वलन्त मुद्दा यह है कि पिछले 27 वर्षों में प्राधिकार और कार्यों का हस्तांतरण बहुत कम हुआ है। जिसके कारण पंचायतों के कार्यों पर प्रभाव पड़ा।

1. इनके कार्यों का कभी भी हस्तांतरण नहीं किया गया इसलिए इन कार्यों के लिए राज्य के कार्यकारी प्राधिकारों की संख्या में वृद्धि होती गई। इसका सबसे सामान्य उदाहरण राज्य जल बोर्डों की खराब स्थिति हैं।
2. संशोधन की सबसे प्रमुख विफलता पंचायत राज्य संस्थाओं के लिए वित्त की कमी पर विचार नहीं करना है। स्थानीय सरकारें या तो स्थानीय करों के माध्यम से अपना राजस्व बढ़ा सकती हैं अथवा वे अंतर-सरकारी हस्तांतरण पर निर्भर हैं।
3. उपरोक्त के अलावा पंचायती राज संस्थाओं के दायरे में आने वाले विषयों पर कर लगाने की शक्ति को भी विशेष रूप से राज्य विधायिका द्वारा अधिकृत किया जाता है। 73वें संविधान संशोधन ने करारोपण की शक्ति के निर्धारण का उत्तरदायित्व राज्य विधानमण्डल को सौंप दिया और अधिकांश राज्यों ने इस शक्ति के हस्तांतरण में कोई रुचि नहीं दिखाई।

4. राजस्व सृजन का एक दूसरा माध्यम अंतर-सरकारी हस्तांतरण है, जहां राज्य सरकारें अपने राजस्व का एक निश्चित प्रतिशत पंचायती राज संस्थाओं को सौंपती हैं। संवैधानिक संशोधन न राज्य और स्थानीय सरकारों के बीच राजस्व की साझेदारी की सिफारिश करने के लिए राज्य वित्त आयोग का उपबंध किया। लेकिन वे केवल सिफारिशें होती हैं और राज्य सरकारें इन्हें माने के लिए बाध्य नहीं हैं।
5. यद्यपि वित्त आयोगों ने प्रत्येक स्तर पर धन के अधिकाधिक हस्तांतरण का समर्थन किया है, लेकिन राज्यों द्वारा धन के हस्तांतरण के संदर्भ में बहुत कम कार्यवाही की गई है।
6. पंचायती राज संस्थाएं संरचनात्मक कमियों से भी ग्रस्त हैं, उनके पास सचिव स्तर का समर्थन और निचले स्तर के तकनीकी ज्ञान का अभाव है जो उन्हें अर्धवर्गीय योजना के समूहन से बाधित करता है।
7. पंचायती राज संस्थाओं में तदर्थवाद की उपस्थिति है, अर्थात् ग्राम सभा और ग्राम समितियों की बैठक में एजेंडे की स्पष्ट व्यवस्था की कमी होती है और कोई उपर्युक्त संरचना मौजूद नहीं है।
8. महिलाओं और अनुसूचित जाति/अनुसूचित जनजाति समुदाय को 73वें संशोधन द्वारा अनिवार्य आरक्षण के माध्यम से पंचायती राज संस्थाओं में प्रतिनिधित्व प्राप्त हुआ है लेकिन महिलाओं और अनुसूचित जाति/ अनुसूचित जनजाति प्रतिनिधियों के मामले में क्रमशः पंच-पति और प्रॉक्सी प्रतिनिधित्व की उपस्थिति जैसी समस्याएं भी देखने को मिलती हैं।
9. पंचायती राज संस्थाओं की संवैधानिक व्यवस्था के 27 वर्ष बाद भी जवाबदेही व्यवस्था अत्यंत कमजोर बनी हुई है।
10. कार्यों तथा निधियों के विभाजन में अस्पष्टता की समस्या ने शक्तियों को राज्यों के पास संकेंद्रित रखा है और इस प्रकार जमीनी स्तर के मुद्दों के प्रति अधिक जागरूक एवं संवेदनशील निर्वाचित प्रतिनिधियों को नियंत्रण प्राप्त करने से बाधित कर रखा है।

### पंचायती राज व्यवस्था समस्याओं का समाधान

पंचायती राज व्यवस्था की प्रमुख समस्याओं का समाधान भी है, यदि राज्य एवं केन्द्र सरकार करे तो निश्चित ही समस्याओं का समाधान हो सकता है—

- (a) **वास्तविक राजकोषीय संघवाद** अर्थात् वित्तीय उत्तरदायित्व के साथ वित्तीय स्वायत्तता एक दीर्घकालिक समाधान प्रदान कर सकती है और इनके बिना पंचायती राज संस्थाएं केवल एक महंगी विफलता ही साबित होगी।
- (b) **द्वितीय प्रशासनिक सुधार आयोग** की 6ठीं रिपोर्ट (स्थानीय शासन- भविष्य की ओर एक प्रेरणादायक यात्रा) में सिफारिश की गई थी कि सरकार के प्रत्येक स्तर के कार्यों का स्पष्ट रूप से सीमांकन होना चाहिए।
- (c) राज्यों को 'एक्टिविटी मैपिंग' की अवधारणा को अपनाना चाहिए जहां प्रत्येक राज्य अनुसूची XI में सूचीबद्ध विषयों के संबंध में सरकार के विभिन्न स्तरों के लिए उत्तरदायित्वों और भूमिकाओं को स्पष्ट रूप से इंगित करता है।
- (d) जनता के प्रति जवाबदेहिता के आधार पर विषयों को अलग-अलग स्तरों पर विभाजित कर सौंपा जाना चाहिए।
- (e) कर्नाटक और केरल जैसे राज्यों ने इस दिशा में कुछ कदम उठाए हैं लेकिन समग्र प्रगति अत्यधिक असमान रही है।
- (f) विशेष रूप से जिला स्तर पर ऊर्ध्वगामी निर्माण की आवश्यकता है जो ग्राम सभा से प्राप्त जमीनी इनपुट पर आधारित हो।
- (g) कर्नाटक ने पंचायतों के लिए एक अलग नौकरशाही संवर्ग/कैडर का निर्माण किया है ताकि अधिकारियों की प्रतिनियुक्ति की व्यवस्था से मुक्त पाई जा सके जहां ये अधिकारी प्रायः निर्वाचित प्रतिनिधियों पर अधिभावी बने रहते हैं। स्थानीय स्वशासन के वास्तविक चरित्र को मजबूत करने के लिए अन्य राज्यों में भी इस व्यवस्था को अपनाया जाना चाहिए।

- (h) केन्द्र को भी राज्यों को आर्थिक रूप से प्रोत्साहित करने आवश्यकता है ताकि राज्य कार्य, वित्त और कर्मचारियों के मामले में पंचायतों की ओर शक्ति के प्रभावी हस्तांतरण के लिए प्रेरित हो।
- (i) स्थानीय प्रतिनिधियों में विशेषज्ञता के विकास के लिए उन्हें प्रशिक्षण प्रदान किया जाना चाहिए ताकि वे नीतियों एवं कार्यक्रमों के नियोजन और कार्यान्वयन में अधिक योगदान कर सकें।
- (j) **प्रॉक्सी प्रतिनिधित्व** की समस्या को हल करने के लिए राजनीतिक सशक्तिकरण से पहले सामाजिक सशक्तिकरण के मार्ग का अनुसरण करना होगा।
- (k) हाल ही में राजस्थान और हरियाणा जैसे राज्यों ने पंचायत चुनावों के प्रत्याशियों के लिए कुछ न्यूनतम योग्यता मानक तय किये हैं। इस तरह के योग्यता मानक शासन तंत्र की प्रभावाशीलता में सुधार लाने में सहायता कर सकते हैं।
- (l) ऐसे योग्यता मानक विधायकों और सांसदों के लिए भी लागू होने चाहिए और इस दिशा में सरकार को सार्वभौमिक शिक्षा के लिए किये जा रहे प्रयासों को तीव्रता प्रदान करनी चाहिए।
- (m) यह सुनिश्चित करने के लिए स्पष्ट तंत्र होना चाहिए कि राज्य संवैधानिक प्रावधानों का पालन करते हैं अथवा नहीं; विशेष रूप से राज्य वित्त आयोगों (SFCs) की सिफारिशों की स्वीकृति और उनके कार्यान्वयन के मामले में यह अनुपालन आवश्यक है।

## निष्कर्ष

पंचायती राज प्रणाली गांधी के स्वप्नों का भारत स्वराज्य की संकल्पना को प्रदर्शित करता है कि सामुदायिक, सरकारी और अन्य विकासात्मक एजेंसियों के माध्यम से प्रभावी संयोजन/सहलग्नता द्वारा सामाजिक, आर्थिक और स्वास्थ्य स्थिति में सुधार लाकर ग्रामीण लाभार्थियों के जीवन में एक समग्र परिवर्तन लाना इस समय की तात्कालिक आवश्यकता है। पंचायती राज व्यवस्था द्वारा भारत में एक उत्तरदायी शासन की स्थापना एवं उत्तरदायी शासन, सरकार को लोकतंत्र, सामाजिक समावेशन और सहकारी संघवाद के हित में उपचारात्मक कार्यवाही करनी चाहिए।

स्थायी विकेंद्रीकरण और समर्थन के लिए की जानता की मांग को विकेंद्रीकरण के एजेंडे पर केंद्रीत होना चाहिए। विकेंद्रीकरण की मांग को समायोजित करने के लिए एक ढांचे के विकास की आवश्यकता है। कार्य समनुदेशन में स्पष्टता का होना महत्वपूर्ण है और स्थानीय सरकारों के पास वित्त के स्पष्ट एवं स्वतंत्र स्रोत होने चाहिए। **गांधीजी** का यह कथन कि “भारत में पंचायती को स्वालम्बित एवं आत्म निर्भर बनाना ही स्वराज्य की संकल्पना को पूरा करता है। हम सभी को पंचायती व्यवस्था को मजबूत बनाना है। यदि हम पंचायत राज यानी सच्चे लोकतंत्र के अपने सपने को साकार होते देखेंगे तो हम सबसे दीन और निम्नतम भारतीय को भी भूमि के सबसे प्रभावशाली भारतीय के ही समान भारत के शासक के रूप में देखेंगे।” पंचायत राज व्यवस्था लोकतंत्रतात्मक शासन की आधारशिला है, और गांधी का स्वराज्य है।

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## **COMPARATIVE STUDY OF ANXIETY LEVEL OF INDIVIDUAL SPORTS AND TEAM GAME PLAYERS**

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### **Abstract**

To analyse the Psychological component i.e. Anxiety between team game and Individual sports of Haryana sportspersons and also compare it. This was a cross-sectional and experiment study. Anxiety level was assessed of 500 subjects (250 males and 250 females) aged 17–28 years from different colleges and Universities of Haryana. A questionnaire of Pallavi Bhatnagar of Anxiety was used. The data related to Anxiety was collected through Questionnaire. The mean age of study subjects was 17 to 28 years. The results of the study showed that significant difference in mean values of male players of team games and Individual sports male in Anxiety was found and our hypothesis was accepted. The results of the study also showed that significant difference not found in mean values of female players of team games and Individual sports and our hypothesis was accepted.

**Keywords:** Anxiety, Team Games, and Individual Sports.

### **Introduction**

Psychology as a behavioral science has made its contribution for inspiring sports performance. It has helped coaches to coach more effectively and athletes to perform more proficiently. This psychological impact of sports gaining much attention among sports administrators. A rapidly gaining of interest in sports psychology concerns the use of stress management, procedures such as biofeedback and relaxation training to enhance performance by reducing anxiety.

Aggression and anxiety is one of the greatest problems of modern trends in scientific knowledge. Cultural conflicts, economic problems, industrialization all add to the problem of man, thus increasing and anxiety level. Anxiety refers to that emotional state of mind where a fear of danger loss of suffering is a prominent feature. It general arises as a result fear of something unknown which creates tension and disturbance.

The success or failure of an individual athlete depends on the blending of physical ability, condition, training, mental preparation and the ability to perform well under pressure. It is not

uncommon to hear coach's express disbelief on how poorly their team performed against an untrained player, or how they feel a part in a crucial situation.

Due advancement of scientific method, techniques and tactics, every player require certain specific physical, physiological and psychological qualities. All these qualities are highly required without which it is impossible to play efficiently. An efficient player with good physique, fitness and mastery over the skills but lacking in psychological qualities will be unable to play effectively for longer duration.

**Widener and Birch (1984)** examined the relationship between aggression and performance of Professional Ice Hockey Teams of various time during the games over a period few seasons. Aggressive penalties were opportunity defined as non-sanctioned aggressive acts in which a player will make the intent to do harm (i.e. slashing, spearing, high sticking, cross checking etc.) and were repeated out from accidental penalties such as training or interference which are usually committed in order to present the scoring. The average number of points a team accumulated per games was correlated with a number of dependent measures, average penalty minutes per game in the first segment of the reason. Result indicated no significant relationship between aggression and team performance for all game, combined, however a significant positive relationship was obtained for aggression exhibited by team in the first period of games and the average number of points they accumulated per game. Another concluded that aggression is an effective strategy to achieve success in an Ice Hockey games, provided it takes place early in the contest.

**Debnath and Bawa (2014)** found that sports competitive anxiety between Junior and Senior Cyclist and Judo and Wrestling. But a non-significant difference has been found in sports competitions anxiety between male cyclist and judo and wrestling of National Coaching Camp.

### **Objectives of the Study**

The objective of the present study was as follows:

1. The study was help to study the psychological variables (Anxiety) of team games and Individual sports male players.
2. The study was help to compare the psychological variables (Anxiety) of team games and Individual sports male players.

### **Hypotheses of the Study**

The Hypotheses of the study as follows.

1. There will be no significance difference of Psychological variables (Anxiety) between team games and Individual sports male players.
2. There will be no significance difference of Psychological variables (Anxiety) between team games and Individual sports female players.

### **Selection of the Subjects**

For accomplish the study total 500 participant age ranged 18 to 27 years were randomly selected. To control the threatens of internal validity group is further divided into Male (N = 250) and Female (N = 250).

## Design of the Study

The design of the study was based on random group design. The subjects were selected randomly from different selected match practice group.

## Selection of Variables

For the present study Psychological variables i.e. Anxiety were used. The variables were being measured by Pallavi Batnagar et. al. (2011). Which was published by National Psychological Corporation, Agra,

## Collection of the Data

The necessary data related with Anxiety was collected after the competition in respective games and sports.

## Statistical Techniques to be Employed

To compare the Anxiety variable of team games and Individual sports 't' test was used with the latest software of Statistical Package for Social Science. The level of significance was set at 0.05 level of confidence.

## Results of the Study

**Table 1**  
**Mean Different of Psychological Variables (Anxiety) between Team Games and Individual Sports Male Players**

Groups	Mean	S.D.	d.f.	S.E.D.	't'
Team Games (N = 250)	5.86	2.83	498	0.342	0.911**
Individual Sports (N = 250)	5.55	2.56			

\*\* Not significant at 0.05 levels of significance

Table 1 represent the mean value of male players of Team Games and Individual Sport in psychological variable of was 5.86 and 5.55 respectively and the SD value of team games and Individual sport male players in Anxiety was 2.83 and 2.56 respectively. The standard error difference was also finding out with the reading of 342. The 't' was calculated as .911, which was not significant at .05 level of significance. The results of the table showed that significant difference in mean values of male players of team games and Individual sports male in Anxiety was found and our hypothesis was accepted.

**Table 2**  
**Mean Different of Psychological Variables (Anxiety) between Team Games and Individual Sports Female Players**

Groups	Mean	S.D.	d.f.	S.E.D.	't'
Team Games (N = 250)	6.36	3.40	498	0.408	0.882**
Individual Sports (N = 250)	6.00	2.92			

\*\* Not significant at 0.05 levels of significance

Table 2 represent the mean value of female players of Team Games and Individual Sport in psychological variable of was 5.86 and 5.55 respectively and the SD value of team games and Individual sportfemale players in Anxiety was 2.83 and 2.56 respectively. The standard error difference was also finding out with the reading of 342. The 't' was calculated as .911, which was not significant at .05 level of significance. The results of the table showed that significant difference in mean values offemale players of team games and Individual sportsfemale inAnxiety was found and our hypothesis was accepted.

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## **PARALLEL EXTENSION OF HIERARCHY OF NEEDS: CONTEXT OF CONTEMPORARY SOCIO-ECONOMIC CHANGES**

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### **Abstract**

Parallel hierarchy of needs is the extensional view in Maslow's hierarchy of needs theory. An attempt was made here to mitigate human needs theory with a contemporary and progressive approach. The emphasis of this work is on identifying the drives behind changing human behavior, plotting aroused 'artificial human needs' and wants, and understanding the motives and thrust of human life from a different perspective. The proposed theory is the outcome of observations of exemplary persons, national and international events, and issues. The ladder shown in the parallel pyramid denotes changing human focuses and motives. Changing socio-economic behaviour has resulted in the formation of the parallel hierarchy of needs. The newly designed hierarchy, together with Maslow's hierarchy, becomes essentiality of modern humans. The present paper talks about artificial needs and wants which have become part and parcel of today's human life.

**Keywords**—Parallel extension, artificial human needs, progressive approach, socio-economic changes.

### **Introduction**

The proposed parallel hierarchy of needs theory is based on the most popular theory in psychology Maslow's hierarchy of needs. The author has attempted to extend the old theory rather than modification. The pyramid of needs which starts from a basic need to self-actualization showed in Maslow's theory well accepted and referred to widely. Perceiving human nature it can be said that our motives are natural and essential for life. Along with that human as social animal and to be in modern society has to accomplish and follow certain drives, needs and wants. An author named it 'artificial needs'. Thus, the activeness of human beings is always for the fulfilment of natural & artificial needs which are nothing but the outcome of living practices of the contemporary world.

The paper discusses aroused artificial needs and wants which has become part and parcel of today's human life.

### **Related Work and Authors Thoughts**

In 1943 Abraham Maslow has proposed the theory of 'Hierarchy of Needs' in his paper 'A Theory of Human Motivation in Psychological Review [1]. His focus is on explaining the growth of humans. He created a pyramid that shows how humans intrinsically play a part in behavioural motivation [2]. He classified the pyramid in "basic needs", "psychological needs", "self-fulfilment needs" in five stages. Maslow used the terms as- physiological, safety, belonging and love, esteem and self-actualization. Maslow's theory is fully expressed in his book 'Motivation and Personality in 1954 [3]. Philosophically the hierarchy states that lower-level needs must be completely fulfilled before moving towards the accomplishment of a higher level of the pyramid. However, today scholars prefer to think that these levels are continuously overlapping on each other [2]. Apart from that this theory is widely accepted as a base in understanding how effort and motivation are related in human behaviour.

Kenrick et. al. 2010 proposed renovation in the pyramid of needs, in their words many behavioural scientists think Maslow's pyramid as a quaint visual artefact without much contemporary theoretical importance. Thus they suggested the idea of a hierarchical approach to human motivation, suggesting some renovations to Maslow's approach. This revised model not only provides useful connections to current innovations in psychology (e.g., evolutionary and positive psychology) but also raises several broader empirical questions for future research [4]. Further, they proposed an updated and revised hierarchy of human motives, building on theoretical and empirical developments at the interface of evolutionary biology, anthropology, and psychology. The revision of authors retained several of Maslow's critical insights, including the hierarchical structure and several original needs such as physiological, safety (self-protection), and esteem (status). However, they provided updates in the model in several important ways. Most importantly they found it useful to examine basic human motives at three different levels of analysis often conflated in Maslow's work: (a) their ultimate evolutionary function, (b) their developmental sequencing, and (c) their cognitive priority as triggered by proximate inputs [4].

The implications of this three-level analysis removed self-actualization from its privileged place atop the pyramid and suggest that it is largely subsumed within status (esteem) and mating-related motives in the new framework. Further, they included at top of the pyramid three types of reproductive goals: mate acquisition, mate retention, and parenting [4].

McLeod S.S. expanded Maslow's Hierarchy of Needs with 8 needs instead of the original version that only contains 5. Cognitive needs are 5th need proposed hereafter esteem fulfilment. The eternal curiosity of human nature, exploration and predictability are one of extended need. Followed that Aesthetic need-appreciation and search for beauty, self-actualization (the top in Maslow's pyramid) and Transcendence needs i.e. helping others to achieve self-actualization is the new needs added by the author [5].

In their review of the available research, Wahba and Bridwell found that there was little empirical support suggesting that needs exist in a hierarchy at all. Their review of ten factor-analytic and three ranking studies testing Maslow's theory showed only partial support for the concept of

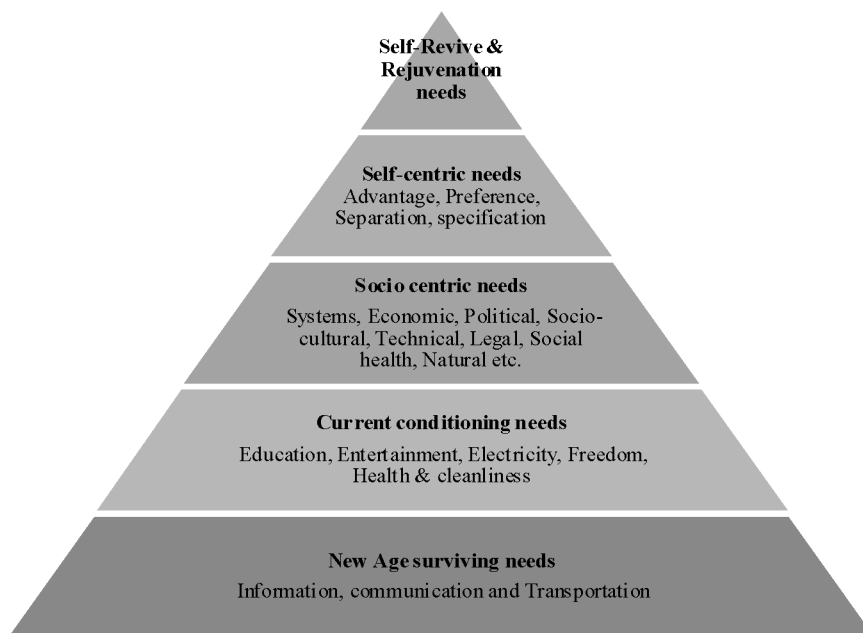
need hierarchy. They also stated that a large number of cross-sectional studies showed no clear evidence for Maslow's deprivation/domination proposition except concerning self-actualization [6].

## Discussion

### A. Parallel Extension of Hierarchy of Needs Theory

Hierarchy of needs theory gives acumens human behaviour patterns. And different motives behind human actions can be analysed properly. The theory not only got acceptance widely but also proven its importance in psychology, sociology and management. On the contrary, there is some criticism on this theory that couldn't justify all motives of human actions.

The human life journey has reached in the 21st century. Development with technological innovations and ideas have become the new mantra of the modern world. A multifaceted environment is more disturbing heavily than before. Our needs and wants are changing with the changes. Human needs are forming and getting shaped differently. In this sense we can say, these newly aroused needs are not only new in total but they are unrecognized and uncovered yet.



**Fig. 1: Parallel Extension of Hierarchy of needs (Source: Primary)**

On a wider view above proposed hierarchy and most of the prescribed needs may seem relevant to Maslow's hierarchy. While diminutive view we can observe the difference between these two pyramids and the proposed needs are unrecognized in prior theory. Another approach regarding these needs is that Maslow's hierarchy of needs is focusing on primeval aspects of human nature and the proposed extended needs have different approaches i.e. contemporary & progressive. In this way, we can say that the designed extension of parallel needs is nothing but the addition in motives of humans, related to the contemporary and progressive world. In short, these are the extension of prehistoric needs.

## **B. Explanation of Parallel Hierarchy of Needs Theory**

The explanation mentioned below reflects the appearance and comprehensiveness of parallel hierarchy in life.

**(1) New Age Surviving Needs (Information, Communication & Transportation):** As like basic necessities of food, shelter, cloth - information, communication, and transportation is not physiological necessities of life. But, to survive successfully in the modern world one must have to access these needs. To survive in society today human has to fulfill the above shown new age needs, perhaps to fulfill the basic physiological needs i.e. food, shelter, cloth, a person firstly need to get information, communication facility, and transportation facility. Hence these need naming as – New age surviving needs.

The demand of the corporate world heavily depends on these new age needs. Without information, communication, and transportation not a single organization can sustain growth and prosper in today's highly competitive market. Even information becomes the primary need of corporate organizations. The functionality, operation ability, efficiency & productivity, creativity, and innovativeness of an organization depend on the information, communication, and distributions among all members. Only those organizations can sustain and prosper which are having accurately-reliable information, with proper-efficient communication channels and speedy –prompt distribution facilities.

**(2) Current Conditioning Needs (Education, Entertainment, Electricity, Freedom, Health & Cleanliness):** Maslow considered safety and security needs from various contingencies like a flood, war, earthquake, crime & the security is about job, salary, work environment, etc. Adding to this proposed current conditioning needs i.e. education, entertainment, electricity, freedom; health, and cleanliness are the most preferred need for today's competitive man. Safety and security are important but on along with education as a priority, entertainment & freedom for everyone have become a necessity, the need for electricity is inevitable and consciousness about health is highly increasing in this world. Just consider a child who has got safety and security from parents and the nation but, has he received education promptly? Is he having the freedom to do what he wants? Is detachment possible from entertainment, is the day today's operations are possible without electricity, and can he remain healthy in this polluted world? The nation and family have provided safety and security and they are also in process of providing education opportunities; fulfilling the entertainment need, providing electricity, freedom for everyone, health facilities. A common man who is striving to sustain and prosper, who wants progress and wealth in this highly competitive world for fulfilment of his objective, needs freedom from family, groups, religion & state. He must have freedom and support from the government to prosper internationally. He needs prompt educational facilities; support of electric power in operations, entertainment for refreshment, needs health facilities, and cleanliness to be fittest and free from disease to fight with current conditions. Therefore these need to be named as “Current conditioning needs”.

The corporate world also needs a supply of manpower who is well educated, knowledgeable, and well-skilled, who can attain organizational objectives and goals within the prescribed time frame & for this, education becomes a priority by corporatists. Electricity is a prime requirement for all operations of organizations and Freedom requires for corporate organizations that are running or



willing to run a business on a national and international level. It is very necessary for these organizations because they could not perform efficiently and effectively in absence of freedom. Freedom may from national boundaries, international and local norms and restrictions, constraints, and barriers of policies & legalities. Entertainment is required for a hassle-free and fresh work environment. Adding to this organizations have become very conscious about the health of their manpower. They strongly feel the requirement of cleanliness in the internal environment. For the same, they started to take efforts on employee's health and fitness. Providing medical facilities, organizing routine check-up camps, offering medical insurance, cleaning the workstations routinely, keeping the environment free from bacteria and fungus are some examples by which organizations fulfil the health need of their employees and try to keep a clean environment for workers.

All in one- in the current environment human being requires current conditioning needs.

**(3) Socio-centric Needs/System Needs (Economic, Political, Legal, Socio-cultural, Eco-friendly and Natural, Social Health System, etc.):** In today's competitive world, where everyone wants to beat the competition, flow with wealth & prosperity and fly with success. Whether it's related to a single person or company, growth is an essential element of human life. Along with social needs i.e. love and belongingness, we need a strong system by which everybody can get a chance to grow by all means and the opportunity to prosper.

Named as 'socio-centric needs' or 'system needs'. These are nothing but, the needs of social systems including economic, political, legal, socio-cultural, and natural- eco-friendly health system. Referencing from Maslow's pyramid- social needs are comprised of love and belongingness but, as per changing demand we need, an extended platform of social needs as shown in the parallel extension of hierarchy theory.

We want a society that can provide us booming economy, favourable political conditions, pleasant cultural and ethical background, powerful and justifiable legal framework & eco-friendly –no polluted nature. All of these are essentials for progress and to satisfy the life of mankind. All of these are parts and pillars of society. Nobody can get detachment from society; no one can live without society. As we say man is a social animal, naturally he must need society and different systems designed by society. It is true that we have designed societal systems for the better life quality of mankind but are these systems fulfilling our expectations? Many countries are in economic crisis, political pressure and bureaucratic boredom, legal and regional restrictions, social and cultural decadence, griped by pollution and ecological problems. We have designed systems for a better life and now we ruin by all these systems. Our ability to provide a good system for our next generation is being question marked. SAARC, WHO, WTO, ILO are some organizations that are willing to bring positive changes in predesigned systems, these organizations have their special areas of work and they are working according to their predetermined objectives, but in total, all of them are working for better life of human being. Thus, whether it may individual, social, or international front, social systems are very much essential for sustaining, growing, and prospering. Perhaps it's already been present in addition to social-love and belongingness needs.

**(4) Self-centric Needs (Advantage, Separation, Preference, Discrimination, and Specification):** Self-centric needs are according to; today's progressive mentality and expectation of becoming spectacular. In this way, it can simply say that ego-esteem needs are nothing but status,

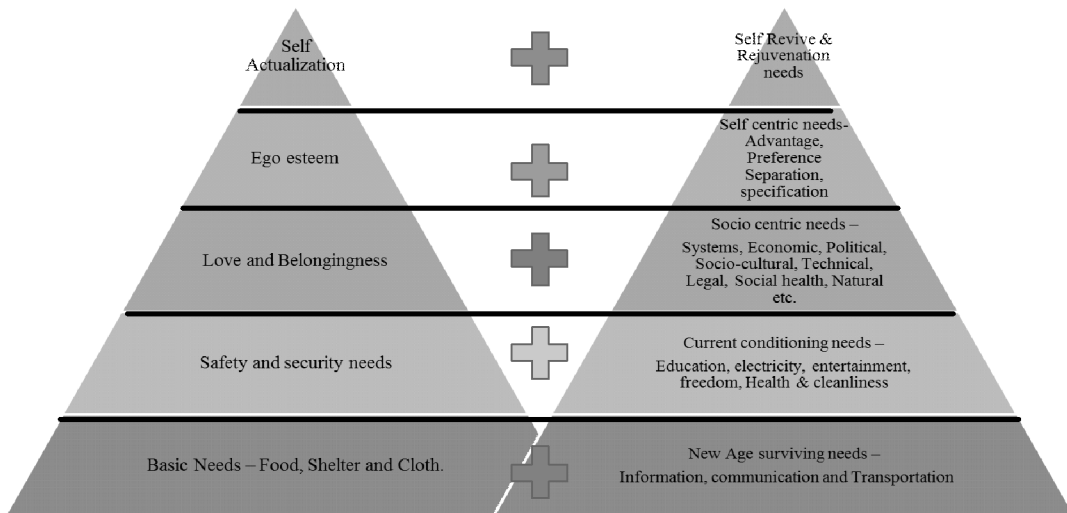
prestige, reputation, attention, and recognition by others, which creates the egoistic mentality. Whereas the aspect of the self-centric need creates a dominating mentality. It is stretching the needs of a person by which he wants an advantage over others, preference than a colleague, separation from the group, and discrimination in society. It reflects in society by activities of some castes, groups, religions who want such type of preference and discrimination on various bases. These needs are highly self-centric & selfish. And unfortunately, these needs are spreading fast in society, and everyone underestimates others' right to fulfil his own needs. On the contrary, one can say, this is a natural thing concerning Darwin's theory of Evolution. Without any doubt, the human being is becoming very self-centric day by day that's why self-centric needs become one of the important needs of today's progressive human hierarchy.

**(5) Self-revive & Rejuvenation Needs:** The top level of parallel extension-progressive human hierarchy of needs is named by Self-revive and rejuvenation needs. In Maslow's pyramid, Self-actualization need is on the top; very less people can reach this level. In this demanding world, it is observed that the actualization need is converting slightly or transforming as per the universal changes. Actualization is a stage, where there is no more to know about self-capabilities & competencies, but it doesn't mean, there is nothing to do. A person who has actualized everything about self can do work in the interested area. It may be founding self in different paradigms, sectors, areas, and fields. It may provide guidance and help others to actualize others. Today's world offers so many new fields or work areas where one can apply his knowledge and experience, there are different fields in which ones interest lies but couldn't get the time & so he want to re-join again for self-satisfaction only. One may feel his duty and responsibility to give returns to society; one can offer his service in the special area only because of his philanthropic nature. In such cases, people who haven't worked before in the area where he is working currently but just because of keen interest one can join new field/ new work station. Here self-actualized person doesn't expect or very least bother about reward, award & any kind of remuneration rather he is expecting only from self-i.e. revive & rejuvenation for others.

For instance, great and popular personalities are interested in doing different things, mainly when they have reached the highest hierarchy level i.e. self-actualization. The researcher named them as a 'Self-revive and rejuvenation need'. Dr. Abdul Kalam, Bill Gates, Amitabh Bacchan, Narayanmurthy, Azim Premji, Nandan Nilekani, Anna Hajare, and many scientists, socialists, artists, politicians, players, corporates who have reached the highest level of performance in their respective fields and now just want revive/ rejuvenate themselves in another field. They are very much actualized about themselves but still very opportunistic and interested to work in a different area. For this, they adopt, amalgamate, acquire the necessities of the selected field and pass a rejuvenated journey hopefully. This is the extension of self-actualization.

### **C. Integration of Maslow's Hierarchy of Needs with Parallel Hierarchy of Needs**

The above integration shows the overlapping of these two theories. It also reflects the enlargement of primal needs into contemporary & progressive human needs. The new hierarchy has different approaches and aspects which is not part of the previous theory. Instead of comparison, compassion & integration between these two theories creates a realistic view about changing human needs. Undoubtedly Maslow's theory is based on all human motives and actions. The proposed



**Fig. 2: Integration of Maslow's Hierarchy of Needs & Parallel Extension of Hierarchy of Needs**

needs are not prime essential for a man who can live in an isolated place, but as human beings, we can't live in isolation. We have society, group and countries without these our life are very difficult. Progressive humans have such extended needs and want. These needs become necessities of life not only for growth and prosperity but also to survive in the modern world. Technology and digitization have been impacted heavily on our society which has developed and designed these needs. Innovation, creativity, learning attitude, adaptation in a new techno-centric world become necessities to be fittest in this modern world. The extension of needs depends on the person who lives in this world & his adaptability for existence. Those people to whom we call progressive and pragmatic, are compiled to fulfil these proposed parallel extended needs.

## Conclusion

The proposed theory is very much suitable to understand contemporary and progressive human needs. It is simple to use and easy to understand. However, it cannot consider its importance as like Maslow's theory but it provides an understanding of modern drives of actions. Like Maslow's theory, its implications are also helpful in the corporate world to understand the human motives behind every action. The parallel extension of hierarchy offers a wide view towards aroused needs and changing motivational focus from conventional to progressive modern approach. The theory emphasizes human behaviour patterns, health, and creative expectations from life.

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## **THE HUMAN-NATURE PREDICAMENT IN BACIGALUPI'S SCIENCE FICTION: AN ECOCRITICAL READING OF "THE TAMARISK HUNTER" AND "THE CALORIE MAN"**

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### **Abstract**

In this paper, the author analyses two short stories, "The Tamarisk Hunter" and "The Calorie Man," written by American science fiction writer Paolo Bacigalupi, published in various magazines and his anthology *Pump Six and Other Stories*. Employing the critical lens of ecocriticism, the author analyses the worsening relationship between humanity and the natural bios, exploring its decline in a society that has depleted most of its resources, including life-sustaining necessities like water. Utilizing the principles of social ecology, the author delves into the repercussions of exploiting nature, uncovering the intertwined predicaments experienced by both humans and the environment. The author supports their argument with various references and extensively draws upon Murray Bookchin's theories.

**Keywords:** Human, Nature, Social Ecology, Water, Ecocriticism

### **Introduction**

Humanity's relationship with the environment has been shaped by religious beliefs since the dawn of creation, with the Bible's opening book commonly viewed as the earliest record of God commanding humans to dominate and subjugate all life on Earth. However, the consequences of unchecked capitalism and bio-technological advancements have led to severe ecological crises, rendering the planet unsuitable for sustainable living. Paolo Bacigalupi's short stories, "The Tamarisk Hunter" and "The Calorie Man," serve as early examples of ecologically conscious literature, particularly from 2011 to 2020, depicting the disastrous results of human interference in the natural world. These stories showcase how uncontrolled greed driven by capitalism has depleted natural resources and damaged the environment, particularly through biotechnology developments such as genetically engineered crops. This poses a significant threat to the planet, and a planetary mindset prioritizing ecological preservation and collective welfare is required to ensure a habitable planet for future generations. This research paper emphasizes the importance of collective action towards this goal. The research paper will highlight the importance of collective action and a planetary mindset that prioritizes ecological preservation and collective welfare to ensure a livable planet for future generations.

## Research Methodology/Theoretical Framework

The paper employs ecocriticism as a critical tool to analyses the short stories. Ecocriticism marking its inception as a significant literary concept and term, was originally coined by William Rueckert in "Literature and Ecology: An Experiment in Ecocriticism" (Callicott & Frodeman, 2009).

Ecocriticism is an interdisciplinary field of study that seeks to elucidate the complex interrelationship between humans and non-human entities, with a primary focus on preserving the natural order from anthropocentric intervention. Literature with ecological themes acts as a voice for the environment by highlighting the various types of human encroachment on the natural world and the necessity of safeguarding it to prevent ecological devastation and the ultimate demise of the planet. Cheryll Glotfelty astutely defined ecocriticism as "the study of the relationship between literature the physical environment." (1996) Scott Slovic expanded upon the definition of the term in a more comprehensive manner, providing a deeper understanding of its scope and implications as:

The study of explicitly environmental texts by way of any scholarly approach or, conversely, the scrutiny of ecological implications and human nature relations in any literary text, even texts that seem, at first glance, oblivious of the nonhuman world. In other words, any conceivable style of scholarship becomes a form of ecocriticism if it is applied to certain kinds of literary works; and, on the other hand, not a single literary work anywhere utterly defies ecocritical interpretation, is off-limits to green reading. (Callicott & Frodeman, 2009, p. 225)

While first wave ecocriticism was primarily concerned with examining how literature represented nature and the environment, the advent of second wave of ecocriticism introduced a socio-centric approach to environmentalism, thus expanding the scope of ecocriticism beyond nature writing and nature poetry to encompass a wide array of social contexts and discussions. "Literature-and-environment studies must develop a "social ecocriticism" that takes urban and degraded landscapes just as seriously as "natural" landscapes." (Bennett, 2001) Thus, the interconnectedness of social issues and the natural world necessitated the establishment of a social sphere within ecocriticism. A pivotal evolution observed during the second wave of ecocriticism entailed a deliberate reintegration of anthropocentric considerations and human praxis into scholarly discourse. This departure from predominantly non-anthropogenic focus of the first wave signified a paradigm shift, underscoring the intricate interdependencies between human agency and natural milieu. This epistemological broadening expanded the horizons of ecocriticism, affording a more nuanced and sophisticated comprehension of its subject matter.

The genesis of Social Ecology can be traced back to the theoretical foundations laid by anarchist thinkers such as Mikhail Bakunin and Pyotr Kropotkin, as well as sociologists Karl Marx and Friedrich Engels. (Garrard, 2004, p 31). Therefore, as a field emerging out of the second wave of Ecocriticism, Social Ecology is inherently intertwined with political dynamics. Social ecologists assert that environmental concerns are inextricably linked and intricately interconnected with social matters, advocating against their isolation or separation. Given that human behaviour is largely shaped by social relationships and cultural influences, an examination of environmental issues from a socio-cultural standpoint is imperative. Murray Bookchin, a distinguished American theorist and activist, is widely acknowledged as the progenitor of social ecology. Bookchin's seminal contributions

revolve around the formulation and development of theories pertaining social ecology, with a particular focus on critiquing the notion of nature's domination.

In *The Ecology of Freedom*, Bookchin extensively delves into the concept of Social Ecology, asserting that:

Social ecology provides more than a critique of the split between humanity and nature; it also poses the need to heal them. [...] The science deals with social and natural relationships in communities or "ecosystems." In conceiving them holistically, that is to say, in terms of their mutual interdependence, social ecology seeks to unravel the forms and patterns of interrelationships that give intelligibility to a community, be it natural or social. (1982, p 21)

Social Ecology thus serves the dual purpose of identifying the interrelation between humans and nature while also endeavouring to offer solutions to the challenges encountered in both realms. Bookchin asserts that the etiological foundations of environmental predicaments lie inherently within the social sphere. In this context, social ecology assumes a paramount role in enhancing eco-critical discourse, bridging the disciplinary chasm between the environmental sciences and the humanities. Bookchin posits that an authentic ecological framework must emancipate itself from any manifestations of hierarchical arrangements, affirming the imperative of non-dominating relational dynamics. Bookchin basically argued that the subjugation of nature was intricately linked to human oppression of one another. The homo sapiens have reached "a time when the consequences of human actions are damaging the planet's basic life support systems" (Glottfelty, 1996, p xx).

## Discussion and Analysis

In "The Tamarisk Hunter," Lolo is a water tick who covertly plants Tamarisk trees along the Colorado river, receiving payment as well as water bounty for each tree he uproots. Water has become increasingly revered and precious in a post-drought future, with those who control it holding power over everything else. The shortage of water creates a hierarchy of class, with those who have surplus water forming the ruling upper class, while others toil in the heat for enough water to survive. Lolo's secret plantation provides him with a somewhat comfortable life, but he fears he cannot keep his activities concealed from the authorities forever, given that each Tamarisk tree can consume "73,000 gallons of river water a year" (p. 163). As Murray Bookchin notes, "To speak of 'limits to growth' under a capitalistic market economy is as meaningless as to speak of limits of warfare under a warrior society" (1992, p. 57). This sense of scarcity and resulting economic insecurity is a product of the capitalist system, instead of being perceived as a strictly natural phenomenon.

The challenge of water scarcity illuminates the ways in which the capitalist system controls access to natural resources that should be freely available to all. The case of Lolo demonstrates that scarcity is not a natural phenomenon, but rather a socially-induced problem. Despite the presence of water, Lolo is unable to access it because 4.4 million acre-feet of water are earmarked for California. The control and purchase of water rights by the ruling bureaucratic and capitalist elites in California has resulted in the deprivation of the common masses of a basic necessity of life. This reflects the ways in which capitalism appropriates freely given natural resources and manipulates them as a commodity to control the masses, imposing laws on the consumption of water as if it is a product manufactured in a factory. Ultimately, the scarcity of water perpetuates a cycle of economic insecurity and reinforces the hierarchical class system that capitalism engenders.

Power to the people can only be put into practice when the power exercised by social elites is dissolved into the people. Each individual can then take control of his daily life. If 'Power to the people' means nothing more than power to the 'leaders' of the people, then the people remain an undifferentiated, manipulatable mass, as powerless after the revolution as they were before. In the last analysis, the people can never have power until they disappear as a 'people'. (Bookchin, 2004, p. xi)

The scarcity of water can be understood from the remark of Annie, Lolo's wife who cautions him "'Don't drink too much water' she says. 'I haven't been able to pump. Bunch of guardies around.'" (p.172) when he tries to drink some water to quench his thirst after a hard day in the heat outside.

The severity of water theft is such that Lolo has refrained from disclosing it to his wife Annie, out of fear of her reaction. Water is a private business now and theft is criminal offence. In times of severe water scarcity, human beings become preoccupied with their own survival, resulting in a lack of concern for other species. The monopolization of natural resources by a privileged few has resulted in the oppression of the masses, which, in turn, has fostered an overall disregard for the welfare of other living beings, including avian, animal, and aquatic life. As demonstrated by Lolo's disdain for advocates of the rights of other species, "Those enviros, they don't make any sense at all. Not enough water for people, and they want to give the river to a bunch of fish and birds" (p. 173).

Paolo Bacigalupi demonstrates an understanding of the temporal disparities between geological time and human history, as noted by Dipesh Chakraborty's concept of "the geologic now of the Anthropocene...entangled with the now of human history" (2009). In the Anthropocene, humans have become agents of geological change and are therefore responsible for the current climatic catastrophe. Geological time moves at an accelerated pace in the 21st century, and this trend is expected to intensify in the mid-21st or 22nd century. The story's narrative highlights this point, such as when Lolo recognizes one of the guards as his former schoolmate, and a reminiscent memory is recalled: "They played football together a million years ago" (p. 175) in an era when football fields were adorned with impeccably verdant turf and sprinklers ejected water skyward. The figurative language "a million years ago" suggests the rapidity of natural and geological changes occurring. While Lolo's old schoolmate was someone from only twenty to thirty years ago, the changes in nature make it seem like they were classmates a million years ago. The impact of human agency on the environment has not only affected human relationships but also human and non-human relationships.

"The Calorie Man" is a short story based in a post energy crisis world a century or so ahead in future. Our current petroleum-based prosperous time is referred as Expansion in the story that has led to depletion of energy resources and humanity is left with no comfortable resources of energy like fossil fuels. The time is highly advanced in terms of biotechnology but lag behind in the availability of cheap fuels. People depend upon the genetically designed beasts called 'mulies' and 'megadonts' who run treadmills and the kinetic energy is stored in high precision kink-springs. The plot revolves around the reign of mega-corporations and their genetically engineered patented crops that are being fed to humans as well as the bio-engineered beasts of burden. The depletion of natural agricultural crops and products ensues gradually due to a multitude of agricultural calamities and maladies, for which genetically modified seeds and crops exhibit immunity or resistance.



Consequently, a concentrated dominion over the global primary sustenance and energy resources is bestowed upon a limited number of biotechnological agricultural enterprises, thereby establishing a monopolistic control. Lalji, the protagonist, traverses the Mississippi River utilizing a unique kink-spring-mechanism boat, in pursuit of scavenging antiques from the era of Expansion that he can salvage and sell. However, an old acquaintance offers him a peculiar and perilous job. He embarks on a formidable expedition towards the northern reaches, undertaking a perilous voyage in order to clandestinely retrieve an individual sought after by the formidable agricultural conglomerates. The man who is a gene-ripper, is a prime target for capture or elimination by the agricultural giants. He is a calorie man, a person who knows how to strip through the genes of crops produced by biotech giants like AgriGen and HiGrow. He is a man who refused to work for these corporations. These corporations want to capture him and kill him as they fear he might inject an impurity into the genes of their seed and thereby create a new seed or crop that doesn't fall under the IP<sup>1</sup> of these corporations. IP is another issue explored in this short story. Big tech giants have their IP rights over their genetically designed seeds and these IP rights are strictly protected through the use of a dedicated IP police.

Initially, Lalji expresses reluctance to assist a gene-ripper, recognizing that such an individual has been responsible for the deaths of people due to food scarcity. However, Lalji's old friend Shriram is convinced that this calorie man will help them breaking the HiGro and AgriGen's monopoly over calories. On their journey to find the calorie man, they come across the green fields of SoyPRO and HiGro. And then there is a small but very important exchange of dialogue between Lalji and Creo about monocultures. Lalji looking at a distant land reflects that AgriGen, the company responsible for developing SoyPRO, may have created it on the very land he is referencing. Despite being praised initially, when the weevil infestation occurred, SoyPRO became the only viable food source available creating a monopoly. Vandana Shiva remarks regarding the capitalist assumptions,

The assumptions are evident: nature is unproductive; organic agriculture based on nature's cycles of renewability spells poverty; women and tribal and peasant societies embedded in nature are similarly unproductive, not because it has been demonstrated that in cooperation, they produce less goods and services for needs, but because it is assumed that 'production' takes place only when mediated by technologies for commodity production, even when such technologies destroy. (1988, p 3)

Creo justifies the biotech giants by saying that monocultures were vulnerable and hence they died their natural death. But Lalji refutes by saying that the diverse nature of Basmati rice sets it apart from genetically engineered crops like SoyPRO and PurCal, which are examples of monoculture. Generippers, who manipulate genes to create new crops, contribute to the proliferation of monoculture. Such monocultures produced through bio engineered seeds and crops are strongly condemned and opposed by environmental activists and scholars like Vandana Shiva who comments, "The system of seeds based on monoculture is wrong and inappropriate. The biodiverse system has produced more food, and biodiversity means that seeds must be in the hands of farmers". (2013)

The story includes passages that illustrate Lalji's memories of the past, particularly his guilt surrounding his sister Gita whom he betrayed and left to die. Lalji harbors a hidden sense of shame regarding his decision to forsake Gita and settle in close proximity to calorie sources instead. He recalls how she waved goodbye to him from the docks, despite she being the one who financed his trip. Lalji reminisces about his childhood when he asked his father about the yield of seeds while

sowing them, and his father replied that they could produce hundreds and even thousands of seeds if prayed for. However, Lalji ate those seeds alone when his father lost hope in their yield, which is a manifestation of the environmental disaster's impact on human relations, causing humans to become selfish and self-centered even to their blood relations. The story ends on a socially emotional and ecologically hopeful note, with Tazi revealing to Lalji that they had hidden genetically infected seeds, which can still be sown, and Lalji seeing in his mind's eye a field of unpatented green rustling plants. The memories of his father flood his mind. He recalls a moment when his father joyfully exclaimed that he could have hundreds and thousands of seeds if he prayed while embracing the open expanse before them. This scene serves as a poignant symbol of the desire for a sustainable future, one in which the dominant control of food and energy by mega-corporations is replaced by a diversified and resilient agricultural system.

## Conclusion

The analysis of two short stories has revealed that unchecked human greed has led to catastrophic consequences for the natural world. Capitalism's relentless pursuit of growth prioritizes individual gain over ecological preservation and collective welfare, posing a significant threat to the environment. The social changes that have occurred in modern society have alienated humans from nature, leading to the domination of certain groups and creating social problems that exacerbate ecological issues. Although the promise of a free market and environmental language may sound attractive, it fails to address the crises it creates. To resolve the ecological crisis, it is crucial to recognize that we are not the only species on earth and that our well-being is inextricably linked to the well-being of other species. Through the adaptation of a planetary perspective that places utmost importance on ecological preservation and wellbeing of the collective, we can effectively avert the exploitation of the entirety of our biosphere, encompassing sentient beings and broader natural world by the one percent powerful and privileged minority. This will ensure a sustainable planet for future generations.

In the words of Vandana Shiva, "The most fundamental law is to recognize that we share the planet with other beings and that we have a duty to care for our common home" (2020, p.143). This duty to care for the planet and all its inhabitants requires a radical shift in our economic and social systems, away from individualistic and growth-driven capitalism and towards an ecologically sustainable and socially just system. Only then can we hope to create a world where humans and nature can thrive together, creating a harmonious and balanced ecosystem that ensures the well-being of all species.

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## आदिवासी महिलाओं की उच्च शिक्षा में चुनौती और सुधार में सरकार की भूमिका

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### शोध सारांश

अनुसूचित जनजातियाँ देश की कुल जनसंख्या का एक छोटा सा हिस्सा हैं और वे कई मायनों में समाज से हाशिए पर हैं। इसमें किए गए प्रावधान संविधान द्वारा उनकी स्थिति में परिवर्तन किया है लेकिन फिर भी उनका सामना कई चुनौतियों के साथ किया जाता है। भारत में आदिवासी महिलाएं, आदिवासी पुरुषों की तुलना में मेहनती हैं और वे अपनी आय के अलावा अपनी पारिवारिक आय में महत्वपूर्ण योगदान देते हैं। उत्पादन के स्रोत सीमित हैं। आज महिलाओं पर अत्याचार की बात बढ़ती चिंता हो गई है। उनके खिलाफ अपराध जैसे दहेज, कन्या भ्रूण हत्या और घरेलू वैवाहिक बलात्कार सहित हिंसा में वृद्धि जारी है। इनके अलावा अन्य समस्याएं पितृसत्तात्मक उत्पीड़न, हिंसा, लैंगिक भेदभाव, अभाव अभी भी महिलाओं को पीड़ित कर रहे हैं अवसरों की कमी, अत्यधिक गरीबी आदि। इसलिए, हम महिलाओं की सैद्धांतिक मुक्ति और महिला सशक्तिकरण जैसे मुद्दों पर बात करते हैं। इस पेपर का उद्देश्य आदिवासी महिलाओं के सामने आने वाली चुनौतियों का पता लगाने के लिए है। यह पेपर पूरी तरह से माध्यमिक डेटा पर आधारित है।

**बीज शब्द :** अनुसूचित जनजाति, आदिवासी महिलाएं, चुनौतियाँ, हिंसा, मुद्दे, लिंग विभेद।

### प्रस्तावना

भारत में जनजातीय आबादी संख्यात्मक रूप से देश की कुल जनसंख्या का एक छोटा सा हिस्सा है, लेकिन फिर भी यह जनसंख्या का एक महत्वपूर्ण हिस्सा है। 2011 के जनगणना के आंकड़ों के अनुसार, अनुसूचित जनजातियों की कुल जनसंख्या कुल का 8.65 प्रतिशत है। देश की अधिकांश जनसंख्या ग्रामीण क्षेत्रों में रहते हैं और उनकी आबादी देश की कुल आबादी का 11.3 प्रतिशत अनुसूचित जनजाति का है 'अनुसूचित जनजाति' पहली बार भारत के संविधान में कुछ प्रदान करने के लिए दिखाई दी जिन लोगों पर विचार किया जाता है, उनके एक समूह को संवैधानिक विशेषाधिकार और संरक्षण वंचित और पिछड़ा हुआ। भारत के संविधान में अनुच्छेद 366 (25) परिभाषित करता है अनुसूचित जनजाति "ऐसी जनजातियों या जनजातीय समुदायों या उनके हिस्से या समूहों के रूप में जनजातियों या जनजातीय समुदायों को अनुच्छेद 342 के तहत अनुसूचित जनजातियों के रूप में समझा जाता है (एसटी) इस संविधान के प्रयोजनों के लिए"। अनुसूचित जनजाति, जिन्हें 'आदिवासी' भी कहा जाता है, का अर्थ मूल निवासी है। इतिहास के लंबे समय तक, वे हमेशा सामाजिक और भौगोलिक रूप से अलग-

थलग रहे। वे अलग-अलग सांस्कृतिक विशेषताओं के साथ अलग-अलग जातियों के थे, अलग-अलग बोल रहे थे भाषाएँ, विभिन्न धर्मों का पालन करने वाली और विभिन्न पारिस्थितिक क्षेत्रों में फैली हुई हैं। संस्कृतिकरण की प्रक्रिया ने उन्हें सांस्कृतिक रूप से और अन्य प्रक्रियाओं को प्रभावित किया है विस्थापन ने उन्हें समाज का एक उपेक्षित वर्ग बना दिया है। आजादी के बाद से इसके लिए राष्ट्रीय स्तर पर कई उपाय किए गए हैं देश की अनुसूचित जनजातियों के हितों की रक्षा करना और विशेष ध्यान देना विभिन्न योजना अवधियों में जनजातीय विकास को दिया गया है। कुल आबादी में से आदिवासी, आदिवासी महिलाएं लगभग आधी हो जाती हैं। अन्य सभी समुदायों की तरह, जनजातीय समुदायों की स्थिति का विकास भी काफी हद तक निर्भर करता है। आदिवासी महिलाओं की स्थिति में सुधार जनजातीय महिलाओं की लोकप्रिय धारणा दो भिन्न मतों की ओर संकेत करता है।

कुछ शोधकर्ताओं का मत है कि आदिवासी महिलाएं अपने गैर-आदिवासी समकक्षों की तुलना में और कुछ उच्च सामाजिक स्थिति का आनंद लेती हैं अन्य अध्ययन आदिवासी महिलाओं के लिए निम्न स्थिति का संकेत देते हैं। वास्तव में, द्वारा किए गए प्रावधान वर्षों से संविधान ने आदिवासी महिलाओं की स्थिति में बहुत अंतर नहीं किया है। उनकी स्थिति सामान्य से संबंधित महिलाओं की तुलना में कम पाई जाती है जनसंख्या, अनुसूचित जाति की महिलाओं और आदिवासियों की स्थिति से भी कम पुरुष। महिलाओं को उनकी भूमिका के बावजूद जीवन के किसी भी पहलू में पुरुषों के बराबर नहीं माना गया है परिवार के भरण-पोषण के साथ-साथ समाज के विकास के लिए भी महत्वपूर्ण है समग्र रूप से अर्थव्यवस्था, पारिवारिक संबंधों की पितृसत्तात्मक प्रणालियों की पहचान की गई है महिलाओं की अधीनता का मूल कारण महिलाओं की हीन स्थिति सभी देशों में देखी जा सकती है, लेकिन अधीनता की डिग्री देश के विकास के स्तर के अनुसार अलग-अलग होती है। एक ओर और दूसरी ओर उत्पादन के साधनों का स्वामित्व। भेदभाव तीसरी दुनिया के देशों में महिलाओं के खिलाफ अधिक मुखर है गरीबी, अज्ञानता और अशिक्षा का प्रसार। भारत तीसरी दुनिया का एक ऐसा देश है, जो गरीबी और बेरोजगारी की विशेषता है। के विशाल शेरों के अनुमान के अनुसार विकासात्मक लाभ समाज के एक छोटे से वर्ग के पक्ष में जा रहे हैं, जिनके पास उच्च है सामाजिक आर्थिक स्थिति। इसके परिणामस्वरूप आय और धन का विस्तार हुआ है असमानता। नतीजतन, गरीबी की तीव्रता बढ़ रही है और इसके परिणामस्वरूप, उच्च गरीबी की मार महिलाओं पर पड़ रही है। महिलाओं को उनके लिए अलग-अलग समस्याओं का सामना करना पड़ता है अस्तित्व उस वर्ग पर निर्भर करता है जिससे वे संबंधित थे। इसलिए सभी का इलाज कर रहे हैं एक श्रेणी के रूप में महिलाएं घटना की उचित समझ में मददगार नहीं हो सकती हैं। उच्च वर्ग की महिलाओं को अपेक्षाकृत कुछ लाभ मिलता है, जबकि महिलाओं को गरीब तबके में अपने अस्तित्व के लिए संघर्ष शुरू कर रहे हैं। ऊपरी तबके की महिलाएं समाज के पास अवकाश की समस्या है और अवकाश के साथ जाने वाली समस्याएं हैं मध्यम वर्ग की महिलाएं बिगड़ते जीवन स्तर के तनाव और दबाव में हैं। यह मध्यम वर्ग की महिलाएं हैं जो संगठित क्षेत्र में नौकरियों के लिए प्रतिस्पर्धा करती हैं और मुठभेड़ करती हैं कठिन प्रतियोगिता। महिलाओं की तीसरी श्रेणी जो गरीब वर्ग से ताल्लुक रखती हैं। अस्तित्व के लिए बुनियादी संघर्ष में लगे, विशेष रूप से ग्रामीण क्षेत्रों में एक अलग तरह का सामना करना पड़ता है। सामान्यतः यह कहा जा सकता है कि किसी समाज में जनसंख्या के किसी वर्ग की स्थिति होती है की आर्थिक स्थिति से घनिष्ठ रूप से जुड़ा हुआ है। इसलिए, कई शोधकर्ता राय के हैं कि महिलाओं के निम्न स्थान का मुख्य कारण आर्थिक निर्भरता है समाज। जवाहरलाल नेहरू ने एक बार कहा था कि स्वतंत्रता आर्थिक पर निर्भर करती है राजनीतिक स्वतंत्रता से भी अधिक परिस्थितियाँ। यदि कोई महिला आर्थिक रूप से स्वतंत्र नहीं है और स्व-अर्जन के लिए उसे अपने पति या किसी अन्य पर निर्भर रहना पड़ता है और आश्रित होते हैंकभी मुक्त नहीं। इसलिए, उन्हें स्वतंत्र रूप से कमाने का अवसर प्रदान करने के लिए कोई उपाय आय महिलाओं को मुक्त करने में महत्व रखती है। इसलिए, दुनिया भर में एक है समाज के महिला वर्ग के विकास को लेकर हो-हल्ला मच रहा है। इस संदर्भ में है उल्लेखनीय है कि हमारे देश में केंद्र में अलग-अलग विभागों की स्थापना की गई है साथ ही राज्यों में महिलाओं और बच्चों की सामाजिक और आर्थिक स्थिति में सुधार करने के लिए। की ओर तक की नीतिगत रणनीति के रूप में शिक्षा विकास मुक्त शिक्षा को स्वीकार किया गया है हाई स्कूल का स्तर। स्वास्थ्य सेवा एवं जनसंख्या नियंत्रण व्यवस्था के तहत विवाह महिला के लिए सीमा अठारह वर्ष से अधिक मानी जाती है। बाल पोषण कार्यक्रम है केंद्र सरकार द्वारा पिछड़े विकास खंडों में और कुछ में शुरू किया गया है अन्य राज्य सरकारों द्वारा। कार्यक्रमों का मूल उद्देश्य

यह मां की रक्षा करना और बाल कुपोषण और स्वास्थ्य संबंधी खतरे। साथ ही परिवार कल्याण कार्यक्रम चलाए जा रहे हैं मादा को बच्चों को जन्म देने से बचाने और उसके स्वास्थ्य को बनाए रखने के लिए मां। इन नीति रणनीतियों को लगभग सभी अल्प विकसित और स्वीकार कर लिया गया है दुनिया के विकासशील देशों। आजादी के बाद कुछ प्रयास सकारात्मक निकले और रचनात्मक परिणाम। रवैये और के साथ संवैधानिक प्रावधान किए गए इसका उद्देश्य समाज में महिलाओं के सामाजिक-आर्थिक हितों की रक्षा करना है देश के अनुभव बताते हैं कि महिलाओं के लिए संयुक्त राष्ट्र दशक के दौरान कई देशों ने सरकारी मशीनरी की स्थापना की, या तो मौजूदा के हिस्से के रूप में प्रशासनिक ढांचे, महिलाओं के मामलों के लिए स्वतंत्र एजेंसियों के रूप में, या के रूप में राष्ट्रीय परिषदें, जो अतिरिक्त-सरकारी संगठन थीं। इनमे से ज्यादातर तंत्र जिम्मेदारी स्थापित करने के उद्देश्य से बनाए गए थे और योजना, प्रोग्रामिंग और कार्यान्वयन के लिए सरकार के भीतर जवाबदेही महिलाओं के लिए कार्यक्रम और एक उत्प्रेरक के रूप में कार्य करना: आवश्यक बुनियादी ढाँचा प्रदान करना और संसाधन सहायता और प्रशिक्षण कर्मियों और समीक्षा, निगरानी और मूल्यांकन नीतियां और कार्यक्रम और महिलाओं पर उनका प्रभाव।

## उद्देश्य

इस पत्र के मुख्य उद्देश्य हैं—

- भारत में आदिवासी महिलाओं की सामाजिक और आर्थिक स्थिति का पता लगाना।
- भारत में आदिवासी महिलाओं के सामने आने वाली चुनौतियों का विश्लेषण करना।
- आदिवासी महिलाओं के लिए संवैधानिक प्रावधान क्या हैं, इसका अध्ययन करना।

## शोध पद्धति

यह एक सैद्धान्तिक शोध पत्र है, जहाँ विभिन्न द्वितीयक सूचनाएँ द्वारा निर्मित हैं जो लेखकों एवं शोधार्थियों द्वारा प्रयोग किया गया है। आवश्यक जानकारी प्राप्त करने के लिए, विभिन्न पुस्तकों, पत्रिकाओं और वेबसाइटों का अन्वेषण शोधकर्ता द्वारा किया गया है, संदर्भ खंड में उल्लेख किया गया है।

## अनुसूचित जनजातियों की परिभाषा

ऑक्सफोर्ड डिक्शनरी के अनुसार “जनजाति आदिम में बर्बर लोगों का एक समूह है विकास का चरण, एक प्रमुख के अधिकार को स्वीकार करना और आमतौर पर संबंधित खुद को एक सामान्य पूर्वज होने के रूप में” फेयरचाइल्ड ने अनुसूचित जनजातियों की कुछ और विशेषताओं को पहचाना। वे ‘निश्चित हैं क्षेत्र’, ‘अद्वितीय भाषा’, ‘अद्वितीय संस्कृति’, ‘सरल सामाजिक संरचना’ और ‘संग्रह कई समूह’ और ‘रक्त संबंधियों के उप समूह’।

## भारत में आदिवासी महिलाओं की सामाजिक और आर्थिक स्थिति

एक समाज में समाज का प्रकार महिलाओं की स्थिति काफी हद तक, सामाजिक संरचना पर निर्भर करती है। भारतीय सामाजिक संदर्भ में पितृसत्तात्मक की प्रधानता है। पारिवारिक संरचना में सभी परिवेशों और सामाजिक संदर्भों में पुरुषों का वर्चस्व था। हालांकि, कई आदिवासी समुदायों में मातृसत्तात्मक परिवारों की प्रधानता पाई जा सकती है। पितृसत्तात्मक समाजों के विपरीत मातृसत्तात्मक समाज में महिलाओं की स्थिति अधिक पायी जाती है परिवारों। विभिन्न अध्ययन में नागा महिलाओं पर एक अध्ययन ने संकेत दिया कि उनके पास पर्याप्त स्वतंत्रता और उच्च सामाजिक स्थिति है। यह इंगित करता है कि आदिवासी महिलाओं की स्थिति सभी स्थानों में समान नहीं है, बल्कि वे जनजातीय समूह और सामाजिक संरचना के अनुसार भिन्न होते हैं। हालाँकि, आदिवासी समाजों में, आदिवासी महिलाएँ महिलाओं की तुलना में अधिक महत्वपूर्ण हैं कोई अन्य सामाजिक समूह क्योंकि आदिवासी महिलाएँ बहुत मेहनती हैं और लगभग सभी में आदिवासी समुदायों में वे पुरुषों के साथ लगभग समान रूप से आर्थिक गतिविधियों में भाग लेते हैं या पुरुषों की तुलना में अधिक मेहनत करते हैं और परिवार की अर्थव्यवस्था और आय भी महिलाओं पर निर्भर करती है। उनकी स्थिति भी स्वास्थ्य स्थितियों से निर्धारित होती है। जनजातीय समूह की स्वास्थ्य

स्थिति निम्न है सामान्य जनसंख्या की तुलना में उनके पास, बीमारियों और स्वास्थ्य देखभाल, पीने के पानी के बारे में जागरूकता की कमी, स्वच्छता की कमी के कारण उच्च प्रजनन दर। भारत के कई हिस्सों में आदिवासी आबादी पुरानी बीमारी से पीड़ित है संक्रमण और जल जनित रोग, कमी से होने वाले रोग। शिशु मृत्यु दर की घटना कुछ जनजातियों के बीच बहुत अधिक पाया गया। में कुपोषण आम है उन्हें और इसने आदिवासी बच्चों के सामान्य स्वास्थ्य को प्रभावित किया है। यह बढ़ जाता है संक्रमण के लिए भेद्यता, और पुरानी बीमारी की ओर ले जाती है जो कभी-कभी मस्तिष्क को प्रभावित कर सकती है उनके स्वास्थ्य की स्थिति आर्थिक और शैक्षिक पहलुओं से भी संबंधित है। उनकी कमी आधुनिक समाजों की औद्योगिक आर्थिक गतिविधियों में भाग लेने की क्षमता है—उनके रहने की स्थिति खराब कर दी। आदिवासी ज्यादातर व्यवसायों में लगे हुए हैं जो शिकार, शिल्प निर्माण और कृषि जैसी अधिक आय उत्पन्न नहीं करते हैं। औद्योगिक क्रांति की शुरुआत तक महिलाओं की स्थिति लगभग समान थी विश्वभर में। ग्रीक राज्यों में जबकि नारी प्रशंसा का विषय थी उसकी कृपा और मातृ गुण, वह पूरी तरह से पुरुषों के अधीन स्थिति रोमन साम्राज्य में महिलाएं बेहतर नहीं थीं। यह स्थिति पूरे के दौरान बनाए रखा गया था, मध्य युग। हालांकि, सामंती समाजों में महिलाओं को एक विशेष दर्जा दिया जाता है समाज। यह उस समय के सामाजिक मूल्यों जैसे शिष्टता के कारण था, जिसे आत्मसात किया गया था हर महान लड़के को पोषित और संरक्षित करने के लिए एक बहुत ही महत्वपूर्ण गुण के रूप में। भौतिक रूप से यह स्त्री की स्थिति में परिवर्तन नहीं किया और न ही इसने परंपरा द्वारा स्थापित सेक्सिस्ट भूमिकाओं को बदला।<sup>1</sup> सदियों से, आम तौर पर समाज के निचले तबके की महिलाओं ने काम किया है परिवार के पूरक के लिए कृषि कार्यों और संबद्ध गतिविधियों में मदद करने वाले क्षेत्र आय। तुलनात्मक रूप से मध्य और उच्च तबके की महिलाओं की भागीदारी थी आम तौर पर कम। मोटे तौर पर, निचले, मध्य और ऊपरी तबके की महिलाओं में कमोबेश यही स्थिति थी पुरुषों के विपरीत समान स्थिति और यह पुरुष के अधीनता में से एक था। प्रगति के साथ औद्योगिक क्रांति और कारखाने की नौकरियों में महिलाओं के बड़े पैमाने पर प्रवेश से परिवर्तन हुआ उनकी छह भूमिकाओं में जगह। जैसे-जैसे तकनीक में सुधार हुआ, औद्योगिक संगठन नौकरशाही बन गया और सफेदपोश नौकरियों में लगे वायरों का एक समूह प्रमुखता से उभरा। यह श्रेणी श्रमिकों की दो तरह से विशेषता थी: वे अपने ब्लू कॉलर समकक्षों की तुलना में बेहतर शिक्षा थे, और उन्होंने साफ-सुथरी नौकरियां कीं, यानी ऐसी नौकरियां जो कार्यालय आधारित थीं और शारीरिक श्रम करने वाले अन्य लोगों की तुलना में कम शारीरिक श्रम शामिल था जोरदार और जो कम आरामदायक वातावरण में किया गया था। जिस वजह से तुलनात्मक रूप से कम जोरदार क्लायर, महिलाओं को बड़ी संख्या में विभिन्न में भर्ती किया जाने लगा नौकरियों में महिलाओं को समान काम के लिए पुरुषों की तुलना में कम वेतन दिया जाता था जो अधिक होने की प्रेरणा देता है पुरुषों की तुलना में नियंत्रण और अनुशासन के लिए उत्तरदायी ठीक नियोक्ताओं के प्रति गलती का कारण है ऐसी नौकरियों के लिए महिलाओं की स्थिति को औद्योगिक क्रांति की शुरुआत के साथ बढ़ावा मिला।<sup>2</sup>

## महिलाओं की उच्च सामाजिक स्थिति

यह फ्यूरर हैमंडोर्फ (1943), हटन (1921), हंटर (1973) और फर्थ द्वारा सूचित किया गया था। 1946 कि यूपी के थारू और उत्तर-पूर्व के नागा और गारो में कोई बच्चा नहीं है शादी और विधवापन पर कोई कलंक नहीं। आदिवासी महिला को निर्णय लेने का अधिकार प्राप्त है उसकी शादी। दहेज के स्थान पर वधु मूल्य दिया जाता है जो कि उच्च सामाजिक स्थिति का द्योतक है आदिवासी महिलाएं। वे कमाते हैं और इसलिए काफी हद तक आर्थिक रूप से स्वतंत्र हैं।<sup>3</sup> आदिवासी समाज में लड़की के जन्म को हेय दृष्टि से नहीं देखा जाता क्योंकि वे हैं आर्थिक संपत्ति के रूप में माना जाता है। वे सभी कृषि कार्यों में भाग लेते हैं, वे स्वदेशी कुटीर उद्योगों, जनजातीय कलाओं और के सभी क्षेत्रों में काम करते हैं कलात्मक राफ्ट का उत्पादन। आदिवासी महिलाओं को शादी से पहले और बाद में काफी आजादी मिलती है। पत्नी अपने पति को क्रूरता, नपुंसकता, असंगति, गरीबी, बेवफाई या लापरवाही। परंपरागत रूप से तलाक की संस्था मौजूद है और तलाक गांव द्वारा दिया जाता है पंचायत। आदिवासी महिला अपने पति के साथ-बिना घर से बाहर निकल सकती है उसके पति को सूचना। हालांकि उसे अपना जीवन साथी चुनने की पूरी आजादी है और वह भी वैवाहिक बंधन को तोड़ना और किसी अन्य व्यक्ति के साथ विवाह करना, आदिवासी पुरुषों के लिए यह नहीं है विवाहिता के सम्मान को ठेस पहुंचाना संभव है। कठोर दंड और ऐसे सभी मामलों में आदमी को

सजा दी जाती है। इस प्रकार महिलाएं लगभग पुरुषों के बराबर का आनंद लेती हैं ऐसे सभी मामलों को छोड़कर। इस प्रकार महिलाएं आनंद लेती हैं और लगभग बराबरी का दर्जा प्राप्त करती हैं पुरुष कर्मकांड के क्षेत्र को छोड़कर।<sup>14</sup>

### जनजातीय महिलाओं की कानून स्थिति

मातृसत्तात्मक समाज को छोड़कर आदिवासी महिला के पास संपत्ति के अधिकार नहीं हैं जो आदिवासी आबादी का एक छोटा सा हिस्सा है। उसे अपने पुरुष की तुलना में कम वेतन दिया जाता है समान कार्य के लिए समकक्ष। इसके अलावा महिलाएं पुरुषों की तुलना में अधिक समय तक काम करती हैं माल के रूप में मजदूरी प्राप्त करते हैं जो पुरुषों द्वारा छीनी जाती है। महिलाओं के पास निर्णय नहीं है शक्ति बनाना। काम का बंटवारा आदिवासी महिलाओं के खिलाफ भारी है क्योंकि में आर्थिक उत्पादन प्रक्रिया में अतिरिक्त और समान हिस्सेदारी के लिए उसे एकमात्र हिस्सा लेना होगा घरेलू कामों की जिम्मेदारी। कुछ जनजातियों में केवल पुरुष ही भाग ले सकते हैं पूर्वजों की पूजा। आमतौर पर वह पुजारी का पद नहीं संभाल सकती।<sup>15</sup>

### आर्थिक भूमिका

भारत में जनजातीय महिलाएं आर्थिक गतिविधियों में सकारात्मक योगदान देती हैं पुरुष लोक के साथ समान रूप से भाग लेना। वे सभी कृषि कार्यों में भाग लेते हैं जैसे बीज बोना, निराई और कटाई करना, पेड़ों को काटना और जलाना। हल आधारित में खेती, रोपाई, निराई-गुड़ाई और छिलका उतारने का काम पूरी तरह महिलाओं द्वारा किया जाता है। वे स्वदेशी कुटीर उद्योग, जनजातीय कला और उत्पादन के सभी क्षेत्रों में काम करते हैं कलाकृतियों। आमतौर पर हल जोतने का काम पुरुषों द्वारा किया जाता है लेकिन कुछ आदिवासी समाजों में महिलाएं भी हल चलाती हैं। हालांकि महिलाएं पुरुषों की तुलना में अधिक समय तक काम करती हैं, लेकिन उन्हें कम मिलता है मजदूरी और वह भी वस्तु के रूप में जो पुरुषों द्वारा मोहित की जाती है। हालांकि, कुछ जनजातियाँ हैं जहाँ पुरुष और महिलाएं सामाजिक-सांस्कृतिक और आर्थिक जीवन में समान भागीदार हैं और इसलिए महिलाओं को परंपरागत रूप से समाज में एक महत्वपूर्ण भूमिका सौंपी जाती है।<sup>16</sup>

### सांस्कृतिक भूमिका

जनजातीय समुदायों का सांस्कृतिक जीवन बहुत समृद्ध और संगीत नृत्य और गायन है उनकी संस्कृति में महत्वपूर्ण स्थान रखते हैं। उनके पास कुल मिलाकर सामुदायिक मनोरंजन है गाँव भाग लेते हैं और पुरुष, महिलाएँ, लड़के और लड़कियाँ सभी समान स्तर पर भाग लेते हैं। वे एक-दूसरे के साथ खुलकर गाते-नाचते हैं और हंसी-मजाक करते हैं, हंसी-मजाक करते हैं, खासतौर पर पर विवाह के अवसर पर, और होली, दशहरा आदि जैसे त्योहारों पर, सभी उम्र के पुरुष और महिलाएं दाहिनी ओर ढोल की ताल पर परमानंद में नृत्य करें। यह केवल आदिवासियों में है धार्मिक रीति-रिवाजों से जुड़े रीति-रिवाज जिनमें पुरुषों को महिलाओं की तुलना में प्राथमिकता मिलती है। आदिवासियों में शराब की लत भी घर की महिलाओं की दुर्दशा में योगदान देती है। अनुमानों के बीच संघर्ष को जन्म देने के अलावा, यह आर्थिक संकट भी पैदा करता है परिवार। अधिकता के मामलों में, पत्नी अपने पति को छोड़कर दूसरे आदमी का घर उसकी पसंद के अनुसार प्रवेश कर सकती है।<sup>17</sup>

### जनजातीय महिला शिक्षा के गंभीर मुद्दे

पैतृक शिक्षा के क्षेत्र में महिला शिक्षा से जुड़े कई बुनियादी मुद्दे हैं। वो हैं निम्नलिखित के अनुसार गांव का स्थान अधिकांश जन्मजात नेटवर्क में कब्जा कर लिया गया है। एक विलुप्त तरीके से ऐसे में अलग-अलग स्कूल खोलना मुश्किल हो जाता है। हर शहर जहाँ आवश्यक छात्र की गुणवत्ता उपलब्ध नहीं है। दूसरी भूमि पर, जन्मजात घर कुछ भौतिक बाधाओं जैसे धाराओं, ढलानों, नालों से एक दूसरे से अलग रहते हैं और टिम्बरलैंड्स। अतः ये शारीरिक बाधाएँ स्त्री की युवतियों के लिए बाधा उत्पन्न करती हैं एक पड़ोसी शहर में स्कूल जाने के लिए एक पैतृक शहर। ऐसी स्थिति में संरक्षक अपनी बच्ची को स्कूल नहीं जाने देते। अधिक से अधिक निजी स्कूलों को चाहिए हर राज्य और क्षेत्र में बनाया जाना चाहिए और जन्मजात क्षेत्रों से पीजी स्तर तक पहुँचाया जाना चाहिए। माता-पिता का स्वभाव: अधिकांश ड्राप आउट युवतियाँ अपने परिवार माता-पिता के साथ रह रही हैं। जांच के संकेत के अनुसार, उनके लोगों के बड़े हिस्से के पास वैध नहीं है प्रशिक्षण और वे शुरुआती



ड्रॉपआउट हैं। सहज अभिभावक अधिकांश भाग के लिए अकुशल होते हैं। वे आम तौर पर अपनी युवा महिलाओं के प्रशिक्षण के प्रति उदासीन मानसिकता दिखाते हैं। वे इच्छुक हैं अपनी युवा महिलाओं को उनकी शिक्षा के शुरुआती समय में पारिवारिक कर्तव्यों को देने पर। “द इन युवतियों के अभिभावकों का बाहर और आम जनता से कोई संबंध नहीं है निर्देश के महत्व से अनभिज्ञ हैं। ऐसी युवा महिलाओं को प्रशिक्षित करना एक बड़ा काम है उपक्रम। स्कूली शिक्षा के प्रति नकारात्मक रवैया स्कूल छोड़ने वालों में से कई का ए निर्देश के प्रति मन के समर्थन में, वे प्रशिक्षण को एक थकाऊ मानते हैं प्रक्रिया। सब कुछ होते हुए भी वे अपने कार्य के लिए प्रशिक्षण की आवश्यकता के प्रति आश्वस्त नहीं हैं। वे अपने प्रशिक्षण के लिए प्रशासन के वजीफे के बारे में जानते हैं। जैसा भी हो सकता है, एक नकारात्मक प्रशिक्षण के प्रति उनका रुझान उन्हें जाने की बजाय अपने प्रांत की स्थिति में ही रहने को मजबूर कर देता है। आर्थिक स्थिति कुल 8 महीने जंगल पर और 4 महीने खेती पर निर्भर रहते हैं।<sup>18</sup>

4 से 6 आयु वर्ग की युवतियां संग्रह में अपने माता-पिता की मदद करती नजर आ रही हैं लकड़ी की वस्तुओं की। ऐसे में माता-पिता अपनी बेटियों या उनके बच्चों को बचाने की इजाजत नहीं देते हैं काम उन्हें मजबूर करता है और उन्हें स्कूलों में जाने में सक्षम बनाता है। उस बिंदु पर जब एक परिवार आर्थिक रूप से नहीं सत्यापित करें, एक युवा लड़की के बच्चे के निर्देश का आयोजन एक बैकसीट लें। कक्षा ट से अच्छे तरीके से स्कूल भी सामान्य वृद्धि में होगा और माता-पिता भी इसे बच्चों के लिए खतरनाक मानते हैं महिला बच्चा दूर जाने के लिए। स्थानीय शिक्षकों की व्यवस्था दूरस्थ पैतृक अंचलों में प्रशिक्षक अनुपस्थिति एक प्रथागत घटना है और यह काफी हद तक प्रशिक्षण की प्रकृति को प्रभावित करती है। जन्मजात कस्बों में, सभी इरादों और उद्देश्यों के लिए शिक्षकों के साथ कोई संबंध नहीं है नगरवासी। प्रशिक्षकों को कस्बे में कोई आवास कार्यालय नहीं मिलता है, जो उन्हें बनाता है अप्रत्याशित जो विद्यालय के विशिष्ट दैनिक कार्यक्रम को नियंत्रित करता है इसके अलावा, स्थानीय लोगों के मन की भावहीन फ्रेम और जन्मजात में अप्रशिक्षित प्रशिक्षकों की व्यवस्था क्षेत्र प्रशिक्षण के अनुमानों को कम करते हैं। उचित निषेध का अभाव भयानक के कारण जन्मजात कल्याण कार्यालय और स्कूल निर्देश कार्यालय के बीच समन्वय, वैध चेकिंग दबा दी जाती है।<sup>19</sup>

### अनुसूचित जनजातियों के विकास के लिए संवैधानिक प्रावधान

संविधान के अनुच्छेद 46 में प्रावधान है कि राज्य समाज के कमजोर वर्गों और विशेष रूप से अनुसूचित जातियों और अनुसूचित जनजातियों के शैक्षिक और आर्थिक हितों को विशेष ध्यान से ब ?वा देगा और सामाजिक अन्याय और सभी प्रकार के शोषण से उनकी रक्षा करेगा।<sup>10</sup>

शैक्षणिक संस्थान में आरक्षण का प्रावधान अनुच्छेद 15(4) में किया गया है जबकि पदों और सेवाओं में आरक्षण का प्रावधान संविधान के अनुच्छेद 16(4), 16(4ए) और 16(4बी) में किया गया। अनुच्छेद 23 जो मानवों के अवैध व्यापार और बेगार तथा इसी प्रकार के बलात्क्रम के अन्य रूपों का निषेध करता है, अनुसूचित जनजातियों के लिए विशेष महत्व रखता है। इस अनुच्छेद के अनुसरण में, संसद ने बंधुआ श्रम प्रणाली (उन्मूलन) अधिनियम, 1976 अधिनियमित किया है। इसी प्रकार, अनुच्छेद 24 जो 14 वर्ष से कम आयु के बच्चों को किसी भी कारखाने या खान में या किसी अन्य खतरनाक गतिविधि में रोजगार पर रोक लगाता है, के लिए भी महत्वपूर्ण है। इन नौकरियों में लगे बाल श्रमिकों का एक बड़ा हिस्सा अनुसूचित जनजातियों से संबंधित है। अनुच्छेद 243क पंचायतों में अनुसूचित जनजातियों के लिए सीटों का आरक्षण प्रदान करता है। अनुच्छेद 330 लोक सभा में अनुसूचित जनजातियों के लिए सीटों का आरक्षण प्रदान करता है। अनुच्छेद 332 राज्यों की विधान सभाओं में अनुसूचित जनजातियों के लिए सीटों का आरक्षण प्रदान करता है। अनुच्छेद 334 में प्रावधान है कि लोकसभा और राज्य विधान सभाओं में अनुसूचित जातियों और अनुसूचित जनजातियों के लिए सीटों का आरक्षण (और नामांकन द्वारा लोकसभा और राज्य विधानसभाओं में एंग्लो-इंडियन समुदाय का प्रतिनिधित्व) जनवरी तक जारी रहेगा। 2020.संविधान की पांचवीं और छठी अनुसूची में निहित प्रावधानों के साथ पठित अनुच्छेद 244 में अन्य विशिष्ट सुरक्षा उपाय प्रदान किए गए हैं।<sup>11</sup>

## मानव संसाधन विकास और उच्च शिक्षा

सतत विकास और विकास को प्राप्त करने के लिए उच्च शिक्षा एक महत्वपूर्ण भूमिका निभाती है। डॉ. राधाकृष्णन ने शिक्षा और के बीच संबंधों की एक तीखी तस्वीर पेश की मानव संसाधन विकास। एचआरडी विकास की प्रक्रिया से संबंधित है और विकासात्मक कार्यक्रमों का कार्यान्वयन। अवसर देने की प्रक्रिया हैलोग और चीजें होती हैं। वैश्वीकृत लोगों की गुणात्मक आवश्यकता को पूरा करने के लिए बुनियादी और माध्यमिक शिक्षा अपर्याप्त है। प्रदर्शन करने के लिए ज्ञान और कौशल की आवश्यकता होती है विकासात्मक गतिविधियाँ। वैज्ञानिक अध्ययन, सांस्कृतिक पहचान बनाना, मध्य का प्रशिक्षण और उच्च स्तर के पेशेवर, तकनीकी और प्रबंधकीय गतिविधियाँ, नए निर्माण शोध के माध्यम से ज्ञान, लोकतांत्रिक प्रक्रिया को दिशा देना आदि की एक शाखा के रूप में कार्य करता है उच्च शिक्षा। यह देश के संसाधन विकास में मदद करता है। उच्च शिक्षा का स्रोत है जीवन के सभी क्षेत्रों में। यह बहुत जरूरी योजना, डिजाइनिंग, शिक्षण और अनुसंधान की आपूर्ति करता है। स्वदेशी तकनीक का विकास, कृषि में क्षमता, खाद्य सुरक्षा, उच्चतर के माध्यम से ही अधोसंरचना विकास और आर्थिक विकास संभव है शिक्षा। यह आंतरिक सहयोग को बढ़ावा देता है और राष्ट्र को उसके सर्वोत्तम रूप में तैयार करता है। यह पुरानी मान्यताओं की व्याख्या करता है और नए ज्ञान की खेती करता है। यह समाज से दूरियों को कम करता है। जो जारी किया जाता है, मानव संसाधन विकास गुणात्मक उच्च शिक्षा विकास के उस पहलू पर जोर देता है।<sup>12</sup>

**Table I**  
**Gross Enrolment Ratio (per cent)**

States/UTs	2021-22						2020-21					
	Elementary Schools 1(-VIII)			Secondary Schools (IX-X)			Sr. Secondary Schools (XI-XII)			Higher Education (18-23 years age group)		
	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total	Boys	Girls	Total
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)
Andhra Pradesh	101.1	99.1	100.1	86.3	84.5	85.4	55.2	58.3	56.7	38.3	36.0	37.2
Arunachal Pradesh	108.3	111.5	109.9	65.0	68.1	66.5	51.4	56.1	53.7	34.7	32.8	33.7
Assam	106.2	113.8	109.8	67.9	81.3	74.5	38.0	42.2	40.1	16.8	18.4	17.5
Bihar	95.1	97.4	96.2	63.1	66.8	64.9	35.6	36.2	35.9	16.6	15.1	15.9
Chhattisgarh	95.7	96.0	95.9	75.3	81.4	78.3	62.9	73.6	68.1	18.0	21.3	19.6
Gujarat	90.7	94.3	92.4	77.2	72.8	75.2	48.6	47.8	48.2	23.6	20.6	22.2
Haryana	103.0	103.4	103.2	96.0	93.2	94.7	75.1	76.0	75.5	28.9	33.7	31.1
Himachal Pradesh	105.3	107.1	106.0	93.5	94.8	94.1	93.0	95.3	94.1	33.5	44.7	38.7
Jammu & Kashmir	88.5	92.0	90.1	59.9	61.3	60.5	53.4	52.9	53.2	23.0	27.2	25.0
Jharkhand	96.4	97.7	97.0	66.4	70.5	68.4	44.9	48.0	46.4	16.5	17.5	17.0
Karnataka	107.2	107.0	107.1	94.6	94.9	94.7	54.6	58.8	56.6	34.8	37.2	36.0
Kerala	101.3	100.7	101.0	98.3	97.4	97.9	81.8	88.4	85.0	34.5	52.3	43.2
Ladakh	70.3	78.8	74.3	54.6	63.2	58.8	44.4	54.8	49.4	5.4	11.9	8.4
Madhya Pradesh	88.9	88.4	88.7	71.4	68.4	70.0	51.9	50.7	51.3	27.3	26.8	27.1
Maharashtra	103.2	105.5	104.3	94.7	92.5	93.7	72.0	70.9	71.5	36.2	33.5	34.9
Manipur	115.4	119.9	117.6	74.7	77.4	76.0	70.0	69.7	69.9	36.9	38.6	37.8
Meghalaya	150.4	161.2	155.7	76.1	94.4	85.1	39.4	52.7	46.0	22.6	29.0	25.8
Mizoram	136.9	138.2	137.5	89.1	97.9	93.4	57.1	65.7	61.3	26.2	27.5	26.8
Nagaland	84.4	90.5	87.3	57.8	67.1	62.2	33.0	38.8	35.8	15.4	19.3	17.3
Odisha	95.5	95.3	95.4	80.1	80.6	80.3	41.8	45.4	43.6	21.3	20.1	20.7

Punjab	109.4	109.8	109.6	94.8	95.4	95.1	81.2	83.1	82.1	23.9	29.1	26.3
Rajasthan	101.7	101.9	101.8	82.4	75.8	79.2	74.0	66.3	70.4	26.1	26.0	26.1
Sikkim	94.5	91.2	92.9	86.3	92.0	89.1	56.6	72.0	64.2	36.3	44.0	39.9
Tamil Nadu	98.4	99.2	98.8	95.7	95.5	95.6	77.3	85.9	81.5	45.4	48.6	46.9
Telangana	110.3	110.1	110.2	93.6	94.5	94.1	63.1	66.7	64.8	37.4	40.9	39.1
Tripura	107.2	111.2	109.1	78.4	84.3	81.3	52.5	60.4	56.3	20.0	18.4	19.2
Uttar Pradesh	96.5	99.9	98.1	72.0	66.2	69.3	52.8	48.3	50.7	22.3	24.3	23.2
Uttarakhand	111.3	115.4	113.2	89.1	90.8	89.6	77.2	80.6	78.8	42.8	48.9	45.7
West Bengal	107.8	109.1	108.5	83.4	93.2	88.2	53.7	70.6	62.0	20.3	22.3	21.3
A & N Islands	68.1	70.5	69.2	65.1	72.7	68.6	62.0	70.2	65.8	21.6	27.1	24.3
Chandigarh	84.1	94.1	88.5	85.8	95.8	90.1	76.1	89.4	81.7	57.8	77.0	66.1
D & N Haveli												
Daman & Diu	87.8	92.0	89.8	71.9	79.0	75.0	44.7	70.8	54.9	7.9	15.6	10.4
Delhi	118.3	124.5	121.3	110.5	112.2	111.2	91.2	99.5	94.9	46.7	48.5	47.6
Goa	89.4	93.0	91.1	80.6	85.7	83.0	71.2	76.3	73.7	30.8	37.3	33.8
Lakshadweep	75.4	71.1	73.2	64.7	61.9	63.3	64.9	60.0	62.4	3.3	11.4	7.2
Puducherry	76.4	77.7	77.0	73.4	79.1	76.1	64.6	73.1	68.7	60.3	61.1	60.8
All India	99.3	101.1	100.1	79.7	79.4	79.6	57.0	58.2	57.6	26.7	27.9	27.3

Source: Unified District Information System for Education (UDISE)+ 2021-22, Department of School Education & Literacy and All India Survey on Higher Education (AISHE) 2020-21

## निष्कर्ष

उच्च शिक्षा आदिवासी विकास की कुंजी है। लेकिन आदिवासी छात्रों की संख्या बहुत कम है उच्च शिक्षा में भागीदारी। देश में आदिवासी विद्यार्थियों की उचित उपलब्धि का अभाव है उच्च शिक्षा। उच्च शिक्षा का समग्र जनजातीय परिदृश्य इससे मेल नहीं खाता वैश्विक गुणवत्ता मानक। इसलिए सरकार को उनके विकास के लिए कुछ कठोर कदम उठाने चाहिए। उचित परामर्श के माध्यम से माता-पिता के दृष्टिकोण में सुधार किया जाना चाहिए सरकार द्वारा आदिवासी लड़कियों की सामाजिक सुरक्षा की गारंटी दी जानी चाहिए। गुणवत्ता शिक्षण और एकीकृत सेवा प्रदान की जानी चाहिए। यह दृढ़ता से तर्क दिया गया है कि, भारत जनजातीय आबादी के बीच उच्च शिक्षा के लिए अपनी प्राथमिकता को बढ़ाना है।<sup>13</sup> सामाजिक विज्ञान और मानवता पर अंतर्राष्ट्रीय सम्मेलन पर एक संगोष्ठी आयोजित की भारत में जनजातीय महिला शिक्षा का विश्लेषण और निष्कर्षों के साथ शिक्षा का निष्कर्ष महिलाएं पुरुषों की तरह ही जरूरी हैं। यह महिलाओं को विकास का सही रास्ता खोजने में मदद करता है। शिक्षा एकमात्र सबसे महत्वपूर्ण साधन है जिसके द्वारा व्यक्ति और समाज में सुधार हो सकता है व्यक्तिगत बंदोबस्ती, क्षमता स्तर का निर्माण, बाधाओं को दूर करना और अवसरों का विस्तार करना उनकी भलाई में निरंतर सुधार। यह न केवल पुरुषों के लिए बल्कि आदिवासी महिलाओं के लिए भी लागू होता है भी। आदिवासी महिला शिक्षा के संदर्भ में पुरुष और महिला के बीच संतुलन स्थापित करना आदिवासी परिवारों का रवैया सकारात्मक रूप से बदलना चाहिए और सरकार। सुनिश्चित करने के लिए अलग-अलग कदम उठाएँ आदिवासी महिला को न केवल मुख्यधारा की स्कूली शिक्षा में बल्कि उच्च शिक्षा में भी सफलता शिक्षा का मुख्य उद्देश्य आदिवासी महिलाओं के सांस्कृतिक मानदंडों और जीवन के पैटर्न को बदलना है।<sup>14</sup> उन्हें आर्थिक रूप से स्वतंत्र बनाना, खुद को मजबूत समूह बनाने के लिए संगठित करना ताकि वे उनकी स्थितियों और जीवन की स्थितियों का विश्लेषण करें, उनके अधिकारों और जिम्मेदारियों को समझें और महिलाओं और पूरे समाज के विकास में भाग लेने और योगदान करने में उन्हें सक्षम बनाना। कुछ राज्यों में अनुसूचित जनजाति की जनसंख्या बहुत अधिक है और कुछ राज्यों में अनुसूचित जनजाति नहीं है। साथ में साक्षरता दर के संबंध में, पिछले चार दशकों दोनों में महिला साक्षरता में काफी वृद्धि हुई है, शहरी के साथ-साथ ग्रामीण क्षेत्रों में भी। इसके अलावा अनुसूचित जनजाति की लड़कियों का प्रतिशत अधिक है शिक्षा धीरे-धीरे बढ़ रही है। तथ्य यह है कि बड़ी संख्या में आदिवासी महिलाएं हैं ग्रामीण क्षेत्रों में विभिन्न चरणों में और

क्रम में शैक्षिक अवसरों से चूक गए होंगे उन्हें सशक्त बनाने के लिए विभिन्न प्रकार के कौशल प्रशिक्षण कार्यक्रमों को डिजाइन और व्यवस्थित करना होगा। कौशल परिवर्तन राजनीतिक नेतृत्व संभालने या आर्थिक आत्मनिर्भरता या यहां तक कि सामाजिक के लिए भी हो सकता है।<sup>15</sup>

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