
To Study effectiveness of cervical mobilization (SNAGS) compared with isometric exercises on increasing ROM, reducing pain and disability in patients with Mechanical Neck Pain

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Abstract

Background: Studies have shown that 45-71% recalls episodes of neck pain that affects their daily living activities. The causes and pathology of neck pain is complicated. The major contributory factor is bad postural habits.

Objective: To analyze effectiveness of cervical mobilization (SNAGS) compared with isometric exercises on increasing range of motion and reducing pain and disability in patients with mechanical neck pain.

Method

Design: Experimental study.

Setting: Hospitals and clinics in and around Bangalore.

The oxford physiotherapy and rehabilitation centre.

Duration: Two weeks.

Subjects: 40 mechanical neck pain patients of both genders between 25- 35 years of age, who satisfy selection criteria were the subjects of the study

Intervention: 40 subjects with mechanical neck pain were identified for study and randomly divided into two groups. Group A (n=20): cervical mobilization (SNAGS) and Group B (n=20): isometric exercises.

Outcome measures: Neck Disability Index (NDI), Visual Analogue Scale (VAS) and Goniometry.

Results: Individually each group showed significant improvement in the pre and post VAS and NDI values. There was significant difference in the delta values of VAS, NDI & Goniometry in both the groups. The difference in delta values of NDI, VAS & Goniometry showed that Group A showed more significant reduction in pain, disability and in range of motion with p value of <0.001.

Conclusion: There is significant reduction in pain disability and increase in range of motion in patients of mechanical neck pain treated with cervical mobilization (SNAGs) compared with isometric exercises.

Key words: Cervical mobilization (SNAGs), Neck Disability Index, Visual Analogue Scale, Goniometry

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Introduction

Neck pain is a major hassle inside the society, with an increasing sedentary populace specifically with reliance on computer technology inside the paintings vicinity. one that makes use of laptop for plenty hours constantly, he (or) she can also note growing aches and pains in a few components of the body, generally musculoskeletal in nature.

Ache inside the neck has turn out to be one of the main issues these days. Neck flexion, ahead head posture, scapular retraction, forward hunch posture are some of the faulty postural alignment, resulting in neck pain due to extended cervical muscle activity to support head in ahead role and consequences in increase in fatigue.

Mechanical neck pain may be defined as pain secondary to overuse of a normal anatomic structure (or) pain secondary to injury (or) deformity of an anatomic structure.¹

Epidemiological Surveys

Epidemiological surveys show that 45-71% of people recall an episode of neck pain that affected their activities of daily living. At any given time 9% of men 12% of women have neck pain complaints.

In some industries there is a strong evidence for the efficacy of exercises based intervention in improving function among neck pain patients.

Pain in the neck and its associated complication is a regular feature to any orthopaedic clinic. The causes and pathology of neck pain are complicated. However the major contributory factor is bad postural habits

Characteristics of Mechanical Neck Pain

Mechanical neck pain is the most common type. It is also called as simple (or) non-specific neck pain.²

Mechanical neck pain is caused by put on and tear on the components of the neck; mechanical pain typically starts off evolved from degenerative adjustments in the disc.

Mechanical neck ache typically doesn't purpose weak point (or) numbness inside the arm (or) hand due to the fact the hassle is not from strain at the spinal nerves.³

Mechanical neck pain reasons morning stiffness, pain on ahead flexion and also returning to erect role, pain is frequently aggravated by way of extension, lateral flexion, rotation and sporting activities. Pain normally turns into worse over the route of the day

Causes of Mechanical Neck Pain

Stress - physical and emotional stresses.

Prolonged postures -Many people fall asleep on sofas and chairs and awake with sore necks. The motive of mechanical neck pain isn't always completely understood, but has been observed to be related to diverse anatomical structures, especially zygapophyseal or uncovertebral joints of the cervical spine.⁴

It is also associated with occupational factors such as static work tasks, awkward occupational posture, heavy lifting or physically demanding work.

Overuse - Muscular strains is one of the most common causes.⁵

Poor sleeping postures

Minor Injuries and Falls -Car accidents, sporting events, automobile accidents (or) personal injuries that jar the neck are also frequently causing mechanical neck pain, minor day to day injuries.

Bad postural habits

Sustained, bad occupational posture (or) habitual wrong posture of the neck in relation to the thoracic spine and shoulder joint results in stretching of the soft tissues on one side and elongation (or) lengthening of the ones on the opposite side.

This can cause irritation and strain of the ligaments, muscles (or) joints precipitating cervical pain.

Affected person training may be an important factor in the non-surgical treatment of patients with segmental instability. Patients also need to be made privy to the importance of keeping muscle electricity and persistence, specifically in muscular tissues of the cervical backbone. Fatigue can adversely affect the capacity of the spinal muscular tissues to respond to imposed hundreds, and preferred strengthening programs had been proven to be effective in patients with neck ache.⁸

Criteria for Mechanical Neck Pain⁹

- ❖ Pain is usually cyclic and episodic.
- ❖ Morning stiffness (or) pain is common
- ❖ There is pain on forward flexion and often also on returning to erect position.
- ❖ Pain is often produced (or) aggravated by extension, lateral flexion, rotation and exercises.

Neck pain lasting less than 3 months duration.

research have verified that spinal manipulation aimed at the cervical spine is an powerful intervention for patients with mechanical neck ache however, we should keep in mind the threat-advantage ratio of those interventions. Although many pre manipulative screening processes were proposed to predict patients who can be at danger for severe injury, specifically of the vertebral artery, from cervical manipulation little evidence exists to aid these decision-making schemes in the capability to appropriately pick out those sufferers.

Clinical evidence implicates cervical rotation close to the terminal variety of motion as the number one component for vertebral artery injuries after spinal manipulative processes.¹⁰

It has been observed that spinal guide approaches may want to activate descending inhibitory mechanisms resulting in hypoalgesic outcomes in remote regions.

Mulligan concept of mobilization with movements (MWMs), first utilized in cervical spine, carry the acronyms, SNAGS, stands for sustained herbal apophyseal glides, used to improve function, limit (or) pain in flexion, extension, rotation, facet flexion of cervical spine. Clinically, SNAGS on a painful mobile level may not always achieve a full pain free movement where as restricting the movement of a painful mobile segment (or) gliding a nearby stiff segment does achieve the desired result. His lop and Perrine in 1967 described isometric exercise as muscular contraction against a load which is fixed or immovable or is simply too much to overcome. Muller and Hettinger in 1954 performed a study that claimed that 1-6 seconds isometric contraction at two thirds maximum performed once each day for five days was sufficient for 5% strength gains per week.

In isometric exercise work out is much faster. One should hold a position for 6 – 8 seconds and perform 5 – 10 sets of exercise. So, each body part must be exercised in as little as a minute or so, presuming few seconds of rest between sets.

A brief description of the anatomy and biomechanics of the cervical spine is illustrated below.

Anatomy Of Cervical Spine

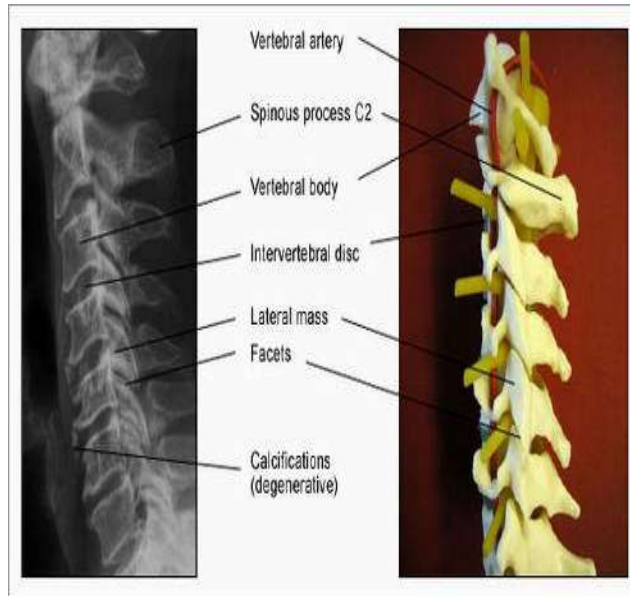


Figure 1: Cervical spine

The cervical spine is made up of first seven vertebrae within the spine;

- ❖ It starts just beneath the skull and ends on the pinnacle of the thoracic spine. There are unique openings inside the vertebra for the arteries that deliver blood to the brain.
- ❖ The first two vertebral bodies in the cervical spine are called atlas and axis.
- ❖ The laminae are the components of the vertebrae that form the once more of the bony arch that surrounds and cover the spinal canal.
- ❖ There is a transverse system on every side of the arch where some of the muscular tissues of the spinal column are attach to the vertebrae.
- ❖ The spinous process is the bony portion of the vertebral body that can be felt as a series of prominence in the centre of the person's neck and back.

Intervertebral disc

it is positioned in between every vertebrae and capabilities as a shock absorber and as joints; they are designed to take in the pressure carried via the backbone whilst permitting the vertebral our bodies to transport with respect to every other. They're made of a robust outer ring of fibers called the annulus fibrosis and a soft center referred to as the nucleus pulpous. The outer layer annulus fibrosis enables to preserve the inner layer nucleus pulpous intact. The annulus is made of very sturdy fibers that join every vertebra together. The nucleus of the disc has a totally excessive water content making it very wet.

Facet joint

The data connect the bony arches of each of the vertebral our bodies. There are two side joints among each pair of vertebrae, one on every facet. Side joint connect every vertebra with the following vertebrae above and beneath. They're more often than not designed to allow the vertebral bodies to rotate with recognize to every different.

Spinal cord and nerve roots

The spinal cord extends from the base of the brain to the place between backside of the primary lumbar vertebrae and top of the second one lumbar vertebrae. The spinal cord give up by using dividing into individuals nerves that tour out of the lower frame and legs. This

organization of nerves at stop of spinal wire referred to as cauda equina or horse tail. For the fast distance these nerves travel thru the spinal canal earlier than they exit out the neural foramen. The nerves in every vicinity of the spinal twine hook up with precise a part of the body. The nerve of the cervical backbone goes to the upper chest and arms, the nerves additionally convey electric signals back to the brain growing sensations.

Review Of Literature

Prevalence of Neck Pain

- 1. Joseph Henry Leonard et al (2009):** stated in an article improvement and assessment of neck ache and useful trouble scale: a validation look at in the Asian context and envisioned that 67% of individuals will suffer from neck pain at a few level of life.
- 2. Lucie Tobin (2007):** stated in an article neck ache and what reasons neck ache that about fifty percent of the population has evidence of degenerative modifications of their cervical backbone via the age of 50.
- 3. Dr.Deepak saran(2001-2006):**Did a comprehensive, prospective study on the prevalence, predisposing factors, presenting features and outcome of treatment of repetitive strain injury(RSI) and found that the age between 18 to 52 are usually affected by neck pain and the median age is 27 years.

Manipulation

- 1. Roodt, maria Louisa Elizabeth (2009):** Did a relative study of 3 different types of manual therapy techniques in the management of chronic neck pain(spinal manual therapy) SMT MET & PNF and concluded that all 3 treatment groups responded equally to the treatment.
- 2. Laurie la russo,ms els (2009):** said in a piece of writing that studies currently published inside the annals of internal medicinal drug shows that manual remedy can be a more effective treatment for neck pain than both bodily remedy or traditional hospital therapy.
- 3. Raquel-martinez-segura pt et al (2006):** Did a study to examine the immediate effect of neck pain and active cervical variety of motion after a single cervical high speed, low amplitude (HVLA) manipulation as compared with a manipulate mobilization method in mechanical neck ache topics and concluded that a single cervical high velocity low amplitude manipulation turned into greater powerful in decreasing neck pain at relaxation and in growing cervical range of motion.

Isometric Exercises

- 1.Pekka tkala et al (2006):** Conducted a study on active neck muscle training in the treatment of chronic neck pain of the women and concluded that stretching and aerobic exercises alone proved to be much less effective than isometric training exercises.
- 2.Gustawa stendig-lindberg (2004) :** Conducted a study on therapeutic exercise and concluded that daily application of isometric exercise for 6seconds only by using two thirds of maximal contractive force, results in an optimal increase of muscle strength.
- 3. Ylinen j, tkala (2003):** Conducted a study on a randomised control trail, Active neck muscle training in the treatment of the chronic neck pain in women and concluded that strength and endurance training with a 12 day institutional programme followed by advice to exercise regularly at home were effective methods for decreasing pain and disability in women with chronic neck pain.

Outcome Parameters

Neck Disability Index

1. Mark Chanciena et al (2008): Conducted a study on validity of the neck disability index and neck pain and disability associated with chronic, non traumatic neck pain and concluded that NDI and NPAD include most of the functional problems common to the patient group and display good content validity.

2. Marianna n Trouli et al (2008): carried out a examine on translation of the neck disability Index and validation of the Greek model in a pattern of neck pain and concluded that they have amassed sufficient proof to expose that the Greek model of the neck disability index measures disability in sports of each day residing in sufferers with neck pain in a dependable, valid and responsive way. The questionnaire is considered a beneficial device for research and clinical settings in Greek primary fitness care. It's also suitable for use in worldwide studies in view that its psychometric residences are comparable with different versions tested in one of kind international locations.

Goniometer

1. Cole et al (2005): Conducted a study on reliability of measurements of cervical spine range of motion- comparison of 3 methods and concluded that AROM measurements on the cervical spine made by the universal goniometer have good to high reliability.

2. Shabnam aggarwal (2005): Conducted a study on validation of the spin-T goniometer, a cervical range of motion device and concluded that the spin T- goniometer may be used as a valid measuring instrument for cervical range of motion.

Vas Scale

1. Gallagher et al (2002): Conducted a study on reliability and validity of a visual analogue scale for acute abdominal pain and concluded that the VAS is methodologically sound instrument for quantitative assessment of acute abdominal pain and for detecting clinically important changes in such pain.

2. Brian tip lady et al (1998): Conducted a study on validity and sensitivity of visual analogue scales in younger and older healthy subject's age and ageing and concluded that the use of visual analogue scale is valid.

Research Methodology

Population

Mechanical neck pain subjects between 25-35yrs of both genders.

Source of Data

The oxford physiotherapy and rehabilitation centre. Bangalore. Outpatient clinics in and around Bangalore.

Sample Size

Sample size is 40

Sampling Design

Simple Random sampling.

Research Design

Experimental, pre and post test comparison.

Selection Criteria

Inclusion Criteria

- Subjects with mechanical neck pain of less than 3months duration.
- Subjects between the ages of 25-35yrs.
- Both genders.

Exclusion Criteria

- Any diagnosed cervical pathology like disc prolapse (or) fracture.
- Persons with rheumatoid arthritis.
- Ankylosing spondylitis.
- Tumours.
- Vertebro-basilar insufficiency symptoms.
- Recent undergone surgery.

Materials Used

- Couch/ treatment table
- Towel
- Pillows
- Universal goniometer

Tools

- Visual analogue scale (VAS).
- Neck Disability Index (NDI).

Cervical Range of Motion with Universal Goniometer

Procedure

- Subjects were allocated randomly after getting informed consent.
- The subjects were positioned comfortably and assessed thoroughly about his /her condition.
- Pre treatment assessment includes evaluation of pain using VAS and disability using NDI and range of motion using universal goniometer.
- Subjects were divided into two groups by Random Sampling Method.

Group – A (Experimental Group)

- Cervical mobilization (SNAGS)

Group-B (Control Group)

- Isometric exercises.

For Experimental Group

Cervical mobilization (snags)

(1)Glides to increase rotation/or decrease pain associated with it:

- Patient is seated.
- Therapist behind the patient.
- Push on the spinous process with the medial border of the thumb. Reinforce with other thumb.
- Push up at a 45 degree angle in the direction of the eye ball.
- Other fingers are placed comfortably on each side of the neck (or) upper antero- lateral thorax.
- While glide is being maintained ask the patient to turn his/her head slowly in the restricted painful direction.
- Get the patient to apply over pressure and sustain for few seconds.
- Repeat several times (5reps (or) 6 reps) and reassess (ROM)

2) Glides to increase side flexion and /or decrease the pain related to it:

- Patient is seated.
- Therapist behind the patient.

- Place thumbs over the spinous process of the vertebrae (as the rotation) above the suspected site.
- Then tell patient to actively side flexes to the restricted/or painful area, and just before the movement is felt to take place beneath the thumbs, apply a sustained pressure up along the facet planes.
- Position for a few seconds.

(3) Glides to increase extension and/or decrease pain associated to it:

- Patient is seated.
- Therapist behind the patient.
- Thumbs placed on the upper spinous process of the cervical segment involved.
- Tell patient to extend his/her neck then push up along the facet treatment plane.
- Maintain glides until the neck returns to neutral position.
- The technique is repeated 6times and the movement reassessed.

(4) Glides to increase flexion and/or decrease pain related to it:

- Patient is seated.
- Therapist behind the patient.
- One thumb reinforced by other thumb place over the superior spinal process of the spinal segment.
- Tell patient to flex his/her neck and push up along the treatment plane (towards eye ball).
- Several repetitions should be given.

Isometrics

For neck flexion:

- Instruct the subject to perform isometric exercises and hold the contraction for 3-6sec without any movement.
- Perform 10repetitions of each exercise, 3times a week for 2weeks.

General instructions

- Breathe constantly; do not hold breath.
- Keep the neck aligned
- Stay in comfort range

Isometric exercise for neck flexors: Position; seated

Subjects were asked to place one hand on the waist, other with palm facing the forehead, gently press the head with resistance from the hand as though trying to look down.

For neck extension

Position; seated

Subjects were asked to clasp the hands behind the head, pull the chin in and move the head back in to the hands.

For neck lateral rotation: Position; seated

Subjects were asked to put one hand on the waist and the other palm on the cheek and were asked to gently press the head in to the hand as though trying to bring the ear down to shoulder.

Research Design

Study Design: A Comparative study that involved 40 patients with mechanical neck pain who were randomized into two groups with 20 patients in Group A-Experimental group

(cervical mobilization (SNAGS)) and 20 patients in Group B-Control group (Isometric exercises)

Statistical Methods: Descriptive statistical evaluation has been achieved inside the present observe. Consequences on non-stop measurements are offered on mean \pm SD (Min-Max) and effects on specific measurements are offered in wide variety (%). significance is classified at 5 % degree of importance. Mann Whitney U test (tailed, impartial) has been used to discover the significance of look at parameters on non-stop scale among group Wilcox on Signed rank check has been used to discover the importance of pre- and post-intervention of final results variables with in every group pupil t test has been used to discover the homogeneity of parameters on continuous scale and Chi-square /Fisher genuine test has been used to locate the homogeneity of samples on specific scale.

1. Mann Whitney U test

$$Z = \frac{T_{Obs} - T}{\sqrt{T}}$$

Where T_{Obs} Sum of ranks in n_a Group A and n_b Group B

Table 1: Age distribution of patients studied

Age in years	Control group		Experimental group	
	No	%	No	%
25-30	15	75.0	11	55.0
31-35	5	25.0	9	45.0
Total	20	100.0	20	100.0
Mean \pm SD	29.30 \pm 2.45		29.85 \pm 2.74	

Samples are aged matched at $p=0.50$

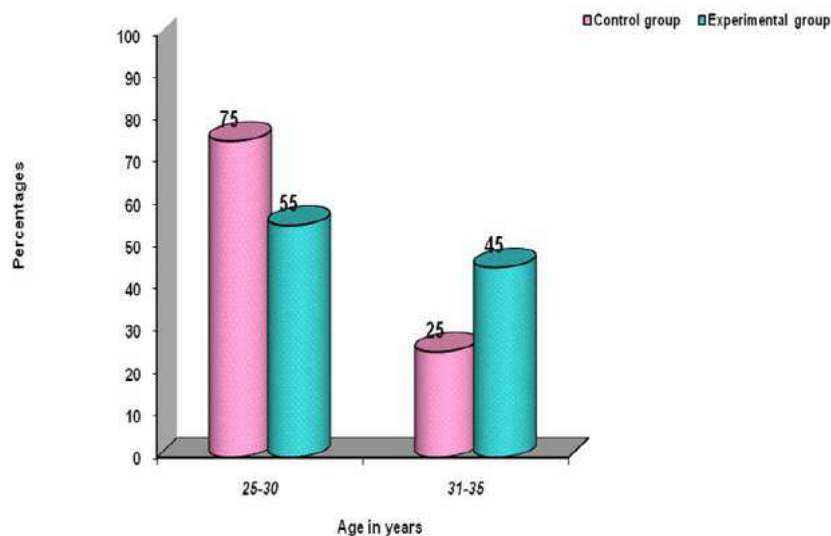
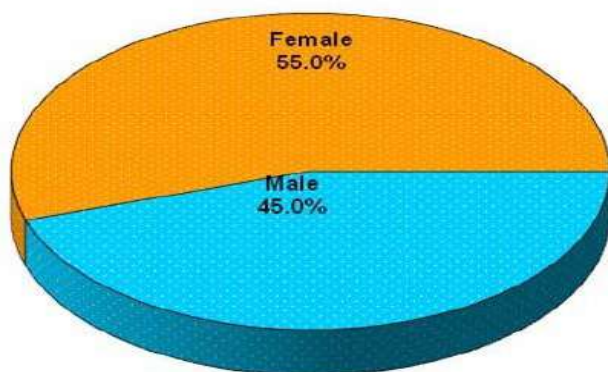


Table 2: Gender distribution of patients studied

Gender	Control group		Experimental group	
	No	%	No	%
Male	9	45.0	10	50.0
Female	11	55.0	10	50.0
Total	20	100.0	20	100.0

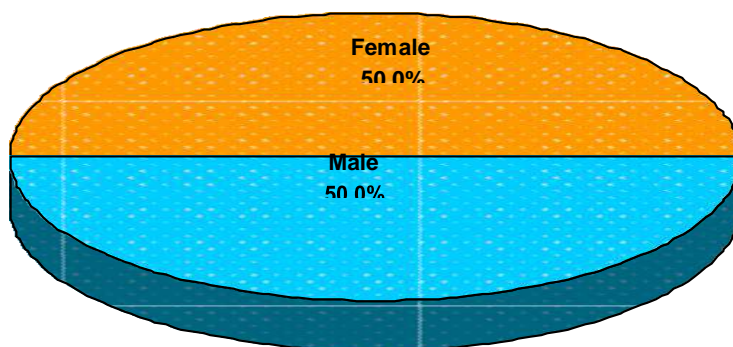
Samples are gender matched at P=0.752



Control group

Graph 1 b: Gender distribution between groups

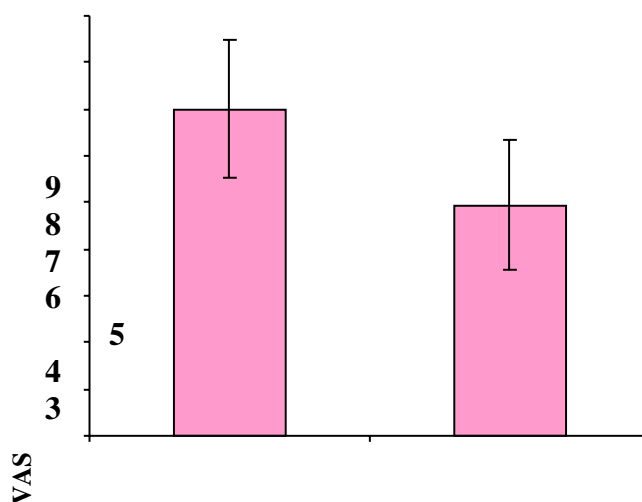
Table 2 and graphs 1b shows that gender distribution between the two groups was



Statistically matched at p =0.752.

Table 3: Evaluation of outcome variables in Experimental group

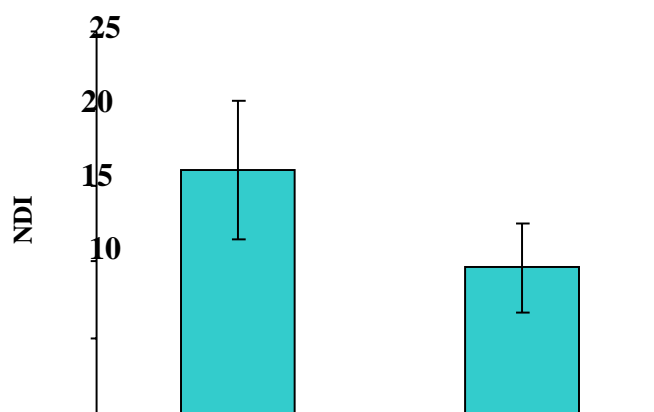
Outcome Variables	Pre	Post	delta	95%CI	P value	Effect size
VAS	7.00±1.49	4.95±1.39	-2.05	-2.67 to -1.45	<0.001**	1.38
NDI	15.95±4.52	9.65±2.89	-6.30	-7.26 to -5.33	<0.001**	1.39
Flexion	52.25±12.09	56.6±10.92	4.35	2.54 to 6.15	<0.001**	0.36
Extension	39.30±3.34	42.10±4.54	2.80	1.59 to 4.01	<0.001**	0.84
Right rotation	54.00±11.5	61.90±9.71	7.90	5.07 to 10.72	<0.001**	0.69
Left rotation	63.65±8.86	67.35±8.14	3.70	2.35 to 5.05	<0.001**	0.42
Right side Flexion	38.40±3.57	39.70±3.13	1.30	0.79 to 1.81	<0.001**	0.36
Left side Flexion	38.75±3.39	40.00±3.31	1.25	0.85 to 1.65	<0.001**	0.37



PrePost

Experimental group

Graph 2 a: VAS Scale score of experimental group.



PrePost

2.b Experimental group.

Table 3 and graphs of 2 a, &b shows that Group A showed statistically significant difference in pre and post treatment scores of VAS at a p value of <0.001 and effect size 1.38, NDI at a p value of <0.001 with an effect size of 1.39 and range of motion at a p value of <0.001 with effect size of 0.36, 0.84, 0.69, 0.42, 0.36 and 0.37 respectively.

From this study, it is shown that cervical mobilization (SNAGS) has brought about a significant improvement in experimental group when compared to control group in reducing pain disability and increase in range of motion of patients with mechanical neck pain, therefore it can be concluded that the cervical mobilization (SNAGS) can be used as an effective means of treatment in patients with mechanical neck pain.

Discussion

The study attempted to find out the effectiveness of cervical mobilization (SNAGS) compared with isometrics in reducing pain disability and increasing range of motion in patients with mechanical neck pain.

The study was carried out on 40 male and female subjects, age group between 25-35 years. The subjects were randomized into 2 groups i.e. Group A (cervical mobilization (SNAGS) and Group B (isometric exercises) with 20 patients in each group. Group A had 10 males and 10 females, Group B had 9 males and 11 females. The mean age between the groups A and B was 29.85 and 29.30 respectively.

Limitation Of The Study

- ❖ The study sample size was relatively small.
- ❖ The activity levels of the samples selected were not matched which might have altered the results of the study
- ❖ There was no follow up, so long term effects are not known.
- ❖ It was a short duration study.

Recommendation

- ❖ The same study may be explored for specific neck pain conditions
- ❖ This study can also be done for radiating pain conditions.
- ❖ The study can be further carried out with exercises attending to stabilization of the cervical spine
- ❖ This study can also be done for the other age groups.

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वर्तमान सन्दर्भ में बौद्ध शिक्षाओं का महत्व

दीप नरायन भाोधार्थी*

भाोध निर्देशिका डा0 आरती पाण्डेय**

ईसा पूर्व छठी शताब्दी का समय धार्मिक दृष्टि से महान् परिवर्तन का समय माना जाता है। इस समय परम्परागत वैदिक धर्म एवं समाज में व्याप्त कुरीतियों, पाखाण्डों, कुप्रथाओं, छुआ-छूत, ऊँच-नीच आदि के विरोध में गौतम बुद्ध के नेतृत्व में एक आन्दोलन आरम्भ हुआ। गौतमबुद्ध ने अपनी शिक्षाओं के माध्यम से नवीन धर्म का प्रचलन किया जो आगे चलकर एक अन्तर्राष्ट्रीय धर्म बन गया। यदि विश्व के ऊपर उनके मरणोन्तर प्रभावों के आधार पर भी उनका मूल्यांकन किया जाय तो वे भारत में जन्म लेने वाले महानतम व्यक्ति थे।¹

बौद्ध धर्म आदर्श नैतिकवाद के आधार पर उन सिद्धान्तों को लेकर उठा था जो समस्त मानवता के लिए कल्याणकारी था। "दुःख और दुःख का निरोध" यही उनके धर्म के दो स्तम्भ थे। परन्तु ये समस्या सार्वभौम समस्या है न कि साम्प्रदायिक समस्या। दुःख निरोध का जो मार्ग तथागत ने बताया वह वस्तुतः नैतिक मार्ग और सदाचार का मार्ग था। तपस्या और यज्ञ की नैतिक व्याख्या करके महात्मा बुद्ध ने जिस धर्म की स्थापना की वह सर्वग्राही था। कर्मवाद की पूर्ण गरिमा स्थापित कर उन्होंने मानव को समस्त बाह्य बन्धनों से मुक्त कर दिया। मनुष्य ही अपना भाग्यविधाता है। उसके कर्म ही उसे मोक्ष दिला सकते हैं। इस प्रकार के विचार व्यक्त कर उन्होंने एक ओर भारतीय नैतिक जीवन पर बल दिया और दूसरी ओर मानव और मोक्ष के बीच खड़े हुए अवरोधों को नष्ट करके एकमात्र कर्म की ही मध्यस्थता स्वीकार की। वेदवाद, ब्रह्मवाद, यज्ञवाद एवं समस्त रूढ़िवादों का परित्याग कर उन्होंने अपने धर्म के अति प्रगतिशील होने का परिचय दिया था।

गौतमबुद्ध ने मोक्ष का द्वार स्त्री-पुरुष, ब्राह्मण, क्षत्रिय, वैश्य, शूद्र, बालक, युवा, वृद्ध आदि सभी के लिए खोलकर अपने धर्म को विशुद्ध मानवादी बताया। "जाति-पाति मत पूछ आचरण पूछ" का उद्घोष युग-युग तक बौद्ध धर्म के निर्विशेष मानववाद की दुहाई देता रहेगा। महात्मा बुद्ध ने यह कहा कि "जो कोई जातिवाद में फँसे है, गोत्रवाद में फँसे है, मानववाद में फँसे है, आवाह-विवाह में फँसे है, वे अनुपम विधाचरण सम्पदा से दूर हैं।"² सबसे पहले उन्होंने ही मनुष्य-मनुष्य के बीच के सारे कृत्रिम अवरोधों के विरोध में आवाज उठायी थी।

गौतमबुद्ध ने दुःख को दूर करने के लिए अष्टांगिक मार्ग बताया जो नितान्त विशुद्ध आचार तत्वों से निर्मित था। उसमें न तो अधिक शारीरिक सुख के लिए अवकाश था और न अधिक शारीरिक दुःख के लिए। वह दोनों के बीच का मार्ग था। इसी कारण उसे मध्यम प्रतिपदा (मध्यम मार्ग) भी कहा गया है।³ महात्मा बुद्ध की मध्यमार्गी मनोवृत्ति उनके प्रत्येक कार्य में परिलक्षित होता है। उन्होंने न एकमात्र अन्धश्रद्धा को स्वीकार किया और न एक मात्र जड़ विवादिता को। जनवादी होने के कारण उन्होंने अपने अनुयायियों को पूरी विचार स्वतंत्रता दे रखी थी। उन्होंने अपने अनुयायियों से कहा था कि प्रत्येक धर्मतत्व को स्वयं सोच समझकर ग्रहण करें। वे इसलिए इसे न ग्रहण करें कि उसे तथागत ने कहा है। विचार-स्वतंत्रता के पोषक होने के साथ ही उन्होंने तत्कालीन तार्किकों को अनवरत विवाद को भी हानिकर समझा और उसे हतोत्साहित किया।

बौद्ध धर्म नितान्त कारणवादी है और उसकी यह विशेषता उसे अहेतुवादियों, नियतिवादियों और निराशावादियों से पृथक करती है। बौद्ध धर्म के अनुसार संसार में जो धर्म है वह कारण से उत्पन्न होता है। उस कारण को तथागत ने कहा है और उसका जो निरोध है उसे भी बताया है।⁴ उन्होंने आनन्द से कहा था कि जन्म के कारण जरा मरण है।⁵ इसी कारणवाद को लेकर बौद्धधर्म के प्रतीत्यसमुत्पाद का सिद्धान्त प्रतिपादित किया गया था। प्रतीत्यसमुत्पाद प्रत्येक वस्तु की उत्पत्ति और अनुत्पत्ति का दर्शन है। मानव के उत्कर्ष के लिए महात्मा बुद्ध ने सभी बाह्य आडम्बरों का परित्याग कर एकमात्र अन्तःशुद्धि पर जोर दिया।

बौद्ध धर्म में कर्म का अर्थ वैदिक कर्मकाण्ड न होकर मनुष्य की समस्त कायिक, वाचिक और मानसिक चेष्टाओं से है। यही कर्म मनुष्य के दुःख-सुख का दाता है। बुद्ध धर्म कर्म प्रधान धर्म है क्योंकि जो महत्व आस्तिक धर्मों में ईश्वर का है वहीं महत्व बौद्ध धर्म में कर्म का है। ज्ञान प्राप्ति कर्म के ऊपर ही आधारित है। महात्मा बुद्ध ने राहुल से कहा कि 'जिन किन्हीं' श्रमणों या ब्राह्मणों ने अतीतकाल में कार्य-कर्म, वचन कर्म और मन-कर्म परिशोधित किये, उन सबने इसी प्रकार परिवेक्षण कर कार्य-कर्म, वचन-कर्म और मन-कर्म परिशोधित किया जैसे मैंने।'⁶ महात्माबुद्ध ने कहा कि 'जाति मत पूछ' आचरण पूछ नीचकुल का पुरुष धृतिमान, ज्ञानवान और पापरहित मुनि होता है। जो सत्य से दान दमनमुक्त वेद के अन्त को पहुँचा है और जिसने ब्रह्मचर्य को पूरा किया है उसे यज्ञ में प्राप्त यज्ञ-उपवीत कर्हों। कर्म के आधार पर ही महात्मा बुद्ध ने चतुर्वर्णी शुद्धि का प्रतिपादन किया था। उनका उपदेश था कि जो भी मनुष्य चाहें

* "पं0 जवाहर लाल नेहरू महाविद्यालय, बाँदा, उत्तर प्रदेश"

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वह ब्राह्मण हों, वैश्य हो अथवा शुद्र हो, सम्यक् कर्म करेगा वह मोक्ष का अधिकारी होगा।⁷ इस प्रकार हम देखते हैं कि अन्तः शुद्धि और सम्यक् कर्म के ऊपर जोर देकर महात्मा बुद्ध ने समाज में नैतिक आदर्शवाद स्थापित करने की चेष्टा की।

महात्मा बुद्ध नितान्त प्रयोजनवादी थे। अतः उन्होंने उन्हीं विषयों पर उपदेश दिया जो मनुष्य के परम कल्याण के लिए आवश्यक थे। लोक, जीव और परमात्मा सम्बन्धी अनेक विवादों को उन्होंने व्यर्थ समझा इसलिए इस पर बात करने से मना कर दिया। निर्वाण बुद्ध धर्म का परम लक्ष्य है। परन्तु इस धर्म में निर्वाण का जो रूप निर्धारित किया गया है वह अन्य धर्मों में प्रतिपादित निर्वाण से भिन्न है। बौद्ध धर्म में निर्वाण इसी जीवन में सम्भव है⁸ जबकि अन्य धर्मों में निर्वाण मृत्यु के पश्चात् ही प्राप्त हो सकता है। इस प्रकार बौद्ध धर्म के प्रायः समस्त सिद्धान्तों की भाँति निर्वाण भी जीवन की समस्या है। महात्मा बुद्ध निर्वाण प्राप्ति के बाद बहुत दिनों तक जीवित रहें। वास्तव में बौद्ध धर्म में अर्थ परम् ज्ञान है। वह जीवन की पूर्ण विशुद्धि है।⁹ वह विमुक्ति का दूसरा नाम है। उसे पा जाने पर मनुष्य जरा-मरण के चक्कर से छूट जाता है। यह अमृत है। इसे पाकर कुछ भी पाना शेष नहीं रहता है। जिस प्रकार पार चले जाने पर मनुष्य को नाव की आवश्यकता नहीं रहती उसी प्रकार निवृत्त मनुष्य को धर्म की भी आवश्यकता नहीं है।¹⁰

महात्मा बुद्ध ने ईश्वर को सृष्टिकर्ता रूप में स्वीकार नहीं किया क्योंकि ऐसा करने पर उन्हें ईश्वर को दुःख की सृष्टि करने वाला भी मानना पड़ता। नितान्त कर्मवादी होने के कारण उन्होंने मानव के कल्याण के लिए ईश्वर सम्बन्धी प्रश्नों को अनावश्यक समझा। इसी से उन पर वे मौन रहे। परन्तु इसका अर्थ यह नहीं है कि वे अनीश्वरवादी हो। यदि ईश्वर को अनिर्वनीय परम तत्त्व के अर्थ में लिया जाय तो चार्वाकदर्शन को छोड़कर कोई भी भारतीयदर्शन अनीश्वरवादी सिद्ध न होगा। बौद्ध धर्म भी परमतत्त्व के अस्तित्व की ओर परोक्ष रूप से संकेत करता है।¹¹ अतः इस दृष्टि से वह भी अनीश्वरवादी नहीं कहा जा सकता।

महात्मा बुद्ध की दृष्टि से आत्मा के प्रश्न को लेकर भी तत्कालीन समाज में अतिपूर्ण धारणाओं का प्रचार हो रहा था। आत्मा सम्बन्धी प्रश्न को लेकर सारनाथ में उन्होंने पंचवर्गीय भिक्षुओं को जो उपदेश दिया था, वह विनयपिटक के महावग्ग में अनन्त लक्ष्ण सुत्त के रूप में संरक्षित है। इससे तथागत ने पाँचों स्कन्धों-रूप, वेदना, संज्ञा, संस्कार और विज्ञान का विश्लेषण करके यह मत प्रस्तुत किया कि इनमें से कोई भी आत्मा नहीं हो सकती क्योंकि ये सब अनिव्य हैं और रोग के अधीन हैं। अतः ये सब अनात्म हैं। महात्मा बुद्ध ने शाश्वतवाद और अच्छेदेवाद के बीच का मार्ग 'मध्यम प्रतिपदा' का अनुगमन किया। उन्होंने न यह कहा कि आत्मा है और न यह कहा कि आत्मा नहीं है। जहाँ वे अनात्मवाद का उल्लेख करते हैं वहाँ उनका अर्थ केवल यही है कि सम्पूर्ण अनुभूत जगत में आत्मा नहीं है क्योंकि यह जगत नश्वर है और रोगों के अधीन है। वास्तव में उन्होंने आत्मा के विषय पर विचार करना मना किया है और इसे अमनसिकरणीय धर्म बताया है।¹² आत्मावाद और अनात्मवाद के झगड़े को निश्चित किए बिना भी उनका धर्म निर्वाणदायक था।

गौतम बुद्ध ने कहा कि मनुष्य जिन दुःखों से पीड़ित है, उनमें बहुत बड़ा हिस्सा ऐसे दुःखों का है, जिन्हें मनुष्य ने अपनी अज्ञानता वश या मिथ्या दृष्टियों से पैदा कर लिया है। उन दुःखों का प्रहाण अपने सही ज्ञान द्वारा ही सम्भव है, किसी के आर्शीवाद या वरदान से उन्हें दूर नहीं किया जा सकता। सत्य का ज्ञान ही सम्यक ज्ञान है। अतः सत्य की खोज दुःखों से मोक्ष के लिए अति आवश्यक है। खोज अज्ञात सत्य की ही की जाती है। यदि सत्य किसी शास्त्र, आगम या उपदेशक द्वारा ज्ञात हो गया हो तो उसकी खोज नहीं। अतः बुद्ध ने अपने पूर्ववर्ती लोगों द्वारा बताये गये सत्य को नकार दिया और अपने लिए नये सिरे से उसकी खोज की। बुद्ध स्वयं कहीं प्रतिबद्ध नहीं हुए और न ही अपने शिष्यों को कहीं प्रतिबद्ध होने दिया। उन्होंने कहा कि मेरी बात को भी इसलिए चुपचाप न मान लो कि उसे बुद्ध ने कहा है। उस पर भी संदेह करो विभिन्न परीक्षाओं द्वारा उसकी परीक्षा करो। जीवन की कसौटी पर उन्हें परखो, अपने अनुभवों से उसका मिलान करो, यदि तुम्हें सही जान पड़े तो उन्हें स्वीकार्य करो अन्यथा छोड़ दो। यही कारण था कि बौद्ध धर्म रहस्यमय आडम्बरों से मुक्त है और मानवीय संवेदनाओं से ओत-प्रोत एवं सीधे हृदय को स्पर्श करता है।¹³

गौतम बुद्ध विश्व कल्याण के लिए मैत्री भावना पर बल देते हैं। ठीक वैसे ही जैसे महावीर स्वामी ने मित्रता के प्रसार की बात कही थी। गौतम बुद्ध मानते हैं कि मैत्री के मोगरों की महक से ही संसार में सद्भाव का सौरभ फैल सकता है। बुद्ध कहते हैं कि बैर से बैर कभी नहीं मिटता है। मित्रता से ही बैर खत्म हो सकता है। मित्रता ही सनातन नियम है। गौतम बुद्ध घृणा के घावों पर मोहब्बत का मरहम लगाते हैं। आज बेइमानी के बाजार में स्वार्थ के सिक्के चल रहे हैं। 'पगड़ी उछाल' की राजनीति अनैतिकता के आंगन में अठखेलियां कर रही है। अन्याय की आग में ईमान को ईंधन बनाया जा रहा है। दया का दम घुट रहा है। छल-छंद की छुरियों से विश्वनीयता को घायल किया जा रहा है। ऐसी स्थिति से मुक्ति के लिए गौतम बुद्ध की शिक्षाओं को अपने आचरण में लाना आज भी आवश्यक है।¹⁴

गौतम बुद्ध राजनीतिक दृष्टि से गणतंत्र प्रणाली के समर्थक थे। इसी कारण उन्होंने अपने संघ की स्थापना गणतांत्रिक मूल्यों पर की थी। आज भारत भी गणतंत्रीय प्रणाली का अनुगमन कर रहा है। लेकिन भारत का लोकतंत्र एवं गणतंत्रीय प्रणाली पूर्ण रूप से सफल नहीं हो पा रही है। यदि भारत गौतम बुद्ध के गणतंत्रीय आदर्शों का अनुशीलन करे, तो भारत का लोकतंत्र एक आदर्श लोकतंत्र बन सकता है।

भारतीय समाज में अनेक वर्ण व जातियां विद्यमान हैं। इनके कारण भारत में अनेक बुराइयां एवं दोष उत्पन्न हो गए हैं। स्वस्थ समाज के निर्माण के लिए यह परमावश्यक है कि भारत से वर्ण व जातियों के आधार पर किये गए अप्राकृतिक विभाजन को समाप्त किया जाय। बुद्ध का समाजदर्शन वर्ण और जाति के आधार पर किसी भी प्रकार का विभाजन नहीं मानता। बौद्ध दर्शन की दृष्टि से सभी मनुष्य समान हैं। जन्म अथवा कर्म के आधार पर मनुष्य में किसी प्रकार का भेद नहीं है। यदि समाज को संगठित स्वस्थ और रोग रहित रहना है तो बुद्ध के शिक्षाओं के मार्ग पर चलना आवश्यक है।

बौद्ध धर्म ने ही सर्वप्रथम भारतीयों को एक सरल तथा आडम्बररहित धर्म प्रदान किया जिसका अनुसरण राजा-रंक, ऊंच-नीच सभी कर सकते हैं। धर्म के क्षेत्र में इसने अहिंसा एवं सहिष्णुता का पाठ पढ़ाया। अशोक, कनिष्क, हर्ष आदि राजाओं में जो धार्मिक सहिष्णुता देखने को मिलती है वह गौतम बुद्ध की शिक्षाओं का ही प्रभाव था। अशोक ने युद्ध विजय की नीति का परित्याग कर धम्मविजय की नीति को अपनाया तथा लोक कल्याण का आदर्श समस्त विश्व के समक्ष प्रस्तुत किया।

गौतम बुद्ध की शिक्षाओं ने लोगों के जीवन का नैतिक स्तर ऊंचा उठाने में महत्वपूर्ण योगदान दिया। जन-जीवन में सदाचार एवं सच्चरित्रता की भावनाओं का विकास हुआ। गौतम बुद्ध ने नैतिकता को सर्वोच्च प्राथमिकता दी थी तथा वह ज्ञान से भी बढ़कर इसे मानते थे। गौतम बुद्ध का दर्शन एवं उनकी शिक्षाओं ने न केवल भारत अपितु विश्व के देशों को अहिंसा, शान्ति, बन्धुत्व, सह-अस्तित्व आदि का आदर्श बताया। इसके कारण ही भारत का विश्व के देशों पर नैतिक आधिपत्य कायम हुआ। गौतम बुद्ध ने मानव जाति की समानता का आदर्श प्रस्तुत किया था।¹⁵

इस प्रकार यह स्पष्ट होता है कि गौतम बुद्ध ने जिन शिक्षाओं, सिद्धान्तों एवं आदर्शों का प्रतिपादन किया वे आज के इस वैज्ञानिक युग में भी अपनी मान्यता बनाये हुए हैं। गौतम बुद्ध की शिक्षाओं को पूरे विश्व में कार्यान्वित किया जा रहा है। भारत ने राजचिन्ह के रूप में बौद्ध प्रतीक को ग्रहण किया है तथा वह शान्ति एवं सह-अस्तित्व के सिद्धान्तों का पोषक बना हुआ है। पंचशील का सिद्धान्त बौद्ध धर्म की ही देन है। आधुनिक संघर्षशील युग में हम गौतम बुद्ध के सिद्धान्तों एवम् उनकी शिक्षाओं तथा ज्ञान का अनुसरण करें तो निःसंदेह शान्ति एवं सद्भाव स्थापित कर सकते हैं।

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“फणीश्वरनाथ रेणु जी का व्यक्तित्व एवं कृतित्व परिचय”

डॉ. स्नेहलता निर्मलकर*

सुलोचना कुर्रे**

ऑंचल का शब्दिक अर्थ है— जनपद या क्षेत्र। जिन उपन्यासों में किसी विशिष्ट क्षेत्र के जनजीवन का समग्र बिम्बात्मक चित्रण होता है, उन्हें आंचलिक उपन्यास या कहानियाँ कही जाती हैं। इन कहानियों या उपन्यासों का मूल उद्देश्य उस क्षेत्र विशेष की सभ्यता, संस्कृति, रहन-सहन, रूढ़ियाँ, सामाजिक परम्पराएं, लोक जीवन, त्यौहार, पर्व, भाषा—बोली, भूगोल, राजनीतिक, चेतन एवं आर्थिक, कठिनाइयों का चित्रण करना होता है। आंचलिक उपन्यासकारों में फणीश्वरनाथ रेणु जी का प्रमुख स्थान है। वे हिन्दी के आंचलिक उपन्यासों में मील का पत्थर माने जाते हैं। मैला ऑंचल, परती परिकथा इसका सुन्दर उदाहरण है। प्रकृति का मानवीकरण उनकी विशेषता है¹— ‘परती का चप्पा—चप्पा हँस रहा है।’² रेणु जी की कहानियाँ भी अपनी संरचना और प्रकृति शिल्प में हिन्दी कहानियों की परम्पर में एक अलग और नई पहचान लेकर उपस्थित होती रही हैं। इनकी लगभग हर कहानी में पात्रों की सोच घटनाओं से प्रधान होती थी। ‘एक आदिम रात्रि की महक’ इसका अच्छा उदाहरण प्रस्तुत करती है। वस्तुतः एक नई कथा—धारा का प्रारंभ इन्हीं कहानियों से होता है।³

प्रस्तावना

हिन्दी कथा—साहित्य के महत्वपूर्ण रचनाकार फणीश्वरनाथ रेणु जी का जन्म 4 मार्च 1921 को बिहार के पूर्णिया या जिला के औराही हिंगन गाँव में हुआ था। दमन और शोषण के विरुद्ध आजीवन संघर्ष करते रहे। राजनीति में सक्रिय हिस्सेदारी। 1942 के भारतीय स्वाधीनता संग्राम में एक प्रमुख सेनानी की भूमिका निभाये। 1950 में नेपाली जनता को राणाशाही के दमन और अत्याचारों से मुक्ति दिलाने के लिए वहाँ की सशस्त्र क्रान्ति और राजनीति में सक्रिय योगदान दिये। 1952—53 में दीर्घ कालीन रोग ग्रस्त हो गये तत्पश्चात् राजनीति की अपेक्षा साहित्य—सृजन की ओर उनका अधिक झुकाव हुआ और 1954 में बहुचर्चित उपन्यास मैला ऑंचल का प्रकाशन हुआ। कथा—साहित्य के अतिरिक्त संस्मरण, रेखाचित्र, और रिपोर्ताज आदि विधाओं में भी लिखे।⁴

फणीश्वरनाथ रेणु जी ने 1936 के आस—पास से कहानी लेखन की शुरुआत की। परन्तु वे अपरिपक्व कहानियाँ थीं। 1944 में उन्होंने ‘बट बाबा’ नामक पहली परिपक्व कहानी लिखी। दूसरी कहानी ‘पहलवान की ढोलक’ 11 दिसम्बर 1944 को ‘साप्ताहिक विश्वमित्र’ में छपी। 1972 में रेणु जी ने अपनी अंतिम कहानी ‘भित्तिचित्र की मयूरी’ लिखी। उनकी अब तक उपलब्ध कहानियों की संख्या 63 है। ‘तुमरी’ ‘अग्निखोर’ ‘आदिम रात्रि की महक’ ‘एक श्रावण दोपहरी की धूप’ ‘अच्छे आदमी’ सम्पूर्ण कहानियाँ आदि उनके प्रसिद्ध कहानी संग्रह हैं।

उनकी कहानी ‘मारे गए गुलफाम’ पर आधारित फिल्म ‘तीसरी कसम’ ने भी उन्हें काफी प्रसिद्धि दिलवाई। इस फिल्म को सिनेमा में मील का पत्थर माना जाता है।⁵ उन्होंने अंचल विशेष की भाषा का अधिक से अधिक प्रयोग किया ताकि उस जन समुदाय को ज्यादा से ज्यादा प्रमाणिकता से चित्रित किया जा सके। रेणु जी ने अपनी अनेक रचनाओं में आंचलिक परिवेश के सौंदर्य उसकी सजीवता और मानवीय संवेदनाओं को अद्वितीय ढंग से वर्णित किया है। दृश्यों को चित्रित करने के लिए उन्होंने गीत, लय, ताल, वाद्य, ढोल, खंजड़ी, नृत्य, लोक नाटक, जैसे उपकरणों का सुन्दर प्रयोग किया है। रेणु जी ने मिथक लोक विश्वास, अंधविश्वास लोक गीत इन सभी को अपनी रचनाओं में स्थान दिया है। उन्होंने ‘मैला ऑंचल’ उपन्यास में अपने ऑंचल का इतना गहरा व व्यापक चित्र खींचा है, कि सचमुच यह उपन्यास हिन्दी में आंचलिक औपन्यासिक परम्परा की सौंदर्य बोध को समृद्ध करने के साथ—साथ अमानवीयता पराधीनता और साम्राज्यवाद का प्रतिवाद भी करता है।⁶ इस उपन्यास के केन्द्र में है बिहार का पूर्णिया जिला जो काफी पिछड़ा है। रेणु जी कहते हैं—

“इसमें फूल भी है, शूल भी, धूल भी है, गुलाब भी, कीचड़ भी है, चंदन भी, सुन्दरता भी है, कुरूपता भी मैं किसी से भी दामन बचाकर नहीं निकल पाया”।

‘मैला ऑंचल’ वस्तु और शिल्प दोनों स्तरों पर सबसे अलग है। इसमें एक नए शिल्प में ग्रामीण जीवन को चित्रित किया गया है। इसकी विशेषता है कि इसका नायक कोई व्यक्ति अर्थात् कोई पुरुष या महिला नहीं वरन् पूरा का पूरा ऑंचल ही इसका नायक है। इसके अलावा परती परिकथा (1957 ई.), पल्टूबाबू रोड (1960 ई.), दीर्घतया (1964 ई.), जुलूस (1965 ई.), कितने चौराहे (1966 ई.), कलंकमुवित (1972) इनके प्रसिद्ध उपन्यास हैं।⁸

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** डॉ. सी.वी. रामन् विश्वविद्यालय कोटा, बिलासपुर (छ.ग)

कथा-साहित्य के अलावा उन्होंने संस्मरण रेखाचित्र और रिपोर्टाज आदि विधाओं में भी रचनाएँ लिखी। उनके संस्मरण भी काफी मशहूर हुए। 'आत्म परिचय' ऋणजल-धनजल, वन-तुलसी की गंध (1984 ई.) श्रुत अश्रुत पूर्व, उनके प्रमुख संस्मरण हैं। इसके अतिरिक्त वे दिनमान पत्रिका में रिपोर्टाज भी लिखते थे। 'नेपाल क्रांति कथा' उनके रिपोर्टाज का उत्तम उदाहरण है।

जीवन के सांध्यकाल में राजनीतिक आन्दोलन से उनका पुनः गहरा जुड़ाव हुआ। जे.पी. के साथ पुलिस दमन के शिकार हुए और जेल गए। सत्ता के दमनचक्र के विरोध में पद्मश्री लौटा दी। 11 अप्रैल 1977 को आँचलिक उपन्यासकारों में मील के पत्थर कहने वाले फणीश्वरनाथ रेणु जी का निधन हो गया। व्यक्ति और कृतिकार दोनों ही रूपों में रेणु जी अप्रतिम थे।⁹

संदर्भ ग्रंथ

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3. फणीश्वरनाथ रेणु की श्रेष्ठ कहानियाँ – भारत यायवर
4. राजकमल प्रकाशन –1-बी, नेताजी सुभाष मार्ग, दरियागंज, नई दिल्ली-110002
5. फणीश्वरनाथ रेणु की श्रेष्ठ कहानियाँ – भारत यायवर
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नारीवाद और सरोगेसी

संगीता कुमारी*

स्त्री अधिकारों के लिए, बच्चों की सुरक्षा समस्या के समाधान के लिए, समान काम के लिए समान वेतन की माँग के लिए, स्वतंत्रता और विश्व शान्ति की आवाज उठाने के लिए किये गये संकल्पों, दायित्वों को याद दिलाने के लिए प्रतिवर्ष 8 मार्च को अंतर्राष्ट्रीय महिला दिवस मनाया जाता है। इसके इतिहास का यदि अध्ययन करे तो यह स्पष्ट होता है कि आज की स्थिति तक पहुँचने के लिए महिलाओं को लम्बा संघर्ष करना पड़ा और आज भी नारी चेतना के स्वर जागृत होने के बावजूद भी विश्व की सभी देशों की महिलाओं को समान व्यवहार तो दूर कानून में भी समानता नहीं मिल पाई है।

नारीवाद

नारीवाद शब्द का प्रयोग सामान्यतः उस विचारधारा और आंदोलन के लिए किया जाता है, जिसका उद्देश्य सदियों से चले आ रहे पुरुष प्रधान समाज में महिलाओं को उचित स्थान या मुक्ति दिलाना है। वस्तुतः नारीवाद एक ऐसा विश्वव्यापी आंदोलन है जो समकालीन समाज में नारी की अधीनस्थ और पीड़ित स्थिति को समाप्त करके उन्हें पुरुष के समकक्ष स्थान दिलाने का पक्षधर है। कई नारीवादी विद्वानों का मुख्य जोर लैंगिक असमानता और स्त्रियों के अधिकार इत्यादि पर केन्द्रित होते हैं

नारीवाद वह विचारधारा है जो नारी को उसका उचित स्थान और प्रतिष्ठा दिलाने का पक्षधर है। चार संदर्भों में इसका प्रयोग किया जा सकता है –

1. यह महिला के पुरुष के प्रति अधीनता और महिला की विश्वव्यापी उत्पीड़न की प्रकृति के विरुद्ध एक दार्शनिक सिद्धांत है।
2. यह एक सामाजिक-राजनीतिक सिद्धांत है जो समस्त महिलाओं को पुरुषों के प्रभुत्व और शोषण से मुक्त करने की आकांक्षी है
3. यह एक सामाजिक आंदोलन है जिसका आधार स्त्री-पुरुष संघर्ष है।
4. यह एक विचारधारा है, जो सभी नारी विरोधी विचारधाराओं और व्यवहारों के विपरीत है।

स्त्री की नयी सकारात्मक भूमिका को अधिक प्रभावी बनाने के लिए नारी द्वारा नारी का शोषण भी बंद होना चाहिए। अपनी लाखों पिछड़ी बहनों को साथ लेकर चलना होगा अन्यथा केवल शिक्षित समृद्ध और उच्च वर्ग की महिलाओं की प्रगति के मायने संदिग्ध होंगे।

नारी चेतना का स्वर

नारी शिक्षा, स्त्रियों की मजदूरी और वेतन, गुलामी प्रथा हटाने, लिंगवादी धारणाओं का निषेध, साथ-साथ कानूनी एवं राजनीतिक अधिकार प्राप्ति के लिए उठा चेतना का मुख्य उद्देश्य समग्र परम्परागत मान्यताओं, रूढ़िगत वर्जनाओं और अत्याचारों के प्रति विद्रोह की चेतना पुरुष द्वारा निर्मित शोषक संस्थापनाओं से आदि से मुक्त हो। भारतीय परिवेश में नारीवाद-नारी जागरण व नारी प्रेरणा के नाम से जाना जाता है जिसकी दिशा कानूनी अधिकारों का समझदारी पूर्ण सदुपयोग और सामाजिक धरातल पर उनका कार्यान्वयन, घर का विकास, मित्र सहपाठी, सहकर्मी भावना का उन्नयन और नारी की मानवीय रूप में मान्य (दासी-देवी-भोग्या-पूज्या की बाते नहीं हो) परस्पर समझदारी एवं सम्मान की बात हों

मानुषी, सहेजी, अंकुर, संकल्प, सबला महिला संघ, दहेज विरोधी महिला समिति, महिला दक्षता समिति, दिल्ली स्टेट महिला फेडरेशन, अखिल भारतीय जनवादी महिला समिति, वापस ऑफ द वर्किंग वीमेन, स्त्री केन्द्र, नारी अत्याचार विरोधी मंच, श्रमिक महिला संघ, भारतीय महिला परिषद् इत्यादि जैसे अनेक नारी संगठन आज अपनी समस्याओं के लिए संघर्ष कर रहे हैं। वस्तुतः राष्ट्रीय और अंतर्राष्ट्रीय स्तर पर कई सरकारी और गैर सरकारी संस्थाएं काम कर रही हैं। वस्तुतः नारीवाद नारी चेतना का स्वर तभी बनेगा जब हर किसी का साथ हो।

“तभी बड़ेगी राष्ट्र प्रतिष्ठा

तब ही बनेगा अनुकूल समाज

महिला अधिकारों की छाया में

जब सुखी होगा हर जन परिवार”

महिला सशक्तिकरण

महिला सशक्तिकरण का अर्थ है नारी के अंतर्भूत को जगाना। उसे अन्याय और अत्याचार से जुझने के लिए शक्ति प्रदान करना। नारी सशक्तिकरण का अर्थ पुरुषों से विरोध पालन कतई नहीं है बल्कि इसका उद्देश्य उनसे सहयोग

* विषय- दर्शनशास्त्र स्नातकोत्तर (बी0एच0यू0) (यु0जी0सी0 नेट क्वालिफाईड) रिसर्च स्कॉलर, (पटना विश्वविद्यालय)

प्राप्त करना है। नारी विकास की गति को पुरुषों के बराबर लाने के लिए आज नारी सशक्तिकरण की आवश्यकता है।

किसी भी देश के सांस्कृतिक विकास का निर्माण नारियों पर अधिक निर्भर करता है तभी तो नेपोलियन बोनापार्ट ने कहा था – “ तुम मुझे एक योग्य माता दे दो, मैं तुम्हें एक योग्य राष्ट्र दूँगा।

वर्तमान योजना

सोनिया गाँधी ने 31 अगस्त 2013 को अहिंसा मैसेंजर योजना का शुभारंभ किया। उन्होंने महिला सशक्तिकरण के लिए सामाजिक क्रांति की बात की जिसके द्वारा समाज की मानसिकता और पुरानी सोच को बदला जा सके।

महिलाओं की स्थिति में सुधार लाने के लिए सरकार ने हर क्षेत्र में आरक्षण लागू किया है। कार्यालय में उनकी सहभागिता बढ़ाने के लिए उनके सुविधाओं को ध्यान में रखकर नियमों में बदलाव भी किया, कुछ नए नियम भी बनाए हैं

भारत में लागू महात्मा गाँधी राष्ट्रीय ग्रामीण रोजगार गारंटी योजना 'मनरेगा' को 25 अगस्त 2005 को अधिनियमित किया गया था। मनरेगा में महिलाओं की भागीदारी ने महिला सशक्तिकरण, समाज में महिला अस्तित्व और शक्ति संबंधों में बदलाव की पहल की है। मनरेगा ने गांव में आधे से अधिक घरों में महिलाओं को रोजगार उपलब्ध करा कर उन्हें एक उच्च जीवन स्तर उपलब्ध कराया है

इतनी जागरूकता लाने के बावजूद सरकार द्वारा महिला उत्थान की इतनी योजनाओं के बावजूद वर्तमान में महिलाओं की स्थिति अत्यंत चिंतनीय है। भारत बेगार, व्यावसायिक यौन शोषण और यौन उत्पीड़न का एक गंतव्य है इस अवैध व्यापार में घरेलू नौकर, अकुशल मजदूर, छोटे बच्चे, अगवा की गई बच्चियों और महिलाओं को जबरन शामिल कर लिया जाता है। हमारे भारतीय समाज में महिलाओं के दो स्वरूप देखने को मिलते हैं। एक वह स्वरूप जिसे लोग “गृहलक्ष्मी” के रूप में जानते हैं और दूसरा वह स्वरूप जो समाज में रह रहे लोग पुरुषवादी मानसिकता के चलते उपभोग की वस्तु मानकर नकार देते हैं। जिन्हें वह वेश्या का नाम देते हैं। जिसका वह उपभोग तो करते हैं परन्तु उसे समाज के किसी कोने में छोड़ देते हैं। वेश्यावृत्ति अपनाते को मजबूर महिलाओं को समाज द्वारा टुकड़ा जाने के बाद, गरीबी बेरोजगारी, और एचआईवी0 एड्स जैसी जानलेवा बीमारी के चलते इसी धंधे में रहने के लिए मजबूर होना पड़ता है और अंधकार भरी जिंदगी जीने के लिए विवश किया जाता है। इन महिलाओं की विवशता होती है कि उन्हें अपने शरीर को “बेचकर” इस्तेमाल करके अपनी रोजी रोटी चलानी होती है।

सरोगेसी

सिर्फ वेश्यावृत्ति में ही नहीं बल्कि सरोगेसी भी एक ऐसी प्रक्रिया है जिसमें महिलाएँ आर्थिक मजबूरी को दूर करने के लिए अपने शरीर का इस्तेमाल करती हैं। वेश्यावृत्ति में किसी पुरुष के यौन सुख के लिए एक महिला के शरीर का इस्तेमाल होता है वही सरोगेसी में एक दंपति के संतान सुख की प्राप्ति के लिए एक महिला के शरीर का इस्तेमाल होता है। अपनी परिस्थितियों से मजबूर होकर एक महिला अर्थ लाभ के लिए अपने शरीर का मूल्य निर्धारित करती है। इसमें भावनात्मक तत्व का अभाव रहता है जो किसी भी दृष्टि से नैतिक नहीं जान पड़ता है।

“अर्थ लाभ” सरोगेसी को एक व्यापार के रूप में बढ़ावा दे रही है। इसमें सेवा भाव की भावना समाप्त होती जा रही है और व्यवसायिक सरोगेसी रूकने के स्थान पर बहुत तेजी से बढ़ रही है। इसमें गुप्त और अवैध रूप से महिलाओं का इस्तेमाल किया जा रहा है। यह प्रक्रिया महिलाओं की स्वास्थ्य और सुरक्षा की उपेक्षा भी कर रही है। महिलाओं के लिए जीवन सदा से चुनौतीपूर्ण रहा है। अपनी जीवविकोपार्जन के लिए, गरीबी और बेरोजगारी से जूझती जिंदगी को बचाने के लिए महिलाओं को अपने मातृत्व भाव का सौदा करने का रास्ता अपनाने को भी मजबूर होना पड़ता है।

क्या है सरोगेसी

सरोगेसी एक महिला या दंपति के बीच का आपस का आंतरिक एक एग्रीमेंट है जो अपना खुद का बच्चा चाहता है। सामान्य शब्दों में सरोगेसी का मतलब है कि बच्चे के जन्म तक एक महिला की “ किराये की कोख” अमूमन सरोगेसी की मदद तब ली जाती है जब किसी दंपति को बच्चे को जन्म देने में कठिनाई आ रही हो। बार-बार गर्भपात हो रहा हो या फिर बार-बार आई0वी0एफ0 तकनीक असफल हो रही है।

सरल शब्दों में एक औरत जो बांझपन से ग्रस्त हो या किसी अन्य कारण से बच्चे को जन्म देने में असमर्थ हो उसके लिए सेवाभाव से या किस अन्य कारण से किसी दूसरी स्त्री द्वारा कृत्रिम रूप से गर्भ धारण करना और बच्चे को उस दम्पति को देने के लिए जन्म देने की प्रक्रिया ही “सरोगेसी” है। और वह स्त्री जो दूसरे दंपति के लिए बच्चे को जन्म देती है, “ सरोगेट मदर” कहलाती है।

व्यवसायीकरण

सरोगेसी की प्रक्रिया में कुछ नैतिक समस्याओं का जन्म होना स्वाभाविक है। सरोगेसी की प्रक्रिया में बच्चे को जो परिवार की खुशियों का कारण होता है जिससे परिवार पूर्ण होता है, उसे खरीद –विक्री करने योग्य वस्तु के समान बना देती है इस प्रक्रिया में बच्चों को प्राप्त करने के लिए बच्चे के बदले सरोगेट मदर को पहले से निर्धारित राशि दी जाती है जो बच्चे को खरीदने के समान प्रतीत होता है। गर्भ में जब माँ बच्चे को नौ महीने रखती है उसी समय से

उसे अपने बच्चे से प्रेम हो जाता है। इतनी प्रसव पीड़ा सहने के बाद भी जब बच्चे का जन्म होता है तो माँ वो सारी पीड़ा भूल जाती है और अपना प्रेम बच्चे पर न्योछावर कर देती है। जन्म के साथ ही माँ और बच्चे के बीच एक प्रेम का बन्धन हो जाता है जो अटूट होता है परन्तु इस सरोगेसी की प्रक्रिया में माँ बच्चे के बीच का जन्म से होने वाला प्रेम बन्धन टूट जाता है। माँ के दूध पर बच्चे का अधिकार होता है उस माँ के दूध से बच्चा वंचित रह जाता है। साथ ही एक माता के लिए ये बहुत कष्टदायी है कि बच्चे को जन्म तो दे परन्तु उसे अपना दूध ना पिला सकें। ये एक स्त्री को प्रकृति के दिए हुए अमूल्य उपहार का तिरस्कार है जो नैतिक दृष्टि से अत्यंत ही निन्दनीय है।

सरोगेसी में अविकसित देशों की गरीब महिलाओं का शोषण किया जाता है। गरीब महिलाएँ अपनी या अपने परिवार की आर्थिक जरूरतों को पूरी करने के लिए कभी स्वेच्छा से या कभी पारिवारिक दबाव में आकर अपने शरीर को बेचने के लिए तैयार हो जाती है। दूसरे के बच्चे को जन्म देने के लिए पहले तो डॉक्टर उसे दवाओं के द्वारा बच्चे को जन्म देने के लिए तैयार करता है। फिर किसी और के भ्रूण को अपने गर्भ में प्रत्यारोपित करवाती है। नौ महीने अपने गर्भ में रखने के पश्चात प्रसव पीड़ा सह कर उसे जन्म देती है। इस प्रक्रिया में उसके शरीर को कितनी हानि हुई इस बात की परवाह किए बिना ही अपनी परिवार की आर्थिक जरूरतों को पूरा करती हैं परन्तु परिवार की आर्थिक जरूरतों के लिए किसी स्त्री के शरीर का सौदा करना अत्यंत ही निन्दनीय है। सरोगेसी की प्रक्रिया सामाजिक नैतिकता में गिरावट है।

महिला के शरीर से संबंधित कोई भी विषय, या बच्चे को जन्म देने का विषय ही हो, वह महिला के आत्म-सम्मान का विषय होता है। सरोगेसी, यद्यपि उन दंपतियों के लिए जिनके बच्चे नहीं हो पा रहे, चाहे कारण कुछ भी हो, बहुत ही उपयोगी रहा है, परन्तु यह मानव के आत्म सम्मान या मानवीय मर्यादा के विरुद्ध है। इस प्रक्रिया में एक महिला अपनी कोख को आर्थिक लाभ पाने के लिए इस्तेमाल करती है और किसी अन्य के बच्चे को जन्म देने के लिए अपने गर्भाशय को इन्क्यूबेटर (समय से पूर्व जन्मे शिशु को जिन्दा रखने की मशीन) की तरह व्यवहार में लाती है। इस तरह एक महिला का शारीरिक उपयोग करना भारतीय समाज और संस्कृति के विरुद्ध है। सरोगेसी की प्रक्रिया महिला की मर्यादा के साथ-साथ भारतीय समाज की मर्यादा को ठेस पहुँचाता है। भारतीय सामाजिक व्यवस्था अति प्राचीन एवं गौरवपूर्ण है और अपने ज्ञानमय प्रकाश से वह पथभ्रष्ट मानवता को निरन्तर राह दिखलाती आई है। विद्वानों द्वारा चिन्तन मनन कर सरोगेसी की प्रक्रिया में व्याप्त व्यावसायिकता और नैतिकता में गिरावट को नियंत्रित किया जा सकता है और महिलाओं के होने वाले शोषणपर भी नियंत्रण पाया जा सकता है।

सभी महिलाएँ एक ही समाज का हिस्सा हैं जो मर्यादा, नैतिकता और स्त्री की पवित्रता के पक्ष में जमकर ढोल नगाड़े बजाता है जो पवित्रता को स्त्री का धर्म बताता है, जो लड़कियों के बदन पर छोटे कपड़े देखकर तुनक उठता है, जो महिलाओं के सुरक्षा की दुहाई देता है। लेकिन यही समाज आवश्यकता के आगे बौना हो जाता है और आवश्यकता ही किराए की कोख देकर दूसरे के लिए बच्चा पैदा करती है। उस महिला को सम्मान की दृष्टि से आज का समाज नहीं देखता

वर्तमान समय में सरोगेसी व्यवस्था ने नारीवाद, नारी सशक्तिकरण पर बहुत ही बड़ा प्रश्न चिन्ह लगा दिया है जहाँ नारीवाद नारी को पुरुष के समकक्ष लाने की बात कहता है। नारियों को पुरुष के समान अधिकार दिलाने के लिए आंदोलन करता है, परन्तु इस समाज में तो नारियों में भी समानता नहीं है। एक संपन्न महिला अगर नहीं चाहती कि संतान पैदा करने के लिए उसकी फिगर खराब हो या उसे प्रसव वेदना भुगतनी पड़े तो वह उस अभावग्रस्त महिला को धन का अभावदूर करने के लिए सरोगेसी का प्रस्ताव देती है। जिसे वह दूसरी महिला अपनी विवशता वश स्वीकार कर लेती है। यहाँ एक अमीर संपन्न महिला द्वारा एक गरीब लाचार महिला का शोषण होता है। दोनों ही महिलाएँ एक ही समाज का हिस्सा हैं भगवान ने उन्हें समान बनाया है पर एक के द्वारा दूसरे का शारीरिक और मानसिक शोषण करना उचित जान पड़ता है क्या? यहाँ पर नारी उत्थान के लिए आवाज उठाने वाले संगठन चुप्पी क्यों लगा लेते हैं। समाज चुपचाप इस अनैतिकता को देखता रहता है। धन की आवश्यकता के सामने नैतिकता भी कमजोर पड़ जाती है।

सरोगेसी व्यवस्था चिकित्सा विज्ञान की बहुत बड़ी उपलब्धि है जो एक बाँझ स्त्री को मातृत्व का सुख प्रदान करती है, परन्तु इस उपलब्धि का लाभ सभी को समान रूप से नहीं मिलना चाहिए इस बात का भी ध्यान रखना चाहिए। अमीर हो या गरीब सभी निःसंतान दंपति का दर्द समान होता है। हर स्त्री में मातृत्व भोग की लालसा समान होती है। समाज में भी आर्थिक रूप से संपन्न हो या ना हो, दो निःसंतान माता का समान दर्जा है। परन्तु सरोगेसी व्यवस्था ने दो बाँझ महिलाओं में भी फर्क कर दिया है। अगर कोई गरीब महिला बाँझ है तो वह बाँझ रहने के लिए अभिशप्त है मगर जिसके पास या जिसके पति के पास धन है, तो वह किसी मजबूर महिला की कोख खरीद सकती है। एक अमीर महिला जो बाँझपन के दर्द से पीड़ित है सरोगेसी व्यवस्था के द्वारा संतान सुख प्राप्त कर लेती है। परन्तु इस व्यवस्था में एक गरीब बाँझ स्त्री के दर्द का कोई निवारण नहीं अगर बच्चे की इतनी चाह है तो स्त्री अस्मिता पर कुठाराघात का रास्ता बंद भी किया जा सकता है। हमारे देश में अनाथालयों की कमी नहीं है और न गोद लेने पर पाबंदी। सरोगेसी से एक गरीब स्त्री को आर्थिक मदद मिलती है यह बात कुछ सरोगेसी के समर्थक बड़े ही दयापूर्ण तरीके से पेश करते हैं, मगर साथ ही यह शंका भी कि किराए की कोख वाली महिला रू० के लेन देन में गड़बड़ न

करे, विवाद न पैदा कर दे, परन्तु यह शंका तो हमदर्दी या आर्थिक मदद के विपरीत है। सच तो यह है कि इस सरोगेसी प्रक्रिया में जो आर्थिक रूप से मजबूत है उसी का बोलबाला है।

हमारे भारतीय समाज में शादीशुदा महिलाएँ, औरत के रूप में वह बहुत बड़ी हीनग्रन्थि का शिकार है कि उन्हें अपने खानदान की वंश परंपरा को बढ़ाने के लिए खुद बच्चे को जन्म देना है। अगर वे ऐसा नहीं कर पाती है तो उन्हें हीन भावना का बोझ होता है और वो खुद के बच्चे की चाह में सरोगेसी की तरफ रुख करती है। ऐसा नहीं तो सुष्मिता सेन विश्व सुन्दरी को मातृत्व सुख के लिए किसी सरोगेट की आवश्यकता नहीं पड़ती? उसने अविवाहित रहकर एक के बाद एक दो बच्चियों को गोद लेकर मातृत्व सुख प्राप्त किया इसलिए आवश्यकता है भारतीय महिलाओं में जागरूकता लाने की, उनमें आत्मविश्वास पैदा करने की कि वो बच्चे पैदा करने के लिए सिर्फ नहीं है। अगर किसी कारण से वे या कोई अन्य बच्चे को जन्म देने में समर्थ नहीं है तो इससे उसकी अस्मिता को ठेस नहीं पहुँचना चाहिए। बांझ महिला के मन में किसी प्रकार की हीन भावना नहीं होनी चाहिए। मातृत्व सुख की प्राप्ति के लिए अनाथलाय से बच्चे को लिया जा सकता है। एक अनाथ बच्चे को माँ-बाप का प्यार देना बहुत ही पुण्य का काम है। परन्तु हमारा भारतीय समाज रूढ़िवादी सोच रखता है। उसमें इस तरह की जागरूकता लाने में वक्त लगेगा पर क्या तब तक गरीब महिलाओं को सरोगेट बनाकर उनका शोषण होता रहेगा। यह सही है कि इससे गरीब महिलाओं को आर्थिक मदद मिल जाती है परन्तु उनके साथ धोखा ना हो इसलिए इस कारोबार में नियम तय करने की जरूरत है। भारतीय परम्परावादी लोगों का मानना है कि आज भले ही संतान प्राप्ति हेतु अनेक वैज्ञानिक तकनीकें सुलभ हो और कानून भी सहायक हो, परन्तु आधुनिकता की अंधी दौड़ और पश्चिम की नकल में हम अपनी सांस्कृतिक परम्पराओं और उदात्त जीवन मूल्यों को नहीं भूलना चाहिए भारतीय संस्कृति भोग विलास की नहीं, वरन त्याग और समर्पण की है। क्या झूठे संतान मोह में हम अपने राष्ट्रीय कर्तव्यों और दायित्वों की बलि चढ़ा देगे या फिर देशरहित में पूरी निष्ठा और उत्साह के साथ एक नई आदर्श परंपरा का सूत्रपात करेंगे, जो बसुधैव कुटुम्बकम् की अवधारणा को सिद्ध करेगी।

अविवाहित लड़कियों पर प्रभाव

भारत में जहाँ सरोगेसी का व्यवसाय जोरो पर है वही इसके लिए अंडाणु बेचने का व्यापार भी बहुत तेजी से हो रहा है आज भारत के विभिन्न शहरों में न केवल महिलाएँ बल्कि अविवाहित लड़कियाँ तक अंडाणु बेचकर कमाई कर रही हैं। विभिन्न कॉलेजों या विश्वविद्यालयों में पढ़ने वाली छात्राएँ तक अपने जेब खर्च या ऐश भरी जिंदगी जीने के लिए आइवीएफ सेंटर्स पर अपने अंडाणु बेच रही हैं। समाज के बुद्धिजीवी वर्ग द्वारा सरोगेसी पर कानून बनाने के साथ-साथ एएस डोनर को लेकर भी कानून बनाया जाना चाहिए।

दिल्ली के फर्टिलिटी केन्द्रों में अंडाणु दान की माँग बराबर बढ़ रही है और बाजार में एक सरोगेसी के लिए स्वस्थ अंडाणु की कीमत 25000 से 75000 रू० के बीच है। अगर अंडाणु देनेवाली लड़की सुंदर है, गोरी चमड़ी की है और तेज-तर्रार है तो वह एएस के लिए अधिक कीमत वसूलती है। सरोगेसी के लिए आनेवाली दंपति चाहते हैं। कि उनकी संतान बहुत सुंदर हो तथा उनका दिमाग भी तेज चलने वाला हो। फर्टिलिटी केन्द्रों में कई अभिभावक “ब्यूटी व ब्रेन के कॉम्बिनेशन” वाले अंडाणु की ही विशेष मांग करते हैं परन्तु कम उम्र की लड़कियों के अंडाणु दान का प्रभाव उनके स्वास्थ्य पर भी पड़ता है जिससे वे अनजान हैं। इस व्यापार पर लगाम लगाने वाला कोई कानून भी नहीं है और इंडियन काउंसिल फॉर मेडिकल रिसर्च के दिशा निर्देशों का भी खुलेआम उल्लंघन हो रहा है। जिस प्रकार किराए की कोख का खुला व्यापार हो रहा है उसी प्रकार अंडाणुओं का भी।

इस कार्य में ना सिर्फ लड़कियाँ बल्कि लड़के भी उतने ही सक्रिय हो रहे हैं। अगर पुरुष का स्पर्म उपयुक्त नहीं है और कोई स्त्री माँ बनना चाहती है तो वह डोनर के स्पर्म से माँ बन सकती है। इस कार्य के लिए लड़के-लड़कियाँ विदेश भी जा रहे हैं। फर्टिलिटी टूरिज्म के जरिए विदेशों में निःशुल्क घूमने-फिरने और रहने का बोनस पैकेज युवाओं को ज्यादा लुभा रहा है।

हमारे शोध के दौरान कई प्रजनन केन्द्रों ने नाम गुप्त रखने की शर्त पर बताया है कि उनके यहाँ स्कुल कॉलेजों की कई लड़कियाँ अपने अंडे का दान करने आती हैं और बदले में उनको अच्छी रकम भी मिल जाती है। अपने स्वास्थ्य पर पड़ने वाले दुष्प्रभावों से अनजान पैसे कमाने की होड़ में लड़कियाँ इस व्यापार में जोर-शोर से लगी हुई हैं। शोध कार्य के दौरान एक बात जो सामने आयी है वह यह है कि यह धंधा कोई छोटे मोटे स्तर पर नहीं हो रहा, बल्कि बड़े लोग भी इसमें जरूर शामिल होंगे, परन्तु क्या धन कमाने का तरीका आसान हो तो उसमें नैतिकता का कोई महत्व नहीं होना चाहिए।

महिला सशक्तिकरण के युग में महिलाओं का खुलेआम शोषण हो रहा है यह अत्यंत शर्मनाक है। नारीवादी नारे लगाने वाले विभिन्न संगठन गरीब महिलाओं के शोषण के विरुद्ध क्यों नहीं उठ रहे, यह अत्यंत आश्चर्य की बात है। विभिन्न सरकारी और गैर सरकारी संगठन महिलाओं के अधिकार, शिक्षा, सुरक्षा और सम्मान के लिए हमेशा आवाज उठाते हैं पर क्या सरोगेट मदर बनने वाली गरीब महिलाओं की सुरक्षा का ख्याल किसी को नहीं। समाज और परिवार में उनका जो अपमान होता है क्या ये उचित है। यहाँ हमारे सामाजिक नैतिक मूल्य महत्वहीन दिखते हैं। भारतीय

संस्कृति और सभ्यता, जो अपने नैतिक मूल्यों के लिए दुनिया में सम्मानित होता है, वे मूल्य सरोगेसी की प्रक्रिया द्वारा धूमिल होते नजर आ रहे हैं।

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Women and Urban Informal Employment

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The Indian labour market is characterised by predominance of informal employment with more than 90 per cent of India's informal workforce working as self-employed and casual workers. The worrying trend is the increasing rate of informal employment even in the organised sector. By highlighting some of the not so easily observable trends, the article tries to argue that the challenges to informalisation are multi-faceted and that a single tool like labour reforms alone cannot address it completely.

The need of the hour is to generate an enabling environment that will develop the urge of "formal" culture in the labour market.

The informal sector is commonly thought of as a site of low-skilled or unskilled work. The National Commission on Enterprises in the Unorganised Sector (NCEUS) took the position that the vast majority of the informal workforce is unskilled.

This conclusion relies on two empirical facts: the low levels of formal education and training among informal sector workers and low wages as well as low productivity prevailing in this sector. Our country's socio-economic space is overwhelmingly informal whether it is relating to employment or other aspects of our life.

However we tend to overlook and underestimate the importance of this sector which is multi-dimensional in its structure.

According to ILO India Labour Market Update (2016) and NSSO data (2011-12), more than 90 percent of the employment in the agricultural sector and close to 70 percent in the non-agricultural sector falls under the informal category.

The Major Characteristics of the Unorganized Workers

1. The unorganized labour is overwhelming in terms of its number range and therefore they are throughout India.
2. As the unorganized sector suffers from cycles of excessive seasonality of employment, majority of the unorganized workers does not have stable durable avenues of employment. Even those who appear to be visibly employed are not gainfully and substantially employed, indicating the existence of disguised unemployment.
3. The workplace is scattered and fragmented.
4. There is no formal employer – employee relationship
5. In rural areas, the unorganized labour force is highly stratified on caste and community considerations. In urban areas while such considerations are much less, it cannot be said that it is altogether absent as the bulk of the unorganized workers in urban areas are basically migrant workers from rural areas.
6. Workers in the unorganized sector are usually subject to indebtedness and bondage as their meagre income cannot meet with their livelihood needs.
7. The unorganized workers are subject to exploitation significantly by the rest of the society. They receive poor working conditions especially wages much below that in the formal sector, even for closely comparable jobs, ie, where labour productivity is no

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different. The work status is of inferior quality of work and inferior terms of employment, both remuneration and employment.

- Primitive production technologies and feudal production relations are rampant in the unorganized sector, and they do not permit or encourage the workmen to imbibe and assimilate higher technologies and better production relations. Large scale ignorance and illiteracy and limited exposure to the outside world are also responsible for such poor absorption.

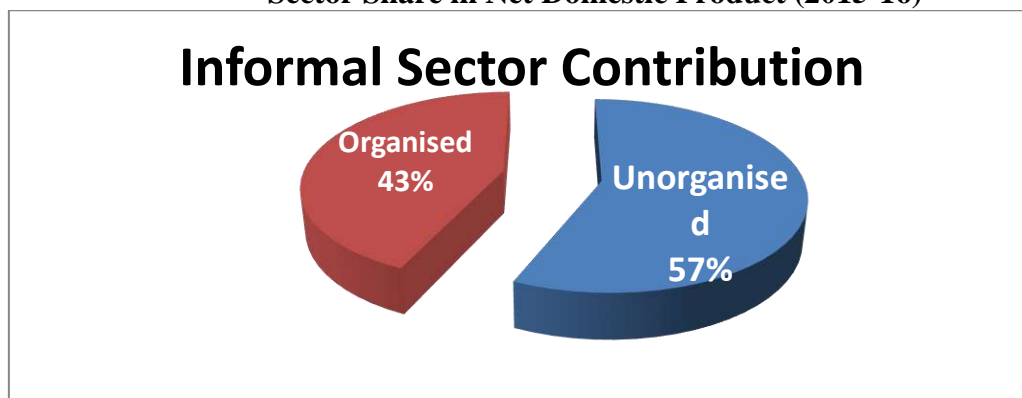
The Role of Human Capital in Contributing to Economic Development

Many workers in developing countries are confined to the informal economy because of limited educational opportunities and rudimentary work skills. The International Labor Organization described this workforce segment as —low skill, low productivity, low wage, low investmentl (International Labour Organization (ILO), 2007)

The informal sector contribution

The contribution of unorganized sector in net Domestic Product is 56.7% in 2015-16. Thus, the major chunk of NDP is provided by the unorganized sector.

Sector Share in Net Domestic Product (2015-16)



Source: NAS 2016

Main Industries of Informal Activities, Sector wise distribution of different industries (2015-16)

Industry	Organized Sector (% of NDP)	Unorganized Sector (% of NDP)	Total
Agriculture, forestry, fishing	4.1	95.9	100.0
Mining, manufacturing, electricity and construction	60.5	39.5	100.0
Services	53.1	46.9	100.0
Total	43.3	56.7	100.0

Source: Calculated Using Unit Level data of NSSO Employment-Unemployment Survey 2015-16

Industry wise distribution of NDP in organised and unorganized sectors shows that in agriculture sector, the share of organized sector is only 4% whereas 96% share is contributed by the unorganized sector. Due to this reason, the informal activities are

studied in the non agricultural sectors only. In mining, manufacturing sector 60% share in NDP is of organised sector while 40% share is contributed by the unorganised sector. In service sector contribution of organized sector is 53% while 47% of the share is contributed by unorganised sector.

Social Security Measures

It is rightly true that when independent India's constitution was drafted, social security was specially included in List III to Schedule VII of the constitution and it was made as the concurrent responsibility of the central and state governments. A number of directive principles of state policy relating to aspects of social security were incorporated in the Indian constitution. The initiatives in the form of Acts such as the Workmen's Compensation Act (1923), the Industrial Disputes Act (1947), the Employees State Insurance Act (1948), the Minimum Wages Act (1948), the Coal Mines Provident Funds and Miscellaneous Provisions Act (1948), The Employees Provident Fund and Miscellaneous Provisions Act (1952), the Maternity Benefit Act (1961), the Seamen's Provident Fund Act (1966), the Contract Labour Act (1970), the Payment of Gratuity Act (1972), the Building and Construction Workers Act (1996) etc. reveal the attention given to the organized workers to attain different kinds of social security and welfare benefits.

Though it has been argued that the above Acts are directly and indirectly applicable to the workers in the unorganized sector also, their contribution is very negligible to the unorganized workers.

In spite of the fact that not much has been done in providing social security cover to the rural poor and the unorganized labour force, the country has made some beginning in that direction. Both the central and state governments have formulated certain specific schemes to support unorganized workers which fail in meeting with the real needs and requirements of the unorganized sector labour force.

This becomes clear even when the highly proclaimed National Rural Employment Guarantee Act - 2005 (NREGA), though it is a breakthrough, doesn't have common wage in different states and limits itself only to hundred day's work for those registered worker under the Act. What about the rest of the days in an year? As per this Act, the work guarantee applies in rural areas only, what about the urban poor? And looking at the recent Unorganized Sectors' Social Security Act (2008) , one really wonders if there is any provision for an unorganized worker in this Act other than some guidelines about the available social security schemes in the country.

How can it be called an Act unless it has the legal binding and provisions of rights to work and entitlements under it? Here as per the Act nothing is mentioned about what constitutes appropriate and adequate social security for the vast mass of unorganized workers and their dependents, what eligibility criteria, if any, ought to be prescribed, what will be the scale of benefits that the workers and their families are entitled to receive and under what conditions, what will be the funding arrangements that must be put in positions to meet the cost of social security and so on.

Aren't the unorganized workers of this country entitled to receive, in this 60th year of our Republic, minimum standards of social security and labour rights, on the scale and spread adumbrated in the relevant ILO convention drawn up more than 50 years ago? Therefore, this law which does not deal with the issue of unemployment, its regulation, wages, and conditions of work and so on is not merely incomplete but dysfunctional if it proceeds to deal with social security on a standalone basis.

The Act, actually, suffers from a serious lack of legislative policy and intent. Ultimately this Act is an eye wash which has neither the capacity to address nor the inbuilt provision to provide solutions to the needs of the unorganized sector. Even the provisions and procedure of the Minimum Wages Act (1948) is so vague and futile that different states of India have fixed abysmally meagre wages and that too with so much of variations from state to state. In fact a comprehensive Act, catering to the security needs of the unorganized sector such as Food, Nutrition, Health, Housing, Employment, Income, Life and accident, and old age remains a dream in India. Still the cries of the unorganized sector goes unattended with the governments laying red carpets for the corporate and so called investors at the expense and sacrifice of the working class.

Present scenario

- At present, only 10% of India's over 470 million workforces is in the formal sector. In other words, 90% of India's workers do not have the privileges—like social security and workplace benefits—enjoyed by their counterparts who are formally employed.
- It is estimated by NSSO that 84.7% of jobs in the Indian economy are in the informal or unorganised sector. Of this, excluding agriculture, the leading contributors of informal employment are manufacturing, construction and trade.
- According to the Report of the Committee on Unorganized Sector Statistics, the informal economy makes a considerable contribution to the economy and caters to the requirements of the formal economy. However, its negative repercussions cannot be ignored.
- Studies show that employees tend to be significantly more productive in the formal employment when compared to the informal employment. Also, the quantum of value added by a person in a formal job is almost double that of a person in an informal job.
- Informal workers also work under worse working conditions with little job security, no perks or protections and with low wages. The protections guaranteed to workers under different legislations are not complied with by the informal sector, and they also escape the purview of the authorities.
- A large informal sector also impacts the government in terms of revenue foregone because the units operating in the informal sector stay out of the government's fiscal revenue net (This leads to low tax GDP ratio). Hence, the informal sector is detrimental to the interests of the working population, the government and in the long run, even to the employer.

Reasons for informalisation

1. Restrictive labour laws – which promote contract hiring in order to circumvent rigid hiring and firing provisions?
2. Predominance of service-sector led growth – which requires skilled labour that was available with a miniscule section of the population.
3. Absence of thrust on manufacturing – which can lead to creation of formal employment for millions looking to move away from agriculture.
4. Market-mechanisms and competition led to closure of obsolete industries such as textile mills, reducing formal jobs. The newer industries were capital intensive rather than labour intensive, thus absorbing lesser workforce than what they laid to retrenchment of.
5. Lack of an exit mechanism such as insolvency and bankruptcy laws has led to firms remaining small, barely breaking even, and not scaling up. Such small firms can circumvent formal sector laws such as mandatory registrations with the EPFO etc. rendering them informal.

6. The advent of the Fourth Industrial Revolution and automation poses even more dangers to present formal sector jobs since workers with current skills will be rendered obsolete unless they undergo skill reorientation.

7. India, with increasing integration into global economy, also suffered during various global crises such as the Southeast Asian crisis, Global Financial Crisis in 2008 and the Eurozone crisis in 2011. This shelved corporate expansion plans and led to closure of several industries, reducing formal sector employment

Increasing in formalisation is detrimental to economic development as

1. Informal workers lack proper wages. Lower wages lead to increasing inequality, which is detrimental to development.

2. Low wages lead to a low savings rate, which is detrimental for the credit cycle and further lending, hampering development.

3. Informal workers lack welfare benefits such as healthcare, insurance, and education facilities. This leads to increased out of pocket expenditures on those things, increases poverty and inequality, detrimental to development.

4. Contract labour has no affinity or loyalty towards the company, thus hampering productivity and economic development.

5. Informal sector workers usually lack financial literacy, depriving them of access to institutional credit, thus reducing domestic consumption and harming development.

6. Productivity of the economy decreases as a whole since companies lose the incentive to skill the employees, so that they can better reorient themselves to the demands of the economy.

7. Lack of formal sector benefits such as maternity leaves etc leads to improper development of the child >> hampers human resource development.

8. Informal sector is predominantly cash-based. This is a major source of generation of black money and tax evasion. Size of Indian black economy is estimated at nearly 24% of GDP. This deprives the State of legitimate taxes, hampering development.

9. A low tax base due to low formal sector >> low tax revenue >> increased government borrowing (for counter-cyclical purposes) >> higher fiscal deficit >> higher inflation >> affects the low-wage informal workers the most, thus perpetuating a vicious cycle and hampering development.

10. High FD and high inflation also lead to credit downgrades and lead to outflow of foreign investments due to macroeconomic instability. This is catastrophic for a capital-starved country like India. With India at the cusp of a demographic transition and adding a million workers to its workforce every month, there is a dire need to create formal sector jobs. Government initiatives like Make in India, Skill India, labour reforms, Insolvency code et al have to work in tandem to ensure that this workforce is formalized and the fruits of development accrue equitable to all workers within the country.

Conclusion

The evidence we have presented is broadly consistent with the dual view of informality: informal firms stay permanently informal, they hire informal workers for cash, buy their inputs for cash, and sell their products for cash, they are extremely unproductive, and they are unlikely to benefit much from becoming formal. This approach generates the strong prediction that the cure for informality is economic growth. The evidence strongly supports this prediction: informality declines, although slowly, with development.

This approach suggests that structural policies designed to promote formality should be introduced with caution. Their wisdom depends, in part on whether they encourage formalization, or discourage informal activity. Thus the simplification of business registration advocated by De Soto (1989) is probably a good idea, even though the evidence suggests that it is unlikely to have large benefits. On the other hand, we are skeptical of all policies that might tax or regulate informal firms. Rather than encourage informal firms to become formal, such policies may have the effect of driving them out of business, leading to poverty and destitution of informal workers and entrepreneurs.

The recognition of the fundamental fact that informal firms are extremely inefficient recommends extreme caution with policies that impose on them any kind of additional costs. There is accumulating evidence that growth that kills the informal sector is driven by the formation and expansion of formal firms managed by educated entrepreneurs. Uneducated entrepreneurs—in both informal and formal sectors—generally run small and inefficient firms; educated entrepreneurs and managers run larger and more-efficient firms. This is the dark side of dualism: informal economies are so large in poor countries because their entrepreneurs are so unproductive. The evidence suggests that an important bottleneck to economic growth is not the supply of better-educated workers; indeed, at least on many observable characteristics the workers are rather similar in informal and formal firms. Rather, the bottleneck is the supply of educated entrepreneurs—people who can run productive businesses.

These entrepreneurs create and expand modern businesses with which informal firms, despite all their benefits of avoiding taxes and regulations, simply cannot compete. This is how the informal economy dies out in the process of development. From this perspective, the policy message for how to grow the formal economy and shrink the informal one is to increase—whether through immigration or education and training—the supply of educated entrepreneurs.

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॥रसो वै सः॥

रथीन विश्वास*

रसो वै सः इति रसस्य स्वरूपमाकाव्यं हि अानन्दानुभूतिसाधनम् , अानन्दानुभूतिश्च रसास्वादनमूला । रसास्वादादेव अानन्दावाप्तिः। अतएव काव्यप्रयोजने मम्मट-”सद्यः परनिवृत्तये” इति ब्याचष्टे - सकलप्रयोजनमौलिभूतं समनन्तरमेव रसास्वादसमुदगतं विगलितवेद्यान्तरम् अानन्दम् । विश्वनाथः साहित्यदर्पणे रसस्वरूपं प्रतिपादयति यत् रसौ ब्रह्मास्वादसहोदरः -

“वेद्यान्तरस्पर्शशून्यो ब्रह्मास्वादसहोदरः।
स्वाकारवदभिन्नत्वे नामास्वाद्यते रसः ॥”

रसस्य अास्वाद्यत्वम् अनुभूतिविषयत्वं च मम्मटेन वर्णयते - पानकरसन्यायेन चर्व्यमाणः हृदयमिव प्रविशन् अन्यत्सर्वमिवतिरोदधत् ब्रह्मास्वादमिवानुभावयत् अलौकिकचमत्कारी शृङ्गारादिको रसः। तैत्तिरीयोपनिषदि “रसो वै सः”। तत्र ‘स’ इति पदम् उपमेयो, ‘रसो’ इति उपमानम् ‘वै’ इति अौपम्यवाचकशब्दः। अत्र स पदेन ब्रह्म द्योत्यते । तत्र वेदान्तसारे अस्य लक्षणं निरूपितमस्ति यत् - सत्त्वदानन्दादयं ब्रह्म अर्थात् यत् सत्, चित, अानन्दमयं , अद्वयञ्च तदेव ब्रह्म। रसं ह्येवायं लब्धानन्दी भवति “इत्यत्र ब्रह्मणो रसरूपत्वं तदवाप्तौ च अानन्दोपलब्धिवर्णयते । नाट्यशास्त्रे भरतेन निर्दिश्यते - रस इति कः पदार्थः ? उच्यते - अास्वादमानत्वात् । कथमास्वाद्यते रसः? यथा हि नानाव्यंजनसंस्कृतन्नं भूजाना रसानास्वादयन्ति सुमनसः पुरुषा हर्षादींश्चधिगच्छन्ति , यथा नानाव्यंजनमिश्रम् अन्नं भुञ्जानो रसान् अास्वादयन्ति, तथैव नानाभावाभिव्यञ्जितात् स्थायिभावाने सहृदया अास्वादयन्ति, हर्षं चानुभवन्ति । रसभावयोश्च परस्परं पोषकत्वम् । न भावहीनो रसः, न च रसहीनो भावः , एवं द्वावपि परस्परं भावयतः। रसः सर्वेषां भावानां मूलम्

यथा बीजं वृक्षपुष्पादे -

“यथा बीजाद्भवेद् वृक्षो वृक्षात् पुष्पं फलं तथा ।

तथा मूलं रसाः सर्वे तेभ्यो भावाः व्यवस्थित ॥” ना . शा. 6/39

भरतेन नाट्यशास्त्रे उच्यते - “नहि रसाद् ऋते कश्चिदर्थः प्रवर्तते “। कथं रसनिष्पत्तिरिति जिज्ञासायां तेनोच्यते - “विभावानुभावव्यभिचारिसंयोगाद् रसनिष्पत्तिः”। अत्र विभावाः कारणानि, अनुभावाः कार्याणि , व्यभिचारिणाश्च सहकारिणः, एषां संयोगाद् रसस्य निष्पत्तिः। उक्तं च मम्मटेन -

“कारणान्यथ कार्याणि सहकारीणि यानि च ।

रत्यादेः स्थायिनो लोके तानि चान्नाटाकाव्ययोः ॥ का . प्र. 4/27
विभावा अनुभावास्तत् कथ्यन्ते व्यभिचारिणः।

* राष्ट्रीय संस्कृत संस्थान नई दिल्ली एम ए (संस्कृत) विद्यार्थी २०१७ २०१८ नेट परीक्षा उत्तीर्णः पश्चिम वांगाल

व्यक्तः स तैर्विभावार्थैः स्थायीभावो रसः स्मृतः॥” का .प्र.4/28

विभावानुभावव्यभिचारि एते सर्वे भावाः । तर्हि भावानां संयोगात् रसनिष्पत्तिः।अत्राह - भाव इति कस्मात् ? किं भवन्ती इति भावाः ? किं वा भावयन्तीति भावाः? - प्रश्नमिदं नाट्यशास्त्रे वर्तते । भावशब्दस्य निष्पत्तिः अनेनरूपेण भवितुमर्हति - भू धातुः घञ् प्रत्ययेन भावः, यस्यार्थः उत्पाद्यते । पुनः भू + णिव + घञ् -अनेनरूपेण भवितुमर्हति , यस्यार्थः उत्पादयति । तदर्थं भरतेन उक्तम् -

“वाग्ङ्गसत्त्वोपेतान् काव्यार्थान् भावयन्तीति भावाः।”नां .शा.

महर्षि भावप्रकरणस्य उपसंहारे भावानां संख्याः एकोनपञ्चाशत् इत्युक्तम् । एतेषु भावेषु अष्ट स्थायिभावाः, अष्ट सात्त्विकभावाः त्रयत्रिंशत् व्यभिचारिभावाः । तदर्थमुच्यते -

“नानाभिनयसम्बद्धान् भावयन्ति रसानिमाना

यस्मात्तस्मादमी भावा वीज्ञेया नाट्ययोत्कृष्टिः॥”ना.शा.

1. विभावः - अथः विभावः इति कस्मात्? उच्यते -“विभावो नाम विज्ञानार्थः। विभावः कारणं निमित्तं हेतुरिति पर्यायः” इति अपेक्षायाम् अभिनवगुप्तस्य विचारः - “तत्र यद्यपि प्रकरणात्त्वितवृत्त्युद्भवहेतुर्विषयो विभावशब्द-स्यार्थ इति ज्ञातं तथापि तत्र प्रवृत्तिनिमित्तं जिज्ञास्यमानस्तदेव प्रश्नयति -विभाव इतीति।तस्मात्तुमात्त्यदयोऽत्र विभावशब्देन किमिति व्यपदिष्टा इति भावः”।विभावप्रसङ्गे नाट्यशास्त्रे भरतेन प्रतिपादितम्-“विभाव्यतेऽनेन वाग्ङ्गसत्त्वाभिनय इति विभावः।यथा विभावितं विज्ञातमित्यनर्थान्वन्तरम्” । अत्र च अभिनवगुप्तेन - अत्रोत्तरं विभाव्यन्त इत्यादि । वागादयोऽभिनया येषां स्थायिव्यभिचारिणां ते वागाद्यभिनयसहिता विभाव्यन्ते विशिष्ट- तथा ज्ञायन्तोतदर्थं नाट्यशास्त्रे महर्षिणा -

“वहवोऽर्था विभाव्यन्ते वाग्ङ्गाभिनयाश्रयाः ।

अनेन यस्मात्तेनायं विभाव इति संज्ञितः॥”

2. अनुभावः - अथः अनुभावः इति कस्मात्? उच्यते - अनुभाव्यतेऽनेन वाग्ङ्ग सत्त्वकृतोऽभिनय इति । यस्मात् अनेन वाग्ङ्गाभिनयेन सत्त्वकृतोऽभिनय इति । यस्मात् अनेन वाग्ङ्गाभिनयेन शाखाङ्गोपाङ्गसंयुक्तः अनुभाव्यते तद् हेतु एव अनुभावः नाम्ना प्रसिद्धः -

“वाग्ङ्गाभिनयेनेह यतस्त्वर्थोऽनुभाव्यते ।

शाखाङ्गोपाङ्गसंयुक्तस्त्वनुभावस्ततः स्मृतः॥” ना.शा.

शाखाङ्गरप्रभृतयः तित्य अभिनयश्च अङ्गश्च । “अङ्ग” इत्युक्ते शिरः-हस्त- वृक्षः- पार्श्वः- कटि- पादः- अादयःषडविधानाम् अङ्गानाम् अाङ्गिकाभिनयः।तस्य उपाङ्गश्च स्कन्ध-दृष्टि -भ्रू - अक्षिपुट - अक्षितारका - कपोल - नासिका - हनु - अधर - दन्त - जिह्वा -चिवुक अादयः। “अत्र विभावानुभावौ लोकप्रसङ्गावेव लोकस्वभावानुगतत्वाच्च तयोलक्षणं नोच्यतेऽहतिप्रसङ्गनिवृत्त्यर्थम् “। भवति चात्र श्लोकः -

“लोकस्वभावसंसिद्धा लोकयान्त्रानुगामिनः।

अनुभावा विभावाश्च ज्ञेयास्त्वभिनये वधैः॥” ना. शा.

3. व्यभिचारिभावः - “व्यभिचारिण इति कस्मात्? उच्यते - वि - अभि इत्येतावुपसर्गा चर इति गत्यर्थो धातुः।विविधमाभिमुखेन रसेषु चरन्तीति व्यभिचारिणः । वाग्ङ्गसत्त्वपेतान् प्रयोगे रसान्नयन्तीति व्यभिचारिणः।

अत्राह - कथं नयन्तीति ? उच्यते - लोकसिद्धान्त एषः - यथा सूर्यः इदं दिनं नक्षत्रं वा नयन्तीति । न च तेन वाहुभ्यां स्कन्धेन वा नीयते । किन्तु लोकप्रसिद्धमेतद् यथेदं सूर्यो नक्षत्रं दिनं वा नयन्तीति । एवमेते प्रयोग नयन्तीति व्यभिचारिण इत्यवगन्तव्या नाम “ ।

व्यभिचारि भावानां संख्या त्रयत्रिंशत् “निर्वेद दारिद्र्याध्यवमाना विक्षेपाकुष्ट क्रोधताडनेष्टजनवियोगतज्ञानादि-भिर्विभावैः समुत्पद्ये । स्त्रनीचकुसत्वानां रूदितनिःश्वसितोच्छासितसम्प्रधारणादिभिरनुभावैस्तमभिनयेत्।”

4. स्थायीभावः - अष्टवादीनां मते स्थायीभावमपि अष्टः।ते यथा-

“अविरुद्धविरुद्ध वा य तिर्योधातुमोक्षमा ।

अस्वादाङ्कुरेऽसौ चतैष्टौ स्थायिनो मताः॥”

अविरुद्ध विरुद्ध वा कोऽपि प्रकारः सञ्चारभावोऽपि वा । यस्य भावस्य तिर्योधातुम् अक्षमा इह अश्वादां कुरस्व स्कन्दस्वरूपः स एव स्थायी भाव । स च अन्तकरणस्य तृतिविशेषः , अतः ते उत्पद्यते विनश्यते च । विनाशशीलमपि ते संस्काररूपेण अन्तकरणे चिरं तिष्ठति । तस्मात् कारणात् प्रतीतिकाले ते अनुभवयोग्या । एतस्मात् कारणात् एते स्थायीभावा इति क्ष्यातः । काव्यार्थश्च , अस्वाद्यरसस्य भावकः निष्पादकः वा इति भावः । अादौ ते संस्काररूपे अनास्वाद्य तिष्ठन्ति । विभावादी कारणात् साधारणीकरण प्रकृत्या ते क्रमास्वाद्यमानम् यदा भवति तदा एव रसनिष्पत्ति।

5. सात्त्विकभावः - किमनो भावाः सत्त्वेन विनाभिनीयन्ते यस्मादुच्यन्ते एते सात्त्विक इति । इह हि सत्त्वं नाम मनःप्रभवम् । तत्त्वसमाहितमनस्त्वादुच्यते मनसः समाधौ सत्वानाष्पातिरभवतीति । तस् च योऽसौ स्वभाव यमाञ्चाश्रुवैवर्ण्यादिलक्षणो यथाभावोपगतः , स न शक्योऽन्यमनसा कर्तुमिति । लोकस्वभावानुकरणाच्च नाट्यस्य सत्तमीप्सितम् । को दृष्टान्तः - इह हि नाट्यधर्मी प्रवृत्ताः सुखदुःखकृता भावास्तथा सत्त्वविशुद्धाः कार्योः यथा स्वरूपा भवन्ति । अत्राह को दृष्टान्त इति चेत, अत्रोच्येते - इह हि नाट्यधर्मः प्रवृत्तः सुखदुःखकृतो भावः तथा - सत्त्वविशुद्धाधिष्ठातः कार्यो यथा स्वरूपो भवति। दुःखं नाम रोदनात्मकं तत् कथमदुःखितेन सुखं च प्रहर्षात्मकमसुखितेनाभिनयेत् ? एतदेवास्य दुःखितेन प्रहृष्टेन वासरोमाञ्चौ प्रदर्शयितव्याविति कृत्वा सात्त्विका भावा इत्यभिव्याख्यातः । स्तम्भ - स्वेद - सेमाञ्च - स्वरभेद - वेपथु - वैवण्य - अश्रु - प्रलय च इति अष्टः सात्त्विकभावः।

एवं साहित्यदर्पणकारेण विश्वनाथेन रसास्वादं ब्रह्मस्वादसदृशं भणितं -

सत्त्वोद्रेकादखण्डस्वप्नकाशानन्दचिन्मयः।

वेदान्तस्पर्शशून्य ब्रह्मस्वादसहोदरः॥

लोकोत्तरचमत्कारप्राणः कैश्चित् प्रमातृभिः।

स्वाकारवदभिन्नत्वेनेनायमास्वाद्यते रसः॥सा. द. 3/2,3

पण्डितराजजगन्नाथेनापि रसस्वरूपानिरूपणावसरे रसो नाम भग्नावरणाचिद्धिशिष्टो रत्यातिः रत्याद्यवच्छिन्ना वा भग्नावरणाचित् इत्यभिप्रेत्य उपसंहारो व्यधीयत । एवं रसस्य चैतन्यरूपत्वे अर्थात् ब्रह्मरूपत्वे सिद्धिः । अतः तैत्तिरीयोपनिषदि रसं ब्रह्मसदृशत्वेन स्वीकृत्य उच्यते यत् - रसो वै सः रसं तन्धैवायमानन्दीभवति।

Socio Economic Condition of Scheduled Caste Men Unskilled Labourers of House Construction in Yamunanagar District

Sanjeev Kumar*

Abstract

Construction labour is a person who works in a construction industry, especially one engaged in manual work. Construction sector productivity is a great value for the policy makers and government because it determines a nation's future living standards and creates a competitive business environment. The majority of the population is connected directly or indirectly to the construction industry for basic living infrastructures. And socio economic condition is an economic and sociological combined total measure of a person's work experience and of an individual's or family's economic and social position in relation to others, based on income, education and occupation. The aim of this research paper is to identify the socio economic condition of scheduled men caste unskilled labourers in Yamunanagar district. Construction labour is mainly two type's skilled and unskilled labour. Skilled labourers include mason, carpenters, tiles flooring mason, electrician for wiring, plumbers and fabricators. And unskilled labourers are working under these skilled persons. For this research study, descriptive research and quota sampling method will be used. The sample size belongs of 200 respondents belong to Yamunanagar district of Haryana. In this research study two block of Yamunanagar will be selected for data collection and 100 samples will collected for each block. Total number of data collection is 200 respondents. Simple average method and percentage method used for find out useful results.

Keywords: - ***Socio Economic Condition, construction activity, skilled and unskilled persons, minimum wage.***

Introduction

A high percentage of working persons are employed in unorganized sector of India. Unorganized sector activity is an important part of a country infrastructural and building development. In unorganized sector, construction activity is a main field in which many skilled and unskilled persons get the job. And the socio economics development of skilled and unskilled persons becomes the basic input of construction activity. With the benefit of socio economic development, construction sectors give many backward and forward linkage benefits for a country. Thus the main motive of this research paper is examined socio economic condition of house construction labourers. Most of the unskilled labourers in construction activity are employed on a casual wages. Many labour and workers related law in India are working to save the right of these persons. These law are- the payment of wages act (1936), industrial employment (standing orders) act (1946), the minimum wages act (1948), the maternity benefit act (1961), the contract labour (regulation and abolition) act and rules (1970), the payment of gratuity act (1972), the equal remuneration act (1976), the payment of bonus act (1976), the interstate migrant workmen (RE & CS) act and rules (1979), the child labour (prohibition & regulation) act and rules (1986), the building and

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other construction works (RE & CE) act (1996) and railway servant (hours of work and period of rest) rules (2005). The important of this law are necessary because social security is a basic requirement of all persons regardless of employment in which they are work and alive. In unorganized sectors, the exploitation of employees is much higher than other sector.

For this unsecure behavior in unorganized sector, the government has announced many ambitious schemes to provide social security to workers and their families and insured under the Employees State Insurance Corporation. But one problem related of the workers of unorganized sector they are illiterate. They are very unaware about the rules and regulations of their working conditions. Low wage is another problem of illiterate and unskilled labourers in unorganized sector. In unorganized sector, sometimes the minimum wage act is not applicable. In India, construction sector play an important role in growth & development. In rural area many people engaged this sector to earn income.

Constitutional and Legal Right

The constitution of India protects the life and liberty of a person. But many laws in India are not applicable to the employees working in unorganized sectors. And these law are apply they are not working sufficiently. Some articles are related labour persons are-

Article 14- right to equality

Article 16- equality of opportunity in field of public employment.

Article 19- right to form unions and associations.

Article 21- right to livelihood under the right of life.

Article 23- prohibits traffic in human being and forced labour.

Article 24- prohibits child labour below the age of 14 years.

Article 39- ensure equal pay for equal work for both men and women.

And some legal law is below-

The payment of wages act, (1936) regulates payment of wages to employees. The act is intended to be a remedy against unauthorized deductions made by employer or unjustified delay in payment of wages.

Industrial employment (standing orders) act, (1946) is to require employers in industrial establishments to formally define conditions of employment under them and submit draft standing orders to certifying authority for its certification. It applies to every industrial establishment where in 100 or more workers are employed.

The minimum wages act, (1948) is an act of parliament concerning Indian labour law that sets the minimum wages that must be paid to skilled and unskilled labours.

The maternity benefit act, (1961) is to regulate the employment of women in certain establishment for certain periods before and after child-birth and to provide for maternity benefit and certain other benefits.

The contract labour (regulation and abolition) act and rules, (1970) is to prevent exploitation of contract labour and also to introduce better conditions of work.

The payment of gratuity act, (1972) is a payment made with the intention of helping an employee monetarily after his retirement. In India, gratuity is a type of retirement benefit.

The equal remuneration act, (1976) is the concept of labour right that individuals in the same workplace be given equal pay. It means that equal pay for equal work.

The payment of bonus act, (1976) is related to the bonus profit of the workers which is given by when total profit or productivity will be increase in current time.

The interstate migrant workmen (RE & CS) act and rules, (1979) are an act of the Parliament of India enacted to regulate the condition of service of inter-state labourers in Indian labour law. The Act purpose is to protect labourers whose services are requisitioned outside their native states in India.

The child labour (prohibition & regulation) act and rules (1986), is a much debated act related to the children. According this law under the 14 years children work any palce as a labour is a crime.

Sources: - www.legalserviceindia.com, www.lawyerclumindia.com

Significance of This Research Study

In India, the construction sector is an important tool of the growth & development as it creates investment opportunities across various related sectors. In all over India, there were slightly over 500 construction equipment manufacturing companies. Construction sector provides employment to more than 35 millions skilled and unskilled workers in 2012.

In house construction, unskilled labourers will employ more than skilled labourers. And in rural area of our country maximum persons get job in this field. Because in house construction sector to work as a labourers there are no special talent to be required. Thus unskilled labourers work in this sector to earn income and livelihood. House construction sector play an important role to develop the socio economic status of unskilled labourers.

Objective of the Study

The objective of this research study is identify the socio economic condition of scheduled caste men unskilled labourers of house construction in Yamuna nagar district of Haryana and find the useful result of this research study.

Research Methodology

This study will be based on primary data as well as secondary data. In order to collect primary data questionnaire will be designed with the help of experts and existing literature. In order to avoid misinterpretations, the pre testing of questionnaire will be conducted on a pilot group of 10 respondents. After presenting the necessary modifications the questionnaire will be finished.

The secondary data will be collected from various sources include Annual reports of center and state Government, various Magazines, Websites, Journals, census report, and Newspapers. Stratified sampling method will be used for sampling. The population universe of the study is Yamunanagar district. In Yamunanagar district two blocks will selected and 200 respondents will be chosen as sample in this blocks. The present study total number of respondents will be 200 respondents. 200 respondents belong to be only scheduled caste community. In order to study "socio economic condition of scheduled caste men unskilled labourers of house construction in Yanunanagar district of Haryana", the survey method of investigation coupled with various statistical techniques simple average method, percentage method.

Socio Economic Condition of Scheduled Caste Unskilled Labourers Examined With the Help of Primary Data

Total number of respondents is 200 and belongs to only scheduled caste men unskilled labourers of Yamuna nagar district.

Age composition of scheduled caste men unskilled labourers

Serial no.	Age group	Frequency	Percentage
1	15-25	45	22.5
2	25-35	60	30
3	35-45	63	31.5
4	45+	32	16
Total		200	100

Above table examined that the majority of labourers belong to (25-35) and (35-45) age groups. In this both groups total 61.5% of scheduled caste men unskilled labourers engaged in house construction activity. And 22.5% labourers belong to (15-25) age group, 30% labourers belong to (25-35) age group, 31.5% labourers belong to (35-45) age group and 16% labourers belong to 45+ age group.

Literacy status of scheduled caste men unskilled labourers

Serial no.	Literacy level	Frequency	Percentage of total
1	Illiterate	22	11
2	Literate	38	19
3	Middle (8 th)	53	26.5
4	Secondary (10 th)	47	23.5
5	Ser. Secondary (12 th)	29	14.5
6	Graduation and above	11	5.5
Total		200	100

Above table explained that the literacy level of labourers and majority are belongs to middle (8th) and secondary (10th) level in which maximum labourers are 50%. 11% labourers person are illiterate, 19% labourers person are literate (write and read any one language), 26.5% are literate middle level, 23.5% are literate secondary level, 14.5% are literate ser. Secondary level and 5.5% are literate graguation and above level.

Labourer's type (casual or permanent labourers of house construction) of scheduled caste men unskilled labourers

Serial no.	type	Frequency	Percentage of total
1	Casual	113	56.5
2	Permanent	87	43.5
Total		200	100

Above table show that 56.5% casual labourers are engaged to the house construction activity. And 43.5% permanent labourer's person is engaged to the house construction activity.

Marital status of scheduled caste men unskilled labourers

Serial no.	Marital status	Frequency	Percentage of total
1	Bachelor	54	27
2	married	124	62
3	widower	22	11
Total		200	100

Above table show that 27% bachelor, 62% married and 11% widower labourers are engaged in house construction activity. And majority belongs to married person labourers of house construction.

Total family income of scheduled caste men unskilled labourers of house construction

Serial no.	Total family income	Frequency	Percentage of total
1	Below 10,000	87	43.5
2	10,000-15,000	64	32
3	15,000-20,000	35	17.5
4	20,000+	14	7
Total		200	100

Above table show that 43.5% majority of labourers belongs to group (below 10,000), 32% belongs to (10,000-15,000) group, 17.5% belongs to (15,000-20,000) group and just 7% belongs to (20,000+) group.

Total members in a family of scheduled caste men unskilled labourers of house construction

Serial no.	Family members	Frequency	Percentage of total
1	Below 4	75	37.5
2	5 to 6	67	33.5
3	7 to 8	38	19
4	Above 8	20	10
Total		200	100

Above table show that 37.5% labourers are belong to small family in which below 4 members and 33.5% are belong to medium size family in which 5 to 6 members. 19% are belong to small large family in which 7 to 8 member and 10% are belong to large family in which above 8 members. Small size of the family is one reason of small income of family below 10,000 and 15,000 and large income above 20,000 is a result of large family.

Finding

- The majority of labourers belong to (25-35) and (35-45) age groups. In this both groups total 61.5% of scheduled caste men unskilled labourers engaged in house construction activity. And 22.5% labourers belong to (15-25) age group, 30% labourers belong to (25-35) age group, 31.5% labourers belong to (35-45) age group and 16% labourers belong to 45+ age group.
- Literacy level of labourers and majority are belongs to middle (8th) and secondary (10th) level in which maximum labourers are 50%. 11% labourers person are illiterate, 19% labourers person are literate (write and read any one language), 26.5% are literate middle level, 23.5% are literate secondary level, 14.5% are literate ser. Secondary level and 5.5% are literate graguation and above level.
- 56.5% casual labourers are engaged to the house construction activity. And 43.5% permanent labourer's person are engaged to the house construction activity.
- 27% bachelor, 62% married and 11% widower labourers are engaged in house construction activity. And majority belongs to married person labourers of house construction.
- 43.5% majority of labourers belongs to group (below 10,000), 32% belongs to (10,000-15,000) group, 17.5% belongs to (15,000-20,000) group and just 7% belongs to (20,000+) group.

- 37.5% labourers are belong to small family in which below 4 members and 33.5% are belong to medium size family in which 5 to 6 members. 19% are belong to small large family in which 7 to 8 member and 10% are belong to large family in which above 8 members. Small size of the family is one reason of small income of family below 10,000 and 15,000 and large income above 20,000 is a result of large family.

Conclusion

The study aims to identify and analyze the socio economic condition of scheduled caste men unskilled labourers of house construction in Yamunanagar district. This research study is related to primary and secondary data. Primary data collected with the help of questionnaire survey. And some limitations of primary data related are the availability of the relevant information's related labourers limits the success of present study. The performance of statistical tools in analyze the collected data will be play an important role in this research studies. It depends on sample size what statistical tools or techniques will be used in this research studies. This research paper shows that status of labourer's persons in this society is not sufficient condition. Income level and financial condition is also in poor condition thus they cannot break their vicious circle of poverty.

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Child Labour: Causes & Its Socio-Legal Initiatives

DR. SANDHYA SINGH*

Abstract

“The child is a soul with a being, a nature and capacities of its own, who must be helped to find them, to grow into their maturity, into a fullness of physical and vital energy and the utmost breadth, depth and height of its emotional, intellectual and spiritual being; otherwise there cannot be a healthy growth of the nation.”---

P N Bhagawati, Former CJI

Child labour is a widespread phenomenon in the entire world, occurring predominantly in developing countries like in India, Latin America, Africa, and Asia. In the 20th century, child labour remains a very serious problem in many parts of the world. Their living conditions are really very crude and their chances for education minimal.

The problem of child labour has moved from a hard matter of regional and national concern to one of international debate. Much of the recent theoretical literature has focused attention on the fact that the decision to send children to work is most likely made not by the children themselves, but by households who do so out of dire need.

Poverty is considered to be the main root cause of child labour. In fact, this is not true; literacy and household effect are even bigger variables in the determination and the measurement of child labour in a society. This raises the issue of the impact of literacy and schooling on child labour and vice versa.

Finally, the aim of this paper is to highlight the crucial form and all aspects of child labour which is present in our society with its causes and social legal initiatives.

Keywords: Child Labour, predominantly, underdeveloped countries, variables, literacy.

Objectives

- ✓ **The general objective of the paper is to know about the problems and causes of child Labour in various dimensions.**
- ✓ **The specific objectives of the paper are:**
 - To study the socio-economic status of child labour in society.
 - To assess the causes/reasons and contributing factors to become child labour.

Introduction

“A child is a person who is going to carry on what you have started...the fate of humanity is in his hands.”--- Abraham Lincoln.

Almost one-third of the world population consists of children. Therefore they need to be cared and protected, to keep up and improve posterity. Children are important component in social structure and potential future carries to the culture.

Biologically, a child is anyone between the stages of infancy and adulthood, or child is a human being between the stages of birth and puberty. The legal definition of "child" refers to a minor, or somebody who is yet to become an adult. It is used as an opposite to adult. It is not concerned with the age. The only qualification is that the child should be unable to

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maintain himself. Hence a child though not a minor is still a child as long as it is.

Meaning of Child Labour

The children should not have to work is universally accepted, but there is no universal answer why the problem of child labour persist and how it needs to be tackled.

India is faced with the crucial task of eliminating the child labour which is prevalent in all spheres of life. Thousands of children are engaged in the carpet factories, glass factories and other hazardous industries all over the country.

The term child labour has generally found in two-fold interpretations. Firstly, it is implied to be an economic necessity of poor households and secondly, the explosive aspect in children's work concerned with the profit maximizing urge of commercial establishment. Where in children are made to work for long hours, paid low remuneration and deprived of educational opportunities.

Child Labour in India

India accounts for the second highest number where child labour in the world is concerned. Africa accounts for the highest number of children employed and exploited. The fact is that across the length and breadth of the nation, children are in a pathetic condition. Child labour in India is a human right issue for the whole world. It is a serious and extensive problem, with many children under the age of fourteen working in carpet making factories, glass blowing units and making fireworks with bare little hands. According to the statistics given by the Indian government there are around 20 million Child labours in the country, while other agencies claim that it is 50 million.

The situation of Child labours in India is desperate. Children work for eight hours at a stretch with only a small break for meals. The meals are also worst, frugal and the children are ill nourished. Most of the migrant children, who cannot go home, sleep at their work place, which is very bad for their health and development. Seventy five percent of Indian population still resides in rural areas and are very poor. Children in rural families who are facing with poverty perceive their children as an income generating resource to supplement the family income.

National Framework to Eliminate Child Labour

Our Indian Constitution provides many special provisions for the protection of children. Some Articles are as follows – 15(3)31, 2132, 21-A33, 2334, 2435, 39 (e)36, 39 (f)37, 4338, 4539 and 51-A (k)40. In relation with the above mentioned Conventions and Constitutional provisions, we have enacted special laws to eliminate the child labour; some important ones are as follows.

1. The Children (Pleading of Labour) Act, 1933.
2. The Factories Act, 1948.
3. The Minimum Wages Act, 1948.
4. Plantation Labour Act, 1951.
5. The Mines Act, 1952.
6. The Merchant Shipping Act, 1958.
7. The Motor Transport Workers Act, 1961.
8. The Apprentices Act, 1961.
9. The Schools and Establishments Act, 1961.
10. The Beedi Cigar Workers (Conditions of Employment) Act, 1966.
11. The Child Labour (Prohibition and Regulation) Act 1986.

CHILD LABOUR (PROHIBITION & REGULATION) ACT, 1986

Recognizing in the increasing problem of child labour in our India, the Parliament passed “**The Child Labour (Prohibition and Regulation) Act, 1986**”.

The purpose of this Act was to declare child labour as illegal and make it a punishable act by any citizen of India. The Act is to bring to the notice of the people of this nation that there are child labour laws to protect the child. However, in spite of this the situation has not improved, nor has it been brought under control, it is still same.

Constitutional Provisions

- ✓ **Article 24:** No child below the age of 14 years shall be employed to work in any factory or work which is hazardous.
- ✓ **Article (39-E):** The state shall direct its policy towards securing the health and strength of workers, men and women and the tender age of children are not abused.
- ✓ **Article (39-F):** Children shall be given opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity.
- ✓ **Article 45:** The state shall endeavour to provide within a period of 10 years from the commencement of the constitution for free and compulsory education for children until they complete the age of 14 years. The Implementation of Right to Education Act of 2010 ensures free and compulsory education for children between the ages of 6-14 years.

Socio-Economic Factors/Causes of Child Labour

The socio-economic factors that causes child labour-

❖ **Poverty as root cause**

Poor parents cannot afford schooling for their children. Thus, mainly poor households are to send forced their children to labour instead of sending to school.

❖ **Family size**

Indeed, large poor households usually have more children involved in child labour than children from smaller households, which demonstrates family size have an effect on child labour

❖ **Family condition**

A growing number of children who have either lost one or both the parents and those impacted by HIV/AIDS in the family, are forced to work in order to support themselves and their siblings.

❖ **Traditional or cultural factor**

Culture is another factor which is driving children into labour market. Different cultures of many societies make children start work at very young age which are related to traditions and cultural factors.

❖ **Low Aspiration**

It is important for parents and children to understand that they can work hard and make something great of themselves. Low aspirations by parents and children are a major cause of child labour because in such a situation, being employed in a local factory, or selling grocery in the streets is the normal way of life. To these types of children and parents,

success only belongs to a certain region or group of people. They do not aspire to become professionals in the society or great entrepreneurs. It is a mindset that forms the very foundation of child labour.

❖ **Huge demand for unskilled labourers**

The demand for unskilled labourers is another cause of child labour. Children are mostly unskilled and provide a cheap source of labour, making them an attractive option for many greedy employers. Child labour, by virtue of being cheap, increases the margin of profits for such entrepreneurs whose only objective is profit maximization even if it comes at the expense of ethics and good business practices. These types of employers can also force children to work under unfavourable conditions through manipulation or blatant threats.

❖ **Early Marriages**

Marrying at an early age is a major contributing factor to overpopulation. Young parents are able to sire a lot of children because they remain fertile for a long time. Having many children with little or no resources to support those leads to child labour. Older children are forced to work in order to help their parents support the family.

❖ **Discrimination between boys and girls**

We have been conditioned into believing that girls are weaker and there is no equal comparison between boys and girls. Even today, in our society, we will find many examples where girls are deprived of studies. Considering girls weaker than boys deprives them of school and education. In laborer families, girls are found to be engaged in labor along with their parents.

Consequences of Child Labour

- General Child injuries and abuses like cuts, burns and lacerations, fractures, tiredness and dizziness, excessive fears and nightmares.
- Sexual abuse, particularly sexual exploitation of girls by adults, rape, prostitution, early and unwanted pregnancy, abortion, Sexually Transmitted Diseases (STDs) and HIV/AIDS, drugs and alcoholism.
- Physical abuse that involve corporal punishment, emotional maltreatment such as blaming, belittling, verbal attacks, rejection, humiliation and bad remarks.
- Emotional neglect such as deprivation of family love and affection, resulting in loneliness, and hopelessness.
- Physical neglect like lack of adequate provision of food, clothing, shelter and medical treatment.
- Lack of schooling results in missing educational qualifications and higher skills thus perpetuating their life in poverty.
- Competition of children with adult workers leads to depressing wages and salaries.

Socio-Legal Initiatives

The Supreme Court of India, in its judgement dated 10th December, 1996 in Writ Petition (Civil) Number 465/1986, has given certain directions regarding the manner in which the children working in the hazardous occupations are to be withdrawn from work and rehabilitated, and the manner in which the working conditions of children working in non-

hazardous occupations are to be regulated and improved. The judgement of the Supreme Court envisages are as follows:

1. Survey for identification of working children (to be completed by June 10, 1997).
2. Withdrawal of children working in hazardous industries and ensuring their education in appropriate institutions.
3. Employment to one adult member of the family of the child so withdrawn from work, and if that is not possible a contribution of Rs.5000 to the welfare fund to be made by the State Government.
4. Financial assistance to the families of the children so withdrawn to be paid out of the interest earnings on the corpus of Rs.20,000/25,000.00 deposited in the welfare fund as long as the child is actually sent to the schools.
5. Regulating hours of work for children working in non-hazardous occupations so that their working hours do not exceed six hours per day and education for at least two hours is ensured. The entire expenditure on education is to be borne by the concerned employer.
6. Planning and preparedness on the part of Central and State Governments in terms of strengthening of the existing administrative/regulatory/enforcement frame-work (covering cost of additional manpower, training, mobility, computerization etc.) implying additional requirement of funds.
7. Simultaneous action in all districts of the country.
8. Contribution of Rs.20, 000 per child to be paid by the offending employers of children to welfare fund to be established for this purpose.
9. By creating the demand for skilled and trained workers, child labour cases will reduce since almost all child labourers fall under the unskilled worker category.
10. Empowering poor people through knowledge and income generating projects would go a long way in reducing cases of child labour.

Conclusion

It is said that "**child is the father of man**", and the children of our country are our biggest asset. The government of India has enacted several laws in order to provide healthy social and educational environment for the development of children. But in spite of all the laws enacted, problem of child labour still persists in our Indian society that is because child labour laws are themselves flawed in some way or the other or suffer from poor implementation of programmes.

Child labour is not just an affront to the rights of a child but also it is a symbol of a society that has lost its proper way. We should, therefore, all strive to ensure that the fundamental rights of children are protected and that they are accorded the opportunity to go after their dreams, desires and aspirations. The future is much brighter when the younger generation has a good foundation for success. The innocence of a child should never be taken away for the purpose of making the lives of adults easier. It is both unfair and morally unacceptable.

Though awareness towards child labour has increased and now there are several NGO's trying their best, but today what we require is to take concrete actions, the central and respective state governments need to provide for better machinery for enforcing child labour laws. Unless this is achieved our country won't be completely free the burden of child labour.

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बच्चन काव्य में दार्शनिक चेतना

भीला बिश्ट*

संसार में प्रत्येक व्यक्ति का अपना दर्शन होता उसका दर्शन उसके विचारों और जीवन जीने के ढंग में झलकता है। दर्शन उस शाश्वत सत्य का साक्षात्कार है जो देशकाल की सीमा से परे है। इस दृष्टि से सम्पूर्ण विश्व का दर्शन एक ही होना चाहिए। किन्तु ऐसा सम्भव नहीं है क्योंकि दर्शन उसके प्रणेत दार्शनिक के विचार और समय की उपज है। लगभग सभी दर्शन एक ही सत्य की अभिव्यक्ति देते हैं। किन्तु विभिन्न दार्शनिकों ने अपने दृष्टिकोण से उन्हें अलग अलग रूपों में स्थापित किया है।

दर्शन और साहित्य का अत्यधिक घनिष्ठ सम्बन्ध है। साहित्य, दर्शन द्वारा विश्लेषित जीवन की समस्याओं को उद्घाटित करना है एक कवि स्वयं में दार्शनिक होता है। वह इस गोचर जगत् के साथ अदृश्य/अगोचर तत्त्व का भी आभास कर लेता है। कवि दर्शन की नीरसता में कल्पना की उड़ान भरके सरसता ले आता है। कवि बच्चन के काव्य में भारतीय व पाश्चात्य दर्शन की धाराओं का मिला जुला रूप दिखता है। उनके दर्शन रूपी भावों का विश्लेषण निम्न शीर्षकों के माध्यम से प्रस्तुत है—

(1) कर्मवाद

कर्मवाद भारतीय दर्शन की महत्वपूर्ण शाखा है। यहाँ कर्म के प्रति विशेष निष्ठा का भाव निहित है। कर्म के प्रति निष्ठा का भाव हमें गीता से प्राप्त होता है। गीता में श्रीकृष्ण अर्जुन को कर्म उपदेश प्रदान करते हैं। भगवान् श्रीकृष्ण ने अर्जुन से कहा है कि अपना कर्म अवश्य करो पर उस कर्म के स्वरूप के गहनतम रूप को भी जानो। वह ठीक से जानो कि कर्म क्या है, विकर्म क्या है, और अकर्म क्या है?

“कर्मणो ह्यपि बोधव्यं बोधव्यं च विकर्मणः।

अकर्मणश्च बोधव्यं गहना कर्मणो गतिः।।”¹

तात्पर्य यह कि यदि व्यक्ति इस संसार रूपी भव सागर को पार करना चाहे तो उसे कर्म—अकर्म और विकर्म में अन्तर समझना होगा।

गीता के इस कर्मवाद का समर्थन करते हुए कवि बच्चन ने अपने काव्य में कर्म का सन्देश प्रदान किया है। कर्म से दूर भागने या मुंह मोड़ने वाले को कवि कहते हैं—

“भाग्य लेटे रहा का सदा लेटा रहा है

जो खड़ा है भाग्य उसका उठ खड़ा है

चल पड़ा जो भाग्य उसका चल पड़ा है।”²

कवि कहते हैं इस संसार में कायर किसी को भी नहीं सुहाते हैं—

“मैं अपरिचित हूँ नहीं उन कायरों से जो कि उससे भागते हैं।

वीर अपने खत का कर अर्घ्य अर्पित दान अपना माँगते हैं।

रूप की देवी निखरती है उसी से स्नान करके, कापुरुश का

भीरु, दुर्बल अश्रु दुनिया में किसी को भी नहीं स्वीकार होता।

धार पैनी देख उस पर फेरने का हाथ मैं बेजार होता।।”³

उनकी कविता में कर्म का सन्देश सभी रचनाओं में विद्यमान है। कवि ने ‘गीता’ से प्रभावित होकर उसका ‘जनगीता’ नाम से काव्यम भावानुवाद किया बाद में इसी का ‘नागर गीता’ नाम से भावानुवाद किया इस भावानुवाद का एक उदाहरण प्रस्तुत है—

“अगर कर्म करना मैं छोड़ूँ

तो सब लोग भ्रष्ट हो जाएँ।

बनूँ वर्णसंकर—कर्ता मैं

और समग्र प्रजा का हंता।।”⁴

“उत्सीदेयुरिमे लोका न कुर्या कर्म चेदहम्।

संकरस्य च कर्ता स्यामुपहन्यामिमाः प्रजाः।।” (3/24)

(2) बौद्ध दर्शन

भारतीय अनीश्वरवादी दर्शन में सर्वाधिक प्रभाव बौद्ध दर्शन का रहा है। इन्होंने ईश्वर का खण्डन किया है किन्तु व्यावहारिक रूप में ईश्वर पर विचार किया गया है। महायानियों ने बुद्ध को ईश्वर के रूप में प्रतिष्ठित किया। बुद्ध ने सम्पूर्ण संसार को दुःखमय बताया है। बौद्ध दर्शन में दुःखों के निवारण पर गहन विचार मिलता है। इस विचारधारा को

*शोध छात्रा हिन्दी हे0न0ब0ग0 (केन्द्रीय) विश्वविद्यालय श्रीनगर गढ़वाल

‘दुःखवाद’ भी कहा गया है। “बुद्ध का दर्शन अपने मौलिक रूप प्रतीत्य समुत्पाद (क्षणिकवाद) में भारी क्रांतिकारी था। जगत् समाज मनुष्य को उसने क्षण-क्षण परिवर्तनीय घोषित किया और कभी न लौटने वाले ‘तेहि नो दिवसा गतः’ (वे हमारे दिवस चले गये) की परवाह छोड़कर परिवर्तन के लिए हर वक्त तैयार रहने की शिक्षा देता था।”⁵ कवि बच्चन का काव्य बौद्धों के दुःखवाद से प्रभावित है निशा निमन्त्रण, आकुल-अन्तर व एकान्त-संगीत की कविताओं में उनका दुःखवाद अपने चरम पर पहुँच गया है, कवि को दुःख सहते हुए दुःखों में रहने की आदत हो गई अब उनको दुःख ही प्रिय लगने लगे हैं। कवि किन्तु यह दुःख भी साथ नहीं देता—

“साथी, साथ न देगा दुख भी।
काल छीनने दुख आता है
जब दुःख भी प्रिय हो जाता है
नहीं चाहते जब हम दुख के बदले में लेना चिर सुख भी
साथी, साथ न देगा दुख भी।”⁶

दुःख जीवन का अनिवार्य अंग है कवि दुःख के संकट को चुपचाप सहन करने की बातें कहते हैं—

“दुनिया न कहीं उपहास करे, सब कुछ करता है मौन सहन।”⁷

कवि सुख पाने के साथ दुःख सहने की क्षमता रखते हैं। वे जीवन को सुख-दुःख का समन्वय मानते हैं—

“सुख की घड़ियों के स्वागत में। छन्दों पर छन्द सजाता हूँ।

पर अपने दुःख दर्द भरे, गीतों पर कब पछताता हूँ।”⁸

कवि के मन में सुख-दुःख का द्वन्द्व चलता है इस द्वन्द्व में भी कवि की आशावादी भावना प्रकट होती नजर आती है—

“है ज्ञात हमें नरवर जीवन
नरवर इस जगती का क्षण-क्षण,
है, किन्तु अमरता की आशा
करती रहती उर में क्रंदन,
नरवरा और अमरता का
अब द्वन्द्व मिटाने हम आए।
मधु प्यास बुझाने आए हम।
मधु प्यास बुझाने हम आए।”⁹

बच्चन की ‘बुद्ध और नाचघर’ कविता महात्मा बुद्ध की शिक्षाओं का समर्थन करती दीख पड़ती है—

“अन्त में, सबका है यह सार
जीवन दुःख ही दुःख का है विस्तार,
दुख का इच्छा है आधार
अगर इच्छा को लो जीत,
पा सकते हो दुखों से निस्तार
पा सकते हो निर्वाण पुनीत।”¹⁰

दुःखवाद व बौद्ध दर्शन से प्रभावित कविता के कतिपय उदाहरण बच्चन जी के साहित्य में विद्यमान हैं। जिनका कार्य विस्तार के कारण वर्णन करना सम्भव नहीं है।

(3) गाँधीवादी दर्शन

कवि हरिवंश राय बच्चन के काव्य में राष्ट्रपिता महात्मा गाँधी जी के विचारों का भी प्रभाव स्पष्ट झलकता है। गाँधी जी सत्य, अहिंसा के पुजारी थे। वे सम्पूर्ण मानवता के लिए एक आदर्श हैं अतः भारतीय आधुनिक विचारधारा में गाँधी-दर्शन का अलग से विश्लेषण होता है। गाँधी जी के विचारों के समर्थक गाँधीवादी कहलाते हैं। कवि बच्चन की ‘खादी के फूल’ व ‘सूत की माला’ कविता संग्रह उनके देशप्रेम व गाँधी जी के प्रति अनन्य श्रद्धा को प्रकट करते हैं। वे गाँधी जी की मृत्यु पर कह उठते हैं—

“भारतमाता का सबसे प्यारा बड़ा पूत
हो गया एक के पागलपन से परामृत।
हो गया एक के क्रुद्ध तमंचे का प्रीकार
यह तो निरभ्र नभ-मण्डल से है वज्रपात।”¹¹

कवि ने गाँधी जी को अवतरित पुरुष माना उनका मानना है पृथ्वी पर मानवता को बचाने दानवों (बुराईयों) से लड़ने बापू स्वर्ग से आये थे—

“जब गाँधी थे चले स्वर्ग से पृथ्वी को
मानव की पृथुता से दानवता से लड़ने
तब देवों ने था उनको यह आदेश किया
लो देह भीम की बल-विक्रम बजरंगी का।”¹²

बच्चन जी का अन्य रचनाओं में भी गाँधी जी के मानवतावादी, अहिंसात्मक विचारों की पुष्टि होती है।

(4) भाग्य/नियतिवाद

संसार के सभी देशों के सभी धर्मों में नियति/भाग्यवाद सम्बन्धी विचार मिलते हैं। आदि कवि वाल्मीकि ने भी कहा है—

“नियतिः कारण लोके नियतिः कर्मसाधनम्।

नियति सर्वभूतानां नियोगेऽपि ह्यकारणम्।।”¹³

भारतीय चिन्तन परम्परा में वैदिक दर्शन में नियतिवाद पर कोई मंथन नहीं मिलता है। उत्तरवैदिक काल से इस भाग्यवादी विश्लेषण की शुरुआत मानी जा सकती है किन्तु प्रत्यक्ष नियतिवाद की शुरुआत पाश्चात्य दर्शन की निराशावादी दृष्टि में हुई है। बच्चन साहित्य में नियतिवादी भावों का अत्यधिक चित्रण हुआ है। उदाहरण—

“मिले न पर ललचा ललचा क्यों

आकुल करती है हाला

मिले न पर तरसा तरसाकर

क्यों तड़पाता है प्याला

हाय नियति की विशम लेखनी

मस्तक पर यह खोद गई

दूर रहेगी मधु की धारा

पास रहेगी मधुप्याला।”¹⁴

“प्याला है पर पी पाएंगे,

है ज्ञात नहीं इतना हमको

इस पार नियति ने भेजा है

असमर्थ बना कितना हमको।”¹⁵

इस संसार का सबसे बड़ा सच मृत्यु है जो एक दिन सबको आनी है। कवि मृत्यु को अभिशाप बताते हुए कह उठते हैं—

“यह अभिशाप

मानव के लिए कितना बड़ा है

मृत्यु!

मानव, सृष्टि के सम्राट की

कितनी बड़ी असमर्थता है।”¹⁶

कवि के काव्य में नियतिवादी भावों के असंख्य उदाहरण सहज ही मिल जाते हैं।

(5) अस्तित्ववाद

अस्तित्ववादी विचारधारा पाश्चात्य—साहित्य की उपज है। यह विचारधारा 20वीं शताब्दी के आरम्भ में यूरोप में सबसे अधिक प्रचलित थी। यह आत्मविश्वास में मानवीय तर्कों की प्रतिक्रिया थी। इसके मानने वाले प्रमुख विचारक सॉरेन कीर्कगार्ड व विलियम सार्त्र हैं। अस्तित्ववादी व्यक्ति के महत्व को स्वीकारता है। यह ईश्वर की सत्ता को नहीं स्वीकारता। “इसमें ईश्वर और विव के समस्त अपरोक्ष ज्ञान का विरोध किया गया है। सांसारिक ज्ञान मात्र सम्भावना है। ईश्वर कोई आदर्श प्रत्यय मात्र नहीं है, बल्कि चरम सद्वस्तु है यह हमारे अपने व्यक्तित्व का सार है।”¹⁷ यह दर्शन व्यक्तिवादी है। आधुनिक हिन्दी साहित्यकारों पर अस्तित्ववाद का प्रत्यक्ष प्रभाव पड़ा है।

हिन्दी के प्रसिद्ध कवि गीतकार बच्चन जी के साहित्य में भी अस्तित्ववादी भावों की कविता मिलती है। ‘कवि की वासना’ कविता में कवि के अस्तित्ववादी भाव प्रकट हुए हैं—

“प्राण प्राणों से सकें मिल

किस तरह दीवार है तन,

अल्पतम इच्छा यहाँ मेरी बनी बंदी पड़ी है

विव क्रीडास्थल नहीं रे, विव कारागार मेरा।”¹⁸

बच्चन का अस्तित्ववाद पाश्चात्य विचारधारा का शुष्कवाद न होकर भावुकता को लिए हुए सुख—दुःख के क्षणों का वाणी विधान है।

“लघु मानव का कितना जीवन,

फिर क्यों उस पर इतना बंधन

यदि मदिरा का ही अभिलाशी

पी सकता कुछ गिनती के कण।

चुल्लु भर में गल सकता है

उसके तन का जामा खाकी

मैं एक सुराही मदिरा की ।''¹⁹

'एकान्त-संगीत' का कवि व्यथित होकर कह उठता है-

**“कहने की सीमा होती है,
सहने की सीमा होती है
कुछ मेरे भी वृत्त में, मेरा कुछ सोच-समझ अपमान करो !
अब मत मेरा निर्माण करो ।”²⁰**

इस प्रकार कवि बच्चन ने आनुभूतिक सत्यों के उद्घाटन के साथ-साथ अपने काव्य में दार्शनिक चेतना के स्वर भी बिखेरे हैं। वे दर्शन की विविध शाखाओं का समर्थन करते नजर आते हैं। उनकी आस्था भारतीय दर्शन की अपेक्षा पाश्चात्य दार्शनिक विचारधाराओं का अधिक समर्थन करती दीखती है। निष्कर्ष रूप में कहा जा सकता है कि कवि का जीवन ही अपने आप में एक अद्भुत जीवन-दर्शन है।

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“उत्तर प्रदेश की प्रमुख जनजातीय समस्याओं का अध्ययन”

राम मिश्रा पाठक*

भूमिका

भारत को आजाद हुए आज 67 वर्ष हो गये, देश में बहुत कुछ बदल गया। पुराना भारत कहीं खो गया, अब तो न्यू इण्डिया का आगाज है। हर तरफ परिवर्तन का दौर बड़ी तेजी से चल रहा है। यहाँ लगभग सभी जातियों, धर्मों में व्यापक पैमाने पर बदलाव हुए हैं, परन्तु हमारे देश के आदिम जनजाति के जीन में परिवर्तन बहुत ही धीमी गति से हो रहा है। कहीं-कहीं तो इनमें परिवर्तन के निशान भी नहीं दिखते। दूर दराज इलाकों में ये आज भी उसी परम्परागत जीवन शैली में जीते हैं। इनको सबसे बड़ी समस्या आर्थिक है। यह वो आधार है, जो किसी भी जाति, जनजाति या देश के विकास में प्रमुख स्थान रखती है। बिना धन के आज कोई भी कार्य सम्भव नहीं है।

स्वतंत्रता से पूर्व अंग्रेज सरकार की नीति यह थी कि जनजातियों को पृथक्त्व में रखकर उनकी यथास्थिति को बनाये रखा जाए। 1947 के बाद विकास परियोजनाओं के नाम पर आदिवासियों को उजाड़ना आम हो गया। सन् 1949-50 में 72.2 प्रतिशत वन भूमि सरकार की थी 1973 में सरकारी वनों का क्षेत्रफल बढ़कर 95.3 प्रतिशत हो गया आदिवासियों से उनकी जंगल और जमीन छीन ली गयी। मजबूरी में इनको जंगलों से पलायित होना पड़ा।

आजाद भारत में ये आज भी गुलामों की तरह रहते हैं। आदिम समुदायों की स्थिति में कोई आधारभूत परिवर्तन नहीं हुआ है। वे सदैव की तरह शोषित व वंचित हैं। आधुनिक सभ्यता तो इन सरल लोगों की लोक प्रवृत्तियों को महसूस करने में भी अक्षम रही है। इस मशीनी युग के नुमाइंदों ने आदिवासी क्षेत्रों में घुसकर उनकी संगीत, ध्वनियाँ प्रकृति की लय और वह सब कुछ जो उनके जीवन का अनिवार्य हिस्सा रहें हैं, उनको नष्ट कर दिया है। लकड़क कपड़ों से सजे लोगों के पहुंचने के बाद आदिवासियों में गरीबी, शोषण और मूल्यों का संघर्ष बढ़ा ही है। ये अधनंगे लोग परजीवियों के विरुद्ध संघर्ष तो करते रहे, लेकिन उन्हें कभी उल्लेखनीय सफलता नहीं मिली।¹

सभ्य समाज ने इन्हें असभ्य व पिछड़ा मानकर नाकार दिया है। सरकार ने कुछ जनजातीय कल्याण योजनाएं लागू करके अपने कर्ज से मुक्ति पा ली। इन योजनाओं का वास्तव में इनको कितना लाभ मिलता है? ये कितने प्रतिशत शिक्षित हो पाये हैं? इनकी कितनी समस्याएं दूर हो पायी हैं? इन्हीं सब बातों पर मैं अपने इस लेख के माध्यम से प्रकाश डालना चाहती हूँ ताकि सच्चाई लोगों के सामने आ सके।

भारतीय जनजातियों का ऐतिहासिक पक्ष

भारत एक विशाल और विविधताओं वाला देश है। जिसकी भौगोलिक, सामाजिक, सांस्कृतिक विभिन्नताओं के अतिरिक्त कुछ विशेष रीति-रिवाज परम्पराओं वाले मानव समूह मिलते हैं, जो हमें आश्चर्य चकित करते हैं। कठिन व दुर्गम परिस्थितियों में जीन-यापन करने वाले लोग, जहां साधारण मनुष्य जाने की कल्पना भी नहीं कर सकता, ऐसी परिस्थिति में भी वे लोग शान्ति एवं संतोष के साथ अपना जीवन व्यतीत करते हैं।

प्रारम्भ से ही भारत विभिन्न जातीय समूहों की शरणस्थली रही है। जो बाद में यहां की प्राकृतिक सम्प्रदाओं से प्रभावित होकर यहीं पर बस गये, जिसमें आदिम जातियाँ या जनजातियाँ भी शामिल है। भारत में जनजातियों को अनेक नाम दिए गए हैं। कुछ लोग इन्हें वन्य जातियाँ कहते हैं। भारत सरकार ने इनको अनुसूचित जनजातियाँ कहा क्योंकि इन्हें पिछड़े वर्गों की एक विशेष अनुसूची में रखा गया है और इनके लिए अधिकार स्वीकृत किये गये हैं। लैसी एल्विन, रिजले तथा ठाकुर बापा ने इनको आदिम जातियाँ कहा है। “आदिवासी” शब्द को प्रारम्भ में ईसाई धर्म प्राचरकों ने भारत की कुछ जनजातियों के लिए प्रयोग किया यह अंग्रेजी के “एबोरिजिनीज” शब्द का पर्याय है। आदिवासी का शाब्दिक अर्थ है “आदिकाल से देश में रहने वाली जाति। किन्तु किसी भी जाति” के लिए इस शब्द का प्रयोग नहीं किया गया है, क्योंकि इनमें से लगभग सभी वर्तमान जनजातियाँ भारत में बाहर से आयी मानी जाती है आजकल जनजातियों के कुछ राजनीतिक नेताओं ने आदिवासी शब्द को अपना लिया है। भारत की केन्द्रीय सरकार द्वारा प्रकाशित “आजकल” नामक मासिक पत्रिका के एक विशेषांक का नाम भी ‘आदिवासी अंक’ था, परन्तु डॉ० घुरिये ने इस शब्द को व्यवहारिक तथा वैज्ञानिक दोनों ही दृष्टि से अनपयुक्त माना है। वे इन्हें ‘पिछड़े हुए हिन्दू’ कहते हैं। वास्तव में इस शब्द की आड़ लेकर कुछ लोग अपनी जाति को भारत का आदिवासी बताकर विशेषाधिकारों की मांग करते हैं। समाजशास्त्रीय दृष्टि से इनको जनजातियाँ कहना ही अधिक उपयुक्त है।²

अविभाजित उत्तर प्रदेश में जनजातियाँ

* भाोध छात्रा समाजशास्त्र {ssutms sehore(mp)}

उत्तर प्रदेश में अनुसूचित जनजातियों की कुल जनसंख्या 1991 में 2.88 लाख थी। उत्तरांचल राज्य एक पृथक राज्य हो जाने के बाद 76 हजार जनजातियाँ उत्तर प्रदेश में शेष रह गयी, जो मुख्यतया खीरी, बलरामपुर, श्रावस्ती, बहराइच, महाराजगंज, बिजनौर जिला में निवास करती हैं। अविभाजित उत्तर प्रदेश (उत्तरांचल राज्य के गठन के पूर्व) में केवल पांच जनजातियाँ— थारु, बुक्सा, भोटिया, जौनसारी (खास) और राजी— अनुसूचित जनजाति के रूप में दर्ज थी।

विभाजन के बाद की स्थिति

वर्तमान उत्तर प्रदेश में यानि विभाजन के बाद केवल थारु व बुक्सा आबादी और कुछ बिखरी हुई जनजातियाँ शेष रह गयी हैं। उनकी कुल संख्या वर्ष 2001 की जनगणना के अनुसार 1,07,963 है, जिसमें थारु 83,544, बुक्सा, 4,367 तथा कुल बिखरी हुई जनजातियाँ 20,052 हैं, जो इस समूहों में विभक्त हैं।

महत्वपूर्ण संशोधन

सन् 2002 नवम्बर महीने में भारत सरकार द्वारा एक विधेयक जारी किया गया। इस विधेयक का नाम था— "अनुसूचित जातियों और अनुसूचित जनजातियाँ आदेश (दूसरा संशोधन विधेयक 2002' तदनुसार पूर्वी उत्तर प्रदेश के दस (10) समुदायों को अनुसूचित जनजाति का दर्जा दिया गया। वर्तमान में कुल 12 समुदाय अनुसूचित जनजातियों के रूप में दर्ज हैं। उपर्युक्त विधेयक—2002 के पृष्ठ संख्या नौ (9) में सरकार द्वारा निम्नलिखित जातियों को अनुसूचित जनजातियों की सूची में सम्मिलित किया गया है—

- 1— गोड़, धुरिया, ओझा, पठारी, राजगोड़, महाराजगंज, सिद्धार्थनगर, बस्ती, गोरखपुर, देवरिया, मऊ, आजमगढ़, जौनपुर, बलिया, गाजीपुर, वाराणसी, मिर्जापुर और सोनभद्र जिलों में।
- 2— खरवार, बलिया, गाजीपुर, वाराणसी, इलाहाबाद और सोनभद्र जिलों में।
- 3— सहारिया— ललितपुर जिले में।
- 4— पराहिया— सोनभद्र जिले में।
- 5— बैगा—सोनभद्र जिले में।
- 6— पनरवा या पनिका — सोनभद्र और मिर्जापुर जिले में।
- 7— अगेरिया — सोनभद्र जिले में।
- 8— पठारी —सोनभद्र जिले में।
- 9— चरो — सोनभद्र और वाराणसी जिले में।
- 10— भुइया या भुनिया — सोनभद्र जिले में।
- 11— भुइयां या भुईया— सोनभद्र जिले में प्रवासी के रूप में।
- 12— चरो — दुधी तहसील।

गैर अनुसूचित जनजातियाँ

2002 के विधेयक में दस अनुसूचित जातियों को अनुसूचित जनजातियों का दर्जा मिलने के उपरान्त भी अभी कुछ समुदाय हैं, जो मानवाशास्त्रीय दृष्टिकोण से जनजातियाँ हैं, परन्तु उन्हें अनुसूचित जनजातियों का दर्जा नहीं मिल पाया है।¹³ दुःख की बात यह है कि इन जनजातियों को सरकार द्वारा अनुसूचित जातियों की सूची में रखा गया है। सामाजिक न्याय के दृष्टिकोण से किसी एक जनजाति समुदाय को अनुसूचित जाति में रखना सही नहीं है, क्योंकि किसी भी दृष्टि से देखा जाय तो कोल, कोटवा, धांगर आदि अस्पृश्य समुदाय नहीं हैं, उत्तर-प्रदेश में गैर-अनुसूचित जनजातियाँ कोल, कोरवा, धांगर (ओरांव) हैं, जो पूर्वी उत्तर-प्रदेश के मैदानी भागों रहते हैं।

उत्तर प्रदेश में अनुसूचित जनजातियों की कुल जनसंख्या 1991 में 2.88 लाख थी। उत्तराखण्ड राज्य एक पृथक राज्य हो जाने के बाद केवल 76 हजार जनजातियाँ उत्तर प्रदेश में शेष रह गयीं जो मुख्यतया खीरी, बलरामपुर, श्रावस्ती, बहराइच, महाराजगंज, बिजनौर जिलों में हैं। अविभाजित उत्तर प्रदेश उत्तराखण्ड राज्य के गठन के पूर्व में केवल पांच जनजातियाँ थारु, बुक्सा, भोटिया, जौनसारी (खास) और राजी—अनुसूचित जनजाति के रूप में दर्ज थी। विभाजन के बाद भोटिया जौनसारी और राजी जनजातियाँ उत्तराखण्ड की जनजातियाँ हो गयीं।

उत्तर प्रदेश की जनजातियाँ पहाड़ी क्षेत्रों, जंगलों दलदली भूमियों, उत्तर-पूर्व के तराई क्षेत्रों, नदियों के किनारे बेसिन के गांवों में निवास करती हैं। ऐसे स्थान पर आवागमन की सुचारु सुविधा न हो पाने के कारण इन तक संसार के साधन नहीं पहुँचे पाते हैं। मंत्रालय तारघर, समाचार पत्र रेडियो, टेलीविजन, दूरभाष एवं सिनेमा आदि की सुविधाएँ अभी क्षेत्रों में सुचारु रूप से कार्य नहीं कर रही हैं। अतः जनजातियों का क्षेत्र मुख्य धारा से अभी पूर्णरूप से जुड़ नहीं पाया है।

निवास क्षेत्र

उत्तर प्रदेश की जनजातियों में थारु जनजाति संख्या के आधार पर सबसे बड़ी जनजाति है। इसकी जनसंख्या 83544 है। ये मुख्य रूप से बहराइच, श्रावस्ती, बलरामपुर, लखीमपुर खीरी, बाराबंकी, गोंडा, भाँबर क्षेत्रों में निवास करती हैं। बुक्सा बिजनौर जिले के मैदानी भाग में भाबर एवं तराई क्षेत्रों में पाई जाती है। कोरवा जनजाति उत्तर प्रदेश के सोनभद्र जिलों में तथा करहिया बेसिन के गांवों में छिटपुट रूप से रहते हैं। उत्तर प्रदेश की सीमा से लगे सरगुजा एवं रीवा (मध्यप्रदेश) तथा पलामू (बिहार) की सीमा से सटे गांवों में मिलते हैं। उत्तर-प्रदेश में इनकी

जनसंख्या 1500 है। कोल जनजाति उत्तर प्रदेश के शंकरगढ़ में करछना और मैजा तहसील में प्रवासी है। अनेक आदिवासी समूह ऐसे हैं, जो नाम मात्र के लिए एक होकर भी अनेक स्वतंत्र उप-भागों में विभक्त हैं। ये उप-भाग अपने आप में स्वयं पूर्ण ईकाइयों हैं और समूह के सदस्य उस विशिष्ट उप-भाग के बाहर विवाह संबंध करने के लिए स्वतंत्र नहीं रहते। उदाहरणार्थ भारत की विशाल गोंड जनजाति उत्तर प्रदेश के दक्षिणी मिर्जापुर से लेकर दक्षिण में महाराष्ट्र के आदिलाबाद और आन्ध्रप्रदेश के वारंगल जिलों तक फैली है। अपनी मूल भाषा में वे जिन्हें 'कोइतुर' कहते हैं, वे सब गोंड जनजाति के अंतर्गत ही आते हैं, किन्तु भिन्न-भिन्न क्षेत्रों में उनकी भाषा और संस्कृति के अनेक रूप आज देखने में आते हैं। पूरी गोंड जनजाति अनेक स्वतंत्र जनजातियों में विभक्त है। मण्डला के गोंड, बस्तर के मुरिया और माड़िया, आदिलाबाद के राजगोंड और वारंगल के कोया, ये सब एक ही विशाल परिवार के स्वतंत्र सदस्य हैं। माड़िया और मुरिया में विवाह नहीं हो सकता तथा राजगोंड और कोया में भी विवाह संभव नहीं है। दक्षिणी छत्तीसगढ़ के सीमित क्षेत्र, में गोंडों के तीन समूह हैं— अमात गोंड, धुर गोंड और उड़िया राजगोंड। इनमें से प्रत्येक का जनजाति के रूप में स्वतंत्र एवं पृथक अस्तित्व है।¹⁴ जनजातीय समाज परिवर्तन के नाजुक दौर से गुजर रहा है। नये सामाजिक, आर्थिक, राजनीतिक एवं सांस्कृतिक बल उसके पुरातन सामाजिक जीवन को उद्वेलित कर रहे हैं। जनजातीय समस्याओं का वर्णन करने से पूर्व कुछ स्मरणीय तथ्यों पर प्रकाश डालना आवश्यक है।

प्रथम ये समस्याएँ विभिन्न जनजातियों में भिन्न-भिन्न हैं। ब्राह्म समाज से सम्पर्कों की प्रकृति में भिन्नता है। द्वितीय कुछ समस्याएँ जैसे आर्थिक व शैक्षिक, सभी जनजातियों में समान हैं, तो कुछ समस्याएँ प्रत्येक जनजाति के लिए विशिष्ट हैं, तृतीय जनजातियों की इन समस्याओं के प्रति भिन्न ढंग से प्रतिक्रियाएँ की हैं। कुछ उत्साह से जूझ रही हैं, तो कुछ हताश व निराश हैं। उत्तर भारत की जनजातियाँ विविध प्रकार की समस्याओं का शिकार हैं। इनकी कुछ प्रमुख समस्याओं का वर्णन निम्नलिखित रूप से ध्यातव्य है—

आर्थिक समस्याएँ

अर्थव्यवस्था के अन्तर्गत मानव जीवन के सभी पहलुओं का समावेश है। इसके कुछ पहलू ऐसे हैं, जो पारिस्थितिकीय प्रणाली में एकता स्थापित करने में सहायक होते हैं। जनजातीय जीवन को प्रकृति से लगातार संघर्ष करना पड़ता है। वास्तव में जनजातीय जीवन में सन्तुलन का आभाव स्पष्ट रूप से देखने को मिलता है। भविष्य के प्रति आश्वस्त होना तथा संघर्षमय जीवन व्यतीत करना ही इनका एक लक्ष्य बना जाता है। इनके औजारों निवास स्थानों व अन्य भौतिक सामग्री से यह स्पष्ट अनुमान लगाया जा सकता है कि उनकी वस्तुएँ एवं आवश्यकताएँ उनकी स्वयं की उपलब्धियों के साधनों तक ही सीमित हैं। उन्होंने आज तक स्वयं की पर्यावरण की शक्ति तथा भौतिक आवश्यकताओं के बीच एक सन्तुलन को कारगर बनाये रखने का भरसक प्रयास किया, परन्तु यह स्वाभाविक है कि इसे अधिक समय तक नहीं बनाए रखा जा सकता है। बढ़ती हुई आबादी, प्रकृति का ह्रास भूमि की उपज में कमी जंगलों का अभाव अथवा उसमें प्रशासनिक प्रतिबन्ध तथा सबसे महत्वपूर्ण बात है— बाहरी जगत का जनजातीय जीवन पर प्रभाव। अलग-अलग स्थानों में अलग-अलग प्रभाव हुए हैं। कुछ स्थान आज भी ऐसे हैं, जहाँ जनजातियाँ आदिम अर्थव्यवस्था के सन्निकट हैं। डी0एन0 मजूमदार एवं टी0एस0 मदान भारतीयों की समस्याओं को सम्पर्क एवं अलगाव जनित मानते हैं। यह समस्याएँ दो प्रकार की हैं :-

- 1— कुछ समस्याएँ , जो देश के ग्रामीण जीवन की हैं, वे सभी जनजातियों में पाई जाती हैं। इनमें सामाजिक, आर्थिक समस्याओं को रखा गया है।
- 2— कुछ समस्याएँ जनजातीय लोगों तक ही सीमित है जैसे— स्थानान्तरणीय कृषि, भू-क्षरण, शोषण के कारण भूखमरी तथा परम्परागत आर्थिक क्रियाओं का परित्याग इत्यादि।

स्थानान्तरणीय कृषि

स्थान परिवर्तित कृषि से तात्पर्य है— जमीन के किसी भाग में अस्थायी समय के लिए कृषि करके उसे छोड़ देना तथा फिर अन्य दूसरे भाग में कृषि करना। इस पद्धति में कुल्हाड़ी से घने जंगलों को काटकर गिरा दिया जाता है जब वे सुख जाती है तो उसमें आग लगा दी जाती है और कुछ समय बाद उस राख पर पुनः नए बीज बो दिये जाते हैं। गर्मी के मौसम में जंगलों को काटा जाता है और वर्षा ऋतु से पूर्व उसमें फसलें बो दी जाती हैं। इस प्रकार एक स्थान पर दो अथवा तीन फसलें उगाई जाती हैं। इसके बाद दूसरे स्थान पर इसी प्रणाली के अनुसार कृषि कार्य सम्पन्न किया जाता है। जिस खेत पर फसलें पहले उगाई जा चुकी हैं। धीरे-धीरे वहाँ वनस्पतियाँ उग आती हैं और वह जंगल का रूप धारण कर लेती हैं। पुनः इसी पद्धति से वहाँ खेती की जाती है। बैरियर एल्विन ने इसे 'एक्स कल्टिवेशन' (अर्थात् कुल्हाड़ी द्वारा की जाने वाली खेती) के नाम की संज्ञा दी है। बैगा जनजाति के लोग इसे बेवार कृषि के नाम से पुकारते हैं।¹⁵ इसे झूम खेती भी कहते हैं। विवेच्य क्षेत्र की थारु जनजाति जंगलों को साफ कर चावल तथा गन्ने की खेती करने लगे हैं। सोनभद्र जिले में बैगा जनजाति जंगलों को काटकर या जलाकर खेती के लिए भूमि तैयार करती है। पथरीली जमीन होने के कारण उन्हें मजबूरन झाड़ियों को साफकर खेत तैयार करना पड़ता है। बोक्सा जनजाति के आदिवासी विशेषतः नदी, नाले अथवा जंगल के समीपवर्ती भागों में रहते हैं। ये भी झूम कृषि पर निर्भर हैं तथा सोनभद्र जिले में उड़ीसा से आये हुए प्रवासी भुइया जनजाति भी स्थानान्तरित खेती करते हैं। वन विभाग द्वारा लगायी गयी यह खेती भी लगभग समाप्ति के कागार पर है। ऐसी स्थिति में इन जनजातियों की स्थिति अत्यन्त दयनीय हो रही है क्या सरकार के पास इनकी अर्थव्यवस्था को सुधारने के कोई दूसरे उपाय हैं? सरकार जो

ऋण देती है, उस पर स्थानीय महाजन तथा साहूकार का कब्जा हो जाता है। उनके सुधार पंथी अथवा समाज सुधारकों ने इस दिशा में प्रयास किये हैं। इनके दृष्टिकोण को समझते हुए कुछ लोगों का मत है कि वैज्ञानिक तौर पर स्थानान्तरणीय कृषि को अपनाया जाय जिसमें न तो जमीन अथवा वनों का नुकसान हो और न ही कृषि उत्पादन में कमी आये। स्थानान्तरणीय कृषि के बारे में इसके धार्मिक अन्धविश्वासों को भी इसी प्रकार समाप्त कर सुधार किया जा सकता है। जनजातियाँ आज परिवर्तन के मोड़ पर हैं, जिनमें आधुनिक समाज की आकांक्षाओं के साथ-साथ आदिम समाज की भावनाएं भी निहित हैं, जिनका वे पूर्णरूप से त्याग नहीं कर पाये हैं।

भू-काँतकारी व्यवस्था एवं कृषि भूमि का अभाव

स्वतंत्रता के पश्चात् जनजातियों का उनके जंगलों पर से अधिकार समाप्त हो गया। उन्हें जंगल छोड़कर मैदानी इलाकों में निवास करना पड़ा, जहाँ न उनके पास कोई जमीन थी और न ही कोई व्यवसाय क्योंकि उनके सारे व्यवसाय तो जंगलों से जुड़े थे। सरकार द्वारा ही गई भूमि साहूकारों तथा स्थानीय जमींदारों द्वारा कम पैसों में इनसे हड़प ली गई। बाध्य होकर इन्हें श्रमिक के तौर पर काम करना पड़ता है। ये कर्ज में इतने डूबे गये कि कर्ज न चुका पाने के कारण स्वयं की इन्होंने अपनी जमीने सेठों के हवाले कर दी ओर स्वयं कहीं के न रहे। अतः केवल मुआवजा अथवा जमीन देकर उनको आर्थिक विपन्नताओं से बचाया नहीं जा सकता बल्कि इनको स्थानीय शोषण कर्ताओं से भी बचाना¹⁰ उत्तर प्रदेश में कोल जनजाति एक भूमिहीन जनजाति है। इनकी जीविका का आधार तेन्दुपत्ता, पत्थर से निर्मित विभिन्न सामग्री और कृषक मजदूरी तथा बंधुआ मजदूरी के रूप में है। थारु तथा बोक्सा जनजाति भू काश्तकारों के चंगुल में फंसी है। भूमि से अलगाव तो अंग्रेजों के शासनकाल में ही प्रारम्भ हो गया था, जब जनजातीय क्षेत्रों में जमींदारी तथा रजवाणों की व्यवस्था को लागू किया गया था। तब पहली बार जनजातियों को महसूस हुआ कि ये जंगल और भूमि उनकी नहीं है, वे तो एक कृषक के रूप में उसमें खेती कर रहे हैं जिसके एवज में उन्हें लगान देना है। धीरे-धीरे जमींदारी व्यवस्था समाप्त होने पर ये व्यापारियों के शोषण का शिकार होने लगे। भूमि के जटिल कानूनों व बहीखातों के रख-रखाव से अनभिज्ञ इन लोगों को लूटने का सिलसिला चल पड़ा और ये अपनी जमीनों से बेदखल होने लगे। बैगा जनजाति अपने को जंगल का आदमी मानते हैं ये थोड़ी बहुत स्थानान्तरित खेती करते हैं। प्राथमिक रूप से वनों से प्राप्त वस्तुओं पर ही निर्भर होते हैं तथा मध्य भारत में मजदूरी का कार्य भी करते हैं।

उत्तर प्रदेश सरकार के हाल के कुछ फैसलों ने थारु जनजातियों के लिए आर्थिक संकट खड़ा कर दिया है। विकास के नाम पर उत्तर प्रदेश सरकार ने जनजातियों के वन प्रदेश पर पूर्ण प्रतिबन्ध लगा दिया है। उन्हें न तो वन से घास काटने दी जाती है और न ही पत्तियाँ इकट्ठा करने दी जाती है। यदि ये वन में घास काटने जाते हैं तो वन विभाग के नियमों के विरुद्ध कर्मचारी जनजातियों से रूपये मांगते हैं। लखीमपुर खीरी स्थिति दुधवा नेशनल पार्क के वन-अधिकारियों ने पार्क के प्रदेश द्वारा शम पांच बजे बन्द करने का निर्णय लिया है। इससे दुधवा नेशनल पार्क के चारों तरफ निवास करने वाली थारु जनजाति के लोगों की जीविका खतरे में पड़ गई है क्योंकि उनका घर लौटने का मार्ग पार्क से होकर गुजरता है और प्रवेश द्वारा पांच बचजे ही बन्द होने के कारण जल्दी घर वापस आना पड़ता है। इस कारण इनकी खराब आर्थिक स्थिति और भी खराब होती जा रही है। इसी प्रकार सरकार ने बिना आज्ञा के मछली मारने पर भी रोक लगा दी है, जिसके कारण उनकी आजीविका बुरी तरह प्रभावित हुई है। जिस जमीन का उपयोग थारु शताब्दियों से करते आए हैं, अब उसके उपयोग के लिए वन विभाग वाले उनसे स्वामित्व का प्रमाण पत्र मांगते हैं, जो कि प्रायः अनपढ़ थारु लोगों के लिए बड़ा मुश्किल काम लगता है। इस प्रकार एक दिन थारु लोग अपनी भूमि से ही वंचित होकर भुखमरी की मौत करने के लिए बाध्य हो जायेंगे।

खाद्य-संग्रहीता

इस व्यवस्था की यह विशेषता है कि बिना कठोर परिश्रम के ही खाद्य सामग्री का संचय करना पड़ता है, जैसे- जंगली पदार्थ, फल, फूल, पत्ते, लकड़ी, जड़ों आदि को एकत्र करना, मछली मारना, शिकार करना आदि। बैगा जनजाति सोनभद्र के जंगलों में से तेजपत्ता, शहद, आंवला व लकड़ियों आदि संग्रह करके स्थानीय बाजारों में बेचते हैं। कोरवा व कोल जनजाति की जीविका वनोत्पादित सामग्री पर ही निर्भर है। इनका मुख्य उत्पादन आंवला, तेन्दुपत्ता, शहद तथा बांस से निर्मित चटाई, टोकरी व बीड़ी का पत्ता एकत्र करना, महुआ बीनना तथा इन चीजों को बाजार में बेचकर पैसा कमाना है। थारु जनजाति जंगलों के किनारे निवास करने के कारण काफी हद तक जंगलों पर ही निर्भर है। बोक्सा जनजाति पहाड़ों के जंगलों से जड़ी-बूटी, फल-फूल, सिन्दुर, गोंद, छुहाड़ा केसर, सुतली बनाने का कच्चा पदार्थ मोम एकत्र करना, वन्य जीवों का शिकार करना आदि की निर्भरता है।

स्वतंत्रता प्राप्ति के पश्चात् सरकार की नई वन नीति के कारण वनों का स्वामित्व सरकार के पास पहुंच गया है। वन्य संसाधनों के संग्रहण, वन्य जीवों के शिकार आदि पर प्रतिबंध लगा दिया गया है। विवश होकर इन्हें कम मजदूरी पर ठेकेदार, महाजनों एवं उद्योग पतियों के यहाँ मजदूरी करने हेतु बाध्य होना पड़ता है। सम्प्रति इन जनजातियों की खाद्य संग्रहीता, जो जंगलों पर आधारित थी, लगभग समाप्ति के कगार पर आ चुकी है। माफियाओं तथा व्यापारियों का जंगलों पर कब्जा होने के कारण जनजातियों द्वारा एकत्र वनोत्पादित सामग्री को कम पैसे में इनसे खरीद कर बाजार में कई गुना दामों पर बेचकर मुनाफा कमाते हैं। उत्तर प्रदेश की कोल जनजाति भूमिहीन होने के कारण इनका पूरा परिवार या तो मजदूरी करता है या वनोत्पादित सामग्री को एकत्रित करता है। इन्हें मजदूरी व वस्तुओं के मूल्य दोनों ही कम मिलते हैं। सरकार व सभ्य समाज दोनों ही इनका भरपूर शोषण करते हैं। डॉ० मजूमदार ने लिखा है

कि "आदिवासी जानवरों की तरह काम करते हैं तथा इनसे साधारणतया जानवरों की तरह व्यवहार भी किया जाता है।"

कृषि एवं पशुपालक समाज की समस्यायें

भारत की प्रमुख जनजातियाँ कृषि कार्य करती हैं जो उनकी जीविका का प्राथमिक साधन है। जनजातियों के बीच प्रचलित कृषि सरल प्रकृति की है। ये यथा सम्भव कृषि कार्य करते हैं, किन्तु अपनी दैनिक आवश्यकताओं की पूर्ति भी कृषि के द्वारा नहीं कर पाते। निचली जमीनों में फसल उपजाना अधिक सरल है। तराई क्षेत्र की थारु जनजाति को कृत्रिम सिंचाई की आवश्यकता कम पड़ती है। ये मोटा अनाज उगाते हैं, जैसे— धान, दाल, बाजरा, कोदो इत्यादि कम महत्व की फसलें उगाते हैं। ये अकुशल कृषक होते हैं। 54.5 प्रतिशत थारु तथा 18.3 प्रतिशत बाक्सा कृषि कार्य में संलग्न हैं। वर्तमान समय में थारु चावल तथा गन्ने की खेती भी करने लगे हैं। प्रचुर जल, जलोढ़, मृदा कम श्रम से अधिक उत्पादन प्राप्त करते हैं। फलस्वरूप यह स्थायी जीवन व्यतीत करने लगे हैं।¹⁷ बोक्सा जनजाति का प्रमुख उद्यम कृषि है। खेती में रबी, खरीफ की फसलें उगाते हैं, सब्जियाँ घर के पास ही उगाते हैं। सिंचाई के साधन सुलभ होने के कारण गेहूँ, चना, केसारी एवं लाही तथा धन, मक्का व गन्ना उत्पन्न करते हैं। इनकी कृषि परम्परागत तकनीकी पर आधारित है। पशुपालन में गाय, बैल, भैंस बकरियाँ आदि पालते हैं। ये मुर्गा का पालन धर्म के विरुद्ध समझते हैं। गोंड जनजातियों की जीविका भी कृषि व पशुपालन पर आधारित है। अठोरिया जनजातियों में पशुपालन प्रमुख कार्य है। कृषि कार्य छोटे पैमाने पर करते हैं। उत्तर प्रदेश की जनजातियाँ पशुपालन में ज्यादा रुचि नहीं लेती, ये न तो दुग्ध उत्पादन न मांस उत्पादन और न ही ऊन उत्पादन पर आश्रित हैं। ये केवल अपनी आवश्यकताओं के अनुसार ही पशुओं को पालते हैं। जनजातीय लोगों का बहुत बड़ा हिस्सा लगभग 80 प्रतिशत कृषि एवं संबंधित व्यवसाय से जुड़ा है। जी0एस0 घुरिये के अनुसार, भारतीय जनजातियों के लोगों की समस्या खेतिहरों की समस्या है। उनके जीविकोपार्जन का बहुत बड़ा साधन भूमि है और यही सर्वप्रमुख समस्या भी है। यह समस्या स्थानान्तरित कृषि पर प्रतिबंध के बाद तो और भी भयानक होती जा रही है। अब अधिकांश जनजातियों के लोग भूमिहीन हो चुके हैं या होते जा रहे हैं। पूंजी का सर्वथा अभाव है एवं इनके पालतू पशुओं की नस्लें घटिया है, अच्छे बीजों एवं खादों का अभाव होने के कारण उत्पादन प्रभावित होता है।

सामाजिक समस्याएँ

जनजातीय समाजों में स्थिति व कार्य से व्यक्ति के सामाजिक स्थान का बोध होता है। व्यक्ति के विशिष्ट गुण संकुल समाज के अन्य सदस्यों की अनेक स्थितियाँ हो सकती हैं। विभिन्न स्थितियों के व्यवहार संकुल संबंधी सामान्यक उनके कार्य माने जा सकते हैं। वाह्य समूह एक उन्नत और शक्तिशाली रूप में जनजातियों के सम्मुख आए हैं। इसीलिए न केवल उनके मस्तिष्क में वरन् जनजाति के लोगों के मस्तिष्क में भी एक स्पष्ट श्रेष्ठता या निम्नता का संस्तरण बन गया है। वाह्य शक्तियों के मन में इन लोगों को सभ्य बनाने की तीव्र अभिलाषा भी है, चाहे वे शक्तियाँ हिन्दू हों गैर हिन्दू या ईसाई¹⁸ अधिकांश जनजातियों ने हिन्दू धर्म को श्रेष्ठ समझकर, खुद हिन्दू जाति संरचना में प्रवेश पाने के लिए प्रयत्नशील रही है। लेकिन प्रायः इस प्रयास में सफल होने पर भी जनजातियों को या उनके अधिकांश भाग को हिन्दु संरचना में निम्न श्रेणी ही मिलती है। जिन्हें समझ पाने में या जिनका सामना करने में वे असफल रहे हैं।

जनजातीय समाज में संस्तरण की दीवार खड़ी हो गयी है। उनका पहले से प्रभुत्वशाली वर्ग सामंजस्य करने में पहले सफल हो गए और नई सुविधाओं का लाभ उठा वे ऊँची श्रेणी में गिने जाने लगे हैं। शेष अधिकांश जनजातियाँ निम्न और कमजोर वर्ग के रूप में जीवन बिताने को मजबूर हैं। विकास संबंधी कार्यक्रमों का लाभ भी जनजातियों का यह उच्च वर्ग ही उठाता है। कमजोर वर्ग पहले की तरह उपेक्षित और शोषित रहजाता है। विभिन्न धर्मों तथा सांस्कृतियों के प्रभाव में आने के कारण जनजातियों के समाज में विभिन्न समस्याओं का जन्म हुआ। कुछ प्रमुख समस्याओं का वर्णन निम्नवत् है—

1— बाल-विवाह

हिन्दू धर्म के प्रभाव में आने के कारण जनजातियों में बाल-विवाह की प्रथा प्रचलित हो गयी है, जबकि इन लोगों में विवाह प्रायः युवास्था में होते थे। भारत में अनेक समुदायों के आगमन भारतीय स्त्रियों पर अनेक प्रकार के प्रतिबंध लगाये गये। पर्दा प्रथा, बाल विवाह, शिक्षा पर रोक, देवदासी प्रथा जैसे अनेक सामाजिक प्रतिबंध लगाये गये, जिनका प्रभाव जनजातीय स्त्रियों पर पड़ा। थारु, बैगा, कोरवा आदि जनजातियों में बाल-विवाह प्रथा प्रचलित है। हिन्दू धर्म के प्रभाव के कारण रजस्वला पूर्व कन्या दान से पुण्य प्राप्त होने की धारणा, तथा गरीबी के कारण कम उम्र में बच्चों का विवाह करना इनकी मजबूरी है, क्योंकि उम्र बढ़ने पर दहेज ज्यादा देना पड़ता है, तथा समाज की बुरी नियत उनकी बेटियों पर पड़े, इससे पहले ही उनका विवाह कर देते हैं। ताकि उनकी बेटी सुरक्षित रह सके। कुछ कुप्रथाओं के प्रभाव के कारण जनजातियों के बच्चियों का जीवन खिलने से पूर्व ही मुरझा जाता है।

2— स्त्रियों की स्थिति

जनजातियों में स्त्रियों की स्थिति बड़ी विषम होती जा रही है। ब्रह्मदेव शर्मा ने अनेक ऐसी परिस्थितियों का वर्णन किया है, जहाँ जनजातियों की भोली-भाली किशोरियाँ जो समानता, स्वतंत्रता व शिथिल यौन नैतिकता के पर्यावरण में पली बड़ी हैं, कैसे ये इन सभ्य कहलाने वाले छोटे-मोटे अधिकारी व्यापारी तकनिशियन या श्रमिकों द्वारा छली जाती

हैं। कभी धोखे से कभी पैसे के बल से कभी केवल शक्ति प्रयोग से इन अलहड़ बालाओं को वे अपनी अंकशपिनी बना लेते हैं। वे खुशहाल आरामदेह जिन्दगी के लिए आकर्षित होती हैं। इन उजड़े-उखड़े आदिवासी समाजों में स्त्री की स्थिति अत्यंत दयनीय हो गई है। परिवार के लोगों के साथ वह भी जमींदारों के खलिहानों में या खदानों, बगानों या फैक्टोरियों में मजदूरी करने के लिए बेबस हो गई है। काम के लम्बे घंटे तथा अस्वस्थकर वातावरण एवं कम मजदूरी आदि के द्वारा इनका शोषण होता है। मीना राधाकृष्ण अपने लेख 'दी क्रिमिनल ट्राइब्स इन मद्रास प्रेसिडेंसी' में बताती हैं कि अंग्रेज प्रशासनिक और पुलिस अधिकारियों तथा सवर्ण हिन्दुओं की घुमंतू समाजों का जीवन पद्धति के बारे में अज्ञानता तथा द्वेष इन घुमंतू जातियों के विरुद्ध 'क्रिमिनल ट्राइब्स कानून' बनाने में सहायक हुआ। ये तथाकथित 'संभ्रात', 'सभ्यसमाज' घुमंतू समाजों की स्त्रियों को हीन आचरण वाली मानते हैं। यही नहीं इन्हें अपराधिक जनजातियाँ सिद्ध करने की कोशिश की गई।

उत्तर प्रदेश के पहाड़ी इलाकों में कई अनुसूचित जातियाँ एवं जनजातियाँ दासों की तरह रहते आए हैं और बंधुआ होने के कारण उन्हें अपनी स्त्रियों को दिल्ली मेरठ तथा अन्य शहरों के वेश्यालयों में भेजना पड़ता है। ऐसी दमनकारी सामाजिक व्यवस्था के शिकार पुरुष तो होते ही हैं साथ ही स्त्रियों को दमनकारी पुरुष की कामुकता का शिकार होना पड़ता है। बंधुआ मजदूरी स्त्रियों की स्थिति का एक उदाहरण हृदय को झकझोर देता है। जो भवानी पटना में आयोजित शिविर में दिखता है जहाँ महिलाएं शिविर में भाग लेने के लिए अपनी झोपड़ी से तभी बाहर आयी जब उन्हें तन ढकने के लिए सस्ती मोटी साड़ियाँ बाँटी गई।⁹ जिस देश में ऐसे धनाढ्य वर्ग है जो दुनिया के शीर्ष अमीरों में गिने जाते हैं। उसी देश में ऐसा भी तबका है, जिसके पेट में न अन्न है न तन पर कपड़े और वे गले तक कर्ज में डूबे हुए आत्महत्या करने को विवश हैं। ये हमारे देश और समाज की विडम्बना है। अभाव ग्रस्त जीवन, कठिन परिश्रम, कुपोषण की शिकार इन महिलाओं की स्थिति अति दयनीय हो जाती है। वृद्धावस्था आते-आते ये शारीरिक और मानसिक रूप से टूट जाती है।

3- निरक्षरता की समस्या

जनजातियों के महत्वपूर्ण समस्याओं में से निरक्षरता एक बहुत बड़ी समस्या है। शिक्षा के अभाव से ही यह अंधविश्वासों, कुरीतियों, कुसंस्कारों के मकड़जाल में फंसे हुए हैं और इसी कारण ये शोषित होते रहे हैं। आज की शिक्षा पद्धति उनकी आवश्यकताओं एवं आदर्शों के अनुरूप न होने के कारण ही इनमें कोई विशेष परिवर्तन नहीं हो पाया है। आधुनिक शिक्षा इन्हें इनकी संस्कृति से दूर ले जाती है। पढ़ा-लिखा वर्ग अपनी संस्कृति को हेय दृष्टि से देखने लगता है। वैसे भी वर्तमान शिक्षा व्यक्ति को निश्चित दिशा न देकर भटकाव पैदा करती है। यही बेरोजगारी का प्रमुख कारण है। जनजातियों के अनेकानेक गाँव ऐसे भी हैं जहाँ एक भी परिवार साक्षर नहीं है। अधिकांश जनजातियों में साक्षरता 0-5 प्रतिशत के बीच है। नयी शिक्षा नीति के कारण परम्परागत शिक्षण संस्थाओं के ह्रास होने से उन्हें अपनी संस्कृति की शिक्षा नहीं मिल पाती है। उनके अपने लोक साहित्य पर भी प्रभाव पड़ता है। इस प्रकार शिक्षित वर्ग एवं अशिक्षित वर्ग का भी वर्ग संघर्ष खड़ा हो गया है।¹⁰ अनुसूचित जनजातियों के छात्र-छात्राओं के सम्मुख अनुकूलन की समस्याएं पैदा हो जाती हैं। ऐसे छात्र सामान्य छात्रों के बीच अपने को अलग महसूस करते हैं, क्योंकि उच्च जाति के बच्चे उन्हें अपने सामाजिक दायरे में शामिल नहीं करते। शिक्षित अनुसूचित जनजाति के व्यक्ति के लिए घर में माता-पिता या पारिवारिक वातावरण के साथ भी अनुकूलन करना कठिन हो जाता है क्योंकि एकतरफ तो आधुनिक सोच की लालसा और दूसरी तरफ परम्परागत संस्कारों का दबाव होने के कारण विद्यार्थी दो परस्पर विरोधी स्थितियों के बीच फंस जाता है जिससे उसके विकास में बाधा उत्पन्न होती है।

अनुसूचित जनजातियों में प्रवेश के लिए योग्यताओं का नीचा स्तर रखना भी समस्यामूलक हो जाता है, क्योंकि ऐसे बच्चे प्रवेश तो पा लेते हैं, परन्तु वे शिक्षा संस्थान की शैक्षिक गति और अन्य सामान्य विद्यार्थियों की उपलब्धियों के साथ कदम नहीं मिला पाते परिणामतः उनका शैक्षिक स्तर गिर जाता है और उनमें हीन भावना पैदा हो जाती है। कई बार तो विद्यार्थी केवल छात्रवृत्ति पाने के लिए ही शिक्षण संस्थानों में प्रवेश लेते हैं। वास्तव में जनजातियों में शिक्षा का समस्या बहुमुखी है। एक ओर आदिवासी क्षेत्रों में शिक्षा की कोई समुचित व्यवस्था नहीं है और दूसरी ओर जहाँ व्यवस्था है भी, वहाँ यह जनजातीय भाषा के माध्यम से न होने के कारण अधिक लोकप्रिय नहीं बन सकी। माता-पिता अपने बच्चों को स्कूल भेजने में रुचि नहीं लेते, क्योंकि उनकी जीविका प्रभावित होती है।

4- मद्यपान एवं स्वास्थ्य

बहुत प्राचीन काल से ही जनजातियों में स्त्रियों तथा पुरुषों स्वदेशी दंग से बनायी गयी शराब के उपयोग का प्रचलन रहा है। कुछ समय पहले तक मद्यपान की यह आदत कोई समस्या नहीं थी, क्योंकि इसके लिए उन पर कोई अतिरिक्त आर्थिक बोझ नहीं था। बाहरी समूहों के सम्पर्क के फलस्वरूप आदिवासियों द्वारा अब नगरों में बनने वाली कच्ची शराब तथा विदेशी दंग की शराब का उपयोग किया जाने लगा है। साधारणतया मद्यपान की आदत परिवार के सीमित साधनों की कीमत पर विकसित हो रही है।¹¹ यह एक ऐसी समस्या है, जिसका प्रभाव पूरे जनजातीय समाज पर पड़ता है, निर्धनता, भूखमरी, बेकारी से जूझते हुए ये अपनी परेशानियों का हल नशे में तलाशने लगते हैं। जिसकी वजह से इनका स्वास्थ्य खराब होने लगता है।

अधिकतर जनजातियाँ तराई-क्षेत्रों, घने-जंगलों और दुर्गम पहाड़ियों में निवास करती हैं। ऐसे स्थानों पर महामारियों का प्रकोप वैसे भी अधिक होता है और दूसरी ओर अंधविश्वासों के कारण जनजातियाँ औषधियों के सेवन में विश्वास

नहीं करती। रोगी की झाड़-फूंक तक होती रहती है, जब तक उसकी मृत्यु नहीं हो जाती। अनेक ऐसी जनजातियाँ हैं, जिनमें शिक्षा के प्रसार के कारण अंधविश्वास कम हुआ है, किन्तु उनके क्षेत्रों के आस-पास स्वास्थ्य की सेवाएं उपलब्ध न होने के कारण ऐसे जनजातियाँ सदैव ही बीमारी में फंसी रहती हैं। विशेषकर मलेरिया, चेचक, हैजा, त्वचा की बीमारियाँ, पोलियो, गुप्त रोग आदि। थारु जनजाति में 'हाट' (ममासल डंतामज) के दिन शराब की भट्टी के चारों ओर बैठकर उन्मुक्त रूप से शराब पीती है और बाद में खाद्यान्न बेचकर प्राप्त राशि से पीपों शराब खरीद कर घर ले जाती हैं।

जनजातीय क्षेत्रों में पीने योग्य जल की कमी भी एक गम्भीर समस्या है, जिसके कारण इनका स्वास्थ्य हमेशा खराब रहता है। सरकार द्वारा किये गये विविध प्रयासों के बावजूद दुर्गम जनजातीय क्षेत्रों में जल की उपलब्धता की समस्या का समाधान नहीं हो पा रहा है।

5- राजनीतिक चेतना की समस्या

स्वतंत्रता से पूर्व अंग्रेजों ने जनजातियों को राजनीतिक गतिविधियों से अलग-थलग कर रखा था लेकिन स्वतंत्रता के बाद ज्योंही भारतीय नेताओं ने देश का शासन सम्भाला तो जनजातियों के लोगों को इस देश के नागरिक के रूप में सक्रिय भूमिका निभाने का मौका मिला। ग्राम पंचायत, पंचायत समिति, जिला परिषद, विधानसभा एवं संसद तक में जनजातियों को राजनीतिक गतिविधियों में भाग लेने का अधिकार है। परन्तु जागरूकता की कमी के कारण जनजातीय नेता उतने प्रभावशील नहीं हैं जितना की होना चाहिए।¹² जनजातीय परिवेश राजनीतिक जटिलता का शिकार हो गया है। वहाँ परम्परागत जनजातीय पंचायत, उसके मुखिया या देशमुख भी बने हुए हैं और प्रजातांत्रिक विकेंद्रीकरण पर आधारित पंचायतों के गठन के भी प्रयास किये जा रहे हैं। इसके अतिरिक्त प्रशासन कर्मचारी, जैसे पटवारी, चौकीदार, थानेदार आदि भी जनजातीय जीवन को प्रभावित कर रहे हैं। इतना ही नहीं, वन अधिकारी और विकास अधिकारी भी जनजातियों के लिए समझ में न आने वाली राजनीतिक संगठन की जटिलता के प्रसार में योगदान दे रहे हैं। इसी प्रकार, उनकी परम्परागत पंचायती न्याय व्यवस्था में भी दरारें पड़ने लगी हैं। पढ़े-लिखे आदिवासी या समृद्ध आदिवासी परम्परागत पंचायत के फैसलों की उपेक्षा करने लगे हैं। अदालतों पर आधारित आधुनिक न्याय-व्यवस्था की पेचीदगी उनकी समझ से बाहर है और वे भोले-भोले लोग इसमें फंस कर लुट जाते हैं।

6- अन्य समस्याएं

जनजातीय सामाजिक जीवन समस्याओं का एक पुंज है। उनका पूरा जीवन समस्याओं से घिरा हुआ है। सभ्य समाजों के सम्पर्क के कारण वे अपनी वास्तविकता को भूलकर आधुनिकता की दौड़ में शामिल हो गये हैं, जिसके कारण उनकी भाषा, धर्म तथा परम्परागत व्यवसाय भी काफी प्रभावित हुआ है। परसंस्कृतिग्रहण के कारण ये नवीन वस्त्रों, खान-पान की तरफ आकर्षित हो रहे हैं। अधिकांशतः आदिवासी न्यूनतम वस्त्रों का प्रयोग करते आए हैं। कहीं-कहीं तो वे नग्न ही रहते थे, परन्तु जब वे बाहरी समूहों को गर्दन के नीचे तक वस्त्रों से ढका देखते हैं और ये समूह उनकी नग्नता को निरस्कार की दृष्टि से देखते हैं, तो वे स्वयं पर लज्जित महसूस करने लगे हैं। ये अपने तन को वस्त्रों से ढकने को मजबूर हो गए हैं। परन्तु उन्होंने अभी-अभी आधुनिक स्वच्छता के नियमों से परिचय नहीं पाया है, जिसके कारण उनके कपड़ों में बदबू आने लगती है। जनजातीय समाज में क्षेत्रीय भाषा की ही जानकारी होने के कारण ये समाज की मुख्य धारा से नहीं जुड़ पाते। शहरी जीवन शैली एवं बाह्य लोगों के सम्पर्क से जनजातियों पर विशेष प्रभाव पड़ा है। नगरों के तैयार माल जैसे सिले-सिलाये कपड़े व आईना, कंघी, गंजी, अण्डरवियर, रिबन एवं प्रसाधन की सामग्री, प्लास्टिक के सामान अलुमिनियम के बर्तन इत्यादि का उपयोग जनजातीय समाज करने लगा। पूजा, पर्व व वैवाहिक संस्कारों में भी परिवर्तन आने लगे हैं।

निष्कर्ष

विभिन्न सरकारी प्रयासों के बावजूद जनजातीय समाज में अशिक्षा, बेकारी, भूखमरी तथा जीवन का अति निम्न स्तर इन्हें शारीरिक व मानसिक रूप से काफी कमजोर बना रहा है। महिलाएं कई प्रकार के शोषण विषमता और असुरक्षा की शिकार हैं। आधुनिक विकास के प्रभाव से उनके परम्परागत सामाजिक अधिकारों और स्वतंत्रता में कमी और जिम्मेदारियों का बोझ भी बढ़ा है। कृषि कार्य में अकुशल तथा उन्नत खाद, बीज का अभाव होने के कारण अनाज की पैदावार अच्छी नहीं होती। परम्परागत व्यवसाय में विघटन होने से ये बेकारी की समस्या से जूझ रहे हैं। सभ्य समाज द्वारा सभ्यता और विकास के कार्यक्रम बड़े उतावलेपन और अनियमित रूप से लागू किये गये और पणामतः इनका जीवन कष्टमय हो गया है। बाल विवाह, स्त्रियों की स्वतंत्रता पर कुटाराघात, बेगार प्रथा, आर्थिक शोषण, भू-स्वामित्व छिन जाना आदि समस्याएं सभ्यता के सम्पर्क का परिणाम है।

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Dalit middle class in India- Investigating internal dynamics

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Abstract

Middle class is defined generally as having non-ownership of means of production but possessing educationally acquired technical competence. It came into picture during the British rule in India, which transformed itself into 'Nehruvian civil service-oriented salariat class who were short on money but long on dreams', during postcolonial era. But does this class consist of all sections of society or was dominated by few upper elites? How does the backward section of society fare in this transformation process? In this background, this paper analyses the social dynamics related to rise and growth of 'Dalit middle class' in India along with their claim of a 'New middle class' that is based on the distinctiveness of their social orientation and background from the large middle class derived from the upper castes. In this process, this paper also analyses the intersecting phenomenon of class and caste and how articulation of traditional identity of Dalit's takes shape in modern context. Further this paper focuses on the implication of the rise of Dalit middle class on themselves as well as on society as large, like how their interaction pattern among themselves as well as with the rest of caste/class has changed due to acquiring of new status based identity? For example, people claiming a 'Secular Identity' distinct from their caste identity.

Keywords: Dalit Middle Class, New Middle Class, Caste, Hierarchy, Stratification, Social mobility etc.

Introduction—making sense of Indian Middle class

One of the classical works related to class is of Marx that is based on the idea of ownership of means of production. Later refining it further Weber linked this idea with market positions, and social and political aspects of status and power. Although very comprehensive in its' nature, the works of these two theorist seems inadequate to explain "the Indian Middle class", as its origin and development is of unique nature.

A multiple of factors like the caste, kinship, colonialism etc. have a profound effect on shaping and reshaping of the class structure in Indian context. Various attempts have been made by academicians to understand and explain the formation and functioning of the class structure in India and its interaction with the society. A classical study on Indian Middle class by Mishra, published in early years of 1960s conceptualizes the middle class as "the class of people, which arose as a result of changes in the British historical policy i.e. with the introduction of the new economic system and industry and with the subsequent growth of new professions", from about the middle of the eighteenth century to modern times. The factors that laid the foundations of the growth of Indian Middle Class can be broadly identified as changes in British land and legal policies carried out in two hundred years, combined with the introduction of modern scientific Western education, technology,

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advances in the means of communications and commercial progress that led to development of modern capitalist enterprise.* In the same work Mishra argued that the social system based on caste system hindered the growth of an Indian Middle class during historical times by limiting the wealth accumulation at higher echelon only. Along with it the peculiar system of land economy based on the intergenerational transfer of land combined with the limited means of education to only a section of society hindered the growth of any capitalist modes of trades, in turn limiting the growth of middle class. Further he has classified the Indian middle classes in four strata. First commercial middle class of the middlemen and brokers found in MNCs and banking house who arose during 18th century, followed by the moneylender class that reaped the benefits of land becoming a transferrable good due to British policy, third is the small Industrial middle class that grew slow due to the unfavorable British policies, followed by the last, educated middle class of professionals (doctors, lawyers engineers etc.), who reaped the fruits of western and modern scientific education.

Highlighting the distinguishing feature of the Indian middle class Mishra argues that it's achievements are not socially ascribed but they have earned it through education wealth and power. On the same lines some authors have defined Middle class based on a steady well-paying job.† During the post-colonial India, the middle class was identified as 'Nehruvian civil service-oriented salaried, short on money but long on institutional perks'‡. In the contemporary period, the 'new' middle class, as a social group, is depicted as negotiating India's new relationship with the global economy in both cultural and economic terms.§

Before proceeding further, it is important to explain the difference between the old and new middle class, as the discussion of the Dalit middle class often intersects the boundaries of both. Basically both are differentiated on the basis of their relation with the capitalist mode of production. The members of old middle class were although dominated by the capitalist relations of production but were not integrated into it. For example, it was made of traders, peasants, petty bourgeoisie, and artisans etc. who were attached to the contemporary dominant relations of capitalist production but could have also survived without it.

Contrary to it, the 'New middle class', has an ambiguous relation with the capitalist relations of productions, in the sense that they draw their origin from prevalent mode of capitalist relations and their survival depend on it. They generally consist of the salaried class enjoying other perks offered by government or private employers. For example, the white collar professionals, executives, technical and administrative workers of MNCs. Middle classes are further stratified into layers based on their social location, ideology, income and occupation. For example, middle class of Dalits, minorities, rural peasants and women.

Idea of a Dalit middle class- structure and processes

* Mishra, B.B. 1961. *The Indian Middle Classes : Their Growth in Modern Times*. Delhi: Oxford University Press : for The Royal Institute of International Affairs. pp 6-8

† Abhijit V. Banerjee and E. Duflo, What Is Middle Class about the Middle Classes around the World?, *The Journal of Economic Perspectives*, Vol. 22, No. 2 (Spring, 2008), pp. 3-28

‡ William Mazzarella, " Middle Class", p.1, available at, <http://www.soas.ac.uk/csasfiles/keywords/Mazzarella-middleclass.pdf>

§ Leela Fernandes, "Restructuring the New Middle Class in Liberalizing India", *Comparative Studies of South Asia, Africa and the Middle East*, Vol. XX Nos. 1 &2, 2000

Sociologists have in general agreed to the fact that, in the post-independence period, the spread of education, introduction of policy of reservations in government jobs and educational institutions and other affirmative action policies of the State have led to rise of an economically better off group of people within the Dalit community referred as the 'Dalit Middle Class'. (Ram, 1988, 1995; G. Srinivas 2014).** Roy-Burman has discussed existence of a Middle class among the Dalits, and called it the 'New Middle Class. (Roy-Burman, 1972, p3, quoted in Ram 1988). The rise of Dalit middle class is also affected to a significant extent by the interplay of caste and class factors, entrenched deep in the Indian social structure. Education has been a defining feature in the process of rise of Dalit middle class.

Authors like Davis each have tried to make sense of the structures and processes related to rise of Dalit middle class by analyzing the intergenerational mobility among its members^{††}. Along with it highlighting the social mobility of Dalit middle class Srinivas has written that though it is true that social mobility among the lower caste has increased due to 'Sanskritisation' but this has happened at the cost of antagonism with upper castes (Srinivas 1970). But in contrast to the 'Sanskritisation theory' Kulke (1976) has argued that the nature of social mobility among dalits has been secular in nature with little possibilities to obtain religious and ritual recognition. Further grappling with the question of nature of social mobility within the 'Dalit Middle Class', authors (like Oommen, 1977) have argued that the unit of mobility has been the individual, which reflect the fact that it has failed in ensuring the significant mobility of Dalits as a group. This fact is also reflected when we compare the small and marginal number of 'Dalits' who have reached the top social and economic status, compared to their overall share in population of country.

Further highlighting the change in the nature of the 'new middle class', Sheth^{‡‡} (1999) has argued that the new members, which also includes the members of Dalit middle class, are bringing with them the values of their native social groups, into the Middle class. In broader perspective it reflects the interaction of caste with class in Indian society. The members of Dalit social group while entering the new middle class acquire the new traits from the larger complex of middle class. Thus while they maintain their individual caste identity, but now it operates in conjunction with the new and overarching middle class identity. It also gives their earlier individual caste identity a new political and cultural meaning. This new meaning tends to shape the larger patterns of interaction of Dalit middle class among the members of their own community (belonging to other sub-castes) on the one hand, and with the larger society and other caste groups on the other.

Internal dynamic: patterns of interaction of Dalit middle class—

This section aims to analyse the interaction patterns of Dalit middle class within their caste and class group, on the one hand and with other caste groups, on the other. Kulke^{§§} (1976), in his studies has pointed out that although there has been a rise of Dalit middle class but

** Caste versus Class: Social Mobility in India, 1860- 2012 Gregory Clark, University of California September, 2012

†† S. KUMAR, A. HEATH, O. HEATH., Determinants of Social Mobility in India, Economic and Political Weekly, July 2002, pp. 2983.

‡‡ D.L Sheth, "Secularization of Caste and the Making of New Middle Class", *Economic and Political Weekly*, Nos. 34-35, Vol. 34, August 21-28, 1999.

§§ Eckerharde. Kulke, 1976, "Integration, Alienation and Rejection: The Status of Untouchables" in S. Devadas Pillai, ed. Aspects of Changing India, Popular Prakashan, Bombay.

this class is not uniformly representative of all Dalit castes and only a few castes dominate this class. Ram (1995) and Srinivas (2014) has also argued that the dalit middle class is not representative of all the sub-castes uniformly and some sub-castes have been able to reap the benefits of state perks and rise above in economic status more than the other sub castes. This difference in representation plays an important role in shaping the interaction patterns of Dalit middle class.

Further, highlighting the interaction patterns of Dalit middle class, Kulke has argued that moving of these people to higher economic strata has distanced them from their original communities. But the interesting fact has been that this distance has not led to their closeness towards the middle class people of higher caste, because they generally are not accepted among the higher caste people. When it comes to mingling with the people of their caste, they generally prefer the people who are educated and belonged to their own class. It shows that caste still plays a significant role in interaction between the people of same class. It also highlights the peculiar feature of Indian class structure, where social status is not entirely determined by the economic status and the mobility in higher economic realms does not always translates to corresponding social mobility. Thus the idea of untouchability also acts as a barrier which hinders the intermingling of people belonging to different caste but same class.

Further discussing the identity patterns of Dalit middle class, Omvedt (2001) argues, many Dalits tend to identify themselves with the larger identity of Hindu. Even, Nandu Ram has pointed out towards the tendency of 'Passing one's identity as non-Dalit' among the 'Middle class Dalits' to avoid discrimination (Ram 1988). But now the new Dalit middle class members take pride in identifying themselves as dalits, unlike their ancestors, who were mostly engaged in fighting with castism for their individual survival^{***}. This point has been further elaborated in section discussing the social mobility and Dalit middle class. Regarding the political ideologues of Dalit middle class, studies by Kulke (1976), has pointed out some inconsistency in following patterns. While the members of New Dalit middle class and new graduate's largely follows Ambedkar as their political role model, the illiterates and poor tend to follow Gandhi. The minimum and less educated have followers for both political role models. It also gets reflected in choosing the names for identification, as the supporters of Gandhi tend to identify themselves as 'Harijan', while others follow the official name of 'Schedule Caste'. The followers of Ambedkar celebrate his birthday, as an occasion to discuss their struggle and garner socio-political support for them. This also differentiates between the views for social upliftment of dalits, because Gandhi's view of social upliftment of Dalits rest on their integration with the larger society, contrary to Ambedkar's method of segregation and confrontation of the exploitative social structure. The perception of Untouchability also grows with the rising education among the Dalits, which gives rise to 'we consciousness', which further helps in adoption of political means of struggle against exploitation and suppression.

Social Mobility in Dalit middle class-

Although the previous sections have references of mobility among Dalit middle class, this section aims to discuss the crucial aspects of social mobility in a nuanced manner. The most important aspect related to Dalit middle class's social mobility is the 'incongruence

^{***} V. Moon, G. Omvedt, 2001 Growing up untouchable in India: a dalit autobiography, Lanham, Maryland Rowman & Littlefield Publishers

between their class position and status^{†††}, which has been highlighted by many sociologists (Ram 1988, Srinivas 2014). The incongruence here denotes the mediation of 'caste identities of Dalits' into working space and lives, often leading to experiences of stigmatization in their daily lives, that is not consistent with their rising economic status and not experienced by the mainstream middle class. As argued above the peculiar interaction of caste with the class structure in India makes the study of Dalit class mobility difficult^{†††}. This section will try to look into some aspects of it. The caste structure in India is hierarchically arranged on the basis of purity and pollution principle. This hierarchy is not uniform and can vary from village to village sometimes. At fundamental levels the caste structure also signifies deeper structures of exploitation, subordination, oppression and unequal distribution of material resources. But it also provides a chance for social mobility among castes by acquiring socio-economic or political power. But the mobility in one sphere doesn't always translate into a corresponding mobility in other spheres. The case of emergence of Dalit middle class signifies the mobility based on economic upliftment. The nature of Dalit's social mobility seems more of Horizontal, in nature from the traditional caste based occupations or agriculture labour to the insecure low end jobs in India's vast informal economy^{§§§}. Further, the studies by Divya Vaid and Heath, 2010; Thorat and Newman, 2010, Deshpande, 2011 etc. suggest that mostly dalits are still concentrated in the lower and lower middle status occupations and a very miniscule section of Dalits have been able to move up to the middle class status compared to the other castes. Authors like Nandu ram (1988), Kamble (2002), Patel (2008), Jodhka (2015) etc. have pointed out in their studies that the caste identity interferes in day to day interpersonal interactions of Dalit middle class with others, leading to their marginalization. As a defensive mechanism to escape marginalization many of dalits tends to adopt caste neutral names for themselves, which helps them in passing one's identity as non-dalits (Ram 1988, Pandey 2011, Savaala 2001). Apart from it many also tends to adopt strategies like choice of residence outside traditional Basties, cleanliness, neat way of dressing, healthy appearance, courteous manners and ability to speak English, to gain recognition in middle class (Savaala 2001). Some authors have also referred to a counter strategy of mobile Dalit middle class to gain recognition, where the members take pride in identifying with their caste names thus highlighting their achievements despite of their low social status. Nandu Ram has termed it 'ethno-identification' (Ram 1988). In this context, Identifying and maintaining links with the traditional group of origin is often regarded as a moral obligation and considered as a means of paying back to their society (Naudet 2008). This tendency that is more visible among the new Dalit middle class members unlike their ancestors, who were mostly engaged in fighting with castism for their individual survival^{****}, is termed as an effort to create the counter social structure based on principle of 'excluding themselves and forming a new identity through collective mobilizations'.

^{†††} Weber, M. 1946. From Max Weber: Essays in Sociology, H.H. Gerth and C.Wright Mills (eds). Oxford University Press.

^{†††} J. Naudet.,(2008).Paying back to society: Upward social mobility among Dalits. *Contributions to Indian Sociology*, 413-41.

^{§§§} S., Jhodhka, (2015).Caste in Contemporary India. New Delhi: Routledge. pp. 222.

^{****} V. Moon, G. Omvedt, 2001 *Growing up untouchable in India: a dalit autobiography*, Lanham, Maryland Rowman & Littlefield Publishers

This section has discussed various strands related to social mobility among the Dalit middle class taking into account the different coping strategies adopted by them. It highlights the fact that an upwards movement in occupational hierarchy need not always transform into a corresponding change into the social hierarchy.

Conclusion

Thus this discussion highlights the fact that the rise of Dalit middle class in itself has been a very significant social phenomenon, given the historical marginalization and exclusion faced by the members of this community. Further this discussion argues that the class mobility always doesn't translate into corresponding mobility in social realm. A further understanding of the dynamics related to Dalit middle class will require an investigation into the structure and processes related to social sphere where their exclusion still prevails. This paper aims to invite further research in these fields which remains unexplored till date.

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An Empirical Study on Impact of Job Stress on Job Satisfaction among Doctors of Selected Government and Private Hospitals in Jaipur

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Abstract

Objective-To identify sources of job stress associated with high levels of job dissatisfaction among doctors in Jaipur.

Design-Multivariate analysis of large database of doctors compiled from results of confidential questionnaire survey. Data obtained on independent variables of job stress. Dependent variable was job satisfaction.

Subjects-871 doctors were selected at random by four hospitals of Jaipur.

End point-Determination of the combination of independent variables of job stress that was predictive of job satisfaction.

Conclusion: it can be concluded that there was stronger impact of job stress on job satisfaction among doctors of government hospitals than among doctors of private hospitals.

Introduction

Job Stress is the extent to which employees feels a tension of anxiety caused by their jobs. Job Stress can also be defined as the harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Any job has a potential for some type of stressor, whether the stressor are motivators prompting one to succeed or overwhelm one causing lowered self-esteem and damage to one's life. Although stresses are identified in the work setting the level of stress experienced can only be determined by the individual who has experienced the stressor. The impact of work stress can seriously affect the organization and employee. The organization may be unable to achieve its desired goal it planned to achieve and the employee may experience job dissatisfaction and be a financial cost to the organization.

The study helped to understand the impact of job stress on job satisfaction level in health care industry. It further helped to understand the effects that are caused due to job stress on satisfaction level of the doctors. It has given a clear and better picture in terms to ascertain the reasons of job stress that is faced by the doctors in health care industry due to which the level of job satisfaction is also affected. As we all know that stress is the most common problem being faced by all individuals, it may not be just confined to job stress individuals have other stresses as well which are not related to just their occupation or job. This study is being conducted in respect to concerning the impact of job stress on job satisfaction in health care industry where in the amount of stress is most found. Again as mentioned earlier, there are other stressors as well which affects the level of job satisfaction. But this

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study focuses on the job stress equation with the job satisfaction level of the doctors in the health care industry.

Research Objectives

The study aims at the following objectives:

- To identify the factors contributing to job stress among general practitioners of selected government and private hospitals.
- To find out the job satisfaction level of general practitioners of selected government and private hospitals.
- To evaluate the impact of job stress on job satisfaction among general practitioners of selected government and private hospitals.

Hypothesis of the Study

H_{a1}: There is a significant impact of job stress on job satisfaction among doctors belonging to public hospitals.

H_{a2}: There is a significant impact of job stress on job satisfaction among doctors belonging to private hospitals.

Research Design

Research design is a plan, structure and strategy of investigation conceived so as to obtain answers to research questions. A detailed outline of how an investigation will take place. A research design will typically include how data is to be collected, what instruments will be employed, how the instruments will be used and the intended means for analyzing data collected. This study was Exploratory, Descriptive and empirical in nature.

Universe of the Study

Universe for this study were Doctors of Jaipur in Rajasthan state.

Sample Details

Sampling is simply the process of learning about population on the basis of sample drawn from it. There are two types of sampling techniques a) probability sampling b) non probability sampling. The sample details for this study are as follows:

- Sampling Technique: Systematic Random Sampling
- Sample Frame: Jaipur
- Sample Size: Sample size has been determined using Krejcie & Morgan table (1970). The sample size for conducting the study was 871. The sample of 555 doctors from government hospitals and 316 doctors from private hospitals were taken into consideration for the present study.

Data Collection

The study was empirical in nature, i.e. it was based on primary sources of data.

In addition to primary sources, secondary sources was also be used for this study.

For the purpose of this study the sources were as follows:

- Primary Data sources: It was collected with the help of questionnaire, filled in by the respondents (Doctors).
- Secondary Data sources: It was collected with the help of Books, Journals, Magazines, Newspapers, Websites and other published sources.

Model of the Study

Tools and Techniques

The below mentioned techniques and tools were used in order to derive the results of the study. The techniques used were:

- Correlation
- Regression

Relationship between dimensions of talent erosion and dimensions of high-engagement HR practices

Multiple Correlation Analysis

Bi-variate correlations have been compared between the latent factors causing Job Stress and latent factors of Job Satisfaction in the following table:

Table: Correlations between dimensions of Job Stress and dimensions of Job Satisfaction

Sector		Correlations				
		Unrealistic Job Expectations	Psychosomatic problems	Heavy Workload	Work Life Imbalance	Technological Incompetence
Public Hospital	Psychological satisfaction	-.850**	-.783**	-.866**		-.468**
	Organizational Satisfaction	-.570**	-.665**	-.349**	-.966**	
	Economic & social Satisfaction	-.297**	-.342**	-.636**	-.854**	
Private Hospital	Psychological satisfaction	.699**	-.245**	-.413**	-.432**	-.292**
	Organizational Satisfaction	.296**	-.254**	-.372**	-.453**	-.331**
	Economic & social Satisfaction	-.467**	-.589**	-.749**	-.655**	-.805**

** . Correlation is significant at the 0.05 level (2-tailed).

With the help of above table we can infer that significant negative correlations exist in selected public and private sector hospitals. In public hospitals, highest negative correlation existed between Work Life Imbalance and organizational Satisfaction followed by negative relationship between heavy workload and psychological satisfaction, unrealistic job expectation and psychological satisfaction and so on. In private hospitals, highest negative correlation existed technological incompetence and economic & social satisfaction followed by negative relationship between heavy workload and economic & social satisfaction, unrealistic job expectation and psychological satisfaction and so on.

It is clearly evident that relationship between identified factors of job stress and identified factors of job satisfaction were stronger in case of selected public hospitals than the selected private hospitals.

Multiple Regression Analysis

H_{a1}: There is a significant impact of identified factors of job stress on identified dimensions of job satisfaction among doctors belonging to public hospitals.

H_{a2}: There is a significant impact of identified factors of job stress on identified dimensions of job satisfaction among doctors belonging to private hospitals.

Regression Analysis has been carried out involving each of the three latent variables of Job satisfaction as dependent variables and the five identified dimensions of Job Stress as the independent variables. On the basis of the above analysis, three regression models each for public and private sector hospitals separately have been constructed (as shown in **Table**). The results presented in table highlights the specific Factors of job stress which explain the variation in specific factors of job satisfaction in the public and private hospitals of Rajasthan. The results of regression analysis reveal rejection of null hypothesis and acceptance of alternative hypothesis in all the three cases. In other words, fit has been observed between components of Job Stress and job satisfaction among employees in both the public and private hospitals.

The multiple correlations coefficient, R can be considered as a measure of the quality of prediction of the dependent variable 'Job Satisfaction'. The R² value is the proportion of variance in the components of job satisfaction that can be explained by the dimensions of job stress. For example, in the case of psychological satisfaction, R² value of 0.954 indicates that according to the responses given by the hospital employees, dimensions of job stress can curb 95.40 % of satisfaction happening due to the perception of psychological satisfaction for public hospitals. Similarly, in case of private hospitals, R² value of 0.830 for psychological satisfaction indicates that according to the responses given by the hospital employees, dimensions of job stress can curb 83.00 % of satisfaction happening due to the perception of psychological satisfaction for public hospitals.

The F-ratio reflects whether the overall regression model is a good fit for the data. **Table** depicts that the dimensions of job stress (independent variables) significantly predict how the job satisfaction in public and private hospitals on account of **Unrealistic Job Expectations, Psychosomatic problems, Heavy Workload, Work Life Imbalance and Technological Incompetence** can be controlled. The respective regression models are, therefore, a good fit of the data. The models have been constructed by using standardized coefficients since the data is cross sectional in nature. In order to test the statistical significance of each of the dimensions of job stress, significance of the t-value is also given in **Table**. Since all the values are less than 0.05, it indicates existence of significant negative relationships.

Table: Regression Analysis {Public Hospitals}

Dimensions of job satisfaction	Dimensions of job stress	R	R ²	F (sig.)	Constant	Standardized Beta Co-efficient	t (sig.)
Psychological satisfaction	Unrealistic Job Expectations	0.967	0.954	0.000	1.132	-0.208	0.00
	Psychosomatic problems					-1.001	0.00
	Heavy Workload					-0.492	0.00
	Work Life Imbalance					-0.159	0.00
	Technological Incompetence					-0.060	0.00

Organizational Satisfaction	Unrealistic Job Expectations	0.991	0.983	0.000	0.807	-0.301	0.00
	Psychosomatic problems					-0.012	0.00
	Heavy Workload					-0.141	0.790
	Work Life Imbalance					-0.391	0.00
	Technological Incompetence					-0.001	0.727
Economic & social Satisfaction	Unrealistic Job Expectations	0.989	0.979	0.000	16.159	-2.147	0.00
	Psychosomatic problems					-3.073	0.00
	Heavy Workload					-0.630	0.000
	Work Life Imbalance					-0.557	0.00
	Technological Incompetence					-0.215	0.000

Table: Regression Analysis {Private Hospitals}

Dimensions of job satisfaction	Dimensions of job stress	R	R²	F (sig.)	Constant	Unstandardized Beta Coefficient	t (sig.)
Psychological satisfaction	Unrealistic Job Expectations	0.911	0.830	0.000	4.007	-0.840	0.00
	Psychosomatic problems					-0.081	0.290
	Heavy Workload					-0.417	0.00
	Work Life Imbalance					-0.281	0.00
	Technological Incompetence					-0.186	0.055
Organizational Satisfaction	Unrealistic Job Expectations	0.603	0.364	0.000	3.224	-0.104	0.00
	Psychosomatic problems					-0.037	0.452

	Heavy Workload					-0.115	0.001
	Work Life Imbalance					-0.187	0.00
	Technological Incompetence					-0.150	0.017
Economic & social Satisfaction	Unrealistic Job Expectations	0.852	0.726	0.000	1.412	-0.351	0.00
	Psychosomatic problems					-0.349	0.002
	Heavy Workload					-0.418	0.000
	Work Life Imbalance					-0.004	0.959
	Technological Incompetence					-0.264	0.059

The F-ratio reflects whether the overall regression model is a good fit for the data. Table depicts that dimensions of job stress (independent variables) significantly predict job satisfaction derived by the employees belonging to public and private hospitals. The constructed regression equations are, therefore, a good fit of the data. The equations have been constructed by using unstandardized coefficients since the data is cross sectional in nature. In order to test the statistical significance of each of the dimensions of job stress, significance of the t-value is also given in Tables. All the values which are less than 0.05 indicate existence of significant relationships.

Conclusion

From the above analysis it can be concluded that there was stronger impact of job stress on job satisfaction among doctors of government hospitals than among doctors of private hospitals.

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Impact of Brand Personality on Customer Satisfaction: An Empirical Study on Selected Luxury Brands

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Abstract

Luxury goods are gaining popularity and attention of the youth of the nation. Closet consumers – ‘the emerging upper middle class comprising youth, who have just started experimenting with luxury’ is the class that is coming out to be as the major segment of consumers involved in luxury purchase. A number of factors are responsible behind this increasing inclination of closet consumers towards luxury purchase. This study states that brand personality is the one of these factors and also states that brand personality influence the level of customer satisfaction. Customers turn to the brands which better suit their personalities. The study has been conducted by using Exploratory Factor Analysis (to extract the factors of brand Personality and Customer satisfaction and Multiple Regression Analysis to understand the relationship amongst the variables of the study. The results of the study depict the impact of brand personality on customer satisfaction with regard to purchase of luxury brands. The results can be used by the marketers to gain a pool of satisfied customers by using brand personality as an influencing tool.

Keywords: Luxury Brands, Brand Personality, Customer satisfaction, Closet Consumers.

Introduction

Today when a number of domestic and international brands are available at the door step of the consumer, attitude of consumer towards a brand highly influence the buying decision of the consumer. Customer in today's scenario is mostly driven by the traits of the product and the personality that it holds. It is of great significance to understand how does a consumer think, perceive and act so that the product can be molded as per the customer's requirement and it further helps to establish brand equity. A consumer shows positive attitude for the brands whose personality is closer to the consumer's personality.

Marketing exists to deliver more value to satisfy customers as well as build a long-term and mutually profitable relationship with customers. If a firm is not able to satisfy the desires and expectations of the buyers with its products & services then all of its strategies towards managing a team of loyal customers are worthless. Companies can easily capture market share with a team of loyal customers and the operating cost will be further reduced.

Brand

The brand aims to blister this mark of demarcation in the mind just as the basic branding iron laid a mark onto the hide of cattle as an impossible to remove proof of ownership. A product gives functional value to the user whereas a brand provides the user or customer emotional values and these values only helps to form a connection between the brand and

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the user. The functional benefits of an industrial brand are easy to identify. How do the products perform? What do they do to satisfy intrinsic needs? What are the non-functional benefits of the brand which are more difficult to recognize in industrial products. A strong and renowned brand gives confidence to the buyers that its product is certainly going to prove itself better than an unknown brand. This sense of confidence aroused by a brand gives an additional benefit to the buyer and seller as well and also in the long run makes the buyer turn back towards the brand.

Personality

Despite the fact that numerous theories are based on personalities, initially it becomes mandatory to understand what personality is. The word personality has been derived from a Latin word 'persona' that is a mask which is worn by the artists in order to showcase different roles or diverse identities. In a summarized form personality can be said to be a combination of emotions, thoughts, deeds and actions that differentiates a person to the other. Personality comes up in an individual from birth and happens to remain the same throughout his life. Considering the fact that whether we focus on a group of individuals or individual, personality can be defined in a variety of ways.

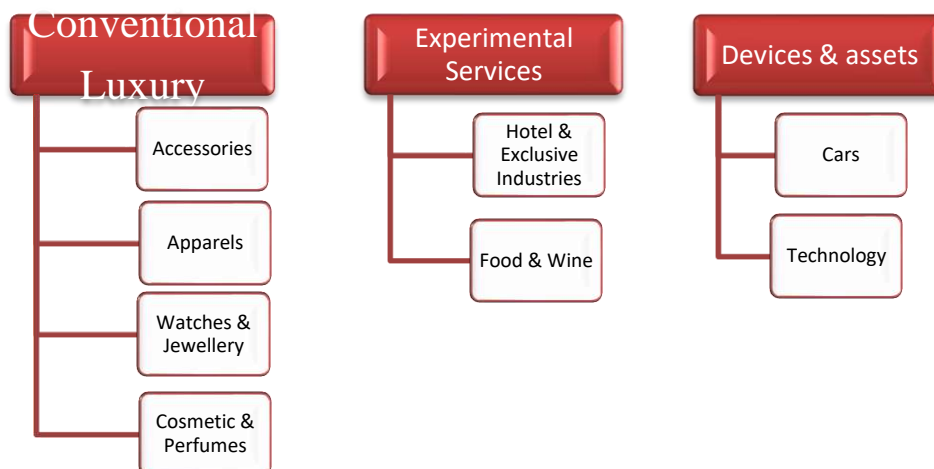
Brand Personality

Nowadays, there are so many things which can be identified as brands. Not only companies and organizations, even people can be seen as brands, such as politicians but also the common man might see him or herself as a brand. It is human behavior to see objects as having human characteristics in order to interact and understand the world around them.

A brand itself portrays some traits and characteristics of its own and these traits in a combined form reflect brand personality. Brand personality divides the products available in the market as per these traits like sophisticated products, strong products, sincerity etc. A person who wants to see ruggedness in his product will get influenced to a brand whose personality reflect power. It is a matter of great concern to analyze and understand the phenomenon that persuades a consumer's buying decision.

Luxury Brand Market Segments:

Some of the Luxury Brand Market Segments in India are:



(Source: BCG Survey)

Figure 1.10 Luxury Market Segments in India

Closet (Upper Middle Class) Consumers

Closet consumers are the ones, who are experimenting with luxury and belong to the upper middle class population, mainly comprising of youth. This section of the buyers are although cost conscious but also believe in conspicuous consumption. There is a constant conflict in their minds regarding whether to choose conspicuous consumption or to choose the quality in relation to the price, and this ongoing state of conflict makes them 'Closet Consumers'.

Customer satisfaction

Whenever the expectations of a customer are being met fully by a product a customer is said to be satisfied with it, hence fulfillment of the expectations is the core underlying criteria behind customer satisfaction. The better the marketer is able to meet these expectations the greater would be the arising level of satisfaction. Performance attribute, excitement attribute and basic attribute are the levels through which the level of customer satisfaction could be understood. Marketing research is mainly composed upon understand the concept of customer satisfaction as this is the factor which helps to attract and retain the customer in the long run. The concept of customer satisfaction gives way to the entrance to the idea of brand loyalty, which as per many of the researchers is the outcome of a very high level of satisfaction. It is evident from many of the researches that a satisfied customer is less sensitive to the level of prices, less influenced by the rivals or competitors and also proves to be loyal in comparison to the dissatisfied customers.

Review of literature

Patil, H., Bakappa, B. & Somashekhar, I.C. (2012) asserted that few dimensions of brand personality have a positive impact on customer satisfaction that would in turn affect the loyalty of customers towards brands. According to the above mentioned research, customer satisfaction acts as a mediating variable while forming relationship between brand personality and brand loyalty.

They further laid emphasis on the importance of brand personality when it comes to the matter of brand's success. Customer satisfaction is determined by customer perception: following a service or purchase evaluation, customers form emotional perspectives toward a product (**Churchill and Surprenant, 1982**).

Stuart, R., Robert, C., Dominic, M. & Phil, M. (2013) expressed that various studies based on customer loyalty takes into account customer satisfaction as an independent variable. Quality of the service, trust and assurance from brands are likely to affect the purchase decisions of customers. Since a long time customer satisfaction is considered to be a predictor of consumer behavior. If the expectations of the customers are appropriately met by the products then it is the point where customer satisfaction arises (**Kotler and Keller, 2006**.) Further the expectations of the customers arise out of their previous good or bad experiences hence it could be said that if marketers aim at providing every customer good service, quality and product then certainly every customer could be turned into a satisfied customer (**Joewono and Kubota, 2007**).

Objectives of the study

O¹ : To identify the factors of Brand Personality.

O² : To identify the factors of Customer Satisfaction.

O³ : To understand the association of Brand Personality and Customer Satisfaction.

Hypotheses of the study

H₀₁: There is no significant Impact of Brand Personality on Customer Satisfaction.

H_{a1}: There is a significant Impact of Brand Personality on Customer Satisfaction.

Research Methodology

Data Collection & Sampling Details

The study was descriptive (data has been presented as derived) and exploratory. The set of respondents were 600 closet consumers (upper middle class population who has just started experimenting with luxury) belonging to Jaipur city and were selected by convenience sampling. The data has been collected through structured questionnaire based on a five point Likert scale (Strongly Agree- Strongly Disagree). Secondary data has also been incorporated in the study and was collected through various standard journals, research papers, web resources etc.

Data Analysis Approach

Tabulation and coding of the data has been done with IBM SPSS 22. Data analysis has been done through Exploratory Factor Analysis (EFA), Multiple Regression and other inferential statistical tools. Conduction of tests was done on 95 percent confidence level.

Analysis and Discussion

With Exploratory Factor Analysis (EFA), factors of independent and dependent variables were extracted and through Multiple Regression association in between the independent and dependent variables was adjudged. Results indicated that there exists a significant relationship between the variables under study and were further confirmed through a significance value of less than 0.05.

Determination of the Brand Personality dimensions

The 11 chosen traits of Brand personality were categorized into four components naming Elitism, Opulence, Strength and Eccentricity by application of Exploratory Factor Analysis (EFA).

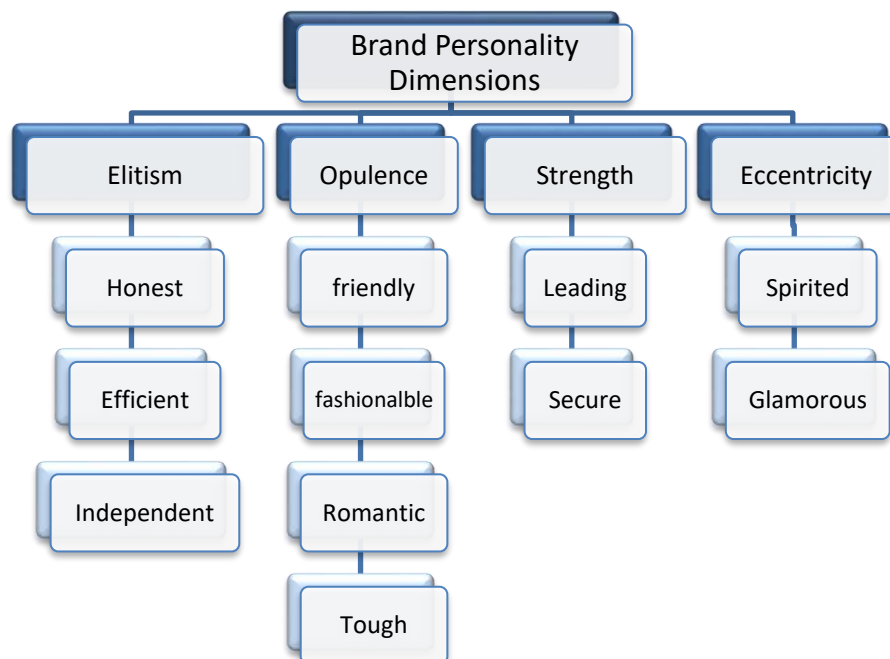


Figure 2: Extracted dimensions of Brand Personality

Determination of the factors of Brand Loyalty

The 8 chosen traits of Customer satisfaction were categorized into three components naming Behavioral satisfaction, Performance satisfaction and Basic satisfaction by application of Exploratory Factor Analysis (EFA).



Figure 3: Extracted components of Brand Loyalty

Kaiser-Meyer-Olkin (KMO) and Bartlett's Test

To measure the sample adequacy and also to ascertain the relationship amongst the factors Kaiser-Meyer-Olkin (KMO) and Bartlett's Test were applied. The results of the tests are depicted through Table 1 & 2 and it is evident that the KMO measure is **greater than 0.5 i.e. 0.705 for Brand Personality and 0.674 for Customer Satisfaction** that further reflects the satisfactory level in relation to the adequacy of the sample and also lay the surety to proceed with factor analysis. The results further depicts that probability in both the cases was less than **0.05(p<.05)**, or it could be said it was **0.00 in both the cases** which ensures the ample existence of correlation between the criteria to proceed with the Exploratory Factor Analysis.

Table 1: Brand Personality Dimensions : KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.705
Bartlett's Test of Sphericity	Approx. Chi-Square	655.757
	Df	55
	Sig.	.000

Source: Processing of Primary Data in SPSS

Table 2: Customer Satisfaction : KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.674
Bartlett's Test of Sphericity	Approx. Chi-Square	394.034
	Df	28
	Sig.	.000

Source: Processing of Primary Data in SPSS

Total Variance Explained for Brand Personality Dimensions and Customer Satisfaction

The initial Eigen values and the list of factors to be extracted are depicted through Table 3 & 4. The percentage of variance alongwith the cumulative percent of the factor in addition to the previous factor are also depicted through the below mentioned tables. For brand personality four components (factors) were having eigen value of more than 1 and in the case of customer satisfaction the number of components with eigen value of more than 1 was three.

Table 3: Brand Personality Dimensions: Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.482	22.567	22.567	2.482	22.567	22.567	1.729	15.717	15.717
2	1.297	11.788	34.355	1.297	11.788	34.355	1.505	13.683	29.400
3	1.108	10.077	44.432	1.108	10.077	44.432	1.397	12.702	42.102
4	1.071	9.736	54.169	1.071	9.736	54.169	1.327	12.066	54.169

Extraction Method: Principal Component Analysis

Source: Processing of Primary Data in SPSS

Table 4: Customer Satisfaction: Total Variance Explained

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.052	25.644	25.644	2.052	25.644	25.644	1.561	19.508	19.508
2	1.323	16.533	42.178	1.323	16.533	42.178	1.466	18.326	37.835
3	1.036	12.955	55.132	1.036	12.955	55.132	1.384	17.298	55.132

Extraction Method: Principal Component Analysis

Source: Processing of Primary Data in SPSS

Brand Personality Dimensions and Customer Satisfaction (Rotated Component Matrix):

To lessen the number of factors with the highest loadings for Brand Personality and Customer satisfaction Rotation Component Matrix was considered as the base.

Brand Personality Dimensions

It is evident from table 5 that Component 1(factor 1) is loaded with Honest, Efficient and Independent (Brand personality traits), with Friendly, Fashionable, Romantic & tough

being loaded on Component 2. Component 3 was loaded with Leading and Secure while Component 4 was found to be loaded with Spirited and Glamorous.

Table 5: Brand Personality Dimensions: Rotated Component Matrix^a

Measured or Construct Variable	Component			
	1	2	3	4
Honest	.664			
Efficient	.646			
Independent	.631			
Friendly		.659		
Fashionable		.592		
Romantic		.506		
Tough		.503		
Leading			.777	
Secure			.706	
spirited				.745
Glamorous				.659

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Rotation converged in 17 iterations

Source: *Processing of Primary Data in SPSS*

The loadings in the matrix were not as per the serial order of the questions, as they were sorted by zero. The extracted factors for the convenience of the study have been named as Factor 1 - Elitism, Factor 2 - Opulence, Factor 3 and Factor 4 - Eccentricity.

Customer Satisfaction: Table 6 depicted the extracted factors, for customer satisfaction, were three in number. Component (Factor) 1 was loaded with Expectations, Priorities and Future Purchase, in the same way Component 2 was loaded with post purchase complaint and commitments and Component 3 with experience and satisfaction.

Table 6: Customer Satisfaction: Rotated Component Matrix^a

Measured or Construct Variable	Component		
	1	2	3
Expectations	.720		
Priorities	.706		
Future Purchase	.663		
Post Purchase Complaint		.765	
Commitments		.694	
Return to the Brands		.573	
Experience			.790
Satisfaction			.735

Extraction Method: Principal Component Analysis.

Rotation Method: Varimax with Kaiser Normalization.

Rotation converged in 5 iterations

Source: *Processing of Primary Data in SPSS*

For smooth understanding of the study the extracted factors for Customer satisfaction were named as Factor 1- Behavioral Satisfaction, Factor 2 - Performance Satisfaction and Factor 3 - Basic Satisfaction

Multiple Regression Analysis

The extracted four factors of Brand personality and three factors of customer satisfaction were analyzed through Multiple Regression analysis with Brand personality dimensions being the Independent variable and Customer satisfaction as dependent variable.

Table 7: Regression Analysis between Brand Personality and Customer satisfaction

Dimensions of Customer Satisfaction	Dimensions of Brand Personality Dimensions	R	R ²	F (sig.)	Standardized Beta Co - efficients	t (sig.)
Behavioral Satisfaction	Elitism	.387	.150	.000	.114	.005
	Opulence				.183	.000
	Strength				.166	.000
	Eccentricity				.126	.001
Performance satisfaction	Elitism	.352	.134	.000	.086	.037
	Opulence				.133	.001
	Strength				.002	.963
	Eccentricity				.257	.000
Basic Satisfaction	Elitism	.219	.048	.000	-.047	.280
	Opulence				.209	.000
	Strength				.050	.237
	Eccentricity				.007	.871

Source: Processing of Primary Data in SPSS

Inference: As depicted by Table 7 the results of the multiple regression applied on the extracted factors of brand personality and customer satisfaction that entails that all the extracted factors were having *sig. value of less than 0.05* for behavioral satisfaction, with-elitism, opulence and eccentricity reflecting sig. value of less than 0.05 in the case of Performance satisfaction and for basic satisfaction the sig. value is less than 0.05 that further confirm *rejection of null hypothesis*.

Implication: The results of the Regression Analysis applied between Brand personality Dimensions and Customer satisfaction revealed that **there is a significant impact of brand personality on Customer Satisfaction**. It has been found that a fit has been observed between Behavioral satisfaction and all four dimensions of brand personality. It has been also observed that there was a significant impact of elitism, Opulence and eccentricity (Brand Personality Dimensions) on performance satisfaction. In the case of basic satisfaction (Customer Satisfaction dimension) opulence had a significant impact on it. Hence this further confirms the rejection of null hypothesis and acceptance of alternative hypothesis.

Findings and Discussions

- The results of the study depict the extracted four dimensions of Brand Personality namely *Elitism, Opulence, Strength and Eccentricity* that can be used as a model in further studies.
- Through the application of EFA three major factors of Customer Satisfaction were also extracted named *Active Loyalty, Attitudinal Loyalty and Inertia loyalty*.
- The results of the study assert that there is significant impact of brand personality on customer satisfaction.
- As it is clear from the study that there is an association between
- The results of the study further lay that with regard to customer satisfaction customers seek better post purchase services from the side of brands and hence efforts should be made by marketers to enhance their post purchase experience.

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Impact of Talent Management Practices on Morale: An Empirical study on Selected Luxury Hotels of Rajasthan

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Dr.Seema Singh Rathore**

Abstract

The issue with the hotel companies today is that their organizations put tremendous effort into attracting employees to their company, but spend little time into retaining and developing talent. A talent management system must be worked into the business strategy and implemented in daily processes throughout the company as a whole. It cannot be left solely to the human resources department to attract and retain employees, but rather must be practiced at all levels of the organization. For the present study, the Talent Management Practices have been classified into two broad categories namely Talent Development and Talent Deployment. The aim of this study was to explore the impact of Talent Management Practices on Morale in selected Luxury Hotels of Rajasthan. The present study has been conducted by using Pearson's Correlation and Regression Analysis for testing research hypotheses. Using Exploratory Factor Analysis, 18 selected Talent Management Practices were divided in two parts and 12 Morale factors has been divided into two factors namely Motivation and Loyalty. The findings of the study show that some Talent Management practices are significantly related to Morale. The results offer Hotelier an elementary framework for the development of the Talent Management Practices.

Keywords: Talent Management, Morale, Talent Deployment, Loyalty, Motivation, Talent Development

Introduction of Talent Management

Talent Management is a set of integrated organizational HR processes designed to attract, develop, motivate, and retain productive, engaged employees. The goal of talent management is to create a high-performance, sustainable organization that meets its strategic and operational goals and objectives.

The term was coined by McKinsey & Company following a 1997 study. It was later the title of a book by Ed Michaels, Helen Handfield-Jones, and Beth Axelrod however the connection between human resource development and organizational effectiveness has been established since the 1970s. The profession that supports talent management became increasingly formalized in the early 2000s.

As the name Talent Management itself says that it is a process of managing the ability, competency and power of employees within an organization. The concept is not restricted to recruiting the right candidate at the right time but it extends to exploring the hidden and unusual qualities of your employees and developing and nurturing them to get the desired results. Hiring the best talent from the industry may be a big concern for the organizations

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today but retaining them and most importantly, transitioning them according to the culture of the organization and getting the best out of them is a much bigger concern.

Table 1: TALENT MANAGEMENT DEFINITIONS

S.NO.	NAME OF AUTHOR AND YEAR	TALENT MANAGEMENT DEFINATIONS
1	Listwan 2005	TM means a host of activities relating to exceptionally gifted persons, taken up with a view to development of their skills and achievement of corporate goals.

Talent Management Practices

In an organization if wants to attract the best of the talent and even want to retain employees across all the levels of the organization then it must have an appropriate approach for the talent to be retained, and the process of talent management is being processed though the different kinds of practices which should be done in an Organization .Talent Management in itself in a whole is a very wide term. The most intriguing points for the talent management practices can be the success of implementing talent management review meetings, by talking about the talented employees in an organization and trying to make their knowledge, skills and potential known to other managers in different parts of the organization, the potential use and development of internal talent is magnified for both the organization - and the talented employees.Talent Management Practices are being done at every step of the talent management process which is as follows:

1. Talent acquisition : Finding the right person
2. Talent Identification: Evaluate and Understand existing Talent.
3. Talent Development: Invest in people and Nurture growth.
4. Talent Deployment: Get people ready for the key roles in the business

Types of Hotel Industry



Luxury Hotels

The luxury Hotels comprise the Five Star Hotels with the high class of services. These Hotels deal their guests with the high level of comfort and convenience. The aim of these hotels is to welcome their guests with premium services. They charge high as compare to other Segment Hotels. These Hotels facilitate fine ambience, very well maintained staff, continental food and high profile management. All the amenities including café, bar, swimming pool, health centre, transport facilities, sporting facilities, conference hall, provided by the hotel itself.

Importance of Talent Management Practices in Hotel Industry

The issue with these hotel companies today is that their organizations put tremendous effort into attracting employees to their company, but spend little time into retaining and developing talent. A talent management system must be worked into the business strategy and implemented in daily processes throughout the company as a whole. It cannot be left solely to the human resources department to attract and retain employees, but rather must be practiced at all levels of the organization. The business strategy must include responsibilities for line managers to develop the skills of their immediate subordinates. Divisions within the company should be openly sharing information with other departments in order for employees to gain knowledge of the overall organizational objectives. Hotel Industry is the world's largest industry that employees the large amount of Human Resources. Speciality in this Industry is that, the manpower in the industry cannot be substituted with the technology mechanical or electronical devices. The role of manpower in the industry is most significant. Now a day's labour turnover is the biggest problem which is being faced by the Industry due to which the productivity and the performance is being caused. Each of the hotels works in its own pattern from being recruiting the new employee till retaining it for a long time. It takes months of stress and strain to appoint a new employee and train him according to the hotel suitability and adaptability for the purpose and operations of the Hotel. As the employee starts working in hotel by delivering his performance the saddest part is he leaves that particular hotel and moves to the other organization.

Review of Literature

There are several perspectives of talent management. Firstly, talent management is seen as a group of efforts by the human resources. Others see talent management as a process of seeking and hiring talent, while some regard talent management as a term for handling skills and talents in an organization. **(Mohammad Abdul Quddus 2015)** Studied that the Impact of Talent Management on Employee Engagement, Retention and Value Addition in achieving Organizational Performa and found a positive association between these variables. To grow talent management practices in the Public sectors more efficiently. **(Kinbui Alice Waithiegni, Gachunga & Namusonge ,2014)** studied in public sector of Kenya and revealed that many of the organizations there have not yet embraced the concept of talent management and thus facing challenges in recruitment and retaining of talented staff. To evaluate the need of talent management in the Banking sector and the ways How it can be achieved **(Garg Bhoomi, 2014)** researched in banking sector and revealed that banks should delegate more responsibilities to the employees , when power to take decisions is delegated to employees then only they will think and act responsibly and this will also bring self-satisfaction among employee. In determining the relationship between the Talent management, Work Engagement and Service Quality Orientation of

support staff in a South African higher education institution (**Barkhuizen Nicolene, Mogwere Nico & Schutte Nico, 2014**) found a positive relationship between work engagement and the service quality orientation of supported staff. (**Orwa Bula Hannah & Njeri Kireru Jane, 2014**) done a study on how career management influences the talent management in the public sector in of Kenya and revealed that in Kenya broadcasting corporations, organizational culture is one of the focus affecting talent management. (**Dhanabhakya .M & Kokilambal K, 2014**) studied the different talent management practices that are being practiced in few industries and the common practices that are practiced across different industries (**Oladapo Victor, 2014**) studied the challenges and success of talent management programs and found that the organizations sampled with a talent management program can recognize the strategic value of an effective talent management program. (**Hanif Muhammad Imran & Yunfei Shao , 2013**) studied the combine impact of talent management and HR practices on organizational performance and revealed that the advancement is the most significant factor and the effectiveness of a brand signal to potential employees is dependent on the consistency, clarity , credibility ,and associated investments in the employer brand. To manage the talent of employees by retention (**Nzozzo Jennifer Chishamiso & Chipfuva Tsitsi, 2013**) found in the study that organisational effectiveness and efficiency is no longer measured by the profits an organisation makes. It determines service quality and competitiveness at the firm and industry levels. (**Athawale Rahul M, Todkar Ravindra V.& Ghnsawant Rajesh S , 2013**) studied the present scenario of talent management ,talent acquisition initiatives ,and talent retention initiatives in selected banks and revealed that talent management initiatives are well established in private sector banks as compared to public sector banks in terms of remuneration, reward, appreciation, and selection procedure. (**Imtiaz, S., & Ahmad, S.2009**) studied how stress affects employee performance, managerial responsibility & consequences high Stress are basic aim of the study.

Research Methodology

Research methodology is a technique which makes use of different research methods to arrive at certain conclusion or to basically find answer to a research problem

Research Objectives

To study the present scenario of Talent Management practices.

To examine the impact of Talent Management practices on Morale.

Hypotheses

H₀₁: There is no significant impact of Talent Management practices on Morale of Staff

H_A₁:. There is significant impact of Talent Management practices on Morale of Staff

Research Design

Present study is an empirical analysis of “Impact of Talent Management Practices on Morale in Selected Luxury Hotels of Rajasthan. This study is based on descriptive and exploratory research. The research design is adopted so as to suit in empirical analysis based on primary data which is collected through questionnaire. The respondents are selected on the basis of simple random sampling.

Theoretical Framework

Independent Variable	Dependent Variable
Talent Management	Morale

This theory is based on two main variables that forms base for the study and their interconnection is required to be found in order to arrive at the results of the study and these four pillars are:

Independent Variable: Talent Management

Dependent Variable: Morale

Universe of the study

Universe for this study is the the Employees of Selected luxury hotels of Rajasthan state. For present study employees typically are the people who are working in luxury hotels of Rajasthan.

Sample Details

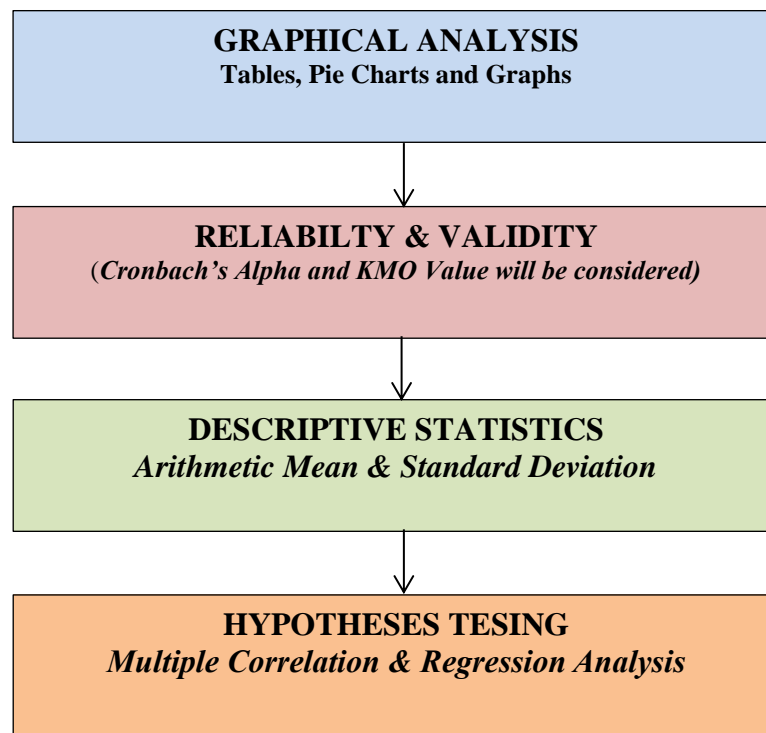
Sampling is simply the process of learning about population on the basis of sample drawn from it. There are two types of sampling techniques a) probability sampling b) non probability sampling. The sample details for this study are as follows:

- **Sampling Technique:** Simple Random Sampling
- **Sample Frame:** Rajasthan (Jaipur Jodhpur Jaiselmer Udaipur)
- **Sample Size:** Sample size has been determined using Krejcie & Morgan table(1970)
Sample size for conducting study is:

Hotel Group	Sample Size
Taj	214
ITC	136
Oberoi	217
Lalit	186

Tools and Techniques

Statistics make our observation useful, precise and convenient. In order to analyse the data and test hypothesis besides general descriptive statistics are used.



Data Collection

Data collection is the method of collecting and evaluating the information or variables of interest, in an established systematic manner that enables one to answer stated research question, test hypothesis and evaluate outcomes.

In the present study primary data is collected with the help of questionnaires, discussions and observation. Questionnaire is filled by the employees of Selected Luxury Hotels of Rajasthan.

Secondary data includes the data which is collected from some previous research work and are relevant in the present study. There are several similar studies that have been undertaken. A study of allied literature in books, journals, newspapers, magazines, articles and research paper also assisted to collect relevant data for the study. Internet plays a crucial role to collect the relevant data for the study conducted.

Structure of Questionnaire

Section	Details	Variables Selected
A	Demographic Details	Age Gender Organization
B	Techniques of Talent Management Practices (Independent Variable)	Effective Recruitments Sensible Trainings Annual Appraisals Well-timed Job Enrichment Suitable Cross Exposure Trainings Appropriate Appreciation in report card for improvement Timely Departmental meetings to understand

		the requirements Constant Motivation Actual Extrinsic Motivation like Wages, Rest Periods, Holidays Active Intrinsic Motivation like Praise, Recognition, Responsibility, Delegation of Authority Strategic Plans Suitable Executive Coaching's Diversity Employee Engagement Proper Work Schedules Comfortable Surroundings Actual Growth and Learning Operative Monetary and Non-Monetary Rewards
C	(Dependent Variable) Morale	Organization Itself Nature of work Effective Working Conditions Fair Supervision Appropriate Management Policies Job Security Protection Sound Compensation System Sound Promotion Policies Job Enrichment Sound Employee Grievance's Handling Participation of Workers in Management Fulfillment of Personal Factors

Data Analysis Approach

In the present study, responses from respondents were coded and tabulated in SPSS 22. For analyzing data, both Descriptive statistical techniques (average, standard deviation and Standard Error, etc.) and Inferential statistical tools (Cronbach's Alpha test, KMO and Bartley test, Exploratory Factor Analysis (EFA), Bi-variant Pearson's Correlation and Multiple Regression were used. The test was conducted at 95 percent confidence level (or 5 percent level of significance). A five point Likert scale [strongly disagree (1) to strongly agree (5)] was used.

Analysis and Discussion

The entire analysis of the study is divided into two parts Talent Management Practices and Morale. In the present study, two dimensions of Talent Management were determined using Exploratory Factor Analysis (EFA) consisting of 18 Talent Management Practices. To verify and analyze the impact of Talent Management Practices on Morale, Pearson's multiple correlation technique and Multiple Regression analysis were applied. Morale was taken as dependent variables and Talent Management was taken as independent variables. A significance value of less than 0.05 indicated that significant relationship existed between the variables under study.

Application of Exploratory Factor Analysis

In the present study, exploratory factor analysis (EFA) was applied to identify the underlying dimensions within the Practices of Talent Management (TTM) and Morale (M) . The researcher had considered criteria of Talent Management, and Morale. The factor loadings were used to measure correlation between criteria and the dimensions. A factor loading close to 1 indicates a strong correlation between a criteria and dimension, while a loading closer to zero indicated weak correlation. The factors were rotated with the use of Varimax with Kaiser Normalization Rotation Method. Principal Component Analysis (PCA) method was used for factor extraction and considered only those factors for interpretation purpose whose values were greater than 0.4.

The results of the findings of the exploratory factor analysis (EFA) on Talent Management Practices (TTM), and Morale (M) are presented as follows.

Result of KMO and Bartlett's Test and Communalities Score

To measure the suitability of the data for factor analysis the adequacy of the data was evaluated on the basis of the results of Kaiser-Meyer-Olkin (KMO) measures of sampling adequacy and Bartlett's Test of Sphericity (Homogeneity of Variance). The results showed that the KMO measure of sampling adequacy was 0.904 (Talent Management) , so the data was fit for conducting the factor analysis in the case. Similarly, Bartlett's Test of Sphericity (0.00) was significant (p<.05) which too revealed that sufficient correlation existed between the criteria to proceed with the application of exploratory factor analysis.

Table TTM		
KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.904
Bartlett's Test of Sphericity	Approx. Chi-Square	2794.705
	df	45
	Sig.	0.000

Table Morale		
KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.852
Bartlett's Test of Sphericity	Approx. Chi-Square	1952.135
	df	36
	Sig.	0.000

Results of Total Variance Explained for the Talent Management Practices (TTM) and Morale (M)

The total variance of Talent Management (TTM), the component (factor) in the initial solution have an Eigen values over 1, and it accounted for about 59 per cent of the observed variations considering the opinion on talent management dimension for identifying the criteria for evaluating talent of the employees of selected luxury Hotels of Rajasthan.

The total variance of Morale (M), the first two components (factor) in the initial solution have an Eigen values over 1, and it accounted for about 63 per cent of the observed variations considering the opinion on morale dimension for identifying the criteria of the employees of selected luxury hotels of Rajasthan regarding categories of Morale.

Total Variance Explained TTM									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.200	46.671	46.671	4.200	46.671	46.671	3.349	37.211	37.211
2	1.104	12.262	58.934	1.104	12.262	58.934	1.955	21.723	58.934

Total Variance Explained Morale									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	4.005	50.063	50.063	4.005	50.063	50.063	2.582	32.278	32.278
2	1.017	12.707	62.770	1.017	12.707	62.770	2.439	30.492	62.770

Results of Rotated Component Matrix of Talent Management Practices (TTM) and Morale (M)

Talent Management (TTM): It became clear that in the factor of Talent Management where the five measured variables viz., Proper Work Schedule, Employee Engagement, Comfortable Surroundings, Strategic plans, Suitable Executive Coaching’s, and Constant Motivation were found as more correlated with component 1. Similarly, three measured variables viz., Appropriate Appreciation in report card for Improvement, Suitable Cross Exposure Trainings, and Diversity were found as more correlated

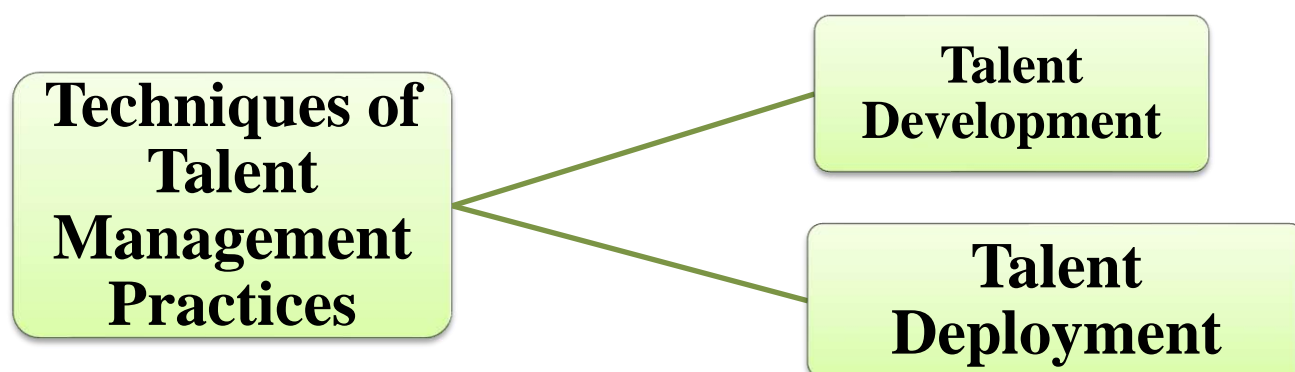
Morale (M): It became clear that in the factor of Morale where the three measured variables viz., Sound Employee Grievance’s Handling, Participation of Workers in management, Job Enrichment, and Fulfillment of Personal Factors were found as more correlated with component 1. Similarly, four measured variables viz., Nature of Work, Organization Itself, Effective Working Conditions and Fair Supervision were found as more correlated.

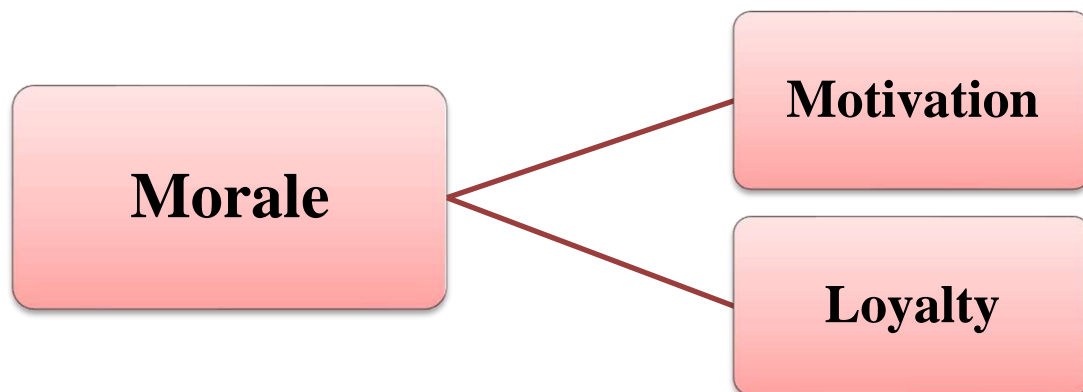
Rotated Component Matrix TTM			Rotated Component Matrix Morale		
	Component			Component	
	1	2		1	2
Proper Work Schedule	.778		Sound Employee Grievance's Handling	.809	
Employee Engagement	.762		Participation of Workers in management	.785	
Comfortable Surroundings	.756		Job Enrichment	.734	
Strategic plans	.750		Fullfillment of Personal Factors	.731	
Suitable Executive Coaching's	.668		Nature of Work		.775
Constant Motivation	.659		Organization Itself		.762
Appropriate Appreciation in report card for Improvement		.812	Effective Working Conditions		.732
Suitable Cross Exposure Trainings		.732	Fair Supervision		.664
Diversity		.678			

Conclusions of EFA

In the present study, the dimension namely Techniques of Talent Management is evaluated and a model have been derived by applying Exploratory Factor Analysis (EFA).For the dimension Techniques of Talent Management two latent variables have been extracted named as **Talent Development** and **Talent Deployment**. Similarly, for the dimension Morale, two latent variables have been extracted and named as **Motivation and Loyalty**

Figure: Factors constructed for Talent management and Morale





Regression analysis on dimensions of Talent Management Practices and Morale

<i>Dependent Variable</i>	<i>Independent Variable</i>	<i>R</i>	<i>R²</i>	<i>Adjusted R²</i>	<i>F Sig.</i>	<i>Unstandardised Coefficient (B)</i>	<i>t Sig.</i>
Motivation	<i>Model</i>	0.693	0.480	0.478	0.000	0.602	0.000
	<i>Talent Development</i>					0.554	0.000
	<i>Talent Deployment</i>					0.280	0.000
Loyalty	<i>Model</i>	0.710	0.514	0.513	0.000	1.019	0.000
	<i>Talent Development</i>					0.571	0.000
	<i>Talent Deployment</i>					0.195	0.000

The "R" column represents the value of R, the *multiple correlation coefficients*. R can be considered to be one measure of the quality of the prediction of the dependent variable. The "R Square" column represents the R² value, which is the proportion of variance in the dependent variable that can be explained by the independent variables. It is evident from table that R2 value of **0.480** that dimensions of **Talent Management Practices** (independent variables) explains **48.00%** of the variability of **motivation** (dependent variable). Similarly, R2 value of **0.514** that dimensions of **Talent Management Practices** (independent variables) explains **51.4%** of the variability of **Loyalty** (dependent variable). The F-ratio in the ANOVA table tests whether the overall regression model is a good fit for the data. The table shows that the dimensions of **Talent Management Practices** (independent variables) statistically significantly predict the dependent variable **Motivation and Loyalty**, $F(2, 597) = , p < .0005$ (i.e., the regression model is a good fit of the data). Unstandardized coefficients indicate how much the dependent variable varies with an independent variable when all other independent variables are held constant.

For testing the statistical significance of each of the independent variables, t-value and corresponding p-value are located in the "t" and "Sig." columns which indicate significant relationship existed between all the **dimensions of talent management practices and identified determinants of Morale**:

- **Motivation-Talent Development**
- **Motivation-Talent Deployment**
- **Loyalty-Talent Development**

• **Loyalty-Talent Deployment**

Major Findings and Discussions

- The paper reveals that the Techniques of Talent Management has been categorized into two major dimensions namely *Talent Development and Talent Deployment*.
- The findings of the study support the hypothesis that there is a significant association between Talent Management Practices and Employee Productivity.
- Talent Management puts a lot of effect on Employee Productivity.
- Persons who are talented are being deployed for the long time and earn a lot for the Organization.
- The respondents who appraise themselves as sincere prefer to Retain for the long time.
- The respondents who consider themselves as competent do not have any interest in working and they do not retain for long time as there is no significant correlations found between any of the Talent Management techniques and Employee Productivity.

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बाबा बंदा बहादुर बैरागी की सामाजिक तथा धार्मिक नीतियां एवं उसकी वर्तमान में प्रासंगिकता

राजेश कुमार*

Abstract

बंदा बहादुर अर्थात् वीर बंदा बैरागी ऐसा नाम है जिसको सुनते ही हमारे अंदर साहस, देशप्रेम तथा अन्याय से लड़ने की भावना का संचार होता है। बंदा बहादुर पहले ऐसे सिख योद्धा हुए, जिन्होंने मुगलों के अजेय होने के भ्रम को तोड़ कर गुरु पुत्रों के शहीदी का बदला लिया। उन्होंने गुरु नानक देव तथा गुरु गोविंद सिंह के नाम के सिक्के जारी किए। उन्होंने सामाजिक समरसता की स्थापना की। बिना किसी भेदभाव के हिंदू मुसलमानों को उनकी योग्यता के अनुसार पद प्रदान किये। भूमि विहीन किसानों को भूमि का स्वामी बनाया, निम्न वर्ग के लोगों के जीवन स्तर को ऊपर उठाया।

ज्ञमलूवतके रू.

बंदा बहादुर, लक्ष्मण देव, माधोदास, गुरु नानक देव, गुरु गोविंद सिंह, सिख धर्म, मुगलयुद्ध, मुस्लिम समुदाय, जमींदारी प्रथा, खालसा, शहीद।

जीवन –परिचय

बाबा बंदा सिंह बहादुर का जन्म कश्मीर में पूंछ जिले के तहसील राजोरी में 27 अक्टूबर 1670 ईसवी को हुआ था। बंदा सिंह बहादुर राजपूत परिवार से थे और उनका वास्तविक नाम लक्ष्मण देव था। एक गर्भवती हिरनी का उनके हाथों हुए शिकार ने उनके जीवन की दिशा को बदल दिया। वे जानकी दास बैरागी के शिष्य हो गए और उनका नाम माधो दास बैरागी पड़ा। वह घूमते-घूमते दक्षिण के नांदेड़ क्षेत्र को चले गए। उन्होंने गोदावरी के तट पर अपने एक आश्रम की स्थापना की। 3 सितंबर 1708 ईसवी को नांदेड़ में सिखों के दसवें गुरु गोविंद सिंह से मिले। वे गुरु गोविंद सिंह से काफी प्रभावित हुए। गुरु गोविंद सिंह ने इनको सिख बनाकर इनका नाम बंदा सिंह बहादुर रख दिया। गुरु गोविंद सिंह के आदेश से वह पंजाब आए और सिखों के सहयोग से मुगल अधिकारियों को पराजित करने में सफल हुए। मई 1710 ईसवी में उन्होंने सरहिंद को जीत लिया और सतलुज नदी के दक्षिण में सिख राज्य की स्थापना की। उन्होंने खालसा के नाम से शासन किया और गुरु के नाम से सिक्के चलाए।

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1715 ईसवी के प्रारंभ में बादशाह फरूखशियर की शाही फ़ौज ने अब्दुल समद खां के नेतृत्व में उसे गुरदासपुर जिले के धारीवाल क्षेत्र के निकट गुरदास नंगल गांव में कई माह तक घेरे रखा, परंतु मुगल सेना अभी भी बाबा बंदा सिंह से डरी हुई थी। खाद्य सामग्री के अभाव में बाबा ने 7 दिसंबर को आत्मसमर्पण कर दिया। फरवरी 1716 को सिख योद्धाओं के साथ उन्हें दिल्ली लाया गया। उन्हें कहा गया कि अगर वह इस्लाम धर्म ग्रहण कर लेंगे तो उन्हें माफ कर दिया जाएगा, परंतु उस वीर योद्धा ने ऐसा करने से इनकार कर दिया। जिसके बाद उनके पुत्र का कलेजा निकालकर उनके मुंह में ठूस दिया गया, मगर वह सिख योद्धा अविचलित रहा। 5 मार्च से 13 मार्च 1716 तक प्रतिदिन अनेक सिख योद्धाओं को फांसी दी गई। 9 जून 1716 को बादशाह फरूखशियर के आदेश जल्लादों ने बाबा के शरीर से पहले मांस की बोटी बोटी नोच नोचकर निकाली। यह योद्धा इतनी यातनाओं के बावजूद अपने ईमान पर टिका रहा। निर्मम शासक फरूखशियर ने उनके मुख्य सेना अधिकारी के साथ-साथ उनके शरीर के भी टुकड़े टुकड़े करवा दिए। इस प्रकार इस योद्धा ने अपनी मातृभूमि के लिए धर्म तथा अन्याय के खिलाफ लड़ते हुए अपने प्राण न्योछावर कर दिए।

बाबा बंदा बहादुर की प्रशासन प्रणाली तथा उनकी नीतियाँ

बाबा बंदा बहादुर जीवनपर्यंत युद्ध में ही उलझे रहे, उन्हें प्रशासनिक व्यवस्था पर ध्यान देने का उतना समय नहीं मिला। तत्कालीन स्त्रोतों में भी इसका बहुत कम विवरण मिलता है। फिर भी उन्होंने समय का सदुपयोग करते हुए एक बहुत अच्छी प्रशासनिक व्यवस्था कायम की। दल खालसा के सेनानायक बंदा सिंह ने समस्त विजित क्षेत्र को प्रशासनिक व्यवस्था के लिए अलग-अलग सिख योद्धाओं में बांट दिया। सतलुज नदी से यमुना तक का क्षेत्र सरहिंद सूबे में पड़ता था, यह 28 वर्गों में विभाजित था। इसका संचालन मुस्लिम अधिकारी करते थे। सरहिंद की विजय से ये समस्त परगने स्वयं ही बंदा सिंह की छत्रछाया में आ गए थे। अतः सिख संगत द्वारा बंदा सिंह को सरहिंद का राज्यपाल बनाया गया और आली सिंह को नायब बनाया गया। समाना और उसके निकट के क्षेत्र में फतेह सिंह को नियुक्त किया गया, इसी प्रकार पानीपत व करनाल क्षेत्र सरदार विनोद सिंह को सौंप दिए गए। सढौरा तथा नाहन के बीच गांव अमुवाल की सीमा में मुखलिस गढ़ को जो कि ऊंचे नीचे टीलों तथा गड्डों से घिरा हुआ था, दल खालसा की राजधानी बनाया गया और इस किले का नाम लोहगढ़ रखा गया। इस किले को खालसे की अगली गतिविधियों के लिए स्थाई केंद्र बनाया गया।

प्रशासनिक पदों में भेदभाव का अंत

बाबा बंदा सिंह बहादुर का चिंतन सांप्रदायिकता की संकीर्ण भावनाओं से परे था। मुगलों के द्वारा हिंदू जनता पर अत्याचार किए जाते थे, परंतु उनके राज्य में मुसलमानों को भी पूर्ण धार्मिक स्वतंत्रता दी गई थी। बंदा सिंह ने यह घोषणा कर दी थी कि वह मुसलमानों को किसी भी प्रकार की क्षति नहीं पहुंचाएगा, वे सेना में अपनी नमाज और खुतबा पढ़ने में भी स्वतंत्र होंगे। पाँच हजार मुसलमान भी उनकी सेना में थे। उनके राज्य में हिंदू मुसलमान दोनों के साथ समान बर्ताव किया जाता था।

मुसलमानों को भी उनकी योग्यता के आधार पर प्रशासनिक पदों में नियुक्ति दी जाती थी। जमींदारी प्रथा का उन्मूलन

बाबा बंदा सिंह बहादुर ने जमींदारी प्रथा के खिलाफ एक अध्यादेश जारी किया। इस अध्यादेश के अनुसार भूमि जोतने वाले किसान ही भूमि के स्वामी होंगे और बिचौलियों अर्थात् जमींदारी प्रथा समाप्त की जाती है। इसी के साथ किसानों को जमींदारों के अत्याचारों से बचाने के लिए उन्हें प्रोत्साहित किया गया। उन्होंने किसानों से कहा कि किसान बहुसंख्या में हैं, अतः वे अपने हितों की रक्षा स्वयं अपने बाहुबल के सहारे करें। इस प्रकार किसान ने प्रशासन से प्रेरणा पाकर जमींदारों को सदा के लिए खदेड़ दिया और स्वयं अपनी भूमि के मालिक बन गए। विश्व इतिहास में पहली बार जमींदारी प्रथा का अंत बंदा सिंह बहादुर के सत्तारूढ़ होने से पंजाब में हो गया।

सामाजिक आंदोलन

बाबा बंदा बहादुर का आंदोलन एक तरह से एक सामाजिक आंदोलन में परिवर्तित होता जा रहा था। प्रो गंडा सिंह के अनुसार सरहिंद की विजय के बाद बंदा बहादुर ने सिक्के तथा मुहरें जारी किये तथा एक संवत को भी प्रारंभ किया। इसके द्वारा वह सिखों के मन में अन्य शासक वर्ग के साथ एक समानता की भावना पैदा करना चाहते थे ताकि वे किसी भी तरह से अपने आप को दीन तथा हीन न समझें। उनके द्वारा हुकमनामा व फरमान जारी किए गए, उनके द्वारा जारी किये गए सीलों तथा मुहरों पर फारसी में यह अंकित रहता था –

देग ओ.तेग फतह ओ

नसरत. ए. बे दरंग

यफत आज नानक गुरु गोविन्द सिंह

देग सूचक था भूखे, शोषित तथा पीड़ित को भरपेट भोजन देने का तथा साथ ही लंगर की प्रथा सामाजिक समानता की भी प्रथा थी। लंगर में सभी अमीर –गरीब, उच्च –निम्न वर्ग

के लोग एक साथ बैठकर भोजन करते थे। जबकि तेग सूचक था गरीब, असहाय, भयभीत तथा शोषित की रक्षा के लिए। देग व तेग दान शक्ति के भी सूचक थे।

वर्तमान में प्रासंगिकता

300 वर्ष बीत जाने के बाद भी बाबा बंदा सिंह बहादुर की नीतियां व शिक्षाएं आज भी प्रासंगिक हैं। आज भी हमारे देश में ऐसी अनेक समस्याएं हैं, जिनको बाबा बंदा बहादुर की नीतियों के द्वारा हल किया जा सकता है। देश में आज भी धर्म, भाषा, जाति के आधार पर विभाजन है। बाबा बंदा बहादुर की सामाजिक समरसता की नीति को अपनाकर इस विभाजन को समाप्त किया जा सकता है।

हमारे देश में आज भी किसानों के सामने अनेक समस्याएं हैं। किसान साहूकार तथा महाजन के चंगुल में अभी भी फंसे हुए हैं। किसान ऋण की समस्या के कारण लगातार आत्महत्या कर रहे हैं। किसान को अपनी फसल बेचने के लिए मंडी में बिचौलियों का सहारा लेना पड़ता है। बाबा बंदा बहादुर की किसान संबंधी नीतियों को आधार बनाकर इस समस्या को सुलझाया जा सकता है।

हमारे देश में सांप्रदायिकता आज भी एक समस्या बनी हुई है। हिंदू और मुसलमान आपस में प्रेम और सद्भावना का अभाव है। बाबा बंदा बहादुर ने जिस प्रकार सांप्रदायिक सद्भावना कायम की थी। उसी से प्रेरणा लेकर इस भीषण एवं ज्वलंत सांप्रदायिकता की समस्या से मुक्ति दिलाई जा सकती है।

आज हमारा देश चारों तरफ से दुश्मनों से घिरा हुआ है। हमें देश के नव युवकों में देशभक्ति की भावना पैदा करने की आवश्यकता है, देश का नवयुवक इतिहास से प्रेरणा लेकर ही देश के लिए अपनी जान न्योछावर करने की भावना पैदा कर सकते हैं। हमारे देश के इतिहास में जो स्थान बाबा बंदा बहादुर को मिलना चाहिए था, वह नहीं दिया गया है। जो व्यक्ति अपनी आंखों के सामने अपने पुत्र की निर्मम हत्या का दृश्य देखने पर भी अपनी देशभक्ति से विचलित नहीं हुआ हो, ऐसे वीर देशभक्त, सामाजिक सुधारक, संत, सिख योद्धा को इतिहास में स्थान न देना दुर्भाग्यपूर्ण है। जिस सम्मान के बाबा बंदा सिंह बहादुर हकदार हैं वह उन्हें मिलना ही चाहिए। उनके कार्यों तथा नीतियों का इतिहास में उचित मूल्यांकन होना चाहिए तथा हमारे देश के इतिहास में उन्हें स्थान प्रदान करना चाहिए।

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Land Reforms in Kashmir since India's Independence

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Abstract

The most important natural source of Kashmir Valley is land, which is the base for agriculture. Land reform is one of the most significant of our agricultural development. Since agriculture occupies an important place in the State's economy, as the national economy, the due emphasis placed on land reforms since independence. After India's independence, the agrarian system of the state had gone through a rapid transformation, with the introduction of land redistributive measures under the leadership of Sheikh Abdullah. With the introduction of various reform measures introduced by the government of India and as it was implemented by the state, peasants have got ownership over the land which they were cultivating for others. With the passage of time peasants have started replacing traditional crops with new cropping patterns. Then the re-organizational and development of the valley's economy, land reforms have a place of special significance. The present study shall provide a detailed account of land reforms and its impact on the agrarian economy of Kashmir.

Keywords: Agrarian, Articulated, Landlords, Manifesto, Peasants, Transformation.

Introduction

The most important natural source of Kashmir Valley is land, which is the base for agriculture. The system of land tenure refers to the system of ownership of land and the terms and conditions under which land is leased to the tiller by the landlord. The tillers of the soil were getting frustrated because they did not have security on their farms and they have forced to pay high rents to the landlord. The landlords were mere rent receivers and did nothing for increasing the productivity of land hold by their tenants. The landlords grew richer and the intermediaries continued to flourish in the valley. Therefore in the re-organizational and development of the valley's economy, land reforms have a place of special significance. Among all the States of Indian Union, Jammu and Kashmir has the distinction of having introduced land reform legislation of a considerable magnitude and earned the reputation of ushering in the agrarian revolution. Since the time of introduction of land reform measures in the state in the early 1950s, peasants were cultivating land for the landlords. With the introduction of various reform measures introduced by the government of India and as it was implemented by the state, peasants have got ownership over the land which they were cultivating for others. With the passage of time peasants have started replacing traditional crops with new cropping patterns. After 1980s introduction of the horticultural sector has brought major changes in process and patterns of crop cultivation.

Land reform means abolishing the existing defective structure of landholding by introducing a rationalized structure in order to increase the agricultural productivity¹. Land reforms usually refer to redistribution of land from rich to poor. More broadly it includes regulation of ownership, operation, leasing, sale and inheritance of land, in an agricultural

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economy such as Kashmir, with great scarcity and an unequal distribution of land, coupled with a large mass of rural population below the poverty line. There are compelling economic and political arguments for land reform. It received top priority on the policy agenda at the time of India's Independence and in the decades following Independence.

Need and Objectives of land reforms

1. The removal of all restrictions for agricultural development.
2. The elimination of all forms of land exploitation.
3. To provide social justice to the agrarian system.
4. To increase agricultural production by implementing land development activities.

At the time of India's independence, when the Dogra rule virtually came to an end, the economy of the state was wedged in a vicious circle of poverty characterized by one of the lowest per capita income and consumption levels among the states of the sub-continent. In 1948 the first govt. under Sheikh Abdullah took steps towards the reconstruction of the economy. Sheikh Abdullah framed a comprehensive plan for the political, social, economic and cultural upliftment which was adopted in 1944, which came to be known as New Kashmir manifesto. The New Kashmir manifesto was divided into two parts, the Constitution of the state and the National Economic Plan. The three most noteworthy goals enunciated in it geared to the interests of Kashmir agriculturalists were the abolition of landlordism, land to the tiller and cooperative association. The new Kashmir manifesto entailed a complete reconstructing of agrarian relations in the interests of both emancipation of the peasantry from the semi-feudal system and fostering the agricultural development. It was towards this commitment that the National government embarked upon a series of land reforms proceeding from new economic plan 1944 and elaborated in New Kashmir manifesto². The land reforms in Kashmir since India's Independence can be best understood under the following three headings.

The first phase of land reforms

In the early days in 1948, the start was made with the resumption of all Jagirs, Muafis, and Mukarasis except those made for religious purposes³. The inherited character of the lambardari institution was also abolished. The appointment of headmen was also thrown open to election⁴.

Moreover, the government in order to rationalize agricultural production adopted measures towards the extensive and intensive development of agriculture. Accordingly the "Grow more food"⁵ scheme was launched in 1948 under which about 185583 kanals of cultivable waste lands were allotted to the landless peasants during the year 1948-49. Better seeds and manure was also introduced which resulted in an increase of about 2 lakhs mounds in the food production.⁶ Furthermore, to popularize the self-sufficiency, Sheikh Abdullah even told the people to consume potatoes than to be dependent on imports thus earning the name of Aaloo Baap.

The second phase of land reforms

The second phase of land reforms enacted in 1948 was mostly related to the fixation of rent, fixity of the tenure and protection from ejection of the tenants. The tenancy law as administered by the old government had little provisions for the adequate protection of the cultivator. In fact, it safeguarded the interests of the landlord⁷. Any arrangement or deal in respect of rent between the landlord and the tenant was generally considered to be legally valid and it was believed that the government could not interfere. The state tenancy Act was amended by the government in October 1948. Amongst other things, the Act

guaranteed fixity of the tenure to the tenant in respect of tenancy holdings not exceeding 2 1/8 acres (17 kanals) of wetland 4 1/8 acres (33 kanals) of dry land in Kashmir Province and almost doubled the size in Jammu province⁸.

Further to lessen, the distress of the poverty-stricken people of the valley especially agriculturalists, the distressed Debtors Relief Act, (1948) was enacted. Two Debit conciliation boards were appointed in the districts of Anantnag and Baramulla is to bring about a voluntary pacification between the debtors and creditors. Debt claims of about Rs.175 lakhs were conciliated by them and sealed down to Rs.85 lakhs⁹.

The government of Jammu and Kashmir was adamant to follow the New Kashmir programme and in April 1949, appointed "land reforms committee" under the chairmanship of Mirza Mohammed Afzal Beigh, to examine and report on various issues connected with the implementation of the declared policy of giving land to the tiller. The committee draws up a tentative agricultural plan which besides other things, proposed that the ownership of all lands would vest in the state which would recognize every occupier of land as 'holder'¹⁰.

The third phase of the land reforms

The third phase of the land reforms programme was launched in 1950 and aimed at the abolition of landlordism and the transfer of land to the tiller. In order to achieve the goal of social justice as envisaged in the New Kashmir Manifesto and as promised to the property stricken rural population, the government had to radicalize the programme of land reforms¹¹.

On the 13th July 1950, the 19th anniversary of the Martyr's Day of Government made the historic decision of transferring land to the tiller and on the 17th October 1950, the Big Landed Estates Abolition Act was passed¹² which brought a significant change in land relationship, also called as Magna Charta of the peasants, which revolutionized the whole agronomic organization of the state transferring land to the tiller¹³ The most important features of the Act were¹⁴

1. Fixation of the ceiling on the holding of proprietors at 22.75 acres equal to 182 Kanals of land excluding orchards, fuel and fodder resources and uncultivable waste.
2. Expropriation of proprietors from areas exceeding the ceiling.
3. Transfer of tenanted areas from which owners were expropriated to tillers in cultivating possession thereof.
4. Every proprietor retained only 22.75 acres of land. He was allowed to choose his retainable land.
5. Such lands from which owners were expropriated, and were not in cultivating possession of any person, went to the state and were made available for the settlement of landless peasants and field labourers.
6. The act also provided restrictions on the transfer of land. All transfers after 13 April 1947 were declared null and void lest they should defeat the spirit of the law.

The important aspect of the Act was a transfer of excess land to the actual cultivator, without any compensation, rationalization of untenanted land, recognition of the right of selection and restrictions on the transfer of partition of land¹⁶. Though Kashmir was not the only state in India where landlordism and Jagirdari system was abolished, but land reforms in Kashmir were definitely bolder than in any other parts of India. Whereas the other states of India paid compensation to the expropriated landlords, in Jammu and Kashmir, the

landlords did not get any compensation.¹⁶ Further a ceiling of 22¾ acres for the proprietor had been imposed, whereas there was no such imposition in India.

However, a detailed examination of the existing land laws and also the states agrarian structure was undertaken by the land commission setup in 1963. The commission proposed basic changes in the agrarian structure of the state with a broad objective of increasing agricultural production, utilizing manpower resources in fuller measure and ensuring distributive justice

In 1967 the government made another special consideration by amending the land revenue Act 1966, thereby, exempting all land Holdings assess to revenue not more than Rs.9 from payment of land revenue which was estimated to result in the lessening of annual land revenue to the state by about 30 lakhs. The state came with a new legislation in 1972 which opened a new phase of reform programme in the state in conformity with the objective of rationalizing the existing ceiling, abolition of system of absentee landlordism and conferencing ownership rights on the Tillers of land, a bill known as, "the Jammu & Kashmir Agrarian reforms Bill" was introduced in the assembly in March 1972 to bring Tiller in direct relationship with the state by abolishing all intermediary interests in land. The bill was referred to a joint select committee and after many amendments, it was adopted in October 1972 by the legislature and came to be called as state Jammu and Kashmir agrarian reforms Act of 1972'.¹⁷

Subsequently, changes were made in the proceeding Act and a new Act was passed which came to be known as the Jammu and Kashmir agrarian reforms Act 1976. Some of the important features of the Act were¹⁸:

1. to abolition absentee landlordism.
2. The Act fixed a ceiling of 12.5 standard acres varying in terms of ordinary acres depending upon the quality of soil, availability or unavailability of irrigation and the region where the land is situated.
3. The Act made provisions for the resumption of land.
4. To provide a land to landless persons.
5. The Act prohibited the alienation of land by way of sale, gift, and mortgage with possession, bequest and exchange.
6. To allow cultivation of land in genuine cases.
7. To impose a ceiling on agriculture and orchards.
8. To protect the interests of mortgagor and mortgagee.

On the basis of the provincial estimated of the Agricultural census (1970-1971), 29 per cent peasants were except to benefit from 1976 Agrarian reforms Act. As a result of the implementation of the Act, about 4000 acres of land was recovered for redistribution among landless labourers and tillers of the soil¹⁹.

Impact of the land reforms

Land reforms undertaken in the Kashmir valley have proved to be the most important single factor, which engineered the basic changes in the rural sector of the economy of Kashmir. The far-reaching land reforms registered a land mark in the history of Kashmir. The previously feudal setup was eliminated in all its forms and manifestations. The land was transferred to the actual tiller with a bundle of rights of permanent nature, without any compensation being paid to the original owner of the land. Because of the land reforms the position of the peasants raised and had begun to extinguish Kashmir's kaleidoscopic hierarchies. The drastic nature of land reforms had significantly liberated the peasantry of

the state from the repression of institutional depressants which increased the agricultural production. The peasant now was very keen to make investments in land.

Although the peasants continued with almost the same seeds and techniques of cultivation as in pre-reform (pre-Independence) period, and despite that land reforms led to the disintegration of land which is considered to be inversely related to productivity by some economists believing in the economy of scale, yet the agricultural production in the state increased substantially since Independence.

The peasant was now master of his land and could take decision having utility. Therefore it is not amazing to see that peasant restored to the cultivation of high-value market crops, hence changing the cropping pattern of state. It is important to mention that, economically land reforms produced mixed results. No doubt it succeeded in empowering a large section of the peasantry by transferring land to them but the random nature of distribution lead unequal distribution of land. Since Independence, the land was transferred to the Tillers, the landless labourers did not get any land and in most cases, peasants got very less land than others. This further created class struggle in society. It is, however, important to mention that exemption of orchards from the ceiling limits and inducement for horticultural development also a key role played in giving agriculture a commercial orientation. Orchardization in Kashmir with high remunerative value was therefore to a considerable extent the direct and long drawn effect of land reforms. The considerable decrease in land revenue in the beginning and its consequent abolition under the land reforms programme did improve the condition of peasant and enable him to save and invest money in other basic necessities of life. The economic emancipation paves way for the social advancement motivating the peasants to educate his children and avail facilities of better health and cultured advancement.

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Attitude of Undergraduate and Post graduate students having Bengalias medium of instruction towards English medium school

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Abstract

This study investigates the attitude of under graduate and post graduate students having Bengali as medium of instruction towards English medium school and to compare the attitude of students towards English medium school among different strata. The research design was descriptive survey and the data was collected through a survey on 200 samples. For this study, researchers had administered a questionnaire consisting 40 items, where the statement of questionnaire was narrated in five point scale. Three null hypotheses were framed by the researchers in the study. In this study, there were one main variable i.e. students' attitude towards English medium school and three attribute variables i.e. gender (Male and Female), stream (Science & Arts) and grade level (Under Graduate & Post Graduate). Mean, SD, were used as descriptive statistics and t-test as inferential statistics. Finally, it was found that all hypotheses are retained.

Keywords: English medium school, Bengali medium school, EFL.

I. Introduction

English is high demanding global language, which is the 2nd most wide spoken language in the world. Approximately 330 to 360 million people speak in English as their native language, within 760 million of total population (UN report-2018) in the world. Near about 36 countries of the world use English as their official language and India is one of them. In West Bengal, English medium schools get more priority than the school of regional language, because of their social demand. In Kolkata, there are 317 English medium Institution (168 ICSE & 149 CBSE). As, English language has communicative values in placement and English medium school provides good educational facility, so most of the parents of West Bengal want to admit their children in English medium school and their attitude is highly positive towards English medium school. After literature review, researchers found that not only parents, but also students of higher education prefer English as their medium of teaching-learning. Eshghinejad. S. (2016) studied on "EFL students' attitude toward learning English language: the case study of Kashan University students", where the research objectives was to identify the EFL (English as a foreign language) students attitude towards the English language. For data collection, researchers

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had conveyed a survey and interpret data in quantitative analysis method by using inferential stat. And finally researcher found positive attitude of students in three different aspects like- behaviour, cognitive and emotional. In another study named “Chinese students’ attitudes towards the use of English medium instruction into the curriculum courses: A case study of a National key University in Beijing.” conducted by Muthanna,A. & Miao, P. (2015), where the main objective was to find out the attitude of local students towards English medium instruction. Here researchers had conducted a semi-structured interview and analysis the data. They found positive attitude towards English medium instruction in their programme. The same findings revealed from the same type of study like – “An analysis of Turkish students’ attitude towards English in speaking classes: Voice your thoughts”, by Durer, Z.S. & Sayar, E. (2013). ; “Tanzanian students’ attitude towards English” by Hilliard, A. (2014). “Case study of Chinese college students’ attitudes towards only English medium teaching in EFL classroom” by Yue, S.; Ying, W. & 3Jingxia, L. (2015). “Students’ attitudes towards English: The case of life science school of Khulna University” by Mamun, S.A.A.; Rahman. A.R.M.M.; Rahman. A.R.M.M. & Hossain, M.A. (2012). By inspiring these reviews, researchers have selected the present research topic as – ***Attitude of Undergraduate and Post graduate students having Bengali as medium of instruction towards English medium school***

II. Objectives

Researchers have considered the following objectives for this paper-

- To find out the attitude of under graduate and post graduate students having Bengali as medium of instruction towards the English medium school.
- To find out the differences of attitude towards English medium school among different strata of the sample.

III. Research Question

- What is the attitude of under graduate and post graduate students having Bengali as medium towards the English medium school?
- Are there any differences among the attitude of under graduate and post graduate students having Bengali as medium attitude towards the English medium school?

IV. Research Hypothesis

H₀₁: There exists no significance difference between the attitude of under graduate and post graduate students having Bengali as medium of instruction towards English medium school.

H₀₂: There exists no significance difference between the under graduate male students and undergraduate female students having Bengali as medium of instruction towards English medium school.

H₀₃: There exists no significance difference between the post graduate male students and post graduate female students having Bengali as medium of instruction towards English medium school.

V. Methodology

Following methodology is used for this study-

Methods used

Though the present study is a descriptive survey, but researchers have analysed data in qualitative & quantitative (both) approach.

Variable

Researchers have completed their study with one main variable – Student attitude towards English medium school and three attribute variables: Gender (Male and Female), stream (Science & Arts) and Grade level (UG & PG).

Sample

Researchers have selected 200 students of UG & PG from seven department of University of Kalyani and Kalyani Mahavidyalaya, as sample of this study. The sample distribution are-

Grade Level	Gender	Number of Sample
Under Graduate (Arts & Science)	Male	40
	Female	60
Post Graduate (Arts & Science)	Male	60
	Female	40
Total		200

Tools

Researchers have constructed one questionnaire consisting of 40 items for this study. Five point scales was used for narrating each item of questionnaire. All statement was expressed in five alternative categories, viz, Strongly Agree, Agree, Undecided, Disagree, Strongly Disagree.

VI. Data Analysis & Interpretation

❖ After analysing the data for each item of the questionnaire, researchers found some interesting results. Here data of only 11 items are shown which are interesting and significant. Item wise percentage data and bar graph are shown in the following table and graph:

Sl No	Selected Items	Percentage (%)
1	English medium students' achieve higher scores in all India basis competitive examination.	89
2	Teaching method is more Psychological in English medium school	32
3	School Environment is better in Bengali medium school than English medium school	12.5
4	Students of English medium school gets higher social status	69.5
5	Teaching method is more scientific in English medium school	69.5
6	Parent-teacher relationship in English medium school is better than Bengali medium school	42
7	English medium school is more suitable than Bengali medium school for higher education	85
8	Learning pressure is more in English medium school	72.5
9	English medium school gives more emphasize on Co-curricular activities than Bengali medium school	62.5
10	Students of English media school are smarter than Bengali medium school	91.5
11	Quality of Education is better in English medium school	66.5

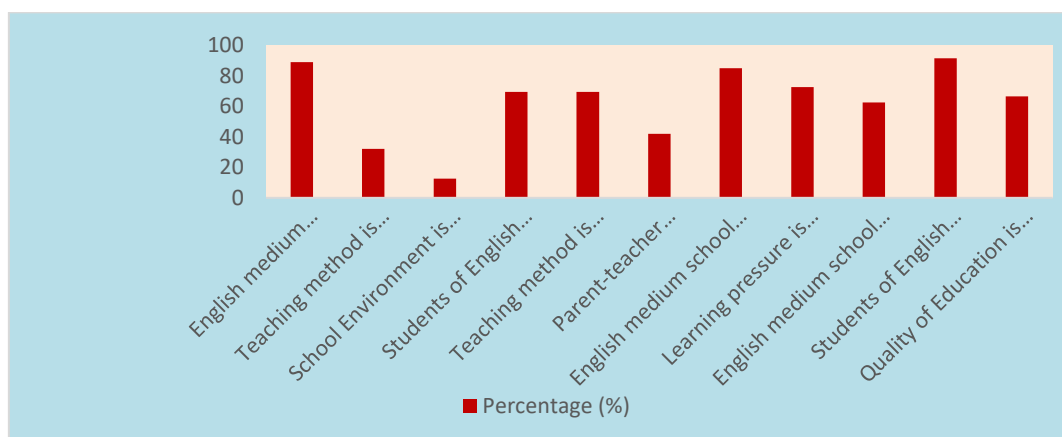


Figure 2: Graphical representation of statistical data.

In items no 1, 7, 10 the percentage are higher than other items. We can conclude that students consider that:

- English medium students' achieve higher scores in all India basis competitive examination.
- English medium school is more suitable than Bengali medium school for higher education
- Students of English media school are smarter than Bengali medium school

In items no 4, 5, 8, 9,11 the percentage are moderately higher. We can conclude that students consider that:

- Students of English medium school get higher social status.
 - Teaching method is more scientific in English medium school.
 - Learning pressure is more in English medium school
 - Quality of Education is better in English medium school
- ❖ After analysing the raw data by using descriptive stat, the calculated mean and SD of the scores of the students are shown in the Table-A.

Group	Number	Mean	S.D
Total students (U.G)	100	140.6	16.45
Total students (P.G)	100	139.45	13.73
Male students (U.G)	40	142.38	13
Female students (U.G)	60	138.75	18.45
Male students (P.G)	60	138.83	14.23
Female students (P.G)	40	140.38	12.15

The calculated Mean and SD of each category are shown in the following figure:

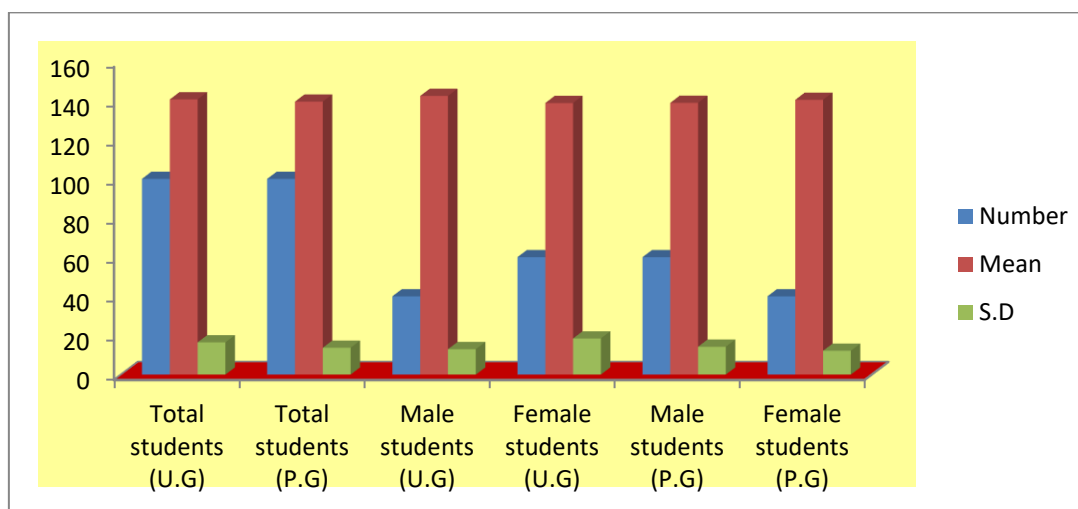


Figure 1: Graphical representation of statistical data.

Researchers have used parametric test (t-test) and the following results are revealed according to hypothesis-

H₀₁: There exists no significance difference between the attitude of under graduate and post graduate students having Bengali as medium of instruction towards English medium school.

Table-1

Group	Number	Mean	S.D	df	t-value	Critical Values
Total (U.G)	100	140.6	16.45	197	0.53	1.98
Total (P.G)	100	139.45	13.73			

Not significant

't' value is not significant. Hence the corresponding null hypothesis (**H_{0.1}**) is retained. It can be inferred that there exists no significance difference between the attitude of under graduate and post graduate students having Bengali as medium of instruction towards English medium school.

H₀₂: There exists no significance difference between the under graduate male students and under graduate female students having Bengali as medium of instruction towards English medium school.

Table-2

Group	Number	Mean	S.D	df	t-value	Critical Values
Male (U.G)	40	142.38	13	97	1.16	1.99
Female (U.G)	60	138.75	18.45			

Not significant

Here, 't' value is not significant, therefore the corresponding null hypothesis (**H_{0.2}**) is retained. It can be inferred that there exists no significance difference between the under graduate male students and under graduate female students having Bengali as medium of instruction towards English medium school.

H₀₃: There exists no significance difference between the post graduate male students and post graduate female students having Bengali as medium of instruction towards English medium school.

Table-3

Group	Number	Mean	S.D	df	t-value	Critical Values
Male (P.G)	60	138.83	14.23	97	0.59	1.99
Female (P.G)	40	140.38	12.5			

Not significant

't' value is not significant, therefore the corresponding null hypothesis ($H_{0.3}$) is accepted. It can be inferred that there exists no significance difference between the post graduate male students and post graduate female students having Bengali as medium of instruction towards English medium school.

VII. Conclusion

On the basis of the data analysis and interpretation, following findings are exhibited:

- ❖ According to the first research objectives, researchers revealed that the attitude of Bengali medium students are positive in the respect of different dimension or characteristics to the English medium school. Same attitude are found from the under graduate and Post graduate students. Though, there are also some negative view point towards some criteria of English medium school, but maximum students are expose their attitude in favor of English medium school.
- ❖ According to the second research objectives, Researchers have reached in the following interpretation-
 - According to the 1st hypothesis, Total Under graduate students have more positive attitude towards English medium school than Total post graduate students.
 - According to the 2nd hypothesis, under graduate male students have expressed their most favourable attitude towards English medium school than the under graduate female students having Bengali as medium of instruction.
 - According to the 3rd hypothesis, the attitude of post graduate female students is comparatively higher than, the post graduate male students having Bengali as medium of instruction.

VII. Discussion

Researchers found positive attitude of Undergraduate and Post graduate students having Bengali as medium of instruction towards English medium school.

The students of Bengali medium as instruction are generally suffering from communication skill. Hence they prefer English as their medium of instruction and also English medium institution. This research finding is as similar as some previous study like - "Case study of Chinese college students' attitudes towards only English medium teaching in EFL classroom" by Yue, S.; Ying, W. &Jingxia, L. (2015).; "A study of mental health of Hindi and English medium school students" by Shrivastava, S.K. (1999). Researchers also found some opinion of Bengali Medium UG & PG Students in favour of the facilities of English medium school. So, it can be concluded that the present study is reliable in respect of other review and also relevant in the present aspect.

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Affirmative Action in India

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Abstract

The main feature of Indian Society is its structural inequality based on the principle of caste system. India's caste system assign individual into certain hierarchical status ascribed by birth. Dalits and Adivasi (Tribal) being disadvantaged groups are located in the bottom of caste hierarchy. After Constitutional enactment various affirmative action programs and policies being initiated by the government for the empowerment of disadvantaged groups. Over the years the importance of affirmative action programme has been realized towards the empowerment and inclusion of disadvantaged groups in India. The term Affirmative action derives from United States. But the implementation of affirmative action in India and U.S are different due to its different socio-cultural settings. As the idea of affirmative action is very broad in nature and have different forms. In its one form providing formal affirmative action which includes reservation through various constitutional means and the other form is non-formal affirmative action which includes empowerment of disadvantaged groups through various welfare programmes and polices. The existence of affirmative action demonstrates that there are areas where law as a neutral tool shows its limit as means of resolution of social disputes. Thus, the main goal of affirmative action is to remove deeply rooted social practices that interfere with the process of substantial equality in a society. The main problem in implementing affirmative action however is based in the liberal notion of equality of opportunity, seen as attempt to create conditions that give individual equal access to education, training and jobs and leave individual to make the best of these opportunities. In today's context the idea of Merit Viz-a viz equality of opportunity is much debated issue. Therefore, affirmative action is one of the most controversial public issues today. The debate over affirmative action in India always revolves around its one form i.e on reservation issues only. Although the reservation being one part of affirmative action. The whole idea of affirmative action is broader which need to further ponder for the sake of those disadvantaged groups which need immediate relief, i.e. to satisfy their basic minimum needs. The present chapter attempts to explore the nature and debate over affirmative action in India and tries to attempt the bridge between affirmative action and welfare programme.

Key Words: Affirmative Action, Welfare Programs, Reservation

Affirmative Action

The idea of Affirmative action initiated in the 1960s that's designated to counteract historic discrimination faced by ethnic minorities, women and other disadvantaged groups. In India the term "Reservation" is often used synonymous to affirmative action. However, the reservation can be a form or method of affirmative action but it is not affirmative action per se. Affirmative action is part of larger policy package. Unfortunately it is the most controversial issue in India at present. United States has successfully implemented the Affirmative Action program in their country. The term "affirmative action" was first used

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in the United States. "It had been started in 1960 and in March 1961 President John F. Kennedy signed executive order 10925 which established President's Commission on equal employment opportunity." ¹ This executive order stated that those who are doing business with government will take affirmative action to ensure that all employees are treated equally during their employment without regard to their race, colour or national origin. This is the landmark legislation to prohibit discrimination. "Even in 1966 US Department of labour started collecting records that is called using utilizing analysis. Debate over affirmative action quota had its origin goals and time tables established by US Department and they framed one equal opportunity act 1972. After this US govt. passed executive order no. 11246 in 1965 (this order continues and enhances affirmative action). In 1967 again one executive order no. 11375 passed by govt. this order has included the word *sex* along with race, colour, creed, religion and national origin. All these efforts and orders were honestly implemented by govt. and its machinery. The US department of labour established the Equal Employment Opportunity Commission (EEOC). EEOC acts as facilitators between plaintiff and private employers. The civil rights act in US did not provide criminal penalty for employers nor did the civil remedies by the act including the compensation for the sufferer but still the US industrialist agreed and gave full support to government." ² US law prohibits reservation or quota. In U.S the affirmative action "program encompasses a large number of activities that are designed to improve the presence of minorities and women in the workforce and thereby raise their standard of living. Thus, an obligation to seek selection criteria that did not disproportionately screen out minorities and women was imposed on the employer. Starting with the inclusion of the label "equal opportunity employer", measures to ensure that selection procedures incorporated compensatory correction to ensure adequate representation of minorities came to comprise the affirmative action program. Such compensation was held to be necessary even if the employer had no record of previous discrimination as long as there were disadvantages caused by inter-ethnic inequalities in society." ³

Affirmative Action Practices

ICERD

In Article 2.2 the International Convention on the Elimination of All Form of Racial Discrimination (CERD) states that in order to rectify systematic discrimination affirmative action program may be required of countries that ratified the convention.

Affirmative Action Policy contexts in Four Nations

The Four countries namely United States, Malaysia, South Africa and India examined here have enduring national ideologies or identities that shape their affirmative action debates.

United State

National ideology

"U.S society has been built on the ideal of a democratic government that can use policy to mitigate social and economic inequalities, yet this challenged by its image as the nation of freedom, where government is neutral and does not impose certain values on its citizens (Moses, 2004). Critics worry that affirmative action amounts to reverse discrimination and may exacerbate racial tensions, whereas supporters argue that it mitigate racial discrimination and enhance equality of educational opportunity (Moses, 2001). National sentiments about affirmative action have always been contentious (Moses et al., 2009)" ⁴

"The First use of the term "affirmative action" has been found in the U.S National Labour Relations Act of 1935. The Wagner act as, it popularly called, prohibited private employer

from discrimination against person because of their membership in labour units. In the 1960s, a number of black leaders in the US began to recognize that simply eliminating racial barriers was not enough to eliminate the consequences of the racial segregation that benefited just a small percentage of middle-class African Americans. They sought adequate minority presentation in employment, education and public programs. In March 1961, President John F. Kennedy issued Executive Order 10925, in which the government, for the first time, called for "affirmative action" in the context of civil rights. This term meant taking appropriate steps to eradicate the widespread practices of racial, religious and ethnic discrimination. The main goal of this Order was to achieve equal opportunity in employment and to ensure that applicants for jobs would be judged without consideration of their race, religion or national origin.”⁵

“In the late 19th century in the United States on the principle of “Separate but Equal” African American Universities known as “Historically Black Colleges (HBCs)” were started. This was out of need rather than choice due to segregation laws. Over the period of time civil rights movement progressed and demand for HBCs continued to grow rapidly in parallel with the demand for desegregation of established mainstream institutions. Today there are 105 such exclusive African American colleges/universities in the US. The favour of such exclusive educational institutions has argued that the main advantage of such institutions is in the promotions of a sense of community, common heritage and supportive atmosphere among the students.”⁶

Higher Education implications

“In the United States, affirmative action is primarily related to race, ethnicity, and sex. Quotas are rarely if ever used, based on the Regents of the University of California v. Bakke (1978) ruling against quotas and set-aside places at universities. Gratz v. Bollinger (2003) reinforced the impermissibility of numeric set-asides in university admissions, and Gruner v. Bollinger (2003) upheld the constitutionality of affirmative action (Moses et al., 2009). This conceptualization of affirmative action without quotas evolved over its more than 40-year history in the United States (Moses, 2002). Because the Supreme Court has allowed universities to use affirmative action policies under the guidelines mentioned above, opponents have turned to another strategy to ban such policies: the state-level ballot initiative (Moses & Saenz, 2008). Such initiatives proposing to abolish affirmative action in the targeted state have been proposed in eight states, were on the ballot in five, passed in four (California, Michigan, Nebraska, and Washington), were defeated in one (Colorado), and currently are proposed in two (Arizona and Missouri; Moses et al., 2009). Such initiatives, when passed, often have a negative effect on the enrolment of students of color at state flagship institutions (Moses et al., 2009). For example, the University of Michigan enrolment of African American, Latino, and Native American first-year undergraduates has decreased from 12.6% of the class before the state affirmative action ban to 9.1% in fall 2009, even when its overall numbers of applications and enrolments have increased (Schultz, 2009)”⁷

Malaysia

Malaysia's affirmative action policy differs from other countries. In Malaysia there are two largest ethnic groups, Malays and the Chinese and a small Indian minority mostly Tamils and other indigenous peoples, together with the Malays called themselves *Bumiputeras* or

“son of the soil”. The government has made special provisions for the *Bumiputeras*. “Inter-ethnic tensions were among the major challenges facing the British colony of Malaya when it became the independent Federation of Malaya in 1957. Later, after the addition of Singapore and other territories, the Federation of Malaya became the nation of Malaysia. The country’s constitution guaranteed the political supremacy of the indigenous Malays, both directly and by weighting votes in rural areas, where the Malays predominated, more heavily than votes in the cities, where the Chinese were in the majority. The close similarity in population sizes between the Chinese and the Malays at that point made the Malays uneasy about maintaining that supremacy in the future. The Chinese were already demanding equal treatment for all citizens of Malaysia, while the Malays wanted to maintain and expand preferential treatment for themselves and other indigenous people as Bumiputeras or “*Sons of the Soil*.” This inter-ethnic strife was resolved by one of the most remarkable political decisions: Singapore was expelled from Malaysia in 1965—one of the few times in history when a country has voluntarily divested itself of part of its own territory. Because Singapore had a heavily Chinese population, its expulsion left Malaysia with a comfortable Malay majority, which was the whole point of the action. Now Malays held unchallengeable political control of Malaysia.”⁸ In Malaysia the affirmative action is the politically dominated majority group (Malays) which introduces preferential policies to raise its economic status as against that of economically more advanced minorities (Chinese and Indian ethnic minorities). A unique feature of Malaysian affirmative action is that preferential treatment for the Malays and other indigenous groups was written into the Malaysian Constitution. After 1971 Malay-dominated state formulated and systematically implemented a comprehensive ethnic policy to benefit the Malay community. “In the Second Malaysia Plan 1971- 1975, the New Economic Policy (NEP) of Malaysia launched. Through the NEP the Affirmative action policy was also introduced in Malaysia. The New Economic Policy, an ambitious program of Social engineering aimed at redistributing wealth among ethnically diverse groups, eradicating poverty and restructuring society.”⁹

South Africa

In South Africa much of the struggle for liberation was focused on ending the discrimination against and exclusion of the majority of South Africa from many spheres of life, including the economy. “The new South African Constitution (Republic of South Africa 1996) has made provision for policy and legislation to be formulated to allow efforts to redress the inequalities of the past. The first formalization of affirmative action was the Employment Equity (EE) Act (Act 55 of 1998)

The aim of EE Act

“The Employment Equity Act aims for equality by imposing the duty to

1. Eliminate unfair discrimination (i.e. in current employment and remuneration practices) and
2. Take positive or affirmative measures to attract, develop and retain individual from previously disadvantaged groups. These groups are designed in the Act as "Black (including African, Coloured (mixed race) and Indians), women and people with disabilities.”¹⁰

“National ideology

The dominant national context had long upheld inherent racial inequality as the basis for apartheid; today South Africa is a different place than even 25 years ago, but disparities in social and educational opportunities between its Black

and White citizens remain (Africa, 2006). For example, Black citizens, 79% of the total population, make up 90% of those unemployed; fewer than 1% go on to higher education (Central Intelligence Agency, 2009; Ramphele, 1999; Thaver, 2006). Thus race is the primary category used in affirmative action, with sex used as well.

Higher education implications

Key legislation in South Africa has emerged in support of affirmative action policy. In particular, the Employment Equity Act 55 of 1998 prohibits discrimination by race, among other factors, and establishes affirmative action in workplaces. Because of this law, most court challenges to affirmative action in South Africa have dealt with workplace issues (Dupper, 2004). Section 9 of South Africa's Constitution permits policies to protect or advance those who are disadvantaged by unfair discrimination. In addition, in 2006 the parliament amended the Higher Education Act of 1997, requiring universities to increase the numbers of Black and other underrepresented students admitted (Thaver, 2006). Since President Nelson Mandela was elected, members of his party, the African National Congress, have had a conflicted view of affirmative action. They did not want to alienate citizens, White and Black alike, "who perceive the policy as undermining national reconciliation" (Adam, 2000, pp. 52-53). Consequently, the governing African National Congress seemed to promote a "color-blind non racialism" (Adam, 2000, p. 52). The current president, Jacob Zuma, has maintained his support of affirmative action, despite criticism of the policy from many different factions, including powerful trade unions and White student groups (Mbanjwa, 2009)."¹¹

India

Due to hierarchical nature of Indian society there are some groups who have been marginalized in socio-economic front for several centuries. As poverty and unemployment are the fundamental categories of social exclusion. The most vulnerable condition among so many groups is Scheduled Castes and Scheduled Tribes and recently added group called Other Backward Class (OBCs). To uplift the socio-economic condition of the vulnerable section of the society the policy of affirmative action has been initiated in many countries, India is also one among them. In Indian context the affirmative action can see along with the idea of social justice.

National Ideology

"The dominant national ideology of inherent inequalities based on one's caste at birth began to lose its force in the middle of the 20th century, giving way instead to recognition of unfair social advantages and disadvantages based on morally arbitrary characteristics (Gupta, 2006; Jenkins, 2008). This is not to say that the significance of caste has dissipated- not at all. Ancient caste division have reflected economic position in society; low castes included those in commerce Job, manual and menial labourers, cow herders and tailors, whereas warriors, Priest, and scholar were considered upper caste (Weiss Kopf, 2004).

Higher education Implementation

The government and society are willing to consider and move towards different ways of viewing people, conceding that diversity may be a valuable part of India's democratic society (Gupta, 2009; Jenkins, 2008). India has had an Official quota policy, known as "Reservation", for member of disadvantaged classes, longer than any other nation, since 1947 independence from British rule and then the 1950 constitution that included

reservation policy. (Deshpande, 2006; Parikh, 2001).”¹² But “In long-term research on affirmative action in India, Jenkins (2008) found that there has been shift in the discourse to concept such as diversity and disadvantaged and away from caste and ethnicity.”¹³

Nature and Objective of Affirmative Action in India

“The affirmative Action program in India owes its origin to the British rule, which, in addition to starting caste based quota in some parts of the country, also resulted in the establishment of a nationwide legal system with the norms of “equality before the law”. As Marc Galanter (1984) discuss, there are two broad approaches to untouchability that dominated the public discourse in the first half of the twentieth century: One, the evangelical one, espoused by Mahatma Gandhi, which emphasized moral regeneration and philanthropic uplift. The other, the secular approach of Dr. B.R. Ambedkar, stressed the urgency of civic and economic improvement under government auspices. It is latter that gave rise to an affirmative Action Program in the form of constitutionally mandate compensatory discriminations.”¹⁴ According to the recognized needs various safeguards and provisions were incorporated in the Indian Constitution which aimed at securing for all citizens social, economic, and political justice and equality of status and opportunity to all citizens of India and thus gave the legal basis for affirmative action in the form of reservation policy was finally put in place. To mainstream the SCs and STs with other sections of the society, the affirmative Action in the form of reservation are not enough. The reservation however created uneven benefits. “The vision of Ambedkar, Phule, Periyar, and Sahuji Maharaj, as initially envisioned under the aegis of the reservation policy and reforms in the structure of governance were to completely negate the deleterious impacts of caste-based discrimination and exclusion. The idea was to create fissures in the hegemonic hold of the immutable status of the higher castes over public services. Therefore, the historicity of reservations included firstly, the amelioration in the relative position of the lower castes, and two, restructuring of the institutionalized social relationships in the Indian society on democratic lines.”¹⁵ Through the Constitutional provisions the approach towards empowerment of disadvantaged groups being further shaped. “When the constitution of India came into force on 26th January, 1950 an attempt was made to redress all the wrong done to untouchables. The Constitution enshrines the main purpose and objectives of our national policy. Our society is to be based on twin pillars of social and economic justice”¹⁶. The ideology of hierarchy justifies the claims of superiority and rationalizes resignation to inferior status. Thus, the graded inequality of caste provided differential access to life chances. For the empowerment of the disadvantaged groups the government adopted the policy of affirmative action through providing legal safeguards and pro-active measures in the form of reservations.

Conclusion

To empower the disadvantaged groups, the affirmative actions in the form of reservation and legal safeguards has been provided to ameliorate the discrimination in social, educational and economic condition of disadvantaged groups. Apart from constitutional and institutional safeguards there are various affirmative actions in the form of welfare programs being run by the Centre and state sponsored schemes to trickle down the benefits for these groups. But the very fact is that the major part of disadvantaged groups are still out of getting benefits, majority of the people who are at the better off position are only getting benefits. In contemporary India affirmative action policies in the form of reservation and various welfare programs, encourage the participation of the disadvantaged

groups, even though the dependence coercion that reinforce the country's social hierarchy sometimes prevents them from pursue their interest. The importance of reservation for overall inclusive growth can't be denied, but it is also the fact that fruit of reservation as broader part of affirmative action programe has not been trickled down to the end one, due to its poor implementation policy. Still there is large number of backlog in the government sectors. Affirmative action includes policies that advocate representation of different communities and groups, and not just caste. But the overall idea of affirmative action in Indian Context has been restricted with reservation only which again giving rise the serious attention to the other excluded groups who do not fall within the preview of lower caste category who are marginalized due to their economic status. With the present changing scenario of the economy and society of the country the affirmative action policy in form of various welfare flagship programs must continue to keep pace and must address the emerging issues like poverty, wages and land rights which affects the disadvantaged groups. There are many poor in the disadvantaged groups who are still not able to cope with the changing scenario of the country; they just simple need their basic necessity which could not be possible only by giving reservation. In the modern and rapid changing society we are just uplifting the one disadvantaged groups, and neglecting those who are poor and residing in the far flung backward rural areas. So the target intervention in the form of welfare program is in demand for their survival. To trickle down the benefit to all sections and to generate the idea of redistributive justice affirmative action policies need more expansion in the present context.

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E-Learning in Higher Education: An Emerging Trend

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Abstract

E-learning has become a necessity in higher education institutions and is being deployed in educational establishments throughout the world. Researches have made much emphasis on its benefits but not much is discussed on the disadvantages of e-learning technology. This paper references some of the research work on the limitations of e-learning technology which are facing by the teachers and taught in teaching learning process. With the advent of e-learning technology, academics are facing the challenges of acquiring and implementing IT skills for the purpose of teaching.

According to some distinguished researches that internet is a perfect tool of learning that offers flexibility and expediency to learners at the same time offering endless opportunities for innovate teaching (Applebome, 1909; Moos and Azvedo, 2009; Zhang et al 2004; Wang and Wangi, 2009; Hardakar and Singh, 2011).

In the same time other researchers stated that e-learning success is that e-learning system would likely to encourage student learning resulting in higher level of student encouragement, E-learning can be better than face-to-face learning, the quality of interaction and timely feedback is superior (Hardakar and Singh, 2011, Macharia and Pelser, 2012).

Though many research articles and case studies have been completed on how best to use the technology. However learning style and cultural challenges, technological challenges, technical training challenges, time management challenges are the major issues for teacher, administrator and policy makers and after all students for successful implementation of e-learning strategy in higher education. However e-learning is meant for individualised instruction, easy access, suitable for disadvantageous children, different approaches and learning style, flexibility, interesting and motivating, self-pacing, mass learning in higher education in spite of various disadvantages such as requires knowledge and skills, lack of equipment, costly, feeling of isolation, lack of co-curricular activities and technical defects etc.

Key Words: e-learning, advantages and disadvantages, challenges in higher education.

Introduction

Electronic learning popularly known as e-learning includes all types of technology enhanced learning (TEL), where technology is used to support the learning process. Most frequently e-learning seems to be used for web-based distance education, with no face-to-face interaction. E-learning is defined as an educative activity, which is done using electronic medium. In general, e-learning refers to all types of learning facilitated and supported through the use of ICT (Information and Communication Technology).

According to Rosenweig, "e-learning refers to the use of the internet technologies to deliver a broad array of solution that enhance knowledge and performance."

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View of Tom Kelley and Cisco, "e-learning is about information, communication, education and training. Regardless of how trainers categorize training and education, the learner only wants the skills and knowledge to do a better job or to answer the next question from a customer."

View of Brandon Hall, "Instruction that is delivered electronically, in part or wholly via a web browser, through the internet or an intranet, or through multimedia platforms such as CD-ROM or DVD is known as e-learning."

Objectives of e-learning in Higher Education

- i) Communicating text.
- ii) Providing facility of education to local community and global community.
- iii) Providing opportunity for open education.
- iv) Encouraging blended media.
- v) Providing education in open universities.
- vi) Encouraging and developing on-line education.
- vii) Encouraging research through on-line education.
- viii) Developing learning technologies.
- ix) Making higher education economical.

Promotion and Arrangement for e-learning in Higher Educational Institutions

E-learning has enough potential to provide solid assistance to all types of academic tasks – theoretical and practical – in individual and collaborative classroom situations. It can provide a valuable treasury of the knowledge and information to all subjects of higher education curriculum besides proving helpful in managing the multidimensional affairs related to classroom instruction and all round development of the personality of the students. In the rapid moving world, we can sustain only by making ourselves capable of racing with the pace of the time and technological progress. Let us see what we can do, in general, for promoting e-learning in our higher educational institutions.

1. The first and foremost thing that needs to be done is to develop a positive attitude towards the processes and products of e-learning. For this purpose, attempts should be earnestly initiated to develop a culture that value e-learning as much as traditional face-to-face education.
2. Provide the needed facilities for training and equipping the students and teachers with the essential technical knowledge and skills related to the operation and utilization of multimedia appliances, computers and their networking with special emphasis on the internet and web technology.
3. Provide proper orientation to the staff and students not only in terms of making them technologically capable for engaging in e-learning but also to have full awareness about all the possible advantages and gains drawn from such ventures.
4. Make provision of the internet facilities and classroom websites for giving opportunities to the teachers and students to carry out the teaching-learning tasks using the mechanism of e-learning.
5. Last but not the least, make adequate provision for the availability of the technical support services to train and provide online support to both the teachers and students in reaping maximum benefits from the e-learning programme.

Different media used in e-education/e-learning

1. **Print Media:** It includes e-text and e-textbooks.

2. Video Media: In video media (i) Visual tape, (ii) Cable, (iii) Satellite broadcast, (iv) television, etc. are included.

3. Communication media: Communication media are divided in two categories.

(a) Asynchronous media: e-mail, hearing and discussion etc. are included in asynchronous media.

(b) Synchronous media: Internet, video-conferencing and teleconferencing are used in synchronous media.

Advantages of E-learning

E-learning as an innovative technique provide unique opportunities to the learners for gaining useful learning experiences both on the individual and group levels. Its advantages are summarized below:

1. Individualised instructions: E-learning provides individualised instructions suiting to the needs, abilities, learning styles and interests of the learners. Thus, it is learner centred. It concentrates on the needs of the learner.

2. Easy access: The learners get access to learning by breaking all barriers of time, place and distance. The learners can access information and educational contents any time and at any place. Most of the learners who may not have time and resources for getting access to the traditional class bound learning experiences may get it now easily at their convenience in the form of e-learning.

3. Disadvantageous children: It is available for those with poor health or disadvantageous physical conditions or any disadvantageous psychological conditions that can inhibit them from undergoing any institutionalised education. E-learning enables even handicapped like deaf and dumb to learn.

4. Effective Media: e-learning can prove an effective media and tool for facing the problems of lack of trained and competent teachers, shortage educational institutions and the needed infrastructure and material facilities for providing quality education to the number of students residing in far and wide corners of the country.

5. Different learning styles: e-learning can cater different learning styles and promote collaboration among students from different localities, cultures, regions, states and countries.

6. Flexibility: The flexibility of e-learning in terms of delivery media (like CD, DVD, and laptops), types of courses (modules or smaller learning objects) and access may prove very beneficial for the learners.

7. Interesting and motivating: e-learning may make the students more interested and motivated towards learning as they may get a wide variety of learning experiences by having an access to multimedia.

8. Evaluation and feedback: E-learning can also provide opportunities for testing and evaluating the learning outcomes of the learners through teachers, peers and auto-instructional devices and software available with the reading material on-line, or through the Internet and mobile phone facilities. It may work for them as a desired source for the proper feedback along with the needed diagnostic and remedial teaching. Thus it provides opportunities for timely evaluation and feedback for the learning outcomes.

9. Self-pacing: e-learning through audio-visual recording technology has a unique advantage of providing learning experiences that can be paused and reversed for

observing, learning and imitating at the will and convenience of the learners. Such self-pacing provides a special weightage to the process of learning.

10. Mass learning: e-learning is a system of mass learning. It is a method of taking learning to millions who find no time to have opportunity to study regularly in an institution.

Disadvantages or drawbacks of E-learning

E-learning is said to suffer from some serious limitations and drawbacks as mentioned below:

- 1. Requires knowledge and skills:** e-learning requires special knowledge and skills for the use of multimedia internet and web technology on the part of its users. Lack of knowledge and skills on this account may prove futile the valuable services of e-learning.
- 2. Costly:** It is more costly than traditional education. E-learning tools are very expensive. Their repair is also very expensive. Hence, it is beyond the reach of most of the students. They do not have resources for purchasing electronic equipment's.
- 3. Feeling of isolation:** The feeling of isolation experienced by the users of e-learning is one of the main defects quite visible in any system of distance learning including e-learning. There is no face-to-face interaction and humanistic touch profoundly available in the traditional classroom setup. Therefore the type of personal attention, diagnostic testing, and remedial instruction, warmth of feeling towards each other and timely guidance, supervision and feedback as provided in the real time setting of the prevalent classroom system are not available in the e-learning programmes.
- 4. Negative attitude:** An overall attitude of the learners, teachers, parents, educational authorities and society is usually found negative towards the processes and products of e-learning. E-learning is adjusted as second rate in comparison to regular classroom teaching.
- 5. Lack of co-curricular activities:** Co-curricular has great importance in the field of learning and education. But these activities are neglected in e-learning.
- 6. Adverse effect on health:** e-learning adversely affects the eye-sight and some other parts of the body. The learners become physically inactive. Sometimes they become victims of physical diseases.
- 7. Technical defects:** e-learning is based on technology. When technical defects occurs, e-learning stops. As a result continuity of learning is broken and there is no progress in e-learning.

Conclusion

From the above discussion we can conclude that e-education/e-learning is an innovative technique or a form of ICT used in providing learning experiences to the students in Higher Education through the use of Internet services and Web technology of the computers on the same lines as witnessed by us in the form of e-mail, e-banking, e-booking, and e-commerce in our day-to-day life. E-learning has enough potential to provide solid assistance to all types of academic tasks- theoretical and practical – in individual and collaborative classroom situations. Thus the present day e-learning is learning carried out, supported and facilitated by the advanced multimedia facilities as well as Internet and Web technology delivered to the end users via computers, laptops and mobile ICT appliances. In the rapid moving world, we can sustain only by making ourselves capable of racing with the pace of the time and technological progress. With a change scenario reflected in the

rapid evolution in technology, competitive global economy, we need a properly organized and guided system of e-learning and e-course for higher education.

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“उच्चतर माध्यमिक स्तर पर अध्ययनरत विद्यार्थियों की शैक्षिक उपलब्धि एवं सृजनात्मकता का उनकी शैक्षिक सामाजिक एवं आर्थिक स्थिति के संदर्भ में तुलनात्मक अध्ययन।”

शोधार्थी शैलेन्द्र कुमार सिंह*

प्रस्तावना

मानव जीवन में शिक्षा अत्यंत महत्वपूर्ण है। शिक्षा मनुष्य का सर्वांगीण विकास करने में सहायक है। शिक्षा किसी भी आधुनिक, सभ्य एवं उन्नत और विकसित कहे जाने वाले समाज का महत्वपूर्ण अंग है और इसके बिना किसी भी प्रकार की प्रगति कभी भी पूर्ण और बहुआयामी नहीं हो सकती है। शिक्षा बालक की मूल प्रवृत्तियों को परिष्कृत कर उसे विवेकशील बनाती है। उसकी बौद्धिक, परिस्थितिक, मनोवैज्ञानिक, मानसिक, नैतिक, संवेगात्मक, आध्यात्मिक क्षमताओं का विकास कर उसके जीवन में आने वाली समस्याओं का सामना करने एवं उनका समाधान विवेकपूर्ण व सफलता पूर्वक करने की क्षमता का विकास करने में सहायक होती है।

शैक्षिक उपलब्धि

आज व्यक्ति के जीवन में व्यक्तिगत भिन्नता का ज्ञान, हमने किसी कार्य को कितना सीखा इसका ज्ञान, उपलब्धि के द्वारा होता है। मनोविज्ञान के परीक्षणों की श्रृंखला के प्रयोग में आने वाला उपलब्धि परीक्षण का, शैक्षिक जीवन में अत्यंत महत्व है। विद्यार्थी के चयन, उन्नति, तुलनात्मक अध्ययन आदि में इस परीक्षण का प्रयोग किया जाता है।

गेश्के अनुसार “उपलब्धि परीक्षण द्वारा ज्ञान या कौशल के किसी विशेष क्षेत्र में व्यक्ति की अर्जित निपुणता की वर्तमान स्थिति की माप होती है।”

फीमैन के अनुसार – “शैक्षिक उपलब्धि परीक्षण ऐसा परीक्षण है जिसके द्वारा कोई विशिष्ट विषय या विषयों के समूह में अर्जित किए गए ज्ञान, बोध या कौशल की माप होती है।”

सृजनात्मकता :- एक विशेष ढंग से चिंतन करने का तरीका सर्जनात्मक या रचनात्मक चिंतन कहा जाता है। सर्जनात्मकता का सामान्य अर्थ प्रायः मौलिकता से लगाया जाता है।

हैमोविज तथा हैमोविज के अनुसार “नवपरिवर्तन लाने आविष्कार करने तथा तत्वों को इस ढंग से रखने की क्षमता जैसे वे कभी रखें नहीं गए हों ताकि उनका महत्व या सुंदरता बढ़ जाए, को ही सर्जनात्मकता की संज्ञा दी जाती है।”

टेलर – “वह क्रिया सृजनात्मक है, जिसका परिणाम एक ऐसे नवीन कार्य के रूप में हो, जो समय विशेष पर एक समूह को संतोषप्रिय, उपयोगी और रक्षणीय के रूप में ग्राह्य हो।”

शिक्षा बालक की अंतर्निहित शक्तियों को बाहर भी लेकर आता है। अर्थात् बालक के प्रतिभावान गुणों को रचनात्मकता के रूप में बाहर लाने में सहायक होता है। प्रस्तुत शोध में शोधार्थी द्वारा यह जानने का प्रयास किया गया है कि बालकों में शैक्षिक उपलब्धि एवं सृजनात्मकता का आपस में क्या संबंध है ? शोधार्थी का मानना है कि शैक्षिक उपलब्धि एवं सृजनात्मकता का परीक्ष-अपरोक्ष रूप में संबंध पाया जाता है। इसी आधार पर बालक का विभिन्न परिवेश के आधार पर बालक के सृजनात्मकता एवं शैक्षिक उपलब्धि पर प्रभाव पड़ता है।

स्पष्टीकरण – शोधकर्ता के द्वारा निम्न विषय का चयन किया गया।

शोध कथन – “उच्चतर माध्यमिक स्तर पर अध्ययनरत विद्यार्थियों की शैक्षिक उपलब्धि एवं सृजनात्मकता का उनकी शैक्षिक सामाजिक एवं आर्थिक स्थिति के संदर्भ में तुलनात्मक अध्ययन”

शोध उद्देश्य – 1. अशासकीय विद्यालय के छात्र एवं छात्राओं की सृजनात्मकता में अन्तर ज्ञात करना।

2. अशासकीय विद्यालय के छात्र एवं छात्राओं की शैक्षिक उपलब्धि में अन्तर ज्ञात करना।

शोध परिकल्पना – 1. अशासकीय विद्यालय के छात्र एवं छात्राओं की सृजनात्मकता में सार्थक अंतर नहीं है।

2. अशासकीय विद्यालय के छात्र एवं छात्राओं की शैक्षिक उपलब्धि में सार्थक अंतर नहीं है।

शोध विधि – वर्णनात्मक अनुसंधान के अन्तर्गत शोध सर्वेक्षण विधि के द्वारा अध्ययन किया गया है।

शोध अध्ययन में प्रयुक्त चर –

आश्रित चर–

1. शैक्षिक उपलब्धि

2. सृजनात्मकता

अनाश्रित चर –

1. छात्र

2. छात्राएँ

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शोध के लिए 50 अशासकीय विद्यालय के छात्र एवं 50 अशासकीय विद्यालय की छात्राओं को यादृच्छिक विधि द्वारा चयन किया गया है।

शोध उपकरण – प्रस्तुत शोध में सृजनात्मकता के लिये डॉ. रोमापाल का प्रमाणीकृत उपकरण प्रयुक्त किया गया है तथा शैक्षिक उपलब्धि के लिए उच्चतर माध्यमिक स्तर का परीक्षा फल लिया गया है।

सांख्यिकी तकनीकी में– मध्यमान एस.डी. एसईडी एवं टी टेस्ट के द्वारा विश्लेषण एवं व्याख्या की गई है।

शोध विश्लेषण –

परिकल्पना क्रमांक 1– अशासकीय विद्यालय के छात्र एवं छात्राओं की सृजनात्मकता में सार्थक अंतर नहीं है।

सारणी क्रमांक-1

अशासकीय छात्र व छात्राओं की सृजनात्मकता के T मान का विश्लेषण

क्र.	वर्ग	संख्या	M	SD	SED	t	स्तर
1	अशासकीय छात्र	50	146.2	5.03	1.83	2.13	0.05
2	अशासकीय छात्रायें	50	150.01	6.01			1.98 सार्थक

df = 98

व्याख्या – सारणी क्रमांक 1 का अवलोकन करने से स्पष्ट है कि अशासकीय विद्यालय के छात्रों का मध्यमान 146.2 प्राप्त हुआ है जबकि अशासकीय विद्यालय की छात्राओं का मध्यमान 150.01 प्राप्त हुआ है जो छात्रों से अधिक है। t का मान df = 98 पर 2.13 प्राप्त हुआ है जो .05 स्तर पर अन्तर सार्थक प्राप्त हुआ है। अतः शून्य परिकल्पना को निरस्त किया जाता है। अतः छात्रायें छात्रों की तुलना में अधिक सृजनशील पाई गई।

परिकल्पना – 2 अशासकीय छात्र व छात्राओं की शैक्षिक उपलब्धि में सार्थक अंतर नहीं है।

सारणी क्रमांक-2

क्र.	वर्ग	संख्या	M	SD	SED	t	स्तर
1	अशासकीय छात्र	50	52.93	6.79	1.83	2.809	1.98
2	अशासकीय छात्रायें	50	56.45	5.7			सार्थक है।

df = 98

सारणी-2 के अवलोकन करने से स्पष्ट है कि df = 98 पर अशासकीय विद्यालय के छात्रों का मध्यमान 52.93 तथा छात्राओं का मध्यमान 56.45 प्राप्त हुआ है तथा t का मान .05 सार्थक स्तर मान 2.809 प्राप्त हुआ है। जो .05 स्तर के 1.98 से अधिक प्राप्त हुआ है। अर्थात् छात्र व छात्राओं की शैक्षिक उपलब्धि में सार्थक अंतर पाया गया। मध्यमान के आधार पर छात्राओं की औसत शैक्षिक उपलब्धि अधिक पायी गई।

अतः शून्य परिकल्पना को निरस्त किया जाता है दोनों परिकल्पनाओं का निष्कर्ष प्राप्त होता है कि छात्रायें छात्रों से सृजनात्मकता एवं शैक्षिक उपलब्धि दोनों में बेहतर पायी गई।

शैक्षिक निहिताथ

विद्यार्थियों की शैक्षिक उपलब्धि व सृजनशीलता को ज्ञात करके विद्यार्थियों को भावी जीवन के लिये एक सकारात्मक दिशा प्रदान की जा सकती है उनको और अधिक सृजनशील बनाकर व्यक्तिगत विकास, सामाजिक विकास व राष्ट्रीय विकास की ओर अग्रसर किया जा सकता है।

Impact of college adjustment on emotional regulation among hosteller and day scholar

SWATI GUPTA & GARIMA ARORA*

Abstract

The purpose of this investigation was to know the relation between adjustment and emotional regulation among hostellers and day scholars. For this study the sample of 100 was taken (50 day scholars and 50 hostellers) between the ages of 18-25 years. This was assessed by using the college adjustment test (CAT) and Emotional Regulation Questionnaire (ERQ). The result shows that there is no significant correlation but hostellers have positive correlation of expressive suppression and cognitive reappraisal with adjustment whereas day scholars have negative correlation with expressive suppression and positive correlation with cognitive reappraisal. There is also no significance difference between the level of adjustment, suppression and reappraisal among day scholars and hostellers.

Keywords: college adjustment, emotional regulation

Introduction

Adjustment is the concept as old as human exist. It starts when a person is born and continues till he/she die. It was first given by Charles Darwin who suggested that in order to survive in the world one must adapt to the different changes. Adjustment is the psychological process of adapting in the changing environment. It is the reaction to the pressure and demand of the social, emotional and physical environment. The demand can be internal or external whom the person react. Adjustment is the ability to cope, to adapt and managing the challenges and demands of everyday life (Simons, kalichman & santrock 1994, p8). In this rapid changing world person need to develop the feature of adjustment whereas less adjusting person leads to depression and unhealthy lifestyle. Adjusting person can cope with the situation he/she has attained problem by learning new behaviour and lean to progress in future. It's a 21st century – a computer age which indentured the adolescent to act likes a machine insisting to have excessive concentration and speedy reaction. Naturally it poses a great threat to the student's ego and adjustment mechanism. In today's world materialism occupy a great significant and simultaneously everyone wants to gain more and more power in all sphere of life. Thus the adolescent are frustrated and agitated and tense. A tense mind cannot adjust into the society. Adjustment is the persistent feature of the personality. Until and unless person learn to adjust he/she cannot nurtured their wholesome personality. Thus, healthy development of adjustment is necessary in life and education for normal growth of an individual. Education helps in shaping the healthy adjustment in different life situation in present and in future. This signifies that adjustment and education are interconnected and complimentary to each other. Thus it is crucial for researchers and educators to study the trends in adolescence's adjustment and the factors which are contributing to it. The factor contributing to adjustment of college going student can be emotional, physical and social. After

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completing their school adolescence joins different institution and colleges. Students have experienced stress due to realignment from school to college. College turns out to be a changing phase of a student's life which helps him prepare to face challenges of the real world. They have to adjust simultaneously with their own changes as well as changes in the socio-economic environment. It is seen that only half of the entire college student compelled the degree in a specific period of time whereas rest of the student dropout at one or other point of time. Thus socio-economic factors also play an important role in college adjustment among students (United States Department of Education, 2001). In a study, it is noticed that students who are more adjusting in nature are more successful in college and in general life thus academics plays an important role in retention of the student (Belch, Gebel & Mass, 2001). In today's world when students pursue their higher education, they feel a sense of loss, fear, anxiety and depression because of the absence of their old school friends. To surpass the feeling of stress in this modern world one must be adjusting by nature.

Residence of the college student also plays an important role in developing their personality and also helps them to adjust with new life challenges. This expands or shrinks the student's area of education (Fergusson et al., 2008). Students in hostel learn much new behaviour. They are more confident and self-reliant. They not only learn theoretically but also learn how to groom their personal ability and become independent (Mishra, 1994). While in hostel their ideology and perspectives are challenged. They become more ambitious, courageous and more confident when faced with practical problems as compared to day scholars (Ahmad, 2006). Hostellers came in contact with students from different religion and place and learn new things from them. Thus they learn from others. Hostel life becomes a cultural blend for students. It creates a unique impact on hostellers (Shah, 2010). Hostellers also learn to adjust as they have to adjust with other students and their roommates (Thakkar, 2012). Personality of an individual is made of perception and perception comes from thinking and behaviour which is interlinked by emotions. Emotions are formed from life experiences. Thus life experiences in hostel also affect the personality of the student (Patently, 2012). Researches have observed that one of the reasons for emotional disorder and psychological imbalance in adolescents is their hostel life. By the comparison study on students it is reported that students studying in boarding school are at a higher risk of adopting habits which are not good for their health (Bronfenbrenner, 2007). Researchers have also found out that adolescent unhealthy personality is positively connected to residential conditions. They have also found out that forty nine per cent of the students are suffering from mood disorder and social impairment that lives in the boarding school. A study done in 1994 on boarding school students shows the evidence that there is a lack of emotional expression among students which later on converted into behavioural problems like feeling of inefficacy, inconstancy, antagonism violence and egocentricity. It is observed that hostellers in comparison to day scholars are socially disabled and also lack enhancement in personality traits. An investigation on the personality of hosteller and non-hostellers was done which shows that day scholars are more physically and emotionally healthier and have better self-concept as compared to hostellers whereas hostellers demonstrate low scores on antecedent of self-esteem and ego identity (Brown, D.R., & Gary, L.E., 1994). For hostellers homesickness is the normal process of development of place identification as exposed to this process the academic performance and emotional regulation on the student get disturbed. Day scholars in comparison to hostellers feel much

protected and secured because of the continuous love, attention and physical presence of their family. Their family helps them to adapt to the different changes in real life. Hostellers are more prone to drugs, sexual activities, and alcohol due to peer pressure as compared to day scholars who are continuously protected and guided by their family (Bergin, A, 1983). Day scholars develop a sense of self and are aware of the consequences of the choice they are exposed too. On the other hand hostellers thinking pattern and personality get affected by these choices. Day scholars are able to embrace the academic issues more effectively as they get undivided attention from their parents and family (Bronfenbrenner, 2007). It is also significantly proven that day scholars are high on overall adjustment (socially and emotionally) as compare to hostellers (Enochs and Roland, 2006). Among day scholars and hostellers the difference can be on the basis of psychological attribution like ideologies, thoughts, beliefs pattern of socialization and behaviour, emotional and relationship bonding. Day scholar's life is fast as compare to hostellers so it is expected that the residence of the student affect the emotional intelligence and other areas of adjustment of the adolescent. It is believed that different genders adapt and respond differently to different changes. A study reveals that males have high emotional intelligence and are more adjusting as compare to female (Chu, 2002). Where some others studies suggest that emotional intelligence of male and female are same, there is no difference among adjustment (Abdullah and Maria, 2008). (Chadda, 1985) has also found that there no difference between the adjustment score among different gender and groups. It was found out that adolescent day scholar girls are much more adjusting as compare to hosteller's adolescent girls (Gupta, 1990). It is also found out that sports girls belonging to day scholars and hostellers are better in emotional, social and educational adjustment as compare to non-sports girls (kumara, 1988). Whereas on the other hand it is stated that social, home, health and total adjustment is high in males (kaur, 2007). A significant relationship is found among adjustment, achievement and aspiration (wing and love, 2001) which shows that day scholars are high on aesthetic adjustment whereas hostellers are high on school, emotional and health adjustment (Pandey, 1979). Research done by sujatha, gaonkar, khadi and katari (1993) reveals a great significance differences in adjustment among day scholars and hostellers.

Emotional regulation

Emotions are the conscious experience of intense mental activity and high degree of pleasant and unpleasant activity. They are complex and are driving force of motivation. Emotions do not force us to do things they just guide us and make it more likely to do that thing. This feature of emotion allows us to regulate our emotions. When Social and physical environment which is shaping the child behaviour over the years gets change, it can also mislead the emotional response of the child (Gross, 1999). During this situation our emotions create more harm than good to us. We generally regulate our emotions when they are ill-matched to a situation in such a way they serve our goals. Which emotion we have, when we have and how we express and experience them is influenced by the process of emotional regulation (Gross, 1998). In emotional regulation a person generally do two thing either they reappraised their emotions or suppressed them. Reappraisal can be stated as a process in which the person builds up a potential emotional generating situation in a non-emotional manner. Whereas suppression is the process where a person represses or withholds their present emotion expressive behaviour. Reappraisal leads to lesser physiological, behaviour and experimental responses whereas suppression increase

physiological and behaviour response as a person repress its emotional expression. Negative emotions are also decreased due to reappraisal whereas suppression increases the cardiovascular system of the person. It is also studied that emotional expressive behaviour also effects the social interactions with the peers (Darwin, 1998). Modern studies also indicate that emotional expressive behaviour plays an important role in social interaction and its component can be suppression and reappraisal (Compos, Mumme, & Kermoian, 1994). It is also observed that an individual who suppress their emotion they are less likely to share their emotions (positive or negative) whereas the individuals who reappraised their emotions are more likely to share it with other. Thus a person who suppress their emotions have poor social support and emotional social support coping is difficult for them. So finally, suppression and reappraisal are both differentially related to self and others. It help us to be understand how well-liked a person is, so that either a person who generally use suppression is more likely to be liked or a person who generally use reappraisal. There are many studies done in past few years.

Simon et.al (1994) has done a study on human adjustment and found that awareness, knowledge, understanding and insight plays a major role in adjustment also gender, ethnicity and culture plays a significance role.

Fergusson.et.al (2008) has done examination of the linkages between family socioeconomic status in childhood and educational achievement in young adulthood. It was a longitudinal study which stated that there is a significant link between socioeconomic status and educational achievements.

Amina.et.al (2015) has examined a qualitative study investigating the impact of hostel life on ten Pakistani hostel students from Lahore. Results states that there is a positive effect of hostel on the students overall personality as they become more confident and patient.

Aurel.et.al (2014) has developed academic adjustment questionnaire for the university students. The study was conducted on 517 first year students. The result shows that there is narrow relationship between student-life stress inventory and student adaptation to college questionnaire.

Priyanka.et.al (2013) has investigated the health, social and emotional problems of college students. A sample of 100 students reveals that girls are unsatisfied in emotional dimensional whereas boys were unsatisfied in emotional dimensional. It also reveals that there is a difference between emotional and health adjustment of urban and rural college students and no difference in social adjustment.

ChinkyUpadhaya (2016) has done a comparative study of adjustment among 600 day scholars and hostel students which shows a significant difference between students on health, home, emotional, social and overall adjustment.

Enochs.et.al (2006) investigated the social adjustment of 511 university students where he studied the importance of gender and living environments which reveals that as compare to female, males are more adjusting in nature.

Pooja.et.al (2016) studied the adjustment of adolescence in relation to their parent-child relationship which shows a significant difference in adjustment among adolescence in relation to their parent-child relationship.

Rambir Sharma (2012) had studied the college going student's ego-strength in relation to adjustment which shows that only adjusting person can lead life successfully as a result authorities and parents should reduce the adjustment problems of the college going students.

Sangeeta.et.al (2012) has studied adjustments problems among the college students in relation to gender, socioeconomic status and academic achievement. This study shows a significance relation between adjustment of college students and academic achievement whereas significance difference relation to gender and socio economic status of adjustment among college students.

Objective

1. To study the relationship of college adjustment on emotional regulation among day scholars.
2. To study the relationship of college adjustment on emotional regulation among hostellers.
3. To see the difference between adjustment and emotional regulation among hostellers.
4. To see the difference between adjustment and emotional regulation among day scholars.

Methodology

Research Design: Exploratory Design

Sampling Technique: Purposive Sampling

Sample

- Total number of 100 (N=100) male and female were taken as sample. 50 day scholars and 50 hostellers
- Aged between 18-25 years

Inclusive criteria

- 6 months minimum living time duration of hostellers.
- Aged range between 18-25 years.

Exclusive criteria

- Not less than 6 months living time duration of hostellers
- Aged ranged below 18 and above 25 years.

Procedure

The study was carried out with day scholars and hostellers. Both day scholars and hostellers were contacted personally. All the participants were informed about the nature of the study and confidentiality was assured. Questionnaires were administered to them individually. Their questions and concerns were addressed individually.

Tools

- A. The college adjustment test (Pennebaker, J.W., 2013). It is a 7 pointer scale and consists of 19 questions. It measures four dimensions: positive adjustment, negative adjustment, homesickness and overall adjustment.
- B. Emotional Regulation Questionnaire (Gross, J.J., & Johan, O.P., 2003). It is a 10- item scale design to measure respondent's tendency to regulate their emotions in two ways: 1. Cognitive reappraisal and 2. Expressive suppression. Respondent's answer each item on a 7-point likert type scale.

Statistical technique

- Correlation between the variables is found by using spearman correlation
- Comparison between the groups is done by using Mann Whitney U.

Statistical Analysis

Table 1: descriptive statistic for hostellers

	Mean	Standard Deviation
Adjustment	75.78	13.36
Reappraisal	28.64	6.40
suppression	17.30	4.50

In descriptive statistic of hostellers the mean of adjustment is 75.7800 and standard deviation is 13.36503 whereas mean of cognitive reappraisal is 28.6400 and standard deviation is 6.40077. Mean for expressive suppression is 17.3000 and standard deviation score is 4.50057.

Table 2: descriptive statistic for day scholars

	Mean	Standard Deviation
Adjustment	77.24	12.94
Reappraisal	27.36	6.82
Suppression	16.04	4.85

In descriptive statistic for day scholars the mean of adjustment is 77.2400 and standard deviation is 12.94346 whereas mean of cognitive reappraisal is 27.3600 and standard deviation is 6.82660. Mean for expressive suppression is 16.0400 and standard deviation is 4.85697.

Table 3: correlation for hostellers

	adjustment
Reappraisal	.105
Suppression	.078

Correlation shows that there is a no significant relationship between the college adjustment and emotional regulation among hostellers.

Cognitive reappraisal and expressive suppression are positively correlated to adjustment among hostellers as one increase does the other increases.

Table 4: correlation for day scholars

	Adjustment
Reappraisal	.162
suppression	-.042

Correlation shows that there is no significant relationship between the college adjustment and emotional regulation (cognitive reappraisal and expressive suppression) among day scholars.

In day scholars it shows that adjustment and expressive suppression is negatively correlated to each other as one increases the other decreases whereas adjustment and cognitive reappraisal are positively related that means if one increases the others also increases.

Table 5: Mann Whitney U for Adjustment

	coding	N	Mean rank	Sum of rank
Adjustment	1	50	48.62	2431.00
	2	50	52.38	2619.00
Reappraisal	3	50	52.96	2648
	4	50	48.04	2402
Suppression	5	50	53.00	2650
	6	50	48.00	2400

	adjustment	suppression	reappraisal
Mann-Whitney u	1156.000	1125	1127
Z	-.648	0.858	0.845
P value	.522	0.194	0.400

It shows that the level of adjustment between day scholars and hostellers is insignificant both at 0.01 and 0.05 levels.

The level of expressive suppression between day scholars and hostellers is in significant both at 0.01 and 0.05 levels.

The level of cognitive reappraisal between day scholars and hostellers is insignificant both at 0.01 and 0.05 levels.

Discussion

The present study shows that there is a relationship between adjustment and emotional regulation among hostellers and day scholars. Since adjustment is the reaction to the pressure and demand of the social, emotional and physical environment. The demand can be internal or external whom the person react. As result person suppress their feelings or reappraise them. This study shows that the hosteller's whoget adjusted to their environment they cognitively reappraisal their feelings as they meet with new people from around the globe and learn new things and adapt new cultures. The patience level of the hostellers also increases as they also learn to suppress their feelings due to negative effect of the environment as adjusting to the new place and meeting new people. They also perform things under the influence of peer groups and suppress there real thoughts and emotions. For hostellers homesickness is the normal process of development of place identification as exposed to this process the academic performance and emotional regulation on the student get disturbed. Day scholars in comparison to hostellers feel much protected and secured because of the continuous love, attention and physical presence of their family. Their family helps them to adapt to the different changes in real life. Hence, day scholars often reappraisal their emotions rather than suppression. As family help and guide the day scholars to regulate their emotions time to time.

Although when we compared the adjustment level of the hostellers and day scholars there was no significant result found as there can be other psychological, emotional and social factors which effect the emotional regulation of the student. The personality of the student also plays a major role in the adjustment in the new environment. The level of expressive suppression and cognitive reappraisal was also not significant. Thus, other factors also play a major role in accelerating the emotional regulation of the student.

Conclusion

The present study shows that there is no significant relationship between adjustment and emotional regulation. The result shows that there is no significant correlation but hostellers have positive correlation of expressive suppression and cognitive reappraisal with adjustment whereas day scholars have negative correlation with expressive suppression and positive correlation with cognitive reappraisal. There is also no significance difference between the level of adjustment, suppression and reappraisal among day scholars and hostellers. Thus there can be other factors which influence the emotional regulation of the students.

Limitations

1. The sample size of only 100 was taken which is too small to find findings.
2. The sample was limited to Delhi NCR.
3. The study was confined only to Amity University, Gurgaon.
4. The student might not have truly responded.
5. The sample of hostellers and day scholars was confined to only one college.

Implications

1. The study can be used to understand emotional regulation needs of the dayscholars and hostellers.
2. New prevention can be taken to fulfil the need of adjustment and emotional regulation among hostellers by the college administration.
3. New preventions can be taken to fulfil the need of adjustment and emotional regulation among day scholars by the parents and other caregiver.
4. With the help of this more awareness regarding the emotional regulation among hostellers and day scholars can be spread in the college.

Suggestion

1. The sample size of the present study is small (100). It can be conducted on large sample.
2. The demographic areas of the study can be expanding to different colleges.
3. Other psychological factors can also be taken in to consideration.
4. Similar study can be conducted to study the relationship of adjustment and emotional regulation among boys and girls.
5. Similar study can be conducted to study the comparison of adjustment and emotional regulation in boys and girls students among hostellers and day scholars.

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Resilience and Burnout among College Teachers: A Psychological Perspective

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Abstract

Burnout remains a classic issue in teaching and is increasingly an important phenomenon in Asian countries. Despite of this, concept of resilience is pivot for the teachers to stay longer at the job joyfully. Job satisfaction and productivity are the essential elements for any organisation. Organisations need to increase productivity by reducing burnout and stress, as stress and burnout may have negative impacts on the organisations such as absenteeism, job turnover, lower level of organisational commitment and intention to quit. Therefore in order to support a successful educational system, it is essential to understand the factors that lead to successful teachers. Present study involves teachers of Degree colleges of Jammu district who had more than five years teaching experience. Study was conducted with two main aims:-

- 1) To identify the sources of burnout that he/she dealt with.
- 2) To introduce aspects that helped them to become resilient within that stressful circumstance.

As a conclusion several key findings were highlighted followed by recommendations for further research.

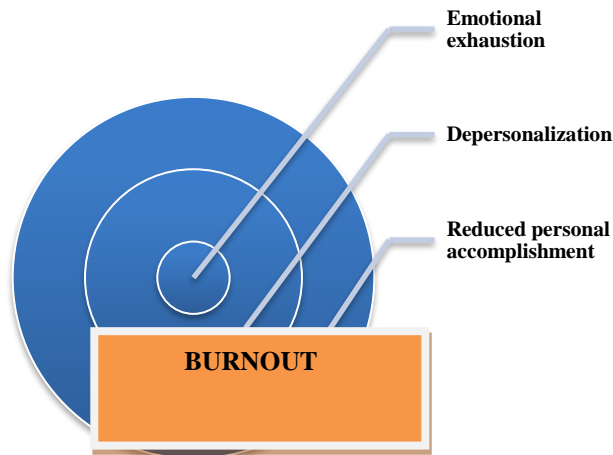
Keywords: Job burnout, Resilience, College teachers, Productivity, Work environment

Introduction

A teacher occupies an important place in the educational process. In fact, the influence of teachers on students cannot be fathomed. A teacher who is undergoing burnout could be depersonalized, emotionally exhausted or perceive a lack of personal accomplishment, since burnout is viewed as a composite of Depersonalization, Emotional Exhaustion and lack of Personal Accomplishment. The **Maslach Burnout Inventory (MBI)**, a scale measuring burnout, divides it into three components:

- **Emotional exhaustion** is feeling tired and fatigued at work (it can result in absence from work).
- **Depersonalization** is developing a callous/uncaring feeling, even hostility, toward others (either clients or colleagues).
- **Reduced personal accomplishment** is feeling you (the employee) are not accomplishing anything worthwhile at work. This can lead to a lack of motivation and poor performance.

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Consequently, an individual who is undergoing burnout may not be able to execute the role of teacher effectively. Teachers belong to a profession which involved working with students. Thus, they belong to the group of those who do 'people work' of some kind. Clouse and Whitekar (1981) point out three stages of teacher burnout:

Stage 1- Loss of Enthusiasm: Most teachers enter the profession with a sincere desire to help the students. Their energy levels may be high, ideals strong, value systems decent, sense of motivation high and they nurse an inner hope that something positive can be done about the students. However, when their expectations are not met, their enthusiasm falters.

Stage 2- Frustration: Frustration is one of the earliest signs of burnout. Lowered teacher morale at this point increases the frustration and burnout level.

Stage 3- Alienation: Alienation of the professional from the work environment may be viewed as a response or result of powerlessness, frustration and loss of meaning in one's work. Alienation is associated with detachment, withdrawal and isolation within the work environment. A teacher at this stage may view students as impersonal objects, may not be available when the students need help or even refuse to help them. Thus, a teacher who is undergoing burnout would perceive a lack of enthusiasm, lowered sense of morale and high levels of frustration, a sense of detachment and would withdraw from work. Teacher burnout has an additional impact on the society, in that the teacher's state of mental health has a direct influence on the educational process. How the teacher instructs has more relevance than what is taught. A teacher who is low on morale, high on frustration and is detached from the students obviously is not able to be effective in the classroom. Burnout is not a trivial problem but an important barometer of a major social dysfunction in the work place. Improving someone's level of resilience helps protect them from a variety of adverse physiological health impacts as well as improving their overall functioning and productivity in the workplace.

Literature Review

Hamann and Gordon (2000) judged burnout as an occupational hazard.

Asimeng-Boahene (2003) attempted to understand and prevent burnout among social studies teachers in Africa.

Croom (2003) surveyed teacher burnout in agriculture education. As work pressure differs for different subject teachers.

Chen and Paulraj (2004), Gunasekaran and Kobu (2007), Gupta and Snyder (2009), and Akyuz and Erkan (2010), are simply few researchers that utilise literary works reviews to

establish a conceptual foundation to achieve their various research goals. The resulting conceptual frames aid in not only providing construct validity, but also provide a description for future research activities (Flynn et al. 1990). As a result, this article will follow a similar process, to not only standard current research activities, but also develop a platform for the systematic query of the dynamics of organisational resilience and the response of organisations to major disruptions.

Peeters and Rutte (2005) found that time management; work demands and autonomy were causing emotional exhaustion.

Work family conflict among female teachers was studied by Cinamon and Rich (2005) and the effect of demographic characteristics on burnout among Hong Kong secondary school teachers was assessed by Lau, Yuen and Chan (2005).

To cope with this issue, the determinants of organisational flexibility, as outlined by Hatum et al. (2006), are recommended to support an organisation's resilient response within the presented framework to take into account the cause of the technical activation of resilience. These include:

- . Decentralisation in decision making;
- . Low levels of formalisation;
- . High degree of permeability between organisational boundaries;
- . Low {level of embeddedness to a business macro culture;
- . Establishing collaborative partnerships

The gender effect was considered important, so the analysis and maintenance of the mental health of female teachers in colleges in China was done by Zhang and Miao (2006).

Azeem and Nazir (2008) also claimed that university administrations must regularly observe the factors which may have adverse effects on the effectiveness of academicians and take remedial actions to develop education. Otherwise, the relationships among teachers, students, and administrators will be damaged and hence the quality of education will be negatively affected.

Wagnild (2009) finds that resilient individuals may experience the same stressful experiences as non-resilient people; however, they have protective mechanisms in place to deal with these difficulties and are able to return to a state of equilibrium and balance quickly. When these protective factors are present for an individual at the time of experiencing the adverse event, they help buffer the effects of the perceived negative experience and provide a more positive outcome. Research has shown that resilience protects against, and can sometimes reverse, depressive episodes, anxiety, fear, helplessness, s, and similar negative emotions (Wagnild, 2009).

Wagnild (2012) in her research notes that increased resilience results in a decrease of depression.

Review of the psychological literature suggests that resilience serves as a valuable construct to explore when investigating employee wellness and productivity in the workplace. It appears to provide a lens through which one can better understand the internal processes and external context and social supports that contribute to employees' ability to overcome the challenges they encounter on a daily basis in the work environment.

Factors of Job burnout

Job burnout can result from various factors, including:

- **Lack of control.** An inability to influence decisions that affect the job — such as schedule, assignments or workload — could lead to job burnout. So could a lack of the resources need to do work?
- **Unclear job expectations.** High expectations in the college by the authority, likely to feel comfortable at work.
- **Dysfunctional workplace dynamics.** Perhaps performing duties with an office bully, or undermined by colleagues or head of the institution's attitude towards employee. This can contribute to job stress.
- **Mismatch in values.** If there is mismatch in values between employer and employee can eventually take a toll.
- **Poor job fit.** If job doesn't fit with the interests and skills, it might become increasingly stressful over time.
- **Extremes of activity.** When a job is monotonous or chaotic, there is a need of constant energy to remain focused — which can lead to fatigue and job burnout.
- **Lack of social support.** If there is a feeling of isolation at work and personal life, you might feel more stressed.
- **Work-life imbalance.** If work takes up so much of time and effort that don't have the energy to spend time with family and friends, individual might burn out quickly.

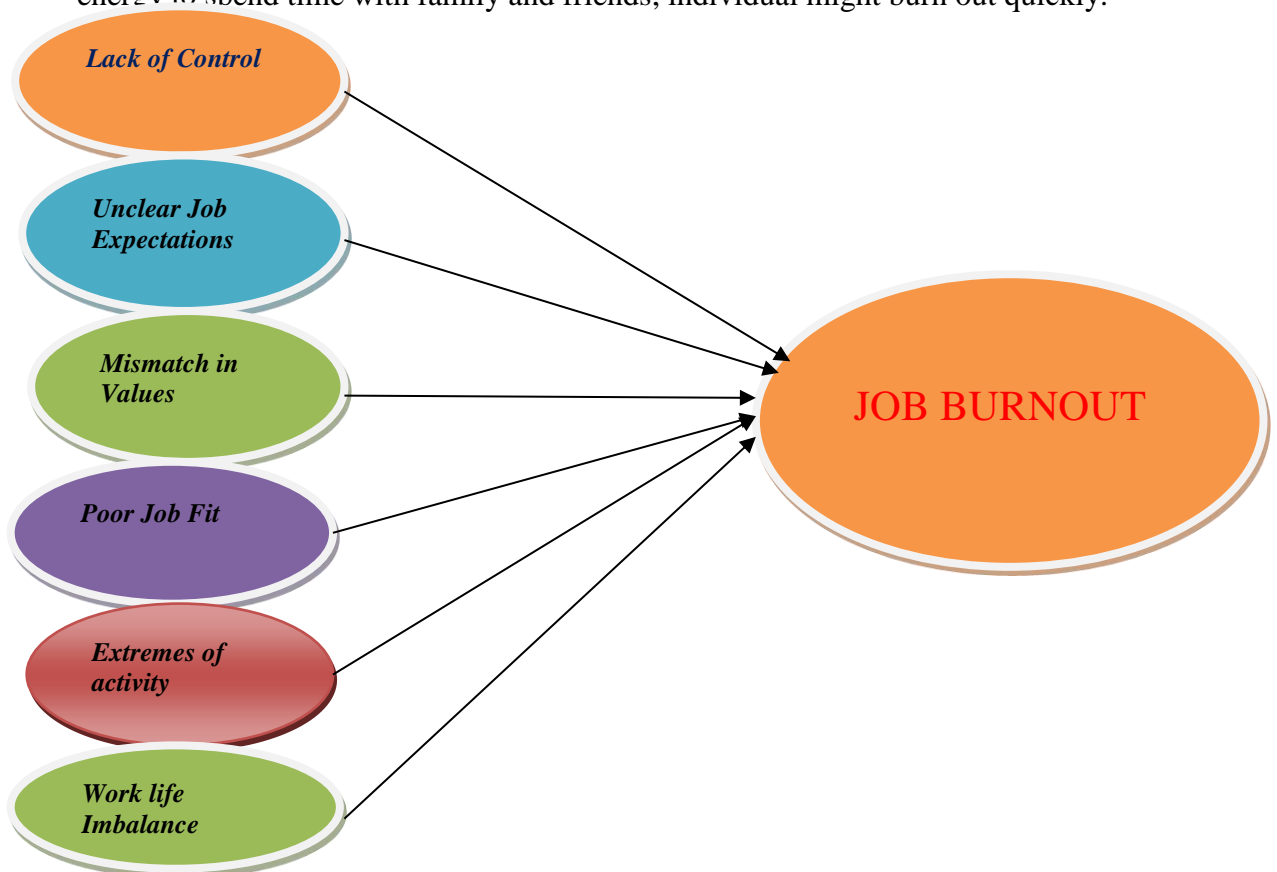


Fig.1. Factors of Job Burnout

Organisational Resilience

Resilience is the process of adapting well in the face of adversity, trauma, tragedy, threats or significant sources of stress — such as family and relationship problems, serious health problems or organisational and financial stressors. It means "bouncy back" from difficult experiences (Dworkin, 2009). Being resilient does not mean that a person doesn't experience difficulty or distress. Emotional pain and sadness are common in people who have suffered major adversity or trauma in their lives. In fact, the road to resilience is likely to involve considerable emotional distress.

Resilience is not a trait that people either have or do not have. It involves behaviours, thoughts and actions that can be learned and developed in anyone. It is the ability of organisations to recover and return to normality after facing a challenging and of unexpected threat. Organisational resilience is the strategic imperative of an organisation to anticipate, prepare for, respond, adapt to incremental change and sudden disruptions. A resilient organisation is one that flourishes and survives for long period of time.

Key aspects of building resilience

Make connections. Good relationships with close family members, friends or others are important. Accepting help and support from those who care and will listen as well as strengthens resilience. Some people find that being active in civic groups, faith-based organizations, or other local groups provides social support and can help with reclaiming hope. Assisting others in their time of need also can benefit the helper.

Avoid seeing crises as insurmountable problems. It can't be changed that highly stressful events happen, but to change, teachers must have ability to interpret and respond to these events. Try looking beyond the present to how future circumstances may be a little better. Note any subtle ways which might already feel somewhat better as deal with difficult situations.

Accept that change is a part of living. Certain goals may no longer be attainable as a result of adverse situations. Accepting circumstances that cannot be changed can help to focus on circumstances that can be altered.

Move toward your goals. Develop some realistic goals. Do something regularly — even if it seems like a small accomplishment — that enables to move toward goals. Instead of focusing on tasks that seem unachievable, ask you, "What's one thing I know I can accomplish today that helps me move in the direction I want to go?"

Take decisive actions. Act on adverse situations. Take decisive actions, rather than detaching completely from problems and stresses and wishing they would just go away.

Look for opportunities for self-discovery. In educational institutions, teachers often learn something about them and may find that they have grown in some respect as a result of their struggle with loss. College teachers who have experienced tragedies and hardship have reported better relationships, greater sense of strength even while feeling vulnerable, increased sense of self-worth, a more developed spirituality and heightened appreciation for life.

Nurture a positive view. Developing confidence to solve problems and trusting instincts helps to build resilience.

Keep things in perspective. Even when facing very painful events, try to consider the stressful situation in a broader context and keep a long-term perspective. Avoid blowing the event out of proportion.

Maintain a hopeful outlook. An optimistic outlook enables to expect that good things will happen in life. Try visualizing about wishes, rather than worrying about fearful situations.

Take care of yourself. Pay attention to your own needs and feelings. Engage in activities that you enjoy and find relaxing. Exercise regularly. Taking care of you helps to keep your mind and body primed to deal with situations that require resilience.

Additional ways of strengthening resilience may be helpful. For example, some people write about their deepest thoughts and feelings related to trauma or other stressful events in their life. Meditation and spiritual practices help some people build connections and restore hope.

The key is to identify ways that are likely to work well for you as part of your own personal strategy for fostering resilience.

Conclusion

Teaching is the most arduous and complex profession in our society and also an important job. Yet teachers are overload, under-appreciated. There is a common bond which unities all teachers i.e. the desire to help students to reach their maximum potentials as human beings. To achieve their goals, college is the best platform available to attain knowledge and skill. In today's world, the nature of work is changing at whirlwind speed. Perhaps now more than ever before, job stress possesses a threat to the health of the employees and, in turn to their organisations. Consequently, burnout is an important topic that needs to be investigated further in academic life. As, staff burnout is related to job performance, productivity, absenteeism, dissatisfaction, turnover, illness casualties and stress. Academic burnout studies can help the university administrators and teachers to develop the quality of education. There have been several burnout studies, but very few of them are about the academic staff, and most of these studies have been applied at school level and other occupations. The study has some limitations. First, the study was focused on college teachers. Second, the key factors of burnout and resilience were limited which may have influenced the study's results. It would be useful that future studies should be replicated within the prescribed time limits, considering variables such as job stress, depression, communication, intention to leave and managerial support.

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राष्ट्रपिता महात्मा गाँधी के दर्शन के नैतिक एवं आध्यात्मिक आधार

शैलेन्द्र कुमार दास*

सारांश

मोहन दास करमचंद गाँधी भारतीय राष्ट्रीय आंदोलन के एक महान आध्यात्मिक नेता थे। राष्ट्रपिता गाँधी जी को आधुनिक युग के महान राष्ट्रीय नेता श्रेष्ठ समाज सुधारक एवं उच्च कोटि के राजनीतिज्ञ दार्शनिक माना जाता है। उनका जन्म 2 अक्टूबर 1869 ई० को पोरबंदर (गुजरात) में हुआ था। 1889-91 के दौरान उन्होंने बैरेस्टरी पास की। इन्होंने अपना व्यावसायिक जीवन की शुरुआत एक 'बैरेस्टर' के रूप में की। भारत लौटने पर उन्होंने राजकोट और बंबई में वकालत शुरू की। तत्पश्चात् दो वर्षों के बाद द. अफ्रीका में व्यापार करने वाले एक भारतीय मुसलमान व्यापारी दादा अब्दुल्ला ने उनके पास एक मुकदमे की पैरवी का प्रस्ताव रखा जिसे उन्होंने स्वीकार कर लिया और वे 1893 में अफ्रीका चले गए वहाँ पहुंचते ही उन्हें दक्षिण अफ्रीका में भारतीयों के साथ किए जाने वाले कटु व्यवहार का अनुभव हुआ। इस तरह वे दक्षिण अफ्रीका से ही सत्याग्रह की शक्ति आजमाने की शुरुआत किए। वे लम्बे समय तक दक्षिण अफ्रीका में रहे और इस बीच वे भारत भी आते रहे जहाँ भारत के तत्कालीन महान नेताओं जैसे बाल गंगाधर तिलक एवं गोपाल कृष्ण गोखले जैसे विभूतियों से उनका परिचय हुआ। वे गोपाल कृष्ण गोखले को अपना आदर्श गुरु के रूप में देखने लगे। 1915 में जब वे भारत लौटे तब तक आधुनिक भारतीय इतिहास में इनकी प्रसिद्धि बढ़ चुकी थी। यहाँ पर भी भारतीयों के दीन-हीन दशा को आधार मानते हुए सत्य एवं अहिंसा और सत्याग्रह के माध्यम से विभिन्न राष्ट्रीय आंदोलन जैसे सविनय अवज्ञा आंदोलन, भारत छोड़ो आंदोलन, असहयोग आंदोलन किये। गाँधी जी सत्य व अहिंसा के धर्मों को आधार मानते हुए भारतीय मानव समाज को एक नव निर्माण की राह दिखाई।

भूमिका

महात्मा गाँधी का व्यक्तित्व एवं कार्य प्रणाली एक नैतिक सुधारक के रूप में आदर्शवादी रहा है। उनका आचरण प्रयोजनवादी विचारधारा से ओत-प्रोत था। यद्यपि कि गाँधी जी के दार्शनिक सिद्धांत वे हैं जो सभी धर्मों में एकरूपता देखने को मिलता है।

गाँधी दर्शन के अन्य आधारभूत विशेषताएँ उनके नैतिक एवं आध्यात्मिक पहलू है जिसमें सत्य एवं अहिंसा का विशेष स्थान है।

महात्मा गाँधी के दार्शनिक विचारों में आधुनिक राष्ट्रों की स्वार्थ परायण नीति, मानवतावाद पर आधारित थी। गाँधी ने उपयोगितावाद को राज्य का लक्ष्य न मानते हुए सभी के प्रति सर्वसमभाव एवं कल्याण के लिए विचार का पोषण किया। गाँधी जी के दर्शन के आधार- प्रेम, सत्य एवं भ्रातृत्व के सिद्धांत पर आधारित था न कि कोई व्यक्तिगत, क्रमबद्ध पृथक दर्शन पर। उनकी आत्मकथा एवं विभिन्न समयों पर दिए गए व्याख्यानों से ही उनके विचारों को समझा जा सकता है। गाँधी जी ने जो कुछ कहा उसे अपने जीवन में उतार कर दिखाया, शाश्वत मूल्यों को अपने जीवन चरितार्थ करने हेतु हर संभव प्रयास किया। उनका संपूर्ण जीवन एक नैतिक आदर्शवाद के सिद्धांतों पर आधारित था जो हमेशा सत्य एवं ज्ञान से प्रकाशित होता रहा।

अंततः गाँधी जी का जीवन दर्शन भौतिकवाद से कहीं अधिक मानवीय मूल्यों की संवेदना से जुड़ा हुआ है। उनका विचार था- "मनुष्य का विचार सर्वोपरि है।"

शोध प्रविधि

प्रस्तुत शोध के लिए प्रयुक्त आलेख बोधपूर्ण, तथ्यान्वेषण एवं सूक्ष्मतर विश्लेषण-विवेचन प्रकृति का है। शोध कार्य के लिए द्वितीयक स्रोतों का उपयोग किया गया है।

इसलिए मुख्यतः तथ्य संग्रह के स्रोत-दस्तावेज, पुस्तक सर्वेक्षण, इंटरनेट एवं वेबलिंग से प्राप्त सामग्रियां पत्र-पत्रिकाओं में छपे विषय, तथ्य, आलेख एवं विभिन्न शोध ग्रन्थों को अध्ययन का आधार बनाया जाएगा।

तथ्य विश्लेषण

आधुनिक युग के महान मानवतावादी, प्रगाढ़ देश-प्रेमी, सत्य एवं अहिंसा के पुजारी राष्ट्रपिता महात्मा गाँधी ने हमारे समक्ष आदर्श रूप में हिन्दू धर्म पर आधारित आत्म प्रेरित से अनुकरणीय एक ऐसा जीवन दर्शन प्रस्तुत की जो न केवल भारत के लिए, बल्कि समूचे विश्व-पटल के लिए एक प्रेरणा स्रोत है। गाँधी जी के आध्यात्मिक एवं नैतिक विचार के अन्तर्गत नैतिकता, सत्य, आत्मा, ईश्वर, धर्म, संसार, प्रेम ज्ञान, अहिंसा, सत्याग्रह, कर्मयोग, सर्वधर्म सम्भाव,

* यूजीसी नेट उतीर्ण विनोबा भावे विश्वविद्यालय हजारीबाग झारखण्ड

अन्तर्वाणी, पुर्नजन्म, आंतरिक मूल्यों की संवेदना एवं जीवन के उद्देश्य संबंधी विचारों को सम्मिलित किया जा सकता है।

गाँधी जी के जीवन दर्शन एवं चिंतन का सार सत्य ही है। मन, वचन और आचरण तीनों में सत्य चाहिए। उन्होंने अपने नैतिक व्रतों में सत्य को शीर्षस्थ स्थान दिया है। गाँधी जी सत्य के दो रूप बताये पहला निरपेक्ष सत्य एवं दूसरा सापेक्ष सत्य। सत्य के बारे में गाँधी जी स्वयं कहते हैं कि "तुम्हारी अंतरात्मा जो कहती है वह सत्य है। शुद्ध अंतरात्मा की वाणी ही सत्य हो सकती है। इसके लिए शुद्धि तभी सम्भव है, जब व्यक्ति अपनी, वाणी, विचार और व्यवहार में सत्य का आचरण करें। तभी वह सापेक्ष सत्य माध्यम से निरपेक्ष सत्य पर पहुँच सकता है। शुद्ध आत्मा के निर्भाव के लिए सत्य, अहिंसा, ब्रह्मचर्य अस्तेय और अपरिग्रह के साधनों की जरूरत होती है। 'सत्य' शब्द की उत्पत्ति सत् से हुई है जिसका अर्थ है सत्य से भिन्न किसी का अस्तित्व नहीं है। जहाँ सत्य है वहीं ज्ञान है जो स्वयं सत्य है। जहाँ सत्य नहीं है वह सच्चा ज्ञान नहीं हो सकता है और जहाँ सच्चा ज्ञान है वहीं सदैव आनंद है। इस प्रकार, गाँधी जी ने 'सत्य' शब्द का व्यापकतम अर्थ लिया है और बारम्बार दृढ़तापूर्वक कहा है कि मनचा, वाचा, कर्मणा में सत्य होना ही सत्य है। इस प्रकार गाँधी जी ने सत्य को सर्वव्यापक अर्थ में परिभाषित करते हुए न केवल व्यक्ति के लिए इसे महत्वपूर्ण माना बल्कि राजनीतिक, सामाजिक एवं आर्थिक क्षेत्र में भी इसे लागू करने का प्रयत्न किया।

गाँधी जी का अहिंसा का सिद्धांत एक व्यापक दृष्टिकोण है। गाँधी जी का सम्पूर्ण दर्शन, सत्य, आत्मानुभूति आदि अहिंसा के पवित्र स्तम्भों पर टिका हुआ है। हमारे प्राचीन ग्रंथों, उपनिषदों पुराण में अहिंसा का विशेष व्याख्या है। गाँधी जी ने अहिंसा को सत्य की तरह शाश्वत एवं सर्वशक्तिमान माना है। उन्होंने सत्य एवं अहिंसा को एक ही सिक्के के दो पहलू बताया है। अहिंसा परम धर्म है। अहिंसा का मूल अर्थ है— ऐसा व्यवहार जिसमें हिंसा का सहारा न लिया जाए। किसी जीव को पीड़ा न पहुँचाई जाए। गाँधी जी के अनुसार किसी को कष्ट पहुँचाने का विचार, या किसी का बुरा चाहना या किसी से ईर्ष्या अथवा द्वेष की भावना रखना भी हिंसा है। गाँधी ने अहिंसा के सकारात्मक पक्ष पर बल दिया है जो यह बताने की चेष्टा करता है कि मनुष्य को क्या करना चाहिए। अहिंसा का सकारात्मक पहलू है— मानव प्रेम। गाँधी जी ने अहिंसा के मौलिक सिद्धांत को प्रतिपादित न कर इसे एक सक्रिय जीवन पद्धति के रूप में जीवन में उतारा। उन्होंने अहिंसा के सिद्धांत को सामाजिक पक्ष के साथ-साथ व्यावहारिक रूप भी प्रदान की है।

गाँधी जी के अनुसार ईश्वर एक परम सत्य एवं प्रेम है, निरालम्ब है, निर्भीक है, ईश्वर प्रकाश एवं जीवन का स्रोत है और वह इन सबसे परे एवं ऊपर भी है। ईश्वर अंतःकरण है अर्थात् ईश्वर ही सब कुछ है। गाँधी जी ईश्वर की एकता में विश्वास करते थे एवं उसी प्रकार सम्पूर्ण मानव जाति में एकता एवं सद्भावना चाहते थे। उन्होंने परमात्मा को सत्य, सर्वोच्च, व सर्वव्यापक एवं मानवता से सम्बन्धित माना। उन्होंने बताया की ईश्वर की सच्ची उपासना मानव जाति की सेवा करके ही प्राप्त की जा सकती है। वहीं गाँधी जी का धर्म में अडिग आस्था थी। वे इसको मानव जीवन एवं मानव सभ्यता का आधारभूत तत्व मानते थे, जिसके अभाव में इन दोनों का निष्प्राण हो जाना अनिवार्य है। अतः उन्होंने धर्म को प्रत्येक कार्य एवं प्रत्येक शब्द का प्रधान केन्द्र माना है। उनका कहना था कि धर्म का अर्थ सम्प्रदायवाद नहीं है बल्कि यह विश्व में व्यवस्थित नैतिक शासन में विश्वास है।

राष्ट्रपिता गाँधी जी विश्व के जीवन का मूल आधार नैतिकता को मानते थे। उनका यह मत था कि धर्म ही व्यक्ति की समस्त क्रियाओं को नैतिक आधार प्रदान करता है जिसके अभाव में जीवन निरर्थक है। नैतिकता से ही व्यक्ति एवं समाज दोनों की प्रगति होती है और नैतिकता प्राप्ति हेतु प्रेम, ज्ञान एवं अहिंसा आवश्यक है। उनका मत था कि नैतिकता से ही आपसी कलह, द्वेष, घृणा एवं विनाश को मिटाकर सुख, आनन्द एवं शांति की प्राप्ति की जा सकती है। उनका कहना था कि नैतिकता से प्रेम एवं प्रेम से सब कुछ प्राप्त किया जा सकता है।

गाँधी जी ने नैतिक अनुशासन में सर्वधर्म समानता के पक्षधर थे। वे सर्वधर्म सम्भाव के सिद्धांत पर विशेष बल दिया है। सिद्धांत से उनका अभिप्राय है यह कि व्यक्ति को सब धर्मों को समान समझना चाहिए और सबका समान रूप से आदर भी करना चाहिए। उनका यह मानना था कि ईश्वर एक है, इसलिए धर्म भी सम्पूर्ण संसार में मानव के लिए एक होना चाहिए। इस प्रकार गाँधी जी ने विभिन्न धर्मों के अस्तित्व को स्वीकार तो किया है लेकिन धर्म के कारण व्यक्तियों में पारस्परिक द्वेष एवं कलह न होकर एक-दूसरे के प्रति सद्भाव एवं सहिष्णुता की भावना होनी चाहिए, फिर भी यह मानवीय अन्तर्द्वंद्व तभी समाप्त होगा जब व्यक्ति सभी धर्मों को समान रूप से सम्मान प्रदान करेंगे।

गाँधी ने साध्य एवं साधना, दोनों की श्रेष्ठता एवं पवित्रता पर अत्यधिक बल दिया है। गाँधी जी यह कहना था कि साधन ही साध्य का निर्माण करता है। यदि साधन पवित्र नहीं है तो साध्य भी पवित्र नहीं हो सकता है। साध्य प्राप्ति के साधन में सत्य, अहिंसा, ब्रह्मचर्य, अस्तेय और अपरिग्रह पर गाँधी जी का विशेष बल था। गाँधी जी के अनुसार सत्याग्रही वह हो सकता है जिसमें सत्य अहिंसा शरीर श्रम, निर्भय, साहस, सर्वधर्म समानता एवं अस्पृश्यता निवारण जैसे गुण हो। गाँधी जी कर्मयोग को विशेष महत्व प्रदान करते थे। उनका हर कदम व्यक्ति एवं व्यक्ति के ज्ञान पर आधारित था।

गाँधी जी जीवन का उद्देश्य आत्मज्ञान को मानते थे एवं आत्मज्ञान को ही मुक्ति मानते थे। परन्तु मुक्ति प्राप्ति हेतु वो संन्यास के बजाए नैतिक गुणों पर विशेष बल देते थे। गाँधी जी की यह धारणा थी कि व्यक्ति इस लक्ष्य को समाज से पृथक एकान्त में रहकर प्राप्त नहीं कर सकता है बल्कि समाज में रहकर नियमों एवं परिणियमों के अन्तर्गत इस

शर्त पर प्राप्त कर सकता है कि उसमें आत्मत्याग की भावना हो। इस प्रकार वे जीवन का उद्देश्य आध्यात्मिक विकास मानते थे।

गाँधी जी ने अपने दर्शन में स्वराज्य की कल्पना की थी। जिसमें कहा गया है कि समाज के प्रत्येक व्यक्ति को आवश्यकतानुसार साधन उपलब्ध होगा। समाज का प्रत्येक वर्ग खुशहाल होंगे चाहे वह ग्रामीण जीवन हो या शहरी जीवन। समाज में ऊँच-नीच की भावना का कोई स्थान नहीं होगा। गाँधी जी के स्वराज्य में पाश्चात्य सभ्यता की चकाचौंध से दूर भारतीय संस्कृति का पटाक्षेप था। वे भारतीय संस्कृति का उत्थान चाहते थे।

उनके सपनों का भारत जन कल्याण से निहित 'रामराज्य' सदृश्य होगा। गाँधी जी का सत्यप्रयास विश्वमानवता के लिए था जहाँ जाति-वर्ग विशेष के प्रति घृणा का कोई स्थान नहीं था। सबों के लिए सत्य, प्रेम और करुणा ही आदर्श है। गाँधी जी ने बुद्धि की अपेक्षा चरित्र को महत्व दिया। मानवीकृत मुखौटा ने उदात्त एवं दैवीय अंश की प्रधानता स्वीकार की एवं आत्मिक बल को सर्वोच्च स्थान दिया।

गाँधी जी ने अपने दार्शनिक सिद्धांत में अस्पृश्यता-निवारण को महत्वपूर्ण स्थान दिया एवं हिन्दू-सभ्यता में प्रचलित हुआ छूत की प्रथा का घोर विरोध किया है। उन्होंने अस्पृश्यता को राष्ट्रीय एकता के लिए महान बाधा बताया है। गाँधी जी के हृदय में अछूतों के लिए प्रेम एवं सम्मान था।

निष्कर्ष

राष्ट्रपिता महात्मा गाँधी न केवल भारत के मानव्यव्यक्ति थे अपितु विश्व इतिहास में उनका स्थान उन समादरणीय महापुरुषों में है जिन्होंने अपनी कर्तव्यनिष्ठा एवं आदर्शवादिता से सम्पूर्ण मानवता को प्रेरित किया। राष्ट्रपिता महात्मा गाँधी न केवल भारत ने अपने जीवन में जो कुछ किया वह सत्य के प्रयोगों के ही रूप थे। उन्होंने जो भी कहा उसे अपने जीवन में उतार कर दिखाया नैतिक मूल्यों को अपने जीवन में चरितार्थ करने का भरसक प्रयास किया जिससे उनका सम्पूर्ण जीवन सत्य और ज्ञान से प्रकाशित रहा।

आधुनिक युग में महात्मा गाँधी ने अपने दार्शनिक विचारों को सत्य एवं अहिंसा रूप में प्रतिष्ठापित किया जिससे भारतीय स्वाधीनता आंदोलन की नींव तैयार हुई। वहीं राष्ट्रपिता महात्मा गाँधी न केवल भारत जी ने सत्य एवं अहिंसा की शक्ति को प्रमाणित भी किया। जहाँ समकालीन परिस्थितियों में अहिंसा का महत्व और भी प्रबल हो गया।

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देश में नाबालिग कितनी सुरक्षित है ?

देवादास बंजारे*

इंजतंबज

जिस देश में नारी को पूजा जाता है, उसी देश में नाबालिगों से दुष्कर्म की घटनायें सामाजिक त्रासदी का रूप ले लिया है। पुरुष-प्रधान मानसिकता वाले समाज में आज भी महिलाओं एवं बालिकाओं को दायम रवैये से देखा जाता है और उन्हें अबला बताकर परंपरा व रूढ़ियों के बेड़ी में जकड़ने में लगे हैं।

देश में स्वतंत्रता उपरांत बालिकाओं के नन्ही जिन्दगी के सुरक्षा के लिये कई कार्यक्रम व योजना बनाये गये, पर समाज के दूषित नजरियें के चलते आज प्रतिदिन 46 नाबालिग बालिकाओं दुष्कर्म के शिकार हो रही है। अपने हवस व कामोत्तजना के लिये इनकी इन्सानी जिन्दगी बर्बाद न करें, उन्हें भी यहां स्वतंत्रता व समानता के साथ लड़कों के भांति जीने का बराबर हक है।

क्या आपने कभी सोचा है कि बगैर बच्चियों के ये दुनिया कैसे दिखेगी ? क्या घटती हुई लिंगानुपात से मानव जाति का अस्तित्व रह पायेगा ? ये नैनिहालों के साथ अन्याय है, समुदाय में पल रहे पुरुष-प्रधान मानसिकता को भूलाकर सामाजिक नजरियें बदलने की आवश्यकता है।

ज्ञमलूवतकैःद्वरू नाबालिगए दुष्कर्मए पुरुष-प्रधानए समाजए सशक्तिकरण

द्वरमबजपअम वी जीमैजनकल

तीसरी दुनिया के देश जहां एक ओर बालिकाओं के सशक्तिकरण के दिशा में अनेक कार्य किये जा रहे हैं, वही वर्तमान समय में नाबालिग से दुष्कर्म की घटनायें सामाजिक समस्या बनकर उभरा है। बालिकाओं की समाजिक जीवन बेहतर बनाने समाज व सरकार साथ मिलकर सामने आये, जिससे बालिकाओं की सुरक्षित जीवन की मार्ग प्रशस्त हो। यही अध्ययन का प्रमुख लक्ष्य व विषय वस्तु है।

उमजीवकवसवहल

यह अध्ययन अन्तर्वस्तु या विषय विश्लेषण ;ब्वदजमदज |दंसलेपेद्व पर आधारित है। अध्ययन के लिये समाचार पत्र, इन्टरनेट व पत्रिकाओं में प्रकशित लेखो तथा राष्ट्रीय अपराध रिकार्ड ब्यूरो का रिपोर्ट वर्ष 2016 को विश्लेषण की ईकाई माना गया है। प्रस्तुत अध्ययन देश में वर्तमान में घट रही यौन उत्पीड़न से संबंधित दुष्कर्म जैसी गंभीर समस्या व नाबालिगों के भविष्य को लेकर बढ़ती चिंता को उजागर करना है ताकि नाबालिगों की सुरक्षा की प्रति समाज व सरकार का ध्यान आकर्षित हो सकें।

निर्भया काण्ड के बाद सरकार ने दोषियों को सजा दिलाने कई सक्त कानून बनाये हैं फिर भी समाज में पल रहे पुरुष मानसिकता के चलते दुष्कर्म जैसी भयावह अपराध का सिलसिला चल ही रहा है। जम्मू कश्मीर के कटुआ, मध्यप्रदेश के मन्दसौर, बिहार के मुजफ्फरपुर व जमुई, उड़ीसा के बालेश्वर, झारखण्ड के लोहरदगा व छत्तीसगढ़ राज्य के जशपुर जिला के सन्ना क्षेत्र में नाबालिगों से हुए दुष्कर्म इस बात का घोटक है कि अभी भी पुरुष मानसिकता वाले समाज को बदला नहीं जा सका है, जिससे सरकार व समाज की सभी कोशिशें असफल नजर आ रही हैं।

छब्वत(राष्ट्रीय अपराध रिकार्ड ब्यूरो) वर्ष 2016 के ताजा रिपोर्ट को देखें तो यह ज्ञात होता है कि दुष्कर्म की घटनाओं में नाबालिगों से हुए दुष्कर्म के मामले में लगातार वृद्धि देखी जा सकती है। सारणी-1 अवलोकन करने से ज्ञात होता है कि वर्ष 2016 में कुल दुष्कर्म के मामलों में नाबालिगों से दुष्कर्म के मामले 43 फीसदी है। नाबालिगों से हुए दुष्कर्म के मामले में मध्यप्रदेश राज्य 14.7 फीसदी के साथ प्रथम स्थान पर है, वहीं महाराष्ट्र राज्य दूसरे क्रम में है तथा तमिलनाडु व प. बंगाल राज्य में नाबालिगों से हुए दुष्कर्म के मामले शून्य हैं। केन्द्र शासित प्रदेशों में दिल्ली नाबालिगों से हुए दुष्कर्म के मामले में प्रथम स्थान रखता है। सारणी-2 से ज्ञात होता है कि वर्ष 2011 में नाबालिगों से दुष्कर्म के 7228 मामले दर्ज किये गए थे, जो वर्ष 2016 में बढ़कर 16863 हो गए, जो करीब 133 फीसदी वृद्धि दर्शाता है।

निष्कर्षतः हम कह सकते हैं कि भारत देश में मध्यप्रदेश, महाराष्ट्र व उत्तरप्रदेश राज्य नाबालिगों के लिए सबसे असुरक्षित राज्य है। सारणी-1 व 2 से स्पष्ट है कि प्रतिदिन औसतन 46 नाबालिग बच्चियों से दुष्कर्म हो रहे हैं तथा प्रतिदिन प्रतिघण्टा 4 दुष्कर्म के मामलों में 2 मामला नाबालिग से दुष्कर्म की है।

* संगणक सांख्यिकी-आयुक्त भू-अभिलेख छत्तीसगढ़ नया रायपुर

क्र.	राज्य	वर्ष 2016 में दुष्कर्म के कुल मामले	वर्ष 2016 में कुल मामलों में नाबालिगो से दुष्कर्म केमामले	वर्ष 2016 में कुल मामलों में नाबालिगो से दुष्कर्म केमामले की प्रतिशत में	वर्ष 2016 भारतदेश में कुलनाबालिगो से दुष्कर्म केमामले में राज्य का हिस्साप्रतिशत में
1	2	3	4	5	6
1	मध्य प्रदेश	4882	2479	50 ^७ 78	14 ^७ 70
2	महाराष्ट्र	4189	2310	55 ^५ 14	13 ^७ 70
3	उत्तरप्रदेश	4816	2115	43 ^९ 92	12 ^९ 54
4	उड़िसा	1983	1258	63 ^५ 44	7 ^५ 46
5	कर्नाटक	1655	1142	69 ^० 00	6 ^७ 77
6	छत्तीसगढ़	1626	984	60 ^५ 52	5 ^९ 84
7	केरल	1656	876	52 ^९ 90	5 ^९ 19
8	राजस्थान	3656	777	21 ^९ 25	4 ^६ 61
9	तेलंगाना	1278	619	48 ^५ 44	3 ^६ 67
10	गुजरात	982	527	53 ^६ 67	3 ^९ 13
11	हरियाणा	1187	518	43 ^६ 64	3 ^९ 07
12	असम	1779	464	26 ^९ 08	2 ^९ 75
13	आंध्रप्रदेश	994	463	46 ^५ 58	2 ^९ 75
14	पंजाब	838	410	48 ^९ 93	2 ^५ 43
15	झारखण्ड	1109	205	18 ^५ 49	1 ^९ 22
16	बिहार	1008	169	16 ^७ 77	1 ^९ 00
17	हिमांचल प्रदेश	252	148	58 ^७ 73	0 ^९ 88
18	मेघालय	190	123	64 ^७ 74	0 ^७ 73
19	त्रिपुरा	207	108	52 ^९ 17	0 ^६ 64
20	उत्तराखंड	336	91	27 ^९ 08	0 ^९ 54
21	सिक्किम	92	57	61 ^९ 96	0 ^९ 34
22	अरुणाचल प्रदेश	92	50	54 ^९ 35	0 ^९ 30
23	गोवा	61	40	65 ^५ 57	0 ^९ 24
24	जम्मू-कश्मीर	256	21	8 ^९ 20	0 ^९ 12

25	नागालैंड	26	19	73 ^{००८}	0 ^{११}
26	मणिपुर	55	18	32 ^{७७३}	0 ^{११}
27	मिजोरम	23	9	39 ^{११३}	0 ^{०५}
28	तमिलनाडू	319	0	0 ^{००}	0 ^{००}
29	पश्चिमबंगाल	1110	0	0 ^{००}	0 ^{००}
योग		36657	16000	43 ^{७६५}	

सारणी-11. नाबालिगोसे जुड़े दुष्कर्म के मामले वर्ष 2016

स्रोत:- छद्म कावर्ष 2016 का रिपोर्ट (ज।र.स. 3।१३)

क्र.	राज्य	वर्ष 2016 में दुष्कर्म के कुल मामले	वर्ष 2016 में कुल मामलों में नाबालिगो से दुष्कर्म केमामले	वर्ष 2016 में कुल मामलों में नाबालिगो से दुष्कर्म केमामले की प्रतिशत में	वर्ष 2016 भारतदेश में कुलनाबालिगो से दुष्कर्म केमामले में राज्य का हिस्साप्रतिशत में
1	2	3	4	5	6
केंद्र शासित राज्य					
1	दिल्ली	2155	800	37 ^{११२}	4 ^{७४}
2	चंडीगढ़	68	41	60 ^{२९}	0 ^{२४}
3	दादरनागर हवेली	14	9	64 ^{२९}	0 ^{०५}
4	दमनद्वीप	12	8	66 ^{६७}	0 ^{०५}
5	पुदुचेरी	6	2	33 ^{३३}	0 ^{०१}
6	लक्षद्वीप	5	2	40 ^{००}	0 ^{०१}
7	अंडमाननिकोबार द्वीप	30	1	3 ^{३३}	0 ^{०१}
योग		2290	863	37 ^{६९}	
महायोग(भारत देशमें)		38947	16863	43 ^{३०}	

सारणी-12. नाबालिगोसे जुड़े दुष्कर्म के मामले वर्ष 2016

स्रोत:- छद्म कावर्ष 2016 का रिपोर्ट (ज।र.स. 3।१३)

वर्ष	कुल दुष्कर्मोंके	नाबालिगो	नाबालिगो सेदुष्कर्म की प्रतिशत
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	मामले	सेदुष्कर्म के मामले	
2011	24206	7228	30
2012	24923	9082	36
2013	33707	13304	39
2014	37413	14535	39
2015	34651	11393	33
2016	38947	16863	43

सारणी-2. वर्ष 2011 से 2016 तक नाबालिगो से जुड़े दुष्कर्म के मामले)

स्रोत:-दैनिकभास्कररायपुर दिनांक 12⁰⁸2018 को प्रकाशित अंक

कम जव उपदवत इनेम

भारत वर्ष में नाबालिगों से दुष्कर्म की घटनाओं का मुख्य कारण गरीबी, अशिक्षा, पुरुष प्रधान समाज, सामाजिक रुढ़ियां, कानून का लचीलापन व पोर्नोग्राफी है। आज रक्षक ही भक्षक बने हुए हैं, बालिका गृह जैसी संस्था के संरक्षक ही कथित तौर पर दुष्कर्म जैसे शर्मसार करने वाले घटना को अंजाम दे रहे हैं।

बालिका गृह देवरिया उ.प्र. व मुजफ्फरपुर बिहार शेल्टर होम में हुए 34 बच्चियों से दुष्कर्म की घटना इस बात का संकेत है कि भारत वर्ष में मासूम जिंदगी असुरक्षित है। सच कहें तो साहब, इस घटनाओं के लिए ना ही कानून, ना ही भीड़, ना ही हिन्दु मुस्लिम की राजनीति की लड़ाई लड़ रही समाज जिम्मेदार है, बल्कि समुदायों में पल रहे पुरुष मानसिकता का फल है।

मीपितजे इल हवअमतदउमदज

सरकार नाबालिग बच्चों के साथ हो रहे शोषण, हिंसा व दुष्कर्म जैसे अपराधों को समाप्त करने के लिये प्रतिबद्ध है। हाल ही में केन्द्र सरकार द्वारा अपराधिक कानून (संशोधन) अधिनियम 2013 में 12 वर्ष से कम आयु की बालिकाओं से दुष्कर्म के दोषियों को फांसी की सजा दिये जाने का प्रावधान किया गया है।

पुरुष प्रधान समाज के मानसिकता में बदलाव के लिये केन्द्र सरकार द्वारा जनवरी 2015 से लागू "बेटी बचाओं बेटी पढ़ाओ" योजना के अंतर्गत बालिकाओं की सुरक्षा, शिक्षा व समावेशी विकास की दिशा में बदलाव के लिये अथक प्रयासरत है, पर इस प्रयास के सार्थकता तभी पुरी हो सकती है जब हम सभी समुदाय वाले सरकार के साथ खड़े होकर पुरुष प्रधान मानसिकता वाली समाज को समाप्त करने में साथ दे ताकि दुष्कर्म में संलग्न अपराधियों को कड़ी से कड़ी सजा दिला सकें एवं वे भविष्य में ऐसे अपराध करने से डरें।

नहहमेजपवद

जनसामान्य व समाज को बालिकाओं के प्रति सामाजिक नजरिये में बदलाव की सक्त जरूरत है। लड़को व लड़कियों के मध्य समानता व समावेशी विकास को बढ़ावा देने पुरुषों व लड़को के माइन्डसेट में बदलाव, लैंगिक रुढ़ीवादी सोच व भूमिकाओं को चुनौती देने की आवश्यकता है।

पुरुष मानसिकता वाले समाज को यह समझाने की जरूरत है कि समाज के निर्माण में बालिकाओं का अप्रतिम योगदान होता है। आज हर क्षेत्र में बच्चियां लड़कों की बराबरी कर रही है। अपने आस पड़ोस को बालिकाओं को सुरक्षित एवं हिंसामुक्त बनाने समाज व सरकार को साथ मिलकर काम करने की आवश्यकता है।

त्मिदतमदबमे

- 1 दैनिक भास्कर
- 2 द हिन्दू
- 3 परीक्षामंथन
- 4 योजना
- 5 राजजयचरुधरकंपसलीनदजणपद
- 6 डब ठतवू भ्यसस म्कनबंजपवद प्दकपं च्जज र्जक
- 7 राजजयचरुधरदबतइणहवअणपद
- 8 राजजयचरुधरदअवकंलंजपउमेणपद
- 9 राजजयचरुधरमदमूणपदकपणवउ
- 10 राजजयचरुधरीइंतपदकजअणवउ

भारतीय समाज में मादा भ्रूण हत्या के मनो-सामाजिक सन्दर्भ

डा० अफरोज*

भारतीय समाज वर्तमान में एक अजीब कषमकष के दौर से गुजर रहा है। एक तरफ हमारा समाज आधुनिकता का चादर ओढ़े बड़ी तेजी के साथ विकसित देशों की संस्कृति को छू रहा है तो दूसरी तरफ हमारी सोच में आज भी रूढ़ीवादी और परम्परावादी विचार पल रहे हैं। इस कारण भारतीय समाज एक मनो-समाजिक दुविधा का शिकार होता जा रहा है, जिससे कई तरह की समस्याएँ हमारे सामने पैदा हो रही हैं। मादा भ्रूण हत्या भी उनमें से एक गंभीर समस्या है।

आज जब देश में महिलाओं की आर्थिक समाजिक और राजनैतिक भूमिका के निरंतर सशक्त होने के संकेत मिल रहे हैं ऐसे में लड़कियों के गिरते लिंग अनुपात को कैसे समझा जाय 1991-2000 के दशक में केरल को छोड़कर देश के सभी राज्यों में लिंग अनुपात में गिरावट यह प्रदर्शित करता है कि यह स्थानीय घटक का परिणाम न हो कर देशव्यापी घटकों का परिणाम है। आखिर वह कौन से घटक है जो इस समस्या को बढ़ाते हैं? इसे जानने के लिए भारतीय समाज के मनो समाजिक दशा को समझने की जरूरत है। मादा भ्रूण हत्या के पीछे कई प्रकार की सोचें काम करती हैं। अर्थात् इसके समाजिक मनोवैज्ञानिक धार्मिक सांस्कृतिक एवं आर्थिक कारण हैं। हमारे समाजके एक हिस्से में फैशन विक का आयोजन होता है जिसमें लड़किया नाम मात्र का कपड़ा पहने रैंप पर इटलाती नजर आती है तो दूसरी तरफ समाज का ऐसा हिस्सा भी है जो लड़कियों को जन्म से पहले इसलिए मार देता है कि बड़ी होकर वे कभी कभी परिवारों के लिए कलंक बन जाती हैं। उनसे बड़े अपराध पुरुष करते हैं मगर पंचायत से लेकर उपर अदालत तक माता पिता जो षर्मीन्दगी लड़कियों के मामले में करता है वह लड़कों के मामले में नहीं करता। इस प्रकार यह विरोधावासी नजरिया हमारे समाज में एक गंभीर समस्या पैदा कर रहा है। धार्मिक दृष्टिकोण से कर्म-कांडीय व्यवस्था, परम्परागत रूढ़ियां तथा जनरलियां, पुत्र द्वारा वंश आगे बढ़ाने की अवधारणा, मरने के बाद मुखाग्नि देने तथा क्रिया क्रम यादि में पुत्र के हाथों सम्पन्न कराने की प्रथा इत्यादि इस समस्या को बढ़ावा देता है। तुलनात्मक अध्ययन में पाया गया है कि जैसे धार्मिक समुदाय के लोग जो कर्म-कांडीय व्यवस्था पर ज्यादा बल देते हैं, उन समुदायों में मादा भ्रूण हत्या की दर अधिक होती है। अतः धार्मिक मान्यताएं भी इस समस्या में अहम रोल अदा करती हैं। आर्थिक दृष्टिकोण से जो परिवार अपने को सम्पन्न नहीं पाता उसके लिए लड़की की शादी एक गंभीर चुनौती होती है। और लड़की को अपने लिए अभिषाप मान लेते हैं। इसका भरपूर फायदा चिकित्सकों का एक बड़ा वर्ग धन कमाने के रूप में उठाता है। आधुनिक तकनीक अल्ट्रा सोनोग्राफी एम्निसेटिसिस तथा अन्य तकनीकों के जरिए गर्भ में पल रहे शिशु के लिंग का पता करके कन्या भ्रूण पाये जाने पर उसकी हत्या किये जाने का गैर कानूनी सिलसिला भारत में बड़ी तेजी के साथ फैला है। जिसकी परिणति विकराल समस्या के रूप में उभरी है। जिसमें पुरुषों के अनुपात में महिलाओं की संख्या में भारी कमी आयी है। वर्ष 1981 की जनगणना में यह अनुपात 1000:972 था, जो 1991 में घटकर 1000:927 रह गया। वर्ष 2001 की जनगणना में महिलाओं की स्थिति में तो कुछ सुधार हुआ। परन्तु छः साल तक के शिशुओं के लिंग अनुपात के बारे में जो जानकारी मिली उसके मुताबिक कन्या भ्रूण हत्या दुःपरिणाम में और वृद्धि हुई। इस मामले में पंजाब, हरियाणा, चंडीगढ़ को बरमुडा त्रिकोण कहा जाता है जहां लाखों मादा भ्रूणों का सफाया कर दिया जाता है। पंजाब में 1991 में 1000 लड़कों में सिर्फ 875 लड़कियां थी जो अब 793 रह गयी है।

भारत में मादा भ्रूण हत्या की समस्या से निजात पाने के लिए कोई गंभीर कदम नहीं उठाये गए न तो लोगों में मनो-समाजिक चेतना पैदा करने की कोशिश की गयी और न ही सख्त कानून का प्रावधान किया गया है। जैसे जनवरी 1996 से प्रसव पूर्व परिधण तकनीक अधिनियम 1993 तथा संशोधित 2002 के अन्तर्गत गर्भस्य शिशु के लिंग निर्धारण पर पाबंदी है परन्तु सन् 1971 में एमट्रीट्रीपीत्र (चिकित्सकीय गर्भपात अधिनियम) पारित कर भारत महिलाओं को सुरक्षित और वैध तरीकों से गर्भ समाप्त करने की सुविधा देने वाले अग्रणी देशों की कतार में शामिल तो हो गया लेकिन आधुनिक सोच और मनोदशा बदलने में असफल रहा। अपनी ही होने वाली बेटी से पीछा छुड़ाने वाले दम्पति में माताएं भी शामिल होती हैं, वो लड़कियों को भार मानती हैं और उससे कोई अप्रिय बात जुड़ने पर परिवार की बदनामी और आंशकित ग्लानी से बचने का उन्हे यही मार्ग दिखायी देता है। दुसरा पक्ष ये है कि परिवार में पति से सास ससुर के दबाव में आकर गर्भपात कराने पर मजबूर होना पड़ता है। जिसका दुःपरिणाम भी महिलाओं को ही उठाना पड़ता है।

विष्व स्वास्थ्य संगठन के मुताबिक बार बार गर्भपात कराने के कारण भारत में हर साल 15-20 हजार महिलाओं की मौत होती है। दुनिया भर में होने वाले 15 करोड़ अवैध गर्भपातों में से सबसे ज्यादा 40 लाख भारत में होते हैं। भारत में स्वास्थ्य संबंधी मामलों में सर्वाधिक अनदेखी गर्भपात की होती है। अर्थात् भ्रूण हत्या में गर्भ में शिशु की हत्या है और माँ भी असमय मृत्यु को प्राप्त होती है। महिलाएं दोनों तरफ से मारी जा रही हैं। अगर समय रहते इस पर ध्यान नहीं

* (अतिथि शिक्षक) महिला शिल्प कला भवन महाविद्यालय बी० आर० ए० बिहार विश्वविद्यालय मुजफ्फरपुर

दिया गया तो मानव जाति के लाले पर जायेंगे। अतः आवश्यकता इस बात की है कि इस गंभीर समस्या के प्रति लोगों में जागरूकता पैदा की जाये। महिलाओं और पुरुषों में समानता लाने के लिए मानसिक चिंतन में बदलाव लाने पर बल दिया जाये। लड़कियों को आर्थिक और समाजिक तौर पर सृष्टि करने का प्रयास किया जाना चाहिए। इस कार्य के लिए समाज में मध्यम वर्ग को विशेष रूप से आगे आना होगा। यह वर्ग सुनिश्चित और निर्भय होकर यह मान ले कि कन्या न तो आर्थिक बोझ है और न ही समाजिक। तभी कन्या भ्रूण हत्या रोकी जा सकती है।

भारतीय समाज मुख्यतः तीन हिस्सों में बंटा हुआ है उच्च वर्ण, मध्यम वर्ण एवं निम्न वर्ण। तीनों ही वर्गों की रहन सहन, रिति रिवाज, शिक्षा-दिक्षा, तौर तरीके और मान्यताएं अलग-अलग हैं। इनकी सुविधाएं भी अलग अलग होता है। इस पृष्ठभूमि में तीनों ही वर्गों के समाजिक समस्याओं के प्रति भी अलग-अलग दृष्टिकोण देखे गये हैं। मादा भ्रूण हत्या एक समाजिक समस्या है, जिसके उपर वर्णित तीनों ही वर्ग समाप रूप से न तो प्रभावित होता है और न समाज दृष्टिकोण ही रखता है।

अतः यह प्राक्कल्पना की जाती है कि उच्च वर्ण के नागरिकों में निम्न एवं मध्यम वर्ण के नागरिकों की अपेक्षा मादा भ्रूण हत्या के प्रति अनुकूल मनोवृत्ति पायी जायेगी।

विधि- जनसंख्या में मनो-समाजिक स्थिति का भ्रूण हत्या के प्रति मनोवृत्ति मापन हेतु भ्रूण हत्या मनोवृत्ति मापनी ठाकुर एवं सिंहा 2007 द्वारा निर्गत अन्वेषिका का चालन किया गया।

क्षेत्र-मुजफ्फरपुर एवं वैशाली के षहरों एवं ग्रामीण इलाकों के नागरिकों पर अध्ययन किया गया।

प्रतिदर्श-मुजफ्फरपुर एवं वैशाली के षहरी एवं ग्रामीणवासी 300 नागरिकों को अध्ययन क्षेत्र में शामिल किया गया और यह देखा गया कि मनो-समाजिक स्थिति का प्रभाव मादा भ्रूण हत्या पर समाज के तीनों वर्गों पर एक सा है या अलग अलग है।

यंत्र एवं मापनी वर्तमान अध्ययन में किए गये प्रयोजनों की समाजिक स्थिति को मापने के लिए व्यक्तिगत सूचना पत्र प्रेशित किया गया। जिसमें प्रयोजनों से वर्ण संबंधित प्रश्न पुछे गये। वर्ण का निर्धारण निम्न प्रकार से किया गया:-

(1) उच्च वर्ण:- ब्राह्मण, भूमिहार, क्षत्रिय, कायस्थ, सैयद, षेख आदि।

(2) मध्यम वर्ण:- यादव, वैष्ण, कुर्मी, अंसारी, जोलहा, धुनिया

(3) निम्न वर्ण:- हरिजन, अनुसूचित जाती, अनुसूचित जन जाति

उपर्युक्त जो भी लागु हो आप उसके सामने टिक चिन्ह लगा दें। इस प्रक्रिया से प्रयोज्यों की समाजिक स्थिति का मापन किया गया।

प्रयोज्यों के सामाजिक स्थिति मापन के पिदे उद्देश्य यह था कि किसी समाजिक समस्या के प्रति उच्च वर्गों में आधुनिक सोच एवं निम्न वर्गों में परम्परागत सोच पायी जाती है। ऐसी धारणा अकसर सही पायी जाती है। इस बात की पृष्टि करना भी उद्देश्य था।

समाजिक वर्ण तथा मादा भ्रूण हत्या मनोवृत्ति:-

विभिन्न वर्णों को निर्धारित करने के लिए तीन सौ नागरिकों के प्रतिदर्श पर व्यक्तिगत सूचना पत्र में एक प्रश्नावली दी गयी। इस प्रश्नावली के आधार पर प्रतिदर्श तीन भागों में बंट गया। उच्च वर्ण, मध्यम वर्ण, निम्न वर्ण। इन तीनों वर्गों के नागरिकों से संबंधित प्राक्कल्पना में निम्न वर्ण के नागरिकों की अपेक्षा उच्च वर्ण के नागरिकों में मादा भ्रूण हत्या के प्रति अनुकूल मनोवृत्ति पायी जाएगी।

उच्च मध्यम एवं निम्न समाजिक वर्गों के मादा भ्रूण हत्या मनोवृत्ति का तुलनात्मक विवेचन:-

प्रतिदर्श में वर्णित तीन सौ नागरिकों को तीन समुह उच्च वर्ण, मध्यम वर्ण एवं निम्न वर्ण में बांटा गया। तीनों ही समुह में प्रयोज्यों की संख्या क्रमशः 110, 84 एवं 106 प्राप्त हुई (कुल संख्या 300) इन तीनों ही समुह के अलग अलग मादा भ्रूण हत्या मनोवृत्ति मापनी प्राप्तांकों का विवरण तथा उनके मध्यमान प्रमाणिक विचलन तथा टी. अनुपात का तुलनात्मक विवेचन सारणी नीचे दिये तालिका में वर्णित है।

तालिका-1

वर्ण समूह	संख्या	मध्यमान	प्र.वि.	मध्यमानों की प्रत्र त्रुटि	मध्यमानों का अन्तर	मध्यमानों के अन्तर की प्रमाणिक त्रुटि	टी. अनुपात	सार्थकता
उच्च वर्ण	110	198.71	15.83	1.49	9.57	2.48	3.87	.01
मध्यम वर्ण	84	192.18	17.49	1.49	8.56	2.45	3.87	.01
निम्न वर्ण	106	190.12	20.47	1.99	1.06	2.78	.399	असार्थक

भ्रूण हत्या मनोवृत्ति प्राप्तांक

उपर दिये तालिका से तीनों ही समाजिक समुह की सांख्यिकीय परिणामों के तुलनात्मक विवेचन से यह स्पष्ट हो रहा है कि उच्च वर्ग के भ्रूण हत्या मनोवृत्ति का मध्यमान 198.71, मध्यम वर्ग के भ्रूण हत्या मनोवृत्ति का मध्यमान 192.18 तथा निम्न वर्ग का मध्यमान 190.12 है। तीनों ही समुह के तुलनात्मक अध्ययन से स्पष्ट होता है कि उच्च एवं निम्न समूहों के पृथक तुलना से ज्ञात होता है कि उच्च एवं निम्न वर्ग के नागरिकों के मध्यमानों का अन्तर 8.69 है यह अन्तर बहुत अधिक है इस दोनों से मध्यमानों के अन्तर का अनुपात जांच मूल्य 3.50 है जो अब डी.एफ. के लिए .01 स्तर पर सार्थक प्रमाणित है। नागरिकों के उच्च एवं मध्यम वर्ग समुह के भ्रूण हत्या मनोवृत्ति के प्राप्तांकों के मध्यमानों का अन्तर 6.53 है।

स्पष्ट है कि मध्यम वर्ग के नागरिकों में उच्च वर्ग समुह की अपेक्षा भ्रूण हत्या मनोवृत्ति कुछ कम पायी जाती है। दोनों ही समुह के मध्यमानों की सार्थकता की जांच के अनुसार ही अनुपात मूल्य 3.87 प्राप्त हुआ दोनों 192 डी.एफ. के लिए 0.01 स्तर पर सार्थक प्रमाणित होता है।

अतः यह निर्विवाद सत्य प्रमाणित हुआ कि उच्च वर्ग समुह के नागरिकों में भ्रूण हत्या के पक्ष में दृष्टिकोण स्पष्ट होता है। जहां तक निम्न वर्ग समूह एवं मध्यम वर्ग समूह के सांख्यिकी तुलनात्मक विवेचन का प्रश्न है यह स्पष्ट होता है कि दोनों वर्ग समुदायों के मध्यमानों का अन्तर 2.06 है यह अन्तर कम है। इन दोनों की समूहों का मध्यमानों का अनुपात जांच मूल्य 0.339 प्राप्त हुआ जो डी.एफ. 188 के लिए विष्वसनियता के किसी भी स्तर पर सार्थक प्रमाणित होता है। अतः यह मध्यमान अन्तर असार्थक है। अर्थात् इन दानों समूह की भ्रूण हत्या मनोवृत्ति में अधिक अन्तर नहीं है।

वर्ण के आधार पर नागरिकों के जो तीन समूह निर्धारित किये गये उनके अलग-अलग भ्रूण हत्या मनोवृत्ति प्राप्तांकों के मध्यमानों के अन्तरों को सार्थकता एवं प्राप्तांकों की अन्तक्रिया को जांचने के लिए प्रसरण विक्षेपण विधि को चालित किया गया, जिसका परिणाम सारणी संख्या दो में वर्णित है।

सारणी-2

प्रसरण श्रोत	डी. एफ.	वर्गों का योग	प्रसरण	एफ. अनुपात	सार्थकता स्तर
प्रसरण	2	186.05	93.53	4.104	0.5
डी. एफ.	297	104558.89	353.05		

उपरोक्त तीनों ही वर्ग समूह के नागरिकों के भ्रूण हत्या मनोवृत्ति के सबन्ध में निम्नलिखित निष्कर्ष प्राप्त हुए

(1) प्राककल्पना किया गया था कि उच्च वर्ण के नागरिकों में निम्न एवं मध्यम वर्ण के नागरिकों की उपेक्षा मादा भ्रूण हत्या के प्रति अनुकूल मनोवृत्ति पायी जाएगी। जो सही साबित हुआ।

(2) यह भी प्रमाणित हुआ कि मध्यम एवं निम्न वर्ण के नागरिकों में मादा भ्रूण हत्या मनोवृत्ति में अधिक विचलन नही पाया जाता है।

विश्लेषणात्मक निष्कर्ष

समाज में तीनों वर्ग समुह के नागरिकों का मादा भ्रूण हत्या के प्रति उनकी मनोवृत्ति का अध्ययन करना इस पत्र का विशय रहा है। तीनों सौ नागरिकों के समूह को क्रमशः उच्च वर्ण, मध्यम वर्ण एवं निम्न वर्ण समूह की संज्ञा दी गी। तीनों ही समूह में प्रयोज्यों की संख्या क्रमशः 110,84,106 दी। वर्ण समूहों की मनोवृत्ति निर्धारक तत्त्व के रूप में अध्ययन करने का उद्देश्य था कि समान्यतः ऐसा माना जाता है कि उच्च वर्ण के लोग अधिक सुविधा भोगी होते हैं। उन्हें परम्परागत समाजिक त्रुटियों या मान्यतायें ग्रसित नहीं कर पाती वे समाज को अपनी इच्छा अनुसार प्रभावित करते हैं। ठीक इसके विपरित निम्न वर्ण के लोग समाज के उपेक्षित वर्ग होते हैं। जिसकी समाज में मान्यता नहीं रहती उसकी बात को कोई नहीं सुनता। ऐसा व्यक्ति न तो समाज को प्रभावित करता है और न परम्परागत मान्यताओं का खुलकर विरोध ही कर सकता है।

इस समाजिक समस्या के प्रति दोनों समूह के दृष्टिकोण में भारी अन्तर पाया जाता है। प्राप्त परिणाम जो परिकल्पना से परिलक्षित है कि उच्च वर्ण समूह के नागरिकों में भ्रूण हत्या के मनोवृत्ति के प्राप्तांकों का मध्यमान 198.71 है तथा निम्न वर्ण समूह के नागरिकों के भ्रूण हत्या मनोवृत्ति का मध्यमान 190.12 है। इस प्रकार दोनों समूह के मध्यमानों में काफी अन्तर है जिसका टी अनुपात 3.50 है। जो 0.01 स्तर पर सार्थक प्रमाणित हो रहा है। अतः उपरोक्त सारी विवेचनाओं से यह निश्कर्ष प्रमाणित हुआ कि निम्न एवं मध्यम वर्ण के नागरिकों की अपेक्षा उच्च वर्ण समूह के नागरिकों में मादा भ्रूण हत्या के प्रति अनुकूल दृष्टिकोण पाया जाता है।

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(मनोविज्ञान)

मुजफ्फरपुर

डा० अफरोज
एम. ए. पी.एच.डी.

Micro Level Regional Planning On Economic and Regional Development in India with Special Study of Kishainganj District Bihar

Anup Kumar Sharma*

Abstract

Economic development is the process by which a nation improves the economic, political, and social well-being of its people. The term has been used frequently by economists, politicians, and others in the 20th and 21st centuries. The concept, however, has been in existence in the West for centuries. "Modernization, "westernization", and especially "industrialization" are other terms often used while discussing economic development. Economic development has a direct relationship with the environment and environmental issues. Economic development is very often confused with industrial development, even in some academic sources. The rapid expansion in the outsourcing of services to India has raised the possibility that this sector will be a key engine of India's economic growth. Based on extensive field research carried out over a four-year period, the authors of this study argue that four interrelated human resource policy challenges threaten the outsourcing industry's growth: two "macro" problems (current skill shortages and the inability of the country to produce higher levels of skills for the long-term growth and sustainability of the industry), and two micro problems (very high levels of employee turn over and rapidly increasing employee costs). The authors evaluate current policy responses and suggest options.

Keywords: *Economic Development Strategies, outsourcing, India, Economic Development and Skills, Economic development and human resource development.*

Introduction

The **Economic Development in India** followed socialist-inspired people for most of its independent history, including state-ownership of many sectors; India's per capita income increased at only around 1% annualised rate in the three decades after its independence. Since the mid-1980s, India has slowly opened up its markets through economic liberalisation. After more fundamental reforms since 1991 and their renewal in the 2000s, India has progressed towards a free market economy. In the late 2000s, India's growth reached 7.5%, which will double the average income in a decade. India pushed more fundamental market reforms; it could sustain the rate and even reach the government's 2011 target of 10%.^[1] States have larger responsibilities over their economies. The average annual growth rates (2007–12) for Uttarakhand (13.66%), Bihar (10.15%) or Jharkhand (9.85%) were higher than for West Bengal (6.24%), Maharashtra

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(7.84%), Odisha (7.05%), Punjab (6.85%) or Assam (5.88%). India is the sixth-largest economy in the world and the third largest by purchasing power parity adjusted exchange rates (PPP). On per capita basis, it ranks 140th in the world or 129th by PPP. The economic growth has been driven by the expansion of services that have been growing consistently faster than other sectors. It is argued that the pattern of Indian development has been a specific one and that the country may be able to skip the intermediate industrialisation phase in the transformation of its economic structure. Serious concerns have been raised about the jobless nature of the economic growth.

Objectives of Decentralized Planning

Decentralized planning or planning at micro level is introduced with certain definite objectives in India.

The Following Are the Important Objectives of Decentralized Planning

1. Effective implementation of poverty eradication programme;
2. Ensuring balanced regional development for meeting minimum needs of the people;
3. To ensure active public participation in the development process of different sectors.
4. To attain balanced development throughout the country with active participation of the people. (Prsgyandeepa)

Kishanganj

Kishanganj district is one of the thirty-eight districts of Bihar state, India, and Kishanganj town is the administrative headquarters of this district. Kishanganj district is a part of Purnia division. During the period of Khagada Nawab, Mohammed Fakiruddin, one Hindu saint arrived, he was tired and wanted to rest at this place, but when he heard that this place name is Alamganj, the river name is Ramzan and the Jamindar name is Fakiruddin, he refused to enter at Alamganj. After that the Nawab decided and announced some portion from Kishanganj Gudri to Ramzan pool Gandhi ghat as Krishna-Kunj. As time passed by the name gets converted to present Kishanganj. Kishanganj was the old and important Sub-Division of Purnia district. After the long and hard struggle of Seventeen Years from people of Kishanganj including Social Workers, politicians, journalist, businessman's, Farmers etc., the Kishanganj District came into existence on 14 January 1990. During the Mughal period, the area was part of Nepal and was called Nepalgarh. When on the instructions of the Mughal emperor, Mohammed Reza captured the fort at Nepalgarh; the name was changed to Alamganj. It later became Kishanganj.

Socio-Economic Kishanganj District

Located in the northeastern part of Bihar, Kishanganj district shares its borders with West-Bengal on one side and Nepal on the other. It is often described as the corridor between the northeast and the rest of the country. According to the 2011 census, the population of the district is approximately 16,90,400 .The male population is 866970 and female population stands at 823430.The growth rate is around 30.4%. The density of population is 897 persons per square km. Notwithstanding the little development opportunity available to support the burgeoning population, 90% of the population lives in rural areas. Further, the sex ratio is 950 females to a thousand males. The child sex ratio is 971/1000. There is 346904 children in the 0-3 age group with 175962 boys and 170942 girls.

Most of the villages are located 60-75 kms away from the two main intervention areas. Some villages are densely populated while others are sparsely populated comprising mainly OBC-Surjapuri Hindus and Muslims. There are few Santhal pockets in between. The area also has concentration of Shershahbadi Bengali speaking Muslims and Rajbansi

who are original inhabitants of the area. These villages observe peaceful conduct and co-exist in harmony; there is little evidence of violence stemming from religion and or caste. Most households are underprivileged and lead simple life. However, being a predominantly Muslim society, the people are conservative in their beliefs and ideas. Some of the villages still do not have a pucca road, as they are located in the interior part of the district. They become inaccessible during monsoons and floods cutting them from the rest of the district. There is a lack of proper primary health services in the villages as most of the PHCs are conspicuously absent or dysfunctional. People have to travel to Kishanganj town or Islampur located 20-25kms from the district in the case of emergencies. The literacy rate of the district stands at 55.4% way below the national average. The male literacy rate is 63.6% and female literacy rate at 46 %. The girl dropout rates are also very high as they are married off at an early age. Another reason why dropout rates are so high is because girls have to travel huge distances to travel to schools. Most of the high schools are located in Kishanganj and Thakurganj towns however, primary schools lacks basic facilities. Agriculture being the main source of livelihood and occupation, there are hardly employment opportunities available in any other industry. This area has witnessed large-scale migration to cities like Delhi, Punjab and Mumbai. Despite the growth of large-scale tea cultivation, it has been confined to the marginal and big farmers. The landless families have to work as daily wagers. Additionally, many girls who come to study at NFE centers also work at the tea gardens. The emergence of brick-kilns has also seen people working there during lean period. Many farmers have sold their land to businessmen from Siliguri etc. Recent elections paint a political orientation, which entails many different political parties. All the villages have prominent local leaders and Maulanas/Maulavis who are respected in the community. We have seen during course of our work that without their support it is not possible to work on sexual and reproductive health issues. Women are not politically much aware and dependent on their husbands for decision-making. Dowry system, early marriage, gender inequality and ignorance among women are heavily prevalent. The early age for the females is 15-18 years in rural as well as urban areas. Women are highly dependent on their husbands for information, knowledge and house-related decisions. The socio-cultural inhibitions have led to low mobility of women. Women's health is overlooked and ignored. The lowest literacy rate among women is also the reason why women believe in various health related myths and misconceptions.

Existing Status of Industrial Areas/Estates in the Kishanganj District

Table 2: Name of Industrial Area: Bhediadangi Industrial Estate

1.	Land Allocation with Running Units (Sq Ft)	435600
2.	No. of Running Units	1
3.	Land Allocation with Units that are Not Yet in Production Stage (Sq Ft)	1649598
4.	No. of Units that are Not Yet in Production Stage	3
5.	Land Allocation with Closed Units (Sq Ft)	0
6.	No. of Closed Units	0
7.	Total Land Allocated to Industrial Units (Sq Ft) (1+3+5)	2085198
8.	Vacant Land (Acre)	0.00
9.	Rate of Vacant Land (₹ Lakh/ Acre)	28.50
Name of Industrial Area: Khagara Industrial Estate		
1.	Land Allocation with Running Units (Sq Ft)	1082806
2.	No. of Running Units	10
3.	Land Allocation with Units that are Not Yet in Production Stage (Sq Ft)	221780
4.	No. of Units that are Not Yet in Production Stage	2

5.	Land Allocation with Closed Units (Sq Ft)	0
6.	No. of Closed Units	0
7.	Total Land Allocated to Industrial Units (Sq Ft) (1+3+5)	1304586
8.	Vacant Land (Acre)	0.00
9.	Rate of Vacant Land (₹ Lakh/ Acre)	206.00

Source: Bihar Industrial Area Development Authority (2015), Bhagalpur Region

Website: <http://www.biadabihar.in>

Industrial Scenario of Kishanganj

Number of enterprises filled EM-II (From 1st April 2007 to 31st March 2015)

Table: 3. Number of enterprises filled EMI-II by type of enterprises: 2007-08 to 2014-15

Year	Micro	Small	Medium	Total
2007-08	21	0	0	21
2008-09	37	3	0	40
2009-10	27	2	0	29
2010-11	73	0	0	73
2011-12	20	0	0	20
2012-13	116	1	0	117
2013-14	68	3	0	71
2014-15	27	1	0	28
Total	389	10	0	399

Source: Entrepreneurs Memorandum (Part-II) Data on MSME Sector, M/O-MSME, Govt. of India (2015)

Enterprises with Udyog Aadhar Number: Cumulative number of enterprises, investment in plant & machinery, and employment (From 18th Sep 2015 till 31st March 2016)

Table 4

Enterprises Type	No. of Enterprises	Investment (in ₹ Lakh)	Employment (in Number)
Micro	502	1156	887
Small	2	130	40
Medium	0	0	0
Total	504	1286	927

Source: (http://udyogaadhaar.gov.in/UA/Reports/DistrictWise_Emp_InvstDetails.aspx)

Industry wise number of manufacturing enterprises with Udyog Aadhar Number till August2016

Table 5

Serial No.	NIC-2Digit (2008)	Description	No. of Enterprises			
			Micr o	Small	Medium	Total
1	10	Manufacture of Food Products	23	23	45	9133
2	11	Manufacture of Beverages	11	34	41	86
3	12	Manufacture of Tobacco Products	12	23	45	80
4	13	Manufacture of Textiles	3	12	12	27
5	14	Manufacture of Wearing Apparel	2	2	2	6
6	15	Manufacture of Leather & Related Products	12	2	2	16
7	16	Manufacture of Wood & Wood Products except Furniture	23	23	23	69
8	17	Manufacture of Paper & Paper Products	12	22	2	36
9	18	Printing and Reproduction of Recorded Media	22	3	2	27
10	19	Manufacture of Coke and Refined Petroleum Products	NIL	NIL	1	1
11	20	Manufacture of Chemicals and Chemical Products	2	3	2	7
12	21	Manufacture of Pharmaceuticals, Medicinal and Botanical Products	2	1	2	5
13	22	Manufacture of Rubber and Plastics Products	NIL	NIL	1	1
14	23	Manufacture of Other Non-Metallic Mineral Products	12	3	1	16
15	24	Manufacture of Basic Metals	1	1	1	3
16	25	Manufacture of Fabricated Metal Products, except Machinery	1	1	2	4
17	26	Manufacture of Computer, Electronic and Optical Products	23	34	22	79
18	27	Manufacture of Electrical Equipment	23	34	34	91
19	28	Manufacture of Machinery and Equipment n.e.c.	55	45	33	133
20	29	Manufacture of Motor Vehicles, Trailers and Semi-Trailers	11	12	13	36
21	30	Manufacture of Other Transport Equipment	11	12	13	36
22	31	Manufacture of Furniture	11	56	43	110
23	32	Other Manufacturing	78	6	45	129
24	33	Repair and Installation of Machinery and Equipment	34	23	23	80

Source: (<http://udyogaadhaar.gov.in/UA/Reports/NIC2DigitReport.aspx>)

INDUSTRY WISE NUMBER OF SERVICE ENTERPRISES WITH UDYOG AADHAR NUMBER TILL AUGUST 2016

Table 6

Serial No.	NIC-2Digit (2008)	Description	No. of Enterprises			
			Micro	Small	Medium	Total
1	45	Wholesale & Retail Trade; Repair of Motor Vehicles	56	55	45	156
2	46	Wholesale Trade except Motor Vehicles	23	44	56	123
3	47	Retail Trade except Motor Vehicles	23	44	34	101
4	49	Land Transport & Transport via Pipelines	45	55	22	122
5	50	Water Transport	78	34	22	134
6	51	Air Transport	1	1	1	3
7	52	Warehousing & Support Activities for Transportation	67	55	44	166
8	53	Postal & Courier Activities	56	56	67	179
9	55	Accommodation	199	456	345	1000
10	56	Food & Beverage Service Activities	30	78	67	175
11	58	Publishing Activities	89	90	87	266
12	59	Motion Picture, Video & TV Programme Production	100	100	123	323
13	60	Broadcasting & Programming Activities	12	8	8	28
14	61	Telecommunications	9	67	7	83
15	62	Computer Programming, Consultancy & Related Activities	90	90	90	270
16	63	Information Service Activities	67	78	76	221
17	64	Financial Service Activities except Insurance & Pension	67	67	67	201
18	65	Insurance & Pension Funding except Social Security	90	90	90	270
19	66	Others Financial Activities	125	435	44	604
20	68	Real Estate Activities	127	120	123	370
21	69	Legal & Accounting Activities	345	444	432	1221
22	70	Management Consultancy Activities	100	100	100	300
23	71	Architecture & Engineering Activities; Technical Testing	12	34	45	91
24	72	Scientific Research & Development	23	33	33	89

25	73	Advertising & Market Research	124	321	234	679
26	74	Other Professional, Scientific & Technical Activities	142	122	122	386
27	75	Veterinary Activities	24	24	24	72
28	77	Rental & Leasing Activities	578	765	567	1910
29	78	Employment Activities	800	900	789	2489
30	79	Travel Agency, Tour Operator & Reservation Services	678	789	678	2145
31	80	Security & Investigation Activities	678	678	678	2034
32	81	Services to Buildings & Landscape Activities	567	876	678	2121

33	82	Office Administrative, Office Support Activities	675	444	345	1464
34	84	Public Administration & Defense; Compulsory Social Security	342	234	234	810
35	85	Education	900	678	543	2121
36	86	Human Health & Social Work Activities	567	654	345	1566
37	87	Residential Care Activities	878	900	876	2654
38	88	Social Work Activities Without Accommodation	564	345	324	1233
39	90	Arts, Entertainment & Recreation Activities	123	324	432	876
40	91	Other Cultural Activities	567	666	345	1578
41	92	Gambling & Betting Activities	1111	111	345	567
42	93	Sports, Amusement & Recreation Activities	23	33	22	78
43	94	Activities of Membership Organisations	222	222	222	666
44	95	Computer & Other Personal Goods Repair	12	34	45	91
45	96	Other Personal Service Activities	456	1000	567	2023
46	98	Undifferentiated Goods and Service Producing for Pvt. Own Use	555	56	456	1067
47	99	Activities of Extraterritorial Organisations & Bodies	NIL	NIL	NIL	

Source: (http://udyogaadhaar.gov.in/UA/Reports/NIC2DigitReport_Services.aspx)

Quality Economic Growth

Micro economic evidence of productivity increasing the effects of education and skills, it is naturally extending the view to the macroeconomic perspective of long run economic growth of countries. It is same like education earning relationships. There are three mechanisms through which the education may affect economic growth.

First, education increases the human capital inherent in the labour force, which increases labour productivity and transitional growth towards equilibrium level of outputs. Secondly, education may increase the innovation capacity of the economy and the knowledge on new technologies, products, processes, promotes growth. Thirdly, education may facilitate the diffusion and transmission of knowledge needed to understand the process new information and to implement successfully new technologies devised by others, which again promotes economic growth.

Problems and Policies

Today, problems of identification are too high in India. For example, concentrating on teacher's salaries, class size, and institution benefits etc., secondary schooling literacy rates are low. There are encounter sporadic or nonexistent assessment of student education which is are important issues. The shift of focus from year of schooling to cognitive skills has important policy implications because policies that extend schooling may be very different from best policies to improve skills. The policy conundrum is that student achievement has been relatively impervious to a number of interventions that has been tried by countries around the world.

1. Improve and revise the health and nutrition policy which directly influences children's ability to concentrate and leads to gain in basic achievements.
2. Create awareness about people involvement for support their children and provide path to develop their skills.
3. Strongly need to change the structural changes in curriculum and school institutions.
4. Recover school resources and skill-based education.

5. Improve incentives for student's performance and strong accountability system that accurately measures a student's performance.

6. Local autonomy that allows schools to make appropriate educational choices and competition in schools, so that parents can enter into determining the incentives that schools fare.

7. The student autonomy also considered because parents should not impose to select the path.

Cognitive skills have powerful effects on individual earnings on the distribution of income and on economic growth. Changes in curriculum structure and measurements of tools which assess cognitive skill are needed to bring the better impact on economic growth, because economic growth is strongly influenced by the skills of labour force in India.

Conclusion

Economic growth of kishangang is an increase in Real GDP. It means the national income / national output is increasing. With higher GDP, there is, ceteris paribus, an improvement in economic welfare. Higher GDP means an increase in national output / income / expenditure. Higher real GDP per capita means on average people should have greater purchasing power. Higher incomes could be a key factor in enabling people in developing economies to have a better standard of living (e.g. better diet, housing e.t.c) without an increase in real GDP; there are always going to be limitations to economic development.

Economic growth can definitely help economic development e.g. creating more money for

- Public services like education / health care
- Improving incomes so people can have better living standards.

However, it depends on the nature of economic growth.

- Are the proceeds of growth used to improve living standards?
- Does everyone benefit from the higher GDP or are the proceeds kept by a small %?
- Might be useful to use statistics like the Human Development Index which look at real GDP, but also education and health care indexes.

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Transformation in Animal Products in Latur District 1987-1988 to 2012-2013

Mrs. Ranjana Uttamrao Chochande*

Abstract

Man is depending on plants and animals. In this study cows, buffaloes, goats and oxen were considered. The production of milk, meat and manure (dung) are taken into account for the study. Nearly 25% GDP (Gross Domestic Product) has been gets from animal products such as milk, meat and dung. The production of milk has been decreased by 4973300 litres in total Latur district during the period 1987-88 to 2012-13. The meat production also decreased by 1968920 kgs in Latur district during the period 1987-88 to 2012-13. The production of manure (dung) of selected animals has been decreased by 2747515 kg. in total study region during the period under study.

1) Introduction

Temporal and spatial verification of animal product is very useful for planning of domestic animals and for rural development. Man is depends on plants and animals. In Latur district animal products are very important and many people were engaged in this occupation. Nearly 25% of GDP has been gets from animal products. From long time the man is engaged in animal husbandry occupation. In historical period man was did this job of animal husbandry for the feeding of peoples. Recently this occupation has been developed and this occupation is doing for commercial purpose.

2) Objectives

Objectives are given below

- i.** To study the production of milk, meat and dung for the period 1987-1988.
- ii.** To study the production of milk, meat and manure for 2012-13.
- iii.** To verify or find out the changes taken place in the production of milk, meat and during the period 1987-88 to 2012-13.

3. Data and Methodology

Secondary data has been used for this research article. The secondary data has been collected from office of the civil surgeon of district, veterinary hospital, Latur. Latur district separated in 1983 from Osmanabad district and the census of animals count the data of animals after a gap of four years, so whatever data is available at civil surgeon office a gap of four years. The unit of the study is tahsil, previously there were five tahsils in Latur district in 1993 these five tahsils converted into seven tahsils and in 2000 these seven tahsils divided into 10 tahsils. Here transformation word has been used for changes in milk, meat and dung production changes.

The statistics has been processed and prepared the tables. The production of milk has been shown by graphs and choropleth maps.

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Very simple methodology has been applied in this paper i.e. volume of change. The percentage of last year minus from base years percentage and volume of change has been calculated.

$$\text{Volume of change} = \frac{\text{Base years percentage of any product}}{\text{Last years percentage of any product}} - 1$$

4. Study Area

Latur district has been selected to show the transformation in milk, meat and manure production. The study unit is considered as a tahsil and compares the volume of change of these three products. Latur district divided into ten tahsils and it is important district of Marathwada region.

5. Transformation in Milk, Meat and Manure production in Latur District

Economically or commercially three important products gets from animals.

a) Milk Production

Milk is main product gets from animals. The production of milk of cows 10896100 litres in 1987-88 and it was 7456600 litres in 2012-13. The production of milk decreased by – 6.34% in total Latur district.

The production of buffalo's milk was 62.41% in 1987-88 in total Latur district and it was 69.04% in 2012-13. The production of buffalo's milk has been increased by 6.73% during the period 1987-88 to 2012-13. The production of goat's milk also decreased by 0.29% during the period under study.

Table No. 1: Milk production of LATUR District

(Production in '00' liters)

Sr. No.	Name of Animal	1987-88	Percentage	2012-13	Percentage	Vol. of Ch. In %
1	Cows	108961	31.79	74566	25.45	-6.34
2	Buffaloes	213867	62.41	202263	69.04	6.63
3	Goats	19873	5.80	16139	5.51	-0.29
4	Total	342701	100.00	292968	100.00	0.00

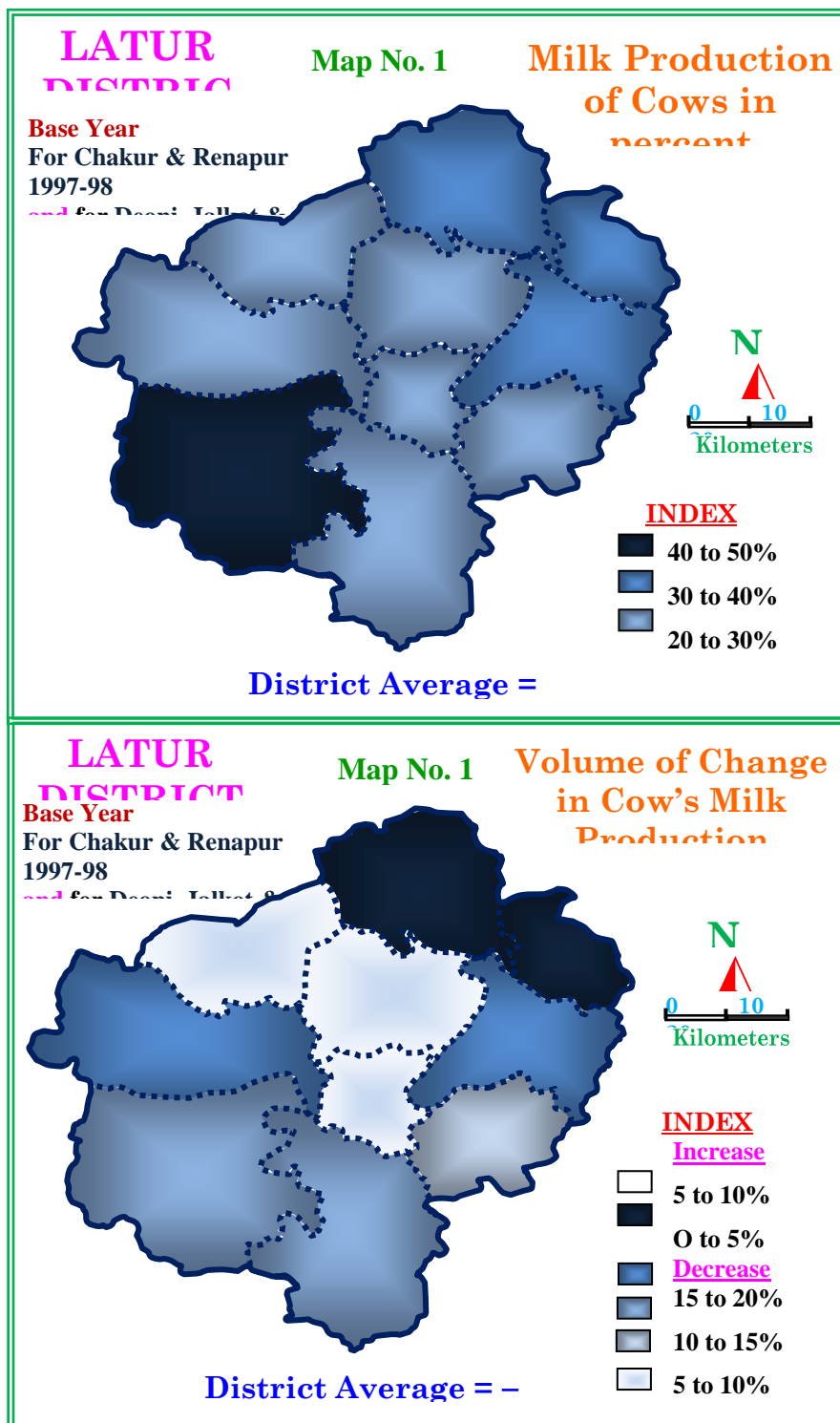
Source: Office of the Civil Surgeon, Veterinary Hospital, Latur

The total milk production was 34270100 litres in 1987-88 and it was 29296800 litres in 2012-13. The total milk production has been decreased by 4973300 litres during the period 1987-88 to 2012-13.

The production of milk is not sufficient in Latur district, so more than 1 lakh litres per day supplied from neighbouring districts like Sholapur, Pune, Ahmednagar districts.

b) Meat Production

The second important production gets from domestic animals is meat. Non-vegetarian peoples are taking meat in their daily lunch and dinner. Major nutrients get from meat to the peoples.



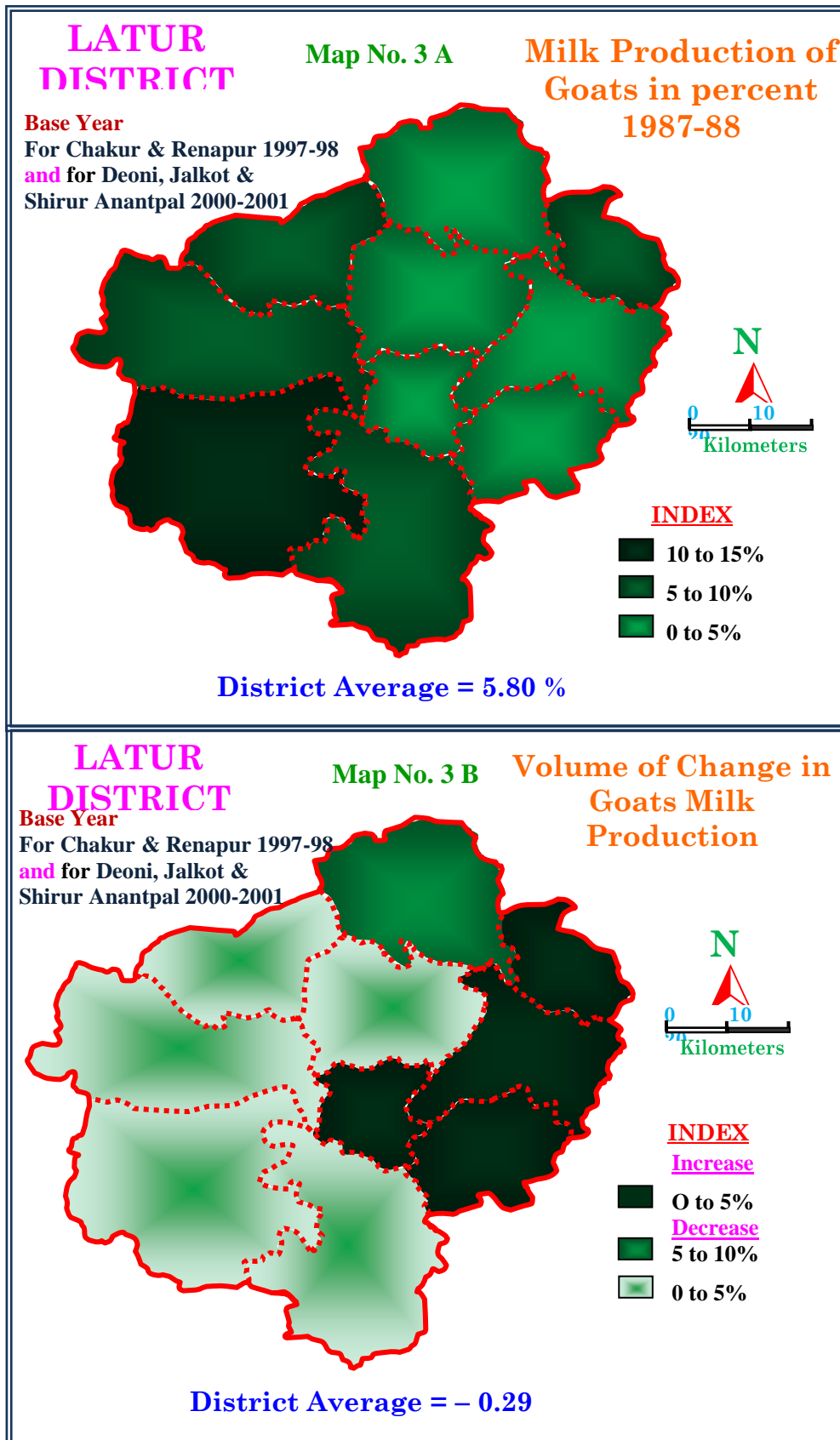


Table No. 2: Meat production of Latur District

(Production in K.g.)

Sr. No.	Name of Animal	1987-88	Percentage	2012-13	Percentage	Vol. of Ch. In %
1	Ox	2248950	30.29	1761230	32.29	+2.00
2	Buffaloes	1604000	21.61	1516970	27.81	+6.02
3	Goats	2384700	32.12	1753890	32.15	+0.03
4	Sheep	1186520	15.98	423160	7.76	-8.33
5	Total	7424170	100.00	5455250	100.00	

Source: Office of the Civil Surgeon, Veterinary Hospital, Latur

The production of meat of oxen has been increased by 2%, buffalo's meat production was increased by 6.02%, and the goat production has been increased by 0.03% and the production of meat of sheep decreased by 8.33% during the period 1987-88 to 2012-13.

The total by all considered animals production of meat was 7424170 kgs in 1987-88 and the production of all animals' meat was 5455250 kgs. In 2012-13. The production of meat was decreased by 1968920 kgs during the period 1987-88 to 2012-13.

C) Manure or dung production

The production of manure has been decreased by 2747517 kgs in total Latur district during the period 1987-88 to 2012-13.

Table No. 3: Manure or Dung production of LATUR DISTRICT

[Manure in Kilogram]

Sr. No.	Name of Animal	1987-88	Percentage	2012-13	Percentage	Vol. of Ch. In %
1	Ox	4947690	35.85	3874706	35.05	-0.80
2	Cows	3595702	26.05	2359678	21.35	-4.71
3	Buffaloes	4812000	34.87	4548510	41.15	6.28
4	Goats	298086	2.16	219238	1.98	-0.18
5	Sheep	148317	1.07	52146	0.47	-0.60
6	Total	13801795	100.00	11054278	100.00	0.00

Source: Office of the Civil Surgeon, Veterinary Hospital, Latur

The production of dung by oxen has been decreased by -0.80%, cows dung production was decreased by -4.71%, the dung of buffaloes has been increased by +6.28%, the production goats manure decreased by -0.18% and the production of sheep manure decreased by 0.47% during the period under study.

Farmers are using dung to increase the soils fertility.

LATUR DISTRICT

Map No. 12 A

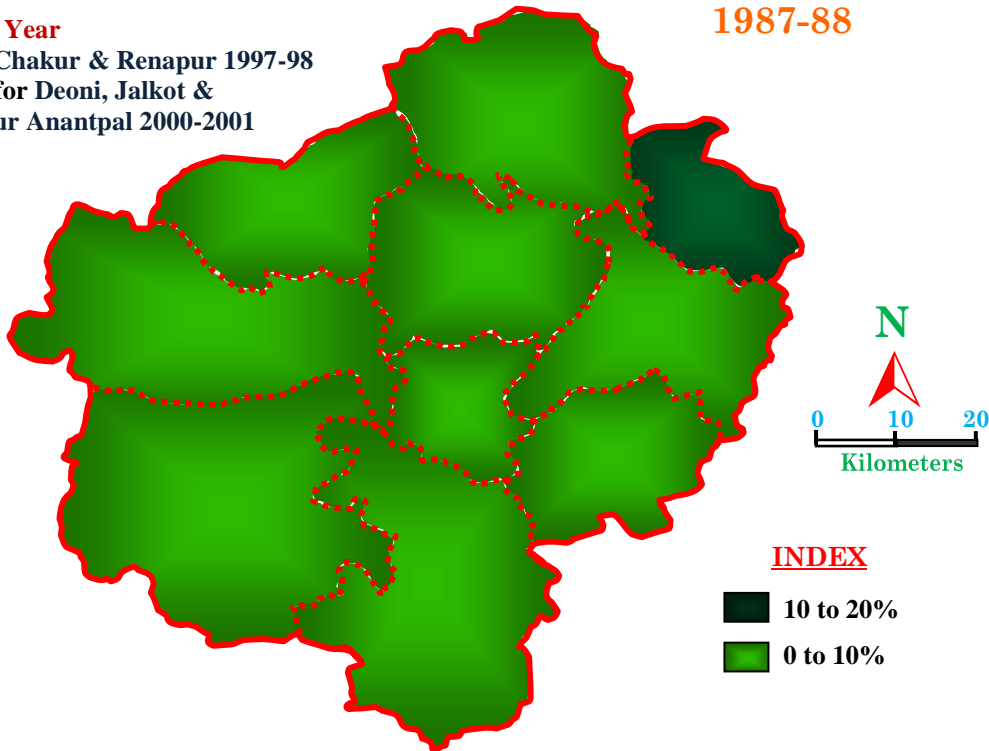
Manure Production of Sheep in percent 1987-88

Base Year

For Chakur & Renapur 1997-98

and for Deoni, Jalkot &

Shirur Anantpal 2000-2001



District Average = 1.07%

LATUR DISTRICT

Map No. 12 B

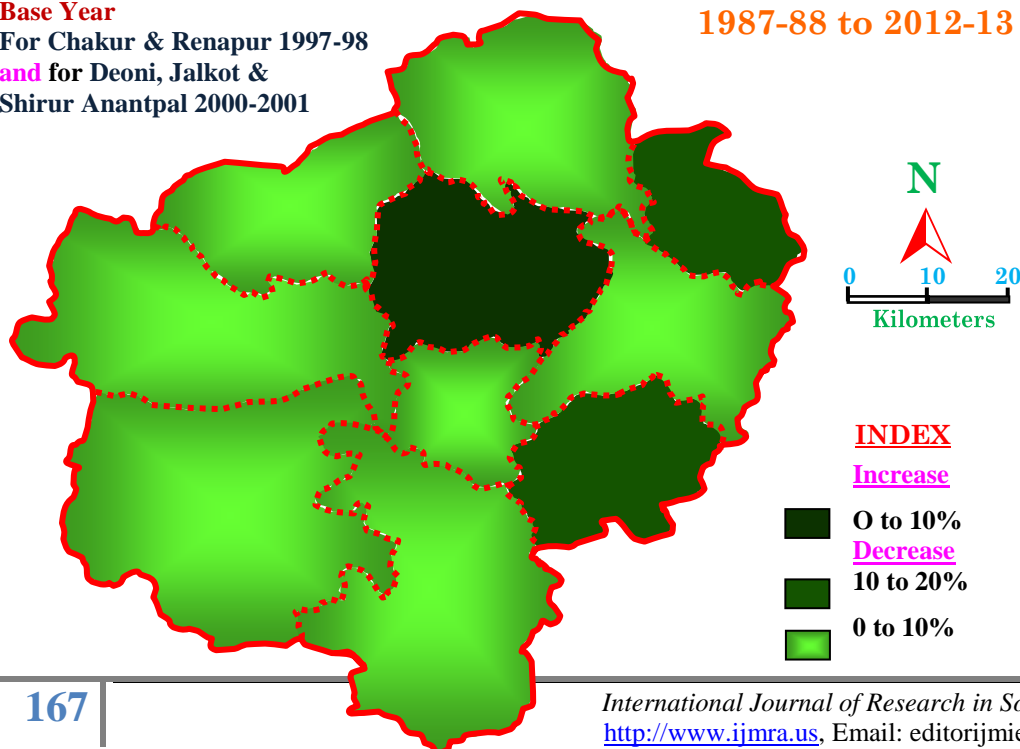
Volume of Change in Goats Milk Production 1987-88 to 2012-13

Base Year

For Chakur & Renapur 1997-98

and for Deoni, Jalkot &

Shirur Anantpal 2000-2001



District Average = - 0.60 %

Conclusions

The number of animals has been decreased in Latur district so the production of milk, meat and dung production has been decreased.

i) The milk production was decreased by 4973300 litres in Latur district during the period under study.

ii) The production of meat also decreased by 1968920 kgs in total latur district from 1987-88 to 2012-13.

iii) The production of dung has been decreased by 2747517 kgs during the period under study.

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“Ecotourism Potential Centers in Satpuda Mountain Region: A Geographical Study”

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Abstract

The tourism is a chief and fast growing industry of the World and has tremendous potentialities for earning foreign exchange, tax revenue, providing employment, promoting ancillary industries and development of industrially backward regions. Therefore, it is called as the fourth dimension of modern economics. An impact of tourism has become is an important part of economy especially, in the developing countries, like India. Considering these aspects attempt has been made to study the potentiality and ecotourism development in Satpuda Mountain region with special reference to hilly area of Jalgaon District as a threat of regional development.

Jalgaon, in 1906; the District of Khandesh was divided into two districts called West and East Khandesh with headquarters at Dhulia and Jalgaon respectively. The district consists 15 Tehsils, I have selected 3 tehsils Chopada, Yawal, and Raver. This is having more than 50 percent hilly area individually. Few years before tourists were interested in the cultural and natural places but today trend of tourists are inclined towards the wildlife places. The study region have full of potentiality of wildlife aspects as well as Pal, Suki dam, Manudevi, Natashwar Temple, Unapdeo, Sunapdev and Nijhardev etc. historical and cultural centers have a variety of potentiality. But State and local Government still did not take any efforts for their development. Though here attempt has been made to flash light on inadvertent tourist centers and prepare planning for their ecotourism development.

Key Words-Potentiality, Eco-Tourism, Regional development, Planning, Wildlife.

1) Introduction

India is a one country under the sun that is endowed with an imperishable interest for alien peasant, for lettered and ignorant, wise and fool, rich and poor, bonded or free and no land that all men desire to have seen and having seen once by even a glimpse would not give that glimpse for shows of all the globe combined says by Mark Twain. As per this statement India have a bright feature in Tourism Industry.

Tourism is an economic industrial activity in which number of individuals, organizations, corporations, firms and associations are engaged and these all are deeply concerned with each other. Considering this fact Jalgaon district of Maharashtra has chose for the percent study. The study region is rich in culture, historical background, wildlife and natural scenic which attract tourists with varying degrees of motivations.

Satpuda Mountain region of Jalgaon district receives heavy rainfall up to 1700mm. on 1050 to 1350 m altitude. Therefore, it is always enjoying low temperature than that in southern part. Such geographical platforms provide ideal condition for vegetation growth. The vegetation along the southern rim and its descending slopes mainly consists of few pockets of evergreen, semi-evergreen and mixed with deciduous type of forest. Beside this number

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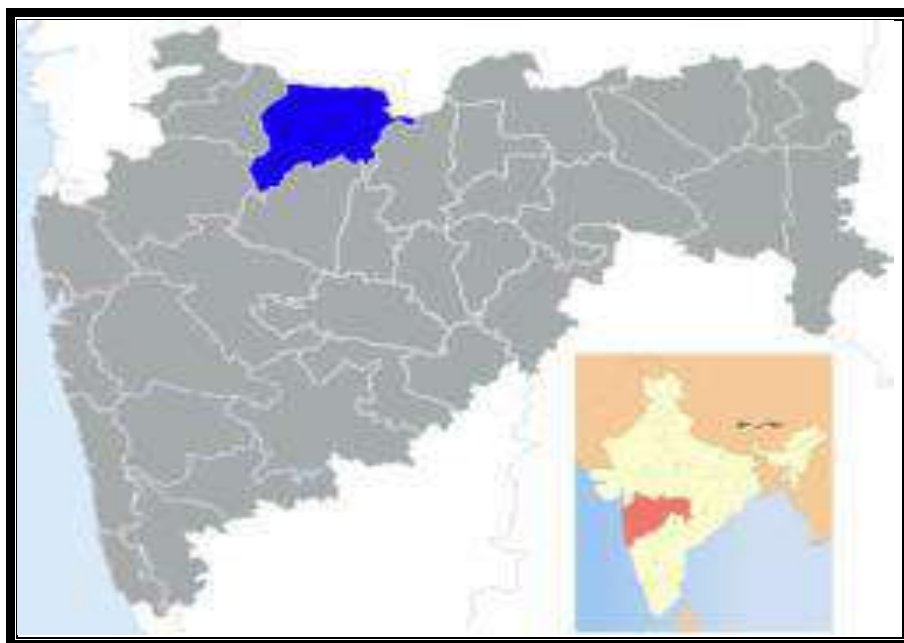
** Head & Research Guide, Dept.of Geog. Shri Kumarswami Mahavidyalaya, Ausa, Dist- Latur. 413520.

of flowering plants, water bodies, wildlife of plants and animals, cultural and historical base of tourism provide wide platform to tourism development. Which support generate exchange, tax revenue, providing employment, promoting ancillary industries and development of industrially backward regions.

Considering these aspects an attempt has been made to study the potentialities of ecotourism development in Satpuda Mountain region with special reference to hilly area of Jalgaon District.

2) Study Region

The Jalgaon district one of the smallest districts of Maharashtra located at the edge of Maharashtra's northern boundary enveloped by Madhya Pradesh on the north Dhule and Aklola districts on the west and east respectively. The district is bounded by undulating landscapes of the Satpuda ranges on the north and the Ajanta mountain ranges in the south. The district lies between 20⁰ to 21⁰ Norths latitudes 74⁰.55' to 76⁰.28' East longitudes. It is bounded by Madhya Pradesh state to the north, and by the districts of Buldhana to the east, Jalna to the southeast, Aurangabad to the north, Nasik to the southwest and Dhule to the west. The area of the district is 11,765 sq. km. The district is divided into 15 tehsils namely Jalgaon, Jamner, Erandol, Dharangaon, Bhusawal, Bodwad, Yawal, Raver, Muktainagar, Amalner, Chopda, Parola, Pachora, Chalisgoan and Bhadgaon. Jalgaon district is one of the socially and economically developed district in the Maharashtra state of India.



Map No. 1.1 Location of the Study region



Map No. 1.2 Physical of Jalgaon District

3) Objectives

- i) To study the resource potentiality of tourism in the study region.
- ii) To high-light ecotourism development in the study region.

4) Data Collection and Methodology

The present study is based on investigation, information about various places were obtained on the spot observation. The secondary sources of information through books, papers, Maps, Reports and Jalgaon district Gazetteer. Department of forest and Department of tourism etc. The collected information is analyzed with the help of suitable technique. The map table and photo etc. are used for presenting various types of data and their interpretation which is supporting for getting proper inferences.

5) Resource Potentiality of Tourism

Northern part of the study region is covered by Satpuda Mountain, which is well known not only Jalgaon district but also in Maharashtra for bio-diversity. Hilly area of the Jalgaon district 105 km East to West. Along with pleasant climate August and September the variously colored Panorama of plateaus strikes the eyes. The life spans of all these plants are very short i.e. 15 days to 4 months vegetation cover, deep valleys, steep slopes, waterfalls, dams, wildlife sanctuary, religious places and historical centre etc. are the chief tourism resources abundantly present in the study region. But our government did not take any efforts in this connection to promote tourism activity, which can change socio-economic setup to the region.

A) Chopda Tehsil

Chopda Tehsil is the one of the most important Tehsil in Jalgaon District. Chopda Tehsil has four potential tourist centers. These are Nateshwer Temple, Unapdeo, Sunapdev and Nijhardev. It has evergreen and semi-evergreen vegetation cover, with flowing plants, deep valleys, steep slopes, pleasant climate. Nateshwer is old popular tourism place among the local people. It is a famous for 'Shankar Mahadev' and pleasing environment are the

attraction. An Ardhanarishwar Shiva Temple, It is located in the village Lasur in the Chopda Tehsil. Noted by the ENVIS (Environmental Information System) centre for conservation of Ecological heritage and sacred sites, it dates back to the period of Sultanshahi's beautifully carved in Hemadpanthi style. People across the Jalgaon and Dhule district visit the temple in the month of Shravan.

Unapdeo is located at a distance of 53kms from Jalgaon city and 4kms from Adavad. Hot-water springs are situated in the Satpudas at Unapdeo in Chopda tehsil. Like Unapdeo, Sunapdev, Nijhardev are two other hot water breezes generated in Satpuda hills range

B) Yawal Tehsil

A local family 'Kuldaivat', Manu Devi is picturesquely set on the banks of River Tapi and the Satpudas. It also has a waterfall and is made out of remains of an ancient temple. Every year in the Shrawan season the temple witnesses over a lakh visitors

Yawal wildlife sanctuary safari in Jalgaon offers an amazing wildlife treat for nature lovers. Wide species of animals, birds, plants & another biodiversity can be seen in this sanctuary. Let's see the review of this amazing place!

Yawal Wildlife Sanctuary is located Yawal Tehsil in Jalgaon district of Maharashtra. Expanded over an extensive area of 177.52 sq. kms, it offers a good wildlife treat. An excellent wildlife habitat is maintained in this wildlife reserve. The sanctuary is nestled in western Satpuda mountain ranges. This is among the best sanctuaries in the Maharashtra. A Large variety of Flora & fauna is present in **Yawal Wildlife Sanctuary**. This sanctuary is similar to the Melghat Tiger Reserve which is situated near this sanctuary only. Tiger and flying squirrel are the major and most famous animals of Yawal Sanctuary.

C) Raver Tehsil

Raver Tehsil is the famous for Pal Hills Station, Suki dam. Pal-A mini hill station of northern Maharashtra, Pal highlights the flora and fauna of the district. A cool place for the summers, the Pal village is scenic and displays cultural heritage of the local Bhil tribe. The forest has a Government guest house and two dams, Suki and Mor Dam where adventure sport opportunities can be explored. Suki Dam the dam's reservoir in the Pal forest can be explored for camping and other adventure activities. Currently there is no tourist infrastructure in the place making it a deserted zone.

6) Ecotourism in Hilly Area of Jalgaon District

Ecotourism is also known as ecological tourism, its form of tourism which appeals to the ecologically and socially conscious. Which the help of ecotourism we can benefit different criteria's. These are increase environmental and cultural knowledge, shoring of socio-economic benefits, and sustainable use of biodiversity, provide jobs, and conservation of biological diversity and cultural diversity through ecosystem protection.

It is seen that hilly area of Jalgaon district is rich in biodiversity and well known for rare endemic species of plants, animals and similarly rich in Historical and Cultural features. North part of the district is situated in Satpuda region. Study region is a part of Satpuda Mountain consists of mountain, valleys, and its plateaus have abundant biodiversity. Generally, tourism is depends on their local environment for its sustainability and make their extensive use of the cultural and natural resources for the development. Therefore, sustainability of tourism area is in the hands of proper ecological. Though the ecotourism planning is vital significant.

Tourism industry must be maintained balance among the natural, social, cultural and economic environments.

- i) Travel and tourism promotes awareness about sustainable issues.
- ii) The environmental field it is to achieve sustainable management of tourism resources for development.
- iii) States should encourage public awareness and participation.
- iv) Develop and implement effective land use planning measures that maximize the potential environmental and economic benefits to travel and tourism.
- v) Environmental impact assessment should be taken up as an instrument of action for all programmes likely to affect the ecology.
- vi) Developing and using locally compatible tools for assessing and monitoring impact of tourism on environment, culture and heritage.

7) Conclusion

Hilly area of Jalgaon district have full of potential of tourism development on the basis of rural scenery, quiet peace of mind, ethnic attraction folk and food, temples, valleys, wildlife, water dams and waterfalls etc. some of these like Pal Yawal wildlife sanctuary, Unapdeo and Manudevi are on some level popular among the tourist of neighboring districts. Study area of the Jalgaon district is economically backward as compare to other Tehsil of the Jalgaon district. Study areas have full potential of tourist attraction and rich in man power. But there is needing have induce among the Government and indigenous people. Satpuda Mountain is one of the famous verities of Bio-diversity region in Maharashtra. So on the platform of ecotourism, Satpuda mountain of Jalgaon district achieve their desired development in economy, social and cultural.

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'Religion and culture' in Rohinton Mistry's *Such a Long Journey*

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Mistry has taken a literary journey back home in his *Such a Long Journey* (1991). He rewrites for himself the role of a road for an immigrant writer. The reader also takes part in the journey with the writer and understands the constraints of journey as those of the Magi, upon which the story begins. It transcends man's 'universal journey' with forbearance and acceptance.

Such a Long Journey (1991) won Governor General's Award for fiction in English in Canada and the Commonwealth Prize in 1992. It was also shortlisted for the Man Booker Prize in 1991. Religion and culture are the two predominant factors in *Such a Long Journey*. His novels are the re-discovery of India's culture, religion, faith and plurality. Mistry's themes generally centre on tradition, memory, family, religion, culture, nostalgia and subaltern issues. This essay focuses primarily on Mistry's handling of 'religion and culture' in his first novel *Such a Long Journey*. Though Mistry moves away from India to Canada in search of better prospects, he comes back to India for his fiction. In *Such a Long Journey* (1991) he does not celebrate his motherland, but mourns its inexorable and incalculable barbarity and catastrophe. It is the story of recasting the realities of India by way of depicting the religion and culture of its multitude. Having lived in Canada since 1975, Mistry preserves the memory of his early days in India afresh. This helps him portray the good as well as the trivialities of this land.

Such a Long Journey (1991) examines the life of a handful of Parsi Indians in the early 1970s. When Britain withdraws from India in 1948 two states were created. Muslims form one state 'Pakistan' and 'India' became the land of Hindus. Parsis are the tiny religious minority in India. The inhabitants of 'Khodadad' building which is located in the north of Bombay are all Parsi residents. The most pious of them is Gustad noble, the novel's protagonist. He works in a Parsi dominated bank. Gustad intends that his eldest son Sohrab, who excelled in secondary and college studies, should join the Indian institute of technology (IIT) to find a prestigious career than his own. Sohrab, an artist at heart rejects the plan. The hard headed father and son clash turn their backs on each other. Gustad's middle child, a son named Darius, causes only small venial sins. Gustad's nine year old daughter, Roshan is chronically ill. This illness brings Gustad into contact with a politically active doctor. Gustad's superstitious wife, Dilnavaz falls under the sway of an upstairs neighbor Miss Kutpitia who practices both black and white magic. She is a highly a bad tempter to the family often inciting Dilnavaz to believe in unethical means.

Gustad life is full of misadventures. Eventually he decides to continue his journey with a mind to accept what nature keeps in store for him. Gustad's journey is everyman's journey in India. This novel gives a ray of hope for regeneration of life to every person who is in similar misery as Gustad Noble. The religious and cultural perspectives enhance the quality of the novel in many respects. The title of the novel is an act of blending of both religion and life. This tapestry runs throughout the novel.

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The epigraph from T.S. Eliot's *The Journey of the Magi* placed at the beginning of the novel sheds light on the religious strands of the novel.

A cold coming we had of it,
Just the worst time of the year
For a journey, and such .a journey: (line 1-3)

The poem is an account of the journey from the point of view of one of the Magi. According to the gospel there were three wise men or kings who found Jesus by following the star of Bethlehem. This poem instead of a celebration of the wonders of the journey is largely a complaint about a journey that was painful and tedious. A cold coming of it' stands for the arrival of Jesus Christ, the redeemer of mankind. "It is the cold coming of Death on a Divine Birth'. At a deeper level it is the story of man's 'spiritual quest'.

The scriptural basis of this poem is The Gospel of Matthew chapter 2 verses 1 to 12. T.S.Eliot has taken the sermon and rendered this in a dramatic monologue. The speaker is in a state of great agitation. The revelation of the poem comes from the inside heart of the speaker where there is a great amount of emotional distress. Mistry has aptly quoted these lines because they symbolize the wandering human souls in search of harmony. Like the 'magi' the protagonist of the novel undertakes his life's journey without calculating the hardships he might experience. Metaphorically Mistry's epigraph has a deeper meaning of life that no man could ever imagine the amount of sacrifices he has to make before his death. This universal truth, Mistry wants to send across the globe through his first novel *Such a Long Journey*

Secondly, the magi were known, in the west as astrologers "the word for 'magic' comes from magi. Thus the "Magus" was known in the Hellenistic world as an astrologer and oculist. The 'star' the magi were following is not the real identifiable star or a celestial event. The Christian story is intended to recall the 'star of Jacob' Greg Herrick in his blog 'bible org' under the title, "A Star Will Come out of Jacob" quotes from New Testament as

I see him, but not now; I behold him, but not close at hand.
A star will march forth out of Jacob,
And a scepter will rise out of Israel". (Numbers: 24:15-19)

Thus a star from Jacob takes the leadership. A star was symbolic of a god or a deified king in the ancient Middle East; The Zoroastrian legends about the star are that it heralds the coming of rain. Moreover the three kings, symbolize the Zoroastrian three fold paths of good thoughts, good words and good deeds.

M.G. Shapero and Ushtavarti as cited in their home page

Pyraantha" the sixth century Syrian source explains that the Zoroastrian Scholar Dariush Jahanian, names the three kings as Hormizdah king of Persia, Yazdegerd kings of Suba and Peroadh of Sheba but those names are all Persian not Sumerian or Arab.

The three kings who visited Jesus symbolize the threefold path. They are Good thoughts, Good words and good deeds. Christians interpret the three kings as Trinitarian and they are said to be the Persian kings. Unlike Christians and Jews, Zoroastrians are believed to be always tolerant of other religions. Zoroastrians were the first to recognize the birth of Jesus Christ. This sacred story is the foundation of the three great monotheistic religious traditions. Mistry wanted to include the incredible journey of the three wise men to emphasise the toilsome journey of everyman. The teachings of Zoroaster were intermingled with the old religion.. But Gustad the protagonist gives his knowledge of Zoroastrianism thus

“That may be,” rejoined Gustad, “but our prophet Zarathustra lived more than fifteen hundred years before your Son of God was even born; a thousand years before the Buddha; two hundred years before Moses. And do you know how much Zoroastrianism influenced Judaism, Christianity, and Islam?”(SLJ36)

Mistry's themes have universal application. ‘Tower of silence’ is an important Parsi religious ritual performed for the dead. This is a kind of sky burial, usually done by the Tibetans. To preclude the pollution of earth the bodies of the dead are placed atop a tower and exposed to the sun and to birds of prey. Once the bones have been bleached by the sun and wind, they are collected in an ossuary pit at the centre of the tower. Where assisted by lime, they gradually disintegrate and the remaining material with run-off rainwater runs through multiple coal and sand filters before being eventually washed out to sea. The reason given for this practice as stated by Twinkle B.Manavar in his essay Rohinton Mistry's *Such a long Journey* is that

The earth, fire and water are all considered as sacred elements which should not be defiled by the dead. Therefore the four elements are to be respected (air, water, soil, fire) but the Zoroastrians in the modern age are left with, the option of choosing their ‘life styles’ and death styles. Because of the rigid Parsi rules, there is a gradual decline in their population (167)

The Parsi practice of exposing the dead to the vultures in a way is eco-friendly. i.e. protecting the physical world. According to the legend, Zoroaster himself was interred in a tomb at Balkh (Afghanistan). By introducing the Parsis' rituals and traditions his works will become the record of Parsi people for the future generations.

Gustad acquires strength from God to face the challenges. Like Job, in the bible, the blameless and upright man who fears God and shuns evil. He is involved in a cosmic test following a contest proposed in heaven but staged on earth. In this extreme test of faith, the best man on earth suffered the worst calamities. Like many Gustad also gets through every test of his life's journey. He comes up with a statement out of brilliant hope like Job in Old Testament. *Book of Job* Chapter 30 parable 16-18 notes,

“And how my life ebbs away

“Days of suffering grip me

Night pierces my bones

My gnawing pains never rest

In His great power, god becomes like clothing to me

For Gustad the world is torn apart like that of Job. God seems distant and mute. At such moment of great crisis every man on earth is put to trail. Religious leaders are engrossed in holding their sway over their people. Each religious leader wants to outdo the other religion. Religion is now engaged in promoting terrorism and fanaticism. The scourge of terror rocks several nations of the world. In return the powerful nations are trampling on their imaginary enemies. The human race will become extinct, if religions do not blend.

He views the religion of humanity as a positive force for human unity. Mistry belongs to a community that upholds the established values of the past. Like many religious leaders Mistry also pleads for a change and deviation from the conventional pattern and accepts the pattern that suits the modern age. Zoroastrianism teaches the world the best morals. The synthesis of religions may be made common to elevate the social, economic status of people. The compound wall of Khodadad building is the best illustration

Mistry creates the 'Khodadad building' wall to underscore the religious tolerance taught by Zoroastrian 1500 years before. The pavement artist paints gods of all religions. It's like Din-i-ilahi, the Divine faith promulgated by Akbar in 1851. It was an effort to evolve a national religion, agreeable to both Hindus and Muslims. This variegated expanse of religion is told by the pavement artist. “

Mistry's 'wall' is significant because it upholds the traditions of the people who were displaced from Iran, Development of intimacy with Indians since their advent has given them a sense of belonging. All the Parsi characters in the novel get along with people of other community and religion. The 'wall' is the symbolic representation of the 'frontier' of a nation which promises its people, Protection, food, shelter, education despite constitutional differences. The wall of Khodadad building generates intimate relationship with their Parsi neighbours.

Gustad asks the pavement artist as

“Will you be able to draw enough to cover 300 feet? He replies ‘There is no difficulty I can cover 300 miles if necessary using assorted religions and their gods, saints and prophets, Hindu, Sikh, Judaic, Christian, Muslim, Zoroastrian, Buddhist, Jainist. Actually Hinduism alone can provide enough (SLJ182)

The pavement artist accepts Gustad's invitation to transform the 300 feet long-10 feet high black stone wall into a vision of the gods and holy people of all religions. The artist has a B.A in comparative world religions as well as art, and knows all the important figures, event and places. He relates stories to Gustad whenever he pauses to examine the project. The wall becomes a place of pilgrimage and devotees leave flower incense and monetary offerings.

The Khodadad compound 'wall' has become the spiritual gateway to all religions; it symbolizes the best principles of several religions like Christianity, Islam, Hinduism, Jainism, Bhuddhism and Zoroastrianism. Mistry promulgates the message of 'communal harmony' to the world to bring peace among nations

What better place than this sacred wall of miracles to pause and meditate upon our purpose? The wall of gods and goddesses, the wall of Hindu and Muslim, Sikh and Christian, Parsi and Buddhist! A holy wall, a wall suitable for worship and devotion, whatever your faith! So let us give thanks for past success! Let us ask blessings for future endeavours! Let us pray that when we reach our destination we will achieve our purpose! Let us pray that in the spirit of truth and non-violence we will defeat our enemies!’(SLJ329)

The narrative technique zooms in and out through these differently sheltered people in Khodadad building, it is a Parsi residence sheltered away from the noise and dust of a busy thorough fare .It has been keeping away from the prying eyes of moths and other insects.

The pavement artist builds a modest hut near the site. The municipality's decision to pull down the wall to widen the street disappoints him. He collects his belongings and leaves for the place in search of opportunity. By transforming the stone wall into a holy one Mistry preaches universal brotherhood about worshipping one supreme power.

Mistry's 'Wall' is emotionally and specifically built to protect the Parsi s from the outer world. At the end of the novel, the wall is crushed down for the encroachment. It is the indication of the crumbling down of the traditional values of the Parsi s. Mistry ends with

the affirmative note that the absence of wall allows Parsi s to come out of their social restriction and becomes one in the main stream with the large Indian population.

The portrayal of Malcolm Saldhana, the tall and exceedingly fair skinned Goan Gustad's friend tells the advent of Christianity in India. He works for the Bombay Municipal Corporation. The Goans are responsible for the exuberant cuisine culture of the cosmopolitan Bombay.

Malcolm's family gives Mistry the opportunity to write about the advent of Christianity to India. According to the records St.Thomas one of the twelve apostles of Jesus Christ came to India in 52 A.D and landed at Kodungallur on the Malabar Coast of Kerala. He preached the gospel to Brahmin families of Kerala, many of whom received faith. He established seven churches. Then he moved on to the east coast of India there he was killed by a fanatic in 72 A.D at little mount. It was not difficult for the apostle to come to India as extensive trade relations existed between Malabar and the Mediterranean countries even before the Christian era. Mistry seems to have acquired the knowledge of the arrival of Christian missionaries in India. Their presence has been compared with that of Zoroastrianism and their teachings. It is good source of information by Mistry about the advent of world renowned religions.

Thomas More in his *Utopia* insists on the 'Ideal State' for human survival. This ideology has many considerations. It leads to many speculations as to ensure the meaning of an ideal state. Would a world without disease or death be a Utopia to physicians and healers? Free and fair elections ensure the political rights of its citizens. The notion of regeneration as expressed in the title refers to rebirth, remoulding and re-formulating. It activates the process of renewal and amalgamation of communities and territories.

England the land of great inventions and discoveries ,America the leading country in producing the technocrats ,Greece and Rome the countries known for revival of learning all stand apart and India stands above in giving Vedic literature and Arthashashtra to the world. It also accommodates the largest number of Zoroastrians in the world whose religion stands for 'purity' and 'truth'. It is the noble thought of the writer to unite all worlds' major religions to come together

Gustad's consciousness has crystallized into a meaningful vision for his community. Mistry's journey into spiritual road is paralled with Gustad's onward journey in reality. The concept of journey is enriched with emotions for a perfect destination. He speaks not of the physical boundaries of a nation but of "nationalism". Twinkl B. Manavar a critic of Mistry's work writes about the same concept in his essay Rohinton Mistry's *Such A Long Journey: A Thematic Study*: narrates thus:

"The journey of Gustad is so close to the journey of Magi. Gustad was keenly desirous of the fulfillment of his dreams and aspirations. He is not the one to give in, but pushes aside the hindrances of life: this journey will end surely at a particular positive destination" (SLJ172)

The first epigraph, of the novel *Such a Long Journey* by Firdausi, s Shahnama runs as:

'He assembled the aged priests and put questions to them concerning the kings who had once possessed the world. 'How did they,' he inquired, 'hold the world in the beginning, and why is it that it has been left to us in such a sorry state? And how was it that they were able to live free of care during the days of their heroic labours?'

Among the greatest works of world literature perhaps one of the least familiar to English readers is the Shahnameh: the Persian book of Kings, the National Epic of Persia. This

prestigious narrative, composed by the poet Firdausi lived between the years 940 and 1010. In the darkest moment of Iran's history the poet sets out to revive its past and keep the Persian language and culture alive. He took thirty years to complete the fifty thousand poems ever written by a single author. It is an encyclopedia of the Iranian culture.

As a window on the world, Shahnameh is similar to the literary masterpieces of Dante's *Divine Comedy*, and the Epics of Homer. By representing the kings and heroes of the epic according to the style of their own times, members of the ruling elite were able to cast themselves as the legitimate heirs of Iran's monarchical tradition. Even under the monarchy rule of the great warriors and kings people were able to live peacefully. Mistry was doubtful of the liberty of ordinary man in this democratic land. Hence he introduces the purity of zoroastrian religion and recounts that darkness shall embrace a country where the king feels himself the only 'absolute' power of his land.

Mistry's third epigraph of the novel is from Tagore's *Gitanjali*
And when old words die out on the tongue, new
Melodies break from the heart; and where the
Old tracks are lost, new country is revealed with its wonders
(SLJ 165)

The motifs of the poems are devotional and mystic. The above lines tell that when the tongue fails to produce words the heart will render beautiful melodies. Life is a journey that goes on and on without destination. If the old custom is buried the new horizon shall appear that gives a ray of hope. It is true that great philosophical systems emerge from the synthesis of thoughts. One could say that after reading the book new horizons are beginning to show.

Deepika Bahri in her essay "The Economy of Postcolonial Literature: Rohinton Mistry's *Such a Long Journey*, explicates the third epigraph as:

"A relentless will to hope for a better prospect than one yet seems to prevail full of cautions against an old language and recourse to old paths that have yet to lead to the new 'country'. Pregnant with nostalgia for an unknown past gone by and a future-oriented longing for what is yet to be understood in old language (109-110)

But for Mistry the above said lines of Tagore's *Gitanjali*, promotes a vision for regeneration of his countrymen as well as the world community. He finds this to be appropriate as Tagore is one among the first in our planet to combine east and west, and ancient and modern wisdom. Mistry aptly quotes from the man of the whole earth, a product of traditional and modern western cultures. Shelley wrote "poets are the unacknowledged legislators of the world" Tagore was so. This piece of epigraph exemplifies the ideals of goodness and culture once lost and visualizes a ray of hope to revive it. The protagonist's journey may be attributed to everyman's journey with finest turning moments, revelations, betrayals and defeats. This will inspire millions of human folk to renounce their narrow self interest and throw away their prejudices in order to embrace equality, solidarity and morality.

Mistry recognizes the relevance of Tagore's wisdom for our time and celebrates his ideals and aspirations of harmony. By presenting this greatest masterpiece *Such a Long Journey* Mistry sends his declaration across the globe that time has come, that the entire humanity must wake up to its destiny, must wake up to the real needs, and bury the past maladies to build, to retain, nurture a true democracy. The end of the novel *Such a Long Journey* is the beginning of consciousness and reawakening of aspirations and dreams. Deep insight into

the realm of religion and culture ensures Mistry a visionary who inspires and ignites the mind of millions across the globe.

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Industrial Revolution; Real Revolution in the History of India

CHINMOY MANI*

Abstract

The Industrial Revolution was one among the only biggest events in human history. It launched the new age and drove industrial technology forward at a quicker rate than ever before. Even up to date economic science consultants didn't predict the extent of the revolution and its effects on world history. It shows why the commercial Revolution vie such a significant role within the building of the us of nowadays. This paper reviews recent makes an attempt to quantify nation technological revolution. It concludes that the episode was one among speedy manufacture however modest growth. To a substantial extent this is often explained by the first adoption of capitalist farming and also the weak impact of steam on productivity growth. However, this could not cut back from a marked acceleration within the rate of technological amendment by the second quarter of the nineteenth century. This could be explainable in Associate in nursing endogenous innovation framework in terms of a reduced price of accessing helpful information. Models of long growth ought to take this increased technological capability seriously.

Introduction

The Industrial Revolution that transpires from the eighteenth to nineteenth centuries was a amount throughout that preponderantly rural, rural societies in Europe and America became industrial and concrete. Before the commercial Revolution that began in kingdom within the late 1700s, producing was typically wiped out people's homes, mistreatment hand tools or basic machines. Manufacture marked a shift to battery-powered, special-purpose machinery, factories and production. The iron and textile industries, together with the event of the external-combustion engine, vie central roles within the technological revolution that additionally saw improved systems of transportation, communication and banking. whereas manufacture led to Associate in Nursing accrued volume Associate in Nursing kind of factory-made product and an improved customary of living for a few, it additionally resulted in typically grim employment and living conditions for the poor and dealing categories. The consequences on the final population, after they did come back, were major. Before the revolution, most cotton spinning was through with a wheel within the home. These advances allowed families to extend their productivity and output. It gave them a lot of income and enabled them to facilitate the expansion of a bigger trade goods market. The lower categories were ready to pay. For the primary time in history, the plenty had a sustained growth in living standards.

Social historians noted the amendment in wherever individuals lived. Industrialists needed a lot of employees and also the new technology for the most part confined itself to giant factories within the cities. Thousands of individuals United Nations agency lived within the country migrated to the cities for good. It crystal rectifier to the expansion of cities across the globe, together with London, Manchester, and Boston. The permanent shift from rural living to town living has endured to this day.

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Trade between nations accrued as they typically had huge surpluses of trade goods they couldn't sell within the domestic market. The speed of trade accrued and created nations like nice kingdom and also the us richer than ever before. Naturally, this translated to military power and also the ability to sustain worldwide trade networks and colonies.

On the opposite hand, the commercial Revolution and migration crystal rectifier to the mass exploitation of employees and slums. To counter this, employees shaped trade unions. They fought back against employers to win rights for themselves and their families. The formation of trade unions and also the collective unity of employees across industries area unit still existent nowadays. it absolutely was the primary time employees may build demands of their employers. It enfranchised them and gave them rights to upset the established order and force employers to look at their employees as kith and kin like them.

Britain: Birth Place of the Commercial / Industrial Revolution

Before the appearance of the commercial Revolution, the majority resided in little, rural communities wherever their daily existences turned around farming. Life for the typical person was troublesome, as incomes were meager, and undernourishment and unwellness were common. Individuals created the majority of their own food, clothing, article of furniture and tools. Most producing was wiped out homes or little, rural retailers, mistreatment hand tools or easy machines.

A number of things contributed to Britain's role because the birthplace of the commercial Revolution. For one, it had nice deposits of coal and ore that verified essential for manufacture. To boot, kingdom was a politically stable society, still because the world's leading colonial power that meant its colonies may function a supply for raw materials, still as a marketplace for factory-made product.

As demand for British product accrued, merchants required less expensive ways of production, that crystal rectifier to the increase of mechanization and also the manufactory system. – a replacement system of production supported machines and factories. For the commercial Revolution to happen, 3 things were needed:

- 1. Capital – to create the machines and factories**
- 2. Raw materials – to supply the products within the factories**
- 3. Market – to sell the factory-made product**

All 3 were required in giant amounts for the commercial Revolution to kick off:

1. Capital: when the commercial Revolution started, the massive profits it generated may give the capital for any industrial enterprise. That is, the method may become self-sufficing. However however was the method to start within the initial place? Wherever may such an outsized quantity of cash be got from?

2. Raw materials: the commercial Revolution required Brobdingnagian amounts of raw materials at low-cost costs. Wherever were they to be got from?

3. Market: Finally, a massive captive market was required to sell the factory-made product at a handsome profit. Wherever was it to be found?

The first country to answer these 3 queries would be the birthplace of the commercial Revolution. Within the half of the eighteenth century, one country did realize the solution to those 3 questions: kingdom. And its answer was Asian nation.

On twenty three Gregorian calendar months 1757, English Malay Archipelago Company defeated full general, the nabob of geographic area, within the Battle of battle of Plassey. nation therefore became masters of Malay Archipelago (Bengal, Bihar, Orissa) – a

prosperous region with a flourishing agriculture, trade and trade. The Malay Archipelago Company started grouping revenue from this region and causing it to kingdom. This provided the capital. It additionally started seizing raw cotton from the cotton farmers and causing it to kingdom. This provided the stuff. Finally, it brought the factory-made textiles from kingdom into Asian nation – with none duties or tariffs – and sold-out them here. This was their free market.

Early Efforts of Industrialization

Modern trade or the large-scale trade may be a mid-19th century phenomenon. Before the British conquest, India's ascendance within the industrial field reached its high watermark—India was known as 'the industrial workshop of the world' throughout the seventeenth and eighteenth centuries. Demand for Indian cotton merchandise in England throughout now was unexampled. Indian material was thought-about by Englishmen because the badge of 'style and fashion' of the time.

Woollen and silk things were additionally in immense demand. All this development brought many miseries in England and different components of Europe. Firstly, import of Indian merchandise destroyed the prospect of woollen and silk industries. Secondly, state and suffering among the weavers mounted up. Thirdly, amendment within the composition of Asian country's trade light-emitting diode to the export of treasure from England to India.

To counteract these sad developments, some measures were taken to pacify the British nationals, however with very little relief. Ultimately, the resolution was found through legislations. Acts were passed, 1st in 1700, nevertheless in 1720, to ban or limit import trade of Indian cotton smart, silks, calicos, etc., by total prohibition or by imposing significant duties. As these measures failed to yield desired result, one British author commented in 1728: "two things amongst United States of America ar ungovernable: our passions and our fashions".

What was World Wide Web impact of this state of business development? What was 'industrialization' to Asian country by the standards of your time was 'de-industrialization' to United Kingdom. India, however, had not been lucky enough as shortly because the 'ugliest' issue came on United States of America in 1757—the loss of freedom through British conquest of Asian country.

The 3 necessary reasons behind such industrial development were:

- (i) Young in knowledgeable entrepreneurs,
- (ii) Absence of State aid towards industrialization,
- (iii) Steep unrepressed competition with developed foreign machine manufactures.

R. C. Majumder then adds: "The pattern of business development that had emerged within the nineteenth century—confined to a restricted sector and focused in an exceedingly few erratically distributed areas—remained nearly unchanged until the start of warfare I, tho' at intervals these slender limits the years 1905-14 witnessed a comparatively speedy growth".

First part (1950-1965): Industrial Sector at the Time of Independence

The main options of the Indian Industrial sector on the eve of the Independence were:

1. There have been majority of {consumer merchandise|commodity|trade goods|goods} industries vis-à-vis producer goods/capital goods industries leading to lopsided industrial development. The magnitude relation of {consumer merchandise|commodity|trade goods|goods} industries to producer good/capital goods trade was 62:38 throughout the first Nineteen Fifties.

2. The commercial sector was very underdeveloped with terribly weak infrastructure.
3. The dearth of presidency support to the commercial sector was thought-about as a very important reason behind underdevelopment.
4. The structure and concentration of possession of the industries were in few hands.
5. Technical and social control skills were in brief providing.

As results of these shortcomings, the national leadership reached on an accord that economic sovereignty and economic independence lay within the speedy industrialisation together with the event of business Infrastructure.

The First Five-year arrange failed to ideate any large-scale programs for industrialisation. The arrange rather created an endeavor to provide a sensible form to the Indian economy by providing for the event of each personal and public sector. Variety of industries was got wind of within the public sector. Necessary among those were geographic region work, geographic region Tools, Integral Coach Manufactory etc.

The Second Five-Year arranges accorded highest priority to industrialisation. The arrange was supported far-famed Mahalanobis Model. Mahalanobis model started out the task of building basic and capital merchandise industries on an oversized scale to make a powerful base for the commercial development. The arrange includes substantial investment within the Iron and Steel, Coal, significant engineering, Machine building, significant Chemicals and Cement Industries of basic importance.

The Third arrange followed the strategy of the Second arrange by establishing basic capital and producer smart industries with the special stress on machine building industries. As a result, the second and therefore the third arrange placed nice stress on increase the capital merchandise industries. Most of the capital smart industries ar engineered below the general public Sector.

The First Three-Five Year Plans ar necessary as a result of their aim was to make a powerful Industrial base in Asian country. This 1st part of business development in Asian country arranged the inspiration for robust Industrial part.

As a result, the primary 3 Plans witnessed a powerful acceleration within the rate of growth of the commercial production. The amount witnessed a rise in rate of growth from five.7% to 7.2% and ultimately nine.0% within the 1st, second and third plans severally.

The most necessary observation of the amount was that the speed of growth of capital smart trade thought-about because the backbone of recent industrialisation grew at nine.8%, 13.1% and nineteen throughout the primary, second and third arrange severally.

Modern industry or the large-scale industry is a mid-19th century phenomenon. Before the British conquest, India's supremacy in the industrial field reached its high watermark—India was called 'the industrial workshop of the world' during the 17th and 18th centuries. Demand for Indian cotton goods in England during this time was unprecedented. Indian cotton cloth was considered by Englishmen as the badge of 'style and fashion' of the time.

Woollen and silk items were also in huge demand. All this development brought untold miseries in England and other parts of Europe. Firstly, import of Indian goods destroyed the prospect of woollen and silk industries. Secondly, unemployment and suffering among the weavers mounted up. Thirdly, change in the composition of India's trade led to the export of treasure from England to India.

To counteract these unhappy developments, some measures were taken to pacify the British nationals, but with little relief. Ultimately, the way out was found through legislations. Acts were passed, first in 1700, then again in 1720, to prohibit or restrict

import trade of Indian cotton good, silks, calicos, etc., by total prohibition or by imposing heavy duties. As these measures did not yield desired result, one British author commented in 1728: "two things amongst us are ungovernable: our passions and our fashions".

What was the net effect of this state of industrial development? What was 'industrialization' to India by the standards of time was 'de-industrialization' to Britain. India, however, had not been fortunate enough as soon as the 'ugliest' thing came on us in 1757—the loss of freedom through British conquest of India.

The three important reasons behind such industrial development were:

- (i) Young in experienced entrepreneurs,
- (ii) Absence of State aid towards industrialization,
- (iii) Steep uninhibited competition with developed foreign machine manufactures.

R. C. Majumder then adds: "The pattern of industrial development which had emerged in the 19th century—confined to a limited sector and concentrated in a few unevenly distributed areas—remained virtually unchanged till the beginning of World War I, though within these narrow limits the years 1905-14 witnessed a relatively rapid growth".

Major Phases

First Phase (1950-1965): Industrial Sector at the Time of Independence

The main features of the Indian Industrial sector on the eve of the Independence were:

1. There were majority of consumer goods industries vis-à-vis producer goods/capital goods industries resulting in lopsided industrial development. The ratio of consumer goods industries to producer good/capital goods industry was 62:38 during the early 1950s.
2. The Industrial sector was extremely underdeveloped with very weak infrastructure.
3. The lack of government support to the industrial sector was considered as an important cause of underdevelopment.
4. The structure and concentration of ownership of the industries were in few hands.
5. Technical and Managerial skills were in short supply.

As a result of these shortcomings, the national leadership reached on a consensus that economic sovereignty and economic independence lay in the rapid industrialization including the development of Industrial Infrastructure.

The First Five-year Plan did not envisage any large-scale programs for industrialization. The plan rather made an attempt to give a practical shape to the Indian economy by providing for the development of both private and public sector. A number of industries were set up in the public sector. Important among those were Hindustan Shipyard, Hindustan Tools, and Integral Coach Factory etc.

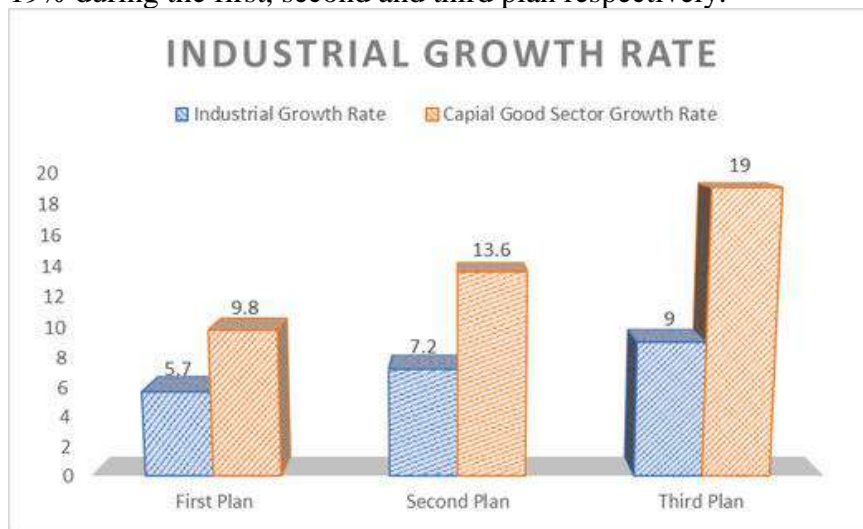
The Second Five-Year plan accorded highest priority to Industrialization. The plan was based on famous Mahalanobis Model. Mahalanobis model set out the task of establishing basic and capital goods industries on a large scale to create a strong base for the industrial development. The plan includes substantial investment in the Iron and Steel, Coal, Heavy engineering, Machine building, Heavy Chemicals and Cement Industries of basic importance.

The Third Plan followed the strategy of the Second plan by establishing basic capital and producer good industries with the special emphasis on machine building industries. As a result, the second and the third plan placed great emphasis on building up the capital goods industries. Most of the capital good industries are built under the Public Sector.

The First Three-Five Year Plans are important because their aim was to build a strong Industrial base in India. This first phase of Industrial development in India laid the foundation for strong Industrial Phase.

As a result, the first Three Plans witnessed a strong acceleration in the growth rate of the Industrial production. The period witnessed an increase in growth rate from 5.7% to 7.2% and ultimately 9.0% in the first second and third plans respectively.

The most important observation of the period was that the rate of growth of capital good industry considered as the backbone of modern industrialization grew at 9.8%, 13.1% and 19% during the first, second and third plan respectively.



Source: Government of India, Handbook of Industrial Statistics

The Second part (1965-1980): the amount of business fastness

The first 3 five-year plans principally targeted on the event of the Capital sensible sector. As a result, the buyer product sector was left neglected. The buyer product sector conjointly called wage sensible sector is taken into account to be the backbone of the agricultural economy and its complete neglect had resulted in fall within the rate of business production similarly as of the general economy.

The Wage sensible Model: distinguished economic expert like, C N Vakil and P R Brahmaanda advocated Wage sensible model for the event of the Indian economy and industrialization. Vakil and Brahmaanda differed from the Mahalanobis strategy as they believe "At the low level of consumption (this was things in India) the productivity of the staff depends on what quantity they consumed. In step with them, if folks were underfed, they're going to lose their productivity and lessen economical; at this juncture it's necessary to feed them to extend their productivity. However this is often not true for all shopper good; in order that they differentiated between Wages sensible (whose consumption increase employee productivity) and Non-Wage sensible (whose consumption did not).

To sum up, Wage sensible model says; worker's productivity depends on not on whether or not they use machines to supply product however conjointly on the consumption of wage product like, food, artefact and different basics. Therefore, the primary step towards development is to mechanize agriculture and lift food production; once this objective is reached, one ought to select Mahalanobis strategy of serious industrialization.

Anyway, Vakil and Brahmaanda methods were unnoticed and Asian nation launched serious industrialization within the Second set up while not mechanising agriculture. The

result was failure of Mahalanobis Strategy and by 1965-66 Asian nations was hit by a severe food shortage crisis. Finally, within the wake of the crisis, the govt. adopted Bharamananda strategy of mechanizing agriculture sector and built revolution.

The period between 1965 to 1975 was marked by a pointy fall within the industrial rate. the speed of growth fell from nine.0% throughout the third decade to a mere four.1% throughout the amount of 1965-75. the expansion rate fell to five.3% in 1965-66, 0.6% in 1966-67, then ill a touch within the succeeding years.

Phase 3 (1980-1991): Industrial Recovery

The amount of the Eighties will be thought-about because the period of the economic recovery. The amount saw a revival within the industrial growth rates. The amount witnessed AN industrial rate of over vi % throughout the sixth set up and eight.5 % throughout the seventh set up. The amount was conjointly marked by a big recovery within the producing and capital sensible sector. The foremost vital observation from the revival of business sector was that the revival is closely related to the rise within the productivity of Indian Industries.

Phase Four (Post Reform Period)

The year 1991 ushered a replacement era of economic easement. Asian nation took major easement call to boost the performance of the economic sector.

1. Termination of the economic Licensing.
2. Simplification of the procedures and regulative demand to begin a business.
3. Reduction within the sector solely reserved for the general public sector.
4. Withdrawal of the chosen Public-sector undertakings.
5. Foreign investors were allowed to speculate within the Indian corporations.
6. Easement of the trade and rate policies.
7. Rationalisation and big reduction within the structure of Customs Duties.
8. Reduction within the excise duties.
9. Reduction within the financial gain and company taxes to market Business.

To analyse the impact of those reforms measures on the economic growth, it's higher to divide the amount into 2.

The period of the Nineteen Nineties

1. The common annual rate of the business that was about to V-day within the post-reform amount fell to six within the Nineteen Nineties.
2. The expansion rate within the Eighth set up was seven.3 % that was same because the targeted rate.
3. The expansion rate within the Ninth set up was vi.0 % that was considerably but the targeted rate of eight.2 percent.
4. Further, the arena witnessed its worst ever performance within the previous couple of years of the Ninth set up with growth collapsing to merely two %.

The period post-2011 until currently

The period ranging from 2011-12 saw a severe holdup within the industrial growth and production. The holdup throughout the amount is due too.

1. Weak Demand for exports from the Developed Western Countries thanks to world monetary Crisis.
2. The holdup within the Domestic Demand.
3. High Interest in Asian nation maintained by the run batted in, thanks to persistently high Inflation.

4. The holdup within the personal Investment by the personal sector thanks to weak returns on the investments.
5. Rising NPAs of the Public-Sector banks has semiconductor diode to weak credit and loaning offered by them.
6. Failure of past comes of the personal sector.
7. Government reluctance to extend Public investment thanks to the stand of maintaining an occasional business enterprise deficit.
8. Unsure world Recovery.
9. European Debt Crisis.
10. The holdup within the costs of commodities in International goods markets in the main thanks to weak Chinese growth. The weakness within the costs has hit the Indian agriculture sector wherever costs of the Agriculture commodities has remained low, resulting in collapse of financial gain within the rural areas.

Causes for Slow Growth of Industrialization

1. Inadequate capital accumulation: Poor rate of capital formation is taken into account collectively of the foremost constraint that has been answerable for slow rate of business growth in Asian nation.

2. Political Factors: During the pre-independence amount, industrial policy followed by Brits rulers wasn't in the least favorable for the interest of the country. Thus, Asian nation remained a primary manufacturing country throughout two hundred years of British rule that ultimately creations the economic development of the country in its early amount.

3. Lack of Infrastructural Facilities: India continues to be backward in respect of its infrastructural facilities and it's a vital impediment towards the industrial enterprise of the country. Therefore within the absence of correct transportation (rail and road) and communication facilities in several components of the country, industrial development couldn't be earned in those regions in-spite of getting large development potentialities in those areas.

4. Poor Performance of the Agricultural Sector: Industrial development in Asian nation is incredibly passionate about the performance of the agricultural sector. Thus, the poor performance of the agricultural sector ensuing from natural issues is additionally another vital factor answerable for industrial stagnation within the country. Agriculture provides not solely raw materials and foodstuffs hut conjointly generates demand for the products made by the economic sector. Thus, this poor performance of the agriculture retards the event of industries in Asian nation.

5. Elite destined Consumption:

In recent years, a robust tendency to supply made men's product has been established among the massive industrial homes. Consequently, the assembly of "white goods" like refrigerators, laundry machines, air conditioners etc. enlarged considerably together with the opposite luxury merchandise.

But the assembly of commodities for mass consumption has recorded a slow rate. This clearly reveals a 'distortion of output structure' of Indian industries, leading to a economic condition tendency within the market of those luxury merchandise in recent years.

6. Poor Performance of the general public Sector:

In-spite of accomplishing a considerable growth throughout the design amount, the performance of public sector enterprises remained right along terribly poor. An honest range of such enterprises ar acquisition large losses often thanks to its faulty rating policy

and lack of correct management necessitating large fund provision each year. Thus, the general public sector investment didn't generate needed surpluses necessary for any investment in industrial sector of the country.

7. Regional Imbalances: Western region comprising geographic region and Gujarat earned most industrial development whereas the plight, of the poor states are unceasingly being neglected within the method of industrialization of the country in spite of getting a large development potential of their own.

Although a large investment within the public sector has been created within the backward states like state, province and Madhya Pradesh, however the 'trickling down effects' of such investment weren't conjointly visible.

8. Industrial Sickness: Another peculiar downside round-faced by the economic sector of the country is its growing illness thanks to unhealthy and inefficient management. As per the run batted in estimate, a complete range of sick industrial units in Asian nation were one,71,316 as on thirty first March, 2003 and these sick industrial units had concerned an excellent bank credit to the extent of Rs. 34,815 crore.

Effects of Industrial Revolution

Industrialization affected every aspect of human life.

i. Population and Economic Growth: One of the foremost necessary changes was the continual enlargement of the population and therefore the economy. Most observers within the eighteenth century didn't believe that enlargement of the population and therefore the economy can be sustained indefinitely. Thomas Malthus (1766-1834) argued that population naturally grows quicker than the food offer, and thus deficiency disease, famine, and malady can correct the imbalance. Malthus's cycle of enlargement and contraction didn't manifest itself. The population had systematically swollen because the bigger agricultural productivity allowable maintaining AN adequate food offer. the commercial economy had been ready to use massive numbers of employees. Despite economic swings, industrial nations continued to expertise a rise within the gross national product and per capita financial gain.

ii. Standards of Living: There has been a lot of discussion regarding the impact of industrialization on the socio-economic class. The optimists have pointed to the semi permanent effects of industrialization that have helped avoid Malthus's predictions, like the increase of individual financial gain. Pessimists have stressed the actual fact that enhancements didn't seem for many decades when the start of industrialization.

Pessimists blame the system of commercial market economy for the toiling population's hardships. In an endeavor to cut back prices and maximize profits, employer's unbroken wages low and utilised labor-saving devices. Pessimists additionally purpose to the first decades of industrialisation, once folks were forced to measure in decrepit housing round the factories. The monotonous, demeaning, and exhausting nature of mill work adds to the pessimists' argument against the positive effects of the commercial Revolution.

iii. Women, youngsters and Industry: During the first historic period, massive numbers of ladies and youngsters were a part of the force. They were willing to simply accept lower wages and were additional simply disciplined. The mill system modified family life. Within the early years of the commercial Revolution several families worked along within the factories and mines.

As mothers found it not possible to worry for his or her babies whereas operating, they began to depart the mill. British mill Act of 1833 enforced restrictions against kid labor.

Eventually, the trend was that the person attained a living outside of the house whereas the girl stayed home to worry for his or her youngsters.

iv. Category and sophistication consciousness: Writers began to explain industrial society as divided into 3 categories supported the kind of property they owned. The aristocracy owned land. The socio-economic class owned capital enterprises and gained their wealth from profits. The socio-economic class owned solely their labor and received wages. There is nice discussion over the extent to that the folks of the nineteenth century were attentive to their category standing. Some historians argue that employee exploitation and conflicts between capital and labor over wages light-emitting diode to the formation of sophistication identity. Others argue that employees were additional attentive to their trade, ethnic, or native identity than they were of their category identity.

v. Industrial Landscape: The Industrial Revolution modified the landscape. tiny cities grew into immense cities. Within the country, bridges, viaducts, rail-road lines, and canals were designed to boost transportation. The destruction of the natural fantastic thing about the landscape triggered a homesick reaction in art and literature.

Some of the new industrial design, like the new bridges, were romanticized and thought to be subject field marvels.

vi. Industry, Trade and Empire: By the center of the nineteenth century, kingdom created sixty six of the world's coal, five hundredth of the cotton and iron, and four-hundredth of the hardware. Within the seek for raw materials and markets, the interests of business, trade, and empire worked closely along.

vii. East Asia: The narcotic War, 1839-1842: For three centuries when the arrival of the Europeans, China maintained a good management over trade with Europeans. Within the decade conflict stone-broke out between China and therefore the British over the trade of narcotic that was inflicting severe issues in Chinese society. Once the Chinese authorities began seizing and destroying chests of narcotic, land declared war.

The British, with their superior technology, attacked and defeated China. Within the aftermath, the Chinese were forced to open many ports to English merchants and permit the ports to be ruled by British consuls World Health Organization weren't subject to Chinese law.

viii. India: Annexation and Trade: In the late eighteenth and early nineteenth centuries, kingdom gained management of India. Political management of India served British merchants' interests. British merchants controlled the trade between India and therefore the remainder of Asia. India additionally became a marketplace for British textile product that destroyed India's own textile business. India additionally became a serious supply of revenue for British government.

ix. Latin America: AN Empire of Trade: In geographic area, kingdom was an obsessive supporter of the movements to achieve independence from Espana and European country. Once freelance, these countries became markets for British product and capital. Whereas these countries remained politically break free kingdom, they became economically addicted to British within the same means India had become. Geographic area's village skilled worker economies were destroyed and Latin America became a marketplace for British finished product.

Advantages

1 The market economy: The market economy presumably was fully grown by the technology modification (Science reference work, 2010). Before the commercial

Revolution, those who lived in kingdom would possibly suffer from the more serious quality of living conditions. The man of affairs affected the decline of the normal handicraft. Some scientists had return up with mind and unreal many new productions. Because of the new inventions, the facilities of production were improved. The factories used the newest facilities to supply and benefited from the technology modified. The system of producing promoted the market economy designed up throughout the commercial Revolution (Freeman, 2010).

2 social systems: The nation's social system was modified throughout the revolution (Science reference work, 2010). Before the Revolution the bulk of the folks lived in tiny villages, operating in agriculture or workshops. Their hands were treated as operating tools therein time. In fact, regarding 3 quarters of Britain's population lived within the country, and therefore the predominant occupation was farming (Foster, 1979). However, throughout the commercial revolution there have been many folks worked at the new factories. These need to move to cities and cities so as to be on the brink of their new jobs. It additionally meant that they worked for an extended time however got the less cash from the industrialists. Because the seventy fifth of early employees were girls and youngsters, they'd to channelise to figure (Stearns, 1991). Most categories ultimately benefited from the massive payoff that was being created, and most employees were got higher wages by 1820.

3 The new mode of production and technology: The advanced mode of production and technology had unfolded everywhere the planet, the recent system and concepts were wedged. Mill house owners controlled the means that of production apace became made. The new technologies impressed the economic process. As a result, the products created and a requirement for raw materials that through Europe inflated throughout the nineteenth century (Haberman). a number of these European countries light-emitting diode nations to appear for colonies abroad within which to trade and turn out product. Several of those countries round the world accepted the commercial concepts, the new mode of production and technology were used step by step within the remainder of the planet.

Disadvantages

1. Pollution With the event of the industrialisation and urbanization, each of the developed and therefore the developing countries began to exploit the natural resources. For instance, within the energy field, the coal, oil and gas ar each to support the factories and run their transport system. The coal because the main supply of energy within the factories at the time used. so as to run the machines, the employees ought to create the coal burnt to heat the water that might power the steam engines. Massive amounts of carbon particles were free into the atmosphere (Oracle). Pollution was another prime downside throughout the time of the revolution. The factories drop the nephrotoxic industrial refuse into the rivers thereby contaminating the water system. The commercial revolution had been helpful to the economy, raising standards of life vogue and manufacturing new product. However it had additionally led to some issues within the ecological system of earth (Oracle).

2 populations: Population, its growth, stability or decline, and its relationship to economic process (Hartwell, 1971). Attributable to the commercial Revolution, several factories used the labour to figure and therefore those who lived within the countries wished to maneuver to town for jobs. Due to the commercial Revolution, the increase in eighteenth century and possibly inflated seventy five per cent over the sixteenth and seventeenth centuries (Hartwell, 1971).

3 The poor status: Approximately five hundredth of infants were died before the age of 2 throughout the first historic period (Stearns, 1991). Their operating hours were longer. The operating hours sometimes from six within the morning till eight-thirty within the evening. A six-day week wasn't uncommon. Work places were usually poorly aerated, over-crowded, and replete with safety hazards. Men, women, and youngsters were used at survival wages in dangerous and unhealthy environments. The Miserable operating condition and therefore the totally different sorts of pollution affected the people's health (Foster, 1979).

The Necessary Inventions throughout the Industrial Revolution

The Industrial Revolution was created some important scientific inventions that were light-emitting diode to the mechanization of the textile business, improved railway networks and improvement of iron creating techniques. There ar some inventions still employed in contemporary world (Holmes, 2000).

1 spinning machine James Hargreaves' spinning machine in 1766. The primary machines might solely spin eight threads however were presently improved to spin one hundred threads (Hepplewhite and mythologist, 2002). These machines were therefore tiny that operating within the cottages and apace inflated production. It's a very important invention within the industrialization of the textile business.

2 Water Frame Richard Arkwright's water frame was a made discoverer. The water frame was bought by house owners everywhere kingdom (Hepplewhite and mythologist, 2002). The Water frame was an outsized wheel and it had been turned by running water. This was created the machinery add factories. This invention light-emitting diode to the building of variety of factories and is thought to be the promotion of the commercial Revolution's development.

3 The external-combustion engine In spite of the primary external-combustion engine was developed over fifty years before the commercial revolution; the commercial Revolution had created a huge impact on enhancements and revisions. James Watt's development of the external-combustion engine light-emitting diode to an excellent variety of additional developments. the new kind of powering a machine can be used anyplace to make energy (Hepplewhite and mythologist, 2002).

Conclusion

To sum up, the commercial Revolution was a true revolution. It had consolidated the dominant position of bourgeois. The commercial Revolution modified the lifetime of folks and therefore the means folks lived for an extended time. Throughout the commercial Revolution many folks thought there have been many negative effects however there have been really some positive effects within the historic period. What is more, technology had unfolded everywhere the planet and concepts had modified. Historic period was AN outburst of recent inventions in kingdom and in alternative elements of the planet. Many innovations from this era ar still used these days. Throughout this point scientists and inventors modified the means humans thought, lived, and worked. It provided a stronger chance to precise the opinions for somebody World Health Organization had new concepts. Attributable to the breakthroughs in science and producing, a little of society was ready to grow healthier and wealthier. On the opposite hand, the new industrialisation created the bulk of society would possibly pay the value. The successes of the technological changes were therefore profound internationally. That the kingdom became the world's leading power, as results of the commercial Revolution, for quite a century.

The commercial Revolution includes a historic significance in these a whole lot years. The who lived within the developed countries however additionally the developed countries ar benefited from the revolution? It's a meaningful revolution for kingdom however further altogether over the planet.

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“Effect of Educational Aspirations on Academic Achievement of Secondary School Students”

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Abstract

Educational Aspiration is a significant aspect influencing academic achievement. Because Educational aspiration and academic achievement are interrelated. The study aims to find the, To study and compare academic achievement of rural and urban secondary school students in Jhajjar and Rewari district of Haryana state. The study uses the descriptive method. For collecting data of the study, **Educational Aspiration:** Educational Aspiration Scale by Dr. V.P Sharma, Anuradha Gupta (2011) will be used to measure educational aspiration. **Academic Achievement:** Obtained marks by the students in previous class will be treated as academic achievement score. The sample of the study is comprised of 400 secondary school students selected through stratified random sampling technique from secondary school of Jhajjar and Rewari district. After the analysis of the data, it was found that there is significant difference between academic achievement of male and female of secondary school students. Thus significant difference shows that female group has better achievement rather than male Group

Introduction

Education is essential for the development of society. The more educated the people of a society are, the more civilized and well disciplined the society might be. Mainly, family has responsibility to socialize children for making them productive members of society. The more the parents involve in the process of imparting education to their children, the more the children might excel in their academic career and to become the productive and responsible members of society.

Academic achievement is the core of the entire educational growth. It is regarded as an important goal of education. Academic achievement is the outcome of the instruction provided to the children in schools which is determined by the grades, or marks secured by the students in the examination. It generally indicates the learning outcomes of pupil which requires a series of planned and organized experiences. Academic achievement is the prime and perennial responsibility of a school or any other educational institution established by the society to promote whole scholastic growth and development of a child. Academic achievement plays a very significant role in the attainment of the harmonious development of the child.

The prediction of academic achievement has assumed enormous importance to its practical view. In our society, academic achievement is considered as a key criterion to judge one's total potentialities and capacities. It forms the main basis of admission and promotion in a class. It is also important for obtaining a degree or getting a job. Therefore it is more pressing for the individuals/students to have high academic achievement. For a student, value of academic achievement is important not only for higher education on one hand and

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finding valuable job on the other, but also for bringing personal satisfaction and social recognition. Academic achievement or academic performance is the outcome of education the extent to which a student, teacher or institution has achieved their educational goals. In 21st century the world is changing very rapidly. Everyone is surviving for superiority. Today a very high academic achievement has become an important need to seek admission to good courses. This has become a fact for every student. Hence, in educational settings every student has to work hard for better prospects. In the absence of high academic achievements one has face frustration and disappointment. The problem of academic adjustments is a current issue of educational world. It needs serious consideration. High school students have been suffering from various demands. Adjustment is a capacity of an individual to function effectively in relation to other people. Today, good academic achievement is becoming more and more pressing for the individual to have. Individual differences in abilities of achievements are reflected in the academic progress of the students even though all students are exposed to a similar educational facilities, environment, aspiration and even intelligence in the school environment. Each student may vary in respect of their academic achievements by showing different levels of competence. Such variations may be attributed to a host of factors innate as well as environmental. Further, an individual may also vary in achievement with passage of time. That is why we sometimes find students who do not maintain consistency in their academic achievement as they progress. Many a times we often find students who pass the examination, yet they fail to achieve as much as they can in terms of their abilities. This has drawn the attention of the researchers who have attempted to unravel the complex determinants of academic achievement. They have indicated that students' academic achievement depends to a large extent on their adjustment. These adjustment patterns determine the quality and efficiency of academic striving. Thus, the study of academic achievement of students has assumed a lot of significance in this modern educational system as the efficiency and deficiency of a student is chiefly determined by the quality of his academic achievement.

The role of academic achievement in the educational system in particular and in the development of the nations in general is assuming greater proportion. So, there are countless numbers of studies that have been undertaken which either focused exclusively on academic achievement or investigated academic achievement in relation to other cognitive, social and personal factors. Most of these studies have sought to determine factors that enhance academic achievement. The implications of these relationships in education are apparent since achievement in skill, concepts, and content are the acknowledged goals of the educational process. Therefore, promotion of academic achievement is one of the important aims of an educational system. In this rapidly changing world, with the growing advancement in science and technology academic achievement has become so vital that every parent today sets high goals to educate the child. Hence, the entire effort of education is towards improving the academic performance of the pupils. The problem of predicting high school success has probably received more public attention than any other single problem in education.

Academic Achievement:

Achievement refers to the scholastic achievement of the pupils at the end of an educational programme or the competence they actually show in the school subjects in which they have received instruction. Achievement is the accomplishment or acquired proficiency in the

performance of an individual with respect to a given knowledge or skill. Thus, achievement is the glittering crown which reflects a sense of sincerity, candidness and perseverance on the part of the achievers. The term has been defined by different persons in various ways.

Saxena and Dwivedi (1979) consider that the term scholastic achievement refers to the attainment or accomplishment in the field where a subject receives some instruction or training. According to Clifford et al. (1986) achievement is the task oriented behaviour that allows the individual's performance to be evaluated according to some internally and externally imposed criterion. According to Rao (1980) achievement is concerned to a great extent with the development of knowledge, understanding and acquisition of skills. In the words of Verma and Upadhyay (1981) achievement is the attainment or accomplishment of an individual in some or particular branch of knowledge after a certain period of training.

Educational Aspiration

The concept of level of aspiration was first introduced by Hoppe (1930) while making a reference to the degree of difficulty of the goal towards which a person is striving. The presentation of the theoretical concept of level of aspiration was elaborated by Festinger in (1942) & Sears (1940), Singh, and Tiwari (1976) etc. Every student has educational aspirations. It is a decision which the individual makes about what he want to be come in life and what course he want to study. In well developed countries the school system is so organized that the student can make some anticipating or actual vocational decisions at the end of each stage of education. The student has the freedom to choose from different curricular, these educational decisions influence the career. But in the Indian context the secondary school students has no freedom to choose the curriculum, that suits him and curricular choices are made only at the beginning of the higher secondary stages, that too mainly on the basis of his academic achievement.

Education is a human enterprise. It is a process and kind of activity in relation to human beings. It is a continuous effort to develop all capacities of the students to control their neighboring environment and to fulfill their needs. Though education is a part of human life, it cannot help the pursuers unless they have the required amount of educational aspirations. Individuals will have aspirations, all stages of life people try for self enhancement. The aspiration during students' period influences their behavior. An individual's aspiration level represents him not only as he is at any particular moment, but also as he would like to be at same problem in the future. The term educational aspiration or vocational choice is based on knowledge of traits. The aspiration level of an individual is an important motivating factor. It is a frame a reference involving self esteem or alternatively experiences, that is the feeling of failure or success.

Statement of the Problem

“EFFECT OF EDUCATIONAL ASPIRATIONS ON ACADEMIC ACHIEVEMENT OF SECONDARY SCHOOL STUDENTS”

Objectives

The objectives of a research project summarize what is to be achieved by the study. So for the present study following objectives are formulated:

1. to study and compare academic achievement of male and female secondary school students
2. to study and compare academic achievement of rural and urban secondary school students

3. to study and compare educational aspiration of male and female secondary school students.
4. to study and compare educational aspiration of rural and urban secondary school students.

Hypotheses

1. There is no significant difference in academic achievement of male and female secondary school students
2. There is no significant difference in academic achievement of rural and urban secondary school students
3. There is no significant difference in educational aspiration of male and female secondary school students.
4. There is no significant difference in educational aspiration of rural and urban secondary school students.

Operational Definition

Academic achievement

Academic achievement is the success obtained by the individual during the academic session in terms of aggregate marks secured in various subjects in the annual examination conducted by the Universities.

Educational aspirations

Educational aspiration is related with an individual's level of orientedness or dissatisfaction from the point of view of level of aspiration in relation with efforts made or ability possessed. It is a strong desire to reach something high or great.

Delimitations of the Study

Due to paucity of time and resources and to make it more meaningful, the present study will be delimited in the following aspects:

- ❖ The study will be delimited to secondary school students of governments only.
- ❖ The study will be delimited to the schools affiliated to Board of School Education, Haryana, and Bhiwani only.
- ❖ The study will be delimited to only two districts of Haryana.

1. Design And Methodology

2. Method

Descriptive survey method will be employed to study the effect of parental encouragement, educational aspiration and family climate of secondary school students on their academic achievement.

3. Population

Secondary school students studying affiliated to Board of School Education Haryana Bhiwani in will be taken for the study.

4. Sample

A sample of 400 secondary school students will be taken by using random sampling technique.

Statistical Techniques to Be Used

To give meaning to the raw scores, it is necessary that appropriate statistical treatment be used for detailed analysis and interpretations of different scores, for this purpose, Mean, S.D, 't' value, would be used to find out the differences while 'r' would be used to find out the relationship, if any among the groups. Further for more vivid presentation, the

computed findings will be presented graphically with the help of bar diagrams and frequency polygon.

Findings

Findings are the facts and figures which are collected by the researcher to satisfy the objectives of the study. Some major findings of the present study are mentioned below as:

Objective: 1

To study and compare academic achievement of male and female secondary school students

Hypothesis: 1

H0: There is no significance difference in academic achievement of male and female secondary school students.

H1: There is significance difference in academic achievement of male and female secondary school students.

Findings 1

It was found that there is significant difference between academic achievement of male and female of secondary school students. Thus significant difference shows that female group has better achievement rather than male Group.

Objective: 2

To study and compare academic achievement of rural and urban secondary school students

Hypothesis: 1

H0: There is no significance difference in academic achievement of rural and urban secondary school students.

H1: There is significance difference in academic achievement of male and female secondary school students.

Findings 2

It was found that there is significant difference between academic achievement of urban and rural of secondary school students. Thus significant difference shows that urban group has better achievement rather than rural Group.

Objective: 3

To study and compare educational aspiration of female and male secondary school students

Hypothesis: 3

H0: There is no significance difference in educational aspiration of female and male secondary school students.

H1: There is significance difference in educational aspiration of male and female secondary school students.

Findings 3

It was found that there is significant difference between educational aspiration of male and female of secondary school students. Thus significant difference shows that female group has high educational aspiration rather than male Group

Objective: 4

To study and compare educational aspiration of urban and rural secondary school students

Hypothesis: 4

H0: There is no significance difference in educational aspiration of urban and rural secondary school students.

H1: There is significance difference in educational aspiration of urban and rural secondary school students.

Findings 4

It was found that there is significant difference between educational aspiration of rural and urban of secondary school students. Thus significant difference shows that urban group has high educational aspiration rather than rural Group.

Suggestions for Further Research

This study brings to light some new areas to be studied by the future researchers. The areas and some variables which are not covered by this study may be put to test to enlighten the other factors associated with the achievement and the association between achievement and other psycho-sociological variables. Hence, the researchers may think of the following areas to study in detail.

1. Studies on achievement may be extended to other educational levels, viz., primary, and secondary, and degree, post-graduation, at district level as well as state level.
2. Studies on achievement in independent subject may also be taken up.
3. Studies may be taken up to find out the effect of independent variables on dependent variable in the cases of controlled and experimental groups as this study has not used any controlled groups and variables.
4. Studies may be conducted on achievement to identify its association with other psychological variable in order to enhance the achievement.
5. Studies may be carried out to find out the effect of environmental factors on achievement and its associated variables.
6. Studies may be conducted to find out the influence of locale of the institution, medium of instruction on achievement.
7. Studies may be taken up on the role of psychological variables of teachers in enhancing the achievement.

Conclusion Discussion

Education is human enterprise. It is a process and a kind of activity in relation to human beings. It is a continuous effort to develop all capacities of the child, to control his environments and fulfil his requirements. It is an attempt on the part adult members of the society to shape the development of coming generation. This development is natural and progressive. It is directed towards desirable goals which are fixed by the society according to individual and social needs. Education is also an integrated growth and his growth leads to enlargement of physical organs and maturity of mental capacities.

Education is both a product and a process. As a process it involves the act of learning, and a product it is what we receive through learning, i.e., the knowledge, the ideas and the technique. In a broader sense, all experiences and acts that have a formative effect on mind, character or physical activity of an individual are of education. Education is a process, by which society, through schools, colleges, institutions and universities, deliberately transmits it cultural heritage; it accumulated knowledge, values and skills from one generation to the next.

On the most important outcomes of any educational set-up is the achievement of students. Depending on the level of achievement individuals are characterized as high achievers, average achievers and low achievers. The effectiveness of any educational system is gauged to the extent the students involved in the system achieve, whether it be in cognitive, co native or psycho motor domain. In general terms achievements refers to the scholastic or academic achievement of the students at the end of an educational program. To maximize the achievement within a given set up is the goal of every educationist. Many

studies indicate indifferent samples, that the academic achievement is dependent on variables like set up of educational institution, and educational aspiration.

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Challenges and Opportunities in Higher Education in India: A Study of Commerce Students

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Abstract

The system of higher education is one of the largest systems in the world. Higher Education, in India, starts with three years graduate courses in Art, Commerce or Science followed by Postgraduate courses which are of two years' duration generally. In India, the Ministry of Human Resource Development (MHRD), Department of Higher Education is the Apex body of governance acting as an umbrella organization which delegated the responsibility to evaluate the quality of institutions and programmes to University Grant Commission (UGC). However recently, the Govt. of India has proposed to complete overhaul of apex higher education regulator – University Grant Commission, repeal of the UGC Act 1951 and a fresh legislation to set up as the Higher Education Commission of India (HECI). The main objective of the present research paper has is to understand the present status and emerging challenges of higher education in India especially in commerce education. Primary data was collected from 40 respondents taken, from Rohtak City of Haryana for this study. Commerce education is the area of education which develops the required knowledge, skills and attitude for the success handling of trade, commerce and industry. The present study shows that some of the main problems which are being faced by commerce students are lack of communication skills and competitive skills which is a serious concern. The main suggestions of the study include redrafting the curriculum and to impart practical and application based knowledge knowledge to the students.

Key Words: Higher Education, Communication Skills, Competitive Skills, Curriculum.

The system of higher education is one of the largest systems in the world. There has been a remarkable change in this system after the independence, particularly after 1990s. Higher Education cultivates human mind and makes them important and useful players in the economy of a nation. Higher Education, in India, starts with three years graduate courses in Art, Commerce or Science followed by Postgraduate courses which are of two years duration generally. Professional courses like MCA and MBA takes two to three years after graduation. Similarly engineering and medical courses take 4 to 6 years after completion of higher secondary. The students who can't attend regular classes for various reasons may pursue their education through distance learning institutes. In India, the Ministry of Human Resource Development (MHRD), Department of Higher Education is the Apex body of governance acting as an umbrella organization. Indian higher education consists of several regulatory bodies performing overlapping roles in addition to influences from few other ministries too. The judicial interventions have at several times complemented or contradicted the objectives associated with higher education (Agarwal, 2006). The Ministry of Human Resource Development of the Central government delegated the responsibility to evaluate the quality of institutions and programmes to University Grant

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Commission (UGC). However, University Grant Commission (UGC) has failed to do so (Agarwal, 2006).

That's why in one of the biggest move towards reform in higher education in India, the Govt. of India has proposed to complete overhaul of apex higher education regulator – University Grant Commission, repeal of the UGC Act 1951 and a fresh legislation to set up as the Higher Education Commission of India (HECI).

The HECI will not subsume the All India Council for Technical Education (AICTE) and the National Council for Teacher Education (NCTE) as was originally envisaged as there were concerns red flagged over cadre merger and other technical issues. Both, the AICTE Act and the NCTE Act will be revised to fall in tune with the new HERC Act and reflect the same basic principle of focus on effective regulations for academic standards rather than administrative grant giving functions.

Objectives of the Paper

This research paper has the following objectives:

1. To understand the present status and emerging challenges of higher education in India
2. To study the challenges and opportunities for commerce students in India.

Research Methodology

The present study is mainly based on primary as well as secondary data. The secondary data has been taken from UGC publications, reports of higher education and articles etc. While preparing this paper primary data was also collected. This data was collected from 40 respondents taken, from Rohtak City of Haryana. The questionnaires were distributed to various college and university students of commerce faculty to know about actual response regarding commerce education. The students were selected randomly.

The Present Status of Higher Education in India

The University Grant Commission is the top body responsible for coordinating, determining and maintaining the standards for the institutes of Higher Education in India. Apart from the UGC, there are various professional councils viz. AICTE, DEC, NCTE, ICAI, MCI and BCI etc.

Table 1: Total No. of Universities in India (as on 07.08.2018)

Universities	Total No.
State Universities	389
Deemed to be Universities	124
Central Universities	47
Private Universities	307
Total	867

Source: www.ugc.ac.in

Table 1 shows that there are 867 universities in India as on 07.08.2018 which include 47 Central universities, 389 State Universities, 307 private Universities and 124 Deemed Universities.

Emerging Challenges of Higher Education in India

This paper deals with current scenario of higher education in India. The recent developments in the area of information and communication technology have recognized the vital role that Higher Education plays in socio-economic development. To fulfill this role universities and university like institutions need to be committed to flexibility, quality and enterprises. Formal and informal education, lifelong learning, fundamental resources and its understanding are central to economic progress in the knowledge economy.

Universities and other institutions need to revise and restate their curriculum and regulations with an objective to produce a human resource not only worthy of knowledge society but also to be a stakeholder in knowledge economy.

In the 12th Five Year Plan (2012-2017) spending on education is set to increase to \$100bn from \$70bn. The Prime Minister's advisor on education and innovation, Sam Pitroda says, "We have to liberalise the education system. What we did to the economy in 1991 needs to be done to the education now."

India has to consistently pay attention to higher education in current times of knowledge driven growth. Indian higher education has to face three main challenges in today's context.

1. Quality: Nations are struggling to cope with the demands of quality education. There has been a vast number of increase in higher education imparting institutions and universities in last two decades especially in private sector. But as far as concerned with quality phenomenon, it has deteriorated both in public and private sector. The most of educational institutions are not following the basic quality parameters particularly in engineering and teacher education in India. Maintaining proper student staff ratio, participating in high-level research in sciences and social sciences, improving linguistic skills and using the latest equipment along with qualified staff for imparting higher education are some measures to improve efficiency in functioning of educational institutions.

2. Adaptability: Undergraduate and postgraduate courses being run by various universities and university like institutions are not matching the expectations of the globalized markets in the current era. Considering these changes, the UGC constituted a committee to look at the nature and the extent of flexibility that ought to be available in the universities and university level institutions for the prospective students to acquire meaningful and purposeful undergraduate degrees and post-graduate diplomas in one or more diverse disciplines of interest so as to prepare them as future citizens of knowledge. Keeping the adaptability of UG and PG courses in view, the UGC proposed a new programme after higher secondary named as "Multiple Degree Programme" which is four years programme. In the MDP a student may choose the subject of his/her choice and course curriculum has been prepared after keeping the requirements of economy and globalized markets in view.

3. Access to the Higher Education: The growing privatization of universities and other institutions imparting Higher Education has made the education out of reach of the common man. On the one side the state funding for higher education is shrinking on the other the private universities and institutions are charging excessively high fee for different courses especially for medical, engineering and management courses which is depriving a large chunk of students from getting admissions in these institutions. The Gross Enrolment Ratio (GER) has seen steep growth in recent past decade, which is appreciable considering the ever increasing population and thereby the relevant age cohort in absolute terms. During the last five years the GER has increased more than 5 per cent and for some of the disadvantaged sections of the population it has been much more. With a GER of 15 per cent, India still lags behind world average, the averages of other countries including its growth sharing BRICS nations, and even the average of developing nations. But the GER attainment of 15 per cent is a result of increase in social demand and deliberate policy efforts to improve access (MHRD, 2012). In Indian higher education, about 86 per cent of students are enrolled at undergraduate level and only about 12 per cent are enrolled at post

graduate level. Surprisingly, diploma and certificate education has a meager 1 per cent enrolment as it is considered as an available provision for those who are not able to make it in the mainstream higher education. Unfortunately, for a nation aspiring to become a knowledge economy, a trivial one per cent enrolment in research would not be praiseworthy (UGC, 2012).

Emerging Challenges in field of Commerce

Commerce education is the area of education which develops the required knowledge, skills and attitude for the success handling of trade, commerce and industry. According to the needs of the business and society independent professions have emerge in the form of Chartered Accountant, Cost Accountant, Company Secretary and Business Administrator. The Sydenham College of Commerce and Economics was established in 1913 as the first institution for higher education in commerce. Since then it has experienced tremendous growth. Commerce faculties are established in many universities. The main objectives of education are to develop human resources to face any challenges of the life. The role of commerce education is to develop human resources to overcome the challenges in the field of commerce and business. To achieve this goal the commerce education should focus on linkage with business and industries. It should be more practical and as like on job training and hands on experience.

The following are the challenges in field of commerce in tune with the above discussed three main challenges as per UGC.

- a.) As quality is concerned, it must be maintained in commerce education especially as it is one of the most important parameters in field of higher education. The three main parameters which are worth demanding in Commerce and Management are E-commerce, E- Banking and E- Marketing in today's globalised economy.
- b.) The second challenge of adaptability reveals that today there is a strong feeling that the skills of commerce graduates don't match the expectations of the globalized markets in the present era. A large number of graduates and post graduates in field of commerce are unemployed in our country even after completing their degrees. So "Multiple Degree Programme" is the need of the day in commerce and management. Here it is important that the curriculum and syllabus must be in line with industry requirements. It will ensure the matching of the expectations of the globalized markets in the current era. In this regard the students should be provided practical knowledge in addition to theoretical one so as to meet the requirements of the day. Today the students of commerce and management are not interested in getting the basic accounting and finance degree like B.com and BBA etc. rather they are demanding new courses which may suite the requirements of capital market, money market, banks, educational institutes and retail markets etc.
- c.) As access is concerned more state universities need to be established and state funding for higher education need to be increased. Moreover the government may provide scholarships to brilliant students so that The Gross Enrolment Ratio (GER) may be increased in higher education.

Here in the context of preparation of the present paper an attempt has been made to know the views of commerce students regarding various issues relating to commerce education. Views of the respondents, in this context, have been discussed here as under.

Whether Commerce Graduates have enough Competitive and Employability Skills



Source: Primary survey

The above pie chart shows that approximately 68% of the respondents (27 out of 40) have responded that the commerce graduates do not have enough competitive and employability skills whereas only approximately 32% (13 out of 40) opined that the commerce graduate have above skills.

Table 2: What are the problems being faced by Commerce Students

Type of Problems being Faced by Commerce Students	Responses
a. Lack of Competitive and analytical Skills	03
b. Lack of Communication Skills	08
c. Lack of Practical learning to suit the market requirements	01
d. All of the above	25
e. Any Other/ None	03
Total	40

Source: Primary survey

Table 2 shows that 7.5% of the respondents reveal that lack of competitive and analytical skills is the main problem faced by commerce students whereas 20% of the respondents think it is the communication skill which is their main lacuna. Only 2.5% respondents think 'practical learning to suit market requirements' as main problem on the other hand 7.5% opined that they have either none or any other problem. Surprisingly a majority of the respondent's i. e. 62.5% have opined that all of three lacunas are the problem for commerce students.

Opportunities in field of Commerce

Though there are many challenges for the students of commerce but still there are some opportunities also which have been discussed as under:

- 1.) India is today one of the fastest developing countries of the world. In order to sustain that rate of growth we need to use the higher education as a powerful tool to build a knowledge-based information society by providing quality education in India. The students of commerce have an opportunity as they have an upper edge in many new courses which may suite the requirements of capital market, money market, banks, educational institutes and retail markets etc. Some of the courses in this regard may be

- ❖ C.F.A (Certified Financial Analyst)
 - ❖ Diploma/ Degree in Retail Management / Disaster Management/Operations and Logistics Management/ Education Management/ Events Management etc.
 - ❖ Diploma/ Degree in Retail Banking/ Personal Banking/ Merchant Banking
 - ❖ NIIT's Diploma in Corporate Accounting and Applied Finance
 - ❖ Diploma/ Degree in Management Science/ International Business Management.
- 2.) Goods and Services Tax (GST) is one of the biggest tax reforms in India's Indirect Tax History. A student of commerce can opt career in GST accounting, filing of GST returns etc. There are numerous opportunities for students of commerce in this field.

Conclusion and Suggestions

India is today one of the fastest developing countries of the world. In order to sustain that rate of growth we need to use the higher education as a powerful tool to build a knowledge-based information society by providing quality education in India. Various challenges discussed in terms of quality, accessibility and adaptability should be taken care of to reap the real benefits. In this changed scenario, it is necessary that our planners and educational administrators must expedite the process of reforms in higher education especially in commerce by improving the quality, adaptability and access of higher education to the scholars. As opined by various respondents in our present study some of the main problems which are being faced by commerce students are lack of communication skills and competitive skills which is a serious concern. The study suggests that to overcome these problems the curriculum may be redrafted in light of above concerns. Moreover to impart practical knowledge among students project and application based knowledge should be provided to students in field of commerce to equip them with the tools to meet present globalised requirements.

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The Economics of Ecosystems and Biodiversity: A Primer

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Introduction

Biodiversity is a contraction of 'biological diversity', and hence has two parts. 'Biological' refers to natural life on Earth and 'diversity' is variety that can be captured by an index. For the 'bio' part, we can count the number of species and estimate their populations. But the essence of biodiversity is the second part, 'diversity'—the variety and interdependency of species, in turn depending upon habitats.

Biological diversity means "*the variability among living organisms from all sources, including terrestrial, marine and other aquatic ecosystems and the ecological complexes of which they are part; this includes diversity within species, between species and of ecosystems*" (Article 2, Convention on Biological Diversity(CBD)). The term covers all the variety of life that can be found on Earth (plants, animals, fungi and microorganisms), the diversity of communities that they form and the habitats in which they live. It encompasses three levels: ecosystem diversity (i.e. variety of ecosystems); species diversity (i.e. variety of different species); and genetic diversity (i.e. variety of genes within species).

The genetic diversity: Every individual in a species differs widely from other individuals in its genetic makeup due to large number of combinations possible in the genes. This genetic variability is essential for healthy breeding population of a species. The reduction of genetic diversity will result in in-breeding in species. This leads to genetic anomalies and eventually extinction of that particular species. The variety of nature's bounty can be exploited if we breed domestic plant and animal varieties with their wild varieties to make them more productive and disease – resistant. Modern biotechnology also manipulates genes to develop better types of seeds, medicines and other industrial raw materials.

The species diversity: Every natural and man-made ecosystem is made up of a variety of animal and plant species. Some ecosystems such as tropical rainforests are very rich in the number of species as compared to other ecosystems such as the desert ecosystem. At present the scientists have been able to identify 1.8 million species on the Earth. However, this may only be a fraction of what really exists.

The ecosystem diversity: There are a large variety of different ecosystems on the Earth. Distinctive ecosystems include natural landscapes like forests, grasslands, deserts, mountains etc. as well as aquatic ecosystems like rivers, lakes and seas. Each of these also has man-modified areas such as farmlands, grazing lands, urban lands etc. Any ecosystem that is overused or misused loses its productivity and gets degraded.

According to the Food and Agriculture Organization (FAO), biodiversity encompasses the :variety and variability of plants, animals and micro-organisms, at the genetic, species and ecosystem level, that are necessary to sustain the key functions of the agro-ecosystem, including its structure and processes for, and in support of, food production and food security. (FAO, 1999)

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Biodiversity is the foundation of ecosystem services to which human well-being is intimately linked. Biodiversity includes all ecosystems—managed or unmanaged. Sometimes biodiversity is presumed to be a relevant feature of only unmanaged ecosystems, such as wild lands, nature preserves, or national parks. This is incorrect. Managed systems— plantations, farms, croplands, aquaculture sites, rangelands, or even urban parks and urban ecosystems—have their own biodiversity. Given that cultivated systems alone now account for more than 24% of Earth's terrestrial surface, it is critical that any decision concerning biodiversity or ecosystem services address the maintenance of biodiversity in these largely anthropogenic systems .

Ecosystem means “*a dynamic complex of plant, animal and micro-organism communities and their non-living environment interacting as a functional unit*” (Article 2, Convention on Biological Diversity). Each ecosystem contains complex relationships between living (biotic) and non-living (abiotic) components (resources), sunlight, air, water, minerals and nutrients. The quantity (e.g. biomass and productivity), quality and diversity of species (richness, rarity, and uniqueness) each play an important role in a given ecosystem. The functioning of an ecosystem often hinges on a number of species or groups of species that perform certain functions e.g. pollination, grazing, predation, nitrogen fixing.

Ecosystem services refer to the benefits that people obtain from ecosystems (Millennium Ecosystem Assessment 2005a). These include: provisioning services (e.g. food, fibre, fuel, water); regulating services (benefits obtained from ecosystem processes that regulate e.g. climate, floods, disease, waste and water quality); cultural services (e.g. recreation, aesthetic enjoyment, tourism, spiritual and ethical values); and supporting services necessary for the production of all other ecosystem services (e.g. soil formation, photosynthesis, nutrient cycling).

Humans have been modifying ‘nature’ since the Pleistocene, eliminating the mega fauna and hence changing the balance between forest and open plains. ‘Nature’ itself is best viewed as subject to continuous change, not a series of equilibria. Within current ecosystems, some species are more important than others. The loss of tigers at the peak of a food chain might have a very different effect from the loss of less charismatic species further down, which might support an entire ecosystem—a ‘keystone species’. Yet predators can also play key roles—without them herbivores flourish, changing the vegetation. There is also a human value dimension some species are more highly valued by humans than others, both for their intrinsic value and for the services they yield. Attempts to define ‘optimal biodiversity’ are therefore inherently difficult, if not impossible, and in practice much of the literature is confined to looking at marginal changes from the status quo. Diversity is a more familiar economic concept, and diversity is measured in financial theory, regulatory economics, and in measures of energy security among others. It is relatively straightforward to develop statistical measures that can be applied to a set of species. On one level, the number of species in a given area of land can simply be counted up. Thus the claim that rainforests are bio diverse might mean that they have more species per hectare than other habitats.

In sum, biodiversity is difficult to pin down conceptually, and there are various competing definitions that might be employed for quantitative research. A further problem is that there are likely to be many species that have not yet been discovered, particularly insects and amphibians. While difficult, these problems do not prevent useful economic research, using tools and concepts including public goods, externalities, non-linearity and threshold

effects, and the economics of information. One economic tool which is critical to biodiversity policy is the various economic valuation methods that have been devised, refined and incorporated into non-market cost–benefit analysis.

Importance of Biodiversity and Ecosystems

Biodiversity is the basis of human existence, our life support system. Ecosystems regulate climatic processes, breakdown wastes and recycle nutrients, filter and purify water, buffer against flooding, maintain soil fertility, purify air, and provide natural resources such as wood, textiles, and of course food.

Conservation and sustainable use of biodiversity is fundamental to ecologically sustainable development. Biodiversity is a part of our daily lives and livelihood, and constitutes resources upon which families, communities, nations and future generation depends. Every country has the responsibility to conserve, restore and sustainably use the biological diversity within its jurisdiction. Biological diversity is fundamental to the fulfilment of human needs. An environment rich in biological diversity offers the broadest array of options for sustainable economic activity, for sustaining human welfare and for adapting to change. Loss of biodiversity has serious economic and social costs associated with it.

The experience of the past few decades have shown that as industrialisation and economic development takes place patterns of consumption, production and needs change, altering and even destroying ecosystems. Biodiversity has direct consumptive value in agriculture, medicine and industry. Approximately 80,000 edible plants have been used at one time or another in human history, out of which only about 150 have been cultivated on large scale. Today a mere 10 to 20 species provide 80-90% food requirement of the world. Agricultural productivity is heavily dependent on numerous species and ecosystem services, including soil micro-organisms, natural and domesticated pollinators and pest predators, the genetic diversity of crops and livestock, as well as freshwater supplies, climate regulation and nutrient cycling. Insect pollinators, for example, are estimated to provide services worth US\$189 billion per year to global agriculture (Gallai et al. 2009) through increased yields and other benefits. Genetic diversity is the key to past, present and assuredly future agricultural success. It is a key, as well, to our utilization of virtually all natural products. The medicines in our pharmacopoeia are as compelling an example as the agricultural sector. The turnover for drugs derived from genetic resources was between US\$ 75 billion and US\$ 150 billion. The most sophisticated research and development efforts of the world's biggest pharmaceutical companies rely on the genetic diversity of wild species. Examples are the Madagascar periwinkle, a wildflower, has yielded a drug that has proven effective against two forms of childhood leukaemia. Taxol, extracted from the bark of the Pacific yew, is now important part of the chemical arsenal marshalled against ovarian cancer. Specific utilitarian uses are only part of the story.

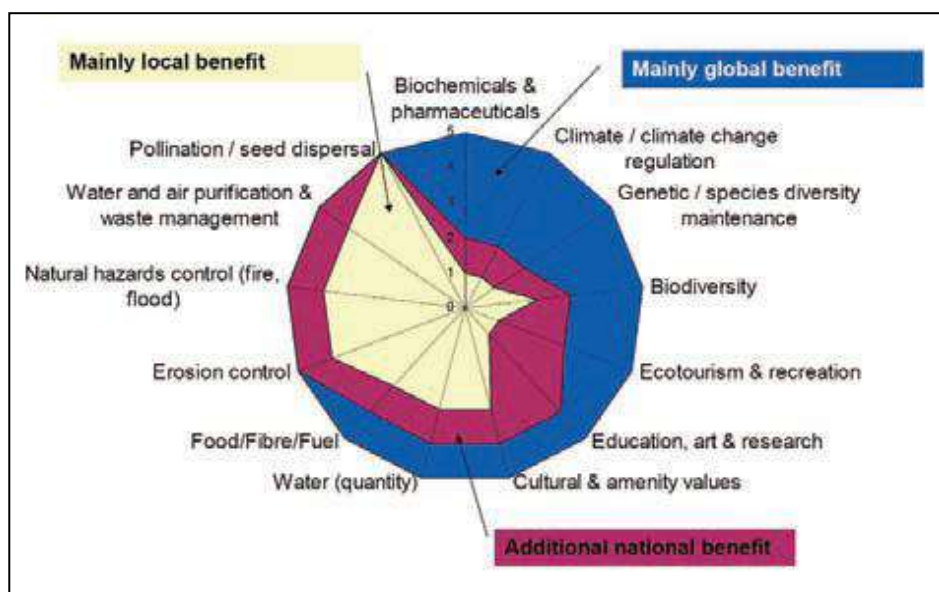
TABLE: Market sectors dependent on genetic resources

SECTOR	SIZE OF THE MARKET	COMMENT
Pharmaceutical	US\$ 640 bn. in 2006	25-50% derived from genetic resources
Biotechnology	US\$ 70 bn. in 2006 from public companies alone	Many products derived from genetic resources (enzymes, microorganisms)
Crop protection products	US\$ 30 bn. in 2006	Some derived from genetic resources.
Agricultural seeds	US\$ 30 bn. in 2006	All derived from genetic resources.
Ornamental horticulture	Global import value US\$ 14 bn in 2006	All derived from genetic resources.
Personal care, botanical and food & beverage industries	US\$ 22 bn. for herbal supplements US\$ 12 bn. for personal care US\$ 31 bn for food products All in 2006	Some products derived from genetic resources. Represents 'natural' component of the market

SOURCE: TEEB FOR BUSINESS (2010)

Although we need the Biosphere's species for our own uses, and we rely on those species for our own uses, and we rely on those species for the basic supplies of food, water and chemical compounds on which all life depends, there are also indirect values of biodiversity which are important. The indirect values imply the function performed by biodiversity which are not of any direct use such as ecological processes. Biodiversity enriches leisure activities such as hiking, bird watching or natural history study. Many cultures view themselves as an integral part of the natural world which requires them to respect other living organisms. Popular activities such as gardening, fish keeping and specimen collecting strongly depend on biodiversity. The number of species involved in such pursuits is in the tens of thousands, though the majority does not enter commerce. Philosophically it could be argued that biodiversity has intrinsic aesthetic and spiritual value to mankind in and of itself. This idea can be used as a counterweight to the notion that tropical forests and other ecological realms are only worthy of conservation because of the services they provide.

Ecosystem services refer to the benefits that people obtain from ecosystems. These include: provisioning services (e.g. food, fibre, fuel, water); regulating services (benefits obtained from ecosystem processes that regulate e.g. climate, floods, disease, waste and water quality); cultural services (e.g. recreation, aesthetic enjoyment, tourism, spiritual and ethical values); and supporting services necessary for the production of all other ecosystem services (e.g. soil formation, photosynthesis, nutrient cycling).



SOURCE: TEEB Report (2009)

FORESTS

Forests in different forms cover an area of around 4 billion hectares (30.3% of total global land area)

The world's forests contain 80-90% of the world's remaining terrestrial biodiversity. Forests provide many valuable goods and services, including timber, food, fodder, medicines, climate regulation, and provision of fresh water, soil protection, carbon sequestration, cultural heritage values and tourism opportunities.

- The global value of timber harvested in 2000 was around \$ 400,000 million, and around 25% of that entered into world trade, representing some 3% of the total merchandise trade.
- The global forestry sector annually provides subsistence and wage employment of 60 million work years, with 80% taking place in the developing world.
- Fuel woods is the primary source of energy for heating and cooking for some 2.6 billion people, and 55% of global wood consumption is for fuel wood.
- Forests annually provides over 3300 million cubic meters of wood (including 1800 million cubic meters of fuel wood and charcoal), as well as numerous non wood forest products that play a significant role in the economic life of 100s of millions of people; contain 50 % of the world's terrestrial organic carbon stocks, and forest biomass constitutes about 80% of terrestrial biomass.
- Among the multiple services provided by tropical forests, the pollination service supplied to agriculture has a particular status as it is generated even by small patches of natural forest in human-dominated agricultural landscapes and it can be locally important. Based on ecological experiments in Costa Rica, Ricketts et al. (2004) found that the presence of forest-based wild pollinators increased coffee yields by 20% and improved its quality for farms located close to the forest (less than one km). The economic value of this service was estimated at around US\$ 395 per hectare of forest per year, or 7% of farm income.

TABLE: Examples of ecosystem service values from tropical forests

SERVICES	VALUE
Food, Fibre and Fuel	Lescuyer (2007), based on a review of previous studies, estimated the annual per hectare average values of provisioning services for cameroon's forests at Us\$ 560 for timber, Us\$ 61 for fuelwood and Us\$ 41-70 for non-timber forest products.
Climate regulation	Lescuyer (2007), based on a review of previous studies, estimated the value of climate regulation by tropical forests in cameroon at Us\$ 842-2265 per hectare per year.
Water regulation	yaron (2001) estimated the value of flood protection by tropical forests in cameroon at Us\$ 24 per hectare per year. van Beukering et al. (2003), estimate the NPv for water supply from 2000 to 2030 of the Leuser Ecosystem comprising approx. 25,000 km2 of tropical forest at 2,419 Bio Us\$.
Groundwater recharge	Kaiser and roumasset (2002) valued the indirect watershed benefits of tropical forests in the Ko'olau watershed, hawaii, using shadow prices. The net present value of the contribution to groundwater recharge of the 40,000 hectare watershed was estimated at Us\$ 1.42 billion to Us\$ 2.63 billion.
Pollination	Priess et al (2007) estimated the average value of pollination services provided by forests in Sulawesi, Indonesia, at 46 Euros per hectare. As a result of ongoing forest conversion, pollination services are expected to decline continuously and directly reduce coffee yields by up to 18% and net revenues per hectare up to 14% within the next two decades.
Existence values	horton et al (2003) reported the results of a contingent valuation study in the UK and Italy, which evaluated non-users' willingness to pay for the implementation of a pr opposed programme of protected areas in Brazilian Amazonia. Estimated willingness to pay for forest conservation was \$Us 43 per hectare per year. Mallawaarachchi et al. (2001) used choice modelling to estimate the value of natural forest in the herbert river District of North Queensland at AU\$ 18 per hectare per year.

SOURCE: TEEB Report (2010)

MEDICINES

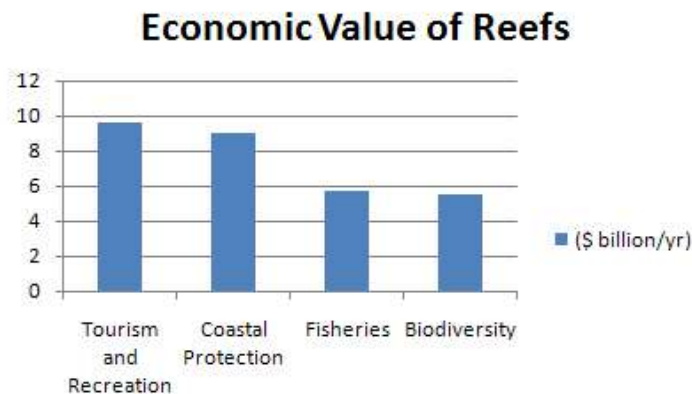
- Internationally, the trade in medicinal plants is estimated to be worth US\$ 60 billion per year.
- In 2002-2003, four-fifths of new chemicals introduced globally were inspired by natural products.
- Of all the anti-cancer drugs available, 42% are natural and 34% semi- natural.
- The turnover for drugs derived from genetic resources was between US\$ 75 billion and US\$ 150 billion.

- The ginkgo tree led to the discovery of substances which are highly effective against cardiovascular diseases, accounting for a turnover of US\$ 360 million per year.

CORAL REEFS

- Tropical coral reefs cover just 1.2% of the world's continental shelves but they are the most diverse marine ecosystems. They are often likened to 'oases' within marine nutrient deserts have a crucial role in shaping tropical marine systems which, are highly productive despite surviving in very low nutrient condition : Coral reefs harbour an estimated 1-3 million species, including over a quarter of all marine fish species , and often have even higher levels of biodiversity than tropical forests
- Coral reef provides a wide range of services to around 500 million people. Some 9-12% of the world's fisheries are based directly on reefs, while a large number of offshore fisheries also rely on them as breeding, nursery or feeding grounds. Tourism generally is the dominant benefit. Reef recreation has estimated at US\$ 184 per visit globally, at US\$ 231-2,700 per hectare per year in Southeast Asia and at US\$ 1,654 per hectare per year in the Caribbean.
- Coral reefs provide genetic resources for medical research, and ornamental fish and pearl culture are extremely important for the economies of some insular states, such as French Polynesia. The reefs protect coastal areas in many islands: this vital service has been estimated to be worth US\$ 55-1,100 per hectare per year in Southeast Asia.

Chart above depicts the breakdown of component values that contribute the global annual value of coral ecosystems.



SOURCE: Global Biodiversity Outlook 3

MANGROVES

- Due to their function as nurseries for many species fisheries in waters adjacent to mangroves tend to have high yields; annual net values of \$600 per hectare per year for this fishery benefit have been suggested. In addition an annual net Benefit of \$15 per hectare was calculated for medicinal plant coming from mangrove forests and up to \$61 per hectare for medicinal value.
- Some significant values have been estimated for water regulation, although they are highly context-specific. The value of the watershed provided by intact coastal ecosystems such as mangroves and other wetlands has been estimated at US\$ 845 per hectare per year in Malaysia and us\$1,022 per hectare per year in Hawaii, United States

of America. Overall, the values of the multiple watershed services tend to range from us\$ 200 to 1,000 per year (mullan and kontoleon 2008). The value of bee pollination for coffee pollination has been estimated at US\$361 per hectare per year (Ricketts et al.2004), although the benefits accrued to producers within one kilometre of natural forests.

- Due to their functions as nurseries for many species, fisheries in waters adjacent to mangroves tend to have high yields, annual net values of \$600 per hectare per year for this fishery benefit have been suggested. In addition, an annual net benefit of \$15 per hectare was calculated for medicinal plants coming from mangrove forests, and up to \$16 per hectare for medicinal values.

GENERAL FISHERIES

- It is estimated that 1 billion people worldwide are dependent on fish as their sole or main source of animal protein, while fish provided more than 2.6 billion people with at least 20 percent of their average per capita animal protein intake.
- Recreational fishing is an important economic activity in some countries; in the United States it is worth approximately \$21,000 million a year in Canada, \$5,200 million a year and in Australia, \$1,300 million a year. Coastal communities; coastal captures fisheries yields are estimated to be worth a minimum of 34,000 million annually.

MISCELLANEOUS

- Healthy reefs and mangroves can absorb 70-90% of the energy in wind generated waves, thus shorelines from storms and hurricane. They also support a range of fisheries, and fish nurseries habitat and, in case of reefs, tourism and recreation (valued in some cases at up to \$1 million per kilometre square). Both ecosystems contribute significantly to national economies, particularly those of small island developing states, 90% of which have reefs and 75% of which have mangroves.
- The market for sustainably produces commodities could reach us\$ 60 billion a year by 2010.
- Protected areas could produce benefits from goods and ecosystem services worth between us\$ 4,400 and 5.200 billion a year.
- Centuries ago, restoration of forest in the watershed above Malaga, Spain, ended the flooding that had been recorded at regular intervals over 500 year.

The global tourism industry generated about US\$5.7 trillion of value added in 2010 (over 9% of global GDP) and employs around 235 million people directly or indirectly (WTTC 2010). Many tourism businesses are fully or partially dependent on biodiversity and ecosystem services, whether relating to eco-tourism, beach holiday, with over 13 million people undertaking the activity in 119 countries (IFAW 2009)

Need For Valuation

Economics, as the study of how to allocate limited resources, relies on valuation to provide society with information about the relative level of resource scarcity. The value of ecosystem services and Biodiversity is a reflection of what we, as a society, are willing to trade off to conserve these natural resources. Economic valuation of ecosystem services and biodiversity can make explicit to society in general and policy making in particular, that biodiversity and ecosystem services are scarce and that their depreciation or degradation has associated costs to society. If these costs are not imputed, then policy would be misguided and society would be worse off due to misallocation of resources.

The problem is that since most ecosystem services and biodiversity are public goods, they tend to be over consumed by society. From an economic point of view, biodiversity (and ecosystems) can broadly be seen as part of our natural capital, and the flow of ecosystem services is the interest on that capital that society receives. Just as private investors choose a portfolio of capital to manage risky returns, we need to choose a level of biodiversity and natural capital that maintains future flows of ecosystem services in order to ensure enduring environmental quality and human well-being, including poverty alleviation.

The economic conception of value is thus anthropocentric and for the most part instrumental in nature, in the sense that these values provide information that can guide policy making. This valuation approach should be used to complement, but not substitute other legitimate ethical or scientific reasoning and arguments relating to biodiversity conservation.

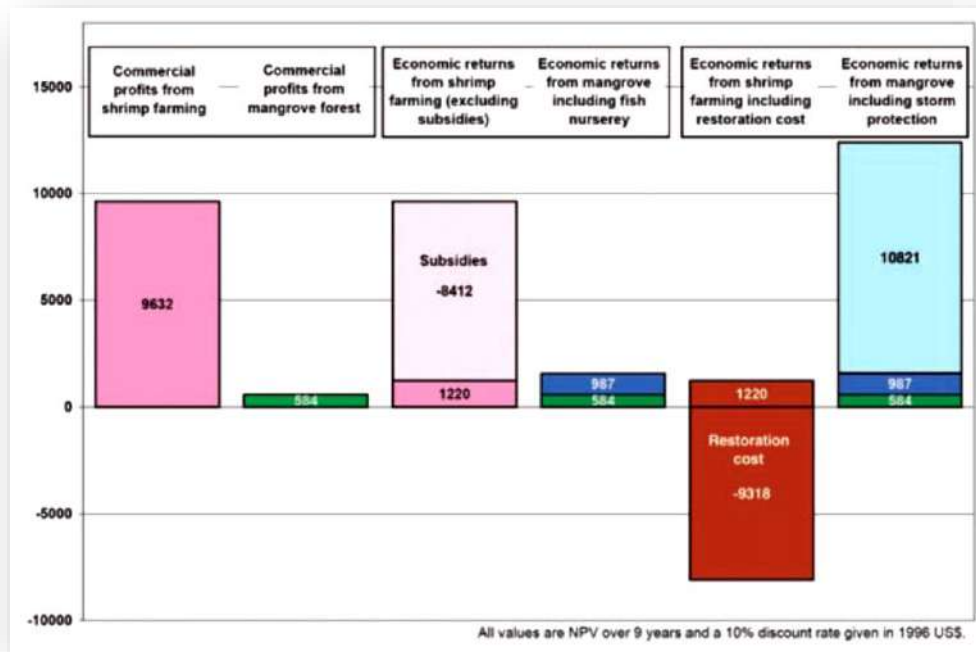
Valuation plays an important role in creating markets for the conservation of biodiversity and ecosystem services, for instance through Payments for Ecosystem Services. Such market creation process requires three main stages: demonstration of values, appropriation of values and sharing the benefits from conservation. Demonstration refers to the identification and measurement of the flow of ecosystem services and their values. Appropriation is the process of capturing some or all of the demonstrated and measured values of ecosystem services so as to provide incentives for their sustainable provision. This stage in essence internalises, through market systems, demonstrated values of ecosystem services so that those values affect biodiversity resource use decisions. Internalisation is achieved by correcting markets when they are incomplete and/or creating markets when they are all-together missing. In the benefit sharing phase, appropriation mechanisms must be designed in such a manner that the captured ecosystem services benefits are distributed to those who bear the costs of conservation.

Ecological life support systems underpin a wide variety of ecosystem services that are essential for economic performance and human well-being. Current markets, however, only shed information about the value of a small subset of ecosystem processes and components that are priced and incorporated in transactions as commodities or services. This poses structural limitations on the ability of markets to provide comprehensive pictures of the ecological values involved in decision processes (MA, 2005).

Moreover, an information failure arises from the difficulty of quantifying most ecosystem services in terms that are comparable with services from human-made assets. From this perspective, the logic behind ecosystem valuation is to unravel the complexities of socio-ecological relationships, make explicit how human decisions would affect ecosystem service values, and to express these value changes in units (e.g., monetary) that allow for their incorporation in public decision-making processes (Mooney et al., 2005).

Economic decision-making should be based on understanding the changes to economic welfare from small or marginal changes to ecosystems due to, e.g., the logging of trees in a forest or the restoration of a polluted pond. Value thus is a marginal concept insofar that it refers to the impact of small changes in the state of the world, and not the state of the world itself. In this regard, the value of ecological assets, like the value of other assets, is individual-based and subjective, context dependent, and state-dependent. Estimates of economic value thus reflect only the current choice pattern of all human-made, financial and natural resources given a multitude of socio-ecological conditions such as preferences, the distribution of income and wealth, the state of the natural environment, production

technologies, and expectations about the future. A change in any of these variables affects the estimated economic value.



Example: The conversion choice- economics, private interest and public interest

Source: TEEB (2009)

Looking at the full range of costs and benefits can show whether land conversion makes economic sense. A study in Southern Thailand (Barbier 2007) on conversion of mangroves into commercial shrimp farms showed net private economic returns estimated at US\$ 1,220 per ha per year (10% discount rate), taking account of available subsidies. This return does not integrate rehabilitation costs (US\$ 9,318 /ha) when the pond is abandoned after 5 years of exploitation. The conversion decision is clearly an easy one for those making the private gain but the conclusion changes if the main costs and benefits to society are included. Estimated benefits provided by mangroves, mostly to local communities, were around US\$ 584/ha for collected wood and non-wood forest products, US\$ 987/ha for providing nursery for off-shore fisheries and US\$ 10,821/ha for coastal protection against storms, totalling US\$ 12,392/ha (even without considering other services like carbon sequestration) – an order of magnitude larger than the benefits of converting the mangroves to shrimp farming. Only through appropriate policy responses (e.g. clear property rights, permit systems, removal of any perverse subsidies that encourage conversion, compensation mechanisms) can such unbalanced trade-offs be avoided.

In summary, there are at least six reasons for conducting valuation studies:

- Missing markets
- Imperfect markets and market failures
- For some biodiversity goods and services, it is essential to understand and appreciate its alternatives and alternative uses.
- Uncertainty involving demand and supply of natural resources, especially in the future.

- Government may like to use the valuation as against the restricted, administered or operating market prices for designing biodiversity/ecosystem conservation programs
- In order to arrive at natural resource accounting, for methods such as Net Present Value methods, valuation is a must.

Total Economic Value Framework

From an economic viewpoint, the value (or system value) of an ecosystem should account for two distinct aspects. The first is the aggregated value of the ecosystem service benefits provided in a given state, akin to the concept of TEV. The second aspect relates to the system's capacity to maintain these values in the face of variability and disturbance. The former has sometimes been referred to "output" value, and the latter has been named "insurance" value.

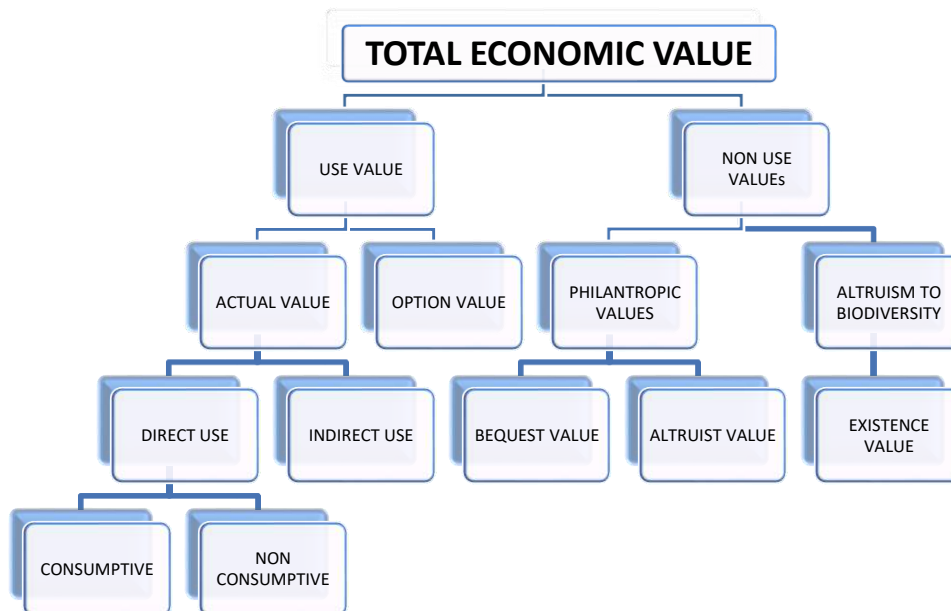
The insurance value of ecosystems is closely related to the systems resilience and self-organizing capacity. The notion of resilience relate to the ecosystems capacity to absorb shocks and reorganize so as to maintain its essential structure and functions, i.e., the capacity to remain at a given ecological state or avoid regime shifts. Securing ecosystem resilience involves maintaining minimum amounts of ecosystem infrastructure and processing capability that allows 'healthy' functioning. Such minimum ecological infrastructure can be approached through the concept of "critical natural capital" (Deutsch et al., 2003; Brand, 2009). The status of critical natural capital and related insurance values are sometimes recognized by the precautionary conservation of stocks, or setting safe minimum standards. However, the question remains how to measure resilience and critical natural capital in economic terms.

Benefits corresponding to the "output value" of the ecosystem can span from disparate values such as the control of water flows by tropical cloudy forests or the mitigation of damages from storms and other natural hazards by mangroves. The elicitation of these kinds of values can generally be handled with the available methods for monetary valuation based on direct markets, or, in their absence, on revealed or stated preferences techniques.

Within the neoclassical economic paradigm, ecosystem services that are delivered and consumed in the absence of market transactions can be viewed as a form of positive externalities. Framing this as a market failure, the environmental economics literature has developed since the early 1960s a range of methods to value these "invisible" benefits from ecosystems, often with the aim of incorporating them into extended cost-benefit analysis and internalising the externalities. In order to comprehensively capture the economic value of the environment, different types of economic values neglected by markets have been identified, and measurements methods have been progressively refined.

Since the seminal work by Krutilla (1967), total (output) value of ecosystems has generally been divided into use- and non-use value categories, each subsequently disaggregated into different value components.

Figure: Value types within the TEV approach



Use values can be associated with private or quasi-private goods, for which market prices usually exist. Use values are sometimes divided further into two categories:

(a) *Direct use value*, related to the benefits obtained from direct use of ecosystem service. Such use may be extractive, which entails consumption (for instance of food and raw materials), or non-extractive use (e.g., aesthetic benefits from landscapes).

(b) *Indirect use values* are usually associated with regulating services, such as air quality regulation or erosion prevention, which can be seen as public services which are generally not reflected in market transactions.

Extending the temporal frame in which values are considered allows for the possibility of valuing the option of the future use of a given ecosystem service. This is often referred to as *option value*. Option value can be understood as a way of framing TEV under conditions of uncertainty, as an insurance premium or as the value of waiting for the resolution of uncertainty. In the latter case, it is generally known as *quasi-option value*. An example to illustrate uncertainties surrounding the potential future uses and related option value of ecosystems is given by bioprospecting activities to discover potential medicinal uses of plants. Crucial issues in this example involve the question on whether or not any particular organism will prove to be of commercial use in the future; and what commercial uses will need to be developed over time.

Non-use values from ecosystems are those values that do not involve direct or indirect uses of ecosystem service in question. They reflect satisfaction that individuals derive from the knowledge that biodiversity and ecosystem services are maintained and that other people have or will have access to them. In the first case, non-use values are usually referred to as *existence values*, while in the latter they are associated with *altruist values* (in relation to intra-generational equity concerns) or *bequest values* (when concerned with inter-generational equity).

It should be noted that non-use values involve greater challenges for valuation than do use values since non-use values are related to moral, religious or aesthetic properties, for which markets usually do not exist. This is different from other services which are associated with the production and valuation of tangible things or conditions. Cultural services and non-use values in general involve the production of experiences that occur in the valuer's mind. These services are therefore co-produced by ecosystems and people in a deeper sense than other services.

VALUATION METHODS

Direct market valuation approaches

Direct market valuation approaches are divided into three main approaches

- (a) market price-based approaches,
- (b) cost-based approaches, and
- (c) Approaches based on production functions.

The main advantage of using these approaches is that they use data from actual markets, and thus reflect actual preferences or costs to individuals. Moreover, such data – i.e. prices, quantities and costs- exist and thus are relatively easy to obtain.

Market price-based approaches are most often used to obtain the value of provisioning services, since the commodities produced by provisioning services are often sold on, e.g., agricultural markets. In well-functioning markets preferences and marginal cost of production are reflected in a market price, which implies that these can be taken as accurate information on the value of commodities. The price of a commodity times the marginal product of the ecosystem service is an indicator of the value of the service, consequently, market prices can also be good indicators of the value of the ecosystem service that is being studied.

Cost-based approaches are based on estimations of the costs that would be incurred if ecosystem service benefits needed to be recreated through artificial means. Different techniques exist, including,

- (a) The avoided cost method, which relates to the costs that would have been incurred in the absence of ecosystem services,
- (b) Replacement cost method, which estimates the costs incurred by replacing ecosystem services with artificial technologies, and
- (c) Mitigation or restoration cost method, which refers to the cost of mitigating the effects caused by to the loss of ecosystem services or the cost of getting those services restored.

Production function-based approaches (PF) estimate how much a given ecosystem service (e.g., regulating service) contributes to the delivery of another service or commodity which is traded on an existing market. In other words, the PF approach is based on the contribution of ecosystem services to the enhancement of income or productivity. The idea thus is that any resulting “improvements in the resource base or environmental quality” as a result of enhanced ecosystem services, “lower costs and prices and increase the quantities of marketed goods, leading to increases in consumers” and perhaps producers’ “surpluses”. The PF approach generally consists of the following two-step procedure.

The first step is to determine the physical effects of changes in a biological resource or ecosystem service on an economic activity.

In the second step, the impact of these changes is valued in terms of the corresponding change in marketed output of the traded activity.

A distinction should be made then between the gross value of output and the value of the marginal product of the input. Hence, the PF approach generally uses scientific knowledge on cause-effect relationships between the ecosystem service(s) being valued and the output level of marketed commodities. It relates to objective measurements of biophysical parameters. For many habitats where there is sufficient scientific knowledge of how these link to specific ecological services that support or protect economic activities, it is possible to employ the production function approach to value these services.

Limitations of direct market valuation approaches

Direct market valuation approaches rely primarily on production or cost data, which are generally easier to obtain than the kinds of data needed to establish demand for ecosystem services. However, when applied to ecosystem service valuation, these approaches have important limitations. These are mainly due to ecosystem services not having markets or markets being distorted. The direct problems that arise are two-fold. If markets do not exist either for the ecosystem service itself or for goods and services that are indirectly related, then the data needed for these approaches are not available. In case where markets do exist but are distorted, for instance because of a subsidy scheme or because the market is not fully competitive, prices will not be a good reflection of preferences and marginal costs. Consequently, the estimated values of ecosystem services will be biased and will not provide reliable information to base policy decisions on.

Some direct market valuation approaches have specific problems. Barbier (2007) illustrates that the replacement cost method should be used with caution, especially under uncertainty. The PF approach has the additional problem that adequate data on and understanding of the cause-effect linkages between the ecosystem service being valued and the marketed commodity are often lacking. In other words, "production functions" of ecosystem services are rarely understood well enough to quantify how much of a service is produced, or how changes in ecosystem condition or function will translate into changes in the ecosystem services delivered. Furthermore, the interconnectivity and interdependencies of ecosystem services may increase the likelihood of double-counting ecosystem services.

Revealed preference approaches

Revealed preference techniques are based on the observation of individual choices in existing markets that are related to the ecosystem service that is subject of valuation. In this case it is said that economic agents "reveal" their preferences through their choices.

The two main methods within this approach are:

(a) **The travel cost method (TC)**, which is mostly relevant for determining recreational values related to biodiversity and ecosystem services. It is based on the rationale that recreational experiences are associated with a cost (direct expenses and opportunity costs of time). The value of a change in the quality or quantity of a recreational site (resulting from changes in biodiversity) can be inferred from estimating the demand function for visiting the site that is being studied.

(b) **The hedonic pricing (HP)** approach utilizes information about the implicit demand for an environmental attribute of marketed commodities. For instance, houses or property in general consist of several attributes, some of which are environmental in nature, such as the proximity of a house to a forest or whether it has a view on a nice landscape. Hence, the value of a change in biodiversity or ecosystem services will be reflected in the change

in the value of property (either built-up or land that is in a (semi-) natural state). By estimating a demand function for property, the analyst can infer the value of a change in the non-marketed environmental benefits generated by the environmental good.

The main steps for undertaking a revealed preference valuation study are:

1. Determining whether a surrogate market exists that is related to the environmental resource in question.
2. Selecting the appropriate method to be used (travel cost, hedonic pricing).
3. Collecting market data that can be used to estimate the demand function for the good traded in the surrogate market.
4. Inferring the value of a change in the quantity/quality of an environmental resource from the estimated demand function.
5. Aggregating values across relevant population.
6. Discounting values where appropriate.

Limitations of revealed preference approaches

In revealed preferences methods, market imperfections and policy failures can distort the estimated monetary value of ecosystem services. Scientists need good quality data on each transaction, large data sets, and complex statistical analysis. As a result, revealed preference approaches are expensive and time-consuming. Generally, these methods have the appeal of relying on actual/observed behaviour but their main drawbacks are the inability to estimate non-use values and the dependence of the estimated values on the technical assumptions made on the relationship between the environmental good and the surrogate market good.

Stated preference approaches

Stated preference approaches simulate a market and demand for ecosystem services by means of surveys on hypothetical (policy-induced) changes in the provision of ecosystem services. Stated preference methods can be used to estimate both use and non-use values of ecosystems and/or when no surrogate market exists from which the value of ecosystems can be deduced.

The main types of stated preference techniques are:

(a) Contingent valuation method (CV): Uses questionnaires to ask people how much they would be willing to pay to increase or enhance the provision of an ecosystem service, or alternatively, how much they would be willing to accept for its loss or degradation.

Steps for undertaking a contingent valuation study (Kontoleon and Pascual, 2006)

1. Survey design

- Start with focus group sessions and consultations with stakeholders to define the good to be valued.
- Decide the nature of the market, i.e., determine the good being traded, the status quo, and the improvement or deterioration level of the good that will be valued.
- Determine the quantity and quality of information provided over the traded „good“, who will pay for it, and who will benefit from it.
- Set allocation of property rights (determines whether a willingness-to-pay (WTP) or a willingness to-Accept (WTA) scenario is presented).
- Determine credible scenario and payment vehicle (tax, donation, price).
- Choose elicitation method (e.g. dichotomous choice vs. open-ended elicitation method).

2. Survey implementation and sampling

- Interview implementation: on site or face-to-face, mail, telephone, internet, groups, consider inducements to increase the response rate.
- Interviewers: private companies, researchers themselves.
- Sampling: convenience sample, representative and stratified sample.

3. Calculate measures of welfare change

- Open-ended – simple mean or trimmed mean (with removed outliers; note that this is a contentious step).
- Dichotomous choice – estimate expected value of WTP or WTA.

4. Technical validation

- Most CV studies will attempt to validate responses by investigating respondents WTP (or WTA) bids by estimating a bid function.

5. Aggregation and discounting

- Calculating total WTP from mean/median WTP over relevant population – for example by multiplying the sample mean WTP of visitors to a site by the total number of visitors per annum.
- Discount calculated values as appropriate.

6. Study appraisal

- Testing the validity and reliability of the estimates produced

(b) Choice modelling (CM): Attempts to model the decision process of an individual in a given context. Individuals are faced with two or more alternatives with shared attributes of the services to be valued, but with different levels of attribute (one of the attributes being the money people would have to pay for the service).

Example of valuing changes in biodiversity using a choice modeling study

In a study by Christie et al. (2007) the value of alternative biodiversity conservation policies in the UK was estimated using the CM method. The study assessed the total value of biodiversity under of alternative conservation policies as well as the marginal value of a change in one of the attributes (or characteristics) of the policies. The policy characteristics explored were familiarity of species conserved, species rarity, habitat quality, and type of ecosystem services preserved. The policies would be funded by an annual tax. An example of the choice options presented to individuals is presented below.

	Policy Level 1	Policy Level 2	DO NOTHING (Biodiversity degradation will continue)
Familiar species of wildlife	Protect <i>rare</i> familiar species from further decline	Protect <i>both rare and common</i> familiar species from further decline	Continued decline in the populations of familiar species
Rare, unfamiliar species of wildlife	Slow down the rate of decline of rare, unfamiliar species.	Stop the decline and ensure the recovery of rare unfamiliar species	Continued decline in the populations of rare, unfamiliar species
Habitat quality	Habitat restoration, e.g. by better management of existing habitats	Habitat re-creation, e.g. by creating new habitat areas	Wildlife habitats will continue to be degraded and lost
Ecosystem process	Only ecosystem services that have a direct impact on humans, e.g. flood defence are restored.	<i>All</i> ecosystem services are restored	Continued decline in the functioning of ecosystem processes.
Annual tax increase	£100	£260	No increase in your tax Bill

Respondents had to choose between Policy1, Policy 2 and the status quo (do nothing). Studies such as these can provide valuable information in an integrated assessment of the impacts of trade policies on biodiversity. Consider a change in EU farmer subsidisation policies which will have a likely impact on the agricultural landscape in the UK. The network of hedge-groves that exists in the UK country side and which hosts a significant amount of biodiversity and yields important biodiversity services will be affected by such a revised subsidisation policy. Using results from the aforementioned CE study, policy makers can obtain an approximation of the value of the loss in biodiversity that might come about from a change in the current hedge-grove network.

(c) Group valuation: Combines stated preference techniques with elements of deliberative processes from political science and are being increasingly used as a way to capture value types that may escape individual based surveys, such as value pluralism, incommensurability, non-human values, or social justice.

The main difference between Contingent Valuation methods and Choice Modelling is that Contingent Valuation studies usually present one option to respondents. This option is associated with some (varying across respondents) price-tag. Respondents are then asked to vote on whether they would be willing to support this option and pay the price or if they would support the status quo (and not pay the extra price). The distinction between voting

as a market agent versus voting as a citizen has important consequences for the interpretation of CV results.

In a CM study, respondents within the survey are given a choice between several options, each consisting of various attributes, one of which is either a price or subsidy. Respondents are then asked to consider all the options by balancing (trading off) the various attributes. Either of these techniques can be used to assess the TEV from a change in the quantity of biodiversity or ecosystem services.

Though the CV method is less complicated to design and implement, the CM approach is more capable of providing value estimates for changes in specific characteristics (or attributes) of an environmental resource.

Group valuation approaches have been acknowledged as a way to tackle shortcomings of traditional monetary valuation methods. Main methods within this approach are Deliberative Monetary Valuation (DMV), which aims to express values for environmental change in monetary terms, and Mediated Modeling.

In the framework of stated preference methods, it is easy to obtain other important data types for the assessment of ecosystem services, such as stated perceptions, attitudinal scales, previous knowledge,

Limitations of stated preference approaches

Stated preference techniques are often the only way to estimate non-use values. Concerning the understanding of the objective of choice, it is often asserted that the interview process assures understanding of the object of choice, but the hypothetical nature of the market has raised numerous questions regarding the validity of the estimates. The major question is whether respondents' hypothetical answers correspond to their behavior if they were faced with costs in real life.

One of the main problems that have been flagged in the literature on stated preference methods is the divergence between willingness-to-pay (WTP) and willingness-to-accept (WTA). From a theoretical perspective, WTP and WTA should be similar in perfectly competitive private markets. However, several studies have demonstrated that for identical ecosystem services, WTA amounts systematically exceed WTP. This discrepancy may have several causes: faulty questionnaire design or interviewing technique; strategic behavior by respondents and psychological effects such as loss aversion and the endowment effect.

Another important problem is the "embedding", "part-whole bias" or "insensitivity to scope".

There is also a controversy on whether non-use values are commensurable in monetary terms. The problem here is whether, for instance, the religious or bequest value that may be attributed to a forest can be considered within the same framework as the economic value of logging or recreation in that forest. Such an extreme range of values may not be equally relevant to all policy problems, but the issue has remained largely unresolved for now.

Furthermore, the application of stated preference methods to public goods that are complex and unfamiliar has been questioned on the grounds that respondents cannot give accurate responses as their preferences are not fully defined. Sometimes stated preference methods incorporate basic upfront information in questionnaires. Christie et al. (2006) argue that valuation workshops that provide respondents with opportunities to discuss and reflect on their preferences help to overcome some of the potential cognitive and knowledge constraints associated with stated preference methods.

Typically deliberative monetary valuation methods will provide upfront information to stakeholders as well. The bias in deliberative monetary valuation approaches is supposedly less than in individual CV studies. Such methods may further reduce non-response rates and increase respondents' engagement.

Relationship between valuation methods and value types for forests and wetlands ecosystem -

Approach		Method	Value
Market Valuation	Price based	– Market prices	Direct and indirect use
	Cost based	– Avoided cost	Direct and indirect use
		– Replacement cost – Mitigation / Restoration cost	Direct and indirect use Direct and indirect use
Production –based	– Production function approach – Factor Income	Indirect use Indirect use	
Revealed preference		– Travel cost method – Hedonic pricing	Direct (indirect) use Direct and indirect use
Stated preference		– Contingent Valuation – Choice modelling/ Conjoint Analysis – Contingent ranking – Deliberative group valuation	Use and non-use Use and non-use Use and non-use Use and non-use

Diversity and Ecosystem Functioning

There are two views to understanding the relationship between biodiversity and ecosystem functioning. One is in terms of species richness and the other in terms of 'portfolio-effect'. The two views are illustrated below:

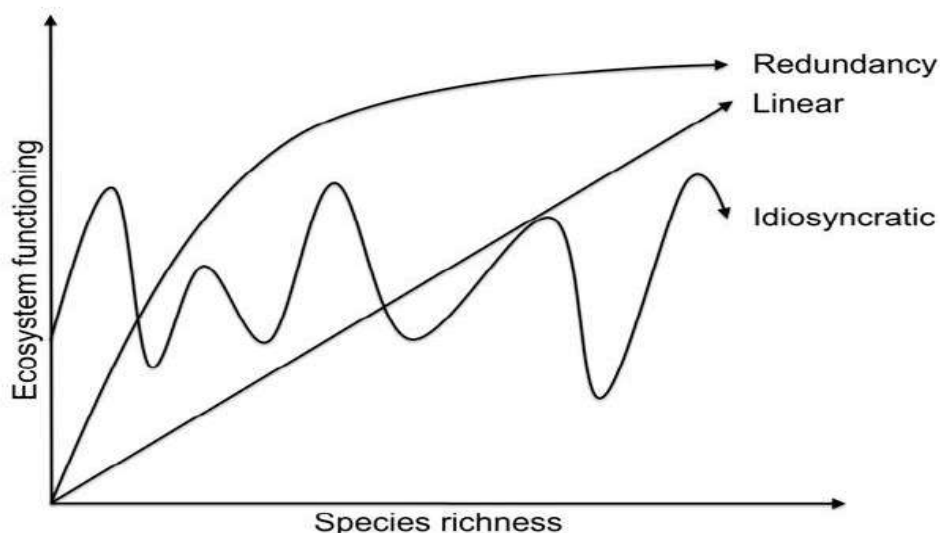


Figure 2: Graphic representation of three potential types of positive relationships between species richness and ecosystem functioning.

Note that such relationships can also be negative and that the relationships types are not mutually exclusive. The linear relationship would occur if the addition of any new species

enhances functioning, whereas the redundancy relationship occurs if multiple species have the same influence on functioning. In the latter case, adding a new species only have a positive influence on functioning if it possess a trait not already found in the community, and the chance of this being the case decrease progressively as species richness increase. An idiosyncratic relationship indicates a system where species differ in their ability to enhance functioning, or where biotic interactions enhance (e.g. facilitation), or inhibit (e.g. competition), functioning. In this case the inclusion of single species have disproportionately large negative or positive impacts on functioning and the overall community composition is therefore more important for functioning than species richness *per se*.

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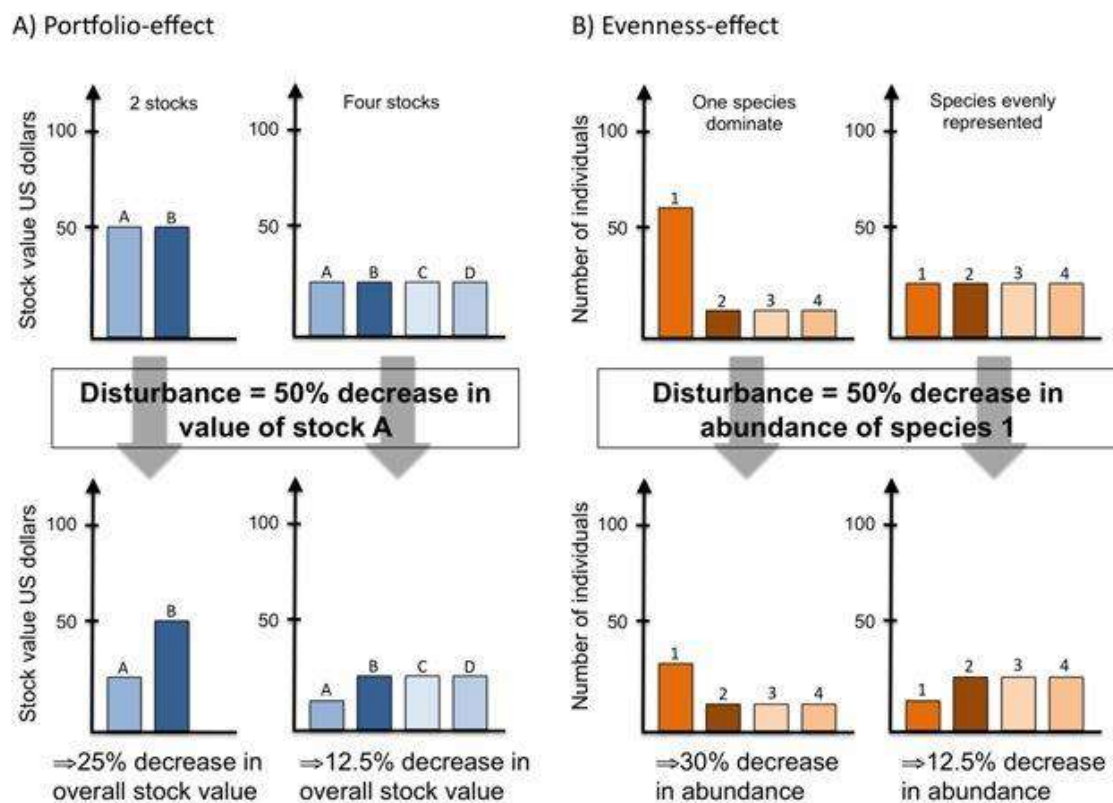



Figure 4: Diagram showing how the ‘Portfolio-effect’ (A) and community evenness (B) may lead to a positive diversity-ecosystem functioning relationship.

The ‘Portfolio-effect’ compares communities with a stock portfolio (Tilman *et al.*, 1998). Consider two different portfolios: one with 2 stocks (left hand side) and one with 4 stocks (right hand side) each with a total value of \$100 (top panel). A stochastic event causes a 50% reduction in the value of stock A (bottom panel). In the portfolio with only 2 stocks this leads to an overall loss of \$25, whereas only \$12.5 are lost in the portfolio with 4 stocks. Similarly, a decrease in the abundance of one species during disturbance events will have a larger impact in species poor communities than species rich communities, and functioning in diverse communities are therefore likely to show a lower response. Moreover, the relative abundance of species within communities may also influence how

ecosystem functioning responds to disturbances. Consider two communities with four species each, but one is dominated by one species (low evenness; left hand side) while all four species are evenly represented in the other (high evenness; right hand side). A disturbance event leads to a 50% decrease in the abundance of species 1 in both communities. In the community dominated by one species this leads to a 30% reduction in overall abundance but only a 12.5% reduction in the community with high evenness. This is likely to result in a greater reduction in functioning in the community with high dominance than in the community with high evenness. Thus communities with many species and high evenness are likely to show smaller responses to external stimuli than communities with few species and high dominance by single species.

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Policy Response

Several major international treaties and initiatives relate to biodiversity.

The **Convention on Biological Diversity (CBD)**, which entered into force in 1993, is the most significant international agreement on biodiversity. It is an international legally-binding treaty with three main goals: conservation of biodiversity; sustainable use of biodiversity; fair and equitable sharing of the benefits arising from the use of genetic resources. The Convention on Biological Diversity covers biodiversity at all levels: ecosystems, species and genetic resources. The CBD establishes that developed nations provide financial resources to support developing nations to meet the incremental costs of protecting biodiversity as required under the Convention.

In April 2002, the Parties to the Convention committed themselves to achieve by 2010 a significant reduction of the current rate of biodiversity loss at the global, regional and national level as a contribution to poverty alleviation and to the benefit of all life on Earth. However the goals were not achieved. However, the Tenth meeting of the Conference of the Parties of the Biodiversity Convention, in Nagoya, Aichi Prefecture, Japan, adopted a revised and updated Strategic Plan for Biodiversity, including the Aichi Biodiversity Targets, for the 2011-2020 periods.

Some of Aichi Biodiversity Targets –

- At least halve and, where feasible, bring close to zero the rate of loss of natural habitats, including forests
- Establish a conservation target of 17% of terrestrial and inland water areas and 10% of marine and coastal areas.
- Restore at least 15% of degraded areas through conservation and restoration activities
- Make special efforts to reduce the pressures faced by coral reefs
- By 2020, the rate of loss of all natural habitats, including forests, is at least halved and where feasible brought close to zero, and degradation and fragmentation is significantly reduced.
- By 2015, the Nagoya Protocol on Access to Genetic Resources and the Fair and Equitable Sharing of Benefits Arising from their Utilization is in force and operational, consistent with national legislation.
- By 2020 the extinction of known threatened species has been prevented and their conservation status,
- Particularly of those most in decline, has been improved and sustained.

- By 2020, invasive alien species and pathways are identified and prioritized, priority species are controlled or eradicated, and measures are in place to manage pathways to prevent their introduction and establishment.

In order to address the threats to plant diversity Convention on Biological Diversity has adopted a **Global Strategy for Plant Conservation 2011-2020**.

National Biodiversity Strategies and Action Plans (NBSAPs) are the principal instruments for implementing the Convention at the national level. The Convention requires countries to prepare a national biodiversity strategy (or equivalent instrument) and to ensure that this strategy is mainstreamed into the planning and activities of all those sectors whose activities can have an impact (positive and negative) on biodiversity.

A series of regional and sub-regional capacity-building workshops is being organized to assist countries in establishing national targets in the framework of the Aichi Biodiversity Targets and in revising and updating national biodiversity strategies and action plans in line with the Strategic Plan for Biodiversity 2011-2020.

In February 2004, the 188 Convention on Biological Diversity Parties agreed the most comprehensive and specific protected area commitments ever made by the international community by adopting the **CBD Programme of Work on Protected Areas (Po WPA)**. The Po WPA, by emphasising equitable sharing of costs and benefits, recognising different governance types and giving prominence to management effectiveness and multiple benefits, is the most comprehensive global plan of action for implementation. It can be considered as a defining framework or 'blueprint' for protected areas for decades to come. Its aim was to establish a comprehensive, effectively managed and ecologically representative national and regional systems of protected areas by 2010 (terrestrial) and 2012 (marine). However the target was not accomplished by 2012. New CBD strategic plan is: "By 2020, at least 17% of terrestrial and inland water, and 10% of coastal and marine areas, especially areas of particular importance for biodiversity and ecosystem services, are conserved through effectively and equitably managed, ecologically representative and well connected systems of protected areas and other effective area-based conservation measures, and integrated into the wider landscape and seascapes."

The UNESCO World Network of Biosphere Reserves covers internationally designated protected areas, known as biosphere reserves, that are meant to demonstrate a balanced relationship between people and nature (e.g. encourage sustainable development). As of 2012 total membership has reached 610 biosphere reserves, including 12 transboundary sites, in 117 countries occurring in all regions of the world. The program's focus has shifted from simple protection of nature to areas displaying close interaction between man and environment.

UNESCO Region	Number of Biosphere Reserves	Number of countries
Africa	74	33
Arab States	26	11
Asia and the Pacific	107	28
Europe and North America	261	33
Latin America and the Caribbean	109	20

Source: UNESCO

The Global Geoparks Network (GGN) (also known as the Global Network of National Geoparks) is a UNESCO programme established in 1998 which seeks the promotion and conservation of the planet's geological heritage, as well as encourages the sustainable research and development by the concerned communities.

As of late summer, 2012, 91geoparks from 27 countries have been included in the GGN. It is hoped that over 500 Geoparks will eventually be part of the GGN.

1972 World Heritage Convention recognizes the way in which people interact with nature, and the fundamental need to preserve the balance between the two. The World Heritage Convention seeks the identification, protection and conservation of cultural and natural heritage of global importance. As of 2012 lists 962 sites are listed: 745 cultural, 188 natural, and 29 mixed properties, in 157 states.

Zone	Natural	Cultural	Mixed	Total
Africa	39	48	4	91
Arab States	5	67	2	74
Asia and Oceania	55	148	10	213
Latin America	36	91	3	130
Less duplicates	15	26	1	42
North America and Europe	68	417	11	496
Sub total	203	771	30	1004
Total	188	745	29	962

Source: TEEB 2010

There are over 120,000 designated protected areas covering around 13.9% of the Earth's land surface. Marine protected areas cover 5.9% of territorial seas, 0.5% of the high seas.

In order to conserve terrestrial, marine and avian migratory species throughout their range.

The Convention on the Conservation of Migratory Species of Wild Animals (also known as CMS or the Bonn convention), an intergovernmental treaty, was concluded under the aegis of the United Nations Environment Programme.

The migratory species threatened with extinction are listed on Appendix I of the Convention. CMS Parties strive towards strictly protecting these species, conserving or restoring the places where they live, mitigating obstacles to migration and controlling other factors that might endanger them. Migratory species that need or would significantly benefit from international cooperation are listed in Appendix II, and CMS encourages the Range States to conclude global or regional agreements. These agreements may range from legally binding treaties (the "Agreements") to less formal instruments (the "Memoranda of Understanding"), and can be adapted to the requirements of particular regions. These Agreements and MOUs are open to all Range States of the species, regardless of whether they are parties to the Convention.

To date, seven Agreements have been concluded under the auspices of CMS. They address:

Populations of European Bats ,Cetaceans of the Mediterranean Sea, Black Sea and Contiguous Atlantic Area, Small Cetaceans of the Baltic and North Seas Seals in the Wadden Sea, African-Eurasian Migratory Waterbirds, Albatrosses and Petrels, Gorillas and their Habitats.

Memoranda of Understanding (MOU) concluded to date aim to conserve: Siberian Crane, Slender-billed Curlew, Marine Turtles of the Atlantic Coast of Africa,

Marine Turtles of the Indian Ocean and South-East Asia, Middle-European Population of the Great Bustard, Bukhara Deer, Aquatic Warbler, West-African Populations of the African Elephant, Saiga Antelope, Cetaceans of Pacific Island States, Dugongs, Mediterranean Monk Seal, Ruddy-headed Goose, Grassland Birds.

The 1973 CITES treaty (Convention on International Trade in Endangered species) protects 900 species from being commercially traded and restricts international trade for 29,000 species that may become threatened. Each protected species or population is included in one of three lists, called Appendices (explained below). The Appendix that lists a species or population reflects the extent of the threat to it and the controls that apply to the trade.

Appendix I

Appendix I, about 1200 species, are species that are threatened with extinction and are or may be affected by trade. Commercial trade in wild-caught specimens of these species is illegal (permitted only in exceptional licensed circumstances). The Scientific Authority of the exporting country must make a non-detriment finding, assuring that export of the individuals will not adversely affect the wild population. Any trade in these species requires export and import permits. The Management Authority of the exporting state is expected to check that an import permit has been secured and that the importing state is able to care for the specimen adequately. Notable animal species listed in Appendix I include the red panda (*Aluris fulgenis*), gorilla (*Gorilla gorilla*), the chimpanzee species (*Pan spp.*), tigers (*Panthera tigris* subspecies), Asiatic lion (*Panthera leo persica*), leopards (*Panthera pardus*), Jaguar (*Panthera onca*), Cheetah (*Acinonyx jubatus*), Asian elephant (*Elephas maximus*), some populations of African Elephant (*Loxodonta africana*), the dugong and manatees (Sirenia), and all Rhinoceros species (except some Southern African subspecies populations).

Appendix II

Appendix II, about 21,000 species, are species that are not necessarily threatened with extinction, but may become so unless trade in specimens of such species is subject to strict regulation in order to avoid utilization incompatible with the survival of the species in the wild. Appendix II species may be authorized by the granting of an export permit or re-export certificate. In practice, many hundreds of thousands of Appendix II animals are traded annually.^[13] No import permit is necessary for these species under CITES, although some Parties do require import permits as part of their stricter domestic measures. A non-detriment finding and export permit are required by the exporting Party. Examples of species listed on Appendix II are the Great White Shark (*Carcharodon carcharias*), the American black bear (*Ursus americanus*), Hartmann's mountain zebra (*Equus hartmannae*), African grey parrot (*Psittacus erithacus*), green iguana (*Iguana iguana*), queen conch (*Strombus gigas*), Mertens' Water Monitor (*Varanus mertensi*), bigleaf mahogany (*Swietenia macrophylla*) and Lignum Vitae "ironwood" (*Guaiacum officinale*).

Appendix III

Appendix III, about 170 species, is species that are listed after one member country has asked other CITES Parties for assistance in controlling trade in a species. The species are not necessarily threatened with extinction globally. In all member countries, trade in these species is only permitted with an appropriate export permit and a certificate of origin from the state of the member country who has listed the species. Examples of species listed on

Appendix III and the countries that listed them are the two-toed sloth (*Choloepus hoffmanni*) by Costa Rica, African civet (*Civettictis civetta*) by Botswana, and the alligator snapping turtle (*Macrochelys temminckii*) by the USA.

The Convention on Wetlands called the "Ramsar Convention" is an intergovernmental treaty that embodies the commitments of its member countries to maintain the ecological character of their Wetlands of International Importance and to plan for the "wise use", or sustainable use, of all of the wetlands in their territories. It is the only global environmental treaty that deals with a particular ecosystem.

List of Wetlands of International Importance: 2,114

Total surface area of designated sites (hectares): 205,252,019

These sites includes swamps and marshes, lakes and rivers, wet grasslands and peatlands, oases, estuaries, deltas and tidal flats, near-shore marine areas, mangroves and coral reefs, and human-made sites such as fish ponds, rice paddies, reservoirs, and salt pans.

TIGER Conservation

The Global Tiger Forum brings together Tiger range State governments with other governments and NGO members to promote conservation of Tigers. Some national governments, such as India through a special Project Tiger programme, have invested huge sums in Tiger conservation.

Tigers are listed in Appendix I of CITES, which bans all international trade, and all Tiger range States and countries with consumer markets have banned domestic trade too. The World Bank recently made a commitment to support Tiger conservation. The initiative aims to create a "Tiger restoration filter" to ensure that future World Bank projects do not harm wild Tigers but instead help restore their populations through increasing the political will to reverse the decline in wild Tigers and creating innovative funding mechanisms to support Tiger conservation.

In January 2008, the Wildlife Conservation Society and the Panthera Foundation announced plans to establish a 5,000 mile-long "genetic corridor" spanning 8 countries from Bhutan to Myanmar to conserve the largest block of Tiger habitat on earth.

Biodiversity Hotspots

The concept of biodiversity hotspots was originally suggested by Myers in two articles in "The Environmentalist" (1988 and 1990), revised after thorough analysis by Myers in "Hotspots: Earth's Biologically Richest and Most Endangered Terrestrial Ecoregions" (1999), and again revised by **Mittermeier** in the book "Hotspots revisited" (2004). Biodiversity Hotspots are a tool for setting conservation priorities.

To qualify as a hotspot, a region must meet two strict criteria:

1. It must contain at least 1,500 species of vascular plants (> 0.5 percent of the world's total) as endemics.
2. It has to have lost at least 70 percent of its original habitat.

In the 1999 analysis, published in the book *Hotspots: Earth's Biologically Richest and Most Endangered Terrestrial Ecoregions*, and a year later in the scientific journal *Nature* (Myers *et al.*, 2000), 25 biodiversity hotspots were identified. These areas held endemics which were 44% of the world's plants and 35% of terrestrial vertebrates in an area that formerly covered only 11.8% of the planet's land surface. In "Hotspots revisited" (2004), 34 global "biodiversity hotspots" are recognized, each have lost at least 70% of their original habitat and each contain more than 1500 endemic vascular plant species. These sites support nearly 60 per cent of the world's plant, bird, mammal, reptile, and amphibian

species, with a very high share of endemic species. The habitat extent of this land area has reduced by 87.8% of its original extent, thus these hotspots cover only 1.4 % of Earth's land surface. Over 50% of the world's plant species and 42% of all terrestrial vertebrate species are endemic to the 34 biodiversity hotspots but are home to at least 150,000 endemic plant species (50 percent of the world's total number of plant species) and nearly 12,000 terrestrial vertebrates (42 percent of the world's total number of terrestrial vertebrates).

These 34 biodiversity hotspots are -

1. Atlantic Forest
2. California Floristic Province
3. Cape Floristic Region
4. Caribbean Islands
5. Caucasus
6. Cerrado
7. Chilean Winter Rainfall - Valdivian Forests
8. Coastal Forests of Eastern Africa
9. East Melanesian Islands
10. Eastern Afromontane
11. Guinean Forests of West Africa
12. Himalaya
13. Horn of Africa
14. Indo – Burma
15. Irano – Anatolian
16. Japan
17. Madagascar and the Indian Ocean Islands
18. Madrean Pine - Oak Woodlands
19. Maputaland - Pondoland – Albany
20. Mediterranean Basin
21. Mesoamerica
22. Mountains of Central Asia
23. Mountains of Southwest China
24. New Caledonia
25. New Zealand
26. Philippines
27. Polynesia - Micronesia
28. Southwest Australia
29. Succulent Karoo
30. Sundaland
31. Tropical Andes
32. Tumbes – Choc
33. Wallacea
34. Western Ghats and Sri Lanka

Numbers of plant species occurring in and endemic to each of the 34 hotspots

Hotspot	Plant Species	Endemic Plant Species	Endemics as a Percentage of World Total
Atlantic Forest	20,000	8,000	2.7
California Floristic Province	3,488	2,124	0.7
Cape Floristic Region	9,000	6,210	2.1
Caribbean Islands	13,000	6,550	2.2
Caucasus	6,400	1,600	0.5
Cerrado	10,000	4,400	1.5
Chilean Winter Rainfall - Valdivian Forests	3,892	1,957	0.7
Coastal Forests of Eastern Africa	4,000	1,750	0.6
East Melanesian Islands	8,000	3,000	1.0
Eastern Afromontane	7,598	2,356	0.8
Guinean Forests of West Africa	9,000	1,800	0.6
Himalaya	10,000	3,160	1.1
Horn of Africa	5,000	2,750	0.9
Indo – Burma	13,500	7,000	2.3
Irano – Anatolian	6,000	2,500	0.8
Japan	5,600	1,950	0.7
Madagascar and the Indian Ocean Islands	13,000	11,600	3.9
Madrean Pine - Oak Woodlands	5,300	3,975	1.3
Maputaland - Pondoland – Albany	8,100	1,900	0.6
Mediterranean Basin	22,500	11,700	3.9
Mesoamerica	17,000	2,941	1.0
Mountains of Central Asia	5,500	1,500	0.5
Mountains of Southwest China	12,000	3,500	1.2
New Caledonia	3,270	2,432	0.8
New Zealand	2,300	1,865	0.6
Philippines	9,253	6,091	2.0
Polynesia – Micronesia	5,330	3,074	1.0
Southwest Australia	5,571	2,948	1.0
Succulent Karoo	6,356	2,439	0.8
Sundaland	25,000	15,000	5.0
Tropical Andes	30,000	15,000	5.0
Tumbes – Choc	11,000	2,750	0.9
Wallacea	10,000	1,500	0.5
Western Ghats and Sri Lanka	5,916	3,049	1.0

SOURCE: Conservation International

Endemic Genera

When assessing biodiversity data, it is important to consider not only species distributions but also distributions at higher taxonomic levels. Madagascar and the Indian Ocean Islands top the world list with 477 (310 plant genera, 167 vertebrate genera); the Tropical Andes

are second with 412 (330 plant genera, 82 vertebrate genera); and the Caribbean Islands are third with 270 (205 plant genera, 65 vertebrate genera).

Numbers of plant, mammal, bird, reptile, amphibian, and freshwater fish genera endemic to each of the 34 hotspots

Hotspot	Plants	Mammals	Birds	Reptiles	Amphibians	Freshwater Fishes
Atlantic Forest	135	12	23	8	15	10
California Floristic Province	52	0	0	0	0	4
Cape Floristic Region	160	0	0	0	2	0
Caribbean Islands	205	15	36	8	1	5
Caucasus	17	1	0	0	1	0
Cerrado	?	4	1	0	0	18
Chilean Winter Rainfall - Valdivian Forests	?	5	2	0	5	3
Coastal Forests of Eastern Africa	28	0	0	1	0	0
East Melanesian Islands	?	3	7	6	4	0
Eastern Afrotropical	44	12	8	1	9	93
Guinean Forests of West Africa	?	7	7	1	6	11
Himalaya	?	1	1	1	0	33
Horn of Africa	60	5	1	6	1	3
Indo – Burma	?	7	5	13	3	30
Irano – Anatolian	?	0	0	0	0	0
Japan	20	6	2	0	1	4
Madagascar and the Indian Ocean Islands	310	40	42	49	22	14
Madrean Pine - Oak Woodlands	?	2	3	1	0	1
Maputaland - Pondoland – Albany	39	0	0	2	2	0
Mediterranean Basin	?	0	0	4	1	6
Mesoamerica	65	3	22	10	11	25
Mountains of Central Asia	64	0	0	0	0	0
Mountains of Southwest China	20	0	0	0	0	2
New Caledonia	107	0	3	11	0	1
New Zealand	35	2	17	5	1	1
Philippines	26	23	9	6	0	9
Polynesia – Micronesia	63	0	27	2	0	0
Southwest Australia	87	3	0	2	4	3
Succulent Karoo	80	0	0	0	0	0
Sundaland	117	17	13	24	7	25
Tropical Andes	330	5	63	3	8	3
Tumbes – Choc	?	1	14	5	0	7
Wallacea	12	22	29	3	0	7
Western Ghats and Sri Lanka	81	4	0	22	6	8

SOURCE: Conservation International

The biodiversity hotspots thesis was first published a long while ago (Myers 1988, 1990), and greatly revised and expanded recently (Mittermeier et al. 2000, Myers et al. 2000). Along the way it has generated an unusual amount of interest among conservation biologists, with several hundred journal articles published on one aspect or another. It has satisfied the scrutiny of the MacArthur and Moore Foundations, the World Bank, the Global Environment Facility, and Conservation International, among other organizations, which together have viewed the science as rigorous enough to warrant funding of over \$750 million—the largest sum ever assigned to a single conservation strategy.

The approach is based on the fact that conservationists cannot support all species under threat forthwith, if only because present funding is far from sufficient. Short of a monumental increase in funding, this problem is set to grow worse, fast. Much conservation activity has sought to do many things for many species, but because of a sheer shortage of funds has ended up doing relatively few things for relatively few species. Hence conservationists must determine planning priorities: how to get the biggest return per scarce dollar available, especially as concerns the super-imperative of stemming the mass extinction under way. Various biological criteria can be invoked for priority-setting purposes (e.g., endemism, species richness, rarity, and taxonomically unusual species). The hotspots approach explicitly does not rule out other criteria. It focuses on large terrestrial concentrations of endemic species, because these are, by virtue of their limited ranges, unusually vulnerable to extinction—and because a topmost priority for conservationists should surely be to prevent as much extinction as possible.

The hotspots analysis reveals that two-fifths of all species, roughly reckoned, are under extreme threat in 25 localities that make up just 1.4 percent of Earth's land surface; if we protect these areas, we would do more to stem the current mass extinction than we could through any other single measure. As a bonus, the hotspots also feature well over half of all species and of all known threatened species. The hotspots thesis does *not* mean that if we save the 1.4 percent of Earth where so many species are endangered, then the rest of the planet can be paved over. Rather, the thesis asserts that by saving the most species at the least cost, the hotspots approach offers one good way to set conservation priorities. By extension, it implies that other species and other areas should receive lesser priority, which is altogether different from no priority.

The hotspots strategy does not exclude other areas from urgent conservation in accord with alternative criteria. "Biodiversity" writ large includes ecosystem processes, and thus it embraces the whole Earth. The British Isles harbor only a handful of endemic species, whereas many more are surely being pushed closer to extinction in the hotspots with every passing week. Hence, insofar as one of our prime conservation aims is to prevent mass extinctions, we should give more—but not exclusive—priority to the hotspots. This is not to say that the British Isles should be denied conservation efforts. Indeed, quite the opposite is true, bearing in mind the Isles' many biotas with their ecological functions and services. Biotic impoverishment assumes many guises, and the hotspots thesis should not be misconstrued to suggest anything else. At the same time, let us bear in mind that whereas certain ecological functions can be regenerated through restoration ecology, there is no restoration biology to regenerate extinct species. There are other criteria that could be evaluated for priority-setting purposes. For instance, the hotspots approach reflects patterns of species distribution today, whereas we should also consider processes of speciation in the future in light of evolution's scope to make good the extinction losses under way. Some

hotspots take care of this need, some do not. This issue has been addressed in detail elsewhere (Myers and Knoll 2001).

The hotspots thesis reflects the fact that we can never do only one thing. When we assign funds to one purpose, we implicitly deny those funds to some other purpose(s). We do not do it deliberately, but we do it, however little we may intend it. As long as conservation funds fall severely short of meeting all needs, we automatically make choices between this and that, and our spending patterns willy-nilly reveal our presumed priorities. Since choice is a built-in factor of the situation, choices must be made by design rather than by default, and by a silver bullet strategy rather than a scattershot approach. In point of fact, there could be sufficient funds available to safeguard the 34 hotspots, if we were to reorder some of our present conservation spending. The amount assigned to biodiversity in all forms worldwide—by governments, international agencies and nongovernmental organizations—totals around \$10 billion per year. An exploratory estimate (Myers et al. 2000) proposes that all the hotspots could be protected for one twentieth of that annual total per year over five years; a later estimate (Pimm et al. 2001) proposes a one-time cost of \$25 billion, which, spread over five years, amounts to \$5 billion per year. Even the higher estimate could be accommodated by the \$10 billion already being spent, as long as we choose to choose. At the same time, there would still be plenty of funds left over for other purposes.

The empirical evidence for hotspots—namely, that a great number of endemic species are found in relatively few areas—accords with findings from other priority-setting exercises. There is a 68 percent overlap with Birdlife International's Endemic Bird Areas, an 82 percent overlap with IUCN/WWF International's Centres of Plant Diversity and Endemism, and a 92 percent overlap with the most crucial and endangered ecoregions of WWF/US's Global 200 List.

The hotspots analysis looks beyond the first two efforts, with their focus on birds and plants, to include mammals, reptiles, and amphibians, and it is more tightly targeted than the third. It has been suggested that the hotspots approach, with its emphasis on species, does not highlight higher taxonomic groups. Yet the *Nature* article specifically includes a section on this topic.

Another criticism that has been sounded is that the hotspots approach overlooks crucial biotas such as wetlands, notably tidal marshes. But the extensive coastal zones of Mesoamerica, Brazil's Atlantic Forest, West African forests, Sundaland, and another 10 of the 25 hotspots do include such crucial biotas. It has even been argued that hotspots do not provide for large carnivores, such as polar bears; but tigers, leopards, jaguars, cheetahs, cougars, and many other large mammals, as well as crocodiles and alligators, are protected in hotspots.

Conservation International has already sponsored research identifying 10 coral-reef hotspots (Roberts et al. 2002), and it plans to define another 10 terrestrial hotspots now that basic data have become available. In addition, there is an urgent need to document freshwater ecosystems—a composite of lakes, rivers, and other fresh waters—which could prove to be one of the most species-rich hotspots, certainly in terms of fish one of the most severely threatened of all hotspots.

The hotspots thesis has the potential to reduce the mass extinction under way by a whopping one-third. Edward O. Wilson, one of the leading authorities on conservation, described it as “the most important contribution to conservation biology of the last century.”

Extent and proportion of coverage by all protected areas and by protected areas in IUCN categories I-IV, for each hotspot

Hotspot	All Protected Areas		IUCN Categories I-IV*	
	Area (km ²)	% of Original Extent	Area (km ²)	% of Original Extent
Atlantic Forest	50,370	4.1	22,782	1.8
California Floristic Province	108,715	37.0	30,002	10.2
Cape Floristic Region	10,859	13.8	10,154	12.9
Caribbean Islands	29,605	12.9	16,306	7.1
Caucasus	42,721	8.0	35,538	6.7
Cerrado	111,051	5.5	28,736	1.4
Chilean Winter Rainfall - Valdivian Forests	50,745	12.8	44,388	11.2
Coastal Forests of Eastern Africa	50,889	17.5	11,343	3.9
East Melanesian Islands	5,677	5.7	0	0.0
Eastern Afromontane	154,132	15.1	59,191	5.8
Guinean Forests of West Africa	108,104	17.4	18,880	3.0
Himalaya	112,578	15.2	77,739	10.5
Horn of Africa	145,322	8.8	51,229	3.1
Indo – Burma	235,758	9.9	132,283	5.6
Irano – Anatolian	56,193	6.2	25,783	2.9
Japan	62,025	16.6	21,918	5.9
Madagascar and the Indian Ocean Islands	18,482	3.1	14,664	2.4
Madrean Pine - Oak Woodlands	27,361	5.9	8,900	1.9
Maputaland - Pondoland – Albany	23,051	8.4	20,322	7.4
Mediterranean Basin	90,242	4.3	28,751	1.4
Mesoamerica	142,103	12.6	63,902	5.7
Mountains of Central Asia	59,563	6.9	58,605	6.8
Mountains of Southwest China	14,034	5.3	4,273	1.6
New Caledonia	4,192	22.1	497	2.6
New Zealand	74,260	27.5	59,794	22.1
Philippines	32,404	10.9	18,060	6.1
Polynesia – Micronesia	2,436	5.2	2,088	4.4
Southwest Australia	38,379	10.8	38,258	10.7
Succulent Karoo	2,567	2.5	1,890	1.8
Sundaland	179,723	12.0	77,408	5.2
Tropical Andes	246,871	16.0	121,650	7.9
Tumbes – Choc	34,338	12.5	18,814	6.9
Wallacea	24,387	7.2	19,702	5.8
Western Ghats and Sri Lanka	26,130	13.8	21,259	11.2

*Categories I-IV afford higher levels of protection

SOURCE: Conservation International

Considering protected areas only in IUCN categories I-IV, which afford higher levels of protection, the average protected area coverage falls to just 5 percent of the hotspots' original extent.

Policy Gaps

Despite various measures introduced at the international level there still remain quite a few policy gaps particularly at implementation level. The Convention on biological diversity failed to meet its 2010 objective and there is still a declining trend in the biodiversity. The Red List of 2012 was released 19 July 2012 at Rio+20 Earth Summit; nearly 2,000 species were added, with 4 species to the extinct list, 2 to the rediscovered list. The IUCN assessed a total of 63,837 species which revealed 19,817 are threatened with extinction. With 3,947 described as "critically endangered" and 5,766 as "endangered", while more than 10,000 species are listed as "vulnerable". At threat are 41% of amphibian species, 33% of reef-building corals, 30% of conifers, 25% of mammals, and 13% of birds. The IUCN Red List has listed 132 species of plants and animals from India as "Critically Endangered"

- Even though hundreds of protected areas have been designated over the recent decade but many have just remained 'paper parks'. They have failed to provide effective conservation and lack functioning management structures to secure support from administrators and neighbouring communities. External pressures, local conflicts, lack of financial resources and poor capacity are frequent obstacles for these protected areas.
- The percentage spent on biodiversity conservation has remained consistently low over the past 15 years (2.4-2.8% of total bilateral ODA: UNEP/CBD/WGPA/1/3 and OECD/DAC) despite awareness-raising efforts within the Convention on Biological Diversity and through IUCN-World Conservation Union.
- There still lies a large untapped potential for new marine protected areas which currently cover only 5.9% of territorial seas and 0.5% of the high seas.
- This local-international dilemma is a significant matter of concern in reef activist circles. Therefore there is a lack of international policy and agreements for protection of coral reefs. While CBD and CITES address some of the threats facing coral reefs, there is no single convention or international organization that attempts to protect all of the world's coral reefs at an international level from all direct and indirect human threats.
- Implementation and enforcement of CITES are inadequate at national level as a result it has failed to prevent illegal trade—especially in species for which demand and market price are extremely high, and they climb ever higher, the closer to extinction a species becomes. Example of such species is elephant, rhinos, sharks, tigers.
- Lack of high level political backing for conservation.

Knowledge/Information gaps

Biodiversity monitoring is still not sufficient or data are too heterogeneous to reliably develop baselines from which to set targets.

Knowledge gaps in the scientific and valuation literature for example on Marine ecosystem for which providing services (food, fibers and water) and a few cultural services (such as recreation and tourism) are better covered than regulating services(water and climate regulation).

Recommendations

- Establishment of comprehensive, representative and effectively managed systems of protected areas and, as a matter of urgency, establish marine protected areas. The ideal

global protected area network should at least cover 15% of land and 30% of marine areas.

- Promoting and encouraging Biotourism
- Alignment of protected areas with other policies to ensure broad policy coherence and build on opportunities for synergies. One example of this is making explicit linkages between protected areas and climate change adaptation. Better managed, better connected, better governed and better financed protected areas are recognised as key to both mitigation and adaptation responses to climate change.
- Removal of capacity or effort enhancing fisheries subsidies and the continued and deepened reform of production-inducing agricultural subsidies, still prevalent in most OECD countries, are priority areas for reform for better conservation of ecosystems and biodiversity.
- Upgrading the environmental accounting to include ecosystem accounts.
- A 'positive list' approach could be followed for protection of species from international trade. As it has been argued that a proactive management of trade in endangered wildlife make more sense than last minute bans that can inadvertently stimulate.
- For effective implementation local knowledge of ecosystem and local community participation is important. For example local knowledge of medical properties of plants makes bioprospecting more cost effective.
- Increasing funding for conservation of various ecosystems and biodiversity.
- International treaty/law needed for strengthening conservation of coral reefs against the international threats faced by the reef like global warming and oceanic warming causing coral bleaching.
- With the help of economic valuation, establish effective policies and mechanisms for the equitable sharing of costs and benefits arising from the establishment of protected areas and create appropriate incentives to overcome opportunity costs for affected stakeholders where this is justified by broader benefit. Payments for ecosystem services (PES schemes) can be local (e.g. water provisioning) up to global (e.g. REDD-Plus proposals for Reduced Emissions from Deforestation and Degradation, as well as afforestation, reforestation, and effective conservation– if designed and implemented properly).

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Cognitive Style, Problem Solving Ability (PSA) & Educational Aspiration: Predicting Mathematics Achievement among Secondary School Students

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Abstract

In the present study an endeavor has been made to study cognitive style, problem solving ability and educational aspiration of secondary school students as predictors of their mathematics achievement. The objectives of study are to find out the relationship between cognitive style, problem solving ability and educational aspiration with their mathematics achievement and to predict mathematics achievement among school students on the basis of their cognitive style, problem solving ability and educational aspiration. In this descriptive study, cognitive style, problem solving ability and educational aspiration have been treated as independent variables whereas mathematics achievement has been treated as dependent variable. The sample selected through multi-stage random sampling technique consists of 400 secondary school students studying in private schools affiliated to Central Board of Secondary Education. Cognitive Style Inventory (CSI) developed by Jha (2011) [18] Problem Solving Ability Test (PSAT) developed by Dubey (2011) [8] Educational Aspiration Inventory (EAI) developed by Kumar (2012) [19] and Achievement in Mathematics Test (MAT) developed by Parmvir and Jaidka (2015) [33] were used to collect the data. Pearson's coefficients of correlation and multiple regressions were employed as statistical techniques in the present study. A significant relationship between problem solving ability of secondary school students and their mathematics achievement was found and the same conclusion was drawn in the case of educational aspiration. However, from t-values, it was further concluded that the variable educational aspiration was the strongest predictor of mathematics achievement in comparison to cognitive style and problem solving ability of secondary school students.

Keywords: *Mathematics Achievement, Cognitive Style, Problem Solving Ability and Educational Aspiration.*

Introduction

Academic achievement has always been one of the most complex and controversial issues in education. It has always been the crucial point and the focus of numerous researchers and the topic of many government reports not only in our country but in most of the developed and developing countries of the world also. In the common terminology, academic achievement refers to the level of attainment in various subjects as indicated by marks or grade points. It may be the attained ability to perform school tests. Thus, academic achievement refers to marks or grades obtained in subject taught in school after an examination, be it written or oral. It is universally accepted that marks serve the basis of classification and certification, motivation and measurement of educational performance.

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Academic achievement also means the attained level of students functioning in the school task such as languages, mathematics, science etc. as shown by school marks. Achievement in the educational situation has frequently been referred to as academic achievement or academic attainment.

The term academic achievement signifies various aspects of learning as ability to learn, academic aptitude, measures of motivation, level of aspiration and creative capacity (Gupta, Devi & Pasrija, 2012) [11]. All the activities of school revolve around the academic achievement of the students. Administrators, educators, curriculum planners, teachers and students work to make teaching learning process feasible for academic excellence. Academic achievement is an index of success of students' performance, teachers' efforts and significance of curriculum and educational objectives.

There are various factors which have favorable impact on academic achievement of students. Cognitive Style, problem solving ability and educational aspiration are the important ones which also affect academic achievement of school students. Cognitive style is a hypothetical construct that has been developed to explain the process of mediation between stimuli and responses. The term cognitive style refers to the characteristics ways in which individuals conceptually organize the environment. Harvey's (1961) [14] view that, "cognitive style refers to the way an individual filters and process stimuli so that environment takes on psychological meaning." Messick (1976) [23] also defined as cognitive style in terms of "organizing and processing information." Cognitive styles have more recently been defined as "individual differences in processing that are integrally linked to a person's cognitive style; they are a person's preferred way of processing; they are partly fixed, relatively stable and possibly innate preferences" (Peterson, Rayner&Armstrong, 2009a) [28]. Various studies have been conducted on cognitive style and other related variables. Jena (2013) [16] examined cognitive style of secondary school students in terms of gender and stream. Singh (2017) [34] examined a significant relationship among learning style, cognitive style and academic achievement of secondary school students. Beri and Kumar (2016) [6] inspected the cognitive style of secondary school students on the basis of adversity quotient. Cognitive Style has a significant effect on mathematics achievement (Idika (2017) [15] & Bassey, Umoren and Udida (2013) [5] Singh (2015) [32] found no significant relationship between academic achievement in mathematics and hemispheric dominance but boys and girls students differ significantly from their level of brain dominance. Rao (2014) [29] analyzed the significant differences in mean scores of mathematics achievement between the field-dependent and field-independent students. Seminar and guest lectures may be organized for the students who are lag behind the poor selection of cognitive style.

Problem solving is the key to success and has been regarded as the most significant aspect of human behavior. Problem solving ability plays an important role in the academic achievement of students and has been received broad public interest as an important competency in modern societies. Enhancing students' problem solving capacity is one of educational psychology's greatest challenges and is a major demand placed on any educational institution (Mayer and Wittrock, 2006) [22]. Bearing this in mind, it is not surprising that educational large-scale assessments (LSAs) around the world have recently identified problem solving as a core domain that complements classical literacy concepts in secondary school subjects. Gupta, Pasrija & Kavita (2015) [13] revealed that problem solving ability had a significant effect of academic achievement of high school students.

Pathak (2015) [27] reported that relationship between problem solving ability and achievement is highly positive. Similarly, Maheswari and Benjamin (2015) [20] also examined the significant relationship between problem solving ability and mathematics achievement. Senthamarai, Sivapragasam and Senthilkumar (2016) [31] showed that level of problem solving ability in mathematics of secondary school students is average. Gupta, Kavita & Pasrija (2016) [12] examined the significant interaction effect of locality and problem solving ability on the academic achievement of the students.

Aspiration is the expectation of definite achievement by the person. It means eagerness or an ardent desire to achieve something higher than one's present status, rank, fame or honor. Like other psychological phenomena, motivational factors are important in directing individuals' behavior consciously and making him strive to perform certain types of activities in order to achieve a definite goal. Everyone aims at reaching a definite goal or excellence in performance and in doing so he sets a desire for distinction which has inner structure known as level of aspiration. Further, the wish of attaining any type of goal is called aspiration and the intensity of attaining the goal is called the level of aspiration. The level of aspiration is related to life goal and introduced first by Dembo. It is a complex concept that can be defined as anything from abstract wishes and dreams to concrete plans and expectations (Atienza, 2006) [3]. The aspiration level of an individual is an important motivating factor. When level of aspiration is centered on the field of education, it refers as educational aspiration. An educational aspiration stands for one's educational plan for the future. In other words, educational aspiration is the amount and type of education someone would like to have. Proponents of career development believe that students' educational and occupational aspirations have been identified as the most important variable influencing the students' later educational and occupational attainment. Trivedi and Vaidya (2006) [36] outlined the educational aspiration of 480 secondary school students and found that gender, area and socio-economic status of the students have a significant group effect on their educational aspiration. Further, in case of educational aspiration and self-concept, a negative relationship was exist. Goel (2004) [9] disclosed the educational aspiration of secondary school students on the basis of home environment and gender and found that girls have high educational aspiration as compared to boys. Mau and Bikos (2000) [21] analyzed vocational and educational aspiration of female and minority students and analyzed the educational and vocational aspirations on the basis of race, sex, school and family.

Despite the fact that these academic-related variables have received a considerable degree of attention within the educational literature over the past two decades, not much was done to find out the cognitive style, problem solving ability and educational aspiration of secondary school students and the influence they may have on their mathematics achievement. Academic achievement has been predicted by a number of variables. However, a very few studies have been conducted on prediction of academic achievement among school students in relation to their cognitive style, problem solving ability and educational aspiration. Thus, this area of research was selected because it has not been investigated before and so contributes to the existing wealth of knowledge on cognitive style, problem solving ability and educational aspiration in relation to academic success. It is against this backdrop that this study was conducted.

Objectives of the Study

1. To find out the relationship of cognitive style, problem solving ability and educational

aspiration with the mathematics achievement of secondary school students.

2. To predict achievement in mathematics among school students on the basis of their cognitive style, problem solving ability and educational aspiration.

Design of the Study

Descriptive method was used in the present study. The study was dealt in two phases, namely correlation phase and prediction phase. In correlation phase, the relationship of mathematics achievement with cognitive style, problem solving ability and educational aspiration among secondary school students was studied whereas in prediction phase, prediction of mathematics achievement among school students was made on the basis of their cognitive style, problem solving ability and educational aspiration.

Sample

For the present study, a sample of 400 secondary school students studying in private school affiliated to C.B.S.E was selected through multi-stage random sampling technique on the basis of cognitive style, problem solving ability and educational aspiration.

Tools Used

Mathematics Achievement Test (MAT) developed by Parmvir and Jaidka (2015) [33] was used to assess the mathematics achievement of secondary school students. The test has 58 statements under 4 dimensions which pertain to the mathematics achievement of the students. The reliability coefficient was determined by Test-Retest method. The reliability coefficient was found to be 0.78. The correlation coefficients reveal that the mathematics achievement test possesses reasonable level of concurrent validity.

Kumar Educational Aspiration Inventory developed by Pradeep Kumar (2012) [19] was used to measure the educational aspiration of school students. The inventory consists of 20 items. For scoring 1,2,3,4 be given to each alternative i.e. 1 for a, 2 for b, 3 for c and 4 for d to each item. Reliability of inventory was examined through Test- Retest method which was found to be 0.96. The validity for the inventory has been established by adopting content approach.

Problem Solving Ability Test (PSA) is developed by Dubey (2011) [8]. This test is presented with 20 statement representing different problems and person needs to responds to them by selecting the right solution from given 4 alternatives. This test is for the secondary school students included both boys and girls. The age range was from 12 to 17 years. The split-half reliability co-efficient was found to be 0.78 and rational equivalence method was found to be 0.76. The validity of this scale was determined by finding correlation of scores with standardized test. With as view to ascertaining validity coefficient of the problem solving ability test along with the Tondon's group intelligence test is 0.68 and test of reasoning ability is 0.85.

The Cognitive Style Inventory developed by Parveen kumar Jha (2011) [18] was used to measure the cognitive style of school students. It is a Likert type five point scale. CSI contains 40 statements which pertain to study the five types of cognitive style (Integrated Style, Intuitive Style, Split Style, Systematic Style and Undifferentiated Style) of the students. The reliability coefficients for the inventory were determined by two methods, namely Split half method and Test-retest method. Reliability coefficients of the inventory were found to be 0.65 and 0.39. The correlation coefficients 0.262 reveal that CSI possesses reasonable level of concurrent validity.

Statistical Techniques Used

Pearson's coefficient of correlation was used to study the relationship of cognitive style, problem solving ability and educational aspiration among secondary school students with their mathematics achievement whereas stepwise multiple regressions was used to predict the mathematics achievement among school students on the basis of their cognitive style, problem solving ability and educational aspiration.

Result and Interpretation

The relationship of cognitive style, problem solving ability and educational aspiration among secondary school students with their mathematics achievement has been studied. The study has also been attributed to the prediction of mathematics achievement among school students on the basis of their cognitive style, problem solving ability and educational aspiration.

Relationship of Cognitive Style, Problem Solving Ability and Educational Aspiration among Secondary School Students with their Mathematics Achievement

The Table -1 gives the correlation coefficients of cognitive style, problem solving ability and educational aspiration with mathematics achievement among secondary school students.

Table - 1 Correlation Coefficients for Mathematics Achievement among Secondary School Students on the basis of their Cognitive Style, Problem Solving Ability and Educational Aspiration

Variables	Pearson's Correlation Coefficients
Cognitive Style	0.033
Problem Solving Ability	0.290**
Educational Aspiration	0.364**

Table – 2 Coefficient of determination and percentage variation in Achievement in Mathematics

Sr. No.	Variables	Correlation Coefficient	Coefficient of Determination	% variation
1.	Cognitive Style	0.033	0.001089	0.1%
2.	Problem Solving Ability	0.290**	0.0841	8.41%
3.	Educational Aspiration	0.364**	0.132	13.2%

****Significant at 0.01 level (2-tailed)**

From table 1 and 2, the researcher can conclude the following things:

The value of Pearson correlation coefficient of mathematics achievement and cognitive style is 0.033 which shows that relation between mathematics achievements and cognitive style is negligible i.e. there exists significantly no correlation between mathematics achievement and cognitive style. This value is not found significant at any level. The coefficients of determination value represent percentage of variation in mathematics achievement due to cognitive style which is 0.1% only. The above result is in tune with the result of Altun & Cakan (2006) [2] who found no significant relationship between cognitive style and mathematics achievement.

The value of Pearson correlation co-efficient of mathematics achievement and problem solving ability 0.290 of positive nature i.e. more the problem solving ability, more will be mathematics achievement and this value is found significant at 0.01 level. The coefficient of determination value represent percentage of variation in mathematics achievement due

to problem solving ability is found to be 8.41%. The present finding is supportive by the findings of Gupta, Pasrija & Kavita (2015) [13] Ali (2010) [1], Parveen (2010) [26], Jeotee (2012) [17] and Nidhi and Singh (2014) [25] who revealed that problem solving ability has a significant relationship with mathematics achievement.

The value of Pearson correlation co-efficient of mathematics achievement and educational aspiration 0.364 of positive nature i.e. more the educational aspiration more will be mathematics achievement and this value is found significant at 0.01 level. The coefficient of determination value represents percentage of variation in mathematics achievement due to educational aspiration which is 13.2%. This result is in tune with the results of Nagialiankin (1991) [24], Teague (1995) [35] and Rothon, Arephin, Cattell & Stansfeld (2011) [30] who reported that educational aspiration has a strong association with mathematics achievement.

Prediction of Mathematics Achievement among School Students on the basis of their Cognitive Style, Problem Solving Ability and Educational Aspiration

This section deals with the prediction of mathematics achievement among school students on the basis of their cognitive style, problem solving ability and educational aspiration. Prediction results of multiple regression analysis, wherein mathematics achievement has been treated as criterion variable and cognitive style, problem solving ability and educational aspiration have been treated as independent variables are given in the Table-3. The table - 3 presents prediction results of regression analysis. This table gives predictors, value of Multiple R, R square, Adjusted R square and Standard error of estimates.

Table – 3 Prediction Results of Achievement in Mathematics on the basis of Cognitive Style, Problem Solving Ability and Educational Aspiration

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.369	.136*	.130	10.7774	1.613

From the table 3, it is evident that the value of multiple regression coefficient, $R=0.369$ which shows that predictive strength of cognitive style, problem solving ability and educational aspiration is 36.9%. It can be further observed from the table - 3 that R square value comes to be 0.136 which shows that only 13.6% variation in the criterion measure (mathematics achievement) can be explained by the model. The fact that mathematics achievement is explained only by cognitive style, problem solving ability and educational aspiration with a rate of 13.6% gave an idea about how important students' cognitive style, problem solving ability and educational aspiration are for their mathematics achievement. The remaining (86.4%) of the variation is explained by the others factors. Durbin-Watson value is 1.613 (very close to 2) but less than 2. So very little interaction exists between the independent variables i.e. cognitive style, problem solving ability and educational aspiration.

In order to find out the strongest predictor of mathematics achievement of secondary school students on the basis of their cognitive style, problem solving ability and educational aspiration the partial regression coefficients, standard errors and corresponding t-values are given in the Table – 4

Table – 4 Partial Regression Coefficients for the Prediction of Achievement in Mathematics on the basis of Cognitive Style, Problem Solving Ability and Educational Aspiration

Models	Unstandardized Coefficients		Standardized Coefficients	t-values	Collinearity Statistics	
	B	Std. Error	Beta		Tolerance	VIF
Constant	25.84	3.25		7.94		
Cognitive Style	0.01	0.016	0.028	0.59 (NS)	1.000	1.000
Problem Solving Ability	0.193	0.170	0.074	1.13 (NS)	0.520	1.923
Educational Aspiration	0.290	0.060	0.313	4.82*	0.520	1.923

***Significant at 0.01 level**

In the Table - 4 multiple regression analysis shows that unstandardized coefficients (β -values) and their significance are important statistics to find out the strongest predictors among variables. As can be seen in the Table - 4, the best model was obtained in the second step, and further the Table 4 discloses that t-value (4.82) for the predictor variable (educational aspiration) was calculated to be lower than $P < 0.01$. It can be inferred that out of three variables, educational aspiration ($\beta = 0.290$) is the significant predictor of mathematics achievement. From t-values, it can be concluded that educational aspiration is the strongest predictors of mathematics achievement of secondary school students. The present result is in contrast with the results of Badru (2015) [4] who indicated that cognitive style and problem solving ability were significant predictors of mathematics achievement when taken together. This result is also in contrast with the result of Umaru and Tukur (2013) [37] who revealed that was the strongest predictor of mathematics achievement. The results of the study conducted by Bhat (2014) [7] revealed that problem solving ability was the highest contributor of mathematics achievement. Nidhi and Singh (2014) [25] reported that problem solving ability predict the mathematics achievement of students. This result is entirely consistent with the finding of Wilkins & Ma (2002) [38] who reported that educational aspiration was statistical significant predictor of mathematics achievement. Based on this table, the equation for the regression line is:

Achievement in Mathematics = 25.847 + (0.010) Cognitive Style + (0.193) Problem Solving Ability + (0.290) Educational Aspiration

The following conclusions are drawn from above Regression Equation:

- If cognitive style is improved by 1 unit then we can increase mathematics achievement by 1%
- If problem solving ability is improved by 1 unit then we can increase mathematics achievement by 19.3%
- If educational aspiration is improved by 1 unit then we can increase mathematics achievement by 29%.

Table – 5 Results summary (F-value) of ANOVA for fitness of model

Models	Sum of Squares	df	Mean Square	F-value
Regression	7251.366	3	2417.122	20.81
Residual	45996.031	396	116.152	
Total	53247.397	399		

As can be seen in the Table - 5 the obtained F-value (20.81) is significant ($p < 0.01$); therefore it can be concluded that the predictive variables (cognitive style, problem solving ability and educational aspiration) have the ability to predict the criterion variable (mathematics achievement). From the analysis it can be understood that variance in the dependent variable (mathematics achievement) due to independent variables (cognitive style, problem solving ability and educational aspiration) was not due to chance factor but it really existed. So this confirms the fitness of model.

Educational Implications

From the results of the study, it was found that educational aspiration was significantly contributing towards prediction of mathematics achievement. From the comparison of t-values, it was concluded that the variable educational aspiration was the strongest predictor of mathematics achievement of school students in comparison to cognitive style and problem solving ability. Thus, the findings of the present study will be beneficial for educational thinkers, psychologists, teachers and others who are concerned with the sphere of education. School should organize activities like seminars, workshops and lectures from guest speakers for the students to encourage increasing the level of educational aspiration. In addition to this teachers should provide feedback to the students so that students may come to know their level of aspiration from time to time. In context to problem solving ability and cognitive style, the teacher should plan their teaching accordingly by adopting effective teaching methods, proper teaching strategies and by guiding students for promoting their academic excellence.

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“Effect of Family Climate on Academic Achievement Of Secondary School Students”

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Abstract

Family Climate is a significant aspect influencing academic achievement. Because family climate and academic achievement are interrelated. The study aims to find the ,To study and compare academic achievement of rural and urban secondary school students in Jhajjar and Rewari district of Haryana state district. The study uses the descriptive method. For collecting data of the study, **Family Climate:** *Family Climate Scale* by Dr. Beena Shah (2011) will be used to measure family climate. **Academic Achievement:** Obtained marks by the students in previous class will be treated as academic achievement score. The sample of the study is comprised of 400 secondary school students selected through stratified random sampling technique from secondary school of Jhajjar and Rewari district. After the analysis of the data, it was found that there is significant difference between academic achievement of male and female of secondary school students. Thus significant difference shows that female group has better achievement rather than male Group

Introduction

Education is essential for the development of society. The more educated the people of a society are, the more civilized and well disciplined the society might be. Mainly, family has responsibility to socialize children for making them productive members of society. The more the parents involve in the process of imparting education to their children, the more the children might excel in their academic career and to become the productive and responsible members of society.

Academic achievement is the core of the entire educational growth. It is regarded as an important goal of education. Academic achievement is the outcome of the instruction provided to the children in schools which is determined by the grades, or marks secured by the students in the examination. It generally indicates the learning outcomes of pupil which requires a series of planned and organized experiences. Academic achievement is the prime and perennial responsibility of a school or any other educational institution established by the society to promote whole scholastic growth and development of a child. Academic achievement plays a very significant role in the attainment of the harmonious development of the child. The prediction of academic achievement has assumed enormous importance to its practical view. In our society, academic achievement is considered as a key criterion to judge one's total potentialities and capacities.

It forms the main basis of admission and promotion in a class. It is also important for obtaining a degree or getting a job. Therefore it is more pressing for the individuals/students to have high academic achievement. For a student, value of academic achievement is important not only for higher education on one hand and finding valuable job on the other, but also for bringing personal satisfaction and social recognition.

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Academic achievement or academic performance is the outcome of education the extent to which a student, teacher or institution has achieved their educational goals. In 21st century the world is changing very rapidly. Everyone is surviving for superiority. Today a very high academic achievement has become an important need to seek admission to good courses. This has become a fact for every student. Hence, in educational settings every student has to work hard for better prospects. In the absence of high academic achievements one has face frustration and disappointment. The problem of academic adjustments is a current issue of educational world. It needs serious consideration. High school students have been suffering from various demands. Adjustment is a capacity of an individual to function effectively in relation to other people.

Today, good academic achievement is becoming more and more pressing for the individual to have. Individual differences in abilities of achievements are reflected in the academic progress of the students even though all students are exposed to a similar educational facilities, environment, aspiration and even intelligence in the school environment. Each student may vary in respect of their academic achievements by showing different levels of competence. Such variations may be attributed to a host of factors innate as well as environmental. Further, an individual may also vary in achievement with passage of time. That is why we sometimes find students who do not maintain consistency in their academic achievement as they progress. Many a times we often find students who pass the examination, yet they fail to achieve as much as they can in terms of their abilities. This has drawn the attention of the researchers who have attempted to unravel the complex determinants of academic achievement. They have indicated that students' academic achievement depends to a large extent on their adjustment. These adjustment patterns determine the quality and efficiency of academic striving. Thus, the study of academic achievement of students has assumed a lot of significance in this modern educational system as the efficiency and deficiency of a student is chiefly determined by the quality of his academic achievement.

The role of academic achievement in the educational system in particular and in the development of the nations in general is assuming greater proportion. So, there are countless numbers of studies that have been undertaken which either focused exclusively on academic achievement or investigated academic achievement in relation to other cognitive, social and personal factors. Most of these studies have sought to determine factors that enhance academic achievement. The implications of these relationships in education are apparent since achievement in skill, concepts, and content are the acknowledged goals of the educational process. Therefore, promotion of academic achievement is one of the important aims of an educational system. In this rapidly changing world, with the growing advancement in science and technology academic achievement has become so vital that every parent today sets high goals to educate the child. Hence, the entire effort of education is towards improving the academic performance of the pupils. The problem of predicting high school success has probably received more public attention than any other single problem in education.

Academic Achievement:

Achievement refers to the scholastic achievement of the pupils at the end of an educational programme or the competence they actually show in the school subjects in which they have received instruction. Achievement is the accomplishment or acquired proficiency in the performance of an individual with respect to a given knowledge or skill. Thus,

achievement is the glittering crown which reflects a sense of sincerity, candidness and perseverance on the part of the achievers. The term has been defined by different persons in various ways.

Saxena and Dwivedi (1979) consider that the term scholastic achievement refers to the attainment or accomplishment in the field where a subject receives some instruction or training. According to Clifford et al. (1986) achievement is the task oriented behaviour that allows the individual's performance to be evaluated according to some internally and externally imposed criterion. According to Rao (1980) achievement is concerned to a great extent with the development of knowledge, understanding and acquisition of skills. In the words of Verma and Upadhyay (1981) achievement is the attainment or accomplishment of an individual in some or particular branch of knowledge after a certain period of training.

Family Climate

Family is the socio-biological unit that exerts greatest influences on development & perpetuation of individual behaviour, as family is the place from which child starts his education & mother is the first teacher. So his/her academic achievement is greatly affected by the type of environment a child perceives in his home.

Family being the first and major agency of socialization plays a pivotal role in styling child's life. It has been shown that most of children who are successful and well adjusted come from families where wholesome relationship exists between children and their parents. Parental involvement is much more likely to promote adolescent school success when it occurs in the context of an authoritative home environment (Steinberg et al., 1992). Parental acceptance and encouragement are positively related with academic school success and competence (Lakshmi and Arora, 2006) studied the impact of home environment on the scholastic achievement of children and found that good quality of home environment had significant positive correlation with high level of scholastic achievement in boys than among girls. Shek (1997) has found that family factors play an important role in influencing the psychosocial adjustment, particularly the positive mental health.

Family environment appears to influence school all over development of child as well as academic performance. Families in general and parents in particular, have often been deemed to be the most important support system available to the child. The strongest factors in molding a child's personality or behavior is his relationship with his parents students who have struggled academically in most cases are at higher risk of school avoidance, and ultimately dropping out then those who are successful. Ideally school is a place that makes students feel competent and successful, which breeds motivation and self-confidence. For the struggling students however, school is often a place that only serves to reinforce his already low self-esteem. He does not see himself as a good student" nor does he believe it is possible for him to ever become a good student, especially if he has participated in past interventions that have only proven to be frustrating and unsuccessful. The student attempts to avoid these feelings of failure by staying home (Lytton and Romney, 1992). The study has investigated the perception of family environment and its influence on school adjustment. It has also investigated the effect of parent student's relationship on academic performance in school and it has estimated the rate of poor adjustment among students in health institutions. Lastly it has investigated the effect of gender on the adjustment in school environment.

One of the most important environmental factors is the family of a child. It is the most

important institution for the existence and constitution and continuation of human life. Before going to school, the child spends almost whole of his time within his family. Even when the child joins the school, family exerts the major environmental influence outside the periphery of the school, determining his physical, mental, social and emotional development.

Though, it is the total environment of a family that influences the child development, it is said by many that parents constitute a major part of family environment. Three parental variables that are directly responsible for the child's care and development are parent personality, attitudes and parental behavior.

Justification and Significance of the Problem

Forecasting performance of the school students is a problem of obvious importance in education. Educationists, researchers and guidance workers always look for an instrument useful in predicting academic achievement, such an instrument is helpful in identifying the students who, if provided with necessary guidance, can be developed to the maximum heights.

Parental encouragement is the degree to which the child perceives his parents as encouraging. In encouragement, the parents help the child guide him and coax him so that he may not feel dishearten at a particular point difficulty. Parents of academically motivated achieving children have cordial relationship with their children. Research confirms that students have an advantage in school when their parents encourage and support their school activities. Parents of high achievers found to more trusting, rewarding, loving and showed more tolerance towards their children than parents of low achievers. Encouragement will always have a positive effect. Successful parents frequently use words of encouragement and supportive actions to show their children how to make improvements. They show their love and cheer their children on to perform at their best. Even when that performance falls short, they offer encouragement and support. And try to learn how to do better next time. Parental encouragement is a great significance in developing psychological as well as academic achievement. Parents play a significant role for higher need achievement of their children.

Statement of the Problem

"EFFECT OF FAMILY CLIMATE ON ACADEMIC ACHIEVEMENT OF SECONDARY SCHOOL STUDENTS"

OPERATIONAL DEFINITION:

Academic achievement

Academic achievement is the success obtained by the individual during the academic session in terms of aggregate marks secured in various subjects in the annual examination conducted by the Universities.

Family Climate

New Websters Dictionary (2004) defines 'Climate or Environment' as the aggregate of all external and internal conditions affecting the existence, growth, and welfare of organisms. The family climate refers to the physical, social and emotional surroundings that the child focuses in a family. In fact, family climate refers to the "sum total of the conditions which surrounds man" from the very beginning of his life.

Objectives of the Study

1. to study and compare academic achievement of male and female secondary school students

2. to study and compare academic achievement of rural and urban secondary school students
3. to study and compare family climate of male and female secondary school students.
4. to study and compare family climate of rural and urban secondary school students.

Hypotheses

1. There is no significant difference in academic achievement of male and female secondary school students
2. There is no significant difference in academic achievement of rural and urban secondary school students
3. There is no significant difference in family climate of male and female secondary school students.
4. There is no significant difference in family climate of rural and urban secondary school students.

Delimitations of the Study

Due to paucity of time and resources and to make it more meaningful, the present study will be delimited in the following aspects:

- ❖ The study will be delimited to secondary school students of governments only.
- ❖ The study will be delimited to the schools affiliated to Board of School Education, Haryana, and Bhiwani only.
- ❖ The study will be delimited to only two districts of Haryana.

5. Design And Methodology

6. Method

Descriptive survey method will be employed to study the effect of family climate of secondary school students on their academic achievement.

7. Population

Secondary school students studying affiliated to Board of School Education Haryana Bhiwani in will be taken for the study.

8. Sample

A sample of 400 secondary school students will be taken by using random sampling technique.

Statistical Techniques to Be Used

To give meaning to the raw scores, it is necessary that appropriate statistical treatment be used for detailed analysis and interpretations of different scores, for this purpose, Mean, S.D, 't' value, would be used to find out the differences.. Further for more vivid presentation, the computed findings will be presented graphically with the help of bar diagrams and frequency polygon.

Findings

Findings are the facts and figures which are collected by the researcher to satisfy the objectives of the study. Some major findings of the present study are mentioned below as:

Objective: 1

To study and compare academic achievement of male and female secondary school students

Hypothesis: 1

H₀: There is no significance difference in academic achievement of male and female secondary school students.

H1: There is significance difference in academic achievement of male and female secondary school students.

Findings 1

It was found that there is significant difference between academic achievement of male and female of secondary school students. Thus significant difference shows that female group has better achievement rather than male Group

Objective: 2

To study and compare academic achievement of rural and urban secondary school students

Hypothesis: 1

H0: There is no significance difference in academic achievement of rural and urban secondary school students.

H1: There is significance difference in academic achievement of male and female secondary school students.

Findings 2

It was found that there is significant difference between academic achievement of urban and rural of secondary school students. Thus significant difference shows that urban group has better achievement rather than rural Group.

Objective: 3

To study and compare family climate of male and female secondary school students

Hypothesis: 3

H0: There is no significance difference in family climate of male and female secondary school students.

H1: There is significance difference in family climate of male and female secondary school students.

Findings 3

It was found that there is significant difference between family climate of male and female of secondary school students. Thus significant difference shows that female group has better family climate rather than male Group.

Objective: 4

To study and compare family climate of rural and urban secondary school students

Hypothesis: 4

H0: There is no significance difference in family climate of rural and urban secondary school students.

H1: There is significance difference in family climate of rural and urban secondary school students.

Findings 4

It was found that there is significant difference between family climate of urban and rural of secondary school students. Thus significant difference shows that urban group has better family climate rather than rural Group.

Suggestions for Futher Research

This study brings to light some new areas to be studied by the future researchers. The areas and some variables which are not covered by this study may be put to test to enlighten the other factors associated with the achievement and the association between achievement and other psycho-sociological variables. Hence, the researchers may think of the following areas to study in detail.

1. Studies on achievement may be extended to other educational levels, viz., primary, and secondary, and degree, post-graduation, at district level as well as state level.
2. Studies on achievement in independent subject may also be taken up.
3. Studies may be taken up to find out the effect of independent variables on dependent variable in the cases of controlled and experimental groups as this study has not used any controlled groups and variables.
4. Studies may be conducted on achievement to identify its association with other psychological variable in order to enhance the achievement.
5. Studies may be carried out to find out the effect of environmental factors on achievement and its associated variables.
6. Studies may be conducted to find out the influence of locale of the institution, medium of instruction on achievement.
7. Studies may be taken up on the role of psychological variables of teachers in enhancing the achievement.

Conclusion Discussion

Education is human enterprise. It is a process and a kind of activity in relation to human beings. It is a continuous effort to develop all capacities of the child, to control his environments and fulfil his requirements. It is an attempt on the part adult members of the society to shape the development of coming generation. This development is natural and progressive. It is directed towards desirable goals which are fixed by the society according to individual and social needs. Education is also an integrated growth and his growth leads to enlargement of physical organs and maturity of mental capacities.

Education is both a product and a process. As a process it involves the act of learning, and a product it is what we receive through learning, i.e., the knowledge, the ideas and the technique. In a broader sense, all experiences and acts that have a formative effect on mind, character or physical activity of an individual are of education. Education is a process, by which society, through schools, colleges, institutions and universities, deliberately transmits its cultural heritage; it accumulated knowledge, values and skills from one generation to the next.

On the most important outcomes of any educational set-up is the achievement of students. Depending on the level of achievement individuals are characterized as high achievers, average achievers and low achievers. The effectiveness of any educational system is gauged to the extent the students involved in the system achieve, whether it be in cognitive, co native or psycho motor domain. In general terms achievements refers to the scholastic or academic achievement of the students at the end of an educational program. To maximize the achievement within a given set up is the goal of every educationist. Many studies indicate indifferent samples, that the academic achievement is dependent on variables like set up of educational institution, and educational aspiration.

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महात्मा गाँधी ओर धरना संबंधी विचार अद्यतन स्थिति

खुशबू कुमारी*

उपकल्पना

1. जन समस्याओं के प्रति सत्ता की उपेक्षा का परिणाम धरना है।
2. धरना-प्रदर्शनों द्वारा जन-समस्याओं को दूर किया जा सकता है।

शोध प्रारूप तथा शोध पद्धति

अध्ययन को सार्थक बनाने के लिए अन्वेषणात्मक प्रारूप का अध्ययन किया गया है एवं शोध-पद्धति में ऐतिहासिक एवं वर्णनात्मक पद्धति का प्रयोग किया गया है।

उपकरण

प्रयुक्त शोध-सामग्री के रूप में आँकड़े द्वितीयक स्रोत के रूप में पुस्तकों पत्र-पत्रिकाओं और लेखों इत्यादि का अध्ययन किया जाएगा।

गांधी जी ने भारत की स्वतंत्रता के लिए धरना देने की नीति को अपनाया था, लेकिन उसने बातचीत के रास्ते भी खुले रखते थे। प्रतिपक्षी को अपना मत प्रकट करने की स्वतंत्रता थी। उन्होंने अपने धरने की प्रवृत्ति को शांतिपूर्ण धरना देने की प्रवृत्ति में परिवर्तित किया। गांधीजी ने कहा – “यदि हम अपने विरोधी से लड़ते हैं तो हम उसे कम से कम इस योग्य बनाते हैं कि वह बदले में हमें चोट पहुंचा सके। परन्तु जब हम उसे यह चुनौती देते हैं कि वह हमारे शरीर को कुचलकर आगे बढ़े और हम यह जानते हैं कि वह ऐसा नहीं करेगा तो हम उसे बहुत ही बुरी और अपमानजनक स्थिति में डाल देते हैं।”¹

वर्तमान समय में धरना देने की प्रवृत्ति में जो पाष्विकता शामिल हो गई है वह गांधीजी की धरना देने की प्रवृत्ति से मेल नहीं खाती। आज का धरना शांतिपूर्ण व अहिंसात्मक न होकर हिंसा और अराजकता का मिश्रण हो गया है। हिंसा और बल प्रयोग के इसी अंशों के कारण गांधी ने धरना को अनुचित माना। उन्होंने कहा धरना एक पाष्विकता है और अनुचित दबाव डालने का भौंडातरीका है। यह एक प्रकार की कायरता है क्योंकि जो धरना देने बैठा है वह जानता है कि कोई भी उसके शरीर को रौंदाता हुआ आगे नहीं बढ़ेगा।

धरना इसलिए भी असभ्य है क्योंकि इसके द्वारा किसी को कोई काम करने में जबरदस्ती रोका जाता है। इसमें कायरता भी है। यह हिंसात्मक तो नहीं, लेकिन उससे भी खराब है क्योंकि धरना देने वाला जानता है कि उसे समाज की बड़ी शक्ति प्राप्त है। यह खुल कर युद्ध करने की प्रवृत्ति से भी खतरनाक है क्योंकि इसमें प्रतिपक्षी को प्रहार करने का मौका नहीं मिलता। आज अपनी बात को मनवाने का यह एक तरीका हो गया है। बात-वे-बात पर नेताओं द्वारा बड़ी संख्या में भीड़ को लेकर महत्वपूर्ण स्थानों पर धरना देना एक फैशन-सा हो गया है। इसका उद्देश्य जनता का हित नहीं बल्कि स्वयं की लोकप्रियता है। उनके इस कर्म से आम नागरिकों को परेशानी ही होती है। कुल मिलाकर आज उचित और अनुचित धरने का भेद समाप्त हो गया है। यही वजह है कि सरकार उनकी मांगों पर ध्यान नहीं देती और यह असफल रहता है। इसी कारण गांधी ने धरना को अनुचित माना।

सत्याग्रह के अभिकरणों के वर्णन-विश्लेषण के पश्चात् यहां महात्मा गांधी और उसके बाद में हुए कुछ सत्याग्रहों की चर्चा सामयिक जान पड़ती है। महात्मा गांधी द्वारा सत्याग्रह का पहला प्रयोग दक्षिण अफ्रीका में 1906 में किया गया। उनका यह सत्याग्रह वहां की रंगभेदी/नस्लभेदी सरकार के खिलाफ था।² यह वह दौर था जब दक्षिण अफ्रीका में रंगभेद अपने चरम पर था। नस्लभेद और रंगभेद का आलम यह था कि श्वेतों और अश्वेतों के लिए अलग-अलग सड़कें, अलग होटल, अलग मनोरंजन स्थल की व्यवस्था की गई थी – यहां तक कि श्वेतों की भीड़ के आसपास अश्वेतों का फटकना भी मना था। 1893 में एक ट्रेन में यात्रा के दौरान टीटी ने गांधीजी को उनके काले रंग के कारण थर्ड क्लास में जाने को कहा। जब गांधी ने ऐसा करने से मना कर दिया तो उसे उनके समान सहित ट्रेन से बाहर फेंक दिया गया।

गांधी ने अपने और अश्वेतों के खिलाफ वहां की गोरी सरकार की भेदभावपूर्ण नीतियों और गतिविधियों का विरोध करने की ठानी। गांधीजी के सत्याग्रह का व्यापक असर वहां के अश्वेतों में हुआ, उनमें चेतना जागृत हुई, आत्मगौरव का भान हुआ। गांधी जैसे मसीहा के कारण उन्हें इससे मुक्ति की एक किरण दिखाई पड़ी। सिर्फ अश्वेत ही क्यों-वहां की गोरी सरकार पर भी इसका प्रभाव पड़ा। गांधी ने सत्याग्रह के इस हथियार का इस्तेमाल कर सरकार की अमानवीय कारगुजारियों को बेनकाब करके दुनिया के समक्ष ला दिया। इसी का असर था कि अफ्रीका के जनरल जॉन क्रिस्टियाना स्मॉट्स को गांधी के समक्ष झुकना पड़ा।

* अतिथि व्याख्याता, राजनीति शास्त्र विभाग, राँची विश्वविद्यालय, राँची।

गांधी के इस आंदोलन का एक दूसरा पहलू यह था कि सत्याग्रह की वजह से अफ्रीकी सरकार उनसे खार खायी हुई थी। गांधी जब भारत लौटने लगे तब जनरल की खुशी देखते ही बन रही रही थी। खुष होकर उन्होंने कहा था, 'थैंक गॉड! गॉड इज गॉन'।³

दरअसल जनरल के भय की वजह गांधी नहीं, बल्कि उनके द्वारा इस्तेमाल में लाया जा रहा सत्याग्रह था। और जब गांधी जी भारत लौटने लगे तो जनरल की खुशी में सत्याग्रह के समाप्ति की अभिव्यक्ति प्रस्फुटित हुई। यह सत्याग्रह की ताकत का नतीजा था, जिसका अंदाजा गांधी के सिवाय किसी को नहीं था।

गांधी का सत्याग्रह अपने प्रति हुए अपमान का बदला नहीं थड़ा। उसने व्यक्तिगत निष्ठा और स्वार्थ के कारण सत्याग्रह के अस्त्र का इस्तेमाल नहीं किया था। सत्याग्रह बदले की भवना से प्रेरित नहीं थी। अगर ऐसा होता तो गांधी भेंट स्वरूप जरूर स्माफ्ट्स को अपने हाथों से बनाया जूता नहीं दिया होता। गांधी का जनरल से कोई जातीय दुश्मनी नहीं थी, उन्होंने तो सिर्फ उनके हृदय परिवर्तन के लिए ही सत्याग्रह किया था जिससे की अश्वेतों के प्रति होने वाले राज्य प्रायोजित अमानवीय अत्याचार को रोका जा सके। गांधी द्वारा दिए जूते को स्मॉट्स ने कुछ दिनों तक पहना भी था। लेकिन बाद में उसने आत्मग्लानि से वह जूता उतार फेंका। यह गांधी के व्यक्तित्व का ही जादू था कि अफ्रीका के गवर्नर हेड ऑफ स्टेट ने कहा : "वह एक हिन्दुस्तानी वकील से हारकर गर्व महसूस करते हैं।

वैसे तो गांधी ने अपनी पूरी जिंदगी सत्याग्रह को समर्पित कर दी, लेकिन कुछ सत्याग्रह बहुत चर्चित हुए – 'चम्पारण सत्याग्रह' इनमें से एक है। यह सत्याग्रह गांधी के नेतृत्व में बिहार के चम्पारण जिले में वर्ष 1918-19 में हुआ था। सत्याग्रह अंग्रेजों की कृषि के व्यापारीकरण के विरुद्ध था। अंग्रेजों द्वारा हजारों भूमिहीन मजदूर और गरीब किसानों को खाद्यान्न के बजाय नील और अन्य नकदी फसलों के खेती करने को बाध्य किया जा रहा था। ऐसा नहीं करने वाले मजदूर-किसानों की खैर नहीं थी। चूंकि नील और अन्य नकदी फसलों के व्यापार से अंग्रेजों को गाढ़ी कमाई होती, अतः उन्होंने किसानों को इसके लिए मजबूर किया। नील की खेती न करने वालों पर तो जुल्म ही रहा था, नील की खेती करने वालों को भी नहीं बख्शा गया। उन पर कई तरह के अत्याचार किए गए, उनका खूब शोषण हुआ। इस काम में कुछ बागान मालिकों ने भी अंग्रेजों का साथ दिया। जब इसकी सूचना गांधी को मिली तो गांधी इसका जायजा लेने चम्पारण पहुंचे। इस दौरान वे पीड़ित किसानों से मिले। किसानों ने उन्हें अपनी सारी समस्याएं बतायीं।

गांधी के आने की सूचना मिलते ही पुलिस सुपरिंटेंडेंट ने उन्हें जिला छोड़ने का आदेश दिया। आदेश का अमल नहीं होने के कारण अगले दिन गांधी को कोर्ट में हाजिर भी होना पड़ा। हजारों किसानों की भीड़ कोर्ट के बाहर जमा होकर गांधी के समर्थन में नारे लगाने लगी। स्थिति को बिगड़ते देख मजिस्ट्रेट ने बिना जमानत के गांधी को छोड़ने का आदेश दिया। हालांकि गांधी ने यहां सत्याग्रह के किसी अस्त्र का इस्तेमाल नहीं किया, लेकिन लोगों को सत्याग्रह के मूल सिद्धांतों से परिचय तो जरूर करा दिया। उन्होंने कहा कि स्वतंत्रता प्राप्त करने की पहली शर्त है – डर से स्वतंत्र होना। गांधी ने अपने कई स्वयंसेवकों को किसानों के बीच भेजा, कियानों के बच्चों को शिक्षित करने के लिए ग्रामीण विद्यालय खुलवाए, लोगों को साफ-सफाई से रहने का तरीका सिखाया।

गांधी द्वारा अंग्रेजों के विरुद्ध आन्दोलन 1942 में भी किया था, जो 'भारत छोड़ो आन्दोलन' के नाम से भारत के इतिहास में दर्ज है।⁴ यही वह समय था जब गांधी ने 'करो या मरो' (Do or Die) का नारा देकर स्वतंत्रता संग्राम में आयी शिथिलता में जान फूंकने की कोशिश की थी। गांधी ने इस आंदोलन के माध्यम से अंग्रेजों से भारत छोड़ने का आह्वान किया। दरअसल यह आन्दोलन भारत को तुरंत आजाद करने के लिए अंग्रेजी शासन के विरुद्ध एक नागरिक अवज्ञा आन्दोलन था।

क्रिप्स मिशन की विफलता के बाद महात्मा गांधी ने ब्रिटिश शासन के खिलाफ यह आन्दोलन चलाया था। अंग्रेजों ने आन्दोलन के प्रति काफी सख्त रवैया अपनाया और गांधी को फौरन बिरफ्तार कर लिया। फिर भी, इस विद्रोह को दबाने में सरकार कासे साल भर से ज्यादा का समय लग गया। दरअसल यह आन्दोलन एक जनआन्दोलन था, जिसमें लाखों आम हिन्दुस्तानी शामिल थे। इस आन्दोलन ने युवाओं को बड़ी संख्या में अपनी ओर आकर्षित किया। उन्होंने स्कूल-कॉलेज छोड़कर जेल का रास्ता अपनाया। इसी दौरान बिहार में विधानसभा पर राष्ट्रीय ध्वज फहराने की तमन्ना के साथ उमड़ी भीड़ को अंग्रेजों की गोलियों का सामना करना पड़ा। इस घटना में सात नौवजवान शहीद हुए जो नौवीं और बारहवीं कक्षा के छात्र थे।

गांधी द्वारा अधिकांश सत्याग्रह गुलामी के दौर में किए गए, जो बड़ा कठिन था। आज की तुलना में गुलाम की स्थिति अलग थी। तब विदेशियों से अपनी मांगे मनवाना आसान नहीं था। इसके बावजूद गांधी ने वह सबकुछ कर दिखाया जिसकी कल्पना तक नहीं की जा सकती थी। गांधी ने अंग्रेजों से अपनी मांगों को मनवाने के लिए सत्याग्रह का रास्ता चुना। वे आमरण अनशन को अपना अंतिम हथियार मानते थे। उनका विचार था कि जब सभी रास्ते बंद हो जाएं, तभी आमरण अनशन के मार्ग पर चलना चाहिए क्योंकि इसके बाद कोई अन्य रास्ता नहीं बचता। गांधी ने कहा कि आमरण अनशन में साक्षत् भगवान को उतारा जाता है इसलिए आमरण अनशन का इस्तेमाल हर मुद्दे के लिए नहीं किया जा सकता। इसके लिए मुद्दा बड़ा होना चाहिए और यह मुद्दा आम जनता एवं देशहित में होना चाहिए।

सत्याग्रह का इस्तेमाल किसी ऐसे-गैरे व्यक्ति द्वारा नहीं किया जा सकता—वह सत्याग्रही हो ही नहीं सकता। इसके लिए हिमालय से भी दृढ़ हृदय और मस्तिष्क की आवश्यकता पड़ती है – और जिसमें सत्यता की दृढ़ता कूट-कूट का भरी हो—वही सच्च सत्याग्रही हो सकता है।

निष्कर्ष

वर्तमान समय में आए दिन धरना प्रदर्शन हो रहे हैं परन्तु इसमें हिंसात्मक रूप देखने को मिलता है। महात्मा गाँधी जी ने जो विरोध का मार्ग बताया था उसका आधार सत्य और अहिंसा था। धरना आज असत्य हो गया है क्योंकि बात-बात पर समाज के कुछ वर्गों एवं नेताओं द्वारा अपनी बात मनवाने का यह एक तरीका बन गया है।

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Rev. Krishna Mohan Banerjea and his approach to Christianity and the ancient Indic scriptures

Swarnadeep Sen*

Abstract

The instance of Rev. Krishna Mohan Banerjea (1813-1885) presents a unique intellectual endeavour regarding the interplay between religious ideology, colonialism and theology. In the various narratives and debates in relation to the changes which took place in the field of social-religious reforms and cultural transformation in colonial Bengal, the portrayal of Rev. Banerjea with regard to his preoccupation with questions on the literary and historic connection between Christianity and the Hindu faith has been a subject which has been very infrequently addressed. What has been mostly discussed is his association with a host of pioneering intellectual reformers centred on the literary coterie of the Eurasian poet Henry Louis Vivian Derozio who were later collectively addressed in the local-Bengali journalistic milieu as 'Young Bengal'. Banerjea's role as the public face of this group was conspicuous, and it was especially based on his ardent and persistent pleas for urgent reforms in Hindu society. Hence, this paper would explore the contested connections between a native pastor's view of the Christian faith, received through the colonial connection, and his endeavours to situate ancient Indic religious and philosophical traditions within a larger Christological realm, thereby enunciating the formation of a novel and esoteric synthesis.

Key words: Christianity, Colonialism, Hinduism.

Introduction

This paper largely pertains to situating the Christological works of Rev. Banerjea in which he addresses questions about the veracity of the prevalence of any kind of native Christian literary tradition, springing largely from the literary creations of first or second generation Indian converts under the overarching aegis of the colonial presence. It goes without saying that what is being questioned is whether a definite and specific 'Christian literary tradition' flourished and reached its apogee during the heyday of colonialism. Again, the question of the colonial connection is pivotal because the main protagonists addressed here drew their sources of intellectual, historical as well as ideological sustenance largely from the very historical fact of the colonial connection and the appurtenances of the colonial project. Moreover, what is also examined is how Reverend Banerjea beheld his own role as a cultural mediator who could further the process of enabling people from educated backgrounds embrace the Christian creed, that is, the enunciation of his role as an indigenous pastor engaged in writing polemical tracts for the furtherance of his missionary role. But on the other hand, the historical and theological studies of Rev. Banerjee, and the very nature and diversity of the themes addressed in his corpus make it somewhat difficult to render all of his published works under a monolithic literary framework. Such a rich diversity of works also provides numerous opportunities regarding the alterations,

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transformations and subsequent refinements of his views and thus, also enables one to probe the literary outpourings of a native ecclesiastical personality on different themes, ranging from sermons preached by him in his capacity as a Bishop to historical works, commentaries on and translations of various Indic scriptures, journalistic articles, as well as works advocating social reforms.

The invocation of Christianity in colonial Bengal obviously brings in its train the ever-present actuality of colonial political and economic domination. Here, Rev. Banerjea tries to take a nuanced middle path whereby the colonial presence could be accommodated at least on theological grounds because of the favourable platform that it presents for Indians to seek recourse to the Christian faith without any kind of coercion and gratuitous persuasions 'from above.'

Pastoral sermons as Narratives of Ecclesiastical Reconciliation

In his role as an indigenous Christian missionary, Reverend Banerjea was very acutely aware of the vagaries and obstacles that missionaries had to face in preaching the words of the Gospel to the indigenous population in the context of colonialism. The position of an indigenous convert who also gets involved in missionary activities begins to get ambiguous because often his ecclesiastical duties come into conflict with those wielding political authority, both in India and Britain. Also, Rev. Banerjea had to navigate his way in a very cautious manner with regard to his European superiors in the ecclesiastical realm whose understanding of the needs and mentality of potential converts seemed to vary with those of Reverend Banerjea. His case is quite unique because he came into the fold of Christianity from the intellectual realm of rational thought and action. Due to the humiliations and social obstacles which he had suffered in his youth (having left Hindu College in 1829) as a student and then as a teacher (in Pataldanga High School), under the supervision of David Hare, Banerjea was intimately aware of the sheer rigidity on the question of caste and its alleged loss and the consequent social ostracism which any misdemeanour might lead to in Hindu society, especially acting contrary to the dictates of caste-prescribed duties and regulations. His consumption of beef and his friends' misbehaviour in throwing bones into a neighbouring house in 1831 was deemed an especially heinous offence for a Kulin Brahman, and he was expelled from his home. After Derozio died in 1831, he came into contact with Rev. Alexander Duff who made a profound impression on the young Banerjea, then still in his formative years, which led him to the study of Christianity and its doctrines, thereby finally leading to his baptism in October 17, 1832 and he joined the Anglican Church in 1833. He worked in the Church Missionary Society's School at Amherst Street as Superintendent from 1833 to 1840, where he was followed by Rev. James Long. He was ordained as Deacon in 1836, and on 27 September 1839 he was appointed Minister of the Christ Church, the first Church to be placed under the charge of an Indian first generation converted clergyman.

This kind of experience gave Rev. Banerjea a firm grip of the problems which western-educated young men faced, that is, relapse into the grips of irreligion and rampant atheism, which consequently made them scoff at all religious traditions, irrespective of their merits and demerits. His approach was twofold, that is, to offer a spiritual cure for their atheism which they had acquired as a result of their education and also to convince such educated young men to accept Christianity by means of polemical discourses which harped upon

and touched various aspects of indigenous Indic religions and interestingly, Islam also.^{†††} Thus, by providing a proper path in which the best of the ethical principles of both indigenous religions and Christianity could be combined, Rev. Banerjea largely aimed to establish Christianity on a firmer intellectual basis while also severing the stigma of its foreign origins, which often acted as a hindrance to those who sought conversion and spiritual dialogue.

In a lecture delivered on Friday, October 27, 1865 titled *The Peculiar Responsibility of Educated Natives – and Their Duty Thoughtfully to Enquire into the Christian Scheme of Salvation*, Rev. Banerjea addressed ‘educated young men’ from the Hindu community. Thus it delved upon Rev. Banerjee to deliver the very first lecture from the series, where he delineated about the nature of Christianity and the reasons for which educated Indians should devote themselves to its study.¹

What is important to note that none of the speakers apart from Rev. Banerjea lay any special emphasis regarding why non-Christians should direct their attention and conscience towards Christianity but rather primarily dwelt on different aspects of Christian theology and their importance. The importance of Krishna Mohan Banerjea's sermon lies in many of its different aspects. For instance, Banerjea clearly tries to conjoin what he terms as ‘western education’ with the Christian faith. Of course, there might be anomalies involved but Banerjea's approach is firstly to contrast and lay bare what he calls the very pitiful state of pre-colonial learning with the varied advantages of western education.

He delves into the lack of historical exactitude in the major works of Sanskrit literature and how arcane and age-old prejudices had largely made pre-colonial indigenous systems of learning (both Indic and Islamic) sterile and incapable of attaining any degree of rigorous scientific precision. He feels these systems cannot free themselves from the deleterious consequences of the sheer moral turpitude of the authors and practitioners of that learning, in which absurdities were accepted unthinkingly and without critical inquiry as facts and implicitly believed with rigid stolidity and blind adherence. He states that by the very virtue of having received a western education, it becomes incumbent upon every recipient of that education to inquire into the Christian faith, that is, to make a study of the Christian faith and they compare it to his own indigenous religious beliefs and customs. The education itself can act as a catalyst in weeding out primeval and atavistic superstitions. But where does the point of convergence lie between western education and the kind of salvation promised in the Christian faith? How can the Christian creed and a largely secular mode of education be inter-related, so much so, that no less than a native ecclesiastical personage endeavours to exhort his audience to consider such a line of thinking in favourable terms? ^{††††}Also, he extols the alleged virtues associated with the doctrinal tenets of Christianity as being open to critical historical enquiry and asserts that it is absolutely free of any kind of imposed dogmatism. Moreover, as he further narrates, the main prophets and apostles' activities and their missionary labours can be verified historically (from the New Testament). The advantages that a western-educated Indian possesses over his traditional indigenously educated counterpart he describes in the following terms:

^{††††} It might seem that Banerjea preferred Christianity over other religions because of its western affiliations. Yet, after all, every religion contains a set of dogmas which has to be believed implicitly and which are not always subjected to rational enquiry.

“An educated Hindu then means one who has been instructed in the literature, science, and history of Europe. Mark now his peculiar advantages – advantages not possessed by the rest of his countrymen. The most learned of his forefathers and predecessors knew no country in the world but their own home, nor of any other period of time but that in which they themselves lived. Their geography was but the topography of the towns and villages which they had occasion to frequent, and their history consisted of certain legends of India, in which their poets had tried their skill in versification, and which hireling and mendicant bards recited in the courts of their princes. Their knowledge of science was lower than is exhibited in the smallest schools of our day. Their literary recreations consisted in solution of different grammatical problems, and in the jingle of words without ideas. Not that they were wholly devoid of the active exercises of the imagination, and many a poet was a host in himself. Nor were their conceptions of moral good to be set at nought. Brilliant ideas, lofty views, elevated sentiments are interspersed in their writings, but there is neither harmony nor philosophical consistency in their thoughts. With the same breath they would give utterance to ideas which the most enlightened Christian would be ashamed to adopt, and disgrace themselves with expressions which the most besotted buffoon of our day would scorn to use.”ⁱⁱ

Explaining with acuity the shortcomings of the generations preceding colonialism and their lamentable state of intellectual and moral stature and development, Rev. Banerjea expostulates about the benefits which western education has conferred upon its recipients. He states that knowledge gained from the study of History, geography and the Sciences at once elevates educated men from their unlettered counterparts, elevation in the sense of an expansion of the conception of the world and a broadening of the mind with the imbibing of a catholicity of attitude towards any object and subject of enquiry and investigation, which Rev. Banerjea alleges were completely absent in the time of their forefathers. The study of the rational sciences has dispelled from their minds the viability of any supernatural entities and superstitions and thereby a moral vacuum has been created, which if not filled by Christianity, would be largely subsumed by atheism. And it was precisely at this point on which the entire effort of Rev. Banerjea was predicated - to direct the minds of his audience to seek Christianity and accept its precepts, in which laid their spiritual salvation. The rational refutation of indigenous religious traditions does not necessarily imply that Christianity also becomes immune to any kind of critical enquiry or that it is above any rational critique. But rather, Christianity is something which can be made compatible with a rational mind due to the historical verifiability of its protagonists, the Apostles, the Church fathers and the various Ecumenical Councils whose names, dates and places were well documented and which thus flourished in the realm of the real world unlike the ethereal and mythological characters in Indic religious traditions bearing no relation to historical time and period.

Rev. Banerjea is also cautious about another aspect of the inculcation of religion on the part of the educated young men. By means of their education, they might be expected to purge from their ancestral creeds those elements that were incompatible with reason and ethics and thereby enunciate some kind of reform within their own religions instead of adhering to Christianity. He identified the doctrines of ‘Brahmoism’ as belonging to such a category and therefore admonishes his audience about the pitfalls associated with that creed:

“I may here be told that educated Hindus have not been neglectful of the concerns of their souls – that, though forced out of the strongholds of idolatry by the disclosures of physical science, they have found a resting place in Brahmoism – that there is nothing in the education they have received which can make this new position untenable – and that until Brahmoism can be disproved, they are not called upon to investigate the claims of Christianity except as a matter of philosophical curiosity. Brahmoism is a vague term and the system indicated by it is equally undefined. It would be childish to quarrel with a name, although even a name may often be deceptive both to those who assume it and to the community at large. And the system indicated by it is clearly undefined. As to its positive doctrines regarding the existence of a Supreme Being, the immortality of the soul, the duty of devotion and of personal piety, the Brahmos can hold nothing more than we ourselves hold. But as Christianity is a fact in authentic history, we maintain that their system requires to be supplemented by what will appear to be important additional truths on calm enquiry into the Christian scheme of salvation. As to the negative part of their system, denying the possibility of Revelation or maintaining the all sufficiency of intuition, I must hope that they do not seriously countenance such a doctrine. In the denial of the possibility of revelation is involved an idea which I hope the Brahmos detest no less than ourselves – an idea which sets limits to God’s power and denies his omnipotence. Why should the prerogative of the Supreme Being be thus curtailed?”ⁱⁱⁱ

What results from this kind of approach refuting any religious doctrine that rivals Christianity is that the latter is held to be at the zenith of divine truth while the former may be seen to still be in the formative stages. In other words, Christianity is a creed which is capable of satisfying the dilemmas and scruples of an educated Indian whose mind has been exposed to the rational and scientific thought emanating from Europe as a consequence of the colonial connection. What makes Rev. Banerjea’s ecclesiastical outreach even more impressive is his exhortation to the adherents of Islam at the end in the concluding section of the address. His declamation to Muslims to accept the revelatory mission of Jesus Christ when he declaims on the rejection of the New Testament on the part of the Muslims, whose scriptures enjoin that the New Testament revered by the Christians is some kind of falsification of the true revealed scripture of Prophet Jesus (or Injil). Also he vehemently protests the rejection by Muslims of Jesus Christ being the ‘son of God’ and of their admitting unto him the stature of a prophet who did not die at the cross but was rather whistled away to safety at the moment of his being crucified. As he exclaims to his audience,

“I say then to educated Mahometans, let the acknowledgement of Jesus Christ and of the New Testament by your prophet am duly pondered in your minds. You cannot entertain the puerile idea of the New Testament being a forged Injil. If then you follow out the principles on which your prophet, certainly praised as a great reformer of his day, - addressed your predecessors, while Pagans, at Mecca or Medina, you cannot with the light you have received from History halt where he halted, or continue in the evidently inconsistent position of acknowledging the Injil, and yet denying its peculiar dogmas. Mahomet could not deny the past revelations of God, but the gross polytheism by which he was surrounded led him to deny the

most important doctrines of the revelations. You may under better auspices press forward and supply his deficiencies. You may complete the great work of religious revival by restoring those doctrines, and contend for the real teaching of Hazrat Isa without detracting from his majesty and glory, *the glory as of the only begotten of the Father full of grace and truth*, as the Injil saith.”^{iv}

By this means of making overtures to different non-Christian adherents of other religions, Rev. Banerjea pleads for an inclusive approach to other religions by which what is meant is that apart from the issues of idolatry, other religions (in this instance, Brahmanical faith and Islam) do possess their own intrinsic values peculiar unto themselves, which Christians can and ought to admire and cherish but only through the adherence to Christianity can the adherents of these other religious traditions seek their salvation because only Christianity complements those religious traditions to their ultimate fruition. Rev. Banerjea asserts that adherence to Christianity does not necessarily means abandonment of their indigenous ties but rather on the contrary. He states:

“I call upon all educated Hindoos to seriously consider the claims of Christianity. I do not ask them to leave their homes or their relatives. I know Christianity itself demands no such sacrifices. We do not want proselytes – we do not ask anyone to change his residence and come to our premises – but we desire conversions – we wish that men should rely on Christ for their salvation and adopt the means of grace he has recommended. There is nothing in these acts which are contradictory to the ordinary social rules of Hinduism.”^v

This extraordinary statement on the part of Rev. Banerjea brings forth the fundamental dichotomy that he enunciated between proselytes (or proselytization) and conversion. He makes it very clear that he is not interested in seeking random and wayward converts who fall in for Christianity just out of its novelty or for any other kind of mercenary motives and therefore resulting in any formal baptism for anyone from Hindu society who intends to become a Christian with non-religious motives but rather what is expected of any neo-Christian is a change of heart and firm belief in the effulgent mercy of God and the salvation promised to all men through his intercessor, Jesus Christ. Herein lay a kind of subtle flexibility especially concerning the loosening of rigid restrictions which would encourage even more educated Indians to seek the scheme of salvation proffered through the Christian faith.

Rev. Banerjea also dwells upon the question of the structuring of the ecclesiastical hierarchy of the Anglican Church especially in India, where constant inter-faith dialogues with the non-Christian religious groups becomes even more necessary so as to gain adherents for the Christian faith. In a sermon entitled “A Sermon Preached at St. John's cathedral, Calcutta at an Ordination Holden on Ascension Day' preached on May 13, 1847, Rev. Banerjea underlines an approach towards the proper steps which an ideal pastor should resort to for evangelising and preaching in a continent like 'India' where Indic and Islamic religions held sway over the minds of the people. The chief question here is three fold that is, *firstly*, concerning the issue of the ordination of pastors, ministers, presbyters and other ecclesiastical hierarchs of the Church. The reasons are not only for greater facilitation of the spreading of the tenets of the gospels and preaching but also so that there be a constant endeavour towards exhorting the faithful towards adhering to the path and the principles and precepts enunciated by Christ. At one point Banerjea stresses the

disadvantages of preaching sermons in the English language, because of the disadvantages it poses to the laity under his care as pastor.

Secondly, the qualities of an ideal pastor are emphasised. The significance of the sermon lies in its definition of what constitutes a Christian pastor. Is his duty incongruent with the active cares and chores of life? Is it synonymous with mere passive contemplation? Here, Rev. Banerjee's answer is that the duty of a pastor cannot be separated from the actuality surrounding his person and that of the proselytes under his ecclesiastical jurisdiction. He asserts vehemently:

“A Christian minister is, by his very profession, an ambassador, and a sworn vassal of Christ. The enemies of the cross, ever ready to attack religion through the weak side of its professors, will eagerly ascribe his personal mistakes and failings to the truth with which he is entrusted. He must, therefore, live and die for his Master.”^{vi}

The duty of spreading the word of the Gospels should never be made to fade or get sidelined into abeyance because it is the sacred duty of the pastor to rescue the souls of the heathen from spiritual damnation but without resorting to any kind of vain and profane adumbrations which would serve to offend the sensibilities of the heathen rather than incline them to the faith of Christ. The ideal pastor must always be earnest towards instructing the heathen into the doctrines enunciated in the Gospels. Moreover, his demeanour and conduct must be in no way venal and due to the sacerdotal character of his office, there ought not to be any minutest farthing of blemish in both his private and public conduct. At one point, Rev. Banerjee also delves upon the necessity of maintaining an egalitarian and impartial plenitude regarding preaching.

Thirdly, and crucially, he delineates his approach towards the work of evangelisation among his own countrymen, who he says are mired in the recessive abyss of vain and vague idolatry and other pernicious religious practices from the Christian point of view. He states the nature of the ideal countenance and mentality of the pastor in this regard:

“Here we are surrounded by millions who know not the gospel and acknowledge not our ministerial authority. It would betray an equal departure from the spirit of Christianity, were we either to reflect without emotion on the spiritual desolation around us, or allow ourselves to be betrayed into intemperate language and supercilious conduct towards the nation we desire to convert? The example of St. Paul during his stay at Athens should be our model.”^{vii}

Moreover, the pastor should not get swayed over to idolatry due to the often refined literatures which often gets intertwined into its baggage enjoining devotion to the idols to votaries of heathenism. Here, one can envisage an apparent tension brewing within the conscience of the native pastor regarding the affirmation or repudiation of his own ancestral religious and cultural heritage. Banerjee's allusion to Socrates, Euripides and Phidias can also be obliquely reduced to his own subsequent approach to the various Indic/Hindu scriptures which he drew upon. At this stage, such a kind of ambivalence does not arise and Banerjee grandiloquently proclaims that the basic Christian doctrines cannot ever be superseded in favour of the literary and artistic creations of the pre-Christians period of classical antiquity and also the existing idolatry around. Moreover, in no way should the pastor express or display any iconoclastic fury or misdirected zeal and thereby offend his would-be proselytes but rather strive to work patiently and strive to inculcate the teachings of the gospels into the bosoms of the unconverted because, after all, the primary

and foremost task of the pastor is to convert the unconverted and guide them to strive towards the path of Christianity.

Hindu – Christian dialogues and assimilation

When the question naturally arose about how Rev. Banerjea sought create a unique path for fruitful dialogue between the adherents of Hinduism and Christianity, it ought to be understood that his approach had two different aspects. First aspect was to gauge the entire process through 'practical-rationalist' means, and the second one was to apply a combination of political, historical and theological dialogues so as to steer clear of any kind of inconsistencies. Both the aspects were interspersed with polemical elements which acted as means of refutation and then assimilation of the rival creed's (in these instances, the Hindu) religious doctrine. Along with the second approach, Rev. Banerjea's own approach to the ancient Indic past gets also highlighted and because of his preoccupation with the pre-colonial and pre-Islamic period of South Asian history. Within this category also fall those writings of Rev. Banerjea which dealt with the social questions of his day. Such kinds of depictions of the Indic past can be found manifold times in Rev. Banerjea's corpus.

The rationalist-practical mode of discourse led Banerjea to write his play, *The Persecuted*, which was published in 1831 with a unique kind of dedication, whereby it was recognised that the primary thrust of the work was mainly regarding unravelling the social ills ravaging Hindu society in then contemporaneous Bengal. This was Banerjea maiden endeavour towards authorship and contains the main thrust of his fervent crusading zeal enunciating urgently needed social reforms. The preface reads as follows:

“The author's purpose has been to compute its excellence by measuring the effects it will produce upon the minds of the rising generation. The inconsistencies and blackness of the influential members of the Hindoo community have been depicted before their eyes. They will now clearly perceive the wiles and tricks of the Brahmins and thereby be able to guard themselves against them.”^{viii}

There is a strong autobiographical element in the play, especially in the character of the protagonist Banylal whose character represents the epitome of rebellious youth who had drunk deep from western philosophy and whose disdain for their forebear's Hindu customs matched that of their fervent acceptance of western ways of living, thinking and eating. Eating forbidden food was considered to be the highest point of breaking their bonds from Hindu caste orthodoxy and thus a means of liberation. Also, the prospective audience for which Banerjea wrote this play needs to be borne in mind. Again, as he state in the *Preface*,

“The author cannot help acknowledging the great encouragement he has received from the English community... several gentlemen having each subscribed for, from two to six copies.” This implies that Banerjea wrote for a European/British audience, from whom he wished that his enlightened sentiments of putting an end to the social evils that plagued Hindu society would be reciprocated. The character 'Banilal' exactly matches its author's character especially with regard to his fervent zeal in breaking and violating all the taboos held sacred in Hindu society. Despite the virtual absence of any mention of Christianity throughout the play (whether as a force of progress or regression), what is repeatedly emphasised is the need for 'western education' which is considered to be a better option for releasing one's mind from the clutches of atavistic Hindu customs which hinder the mind from delving into any socially progressive thought. The emphasis is on sharp edged

application of rationality as means of judging any kind of socio-religious custom or mores before its avowal or rejection. The play was written at a time when Banerjea had not yet delved deep into the Gospels and hence still considered Christianity at par with any other religion and hence not special. Though Banerjea was to convert within a span of a few years due to a host of unfortunate circumstances yet the play stands forth as beacon of light and progress and severely castigates the conservative tendencies (especially caste restriction on social fraternisation and on food) in Hinduism which Banerjea fondly hoped to expose and thus dispel.

After his conversion to Christianity in 1832 Banerjea went on to envisage an intellectual connection between the ancient Brahmanical faith (which he strongly contrasted with the Hindu religious customs of his day) and Christianity so as to ensure a smooth path which would enable his educated countrymen to seek a mental connection with the Christian faith. Of course, the colonial connection was never overlooked in such endeavours but rather used as a metaphor of approbation because, as Rev. Banerjea stated, it was the apparent security provided by the colonial regime which ensured the peaceful preaching and propagation of Christianity among the non-Christian inhabitants of India. For instance, in his work 'The relation between Christianity and Hinduism', he began his efforts towards seeking a common ground of convergence for both the faiths wherein he tried to show that Christianity can be said to be the logical and inevitable culmination to the ancient Brahmanical faith. He presents two propositions through he elucidates his point,

The two propositions are:

"1st. That the fundamental principles of Christian doctrine in relation to the salvation of the world find a remarkable counterpart in the Vedic principles of primitive Hinduism in relation to the destruction of sin, and the redemption of the sinner by the efficacy of Sacrifice, itself a figure of Prajapati, The Lord and Saviour of the Creation, who had given himself up as an offering for that purpose.

2^{ndly}. That the meaning of Prajapati, an appellative, variously described as a *Purusha* begotten in the beginning, as *Viswakarma* the creator of all, singularly coincides with the meaning of the name and offices of the historical reality Jesus Christ, and that no other person than Jesus of Nazareth has ever appeared in the world claiming the character and position of the self-sacrificing *Prajapati*, at the same time both mortal and immortal."

This connection between the commonality of the sacrifice of Jesus Christ and Prajapati acts as a benchmark to bridge the gap that separates the two creeds. Herein, Rev. Banerjea's perception of the distant Indic past gets underlined when he remarks about the abuses which crept in the 'Caste system' and which contributed to the decay and putrefaction of the ancient Brahmanical social order. He states:

"On one point, however, all Hindus are agreed. They all refer to the ancient Vedas as the sacred oracles of their religion. In justice to all parties, therefore, we must, for the purpose of this discourse, define Hinduism as the religion of the Vedas- the more so, since its records inevitably lead us to the conclusion that both caste and idolatry are later accretions on the simpler system taught in the Vedas. The *Mahabharat* itself refers expressly to a time when there was no distinction of caste. And as to the idolatrous worship of the popular gods which now prevails, there is not even an inkling of it to be found in the primitive Vedas. And the Veda, when it does in one place refer to the four orders, speaks of them as the creatures of

the circumstances. The *Brahmins* were no other than priest's necessary for the celebration of sacrificial rites, and the *Vaisyas*, the third order, were the *laity* of Hinduism, the term itself having the same signification.”^{ix}

Here, the task which Rev. Banerjea has undertaken upon himself is twofold. Firstly, to dissociate any trace of idolatry from the pristine Vedas and secondly, find points of even superficial resemblance between the variances of terms so as to render any doctrinal clash between the two religious systems untenable. It retrospect, this endeavour largely attempts to prove, through philological and historical evidences, that Christianity and ‘original and ‘pristine’ Vedic faith had many features in common, especially in term of sacrificial divine personages, and that there need not necessarily be any kind of antagonism between the adherents of the two creeds because Christianity largely complements and completes and renders into fruition the message of salvation preached in the Vedas. He explains the very nature of the sacrifice (or rather, self-sacrifice) which Prajapati undertook for expiating and preventing from wrecking the divine order of the demigods, to which he belonged. As Rev. Banerjea states:

“This idea of the sacrifice of a Divine Person is not found merely in a single isolated passage, in which case it might have been explained away; but in various passages in the different Vedas it finds expression in different ways, sometimes clearly, sometimes obscurely; and, taken as a whole, it appears a prominent doctrine, which gives signification to the frequent exhortations to the performance of sacrificial rites and ceremonies. The same idea throws light on the texts which declare the celebration of sacrifice to be the only way of attaining heaven, after the examples of those quondam mortals, the *Devas*; and the only goal vessel for getting over the waves of sin, which would otherwise overwhelm mankind. Both the Rig and the Yajur tells us that “when the *Devas* celebrated the sacrifice, and bound *Purusha* as the victim, they immolated Him, the sacrifice, on the grass, even him, the *Purusha* begotten in the beginning.”^x

He exclaims to his congregation not to mistake his endeavours as merely another ploy to convert them to Christianity through sly means. But rather, as he writes:

“That the fundamental principles of Christian doctrine in relation to the salvation of the world, find a remarkable counterpart in the Vedic principles of primitive Hinduism relation to the destruction of sin and the redemption of the sinner by the efficacy of sacrifice, itself a figure of *Prajapati*, The lord and Saviour of the Creation, who had offered himself a sacrifice for that purpose. I proceed now to discuss the second proposition: “That the meaning of *Prajapati*, - an appellative, variously described as a *Purusha* begotten in the beginning, as *Viswakarma* the Creator of all, - coincides with the meaning of the name and office of historical reality Jesus Christ; and that no other person than Jesus of Nazareth has ever appeared in the world claiming the character and position of the self-sacrificing *Prajapati*, half mortal and half immortal.”^{xi}

With this kind of rapprochement established, Rev. Banerjea goes on to explain the intricacies associated with the term and the principle of ‘sacrifice’, which acts as a point of convergence between the Prajapati and Jesus Christ but also that the appellation of ‘Prajapti’ can also be bestowed upon the latter (Jesus Christ) because of the greater efficacy of his sacrifice. The former only sacrificed himself for the divine order while the latter (Jesus Christ) sacrificed himself for expiating the sins of all mankind, which thereby

raises his stature as figure of moral redemption and a saviour from sins who bestows his grace and benediction upon all irrespective of caste, creed or colour.

Rev. Banerjea endeavours to lay the basis for his point regarding the question of reverence for Jesus Christ saying it differs in no way from reverence to Prajapati. Accepting Christianity would in no way cut off educated Hindus from their own indigenous spiritual roots but rather bolster them up by means of a renewed and even more sanctified association of holiness, mercy and grace as revealed through Christ. ^{xii}

But lest the European readership get scandalised by such declamations about overt points of similarities between the Bible and non-Christian scriptures, Rev. Banerjea also hastens to add:

“I have known good Christian people stand aghast at all these ideas. I do not wonder at it. Even in apostolic times, Peter was impeached for consorting with ‘men uncircumcised’, and evidence had to be adduced before the brethren could hold their peace and glorify God, saying, ‘then hath God also to the Gentiles granted repentance into life.’ So long have Hindus been classed with inveterate idolaters and Gentiles, that some may well be amazed at finding germs of Christian mysteries in the heathen Vedas.” ^{xiii}

This approach sought to ease the path for educated Hindus to seek and enquire about Christianity by means of enunciating historical linkages and similarities. Rev. Banerjea further broadened his point of view in his lecture, ‘Claims of Christianity in British India’, where there is a threefold approach to exhort educated Hindus to adopt a more flexible and favourable attitude towards Christianity because of the historical verifiability of its main protagonists, apostles, martyrs and all others whose collective contributions led to the making of the Christian creed.

Conclusion

What, indeed, Rev. Banerjea tried to convey through his writings was the basic and most important caveat of reserving his judgement until the full content of any specific religious doctrine is analysed. This means that before denouncing any non-Christian religious practice, it had to be studied and examined in all its aspects and inherent subtleties involved so that an even handed inference could be drawn. The way in which he treated Brahmanism as a predecessor and some kind of a quasi proto-Christianity signifies that he is in full sympathy with the creed under examination and is not reluctant to bestow praise and admiration where it is due.ⁱ

This kind of inclusive approach to Brahminism meant that there would be no knee jerk response to its doctrines but rather a reasoned critique from which the practitioners of Christianity can also learn. And most unusually, Rev. Banerjea's outreach to the Muslim community was something of a rarity. Again, he does not completely negate the role of Prophet Muhamamd in his efforts to remove idolatry from Arabia but rather what he intended regarding Islam was that Jesus Christ's message is not anything completely alien and alienable from their creed. This is precisely what makes Rev. Banerjea's approach to ancient Indic religious traditions unique because he was completely willing to consider their claims upon the human mind and intellect. He never adopted any militant stance especially in seeking conversions from other creeds to Christianity. He had baptised Gyanendramohan Tagore, son of Prosannakumar Tagore and had played a pivotal part in introducing Michael Madhusudan Dutt to his higher ups in the ecclesiastical hierarchy.

Thus, what emerges from this study of Rev. Banerjea's writings is that of a person who is unflinching in his devotion to what he considered to be truth and virtuous and who, despite his trust with radical rationalism in the youth, nevertheless considered Christianity to be a panacea for all the social evils perplexing Hindu society. Yet he was respectful of the antiquity of the Vedic scriptures and never begrudged their authoritative status in Hindu society but rather sought and exhorted people of other creeds to consider the merits of Christianity and then, if need be, adopt it. His writings never reveal any kind of bigoted animus against other creeds. Ultimately he sought always a religious harmony and peace within a general Christian socio-cultural environment.

References

- * K.M. Banerjea *The Christian Scheme of salvation: A course of Lectures To Educated Natives of India, Delivered In St. Paul's Cathedral, Calcutta, in 1865*. By Six of the Calcutta Clergy. (Calcutta: Messrs. R.C. Lepage and Co, 1866). Pp. 20-23. It ought to be made very clear that the use of the term 'native Christian tradition' does not here, in the present context, point to the existence of the miscellaneous peculiar customs of Christian peoples inhabiting the subcontinent prior to the establishment of British colonial regime, such as the indigenous Goanese under Portuguese rule.
- * Banerjea, 'The Peculiar responsibility of Educated natives – and their duty thoughtfully to enquire into the Christian scheme of Salvation', Friday, October 27, 1865 Pp. 18.
- * Ibid., pp 22.
- * Banerjea, *A Sermon Preached at St. John's Cathedral, Calcutta at an Ordination, Holden on Ascension Day, May 13, 1847*, pp. 7.
- * Ibid., Pp. 9. Indeed, to further highlight the kind of conduct which Rev. Banerjea expects of his fellow pastors is to remain completely unaffected by rampant heathenish idolatry and always strive to bring the idolaters unto the path of Christ and preaching the gospels unto them at every opportune moment, as St. Paul did when he admonished the Athenians about the worship of 'the unknown God', which greatly had scandalised St. Paul.
- * Ibid., pp. 10-11.
- * Ibid., pp. 2-3.
- * Banerjea, *The Persecuted, dramatic Scenes Illustrative of the Present State of Hindu Society in Calcutta*, Calcutta, 1831. The work is dedicated to 'Hindoo Youths with "sentiments of affection, and strong hopes of their appreciating those virtues and mental energies which elevate man in the estimation of a philosopher"'.
- * Banerjea, *The relation Between Christianity and Hinduism*, (Calcutta: Oxford Mission Press, 1881) from Aleaz, K.P. (ed.) *From Exclusivism to Inclusivism: The Theological Writings of Krishna Mohan Banerjea*, (New Delhi: Indian Society for the Promotion of Christian Knowledge, 1998). Pp. 594-595.
- * Ibid., Banerjea, *The Claims of Christianity in British India* in Philip, from T.V., *Krishna Mohan Banerjea: Christian Apologist*, (Madras: The Christian Literature Society, 1982), pp. 162-63. Banerjea repeatedly adduces that Christianity always adheres and appeals to 'facts' and not puerile superstitions.
- * Banerjea, *The Claims of Christianity in British India*, pp. 177-78.
- * R.S. Sugirtharajah, *Complacencies and Cul-de-sacs: Christian theologies and Colonialism*, from Catherine Keller et al (eds.), *Postcolonial Theologies: Divinity and Empire*, Chalice press, Missouri, 2004, pp. 29-30.
- * Banerjea, *The Claims of Christianity in British India*, pp. 169.
- * This kind of liberal and accommodating catholicity of stance in religious matters got best displayed in Banerjea, 'Letter to the editor of The Statesman, November 10, 1882,' from Hastie, W. *Hindu Idolatry and English Enlightenment: Six Letters addressed to educate Hindus containing a practical discussion of Hinduism*, (Calcutta: Thacker, Spink & Co., 1883) pp. 183-4, where he lambasted the occult practices of Tantra but refused to associate that cult with the general religious practices and customs of the Hindu community.

Self- Esteem and Physical Vanity as Predictors of Materialism among Female Adolescents

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Abstract

The present study aimed to investigate self-esteem and physical vanity as predictors of materialism among female adolescents. The sample for the current study consisted of 120 female adolescents in the age group of 16-18 years of Chandigarh. The sample were administered a measure of Self-esteem Scale (Rosenberg, 1965), Vanity Scale (Neteyemer, Burton, & Lichtenstein, 1995) and Youth Materialism Scale (Goldberg, Gorn, Peracchio, & Bamossy, 2003). Inter- correlation analysis and regression analysis were applied. Results revealed that self-esteem was negatively related with materialism and physical vanity was positively related with materialism. No significant relationship was found between self-esteem and physical vanity. Self-esteem and physical vanity both emerged as predictors of materialism in female adolescents.

Key words: Female adolescents, materialism, physical vanity, self-esteem

India has gone through a lot of cultural and social changes, by macroeconomic changes and reconstruction of the society. Materialism is an embryonic attribute of Indian consumers and an emerging aspect of the Indian culture (Mishra, Tatzel, Arun, & Abidi, 2014). Materialism is a complex, multi-faceted phenomenon. Materialism means longing for material goods. Materialism is an exaggerated phase of consumption, which has been in focus of consumer research (Srikant, 2013).

In today's society, adolescents are becoming more adapted to the materialistic lifestyle. The fetish for materialistic possessions has become notably prevalent especially among female consumers. The market for females is a potentially huge group with increasingly earning capabilities, who are status conscious and style hungry. Driven by emerging consumer culture and hedonistic lifestyle, marketers expect the emergence of female consumer's pursuit of status in stimulating discretionary spending to help revive the slowdown in the economy.

Today the world of media and advertisements promotes materialism and creates the impression that people's worth depends on their material belongings. Luxury homes, cars, clothes and jewellery manifest the value people attach to objects. Monbiot (2013) associates materialism with sense of "void", low self-esteem, unhappiness and loneliness, whereby the individual seeks to fulfil their psychological need through collecting objects. Materialism makes people less empathetic, less caring and self-centred. It also provokes jealousy and comparison with others.

Self-esteem is described as a person's subjective evaluation of his or her worth as a person which has a significant function for enhancing psychological well-being (Orth & Robins, 2014). Materialistic values in college students are negatively associated with self esteem and quality of relationships (Sheldon & Kasser, 2001). Materialism and self-esteem are

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negatively related and people with low self-esteem would be more likely to be materialistic (Kasser, 2002).

Chang & Arkin (2002) found out that an individual turns to materialism when they experience uncertainty within the self or perceive uncertainty relating to society. Individuals with low self-esteem get into less self destructive habits such as uncontrolled shopping, compulsive buying, excessive television viewing or high consumption (Moskalento et al., 2003). Low self-esteem enhanced the materialistic tendencies leading to more compulsive buying. In order to fill the void (empty self) created by low self-esteem, individuals turn to materialism as a compensatory strategy (Reeves, Baker, & Truluck, 2012).

The study of vanity is relatively new, having been studied empirically only during the 1990's (Neteyemer, Burton, & Lichtenstein, 1995). Wang and Waller (2006) support the cause and effect relationship between vanity and consumer behaviour. Physical vanity is a concern for physical appearance, means that one feels the need to compete with others in terms of physical appearance, while a positive view of physical appearance means that one gets validation from others regarding their attractive physical appearance (Netemeyer et al., 1995). Women across all cultures were found to be more concerned about their physical appearance than were men (Wang, 1999).

Those with high concern for physical vanity tend to be materialistic towards clothing and cosmetics to enhance their physical appearance and social identity purposes (Karpova, 2007). Chang (2008) revealed that there is a positive relationship between physical appearance and materialism. Pursuing brand name goods, personalized goods and expecting praise all reveal that consumers use possession as a means to evaluate their success. Physical vanity is directly affects purchase intention. It relates to consumers being conscious about the way they present themselves. In this sense, they will be embarrassed if they are not suitably dressed for occasions, which sometimes relates to the use of luxury brand products (Mamat, Noor, & Noor, 2016).

The primary objective of the study was to predict whether self-esteem and physical vanity could predict materialism in female adolescents. It also measured the associations between self-esteem, physical vanity and materialism.

Hypotheses

1. Self-esteem will be negatively related to materialism in female adolescents.
2. Physical vanity will be positively related to materialism in female adolescents.
3. Self-esteem as well as physical vanity will be negatively related in female adolescents.
4. Self –esteem as well as physical vanity will predict materialism in female adolescents.

Method

Sample

The sample was taken from twelve Government schools of Chandigarh. A list of students was taken from these schools and ascertained which students fit in the inclusion criteria of the present study. Purposive random sampling technique was used. 400 female adolescents in the age range of 16-18 years were contacted. Out of these 400, 120 female adolescents who met the inclusion criteria were randomly chosen as final sample.

Inclusion Criteria

- Female adolescents residing in the urban area for at least past five years.
- Female adolescents belonging to middle socioeconomic status.

- Female adolescent whose father has been working in the tricity since five years approximately and whose mother was a housewife.
- Female adolescents belonging to nuclear families with a maximum of two siblings.

Exclusion Criteria:

- Adolescents suffering from psychopathology or deteriorated mental or physical health.
- Single child families and broken families.

Measures

1. Self Esteem Scale (Rosenberg, 1965)

This scale consists of 10 statements and the statements are rated along a 4 point continuum from (i) strongly agree to (iv) strongly disagree. The scale ranges from 0-30. The Rosenberg Self-Esteem Scale presented high ratings in reliability areas; internal consistency was 0.77, minimum coefficient of reproducibility was at least 0.90. Test-retest reliability ranges from .63 to .91.

2. Vanity Scale (Netemeyer et al., 1995)

It is 21-item inventory measuring physical vanity and achievement vanity. This scale is a multidimensional measure using a 7-point Likert scale items ranging from 1 strongly disagree to 7 strongly agree. In four studies (n=227, n=145, n=186, n=264), internal consistency fluctuated between 0.80 and 0.92 across all dimensions.

3. Youth Materialism Scale (Goldberg, Gorn, Peracchio, & Bamossy, 2003)

It is a 10-item scale and the youths could respond using a 4-point scale from 1 (disagree a lot) to 2 (disagree a little) to 3 (agree a little) to 4 (agree a lot). Goldberg et al. (2003) reported .79 coefficient alpha for their scale and item-to-total correlations ranged from .37 to .66.

In addition to all the psychometric tests, a semi-structured questionnaire was administered to assess the socio demographic information such as sex, education, socio-economic status and age.

Statistical Analyses

To meet the objectives of the study, correlation analysis was applied. Also, linear regression analysis was used to investigate the significant predictors for materialism among adolescents.

Results

One of the objectives of the study was to find the relationship between self-esteem, physical vanity and materialism. Results show that self-esteem ($r = -0.35^{**}$, $p \leq 0.01$) is negatively related with materialism. Physical vanity is positively related with materialism ($r = 0.23^{**}$, $p \leq 0.01$) in female adolescents. There was no significant relationship found between self-esteem and physical vanity in female adolescents.

Another objective of the present study was to investigate the predictors for materialism. For this, multiple linear regression analysis was applied on the sample. In the regression analysis for materialism as the criterion, the following variables were entered as predictors' viz. self-esteem and physical vanity.

Table 1 shows the regression analysis for self-esteem and physical vanity as predictors of materialism in female adolescents

Predictor Variables	Standardized Coefficients	T-Value	R Square	F-Value
	Beta			
Self-esteem	-0.35	-4.00	0.12	16.03**
Physical Vanity	0.23	2.53	0.05	6.39*

**Significant at $p \leq .01$ level

*Significant at $p \leq .05$ level

For the given sample of female adolescents, self-esteem ($\beta = -0.35$) and physical vanity ($\beta = 0.23$) were found to be relevant and emerged as predictors of materialism. Self-esteem explained 12% variance ($R^2 = 0.12$) in materialism and physical vanity explained 5% variance ($R^2 = 0.05$) in materialism.

Discussion

The current study primarily aimed to investigate the associations between self-esteem, physical vanity and materialism and also ascertained whether self esteem and physical vanity predict materialism in female adolescents. These female adolescents belonged to middle socioeconomic status.

Self-esteem was found out to be negatively related with materialism. Thus, hypothesis 1 is accepted. The previous studies are in line with the hypothesis. Getting rewards and enhancing status could facilitate self-affirmation and thereby increase self-esteem in individuals who are lacking it (Sivanathan & Pettit, 2010). Individuals with low self-esteem begin to pursue extrinsic goals instead of focusing on fulfilment of their intrinsic fundamental needs and this exacerbates their already poor self-regulation (Deci & Ryan, 2000; Crocker, 2002). These individuals are more prone to adopt risky and get-rich-quick schemes to obtain admiration from others (Zywica & Danowski, 2008).

The reason for significant negative correlations between self-esteem and materialism can also be explained by the self esteem repair pathway (Kasser, Ryan, Couchman, & Sheldon, 2004). The self-esteem repair pathway proposes that feelings of insecurity or self-doubt are generated when life's experiences do not afford an individual with feelings of autonomy, competence, and connectedness with social others. Generally, such life experiences may range from the immediate interpersonal environments to the more distal socioeconomic environments.

According to the self determination theory (Ryan & Deci, 2004), individuals have three basic psychological needs – the needs for competence, autonomy, and relatedness. These needs motivate an individual to strive for more materialistic possessions. According to terror management theory, fear of death makes people look for security in the socially sanctioned norms of purchasing and indulging in consumption to overcome existential insecurity (Arndt, Solomon, Kasser, & Sheldon, 2004) and forming strong connections to brands (Rindfleisch, Burroughs, & Wong, 2009).

Hypothesis 2 expected physical vanity to be positively related with materialism. The results of the present study support this hypothesis. Chang, Lu, Su, Lin, and Chang (2011) conducted a study on Taiwan adolescent female students' vanity traits, materialism and fashion anxiety. The outcomes of their study revealed that physical vanity traits are

positively related to materialism. Appearance internalization dictates an individual's attitude and behaviour (Bell, 2011). Wiedmann, Hennigs, Siebels, and Bachmann (2015) explored the relationships between the vanity scales and other consumer-related attitudes. The results show high correlations between physical vanity and materialism.

The reason for positive correlation between physical vanity and materialism is the need to create a desirable impression on others. Materialism also has been measured as a desire to purchase goods so as to look and feel better than others (Giacomantonio, Mannetti, & Pierro, 2013). Celebrity endorsement in advertising affects vanity of consumers which leads to more and more materialistic orientations in them. Women trust more upon female celebrity (Sliburyte, 2009) and get influenced by them. There is an increasing obsession for physical vanity in females. Females are spending not only on cosmetic surgery but also on services such as fitness, beauty, travel, dining and entertainment to enhance their self-image and self gratification (Durvasula & Lysonski, 2008).

Markus (1977) ascertained that those who are appearance self schematics, having self-schema on appearance, the way one looks is the most important aspect in how they see themselves as well as how others view them. Jung and Lennon (2003) ascertained that women who were appearance self schematic showed a higher level of dissatisfaction with their body image and revealed lower self-esteem than those who placed low cognitive importance on appearance

Hypothesis 3 which expected self esteem and physical vanity to be negatively related in female adolescents was supported by the results. Thus, hypothesis 3 is not accepted. The reason for insignificant results could be that self-esteem rebounds once adolescents become more realistic about their self-concept and less self-conscious about their physical appearance. Adolescence is a stage in which a lot of transitions take place. These adolescents may not determine their self-esteem totally on basis of how they look. They may feel good about themselves also because of their academic achievement, prestige or accomplishments. Thus, a low self-esteem may not motivate them to focus on their looks only to compensate for their feelings of low self-worth.

The results also revealed that self-esteem and physical vanity predict materialism in female adolescents. Hypothesis 4 that stated self-esteem as well as physical vanity would emerge as a significant predictor of materialism is accepted as the result of the present study support it. Consistent with prior research, lower levels of explicit self-esteem predicted with higher levels of materialism (Park & John, 2011). Nagpaul and Pang (2017) showed that extrinsically oriented contingent self-esteem positively predicts materialism. Chaplin and John (2007) found out that as self-esteem rebounds from early to late adolescence, there is a decrease in materialism. Self-esteem predicts materialism and also acts as a mediator of the relationship between age and materialism. Chaplin and John (2005) pointed out that self-esteem was the key factor that predicts adolescents' level of materialism. Therefore, adolescents with lower self-esteem valued possessions significantly more than adolescents with higher self-esteem.

Physical vanity emerged as a significant predictor of materialism in the present research. Schor (2007) contends the project of self, driven by individual traits as motive to consume for status. This study investigated the concern for physical vanity as personality trait that could stimulate and status consumption. Female adolescents with different vanity characteristics may develop a materialism trait influenced by the media (Chang et al., 2011). Vanity is a human trait, and social pressure predicts physical vanity (Durvasula et

al., 2001). Irrespective of their culture and ethnicity, females across their age bracket from 10 to 79 years are more conscious about body appearance and uniqueness. This concern for physical appearance and view of physical appearance are strong motivators in creating appetite for undue shopping. Theoretically, these findings are interesting as they establish association between personality traits and compulsive buying mediated by emerging phenomenon of vanity in consumer behaviour (Awais, Parkash, Rahman, & Warraich, 2014).

Conclusion

In the present study, we have ascertained that self-esteem and materialism were found to be negatively related to each other, physical vanity and materialism are positively related to each other. Also, self-esteem and physical vanity predicts materialism in female adolescents. These relationships are logical and useful and demand further investigation by academicians and practitioners. An important implication of the study is to develop intervention programs aiming to deal with self-esteem and physical vanity issues in female adolescents.

They need to be made aware of negative consequences of having a low self-esteem. Effective intervention strategies need to be developed to enhance self-esteem in the adolescents. They should not rely on materialistic things to compensate for their low self esteem or the way they look. As a result, our research supports the opportunity of implementing a program focused on building self esteem in adolescents, so that they do not feel a lack of self –worth and do not indulge in excessive materialistic orientations.

However, the present study has its limitations. Only female adolescents belonging to middle socioeconomic status were taken into consideration. The sample was taken from the urban population only. Thus, further research can be done to explore gender differences, rural-urban population differences and socioeconomic status differences in self-esteem, physical vanity and materialism.

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Using Mobile Learning for Developing Writing Skills among Vernacular Medium Upper Primary School Students

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Abstract

Mobile based language learning is recognised as a potential and convenient way as extension to currently existing methods because it is spontaneous. Mobile computing becomes an attractive motivation for learners. This offers the learners a chance to practice writing on-the-move. Although there have been studies to improve writing skills, academic writing was never really touched. The participants were three boys, from which two of them were little bit able to read and write English but the third child was unable to read and write English. The possibilities of mobile learning in teaching academic writing skills for students are explored in this paper. The findings reveal that with the help of mobile learning students took active part and they were collaborative towards the activities and they started taking initiative in the activities. Based on the discussion, it can be concluded that the potential of mobile learning in teaching Vernacular medium students' academic writing is high.

Keywords: Mobile based language learning, Mobile computing

Introduction

Although mobile learning does have its downside compared to a computer, there are many studies on the usage of mobile learning for specific language skills like listening, speaking, reading, grammar and vocabulary (Guerrero et al., 2010; Suneetha, 2013; Lee & Kim, 2013). However, there are not many studies on how to use mobile-learning to teach writing skills. This can be seen clearly when Burston (2013) did a bibliography which consists of 345 publications on Mobile Assisted Language Learning from 1994 to 2012. Out of the 345 publications, less than 5% used MALL to enhance writing skills.

In an English medium classroom, major subjects seem important to the students and the English language classes are considered only after the core subjects. On the other hand, in the vernacular medium classroom, English is considered a challenging subject by the students and the English language teacher invites their attention. In fact, the students give more importance to the subject and prefer it to other subjects. The motivation level of the students towards learning English is very high in the vernacular medium and the involvement they show in the classroom activities do reveal their desire to master English language. Moreover, they volunteer to perform all the tasks assigned by the teacher of English and create conducive atmosphere for learning English.

In spite of all the merits of the vernacular medium, the English language teacher faces challenges that question the outcome of his teaching. It is observed that the pass percentage of vernacular medium students in English examination is generally very low and its comparison with the pass percentage of English medium reveals the unbridgeable gap.

In the institutes of higher learning, the vernacular medium students suffer from a syndrome that does not allow them to perform well in English language classes. They imagine a boundary that does not permit them to exercise their talent in the process of learning

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English language. The students think that they do not have adequate exposure to English language right from their primary education and also consider it a sign of weakness. Further, they feel inhibited to exercise their learning with others outside the classroom.

The English language teacher has to devise a special formula to make his teaching fruitful in the vernacular medium classroom. He should break the imaginary boundary set by the students and consider only the real factors that impede their learning of English. The teacher should also realize that he cannot expect from them what he can expect from the English medium students. He/

She has to realize that a simple learning from the students' part can be a significant outcome of teaching in the vernacular medium.

Present position of English language in school curriculum

Teaching formally the reading, writing, and subjects is not allowed. Opportunities to listen and speak are to be provided. Without adopting any formal approach 'essential skills of identification, comparison, matching, naming, drawing and counting' are to be imparted.

Teaching writing to vernacular medium students

Every educational system has certain objectives which aim at bringing about desirable changes in pupil. In order to bring about those changes, the institutions arrange learning experience. The success of learning can be judged only in terms of the changes brought about by this experience. This is a learning experience and evaluation.

There are so many factors that affect the teaching-learning process in India. The students in India can be categorized into two; the one is having the regional language as medium of study from the primary level and the other is having English as the medium of study. Hence, the problem of teaching English as a second language, to the Indian students starts from the pre-schooling.

What do they write? –

Learners write guided compositions which are dictated by their teachers without any attention and retention of knowledge.

How do they write?

They don't know how to construct a small sentence. They make number of spelling errors. As a result difficulties, translation method, no linguistic background, punctuation, correct spelling, grammar etc. There is an alarming need to change the situation, need to use effective innovative methods.

Mobile Learning

Mobile learning is, "any sort of learning that happens when the learner is not at a fixed predetermined location, or learning that happens when the learner takes advantage of the learning opportunities offered by mobile technologies.

Mobile learning is also defined as "learning across multiple contexts, through social and content interactions, using personal electronic devices" ~ (Crompton, 2013 p. 4)

It is becoming an important feature both in the corporate and education markets. In other words, with the use of mobile devices, learners can learn anywhere and at any time.

The term M-learning or "mobile learning" has different meanings for different communities, covering a range of use scenarios including e-learning, educational technology and distance education, that focuses on learning with mobile devices.

Mobile Learning has revolutionized the teacher-student transactions in the recent past as mobile phones have become a common feature of our daily life communications. Mobile

learning is the product of wireless technologies. Mobile Learning is thriving in social constructivist learning paradigms.

Using Mobile Learning in Education

- Mobile learning focuses on the mobility of the learner, interacting with portable technologies, and learning that reflects a focus on how society and its institutions can accommodate and support an increasingly mobile population.
- There is also a new direction in Mobile Learning that gives the instructor more mobility.
- It includes creation of on the spot and in the field learning material that predominately uses smart phone.
- Using mobile tools for creating learning aids and materials becomes an important part of informal learning.
- Mobile Learning, like other forms of e-learning, is also collaborative. Sharing is almost instantaneous among everyone using the same content, which leads to the reception of instant feedback and tips.
- Mobile Learning also brings strong portability by replacing books and notes with small devices, filled with tailored learning contents. In addition, it is simple to utilize mobile learning for a more effective and entertaining experience.
- For class management, mobile devices (such as a Pocket PC) in the classroom can be used to enhance group collaboration among students through communication applications, interactive displays, and video features.
- It has the potential to do much more than deliver courses, or parts of courses. It includes the use of mobile/handheld devices to perform any of the following:-
 - ✓ Deliver education materials and promote learning
 - ✓ Faster communications and collaboration
 - ✓ Conduct assessments and evaluations
 - ✓ Provide access to performance support and knowledge
 - ✓ Capture evidence of learning activity

Cell phones or smartphones, multi-game devices, personal media players (PMPs), personal digital assistants (PDAs), and wireless single-purpose devices can help deliver coaching and mentoring, conduct assessments and evaluations (e.g., quizzes; tests; surveys and polls; and certifications), provide on-the-job support and access to information, education and references, and deliver podcasts, update alerts, forms and checklists.

Existing mobile technology can replace cumbersome resources such as textbooks, by visual aids and presentation technology. Interactive and multi-mode technology allows students to engage and manipulate information.

Besides these benefits, M-learning has helped in improving levels of literacy, numeracy, and participation in education amongst young adults and developing workforce skills and readiness among youth and young adults.

Context

The Somaiya Trust was established under the guidance of our founder Padmabhushan (Late) Shri Karamshi Jethabhai Somaiya, who firmly believed that modern education had its roots in strong values. Recognizing the need for imparting value-based education Shree S.K. Somaiya Vinay Mandir High School (Gujarati Medium) was established in the year 1965 and it's Jr. College (English Medium) in the year 1975.

The school has 24 divisions with an approximate strength of 1249 from Standard 5th to 10th.

This school is located in Vidyavihar and it's a small school. The medium of instruction in this school is Gujarati, so the first language in this school is Gujarati, second language is Hindi and English is taught as third language in this school, because of which their English is not well-versed. The students of this school come from lower socio-economic background. They stay near the school locality but some students come from Chembur and Ghatkopar. They have school bus to travel.

Vision of the school

- ✓ To empower the future generation with knowledge and ethical values.
- ✓ To build up character in the students to help them in their later life.
- ✓ To impart skills to survive in a fiercely competitive era without sacrificing ethical values.

Mission of the school

To equip the generation next to make the world a better place.

- ✓ To provide value based education and opportunities to students to help them face challenges in their life.
- ✓ To build up the overall personality of the students through Curricular and Co-curricular activities.

About the Students

Participants were three boys, from which two of them were little bit able to read and write English but the third child was unable to read and write English and two girls. So I had made efforts to make them read and write English with the help of mobile. They were able to make the sentences with the help of pictures in the mobile. They were enjoying this activity because first time they were given chance to express their ideas.

Aims and objectives of the project

- ✓ To enable the students to design the Mobile Learning strategy for enhancing writing skills among the vernacular medium students from Vinay Mandir.
- ✓ To study the perception of vernacular medium students of upper primary about the usefulness of Mobile Learning to enhance writing skill.

Definition of the Terms

Mobile learning

Mobile learning is defined as "learning across multiple contexts, through social and content interactions, using personal electronic devices".

Vernacular medium

Vernacular medium is a medium where common language is spoken by average citizens of a particular place, or a language used within a particular field.

Upper primary level

Upper primary level means standards that follow between 5th class to 8th class.

Writing skills are the expressional skills in the context of present study. It refers to the writing of photo essay.

Need of the Study

For developing writing skills

One of the main needs of the mobile learning paper was to develop writing skill among the vernacular medium students of Vinay Mandir School. Recognizing the object and writing its name in English which may enhance their vocabulary.

For developing interest

Another need of this study was to develop interest among the students of vernacular medium for mobile learning. Use of mobile and laptops helped in creating interest in them for learning.

For innovative strategies

Use of mobile learning was something new for students which grabbed their attention towards the writing essay. Nowadays there is a need for innovative technique for teaching and learning. So the mobile learning is best for innovative study.

Significance of the Study

For the Students

Students can use mobiles not only for framing essay but also for composition and report writing.

For the Teachers

- ✓ Teachers can have different mobile tools to communicate with students for better knowledge about concept
- ✓ Teachers can modify their teaching strategy according to the requirements of the student's needs.

For the Schools

- ✓ Schools should use these methods for improving their educational status.
- ✓ The use of this technology will be very cost effective for school administrations.
- ✓ Teachers and staffs can have a track of their data with the help of a cloud technology.

For the Curriculum Developers

- ✓ Curriculum developers can create master curricula for different standards of the schools.

Action plan of the research

For this the researcher has chosen the ADDIE model of Instructional Design.

Description of ADDIE Model for present study:-

Analysis

Students Analysis

There were five students involved in the research. There were three boys and two girls. All of them belong to the Gujarati medium school which is Shri. S. K. Somaiya Vinay Mandir School and from standard VII.

Need Analysis

After interacting with students the researcher understood that they were weak in their English communication skills and also the vocabulary was weak. As per curricular requirement they have to write descriptive essays. They were finding it difficult to write descriptive essays in English language which were evident by having a talk with them and also by having a discussion with their teachers. So there was a need to improve their written communication skills in writing descriptive essays among vernacular medium students.

Design

There was need to minimize the gap as they were lacking in English communication. The students were also lacking in written communication. They were having a routine way of writing essay and also had a lack of exposure of innovative methods. They had a low vocabulary and they were also lacking in correct sentence construction. The students also lacked in the skill in writing descriptive essays.

After having discussion with the students and also with their teachers the gaps in speaking and writing skills in English was identified. The researcher had designed one week strategy for developing written communication skills among vernacular medium students. To overcome this gap in communication researcher have chosen to teach descriptive essays. I had chosen "My Mother" as the descriptive essay topic to teach vernacular medium students.

Develop

After designing phase the researcher developed the following tools:

- ✓ Lesson Plan : The researcher developed the detailed lesson plan based on the following components:
 - Objective
 - Materials
 - Set Up
 - Directions
 - Extentions
 - Hints And Tips

Time-Table: The researcher developed one week time table as follows;

Day	Activity	Details
1	Warm up session	Met students, took their profile regarding their personal background, academics. Explained them the purpose of visit.
2	Visit to the site	Clicking of photos by the students with the guidance of the researcher.
3	Preparing of the schema of the essay	Selection of photos Organizing the photos in order Construction of essay sentences by having discussion with students.
4	Preparing the rough draft of the essay	Discussion with the students. Organize essay along with photographs.
5	Preparation of PPT	Preparing power point presentation on basis of photos and relevant sentences by having discussion with students
6	Presentation of essay	Each student was asked to make the presentation based on the topic with help of power point presentation.

✓ **Strategy**

Mobile learning strategy was used by the researcher to develop the descriptive writing skills among the vernacular medium students. Mobile learning offers a modern way to support learning process through mobile devices. It presents unique attributes compared to conventional e-learning: personal, portable, collaborative, interactive, contextual and situated, it emphasizes "just-in-time-learning" as instruction can be delivered anywhere and at any time through it. Moreover, it is an aid to formal and informal learning and thus holds enormous potential to transform the delivery of education and training.

So the researcher has chosen Mobile learning to teach the students and to overcome their gap in speaking and writing communication in English language.

Implementation

Accordingly the module was implemented.

Evaluation

The researcher evaluated the research on the basis of the following dimensions:-

- ✓ Help in the present scenario
- ✓ Overcoming the challenges faced by the researcher.

Observation

Introduction

The present discussion deals with the details of the collected data through,

- ✓ Observation of the students.
- ✓ Interview with the students.
- ✓ Daily reflections of the researcher.

Data Analysis

This phase involves the analysis of the following:

Help of Mobile learning in the present scenario and at the end

Sr No	Title	Present scenario	Scenario at the end of Research
1	Linguistic Background	The students were belong to the vernacular medium (Gujarati medium school), they cannot understand English language other than Gujarati and Hindi, and because of this their English vocabulary became so poor and weak. They don't know how to frame a proper sentence, their grammatical knowledge while writing an essay was poor. Apart from this, even though they knew some words in English but they were not able to write correct spelling of those words.	I made students to essay in their own words in English language and I sit beside them and helped them to frame sentences correctly correct spellings, grammar. With the help of this their got cleared between two similar pronounced words like, two & too.
2	Expressional Competencies	Students were not only weak in language but they were very shy in communicating with the researcher. They were feeling very uncomfortable initially. They were not able to express themselves like what they want from me and for that I had to ask them that what they want and how they want to do the task.	As in previous point we have seen that, initially the students were not able to communicate with me as they were very shy. And when they heard about the topic i.e. Mobile learning, they were very interested and curious to know about the mobile learning and for that they started communicating with me.

Conclusion

Hence, to conclude I want to say that the mobile learning brought students and teacher together, and teacher and student visited the site together, started to sit together, discussing together, prepare presentations together and accordingly all these things helped to overcome the problem faced by them initially.

The challenges faced by the researcher

A.Challenges faced by the researcher:

Lack of communicative competencies among students

As a researcher I found the lack of communicative competencies among students. The students were not able to speak a single line properly in English. They don't even understand English so I had talk to them in Hindi language, because the school was Gujarati medium school. And the students were there used to talk with each other in Gujarati language only.

Lack of time

I faced the challenge of lack of time because the students were not available at the same time when I was free from my college as my college time and their school time was clashing with each other. I had to ask for the prior permission of the concerned teacher so that the students can wait and we can conduct our research work.

Lack of bondage

Initially when I started the research students were not able to mix and communicate with me. I found it very difficult to talk to them because they were not ready to speak or share their feelings regarding the topic with me. And they were not ready to communicate with me so it was difficult for me create bondage between us.

Lack of resources

There was one more problem while doing this research was the lack of resource i.e. I was having the mobile phones but the students were not having the phones and due to this me and my students had to use a single phone only.

On the day of our presentation my laptop battery was low and I was doubtful on it, that whether it will work till the presentation is going on and I can't even charge my laptop because there was not any switch board in the classroom to plug in the charger of laptop.

Overcoming the challenges

When I found that the students are not able to communicate in English and they were feeling shy and hesitate to share their feelings with me at that time I build a good rapport with the students and I started to talk to them in Hindi language and slowly and gradually they feel free to share their feeling with me.

To overcome the problem of time I took the prior permission of the school teacher and my research guider as well to allow me to meet the students within their school timings.

Due to mobile learning I was able to build bondage between me and students and the students were excitingly participated into the program of doing the task on the ease.

Although the battery of my laptop was low but my presentation got complete before the laptop battery becomes off. And I shared my mobile phone with student's to click their photos.

Conclusion

Hence, all this could be attain because of mobile learning. Mobile learning brought teachers together, to sit, to discuss, to share their ideas and experiences of all the activities.

With the help of mobile learning students took active part and they were collaborative towards the activities and they started taking initiative in the activities.

Overall Observation

I was performing and observing this research for one week and although I faced some problems and challenges during the research but I was prepared to overcome from this problem and this was possible due to technology learning i.e. mobile learning. I was able to impart my knowledge and experiences to the students. My skills and abilities helped me a lot for providing knowledge about the concepts.

Conclusion

Major conclusions

A. Educational use of Mobile Learning

Mobile learning is playing a very vital role in the field of education. Its contribution is very enormous. Some of their educational uses are as follows:

- ✓ **Convenience and flexibility:** mobile learning can be accessed anywhere, at any time: at the exact moment learning is required.
- ✓ **Relevance:** mobile learning enables training to be 'situated rather than simulated' and so it makes learning possible at the point of need.
- ✓ **Learner control:** the always-available nature of mobile learning empowers learners to take the initiative and direct their own learning activities.
- ✓ **Good use of 'dead time':** mobile learning can happen during 'dead time', while travelling or waiting for a meeting to start.
- ✓ **Fits many different learning styles:** reading (text and graphics), video, animation, working through decision trees, listening to podcasts, contributing to discussions (forums or SMS), researching on the internet, choosing the correct answer (text or photograph), rating skills on a diagnostic are all means for offering learning on mobile devices.
- ✓ **Improves social learning (i.e. communicating with peers and experts):** SMS texting reminders, knowledge sharing forums, 'ask a question' forms and the use of telephony are all means to enable interaction between peers and tutors using mobile devices.
- ✓ **Encourages reflection:** the voice recorder on many mobile devices enables effortless and instantaneous recording of thoughts and opinions.
- ✓ **Easy evidence collection:** the portability of mobile devices makes them readily available for collecting portfolio evidence via audio, still or video camera.
- ✓ **Supported decision making:** mobile devices offer timely access to information, which enables the quick double-checking of a decision, and so better professional judgements.
- ✓ **Speedier remediation:** mobile learning enables forgotten or mistakenly remembered information to be speedily accessed and redressed.
- ✓ **Improved learner confidence:** Short nuggets of learning offered on mobile devices, accessed prior to meetings or beginning tasks, improve learners' confidence in their skills.
- ✓ **Easily digestible learning:** the small screen minimises the amount of information that can be offered to a learner at any given time, and so avoids cognitive overload.
- ✓ **Heightened engagement:** quick-fire knowledge or mobile assessments/quizzes, in between other kinds of training activities, keeps learning fresh and at the forefront of learners' minds, making success more likely.

- ✓ **Better planning for face-to-face sessions:** quick pre-assessments via mobile devices, prior to face-to-face sessions, enable trainers to determine learners' level of knowledge and plan their sessions accordingly.
- ✓ **Great for induction:** induction on mobile devices enables learning to be contextualised to the exact spot in a workplace it makes reference to.

The mobile technology helped the students in writing essay. It helped them to facilitate their expression, organise their thoughts.

B. Pedagogical use of Mobile

As a teacher I would use this technique in many lessons to make teaching learning process more interactive and reliable. I may incorporate this technique for teaching grammar lessons.

The use of Mobile Learning will bridge the gap between teachers and their students also the fear of learning English. Any information can be imparted just by giving some idea about the concept. Students will use their own creativity and knowledge to frame a concept.

Students will become more knowledgeable about the subject and his interest level would also be very high.

Mobile learning helps a teacher in his teaching in following ways:

- ✓ *Continuous learning*
- ✓ *Educational leapfrogging*
- ✓ *A new crop of older, lifelong learners (and educators)*
- ✓ *Breaking gender boundaries, reducing physical burdens*
- ✓ *A new literacy emerges: software literacy*
- ✓ *Education's long tail*
- ✓ *Teachers and pupils trade roles*
- ✓ *Synergies with mobile banking and mobile health initiatives*
- ✓ *New opportunities for traditional educational institutions*

Recommendations

For students

1. Use this technique for longer retention of knowledge
2. Can be used to make an complicated concept in a simpler manner
3. Give more concrete idea about the topic
4. More accurate technique for having effective essay competition in a class
5. Proper knowledge about the topic from its all views i.e.; pros & cons

For school

1. Schools must incorporate this technique to improve their teaching status.
2. Could be used for having essay competition in a school level
3. Improved & innovative technique to improve the knowledge & skills of teachers as well as students.
4. Mobile learning can be used for developing vocabulary skills of a teacher.

For teacher

1. For improving the vocabulary and grammatical skills of students.
2. For fostering curiosity among students about essay writing.
3. Improving analytical and writing skills of students.

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The Will to Meaning in Paulo Coelho

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Abstract

Sigmund Freud, the great Austrian neurologist and father of psychoanalysis, believed that human life is primarily a quest for pleasure. He further propounded the notion of *id*, ego and superego and explained how a normal human being always succeeds in striking a balance between his wild self i.e. *id* and the metaphysical, lesser worldly self i.e. superego and makes life pleasurable in sociably acceptable ways. Friedrich Nietzsche conceptualized what Alfred Adler, the founder of individual psychology, later incorporated into his theory as life being governed by will to power. Viktor E. Frankl in his classic firsthand account of Holocaust, **Man's Search for Meaning** elaborated upon his doctrine of logotherapy i.e. curing the individual by motivating him to find *meaning* in life. In this widely celebrated work which has been translated in twenty one languages, Frankl seems to propound that life is majorly our reactions to what happens to us and fate thus becomes secondary in the larger scheme of things. So, the prime concern for a living soul is to find a context, a cause and a meaning to live for. The current paper deals with the quest for meaning in lives of the main characters in Paulo Coelho's novels *Adultery* and *By the River Piedra I Sat Down & Wept*. Paulo Coelho is an internationally eulogized, superabundant writer of the bestsellers like *The Alchemist*, *The Pilgrimage*, *Brinda*, *Veronika Decides to Die*, *The Zahir* and *Eleven Minutes*. The most translated living author, he has to his credit 115 international awards. In the year 2007, UN nominated him as a UN messenger of peace. Coelho preaches the Gospel of 'personal legend' which is following one's dreams with full zeal. *Adultery* deals primarily with the extra-marital exploits of a bored wife of a highly successful Swiss businessman. She seems to be staring at the abyss as she starts narrating the story of her life, ready to be lost in order to 'discover herself anew'. *By the River Piedra I Sat Down & Wept* is an account of Pilar and her unnamed boyfriend's journey through the French Pyrenees wherein they discover the real meaning of life through spiritual love. Another motif in the novel is the resurrection of the cult of the mother goddess or the female God which again is an attempt to find an alternate meaning in the hitherto well established pattern of things.

Keywords: quest, life, meaning, power, spiritual, love, pleasure, legend.

A spellbinding account of a bored Swiss housewife, *Adultery* is an effort to answer overpowering existentialist concerns. Linda's internal thrust for change 'I want to change. I need to change' echoes the nervous restlessness of *The Wasteland*, 'What will we do tomorrow? What will we ever do?'

The narrative in the novel runs in first person. At the very onset, we meet Linda, a 30 something, 5 feet 8 Swiss wife who awakens 'desire in men and envy in other women' (p.2). She leads a perfect life in the tranquil vicinage of Geneva. But this monotonous lifestyle is the very source of her disenchantment, 'It's loneliness. Even though I'm surrounded by loved ones who care about me.....though the brain says all is well, the

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soul is lost'. She is torn between the desire to change and the dread of losing the comforts her life provides her with presently.

In moments of reflection she acknowledges that she does find solace in other people's suffering. Watching endless reports on accidents, natural disasters, refugees on television make her ponder as to how many humans are as blessed as she is. Humanity is suffering, silently or otherwise, the injustices and betrayals, poverty and afflictions. In such a world her own boredom and anxiety of wasting her best years in repeated patterns seems a blessing indeed.

She realizes that after a certain age, we have to do certain irrelevant deeds every day like washing our cars daily just to kill time and to keep body in order. This routine is rescued from becoming unbearable by day dreaming like having sex with a young reporter in her case. One of her friends is on anti-depressants, the thing she fears most and won't ever like to discuss lest she herself gets the affliction. Through small monologues, Coelho in fact highlights the predicament of materially rich and yet spiritually dried humanity who suffers from perceived conflicts of their own making. Such bored, cast away souls are an easy prey to apathy and would be the last ones to admit they need help.

At this juncture she meets an ex-boyfriend; her defenses wane away as the floodgates of repressed emotions are nudged apart violently. She flirts herself into an amorous infatuation with Jacob Konig who is now a respected politician of Geneva. Jacob is a philanderer himself and a rather flat character. He suggests that he is unhappy in his marriage, that his wife disregards him. His sudden remark if Linda was happy turns magical for her already aberrant Self and she falls in love with him all over again!

I'm happily married. And you don't even know that I'm thinking about you. I wish I had someone here with me to tell me stories with happy endings, to sing a song that would send me to sleep. But no, all I can think of is you. (p.81)

On further enquiry she realizes that he has an open marriage and reality soon descends upon Linda that she was probably one of his many paramours whom he uses to distract himself from general boredom and the all controlling behavior of his dominant life partner. Linda's penchant for him brings to mind Maggie's going down the floss with Stephen Guest in **George Eliot's *The Mill on the Floss***, another classical case of fatal liaisoning. Her amorous endeavors subsequently arouse guilt which is further inflated by the Mephistophelian desire of destroying Jacob's marriage.

Coelho alludes to Marry Shelly's 'Frankenstein' and again to Robert Louis Stevenson's 'Strange Case of Dr. Jekyll and Mr. Hyde' to draw behavioral parallels between Linda and these abnormal characters. Linda goes off the gyre for no obvious reason other than on sheer pretext of being missing something in her completely satiate life. Her narcissism knows no bounds and she's drawn to the shallow politician who is but a habitual infidel. Although she's well aware that he is using her and after every encounter she feels stripped of her self-respect, her obsession with such rendezvous is only a manifest reflection of the dictum 'like attracts like'.

I am once again the mistress of my thoughts and my actions. What seemed impossible this morning has become reality this afternoon? I can feel again, and I can love something I don't possess. The wind has ceased to bother me and has instead become a blessing, like the caress of a god on my cheek. I have my soul back. (p.56)

She finds in his grayness the alter image of her own dark shades. The ennui of daily routine has sapped all meaning in her life and she's ready to forego all guilt and sense of sin to

create a sense of meaning in life as at one juncture she states that she was anxious and it was far better than passive apathy for life.

The catharsis comes through the epiphany moments of paragliding when Linda's psychic horizons transcend the landscapes of right and wrong and she gets into a metaphysical unison with the cosmos. She feels eternal peace amidst the snowy mountains and wants to transcend time to serve God's will. The realization that only love triumphs in the end makes her free. To live is to love and to live forever is to love forever. The only meaning one can draw from this cosmic mystery called life is to live freely, cheerfully and to love abundantly.

.....only true love can compete with any other love in this world.....and then fear, jealousy, boredom, and monotony disappear, and all that remains is the light from the void that.....always changes, and that is what makes it beautiful and full of surprises. (p.283)

The text carries Coelho's trademark conversational narrative style, his use of excruciating epithets. Coelho aims to foreground his cult message of facing the wild essence raw handedly and to eke out one's own destiny. One considerable drawback in the novel is the absence of round characters, apart from Linda of course. Her sexual rendezvous with Jacob are in bad taste rather and are coarsely depicted. The denouement also seems unnatural. Some kind of a poetic justice replaces the obvious consequences of Linda's mindless, narcissistic mis-ventures.

The same theme of constant boredom and inner vacuity is repeated in **Veronika Decides to Die** where a young and vivacious girl who has all the blessings of life, who enjoys going out with friends and has a wonderful circle of well wishers and family, is one day struck with nothingness and decides to end her life for no reason. She consumes an overdose of sleeping pills. On regaining consciousness she finds herself in the local hospital. The doctors tell her that although they rescued her but her heart is now damaged and she is expected to live only for a few days more. In the days that follow, Veronika comes to question her erstwhile views on life and madness and realizes that every moment of our life is the moment of potential epiphany i.e. every moment is divine and full of possibilities. Life is precious and special; it must be lived with joy and inner fulfillment.

In the Author's Note to *By the River Piedra I Sat & Wept*, Coelho writes,

Thomas Merton once said that the spiritual life is essentially to love. One does not love in order to do what is good or to help or to protect someone. If we act that way, we perceive the other as a simple object, and we are seeing ourselves as wise and generous persons. This has nothing to do with love.

The novel in Pilar's narrative is about faith in divine blessing, and a quest for finding coherence in this chaotic world through unflickering love. Religion and spirituality form the foreground of the story where Pilar comes face to face with her love of yesteryears that has now turned an ascetic healer. The idea of religion is deeper than mere bowing in front of idols, it's about channelizing the ever flowing rivulets of compassion and love through one's being. The incident in the chapel where an old man unwarrantedly tries to get into a scuffle with the young couple highlights the inner vacuity of people who wear religion on their color as Pilar's lover puts it that certain people are at a constant strife with their own perceived bad fortune. Their lives are a theatre of absurd where everything has to melt down to misfortune and cruel fate. This is coupled by the human tendency of self devaluation and self criticism even when none is required. Such state of mind is

counterproductive for man is born to be happy and fulfilled. Love is that unbounded force that can harbingers happiness and meaningfulness in one's life, the only condition is that this love must be unconditional. When one attaches conditions to love, it loses its divinity and becomes mundane and drab as exemplified by confessional writings of Indian legendary poetess Kamla Das.

Pilar's lover returns a decade later only to sweep Pilar off her feet again. On their first encounter, Pilar notices that although his voice hadn't changed but his words certainly had. He talks about magic, moments of magic which to a spiritually naïve audience is nothing but pure mysticism and they react with wonder and awe. He says that moments have magic in them; in fact life is full of moments when everything can change. One needs to be vigilant and fearless to embrace these moments that God plants in our lives daily.

Pitiful are the people who must realize this. Because when they are finally able to believe in miracles, their life's magic moments will have already passed them by. (p.9)

He informs Pilar about his alternate religious views, his belief in the feminine side of God; a belief that a miniscule minority of Christians hold sacred. This evokes Pilar's sense of wonder and she questions about The Virgin Mother, the mother of Christ. He elucidates that virginity in this context is a cosmic state of being pure. It was Mary who brought forth a new era of grace. She is the mother Earth herself who after being fertilized by heavenly father brings a new life into existence. It was her courage to accept the moments of miracle that God bestowed upon humanity through her that transformed her from a common woman to the Great Mother. The Virgin Mother is the feminine face of God, she is divinity manifest.

This belief in mother goddess is essentially the belief in mother earth, a faith in the female potential to turn seeds into plants. It is a subversion of the dominant patriarchal narrative of a single, all powerful male God. For centuries male spiritual gurus have cured people of their worst afflictions and for centuries their female counterparts have been burnt on stakes, dubbed as witches. And yet the goddesses have thrived right from ancient Harappa to modern *Devis* of Hindus. Religion, like science, is humanity's ultimate rescue and yet it isn't a fare play for females of the species who are cajoled somehow into surrendering to the will of the male ego. This canonization of female energy is a renewed attempt to set things right and history has proven that even gods had to bent to those who remained steadfast in their righteousness; Galileo who died muttering '*Eppur si muove*' under his breath was finally acknowledged as veracious by the Roman Catholic Church in 1992!

The two lovers travel through the French Pyrenees where they come close again, although in a deeper sense now. And a stage arrives when the unnamed hero realizes that he would have to make a choice between his love for Pilar and the magical powers the mother goddess bestowed upon him. He chooses his love for Pilar because it is love alone that can serve humanity and in serving humanity one serves the maker himself. The novel ends with the assertion:

If I forget you, O Jerusalem,

Let my right hand forget its skill.

Let my tongue cling to the roof of my mouth,

If I do not exalt Jerusalem

(p.210)

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Cognitive Flexibility – Sustaining Excellence in Inclusive Education

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Abstract

Inclusive education includes all the specially challenged children in the normal educational system, catering the diverse needs of every individual child. All children are unique and so are their needs and abilities. Inclusion results in greater social inclusion, a greater sense of empathy and a greater sense of diversity. The discrepancies must be attended seriously to make the inclusive education fruitful. The efforts taken to involve the hearing impaired children in the mainstream have its advantages and disadvantages to its core. The cooperation among the normal and the differently abled wards in a classroom is the toughest task which is to be considered with utmost care and belovedness. This paper focuses on the prominence of one of the executive functions, cognitive flexibility for the wellbeing of children in a usual classroom. Cognitive flexibility paves the way for resilience, strengthens the emotional stability to get adjusted in any kind of environmental changes. Every responsible person present in this planet should take a step forward to afford a conducive environment for the inclusive education. Democracy is proved here by giving equal opportunities to every member of the society by recognizing and energizing their talents and aptitudes.

Keywords: *cognitive flexibility, executive function, resilience, inclusion*

Inclusive Education

The physically handicapped constitute the weakest segment of the population of any country. A state with the concern for people provides them with adequate means of earning a living and treating them as equal as others. A society must be committed to the provision of services to educate the handicapped, to place them in employment and to protect them from exploitation and to ensure their well being. Among them, the hearing impaired is taken care of with special services. Disability may act as a major impediment in formal education. However, the educational attainment of disabled persons is important in improving their living conditions. The census 2011 highlighted that nearly one-third of the total disabled persons are working.

Inclusive school means a lot, communities become inclusive too. Education is the basic human right as well as a vehicle for social inclusion and change. Education lays an important role to provide opportunities for the development of the nation. Democracy envisages equal chances to every member of the society for realising and enjoying his own capacities and aptitudes. The main aim of the developing concept 'inclusive education' is to ensure that all students participate in the classrooms with their same-age peers and develop emotionally, socially, intellectually and physically to their fullest ability. It is a

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developing concept. It refers to an education system which continually works at increasing participation and removing exclusion from all the aspects of schooling in a way which makes a student feel no different from any other student and which ensures academic achievement (Booth, 2002). It consists of placing learning-impaired students in general classrooms and integrating their learning experiences with students in the general education classes (Turnbull et al., 2004). Smith et al. (1998) summarise the history as having moves through 3 phases: segregation, integration and inclusion.

Hearing Impairment

According to WHO, over 5% of the world population suffers from disabilities hearing loss and totals over 360 million people across the globe. 'Hearing Impairment' refers to both complete and partial loss of ability to hear (WHO). Section 2 (i) & (iv) of the persons with disability(PWD) Act 1995 states that hearing impairment is a disability and PWD means a person suffering from less than 40% of any disability as certified by a medical authority. In addition, in section 2(i) 'hearing disability' has been redefined as - a hearing disable person is one who has the hearing loss of 60 dB or more in the better ear for conversational range of frequencies. India celebrates the International week for the deaf in September and September 26 is recognized as the 'Day of the Deaf' in India.

Hearing Impairment in young children is quiet common. There are pupils with permanent hearing losses who are now being integrated into mainstream classes. Hearing relies on chain of events, right from the sound waves entering the ear canal to the nerve signal being perceived in the brain. Any problem at any stage in the chain will lead to hearing difficulties. Generally speaking, a person with normal hearing can detect sounds as quiet as 10 or 15 dB. When a person is not able to hear sounds much below 70-80 dB, the loudest sounds produced in normal speech hearing loss becomes a significant problem for the person.

Hearing does not involve the ear alone. It is the brain that interprets and makes sense of the sounds we hear. Ear is not merely a hearing organ alone, it plays a key role in maintaining balance. It is the balance and positional organs that enable us to move about smoothly or to stand still on one leg without falling over. Hearing impairment can result from many causes, each of which may have implications for development. Myklebust (1964) formulated that the deaf have altered perceptual skills because of the necessity for them to shift their utilization of the senses relative to normal and the altered perceptual skills resulted in altered abilities. He pinpointed that the deaf children are not inferior on all types of abstract abilities and conceptualizing process.

Need of cognitive assessments

Environmental supports for inclusive education can be done on the basis of their cognitive assessments as they pose the valuable hypotheses regarding the underlying causes of academic delays or maladaptive behaviours. In case of deaf children, the primary decision for special education eligibility is made independently of cognitive ability; it is decided by taking hearing loss into consideration as it is the prime factor. However, cognitive assessment is nearly always included in educational assessments to help rule out or rule in the presence of additional cognitive disabilities that may render the child eligible for additional / different educational services (Sikora & Plapinges, 1995). Clinical assessment may be performed to help the deaf people better understand their abilities and characteristics so that they can make informed decisions about the career, vocational and other life choices (Sattler, 2008).

Educationists proved that there is a relationship between other aspects of children's cognitive abilities such as executive functions and their relationship with the learning process. By the study of Bosma et al., 2012, it is inferred that the needs of individual students and teachers are more and more expected to differentiate their instruction and monitor children's progression more carefully. The significant criterion needed for the learning of individual children is their executive functioning. Recent researches suggest that the age at which deaf children begin to exhibit non verbal intellectual structures similar to those of their normal hearing peers is about 11 years of age.

Cognitive Flexibility

Cognitive flexibility or shifting is described as the ability to refocus attention to relevant stimuli (Diamond, 2006) and also simultaneously consider conflicting representations of information in order to execute goal-directed behaviour (Jacques & Zelazo, 2005). It is a person's ability to abandon one cognitive strategy in favour of another based on a change in task demands, represents one individual difference that may underlie a variety of different user behaviours. Cognitive flexibility predicts an ability to disengage from a specific search or quickly abandon inefficient strategies. It is considered as a complex construct composed of several aspects of executive functioning, allowing an individual to generate ideas, consider alternative perspectives and inhibit habitual responses in favour of more adaptive approaches to challenges.

Cognitive flexibility is a critical executive function that can be broadly defined as the ability to adapt behaviours in response to changes in the environment (Handbook of behavioural science, 2016). It is a higher order cognition involving the ability to control one's thinking. Lack of flexibility on the other hand, is associated with depression, anxiety, rumination, worry and inability to plan for distant goals (Kashdan & Rottenberg, 2010). Executive functioning refers to various inter-related cognitive processes that enable goal-directed behaviour and that are necessary in modulating and regulating thinking and acting (Miller & Cohen, 2001).

Why we need cognitive flexibility?

Research has identified cognitive flexibility as one of the primary mechanisms of insight when solving problems. Some speculate this is because it benefits from cognitive restructuring of the problem, enabling the solver to pursue a new strategy or a new set of associations. Cognitive flexibility is immensely important for shifting attention and thoughts quickly. In fact flexibility may enable a person to build resilience and to develop a spine suitable to changing conditions facilitating better adjustment to a changing reality. The enhancement of flexible emotional patterns increase the potential for adaptation, which in turn would enable increased wellbeing (LeRoux, Robles & Campus, 2007).

As such, individuals high in cognitive flexibility should be expected to effectively manage life stressors due to their greater ability to generate and appropriately shift approaches according to the situation. Individuals with greater cognitive flexibility may be better equipped to consider and employ various coping strategies in order to resolve situations and reduce distress. Research has supported this assertion finding that flexibility in coping strategies is related to better effectiveness in managing stressors, a greater sense of wellbeing and fewer symptoms of depression and anxiety than an inflexible approach to coping (Kashdan & Rottenberg, 2010; Cheng, Lau & Chan, 2014). In the classroom, children frequently rely on their cognitive flexibility to perform a range of activities.

Neuropsychological bases of cognitive flexibility

In neuroscience, cognitive flexibility is sometimes referred to as attention switching, cognitive shifting, mental flexibility, set shifting and task switching. Also fMRI scans reported that the specific regions of the brain and the variety of cortical networks associated with cognitive flexibility are

- Anterior angulate cortex
- Basal ganglia - cortico striate system (basal ganglia and interconnections) refers the brain regions involved in both attentional shifting and access to knowledge systems, mediate the diverse forms of cognitive flexibility tasks.
- Posterior parietal cortex
- Prefrontal cortex - It has been found that the frontal lobe appears to mainly mediate a concrete form of cognitive flexibility, the spontaneous flexibility leading to the production of diverse ideas.

Cognitive flexibility is the ability to rapidly shift thinking between concepts and alter the perspective to accommodate new information. Those with high levels of cognitive flexibility tend to have superior comprehension and fluency associated with reading, intelligence and expanded sense of awareness. Such students learn more quickly, solve problems easily and will have creativity and all these facets are essential in both educational settings and in the workplace. It is required in multiple ways throughout the school day.

Challenges faced by hearing impaired students

The study made by Madhubala (2010) showed that children with the hearing impairment were significantly below than the normal hearing students in their intellectual skills. There is a threat of embarrassment if they are identified as a special needs student at times. The persons with physically challenges have to adjust with their own disabilities as well as to their social circle. Actually, they have to bear a double-burden social handicap and actual physical loss. Longitudinal differences in non verbal intellectual structures exist between deaf and normal hearing children at early ages but these differences disappear over time.

The financial resources are not available for inclusion to be effective (Fox & Ysseldyke, 1997). Another criticism of inclusion was that general education teachers do not possess the requisite training or qualifications to teach students with disability effectively (Schumm & Vaughn, 1995). Laughton (1988) claims that by means of the appropriate teaching strategy, it is possible to develop creative aptitudes for the children with hearing impairment and to help them to become less concrete and rigid in their thinking. Bunch (1987) also claims that teachers tend to concentrate on the areas in which the students with hearing impairment experience the most difficulty – the language, communication and reading.

At times, they feel aloof and experience negative social interactions. Thus individuals who are not fluent in gestural systems are less likely to initiate and engage in conversation. But deaf still store and retrieve language in a similar manner to that of hearing people. By acknowledging the challenges pupils with hearing impairment are facing and implementing strategies to alleviate those learning barriers, teachers create a learning environment that will benefit all students every day.

Inclusion and excellence

Thomas (1993) studied the cumulative effects of mainstreaming on the achievement of adolescents with hearing impairment. The outcome was astonishing which showed that

more mainstreamed adolescents had higher achievement. Walker (1993) studied the academic learning of students with hearing impairment in an integrated setting. He emphasized communication to be a two way process in which both students with and without hearing impairment are expected to persist to get the point of understanding in such type of communication. More attention was given on maximum use of residual hearing, speech-reading skills, reading body language and building up empathy, developing syntactic competency and experience in the flexibility of language.

It is believed that inclusive education enables them to be treated with dignity and allows others to recognise their hidden abilities. Fostering a general climate of teamwork is a must and teachers should encourage and facilitate peer support where students enjoy the proximity of one another by learning from each other's experiences. This will help them to feel happy by respecting everyone and to make efforts to accommodate students' needs and strengths. It takes time for the normal hearing children to be friendly with the children with hearing impairment as they have practical difficulties in adjustments. Once these hurdles are crossed, achievements become easier for the children with hearing impairment. Inclusion has ended up with greater communication skills, greater social competence and greater developmental skills for all special education students who have been a part of the inclusive setting (Bennett, Deluca & Bruns, 1997). Social cohesion, sense of empathy and diversity senses are raised high enough with respect to special children in this inclusive education. To the core, it brings the sense of equality within children and allows students to receive a free and an appropriate public education.

Strengthening the cognitive flexibility

To be cognitive flexible, a person needs to perceive the environmental conditions that could interfere with the task at hand. As the cognitive flexibility is the human ability to adapt the cognitive processing strategies to face new and unexpected conditions in the environment (Canas, 2003), it depends on attentional processes and knowledge representation.

Inculcating divergent thinking - The children must be questioned to give many solutions instead of one for it broadens their thinking. Generally, divergent thinking builds up the cognitive flexibility which further activates the transfer of knowledge to other vast areas of learning process. Due to this maturity created within the pupils, both the normal hearing and non hearing counterparts gain the cordiality within themselves. It is simultaneously interpersonal as well as intra personal and enables adaptation to ever changing circumstances.

Skill training programmes - Objective of training is to improve the efficiency of the disengagement of attention from one sub task to another. The effectiveness of the training programme for improving cognitive flexibility would depend on the type of task at hand. Shifting occurs at an automatic task switching intervals due to practice and these training programmes maintain the balance between the different tasks allotted at times.

Visiting people with good reputation - Besides the various activities at school, the students must be taken to meet the celebrities in different fields to acquire their opinions in life and have a discussion session with them. Even their life history helps them to be moulded by knowing the practical difficulties in the present universe. When people are challenged with critical situations with regard to their ideas about what's right and wrong tend to have greater cognitive flexibility. For an individual with a higher level of psychological

flexibility the quest for divergence and changes is an active one and is perceived as a positive experience.

Reading - The essential characteristic of every child in this world is their reading habit. Many materials, events are visualized and more emotions can be felt gathering ample information about such things via reading. Through reading their thinking takes the peak and grooms them to be the best human being. The mental flexibility will be augmented creating a good rapport between the hearing and the non hearing peers in a classroom.

Physical activity and fitness - Doing exercises regularly keeps our brain active the whole day. Not only the physique becomes fit but also the learning process takes place quickly with strong remembering capacity. As the mind is free to accept a lot of things as they are, the children are flexible to get adopted in any kind of environment. The fine set shifting nature is improved thereby inclusion becomes easy in such a condition.

New experiences - Students must be exposed to novel experiences every now and then. Instead of learning in the same way, let them acquire their understanding in alternative ways. Teaching methods should be varied often to elevate their set shifting tactics. It is good to organize field trips, travels and industrial visits as they all rise up their memory as they come across new-fangled happenings. A suggestion to assist the students with hearing impairment with this requirement would be to provide them with a written or digital copy of the lecture information beforehand. Teachers are encouraged to use interactive whiteboards.

Educational implications

This paper is utilitarian in explaining the need to have some changes in our educational systems. Our curriculum has to be developed providing the ways for the children to be exposed to different teaching strategies and to have different field trips and industrial visits. Orientation programmes should be organised for teachers regarding skill training tasks practices, specially the updated technology. A scheduled time table with physical education periods and library hours must be implemented in this electronic age. The greatest benefits are felt only after phase. Educational institutions are suggested to organise some invited talks by the achievers in various fields thereby telling their autobiography besides giving speeches in their proficiency topics. By doing so, childrens' mental flexibility is improved thereby inclusion becomes excellent.

Conclusion

Parents and teachers both play their task as collaborators for all students, with and without special needs. These stakeholders can do valuable deeds in the life of any young ones. It is in their hands the achievement of inclusive education lays upon. It is worthy goal to be achieved and have to be persuaded. Teachers can bridge this gap by being flexible in the way that they respond to the educational concerns of the students with hearing impairment besides the normal children. They should give them applicable time to recall, respond and to answer the questions, for the differently abled, to cope up with all pupils. Proper educational techniques and adequate learning environments for all kinds of students must be created in all inclusive schools, for these could significantly increase the learning development process. By making all the students enhanced in cognitive flexibility, the peers would enjoy the learning climate equally forgetting their impairment and disabilities. Everyone is appreciated and the differently abled are acknowledged for their talents. Better tools and additional research will lead to a more complete understanding of mental flexibility and how it hold on the success of inclusive education.

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The Victimisation of a *Wife* in Bharati Mukherjee's *Wife*

D. Sudha*

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Bharati Mukherjee an important writer of the Indian Diasporic writers who makes feminism the major theme of her works. The meaning of life, the very existence in the native and alien lands and psychological and physical trauma in the minds of the displaced women are the motifs of most of her works. The insights are mostly autobiographical situations as she went through same phases of migration and displacement in her life. The way she portray the raw and true picture of the mundane existence of these women has branded her a feminist writer. The quest for identity, inner divergence, the domestication, marriage, sex and abuse are portrayed in their trueness in most of her writings. Mukherjee's novels are mainly centred upon family relationships, particularly between the couple. The female protagonists of her novels are very discerning, apprehensive and radiant. The idea of self denial in life, the struggle with the self, a quest for identity as a *Wife*, a mother, a daughter and basically as an individual are the chief concerns. Though there were changes in the status of the woman domestically and globally, the darker hues of the lives still remain the same to most women in the displaced women.

Since Bharati Mukherjee's women characters are the casualties of migration, every one of the critics centre her books as issues and outcomes because of movement yet really the issues are not on the grounds that they are outsiders but rather in light of the fact that the women characters battle for their rights as a woman and after that as a person. Bharati Mukherjee has attempted to make another connection amongst man and woman in view of uniformity, non-persecution, and non-misuse with the goal that the inventive possibilities of both are augmented as people and not sex polarities. The male, as a delegate of the male centric culture has, finally, being jolted off the focal point of woman's attraction. The woman is getting ready currently to be her own gravitational power, past the completion of male controlled society. Let analyze, the books of Bharati Mukherjee basing on their idea. Bharati Mukherjee's *Wife* (1975) centre points round the life of Dimple the protagonist of the novel, twenty years of age, tentative, white collar class Bengali young woman who is anxiously holding up to be hitched. She has multihued dreams about marriage. Dimple has settled her heart on wedding a neurosurgeon, yet her dad is searching for engineers in the marital promotions.

It is the womanlike obligation of a woman in a male overwhelmed society to vanquish her sentiments and wants to the will of her father. In this way she esteems that marriage is an authority in disguise which will bring her power and bliss, things she is excessively passive, making it impossible to request in her own family. Be that as it may, the story of young women having a place with elite class is unique. They are sent to class and school and essential to help senior women of the family in the kitchen and other family work in

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their leisure time more as a piece of their preparation. They get sentimental thoughts regarding affection and marriage, however have no obvious thought of the individual, who, they think, would be good with them or who they might want to wed. After their school or school training is finished, starts the time of sitting tight for them (spouses). They hold up till some kid from among the different young men her folks have sent the proposition of her marriage to says 'truly, I will wed her'. They feel upbeat to see the help in their folks' countenances and feel more joyful if the kid happens to be reasonable and attractive, is all around qualified and has a decent generously compensated stable employment. Here Dimple, longs for wedding a neurosurgeon and expectations that, "Marriage would bring her freedom, cocktail parties on carpeted lawns, and fund raising dinners for notable charities. Marriage would bring her love" writes Mukherjee.

In her second novel —*Wife*, Dimple needs to get through the conventional taboos of a spouse. This novel recounts the tale of Dimple, an apparently compliant youthful Bengali young woman who, as another typical young woman, is brimming with dreams about her wedded life thus she energetically and eagerly sits tight for marriage. She weds Amit Basu. She envisions another life for herself in America where Amit is hoping to move. She is relied upon to assume the part of a perfect Indian spouse, remain at home and keep the house for the husband. Her disappointment is developed progressively by the conditions. She detests being spouse in the Basu family and renegades against wife from multiple points of view. One such path is here including a premature delivery by skipping herself free from her pregnancy, which she sees as a Basu's property even in her womb. He is numb towards her physical and enthusiastic necessities and in this way there is impressive dissimilarity in their dispositions. She doesn't care for Amit's mom and his sister. In the wake of getting hitched, Dimple comes nearer to reality which smashes everything she could ever want. She has dependably lived in an improbable world, a world which is made by Dimple. Yet, when she handles the hard substances of life the quills of her creative ability are cut. She conceives that Amit isn't the man she had always wanted and he was not the man she has envisioned for her better half. In any case, herself-personality is stayed away from by marriage. She seeks for self-acknowledgment and dream satisfaction. In any case, Basu acts in an unexpected way. He needs her to a compliant and docile. So Dimple abhors Basu and his conduct. He needs her exclusive for inappropriate behaviour. She feels it's a sort blameworthy. At last in her rationally resentful state, she murders Amit in a demonstration of self-freedom and in the long run commits suicide.

Dimple acknowledges an existence of harmlessness for herself. Dimple's evaluation of her association with her significant other focuses to a troubled. To her, wedded life winds up anguishing and rambling, as it moved in a settled example. At first, Dimple attempts to satisfy his wants by being an obligation aware Indian wife, but when she finds that he is insensate towards her feelings and sentiments, she turns out to be tranquil and limp. Dimple bit by bit changes into a person with her own personality and starts to lead an existence all alone stipulations and circumstances. Dimple is meant the issue of a voice without verbalization and without a dream. Her significant other's outrageous matchless quality covers her and she feels trapped in marriage. Eventually, every one of her endeavours to mollify with life comes up short. Life turns out to be so suppressed and purposeless that she sets herself on fire. Finally, she can assess her desires forever and understands the passionate disturbance and difficulty she has experienced by being quiet

and limp. She develops into a woman with her own character, having increased brilliant strength and fearlessness.

Mukherjee communicates and challenges the hardships of multicultural society of a settler. She sets the novel in the United States to uncover both the countries restrictions in multiculturalism and the inconsistencies between an approach of social contrast and the American long for Individualism and opportunity. In her depiction, she creates Dimple as one who emigrates from India to the United States and endures under the debilitation and torment caused by an alternate society. From the earliest starting point of the novel *Wife*, the thoughtful distance and extreme inconceivability of the multicultural discovers articulation through definition, frequently a rough demonstration that strips away subtlety and real plausibility. Mukherjee presents us with an account of a worker who does not survive; so since quite a while ago compelled to relate to either Indian or American culture. Dimple totally isolates herself from any culture what so regularly, depending just on —individual activity [for] that is the thing that it came down to and her life had been committed just to satisfying others, not herself. She satisfies others by relating to a gathering society that overlooks her own need to change in America and recognizes her exclusive by her part - the Indian people group considers Dimple to be spouse, and multicultural America isolates her from itself as a foreigner.

The distinction between the standpoint of Dimple and Amit is marked to the point that they don't see each other. This significantly influences their conjugal life. It turns out to be all the more a bargain than a relationship in view of adoration or common comprehension. It is a simply orchestrated marriage. Amit is a designer who administers to cash, status and material solaces. Dimple, far from her schedule, is presently arranged to take a gander at her with most extreme objectivity and accepts it as an open door to inspect her association with her better half. She understands that a characteristic and amicable relationship does not exist between them. They can't express genuine and honest to goodness feeling to each other. Dimple is an extreme reasoning woman, anxious to test the importance of marriage and love and of life itself. There is no scaffold of comprehension and love between them. However, he had just demonstrated his heart. Finally, in an attack of free for all, out of sadness and appal, she takes out the blade from the kitchen cabinet, picks a spot close to her better half's hairline and cuts him over and again at a similar place seven times. Seven wounds are images of freedom from the subjugations forced by marriage. Dimple liberates herself from the limitations of connections and recovers herself through blood. She develops deep down from a tame, dutiful, easygoing and regular Indian spouse into a sad, insane, debilitated and irate killer with a specific end goal to accomplish singular flexibility.

For her, relocation and marriage are synonymous with each other. She presumes that her movement to New York with her significant other after marriage would delight, charm and free her from the normal misery and torments. The writer urges her readers that movement for some is a mass migration from the real world. Her inability to get a handle on the delights of presence in New York with its bigness that —she had never observed beforel is emblematic of disappointment of her marriage to Amit. The novel, *Wife*, is an ideal variant of fringe disarrays in regards to American culture and natural surroundings and inside bustle to pick between close to home deliverance from one perspective and wedding subjugation on the other that Dimple experiences. Dimple hints at situation of societies, which is a domino impact of her phobic condition at last. Two occurrences from the novel,

one, her implemented abortion and the other, her abominable death of her husband are symbolic articulation of her strife flanked by the other and the self.

The novel, *Wife* endeavours to end the quietness push on women and their situation in the public eye by the oppressive guys. It delineates the smothered sentiments, yearnings and anguish of women and furthermore challenges the men to modify their state of mind to give women their due rights and respect. The courageous woman may endeavour to be emphatic or might soak in aloofness. Be that as it may, she concedes there is extension for development and change. Through the character of Dimple, in the novel, *Wife*, Mukherjee has in this way communicated the irresolute state of mind of contemporary instructed women in India who can neither accommodate themselves to another circumstance when their spouses overlook them and pulverize their desire in life nor push off their husbands basically on the grounds that the husband resembles a shielding tree they can't stand to live without. As it were, Dimple is a delegate figure of the advanced woman who despises her better half's insensitivity. The character of Dimple speaks to the cutting edge woman conflicted and turns into the casualty of conditions. By suggestions, disposition the character of Dimple speaks to the cutting edge women's inner conflict to wedded life. She has without a doubt picked up the ethical fearlessness and essential genius required to have such rule.

Mukherjee as a writer, faces the issue of wistfulness for one's local nation and culture in the changed, globalize world soundly, investigating constantly the logical inconsistencies in her own particular local culture and displaying a significantly updated vision of India, America, the world and the new world. In her fiction, Mukherjee speaks to and expounds on what she calls the hybridization of the new America. In inspecting this new character, she says,

She needs to investigate the awareness of the individuals who are not of one ethnic gathering or the other, —but who are many, a wide range of ethnicities together, which is the genuine America (Mukherjee, 198).

In this interest, Mukherjee deconstructs social banalities, recognizes the substances of the world's financial framework, and sets her writings against a foundation of entwined, transnational monetary exercises and mass removing in the Third World. As women have encountered dislodging and separations in close to home lives, they are more qualified for versatility in an outsider culture. A nearby perusing of Mukherjee's books uncovers that her essential point is to support the reason for women. Mukherjee's first books we have complex stories however they absence of the craft of narrating. Be that as it may, her later works are more fruitful at catching the readers. In this way, Bharati Mukherjee is a prominent and notable feminist author. Her books really cling to the personality and state of mind of the general public in which she lived.

Subsequently the customary enduring of woman peacefully has come to be broken with affirmation, fearlessness and assurance to walk towards advance for self-satisfaction and serene life. Raised by women inside a female world, their ordinary fate is marriage, which still means, particularly subordination to man; for manly status is a long way from eradication, resting still upon solidified financial and social capacities. Little cures refute the idea that women are frail. They have the doubtful quality to break the shackles standard in our general public and to practice their opportunity.

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Strategy for Promoting Movies in Malayalam Film Industry

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Abstract

The film distributors functioning in the Malayalam film industry are making use of enormous tools for marketing of films. The tools used by them may differ on the basis of type of films distributed, experience of film distributors in distribution field, concentration of distributors in certain language films etc. In this paper by using Kruskal-Wallis Test an attempt is made to identify the most suited promotion tool for film distributors concentrating in various languages.

The major problems encountered by cine distributors functioning in the Malayalam film industry includes increased tax rates, difficulty in obtainment of various grants from the government, disputes that are arising between various cine distributors associations prevailing in the industry etc. Also the various charges and fees imposed by government authorities from time to time, difficulty in obtainment of institutional funds from banks and other financial institutions for expanding their distribution channel etc are other problems faced. So in order to compete with these problems various promotion tools are used by film distributors functioning in the industry which include Road Shows, Discussions in Medias, Creative Banners, Internet Blogs, Hoardings, Partnerships, Events and Guerilla Marketing

Objectives

- To identify the most suited promotion tool for film distributors concentrating in various languages.

Research Methodology and Data Collection

Here in-order to study in detail about the most effective promotion tool used by cine distributors in the Malayalam film industry, a sample of 310 cine distributors are selected from a total population of 904 using simple random sampling method. Out of the sample of 310, 128 cine distributors are focused in the distribution of Malayalam movies, 96 cine distributors are focused in the distribution of Hindi movies and 86 cine distributors are focused in the distribution of Tamil movies.

A structured questionnaire is designed and data is collected from these 310 respondents. One of the prominent statistical tests, Kruskal Wallis is being used in-order to understand in detail the most effective promotion tool that can be used for distributors concentrating in various languages.

Frequency distribution of the Film Distributors selected for the study

The following tables 1.1, 1.2 and 1.3 shows the selected film distributor's concentration in film distribution, film distributors experience in film distribution and type of films distributed by distributors.

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Table 1.1 Concentration in Film Distribution

	Frequency	Percent	Valid Percent	Cumulative Percent
Malayalam	128	41.3	41.3	41.3
Hindi	96	31.0	31.0	72.3
Tamil	86	27.7	27.7	100.0
Total	310	100.0	100.0	

(Source: Primary data)

From the table 1.1 it is clear that 41.3 per cent of the selected cine distributors are concentrating in the distribution of Malayalam movies, 31 per cent are concentrating in Hindi movie distribution and 27.7 per cent were concentrating in the distribution of Tamil movies. Majority of the cine distributors are concentrating in Malayalam movie distribution.

Table 1.2 Experience in Film Distribution

	Frequency	Percent	Valid Percent	Cumulative Percent
11-15 Years	61	19.7	19.7	19.7
16-20 Years	153	49.4	49.4	69.0
Above 20	96	31.0	31.0	100.0
Total	310	100.0	100.0	

(Source: Primary data)

From the table 1.2 it is evident that around half the percentage (49.4) of the selected cine distributors functioning in the industry is having an experience in film distribution ranging from 16-20 years followed by above 20 years of experience and 11-15 years of experience. So we can conclude that the majority of the distributors functioning in the industry are having an experience of 16-20 years.

Table 1.3 - Type of Films Distributed by the Company

	Frequency	Percent	Valid Percent	Cumulative Percent
Adventure	153	49.4	49.4	49.4
Comedy	93	30.0	30.0	79.4
Crime	32	10.3	10.3	89.7
Epics/Historical	32	10.3	10.3	100.0
Total	310	100.0	100.0	

(Source: Primary data)

From the table 1.3 it is observed that 49.4 per cent of the selected distributors functioning in the industry are distributing adventure type of movies, followed by distributors of comedy focused movies. The distributors focusing on crime and epic movies have a per

cent of 10.3 each in the movie distribution. So it is concluded that the majority of the film distributors in the industry are of focusing on adventure oriented movies.

Strategy Used For Promotion and Distribution of Films

a) Road Shows

A road show is one of the major promotional tools used by film distributors for the promotion of films. In this form of film distribution the film is exhibited in a limited number of screens of big cities even before the actual release of film on large scale is made. This promotion tool is mainly adopted to create a demand for the film among the audience. Also this technique helps to understand how the film is accepted by the audience and to make modifications if needed since the film is not distributed on a large scale.

b) Discussions in Media

Another promotion tool used by distributors is the media discussions. Now a day's various entertainment programs are started by various channels for discussing the latest movie updates in the industry. The discussions in such type of programs are another major platform used by distributors for promotion. Sakalakala, Puthen padam, Censor, Theatres ee varam etc are some of the prominent television programs that helps in promotion of films by using media in the industry.

c) Creative Banners

These are also outdoor advertising structures found in high traffic areas. These are mainly displayed to attract the audience in a larger scale. Posters designs are mainly designed by an expert in the field, who is appointed by the producer in consultation with director. These designs are distributed to the distributors for movie promotion. Now a day's flex types of posters are gaining demand in the market due to the cheap cost and limited time consumption.

d) Internet Blogs

Internet blogs are another most major promotional tools used by distributors now a day. It comprises mainly of discussion platform and informational websites. In this website the most recent updates about the movies distributed by the distributor are posted, which include posters, pre release videos, songs, promotion made by producers and actors etc. Also the audience comments and suggestions about the movie are also made here. These blogs are maintained with the help of a computer professional in the field.

e) Hoardings

These are large outdoor advertising structures found mainly in high traffic areas. These are mainly displayed to attract the audience in a larger scale. One of the most common forms of hoardings is posters. Posters designs are mainly designed by an expert in the field, who is appointed by the producer in consultation with director. These designs are distributed to the distributors for movie promotion. Now a day's flex types of posters are gaining demand in the market due to the cheap cost and limited time consumption.

f) Partnerships

These are marketing cooperation with one or two companies or products. Here the film advertisements are displayed in the company product or products for a specified period. Usually products with high quality, brand image and heavy demand are selected for this purpose by the distributors. The movie logos, color schemes, movie name, director, producer, distributor likewise details are usually displayed in the products. The main objective is to combine the strength of the brand with the film for the purpose of

promotion. The movie distributors as well as the products manufacturer gains advantage by adopting this kind of a strategy.

g) Events

Events promotion tool simply involves a face to face contact between audience and distributor in various fairs, sporting events etc. Here the distributor uses the techniques such as free sample tickets, tickets with discount vouchers etc. These types of promotion tool help to build a lasting and powerful brand for the movie in the minds of the audience. The events can also be various conferences, seminars trade shows etc. The ultimate aim of the event is to educate the audience about the movie distributed.

h) Guerilla Marketing

Guerilla Marketing is one of the most prominent promotion tools having immense demand for distributors now a days. This is an advertisement strategy designed by distributor with or without the producer to promote film with a very low budget. The major investment for creating this promotion tool is the high imagination skill, energy and time. This promotion strategy is focused on creating a huge impression about the movie among the audience. For example creating and circulating a video intentionally about the movie and the maximizing circulation. Some of the variants in guerilla marketing is viral and buzz marketing.

The following table shows the mean rank of the respondents of Selected Cine Distributors towards the Major promotional tools:

Table 1.4 – Ranks Kruskal-Wallis Test

	Concentration in Film Distribution	N	Mean Rank
Road Shows	Malayalam	128	171.25
	Hindi	96	120.67
	Tamil	86	170.94
	Total	310	
Discussion in Media	Malayalam	128	195.25
	Hindi	96	79.00
	Tamil	86	181.73
	Total	310	
Internet Blogs	Malayalam	128	181.88
	Hindi	96	58.67
	Tamil	86	224.34
	Total	310	
Hoardings	Malayalam	128	145.88
	Hindi	96	130.67
	Tamil	86	197.55
	Total	310	
	Malayalam	128	146.00

Creative Banners	Hindi	96	215.50
	Tamil	86	102.66
	Total	310	
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Partnerships	Malayalam	128	164.75
	Hindi	96	200.00
	Tamil	86	92.06
	Total	310	
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Events	Malayalam	128	157.75
	Hindi	96	200.00
	Tamil	86	102.48
	Total	310	
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Guerilla Marketing	Malayalam	128	170.13
	Hindi	96	164.33
	Tamil	86	123.87
	Total	310	

(Source: Primary data)

Table 1.5 - Test Statistics^{a,b}

	Road Shows	Discussion in Media	Internet Blogs	Hoardings	Creative Banners	Partnerships	Events	Guerilla Marketing
Chi-Square	22.38	121.37	183.36	30.82	81.62	79.23	62.63	16.52
Df	2	2	2	2	2	2	2	2
Asymp. Sig.	.000*	.000*	.000*	.000*	.000*	.000*	.000*	.000*

a. Kruskal Wallis Test

b. Grouping Variable: Concentration in film exhibition

(Source: Primary data)

***Significant at 5 per cent level of significance**

From the above tables it is evident that 'Road show' is the most effective promotion tool for film distributors concentrating in Hindi movies (mean rank = 120.67) followed by film distributors concentrating in Tamil and Malayalam movies with mean rank 170.94 and 171.25 respectively. The lowest rank score indicates highest preference. The Chi Square value (22.383) is found to be significant at 5 per cent level. This indicates that there is significant difference in the preference of selected cine distributors associated with road show element of promotion and distribution of Malayalam films.

Another promotion tool 'Discussion in Media' is the most apt promotion tool for film distributors concentrating in Hindi movies (mean rank = 79.00), followed by film distributors concentrating in Tamil movies and Malayalam movies with mean rank 181.73 and 195.25 respectively. The Chi Square value (121.37) is found to be significant at 5 per cent level. This indicates that there is significant difference in the preference of selected cine distributors associated with discussion in media element of promotion and distribution of Malayalam films.

'Internet Blogs' another promotion tool is the most suited for the promotion of distributors concentrating in Hindi movies (mean rank 58.67). But this promotion tool is most unsuitable for film distributors concentrating in Tamil movies with mean rank 224.34. The Chi Square value (183.36) is found to be significant at 5 per cent level. This indicates that there is significant difference in the preference of selected cine distributors associated with internet blog element of promotion and distribution of Malayalam films.

Another promotion tool Hoardings is the most suited for the promotion of distributors concentrating in Hindi movies (mean rank 130.67). But this promotion tool is most unsuitable for film distributors concentrating in Tamil movies with mean rank 197.55. The Chi Square value (30.824) is found to be significant at 5 per cent level. This indicates that there is significant difference in the preference of selected cine distributors associated with hoarding element of promotion and distribution of Malayalam films.

Creative Banners is the most suited for the promotion of distributors concentrating in Tamil movies (mean rank 102.66). But this promotion tool is most unsuitable for film distributors concentrating in Hindi movies with mean rank 215.50. The Chi Square value (81.62) is found to be significant at 5 per cent level. This indicates that there is significant difference in the preference of selected cine distributors associated with Creative Banners element of promotion and distribution of Malayalam films.

Partnerships are the most suited for the promotion of distributors concentrating in Tamil movies (mean rank 92.06), followed by distributors concentrating in Malayalam and Hindi movies. The Chi Square value (79.23) is found to be significant at 5 per cent level. This indicates that there is significant difference in the preference of selected cine distributors associated with partnership element of promotion and distribution of Malayalam films.

Events are the most suited for the promotion of distributors concentrating in Tamil movies (mean rank 102.48), followed by distributors concentrating in Malayalam and Hindi movies with mean ranks 157.75 and 200.00. The Chi Square value (62.63) is found to be significant at 5 per cent level. This indicates that there is significant difference in the preference of selected cine distributors associated with events element of promotion and distribution of Malayalam films.

Guerilla Marketing are the most suited for the promotion of distributors concentrating in Tamil movies (mean rank 123.87), followed by distributors concentrating in Hindi and Malayalam movies. The Chi Square value (16.52) is found to be significant at 5 per cent level. This indicates that there is significant difference in the preference of selected cine distributors associated with guerilla marketing element of promotion and distribution of Malayalam films.

Major Findings

- From the study it is clear that 41.3 per cent of the selected cine distributors are concentrating in the distribution of Malayalam movies, 31 per cent are concentrating in Hindi movie distribution and 27.7 per cent were concentrating in the distribution of Tamil

movies. Majority of the cine distributors are concentrating in Malayalam movie distribution.

- It is evident that around half the percentage (49.4) of the selected cine distributors functioning in the industry is having an experience in film distribution ranging from 16-20 years followed by above 20 years of experience and 11-15 years of experience. So we can conclude that the majority of the distributors functioning in the industry are having an experience of 16-20 years.

- It can be observed that 49.4 per cent of the selected distributors functioning in the industry are distributing adventure type of movies, followed by distributors of comedy focused movies. The distributors focusing on crime and epic movies have a per cent of 10.3 each in the movie distribution. So it is concluded that the majority of the film distributors in the industry are of focusing on adventure oriented movies.

- It can be concluded that promotional tools such as creative banners, partnerships, events and guerilla marketing are most suitable for the promotion of films distributors concentrating in Tamil movies.

- The tools such as Road Shows, Discussion in Media, Internet blogs and Hoardings is most suitable for the promotion of films distributors concentrating in Hindi movies.

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Moral Degradation among Youth in Modernising India: A Sociological Study

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Abstract: Since ancient time, when many civilizations came on this earth, our Indian civilization with its rich and varied culture was considered as the most renowned one. Our world known educational hub in which the ancient universities of **Takshshila** and **Nalanda** were very famous, the education was based on Gurukul System. In this system, it was the duty and responsibility of the teacher to build the personality of disciple by giving moral and ethical education along with academic education. This was the reason that status of teacher was considered greater than the status of God. We can take the example of **Eklavya** who gave his thumb to his **Guru Dronacharya** as Guru Dakshina. But, now with the passage of time and enhancement of materialism in almost every aspect of our life, moral degradation has now become a phenomenon. The word morality can be defined as appropriateness of goodness of act and attitude of a person and it helps a human being to follow the right path and make correct judgment. The moment a new born baby opens his eyes in this world, the process of socialization gets started from that moment by various agencies which includes parents, family, school and religious places etc. The result comes out in the transformation of a biological being into a social being and in this process; the values, morality and ethics play a very vital role in the development of personality of human being and he becomes a true citizen of nation. The young generation of any nation is considered as the driving force in its development and upliftment. But, when the path of our youth gets wrongly diverted due to blind race of materialism, they get addicted to different immoral activities which include many anti-social and anti-national things and it is a very serious sign of concern. It is a well-known fact that today's youth is the future of tomorrow. The present society of post industrialism which is governed by materialistic view has adversely affected our youth and it is ruining their career and ultimately the future of our society and nation. Therefore, it is now very much imperative and duty of all of us to find solutions in order to protect our youth from their wrongly diverted path of immorality and prepare them to face the challenges of life willingly and boldly. This paper is an attempt to find the significance of morality in our life, causes and consequences of moral degradation among youth and also to find out the suggestive measures to refrain them from immoral activities.

Keywords: Youth, morality, education hub, Guru Dakshina, degradation.

Introduction: Since time immemorial, our Indian culture was known for its values and ethics. Even the land and rivers were given the status of goddesses and every child was considered as the resemblance of God.

The reason of such a golden atmosphere in our country was because of our education system, where the teacher and parents were dedicated to infuse the values and morals in the student.

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The teachers were considered as the nation builders and the education system was based on the pious embodiment of Dharma, Artha, Kama and Moksha. So, it was taught that the ultimate aim of every human being was to attain the salvation or Moksha. The moral education was considered as the acceptable standard of general conduct or behaviour and it plays a very vital role in the healthy synthesis between people and acts like a torch bearer in the differentiation between right and wrong.

But with the passage of time, when our society is being directed by the blind race of materialism, so degradation of morality especially in our youth has now become a order of the day. The educational and socialization agencies in our society such as family, school, friends and religious institutions etc. plays a very active role in the transformation of biological being into a social being and in addition it develops the ethical and moral values in the youth. But, it is really a very unfortunate matter that due to various economic and social factors of our present materialist time, our families are disoriented and disorganized and their basic role to inculcate the moral values in children has been vanished. After so many years of independence when we are considered as the well-known educational hub, we have been able to produce true and brilliant professionals but failed to produce good citizens. The consequence of such a situation is that our youth has now diverted towards the path of violence, theft, drug addiction and terrorism etc. It has become a very serious issue that in our nation which was once known for its values and ethics; there is a very sharp degradation of morality in youth. The causes behind such an alarming situation can be taken as blind race behind westernization, modernization and overexposure of media which has changed the basic role of our family and has created a virtual world.

Significance of the study: It is a well-known fact that enhancement in science and technology has created a materialistic world around us and its impact can be felt in every arena of life. Our standard of living has certainly grown up and globally our image of an agricultural nation has been changed, but this has also led a sharp degradation of values and morality in our life. The boom in population, knowledge and materialistic vision has played a very dynamic role in change of our views and we consider the material comforts of life as our ultimate goal instead of our long cherished goal of attaining salvation as the ultimate aim of our life. In our present society, human beings are wallowing in the low and dark dimensions of his consciousness and the consequence of such a situation is really frightening as there is crime, abuse of human rights, corruption and callousness everywhere. Religion and morality are being throttled and the power of man is being misused. The growing influence of the negative aspects of Western culture in younger generation is stranded on the crossroads. Thus, it is the duty and responsibility of all of us to raise the inner consciousness among our youth and they should be provided moral and ethical education so that they can become a true and responsible citizen of nation.

Objective of the Study

1. To know the significance of morality and ethical values in the life of youths.
2. To know the reasons behind the wrongly diverted path and degradation of values among youths.
3. To find out the result of degradation of values and morality in the life of our youths.

Review of the Literature

(01.) Ahmad A. (1999), in his study “**Social Geography**” has made an approach towards the socio-geographical interpretation of India. In addition, the work has focussed on the evaluation of various factors of multi-diversity of our nation in a spatial frame.

(02.) Bagaria, G. P., Gaur, R. R. & Sangal, R., (2010) in their book “**A Foundation Course in Human Values and Professional Ethics**” emphasized on competitive environment of present era where the individual gives more priority to materialistic success over human values and professional ethics.

(03.) Pabla, M.S. (2011) in the study “**The corrosion of ethics in higher education: A challenge of 21st century**” has presented the view that modern education has to play a vital role in broadening the vision of society and also to clean the soul of human being. The author has also pointed out the causes of moral degradation in youth and its serious repercussions.

(04.) Srivastava Smriti, (2011) in her book “**Human Value and Professional Ethics**” has given the clear definition of human values and moral ethics. The author has also discussed on the significance of moral values in the development of human society.

(05.) Govindarajan, M., Natarajan, S. & Senthikumar, V.S. (2013) in their book “**Professional Ethics and Human Values**” have emphasized on the importance of practice of ethics in various business dealings.

(06.) Sindhvani, A. & Kumar, R. (2013) in their book “**Values in Higher Education**” has shown the significance of values and moral ethics in higher education.

Findings of the study: The main findings of this study are appended below:

(1) To know the significance of morality and ethical values in the life our youths: It is a well-known fact that destiny of a nation and society depends on youth and moral values which are imparted to them. The all-round development of personality of youth depends upon the moral education being imparted to them by educational institutions such as schools and colleges. It helps in developing an outlook and gives a direction which enlightens the thinking and consciousness. In addition, it develops a feeling of sacrifice for society at the cost of self. The moral values which includes humility, truthfulness, honesty, respect for elders, tolerance, courtesy, spirit of service and sacrifice, affection, sympathy, love and cooperation are very essential for all round development of proper character and in turn a healthy personality. The ethics in life are very much needed in the development of democratic qualities such as brotherhood and equality, social justice and dignity of individuals.

As our nation is a multi-diversified nation consisting of various languages, caste, creed and colour, so there are many views among the citizens which generate conflicts and hamper the progress of nation. The education based on moral and ethical teaching helps in the development of mutual respect, tolerance, peace, love and co-operation. In this way, the emotions, instincts and sexual urges among our youth can be directed in the right direction and controlled by imparting of value education. It is now the dire need of hour that positive and social attitudes among our youth can be created for the development of both individual and society and the youth of today can become a very effective voice against many social and ill practices of today's world.

(2) To know the reasons behind the wrongly diverted path and degradation of values among youths: The values are considered as the guidelines and standard principles in the determination of activities and attitudes of people as it sets a clear demarcation between right & wrong and also what is expected by the society. The present era in which we are living is governed by the application of science and technology in almost every arena of life. The technology has not only added comforts of life but also played an active role in the enhancement of many anti-social activities like exploitation,

corruption, violence and terrorism and the worst victim of such a dreaded atmosphere is our youth.

The practices which were considered unethical and immoral once have now become norms of the present society. There are many reasons which are considered to be responsible for moral degradation in our society, but the main causes are ineffective and confused role played by the socializing agents such as parents, family, teachers and society. In addition, various other reasons are also responsible for such a situation. The main reasons are appended below:

- (a) **Role of parents:** The responsibility of developing personality of children depends a lot on the love and affection of parents. In today's world of tough competition, parents are very much conscious about the quality education and materialistic outlook of child but in this phase they forget to inculcate morality and ethics, which is very much essential in developing manners and discipline. The case is worse in case of working parents in which they are not able to take care of their children and this undesirable situation led the youth to divert their path to wrong direction of visiting night club, gambling and trafficking etc.
- (b) **Over-exposure of mass media and social media:** It is a bitter fact of today's society that our youth is engaged in various mass media and social media devices such as TV, Internet, facebook, Whatsapp and movies actors and actresses are playing an active role in shaping their personality. The glorification of violence and vulgarity in today's cinema has led the youth to imitate and follow crimes and anti-social activities which is clearly not a positive sign in the development and upliftment of both individual and society. This has become a very serious issue and a very potential cause of moral degradation in youth of our nation.
- (c) **Ineffective and confused role of education system:** During ancient time, our education system was based on moral and ethical values but with the increase in materialistic outlook in our life, education system has suffered a lot and its basic role of inculcating morality in youth has been waded. Now a day, stress has been given only on intellectual development to face the tough competition in various national and international organisations, but in due course of time a vacuum has been created in case of spirituality and idealism. The consequence of such a situation is that we have failed in distinguishing between right & wrong and human relations are given secondary position to wealth and power.

The mushroom growth of various private educational institutes has also made the situation worse, as their permission and recognition by the government have led a situation in which educational institutes act as traders and students are their customers. These institutes run without basic infrastructure and qualified teachers which sharply affect academic development of children. Morning meetings, prayers, literary works, discussions over social problems and other cultural activities have been disappeared. National festivals like Independence Day and Republic Day are being celebrated only for name-sake.

- (d) **Influence of friend circle and peer group:** It is said that a man is known by his company. In the development of personality of individual and morality, peer group plays an active role but now-a-days the trend is changed. The erosion of discipline and morality in youth has brain washed and urged the youth to indulge in immoral activities like bribery, drug abuse and many anti-social and anti-national activities.

(e) **Enhancement in materialistic vision and economic change:** The present society of post-industrial era in which the economic wealth and self-exhibition are given precedence over the human values and relations. The materialistic and money minded vision among youth has led them to access towards the socially undesirable goods and excesses in fashion. The blind run for self-exhibition and undesirable atmosphere takes the youth towards crime and immoral activities and in such a situation, holding of morality, standards and principles in life seems a herculean task.

(f) **Game of dirty politics:** When students were given permission to make student's union and contest elections, the main idea was to inculcate the feeling of nationality in students. But, the political parties at present are exploiting the sentiments of students and instead of arousing the national feelings and national issues; they are serving their own political interests. The students are being diverted towards unethical activities such as hitting teachers and raising campaigns and strikes for fulfilling their unnecessary demands. The burning issue of rising anti national slogans in the campus of JNU by the students can be taken as an example of dirty politics with the students.

(3.) **To find out the result of degradation of values and morality in the life of our youths:** The society in which we are living is witnessing a sharp degradation in our human values and morality. The consequence of such a situation is really alarming and crimes such as kidnapping, murder and various other heinous activities have become the order of the day. There was a time where our Indian culture boosted for our respect towards women and humanity, but now the situation is just adverse. Crime against women and children which includes trafficking, rape, prostitution, child labour, acid attack, dowry death and others have become the daily routine news. Communal riots and killing others in the name of religion and caste are now rampant and law enforcing institutions are finding themselves at a stage of complete failure.

It is really a very disheartening situation that the youth which was known for its creativity have now indulged in various nonsense activities like smoking, drug addiction, misbehaving in class & society and juvenile delinquency. The shooting graph of increasing criminality and anti-social behaviour is now witnessing the shattering of social structure and individual values. The new ways of crimes and scams which are emerging in our society are giving a clear indication that grabbing wealth and power at the cost of anything in our society at the cost of human values.

Challenges: In the words of B.R. Ambedkar, *"History shows that where ethics and economics come in conflict, victory is always with economics. Vested interests have never been known to have willingly divested themselves unless there was sufficient force to compel them. The historical fact shows that our culture and traditions are considered as the backbone of our national character. India is known as the land of wisdom and the teachings of our great scholars were directed towards spreading of brotherhood and respect for each other. Our pious religious books such as Bhagwad Gita, Ramayana, Guru Granth Sahib or Quran etc. clearly tells us that every person who is born on this earth belongs to God and thus every human being is equal in all respect.*

The human values and morality depends upon the obligations and therefore any kind of non-recognition of others' rights leads to conflict. The pace at which our moral values are degenerating is very alarming and it is affecting every aspect of human life. Our Indian society is now at the crossroads, where the individual has to face the conflict between our traditional ethos based on values and industrial western culture based on individualism.

The after effect of such a conflicting scenario can be seen in every arena of individual and his life which includes home life, educational institutions and work centres etc. The drastic changes in the life styles of people have forced them to live beyond their means, which ultimately leads them to project a false image of a well to do successful person.

This has also played its part in degradation of our values. The socially unaccepted ways of fashion, invasion of electronic media in our life and blind race of materialism has also made the case worse. The television has created a false glamour in the minds of people and they try their level best to adopt their life style. In this way, many crimes such as robbery, forgery, human trafficking, prostitution and rape are on a sharp rise. This has almost completely broken down the fabric of human values and our ancient long cherished culture. Everything now-a-days seems to be seen in the financial and economic perspective. The intense competition for jobs, and the rat-race for higher salaries, and the attainment of the material comforts of life, has distorted the perspective of the youth. It is an ancient saying that money is a good servant, but a bad master. Money can buy all the comforts of life but it gives a very negative impact on the mentality and emotions of human beings.

Suggestions & Recommendations: The recommendations and suggestions which can be given in order to lessen the rate of moral degradation among Indian youth are appended below:

(i) Today, the need of hour is that our education system should aim at the development of human qualities with intellectual development. Therefore, it is now a big role of teacher to foster human values through his teaching to disciples.

(ii) Social and print media also plays a very vital role in degradation of morality of youth, so it is the responsibility of government to formulate and implement strong laws which can be proven very effective in control of indecent publication.

(iii) At present when the old social values and ideas are considered as orthodox and superstitious, then there should be liberal education where we can judge and analyse old social values in the light of modernity. In this way, the rational and good human values which are still natural and relevant in this society of modern age can be taught to our youth, so that they can inculcate it.

(iv) The very long demand of some academician and social reformer that there is a need to change in curriculum and some subjects such as history, geography, social science, language, literature and arts should be inculcated in the curriculum as they inculcate the values such as cooperation, unselfishness, desire to serve, truthfulness, hospitality, leadership qualities, social justice, sharing courage, faith in God and serving the poor. In addition, school assembly, co-curricular activities and celebrating festival of all religions both at the school and higher education level will definitely enhance value of cooperation and mutual regard, honesty, and integrity, discipline and social responsibility.

(v) It is our long cherished culture to consider teachers as nation builders. The teachers are having a very big responsibility in reducing the moral degradation among youth by their own values and feeling of selflessness. They should develop democratic, socialistic and secular values and impart the same to their students so that they can understand the real meaning of humanity and can differentiate between lie, fantasy and truth.

(vi) The responsibility to develop moral education and humanity in youth also depends upon parents and society and they should also set an example in front of their children so that they become a responsible citizen of nation.

Conclusion: In the present society of 21st century, we boost ourselves that our country is having the highest population of very dynamic youth having will to change the outlook of the world. It is very true that we have created a very skilled and efficient workforce but at the same time we have to be agree that a very big proportion of this folk is lost under the influence of western culture. The knowledge attained by this youth are basically denied with the knowledge of morality and human values as since their early childhood they were taught only about competition of life and gaining at the cost of anything. This is the main reason that this dynamic workforce of our country is in great dilemma in facing the challenges of life. Gaining knowledge is very good for development of an efficient citizen but at the cost of morality and human values, it will be useless and dangerous both for the individual as well as for the society. Morality is the most deterring factor of crime, antisocial behavior, terrorism, assault, cyber-crime, corruption etc. It is imperative to realize the potential perpetuating threat of decrease of morality in the society. Moral orientation of youths needs to be strengthened to build up a moral and harmonious society. If we think that we have to make such a society which is free from crime and inequality, then we have to think over it very seriously. The human values and professional ethics must be given due consideration then only we will be able create an egalitarian society and the youth of present will develop their personality into a responsible, honest and true citizen of India.

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The Dialectic Relations between Media and Government-A Case Study on Masterstroke of ABP News Channel

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Abstract

This study focuses on the contradictory relations of the media and government in the present scenario. The case study taken here was due to the questions rising on the dialectic relations between media and the present government. The resignation of Punya Prasan Bajpayee from the channel ABP was hyped in different media. This study also tries to find out the people's perception regarding the topic of the study. Through this study, the content of the prime time show Masterstroke has been analysed. It focuses on the issues raised and covered during the show. In the present scenario, the media also plays contradictory role. The same journalist changes their verdict with the change of the organization of their work. Therefore, to get answers of few questions on media and government this study is important.

Keywords: *masterstroke, government interference, media content, ABP news channel*

Introduction

In the changing world today, everything is transforming its original form towards a new or innovative form. Same is the case in India, being a fast developing economy India is also facing so many changes in almost every sector may it can be economical upliftment, social upliftment, its status at the world level and so on. Since the change of central government from 2014, India has witnessed many big changes such as new programmes and policies, the big economical change of Demonetisation from the midnight of 8th November 2016, and the GST bill was passed and put on in the midnight of 1st July 2017. Along with this many other programmes such as Skill India, Start-up and Swachh Bharat abhiyan. The most attractive and patriotic decision was surgical strike on Pakistan; this deed was loved and appreciated by the whole nation. These are some highlights of the Modi Government from 2014 to August 2018. It looks so arranged and nice the way the government is working and executing their manifesto. But when it comes to the fourth pillar of the democracy the media the role of government is not very smooth and tacky.

Freedom of Expression has always been emphasized as an essential basis for the democratic functioning of a society where press is free, yet may be subjected to restrictions, both legally and socially. Before independence, there was no special mention of the word "press" in our constitution, yet ethos of free speech and expression was widely accepted and practiced by the Indian civil society. India then bore primitive mass communication centers and the opinion leaders differed in expertise from the innovators and ideators.

India was influenced by westerly models of communication though there was a dire need for indigenous industries that penetrated with the ground level demographics and psychographics.

Media being the fourth pillar of democracy has contributed gracefully in nation's socio-political as well as economic development, albeit in hostile environments and a political

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convoluted inhospitable environment. Taking into account the diverse and acutely heterogeneous audience in terms of religion, social order, and economic background, various hindrances and limitations come in way that often delay or even lead to incomplete justification to issues important for growth of the society. Major socio-political scandals like Bofors Scandal, Panama Papers and role of press in JNU have been elaborated trying to make sense of the condition of freedom of press in difficult and sometimes hostile conditions. And even after completion of reports and content, there are various factors that guard systematic and holistic reach of the news to the general masses.

Freedom of press while not recognized as a separate freedom in the fundamental rights is incorporated within the fold of freedom of expression. Investigative journalism has an unmatched power to link officials to certain crimes, but it may also create a mistaken public perception about the existence of wrongdoing, especially in a democracy where bureaucracy is stronger due to its convoluted network strained in corruption. Reporting is a double edged sword, for with great persuasion comes power and also the greater risk of committing unethical activities. Rushed judgments or reporting that is not timely and without any sense of political or religious sentiments may do more harm than good. Social responsibility theory highlights the responsibility towards culture, politics and economy as well as the citizens' sentiment. The press should maintain its stand as the fourth pillar of democracy and not intervene in institutions designed for claiming verdicts and finding them guilty. Forming an unreasonable public opinion may damage reputation of an individual or an institution.

Review of literature

The subject selected for the case study is a current topic in media. The case is also very unique in its way. It can be said that this has happened for the first time in the media. Therefore much literature is not available, but I have tried to analyse literature related to media and journalism.

Jhumur Ghosh in his research paper titled "Ethics of Indian news media: aberrations and future challenges" finds; Journalists have to act independently not only for the sake of maintaining ethical standards but for zealously guarding their freedom and their constitutional rights. Journalists everywhere play a vital role in providing the public with knowledge and understanding. They must therefore remain sensitive to issues such as fairness, accountability and accuracy. Reporters continuously need to ask themselves ethical questions throughout different stages of their investigations and be ready to justify their decisions to editors, colleagues, and the public. Usually, the ethical way of accomplishing tasks is tougher, but all reporters should be willing to confront such a challenge if they want to protect the sanctity of their media. The Indian media has always held a high moral ground in the dissemination of news items. The high standards of Indian journalism in the past and the acceptability and availability of the mass media at present would ensure the existence of ethical principles in the Indian news media.

Zafreena Begum in her study on Press freedom in India: a legal study has stated a quote of former PM Rajiv Gandhi: "*Freedom of Press is an Article of Faith with us, sanctioned by our Constitution, validated by four decades of freedom and indispensable to our future as a Nation.*" The press serves as a powerful antidote to any abuse of power by government officials and as a means for keeping the elected officials responsible to the people whom they were elected to serve. The democratic credentials of a state are judged today by the extent of the freedom press enjoys in that state. At this present juncture of time, as we

approached the sixth decade of our freedom, it is essential to keep in mind, the pertinence of freedom of press, which is regarded as the fourth pillar of democracy. All the difficulties in the way of ensuring that the Press can have the maximum freedom to carry out its function of collecting facts about different facets of national life, analysing them and commenting upon them so as to keep the general body of citizens in our young democracy well informed show that the Press requires some special protection. Many authorities have held that the Right to Freedom of Speech conferred by Article 19(1) of the Constitution is adequate to protect the freedom of the Press. Further, due regard has to be given to the recommendations made by the National Commission to Review the Working of the Constitution (NCRWC). They have recommended the inclusion of Freedom of Press-media under Article 19(1)(a).

Devika Bedi and Yuki Azaadin his research paper “An Ode To The Pain Of Pen: A Study of Freedom of Press And Role of Investigative Journalism In Era of Panama Papers Revelation” Tomar censorship as a means of controlling communication has existed since classical antiquity. In historic context, the press has been restricted in two ways. It began soon after Guttenberg's inventions of moving press. Henry, the eighth, on articulating the persuasive and opinion generating power of press, was one of the first leaders to impose censorship in England. One of the many ways when the press underwent censorship or mandatory licensing directed towards the publications by the government, and the second being a check on the printed material, especially that reflected seditious behaviour. This included any action that excited dissatisfaction- something that is unconstitutional.

Objectives of the study

- The media monopoly is shifting in the hands of the government.
- Is journalism losing its credibility in order to survive in present era

Research methodology

In order to complete this study on the dialectic relations between media and government, case study research methodology has been adopted. In this case study multi-methodology approach is applied. Content analysis method is applied in order to minutely analyse episodes of Masterstroke on ABP news channel. To get the best results primary data is also collected. To complete the primary data, closed ended questionnaire as survey tool has been used.

Sample of 60 was taken, on the basis of purposive random sampling. Out of which 48 responses were collected back and analysed. The questionnaires made on Google doc were distributed through mail and messenger to the respondents.

Content Analysis

Analysis of last five episodes of Prime time show ‘Masterstroke’ anchored by:- Punya Prasan Bajpayee on ABP news channel:

Episode Date	Anchor	Total Duration	Political Issues	Social Issues	Economic Issues	Special reports	Others Issues
1/08/18	Punya Prasun Bajpayee	50:07	15:03	20:24	00:00	00:00	15:20
31/07/18	Punya Prasun Bajpayee	52:52	11:40	10:43	14:29	15:34	01:28
30/07/18	Punya Prasun Bajpayee	53:48	22:20	17:29	00:00	08:04	06:45
27/07/18	Punya Prasun Bajpayee	40:36	09:04	08:26	11:21	11:59	00:00
26/07/18	Punya Prasun Bajpayee	51:10	00:00	22:30	00:00	27:10	01:30

The last five episodes of Masterstroke before anchor of the show Punya Prasun Bajpayee resigned from ABP news channel. Each show was analysed based on its content, the content was categorised into five segments such as:

- political issues
- social issues
- economic issues
- special reports
- other news

The episodes taken were date wise and all the issues mentioned above were analysed on the time allotted for each one in every show. The analysis of the content of every episode is also done on the basis of the issues raised in each episode. Each episode has been taken from YouTube. The total duration taken for the analysis is

Episode: 1

Total duration of this episode was 50minutes 07 seconds. In this episode, different political issues covered were for 15minutes 03 seconds, Social issues covered were 20minutes 24second.Economic issues were not covered in this episode; other stories including headlines were for 15minutes 20 second.

This episode started with eight big news as usual, then shifted to the problem regarding citizenship revision and focussed on North East especially Assam. Related to this it shifted towards the opinion of regional parties favouring this and opposing BJP. Then it moved on the infrastructure of the country I relation to flood, drinking water problems, and shifted on cow slaughter connecting it BJP. Raised question on the deteriorating condition of Taj Mahal and Yamuna water. A live news came regarding completion of a rescue operation of little girl in bore well in Bihar. In the end, it raised and imposed questions on the law and its system in present government.

Episode: 2

Total duration of this episode was 52minutes 52 seconds. In his episode different political issues covered were for 11minutes 40 seconds, Social issues covered were 10minutes

43second. Economic issues were covered for 14minutes and 29 seconds in this episode; special report was of 15minute 34 second, 1minute 28 second were used for the eight big news a regular segment with which show started each day.

The episode started with the special report on the family (cousin nephew) of fifth President of India Fakhruddin Ali Ahmed, whose name was not in the list of NRC. Some other families were also covered whose name was not in the list of NRC. Then many questions were imposed on the government and even Supreme Court was driven into this matter. A detail report on Rohingya was presented along with politics that is been done on the refugees by the regional governments, especially Mamta Banarjee and Tarun Gogai's statement were covered on the issue of refugees in India. A detailed report was presented on one statement of Madhya Pradesh CM Shivraj Singh Chauhan. In the economical sector report on SES was covered focussing its report from 2014-2017. In the end, it covered the news of Shelter home of Muzaffarpur keeping Nitish Kumar in focus.

Episode: 3

Total duration of this episode was 53minutes 48 seconds. In his episode different political issues covered were for 22minutes 20seconds, Social issues covered were 17minutes 29second. Economic issues were not covered in this episode; special report was of 8minutes 04 second and other stories including headlines were for 6minutes 45 second.

This episode started with a long and detailed report on the Corporate Political Funding for political parties. This report has special emphasis on the report from 2013 to 2017, targeting the present government. The second detailed research was done on the Raffel deal. Here the relation between Anil Ambani and present government was discussed keeping Raffel deal in the focus. In this farmers land and farmers suicide was also connected to this deal. Raffel deal was connected to the Security of the Nation. From Anil Ambani the news shifted to the Aadhar and personal information and identity theft with special reference to Jio. Then the report of the Chhattisgarh's Raman Singh government was presented on the mobile distribution programme.

Episode: 4

Total duration of this episode was 40minutes 36 seven seconds. In his episode different political issues covered were for 09minutes 04 seconds, Social issues covered were 08minutes 26second. Economic issues were covered for 11minutes and 21 second in this episode; special report was for 11minutes 59 second.

This episode had the prime focus on the mob lynching and the politics on the mob lynching. The cases of mob lynching were taken from different states of the country. Questions were imposed on the system police and law in the states where these incidents took place. After this the report on death due to hunger was presented, many examples of death due to hunger supported this report, it also included all the schemes that are in present available for the public like food security bill, matri vandana yojna, janni suraksha yojna etc. Many questions were raised on government regarding irregularities in the implementation of these schemes. However, the states covered regarding this mainly belonged to ruling government of BJP or BJP alliance. A detailed report on the CBI was presented in which the failures of CBI was shown year wise. According to this report CBI is most failure wing of the system of Police and investigation. Here also this report was linked to the Bihar government for shifting the case of Muzaffarpur Shelter Home in the hands of CBI. A report on Mehul Chouksey was also included in this episode.

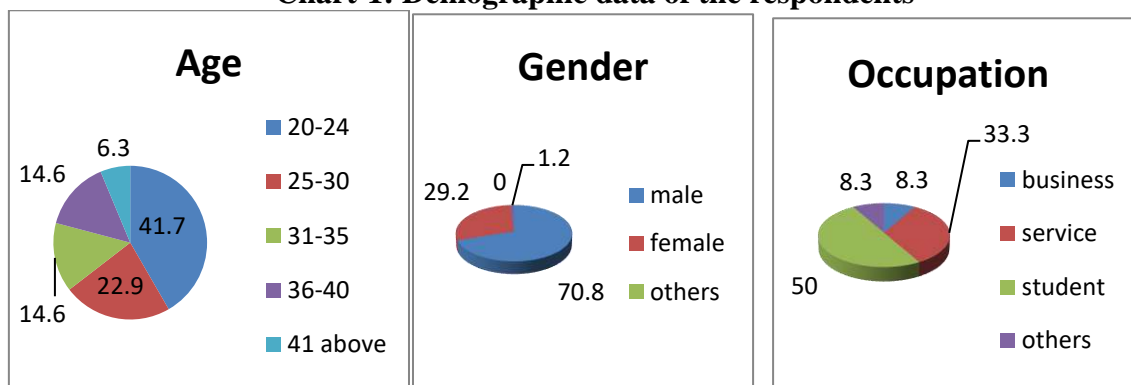
Episode: 5

Total duration of this episode was 51minutes 10seconds. In his episode there were no direct political issues covered, Social issues covered were for 22minutes 30second.Economic issues were not covered in this episode; a special report was of 27minutes and 10 seconds other stories including headlines were for 1minutes 30 second.

This episode can be broadly divided into two parts first part deals with death due to hunger a continuation from the last episode. Secondly, special report on Imran Khan becoming the Prime Minister of Pakistan. The death due to hunger was covered from many states of India, it started from Delhi and ended on Bihar. The episode blamed central government for the entire deaths that took place due to hunger. Then in the same report deaths due mob lynching, deaths in the violence due to religious activities, on the name cow slaughter were presented and again system and government was blamed for this. The second part of the show was focussed on Imran Khan becoming the PM of Pakistan, there were dialogues with Kapil Dev as he was invited for the swearing ceremony of Imran Khan as PM in Pakistan.

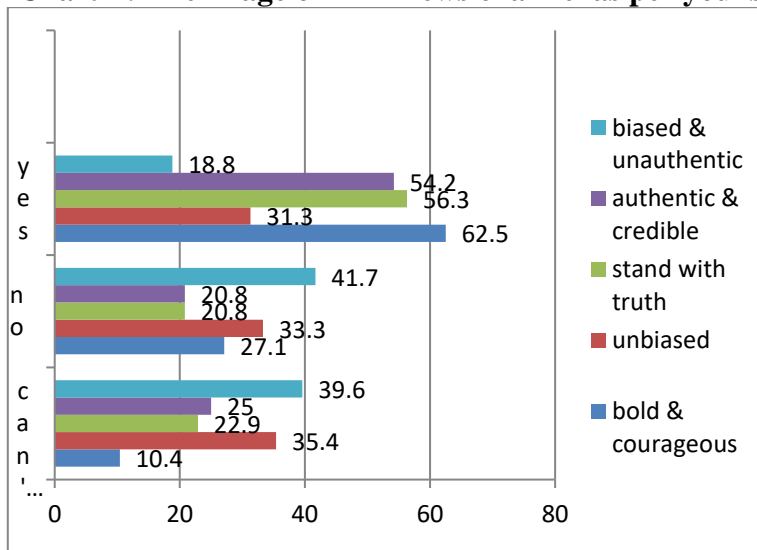
Primary data analysis

Chart-1: Demographic data of the respondents



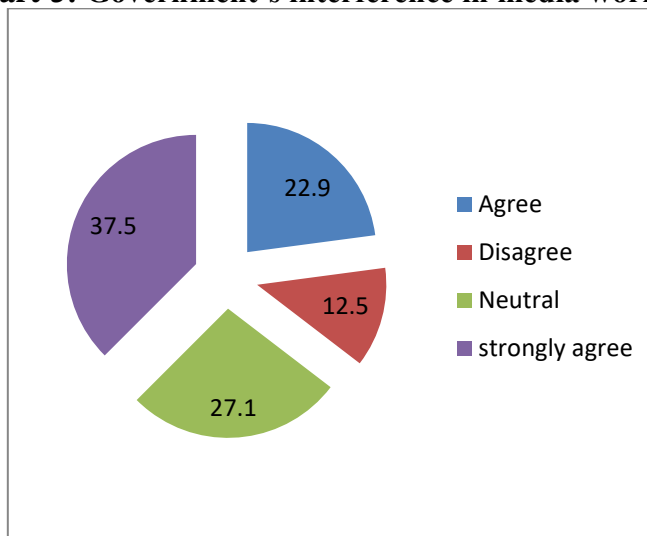
The respondents selected for this research was purposive random sampling. These respondents were contacted through email and messenger. In the total of 48 sample 41.7 percent fall under the category of 20-24 years of age, 22.9 percent belongs to 25-30 years of age, 14.6 each belong to age of 31-35 and 36-40 years. 6.3 percent are people above the age 41 years. Whereas 70.8 percent are male, 29.2 are female and 1.2 percent falls in the category of others. When it comes to the occupation 50 percent respondents are student, 33.3 percent are the people of service sector. 8.3 percent each belongs to business and others sector.

Chart-2: The image of ABP news channel as per you is



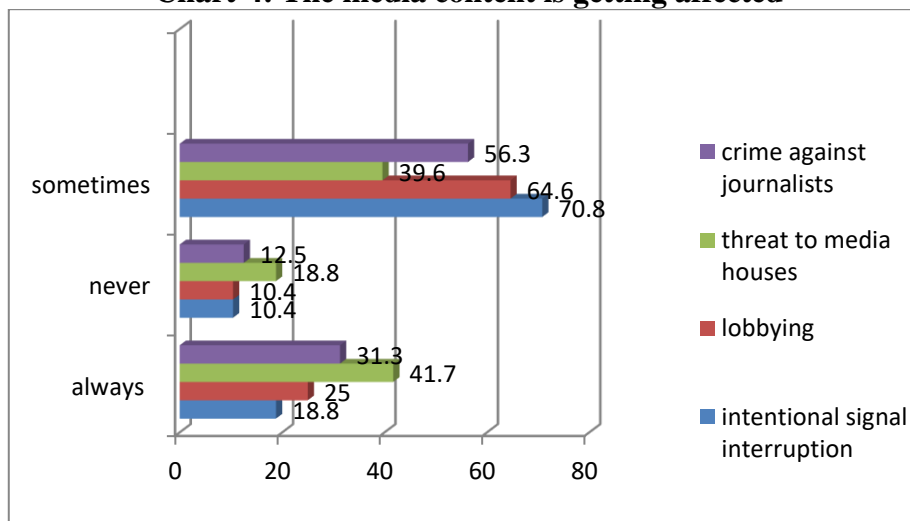
As per the case study on Masterstroke of ABP news channel, when the image of ABP channel was checked among the viewers of Masterstroke 62.5 percent viewers find it bold and courageous, whereas 18.8 percent viewer find it biased and unauthentic. 56.3 percent has an opinion that it stand with truth, 54.2 percent viewers see it as authentic and credible.

Chart-3: Government's interference in media working:



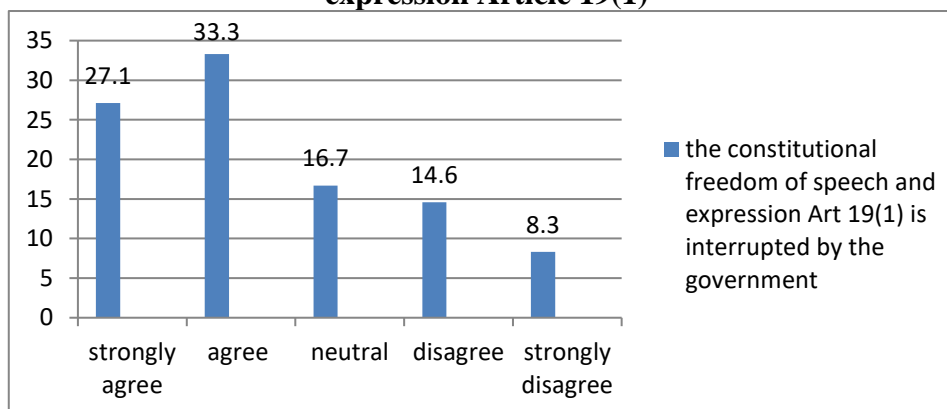
On the issue of government's interference in the working of the media, 37.5 percent respondent is strongly in favour of this. 22.9percent agree on this. Therefore on the whole 60.4 percent respondent are in favour that yes government interferes in the working of the media. Only 12.5 percent respondent disagrees on this. And 27.1percent neither support nor disagree from this, they are neutral with their opinion.

Chart-4: The media content is getting affected



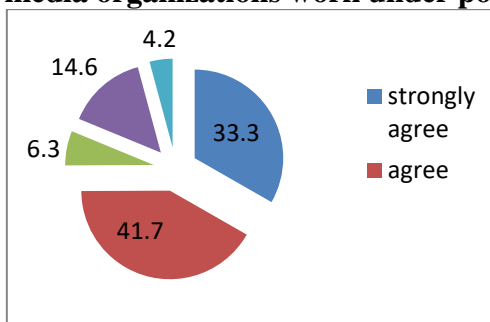
Several factors that are affecting the media content sometimes, always or never. 70.8 percent respondents find intentional signal interruption main factor that affects the media content. Sometimes lobbying is also a factor that affects media content and 64.6 percent agrees on this. Sometimes crime against journalists also affects the media content and 56.3 percent agrees on this. Only 39.6 percent believes that threat to media houses also sometimes affect the media content. When it comes to always, 41.7 percent says that threat to media houses becomes the factor affecting the media content. N the factor of Crime against journalist, 33.1 percent find it happens always. Here intentional signal interruption is at last with 18.8 percent response. Minimum percentage is given to the option never on these factors.

Chart-5: The government interrupts the constitutional freedom of speech and expression Article 19(1)



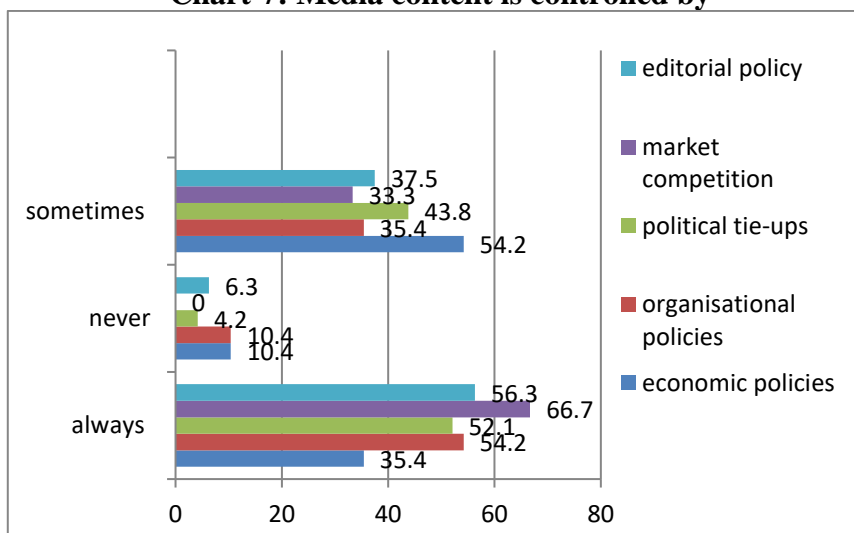
When the question of Freedom of Speech and Expression was raised in association with its interruption by government on an average 60.4 percent, (27.1 percent strongly agree and 33.3 percent agree) respondents believe that yes government is interrupting the freedom of speech and expression. Only 22.9 percent (14.6 percent disagree and 8.3percent strongly disagree) respondents didn't agree on this that government interrupts in Art 19(1). 16.7 respondents are on the neutral side. This data no doubt says that government in interrupting in the constitutional freedom of Art 19(1).

Chart-6: The media organizations work under political pressure



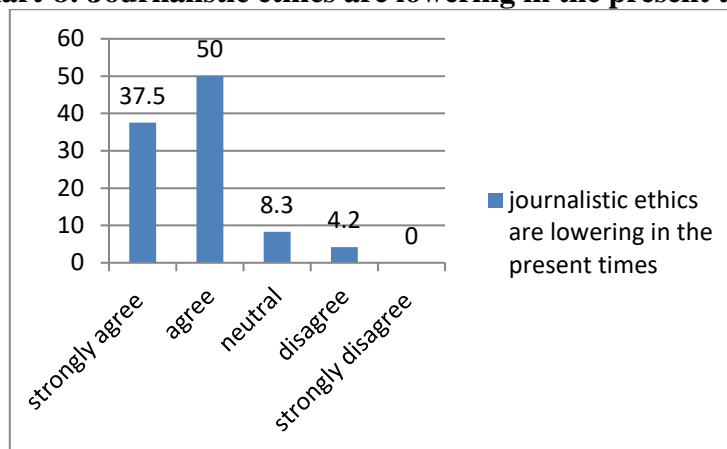
The working of media organization under political pressure was raised out of 100 percent 75 percent (41.7 percent agreed and 33.3 percent strongly agreed) of the respondent believe that yes the media organizations work under the political pressure. Only 14.6 percent did not agree on the statement and 4.2 percent of the respondents strongly disagreed on this. Out of total 100 percent 6.3 percent were who didn't have any say rather they were neutral.

Chart-7: Media content is controlled by



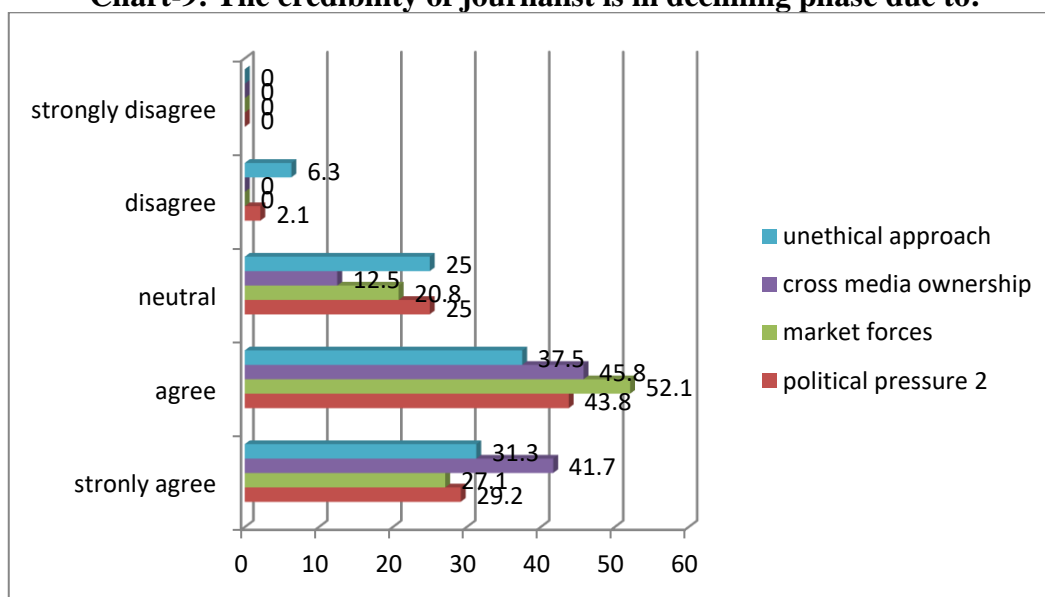
On the question of control of media content: increasing market completion was on the first rank with 66.7 percent voting. The second position was acquired by editorial policy with 56.3 percent responses. On the third rank comes the organisational policy with the 54.2 percent responses. On the fourth position are political tie-ups with 54.2 percent of the responses. On the last position is the economic policy of the organisation. On an average market forces can be placed on the first position based on maximum response percentage. And political tie-ups on the second regarding the content control of media.

Chart-8: Journalistic ethics are lowering in the present times



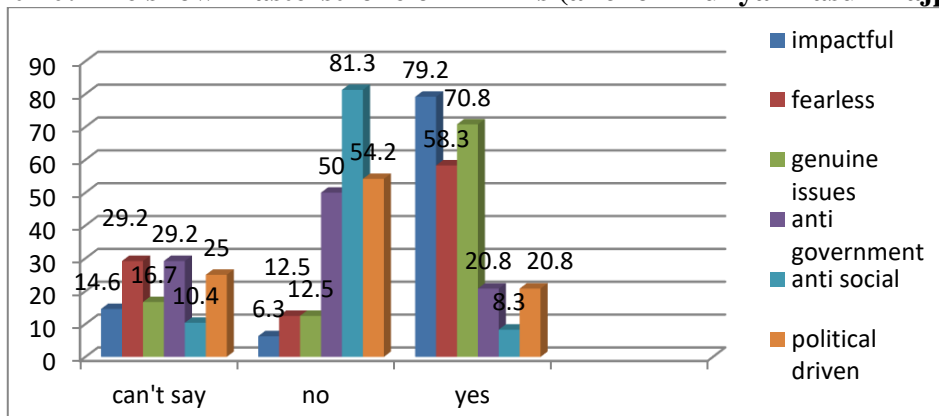
On the question of whether the journalistic ethics are lowering, not a single respondent strongly disagree on this subject and minimum of 4.2 percent disagree. 50 percent of the respondent agrees on this subject whereas 37.5 percent strongly agree on this. There were 8.3percent respondent who have no say on this they are having neutral opinion.

Chart-9: The credibility of journalist is in declining phase due to:



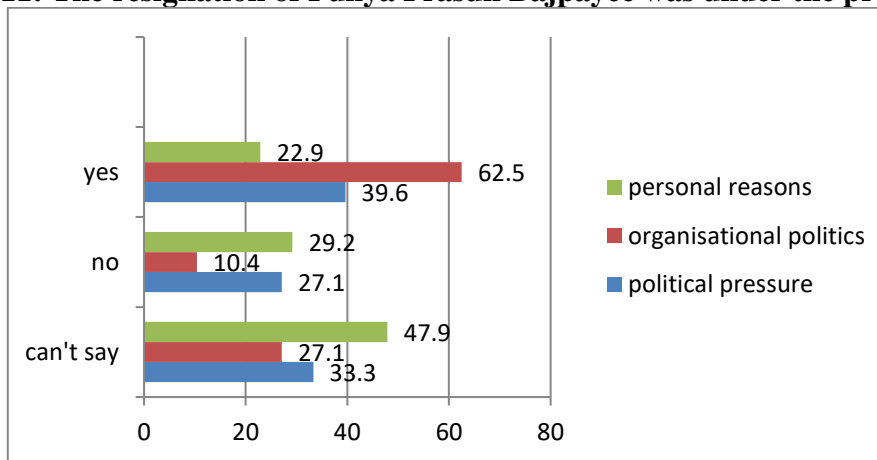
The question on the declining credibility of the journalism, it was strange to note that not a single respondent opted for strongly disagreement on any of the causes. It is an alarming situation for the journalism in the present scenario. Now coming on the points which are the basic reasons for the declining credibility of journalism, 52.1percent agreed on the market forces, 27.1 strongly agree on the market forces. The cross media ownership stands on the second position after the market forces with 41.7 percent strongly agree and 45.8 percent agree on this. Political pressure is also playing an important role in this situation as 43.8 percent agree on this and 29.2 percent strongly agree on this. The last is the unethical approach in this, 37.5percent agree on this and at the same time 31.3 percent strongly agree on this to be the reason behind the declining credibility of the journalism in the present scenario.

Chart-10: The show Masterstroke on ABP is (anchor- Punya Prasad Bajpayee)



On the question of image of the show Masterstroke on the viewers mind, it was found that the show is not anti social with 81.3 percent responses. Rather 79.2 percent find it impactful. 70.8 percent finds that this show raises genuine issues of the society and people. 58.3 percent respondents believe that this show is fearless. 54.2 percent says that this show is not political driven whereas 20.8 percent finds it politically driven show. On the image as the show as anti- government 50 percent says no it is not, whereas 20.8 percent finds it opposite than that.

Chart-11: The resignation of Punya Prasad Bajpayee was under the pressure of



In this case study, when the reason behind the resignation of the anchor of the show Masterstroke Punya Prasad Bajpayee, 62.5percent of the respondents said it was due to the organizational pressure that Mr. Bajpayee had to resign from the channel. 39.6 percent respondents find the reason behind this decision was political pressure. Only 22.9 percent respondents are having the belief that he has resigned due to his personal reasons from the channel.

Findings

- After analysing the content the show, it was found that the show basically targeted the BJP and BJP alliance government.
- May it be the motive of the show to raise social issues, but its every social issue in the end targeted the central government.
- This show in other terms spread negativity about the system of the country among the viewers of this show.

- On the basis of survey, public or the viewers of the show believe that the show had a good image among them.
- On the question of government's intervention in the working of media, then it came out that instead of government it is market forces that are hampering or controlling the content of the media.
- But one important thing that came into light after study was that, without any doubt credibility of journalists and media houses are diminishing or lowering in the minds of the public.

Conclusion

On the basis of the findings of this study which came after the content analysis of the episodes of the prime time show Masterstroke on ABP news channel and the survey regarding the topic, it is very clear from the content analysis of the show that this show raises many issues of public interest and it also function as the watch dog of the society but a drawback of the show is that it lacks positive news from the society and targets the central government for the issues in the country. One good thing about the show was that in-depth researches about the issues were done. On the basis of the survey conducted regarding the study, it was clear that public or the viewers of this show don't find present government the reason behind the resignation of Punya Prasad Bajpayee from the channel but the internal politics of the organization was the reason. It can be concluded that though there are political interference in the media but market forces plays major role in controlling the content of the media. But one thing that saddens is the lowering credibility and authenticity of journalists and media houses among the public. Therefore, it can be concluded that media monopoly is not shifting in the hands of government rather it is in hands of market forces.

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Analysis of Return and Risk-A Study of Selected Money Market Mutual Funds in India

Sharmistha Acharyya*

Abstract

Household saving plays an important role in domestic capital formation. But in the country like India only a small part of this saving can be channelized to the capital market. Mutual fund emerged as an important vehicle through which household saving can easily enter into the capital market. The small investors are not expert to take direct investment decision in equities because of number of reasons and thus have the option to invest in mutual fund. Today, various schemes are provided by many mutual fund companies which meet the diversified requirement of the investor but the legitimate question is the choice criteria of fund that outperforms others. The motive of this paper is to explore the performance of money market mutual fund schemes based on risk return relationship models and measures.

Key Words: Financial performance; Mutual fund; NAV; Risk-Return.

Introduction

The objective of mutual funds is to stabilize the market and manage large inflows and outflows of the foreign investment. Thus mutual fund acts as a participant in the capital market of any economy. Money market mutual funds (MMMMF) generate the investments of the retail investors in money market. According to RBI (Reserve Bank of India) regulation in 1996 money market mutual fund is defined as 'a scheme of mutual fund which has been set up with the objective of investing exclusively on money market instrument'. So these type of mutual funds invested in money market instruments such as treasury bill, certificate of deposits, commercial papers, bill discounting etc. These instruments are maintained through specified guidelines of RBI. Retail investors earn relatively higher yields offered by the money market by investing in money market mutual funds. Money market mutual funds come out in 1970 as a vehicle for retail investors to arbitrage between the low bank deposits rate and high money markets rate. Money market mutual funds which opened a new short term asset to retail investors, originated in the US in 1971. Reduction of price in equity market and rising interest rates together with that period made money market mutual funds very popular. In India in April 1991, a broad framework was drawn by RBI to set up money market mutual fund with the objective of "providing an additional short term avenue to investors and to bring money market instruments within the reach of individuals". Finally in April 1992, detailed scheme for money market mutual funds introduced based on the recommendation of RBI. In 1992, RBI acknowledges only banks, financial institution and their subsidiaries to prepare money market mutual funds. Private sector got the right to prepare money market mutual funds in 1995. In March 2000, all money market mutual funds came under the regulatory supervision of SEBI and were controlled by SEBI regulation in 1996. Return on these fund schemes are not fluctuate very much compared to other funds.

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These funds are suitable for corporate and individual investors as a means of bringing their surplus funds for short periods.

The article examines the performance of selected money market mutual funds on the basis of risk-return and by considering the performance measures by Sharpe, Treynor, Jensen and Fama.

Methodology and data source

The study based on 33 money market mutual fund schemes from four mutual fund companies, covering one each from private sector like Reliance, one from private banking sector like HDFC, one from public sector like UTI and other from public banking sector, that is, SBI. The adjusted net asset values of all this schemes are taken from capital line data base from the study period 2005 to 2015. In our study BSE sensx is considered as the representative of market index. The data source of daily open price and close price of BSE sensx is the capital line database. The risk free rate of return is defined as the minimum return on investment which has no chance of default. For our study 91 days Treasury bill rate of return is considered as risk free rate of return. The data source of 91 days Treasury bill rate of return is the official website of Reserve bank of India. The following methodology used in this paper to determine the above measures.

The average return of each mutual fund scheme (R_p^*) over the study period is as follows

$$R_p^* = \frac{1}{n} \sum_{i=1}^n R_p \dots (1)$$

Here R_{pt} is the return of mutual fund scheme at time t and n is the total number of year studied.

Standard deviation is employed to measure fund's volatility from average expected return over a certain period. Larger the value of standard deviation, the greater is the fluctuation in expected return. It is given by –

$$\sigma_p = \sqrt{\frac{1}{n-1} (R_p - R_p^*)^2} \dots (2)$$

where R_p = Return of fund portfolio

R_p^* = Average return of fund portfolio.

Beta co-efficient is a measure of systematic risk of the portfolio of each mutual fund scheme. It evaluates fund's aggressiveness with regard to market index and measures the range of co-movement of fund schemes with that of market index. Beta (β) co-efficient can be calculated as –

$$\beta = \frac{Cov(p,m)}{\sigma_m^2} \dots (3)$$

where $COV(p,m)$ = Covariance between return of fund and market index.

σ_m = Standard deviation of market index.

Coefficient of variation is calculated using the formula:

$$C.V = (\sigma_p / R_p^*) \dots (4)$$

R_p is the mean return of the scheme.

Skewness is calculated by the following formula-

$$\text{Skewness} = \frac{\frac{1}{n} \sum_{i=1}^n (R_p - R_p^*)^3}{(\sigma)^3} \dots (5)$$

R_p = Return of fund portfolio

R_p^* = Average return of fund portfolio.

σ = standard deviation.

Kurtosis is calculated using the formula

$$\text{Kurtosis} = \frac{\frac{1}{n} \sum_{i=1}^n (R_p - R_p^*)^4}{(\sigma)^4} \dots (6)$$

R_p = Return of fund portfolio

R_p^* = Average return of fund portfolio.

σ = standard deviation.

Coefficient of Correlation (r) measures the nature and the extent of relationship between market index return and the scheme's return for a particular period. The co-movement of schemes performance with that of market index is studied with the help of a simple linear regression analysis using the following formula:

$$r = \frac{\frac{1}{n} (R_{pt} - R_p^*)(R_{mt} - R_m^*)}{\sqrt{\sigma_p^2 \times \sigma_m^2}} \dots (7)$$

R_{mt} = the return of market index

R_m^* = Average return of market portfolio

Coefficient of determination (R^2) indicates the extent to which the movement of fund can be explained by corresponding market index. It also a diversification index of fund portfolio. Higher the value of R^2 (close to 1) indicates higher portfolio diversification and vice versa. Coefficient of Determination is the square of the correlation co-efficient and indicates the degree of diversification.

Sharpe Ratio

Sharpe ratio (S_i) is defined as –

$$S_i = \frac{R_p^* - R_f}{\sigma_p} \dots (8)$$

Where R_p^* = Average return of fund

R_f = Risk free rate of return

σ_p = Standard deviation of return of the fund

Treynor's Index

Developed by Jack Treynor, this performance measure evaluates funds on the basis of Treynor's Index. This Index is a ratio of return created by the fund more than risk free rate of return, during a given period of time and systematic risk or beta associated with it. Symbolically, it can be represented as:

$$T_i = \frac{R_p^* - R_f}{\beta_p} \dots (9)$$

Where R_p^* = Average return of fund

R_f = Risk free rate of return

β_p = Sensitivity of fund return to market return

Jensen's Alpha

Jensen's alpha (α) is based on capital asset pricing model. Positive alpha indicates good performance. It is expressed as –

$$\alpha = (R_p^* - R_f) - \beta_p \times (R_m^* - R_f) \dots (10)$$

Where R_p^* = Average return of fund portfolio

R_f = Risk free rate of return

β_p = Sensitivity of fund return to market return

R_m^* = Average return of market portfolio

Fama's Measure (FM)

Eugene Fama provides a framework to measure performance of the fund. The fund manager can choose undervalued securities to earn greater return which is determined by the following formula -

$$FM = (R_p^* - R_f) - (\sigma_p / \sigma_m) \times (R_m^* - R_f) \dots (11)$$

Where R_p^* = Average return of fund portfolio

R_f = Risk free rate of return

σ_p = Standard deviation of portfolio return

σ_m = Standard deviation of market index

R_m^* = Average return of market portfolio

Results and discussion

Table 1 represents the average return, standard deviation, beta, coefficient of variation, skewness, kurtosis, correlation coefficient and coefficient of determination or R^2 of selected 33 money market mutual funds schemes over the study period.

Mean return of HDFC liquid fund premium (G) (6.76%) is greatest among 8 HDFC money market mutual fund schemes followed by HDFC cash management saving (G) (6.74%), HDFC cash management saving (div-W) (6.73%) and HDFC cash management saving (div-D) (6.72%). HDFC liquid fund (div-M) yields the lowest mean return of 4% for the period 2005 to 2015. Out of 9 Reliance money market mutual fund schemes, Reliance liquid fund treasury plan (Div-D) is the highest average return earning fund (6.9%) and Reliance liquid fund cash plan (G) is the smallest return earning fund (5.9%). Except one scheme namely, SBI Premier Liquid Fund – Inst (Div-W) all the SBI money market mutual fund schemes gave 5 % or more average return throughout the study period. More or less all UTI money market schemes gives approximately 6 % return to their investors. UTI-Liquid – Cash Plan – Inst (Div-W) is the largest return earning schemes. The average return of this scheme is 7% over the study period. All the four companies mutual fund companies return underperform the market return. In case of company level comparison, UTI money market mutual fund ranks top followed by Reliance, HDFC and SBI.

In general volatility of return for SBI money market mutual fund is higher than all other companies. The value of S.D for SBI Premier Liquid Fund – Inst (Div-W) is 0.12 followed by SBI Premier Liquid Fund – Inst (Div-D) (0.05). The volatility of return for private sector money market mutual fund companies (that is, for HDFC and Reliance money market mutual fund schemes) are not higher than 2% over the study period. In case public sector UTI mutual fund the value of S.D lies within the range 1% to 2.6%. The volatility of all selected money market schemes are less than the benchmark index.

The value of beta of all HDFC money market mutual fund schemes are negative except HDFC liquid fund (div-W) Highest negative beta is observed in HDFC liquid fund (G) and HDFC liquid premium (G) (-0.017). The values of systematic risk (or beta) are negative for all Reliance money market mutual funds and lies within the range of -0.018 to -0.0266. The beta values of all public sector mutual fund companies are also negative except SBI Premier Liquid Fund – Inst (Div-W). Lowest negative beta value among all four companies is observed in SBI Premier Liquid Fund – Inst (Div-D) as -0.0016. So except two schemes of banking sector money market mutual funds, all beta values are negative during the study period.

Based on the variability measure, we can observe that the return of HDFC liquid fund (div-W) shows highest variability of 1.72 among other HDFC money market mutual funds followed by HDFC liquid fund (G) (0.41), HDFC liquid fund premium (G) and three schemes of HDFC cash management saving fund (0.40). The value of CV for Reliance money market mutual fund schemes lies within 0.31 to 0.41 throughout the study period. Out of 7 SBI money market mutual fund schemes, SBI premier liquid fund- inst (div-W) have highest CV of 4.16 followed by SBI premier liquid fund- inst (div-D) (1.07), SBI magnum instacash cash plan (0.41). The smallest variability is found in the return series of SBI premier liquid fund inst (G). Like Reliance, UTI money market mutual fund schemes also have the value of CV that lies within 0.31 to 0.42 for the period 2005 to 2015. Out of 33 money market mutual fund schemes, only 1 scheme of SBI money market mutual fund's return variability is larger than the variability of benchmark index return of 3.69.

The returns of money market mutual fund schemes are asymmetric and more specifically negatively skewed over time. The return of SBI Premier Liquid Fund – Inst (Div-W) is highly negative skewed (-2.69) over time followed by HDFC liquid fund (div-W) (-2.28), SBI Premier Liquid Fund – Inst (Div-D) (-2.18), SBI magnum instacash liquid floater plan (G) (-1.48) and UTI-Money Market Fund (G) (-1.46). Out of 33 money market mutual funds, the return of 17 schemes are more negatively skewed than benchmark index (-1.01). According to the value of skewness SBI and HDFC mutual fund schemes' return are more negatively skewed over time.

The 7th column of table 1 represents the value of kurtosis of selected money market mutual fund schemes. Kurtosis measures the nature of return series of leptokurtic, plutykurtic or mesokurtic. In case of individual company level, out of 8 HDFC money market mutual fund schemes, only two funds have the value of kurtosis less than 3 and also less than market index kurtosis (3.56). The value of kurtosis is highest for HDFC liquid fund (div-W) (7.066), followed by HDFC cash mgmt saving (div-D) (4.52), HDFC cash mgmt saving (G) (4.35) and HDFC liquid fund premium (G) (4.3223). The smallest value of kurtosis is found in the return of HDFC cash mgmt call (div-D) (0.20). The return series of Reliance money market mutual funds are plutykurtic as their kurtosis value is less than 3 except two funds namely, Reliance Liquid Fund – Treasury Plan (G) (4.13) and Reliance Liquid Fund - Treasury Plan (Div-D) (3.03). Out of 7 SBI money market mutual fund schemes, the returns of 4 funds are leptokurtic in nature because the value of kurtosis is greater than 3. SBI premier liquid fund – inst (div-W) has the highest value of kurtosis (8.57), followed by SBI premier liquid fund – inst (div-D) (6.78), SBI magnum instcash liquid floater plan (G) (4.57). All the return series of UTI money market mutual fund schemes are leptokurtic. The highest value of kurtosis found in UTI-Money Market Fund (G) and it is 4.50 followed by UTI-Liquid - Cash Plan - Inst (G) (4.46), UTI liquid cash

plan (G) (4.45). The lowest value of kurtosis found in UTI liquid cash plan inst (div-D) (3.02) than all other UTI money market mutual funds. Out of 33 money market mutual fund schemes, 15 schemes have the value of kurtosis greater than benchmark index (3.56).

More or less all selected money market mutual funds are negatively correlated with market index except HDFC Liquid Fund (Div-W) and SBI Premier Liquid Fund – Inst (Div-W). The value of r for these two schemes is positive over study period. High negative correlation with the market index is obtained for the Reliance liquid fund cash plan (div-W) (-0.44) followed by UTI liquid cash plan –inst (div-W) (-0.42), SBI premier liquid fund-inst (G) (-0.39) and Reliance liquid fund cash plan (G) (-0.39).

The value of R^2 for selected money market mutual lies within the range 0.0001 to 0.19. Among four companies, Reliance money market mutual fund has more diversified portfolio followed by UTI, SBI and HDFC money market mutual fund.

Table 2 represents the Sharpe's Ratio, Treynor's Index, Jensen's Alpha and Fama's Measure of the select money market mutual funds schemes over the study period.

The 2nd column of table 2 shows the Sharpe's ratios of selected money market mutual funds and the values are negative. This point to an inadequate return compared to the total risk and risk free return. The value of Sharpe's ratio of HDFC money market mutual funds lies within the range -0.26 to -0.72. HDFC Liquid fund premium (G) yields the lowest negative Sharpe's ratio and HDFC cash management call (Div-D) yields the highest negative Sharpe's ratio. Out of 9 Reliance money market mutual fund schemes, Reliance Liquid Fund - Treasury Plan (Div-D) has the largest value of Sharpe's ratio of -0.2398, followed by Reliance Liquid Fund - Treasury Plan (G) (-0.2922), Reliance Liquid Fund - Treasury Plan (Div-W) (-0.3022) and Reliance Liquid Fund - Treasury Retail (Div-W) (-0.4445). Reliance Liquid Fund - Cash Plan (G) has the lowest Sharpe's ratio of -0.6486. Among SBI mutual fund schemes, SBI magnum instacash liquid floater plan (G) are better performer than others as it yields the lowest negative Sharpe's ratio of -0.3445, followed by SBI magnum instacash cash plan (-0.3478) and SBI magnum instacash (div-W) (-0.3582). The Sharpe's ratio of UTI money market mutual fund schemes lies within the range of -0.60 to -0.20. Though all funds companies have negative Sharpe's ratio, UTI mutual funds are better performer than others followed by Reliance mutual funds. But all the four companies' funds have Sharpe's ratio less than the market Sharpe's index of 0.0681.

The positive Treynor's index implies that the schemes provide adequate return to cover not only risk-free return but also the market risk during the entire period of study. As scheme's Treynor index is positive, the performance is good compared to the market in the ten years. But the positive value of Treynor's index not always implies good performance; it may lead to poor performance also. More or less all the selected money market mutual funds have positive Treynor's index not due to good performance but due to the ratio of two negative components- (i). Negative excess return over and above risk free rate of return and (ii) negative beta. Only two funds, namely HDFC Liquid Fund (Div-W) and SBI Premier Liquid Fund - Inst (Div-W), have negative Treynor's index because of negative excess return over and above risk free rate of return and positive beta^{§§§§}. The highest value of Treynor's index is observed in HDFC liquid fund premium (G) (0.4346) followed by HDFC cash management saving (div-W) (0.4501), HDFC cash management saving (G) (0.4673) and HDFC liquid fund (G) (0.4872). The value of Treynor's index of Reliance

§§§§ Value of beta for money market mutual funds are shown in table No. 1.

money market mutual funds lies within the range of 0.28 to 0.67. Out of 7 SBI money market mutual fund schemes, SBI Premier Liquid Fund - Inst (Div-D) is the poorest performer. SBI magnum instacash (div-W) holds largest value of Treynor's index of 0.3821 followed by SBI premier liquid fund inst (G) (0.3828) and SBI magnum instacash liquid floater plan (D) (0.4598). Like Sharpe's ratio, UTI liquid cash plan inst (div-W) has the highest Treynor's index of 0.1998 followed by UTI liquid cash plan inst (div-D), UTI liquid cash plan inst (G) (0.4760) and UTI liquid cash plan inst (div-M) (0.5097). The banking sectors mutual funds are the underperformer.

The negative value of Jensen's alpha for all money market mutual fund over years indicate poor performance of the scheme compared to that of expectations. Among HDFC money market mutual funds, the lowest negative value of Jensen's alpha is observed for HDFC liquid fund premium (G) (-0.0069), followed by HDFC cash management saving (div-W) (-0.0071), HDFC cash management saving(G) (-0.0072) and HDFC cash management saving(div-D) (-0.0075). The poorest performer is as same as in Treynor's index, that is, HDFC liquid fund (div-W). Value of Jensen's alpha for Reliance money market mutual funds lies within -0.0151 to -0.0048. According to Jensen's alpha, SBI Premier Liquid Fund - Inst (G) is the best performing funds among other SBI money market mutual funds. It has a value of Jensen's alpha as -0.0069, followed by SBI magnum instacash (div-W) (-0.0075), SBI magnum liquid floater plan (D) (-0.0075) and SBI magnum liquid floater plan (G) (-0.0086). Out of 9 UTI money market mutual funds, UTI liquid cash plan inst (div-W) yields the lowest negative value of Jensen's alpha as (-0.0041), followed by UTI liquid cash plan inst (div-D) (-0.0056), UTI liquid cash plan inst (div-M) (-0.0060) and UTI liquid cash plan inst (G) (-0.0075). So, UTI money market mutual fund scheme has the lowest negative value of Jensen's alpha compared to others.

The negative value of Fama's measure of selected money market mutual funds implies that the sample schemes had earned inferior return due to stock selectivity. The largest value of Jensen's alpha among HDFC money market mutual funds is observed for HDFC liquid fund premium (G) as -0.0094, followed by HDFC cash management saving (div-W) (-0.0096), HDFC cash management saving(G) (-0.0096) and HDFC cash management saving(div-D) (-0.0098). The poorest performer in case of Fama's measure is HDFC liquid fund (div-W) among HDFC money market mutual fund schemes and this is same as in Treynor's index and Jensen's measure. Out of 9 Reliance money market mutual fund schemes, Reliance Liquid Fund - Treasury Plan (Div-D) has the largest value of Sharpe's ratio of -0.0069, followed by Reliance Liquid Fund - Treasury Plan (Div-W) (-0.0085), Reliance Liquid Fund - Treasury Plan (G) (-0.0100), and Reliance Liquid Fund - Treasury Retail (Div-W) (-0.0112). Reliance Liquid Fund - Cash Plan (G) has lowest value of Fama's measure of -0.0175. The values of Fama's measure for SBI money market mutual fund schemes varies from -0.0549 to -0.0089. SBI premier fund inst (G) performs better among all SBI money market mutual funds. Out of 9 UTI money market mutual funds, UTI liquid cash plan inst (div-W) yields the lowest negative value of Fama's measure of -0.0063, followed by UTI liquid cash plan inst (div-D) (-0.0076), UTI liquid cash plan inst (div-M) (-0.0079) and UTI liquid cash plan inst (G) (-0.0100). Based on Fama's selectivity measure we can rank UTI money market mutual fund as top performer followed by Reliance, SBI and HDFC money market mutual fund.

Therefore table no. 5.5 reflects more or less identical result for performance evaluation of the selected balanced oriented mutual funds irrespective of the measures chosen as Sharpe,

Treynor, Jensen or Fama. All selected money market mutual funds are poor performer according to all four measures. Public sector mutual fund UTI, more specifically, UTI liquid cash plan inst (div-W) performs relatively better than the other three mutual fund companies, that is, HDFC, SBI and Reliance. For Private sector mutual funds, HDFC and Reliance the best performing schemes are HDFC liquid fund premium (div-D) and Reliance liquid fund treasury plan (div-D) respectively.

Conclusion

In case of money market mutual fund UTI-Liquid – Cash Plan – Inst (Div-W) yields the highest mean return and SBI Premier Liquid Fund – Inst (Div-W) has the lowest return. Volatility of return for SBI money market mutual fund is higher than all other companies. Among the four companies, Reliance money market mutual fund has more diversified portfolio followed by UTI, SBI and HDFC money market mutual fund. All selected money market mutual funds are poor performer in terms of all four measures. UTI liquid cash plan inst (div-W) performs better than other three mutual fund companies, that is, HDFC, SBI and Reliance. Among the Private sector money market mutual funds, HDFC and Reliance, the best performing schemes are HDFC liquid fund premium (div-D) and Reliance liquid fund treasury plan (div-D).

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Table No.1: Average Return, Risk, Skewness, Kurtosis, Correlation Coefficient and Coefficient of Determination of Money Market Mutual Funds Schemes

Name of the Schemes	Mean Return	S.D	Beta	C.V	Skewness	Kurtosis	r	R ²
HDFC Cash Mgmt - Call (Div-D)	0.0591	0.0220	-0.0159	0.3718	-0.6792	2.0837	-0.2943	0.0866
HDFC Cash Mgmt - Call (G)	0.0590	0.0230	-0.0158	0.3902	-1.0212	2.9246	-0.2790	0.0778
HDFC Cash Mgmt - Savings (Div-D)	0.0672	0.0269	-0.0133	0.4001	-1.4295	4.5281	-0.2007	0.0403
HDFC Cash Mgmt - Savings (Div-W)	0.0673	0.0273	-0.0168	0.4048	-1.3865	4.3204	-0.2505	0.0627
HDFC Cash Mgmt - Savings (G)	0.0674**	0.0272	-0.0163	0.4039	-1.3998	4.3579	-0.2439	0.0595
HDFC Liquid Fund (Div-W)	0.0432	0.0746	0.0067	1.7264	-2.2852	7.0669	0.0363	0.0013
HDFC Liquid Fund (G)	0.0665	0.0273	0.0175	0.4112	-1.3134	4.0848	0.2604	0.0678
HDFC Liquid Fund - Premium (G)	0.0676*	0.0274	0.0170	0.4047	-1.3895	4.3223	0.2522	0.0636
Reliance Liquid Fund - Cash Plan (Div-D)	0.0595	0.0243	0.0231	0.4085	-0.2632	1.7852	0.3863	0.1492
Reliance Liquid Fund - Cash Plan (Div-W)	0.0598	0.0242	0.0266	0.4046	-0.3914	1.8193	0.4470	0.1998
Reliance Liquid Fund - Cash Plan (G)	0.0593	0.0242	0.0232	0.4079	-0.3535	1.8736	0.3909	0.1528
Reliance Liquid Fund - Treasury Plan (Div-D)	0.0697*	0.0220	0.0188	0.3154	-0.9214	3.0342	0.3483	0.1213
Reliance Liquid Fund - Treasury Plan (Div-W)	0.0681	0.0227	0.0215	0.3337	-0.7204	2.4502	0.3842	0.1476
Reliance Liquid Fund - Treasury Plan (G)	0.0670	0.0275	0.0186	0.4102	-1.3085	4.1320	0.2762	0.0763
Reliance Liquid Fund - Treasury Retail (Div-D)	0.0648	0.0214	0.0192	0.3308	-0.8804	2.8777	0.3648	0.1331
Reliance Liquid Fund - Treasury Retail (Div-W)	0.0653***	0.0217	0.0194	0.3324	-0.8021	2.7473	0.3634	0.1320
Reliance Liquid Fund - Treasury Retail (G)	0.0649	0.0208	0.0194	0.3207	-0.8321	2.7683	0.3787	0.1434
SBI Magnum Instacash - (Div-W)	0.0670	0.0225	0.0211	0.3356	-0.7098	2.4007	0.3814	0.1455
SBI Magnum InstaCash - Cash Plan	0.0656	0.0271	0.0194	0.4129	-1.2870	4.0402	0.2921	0.0853
SBI Magnum Instacash - Liquid Floater Plan (D)	0.0671**	0.0217	0.0173	0.3241	-0.8899	2.7896	0.3236	0.1047
SBI Magnum InstaCash - Liquid Floater Plan (G)	0.0659	0.0263	0.0166	0.3989	-1.4814	4.5741	0.2561	0.0656
SBI Premier Liquid Fund - Inst (Div-D)	0.0507	0.0547	0.0016	1.0781	-2.1856	6.7853	0.0120	0.0001
SBI Premier Liquid Fund - Inst (Div-W)	0.0289	0.1206	0.0234	4.1682	-2.6938	8.5783	0.0788	0.0062
SBI Premier Liquid Fund - Inst (G)	0.0675*	0.0201	0.0195	0.2979	-0.5532	2.2391	0.3936	0.1549
UTI-Liquid - Cash Plan (Div-D)	0.0632	0.0211	0.0192	0.3332	-1.0666	3.3064	0.3716	0.1381

UTI-Liquid – Cash Plan (Div-M)	0.0631	0.0198	-0.0094	0.3142	-0.9765	3.0713	-0.1937	0.0375
UTI-Liquid – Cash Plan (G)	0.0633	0.0254	-0.0167	0.4013	-1.4454	4.4539	-0.2681	0.0719
UTI-Liquid – Cash Plan – Inst (Div-D)	0.0690	0.0216	-0.0165	0.3135	-0.9677	3.0285	-0.3104	0.0963
UTI-Liquid – Cash Plan – Inst (Div-M)	0.0687	0.0213	-0.0124	0.3095	-0.9370	3.2116	-0.2369	0.0561
UTI-Liquid – Cash Plan – Inst (Div-W)	0.0703*	0.0225	-0.0235	0.3199	-0.8830	3.0449	-0.4256	0.1811
UTI-Liquid - Cash Plan - Inst (G)	0.0670	0.0269	-0.0168	0.4011	-1.4303	4.4677	-0.2546	0.0648
UTI-Money Market Fund (Div-W)	0.0603	0.0254	-0.0109	0.4216	-1.1475	3.8121	-0.1737	0.0302
UTI-Money Market Fund (G)	0.0644***	0.0253	-0.0157	0.3930	-1.4666	4.5005	-0.2525	0.0637
Market Return	0.1002	0.3700		3.6921	-1.0133	3.5604		

Source: Capitaline database and authors' own calculations.

S.D: Standard Deviation, C.V: Coefficient of Variation, r: Correlation coefficient.

*denotes the selection of the schemes based on highest average return.

**denotes the selection of the schemes based on second highest average return.

***denotes the selection of the schemes based on second highest average return that do not belong to the identical nomenclature, either dividend (D, Div-D, Div-W, Div-M) or growth (G).

Table No.2: Sharpe's Ratio, Treynor's Index, Jensen's Alpha and Fama's Measure of the Money Market Mutual Fund Schemes

Name of the Schemes	Sharpe ratio	Treynor's measure	Jensen's measure	Fama's measure
HDFC Cash Mgmt - Call (Div-D)	-0.7241	1.001	-0.0155	-0.0175
HDFC Cash Mgmt - Call (G)	-0.6944	1.012	-0.0156	-0.0177
HDFC Cash Mgmt - Savings (Div-D)	-0.2910	0.5902	-0.0075	-0.0098
HDFC Cash Mgmt - Savings (Div-W)	-0.2770	0.4500	-0.0071	-0.0096
HDFC Cash Mgmt - Savings (G)	-0.2800	0.4672	-0.0072	-0.0096
HDFC Liquid Fund (Div-W)	-0.4265	-4.779	-0.032	-0.0373
HDFC Liquid Fund (G)	-0.3117	0.4871	-0.008	-0.0105
HDFC Liquid Fund - Premium (G)	-0.2693	0.4345	-0.0069	-0.0094
Reliance Liquid Fund - Cash Plan (Div-D)	-0.6388	0.6729	-0.0149	-0.0173
Reliance Liquid Fund - Cash Plan (Div-W)	-0.6275	0.5713	-0.0145	-0.017
Reliance Liquid Fund - Cash Plan (G)	-0.6486	0.6753	-0.0151	-0.0175
Reliance Liquid Fund - Treasury Plan (Div-D)	-0.2398	0.2802	-0.0048	-0.0069
Reliance Liquid Fund - Treasury Plan (Div-W)	-0.3022	0.3200	-0.0063	-0.0085
Reliance Liquid Fund - Treasury Plan (G)	-0.2922	0.4304	-0.0075	-0.01
Reliance Liquid Fund - Treasury Retail (Div-D)	-0.4744	0.5292	-0.0097	-0.0117
Reliance Liquid Fund - Treasury Retail (Div-W)	-0.4445	0.4978	-0.0091	-0.0112
Reliance Liquid Fund - Treasury Retail (G)	-0.4857	0.5218	-0.0096	-0.0116
SBI Magnum Instacash - (Div-W)	-0.3582	0.3821	-0.0075	-0.0097
SBI Magnum InstaCash - Cash Plan	-0.3478	0.4846	-0.0089	-0.0114
SBI Magnum Instacash - Liquid Floater Plan(D)	-0.3656	0.4597	-0.0075	-0.0095
SBI Magnum InstaCash - Liquid Floater Plan(G)	-0.3445	0.5474	-0.0086	-0.011
SBI Premier Liquid Fund - Inst (Div-D)	-0.4446	15.1384	-0.0243	-0.0283
SBI Premier Liquid Fund - Inst (Div-W)	-0.3819	-1.9713	-0.0467	-0.0549
SBI Premier Liquid Fund - Inst (G)	-0.3702	0.3828	-0.0069	-0.0089

UTI-Liquid - Cash Plan (Div-D)	-0.5598	0.6131	-0.0113	-0.0133
UTI-Liquid - Cash Plan (Div-M)	-0.6011	1.2629	-0.0117	-0.0134
UTI-Liquid - Cash Plan (G)	-0.4595	0.6974	-0.0112	-0.0135
UTI-Liquid - Cash Plan - Inst (Div-D)	-0.2779	0.3644	-0.0056	-0.0076
UTI-Liquid - Cash Plan - Inst (Div-M)	-0.2967	0.5097	-0.006	-0.0079
UTI-Liquid - Cash Plan - Inst (Div-W)	-0.2089	0.1998	-0.0041	-0.0063
UTI-Liquid - Cash Plan - Inst (G)	-0.2978	0.4759	-0.0075	-0.01
UTI-Money Market Fund (Div-W)	-0.5784	1.3551	-0.0144	-0.0166
UTI-Money Market Fund (G)	-0.4173	0.6726	-0.0101	-0.0124
Market Return	0.0681			

Source: Capitaline database and authors' own calculations.

Pattern and Trend of Economic Indicators and Property Crime in India and Tamil Nadu from 2003 to 2015: A Cross-Sectional Analysis

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1. Abstract

The developing countries are confronted with a large number of property crimes, with a gradual increase every year as a consequence of low levels of economic development. Poverty, unemployment, and a lack of facilities, infrastructure and opportunities remain major causes for property crimes. Despite stringent laws to control property crimes and the steps initiated by the government to prevent them, conversely, economic factors inducing the people towards committing crime particularly property crime. The present research was conducted to give a better understanding of pattern and trend of the economic indicator and property crime during the period from 2003 to 2015. The findings of the present research revealed that decrease in per-capita income, reduced productivity, increased unemployment rate, dip in poverty index, overall fall in GDP and NNP at Factor Cost have reflected in the low currency flow in the country have created the tendency to commit a crime in general and property crimes in particular. It may be noted that increased criminal activity during the period 2007–2009 could be particularly attribute the global economic recession and its impact on the Indian economy. The property crime trend in Tamil Nadu during the years 2007 to 2010 was gradually increased. For instance in the year 2007, 102 murder for gain cases were reported and it was slowly increased in the consecutive years (2008-105, 2009-153), similarly in the case of robbery there was a high jump from the year 2007 (495 cases) to 2009 (1144) with a growth rate of 17.8 percent and changes reflects in the case of burglary also (2007-3717; 2008-3849; 2009-4221) whereas in the cases of dacoity and theft there were little fluctuated in terms of reported cases.

2. Introduction

The World Economic Situation and Prospects, 2016, published by the United Nations, the world economy stumbled in 2015. The growth of the World Gross Product (WGP) was 3.1 percent in 2015, declining from a growth rate of 3.4 percent in 2014, as a consequence of weak aggregate demand, falling commodity prices and increasing financial market volatility in the world's major economies (United Nations, 2016). Yet, in these uncertain circumstances, India's economic growth has remained positive and made remarkable progress through its contribution to the global growth of the Gross Domestic Product (GDP) in terms of Purchasing Power Parity (PPP), registered at 7.6 percent in 2015-16, just as it did in 2014-15 (7.2%). Furthermore, it has shown evidence of distinct signs of

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improvement in related macroeconomic parameters such as inflation, fiscal deficit and the current account balance (Economic Survey, 2015-2016, GoI). However, with regard to other economic growth indicators such as the budget surplus or deficit percentage of the GDP (value -5.60, ranked 166), unemployment rate (9.90%, ranked 95), population below the poverty line (29.80%, ranked 73), public debt percentage of the GDP (51.90%, ranked 60), and external debt (\$299,200,000,000, ranked 30), India has registered little progress and has to go for a long way to attain considerable levels of growth (the Central Intelligence Agency (CIA), 2013).

However, with regard to other economic growth indicators such as the budget surplus or deficit percentage of the GDP (value -5.60, ranked 166), unemployment rate (9.90%, ranked 95), population below the poverty line (29.80%, ranked 73), public debt percentage of the GDP (51.90%, ranked 60), and external debt (\$299,200,000,000, ranked 30), India has registered little progress and has to go for a long way to attain considerable levels of growth (the Central Intelligence Agency (CIA), 2013). Poverty, unemployment, the increased cost of living, poor infrastructure, and a near-constant rate of illiteracy are formidable challenges that have been a thorn in the side of the Indian economy for a long while now. This, despite the several policies and programmes created and implemented by the Government of India to meet those persistent challenges head-on.

As a country with a federal set-up, every state in India has an equal responsibility in contributing to the country's overall economic growth. With regard to the state of Tamil Nadu, it was in the top three on several economic and social indicators, contributing progressively when compared to the other states. However, economic growth in Tamil Nadu has declined drastically in recent times, as is evident from the Gross State Domestic Product (GSDP), with the Annual Growth Rate during the Eleventh Plan Years (2007-2012) failing to accelerate and achieving only 7.7 percent, rather low compared to the growth achieved (9.7 percent) in the Tenth Plan period (2002-2007) (see figure 1.1, 1.2 and 1.3 below).

Decreased agricultural growth, rising oil prices and power shortages which particularly affected the industrial sector were the predominant causes for the decline in Tamil Nadu's overall GSDP growth during the Eleventh Five-Year Plan. These factors became significant determinants of increased poverty, unemployment, and the general lack of opportunities in Tamil Nadu. They resulted in increased crime rates and created poor and/or unemployed individuals more crime-prone than others (Chiricos, 1987).

Figure 2.1 GDP (PPP) Ranking 2016

GDP (PPP) Ranking 2016

Rank	Country	GDP (PPP) (billions of Int. \$)					Growth	GDP per capita (PPP)		Continent	
		2016	% Share	diff	2020	% Share		Rank	2016		Rank
1	China	21,269.02	17.9	-	29,348	19.6	1	6.59	15424	81	Asia
2	United States	18,561.93	15.6	2707	21,927	14.7	2	1.58	57294	13	North America
3	India	8,720.51	7.32	9841	12,842	8.58	3	7.62	6658	126	Asia
4	Japan	4,931.88	4.14	3789	5,483	3.67	4	0.51	38894	30	Asia
5	Germany	3,979.08	3.34	953	4,583	3.06	5	1.75	48190	19	Europe
6	Russia	3,745.08	3.14	234	4,309	2.88	6	-0.76	26109	52	Europe
7	Brazil	3,134.89	2.63	610	3,631	2.43	8	-3.27	15211	84	South America
8	Indonesia	3,027.83	2.54	107	4,119	2.75	7	4.94	11699	100	Asia
9	United Kingdom	2,787.74	2.34	240	3,244	2.17	9	1.84	42514	27	Europe
10	France	2,736.72	2.30	51.0	3,185	2.13	10	1.33	42384	28	Europe

Source: International Monetary Fund - World Economic Outlook, October-2016

Figure 2.2 GSDP with Annual Growth Rates during Tenth Plan - Tamil Nadu

Sector	Target AAGR (%)	Gross State Domestic Product (Rs.in Crore)					AADR (%)
		2002-03	2003-04	2004-05	2005-06	2006-07	
Agriculture and Allied	4.0	18426.6 (-20.55)	17980.0 (-2.42)	21217.7 (18.01)	27591.7 (13.26)	31244.3 (13.24)	4.3
Industry	7.1	42483.1 (9.84)	45428.8 (6.93)	50759.5 (11.73)	79071.7 (14.08)	89699.8 (13.44)	11.2
Services	9.7	42483.1 (9.84)	87406.2 (7.40)	96107.3 (9.95)	142903.6 (14.02)	166585.5 (16.57)	10.5
GSDP	8.0	142295.1 (1.75)	150815.0 (5.99)	168084.6 (11.45)	249567.1 (13.96)	287529.7 (15.21)	9.7

Source: Twelfth Five-Year Plan – Tamil Nadu (2012-2017) Overview, State Planning Commission, Tamil Nadu

Figure 2.3 GSDP with Annual Growth Rates during Eleventh Plan - Tamil Nadu

Sector	Target AAGR (%)	Gross State Domestic Product (Rs.in Crore)					AADR (%)
		2007-08	2008-09	2009-10	2010-11	2011-12	
Agriculture and Allied	4.0	29867.5 (-4.41)	29182.7 (-2.29)	30975.3 (6.14)	32381.5 (4.54)	34673.8 (7.08)	2.2
Industry	9.2	93158.0 (3.86)	91241.1 (-2.06)	110335.3 (20.93)	120439.3 (9.16)	127804.6 (6.12)	7.6
Services	10.1	182131.4 (9.33)	199660.9 (9.62)	211926.9 (6.14)	235152.0 (10.96)	254071.0 (8.05)	8.8
GSDP	9.0	305156.8 (6.13)	320084.7 (4.89)	353237.5 (10.36)	387972.8 (9.83)	416549.4 (7.37)	7.7

Source: *Twelfth Five-Year Plan – Tamil Nadu (2012-2017) Overview State Planning Commission, Tamil Nadu*

Economic factors are the key reason for the property crime when it's compared to socio-psychological and demographic factors. Economic factors such as poor wages and income inequality, poverty, unemployment, a lack of labour market opportunities/facilities /infrastructure are leading features of property crime. The imbalance in the availability of resources and the demand for them paved the way for economic disruptions affecting the well-being of mankind. To improve their financial well-being, criminals have invariably been guided by their economic circumstances towards committing property crime (Cohen, Felson & Land, 1980; Corman & Mocan, 2000; Devine, Sheley & Smith, 1988; Doyle, Ahmed & Horn, 1999).

The strain theory by Robert K. Merton (1938), states that poor labour market conditions are the causal factor for stress or strain, resulting in people taking up crime as a result of not achieving their socio-economic goals (Cloward & Ohlin, 1960). On the other hand, the social control theory stresses that unemployment is a major source of social bonding and reinforcing the notion that those at the lower end of the labour market may be less attached to society and, consequently, less deterred from breaking the law (Hirshi & Srark, 1969 and Box, 1987).

Similarly, Ehrlich's theory (1996) described a "market model" based on the assumption that, like other members of society, offenders also respond to incentives. Ehrlich stated that such incentives are both negative and positive. Negative incentives are factors that deter potential offenders from committing crimes, such as the risks of detection and punishment; while positive incentives are factors that encourage legal activities as an alternative to committing offenses, such as employment and earning opportunities, rehabilitation programs and a lower disparity in income distribution (Ehrlich, 1996). The relative deprivation theory avers that the propensity of individuals to commit crimes is a signal to the government concerned that the system these individuals are forced to live in is inherently biased against them (Chester, 1976; Hughes & Carter, 1981).

Following a comparison of the theories and models mentioned above, Heineke (1978) presented a somewhat different type of model, in which he argues that the individual allocates his time (and not his wealth or income) between legal and illegal activities. Heineke states, “*The individual’s income is assumed to be equal to the sum of three elements: exogenous income, the monetary and monetized benefits and costs of legal activities, and the monetary and monetized benefits and costs of illegal activities*”.

It is understood from the above mentioned theories and models that the economy and crime always having a significant relationship. Therefore, the present research was conducted to intensively analyze and study to throw much light on the current patterns and trends in economy and property crime. The present research was also conducted to fill the gaps in the existing literature and the outcome of the research would help arrive at a better understanding of patterns and trends on Economic Indicators and Property Crime in India and Tamil Nadu from 2003 to 2015. Comprehending the relationship between economic growth and development, in tandem with patterns and trends in crime, will help to strengthen the policies of the state as well as prevent crime.

3. Objectives of the Study

- To analyze patterns and trends of Economic Indicators and Property Crime in India and Tamil Nadu during the period from 2003 to 2015

4. Methodology

The present descriptive study was conducted based on the secondary data. The secondary data was collected from National Crime Records Bureau - Crime in India statistics, State Crime Record Bureau of Tamil Nadu – Crime Review statistics, Economic Survey of India and RBI database to analyze patterns and trends in property crime in India and Tamil Nadu during the period 2003 to 2015 on economic indicators such as GDP at Constant Price (2004-05 Price), NNP at Factor Cost (2004-05 Price), Per Capita at Current Price Unemployment, Average Gold Price (Rupees per 10grams) and so on. The present research only focused on property crime classified by the State Crime Record Bureau of Tamil Nadu such as Murder for gain (Sec’s 301 & 396 of IPC), Dacoity (Sec’s 391,395,399 of IPC), Robbery (Sec’s 390,393 to 398 of IPC), Burglary (Sec’s 441 to 462 of IPC) and Theft (Sec’s 356,378 to 382, 439 of IPC).

5. Results and Discussions

Estimation of Compound Growth Rate

The growth of Property Crime registered in India and Tamil Nadu during the period 2003-2015 has been analyzed by estimating the Semi Log Growth Model

$$\text{Log}(Y_t) = \alpha + \beta \text{ time} + U_t$$

The $\hat{\beta}$ gives the instantaneous growth rate. The Simple Growth Rate is calculated by $(\hat{\beta} \times 100)$ and the compound growth rate can be calculated as

$$\text{C.G.R} = [\text{AntiLn}(\hat{\beta}) - 1] \times 100$$

Table 5.1 Estimation of Compound Growth Rate for Property Crime and Economic Indicators of India 2003 – 2015

S. No.	Variables	Constant	β-value	t' value	Sig. value	R ²	F	S.G.R. (%)	C.G.R. (%)	Predicted value for 2018
1	Dacoity*	8.575	0.020	6.72	0.01	0.80	45.21	-2.0	-2.0	3846
2	Burglary*	11.360	0.016	3.55	0.01	0.53	12.60	1.6	1.6	1,11,013
3	Robbery*	9.594	0.067	11.06	0.01	0.91	122.36	6.7	6.9	42,769
4	Theft*	12.359	0.047	11.29	0.01	0.92	127.67	4.7	4.8	4,93,681
5	Total Property Crime*	12.730	0.041	9.84	0.01	0.89	96.75	4.1	4.2	6,46,435
6	GDP at Constant Price (2004-05 Price) in crores	14.859	0.075	27.99	0.01	0.99	783.56	7.5	7.8	86,82,006
7	NNP Factor Cost (2004-05 Price) in crores	10.141	0.071	22.6	0.01	0.985	510.57	7.1	7.4	73,572
8	Per Capita at Current Price	9.966	0.129	53.69	0.01	0.997	2882.77	12.9	13.8	1,47,854
9	Unemployment (in millions)	17.486	0.005	0.773	0.46	0.079	0.597	0.5	0.5	42.21
10	Average Gold Price (Rupees per 10grams)	8.539	0.179	13.96	0.01	0.956	194.92	17.9	19.6	75,027

* - Total No. of Registered Cases in numbers

Semi Log Growth Model technique was adopted to estimate the growth of Property Crime registered in India and Tamil Nadu during the period 2003-2015. The results have clearly given in the above table. This model explain all the property crimes more than 80 percent (R² >80) for all over India data. When compare the overall property crime rate in India, it was seen from the table (Table 5.1) that in the year 2004, 5,311 cases of dacoity was reported as per the Crime in India statistics (2005) whereas, in the year 2004 as predicted by this model it was 5088 cases and the difference is 4.4 percent with the annual difference

of -2.0 percent. In the year 2018 as predicted by this model the number of dacoity cases would be 3846. Similarly, in the case of robbery it was predicted as 3,50,00 in the year 2015 against the actual of 3,61,88 cases with an annual growth of 6.7 percent. In connection with the per capita income it was observed as Rs. 78,380/- against the predicted value of Rs. 79,182/- with the annual growth rate of 13.3 percent (see figures).

Table 5.2 Estimation of Compound Growth Rate for Property Crime and Economic Indicators of Tamil Nadu 2003 – 2015

S. No.	Variables (Registered Case)	Constant	β-value	't' value	Sig. value	R ²	F	S.G.R. (%)	C.G.R. (%)	Predicted value for 2018
1	Murder for Gain*	4.417	0.038	2.99	0.01	0.45	8.99	3.8	3.9	153
2	Dacoity*	4.416	0.012	1.53	0.15	0.17	2.33	1.2	1.2	101
3	Burglary*	8.212	0.024	2.77	0.02	0.41	7.64	2.4	2.4	5440
4	Robbery*	5.779	0.161	7.11	0.01	0.82	50.49	16.1	17.5	4231
5	Theft*	9.792	0.034	5.99	0.01	0.76	35.87	-3.4	-3.5	10,313
6	Total Property Crime*	9.97	0.01	1.54	0.15	0.18	2.37	-1.0	-1.0	18,272
7	GSDP at Constant Price (2004-05 Price) in crores	12.275	0.083	23.26	0.01	0.984	541.24	8.3	8.7	7,47,226
8	NSDP at Constant Price (2004-05 Price) in crores	12.157	0.083	21.93	0.01	0.982	481.01	8.3	8.7	6,66,206
9	Per Capita at Current Price	10.19	0.146	50.72	0.01	0.997	2572.11	14.6	15.7	2,38,436

* - Total No. of Registered Cases in numbers

In the state of Tamil Nadu from the finding it can be interpret that this model explain all the crimes except dacoity explain more than 40 percent (R² >40). With reference to the crime murder for gain in the year 2003 Semi Log Growth Model predicted as 86 against the actual of 104 cases and in the year 2009 it was 108 against the actual of 123 cases. The difference between the predicted and the actual would be around 16 percent. The model further predicts the expected number murder for gain in the year 2018 as 153 cases.

Further, it is to understand that the average annual growth rate of murder for gain is 3.8 percent. Similar to this, in the year 2010 case of burglary it was 4715 cases were reported against the prediction of 4476 in the same year with the prediction of 4231 in the year 2018; in the case of theft it was predicted as 11836 in the year 2010 against the actual of 13924 cases with the annual growth rate of -3.5 percent that is the number of theft cases has been reducing at the rate of 3.5 percent per year as predicted by this model. When compare the cases of robbery it was found that in year 2015, a total of 1969 cases were reported against the predicted value of 2612 with the annual growth of 16.1 per cent per annum. With regard to the per capita at current price it was understood that in year 2014 it was Rs. 1,28,366 against the predicted value of Rs.1,37,854. The model also predicted the value for the year 2018 as Rs. 2,52,375 with the annual growth rate of 15.1 percent increase (see Table 5.2).

It can be argued that though there is a 15.1 percent hike in the per capita income the number of reported property crimes has been increased gradually. It may be due to the factor that the policy enacted to stabilize the economic condition of the people only focused on the macro economic factors whereas micro economic factors such as personal factors, situational factors are not being considered while enacting policies. Therefore, from the findings of the study it is suggested that policies which addresses micro economic factors must be enacted to reduce the property crime rate (see annexure figures).

From the above results depicting the trends of reported property crime in the state of Tamil Nadu from 2003 – 2015, it is understood that there is a relationship exist between the crime rate and global economic recession. However, Researchers around the world contends that global economic recession has made lot of inverse effect in our economic aspects such as economic growth, livelihood, employment, policy making, decreasing of demands and consumption, Price Instability and Rising Costs and so on (Verick & Islam, 2010; Edmark, 2003; Fafchamps & Minten, 2002). Authors also emphasized that people belong to low economic strata were denied access to basic social services. Further, from the crime trend it can be stated that during the years 2007 to 2010 there was a gradual increase in all the four property crimes. For instance in the year 2007, 102 murder for gain cases were reported and it was gradually increased in the consecutive years (2008-105, 2009-153), similarly in the case of robbery there was a high jump from the year 2007 (495 cases) to 2009(1144) and changes reflects in the case of burglary also (2007-3717; 2008-3849; 2009-4221) whereas in the cases of dacoity and theft there were little fluctuated in terms of reported cases.

It is understood from the available facts that due to decrease in per-capita income, reduced productivity, increased unemployment rate, dip in poverty index, overall fall in GDP and NNP at Factor Cost have reflected in the low currency flow in the country. It is believed that these low dip in economic parameter have created the tendency to commit all crime in general and property crimes in particular. It may be noted that increased criminal activity during the period 2007–2009 could be particularly attributes the global economic recession and its impact on the Indian economy.

- As per the report of the Crime Review – Tamil Nadu it is seen that in the year 2003 there were 104 cases of murder for gain and it reduced subsequently in the years 2004, 2005, and 2006 and again started to increase gradually from the year 2007 i.e. after the onset of world recession. It can be evident from the above figure that after 2007 in 2010 it touched 153 and started to reduce in the consecutive years.

- The data on dacoity for the time period 2003-2015, shows that it has increased over the years with a growth rate of 1.4 percent. The maximum number of cases is noted in the year 2012 & 2014 and the least number of cases were recorded in the year 2004, i.e. 101 and 72 respectively. The mean value of the series is 90.5833
- The data on robbery for the time period 2003-2015, shows that it has increased drastically over the years with a growth rate of 17.8 percent. The maximum number of cases is noted in the year 2013 and the least number of cases were recorded in the year 2005, i.e. 2186 and 437 respectively. The mean value of the series is 229
- The data on burglary for the time period 2003-2015, shows that it has increased over the years with a growth rate of 2.3 percent. The maximum number of cases is noted in the year 2014 and the least number of cases were recorded in the year 2006, i.e. 5266 and 3300 respectively. The mean value of the series is 4352
- The data on theft for the time period 2003-2015, shows that it has decreased over the years with a growth rate of (3.3) percent. The maximum number of cases is noted in the year 2003 and the least number of cases were recorded in the year 2013, i.e. 18213 and 11950 respectively. The mean value of the series is 14467.92

To conclude, the all India average of crime rate stands at 48 per cent compare to 25.6 per cent in Tamil Nadu in the year 2015. Though there was a substantial increase in crime statistics of India average, there has been a declining trend of property crime in the State of Tamil Nadu in the year 2015. However, the period from 2007–2011 observed a marginal increase in crime in the State of Tamil Nadu during the onset of recession, a significant increase (16.1%) in robbery could be attributed to low income, unemployment, the real value of per capita income not increased substantially to lead a comfortable life and high degree of income inequality among the middle income group. The overall fall in crime could be attributed to the better preventive measures, effective surveillance and speedy disposal of court cases. Though there was an immediate impact on crime during recession later during 2014–2015, the fall in economic activity had only a marginal impact on the crime pattern.

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ANNEXURE

Figure 5.1 Total No. of registered Dacoity cases - observed and estimated growth rate during the period 2003 – 2015 in India

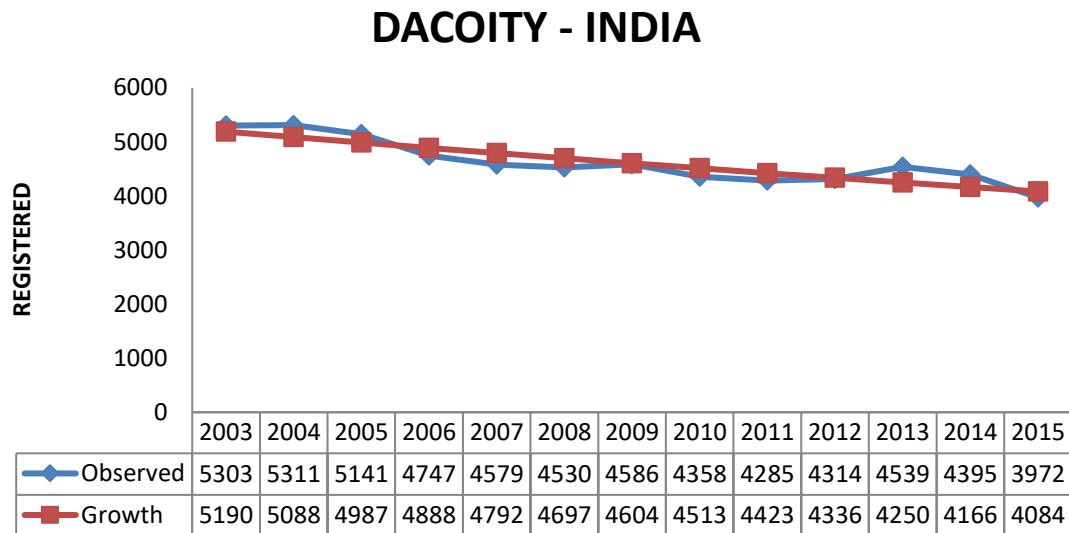


Figure 5.2 Total No. of registered Robbery cases - observed and estimated growth rate during the period 2003 – 2015 in India

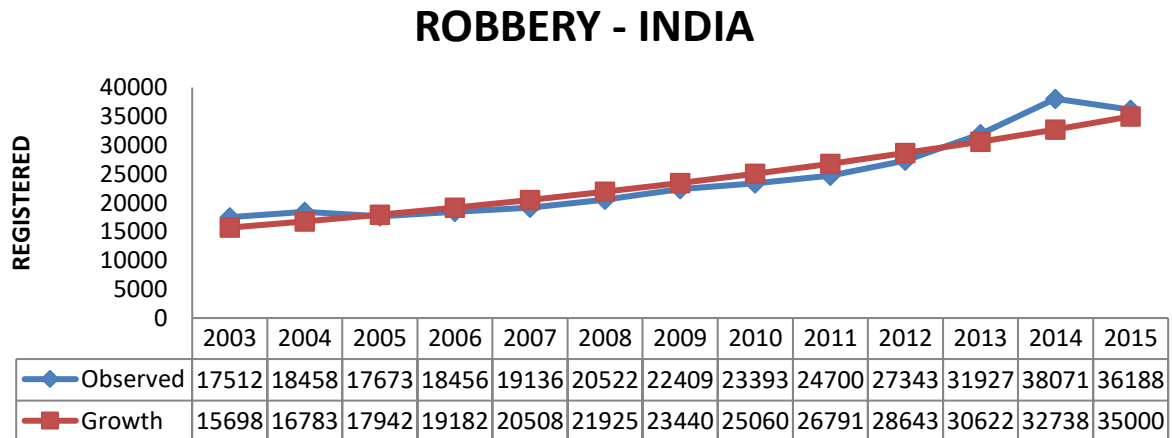


Figure 5.3 Total No. of registered Burglary cases - observed and estimated growth rate during the period 2003 – 2015 in India

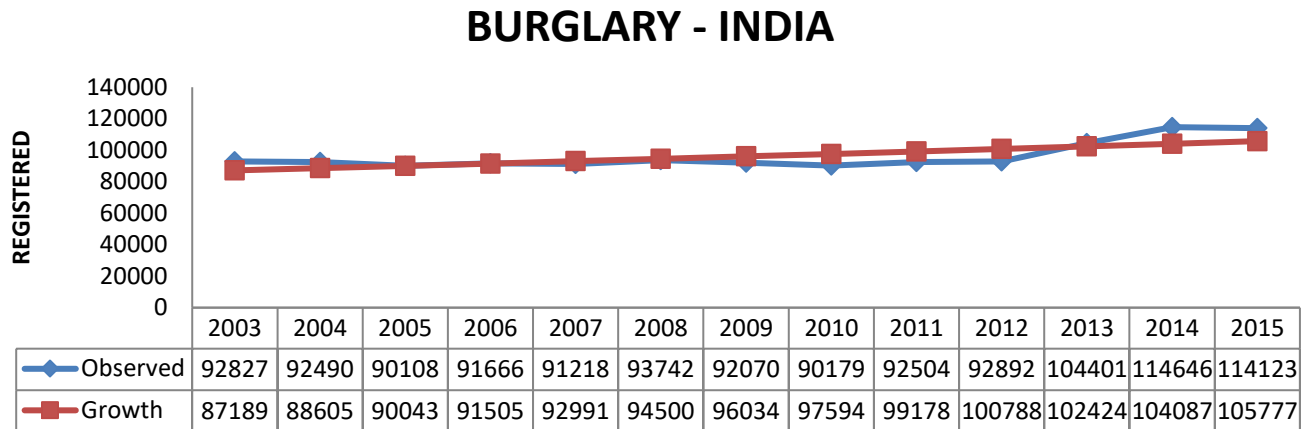


Figure 5.4 Total No. of registered Theft cases - observed and estimated growth rate during the period 2003 – 2015 in India

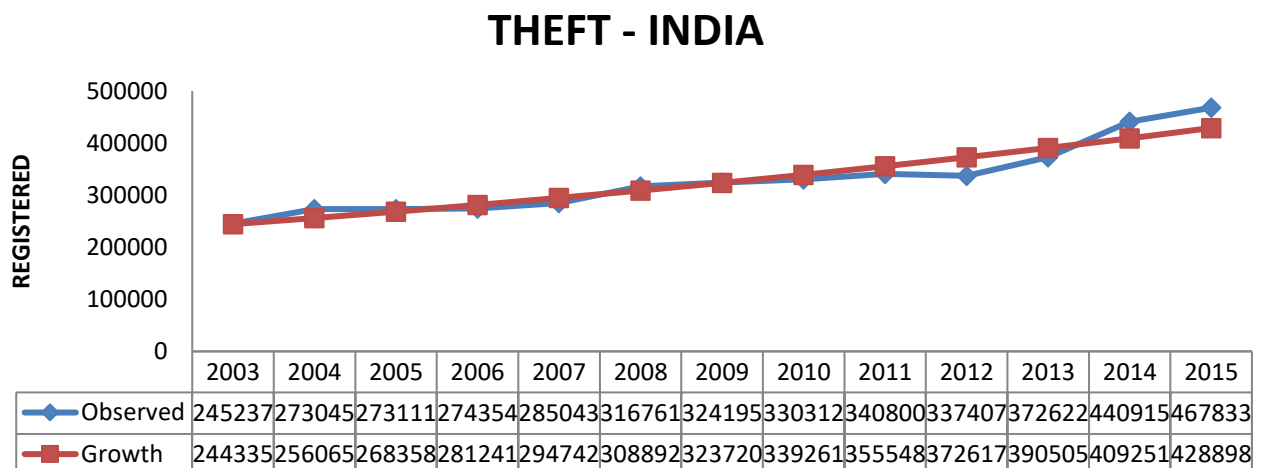


Figure 5.5 Total No. of registered total Property Crime cases - observed and estimated growth rate during the period 2003 – 2015 in India

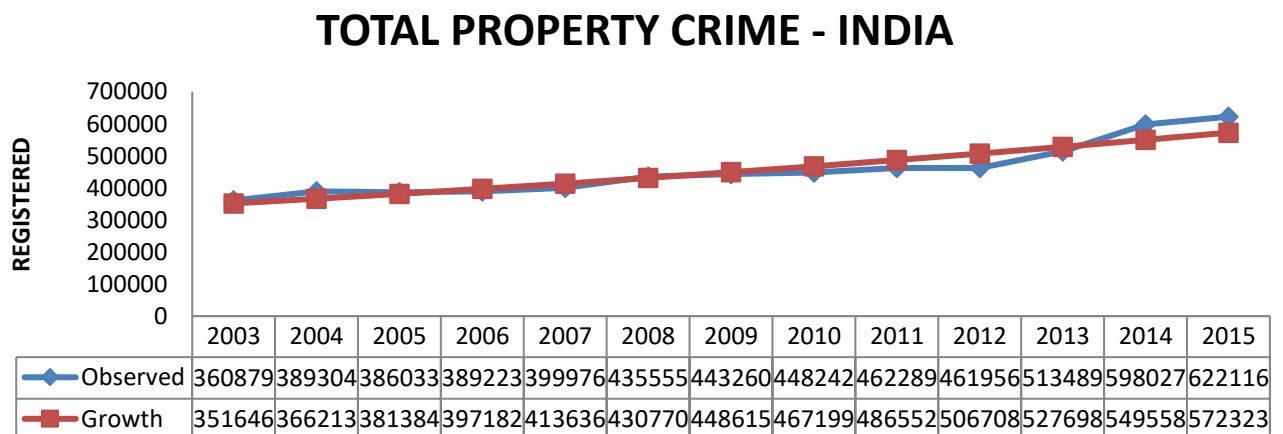


Figure 5.6 Gross Domestic Product (GDP) of India - observed and estimated growth rate during the period 2003 – 2015

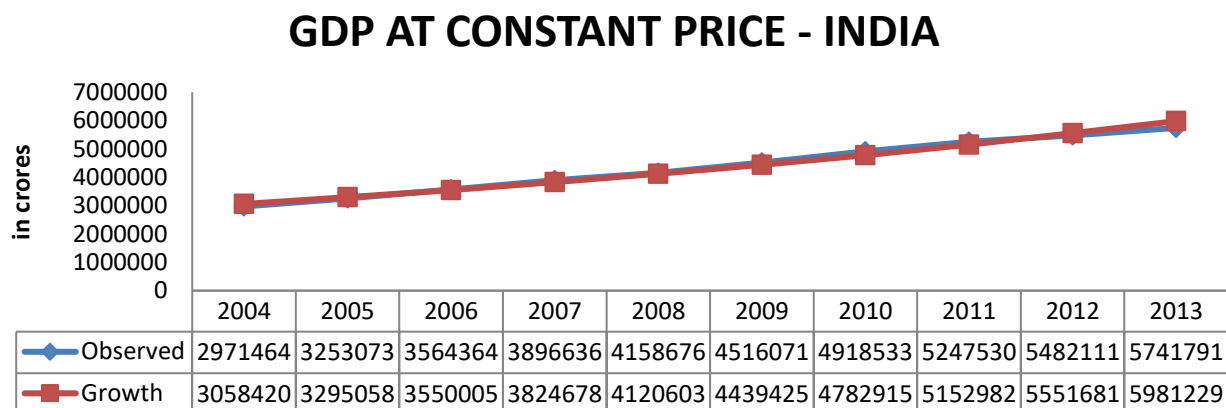


Figure 5.7 Net National Product (NNP) at Factor Cost of India - observed and estimated growth rate during the period 2003 – 2015

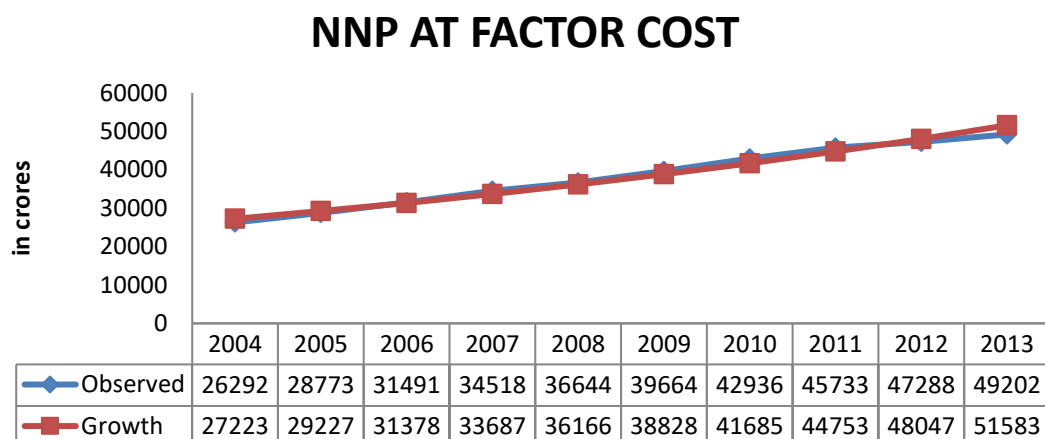


Figure 5.8 Per Capita Current Price of India - observed and estimated growth rate during the period 2003 – 2015

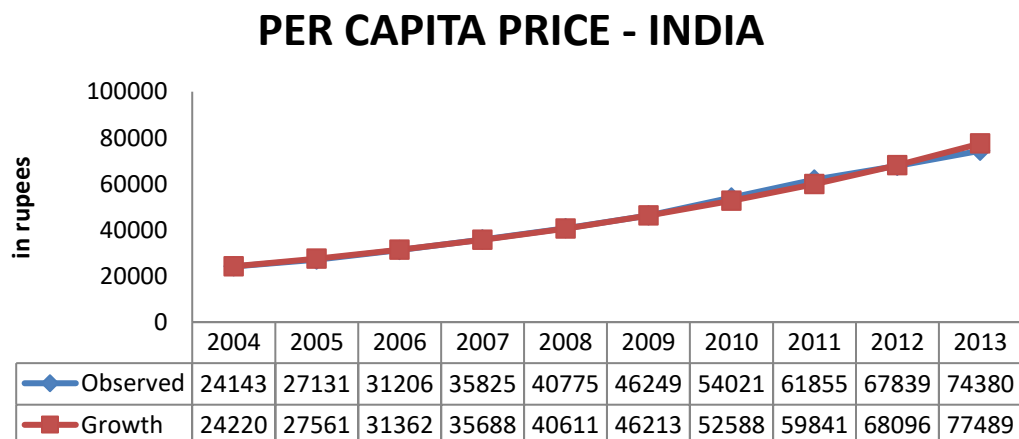


Figure 5.9 Unemployment of India - observed and estimated growth rate during the period 2003 – 2015

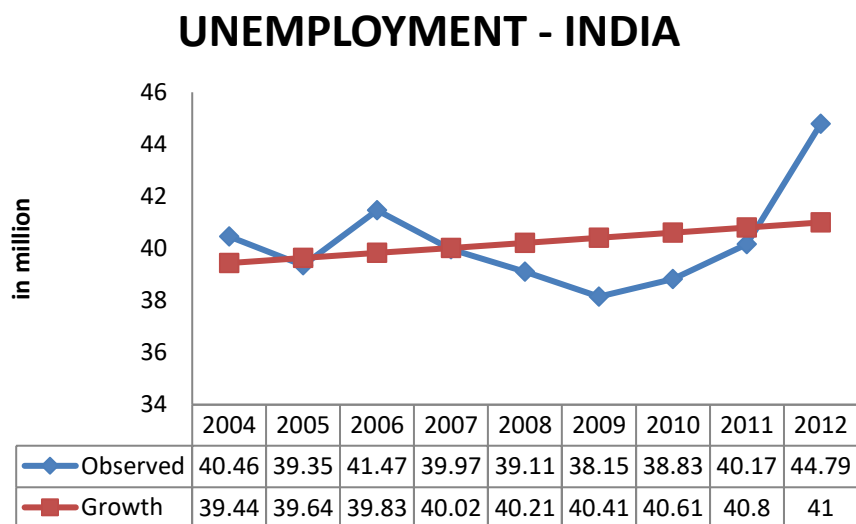


Figure 5.10 Unemployment of India - observed and estimated growth rate during the period 2003 – 2015

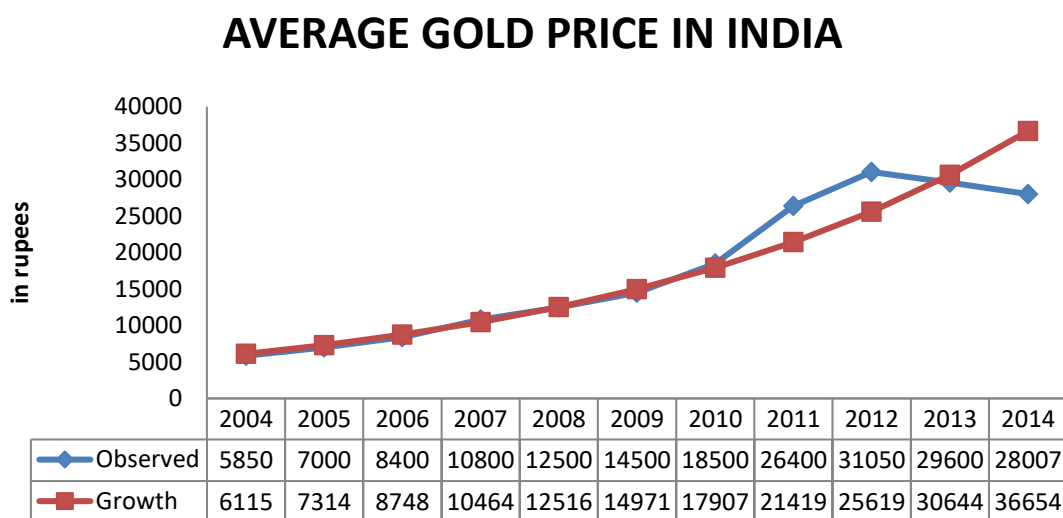


Figure 5.11 Total No. of registered Murder for Gain cases - observed and estimated growth rate during the period 2003 – 2015 in Tamil Nadu

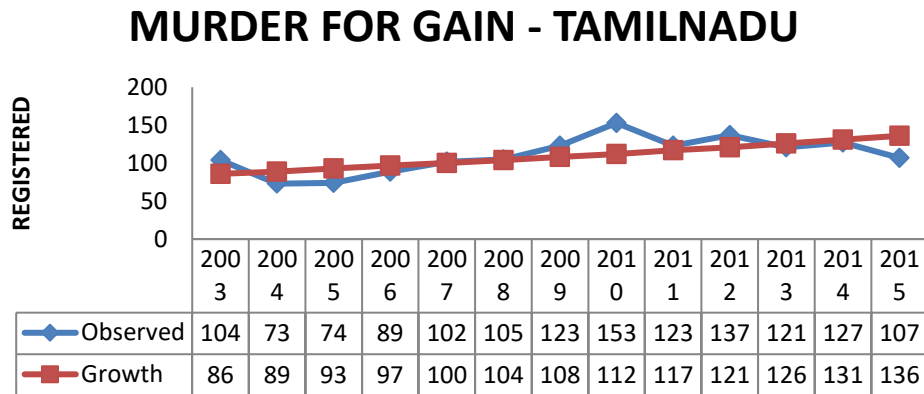


Figure 5.12 Total No. of registered Dacoity cases - observed and estimated growth rate during the period 2003 – 2015 in Tamil Nadu

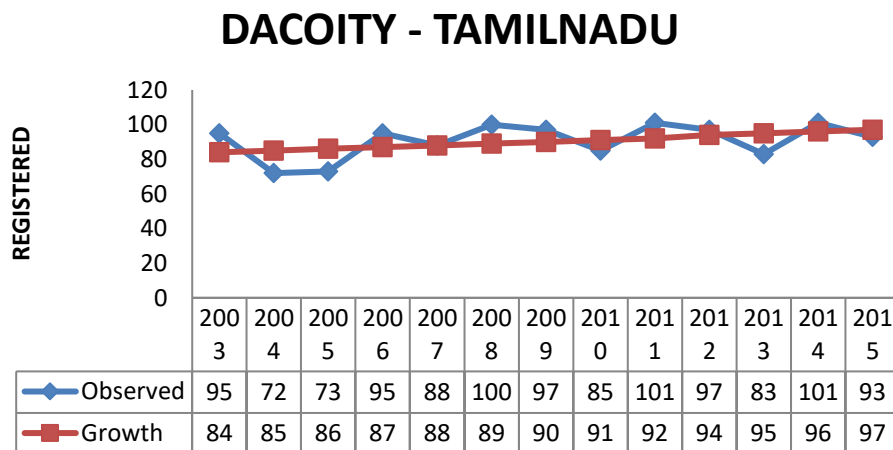


Figure 5.13 Total No. of registered Burglary cases - observed and estimated growth rate during the period 2003 – 2015 in Tamil Nadu

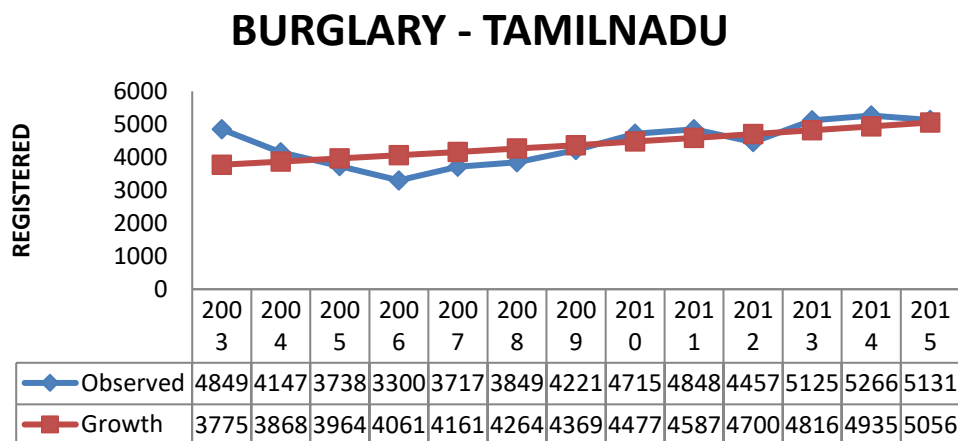


Figure 5.14 Total No. of registered Robbery cases - observed and estimated growth rate during the period 2003 – 2015 in Tamil Nadu

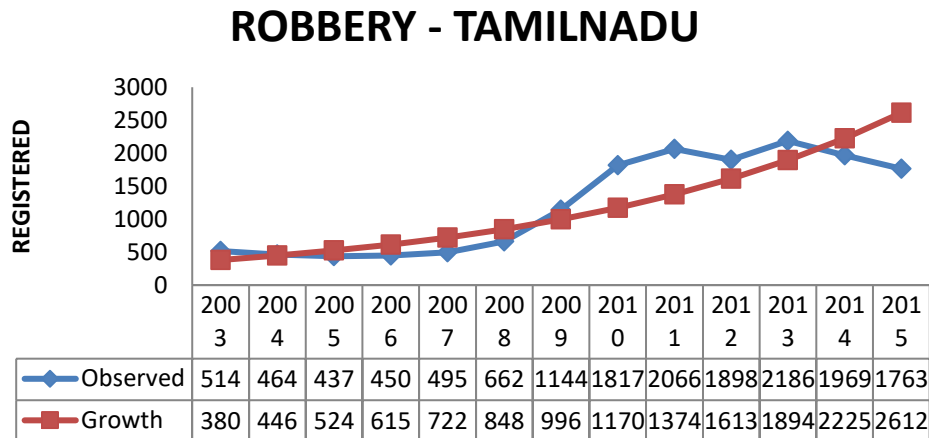


Figure 5.15 Total No. of registered Theft cases - observed and estimated growth rate during the period 2003 – 2015 in Tamil Nadu

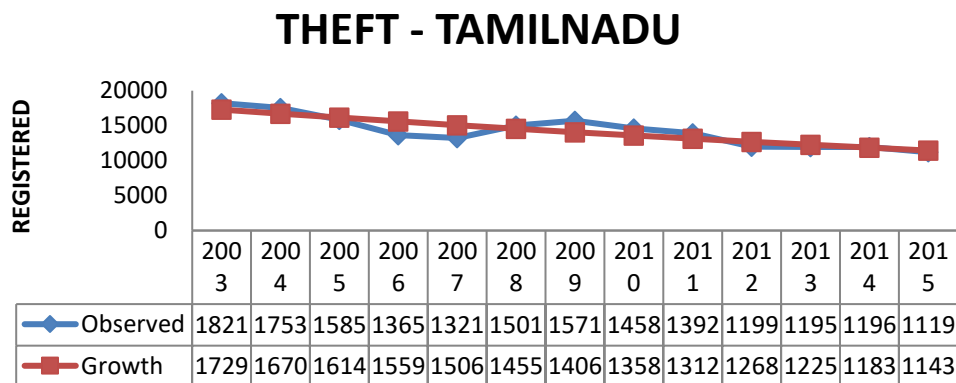


Figure 5.16 Total No. of Property Crime cases - observed and estimated growth rate during the period 2003 – 2015 in Tamil Nadu

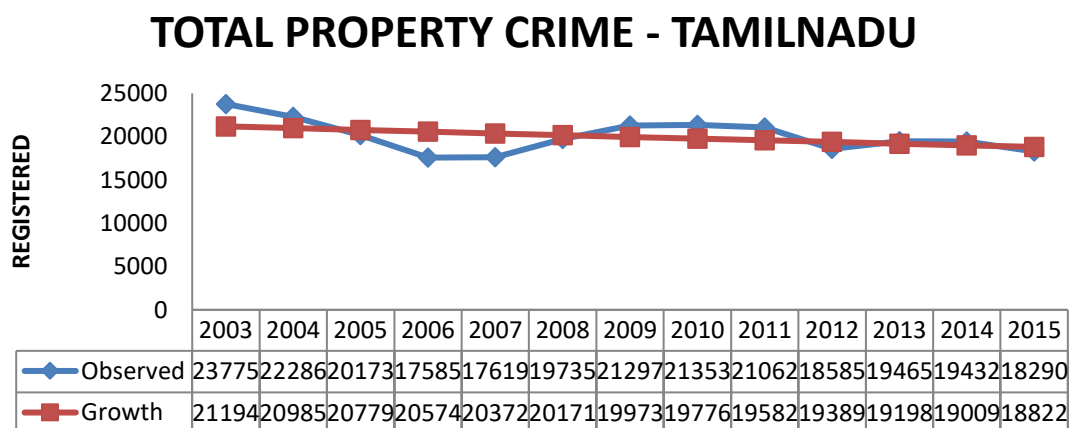


Figure 5.17 Gross State Domestic Product (GSDP) of Tamilnadu - observed and estimated growth rate during the period 2003 – 2015

GSDP at Constant Price - TAMIL NADU

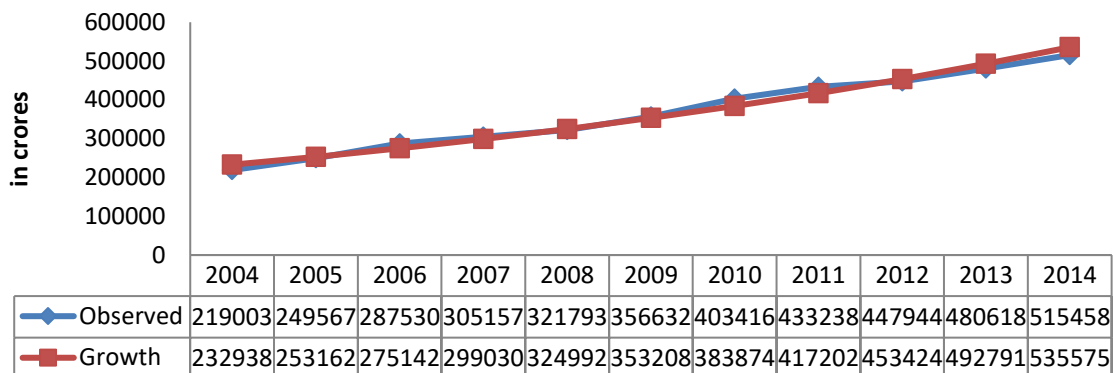


Figure 5.18 Net State Domestic Product (NSDP) of Tamilnadu - observed and estimated growth rate during the period 2003 – 2015

NSDP at Constant Price - TAMIL NADU

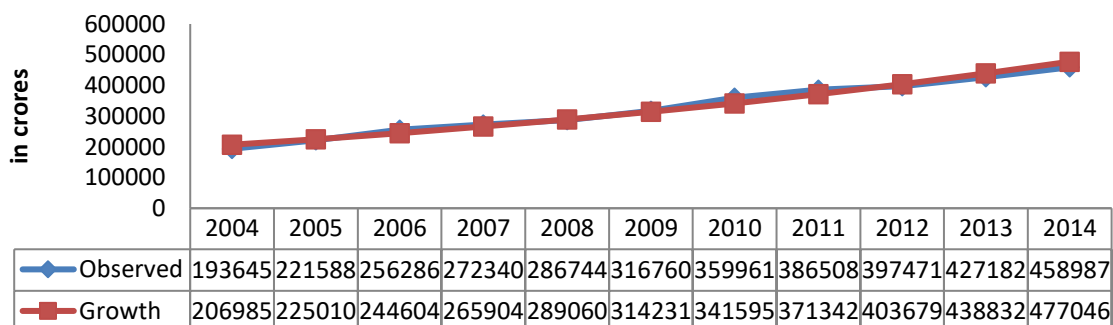
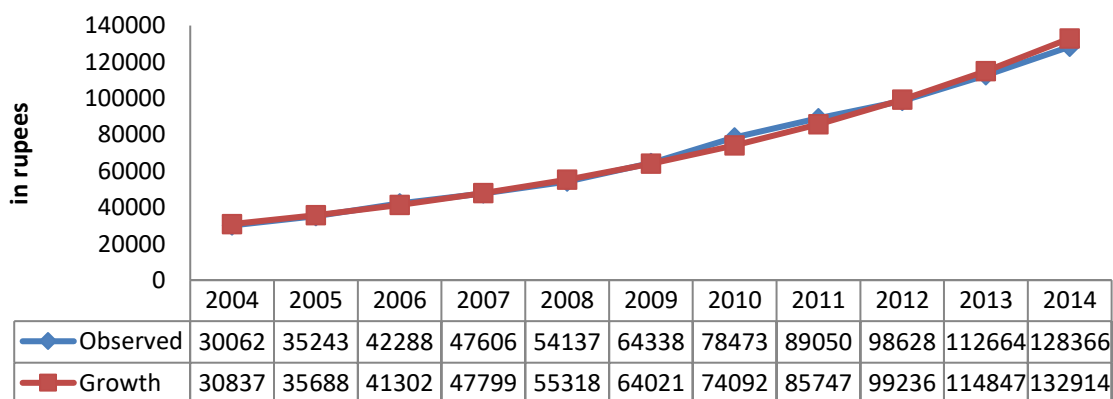


Figure 5.19 Per Capita of Tamilnadu - observed and estimated growth rate during the period 2003 – 2015

PER CAPITA AT CURRENT PRICE - TAMIL NADU



An Empirical Study of HRD Climate in Insurance Companies

Dr.Rita Goyal*

Abstract

Human Resource is considered to be very crucial in the organization's well-being. Presently organizations have started realizing that Human Resources are the most important of all assets based on the emerging values of humanization. Development is considered to be the soul of the Human Resource Management function, which reflects on the organization's effectiveness. The effective performance of this human resource depends on the type of HRD climate that prevails in the organization, if it is good than the employee's performance will be high but if it is average or poor then the performance will be low. This paper aims to study the extent of HRD climate in the LIC, and explores the proposed link between the human resource development climate and employees productivity.. The study makes use of statistical techniques such as mean, standard deviation, percentiles, Z test. Correlation analysis and regression analysis to process and analysis the data collected for this study. The result shown that the HRD climate in Life insurance corporation is average and the perception of employees regarding the HRD climate do not differs significantly on the basis of gender, qualification and designation but it differs significantly on the basis of age . The paper ends by offering useful suggestions to the management involved in the operations of the corporations.

Keywords: HRD climate, LIC, Performance.

Introduction

Human resource development (HRD) is concerned with the provision of learning and development opportunities that support the achievement of business strategies and improvement of organizational, team and individual performance (Armstrong and Baron, 2002).The term 'climate' is used to designate the quality of the internal environment which conditions in turn the quality of cooperation, the development of the individual, the extent of member's dedication or commitment to organisational purpose, and the efficiency with which that purpose becomes translated into results. Climate is the atmosphere in which individuals help, judge, reward, constrain, and find out about each other. It influences morale and the attitudes of the individual toward his work and his environment

Guion (1973) has stated that "The construct implied by the term 'organisational climate' may be one of the most important to enter the thinking of industrial psychologists in many years".

Hellriegel and Slocum (1974) define organisation at climate as a 'set of attributes which can be perceived about a particular organisation and/or its sub-systems, and that may be induced in the way that organisation and/or its sub-systems deal with their members and environment". This definition implied that in the measurement of organisational climate:

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- a) Perceptual responses sought are primarily descriptive rather than evaluative;
- b) The level of inclusiveness of the items scales and constructs are macro rather than micro;
- c) The units of analysis tend to be attributes of the organisation or specific sub-systems rather than the individual;
- d) The perceptions have potential behavioural consequences.

Schneider (1975) has prepared a working definition of climate:

“Climate perceptions are psychologically meaningful molar descriptions that people can agree characterize a system’s practices and procedures. By its practices and procedures a system may create many climates. People perceive climates because the molar perceptions function as frames of reference for the attainment of some congruity between behaviour and the system’s practices and procedures. However, if the climate is one which rewards and supports individual differences, people in the same system will not behave similarly. Further, because satisfaction is a personal evaluation of a system’s practices and procedures, people in the system tend to agree less on their satisfaction than on their description of the system’s climate.”

Schneider and Reichers (1983) outline a four-fold progress made in climate research. The climate approach to understanding how work contexts affect behaviour and attitudes is grounded in perception. It provides a much needed alternative to motivation theories as explanations for just about everything that happens to people at work. What motivationists, whether of the content (need) or process (instrumentality) persuasion fail to recognize is the key role that perceptions play in operationalizing these approaches.

Abraham (1989) constructed an index of growth of the company profitability as a measure of organizational performance. He found that the perception of the HRD climate of the company was more important than the HRD practice itself. His study also indicates that HRD culture is a powerful intervening variable in translating HRD practices into profit.

The general climate items deal with the importance given to human resources development in general by the top management and line manager The OCTAPAC items deal with the extent to which Openness, Confrontation, Trust, Autonomy, Proactivity, Authenticity and Collaboration are valued and promoted in the organisation. OCTAPAC culture is essential for facilitating HRD. Openness is there when: employees feel free to discuss their ideas, activities and feelings with each other. Confrontation is bringing out problems and issues into the open with a view to solving them rather than hiding them for fear of hurting or getting hurt. Trust is taking people at their face value and believing what they say. Autonomy is giving freedom to let people work independently with responsibility. Proactivity is encouraging employees to take initiative and risks. Authenticity is the tendency on the part of people to do what they say. Collaboration is to accept interdependencies, to be helpful to each other and work as teams.

Objectives of the Study

1. To study the type of HRD climate prevailing in some selected Branches of LIC .
2. To study the differences in the perception of employees on the basis of gender.
3. To study the differences in the perception of employees on the basis of designation.
4. To study the differences in the perception of employees on the basis of Qualification.

Research Design

Sampling

For the purpose of the study, the researcher selected the branches of LIC on the basis of judgmental sampling and respondents on the basis of non-probability random sampling.

Sample Design

Data Collection and period of study

The researcher personally contacted 150 employees in four selected branches of LIC in Northern India. They were appraised about the purpose of the study and request was made to them to fill up the questionnaire with correct and unbiased information.

Questionnaire

The questions were designed to facilitate the respondents to identify major strengths and weakness of the Corporations and provide insights. The endeavors were to identify the key human resource climate issues, on which employee's perception can be obtained. The respondents were requested specifically to ignore their personal prejudices and use their best judgment on a 5 point Likert scale. The purpose of this exercise was to make the response a true reflection of organization reality rather than an individual opinion. The 5 point of the scale indicated in the questionnaire are- 1. Strongly disagree, 2 disagree, 3- Undecided, 4-Agree and 5- Strongly Agree. Reliability (Cronbach's coefficient alpha) of the questionnaire has found to be 0.78. HRD climate where most employees have positive attitudes to the HRD policies and practices on that dimension and thereby to the organization itself.

Hypothesis

Hypothesis 1

H0: There is no significant difference between the perception of male and female employees.

Ha: The difference is significant between the perception of male and female employees.

Hypothesis 2

H0: The difference is not significant between the perceptions of employees at different level.

Ha: The difference is significant between the perception of employees at different level.

Hypothesis 3

H0: The difference is not significant between the perception of graduate and post graduate employees.

Ha: The difference is significant between the perception of graduate and post graduate employees.

Data Analysis and discussion

Descriptive Statistical Analysis

Table 1 provides an idea about the HRD Climate prevailing in the selected branches of LIC. The mean and % score indicate that the HRD Climate in selected branches of LIC is average and there is a tremendous scope of improvement in the HRD climate.

Our next objective was to compare the perception of HR practices first between male and female respondents. A Z-test was conducted for this purpose. Results are tabulated in table respectively.

The above statistics in Table-1 describes that there is no significant difference between the perception of male and female employees in terms of observance of HRD climate. Male and female employees have a slight difference in perception that HR climate. The

calculated Z value (- 0.43) falls under the acceptance region (-1.96 to +1.96) at 0.05 significance level, therefore we accept the null hypothesis that the difference is not significant between the perception of Male and Female employees regarding the HRD Climate in selected branches of LIC.

.Our next objective was to compare the perception of HR climate between the classes I, class II, and class III employees. A Z-test was conducted for this purpose. Results are tabulated in table respectively.

When compared between managers at different level the calculated Z value (- 0.65) falls under the acceptance region (-1.96 to +1.96) at 0.05 significance level ,therefore we accept the null hypothesis that the difference is not significant between the perception of employees regarding the HRD Climate in selected branches of LIC.

Our next objective was to compare the perception of HRD climate between graduate and post graduate employees. A Z-test was conducted for this purpose. Results are tabulated in table respectively. The calculated Z value (- 0.55) falls under the acceptance region (-1.96 to +1.96) at 0.05 significance level ,therefore we accept the null hypothesis that the difference is not significant between the perception of Graduates and Post Graduates employees regarding the HRD Climate in selected branches of LIC.

What Contributes To HRD Climate?

The following factors may be considered as contributing to HRD climate:

1) Top Management Style and Philosophy: A developmental style a belief in the capability of people participative approach openness and receptivity to suggestions from the subordinates are some of the dimensions that contribute to the creation of a positive HRD climate.

2) Personnel Policies: Personnel policies that show high concern for employees, that emphasis equity and objectivity in appraisals policies that emphasis sufficient resource allocation for welfare and developmental activities, policies that emphasis a collaborative attitude and trust among the people go a long way in creating the HRD climate.

3) HRD Instruments and Systems: A number of HRD instruments have been found to generate a good HRD climate. Particularly open systems of appraisal with emphasis of counseling, career development systems, informal training mechanisms, potential development systems etc. contribute to HRD climate.

4) Self-renewal Mechanisms: Organizations that have built in self-renewal mechanisms are likely to generate a positive HRD climate.

5) Attitudes of Personnel and URD Staff: A helpful and supportive attitude on the part of HRD and personnel people plays a very critical role in generating the HRD climate. If the personal behaviour of any of these agents is not supportive, the HRD climate is likely to be vitiated.

6) Commitment or Line Managers: The commitment of line managers to the development of their subordinates is a very important determiner of HRD climate. If line managers are willing to spend a part of their time for their subordinates, it is likely to have a positive impact.

Recommendations

To improve the HRD climate in the insurance companies the following steps should be taken immediately.

1. Corporation should train their employees in new technologies so as to compete with the new generation.

2. The corporation has to lay emphasis on designing key performance areas which can increase role clarity and enhance their performance.
3. The managers of the companies should be helped to develop people oriented perspective and accountability for better management and utilization of human resources. The top management must instill team spirit and collaborative working in their organizations.
4. Standardized promotion and career advancement methods should be adopted by insurance companies in order to motivate employees to grow in their career which would instill more commitment and progress in their productivity.
5. Insurance companies should adopt proactive measures to change by providing a continuous environment of openness and exploration into new markets rather than adopting a problem solving approach
6. Necessary changes should be introduced in HR policies and practices
7. The management should take necessary action to bridge the communication gap with employees and try to develop the trust among the employees. Clear communication process will help to establish the HRD Climate.
8. Feedback should be taken at fixed intervals to know the drawbacks in the system.

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Tables:

Tab.1.1 Gender wise distribution of Employees

	Employees	
	N	Percent
Male	105	70
Female	45	30
Total	150	100

Tab.1.2 Designation wise distribution of Employees

	Employees	
	N	Percent
Class-1	70	46.6
Class-11	39	26
Class-111	41	27.4
Total	150	100

Tab. 1.3 Qualification wise distributions of Employees

	Employees	
	N	Percent
Graduate	110	73
Post Graduate	40	27
Total	150	100

Mean and % Scores of All the Four branches of LIC

Branches	Mean Scores	Percentage Scores
All the four branch	3.42	60.29 %

Tab.2.1 Perceptual differences between male and female employees

Particulars	Sample Size	Mean	Variance	SD	SE	Z-Value	LS
Male Employee	105	3.89	76.08	11.07	2.57	-0.43	0.05
Female Employees	45	3.95	84.09	9.32			

Tab.2.2. Perceptual differences between employees at different level

Particulars	Sample size	Mean	Variance	SD	SE	Z value	LS
Class-1	70	118.86	77.08	8.78	2.60	-0.65	0.05
Class-11	39	123.31	205.26	14.33			
Class-111	41	127.41		9.67			

Tab.2.3. Perceptual differences between Employees with graduate and postgraduate qualification

Particulars	Sample size	Mean	Variance	SD	SE	Z value	LS
Graduate Emp.	110	125.16	111.19	10.54	2.49	-0.55	0.05
Postgraduate Emp.	40	126.3	159.90	12.64			

Table 3 HRD practices affecting employee's productivity (N=150)

	Dependent variable= employees productivity		
	Beta(^)	Simple r	t- value
F1 HRD climate	.295**	5.54**	3.353

Significant at 0.01 level

भारत में भासकीय विकेन्द्रीकरण: चुनौतियाँ एवं सुधार

डॉ० राजेश कुमार

□□ोध सारा□□

“भारत विश्व का सबसे बड़ा लोकतांत्रिक राष्ट्र है। किसी भी लोकतांत्रिक राष्ट्र की सफलता व सार्थकता इस बात पर निर्भर करती है कि प्रभुत्व शक्ति अधिकाधिक मात्रा में जनता में निहित हो तथा इस प्रभुत्व शक्ति का अधिक से अधिक विस्तार व विकेन्द्रीकरण हो। पंचायती राज व्यवस्था निश्चय ही इस दिशा में एक अनुकरणीय एवं प्रशंसनीय प्रयास है। भारत की 70 प्रतिशत से अधिक जनसंख्या गाँवों में रहती है। इसलिए ग्रामीण स्तर पर स्वशासन का और भी विशेष महत्व है। लोकतंत्र की वास्तविक सफलता तभी है जब शासन के सभी स्तरों पर जनता की भागीदारी सुनिश्चित हो। लोकतांत्रिक राजनीतिक व्यवस्था में पंचायती राज वह माध्यम है, जो शासन व्यवस्था को सामान्य जनता के दरवाजे तक ले जाता है। लोकतंत्र की संकल्पना 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 के कार्यों में अनवरत रुचि बनी रहती है। क्योंकि वे अपनी स्थानीय समस्याओं का स्थानीय पद्धति से समाधान कर सकते हैं। अतः इस अर्थ में भागीदारी की प्रक्रिया के माध्यम से जनता को प्रत्यक्ष एवं परोक्ष रूप से शासन एवं प्रशासन का प्रशिक्षण स्वतः ही प्रदान रहती है। हमारे संविधान निर्माताओं की इच्छा थी कि पंचायती राज संस्थाओं के माध्यम से एक ऐसा समावेशी समाज बने जहाँ सामाजिक न्याय व आर्थिक तरक्की हो। यह काम महज परंपरागत सामाजिक व राजनीतिक नेतृत्व नहीं कर सकता। विकास के लिए अच्छे कायदे कानून बनाना और कल्याणकारी योजनाएँ बनाकर उन्हें क्रियान्वित करना पहला आवश्यक कदम है किन्तु केवल कानून और योजनाएँ बन जाने मात्र से ही बात पूरी नहीं होती। ग्राम सभा को ग्रामीण स्थानीय स्वायत्त शासन की आधारशिला माना जाता है, जो पंचायतो के कार्य संचालन पर गहरा असर डालती है। यदि ग्राम सभा शक्तिशाली और जीवन्त होती है तो पंचायतें भी अत्यन्त कुशलता के साथ कार्य करती हैं। भारत गाँवों का देश है इसलिये बिना गाँवों का विकास किये देश का विकास नहीं हो सकता और गाँवों के विकास में स्थानीय स्वायत्त संस्थाएँ ही महत्वपूर्ण भूमिका निभा सकती हैं। स्थानीय स्वायत्त संस्थाओं के गठन के पीछे उद्देश्य भी यही था कि देश की राजधानी से दूर दुरुह, बीहड़ और सूदूरवर्ती क्षेत्रों में रहने वाले लोगों तक विकास योजनाओं की पहुँच सुनिश्चित की जाए साथ ही संवेदनशील, कर्मठ, और सामाजिक सरोकार के साथ समावेशी समाज का निर्माण हो।”

कीवर्ड्स (Keywords):— स्थानीय स्वशासन, राजनीतिक प्रतिनिधित्व व सहभागिता, लोकतांत्रिक विकेन्द्रीकरण, सामाजिक परिवर्तन, महिला सशक्तीकरण, चुनौतियाँ, राजनीतिक समाजीकरण, नेतृत्व विकास।

विशय-प्रवे□□

14-15 अगस्त 1947 की मध्यरात्रि को भारत में एक लम्बे संघर्ष के बाद स्वतन्त्रता का अरुणोदय हुआ। राष्ट्र ने महात्मा गाँधी के नेतृत्व में अहिंसक संघर्ष के माध्यम से जो स्वतन्त्रता प्राप्त की वह मानव जाति के इतिहास में एक अदभुत घटना थी। क्योंकि भारतीय स्वतन्त्रता आंदोलन एक आंदोलन होने के साथ-साथ राष्ट्र के लाखों लोगों की सामाजिक-आर्थिक मुक्ति का परिचायक भी था। स्वतन्त्रता आंदोलन का एक मात्र उद्देश्य दासता की बेड़ियों को उतार फेंकना ही नहीं था अपितु स्वतन्त्रता प्राप्ति के लिए किये गये इस संघर्ष में यह दृढ़ विश्वास अन्तर्निहित था कि राजनीतिक रूप से स्वतन्त्रता प्राप्ति के साथ-साथ जनता की सामाजिक आर्थिक स्वतन्त्रता के बेहतर प्रयास किये जायेंगे। स्वतन्त्रता के इस पावन अवसर पर संविधान सभा के समक्ष भाषण देते हुए **पं० जवाहर लाल नेहरू** ने कहा था:—“वर्षों पूर्व हमने नियति के साथ एक प्रतिज्ञा की थी और वह समय आ गया है जबकि हम उस प्रतिज्ञा को सर्वांश में तो नहीं लेकिन अधिकांश में पूरा करेंगे। ठीक आधी रात के समय जबकि सारा संसार निद्रामय है, भारत के जीवन तथा स्वतन्त्रता का स्वर्णविहान होगा। इतिहास में कभी कभार ही वह क्षण आता है, जब हम पुरातन युग से नूतन युग में प्रवेश करते हैं, जब एक युग का अन्त हो जाता है और जब दीर्घकाल से सोई हुई राष्ट्र की आत्मा जग उठती है। यह उचित ही है कि इस गम्भीर अवसर पर प्रतिज्ञा करें कि हम भारत की, उसके नागरिकों की और इससे भी अधिक मानवता की सेवा करेंगे।”

इस प्रकार 15 अगस्त 1947 को भारतीय इतिहास में नवीन युग का सूत्रपात हुआ। लगभग 200 वर्षों की दासता की विमुक्ति के बाद भारतीय जनमानस ने स्वतन्त्रता एक अनिर्वचनीय प्रसन्नता में राहत की सांस ली। 26 जनवरी 1950 को भारतीय संविधान निर्माताओं द्वारा जिस जनतांत्रिक प्रणाली की नींव रखी गयी उससे भारतीय जनता की आशाओं व अपेक्षाओं में निरन्तर प्रगति महसूस की गयी। दूसरी तरफ कल्याणकारी राज्य की अवधारणा के उत्तरोत्तर विकास के चलते शासन भी शीघ्रातिशीघ्र जनता की आशाओं व अपेक्षाओं पर खरा उतरना चाहता था जिससे जनता को भी

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यह महसूस हो सके कि भारत में सही अर्थों में जनता का शासन मौजूद है। देश का कोई भी नागरिक ऊपर से लेकर नीचे तक किसी भी राजनीतिक प्रणाली में अपनी भागीदारी सुनिश्चित कर सकता है। इसे स्पष्ट करते हुए पं० नेहरू ने संविधान सभा के समक्ष कहा था कि :- "इस संविधान सभा का सर्वप्रथम कार्य भारत को नये संविधान के माध्यम से स्वतन्त्रता प्रदान करना, भूख से पीड़ित लोगों को भोजन देना, वस्त्रहीन लोगों को वस्त्र देना तथा प्रत्येक भारतीय को उसकी क्षमता के अनुसार उन्नति करने हेतु अधिक से अधिक अवसर प्रदान करना है। इस समय भारत का सबसे बड़ा और महत्वपूर्ण प्रश्न यह है कि गरीब और भूख से पीड़ित लोगों की समस्या को कैसे हल किया जाय। हम जहाँ कहीं भी जाते हैं हमें इस समस्या का सामना करना पड़ता है। यदि हम इस समस्या को शीघ्र हल नहीं कर सके तो हमारा कागजी संविधान अनुपयोगी और निरर्थक हो जायेगा।"

प्राचीन भारत में स्थानीय स्वशासन व्यवस्था

भारतीय गणतन्त्र के जननायकों ने सुदीर्घ विचार-विमर्श और चिंतन-मनन के पश्चात् शासन के विकेन्द्रीकरण का लक्ष्य अपने समक्ष रखा और देश में संसदीय लोकतन्त्र की स्थापना का निर्णय लिया। ब्रिटिश संसदीय प्रणाली की सफलता तथा उसी के लम्बे अनुभव के चलते भारतीय नीति निर्माताओं का दृष्टिकोण था कि संसदीय लोकतन्त्र ही नागरिक समाज के व्यवस्थित संचालन के लिए एक सर्वोत्कृष्ट व्यवस्था हो सकती है। यह सत्ता के विकेन्द्रीकरण के दर्शन पर आधारित होता है और निर्णय प्रक्रिया में सामान्य जनता की सहभागिता में विश्वास करता है। स्वयं महात्मा गाँधी ने कहा है कि- "सच्चे लोकतंत्र का परिचालन केन्द्र में बैठे 20 व्यक्तियों द्वारा नहीं हो सकता। इसका क्रियान्वयन प्रत्येक गाँव के निवासियों द्वारा ही होना चाहिए। मेरे विचार में जन समर्थन प्राप्त पंचायत को कोई भी कानून कार्य करने से नहीं रोक सकता..... भारत के सच्चे लोकतंत्र की ईकाई गाँव ही है।"² गाँधी जी द्वारा प्रस्तुत विकेन्द्रीकरण के इस दर्शन को व्यावहारिक रूप प्रदान करने के लिए यह निष्कर्ष निकाला गया कि भारत में अत्यन्त प्राचीन काल से ही पंचायती राज व्यवस्था अस्तित्व में रही है तथा भारत को ग्राम-पंचायतों के देश के रूप में जाना जाता रहा है।

पंचायत शब्द की उत्पत्ति संस्कृत भाषा के शब्द 'पंचायतन' से हुई है जिसका अर्थ है- 'पाँच व्यक्तियों का समूह।' गाँधी जी ने भी पंचायत का शाब्दिक अर्थ गाँव के लोगों द्वारा चुने हुए पाँच व्यक्तियों की सभा से लिया था। वैदिक काल के साहित्य में 'सभा' और 'समिति' जैसी संस्थाओं का उल्लेख मिलता है जो लोगों की भलाई के लिए कार्य करती थी। वैदिक ग्रन्थ 'अथर्ववेद' में इससे सम्बन्धित एक श्लोक मिलता है : "येग्रामायदरण्ययासभा अभि भूम्याम्, ये संग्रामाः समितियस्तेषु चारुवेदयते।" अर्थात् पृथ्वी के ग्रामों, वनों व सभाओं में हम सुन्दर वेदयुक्त वाणी का प्रयोग करें। रामायण-महाभारत काल के साहित्य में भी इस प्रकार की सभाओं और समितियों का उल्लेख मिलता है। जो ग्रामीण स्तर पर न केवल विवादों का निपटारा करती थीं बल्कि गाँव की जनता के विकास, कल्याण और सुरक्षा से सम्बन्धित सभी महत्वपूर्ण निर्णय करती थीं। राजमर्मज्ञ चाणक्य ने भी अपनी रचना 'अर्थशास्त्र' में आदर्श गाँव की चर्चा की है। इससे विदित होता है कि मध्ययुग में भी स्थानीय प्रशासन व्यवस्था का चलन था। इस प्रकार हम देखते हैं कि प्राचीन भारत से लेकर मध्ययुग के विभिन्न भागों में ऐसे स्वायत्तशासी निकाय थे जो एक गाँव या गाँवों के समूह को प्रशासित करते थे। सर चार्ल्स मेटकॉफ, जो ईस्ट इण्डिया कम्पनी के नागरिक सेवक थे, ने 1930 में इन समुदायों के सम्बन्ध में कहा था- "इन छोटे गणतंत्रों में सभी इच्छित आवश्यकताएं उपलब्ध थीं, विदेशी सम्बन्धों में ये लगभग स्वतन्त्र थे। ये ग्राम समुदाय अपने आपमें स्वतन्त्र छोटे राज्य थे, जिन्होंने भारत के लोगों को होने वाली क्रांतियों और परिवर्तनों में सुरक्षित रखने में महत्वपूर्ण भूमिका निभायी।"³ यहाँ तक कि मुगलों ने भी प्रारम्भ में इस स्थानीय प्रशासनिक व्यवस्था में कोई हस्तक्षेप नहीं किया। उन्होंने इसका उपयोग अपने शासन को मजबूत करने हेतु किया। मुस्लिम सुल्तानों ने भी प्रारम्भ में तो भारत की परंपरागत ग्राम संस्थाओं का उपयोग करना ही उचित समझा। लेकिन जब मुस्लिम शासकों के पैर यहाँ अच्छी तरह जम गये तो उन्होंने जागीरदारी प्रथा आरम्भ की। इस व्यवस्था में जागीरदार राजस्व एकत्र करता था। इसने प्राचीन परंपरागत स्थानीय स्वशासन की व्यवस्था को कमजोर किया और धीरे-धीरे पंचायती व्यवस्था का विनाश प्रारम्भ हो गया।⁴

जहाँ तक ब्रिटिश काल में ग्रामीण स्थानीय स्वशासन का सम्बन्ध है, इस दिशा में 19वीं सदी में बम्बई और मद्रास में प्रारम्भिक प्रयास किये गये। किन्तु जिलाधिकारियों ने इसे प्रोत्साहित नहीं किया। 1864 ई० में लार्ड लारेंस ने इस सत्य को स्वीकार किया कि भारत के लोगों में अपने स्थानीय मामलों को चलाने की क्षमता है। भारत में इस दिशा में महत्वपूर्ण कदम 1882 ई० में लार्ड रिपन के प्रस्ताव द्वारा उठाया गया, जिन्हें भारत में स्थानीय स्वायत्त शासन का जनक कहा जाता है। स्थानीय स्वायत्त शासन के इतिहास में एक अन्य महत्वपूर्ण कदम 1909 ई० में रॉयल कमीशन की रिपोर्ट के तहत विकेन्द्रीकरण पर उठाया गया, जिसने स्वायत्त शासन के विकास की सिफारिश प्रशासनिक हस्तांतरण के साधन के रूप में की। 1919 के भारत शासन अधिनियम में एक भाग स्थानीय स्वायत्त शासन के प्रसार से सम्बन्धित था। द्वैध शासन (1921-37) के तहत प्रांतीय सरकारों ने स्थानीय स्वशासन के विकास की दिशा में काफी रुचि दिखाई। ग्राम पंचायतों के विकास के लिए विभिन्न प्रांतीय सरकारों ने कानून पारित किये। 1935 के अधिनियम के तहत भी 'प्रांतीय स्वायत्ता' के खंड में स्थानीय संस्थाओं को लोकतांत्रिक और शक्तिशाली बनाने की दिशा में प्रयास किये गये। इस तरह ब्रिटिश शासन द्वारा लोगों को अपने प्रशासन में सम्मिलित करने के

लिए 1930 तथा 1940 के दशक में अनेक प्रांतों में पंचायती व्यवस्था लागू करने के जो भी कानून पारित किये गये, स्वाभाविक रूप से यह सीमित तथा अपर्याप्त थे।

स्वतन्त्रता के पश्चात् भारत में स्थानीय स्वशासन

स्वतन्त्रता के पश्चात् भारत में पंचायतों के महत्व को स्वीकार किया गया। भारतीय राजमर्मज्ञ व संविधान निर्माता भी पंचायती व्यवस्था के महत्व से परिचित थे, अतः उनके द्वारा यह निर्णय लिया गया कि स्थानीय स्तर पर ग्राम पंचायतों को विकास का सशक्त माध्यम बनाया जाए तथा निर्णय प्रक्रिया में उन्हें सक्रिय सहभागिता प्रदान की जाये। संविधान निर्माण के समय स्थानीय निकायों तथा गांधी के ग्राम स्वराज्य पर संविधान निर्माताओं के बीच काफी चर्चा हुई। अधिकांश विद्वान इस बात से सहमत भी थे कि डॉ० अम्बेडकर अपनी कुछ शंकाओं के कारण इस व्यवस्था के पक्षधर नहीं हैं। दरअसल डॉ० अम्बेडकर को यह लगता था कि ग्राम स्वराज्य व्यवस्था को लागू करने से कुल मिलाकर वर्ण-व्यवस्था को ही बढ़ावा मिलेगा। अम्बेडकर की यह आशंका काफी हद तक उचित भी थी क्योंकि उन दिनों भारत के गाँवों में वर्ण-व्यवस्था का बोल-बाला था और प्रायः सभी स्थानों पर उच्च जाति के लोगों का दबदबा था। अतः भारतीय नीति निर्माताओं ने महात्मा गांधी के विकेन्द्रीकरण की भावनाओं का आदर करते हुए भारतीय संविधान के अध्याय-4 में नीति निर्देशक तत्वों के अन्तर्गत अनुच्छेद-40 में राज्य को निर्देश दिया कि वह गाँवों में पंचायतों की स्थापना करने तथा उन्हें ऐसी शक्तियाँ देने के लिए उचित कदम उठायेगा जो स्थानीय स्वशासन के लिए आवश्यक हो।

इस तरह स्थानीय सरकार को संवैधानिक महत्व तो प्रदान किया गया किन्तु उन्हें संवैधानिक दर्जा प्रदान नहीं किया गया। पंचायतों की स्थापना का कार्य राज्य सरकारों पर छोड़ दिया गया, क्योंकि पंचायती राज सातवीं अनुसूची के अन्तर्गत राज्य सूची का विषय था। निःसंदेह अन्य नीति निर्देशक तत्वों की तरह अनुच्छेद-40 भी न्याय बाध्य नहीं था और इसका व्यावहारिक रूप पूरी तरह राज्यों की इच्छा पर निर्भर था। स्वतन्त्रता के पश्चात् विभिन्न राज्यों में विभिन्न राजनीतिक दल सत्ता में आये। उन्होंने पंचायतें स्थापित करने एवं उन्हें सशक्त बनाने के प्रयास किये, पंचायतें गठित भी हुईं, परन्तु वास्तव में जमीनी तौर पर कुछ नहीं हुआ। वास्तव में स्वायत्त शासन की संस्थाएँ नहीं बन सकीं। अगर विभिन्न राज्यों में पंचायतें बनी भी तो उन पर राज्यों का सशक्त नियन्त्रण बना रहा। पंचायतें अपने अस्तित्व के लिए राज्य सरकार पर निर्भर थीं। इसलिए पंचायतों को जो भी कार्य शौंपे गये उन्हें वे पूर्ण नहीं कर सकीं और कुल मिलाकर सत्ता के विकेन्द्रीकरण की बात कागजों तक सीमित होकर रह गयीं। इसलिए शासन का विकेन्द्रीकरण करने और सत्ता के प्रवाह को उच्च स्तर से निम्न स्तरों की ओर गतिशील करने के लिए सामुदायिक विकास कार्यक्रमों और पंचायती राज को प्राथमिकता दी गयी।

सामुदायिक विकास कार्यक्रम

विकास के लिए नियोजन के आदर्श को मानने तथा योजना आयोग की स्थापना के पश्चात् 2 अक्टूबर 1952 को इस विचार के साथ कि योजनाओं की क्रियान्विति में लोगों की भागीदारी उचित है 'सामुदायिक विकास कार्यक्रम' आरम्भ किया गया। इस कार्यक्रम का उद्देश्य था कि एक गाँव या गाँवों के समूह में सामाजिक कार्यकर्ताओं तथा विशेषज्ञों की एक टीम भेजी जाये जो गाँव के लोगों से उनकी आवश्यकताओं की जानकारी प्राप्त कर उन्हें यह उपाय सुझाये कि वह किस तरह सामुदायिक आधार पर एक-दूसरे की सहायता से तथा उचित संगठनों के माध्यम से स्वयं गाँव या गाँवों के समूह के स्तर पर ही उन आवश्यकताओं को पूरा कर सकते हैं, क्योंकि भारत अधिकांशतः गाँवों में निवास करता है। उस प्रत्येक वस्तु का जिसका उद्देश्य गाँवों तथा उसके निवासियों का सर्वतोमुखी सुधार करना हो, स्वागत ही नहीं किया जाना चाहिए बल्कि, राज्य तथा सामान्य जनता द्वारा उसे प्रत्येक प्रकार का प्रोत्साहन दिया जाना चाहिए।¹⁵ किन्तु भारतीय राजनीतिक व्यवस्था के विद्वान प्रो० रजनी कोठारी की मान्यता है कि सामुदायिक विकास कार्यक्रम सरकारी तंत्र और ग्रामीण जनता के बीच की दूरी कम करने के मुख्य उद्देश्य में विफल रहा। इस विफलता का सबसे बड़ा कारण यह था कि इसे सरकारी महकमें की तरह चलाया गया और गाँवों के विकास के बजाय सामुदायिक विकास की मशीनरी के विस्तार पर ही ज्यादा जोर दिया गया।¹⁶

बलवंत राय मेहता कमेटी

सामुदायिक विकास कार्यक्रम तथा राष्ट्रीय प्रसार सेवा कार्यक्रम की विफलता के कारण दूसरी पंचवर्षीय योजना के दौरान योजना आयोग ने इस कार्यक्रम की समीक्षा के लिए जनवरी, 1957 में श्री बलवंत राय मेहता की अध्यक्षता में एक समिति नियुक्त की, जिसने 'लोकतांत्रिक विकेन्द्रीकरण' की त्रिस्तरीय पद्धति-ग्राम स्तर पर ग्राम पंचायत, खण्ड स्तर पर पंचायत समिति तथा जिला स्तर पर जिला परिषद के गठन का सुझाव दिया। दूसरी ओर मेहता कमेटी ने अपनी रिपोर्ट में कहा कि सामुदायिक विकास कार्यक्रम इसलिए विफल रहा क्योंकि यह स्थानीय लोगों में आवश्यक रुचि पैदा नहीं कर सका। मेहता समिति की सिफारिशों के आधार पर ही सर्वप्रथम राजस्थान के नागौर जनपद स्थित बगदरी गाँव में 2 अक्टूबर, 1959 को त्रिस्तरीय पंचायती राज व्यवस्था की शुरुवात की गयी। इस अवसर पर पं० नेहरू ने कहा था- "पंचायतें राष्ट्रीय जीवन धारा की रीढ़ हैं, उनको काम करने दो चाहे वे हजार गलतियाँ करें। गलतियाँ करते-करते और सुधार लाते-लाते पंचायत एक दिन स्वशासन स्वस्थ और सशक्त इकाई के रूप में कार्य करने लगेंगी।" अतः राजस्थान के पश्चात् आंध्रप्रदेश, महाराष्ट्र, गुजरात सरीखे कई अन्य राज्यों में पंचायती राज व्यवस्था की स्थापना की गयी। चूंकि इन राज्यों में इस व्यवस्था के अपने-अपने कानून थे इसलिए सभी राज्यों में

इसका स्वरूप एक समान नहीं था। कहीं पर ब्लाक समिति को सर्वाधिक महत्व दिया गया, तो कहीं पर जिला परिषद को सर्वाधिक महत्व दिया गया। तमिलनाडु और कर्नाटक में तो बाकायदे जिला परिषद के स्थान पर जिला विकास परिषद बनायी गयी। इस आधार पर समय के प्रवाह के साथ-साथ शनैः-शनैः पंचायती राज संस्थाएं निष्क्रिय होने लगीं, जिसका मुख्य कारण नियमित चुनाव न होना और पर्याप्त वित्तीय संसाधनों का अभाव था।⁷ समिति ने नवम्बर 1957 को प्रस्तुत अपनी रिपोर्ट में सिफारिश की कि लोकतांत्रिक विकेन्द्रीकरण और सामुदायिक विकास कार्यक्रम को सफल बनाने के लिए पंचायती राज संस्थाओं की शुरुवात की जानी चाहिए। जिसे उसने 'लोकतांत्रिक विकेन्द्रीकरण' का नाम दिया। समिति ने भारत में पंचायती राज के नाम से प्रसिद्ध ग्रामीण स्थानीय प्रशासन की त्रिस्तरीय पद्धति की भी सिफारिश की जिसमें गाँव स्तर पर ग्राम सभा तथा ग्राम पंचायत व जिला स्तर पर जिला परिषद् तथा इन दोनों स्तरों के बीच पंचायत समिति या जनपद पंचायत गठन किया जाना चाहिए। समिति ने इन संस्थाओं को पर्याप्त संसाधन हस्तांतरित करने की भी बात की जिससे पंचायतें अपना उत्तरदायित्व पूर्ण रूप से निभा सकें।

अशोक मेहता कमेटी

भारत में स्थानीय स्वायत्त शासन के विकास की कड़ी में एक महत्वपूर्ण नाम 'अशोक मेहता कमेटी' का भी है। वर्ष 1977 में अपातकाल के पश्चात् जनता पार्टी के सत्तासीन होने पर उसने अपने घोषणापत्र में गाँधीवादी व्यवस्था तथा विकेन्द्रीकरण के प्रति अपनी वचनबद्धता व्यक्त करते हुए दिसम्बर, 1977 में ही श्री अशोक मेहता की अध्यक्षता में 13 सदस्यीय एक समिति गठित की और इसे पंचायती राज व्यवस्था में सुधार हेतु अपनी अनुशंसाएँ देने को कहा। अशोक मेहता कमेटी ने अगस्त, 1978 में प्रस्तुत अपनी रिपोर्ट में कहा कि विकास तथा नियोजन में पंचायतों की भागीदारी न होने के कारण भारत में नियोजित विकास जन आकांक्षाओं के अनुकूल नहीं रहा। इसलिए मेहता कमेटी ने पंचायती राज संस्थाओं को पुर्नजीवित करने और उन्हें कार्यशील बनाने की सिफारिश की। मेहता कमेटी का विचार था कि सारे देश के लिए कोई एक निश्चित व्यवस्था होना अनिवार्य नहीं है। परिस्थितियों के अनुसार अलग-अलग राज्यों में इनके भिन्न स्वरूप हो सकते हैं फिर भी कमेटी का मत था कि जिला विकेन्द्रीकरण का पहला स्तर होना चाहिए। हालाँकि समिति की सिफारिशों के पीछे मूल भावना यह है कि सत्ता का विकेन्द्रीकरण कर उसे संस्थागत रूप प्रदान किया जाय। समिति का उद्देश्य था कि राज्यों तथा केन्द्र-प्रशासित क्षेत्रों में लोकतांत्रिक विकेन्द्रीकरण के सम्बन्ध में वर्तमान स्थिति का और जिला स्तर से ग्राम स्तर तक पंचायती राज संस्थाओं की प्रणाली का पुनरीक्षण ताकि त्रुटियों व कमियों का पता लगाया जा सके ताकि पंचायतें अपने क्षेत्रों में बिना किसी खास परेशानी के कार्य कर सकें।

समिति का सुझाव था कि जिला परिषद् को मजबूत बनाया जाए तथा ग्राम पंचायत की जगह मंडल पंचायत की स्थापना की जाए अर्थात् पंचायती राज संस्थाओं के संगठन के दो स्तर (Two Tier)- जिला परिषद व मंडल पंचायत हों। जिले को शासकीय विकेन्द्रीकरण की धुरी माना जाय तथा जिला परिषद को समस्त विकास कार्यों का केन्द्रबिन्दु बनाया जाय। जिला परिषद ही जिले का आर्थिक नियोजन का कार्य करेगी। समस्त विकास कार्यों में सामंजस्य स्थापित करेगी और निचले स्तर का मार्ग निदेशन करेगी। जिला परिषद के बाद मंडल पंचायतों को विकास कार्यक्रमों का आधारभूत संगठन बनाया जाना चाहिए। मंडल पंचायतों को कार्यक्रम क्रियान्वयन की दृष्टि से धरातलीय संगठन (Base-level-organization) के रूप में विकसित किया जाए। जहाँ तक करों का सम्बन्ध है, समिति ने पंचायती राज संस्थाओं को कर लगाने के आवश्यक अधिकार दिये जाने की सिफारिश की थी जिससे वे अपनी आय के साधनों को बढ़ाकर राज्य सरकार से प्राप्त होने वाली आंशिक सहायता पर निर्भरता में कमी कर सकें। अशोक मेहता समिति की एक महत्वपूर्ण सिफारिश यह थी कि पंचायती राज के मामलों में राजनीतिक दल खुले रूप में हिस्सा लें। उनका मानना है कि दल लोकतंत्र की प्रक्रिया के अभिन्न अंग हैं अतः पंचायती राज संस्थाओं के चुनाव राजनीतिक दलों के आधार पर होने चाहिए। इस दिशा में मध्यप्रदेश सरकार ने सर्वप्रथम पहल करके दलगत आधार पर चुनाव सम्पन्न कराकर एक बड़ी पहल की है। समिति ने गाँवों के सामाजिक एवं आर्थिक दृष्टि से पिछड़े वर्गों के हितों की रक्षा के लिए कुछ विशेष मंचों के गठन की भी सिफारिश की थी। उसने सुझाव दिया था कि स्वीकृत धनराशि वास्तव में पिछड़े वर्गों के लिए खर्च की जाय। इसका नियमन व सामाजिक अंकेक्षण एक जिला स्तरीय अधिकरण और विधायकों की एक समिति द्वारा होना चाहिए।

1980 के दशक की उपलब्धियाँ

पंचायती राज के लिए जनसमर्थन प्राप्त करने हेतु समिति ने ऐच्छिक इकाइयों की भूमिका पर भी काफी जोर दिया था। किन्तु वर्ष 1980 में जनता सरकार के पतन के पश्चात् अशोक मेहता कमेटी के सुझाव राजनीतिक उपेक्षा के तहत चर्चा के विषय बनकर रह गये। 1980 के दशक के मध्य बहलती हुई राजनीतिक परिस्थितियों में केन्द्र तथा राज्य सरकारों द्वारा पंचायती राज की भूमिका के सम्बन्ध में रुचि बढ़ी। साथ ही विकेन्द्रीकरण को और धारदार बनाने की दिशा में भी प्रयास आरम्भ हुए। इस दिशा में 1984 में केन्द्र सरकार द्वारा एक महत्वपूर्ण कदम उठाया गया। इसके तहत प्रधानमंत्री ने राज्यों के मुख्यमंत्रियों को एक पत्र लिखकर कहा कि पंचायतों के चुनाव शीघ्र कराये जायें और उनकी कार्यशीली में सुधार किये जायें। इस दिशा में दूसरा महत्वपूर्ण कदम केन्द्र सरकार द्वारा पंचायती राज को मजबूत बनाने के लिए सुझाव देने हेतु दो समितियों का गठन था। जिसमें से पहली 1985 में जी.के.वी. राव की

अध्यक्षता में गठित हुई थी जिसने स्थानीय स्वायत्त शासन के सुदृढीकरण हेतु अपनी रिपोर्ट दिसम्बर, 1985 में प्रस्तुत की। समिति ने पंचायतों की आर्थिक स्थिति, उनके चुनाव और क्रियाकलापों पर प्रकाश डालते हुए कहा कि राज्य सरकारें लोकतांत्रिक विकेन्द्रीकरण की प्रक्रिया के प्रति उदासीन रही हैं। अधिकांश राज्यों के पंचायतें शक्ति व अधिकार तथा संसाधनों के अभाव में निष्प्रभावी होती जा रही हैं।

दूसरी कमेटी पंचायत राज्य संस्थाओं के विकास क्रम में वर्ष 1986 में राजीव गाँधी सरकार द्वारा ग्रामीण स्थानीय स्वायत्त शासन के पुनरुत्थान के लिए विख्यात कानूनविद् **श्री एल०एम० सिंघवी** की अध्यक्षता में एक समिति की नियुक्ति की गयी, जिसने पंचायतों को सुदृढ आधार प्रदान करने हेतु उन्हें संवैधानिक दर्जा दिये जाने की बात की। इसके अलावा समिति ने पंचायतों के विकास को आधार बनाने तथा ग्राम पंचायतों को अधिक से अधिक वित्तीय संसाधन व स्रोत उपलब्ध कराने की सिफारिश की।

किन्तु विकेन्द्रित शासन व्यवस्था के पुनर्जीवन में इनकी कोई उल्लेखनीय भूमिका नहीं रही। किन्तु इसके बावजूद सिंघवी कमेटी की यह मुख्य सिफारिश थी कि पंचायती राज प्रणाली की कुछ पहलुओं को संवैधानिक दर्जा दिया जाना चाहिए ताकि उन्हें राजनीतिज्ञों व नौकरशाहों के हस्तक्षेप से दूर रखा जा सके। इस तरह पंचायत राज संस्थाओं के सुदृढीकरण की दिशा में इसे एक सराहनीय प्रयास अवश्य कहा जा सकता है। इसके अलावा केन्द्र-राज्य सम्बन्धों पर अपनी रिपोर्ट में **सरकारिया आयोग** ने भी स्थानीय स्वायत्त शासन को मजबूत करने तथा उसके लिए संविधान में आवश्यक संशोधन की सिफारिश की। संसद सदस्य **श्री पी.के. थुंगन** की अध्यक्षता में जिला स्तर पर राजनीतिक, प्रशासनिक तथा नियोजन विधि के अध्ययन के लिए गठित संसदीय समिति ने 1988 में अपनी रिपोर्ट में कहा कि जिला स्तर पर नियोजन तथा विकास के लिए केवल जिला परिषद ही उचित माध्यम है। समिति ने सुझाव दिया कि पंचायती राज संस्थाओं के चुनाव तथा कार्यकाल को निश्चित करने के लिए संवैधानिक व्यवस्था की जाये।⁸

इन सब समितियों की सिफारिशों और बुद्धिजीवियों तथा विशेषज्ञों द्वारा सत्ता के विकेन्द्रीकरण पर जोर देने के साथ-साथ युवा प्रधानमंत्री श्री राजीव गाँधी भी उत्तरदायी प्रशासन की स्थापना के प्रति चर्चा कर रहे थे। 30 जुलाई 1988 को नई दिल्ली में बुलाये गये मुख्य सचिवों के सम्मेलन में श्री राजीव गाँधी ने घोषणा की कि पंचायती राज व्यवस्था को सुदृढ करने के लिए संविधान में संशोधन किया जायेगा।

श्री राजीव गाँधी की उपरोक्त घोषणा के पश्चात सरकार ने 1989 में संसद में संविधान में संशोधन के लिए **64 वां संशोधन विधेयक** प्रस्तुत किया। यद्यपि संविधान संशोधन करने के पीछे यह विचार व्यक्त किया गया था कि इसका लक्ष्य पंचायती राज संस्थाओं को सुदृढ करना और शक्तियों का विकेन्द्रीकरण था, परन्तु जिस प्रकार और परिस्थितियों में यह विधेयक लाया गया और इसमें सम्मिलित कुछ प्रयोजनों के कारण सामान्यतः राज्यों को यह संदेह हुआ कि संविधान के इस संशोधन का वास्तविक लक्ष्य केन्द्र सरकार द्वारा गाँवों के लोगों से सीधा सम्पर्क स्थापित करना था। इस संदेह के कारण अधिकतर विरोधी दल 64वें संशोधन के प्रस्तुत स्वरूप से संतुष्ट नहीं थे। कांग्रेस पार्टी के व्यापक बहुमत के कारण यह विधेयक लोकसभा में तो पारित हो गया, परन्तु आवश्यक बहुमत के अभाव में यह राज्य सभा में पारित नहीं हो सका।

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राज्यों के संदेह तथा विरोधी दलों के विरोध के कारण 64वां संवैधानिक संशोधन विधेयक पारित नहीं हो सका। परन्तु इस समय तक पंचायती राज के पुनर्जीवन की आवश्यकता तथा इसको महत्वपूर्ण बनाने की आकांक्षायें भारतीय जनमानस में आम चर्चा का विषय बन चुकी थीं। परिणामतः 1991 में श्री पी.वी. नरसिंह राव की कांग्रेस सरकार ने लोकतांत्रिक विकेन्द्रीकरण के लिए सर्वमान्य कानून बनाने की आवश्यकता महसूस की। अतः अनेक राजनीतिक दलों से विचार-विमर्श करके नया संशोधन विधेयक 16 सितम्बर, 1991 को लोकसभा में पेश किया गया। सदन ने गहन विचार-विमर्श के लिए इस विधेयक को संसद के 30 सदस्यीय संयुक्त समिति को सौंप दिया। जिसमें लोकसभा के 20 तथा राज्यसभा के 10 सदस्य थे तथा इसके अध्यक्ष **नाथूराम मिर्धा** थे। संसद के दोनों सदनों तथा विभिन्न दलों के सदस्यों से गठित इस समिति के विचार तथा सुझावों के पश्चात् 22 दिसम्बर, 1992 को लोकसभा द्वारा और 23 सितम्बर को राज्यसभा द्वारा स्वीकृति प्रदान की गयी। तत्पश्चात् आधे से अधिक राज्यों के विधान मण्डलों ने इस विधेयक को अपनी स्वीकृति प्रदान की जिससे 73वां संवैधानिक संशोधन विधेयक को वैधानिक स्वरूप प्राप्त हुआ। शीघ्र ही इस पर राष्ट्रपति के हस्ताक्षर हो गये तथा 24 अप्रैल, 1993 को अधिसूचना जारी होने पर देश में संवैधानिक रूप से स्थापित नई पंचायती राज व्यवस्था लागू हो गयी। संविधान में किये गये इस संशोधन ने समाज की प्रवाहयान धारा को एक नवीन और क्रांतिकारी दिशा दी। ग्राम सभा की 'ग्राम संसद' के रूप में परिकल्पना ने ग्रामीण अंचलों का स्वरूप ही परिवर्तित कर दिया है।

पंचायती राज स्थानीय स्तर पर लोकतंत्र की स्थापना और उसका विकास करता है। स्थानीय स्तर पर ग्राम पंचायतें जहाँ जनता में राजनीतिक चेतना का विकास करती हैं वहीं वे राजनीतिक नेतृत्व की तैयारी भी करती हैं। लोकतंत्र में पंचायती राज संस्थाएं ही वह मूल आधार हैं जो व्यक्तियों को शासन के स्वरूप के अनुरूप राजनीतिक संस्कृति में दीक्षित करती हैं और उनका राजनीतिक समाजीकरण करती हैं। जहाँ पं० नेहरू पंचायत को सरकारी इमारत की नींव मानते थे⁹ वहीं एस.के.डे. ने पंचायती राज को व्यक्ति तथा ब्रह्माण्ड के मध्य सेतु स्थापित करने वाली संस्था के रूप में प्रतिष्ठापित किया है। उन्होंने राष्ट्रीय संदर्भ में ग्राम सभा से लोकसभा तक लोकतंत्र की परिकल्पना की है।¹⁰

उनका कहना है कि एक व्यक्ति, व्यक्ति से परिवार, परिवार से अनेक परिवार, अनेक परिवार से गाँव, गाँव से देश और देशों से विश्व का सृजन हुआ है। अतः विश्व एक परिवार के रूप में विकसित हो सकता है और पंचायती राज इसमें एक महती भूमिका निभा सकता है।¹¹

भारत में ग्रामीण स्थानीय स्वायत्त शासन के विकास में 73वें संविधान संशोधन ने महत्वपूर्ण भूमिका निभाई, जिसने न केवल इसे एक संवैधानिक स्वरूप प्रदान किया बल्कि भारतीय लोकतांत्रिक व्यवस्था की जड़ों को भी मजबूती प्रदान की। इस संशोधन के माध्यम से पंचायतों को संवैधानिक स्वरूप मिलने से जहाँ उनकी राज्य सरकारों पर निर्भरता कम हुई वहीं पंचायतों को स्वतन्त्र रूप से बिना किसी हस्तक्षेप के कार्य करने का अवसर मिला। इस संशोधन द्वारा संविधान में एक नया अध्याय-9 जोड़ा गया तथा भारतीय संसद ने 24 अप्रैल, 1993 को 73 वां संविधान संशोधन पारित कर राज्यों को निर्देश दिया कि वे एक वर्ष में इस संशोधन के अनुसार अपने कानून बनायें। इसके लिए अध्याय-9 में ही 16 अनुच्छेद (243 से 243 ग तक) और एक अनुसूची (ग्वारहवीं अनुसूची) जोड़ी गयी तथा कतिपय विशिष्ट क्षेत्रों (जिनका उल्लेख संविधान में किया गया है) को छोड़कर लगभग पूरे देश में विभिन्न राज्य सरकारों द्वारा अपने यहाँ लागू किया गया है। संविधान के 73 वें संवैधानिक संशोधन से स्थापित ग्रामीण स्थानीय स्वायत्त शासन के मूल तत्वों में पंचायतों की त्रिस्तरीय सोपानीय व्यवस्था का प्रावधान किया गया है। इस संशोधन अधिनियम के माध्यम से संविधान के भाग-9 के अन्तर्गत अनुच्छेद-243 (ख) के अन्तर्गत त्रिस्तरीय पंचायती राज व्यवस्था का प्रावधान किया गया है। प्रत्येक राज्य में ग्राम स्तर पर, मध्यवर्ती स्तर एवं जिला स्तर पर (क्रमशः ग्राम पंचायत, पंचायत समिति एवं जिला परिषद) पंचायती राज संस्थाओं का गठन किया जाएगा, किन्तु 20 लाख से कम जनसंख्या वाले राज्यों में मध्यवर्ती स्तर पर पंचायतों का गठन करना आवश्यक नहीं होगा। इसके अलावा उक्त अध्याय में पंचायतों की परिभाषा से लेकर ग्राम पंचायतों के गठन व संरचना, पंचायत के अध्यक्षों का निर्वाचन, स्थानों का आरक्षण, पंचायतों का कार्यकाल अथवा अवधि, सदस्यता हेतु अर्हताएं, पंचायतों की शक्तियाँ, प्राधिकार और उत्तरदायित्व, पंचायतों द्वारा कर अधिरोपित करने की शक्तियाँ और निधियाँ अर्थात् उनकी आय के प्रमुख स्रोत, पंचायतों की वित्तीय स्थिति के पुनर्विलोकन के लिए वित्त आयोग का गठन, पंचायतों के लेखाओं की संपरीक्षा, पंचायतों के चुनाव संपन्न करवाने हेतु राज्य निर्वाचन आयोग की व्यवस्था तथा निर्वाचन सम्बन्धी मामलों में न्यायालयों के हस्तक्षेप का वर्जन आदि से सम्बन्धित व्यवस्थाएँ 73वें संविधान संशोधन के माध्यम से की गयी हैं।¹² इस परिप्रेक्ष्य में संविधान में 11वीं अनुसूची जोड़ी गई है, जिसमें पंचायती राज संस्थाओं से संबंधित 29 विषय रखे गये हैं, जिनमें कृषि, भूमि-सुधार, पशुपालन, मत्स्यन, सामाजिक वानिकी, ग्रामीण आवास, खादी गामोद्योग, पेयजल, ईंधन व पशुचारा, ग्रामीण विद्युतीकरण, निर्धनता उन्मूलन, परिवार कल्याण, महिला एवं बाल विकास तथा स्वास्थ्य व स्वच्छता जैसे विषय प्रमुख हैं।

इस प्रकार देश में ग्रामीण स्थानीय स्वायत्त शासन के क्षेत्र में प्रवर्तित कमियों और न्यूनताओं जिनमें इन संस्थाओं को संवैधानिक मान्यता का अभाव, इसके अनियमित चुनाव, लम्बे समय तक अधिक्रमित रहने, उनकी दयनीय आर्थिक दशा, उन्हें पर्याप्त शक्तियाँ व अधिकारों का अभाव, अनुसूचित जाति, जनजाति तथा महिलाओं को अपर्याप्त प्रतिनिधित्व तथा इन संस्थाओं के चुनाव के लिए प्रभावी व्यवस्था के अभाव की स्थितियाँ प्रमुख थी, के स्थायी निवारण के लिए 73वें संविधान संशोधन अधिनियम के माध्यम से सार्थक प्रयास किये गये हैं। सरकार द्वारा उठाये गये इस कदम से ग्रामीण विकास में तीव्रता आयी है तथा देश की ग्रामीण आम जनता में स्थानीय स्वायत्त संस्थाओं में प्रतिनिधित्व पाकर राजनीतिक चेतना में तीव्रता आयी है।

द्वितीय प्रशासनिक सुधार आयोग के संदर्भ में स्थानीय स्वशासन

द्वितीय प्रशासनिक सुधार आयोग के अनुसार स्थानीय स्वशासन निकाय अपने स्तर पर एक सरकार है और इस नाते वह देश की मौजूदा शासन प्रणाली का अभिन्न अंग है, इसलिए निर्दिष्ट कार्यों के निष्पादन के लिए इन निकायों को देश के मौजूदा प्रशासनिक ढाँचे को प्रतिस्थापित करते हुए सामने आना चाहिए। इस आधार पर जब तक स्थानीय स्वशासन संस्थाओं के लिए कोई स्वायत्त जगह निर्मित नहीं की जाती तब तक स्थानीय स्वशासन के क्षेत्र में कोई खास सुधार कर पाना संभव नहीं होगा। जबकि स्थानीय स्तर पर जिला प्रशासन के साथ-साथ राज्य सरकार की कुछ संस्थापनाओं के प्रतिधारण के औचित्य पर कुछ सवाल उठ सकते हैं, उनके कार्य एवं उत्तरदायित्व उन क्षेत्रों में आ सकते हैं। जो कि स्थानीय निकायों के अधिकार क्षेत्र से बाहर हों। जहाँ तक इन्हें सौंपे गए कार्यों का प्रश्न है स्थानीय स्वशासन संस्थाओं को स्वायत्तता होनी चाहिए और इन्हें राज्य सरकार की नौकरशाही के नियंत्रण से पूरी तरह मुक्त होना चाहिए।

स्थानीय स्वशासन को शक्ति संपन्न बनाने के लिए द्वितीय प्रशासनिक सुधार आयोग ने कई सिद्धांतों की संस्तुति की, जिनमें शामिल हैं :- (1) विकेन्द्रीकरण के संदर्भ में आनुषंगिता के सिद्धांत का अनुप्रयोग, (2) स्थानीय शासन तथा इसी तर्ज पर राज्य सरकारों को और स्थानीय शासन के विविध स्तरों के लिए कार्यों का स्पष्ट निरूपण तथा विभाजन, (3) क्षमता निर्माण तथा जवाबदेही रेखांकित करते हुए इन कार्यों और संसाधनों की प्रभाव कारी सुपुर्दगी कार्यक्रमों और एजेंसियों के अभिसरण के माध्यम से स्थानीय सेवाओं और विकास को अधिक से अधिक जनकेन्द्रित बनाना।

सामाजिक परिवर्तन के सम्बन्ध में पंचायती राज

पंचायती राज व्यवस्था की स्थापना का एक मात्र उद्देश्य शासन सत्ता का विकेन्द्रीकरण करके ग्रामीण क्षेत्रों में विकास की गति को तीव्र करना और उन्हें राष्ट्र की मुख्य धारा में शामिल करना था। पंचायती राज की स्थापना एक शक्तिशाली प्रयोग था जिसे सम्पूर्ण राष्ट्र में विकास और सामाजिक परिवर्तन का वाहक बनाना था। पं० नेहरू की यह मान्यता थी कि पंचायती राज का उद्देश्य व्यक्ति को प्रधानमंत्री बनाने का प्रशिक्षण देना है। वे यह स्वीकार करते थे कि प्रत्येक व्यक्ति प्रधानमंत्री तो नहीं बन सकता किन्तु उनका यह विश्वास था कि अधिकांश लोगों को राष्ट्र की सेवा के लिए तैयार किया जा सकता है।¹³ ग्रामीण विकास में पंचायती राज संस्थाओं की भूमिका के अध्ययन यह स्पष्ट करते हैं कि 73वें संविधान संशोधन से पूर्व पंचायती राज संस्थाओं की ग्रामीण विकास के क्षेत्र में भूमिका अत्यन्त सीमित व संकुचित थी। यद्यपि अपनी स्थापना के प्रारम्भिक दशकों में वे अत्यन्त सक्रिय व क्रियाशील रही थी और उन्होंने अपने-अपने क्षेत्रों में विकास की गति को सकारात्मक दिशा में बढ़ाया था लेकिन समय के प्रवाह के साथ-साथ पंचायती राज संस्थाओं की प्रभावशीलता में उल्लेखनीय रूप से कमी हुई और वे शनैः-शनैः निष्क्रिय होने लगी। 73वें संवैधानिक संशोधन के फलस्वरूप नियमित समय पर चुनाव होने से पंचायती राज संस्थायें न केवल सक्रिय हुई हैं बल्कि ग्रामीण क्षेत्रों में नवीन उमंग व उत्साह के वातावरण का संचार हुआ है। ग्राम सभा को अपना बजट स्वयं बनाने तथा निर्वाचन प्रक्रिया में भागीदारी से ग्रामवासियों में एक नवीन उत्साह का संचार हुआ है।

गाँव के लोगों के लिए ग्रामसभा एक ऐसा मंच है जहाँ आम आदमी गाँव के मामलों में प्रबन्ध करने में स्वयं भागीदारी बन सकता है और साथ ही साथ आज के संचार व सूचना के युग में किसी भी कार्य की जानकारी माँगकर ग्राम पंचायत पर पूर्ण नियन्त्रण भी रख सकता है। दूसरी तरफ ग्राम सभा से भी यह अपेक्षा की जाती है कि वह अपने पंचायत क्षेत्र की विकास परियोजनाओं का संचालन अधिक कुशलता एवं निष्ठा से करें जिससे समाज के सबसे पिछड़े अर्थात् निर्धनता रेखा से नीचे जीवन यापन करने वाले व्यक्तियों व उनके परिवारों का अधिकतम लाभ हो सके तथा उन्हें समाज की मुख्य धारा में लाया जा सके।

उल्लेखनीय है कि पंचायती राज संस्थाएं स्थानीय क्षेत्र में न केवल ग्रामीण विकास से सम्बन्ध रखती हैं बल्कि वे सामाजिक न्याय की स्थापना के लिए सामाजिक परिवर्तन की वाहक भी हैं।¹⁴ चूँकि सामाजिक न्याय के बिना सामाजिक स्थिरता संभव नहीं है, इसलिए सदियों से शोषित वर्गों को समाज की मुख्य धारा में लाने के लिए 73वें संवैधानिक संशोधन के माध्यम से अनुच्छेद 243 D(1) में अनुसूचित जाति, अनुसूचित जनजाति तथा अन्य पिछड़े वर्गों के लिए चक्रानुक्रम व्यवस्था से आरक्षण किया गया।¹⁵ जिससे इन वर्गों के लोगों में न केवल राजनीतिक दृष्टि से चेतना का प्रसार हुआ है बल्कि उनमें यह विश्वास भी उत्पन्न हुआ है कि उनमें समाज का नेतृत्व करने की भी क्षमता है।

समाज और राष्ट्र-निर्माण की कड़ी में जहाँ देश की आधी जनसंख्या अर्थात् महिलाओं की बात है, वह बड़ी ही अहम् हैं, वे अपनी सम्पूर्ण शक्ति, त्याग और कर्मठता से समाज का निर्माण करती हैं। किन्तु भारत जैसे देश में अपवादों के साथ प्राचीन समय से स्त्रियों का कार्यक्षेत्र घर की चहारदीवारी तक ही सीमित रहा। उनका प्रमुख दायित्व यह माना गया कि वे अपने परिवार की सेवा-सुश्रुषा करके सबको सुखी रखें और परिवार में श्रेष्ठ संस्कारों का रोपण करें। स्वतन्त्रता के पश्चात् भी जब महिलाओं की स्थिति में कोई विशेष सुधार नहीं हुआ तो 73वें संवैधानिक संशोधन के माध्यम से उन्हें स्थानीय स्तर पर पंचायत राज संस्थाओं का नेतृत्व करने और उनमें सहभागिता प्रदान करने का निर्णय लिया गया और उन्हें ग्रामीण स्थानीय स्वायत्त शासन की त्रिस्तरीय व्यवस्था में एक तिहाई स्थानों का आरक्षण दिया गया। जिससे न केवल उनमें राजनीतिक दृष्टि से चेतना आयी है बल्कि वे अपने अधिकारों के प्रति सजग भी हुई हैं। हाल ही में सरकार द्वारा पंचायतों में महिलाओं को 50 प्रतिशत आरक्षण की व्यवस्था की गयी है जो महिलाओं को आगे बढ़ाने में निश्चित तौर पर मददगार साबित होगा। बिहार, छत्तीसगढ़, मध्य प्रदेश, राजस्थान, उड़ीसा, मणिपुर, उत्तराखण्ड, केरल, हिमाचल प्रदेश, तथा कर्नाटक में पंचायतों में महिलाओं का आरक्षण पूर्व निर्धारित 33 प्रतिशत की सीमा से बढ़ाकर 50 प्रतिशत कर दिया गया है।¹⁶

किन्तु कभी-कभी यह प्रश्न उठाया जाता है कि महिलाओं को आरक्षण प्रदान करने से उनमें राजनीतिक चेतना का व्यापक रूप से उतना अधिक प्रसार नहीं हुआ है। क्योंकि ग्रामीण क्षेत्रों में महिलाओं की स्थिति अधिक अच्छी नहीं कही जा सकती। उनमें साक्षरता का स्तर इतना न्यून होता है कि वे घर की चहारदीवारी तक ही सीमित रहती हैं। जिसका परिणाम यह होता है कि वे निर्वाचन से लेकर ग्राम सभा की प्रत्येक कार्यप्रणाली में अपने पिता, पति या भाई की मदद से कार्य करती हैं। यह आरोप कुछ हद तक तो ठीक है, किन्तु सर्वत्र ठीक नहीं है क्योंकि जैसे-जैसे महिलाओं का साक्षरता प्रतिशत बढ़ रहा है तथा महिला सशक्तीकरण का अभियान तीव्र हो रहा है, महिलाओं में राजनीतिक जागरूकता में भी वृद्धि हो रही है। आज 73वां संशोधन हुए लगभग दो दशक का समय बीत चुका है महिलाओं की स्थिति न केवल निरंतर परिवर्तित हो रही है बल्कि कई स्थानों पर तो महिला जन-प्रतिनिधियों ने बहुत ही अच्छा काम किया है। उनमें राजनीतिक दृष्टि से अपने अस्तित्व का बोध हुआ है और वे यह स्वीकार करने लगी हैं कि उनकी समाज में अहम् भूमिका है। हमारे देश में ग्रामीण स्थानीय स्वायत्त शासन की शुरुवात को एक ऐतिहासिक घटना माना जाता है। पंचायती राज संस्थाओं से अधिक प्रशंसा बहुत ही कम संस्थाओं को प्राप्त हुई है। पं० नेहरू ने इस सम्बन्ध में स्वयं कहा था कि "मैं पंचायती राज के प्रति पूर्णतः आशान्वित हूँ। मैं महसूस करता हूँ कि

भारत के सन्दर्भ में यह बहुत कुछ मौलिक एवं क्रान्तिकारी है। वस्तुतः इन संस्थाओं ने देश के राजनीतिकरण, आधुनिकीकरण और समाजीकरण में महत्वपूर्ण भूमिका का निर्वाह किया है। हमारी राजनीतिक व्यवस्था में जन सहभागिता में वृद्धि करके गाँवों में जागरूकता उत्पन्न कर दी है। लोकतांत्रिक विकेन्द्रीकरण की इस प्रक्रिया में समाजीकरण के दौर से गुजरते व्यक्तियों के बीच जनतांत्रिक मूल्यों के विकास से तथा अपने अधिकारों के प्रति राजनीतिक व सामाजिक चेतना का विकास हुआ है।”

पंचायती राज व्यवस्था के लागू होने के बाद गाँव के सामाजिक बुराइयों, मसलन दहेज प्रथा, छुआछूत, बाल-विवाह, मृत्युभोज तथा महिला अत्याचार आदि के समापन के लिए भी एक वातावरण का निर्माण हुआ है। इन सबसे राज व्यवस्था का एक बड़ा लाभ यह हुआ है कि इससे गाँवों में राजनीतिक व प्रशासनिक संस्थाओं के बारे में समझ का विकास हुआ है जिसके कारण ग्रामवासी स्थानीय स्वायत्त संस्थाओं में सक्रिय सहभागिता के लिए आकर्षित हुए हैं। फिर भी यथार्थ के धरातल पर यह स्वीकार करना पड़ेगा कि पिछले कई दशकों का अनुभव विशेष उत्साहवर्द्धक नहीं रहा। ये संस्थाएँ ग्रामीण जनता में नई आशा और विश्वास पैदा करने में असफल रही हैं।

स्थानीय स्वायत्त भासन : प्रमुख चुनौतियाँ

आज जबकि वर्तमान सहस्राब्दी में पंचायतीराज संस्थाएँ एक नवीन युग में प्रवेश कर चुकी हैं, पंचायतों की कार्यविधियाँ और उनकी तकनीकें बिल्कुल परिवर्तित हो गयी हैं। उदारीकरण, वैश्वीकरण तथा निजीकरण के दौर में सूचना प्रौद्योगिकी का निरंतर विस्तार भारत सहित सम्पूर्ण विश्व में हो चुका है लेकिन ग्रामीण क्षेत्रों की स्थिति अपेक्षा कृत अच्छी नहीं कही जा सकती। आजादी के 71 वर्षों के बाद भी ग्रामीण आधारभूत संरचनाओं का विकास अभी तक पूरी तरह से नहीं हो पाया है। प्रत्येक गरीब की आँखों में आँसू पोंछने का जो सपना राष्ट्रपिता ने देखा था, वह सत्य में परिवर्तित नहीं हो सका है। इसके विपरीत बेरोजगारी ने जिस भयावह समस्या का रूप लिया है उससे एक ओर तो गाँव से शहरों की ओर पलायन में वृद्धि हो रही है तो दूसरी ओर युवा प्रतिभाएँ रोजगार के अवसरों में अत्यन्त न्यूनता के कारण अपने देश से पलायन कर रही हैं। इसलिए आज आवश्यकता इस बात की है कि भारत को विश्व में महाशक्ति बनाने के लिए सर्वप्रथम नागरिकों की न्यूनतम बुनियादी आवश्यकताओं मसलन ग्रामीण स्वास्थ्य, ग्रामीण पेयजल आपूर्ति, ग्रामीण विद्युतीकरण, प्राथमिक शिक्षा, प्रौढ़ शिक्षा, पोषण, नगरीय मलिन बस्ती सुधार, भूमिहीनों व श्रमिकों में मकान आदि की पूर्ति के लिए कारगर ब्यूह रचना अपनायी जाये। ग्रामीण क्षेत्रों के विकास को प्राथमिकता देनी होगी और सत्ता के प्रवाह को विकेन्द्रित करने की प्रक्रिया और अधिक तीव्र करनी होगी, क्योंकि भारत आज भी ग्रामीण व कृषि प्रधान देश है जिसकी 68.8 प्रतिशत जनता गाँवों में निवास करती है।

73वें संविधान संशोधन के माध्यम से अनुच्छेद 243 में ग्रामीण स्थानीय स्वायत्त शासन को जो अधिकार दिये गये हैं उनमें राज्य सरकारों से भी यह अपेक्षा की गयी है कि विधानसभा पंचायती राज संस्थाओं को नियम बनाकर इतनी शक्तियाँ व अधिकार अवश्य देंगी कि वे प्रभावी तरीके से स्वशासन की इकाईयों के रूप में कार्य कर सकें। किन्तु वास्तविकता यह है कि विभिन्न राज्य सरकारों द्वारा अपने-अपने प्रदेशों में पंचायतों को जो भी अधिकार दिये गये हैं वे अधूरे हैं। सत्ता के विकेन्द्रीकरण में आयी बाधा में यह मानसिकता पूरी तरह प्रभावी रही कि शक्तियों के निम्न स्तरों पर हस्तांतरण से राज्य सरकारें निर्बल हो जायेगी। यही कारण है कि स्थानीय स्वायत्त शासन के तीनों स्तरों पर कार्यों को न तो स्पष्ट रूप से परिभाषित किया गया है और न ही सूचीबद्ध किया गया है। ग्राम सभा को ग्राम पंचायत के कार्यों पर निगरानी रखनी होती है किन्तु उसको दिये गये अधिकारों में एक भी अधिकार बाध्यकारी न होने से ग्राम सभा का विरोध कोई खास महत्व नहीं रखता।

ग्रामीण क्षेत्रों के विकास की गति को तीव्र करने और एक नवीन भारत के निर्माण हेतु स्थानीय स्वायत्त शासन संस्थाओं को और अधिक सशक्त बनाना होगा और पंचायतों के समक्ष वर्तमान में जो भी चुनौतियाँ हैं तथा निकट भविष्य में आ सकती हैं, उनका विश्लेषण करके उनके समाधान के प्रयास किये जायें।

अतएव यहाँ पर कतिपय उन प्रमुख चुनौतियों को स्पष्ट किया गया है जो पंचायती राज संस्थाओं के समक्ष उपस्थित हुई हैं और उनके कुशल संचालन के मार्ग में अवरोध सिद्ध हुई हैं:-

1- ग्रामीण साक्षरता का न्यून प्रतिशत

शासकीय विकेन्द्रीकरण के समक्ष सबसे बड़ी चुनौती यह उभरकर आ रही है कि ग्रामीण क्षेत्रों में साक्षरता का प्रतिशत बहुत कम है। हालाँकि विगत कुछ दशकों में ग्रामीण साक्षरता में वृद्धि हुई है किन्तु आशातीत नहीं कहा जा सकता। साक्षरता के कम होने का दुष्परिणाम न केवल पंचायती राज संस्थाओं की कार्यकुशलता पर पड़ता है बल्कि केन्द्र एवं राज्यों द्वारा प्रवर्तित विकास सम्बन्धी कल्याणकारी योजनाओं पर भी पड़ता है। उचित जानकारी के अभाव में वे इन योजनाओं का अपेक्षित लाभ नहीं उठा पाते। कम साक्षरता स्तर के ही कारण जातीय राजनीति निर्वाचनों में हावी हो जाती है। परिणामस्वरूप जनप्रतिनिधियों का निर्वाचन स्वस्थ आधारों पर नहीं हो पाता। इसके अतिरिक्त केन्द्र एवं राज्यों द्वारा प्रवर्तित विकास एवं कल्याणकारी योजनाओं का क्रियान्वयन भी सही तरीके से नहीं हो पाता है क्योंकि ये योजनाएँ समाज के जिन पिछड़े और गरीबी रेखा के नीचे के परिवारों के लिए आती हैं, उन्हें इन योजनाओं की कोई जानकारी नहीं होती। परिणामस्वरूप इन योजनाओं का लाभ समाज में सम्पन्न और प्रभावशाली व्यक्ति उठा लेते हैं। यही कारण है कि आजादी के छः दशक बीत जाने के बाद भी देश की ग्रामीण निर्धनता के स्तर में उल्लेखनीय ह्रास दृष्टिगोचर नहीं हुआ है।

अतः समय की माँग है कि देश की ग्रामीण जनता के शैक्षणिक स्तर को बढ़ाने हेतु प्राथमिकता दी जाये ताकि पंचायतों में चुने जाने वाले जनप्रतिनिधि शिक्षित और योग्य हों तथा निर्वाचनों में संकीर्ण स्वहितों और जातीय राजनीति को प्रोत्साहन न मिले। देश की ग्रामीण जनता स्वयं के लाभ के लिए सरकार द्वारा चलायी जा रही कल्याणकारी योजनाओं का लाभ उठा सके तथा समाज की मुख्यधारा के स्वयं को जोड़ सके।

2- पंचायतों के पास अल्पवित्तीय संसाधन

वर्ष 1957 में प्रजातांत्रिक विकेन्द्रीकरण पर गठित बलवंत राय मेहता समिति की अनुशंसाओं के आधार पर गठित पंचायती राज संस्थाओं की असफलता का एक प्रमुख कारण पंचायती राज संस्थाओं के पास पर्याप्त वित्तीय संसाधनों का अभाव था। जिसके परिणामस्वरूप ये संस्थाएँ शनैः-शनैः मृतप्राय हो गयीं। 73वें संविधान संशोधन के माध्यम से यद्यपि पंचायतों को वित्तीय संसाधन प्रदान करने के लिए राज्य वित्त आयोग का गठन किया गया है किन्तु प्रायः देखा गया है कि राज्य वित्त आयोग के गठन तथा उनके माध्यम से धन आवंटन में राज्य सरकारें प्रायः कोताही बरतती रही हैं। यही नहीं पंचायतों को आय बढ़ाने हेतु कर लगाने के लिए जो अधिकार राज्य सरकारों द्वारा दिये गये हैं वे अधिकार भी पर्याप्त नहीं हैं। उनसे पर्याप्त आय की कल्पना करना व्यर्थ है। वर्तमान भारतीय राजनीति में जहाँ तक केन्द्र राज्य सम्बन्धों के वित्तीय सम्बन्धों की बात है, राज्यों की स्थिति बहुत अच्छी नहीं है और वे केन्द्र से वित्तीय संस्थाओं की माँग हेतु रोना रोते रहते हैं।

अतः ऐसी स्थिति में यह अपेक्षा करना कि वे अपने अत्यन्त सीमित संसाधनों में कटौती करके ग्रामीण पंचायतों को वित्तीय संसाधन उपलब्ध करायेंगे, कठिन लगता है। वस्तुतः जिन अधिकारों का उल्लेख संविधान की 11वीं अनुसूची में हुआ है, वही कार्य संविधान की राज्य सूची में राज्य सरकार के पास भी हैं। यद्यपि पूर्वापेक्षा पंचायती राज संस्थाओं की वित्तीय स्थिति में थोड़ा सुधार अवश्य हुआ है किन्तु यह सुधार अपर्याप्त है। इस हेतु केन्द्र व राज्य सरकारों को पर्याप्त ध्यान देना होगा ताकि वे सक्षम होकर ग्रामीण विकास का कार्य कर सकें।

3- पंचायत चुनावों में स्वस्थ राजनीतिक प्रतिस्पर्धा का अभाव

लोकतन्त्र को जनता के द्वार तक लाने और सत्ता का विकेन्द्रीकरण करने के लिए पंचायती राज संस्थाओं की स्थापना की गयी तथा उसके लिए नियमित चुनाव का भी प्रावधान किया गया। इसके अतिरिक्त पंचायत के अन्तर्गत आने वाले प्रमुख पदों के लिए प्रत्यक्ष चुनाव का भी प्रावधान किया गया। किन्तु विगत दशकों के निर्वाचनों और मत व्यवहार के स्थानीय स्तर पर अध्ययन यह स्पष्ट करते हैं कि पंचायत चुनावों में स्वस्थ राजनीतिक प्रतिस्पर्धा का अभाव पाया जाता है और निर्वाचन संकीर्ण व तुच्छ स्वार्थों पर आधारित हो जाते हैं। चुनावों में स्थानीयता इतनी हावी हो जाती है कि चुनाव के दिन हिंसा की आशंका रहती है और मतदान के दौरान बल प्रयोग तक किया जाता है। इस प्रकार से गाँव जो कभी सामाजिक समरसता की इकाई के रूप में जाने जाते थे आज संकीर्ण राजनीति के अड्डे बन गये हैं। इसी कारण सरकार द्वारा ग्रामीण विकास के लिए स्वीकृत योजनाओं से समुचित लाभ नहीं मिल पाता और वे राजनीतिक दौंव-पेंचों में उलझकर रह जाती हैं।

इसीलिए पंचायती राज संस्थाओं के सुदृढ़ विकास के लिए यह आवश्यक है कि स्थानीय स्तर पर होने वाले निर्वाचनों को दलीय राजनीति से दूर रखा जाय तथा राजनीति के दूषित तत्वों को बहिष्कृत किया जाय। इसका सबसे बड़ा लाभ यह होगा कि पंचायती राज संस्थाओं के लिए योग्य, कर्मठ व प्रतिभावान व्यक्ति ही निर्वाचित होकर आयेंगे और तब वे ग्रामीण विकास के लिए सम्पूर्ण जोश व शक्ति से कार्य करेंगे, तभी गाँवों की सच्चे अर्थों में उन्नति हो पायेगी।

4- स्थानीय स्तर पर जातिवाद की प्रबलताएँ

भारतीय सामाजिक व्यवस्था में जाति की भूमिका सदैव ही महत्वपूर्ण रही है। उपनिवेशवाद के समय और इससे प्रेरित राष्ट्रीय आंदोलन ने जाति को राजनीतिक प्रक्रिया में भी सम्मिलित करना आरम्भ किया। किन्तु पिछले कई वर्षों में जाति की भूमिका में प्रमुख बदलाव देखा गया है तथा यह भारतीय राजनीति में एक बड़ा नासूर बनकर उभरा है। हजारों वर्षों के संक्रमण से भारत बहुवंशीय, बहुधर्मी, बहुजातीय, बहुभाषीय एवं जटिल समाज के रूप में उभरा है।¹⁷ जिसे पं० नेहरू ने 'बहुवंशों का पात्र' कहा है।¹⁸ भारत की सामाजिक व्यवस्था में जाति की भूमिका न केवल महत्वपूर्ण है बल्कि निर्णायक भी है।¹⁹ भारत में जाति व्यवस्था का अध्ययन करने वाले विद्वानों में इरावती कर्वे, प्रो. रजनी कोठारी तथा एन.एन. श्रीनिवास आदि का नाम अग्रणी है। जहाँ इरावती कर्वे जाति व्यवस्था को हिन्दू समाज के बैविध्य की संवाहक और संरक्षक मानती हैं²⁰ वहीं प्रो० रजनी कोठारी ने राजनीति में जाति की भूमिका का विश्लेषण करते हुए यह मान्यता प्रतिस्थापित की है कि यह राजनीति नहीं जो जातिग्रस्त है बल्कि यह जाति है जिसका राजनीतिकरण हुआ है। विगत कुछ दशकों में तो स्थित बहुत खराब हो चुकी है। न केवल स्थानीय स्तर पर बल्कि राज्य व राष्ट्रीय स्तर पर भी यह समस्या विकराल रूप धारण करती जा रही है। राजनीतिक दलों द्वारा निर्वाचनों में प्रत्याशियों के चयन का प्रमुख आधार उनकी जाति होती है, क्योंकि जातिगत समीकरणों के आधार पर प्रत्याशी के भविष्य का निर्णय होता है। जहाँ राष्ट्रीय स्तर पर जाति व्यवस्था निर्वाचन प्रक्रिया, मन्त्रिमंडल का निर्माण और निर्णय निर्माण की प्रक्रिया को प्रभावित करती है वहीं पंचायती राज संस्थाओं के स्तर पर जातिवाद बहुत अधिक मात्रा में फैला हुआ है। जाति के आधार पर न केवल प्रत्याशी के भाग्य का निर्धारण होता है, बल्कि निर्वाचित होने के पश्चात् भी उसकी सम्पूर्ण क्रियाविधि बहुत अधिक अंशों में जातिगत राजनीति पर निर्भर करती है। जिस जाति का प्रतिनिधि निर्वाचित होता है उस जाति की विरोधी दूसरी जाति उसके कार्यों में अनावश्यक गतिरोध उत्पन्न करती है और उसे

असफल सिद्ध करने का प्रयास करती है। कभी-कभी यह जातीय वैमनस्य इतना अधिक उग्र रूप धारण कर लेता है कि ग्रामीण क्षेत्रों में तनाव और संघर्ष की स्थिति उत्पन्न हो जाती है।

यह एक महत्वपूर्ण तथ्य है कि एक ओर जहाँ आधुनिक ज्ञान-विज्ञान व प्रौद्योगिकी के जमाने में दुनिया प्रगति के चर्मोत्कर्ष पर पहुँचती जा रही है वहीं जाति के आधार पर मनुष्य-मनुष्य में भेद करना मानव मस्तिष्क की निम्नता का द्योतक कहा जा सकता है। 21वीं सदी में प्रवेश के साथ यह अपेक्षा की गयी थी कि भारतीय राजनीतिक व्यवस्था जातिवाद के मकड़जाल से निकलकर स्वयं को मुक्त करा लेगी लेकिन इसके विपरीत वह वोटों की राजनीति के चलते और अधिक दुष्क्रियात्मक होती जा रही है। अतः जातिवाद के दुष्परिणामों से पंचायती राज संस्थाओं को बचाने के लिए यह आवश्यक है कि जनता को जागरूक बनाया जाय और उनको यह बताया जाय कि उनका मत अमूल्य है और वह अपने मत की शक्ति से अपना भाग्य परिवर्तित करने की क्षमता रखती है।

5- जन प्रतिनिधियों में सच्चरित्रता व नैतिकता का निरंतर ह्रास

भारतीय शासन एवं राजनीति में जन प्रतिनिधियों की सच्चरित्रता प्रारम्भ से ही एक महत्वपूर्ण मुद्दा रहा है। यद्यपि स्वतन्त्रता प्राप्ति के पश्चात् कुछ दशकों तक न केवल शासन में बल्कि प्रशासन में भी सच्चरित्रता की प्रवृत्ति विद्यमान थी। चारों ओर उल्लास व उमंग का वातावरण था तथा देश के चहुँमुखी विकास की प्रवृत्ति थी किन्तु समय बीतने के साथ-साथ जन प्रतिनिधियों में जनसेवा की भावना क्षीण होने लगी और सच्चरित्रता व नैतिकता का ह्रास होने लगा। जन प्रतिनिधियों में आम जनता के प्रति संवेदनशीलता की भावना समाप्त होने लगी और इसका प्रभाव प्रत्यक्ष रूप से पंचायती राज संस्थाओं में परिलक्षित हुआ। गाँव की गरीब जनता के विकास के लिए केन्द्र व राज्य सरकारों की ओर से जो राशि पंचायत संस्थाओं में आती थी वे भ्रष्टाचार की भेंट चढ़ गयीं तथा ग्रामीण जनता के विकास स्तर में अपेक्षित सुधार नहीं हुआ। पूर्व युवा प्रधानमंत्री राजीव गाँधी ने अपने एक वक्तव्य में इस तथ्य को बाखूबी स्वीकार किया था कि गरीबी उन्मूलन योजनाओं के लिए आवंटित एक रूपये में से मात्र 15 पैसे ही लक्षित लोगों तक पहुँचते हैं।¹¹ इस तथ्य का अनुमान इस बात से भी लगाया जा सकता है कि सरकार द्वारा बड़ी उम्मीद साथ ग्रामीण विकास के लिए प्रारम्भ की गयी महात्मा गाँधी राष्ट्रीय ग्रामीण रोजगार गारंटी अधिनियम (मनरेगा) की करोड़ों रूपये की योजना भी दुर्भाग्यवश भ्रष्ट नेताओं और अधिकारियों के लिए जेबें भरने का माध्यम बन गयी हैं। इसलिए जनता को उसका वास्तविक हक मिल सके, इसके लिए जरूरी है कि भ्रष्टाचार जैसे दानव की समाप्ति के लिए कठोर कदम उठाये जायें तथा जिनके ऊपर भ्रष्टाचार के आरोप सिद्ध हों, उन्हें कठोर से कठोर दण्ड दिया जाये। इसका परिणाम यह होगा कि स्वतः पंचायती राज स्तर पर सच्चरित्रता का प्रतिशत बढ़ेगा और भ्रष्टाचार की प्रवृत्ति हतोत्साहित होगी।

6- ग्रामीण क्षेत्रों में निर्धनता का व्यापक स्तर पर प्रसार

आज के भारत की एक महत्वपूर्ण समस्या एवं विरोधाभाष विकास तथा गरीबी का एक साथ विद्यमान होना है। जिस समय हम निर्धनता तथा गरीबी के विषय पर बहस करते हैं तब उसका अभिप्राय यह नहीं है कि केवल हम देश की गरीबी का उल्लेख करते हैं अपितु हम उन लोगों के विषय में भी बातें करते हैं जो नीचे की आधी जनसंख्या के भाग हैं। भारत में शहरों की अपेक्षा ग्रामीण अंचलों में निर्धनता का प्रसार बहुत अधिक मात्रा में है। एक ओर वैश्विक आर्थिक मंदी के कारण बढ़ती महंगाई तथा दूसरी ओर विविध प्राकृतिक आपदायें सामान्य जनता को झकझोर कर रख देती हैं।¹² चूँकि भारत एक कृषि प्रधान देश है, अतः यहाँ की अधिकांश जनता कृषि पर निर्भर है। अनिश्चित मानसून के चलते अतिवृष्टि, अनावृष्टि तथा सूखा जैसी आपदायें ग्रामीण जन-जीवन को व्यापक रूप से प्रभावित करती हैं जिससे कृषि व कृषि उत्पादों पर निर्भर रहने वाली ग्रामीण जनता के लिए जीवन की बुनियादी आवश्यकताओं की पूर्ति करना बहुत मुश्किल हो जाता है।

अतः ऐसी परिस्थितियों में पंचायती राज संस्थाओं द्वारा किये जाने वाले कार्यों का परीक्षण ग्राम सभा की बैठकों में भाग लेना और निर्वाचित प्रतिनिधियों को जन अपेक्षाओं की कसौटी पर परखना आदि आशयें ग्रामीण जनता से करना व्यर्थ प्रतीत होता है। इसलिए सरकार को ग्रामीण जनता से निर्धनता को मिटाने के लिए विशेष प्रयास करने होंगे। ग्रामीण क्षेत्रों में लघु एवं कुटीर उद्योगों की स्थापना, हस्तकला, खादी ग्रामोद्योग आदि की स्थापना को प्रोत्साहन देना होगा, क्योंकि ग्रामीण क्षेत्रों के नागरिक जब अपने जीवन की न्यूनतम आवश्यकताओं की पूर्ति के लिए चिंतित नहीं रहेंगे तब वे स्वतः राजनीतिक क्षेत्र की दिशा में आगे बढ़ेंगे तथा सामाजिक भागीदारी सुनिश्चित कर सकेंगे।

7- प्रशासनिक मशीनरी में जनसंवाद व जनतंत्रीकरण का अभाव

इस समस्या के विषय में विशेषज्ञों का मत है कि जिला नियोजन हो या पंचायती राज व्यवस्था हो, उसके सफलता के मार्ग में सबसे बड़ी बाधा दलगत राजनीति है। जो धीरे-धीरे राजनीति का अखाड़ा बनती जा रही है। जिला नियोजन परिषद हो या स्थानीय कोई भी निकाय जैसे पंचायतें। इनमें छोटी-छोटी बातों को लेकर झगड़े हुआ करते हैं, दलबंदी होती है और बहुत सा समय झगड़ों में चला जाता है। जनसंवाद के कारण ग्रामीण विकास की योजनाओं का शासन ग्रामीण जनता तक पहुँचाने में असफल रही है, जिससे ग्रामीण जनता को योजनाओं का सही ढंग से पता ही नहीं लगता और वे योजनाएँ बनकर क्रियान्वित कर दी जाती है तथा ग्रामीण गरीब, अशिक्षित व असहाय जनता योजना के आने के इंतजार में अपना सारा समय व्यर्थ में बर्बाद कर देती है एवं वे योजनाओं के लाभ से वंचित रह जाते हैं। जिला योजनाओं के निर्माण एवं क्रियान्वयन करने वाली प्रशासनिक मशीनरी में जनतंत्रीकरण का अभाव है, जिसके परिणामस्वरूप प्रशासनिक मशीनरी अपने लक्ष्यों को प्राप्त करने में असफल रही है।

8—योजनाओं के क्रियान्वयन में ढीलापन/लूट प्रणाली/व्यक्तिवाद

बिना तथ्यों एवं आँकड़ों के न कोई योजना बन सकती है और न ही कोई वास्तविक कल्पना की जा सकती है क्योंकि प्रशासन के पास आँकड़ों का निराभाव है। आँकड़े तो सभी विषयों से मिल जाते हैं, परन्तु वे सही व विश्वसनीय नहीं प्राप्त होते हैं। उदाहरणार्थ—विधवा पेंशन योजना अथवा ग्रामीण आवास योजना। जब तक प्रशासन को सही व विश्वसनीय तथ्यों के आँकड़े नहीं प्राप्त होंगे तब तक ग्रामीण विकास के विकासात्मक कार्यों की योजना बनाना एवं उनके क्रियान्वयन व वास्तविक परिणामों की कल्पना करना व्यर्थ होगा। इसके अलावा पंचायती राज एवं जिला परिषदों में अधिकांश राशि योजनाकारों की जेब में चली जाती है एवं शेष बची हुई राशि प्रशासकीय अधिकारियों एवं राजनीतिक पदाधिकारियों की जेब में चली जाती है और बची हुई राशि को विकासात्मक कार्यों में लगाया जाता है, जो लगभग 15 प्रतिशत ही होती है। इस बीच हुई राशि के आधार पर विकास की योजना एवं कार्यक्रम बनाए जाते हैं, और राशि आधे कार्यक्रम में समाप्त हो जाती है। किसी भी क्षेत्र के विकास के लिए विकासात्मक योजनाओं के निर्माण से कार्य खत्म नहीं हो जाता। किसी योजना का वास्तविक अर्थ व महत्व उसके सफल क्रियान्वयन से होता है। केन्द्र, राज्य एवं स्थानीय सरकार द्वारा विकासात्मक योजनाएँ तो ढेर सारी लंबी-चौड़ी बनाई जाती हैं। परन्तु उन योजनाओं का क्रियान्वयन आरम्भ ही नहीं होता, जिससे ग्रामीण क्षेत्रों में आवश्यक कार्यक्रमों व योजनाओं के क्रियान्वयन के ढीलेपन के कारण इस क्षेत्र का विकास केवल कल्पनात्मक रह जाता है। प्रायः देखा गया है कि किसी भी स्थानीय योजना का निर्माण एवं उसका क्रियान्वयन व्यक्तिगत हितों व स्वार्थों को मद्देनजर रखते हुए किया जाता है। स्थानीय विकास अर्थात् जिला नियोजन के लिए योजनाओं का निर्माण एवं क्रियान्वयन में व्यक्तिगत स्वार्थ के साथ-साथ अधिकारियों का पूर्वाग्रह, संसाधनों का दुरुपयोग, भाई-भतीजावाद इत्यादि गंभीर समस्याएँ हैं, जिससे जिले का नियोजन समुचित ढंग से नहीं हो पाता और न ही उसका क्रियान्वयन।

9—योग्य प्रशासकों एवं विशेषज्ञों की चुनौती

हम सभी जानते हैं कि योग्य प्रशासकों एवं विशेषज्ञों के अभाव में नियोजन कार्य असफल हो जाता है। पंचवर्षीय योजनाओं के समय में विशेषज्ञ व प्रशासक प्रशासन में आये लेकिन जो स्थान उन्हें मिलना चाहिए वह स्थान उन्हें नहीं मिल पाया। अतः वे अपने आप को निराश व हताश अनुभव करते हैं एवं साथ-साथ उनका कार्य करने का मनोबल निरंतर गिरता जाता है तथा वे कार्य स्थान को छोड़कर अन्यत्र स्थानों में कार्य शुरू कर देते हैं। यदि संयोग से कोई दक्ष प्रशासक या विशेषज्ञ अपनी ईमानदारी, लगन, परिश्रम के साथ विकासात्मक कार्य करने का प्रयास भी करता है तो उसमें राजनीतिक एवं हाईकमान के दबावों से दबाव में आकर वह विकासात्मक कार्य चाह कर भी नहीं कर सकता जिससे दिन-ब-दिन प्रशासकों एवं विशेषज्ञों का अभाव बढ़ता ही जा रहा है।²³

10—अधिकारियों व पदाधिकारियों के बीच संबंधों की चुनौती व लालफीताशाही

जहाँ नीति-निर्माण होता है तथा समन्वयन किया जाता है वह जिले के विकास कार्यक्रमों में ब्रेक का कार्य करता है, जिससे विकास कार्य शिथिल पड़ जाते हैं। विकास की योजनाओं के निर्माण का कार्य एवं क्रियान्वयन में कठिनाइयाँ आती हैं एवं विकास यथोचित नहीं हो पाता है। वास्तव में यह प्रत्यक्ष अवलोकन से स्पष्ट हुआ कि संबंधों के अभाव के कारण विभागीय तनाव, मनमुटाव, ईर्ष्या की भावना का विकास होता है। जिससे आपसी सहयोग व समन्वयन का अभाव दिन-ब-दिन बढ़ता जाता है। दूसरी ओर लालफीताशाही के प्रभाव में वृद्धि के कारण विकासात्मक कार्यों को पूरा करने में अनावश्यक विलंब होता है। कभी-कभी विकासात्मक योजनाओं की फाइलें महीनों तक प्रलंबित पड़ी रह जाती हैं। जिससे आम आदमी विकास के फलों से वंचित रह जाता है। उदाहरणार्थ, भवन निर्माण, रोड निर्माण हेतु प्रस्तुत पत्र यदि जिला परिषद या महानगर पालिका में भेजा जाता है, तो वह महीनों (या कभी-कभी सालों तक) प्रलंबित पड़ी रह जाती है।²⁴ इतना ही नहीं प्रलंबित कार्य के लिए बराबर चक्कर लगाने पड़ते हैं। जिसके कारण घूसखोरी व भ्रष्टाचार को बढ़ावा मिलता है।

इनके अतिरिक्त और भी कई समस्याएँ हैं, राजनीतिक जागरूकता की कमी, विकास कार्यों की उपेक्षा, शासकीय अधिकारियों एवं निर्वाचित प्रतिनिधियों में सहयोग का अभाव आदि। इसके अतिरिक्त सभी राज्यों में राज्य विधानमंडल और संसद सदस्यों को पंचायती राज संस्थाओं से सम्बद्ध करने का प्रयत्न किया गया है। विधानमंडल तथा संसद सदस्यों की स्थिति इतनी उच्च होती है कि वे पंचायती राज संस्थाओं पर अपना आधिपत्य स्थापित कर लेते हैं और इस प्रकार अन्य सदस्यों के अभिक्रम को कुचल देते हैं तथा पंचायती राज संस्थाओं के कल्याणकारी विकास में बाधा डालते हैं। विधानमंडल तथा संसद के सदस्यों के पास विधायी तथा राजनीतिक काम इतना अधिक रहता है कि उनके पास इतना समय नहीं होता कि वे अपने विधायी कार्यों के अतिरिक्त पंचायती राज संस्थाओं की ओर ध्यान दे सकें। अतः उच्च स्तरीय राजनीतिज्ञों का ग्रामीण स्थानीय स्वशासन से सक्रिय रूप से सम्बद्ध होना पंचायती राज संस्थाओं के हित में नहीं है। अतः इन सभी कारकों का संयुक्त परिणाम यह हुआ कि भारत में पंचायती राज संस्थाएँ अपने लक्ष्य को प्राप्त नहीं कर सकी है।

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पंचायती राज संस्थाओं के भारतीय संविधान का हिस्सा बन जाने से अब कोई भी पंचायतों को दिये गये अधिकारों, दायित्वों और वित्तीय साधनों को उनसे छीन नहीं सकता। किन्तु आज जबकि इन पंचायती राज संस्थाओं को संवैधानिक दर्जा मिले दो दशक से भी ज्यादा समय बीत चुका है, एक बार फिर गहन विचार-विमर्श व मंथन करना होगा कि क्या संविधान में प्रावधान मात्र कर देने से शासकीय विकेन्द्रीकरण के लक्ष्यों को प्राप्त किया जा सकता है? क्या देश की उस आम जनता को शासन में भगीदारी सुनिश्चित हो सकेगी जिसका सपना हमारे संविधान निर्माताओं व महापुरुषों ने देखा था ? क्या समाज के कमजोर वर्गों व महिलाओं को समाज की मुख्य धारा में शामिल किया जा सकेगा ? फिलहाल इन सबका उत्तर अभी तक काफी हद तक रूप से नकारात्मक ही है। संवैधानिक प्रावधान मात्र कर देने से किसी व्यवस्था में अमूल-चूल परिवर्तन कदापि नहीं लाया जा सकता। इसके लिए दृढ़ इच्छा शक्ति की आवश्यकता होती है।²⁵ इसके लिए शासकीय एवं गैर-शासकीय स्तर पर ऐसे प्रयास करने होंगे जिनसे संविधान में किये गये प्रावधानों का लाभ प्रत्येक उस व्यक्ति तक पहुँच सके जिसके लाभ के लिए यह व्यवस्था की गयी थी।

भारत में स्थानीय स्वायत्त शासन की सफलता हेतु निम्न आवश्यक शर्तों पर विचार किया जाना चाहिए :-

1. स्थानीय स्वशासन का दायरा मात्र स्थानीय शासन व नागरिक सुविधाओं को उपलब्ध कराने तक ही सीमित नहीं रहना चाहिए। इन्हें आर्थिक विकास व नियोजन तथा नीति निर्धारण की महत्वपूर्ण कड़ी के रूप में स्वीकार करना चाहिए जिससे पंचायती राज संस्थाएँ और आर्थिक सशक्त व मजबूत बनायी जा सकें।
2. पंचायतों की आर्थिक स्थिति और अधिक सुदृढ़ बनायी जानी चाहिए। इन संस्थाओं को पर्याप्त वित्तीय संसाधन उपलब्ध करवाये जाने चाहिए ताकि आने वाले किसी भी स्थिति से वे स्वयं निपट सकें तथा उन्हें इसके लिए किसी अन्य सरकारों पर निर्भर न रहना पड़े। केन्द्र व राज्य सरकारों की भाँति पंचायतों को भी संविधान द्वारा निर्धारित 29 प्रमुख मदों में राजस्व के निर्धारण तथा संग्रहण की जिम्मेदारी मिलनी चाहिए।
3. शासकीय अधिकारियों, केन्द्रीय विधानमंडल व राज्य विधानमंडल के जनप्रतिनिधियों को स्थानीय स्वायत्त शासन संस्थाओं के मित्र, दार्शनिक और मार्गदर्शक के रूप में कार्य करना चाहिए। उन्हें बेवजह पंचायतों के क्रियाकलापों में हस्तक्षेप नहीं करना चाहिए। उन्हें अपने क्रियाकलापों से पंचायत प्रतिनिधियों के साथ ऐसे व्यवहार किये जाने चाहिए जिनसे उनका उत्साहवर्द्धन हो सके तथा उन्हें नयी स्फूर्ति के साथ कार्य करने की प्रेरणा मिल सके।
4. स्थानीय स्वायत्त शासन संस्थाओं में बिना किसी पक्षपात अथवा भय के समाज के विभिन्न वर्गों को भागीदारी का अवसर मिलना चाहिए। समाज के कमजोर व पिछड़े वर्गों को उनका प्रतिनिधित्व सुनिश्चित करने हेतु दिया गया आरक्षण मजकूर बनकर न रह जाय। इसके लिए आवश्यक है कि उन्हें उनके प्रतिनिधित्व हेतु जो अधिकार दिये गये हैं उनका अनुपालन होता रहे।
5. स्थानीय स्वायत्त शासन के संस्थाओं के निर्वाचित सदस्यों तथा उनके साथ काम करने वाले शासकीय पदाधिकारियों को बदलती सामाजिक प्रवृत्तियों के अनुरूप उचित प्रशिक्षण दिया जाना चाहिए। इसमें उन्हें पंचायत के महत्व, उसकी कार्यप्रणाली, भूमिका, अधिकारों व संसाधन एकत्रित करने के तौर-तरीकों के बारे में जानकारी प्रदान की जानी चाहिए।
6. पंचायत राज संस्थाओं की असफलता के मार्ग में सबसे बड़ा रोड़ा भारतीय समाज में व्याप्त अशिक्षा व जागरूकता की कमी है। आजाद भारत के 66 वर्षों के उपरान्त भी 2011 की जनगणना के अनुसार भारत की सम्पूर्ण साक्षरता 73.00 प्रतिशत है जबकि ग्रामीण क्षेत्रों में यह मात्र 67.8 प्रतिशत है। इनमें भी महिलाओं का प्रतिशत तो महज 64.6 प्रतिशत ही है। जबकि ग्रामीण भारत की जनसंख्या 68.8 प्रतिशत है। जनसंख्या के ये आँकड़े बताते हैं कि भारत में अभी भी एक बड़ी संख्या साक्षरता की स्थिति से वंचित है। ग्रामीण जनसंख्या के ज्यादा पढ़े लिखे न होने के कारण लोग अपने अधिकारों से भी वंचित है। अतः ग्रामीण स्थानीय स्वायत्त शासन में सुधार लाने हेतु आवश्यक है कि शिक्षा का स्तर और अधिक बढ़ाया जाना चाहिए।
7. पंचायती राज संस्थाओं के सफल क्रियान्वयन हेतु यह आवश्यक है कि स्थानीय स्तर पर आम नागरिकों की समझ, क्षमता तथा भागीदारी की इच्छा पर विश्वास किया जाना चाहिए। केन्द्र तथा राज्य स्तर के राजनीतिज्ञों तथा अधिकारियों को अपनी स्थिति, शिक्षा, अथवा प्रशिक्षण के आधार में ग्रामीण जनता की क्षमता तथा अनुभव की अवहेलना नहीं करनी चाहिए।
8. स्थानीय स्वायत्त शासन संस्थाओं का अस्तित्व बना रहे तथा ये अपना काम नियमित रूप से करती रहें इसके लिए आवश्यक है कि पंचायतों के संवैधानिक प्रावधानों के अनुसार स्वतंत्र व निष्पक्ष मतदान करवाये जायें तथा इसमें मतदान को अनिवार्य बनाया जाय। जो मतदाता मतदान में भाग न लें उनके खिलाफ कार्रवाई की जाय तथा आर्थिक दण्ड लगाया जाय।
9. स्थानीय स्वायत्त शासन की संस्थाओं के प्रति राज्य सरकारों तथा सम्बन्धित जिलाधिकारियों का उदासीन होना इनके सशक्तीकरण के मार्ग में बड़ी गम्भीर बाधा है। राज्य सरकारों, उनके तकनीकी अभिकरणों तथा जिलाधिकारियों को पंचायती राज संस्थाओं का निर्देशन व प्रोत्साहन निरंतर करते रहना चाहिए। जिलाधिकारियों को विकेन्द्रीकृत लोकतंत्रीय संस्थाओं के मित्र, दार्शनिक तथा पथ-प्रदर्शक के रूप में भूमिका निभानी चाहिए।²⁶ अधिकारियों को अपने अहंकार व उच्च वर्ग की खोखली अवधारणा को त्यागना चाहिए उन्हें जनता के सेवक की भूमिका निभानी चाहिए।

10. स्थानीय स्तर पर पंचायतों में व्याप्त गुटबन्दी स्थानीय स्वायत्त शासन की प्रगति में सबसे बड़ी बाधा है। जो स्थानीय लोगों के आपसी कलह, ईर्ष्या व विद्वेष की भावना को जन्म देती है। गुटबन्दी तथा कलह की आपसी राजनीति व रंजिश के होने से कोई भी समाज व राष्ट्र अपना विकास नहीं कर सकता। अतः स्थानीय स्वायत्त संस्थाओं के कुशल संचालन हेतु आवश्यक है कि स्थानीय स्तर पर व्याप्त गुटबन्दी की धारणा को समाप्त किया जाय तथा ग्राम सभा स्तर पर होने वाले कार्य को आपसी मेलजोल व बिना किसी पक्षपात के सम्पन्न किया जाय।
11. भारत एक ऐसा देश है जहाँ आज भी देश की एक बड़ी संख्या निर्धन है। योजना आयोग व तेंदुलकर कमेटी के रिपोर्ट पर अगर हम ध्यान टिकाएँ तो यह क्रमशः 29.8 व 37.2 प्रतिशत है। आजादी के छः दशकों के निरंतर प्रयास के बावजूद हमारी एक बड़ी जनसंख्या अभी भी 'दो जून की रोटी' पाने हेतु भटक रही है। दैनिक अखबारों व न्यूज चैनलों में आये दिन अपनी क्षुधा मिटाने हेतु आम की गुठलियाँ खाने तथा आत्महत्या करने की शिकायतें आती रहती हैं। स्पष्ट है कि एक तरफ जहाँ हम वैश्विक महाशक्ति बनने का सपना देख रहे हैं वहीं दूसरी तरफ हमारे देश की एक बड़ी संख्या अभावग्रस्त जीवन जी रही हैं तथा बुनियादी आवश्यकताओं से भी वंचित है। देश की ग्रामीण जनसंख्या में यह स्थिति और भी भयावह है। ऐसे में देश की एक बड़ी संख्या से शासन स्तर भागीदारी सुनिश्चित करने की कल्पना कैसे की जा सकती है। अतः यह आवश्यक हो जाता है कि स्थानीय स्वायत्त संस्थाओं को सफल बनाने हेतु सर्वप्रथम सरकार द्वारा लोगों को उनकी गरीबी दूर करके उन्हें स्वस्थ व खुशहाल वातावरण में रहने का अवसर प्रदान किया जाय तभी सही मापने में पंचायती राज संस्थाओं के सुदृढीकरण की कल्पना की जा सकती है।²⁷
12. स्थानीय स्वायत्त शासन की प्रगति में एक बड़ी बाधा स्थानीय स्तर जातिवाद, धर्म तथा साम्प्रदायिकता की प्रबलता है। यह एक ऐसी सामाजिक बुराई है जिसके रहते हमारा सम्पूर्ण समाज टुकड़ों में बँटा हुआ है। स्थानीय स्तर पर कुछ स्वार्थी व चालाक लोग अपने निहित स्वार्थों की पूर्ति के लिए जाति, धर्म तथा सम्प्रदाय की दुहाई देने में नहीं चूकते। किन्तु वे यह भूल जाते हैं समाज में ऐसा गंदा माहौल तैयार करने पर वे भी कभी उसके शिकार हो सकते हैं। जबकि हमारे संविधान का अनुच्छेद 15 किसी भी धर्म, मूलवंश, जाति, लिंग अथवा जन्मस्थान के आधार पर विभेद का प्रतिषेध करने की बात करता है। अतः स्थानीय स्वायत्त शासन के सफल संचालन हेतु यह आवश्यक हो जाता है कि स्थानीय स्तर पर व्याप्त इन सामाजिक कुरीतियों के विरुद्ध आवाज उठायी जानी चाहिए तथा जाति, धर्म व सम्प्रदाय के नाम पर समाज को भड़काने व नफरत पैदा करने वालों के खिलाफ रासुका प गैंगेस्टर जैसे कड़ी सजाओं के प्रावधान वाले दण्ड दिये जाने चाहिए तथा समाज के अमन-चैन का वातावरण निर्मित करना चाहिए।

निष्कर्ष

निष्कर्ष तौर पर हम कह सकते हैं कि पंचायती राज प्रणाली भारतीय शासन प्रणाली का एक अपरिहार्य हिस्सा है। पंचायती राज व्यवस्था की शुरुआत से भारतीय राजनीति का व्याकरण बदलने लगा है। शासन प्रक्रिया धीरे-धीरे सरकारों के एकाधिकार से निकल रही है। शासन के इस सबसे निचले स्तर पर सत्ता में वंचित लोगों के सत्ता में आने से शासन प्रक्रिया में अब बराबरी का स्तर, आना प्रारंभ हुआ है। आरक्षण ने वंचित समूहों को बेहतर पहचान दिलाई है और स्थानीय मुद्दों को प्रभावित करने का भी अवसर प्रदान किया है, एक प्रतिनिधि सरकार लोगों के जितना करीब होगी वह उतना ही बेहतर काम करेगी। आदर्श स्थिति यह होगी कि स्थानीय सरकारें उच्च स्तरीय सरकारों की बराबर की भागीदार हो। ग्रामीण जनता के सशक्तीकरण से आर्थिक प्रगति तेज होगी और लोकतांत्रिक संस्थाएँ सुदृढ होंगी।

वस्तुतः यह कहा जा सकता है कि स्थानीय स्वायत्त संस्थाएँ लोकतन्त्र की पाठशालायें हैं, जो स्थानीय स्तर पर सामान्य जनता को लोकतांत्रिक प्रक्रियाओं व पद्धतियों का प्रशिक्षण देती हैं और उन्हें शासन संचालन हेतु प्रशिक्षित करती हैं। इन पंचायती राज संस्थाओं ने देश के राजनीतिकरण, आधुनिकीकरण और समाजीकरण में महत्वपूर्ण भूमिका का निर्वाह किया है तथा हमारी राजनीतिक व्यवस्था में जनसहभागिता में वृद्धि करके गाँवों में जागरूकता पैदा कर दी है। भारतीय राजनीति के विद्वान प्रो० रजनी कोठारी का कहना है कि "इन संस्थाओं ने नये स्थानीय नेताओं को जन्म दिया है जो आगे चलकर राज्य और केन्द्रीय सभाओं के निर्वाचित प्रतिनिधियों से अधिक शक्तिशाली हो सकते हैं। कांग्रेस और अन्य दलों के राजनीतिज्ञ इन संस्थाओं को समझने लगे हैं। अब वे राज्य विधानमंडल के बजाय पंचायत समिति और जिला परिषदों को ज्यादा तरजीह देने लगे हैं।"

इसलिए भारत जैसे देश में लोकतन्त्र का सुनहरा भविष्य इन स्थानीय स्वायत्त संस्थाओं पर ही निर्भर करेगा। अतः आशा है कि 73वें संवैधानिक संशोधन के माध्यम से ग्रामीण स्थानीय स्वायत्त शासन को ज्यादा से ज्यादा लक्ष्योन्मुख बनाने के जो प्रयास किये गये थे वे आगे चलकर और भी गतिशील होंगे तथा इसके मार्ग में आने वाले सभी झंझावातों को समेटते हुए अपने उद्देश्यों की प्राप्ति में सफल होंगी।

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Changing Perception of Luxury Branding in Indian Context

Hemanth Y*

Abstract

Luxury retailers are eyeing Indian market as it is fast growing economy in terms of rising urbanization, patterned customers which is fast changing and purchasing power of customers. In this line, retailers are exhibiting plethora of luxury merchandise which are foreign brands in Tier-I City like New Delhi, Mumbai and Bangalore city. At the same time, luxury brands are growing at a faster pace with the adoption of E-business model. This paper presents the luxury branding practices which adopts both models of business formats i.e., Brick and Mortar (Physical Stores) and Click and Mortar (E-business or online stores). At the same time, paper addresses the changes in luxury marketing mix.

Keyword(s): Luxury brands, luxury marketing mix, Retail, Luxury market, e-business

1.0 Quick Facts of the term 'Luxury' and 'Luxury Branding'

Before embarking into the term 'Luxury' it is evident from the history of India that Luxury is not new phenomenon which is derived from the royal lifestyle of Indian Rulers across the country who had refined tastes and connoisseurs of Luxury. In business reports and academic literatures, the term *luxury and luxury branding* often appears which is derived from Latin term 'luxus' which means opulence, indulgence. Moreover, it is noteworthy to mention that when necessity ends, luxury begins as quoted by Coco Chanel a French Fashion Designer and business woman (<http://www.quoteauthors.com.coco-chanel-quotes/>). Further, Luxury can be incorporated in any of these aspects such as a moment, an experience, special fragrance, High end Apparel/Fashion, Shoes etc., Further, luxury doesn't necessarily have to be expensive.

The *Oxford Advanced Learner's Dictionary* defines luxury as to enjoy special and expensive things such as food and drink, Fashion and clothing, a pleasure or an advantage that you do not often have and as a thing that is expensive and enjoyable but not essential. In the same line, **Phau and Prendergast (2000)** have described luxury as rareness and exclusivity in a product. Authors in luxury brand literatures specify that luxury is defined *partially* as pointed out by **Dubois (1991)**. In similar fashion, many authors have contributed to the definition of luxury. In Business sense, Luxury is treated and interpreted as High Price and in social sense; it is a sign of status symbol.

After reviewing various definitions from academic literatures, a general definition of Luxury really doesn't exist the reason behind is that luxury is more of subjective in nature and it is perceived differently by people in different business situations across the globe. Moreover, the perception of Luxury and associated brands adopted by luxury retailers are fast changing in prevailing business.

1.2 Rationale of the Study

Limited literatures on Luxury Branding

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1.3 Review of Literature

Researcher has a opinion that luxury brands are highly distinct with high degree of intangibility. In this line, Luxury retail industry develops brand which are highly distinctly from normal products.

Moreover, the strategies are changing in Luxury market with huge potential for luxury brands showcasing their business practices across major metros in India. Below are literatures which are segregated into two parts. One part addresses changing perception of Luxury Brands in India and other part is Luxury Marketing Mix of Luxury brands and associated concepts in broader perspective.

1.3.1 Changing Perception of Luxury Brands in India – An Outlook

Mandel et al (2006) in the article entitled 'Images of Success and the Preference for Luxury Brands' have mentioned that in the foreign market people of United States of America often purchases Luxury products. Further, there is a increasingly trading up to luxury brands in America (Silverstein & Fiske, 2003), regardless of their economic status, because these products provide an opportunity for the middle class to attain the perception of prosperity which is in contradiction with Indian market among people of India. So, luxury brands have to put forth a different strategy to tap the market. It is evident that the consumption of luxury products displays individuals' wealth, differentiating them from others (Liebenstein, 1950)

Vickers and Renand (2003) in the article entitled 'The Marketing of Luxury Goods: An exploratory study-three conceptual dimensions' have discussed about the Luxury products and the market for luxury brands has grown over the past 10 to 15 years with spectacular growth due to rapid rise in standard of living and increasing number of consumer knowledge about the product which has lead to democratisation of top-of-the-range products.

Glyn Atwal and Soumya Jain (2012) in the book entitled "The luxury market in India: Maharajas to Masses" mentions in the book that the strategies to direct the brands which enters luxury market to have market share. In the same line, this study in the cult of the luxury brand: Inside Asia's love affair with luxury explores the emergence of luxury in Asia region; people use to wear accessories which are highly expensive such as Rolex watches, Burberry bags and many more. This literature also mentions that Hong Kong posses more GUCCI and HERMES stores as compared to New York / Paris. In Asia, the cult of the luxury brand is so powerful that consumers account for as much as half of \$80 billion global luxe industry. In Tokyo, 95% of women owns Louis Vuitton bag in their 20's.

Oknokwo (2007) in the article entitled 'Luxury fashion branding: trends, tactics, techniques' discusses about all luxury fashion brands with year of establishments. This study mentions that it is impractical to discuss all the luxury brands in apparel category as the literature related to Luxury is limited.

1.3.2 Luxury Marketing Mix

This section addresses the second objective of this study i.e., Luxury Marketing mix which is prevailing in Luxury Brands in India as well as in foreign. The following are few paradox associated with luxury branding practices.

A) Product Dimension

Kapferer and Bastien (2009, pp.312) have mentioned in the study that luxury brands have to formulate strategy which is very different from conventional marketing strategy for regular products. In this line, Products under luxury brands have to rely on specific identity which imbibes standards in it which converts the idea into symbolic representation in turn to product benefits or functionality of product. This idea has to be adapted to new market with changing trends in market. The policies pertaining to product impacts the quality as it is reinforced by packaging which is instrumental in communicating symbolic meaning (Fionda and Moore, 2009). Besides, Kapferer and Bastien (2009) argue that the DNA of luxury is the symbolic desire to belonging to Upper Class. Hence, luxury brands have to possess a high level of prestige. This study is in sync with Keller (2009, p.2) mentioned in the article entitled '**managing the growth trade-off: Challenges and opportunities in luxury branding**' which describes Luxury branding typically to create many intangible brand associations and an aspirational image pertaining to the brands. Scholar feels that Luxury brand has an appeal especially to elite customers with many meaning attached to it. This study also quoted that many luxury brands reflects rich heritage of particular country.

B) The Price Dimension

Researcher believes that in most of the luxury brands, customers are emotionally attached to the product irrespective of price tags. In this line, Keller (2009) indicates in the study that luxury brands are unreasonable as it adopts superlative pricing strategy which makes brands less accessible and induce rarity. Hence, Luxury brands have to be careful in keeping their brand image intact without offering discounts.

C) The Place dimension

Apart from pricing strategy, place or channel of distribution requires specific marketing strategy for the luxury brands. There is limited edition of sales as it is purchased by limited people who admire the brands as it is associated with their life and status.

In channel of distribution, luxury brands incorporate forward and backward integration. Forward integration includes developing own retail outlets and backward integration covers increasing control over the manufacturing process, for example by exchanging licenses with in-house manufacturing. Another advantage of integration is the increased control over product quality and brand image (Keller 2009, p. 292).

D) Promotion dimension

Usually promotions are done in luxury brands catering to the limited people to express their extraordinary life and differentiate themselves. Many luxury fashion brands consider catwalk shows a vital communication tool for fostering their brand image and value. In this line, tools used in promotion includes celebrity endorsement (Fionda and Moore, 2009)

By constantly reviewing the literature it is found that there is a clear difference between social classes and the consumption of luxury was limited to the elite classes. It dates back to nineteenth century that luxury goods sector came into being and the introduction of many of the highly valuable luxury brands that we know today, e.g. Hermes, Cartier and Louis Vuitton in France, Burberry in England and Bvlgare in Italy.

1.4 Methodology

The study is descriptive and qualitative in nature in which secondary data was collated through available literatures in referred journals, market research agencies, luxury brand expert views in authenticated brand management journals, magazines and search engines.

1.5 Objectives of the Study

- To analyze the changing business patterns in Luxury Branding in terms of Luxury marketing mix
- Extending the same using e-business version of luxury branding practices

1.7 Luxury Branding Practices in India

Though Luxury retail market is still in nascent stage, India is geared up to face huge competition for luxury brands. Infact, this is exciting and challenging market which is evolving in Indian retail scene. It is evident that in Fashion and Apparel industry there is no dearth of designers, merchandisers and Fashion business managers, handicrafts and artisans in small scale businesses and most importantly the Luxury Brands across India has high craftsmanship, aesthetic appeal and exquisite products which is very Indian. In this line, luxury branding is not new concept as it targets specialized customers or Elite customers and position its brand as highly distinct from others. It exhibits plethora of products which are very expensive affordable only by super rich people having common interest in buying luxury across the globe. In prevailing business situations, Luxury brands are gaining grounds in Luxury market especially in Fashion, Lifestyle and Apparel business. They maintain common standards across retail stores conveying brand image which should be consistent with prospect (Ailwadi, 2004). Apart from this, luxury brands provides customized product to people as per their requirement. This trend is very common among fashion industry in which designer's exhibit unconventional products which is a new phenomenon for many people.

Presently Indian Luxury market stands at \$18.4 billion which indicates that during the year 2015, brands such as Gucci, Christian Dior, Louis Vuitton, Canali India, LVMH India, and Judith Leiber performed well (**Euro Monitor, 2016**). Similarly, the study made by ASSOCHAM in the year 2015 points out that luxury in jewels; SUV's, electronics and hotels, Apparels, accessories, wines and spirits have grown enormously. Besides there is increase in brand awareness and growing purchasing power of Upper class people in Tier-II and Tier-III cities. Apart from that, services such as fine dining, travel and luxury, jewelry is expected to grow at 36-percent over next three years. An interesting thing to be pointed out here is that many women's are working in different sectors; there is increase in purchasing power of women leading to huge demand for beauty products or cosmetics products. At the same time, it is evident that jewelry segment has outgrown to mention few companies are Titan Ltd., Gitanjali and P C Jewellers Ltd, have made it big in Top World's 50 luxury brands across globe. Luxury offers exclusivity to customers who are elite i.e., size of Upper Income Group is the target market and study on luxury market indicates that 40-percent of their montly income on luxury brands whereas middle income group customers spend 10-percent of income on luxury brands.

Enlisted below are strategies adopted by luxury retailers:

1. Psychographic Segmentation: In Luxury branding, there are three levels of luxury brands which was proposed by Alleres (1990) in which super rich people are affordable to purchase the high end products which is inaccessible for an ordinary. Moreover, in India, there is changing perception in Luxury marketing arena which is evident that economic growth has generated more opportunities for the new generation where in plethora of merchandise are exhibited and new formats are emerging in luxury stores. At the same, time, double income families are emerging leading to increase in purchasing power and get

accessed to luxury brands from the stores. (IMRB-International and the Confederation of Indian Industry)

2. Technology driven Luxury Brands: Earlier, luxury brands used to be reluctant in adopting *Click and Mortar* model in which technology can be implemented to sell the brands virtually. In current scenario of business, due to huge penetration of internet technology across various verticals of business, luxury brands started using e-business model i.e., *Click and Mortar* model which makes altogether customers feel a new experience. This transformation from Brick and Mortar into Click and Mortar is giving way for people to adopt social media. In Click and Mortar, Luxury web sites should be able to understand the customers buying behaviour and e-commerce features of privacy of data and coherency between luxury brands and the websites in order to develop the trust among customers

3. Social Media: As technology is penetrated in every sphere of life so as in Luxury branding. Adopting Luxury brands in right social media, there can be high brand awareness in minds of people but some studies suggest that Luxury brands awareness should be less as it doesn't make sense for luxury brands to create high brand awareness among people as it is limited to very few people. In this line, Luxury brands can formulate strategy to select right social media to their customers.

4. Customization: Luxury retailers have adopted customizing their product which is generally a Label from famous fashion designers in which the products will be priced high and developed only for particular person like Celebrity or well Known personality in India in accordance with their lifestyle.

Conclusion

This study addresses the broader insights into luxury branding. In the prevailing literatures on Luxury Branding, it was found that there is no specific definition of luxury brands and this study emphasizes on changing perception of product based marketing mix. Besides, micro aspects of luxury brands to enhance their web presence.

It is a challenge for the luxury brands to create a trust among the customers as companies are transforming existing business model to online business models. In this line, question arises is that whether the brands will be able to create similar identity among the minds of customers or does it going to change?

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Politics on the Issue of Good Governance

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Abstract

The present paper tries to find our role of political system to implement the good governance in India and little about Punjab. Every government talk about it but how much work is demon that which is very less, this paper tries to identify the analyse administrative and political faultiness. Inflation and corruption are the major issues for this. There is a need to formulate a national strategy that accords further implementation of good governance, thus must be simplification of programe, procedure and processes. New programs for women and youngsters should be started and skills. Government trying to do it but further states should do it with full effectiveness based on local resources with sacrificing growth.

Key Words: Good Governance, administration, political system, transparent.

Introduction

In the present scenario good governance is talked by every government who so ever comes in position from last two decades. But actually this is prevailing from ancient times. Even famous Indian political pundit and economist Chanakya said:

Sukha Mula Dharma

By happiness, Chanakya means to happiness of the people and by Dharma is meant the dutifulness of the rulers. As long as the ruler or the administrator is conscious of his duties towards the people, they will be happy and contended. Wealth is at root of Dharma (dutifulness) prosperity.

Governance means helping local governments govern better in the process by which decisions are implemented or not implemented.

Good Governance is an interminate term used in international development literature to describe how public institutions conduct public affairs and manage public resources.

Characteristics of Good Governance

1. Accountable
2. Transparent
3. Follows the rule of law
4. Responsive
5. Equitable and Inclusive
6. Effective and Efficient
7. Participatory

Good governance ensures even the tallest leaders and the top bureaucrats are answerable to an ordinary citizen, hailing from any part of India. The govt. believes in operating in

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complete transparency with every file and official record open for public scrutiny. The ascendancy is an antidote to whatever has troubled the Indian Political System over the last six-decades. Irony Capitalism, feudalism, favoritism and using corrupt methods of governance. Governance is a mission that isn't complete without proactive involvement of the citizens of India. We strive to provide a clean and efficient government that invites proactive participation and involvement of citizens at every step.

In India, Good Governance Day is celebrated every year on 25th Dec. by Government of India. It is the birth anniversary of our former Prime Minister of India Atal Bihari Vajpayee and it is made full working day.

Objectives of One Government

1. To re-engineering of one govt. processes in order to provide an open and a countable administration in the country.
2. Good Governance Day is celebrated to make people aware about the government commitment for providing a transparent and accountable administration in the country.
3. It is celebrated to enhance welfare and betterment for the common citizens in India.
4. It is celebrated to standardize the government functioning.
5. To maintain good and effective policies.

Present government shows sparks for the Good Governance. But the government lacks transparency and this will snowball into serious issues down the line. Industry seems confused by an emerging Modi brand of governance as the expected economic reforms are not in sight. Big subsidy reform is intended and not of much use because of deficits. Direct communication is nowhere to be here. This was some problem in the previous govt also. Communal violence is major drawback for not proper implementation of good governance. Inflation, corruption are the biggest obstacles for the good governance.

Then one more active participant made by one govt., there must be direct interaction with the citizens of India through my gov. in but question is this whether Modi is available in India or on foreign tour. Then they have implemented the simplification of procedures and processes in the govt. to make the entire system transparent and faster. The push towards self-certification in place of affidavits and attestations. Doing away with cumbersome and out dated legislation. But still this is not properly successful.

Whether there is present government or any government only the good governance is on speeches, newspapers, magazines but put it on implementation is like a dream cum true for Indians because politics prevailed in the system.

Lokpal Bill under Article 252 of the Constitution of India, e.g. of good governance in India. For the first time, are making an effort to address who were the gatekeepers of the law. For the 1st time, the question of implementation of one laws was being addressed. And lot of politics arised in Indian Political System for it.

I am taking the issue of Punjab politics for good governance. The Department of Government reforms has been created to improve the internal governance by introducing reforms in the present system of governance and to achieve good governance through the use of Information Technology IT (tools). Punjab Governance reforms commission (PGRC), Punjab right to information commission (PRTIC), Punjab Governance Reforms Commission (PGRC) have been brought under one umbrella, aiming towards inclusive growth and development in the state. The Department of Governance Reforms try to

execute various e-governance projects under National E-Governance Programme (NEGP). But the question here is whether it is working well.

The present government needs good governance not sops. They introduced the concept of free electricity for farmers which played havoc with the state's ecology. As electricity was free, farmers were encouraged to pump out water for irrigation with little concern for the depleting ground water level. The recent announcement that 1.13 lac jobs would be created in the government sector on fast track mode will create more burdens. At the time when governments all over the world are downsizing, it is surprising that the Punjab government wants to bloat itself. Good Governance does not mean creation of jobs and job opportunities. The state's precious finances also do not allow any such expansion, old age pension scheme. From 2013 Goods and Service Tax GST regime are still in the realm of speculation but implemented upsetting the industrial owners and other point announcing for new industries what is good governance.

So mere is a need for good governance then the politics along with that all the parties whether they are in position or not must join their hands for good governance.

Sustainable development is the pathway to the future we want for all. It offers a framework to generate economic growth, achieve social justice, exercise environmental stewardship and strengthen governance.

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APPLICATION OF CAMEL MODEL TO LIFE INSURANCE COMPANIES IN INDIA- A COMPARATIVE ANALYSIS

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Karteek Chedadepu**

Abstract

Insurance industry plays a vital role in the Indian market. Life insurance of India enjoyed monopoly in insurance industry; however the development of the Insurance Regulatory and Development Authority (IRDA) Act in 1999 passed a clear signal to the end of the monopoly of LIC in the insurance business. Many private life insurers have come into picture and creating a severe competition to LIC. Against this backdrop, the present study aims to examine the financial soundness of the selected insurance companies during 2007-08 to 2016-17. This study applied the CAMEL model using the descriptive statistics and ANOVA. From the study, it is clear that LIC has managed with minimum statutory requirements as per the IRDA regulations almost during the entire study period, however ICICI Prudential capital adequacy ratios have registered increasing trend and other insurers have shown erratic trend. Based on the results, this study concluded that the null hypothesis is rejected since there is significant difference in all the CAMEL indicators of the selected insurance companies considered for this study at 1% level of significance. However it is also clear from the results that the null hypothesis is accepted in case of total earnings and profitability ratio since there is no significant difference across the selected life insurers.

Keywords: ANOVA, CAMEL Model, Financial Performance, IRDA, Life Insurers, LIC, Private Companies

Introduction

Life Insurance can be defined as a contract between an insurance policy holder and an insurance company. In case of any untoward happening to the insured person, the insurer pays up the entire amount i.e. the sum assured plus the bonus to the bereaved family. If there is no any risk, entire matured amount will be paid after the specified period to the insured person. Life insurance also safeguards the interest of the people who have declining incomes with advancing age, people who meet with accidents or for retired people. At present there are numerous policies available both under public and private sectors to match the requirements of different policy holders.

Life insurance schemes yield better returns when compared to other investment alternatives. Most of the life insurance schemes offer bonuses that no other investment scheme can offer. The money invested in life insurance is safe and covers risks. The money invested will fetch good returns and will be returned fully as sum assured either after the completion of the term or after the demise of the insured. The other benefits of

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investing in Life insurance are tax benefits, loan options, life stage planning, assured income benefits etc.

Life Insurance of India (LIC) plays a vital role in the Indian Insurance industry market. After the report of the Malhotra Committee, many imminent changes have taken place in the insurance industry. The Insurance Regulatory and Development Authority (IRDA) were constituted to regulate and develop the insurance industry and it was incorporated in April 2000. The IRDA mainly aimed to achieve the objectives like promoting competition to enhance customer satisfaction with increased consumer choice and lower premiums while ensuring the financial security of the insurance market. Since the IRDA Act initiated market reforms, the insurance sector has experienced some significant changes. The entry of a large number of Indian and Foreign private companies in life insurance business has to lead greater choice in terms of products and services.

As a result of this liberalization, 24 life insurance companies have entered into the insurance industry including LIC and 23 Private Insurance Companies to serve the customers in the country.

Increased consumer awareness of the benefits and importance of insurance and reinsurance has generated many more buyers in India. Besides new distribution channels among them, like brokers, bank assurance, the Internet, and corporate agents have provided additional ways of getting products and services to customers of life insurance.

Review of Literature

In this context, an attempt is made to briefly review the studies that are made on financial performance of LIC of India and other private sector life insurance companies as follows: Chaudhary and Kiran (2011) made an attempt to examine the current scenario of life insurance industry in the light of some changes and regulations of IRDA by taking different variables into consideration. The results of this study exposed that life insurance industry expanded tremendously since 2000 onwards in terms of number of offices, number of agents, new business policies, products, premium income etc.

Gulati and Jain (2011) analyzed business performance of all life insurers in industry by taking various indicators into consideration. The findings of this study showed that even after facing various opportunities and challenges and the entry of private sector, the growth of public sector undertaking had not revealed any fall.

Gour and Gupta (2012) focused on the determination of the solvency ratio of Indian Life insurance companies for the period of 3 years from 2009-10 to 2011-12. This study analyzed whether performance of different companies was similar or there was any significant difference. On the basis of solvency ratio, ranks were assigned to different companies which showed that ICICI found the best among selected companies of industry followed by Birla Sun Life, SBI, HDFC and LIC. The paper concluded that solvency of life insurance depends on returns received from total investible funds and interest rate.

Neelaveni (2012) made an attempt to estimate the financial performance of five selected life insurance companies in terms of various plans and policies on the basis of annual growth rate. The results of this study concluded that Life Insurance Corporation being the public sector was lagging behind due to the severe competition from the private insurers; however private life insurance companies have shown financially significant performance during the period under consideration.

Charumathi (2012) considered the factors that determine the profitability of life insurers operating in India in her study. The study has taken only one public and 22 private

players during the period 2008-09 to 2010-11 for the analysis purpose. In order to estimate the impact of different variables on profitability of life insurers, regression analysis has been made. The results concluded that the profitability of life insurers was positively affected by size and liquidity but negatively influenced by leverage, premium growth and equity capital.

Kumari (2013) estimated the financial performance of both public and private life insurance industry. For this purpose, various parameters such as number of life insurance companies, private sector offices, insurance penetration and density, growth in premium income, size of insurance market were considered. Financial performance was measured by calculating various financial ratios. The study revealed that there had been a significant increase in the overall business performance of Indian life insurance industry after privatization.

Valeed A. Ansari and Wubshet Fola (2014) made a study to examine the financial soundness and performance of life insurance companies in India, based on a regulatory and supervisory parameters and standards. The authors employed CAMEL model and the parameters of this model capture the key operations of life insurers. Certainly, the overall financial soundness and performance is a synopsis of the adequate risk management and sound inbuilt control system, and effective & efficient business underwritings. It has examined the performance of seven registered life insurers during a period of five years i.e from 2008-09 to 2012-13. The results of the CAMEL model reveals that there was a significant difference between capital adequacy, asset quality, management efficiency, earnings & profitability and liquidity position in private and public life insurance companies.

V.N. Parthiban (2014) attempted to examine soundness and financial performance of the life insurers' using CAMEL model. The financial soundness and performance of life insurers such as LIC, SBI and ICICI Prudential Life are evaluated through CAMEL model and found that they are financially sound by and large. Further it is also found from this study that the CAMEL parameters are significantly differing among the selected life insurers in India.

C Kalpana Naidu and C Paramasivan (2015) made an attempt to compare the financial performance of LIC and private insurance companies. The authors also stated that selling of more unit-linked plans helps private players to take market share from LIC. Investment pattern of LIC and private insurers also showed some changes. The Solvency ratio of private life insurers was much better than LIC, in spite of big losses faced by them. Capital adequacy ratio of private insurers was higher than LIC whereas the servicing of death claims was better in case of LIC as compared to private life insurers. Finally this study concludes that the private sector companies have performed better than LIC of India.

Maraboina Sreedhar Babu (2015) examined the performance of the life insurance companies of private and public sector. The results of this study reveal that the private sector insurance companies must remain competitive by introducing cost effective innovative products compared to public sector insurance companies. This study also concluded that during the study period, the private sector life insurance companies' market share has registered much faster growth than the public sector life insurance companies.

Anoop Kumar Singh and Sumbul Fatima (2017) made an attempt to assess the performance of ICICI Prudential Life Insurance and to identify the reasons for its good reputation and capturing a good market share in the life insurance industry. This paper

made an attempt to evaluate the growth and performance of ICICI Prudential, one of the major private sector life insurance companies through certain parameters such as net profit, net premium, number of branches. This study also used CAMEL Model to analyze certain ratios like capital to total assets ratio, net premium to gross premium ratio etc. These are further statistically tested with the help of the one sample t-test.

All the above studies are mainly focused to assess the financial performance of the life insurance companies of public and private sector companies with a comparative outlook during different periods. However this present study deals with five selected life insurance companies during the recent decade.

Objective of the study

Against this back ground, this present study is aimed to assess the comparative financial performance of LIC and ICICI Prudential., Bajaj Allianz, HDFC Standard life, SBI Life using CAMEL Model during period of 2007-08 to 2016-17.

Statement of Hypothesis

There is no significant difference between the selected life insurance companies with respect to Total Capital Adequacy Ratios, Asset quality Ratio, Total Reinsurance and Actuarial Issues Ratios, Total Management Soundness ratios, Total Earning and Profitability Ratios and Total liquidity ratios.

Research Methodology

The present study is based on secondary data and it has been extracted from different websites (www.licindia.in, www.iciciprulife.com & www.moneycontrol.com), Annual Reports of LIC of India and the balance sheets of private sector Life Insurance companies during the period 2007-08 to 2016-17.

To analyze the data, ratio analysis, statistical tools like descriptive statistics, ANOVA have been used. The statistical tools which are used for this study are different ratios which are used in the CAMEL Model (Capital adequacy, Asset quality, Reinsurance and Actuarial issues, Management soundness, Earnings/Profitability and Liquidity). The CAMEL parameters are statistically tested with the help of statistical tools like descriptive statistics and ANOVA.

This study makes an attempt to estimate the financial performance of the LIC of India, ICICI Prudential, HDFC Standard Life, Bajaj Allianz and SBI Life during the recent decade i.e from 2007-08 to 2016-17.

This study is very crucial to understand the financial performance and soundness of the public sector and private sector life insurance companies in India and to analyze the financial soundness of life insurance companies, CAMEL framework contains different ratios relating to Capital adequacy, Asset quality, Reinsurance, Adequacy of claims and actuarial, Management soundness, Earnings and Profitability, Liquidity and Sensitivity to market risk.

Data Analysis

The results relating to the selected life insurance companies during the study period are discussed in detail as follows. All annual ratios of CAMEL Model for all selected 5 life insurance companies are presented from Table 1 to Table 6. Further the descriptive statistics (Table 7) of the CAMEL parameters and the ANOVA results (Table 8) are discussed in this study to test the statement of hypothesis.

Financial Performance of Selected Insurance Companies

1											
Life Insurer	Ratios	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
LIC	SR	1.52	1.54	1.54	1.54	1.54	1.54	1.54	1.54	1.54	1.54
	CTA	0.0004	0.0004	0.0003	0.0003	0.0004	0.0003	0.0003	0.0003	0.0003	0.0003
SBI	SA	3.300	2.900	2.20	2.00	2.11	2.15	2.23	2.16	2.12	2.04
	CTA	0.096	0.071	0.045	0.04	0.04	0.05	0.05	0.04	0.05	0.04
ICICI	SA	1.740	2.310	2.90	3.27	3.71	3.96	3.72	3.36	3.20	2.80
	CTA	0.131	0.131	0.07	0.06	0.06	0.06	0.06	0.07	0.07	0.07
HDFC	SA	2.380	2.580	2.58	1.80	1.72	1.88	2.17	1.36	0.65	0.47
	CTA	0.175	0.945	0.07	0.06	0.05	0.06	0.05	0.05	0.05	0.06
Bajaj	SA	2.340	2.620	2.68	3.66	5.15	6.34	6.79	7.33	7.60	8.06
	CTA	0.086	0.069	0.037	0.05	0.09	0.12	0.12	0.12	0.12	0.13

Table-1 shows that Capital Adequacy position of selected life insurers in India during the period of study. Capital is considered to protect insured and promote the soundness of financial system and it also indicates whether the insurer has enough capital to absorb losses arising from claims. Thus the Capital Adequacy Ratio is the key indicator of an insurer's financial dependability position. As per the IRDA regulations, insurers have to maintain solvency margin of 1.5 i.e. excess of assets over liabilities, monitored on quarterly basis, furthermore IRDA issues registration to those companies only having minimum capital of Rupees one billion. LIC just managed its fate at almost the minimum statutory requirements; the ratio was remained at 1.54 for all the years considered for this study except in the first year of the study period. However it is slightly higher than the minimum statutory requirements ratio of 1.5 also. ICICI Prudential, SBI life insurance, Bajaj Allianz Life and HDFC Standard life insurance (except in last three years) have recorded significantly higher solvency (ratio) margin (1.5) during the study period.

Table 2: Asset Quality Ratio

Life Insurer	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
LIC	0.018	0.019	0.014	0.013	0.012	0.0006	0.0115	0.0006	0.0225	0.0342
SBI	0.0007	0.0007	0.0002	0.0003	0.0015	0.0000	0.0015	0.0003	0.0012	0.0014
ICICI	0.495	0.0033	0.0005	0.0001	0.0018	0.0001	0.0029	0.0019	0.0026	0.0015
HDFC	0.015	0.025	0.030	0.044	0.055	0.069	0.083	0.129	0.304	0.419
BAJAJ	0.091	0.071	0.037	0.057	0.090	0.126	0.148	0.155	0.169	0.159

➤ Equities/Total Assets

The asset quality ratio is one of the most critical areas in determining the overall financial soundness of an insurance company. The Lower ratio may be preferred to higher one, considering that higher ratio shows large amount of provisions hold for the large amount of

Non-Performing Assets (NPAs) in the total gross assets. As shown in Table 2, the asset quality of life insurers has been very sound during the period under consideration as the life insurers are prohibited to extend credit to their customers and from investing in stock markets and neither are the companies listed.

Table 3: Reinsurance and Actuarial Related Issues (Risk Retention Ratio)

Life Insurer	2007 -08	2008 -09	2009 -10	2010- 11	2011 -12	2012 -13	2013 -14	2014 -15	2015 -16	2016 -17
LIC	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	1.00	0.90
SBI	1.00	1.00	1.00	1.00	1.00	0.99	0.99	0.99	0.99	0.99
ICICI	1.00	1.00	1.00	1.00	0.99	0.99	0.99	0.99	0.99	0.99
HDFC	0.99	0.99	0.99	0.99	0.99	0.99	0.99	1.00	0.99	0.99
Bajaj	1.00	1.00	1.00	1.00	0.99	0.99	0.99	0.99	0.99	0.99

➤ Risk Retention Ratio = Net Premium/Gross Premium

Table 3 represents the Risk retention ratio of the selected life insurers of this study. It is evident from the Table 3 that the life insurance sector retained the risk at their own destiny, and it can be witnessed by the slightly increasing trend during the study period. Hence, the life insurers passed on to reinsurance only 1.19 per cent (thumb rule) of the total direct premium. It is observed from Table 3 that the life insurers preferred retaining risk at their own destiny to passing the risk onto the reinsurers so as to boost up their profits by reducing the transaction costs and sharing of premium income with reinsurers, during the study period. From Table 3 it is also evident that LIC and the other selected life insurers of this study have maintained the ratios, which are below the thumb rule during the study period.

Table 4: Management Soundness (Operating Expense Ratio)

Life Insurer	2007 -08	2008 -09	2009 -10	2010 -11	2011 -12	2012 -13	2013 -14	2014 -15	2015 -16	2016 -17
LIC	0.0561	0.0576	0.6568	0.0835	0.0735	0.08	0.101	0.0941	0.0857	0.1096
SBI	0.87	0.86	0.0654	0.5863	0.078	0.1101	0.1667	0.1601	0.1221	0.1545
ICICI	0.4547	0.4436	0.3831	0.4397	0.3167	0.3552	0.285	0.3289	0.3477	0.3787
HDFC	0.2098	0.3175	0.2138	0.1661	0.1245	0.1074	0.1062	0.1004	0.1147	0.1227
Bajaj	0.2061	0.1766	0.1551	0.1672	0.1879	0.2322	0.2521	0.203	0.2044	0.1861

• Operating Expense Ratio = Operating Expenses/ Gross Premiums

Table 4 reveals that Management Soundness Ratios of all selected insurers during the period under consideration. The SBI Life Insurance has witnessed continuously decreasing trend yet SBI Life holds the first position in the sector by recording good business performance. The ICICI Prudential and the LIC also have recorded fluctuating expenses to their business operations volume. Bajaj and HDFC have recorded significant values in the beginning of the study period and there by noted declining trend with fluctuations.

Table 5: Earnings and Profitability Ratio

Life Insurer	Ratios	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
LIC	ROE	168.9	191.5	212.1	234.4	213.1	234.4	245.4	246.5	244.6	245.4
	ROA	0.0001	0.001	0.001	0.001	0.001	0.001	0.001	0.001	0.001	0.001
SBI	ROE	0.03	-0.03	0.28	0.37	0.56	0.62	1.27	1.21	1.07	1.03
	ROA	0.003	-0.002	0.010	0.009	0.012	0.11	1.27	1.21	1.07	1.03
ICICI	ROE	-1.00	-0.54	0.18	0.57	0.97	1.05	1.27	1.26	1.16	1.16
	ROA	-0.05	-0.02	0.00	0.01	0.02	0.02	0.02	0.02	0.02	0.22
HDFC	ROE	-0.19	-0.28	-0.14	-0.05	0.14	0.23	0.24	0.22	0.24	0.22
	ROA	-0.03	-0.04	-0.01	0.00	0.01	0.01	0.06	0.08	0.08	0.08
Bajaj	ROE	-1.54	-0.47	0.36	0.70	0.87	0.85	0.87	0.84	0.81	0.85
	ROA	-0.02	0.00	0.02	0.03	0.03	0.03	0.03	0.03	0.04	0.03

- Return on equity (ROE) = Net Income to Equity
- Return on Asset (ROA) = Net Income to Total Asset

Table 5 highlights that Earning and profitability Ratios of selected insurers during the study period from 2007-08 to 2016-17. Earnings are considered as one of the key sources of inbuilt long term capital base for an insurance company. Low profitability may signal fundamental problems of the insurer and may consider a leading indicator for solvency problems. Therefore, considerable attention is focused this area so that the most important indicators of earnings and profitability are included in this study. Thus these are the Expense Ratio, ROE, and ROA. The ROE (return on equity) is measured as the ratio of net profit to equity and the figure shows that the net profits that are returned to shareholders, higher the return on equity, the more profitable the insurer has become and the possibility of enhanced dividends to shareholders. The ROA (return on assets) is measured as the ratio of net profit on assets, thus this ratio has been included as a proxy to investment ratio in order to represent the effectiveness of their investment policies.

Table 6: Liquidity Ratio

Life Insurer	Ratios	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17
LIC	LA to LL	1.94	2.49	2.26	3.72	3.09	5.86	3.75	3.61	3.00	3.06
	LA to TA	0.05	0.06	0.04	0.05	0.07	0.09	0.01	0.02	0.03	0.05
SBI	LA to LL	0.61	0.40	0.55	0.78	2.42	2.40	2.75	2.62	2.00	2.06
	LA to TA	0.03	0.03	0.03	0.03	0.07	0.07	0.04	0.05	0.57	0.63
ICICI	LA to LL	0.59	0.57	0.38	0.42	0.54	0.65	0.63	0.48	0.63	0.64
	LA to TA	0.04	0.02	0.01	0.01	0.01	0.02	0.03	0.00	0.00	0.00
HDFC	LA to LL	1.37	1.06	0.62	0.80	0.85	0.98	0.08	0.05	0.05	0.05
	LA to TA	0.09	0.08	0.04	0.04	0.04	0.04	0.05	0.05	0.48	0.57
Bajaj	LA to LL	0.48	0.63	0.47	0.78	0.81	1.04	1.38	1.09	1.26	1.41
	LA to TA	0.04	0.03	0.02	0.02	0.02	0.04	0.04	0.09	0.26	0.04

Note- LA to LL= Liquid Assets/Liquid Liabilities, LA to TA= Liquid Assets/Total Assets
 From Table 6 represents the Liquidity ratios of LIC, SBI, ICICI prudential and Bajaj Allianz during the period 2007-08 to 2016-17. Liquidity is the sixth and last component of the CAMEL framework for life insurers but not the least even if their liquidity of liabilities is relatively predictable backed through their long-term obligations. The 1st ratio of Table 6 represents the Current Ratio. Overall results indicate that the life insurer's ability to meet the short-term obligations is improving gradually during the study period, given that their inherently long-term obligations. ICICI Prudential (during the entire study period), Bajaj Allianz (in the first five years of the study period) and HDFC Life (in the first two years of the study) have recorded the current ratio which was below the rule of thumb, (1:1) ratio during the study period. However LIC has maintained more than the required current ratio as per thumb rule during the study period where as SBI has also maintained the same status during 2011-12 to 2016-17. The 2nd ratio, liquid assets to total assets reflects the financial assets position in the total assets of an insurer. Thus the ratio analysis to some extent supports the above discussion made under current ratio during the study period.

Table 7 Descriptive Statistics					
Ratio	Life Insurer	N	Mean	Std. Deviation	Std. Error
Total Capital Adequacy Ratio	LIC	10	0.7692	1.8322	0.2591
	SBI	10	1.1881	1.1989	0.1696
	ICICI	10	1.591	1.6152	0.2284
	HDFC	10	0.9606	0.9847	0.1393
	Bajaj	10	2.6788	3.071	0.4343
	Total	50	1.4375	0.8153	0.1153
Asset Quality Ratio	LIC	10	0.0145	0.0099	0.0014
	SBI	10	0.0008	0.0006	0.0001
	ICICI	10	0.0509	0.1561	0.0221
	HDFC	10	0.1171	0.1355	0.0192
	BAJAJ	10	0.1103	0.0471	0.0067
	Total	50	0.0587	0.0718	0.0102
Total Reinsurance & Actuarial Issues Ratios	LIC	10	0.9897	0.0304	0.0043
	SBI	10	0.9949	0.003	0.0004
	ICICI	10	0.9935	0.0035	0.0005
	HDFC	10	0.9932	0.0015	0.0002
	Bajaj	10	0.9931	0.0042	0.0005
	Total	50	0.9929	0.0123	0.0017
Total Management Soundness Ratios	LIC	10	0.0824	0.0181	0.0026
	SBI	10	0.3173	0.3245	0.0459
	ICICI	10	0.3643	0.0549	0.0078
	HDFC	10	0.1583	0.07	0.0099
	Bajaj	10	0.1971	0.0293	0.0041
	Total	50	0.2239	0.1275	0.018
Total Earning & Profitability Ratios	LIC	10	111.8	116.17	16.429
	SBI	10	0.5566	0.5277	0.0746
	ICICI	10	0.6765	0.6848	0.0968
	HDFC	10	0.0438	0.1474	0.0209
	Bajaj	10	0.2192	0.5893	0.0833

	Total	50	9.2408	36.2618	5.1282
Liquidity Ratio	LIC	10	1.6636	1.8209	0.2575
	SBI	10	0.9065	1.0266	0.1452
	ICICI	10	0.2832	0.2845	0.0402
	HDFC	10	0.3684	0.4344	0.0614
	Bajaj	10	0.4982	0.5129	0.0725
	Total	50	0.744	0.6273	0.0887

Null Hypothesis

There is no significant difference between the selected life insurance companies (5) with respect to CAMEL model (Total Capital Adequacy Ratios, Asset Quality Ratio, Total Reinsurance and Actuarial Issues Ratios, Total Management Soundness Ratios, Total Earning and Profitability Ratios and Total Liquidity Ratios).

Table 8-Results of ANOVA

	Source of Variation	SS	df	MS	F	P-value
Total Capital Adequacy Ratio	Between Groups	1099.569	3	366.5229	5.474276	0.006519
	Within Groups	1339.073	20	66.95367		
	Total	2438.642	23			
Asset Quality Ratio	Between Groups	1243.082	3	414.3607	6.215259	0.003708
	Within Groups	1333.366	20	66.66829		
	Total	2576.448	23			
Total Reinsurance & Actuarial Issues Ratio	Between Groups	1204.24	3	401.4134	6.021198	0.004286
	Within Groups	1333.334	20	66.6667		
	Total	2537.574	23			
Total Management Soundness Ratio	Between Groups	1233.059	3	411.0195	6.164736	0.003849
	Within Groups	1333.454	20	66.67269		
	Total	2566.512	23			
Total Earning and Profitability Ratios	Between Groups	1954.01	3	651.335	0.56983	0.64134
	Within Groups	22860.8	20	1143.04		
	Total	24814.8	23			
Liquidity Ratio	Between Groups	1171.09	3	390.363	5.84263	0.00491
	Within Groups	1336.26	20	66.8128		
	Total	2507.34	23			

The results as shown in Table 8 conclude that there is significant difference across the selected life insurance companies with respect to CAMEL ratios (Total Solvency Ratios, Asset quality Ratio, Total Reinsurance and Actuarial Issues Ratios, Total management ratios, Total Earning and profitability Ratios and Total liquidity ratios). Since the p value of Total Solvency Ratio (0.006), Asset quality Ratio (0.003), Total Reinsurance and Actuarial Issues Ratios (0.004), Total Management Soundness ratio (0.003), Total Earning and Profitability Ratio (0.640 and Total liquidity ratio (0.004) are less than 0.01, thus the null hypothesis is rejected at 1% level of significance.

However, the ANOVA results show that the null hypothesis is accepted at 1% level of significance in case of total earnings and profitability ratio since the p value (0.641) is greater than the 0.05. Thus, it is clear that there is no significance difference across the selected insurance companies with respect to Total Earnings and Profitability Ratio during the study period.

Summary Conclusions

From the study, it is clear that LIC has managed with minimum statutory requirements as per the IRDA regulations almost during the entire study period, however ICICI Prudential capital adequacy ratios have registered increasing trend and other insurers have shown erratic trend. It also reveals that the asset quality ratio of LIC has fluctuated from 0.018 to 0.0342, whereas HDFC standard life has recorded a significant growth during the study period.

From this study it is clear that LIC has maintained the retention ratio as per the thumb rule of 1.19 per cent. However other life insurers such as SBI, ICICI, HDFC, and Bajaj Allianz have not maintained the same. The results also reveals that Management Soundness Ratios of SBI Life during the period of study has witnessed continuously increasing expenses to their business operations volume while the ICICI Prudential and the LIC have recorded fluctuating expenses to their business operations volume. The return on equity ratio of LIC has registered significant growth compared to the rest of the life insurers during the study period.

ANOVA results conclude that there is significant difference among the selected life insurance companies with respect to CARMEL ratios such as Total Solvency Ratio (0.006), Asset quality Ratio (0.003), Total Reinsurance & Actuarial Issues Ratios (0.004), Total Management Ratio (0.003) and Total Liquidity Ratio (0.004) since the p values are less than 0.01 therefore the null hypothesis is rejected at 1% level of significance. However in case of Total Earnings and Profitability Ratios across the selected life insurers, ANOVA results show that the null hypothesis is accepted at 1% level of significance since the p value (0.641) is greater than the 0.05.

Finally, it can be concluded that the investors who are planning to take the life insurance policy can choose the insurer based on the fundamentals and financial performance based on CARMEL model.

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Human Resource: A Key of Assessment of Socio-Economic Development of a Region with Special Reference to Rajasthan, India

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Abstract

The study focuses on the demographic scenario of Rajasthan and the contribution of variables into the development. In India, Rajasthan ranks first in terms of area but support nearly only 1% population of India. Along with this, the condition of state is not seems good in sex-ratio and literacy which influences the development. The state is counted as the least developed state among the Indian states. The study analysis the combined effect of demographic variable on the development. All these factors contribute to create clear hierarchy of the districts in terms of Development. The study is conducted to find out which variable play prominent role for the development of a region. The study is completely devoted to the study of demography of state with the analysis of growth rate, literacy rate, sex-ratio, working population. The values of variables are converted into standardized form and then composite values are calculated to determine the level of development at district level. With the calculation of Development index, the districts are categorised into Under Highly Developed, Developed, Less/ Low Developed and Undeveloped. It shows that sex-ratio plays prominent role in the development of region.

Key words: Human, Development, Index, Composite, Resources, Demography etc.

Introduction

Human is that resource of nature which has efficiency and ability to invent new things and generate new opportunities for growth. Quantitative and Qualitative aspects of human resource influence the growth of an area and this growth is concluded in term of development. The quantitative aspects include the measurement of no of heads in the region including the study of density, growth rate, their spatial distribution. The qualitative aspects of human resource deals with the intelligence, working ability and their involvement in social, political and technological activities which is in true sense involve in the development of a region.

Development is a function of Human Resource. The various aspects of Human Resource are key factors of development. So, in this way the capability of human resource is the scale of measurement of development. There are various variables such as Literacy rate, Growth Rate, Sex-Ratio, Working Population etc. without which the study of qualitative aspects of Human Resource is incomplete. According to the census of India, Literacy rate is defined as the percentage of people those are able to write and read (excluded the age group 0-6 yrs.). Sex – Ratio is defined as the number of Females per thousand male.

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Working population is the number of population engaged into occupation economically with stratification into Marginal worker, main-worker, and non-workers.

India is the second largest populated country in the world after the china. According to the census 2011, the population of country is 1210569573 persons. The growth rate is 17.64%. The density of country is 382 person/km² and literacy rate is 72.99%.The sex-ratio is 943 while 80.89 % males are literate while 64.64 % females are literate.

Study Area

Rajasthan is the largest state in term of area and ranks 8th in term of population. Its latitudinal and longitudinal expansion is 23°30'N to 30°12'N and 69°30'E to 78°17'E respectively. The area of State is 342,239 Km². It consists 33 districts. According to Census 2011, the Total population of Rajasthan state is recorded 68,548,437 with the growth rate of 21.31% .Rajasthan ranks first in terms of area and ranks 8th in population among the states of India. Among 29 Indian States, Rajasthan ranks 21th in sex-ratio with the 928 females per thousand male. The condition of Rajasthan is worst in sex-ratio and literacy rate. In Literacy rate, it ranks third last position from the bottom with the literacy rate of 66.1% among the state having lowest literacy rate after Bihar (61.8%) and Arunachal Pradesh (65.4%) and holds second last position with the 52.12% female literacy rate among the Indian states. Among 33 districts, Jaipur is the highly populated district with the population of 66.26 lakh with the highest male population (34.69lakh) and female population (31.57lakh). The Sex-Ratio of Rajasthan is recorded 928 females per thousand male. The highest and lowest sex-ratio is recorded in the districts Dungarpur (994) and Dhaulpur (846) respectively. The Total literacy rate of state is estimated 66.11% with 79.19% male and 52.12% female literacy rate. The Highest literacy rate is recorded in Kota district (76.56%) and lowest is recorded in district Jalore (54.86%) . Jhunjhunu district is ranked first in Male literacy with the 86.9% while lowest is recorded in Pratapgarh (69.5%). Kota is ranked first in Female Literacy with 65.9% and lowest in Jalore (38.3%).

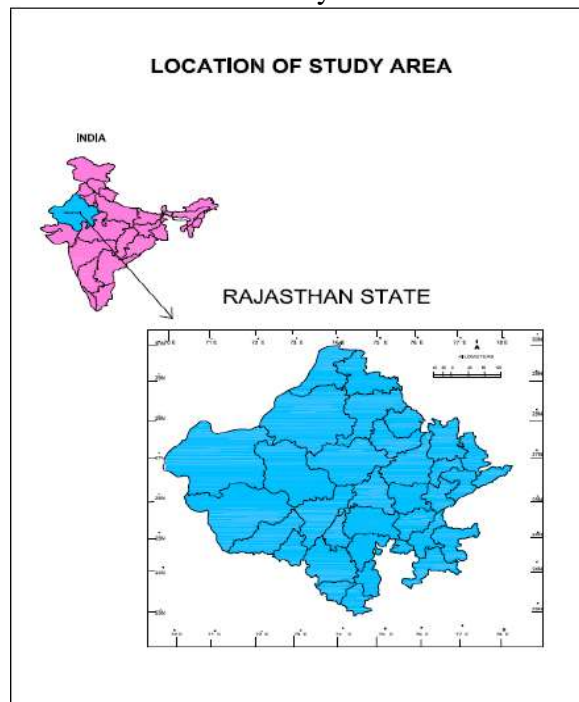


Figure 1: Location of Study Area (Rajasthan State, India)

Objective

The study is carried with the following objectives:

- Regional Study of demographic variables of study area
- To analysis the combined effect of demographic variable on the level of development of study area.

Hypothesis

The research work is carried with the following hypothesis:

Hypothesis: The high value of demographic variables may contribute in high development index.

The main variables are listed as: growth rate, Sex-Ratio, Literacy Rate and Working population. The above mentioned variables have same nature that means they have positive relationship with the development. In detail, as the value of these increases, the level of development increases. The growth rate, Literacy rate and Working population is measured in Percentage (%) and Sex-ratio is measured in No. of females per thousand male. To make the data homogeneous the data is converted into standardized form.

Materials & Methods

The study is based on the Secondary data collected from the Government site of census of India www.censusindia.gov.in. The main variables are: Growth Rate, Sex-Ratio, Literacy Rate and Working Population. All mathematical calculation is made on MS- Excel. All values of demographic variables are converted in to standardised form and then region is categorised into different development level.

$$\text{The Standardised Value} = \frac{x - \bar{x}}{SD}$$

x = value of Variable , SD= Standard Deviation

\bar{x} = Mean of Series

Table 1: Census of Rajasthan -2011

District	Growth Rate (%) (A)	Sex-Ratio (B)	Literacy Rate (%) (C)	Working Population (%) (D)
Ganganagar	10.04	887	69.64	46.35
Hanumangarh	16.91	906	67.13	47.07
Bikaner	24.28	905	65.13	41.72
Churu	20.25	940	66.75	44.27
Jhunjhunu	11.67	950	74.13	41.86
Alwar	22.82	895	70.72	46.5
Bharatpur	21.35	880	70.11	42.03
Dhaulpur	22.71	846	69.08	43.37
Karauli	20.93	861	66.22	43.12
Sawai Madhopur	19.56	897	65.39	43.28
Dausa	23.54	905	68.16	41.88
Jaipur	26.19	910	75.51	37.2
Sikar	17.03	947	71.91	37.59
Nagaur	19.2	950	62.8	43.11

Jodhpur	27.74	916	65.94	40.4
Jaisalmer	31.81	852	57.22	43.13
Barmer	32.52	902	56.53	46.18
Jalore	26.21	952	54.86	49.03
Sirohi	21.76	940	55.25	40.51
Pali	11.94	987	62.39	41.34
Ajmer	18.57	951	69.33	40.79
Tonk	17.3	952	61.58	45.67
Bundi	15.4	925	61.52	47.36
Bhilwara	19.18	973	61.37	47.67
Rajsamand	17.72	990	63.14	47.63
Dungarpur	25.36	994	59.46	46.2
Banswara	26.53	980	56.33	50.99
Chittaurgarh	16.08	972	61.71	51.98
Kota	24.37	911	76.56	38.38
Baran	19.71	929	66.66	45.19
Jhalawar	19.55	946	61.5	48.61
Udaipur	23.67	958	61.82	44.51
Pratapgarh	22.78	983	55.97	55.46
Mean	21.05	930.06	64.60	44.56
STD	5.20	40.22	5.89	4.09

Source: www.censusindia.gov.in

Table 2: Level of Development

District	Standardised Value				Gross	Composite Index =Gross/N*	Level of Development
	(A')	(B')	(C')	(D')			
Ganganagar	-2.12	-1.07	0.86	0.44	-1.89	-0.47	Under Developed
Hanumangarh	-0.8	-0.6	0.43	0.61	-0.36	-0.09	Less Developed
Bikaner	0.62	-0.62	0.09	-0.69	-0.6	-0.15	Less Developed
Churu	-0.15	0.25	0.36	-0.07	0.39	0.10	Developed
Jhunjhunu	-1.8	0.5	1.62	-0.66	-0.34	-0.09	Less Developed
Alwar	0.34	-0.87	1.04	0.47	0.98	0.25	Developed
Bharatpur	0.06	-1.24	0.93	-0.62	-0.87	-0.22	Less Developed
Dhaulpur	0.32	-2.09	0.76	-0.29	-1.3	-0.33	Under Developed
Karauli	-0.02	-1.72	0.27	-0.35	-1.82	-0.46	Under Developed
Sawai Madhopur	-0.29	-0.82	0.13	-0.31	-1.29	-0.32	Under Developed
Dausa	0.48	-0.62	0.6	-0.65	-0.19	-0.05	Less Developed
Jaipur	0.99	-0.5	1.85	-1.8	0.54	0.14	Developed

Sikar	-0.77	0.42	1.24	-1.7	-0.81	-0.20	Less Developed
Nagaur	-0.36	0.5	-0.31	-0.35	-0.52	-0.13	Less Developed
Jodhpur	1.29	-0.35	0.23	-1.02	0.15	0.04	Less Developed
Jaisalmer	2.07	-1.94	-1.25	-0.35	-1.47	-0.37	Underdeveloped
Barmer	2.21	-0.7	-1.37	0.4	0.54	0.14	Developed
Jalor	0.99	0.55	-1.65	1.09	0.98	0.25	Developed
Sirohi	0.14	0.25	-1.59	-0.99	-2.19	-0.55	Under Developed
Pali	-1.75	1.42	-0.38	-0.79	-1.5	-0.38	Under Developed
Ajmer	-0.48	0.52	0.8	-0.92	-0.08	-0.02	Less Developed
Tonk	-0.72	0.55	-0.51	0.27	-0.41	-0.10	Less Developed
Bundi	-1.09	-0.13	-0.52	0.68	-1.06	-0.27	Under Developed
Bhilwara	-0.36	1.07	-0.55	0.76	0.92	0.23	Developed
Rajsamand	-0.64	1.49	-0.25	0.75	1.35	0.34	Developed
Dungarpur	0.83	1.59	-0.87	0.4	1.95	0.49	Highly Developed
Banswara	1.05	1.24	-1.4	1.57	2.46	0.62	Highly Developed
Chittaurgarh	-0.96	1.04	-0.49	1.81	1.4	0.35	Developed
Kota	0.64	-0.47	2.03	-1.51	0.69	0.17	Developed
Baran	-0.26	-0.03	0.35	0.15	0.21	0.05	Less Developed
Jhalawar	-0.29	0.4	-0.53	0.99	0.57	0.14	Developed
Udaipur	0.5	0.69	-0.47	-0.01	0.71	0.18	Developed
Pratapgarh	0.33	1.32	-1.46	2.66	2.85	0.71	Highly Developed

Note: N*=Number of Variables; Gross = (A')+(B')+(C')+(D')

Source: www.censusindia.gov.in

Analysis

On the Basis of above calculated value of the composite index, Rajasthan is divided into following region:

1. HIGHLY DEVELOPED REGION (0.395 to 0.71) – With the value of 0.71, Pratapgarh is ranked first in development. Banswara (0.62) and Dungarpur (0.49) are second and third ranked highly developed district respectively. Partapgarh district has 22.78% growth rate, sex- ratio of 983 females per thousand male and 55.97% literacy rate. Banswara District has 26.53% growth rate, sex-ratio -980 females per thousand male and 56.33% literacy rate while Dungarpur district has 25.36% growth rate, 994 females per thousand male and 59.46% literacy rate. In Pratapgarh district, total 55.46% population is working while Dungarpur and Banswara District has 46.2% and 50.99% working population.

The districts included in highly developed category have the growth rate ranges between 21% and 27%, sex-ratio varies between 980 and 985, and literacy rate ranges between 54% to 60% and working population vary between 45% to 55%.

2. DEVELOPED REGION (0.08 to 0.395) –In this category, Chittaurgah (0.35), Rajsamand (0.34), Jalore (0.25), Alwar (0.25), Bhilwara (0.23), Udaipur (0.18), Kota (0.17), Jhalawar (0.14), Barmer (0.14), Jaipur (0.14) and Churu (0.1) are included.

Chittaurgarh district has 16.08% growth rate, sex-ratio 972 females per thousand male, 61.71% literacy rate and 51.98 % working population. Rajsamand district has 17.72%

growth rate, sex-ratio 990 females per thousand male, 63.14% literacy rate and 47.63% working population. Jalore district has 26.21% growth rate, sex-ratio 952 females per thousand male, 54.86 % literacy rate and 49.03% working population. Alwar district has 22.82% growth rate, sex-ratio 895 females per thousand male, 70.72% literacy rate and 46.5% working population. Growth rate of Bhilwara District is 19.18% while it has sex-ratio 973 females per thousand male, 61.37% literacy rate and 47.67% working population. Udaipur district has 23.67% growth rate, sex-ratio 958 females per thousand male, 61.82% literacy rate and 44.51% working population. Kota district has 24.37% growth rate, sex-ratio 911 females per thousand male, 76.56% Literacy rate and 38.38% working population. Jhalawar District has 19.55% growth rate, sex-ratio 946 females per thousand male, 61.5% literacy rate and 48.61% working population. Barmer has 32.52% growth rate, sex-ratio 902 females per thousand male, 56.53% literacy rate and has 46.18% working population. Jaipur District has growth rate of 26.19%, literacy rate is 75.51%, sex-ratio 910 females per thousand male and 37.2% working population. Churu district has growth rate 20.25%, sex-ratio 940 females per thousand male, literacy rate is 66.75% and 44.27% working population.

The growth of the districts in this category varies from 16% to 32%, Sex-Ratio ranges between 895 and 990 females per thousand male, Literacy rate varies between 54% and 66% , working population varies from 51% to 37%.

3. LOW/LESS DEVELOPED REGION (-0.235 to 0.08) –In this category, Baran (0.05), Jodhpur (0.04), Ajmer (-0.02), Dausa (-0.05), Jhunjhunu (-0.09), Hanumangarh (-0.09), Tonk (-0.1), Nagaur (-0.13), Bikaner (-0.15), Sikar (-0.2) and Bharatpur (-0.22) are included.

Baran district has growth rate of 19.71%, with sex-ratio 929 females per thousand male, 66.66% literacy rate and 45.19% working population. Jodhpur district has the growth rate of 27.74%, Sex-Ratio of 916 females per thousand male, 65.94% literacy rate and 40.4% working population. Ajmer district is characterized with 18.57% growth rate, sex-ratio 951 females per thousand male, literacy rate 69.33% and working population 40.79% of total. The growth rate of Dausa District is 23.54% while the sex-ratio is 905 females per thousand male, literacy rate 68.16% and 41.88% working population. Jhunjhunu district has the growth rate of 11.67%, sex-ratio is 950 females per thousand male, literacy rate 74.13% and 41.86% working population of total. Hanumangarh is characterised with the growth rate of 16.91%, sex ratio is 906, Literacy rate 67.13%, working population is 47.07% of total. Tonk district has the growth rate of 17.3%, sex-ratio is 952 females per thousand male, literacy rate 61.58% and 45.67% population of total is working. Nagaur district has the growth rate of 19.2%, sex-ratio 950 females per thousand male, literacy rate 62.8% and 43.11% population is working. Bikaner district is characterized with the growth rate of 24.28%, sex-ratio 905 females per thousand male, literacy rate 65.13% and 41.72% population is working. Sikar district has 17.03% growth rate, 947 females per thousand male, 71.91% literacy rate and 37.59% population is working. Bharatpur district is characterised with 21.35% growth rate, sex-ratio 880 females per thousand male, 70.11% literacy rate and 42.03% population is working.

The less developed district has the following characteristics- growth rate- between 11% and 25%, Sex- Ratio – between 880 and 952, Literacy rate- Between 60% and 75%, working population – Between 35% and 45%.

4. UNDERDEVELOPED REGION (-0.55 to -0.235) –In this category, Bundi (-0.27), Sawai Madhopur (-0.32), Dhaulpur (-0.33), Jaisalmer (-0.37), Pali (-0.38), Karauli (-0.46), Ganganagar (-0.47) and Sirohi (-0.55) are included.

Bundi district has the growth rate of 15.4%, sex-ratio 925 females per thousand male, 61.52% literacy rate and 47.36% population is working. Sawai- Madhopur district is characterized with the growth rate of 19.56%, 897 sex- ratios, 65.39% literacy rate and 43.28% population is working. Dhaulpur district has the growth rate of 22.71%, sex-ratio 846 females per thousand male, 69.08% literacy rate and 43.37% working population. Jaisalmer district is characterized with the growth rate of 31.81%, sex-ratio 852 females per thousand male, 57.22% literacy rate and 43.13% working population. Pali district has the 11.94% growth rate, 987 females per thousand male, 62.39% literacy rate and 41.34% working population. Karauli District is characterized with the growth rate of 20.93%, sex ratio 861, literacy rate 66.22% and 43.12% working population. Ganganagar district is characterized with the growth rate of 10.04%, sex-ratio 887, 69.64% literacy rate and 46.35% working population. Sirohi district has the growth rate of 21.76%, 940 females per thousand male, 55.25% literacy rate and 40.51% working population.

The districts are characterized with the following features: growth rate between 15% and 30%, Sex-ratio – Between 890 and 940, Literacy rate- Between 55% and 70%, Working Population- Between 40% and 45%.

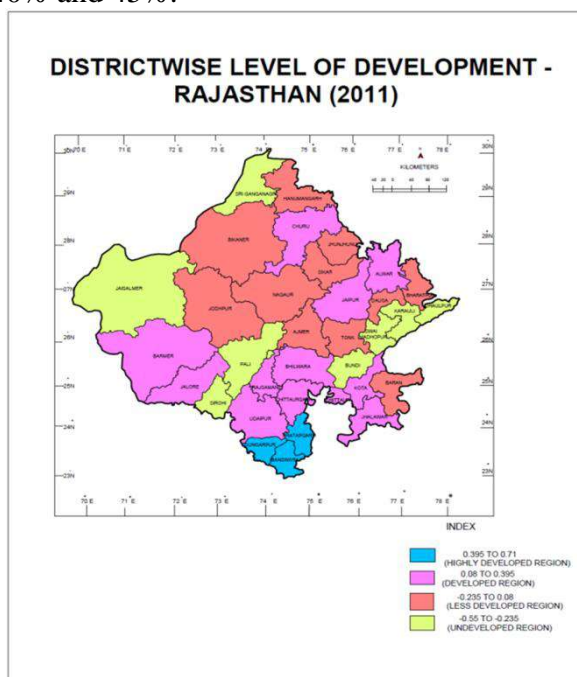


Figure 2: District wise Level of Development- Rajasthan (2011), India

Conclusion

As the Table shows, Dungarpur, Banswara and Pratapgarh is highly developed region with the high Sex- Ratio 994, 980 and 983 respectively while Jaisalmer, Karauli and Dhaulpur are undeveloped districts with the low sex –ratio 852, 861 and 846 respectively. On the basis of above calculated values, it is clear that Sex-ratio is the prominent variable among the all variable which mostly influence the level of development in the state.

From The study it seems, that the districts with high development level have low literacy rate and high sex- ratio. High Sex- ratio means no of female per thousand male is higher

but the low literacy rate shows that main focus is given to the education of male not to female. It seems there is negative correlation between literacy rate and sex-ratio (Desai Hiral, Oza Vigna, 2016). Among the four variables, the high value of three variables (growth rate, Sex- Ratio and Working population) contributes in high level of development. But the same time low Literacy level for highly developed regions shows that more education is given to the man which is not as much as effects full in development without empower the women. So for comprehensive it is necessary to educate the female and empower those as one educated woman educate the whole family. Hence, hypothesis is proved.

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A Study on Investors Investing Behaviour-Optimal Returns of Selected Mutual Fund Schemes

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B.S. Tejaswani**

Abstract

With passing time Indian mutual fund industry experiencing tremendous growth which is mainly due to the economic development in India and supported by high saving and increasing foreign participation. Mutual fund became the most preferred and safest investment option among all class. After liberalization and globalization of Indian economy, market witness huge crowd towards the option of investing in mutual funds but still there is lot of confusion regarding the type of funds preferred by investors and the reasons for their preferences. This paper aims to know how the performance of mutual funds based on their AUM values and to find out their trends in the past 5 years. For the purpose 7 types of Mutual Funds and their AUM values are taken from years 2013-18. Also, to understand the investing behavior of investor a survey has been conducted with help of a questionnaire. The paper provides a necessary insight about different mutual fund. It consists of data (collected from websites & Economic times) and their analysis. It's an empirical study that produced enough information of risk and return associated with various funds and their performance which will ultimately help investors to choose the best mutual fund suiting to their requirements.

Keywords: Investor, Mutual Funds, NAV, AMFI, Investment

Introduction

In the current volatile financial market, mutual funds have essentially become an investment vehicle. Common investors with a common goal come together and pool their money in the hope of a future appreciation. Investing in mutual funds means buying some units or parts of a mutual fund and becoming a shareholder or holder of shares of the fund with the advantage of diversification (diversification means allocating the amount invested among the different types of investments available) that balances the investment, minimizes risk to some extent and streamlines returns.

ASSETS UNDER MANAGEMENT (AUM)

Assets under management (AUM) are the total market value of assets that an investment company or financial institution manages on behalf of investors. Assets under management definitions and formulas vary by company. Some financial institutions include bank deposits, mutual funds and cash in their calculations.

Average Assets under Management (AAUM) of Indian Mutual Fund Industry for the month of April 2018 stood at ₹ 23.21 lakh crore. Assets under Management (AUM) as on April 30, 2018 stood at ₹23.26 lakh crore.

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Types of Mutual Funds

Mutual funds are classified according to various attributes, such as the nature of investment, risk profile and investment philosophy. Apart from these, the funds are differentiated on the basis of their structure—open-ended and closed-ended.

I. Open-ended funds: These funds buy and sell units on a continuous basis and, hence, allow investors to enter and exit as per their convenience. **II. Closed-ended funds:** The unit capital of closed-ended funds is fixed and they sell a specific number of units. Unlike in open-ended funds, investors cannot buy the units of a closed-ended fund after its NFO period is over.

Literature Review

Michael C. Jensen (1967) derived a risk-adjusted measure of portfolio performance (Jensen's alpha) that estimates how much a manager's forecasting ability contributes to the fund's returns.

Sharpe, William F. (1994) suggested the 'Sharp relationship technique for measuring the performance measurement of the MF. They used the clear ratio to measure the risk adjusted return of investment funds when analyzing 34 variable capital mutual funds. The results of their work revealed that the capital market was efficient.

Bijan Roy, (2003) used conditional performance evaluation on a sample of 89 Indian MF schemes measuring with both unconditional and conditional form of CAPM model. The results suggest that the use of conditioning lagged information variables improves the performance of mutual fund schemes, causing alphas to shift towards right and reducing the number of negative timing coefficients.

Gorden (1998) did a study to assess the mutual fund shareholder's characteristics, knowledge and sources of information. This study reveals that in America, mutual fund investors are older, wealthy and are more educated as compared to average Americans. Results of the study revealed that investor's knowledge about the expenses and risks associated with the investment in the mutual funds can make mutual funds option more attractive, useful and helpful to the investor.

Jorden (2002) used the concept of marketing to analyze the impact of marketing strategies on investor's mind. They study the impact of marketing strategies on creating a positive perception of mutual funds in their mind. The research shows that the effective marketing and advertising strategies for promoting mutual funds is of high importance due to the presence of high competition and frequent changes in today's financial market structure.

Ivkovich, Sialm and Weisbenner (2006) in their witnessed that stock investments made by households that choose to concentrate their brokerage accounts in a few stocks outperform those made by households with more diversified accounts (especially among those with large portfolios),

Zakri (2005) in his study investigated the differences in characteristics of assets; degree of portfolio diversification and variable effects of diversification on investment performance by matching a sample of socially responsible stock mutual funds to randomly selected conventional funds of similar net assets and found that socially responsible funds do not differ significantly from conventional funds in terms of any of these attributes.

Kacperczyk, Sialm and Zheng (2005) in his study found that mutual funds with higher levels of industry concentrations yield an average abnormal return of 1.58 percent per year before deducting expenses and 0.33 percent per year after deducting expenses.

Denis O. Boudreaux, S. P. Uma Rao, Dan Ward and Suzanne Ward (2004) in their study examines that investors have multiple choices to select from to form their investment portfolio and also found that it is very difficult to make a prediction in advance about mutual fund performance.

Kavitha (2006) the study shows that India has the large population living in urban and semi-urban areas which are still untapped. Potential investors living in these areas can be convinced by identifying their expectations and risk preference to invest in mutual funds.

Jain and Mandot (2012) have studied the effects of demographic factors on the investor's decision making process. The study shows that different demographic factors such as age, gender, occupation etc. had a notable effect on a person's willingness and whether to be risk averse of a risk taker when it comes to making investment decisions.

Jitender Singh (2018) the best way to get the benefit from volatility is investing in mutual funds via Systematic Investment Plan (SIP). SIP is a way to invest via which investors can invest a fixed amount in a mutual fund for a defined period.

SIP helps investors in 'Rupee Cost Averaging' and follow a disciplined approach without worrying about the short-term volatility in the market volatility.

Radhika Merwin (2018) As fund houses cut-to-fit their schemes to suit their needs, the SEBI needs to ensure that investors' interest is not compromised. To be fair, there is some merit in SEBI's decision to streamline mutual fund schemes. The 42-odd fund houses offering nearly 1,000 different schemes (open-ended), with often overlapping mandates, has made fund-picking a herculean task for investors. Wide deviations from the stated mandates — often loosely defined — have only added to investors' woes.

Himadri Buch (2018) So as the Indian mutual fund industry moves up the maturity curve, assets under management maintain the growth momentum clocking a CAGR of 26 percent global players are finding the industry appealing. The 43-player domestic mutual fund industry manages assets worth Rs 23 lakh crore as on March-end. Japan's Nippon owns a stake in Reliance Asset Management which is listed on the stock exchanges. Global players like Prudential and Franklin Templeton dominate the industry. Global investors across the board are of the view that the Indian economy is poised for significant growth.

Research Methodology

Research Design

The empirical research is mainly concerned with determining the trends and returns in Mutual Funds and how AUM helps to analyze the performance of mutual funds.

Collection of data

I. Primary Sources of Data

Primary Data is collected through questionnaire which is collected from Investors in Mutual Funds to know their perspective and analyzing their needs. Sample size is 115.

II. Secondary Sources of Data

1. Annual reports and factsheets of Asset Management Companies (AMC)
2. Securities and Exchange Board of India (SEBI)
3. Association of Mutual Funds of India (AMFI)
4. Websites
5. Newspapers

Research Methodology

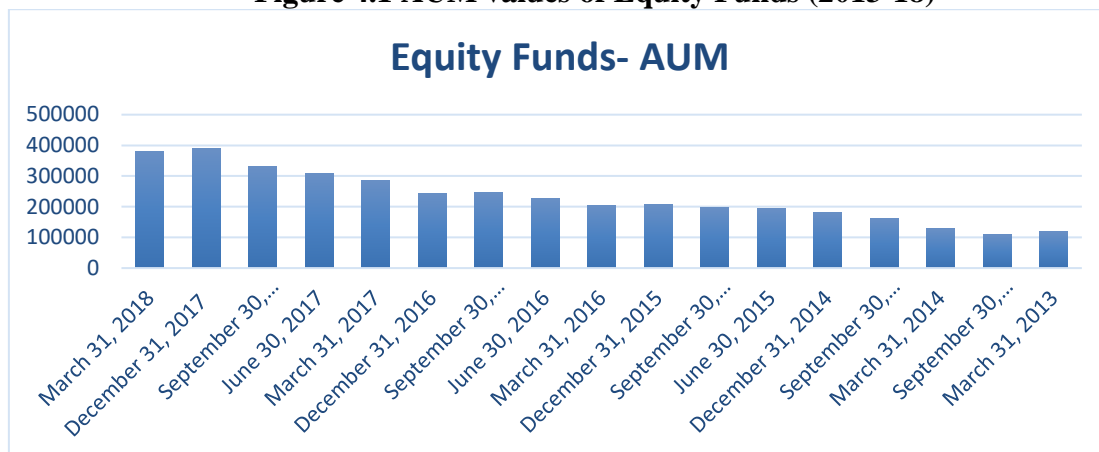
- Data collection- Primary Data through Questionnaire and Secondary data collected from various sources listed above.

- Data type- The data used is both Primary and Secondary in nature
- Sampling used in the study - Mutual fund schemes in India
- Sampling technique- Convenience sampling
- Sample size- 115

Data Analysis and Interpretation

For Secondary Data: Equity Funds

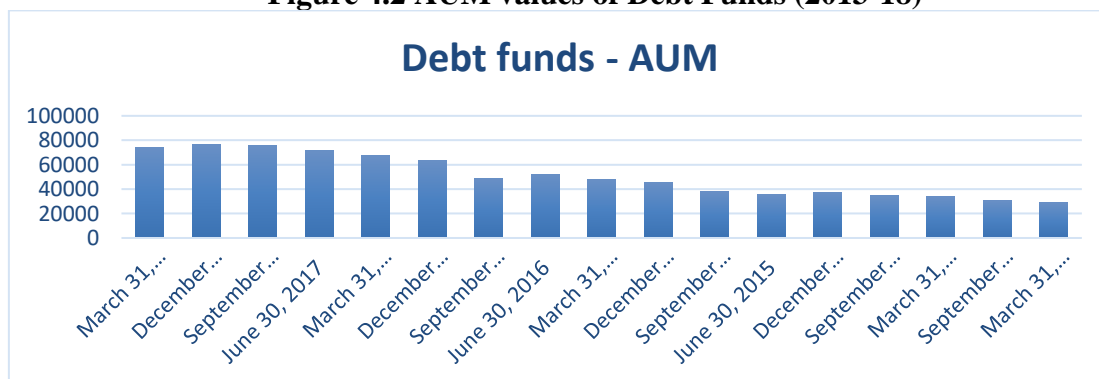
Figure 4.1 AUM values of Equity Funds (2013-18)



Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>
Investors pumped in a staggering amount in equity mutual funds in 2017-18 due to increased awareness about market volatility and awareness campaign by the industry. The inflows follow an investment of over Rs 1.71 lakh crore in such funds in 2017-18. The investors are increasingly becoming mature about market volatility. Despite a heavy drop in mid-cap, small-cap, the investment in equity is continuing its pace over the past few years with few ups and downs. The average returns in equity mutual funds are 20-40 % in 3-5 years.

Debt Funds

Figure 4.2 AUM values of Debt Funds (2013-18)

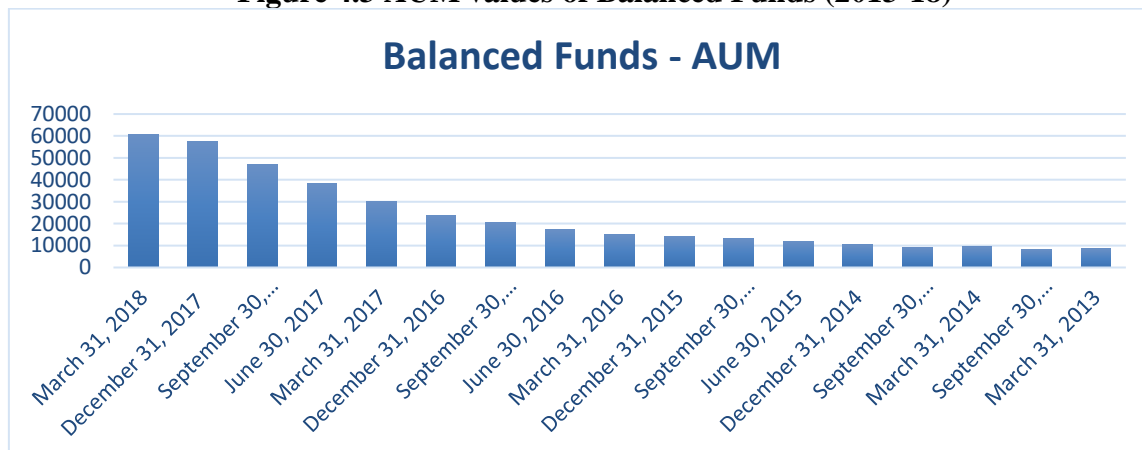


Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>
Rising yields have resulted in lower returns for debt funds in 2017-18. Funds which bet on a large portion of their money in government securities are affected by the rise in yield. New investors should have a longer horizon in mind while investing in in bond funds. Despite of that debt funds have stable growth in mutual funds industry as most of investor

is interested in secured returns. The average returns in debt mutual funds are 10- 17 % in 1-3 years.

Balanced Funds

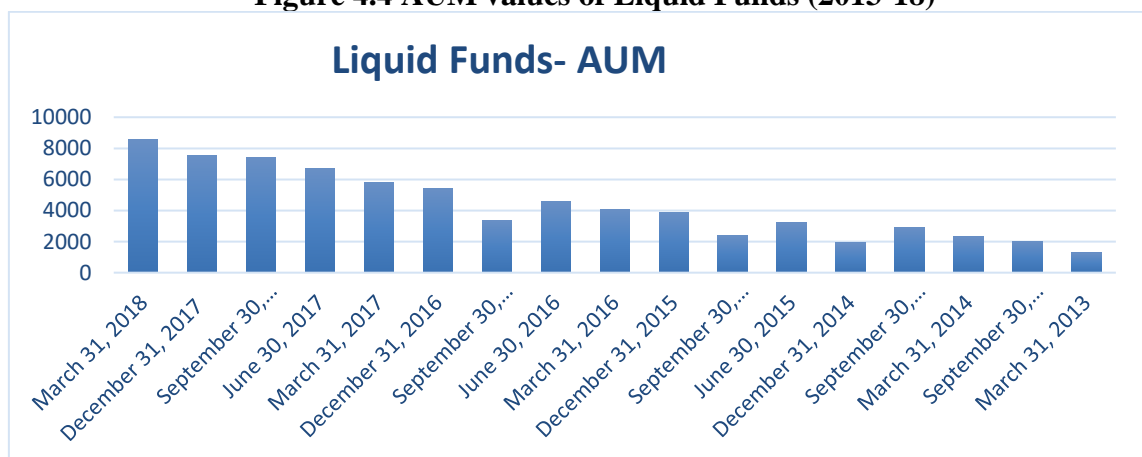
Figure 4.3 AUM values of Balanced Funds (2013-18)



Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>
Balanced mutual funds work as defensive in the highly volatile markets which have proven in the past. That is the reason why investors are rising in this case and there are no ups and downs in these funds. Despite the impressive record, balanced funds also earned a bit of infamy in 2017-18. Some balanced schemes return started dropping due to high exposure to equity. This is the reason Dynamic Funds are started to grow compared to Balanced as they are more adaptable to changing market scenario. The average returns in balanced mutual funds are 15 -30 % in 2-5 years.

Liquid funds

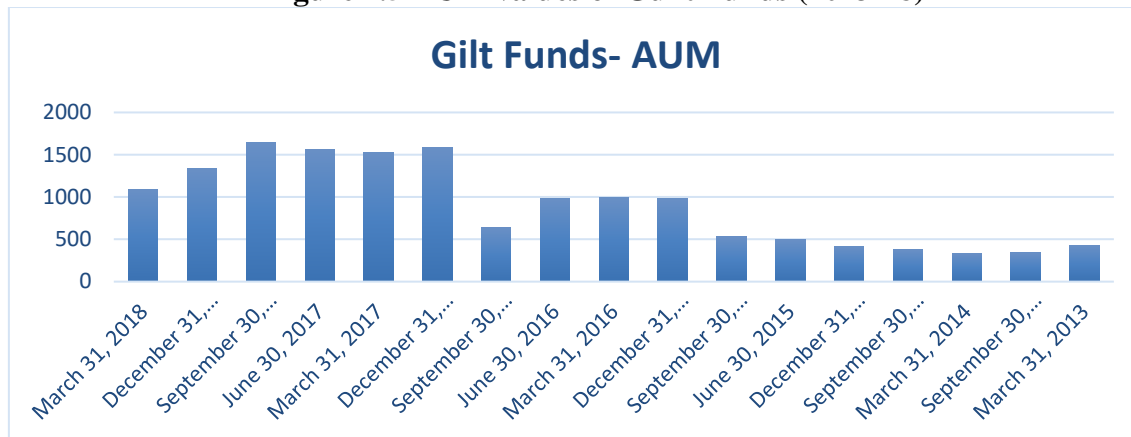
Figure 4.4 AUM values of Liquid Funds (2013-18)



Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>
Investors who want to keep money for very short periods of time but want a higher interest than offered on savings account may invest in liquid funds. These liquid funds have gained popularity over recent years. Liquid funds, which are used mostly by companies to park surplus cash, recorded the highest outflow of Rs 46,724 crore in May 2018. The average rate of returns for liquid mutual funds is 7% in 91 days.

Gilt Funds

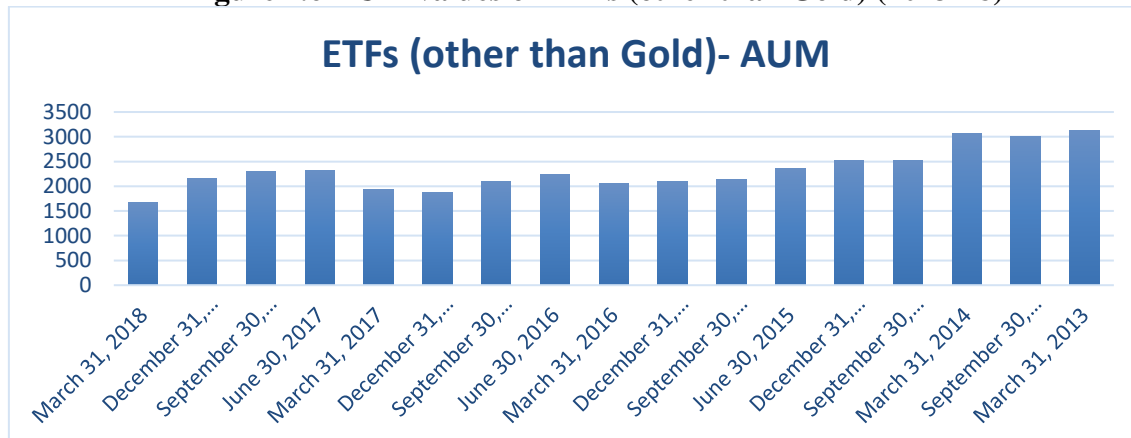
Figure 4.5 AUM values of Gilt Funds (2013-18)



Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>
 Gilt funds invest in Government Bonds with almost no risk to the investment. That is the reason they people started to invest in them till 2016 with increasing trend. But maybe the long-term gilt funds have been going through a bad phase as the Reserve Bank of India changed its monetary stance in February 2017. This could be the reason Gilt funds have fallen in the recent past.

ETF Funds

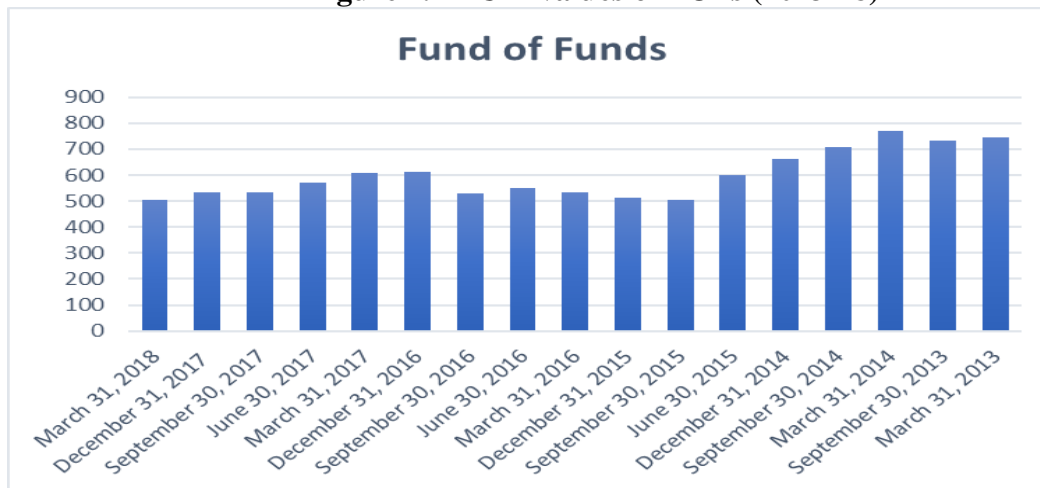
Figure 4.6 AUM values of ETFs (other than Gold) (2013-18)



Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>
 The merit of investing in an ETF is that it allows you to take exposure to several stocks if one is bullish on the constituents of the ETF. This reason is why they were in increasing trend initially. But ETF is neither an actively managed fund nor an ETF based on some benchmark that has specific characteristics. Since its portfolio comprises randomly selected stocks (companies the government wants to divest), it doesn't make sense for retail investors to get into it. And this maybe the reason these funds have least investments in the recent years. The average returns in ETF are 15-20% in 2-5 years.

FUND OF FUNDS (FOFs)

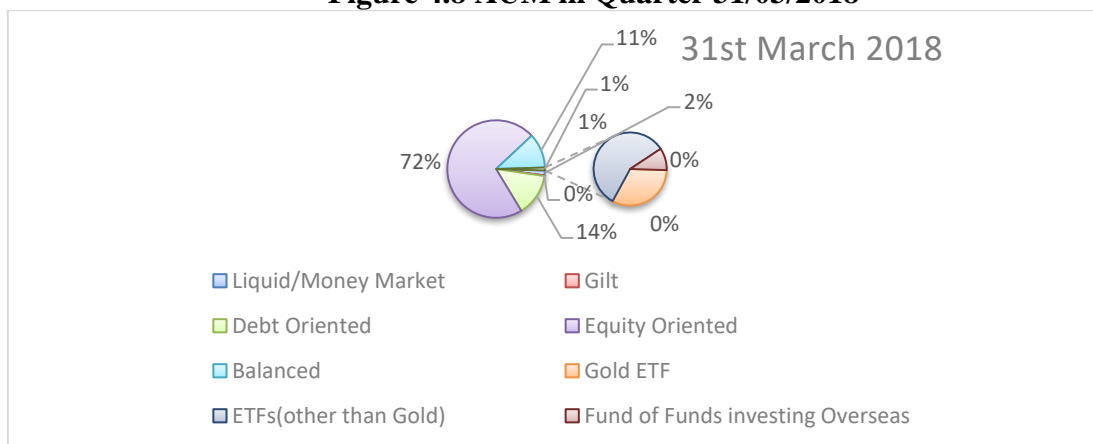
Figure 4.7 AUM values of FOFs (2013-18)



Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>
 Although fund of funds (FoF) was launched in India, there were not many takers for this category of funds. One of the reasons for this was FoF's dis-advantageous tax structure compared to normal mutual fund schemes. Now as both equity and FoFs funds are almost at the level in tax structure (due to changes in union budget 2018), we can witness increased interest of investors towards FoFs. Despite, domestic mutual fund industry witnessing a sequential drop in total AUM in 2018, FoF saw a marginal increase in their AUM.

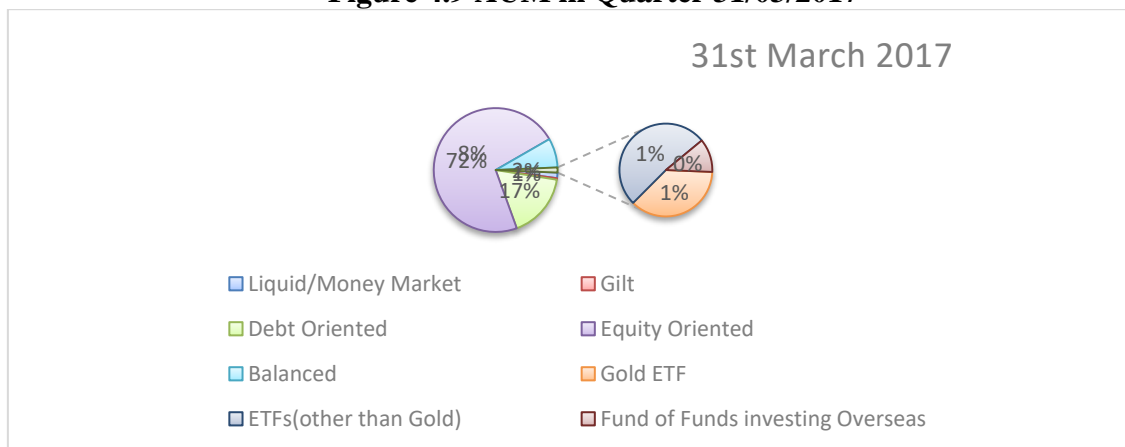
AUM IN PAST 5 YEARS (2013-18)

Figure 4.8 AUM in Quarter 31/03/2018



Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>
 Domestic mutual funds recorded outflows of Rs 50,000 crore in 2018 due to the outflows of the liquid and income categories, according to data from the Mutual Funds Association in India. Liquid funds, which are used by companies to park surplus cash, recorded the highest output of Rs 46,724 crore in this year.

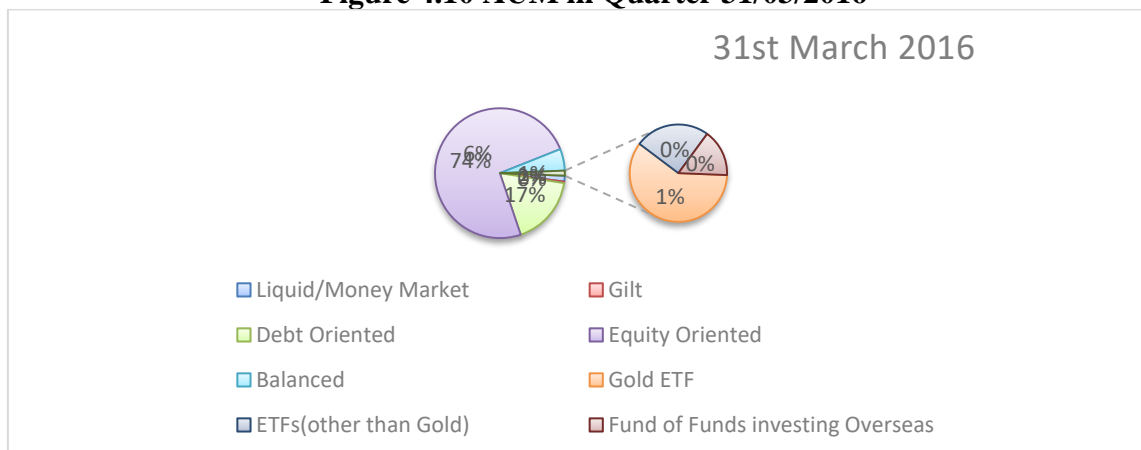
Figure 4.9 AUM in Quarter 31/03/2017



Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>

In 2017, the assets managed by the mutual fund industry expanded by 41.7 percent. Equity category continues to witness positive net inflows. Retail participation in this category is high due to steady inflows through the Systematic Investment Plan (SIP) route.

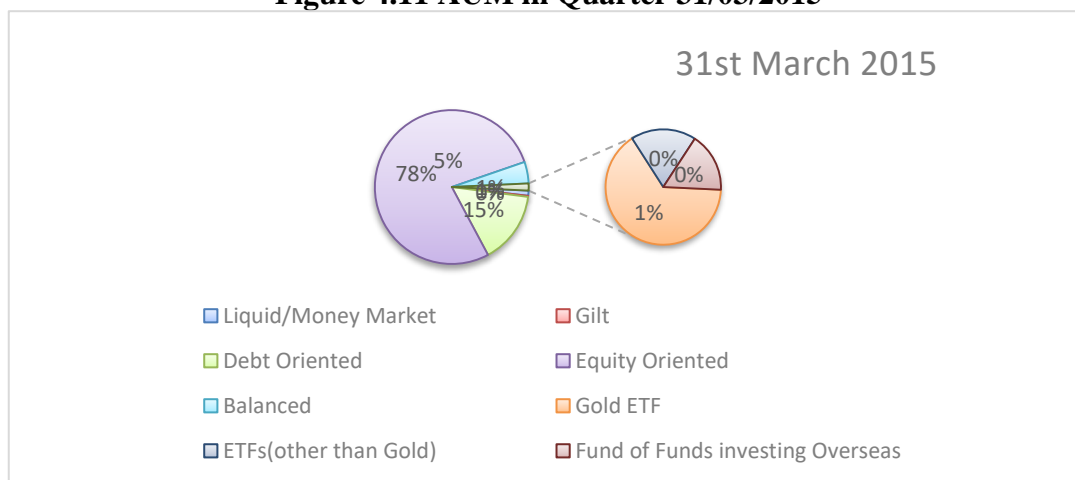
Figure 4.10 AUM in Quarter 31/03/2016



Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>

Between 2015 and 2016, AUM (Assets under Management) of the mutual fund industry has grown at a healthy pace of 15.2%. The asset base of debt funds has expanded from Rs 5.56 lakh crores in 2015 to Rs 6.70 lakh crores in 2016 which was a 20.5% rise. While equity AUM grew by 14.5% from Rs 3.94 lakh crore to Rs 4.51 lakh crore in this period. As a result, the AUM of mutual fund houses in India surpassed the Rs 15 lakh crore marks for the first time ever. The stable Rupee value helped.

Figure 4.11 AUM in Quarter 31/03/2015

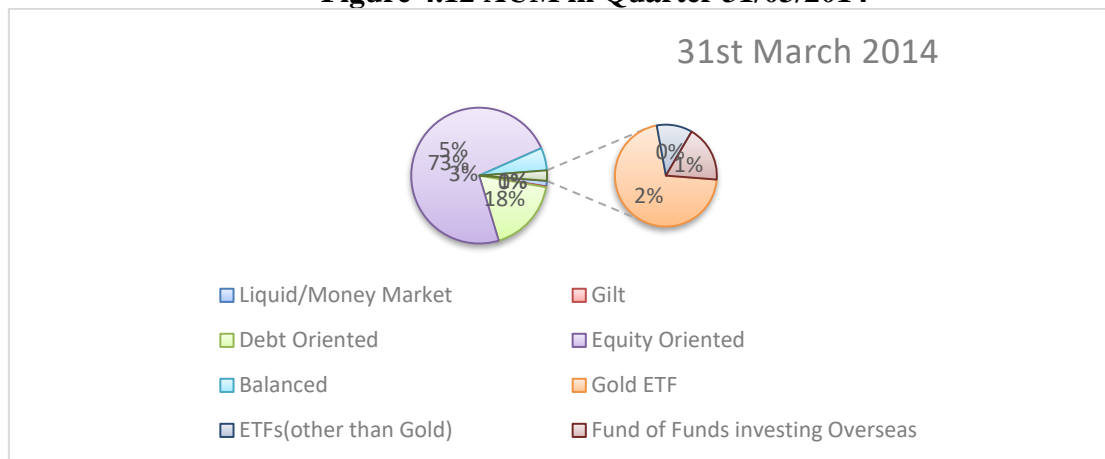


Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>

Interpretation

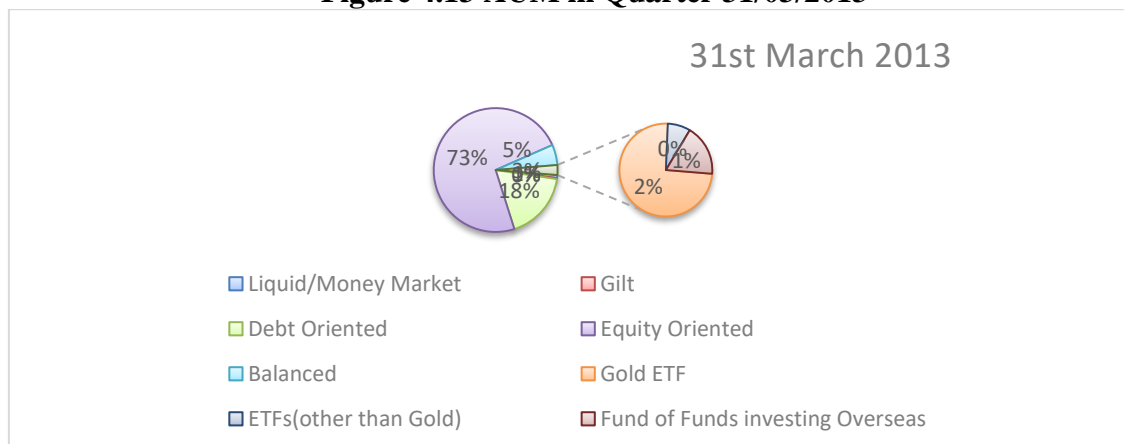
The Indian mutual fund (MF) industry witnessed an addition of around 2.2 million new investors during 2014-15. The total number of investors stood at 4.17 crore at the end of the 12-month period in March 2015 as compared to 3.95 crore at the end of March 2014 registering a growth of 5.54 per cent. The large growth witnessed during the previous fiscal signal towards the upbeat domestic investor sentiment in the country.

Figure 4.12 AUM in Quarter 31/03/2014



Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>
 AUM of the Indian mutual fund industry increased 9.4% or by Rs.77,400 crore in 2014. A bulk of the inflows was into money market or liquid funds at Rs.77,500 crore, leading to a 43% rise in AUM. Improvement in the liquidity due to lending by the Reserve Bank of India (RBI) through repo rate change and purchases of gilts via open market operations by the central bank contributed to inflows in the Mutual fund industry.

Figure 4.13 AUM in Quarter 31/03/2013

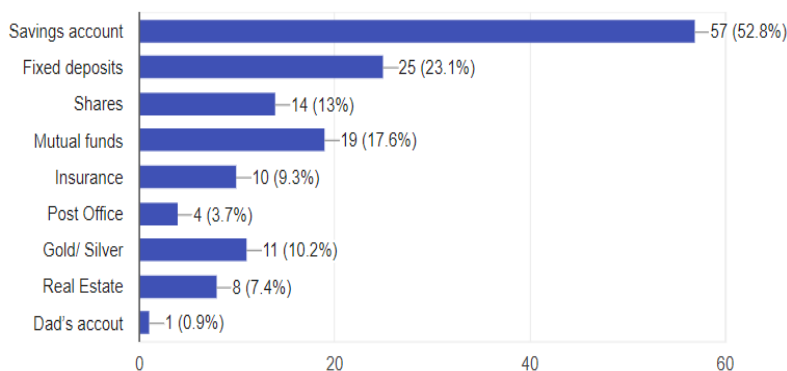


Source- <https://www.amfiindia.com/research-information/aum-data/age-wise-folio-data>

The mutual fund industry grew its assets by a healthy 11%, or Rs 85,000 crore, to Rs 8.78 lakh crore in 2013 from Rs 7.93 lakh crore a year earlier, with ICICI Prudential and Reliance mutual funds among the large houses which led the growth in average assets under management (AUM). Of the total growth in AUM, 575 has been contributed by the top five mutual fund houses. The country witnessed a fall in interest rates in 2012-13, which in turn impacts in higher returns for Income and gilt funds. 73% of the industry AUM is concentrated in Equity schemes in March 2013 as per AMFI.

For Primary Data

Figure 4.14 Investment Option Preferred by Respondents



We can infer that most of the respondents are investing their money in savings account which is not a suitable investment for growth of their wealth in future. It is followed by fixed deposits which are secure but yield very low returns compared to Mutual funds and Shares. We can see about 17.6% are investing in Mutual Funds. Other investments like shares, insurance, post office savings, gold/silver, and real estate are about 4-10 %.

Figure 4.15 Type of Mutual Fund preferred by Investors

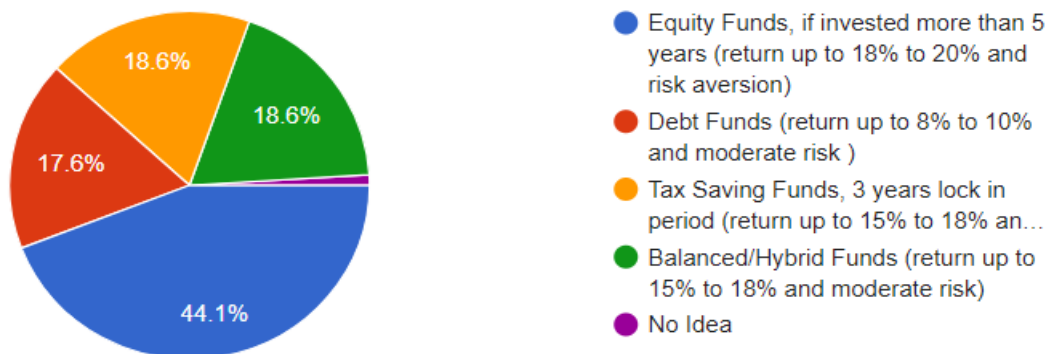


Table 4.14 Type of Mutual Fund preferred by Investors

RESPONSE	Equity Funds	Debt Funds	Tax Saving Funds	Balanced Funds	No idea
NO OF RESPONDENTS	45	18	19	19	1

The data depicts that most of the investors are interested in Equity Mutual Funds i.e. 44.1% followed by Tax Saving funds (ELSS) i.e. 18.6% which also falls under Equity mutual funds category. The next most preferred funds are Balanced funds i.e. 18.6% and Debt funds are least preferred i.e. 17.6%. Only 1% of people have no idea regarding Mutual Fund Schemes.

Figure 4.16 Mode of Mutual Funds investment preferred by Investors

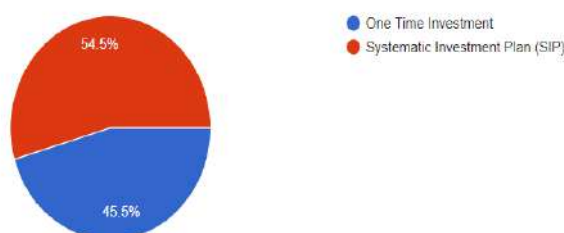


Table 4.15 Mode of Mutual Funds investment preferred by Investors

RESPONSE	One Time Investment	Systematic Investment Plan
NO. OF RESPONDENTS	60	50

This data is regarding the investor's preference to invest a lump sum amount (one-time investment) at once or small amounts at regular intervals (SIP) in mutual funds. SIP involves investing a fixed amount of money on a given date in monthly, quarterly or annual intervals, with monthly SIP being the most preferred option. SIPs offer benefit of Rupee average cost.

Figure 4.17 Satisfaction level of Mutual Funds investors

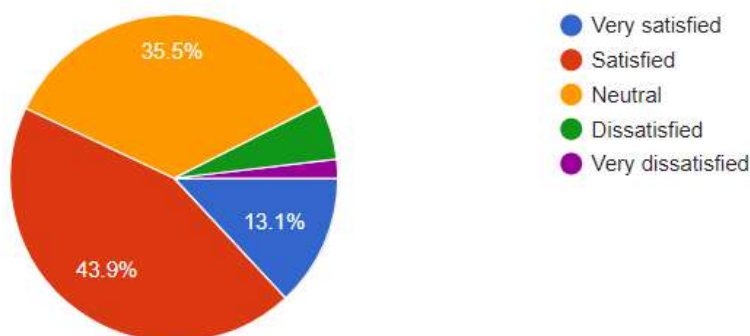


Table 4.16 Satisfaction level of Mutual Funds investors

RESPONSE	Very satisfied	Satisfied	Neutral	Dissatisfied	Very Dissatisfied
NO. OF RESPONDENTS	14	47	38	6	2

Most of the investors are satisfied i.e. 43.9% by investing in mutual funds. About 13.1% are very satisfied with Mutual fund investment. 35.5% of respondents are neutral about their satisfaction level in investing in Mutual funds. Very few are dissatisfied with Mutual fund investments.

Findings and Conclusion

Findings

In equity funds despite a heavy drop in mid-cap, small-cap, the investment in equity is continuing its pace over the past few years with few ups and downs. The average returns in equity mutual funds are 20-40 % in 3-5 years. Debt funds have stable growth in mutual funds industry as most of investor are interested in secured returns. The average returns in debt mutual funds are 10- 17 % in 1-3 years.

Some Balanced fund schemes return started dropping due to high exposure to equity. This is the reason Dynamic Funds are started to grow compared to Balanced as they are more adaptable to changing market scenario. The average returns in balanced mutual funds are 15 -30 % in 2-5 years. Liquid funds, which are used mostly by companies to park surplus cash, recorded the highest outflow of Rs 46,724 crore in May 2018. The average rate of returns for liquid mutual funds is 7% in 91 days.

The long-term gilt funds have been going through a bad phase as the Reserve Bank of India changed its monetary stance in February 2017. This could be the reason Guilt funds have fallen in the recent past. As ETF is neither an actively managed fund nor an ETF is based on some benchmark that has specific characteristics. Maybe due to this reason these funds have least investments in the recent years. The average returns in ETF are 15-20% in 2-5 years.

FoFs funds are almost at the level in tax structure as equity funds now (due to changes in union budget 2018), we can witness increased interest of investors towards FoFs. Despite, domestic mutual fund industry witnessing a sequential drop in total AUM in 2018, FoF saw a marginal increase in their AUM. 2013 was the second consecutive yearly rise in the industry's assets, after a drop-in AUN for two preceding years. In 2014, there was 43% rise in AUM. This was chiefly due to periodical inflows in the banking system and change

in government policies. The Indian mutual fund (MF) industry witnessed an addition of around 2.2 million new investors during 2014-15.

Primary data

Most of the respondents are investing their money in savings account which is not a suitable investment for growth of their wealth in future. It is followed by fixed deposits which are secure but yield very low returns compared to Mutual funds and Shares. We can see about 17.6% are investing in Mutual Funds. Most of the investors are interested in Equity Mutual Funds i.e. 44.1% followed by Tax Saving funds (ELSS) i.e. 18.6% which also falls under Equity mutual funds category. The next most preferred funds are Balanced funds i.e. 18.6% and Debt funds are least preferred i.e. 17.6%.

People are more interested in investing in SIP (54.5%) rather than one-time investment as it is more secure. Most of the investors are satisfied i.e. 43.9% by investing in mutual funds. About 13.1% are very satisfied with Mutual fund investment. 35.5% of respondents are neutral about their satisfaction level in investing in Mutual funds.

Conclusion

Mutual Funds clearly have a significant role to play in financial development of a developing economy like India. The sources mobilized by mutual funds in India have recorded a more than two-fold increase during the study period. Sector-wise analysis revealed that the share of equity mutual funds was as high and continuing its trend. While the assets under management of Exchange traded mutual funds had recorded a sharp decrease, that of Liquid and Fund of Funds mutual funds have recorded an increase. This indicates the dominant role played by the debt mutual funds in the Indian mutual fund industry. The recent trends of consolidation of mutual funds in Indian industry have given a new boost to the industry in terms of increased market share of mutual funds and are expected to increase more in the coming years due to the growing importance and wealth management and financial planning in India.

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“An Impact of Psychological Factors on Job Satisfaction of Supporting Employees in Selected Universities of Rajasthan”

Madhu Baid*

Dr.Satyam Pincha**

Introduction

Occupation fulfillment is the degree to which one likes the activity. It is as to one's feelings or perspective with respect to the idea of their work. At the end of the day, work satisfaction implies completing a vocation one appreciates, doing it well, eagerness and joy with one's work. Everyone characterize work fulfillment as satisfaction of one's desire. It contrasts from individual toperson and establishment to foundation and even with regards to male and female. In basic term when somebody is happy with his activity that is work fulfillment. Occupation fulfillment as a pleasurable positive feeling state, coming about because of the evaluation of one's activity or employment encounters. It results from the observation that one's activity satisfies or permits the satisfaction of one's critical activity values, providing and to the extent that these qualities are harmonious with one's needs.

Literature Survey

Mohamed Imran Rasheed (2010), found that the elements like occupation configuration, work environment, feedback, acknowledgment, basic leadership cooperation are the potential factor for satisfying teachers in advanced education. Bloch (2009), in his examination found that there is a constructive association among advancement and employment fulfillment. Academicians are more persuaded and committed to play out an occupation and furthermore more fulfilled if advancement openings are accessible to them. Shamima Tasnim (2006), in her examination found that one of the principle reasons for occupation is to get the installment or compensation and it is extremely normal that an attractive pay will bring work satisfaction. Ting (1997), in his investigation demonstrates that activity attributes, for example, pay, limited time opportunity, task clearness and hugeness, and abilities use, and in addition hierarchical qualities such as responsibility and association with directors and colleagues, affect job satisfaction. Ramkrishnaiah (1980) has discovered that 93 percent of the school instructors who were highly happy with their activity communicated that they have genial association with their colleagues. Perie and Baker (1979), in their examination inferred that understudy accomplishment might be directly connected to educators' activity satisfaction. Blum and Naylor (1968), found that activity fulfillment is the after effect of different dispositions had by a representative. In a restricted sense, their states of mind are identified with the activity and are worried about such specific factors as wages supervision, consistent quality of business, states of work, opportunities for progression, acknowledgment of capacity, reasonable assessment of work, social relations on occupation, provoke settlement of complaints, and reasonable treatment by boss and comparative other items. Education Commission (1966), advised that disappointment of individual, whatever might be the occupation in which he is locked

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in, results in expert stagnation and ends up unsafe to the clientale. A disappoints instructor spells catastrophe to the nation's future. Disappointment among theworkers is bothersome and unsafe in any calling. It is self-destructive on the off chance that it happens in the teaching profession. Herzberg (1957) has demonstrated that more fulfilled laborers will tend to include more value to an association. Despondent workers, who are spurred by dread of employment misfortune, won't give 100percent of their exertion for long. Hoppock's (1935), original investigation of employment fulfillment revealed that disappointment with wages was the most vital reason progressed for willful separation cross a wide cluster of occupations.

As indicated by Nina MuniraNaharuddin et.al. "Components of Workplace Environment that Affect Employees Performance: A Case Study of Miyazu Malaysia". The examination intends to explore the impact of working environment condition's elements towards representatives' execution. Information was gathered through the review technique; add up to 139 representatives were taken part from three principle work environment of Miyazu (M) Sdn. Bhd. In view of the discoveries it demonstrates that just administrator bolster isn't noteworthy towards the workers' execution. In the interim, work help and physical working environment condition are having a critical relationship towards the representatives' execution. Components of working environment condition assume a critical job towards the representatives' execution. The variables of work environment condition give a monstrous effect to the representatives' either towards the negative results or the positive results (Chandrasekar, 2001). In the course of the most recent decades, the elements of workplace of the workplace laborers had changed because of the adjustments in a few factors, for example, the social condition, data innovation and the adaptable methods for sorting out work forms (Hasun&Makhbul, 2005).

As indicated by Boles et al. (2004), when the representatives' are physically and candidly want to work, at that point their execution results will be expanded. In addition, they likewise expressed that by having a legitimate working environment condition; it helps in decreasing the quantity of non-attendance and subsequently can expand the representatives' execution which will prompts the expanding number of profitability at the work environment. Some exploration had demonstrated that there are some positive influences while applying an appropriate work environment condition system, for example, the machine configuration, work plan, condition and offices structure (Burri&Halander, 1991). Thusly, Chandrasekar (2011) had expressed that the association or connection between the work, working environment, apparatuses of work had turns into the most critical perspective in their work itself. In this exploration, a few variables of the working environment condition that influences the representatives' execution will be resolved and furthermore be talked about. The elements of work environment condition that had been resolved are work help, boss help or relationship, chance to get advanced, execution criticism, objective setting, work environment motivations, tutoring, training and furthermore the physical workplace. In this investigation quantitative strategy is utilized for research which incorporates three primary components of work environment condition. The three fundamental variables are the activity help, administrator bolster and physical workplace.

Problem Statement

When contrasted with different levels of instructive framework in the general public, advanced education has a much bigger task to carry out. Being at larger amount of the

instructive pyramid and in this way ready to influence other levels of training, and having more extensive access to all accessible learning, it can undoubtedly operate as an intense instrument to help the procedure of social change in Indian culture. It nurtures the competency of future initiative in the understudies who hold the possibility to develop the society. It sets them up to effectively complete diverse duties regarding social, economic and political improvement. Advanced education is 'higher' additionally on the grounds that it is at the frontier of learning endeavoring to additionally grow these wildernesses

Results & Discussion

Statement : *Understanding the Impact of Psychological factors like health and safety, Job security, Promotion and other incentives for Job Satisfaction*

Null Hypothesis H₀: There exists no Impact of Psychological factor like health and safety, Job security, Promotion and other incentives

Alternate Hypothesis H₁: There exists an Impact of Psychological factor like health and safety, Job security, Promotion and other incentives

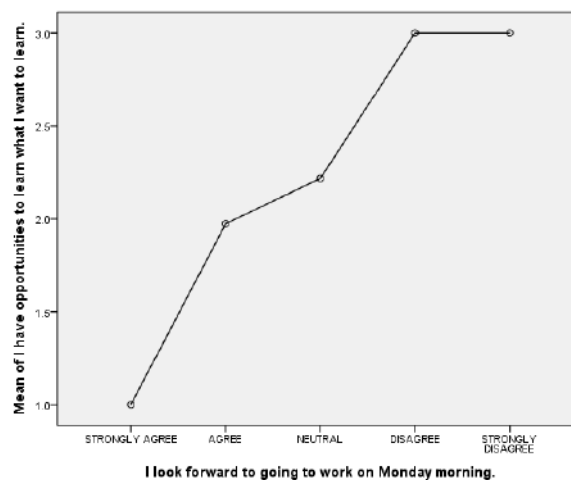
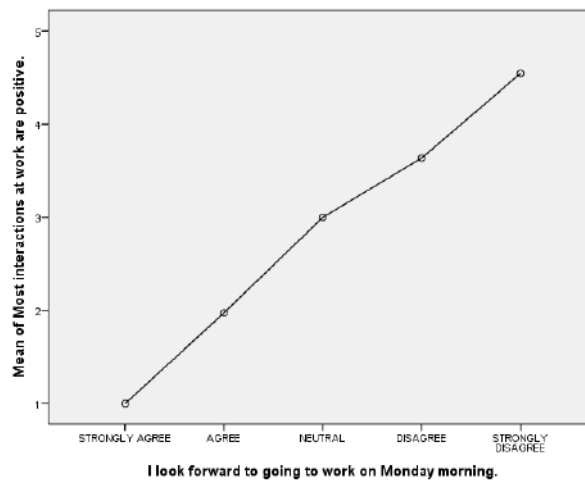
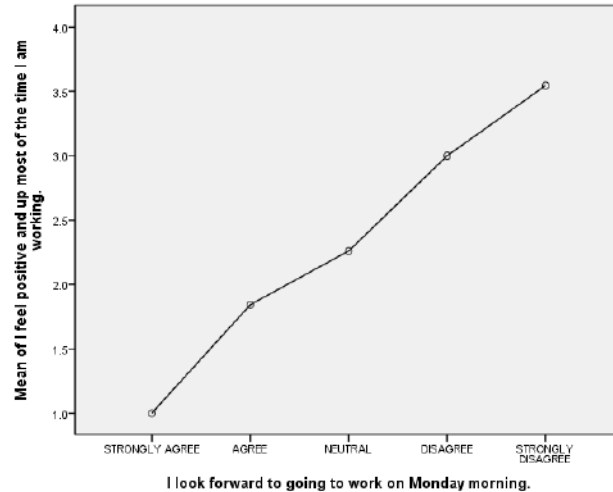
ANOVA

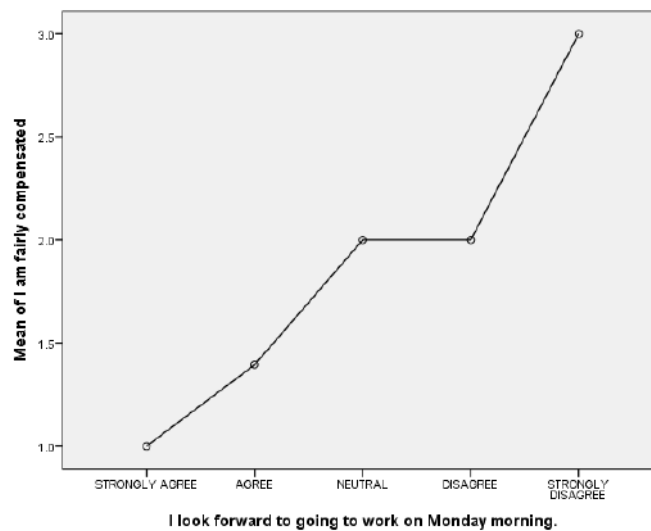
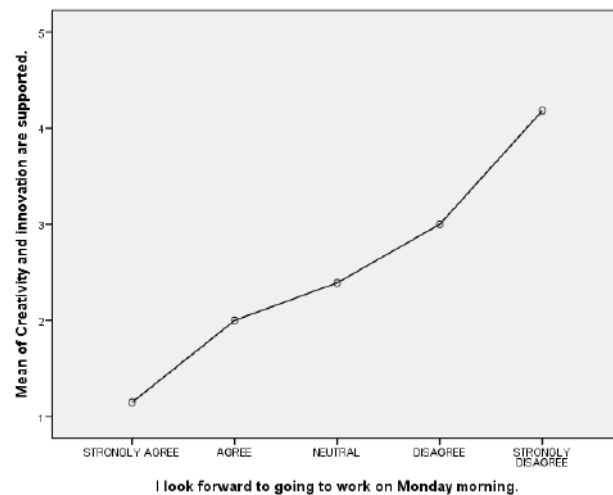
		Sum of Squares	df	Mean Square	F
I feel positive and up most of the time I am working.	Between Groups	200.329	4	50.082	444.184
	Within Groups	36.644	325	.113	
	Total	236.973	329		
Most interactions at work are positive.	Between Groups	406.415	4	101.604	1762.145
	Within Groups	18.739	325	.058	
	Total	425.155	329		
I have opportunities to learn what I want to learn.	Between Groups	150.313	4	37.578	833.066
	Within Groups	14.660	325	.045	
	Total	164.973	329		
Creativity and innovation are supported.	Between Groups	247.407	4	61.852	461.409
	Within Groups	43.566	325	.134	
	Total	290.973	329		
I am fairly compensated	Between Groups	114.281	4	28.570	340.912
	Within Groups	27.237	325	.084	
	Total	141.518	329		

ANOVA

		Sig.
I feel positive and up most of the time I am working.	Between Groups	.000
	Within Groups	
	Total	
Most interactions at work are positive.	Between Groups	.000
	Within Groups	
	Total	
I have opportunities to learn what I want to learn.	Between Groups	.000
	Within Groups	
	Total	
Creativity and innovation are supported.	Between Groups	.000
	Within Groups	
	Total	
I am fairly compensated	Between Groups	.000
	Within Groups	
	Total	

Means Plots





Case Processing Summary						
	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
I feel positive and up most of the time I am working. * I look forward to going to work on Monday morning.	330	100.0%	0	0.0%	330	100.0%
Most interactions at work are positive. * I look forward to going to work on Monday morning.	330	100.0%	0	0.0%	330	100.0%
I have opportunities to learn what I want to learn. * I look forward to going to work on Monday morning.	330	100.0%	0	0.0%	330	100.0%
Creativity and innovation are supported. * I look forward to going to work on Monday morning.	330	100.0%	0	0.0%	330	100.0%
I am fairly compensated * I look forward to going to work on Monday morning.	330	100.0%	0	0.0%	330	100.0%

It can be Observed from the Anova Results, At 95% Confidence Level , and 5 % Error Rate , With Asymp Value = 0 , Fvalue > F Statistic , We accept the Alternative Hypothesis i.e There exists an Impact of Psychological factor like health and safety, Job security, Promotion and other incentives.

Conclusion

The workplace is maybe a key root causing representative's commitment or withdrawal. Another exploration demonstrates that enhancing the workplace decreases dissensions and truancy while expanding profitability. As of late, representative's comfort at work, controlled by working environment conditions and condition, has been perceived as an essential factor for estimating their efficiency. This is especially valid for those workers who burn through a large portion of the day working a work station. As an ever increasing number of PCs are being introduced in workplaces. There Exists a Strong Relationship between Psychological Factors on Job Satisfaction

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Management and Planning of Natural and Human Resources in North Eastern Bihar

Preeti Kumari*

Abstract

There are three agro-climatic zones in Bihar comprising north-west, north-east and south-Bihar alluvial plains. After the division of Bihar, the states have endowed with adequate ground water resources, which is unevenly distributed, and it has been exploited to the maximum advantage. Utilization of water flowing through the various rivers has also not been satisfactory. Canal irrigation system has emerged as main source of irrigation over the year. The level of male and female literacy is very low in north-eastern side in comparison to other two districts. There is excessive pressure of population on agriculture and here is low availability of non-farm employment opportunities. Intensive cultivation and creation and proper- maintenance of infrastructural facilities have been suggested for agricultural development. North eastern Bihar is a term used for the region of Bihar which lies north of the Ganga river and east of kosi river, Naugachia is a sub division in Bhagalpur district. Purnia is the headquarter of Purnia division and Purnia district. Katihar is the headquarter of Katihar district. Katihar is known for jute production. Kishanganj is the easternmost district of Bihar. Araria is the headquarters of Araria district. Madhepura is the headquarters of Madhepura. This is a flood-prone district of Kosi region. Supaul is the headquarters and chief town of Supaul district. Supaul is set to get India's largest road bridge sharing some part with Madhubani district. Kosi division is an administrative geographical unit of Bihar state of India. Saharsa is the administrative headquarters of the division. The division consists of Saharsa, Madhepura and Supaul district. Purnia division is an administrative geographical unit of Bihar. The division consists of Purnia, Katihar and Araria district. It is also known as Seemanchal. It is a part of the Kosi-Seemanchal subregion of the cultural Mithila region. In term of population, this region belongs to a highly density area. According to 2011 census, the total population is 16969116. This region accounts for 16.34% of total population of Bihar. The average decadal growth rate of this region is 29.48% which is more than the state decadal growth of 28.07% and national decadal growth rate of 17.64%. Gender ratio of this region is 923 females per 1000 male which is higher than state gender ratio 916 female per 1000 male and lower than national gender ratio of 940 female per 1000 male. The total rural population of this region is 97.57% and urban population is 7.43%. The largest SC population belongs to the district of Madhepura with 17.66% and the lowest SC population is in the district of Kishanganj with 6.62%. One of the major problem of this region is the migration of labour. Here works over whole year is not available and wage is very lower. So, the local rural labour migrates to urban area in search of work. In agricultural field, the female labour takes the role of male labour and various social problem occur due to the absence of male members of the family. Thus, the rural labour invests their earned income from urban area in their families as well as rural area. Thus, this labour migration has a good effect on the rural economy. To utilize human resource, the high growth rate is to be lessened. Technical institution is to be opened more

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and more. Literacy especially female literacy is to be expanded. Labour migration is to be handled by increasing the job opportunity in the rural area. By above means and way the human resources of eastern Bihar can be put to the greatest benefit. This paper describes how management and planning play important role to develop north-eastern Bihar highly.

Key words...Management, Planning, Resource, literacy, Decadal, Region, Development.

Introduction.....Natural resource management refers to the management of natural resources such as land, water, soil, plant and animals, with a particular focus on how management effects the quality of life for both present and future generation. Natural resource management deals with managing the way in which people and natural landscape interact. It brings together land uses planning, water management, biodiversity conservation, and the future sustainability of industries like agriculture, mining, tourism, fisheries and forestry. Natural resource management specifically focuses on a scientific and technical understanding of resources and ecology and the life-supporting capacity of those resources. Environmental management is also similar to natural resource management. In academic contexts, the sociology of natural resources is closely related to, but distinct from, natural resource management.



Human resource management is the strategic approach to the effective management of people in an organization, so that they help the business to gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives. Human resources are primarily concerned with the management of people within organizations, focusing on policies and on systems. HR departments are responsible for overseeing employee-benefits design, employee appraisal, and rewarding. HR also concerns itself with organizational change and industrial relations, that is, the balancing of organizational practices with requirements arising from collective bargaining and from governmental laws. Human resources' overall purpose is to ensure that the organization is able to achieve success through people. They can specialize in recruiting, training employee relations or benefits, recruiting specialists, find and hire top talent. Training and development professionals ensure that employees are trained and have continuous development. This is done through training programs. Employee relations deals with concerns of employees when policies are broken, such as in cases involving harassment or discrimination. These human-resources professionals could work in all areas or be labour-relations representatives working with unionized employees. Eastern Bihar is full of soil as well as water resource. Here human resource is also available. Through the above two resource are available here, eastern Bihar is not developed economically. This is a backward region in respect of economical view. Natural as well as human resource have

not been utilised here. Eastern Bihar, its production, research is under the chapter of utilization and advantage of natural and human resources. The study place of eastern Bihar is situated in the state of Bihar. In political view this region consists of Purnia and seven districts namely Kishanganj, Purnia, Madhepura, Araria, Saharsa, Katihar and Supaul of Kosi region. In physical view it is Kosi plain - a part of middle Ganga region. Its latitudinal extension from 25°13' to 26°35' N and from 88°19' to 88°32' eastern longitude. Its area is 1090 km² and total population 1,69,585 as per 2011 census.

Purnia is a developing city with a primarily agricultural economy. Due to Purnia's growing economy, growing demands, improved connectivity, and infrastructure. It has become a known centre for trade and commerce among the traders of Bihar. Purnia is supplied with agricultural products by its surrounding countryside. The alluvial soil, irrigated by the Kosi and Mahananda rivers, has been particularly suited to the paddy cultivation of rice. Katihar has a growing economy with most of its commercial activities limited to the city region. Katihar is in fact a sub-metropolitan city with people from various communities and states having their residence in Katihar. River sand mining is a common practice as habitation concentration along the rivers and the mining locations are preferred near the markets.

Table 13: Number and percentage of scheduled castes and scheduled tribes population in Sub-districts, 2011

Sr.No.	Name of Sub-District	Total/Rural/Urban	Total population	Total scheduled castes population	Total scheduled tribes population	Percentage of scheduled castes population to total population	Percentage of scheduled tribes population to total population
1	2	3	4	5	6	7	8
10	01137-Jalalgarh	Total	112951	20613	2059	18.25	1.82
		Rural	112951	20613	2059	18.25	1.82
		Urban	0	0	0	0	0
11	01138-Amour	Total	290559	7022	1520	2.42	0.52
		Rural	290559	7022	1520	2.42	0.52
		Urban	0	0	0	0	0
12	01139-Baisa	Total	193127	12803	1930	6.63	1
		Rural	193127	12803	1930	6.63	1
		Urban	0	0	0	0	0
13	01140-Baisi	Total	227706	12469	1201	5.48	0.53
		Rural	227706	12469	1201	5.48	0.53
		Urban	0	0	0	0	0
14	01141-Dagarua	Total	221142	19625	6710	8.87	3.03
		Rural	221142	19625	6710	8.87	3.03
		Urban	0	0	0	0	0
211-Purnia		Total	3264619	390991	139490	11.98	4.27
		Rural	2921614	358546	121532	12.27	4.16
		Urban	343005	32445	17958	9.46	5.24

In district Kishanganj minerals concessions are granted in the form of mining contract for the period for 5 years. In Madhepura forest and the wild life have almost completely disappeared by now. The district has no deposits of any specific minerals. The forest is mostly disappeared in the district. Supaul, there are no mines in the district and only brick soil and sand are available as minerals. There is no forest available in the district but there is a plan for planting various types of trees, Eucalypts, Gulmohar, Sakhua etc; along the Kosi canal under the forest extension division Purnia. In Saharsa the main river of the district is the Kosi. The average number of rainy days in district varies between 33 and 52. Kosi affected areas still contain Kans and Pater forest, through reclamation is in progress. The district still produces a large quantity of mangoes, other common trees are Mahua, jackfruits etc. Plantain, coconut and betel nut are also grown. There are no mines in the

district and only brick soil and sand are available as minerals. There was no forest available in the district but there has been plantation of various types of trees, viz, sisam, eucalyptus etc along the kosi canal under the forest extension division. Araria district has moist humid climate. The district receives higher rainfall and the average annual rainfall being experienced is 1195 mm. The river which has left its devastating impact on the district in the kosi. This river is very useful for agriculture. The major part of the district is covered by non-calcareous, on-saline soil of recent alluvium formation. The district of kishanganj, with a population of 16,90,400. literacy rate of the population is defined as the percentage of literates in the age-group seven years and above. Supaul district has a population of 2,228,397 and average literacy rate in supaul district percentage 72.74%.

Definition of planning and management.... In simple words, planning is deciding in advance what is to be done, when, where, how and by whom it is to be done. It includes the selection of objectives, policies, procedures and programmes from among alternatives. A plan is a predetermined course of action to achieve a specified goal. Planning is the primary function of management. According to Alford and Beatt, 'planning is the thinking process, the organized foresight, the vision based on fact and experience that is required for intelligent action'. It is a process of deciding the future on the series of events to follow. Planning is a process where a number of steps are to be taken to decide the future course of action.

Planning precedes other functions in the management process. Certainty, setting of goals to be achieved and lines of action to be followed precedes the organization, direction, supervision and control. No doubt, planning precedes other functions of management. It is primary requisite before other managerial functions, but all functions are inter-connected. It is mixed in all managerial functions but there too it gets precedence. It thus gets primary everywhere.

An important advantage of planning is that it makes effective and proper realization of enterprise resources. It identifies all such available resources and makes optimum use of these resources.

Management is the process of reaching organizational goals by with and through people and other organization resources. It is a coordination of resources. Management can be considered as a process because it consists of planning, organizing, activating and controlling the resources of an organization.

Human resource planning is a process that identifies current and future human resources needs for an organization to achieve its goals. Human resource planning should serve as a link between human resource management and the overall strategic plan of an organization.

The use and development of natural resources becoming a critical concern. As a resource become scarcer, it becomes necessary to make greater intensive use of resources that are presently available. Planning is the key use of a resource. The key dimension to future success in resource problems is preventing planning.

Natural resource management refers to the management of natural resources. Such as land, water, soil, plants and animal, with a particular focus on how management affects the quality of life for both present and future generations. Environmental management is also similar to natural resource management.

Human resource management is that strategic approach to the effective management of people in an organization, so that they help the business to gain competitive advantage. It

is designed to maximize employee performance in service of employer's strategic objectives.

Natural resource planning and Management.....The use and development of natural resources is becoming a critical concern, especially considering the economic development and stability of the world money market. As resources become scarcer, it become necessary to make greater intensive use of resources that are presently available. Planning is the key to use of a resource. The key dimension to future success in resource problems is preventing planning.

Natural resource management refers to the management of natural resources such as land, water, soil, plants and animals, with a particular focus on how management effects the quality of life for both present and future generations. Natural resources management is the taking care of natural resources such as land, water, marine and biological systems. The balancing of natural resources such as materials or substances occurring in nature which can be exploited for economic gain.

Human Resources Planning and Management..... Human resource planning has traditionally been used by organization to ensure that the right person is in the right job at the right time. Human resource planning focused on the short term and was dictated largely by line management concerns. The nature of human resource planning in leading organizations.

Human resource management includes conducting job analyses, planning personal needs, recruiting the right people for the job, orienting and training, managing wages and salaries, providing benefits and incentives, evaluating performance, resolving disputes and communicating with all employees at all levels.

Natural resources management and planning in north Eastern Bihar.....North eastern Bihar is facing many challenges,viz,shrinking net sown area, on-availability of quality seeds, major irrigation through diesel pump sets, inadequate storage facilities, inadequate processing industries for agricultural products, poor marketing infrastructure, scarcity of labour as well as erratic behaviours of monsoon etc. Where ground water is play most important role but the availability of ground water hole state only 44%. utilization of water flowing through the various rivers also not been satisfactory.While tube irrigation system has emerged as main source of irrigation over the years.

Kishanganj district is a part of north Bihar plain. Major river flowing through the district are Mahananda,kankai,mechi,donk,and Ramzan sudhani.The district receives higher rainfall than many other districts of the state. The average annual rainfall being 2250mm.Teak, Sal,sakhua,sheesham,palash, pipal trees are still found. The important crops grown in the district are paddy and jute. The major part of the district is covered by non-calcareous, non-saline soil of recent alluvial formation. The soil is of low to medium fertility.Karari and matiar, doas or mansimati and balur is the three type of soil found of this district. This district is one of the districts which due to various reasons in the past did without much of artificial irrigational facilities. The need of a systematic irrigation had not been felt before as rainfall was generally ample and soil in most parts retained moisture, and the large number of rivers, rivulets and marshes assured facility of water. Still after independence, considerable has been paid to the provision of irrigation facility in the district by means of flood control measures as well as irrigation channels etc. The gigantic kosi project has resulted in extension of irrigational facilities in the district. In addition to this, various irrigational facilities have been provided in the district through a number of

medium and minor irrigational schemes-surface percolation wells, open borings with straines, rahat pumps,low left pumps and hand pumps. The geological formation of the district consists almost entirely of alluvium and there are no minerals of any importance in the district. The soil resources mapping of kishanganj district, Bihar providing information on the geographical relief,drainage,climate,geology, natural vegetation, agriculture, land use and soils. The report contains other information on interpretative grouping of soils such as land capability classes, landirritabilityclasses, soil suitability grouping and hydrological grouping and also recommendation for crops; horticulture development,forest and grassland development; waterharvesting, water storage and water management that are essential for soil and land resource management. There has been a severe impact on every aspect of the environment.The river thus, needed channelization and therefore, extraction of sand through mining was expedient. Sand is very important mineral source for development, its mining through scientific method has also become equally imperative. It is for this purpose that 'mining plan' is being drawn so that all its aspects are taken care of justifiably.

The most part of purnia is rich, loamy soil of alluvial formation. It is traversed by several rivers flowing from the Himalayas,which afford great advantages of irrigation and water-carriage. Its major river is kosi.The geological formation of the district consists almost entirely of alluvium and there are no minerals of any importance. Average annual rainfall recorded in purnia is 1410. 6mm. The major part of purnia district is covered by non-calcareous, on-saline of recent alluvium formation.Purnia is one of the districts which due to various factors in the past dis without much of artificial irrigation facilities. Still after independence, considerable attention has been paid to the provision of irrigation facilities in the district by means of flood control measures as well as irrigation channels etc. The gigantic kosi project has resulted in extension of irrigational facilities in the district. In addition to this, various irrigational facilities have been provided in the district through a number of medium and minor irrigational schemes, district irrigation plans shell be the cornerstone for planning and implementation of PMKSY.DIPs will identify the gaps in irrigation infrastructure after taking in consideration the district agriculture plans.

Total Forest Area(inHectares)	Total Irrigated Land Area (in Hectares)	Total Unirrigated Land Area (in Hectares)	Culturable Waste Land Area (in Hectares)	Barren & Un-cultivable Land Area (in Hectares)	Area under Non-Agricultural Uses (in Hectares)
643.7	154199.9	90005.6	4760.1	6708.4	27132.2

The district is situated in the plains of river kosi and located in north eastern part of state. The sandy deposits left over the turbulent kosi have affected the fertility of the soil but due to progressive implementation of the kosi project work, has turned the district into veritable granary. The average annual rainfall in the district varies between 1.0943 and 1.359mm.The forests and the wild life have almost completely disappeared by now. Some sandal trees are available in the district. Sandalwood is not sold here commercial purpose. The ravaging kosi has been considerably termed and kosi project has helped in changing the cropping pattern. Marua and oil seeds continue to be grown. Each C.D block has one seed multiplication farm. Coconut development board owned by central govt. in

functioning in the district, the soil of the area constitutes part of large inland deltaic deposits of huge granular silt-sand grade, as per the resource's evolution the average utilization of ground water in the district is less than 54.6% which means none of the blocks in the district comes under semi-critical category. The present infrastructural facilities yield only 25216 ham for ground water for irrigation and there is a vast surplus replenishable ground water potential of 21687 ham to be tapped.

Saharsa district is surrounded on the west by the river Kosi. A number of canals have been constructed under the Kosi project which provide irrigational facilities to the districts of Darbhanga, Purnia, Madhepura and Saharsa beside some parts of Nepal. The average annual rainfall in the district varies between 794.6 and 1270.7mm. Paddy and wheat are grown in the alluvial and related soils. Kosi affected areas still contain kans and pater forest, through reclamation is in progress. Small trees such as banul, jhaua, hasjora and water berries such as makhana, motha grass are also found. The cultivations are encouraged to grow improved varieties of these crops. One seed multiplication farm has been opened in each community development block. After the independence considerable of irrigation facilities in the district by means of flood control measures as well as irrigation channels etc. The gigantic Kosi project which has been completed has resulted in the complete transformation of irrigational avenues in the district. Irrigational facilities have been extended in the district through a number of minor irrigation projects which include the use of diesel pump sets and hand pump. There was no forest available in the district but there have been plantations of various types of trees, viz. sisam, gulmohar etc: no such water conservation and artificial structure has been constructed in the district. So far since all blocks of the district come under safe category from ground water development point of view, no area is notified either by central ground water authority or state ground water authority till date. Mass awareness programme is yet to be carried out in Saharsa district.

The district of Araria comprises eastern most part of the alluvial north Bihar plain. With the implementation of the Kosi project, however, the area has come under the canal command area. Some teak, Sal, sakhua, sheesham trees are still found in the district between Araria and Forbesganj. The major part of the district is covered by non-calcareous, non-saline soil of recent alluvium formation, paddy and jute are the important crops. Araria is one of the districts which due to various reasons in the past did without much of artificial irrigational facilities. The need of a systematic irrigation had not been felt before as the rainfall was generally ample and soil in most parts retained moisture. After the independence, considerable attention has been paid to the provision of irrigation facility in the district by means of flood control measures as well as irrigation channels etc. The gigantic Kosi project has resulted in extension of irrigational facilities in the district, in addition to this various irrigational facilities have been provided in the district through a number of medium and minor irrigational schemes. The geological formation of the district consists almost entirely of alluvium and there are no minerals of any importance.

Katihar is situated in the plain of north eastern part of Bihar. The forest and the wild life have almost completely disappeared by now. Some teak, Sal, sheesham, pipal and semal trees are still found. Agriculture is the main occupation of the people of the district. The major portion of the district is covered by non-calcareous, non-saline soil of recent alluvium formations. The soil is of low to medium fertility. The alluvium is composed of salt, clay and fine sand. The principal agricultural crops of the district are paddy, wheat, maize. Although there are some variations from area to area depending upon the

availability of irrigational facilities, after the independence considerable attention has been paid to the provision of irrigational facilities is the district by means of flood control measures as well as irrigational channels etc. The gigantic kosi project has resultant in complete transformation, as it were, of the district. The district has no deposits of any specific minerals. There is a modular limestone belt at a detached hill. The forest is mostly disappeared in the district. The principal trees are Sal, sakhua, palash, people and semal. Fishing development scheme has been undertaken. Efforts have been made for all collection of spawan and the distribution of tress. The all India key village scheme sponsored by the govt. of India is in operation in the district. The scheme aims at improving the general efficiency of the cattle by adopting scientific methods of breeding, feeding. In order to improve the breed of cattle quickly and also at low cost, artificial insemination centres with sub centres at various places have been opened in the district.

Total Forest Area(inHectares)	Total Irrigated Land Area (in Hectares)	Total Unirrigated Land Area (in Hectares)	Culturable Waste Land Area (in Hectares)	Barren & Uncultivable Land Area (in Hectares)	Area under Non-Agricultural Uses (in Hectares)
891.7	113486.5	90849.9	9855.8	8394.7	54671.5

Supaul is lies north of the ganga. A number of canals have been constructed under the kosi project which provide irrigational facilities to the district of supaul. After the independence, considerable attention has been paid to the provision of irrigation facilities in the district by means of flood control measures as well as irrigation channels etc. The gigantic kosi project which has been completed has resulted in complete transformation of the irrigational avenues in the district. In addition to this, irrigational facilities have been extended in the district through a number of minor irrigation schemes.

Human resources planning and management in north Eastern Bihar.... The district of Katihar with a population of 30,71,029 there was huge literacy gap in the district. The work participation rate for total workers is defined as the percentage of total workers to total population. The proportion of marginal works is the highest in sameli sub-district and lowest in Katihar subdistrict. The economic activity in the rural and urban areas of the district is supported by the fact that the cultivators and agricultural labours together constitute 82.99 percent of the total workers of the district, there are 78.18 percent of the total number of inhabited villages in the district where educational facility is available. Amdabad has the largest proportion of villages with 97.62 percent education facility whereas smallest proportion of villages with educational facility is observed in Falka C.D block with 69.49 percent. There was anagricultural credit society are available in 246 village. Educational facility is available to 94.74 percent of the rural population of the district. Populationhaving access to education facilities varies between the maximum of 99.82 percent in Katihar C.D block and the minimum of 85.79 percent in Barsoi C.D block.

Kishanganj town has seen a rising population over the years. Literacy levels in kishanganj are low in recent years. Kishanganj has many good educational institutions for primary and higher education. For higher education, the town has institution like the Mata Gujari memorial medical college, L.S.K hospital. Educational facilities for girl students are very

meagre and high/higher secondary school exclusively for girls is available at a distance of 12.8 km.the work participation is low. Gender differentials in work participation are noticeable. Agricultural forestry and fishing are the dominant activities wherein more than one-half of the households are engaged. The high dependence on agriculture is responsible for poor economic conditions and this forces the women to work outside the households at very low wages. Overall, unemployment and underemployment are quite alarming among the communities. NREGA needs to be implemented in a big way so that the poor households may have an opportunity to assured employment of 100 man-days per household per annum. Due to lack of training and skills, employment opportunities are comparatively low. Thus, local skills need to be improved through short term vocational and job-oriented courses. Besides, there is a need to implement local skill micro income generating programmes, specifically SGSY in the district to ameliorate their live hood conditions.

The population of Madhapura is 20,02,762 according to 2011 census. There are several affiliated and constituted colleges of the B.N.M. university, IGNOU has opened study centre in T.P college, the urban literacy rate of madhepura district works out 73.5 percent. The gap between male -female literacy rate is found to be around 1344 in the district. The work participation rate in the district is 22.16 percent for main workers and 16.69 percent for marginal workers. Gamharia, singhshwar, shankarpur. Bihari Ganj and puraini C.D blocks have the maximum proportion of villages having educational facility with 100 percent.

Population of Purnia district is 25.40 lakh. The district has a substantial minority population. Most of whom are either cultivator or agricultural labours. The literacy rate in general and the female literacy in particular, is as low as 44.15 percent and 33.93 percent respectively. A topping-up approach under the multi sector development plan can be adopted here. The increasing overall work participation rate, particularly of the female population, is another priority. The target of education for all is still a distant dream and the quality of education being imparted in schools needs to be improved on a priority basis. The govt. provides assistance to school children in the form of book, school uniforms-day meals etc. Out of total work force, around 71 percent are casual workers, 22.7 percent are self employed and on 6.8 percent are in regular employment. A very small proportion of the households are engaged in activities such as public administration, education and health, trade, hotels and restaurant etc. Araria, one of the most backward district of Bihar, stands at the bottom of the 90% minority concentration district. The low work participation rate of both the male and female population clearly indicates unemployment and lack of employment opportunities.

PURNIA	POPULATION 2011
Actual population	3264619
Population growth	28.39%
Average literacy	48.38%
Male literacy	56.70%
Female literacy	39.28%

Supaual had population of 2,228,397 of which male and female were 1,157,815 and 1,070,582 respectively.

The district of Saharsa with a population of 1,900,661 according to 2011 census. Male literacy rate is much higher than female literacy rate. It is estimated that the workforce

participation in the town is 24%. The Bihar education project saharasa is an organization dedicated to achieving of saharasa, Bihar BEPC was launched in 1991 with the purpose of bringing about quantitative and qualitative improvement in the elementary education system in Bihar.

Steeps To Development.... To utilize human resource, the high growth rate is to be lessened. Technical institution is to be opened more and more, Literacy especially female literacy is to be expanded. Labour migration is to be handled by increasing the job opportunity in rural areas by above means and way the human resource of eastern Bihar can be put to the greatest benefit.

Research area of eastern Bihar can be mentioned by thus following ways

1. The natural resource of eastern Bihar have not been utilized.
2. By building multipurpose river project over Mahananda, the water of the river is to be utilized.
3. By employing labour in respective work in rural area, the problem, of labour migration can be solved.
4. Latest technical training to the farmer as well as labour is to be delivered to get the maximum, benefit.
5. Possibility of various agricultural application in the area.
6. The wage is to be increased to meet the problem, of labour migration.
7. The sewage and sand of kosi river and its branches are to be cleaned after every five year.
8. The building of high dam, over the upper kosi river agreement with the Nepal Govt. may be a solution to the problem.
9. The soil testing for local cultivator is necessary to guess the soil fertility and getting maximum benefit.
10. The employment opportunity to be increased to meet the geometrical growth rate of population.
11. The kosi river project has been a partial solution to the natural disaster like flood of the area.
12. Pisciculture in eastern Bihar, there is great possibility.

Conclusion... North Bihar, a rich agricultural area, has many industries associated with agricultural products. There are numerous sugar factories scattered throughout the area. Many rice and edible oil mills also dot the landscape. It also has some sundry, but important, manufacturing plants for example the button factory at Meshi, and the old and renowned rail wagon manufacturing plant. Immediately after independence however, a major industrial plant located there are the fertilizer factory, the oil refinery plant and thermal power station. This north eastern area is alluvial plain and is densely populated. This north eastern area is alluvial plain and is densely populated. This little forest, but no mineral wealth. The economy of the area is based mainly on agriculture. In spite of higher yield per hectare, the per capita income of the people is the lowest in the region. This is because of excessive pressure of population on land, inequitable distribution of land. The area being flooded every year and less than optimum, level of activities in the secondary and tertiary sectors of the economy. The various steps are taken for development in north Bihar like, Integrated development of the entire potential of major, medium, and minor water resources, conjunctive use of surface and ground water, enhancement of ground water availability through rain water harvesting and ground water recharge techniques, command

area development and water management (CADWN), restoration of lost potential. This region provides extension service for augmenting livestock production besides training farmers/officers and supporting staff of the department. The govt. of Bihar has received assistance from, the world bank, effective from, January 2011, to address the emergency needs arising out of kosi floods through Bihar, Kosi flood recovery project-I. As a sequel to this and to address long term, challenges of flood management. Bihar Kosi flood recovery project-II with an objective to enhance resilience to floods and to increase the production of agriculture in the greater Kosi river basin. The level of male and female literacy is very low in this region in comparison to other area. 43% of its population is below poverty line. There is excessive pressure of population on agriculture and here is low availability of non-farm, employment opportunities in some district in north eastern Bihar, some steps have been taken to development of population in north Bihar. Intensive cultivation is creation and proper maintenance of infrastructural facilities have been suggested for agricultural development. This research paper attempts to analyse the status of natural and human resources in north eastern Bihar, however, the major emphasis is laid on land, water, forest and human resources which influence the economic life of north Bihar and various terms and policy accepted to develop the natural and human resources.

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Spatio- temporal Analysis of Urbanization in Haryana

Neeraj Rani*

Abstract

This present paper attempts to understand the trends and patterns of urbanization at the district level, with the help of census data during 1971-2011 in Haryana. It also throws light on the present pattern of urbanization across the different districts in Haryana. The regional variations in the distribution of urban population are significant. Economic development of a particular region has been considered as a significant factor in increasing urbanization, which is observed from the analysis of urban scenario in the state since independence. However, urban disparity has become a significant characteristic of Haryana's urbanization

Keywords: Urban disparity, annual exponential growth rate, metropolitan cities, slow pace of urbanization.

“Urbanization is a process of switch from spread out patterns of human settlements to one of concentration in urban centers. It is a finite process ... a cycle through which nations pass as they evolve from agrarian to industrial society”

Kingsley Davis

Introduction

Urbanization as a global phenomenon is of recent vintage. A century ago, the proportion of the world's population living in cities hardly exceeded 5 percent. The developed world experienced urbanization much earlier. While in the developing world, urbanization is more a defining feature of the twentieth century. As far as India is concerned, it reflects a gradual increasing trend of urbanization. However, it is important to mention that the level of Urbanization in India (31.16 %) is still very low as compared to develop as well as many developing nations. The level of urbanization is an index of transformation from traditional to modern society. An increase in urbanization level reduces the dependency on primary sector and it is considered as a symbol of economic growth and development. Urbanization is an integral part of Economic development. Most modern economic activity takes place in cities, and growth in productivity and income is easier in an urban context. Economics growth influences the urbanization while urbanization in turn affects the rate of economic growth.

The definition of the “urban area” has varied worldwide as there are many countries which adopted a different criterion of their own to define an area as urban. But as far as the census of India is concerned, its definition about the urban area is specific. Same definition that was used in census 2001 has been used during 2011 census also. An urban area, according to the

Census definition consists of

1. Statutory towns: All places with a municipality, corporation, Cantonment board or Notified town area committee, etc. so declared by state law.
2. Census towns: Places which satisfy the following criteria:-
 - a. A minimum population of 5,000

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b. At least 75 percent of male working population engaged in non-agricultural Pursuits; and

c. A density of population of at least 400 persons per sq. km.

Study area

Haryana is a state in northwest India between 27° 37' to 30° 35' latitudes and between 74° 28' to 77° 36' longitudes and with an altitude between 700 to 3600 feet above sea level. It was carved out of the Indian state of Panjab on 1st November 1966. It is bounded by Uttar Pradesh in east, Panjab in west, Himachal Pradesh in north and Rajasthan in south.

River Yamuna acts as the eastern division for administrative purpose. Haryana state stretches for about 44212 sqkms with just 1.37 percent of the total geographical area and less than 2 percent of total population. Since it surrounds Delhi in the northern, western and southern sides, a large area of state is included in national capital region(NCR).

Objective of study

The main objectives of this paper are as follow:

- To focus on the process of urbanization in Haryana with emphasis on level of urbanization using the census data of 1971-2011 period.
- To examine the present district level trends and patterns of urbanization in the state.
- To know the growth rate of urban population at the districts level.

Database and Methodology

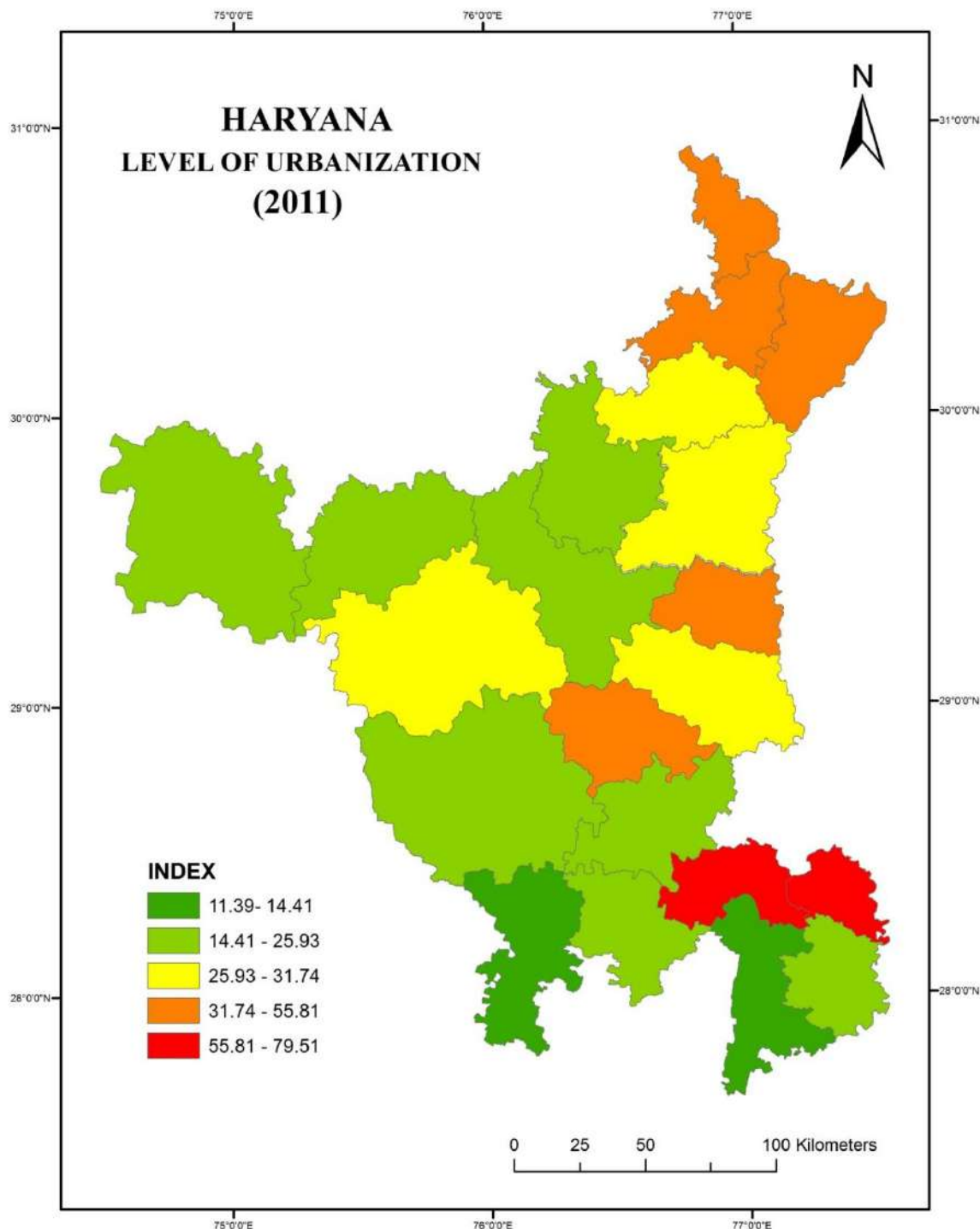
The present study is based entirely on the secondary sources of data. The main secondary Source is the census of India and various other reports and published works.

Table: 1- Trends of urbanization in Haryana (1971-2011)

Census Years	Urban population(in millions)	Percent of urban population to total population	Decennial growth rate of urban population
1971	16.21	17.66	35.58
1981	24.66	21.88	59.47
1991	39.54	24.63	43.41
2001	61.15	28.92	50.52
2011	88.42	34.90	44.59

Source: computed from census of India

Level of urbanization in Haryana, 2011



Source: computed from census of India

Trends of urbanization in Haryana

According to 2011 census, the urban population has grown to 377 million showing a growth rate of 2.76% per annum from 2001 to 2011. The level of urbanization in the state

as a whole increased from 27.7% in 2001 to 31.1% in 2011 i.e.an increase of 3.3 percentage points, as compared to an increase of 2.1 percentage points from 1991 to 2001.

Trends and Patterns of urbanization at districts level

In order to understand the dynamics of urban development in a state Haryana , it is important to examine the changes in the levels and pace of urbanization across districts. At the districts level, the pattern of urbanization is full of diversities, but economically advanced states more or less show higher levels of urbanization (table:2). All the districts which is situated on eastern side of Haryana , including Panchkula Yamunagar,Karnal,Panipat,Sonipat Gurgaon and Faridabad have higher levels of urbanization. The level of urbanization is the percentage of the total population living in towns and cities. For the state as a whole, there is a steady increase in the level of urbanization from 1971-2011. This may either be due to the reclassification of towns or due to rural-urban migration. A wide variation in the levels can be observed in the case of districts in all the census years from 1971 to 2011 (Table:3). In 1971, among the different districts, Ambala (37.79 per cent) was most urbanized, followed by Yamunagar (28.75 per cent), Karnal (22.43 per cent), Panipat (18.40 per cent), hisar (17.63) in that order. Contrary to this, Faridabad was the least urbanized district with 7.16 per cent urban population. . But in 1981 census, the situation was different. Faridabad was the most urbanized district in 1981 with 41.43 per cent urban population. On the other hand, Kaithal and Rewari were the least urbanized districts in the state with equal share (11.94 per cent) of urban population.

Table:2- Level of urbanization across districts(1971-2011)

Years Districts	1971	1981	1991	2001	2011
Panchkula	12.54	19.47	35.82	44.49	55.81
Ambala	35.79	36.37	35.44	35.20	44.38
Yamunanagr	28.75	29.58	33.69	37.73	38.94
Kurukshttra	16.32	20.71	24.01	26.11	28.95
Kaithal	11.13	11.94	14.69	19.39	21.97
Karnal	22.43	25.94	27.46	26.15	30.21
Panipat	18.40	26.37	27.15	40.53	46.05
Sonipat	15.06	21.19	23.58	25.15	31.27
Jind	13.55	15.14	17.18	20.30	22.90
Fatebad	11.17	14.87	15.93	17.36	19.06
Sirsa	14.29	18.07	21.16	26.28	24.65
Hisar	17.63	21.55	23.70	25.90	31.74
Bhiwani	14.55	15.89	17.24	18.97	19.66
Rohtak	16.68	19.27	21.31	35.06	42.04
Jhajjar	11.91	12.77	13.90	22.17	25.39
Mahendragarh	12.07	12.39	12.41	13.49	14.41
Rewari	12.92	12.20	15.59	17.79	25.93
Gurgaonh	13.81	18.61	20.30	35.58	68.82
Mewat	DNA	DNA	DNA	DNA	11.39
Faridabad	7.16	41.43	48.57	77.81	79.51
Palwal	DNA	DNA	DNA	DNA	22.69
Haryana	17.66	21.88	24.63	28.92	34.68

Source: computed from census of India

In 1991 census, out of 16 districts in the state, 5 districts viz. Faridabad, Ambala, Yamunanagar, Karnal and Panipat have recorded a higher degree of urbanization than the state and all India average. On the whole, state registered 24.63 per cent of its total population as urban population in 1991 census against 21.88 per cent in 1981 census, showing a healthy and upward trend in urbanization. In 1971, there were three districts like Ambala (35.79 per cent), Yamunanagar(28.75) per cent) and Karnal (22.43 per cent) which cross the state average (17.07 per cent) of 1971. In 1981, there were also only three districts like Faridabad(41.43), Ambala(36.77) and Panipat(26.37) which cross the state average(21.88 per cent) of 1981. Faridabad district has retained its pride place of having the highest proportion (48.57 per cent) of urban population to total population in the state(in 1991), Ambala district with 35.44 per cent urban population ranked second. In descending order, Panchkula district stood at the third place with 35.82 per cent urban population, while Yamunanagar district at the fourth place with 35.44 per cent and Panipat district at the fifth place with 27.15 per cent urban population. All these districts are centres of industry, trade and commerce which form the basis of higher urbanization in the districts, attracting in-migration. Out of remaining 11 districts, Mahendragarh was the least urbanized with only 12.41 per cent urban population. As per 2001 census, out of the total of 19 districts in the state, 7 districts namely Faridabad (77.80 per cent), Panchkula (44.49 per cent), Panipat (40.53 per cent), Yamunanagar (37.73 per cent), Gurgaon (35.58 per cent), Ambala (35.20 per cent) and Rohtak (35.06 per cent) have recorded a higher level of urbanization than the state (28.92 per cent) and national (27.78 per cent) average. Faridabad has emerged as the most urbanized district where 77.80 per cent of the total district population has been classified as urban. The district alone accommodated about one-fifth (19.97 per cent) of the state's total urban population. The notable point is that no other district had more than 7 per cent share in the state's total urban population. The second most Urbanised district was Panchkula, which recorded 44.49 per cent as urban population making a contribution of only 3.41 per cent to state's total urban population. The third highest urban population (40.51 per cent) was recorded in Panipat district making a contribution of 6.41 per cent to state's total urban population (Table:3).

It is noteworthy that in terms of the rank of districts by level of urbanization, Ambala lost its position from 3rd in 1991 to 5th Rank in 2001, Hisar went down from 8th to 10th, Bhiwani from 13th to 16th and Fatehabad went down from 15th to 18th rank. On the other hand, the main gainers were Panipat going up from 6th in 1991 to 3rd in 2001, Sirsa from 10th to 8th, Kaithal from 17th to 15th , and Jhajjar has improved its position from 18th to 13th rank. Yamunanagar and Panchkula have both left their parent district Ambala far behind in 2001.

Conclusion

The main purpose of the present study is to analyze the spatial distribution of urban population according to time in Haryana. Haryana is primarily a rural part of the country with only 34.9 per cent of its urban population to total population. A low level of urbanization is due to mainly agriculture based economy.

District-wise pattern of urbanization indicate that Faridabad district is most urbanized, where more than seventy per cent of its population is concentrated in urban areas. This is followed by Gurgaon and Panchkula districts, where more than sixty per cent of its population lives in urban areas. High level of urbanization in these districts associated with a very high level of industrial development, their strategic location along the highway and

close proximity of Faridabad to the national capital region of Delhi and Panchkula to the State capital of Chandigarh. Contrary to this, districts Mewat, Mahendragarh, Bhiwani and Fatehabad is least urbanized with only less than twenty per cent of their population lives in urban centers. The major factors responsible for this low level of urbanization are low level of industrial development, their remote location, harsh climate conditions and their poor connectivity with the national capital region and State capital.

Broadly speaking, in terms of the level of urbanization in Haryana, north-eastern and south-eastern parts of Haryana are more urbanized than north-western and south-western Haryana. Because, all the districts that have high degree of urbanization (above 38 per cent) are situated in these parts of the state.

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Future Prospects of Sustainability

Deepak Kumar*

Abstract

Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Since the United Nation's World Commission on Environment and Development published its report in 1987, the notions of sustainability and sustainable development have attracted increasing interest in the field of business and management and recently also of human resource management (HRM). Thus, the aim of this paper is twofold. Firstly, it endeavours to deconstruct the concept of social sustainability and to explore its evolutionary meaning, highlighting the shift from the analysis of traditional 'hard' social policy areas towards emerging 'softer' research and policy-making themes. It is important to clarify that this paper does not seek to provide operational definitions of, or normative prescriptions for, social sustainability.

Key words: Sustainable Development, HRM, Strategies, Global.

Introduction

Sustainable development is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. It contains within it two key concepts:

- the concept of **needs**, in particular the essential needs of the world's poor, to which overriding priority should be given; and
- the idea of **limitations** imposed by the state of technology and social organization on the environment's ability to meet present and future needs."

Human Resource Management, sustainability, Sustainable HRM

Introduction

Since the United Nation's World Commission on Environment and Development published its report in 1987, the notions of sustainability and sustainable development have attracted increasing interest in the field of business and management and recently also of human resource management (HRM). The objective was to develop an agenda for global change and a common future for mankind and has been concerned with the question of how to advance societal and economic development without endangering natural living conditions for the majority of humanity.

Today, the political and societal sustainability debate focuses more than ever around the challenges arising from, the natural, social and financial resources of the world being insufficient for a third of the current population of human beings, to have the material standards of living of the richest people who, possibly, make up barely 10% of the overall numbers. Second, the debate also relates to resource-intensive lifestyle of industrialized countries and our contribution to resource depletion.

Third, the sustainability debate at the corporate and HRM level deals with practices and strategies that produce significant impact on an organization's natural and social resources

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and environments which then influences the organization's and HRM's future management conditions and business environment. Businesses being wasteful with resources (natural and human among others) might have made sense when there appeared to be a limitless supply.

The consequences of such consumption without balancing renewal or reproduction had widespread implications for current and future generations especially in Europe and the USA. HRM contributed to the bubble through rewards given for short term illusions of performance which turned out to not reflect the reality of value creation and for plundering pension resources of current and former employees so that the remainder is insufficient to meet the pension commitments. But now that we have more clarity of the global limits and restrictions businesses seem to be more willing to look at sustainability. The recent interest in integrating the idea of sustainability into mainstream economic thinking is therefore not surprising although, in the past, actors seem to become aware of the relevance of sustainability thinking in particular or, perhaps only, in situations of a serious crisis or resource shortages. Situations of crisis or resource shortages, however, are no guarantee for sustainable business behavior.

On the contrary we also observe that in times of crisis and focus upon immediate survival then sustainability is discarded which means that current generations of decision-makers in organizations endure at the cost of overusing resources thus depriving those who follow after. In spite of the increasing interest in practice and in scholarship of how to make organizations not only economically but also ecologically, socially etc. sustainable (e.g. Bansal, 2005; Hahn & Figge, 2011), research on sustainability and HRM has, until recently, remained surprisingly. It is only in the past decade that we observe an increase in publications on sustainability and HRM and many HR colleagues seem to remain critical of the concept.

Why, however, is sustainability relevant for the HR function and how can this concept be fruitfully defined and applied? There are two major lines of arguments to support the importance of a sustainability perspective on HRM. The first line of argument refers to the relationship of the organization to its economic and social environments and is mainly linked to the societal and ecological sustainability debate (macro level). The key argument here is that the HRM field can (or should) no longer neglect the societal discourse on sustainability and corporate sustainability because this is dealt with in practice and that HRM could make important contributions to corporate sustainable development. The second line of arguments addresses the internal elements and relationships of an HRM system and is linked to the individual and HRM level debate (meso and micro levels).

This debate is linked to the observation of scarce human resources, of aging workforces and of increasing work-related health problems and the argument is that fostering the sustainability of the HRM system itself becomes a 'survival strategy' for organizations dependent on high quality employees. The objective of this special issue is to provide contributions to both streams as an introduction into research on Sustainable HRM and to encourage future research and debates on this issue. This editorial is structured to guide the reader through the key issues. As the academic debate on Sustainable HRM is a relatively recent one, we start by introducing briefly in the difficulties of defining sustainability and in the literatures on sustainability and HRM. Next, we present short summaries of the contributing articles in this Special Issue. Finally, we propose how future research could develop from existing studies of sustainability and HRM.

Future directions for Sustainable

In this Special Issue we highlight the view that Sustainable HRM has the potential to become a new field for HRM research. In practice, there are many problems which have not been solved such as how organizations can become more sustainable, can make their HRM (and other sub-systems) sustainable, can co-exist within their social and ecological environments instead of overexploiting them and how HRM practices and strategies can become a core function in this changing set of circumstances. Recognizing that many authors now use the term Sustainable HRM in practice, teaching and research, we believe that this is an important emerging area of inquiry. Certainly, the topic does not yet have the clear lines and directions of more mature areas of study but academics, practitioners and especially, students see that the subject is of substantial importance. We are aware that there is no 'consistent' literature on Sustainable HRM. We also see different approaches to both sustainability and HRM with their origin in diverse contexts and disciplines and we do not think that there will soon be a consistency within the emergence of this area but instead we predict a plurality of competing approaches. In the same way as there is no longer one unchallenged way of measuring organizational effectiveness we consider it an advantage that there be a diversity of ways of examining this topic. Applications in practice and in future research will show which conceptualizations are more helpful to solve practical problems, to guide critical reflection on HR and whether Sustainable HRM indeed becomes a more widely accepted, applied and meaningful concept or whether there are compelling barriers in practice and in research which prevent the further development of a dedicated topic rather than subsume within other areas of research and practice.

In the context of this Special Issue, we point out possible routes for research on the role of HRM in initiating or implementing sustainability strategies in organizations and on the role of HRM in developing functional systems which are sustainable- areas which we believe would be especially fruitful for future conceptual and empirical research.

Research on the role of HRM in initiating or implementing sustainability strategies

Prior research on the role of HRM in implementing or even initiating sustainability strategies is relatively rare (see also Cohen, Taylor, & Muller-Camen, 2012). However, several authors have argued that both sustainability and CSR initiatives in organizations do have direct relevance for the HRM field and therefore need to be considered both in HRM practice and in research (e.g., Clarke, 2011). This, however, is not the only reason for dealing with this subject. The topic is also important in the context of maintaining and fostering the HRM function's strategic role in the organization (Ehnert, 2009a). Ecological, social and economic sustainability seems as if it will be one of the most important challenges for organizations in the 21st century and people in organizations are those who need to initiate, implement and welcome new and viable strategies and practices. Therefore, people management and HRM can play a key role in guiding these transformations and change processes while not leaving this to CSR and environmental sustainability functions. Research on the role of HRM in initiating and implementing sustainability strategies and practices is complex as we, and the contributors to this edition, have shown. This research involves multiple dimensions of sustainability, multiple levels of analysis, while needing to consider both local and global scopes with short- and long-term effects whilst knowledge of multiple disciplines is essential for advancing the field of study.

Multiple dimensions of sustainability

We understand that since the Brundtland Commission's report, many actors link the idea of sustainability to at least three dimensions (economic, social and ecological sustainability). Nevertheless some authors have emphasized the importance of a fourth dimension- human sustainability. Prior research on Sustainable HRM has often looked at two or three rather than all four sustainability dimensions (e.g., either the economic and ecological or the economic and social dimensions). Although, we have argued, a variety of ways of considering and defining sustainability is useful at this stage in the development of study we do believe that there needs to be more effort to produce sound and clear definition(s) of the term 'sustainability' even if a series of sub-definitions results under a broad banner. Without such efforts to define the term it can be used and abused as a means of 'green-washing' organizational objectives and actions so become devalued and ignored. This would be a sad consequence of the absence of agreement on characterizing a concept which is definitely of great importance. In addition, if sustainability and holistic thinking (in terms of economic, ecological, social and human sustainability) are to be taken seriously, there needs to more HRM research looking at multiple dimensions simultaneously because it is likely that complex, non-linear interdependencies between different sustainability dimensions require to be considered (Ehnert et al., forthcoming). For example, organizations need a much better understanding around whether implementing Sustainable HRM can foster or perhaps even inhibit 'greening' activities in the organization (or vice versa – whether 'greening' of the organization can impact on the way that people are managed).

Other examples include how Sustainable HRM can contribute to developing a 'sustainability mindset' in the organization, about the interrelations between human and ecological sustainability etc. For future HRM research, it is important to explore the role of the function in commencing, measuring, assessing and guiding sustainability initiatives in multiple dimensions.

Sustainability in the global context

Internationalization and globalization play a major and increasing role in management and HRM practice and research. International HRM and comparative HRM have emerged as strong areas of research with high practical relevance. It is particularly necessary that those with a grounding in research and practice in developed economies consider the role of sustainability within emerging (and not yet emerging) economies where, for very many people, day to day survival is more important than thinking of future benefit. For people in the UK, for example, whose ancestors destroyed native forests to build warships or create pasture for sheep farming to tell those in the tropics to not cut down rain forest because this action will harm humanity and the environment can be seen as hypocritical. Instead reasons for more sustainable approaches have to be considered and justified in terms which are relevant to the local, as well as global, context so attention can be drawn to the serious consequences for the future generations of overexploitation of resources or examples of poor practices such as those in the UK can be admitted and in future avoided. We must also not fall into the trap of believing that every society or economy will develop in the same way as those of the European Union or North America (see Ehnert et al., forthcoming). As we see in the papers within this edition even exploring the topic of sustainability and HRM is very difficult within national boundaries (where single sets of laws and limited ranges of practices occur) so we can understand that when we deal with

sustainability across borders, especially between rich and poor, the challenges are multiplied and complexity increased. It is therefore not surprising, that scholars also advocate including an international dimension into research on Sustainable HRM (e.g. Jackson et al., 2011). We strongly support this call for additional research considering the international dimension of HRM for three reasons. First, especially multinational, organizations face increasing pressures from investors and other stakeholders to report on their environmental and social performance in addition to their economic performance. As a consequence, ecological and social performance indicators such as those from GRI (Global Reporting Initiative) play an increasingly important role and also affect core HRM issues. Second, the overall debate on sustainability and CSR is characterized by values and assumptions that might not be shared in the same way everywhere in the world. For example, the notion of 'long-term' that is constitutive for research about sustainability can be interpreted differently across different cultures. Also, the sustainability debate addresses values in the relationship of human beings to their environment -e.g. to live in harmony with or dominate the environment. These values are not shared everywhere, especially when the need for more economically and socially sustainable business behavior is abused (Hiatt, 2007) or is not widely accepted. Third, it is likely that MNEs increasingly face paradoxes, dilemmas and tensions in their supply chains with regard to managing human resources in a sustainable way. For example, one of the questions frequently asked is 'should organizations implement Sustainable HRM for home country employees only or also for the 'cheaper' workforce in developing countries? Questions to be addressed in future research could include 'what is the role of HRM in sharing resources across borders and across generations?' (Collier, 2010), which sustainability indicators are relevant from an HRM perspective and how could these be integrated in HRM practices.

Sustainability and multiple levels of analysis

Following our understanding of Sustainable HRM, multiple levels of analysis are relevant for future research. At a macro level of analysis, sustainability refers to a sustainable societal development and is relevant for business organizations when considering the viability of systems which deliver critical resources on which the organization and HRM depend is concerned, when organizational legitimacy is at risk and HRM is made responsible for this potential and when certain HRM practices and strategies foster unsustainable and irresponsible behavior of people in the organization. Future research could address questions on the impact of specific HRM practices and strategies on the ecological, social, human and economic sustainability with interrelations to society and potentially include questions of intra- and intergenerational justice and resource allocations. At a meso level of analysis, sustainability refers to the development of sustainable organizations, work and HRM systems. Research could tackle the hypothesis that in order to realize economically, socially and ecological sustainable organizations, sustainability also needs to be realized in organizational sub-systems such as HRM. One potential line of enquiry would be whether all HRM sub-functions need to be both efficient and sustainable or if organizations can be sustainable if some entities or subfunctions follow the logic of efficiency and others follow the logic of sustainability. Finally, sustainability at the individual level of analysis generally refers to human sustainability which could be defined as the capacity to regenerate and develop discrete human resources. Future research may usefully address questions such as how sustainability at the individual level affects overall HRM and organizational sustainability.

Conclusion

We believe that separating the needs of the present from the needs of those who will come after us is a sensible way to analyze scenarios and assess the impact of policies, because it clarifies the choices that need to be made. We propose to call the former well-being and the latter sustainability. This prevents sustainability from becoming an empty phrase indistinguishable from 'goodness'. Well-being mostly corresponds with the social and economic dimensions of the 'triple bottom line', sustainability with the environmental dimension. When assessing the impact of a policy on well-being, the distinction between social and economic dimensions is not helpful and often impossible to make in practice. It is better to use sociological insights to assign values to the different aspects of well-being, and economics to combine those values into an overall assessment. In arriving at actual measurements (inevitable for comparing different possible outcomes), some important but imponderable costs and benefits may have to be left out because they cannot be expressed in quantitative terms. However, they should be left out only from the measurement, not from the assessment. In this way, decision-makers can at least see how much an unmeasured benefit will cost, or what has to be sacrificed for a certain increase in measured well-being. The concept of welfare may be useful as a subset of well-being—namely, that part of well-being that can be quantified and valued in money terms.

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