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CONTENTS

A Study of the Relationship of Major Variables of Commerce and Learners Development

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Abstract:
The present research study was design to investigate the relationship of major variables of commerce and learners development of graduate students of University of Delhi. The variables under consideration were related to commerce (Sale, Purchase, Production & Management) and learner's developmental values (Social Development, Cultural Development, Economical development and Personnel Developmental Values). The data were collected from 120 students through self made questionnaire from different college students of University of Delhi using the simple random sampling technique. For analysis, correlation analysis, and descriptive analysis were used. The findings revealed that major variables of commerce are related to learner's developmental values and significantly contribute in the social, cultural, economical and personnel development of graduate students.
Keywords: Sale, Purchase, Production, Management, Social Development, Cultural Development, Economical Development and Personnel Development

Introduction

Education may be liberal or it may be special. Now a days there are three faculties in higher education namely arts, commerce and science. Young people, now a days, are generally guided by lucrative aims. Their main desire is to earn money and become rich. Very few aspire for knowledge for the sake of knowledge-the aim for the older generations. Business education offers good prospects for the ambitious person. Many of them join commerce colleges or take admission in commerce with the aim of getting good jobs. Commerce is that part of business which is concerned with the exchange of goods and services and includes all those activities which directly or indirectly facilitate that exchange. Economic activities and aims dominate the minds of modern men. Business, commerce and industries are important branches of economic activities. Industries are said to be the backbone of national economy. Trade or business follows the flag. The Englishmen came to India as traders and ultimately became the masters. Commerce is at the moment a promising subject as a whole. In the present day world, almost every human activity is related with economy, whether in the shape of trade and industry or commerce and banking. Any concern which has transaction of money, a commerce graduate has his footing there. Secondly, the related fields of commerce are many and varied. Commerce is a branch of business. It is concerned with the exchange of goods and services. It includes all those activities, which directly or indirectly facilitate that exchange. On the basis of the importance and utility of the commerce variables the investigator was excited to find the relationship among the commerce and learners developmental values. So investigator conducted this study to know the facts about it.

1. Review of the Related Literature

Commerce education is described as an ordered endeavor to mould the citizens for enterprising and managing business competently and fruitfully. The principal intent of commerce education is to endow with skilled manpower mandatory by the business strata in different sections. It aims at humanizing the quality and productivity of personnel in business. Thus, commerce education is concerned not only with the development of vocational skills in purely economic terms but also with social usefulness. But often, the prevailing modes adopted to materialize the goals of commerce curriculum are far from satisfactory. A challenge has been put here to bring some of them which are closely associated with the present study. A number of studies have been carried out to identify and analyze the numerous factors that related to learners development and various variables of commerce.

Paul (2012) did a research study on the area of challenge based learning strategy and stated that Challenge Based Learning strategy asserts students learn more and are more through active engagement when they are solving problems, especially authentic, real world one. The study investigates the Effectiveness of Challenge Based Learning on the Academic Achievement of commerce students at higher secondary level. The investigator found that Challenge Based Learning is an effective instructional strategy on the Academic Achievement of commerce students at higher secondary level. Also this strategy is effective in developing skills of problem solving, creative thinking and decision making.

Roshan, Ara (2011) presented the sum up of the proceedings of a workshop held in Jammu & Kashmir, Board of School Education on the significance of commerce education. The workshop highlighted the need for making student centered and stresses free commerce curriculum and focused the need for restructuring the existing commerce curriculum when the entire business world is undergoing significant changes requiring advanced study and research.

Krishnamurthy and Amutha (2011) conducted a study entitled on "Higher secondary student's achievement in commerce in relation to their emotional intelligence". The study concluded that the higher secondary school student's achievement in commerce is at moderate level. Further; gender, locality and type of school make significant difference in the achievement of commerce students. But religion, family size and family income make no significant difference. Similarly with regard to emotional intelligence, entire and sub samples fall in the category of average level of emotional intelligence. Gender, locality and religion causes significant difference in the emotional intelligence level and type of school, family size and family income cause to significant difference. But higher secondary school commerce student's achievement is significantly related to their emotional intelligence for both entire and sub sample wise.

Sajikumar (2011) did a study on "Effectiveness of certain behavior modification models on achievement in commerce among students at higher secondary level". The major findings of the study holds that under appropriate conditions, a sizeable portion of the population can be brought to a level of achievement in the subject, interest in the subject and attitude towards the subject. The study suggested that the teachers can tailor instruction to the needs of most of the students in the classroom by employing behavior modification models in the classroom. For this, it is desirable that the teachers should have a fresh outlook at their teaching approach in terms of behavior modification models.

Awi, Asnaini (2008) conducted a study on "Relationship between teacher's knowledge of the commerce learning experience and evaluation and the teachers' management on the implementation of the commerce in secondary schools". The results showed that teachers' level of knowledge of commerce learning experience and evaluation is moderate; meanwhile the level of the commerce's instruction and its implementation management is moderate. The results revealed that no significant relationship exist between teachers' knowledge of the learning experience and the implementation of the instruction based on the aspects of management of teaching, classroom management and test management.

Arumugarajan (2008) engaged in a study on "Abstract reasoning of commerce students studying in school". The study found that the level of abstract reasoning ability of higher secondary commerce students is moderate. The level of achievement of higher secondary commerce students is average. Also the study realized that there is significant difference between plus one and plus two commerce students with reference to abstract reasoning.

Obul, Reddy(2007) presented a paper on "Revitalizing commerce education" highlighted the broad objectives of liberal education with the aim of fostering students with an attitude of objective enquiry, understanding of the society, social change, problems of human relationships, human and social implications of technological change, developing a capacity to appreciate the higher values of life and the like. These objectives are taken as implied in the case of business education also. Education should be a three-fold process of imparting knowledge, developing skills, inculcating proper attitudes and values towards life and society in general

It is obvious from the review of the related research studies that major variables of commerce and social, economic, cultural and economical development values have not been studied all together. Therefore, the study is unique and original.

2. Statement of the Problem

The investigator stated the study as-

"A Study of the Relationship of Major Variables of Commerce and Learners Development"

3. Objectives of the Study

1. To know the relationship among Sale and Social Development, Cultural Development, Economical development and Personnel Developmental Values
2. To know the relationship among Purchase and Social Development, Cultural Development, Economical development and Personnel Developmental Values
3. To know the relationship among Production and Social Development, Cultural Development, Economical development and Personnel Developmental Values
4. To know the relationship among Management and Social Development, Cultural Development, Economical development and Personnel Developmental Values

4. Hypotheses of the Study

The investigator formulated the following null-hypotheses to conduct this research:

1. There is no significant relationship between Sale and Social Development, Cultural Development, Economical development and Personnel Developmental Values
2. There is no significant relationship between Purchase and Social Development, Cultural

Development, Economical development and Personnel Developmental Values

3. There is no significant relationship between Production and Social Development, Cultural Development, Economical development and Personnel Developmental Values

4. There is no significant relationship between Management and Social Development, Cultural Development, Economical development and Personnel Developmental Values

5. Variables of the Study

5.1. Variables related to Commerce

Sale: The exchange of goods or services for an amount of money or its equivalent; the act of selling: The sale of such a nice house should be easy.

Purchase: To obtain ownership of a security or other asset in exchange for money or value. also called buy.

Production: The processes and methods used to transform tangible inputs (raw materials, semi-finished goods, subassemblies) and intangible inputs (ideas, information, knowledge) into goods or services. Resources are used in this process to create an output that is suitable for use or has exchange value.

Management: The organization and coordination of the activities of a business in order to achieve defined objectives. Management is often included as a factor of production along with, machines, materials, and money. According to the management guru Peter Drucker (1909-2005), the basic task of management includes both marketing and innovation.

5.2. Variables related to Developmental Values

Social Developmental values: Social development involves learning the values, knowledge and skills that enable children to relate to others effectively and to contribute in positive ways to family, school and the community. This kind of learning is passed on to children directly by those who care for and teach them, as well as indirectly through social relationships within the family or with friends, and through children's participation in the culture around them. Through their relationships with others and their growing awareness of social values and expectations, children build a sense of who they are and of the social roles available to them. As children develop socially, they both respond to the influences around them and play an active part in shaping their relationships.

Cultural Developmental Values: The totality of socially transmitted behavior patterns, arts, beliefs, institutions, and all other products of human work and thought. These patterns, traits, and products considered as the expression of a particular community, period, class, or population: Edwardian culture; Japanese culture; the culture of poverty.

Economical developmental Values: The worth of a good or service as determined by people's preferences and the tradeoffs they choose to make given their scarce resources, or the value the market places on an item. Economic value is represented by the maximum amount a consumer is willing to pay for an item in a free market economy, or the amount of time an individual will sacrifice waiting to obtain a government-rationed good in a socialist economy. In contrast, market value represents the minimum amount a consumer will pay. Economic value thus often exceeds market value.

Personnel Development Values: Personnel values are those traits we see as worth aspiring to, and that define our character.

6. Sample of the Study

The investigator was taken the sample from the University of Delhi to conduct this valuable study. 120 students were taken as a sample from different colleges of Delhi University. The sample was chosen with the help of stratified random sampling technique.

Table No-1: Showing Sample of the Study

Name of the College	Sample	
	Girls	**Boys**
Sri Ram College of Commerce, DU	15	15
Guru Nanak College, DU	15	15
Maharaja Agrasain College, DU	15	15
Shyam Lal College, DU	15	15
Total	**60**	**60**

7. Tool & Techniques

The investigator used the self made questionnaire to collect the data from the students. Since accuracy of measures, validity deals with the question as to whether a measure in fact measuring what it purports to measure. So, investigator checked the reliability and validity of the questionnaire before administer the tool.

8. Data Collection

The investigator had decided to administer the tests on the students of different colleges affiliated to University of Delhi. The investigator personally selected 04 (No. of colleges) colleges and met the principals one day ahead to seek their permission and time to administer the test items. He even met the target group of principals to inform them about the exercise to be undertaken and the purpose to

meet. Next day, it made them ready for all practical requirements. After take the permission, first day of the visit to respective colleges, every principal was informed about the purpose of the study. A rapport was established, and a well conductive atmosphere was created. The data collection work was started by the investigator as per suitability and availability of students. The researcher provided a questionnaire to every student in a booklet form. Questionnaire was given to students after them into confidence that the information's so generated would be kept confidential and would not be used for any other purpose. After filling the personal details, the students were requested to read the instructions carefully and were enabled to understand the questions by explaining the example quoted by author.

9. Data Analysis

As mentioned earlier the problem of research was "A Study of the Relationship of Major Variables of Commerce and Learners Development". The essential objectives' underlying this study was to investigate whether relationship of major variables

of commerce were in any way related to learners development. To study this, certain hypotheses of relationship were formulated. To test these hypotheses relevant data on each of these variables were collected, which have been analyzed and discussed. To test the hypotheses, relevant data were collected from the students of different colleges affiliated to University of Delhi. All the scores on the tool have been reproduced in the master sheet. The results have been drawn and discussed hypothesis wise. Each hypothesis was tested and analyzed to achieve the formulated objectives

Objective-1: To know the relationship between Sale and Social Development, Cultural Development, Economical development and Personnel Developmental Values

In order to achieve this objective, hypotheses no. 1 was formulated. This section presents the results of the analysis pertaining to this hypothesis.

Hypothesis-1: There is no significant relationship between Sale and Social Development, Cultural Development, Economical development and Personnel Developmental Values

Table 4.1

Correlation among Social, Cultural, Economical, Personnel Developmental Values and Sale

Variables	N	'r' value	Null Hypothesis
Social Developmental values	120	0.82	Rejected
Cultural Developmental values			
Economical Developmental values			
Personnel Developmental values			
Sale	120		

In the same sequence as seen in the table, the significant relationship among Social, Cultural, Economical, Personnel Developmental Values and Sale. The developmental values and sale were found correlation at 0.05 level of significance ('r' 0.82). Hence, the null-hypothesis was rejected at 0.05 level of significance. It seems Social, Cultural, Economical, Personnel Developmental Values and Sales are having positive correlation.

Objective-2: To know the relationship between Purchase and Social Development, Cultural Development, Economical development and Personnel Developmental Values

In order to achieve this objective, hypotheses no. 2 was formulated.

Hypothesis-2: There is no significant relationship between Purchase and Social Development, Cultural Development, Economical development and Personnel Developmental Values.

Table 4.2

Correlation among Social, Cultural, Economical, Personnel Developmental Values and Purchase

Variables	N	'r' value	Null Hypothesis
Social Developmental values	120	0.91	Rejected
Cultural Developmental values			
Economical Developmental values			
Personnel Developmental values			
Purchase	120		

A quick look on the table exhibited that the significant relationship among Social, Cultural, Economical, Personnel Developmental Values and

Purchase. The developmental values and purchase were found correlation at 0.05 level of significance ('r' 0.91). Hence, the null-hypothesis was rejected at

0.05 level of significance. It seems Social, Cultural, Economical, Personnel Developmental Values and Purchasing are positive related.

Objective-3: To know the relationship and Social Development, Cultural Development, Economical development, Personnel Developmental Values and Production

Hypothesis-3: There is no significant relationship among Social Development, Cultural Development, Economical development and Personnel Developmental Values and Production

Table 4.3

Correlation among Social, Cultural, Economical, Personnel Developmental Values and Sale

Variables	N	'r' value	Null Hypothesis
Social Developmental values			
Cultural Developmental values	120		
Economical Developmental values		1.22	Accepted
Personnel Developmental values			
Production	120		

In the same sequence as seen in the table, the significant relationship did not find among Social, Cultural, Economical, Personnel Developmental Values and Production. The developmental values and production were not found correlation at 0.05 level of significance ('r' 1.22). Hence, the null-hypothesis was rejected at 0.05 level of significance. It seems Social, Cultural, Economical, Personnel Developmental Values and Productions are no correlated.

Objective-4: To know the relationship between Management and Social Development, Cultural Development, Economical development and Personnel Developmental Values

Hypothesis-4: There is no significant relationship among Production and Social Development, Cultural Development, Economical development and Personnel Developmental Values.

Table 4.4

Correlation among Social, Cultural, Economical, Personnel Developmental Values and management

Variables	N	'r' value	Null Hypothesis
Social Developmental values			
Cultural Developmental values	120		
Economical Developmental values		0.88	Rejected
Personnel Developmental values			
Management	120		

A quick look on the table exhibited that the significant relationship among Social, Cultural, Economical, Personnel Developmental Values and Management. The developmental values and purchase were found correlation at 0.05 level of significance ('r' 0.88). Hence, the null-hypothesis was rejected at 0.05 level of significance. It seems Social, Cultural, Economical, Personnel Developmental Values and Management are positive related.

10. Findings of the Study

On the behalf of analysis of data, the investigator concluded the following findings:-

1. The investigator found the positive relationship among Sale and Social Development, Cultural Development, Economical development and Personnel Developmental Values. Because students are use this variable in their daily life and have well knowledge about this variable of commerce. It means sale variable of commerce is very helpful to develop the values in learners.

2. Purchasing is most correlated variable of commerce with Social Development, Cultural Development, Economical development and Personnel Developmental Values. It means students are well known about the purchasing.

3. The relationship did not find among Production and Social Development, Cultural Development, Economical development and Personnel Developmental Values. It means students did not correlate directly with production.

4. Management and Social Development, Cultural Development, Economical development and Personnel Developmental Values are highly correlated with each others. It means management is very helpful to develop the values in learners.

Recommendations for Further Research

1. This study is limited to students of University of Delhi. It can conduct at other students of different region.
2. This study is limited to small sample. It can be explored on a larger sample.
3. Other studies can be conduct on the different variables of commerce.

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Optimism and Mental Well-being among Adolescents: A comparative study

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Abstract

Optimism always leads to good and positive results in overall journey of life. It is the result of a process that keeps and improves mental well-being. There are many theories about how optimism works as a psychological phenomenon, such as "disposition," "attributional style," "cognitive bias," and "shared" delusion. This overview tries to figure out what "optimism" means and how it affects mental well-being. To understand why some mood and anxiety disorders make people more likely to get mental disorders, you need to be aware of both their positive and negative assumptions for the future. Optimism and ways of dealing with stress that focus on social support and the good things about the situation are strongly and positively related.

Background

In past studies, many psychologists have shown an interest in overlapping the areas of happiness, hope, coping, better quality of life, satisfaction with life, mental well-being, etc.

The purpose of this study was to find the best correlation between optimism and mental wellbeing, as well as how they affect adolescents. This study was done with 120 adolescent from Amar Singh College in Srinagar, Kashmir. They were chosen by the random sampling method from a group of 60 male students and 60 female students. Pearson's product moment correlation was also used to measure the relationship between optimism and mental-wellbeing. Because of this, we found a strong and positive correlation between optimism and mental wellbeing. There is evidence that students with a positive state of mind (optimists) live a better and higher-quality life than those with a negative mindset (pessimists) or low levels of optimism. Optimism may have a major impact on the student's mental well-being by developing a healthy mindset as well as behavioural adaptations linked with increased problem-solving ability.

Keywords-*Optimism, Mental well-being, Adolescents*

Purpose

This study enables us to explore the relationship between optimism and mental well-being among adolescents in Kashmir Division. Prior research focused on adolescents' quality of life, hope, happiness, and physical well-being as opposed to their subjective well-being. Positive psychology arose as a result of continued, concentrated efforts in these specific areas.

Methods

The findings from 120 students were included in the analysis, using the perceived stress scale, mental health inventory, self-efficacy questionnaire, and life orientation test.

Conclusion

Based on the literature reviewed, optimism is the tendency to anticipate favourable outcomes in the future. This viewpoint impacts mental well-being and the ability to deal with the stressors of daily life. Optimists are more effective at controlling their own life objectives and growth when they employ active coping methods, whereas pessimists are less successful at doing so. Hence, optimism is an important measure of mental well-being.

Introduction

Optimism is the anticipation that all future occurrences will result in a favourable conclusion. It is usually tied to people's future expectations; pessimism is the anticipation that undesirable and unpleasant things will occur in the future. Scheier and Carver (1985) described "optimism as a generalized to expect positive outcomes even in the face of obstacle."It is believed that despite obstacles, one can achieve their goals. There was a distinction between a small and large amount of optimism. For instance, a higher level of optimism may help fight a disease and make the immune system stronger. It also helps in adjusting mood issues. But it can also depend on the choices made in terms of lifestyle. Psychologists have been examining the link between physical and mental health and optimism for many years and have discovered that the better a person is physically, the less symptoms of depression they report. Optimism is connected to confidence and positive mindset. Hence, adolescents and teenagers with greater optimism have greater confidence and the potential to do better in daily life. Optimism does affect feel-good hormones such as dopamine, serotonin, endorphins, and oxytocin. The level of these hormones is balanced by the way we think. We will be less likely to develop depression if we begin to balance our neurotransmitters. According to previous research, optimistic people find meaningful ways to achieve their life goals and deal positively with unfavourable circumstances. While doing so, optimism among the students can also turn the difficult present into a sense of good accomplishments and a bright future. Psychologists have studied the link between mental health, physical health, and optimism and have discovered

that those with strong physical health report less depressive symptoms. Since optimism is related with enhanced confidence or a positive outlook, optimistic adolescents will be more confident and mentally active in many aspects of life, such as indoor and outdoor activities, and more productive in their school work. Moreover, optimism has been linked to a lower chance of acquiring a variety of mental disorders. Adolescents with an excessively positive outlook find effective means to achieve their goals and deal with adversity. Optimism is the conviction that a challenging present may be transformed into a sense of accomplishment and a peaceful future. It comprises the belief that one's successes will be overwhelmingly positive.

If they were taught a clear set of goals and skills in an optimistic manner, optimistic adolescents would be ready to address their lives with flexibility and increase their general well-being. Trait anxiety is linked to a lack of optimism, which also has a significant influence on teen girls' school contentment as well as having a direct positive impact on school satisfaction through both internal and external motivation.

Current views on optimism
(a) Expectancy -value models of optimism
The assumption underlying expectation value theories is that most human attitudes, personalities, and behaviours are organised or arranged in the way they pursue their life goals. People tend to change their behaviours in order to get what they want while avoiding what they don't want. The greater the worth of a goal inside a person's motivation, the more essential it is to them. In the absence of a worthwhile aim, there is no motive to act. Anticipation is the second type of conceptual element in expectancy-value theories, and it is a feeling associated with certainty or uncertainty about achieving the best of their life goals. Most people will only act nicely and put forth their best efforts as their confidence grows. The most common expectation-based theories hold that behaviour is significantly predicted when the expectation level is congruent with the expected behavior. When confronted with a problem, optimists adopt a confident and persistent attitude, even though the progress is slow or difficult while pessimists are distrustful and timid by nature. Even in the face of extreme adversity, this divergence can be exacerbated. Positive thinkers believe that difficult times will pass and that it is only a matter of time. Pessimists always believe in the negative outcome, no matter how positive the current situation is.

(b) Dispositional optimism
According to Scheier and Carver, there is a worldwide expectation for more good things to happen than bad things to happen, or that the coming time or future will provide a plethora of pleasant things but a scarcity of undesirable things. Optimism and pessimism are terms used to represent generalised expectations or expectations that apply to the entire life of a person. People fall into the category of exceedingly optimistic to extremely pessimistic, with the majority of people falling in the middle category. Dispositional optimism regards optimism as a personality attribute. It assesses people's expectations directly by asking them to rate how optimistic or pessimistic they are about their future prospects. In the current time optimism has received a large amount of attention and awareness among academic disciplines and scholars. According to Scheier and Carver 1985 "optimists are people who mostly believe that all good and positive will happen instead of bad."Generalized expectancy or dispositional optimism for positive and good future outcomes is an interesting resource in the present context for three reasons.

1. Optimist people are more liable or disposed than pessimists to find out a positive sense of
2. Benefit from adversity (Tennen and Affleck, 1998).
3. It is found that optimism is not related to rigid patterns of coping strategies, irrespective of stressor type. In fact optimism is related to flexible use of adaptive coping strategies with regard to the controllability of stressors (Solberg Nes and Segerstrom)
4. Optimism is considered as a predictor of perceived capability to manage the demands of a
5. Potentially traumatic events (Benight and Bandura,2004).

Mental well being
The state of psychological well-being, a "healthy mental state," or independence from mental disorders is referred to as "mental well-being." It is a dynamic process in which a person's behavioural, affective, physical, cognitive, and social components interact functionally. Mental well-being is also a major determinant of one's integrated personality and balanced conduct, as measured by one's level of adjustment to oneself, others, and the environment. Positive emotions, a positive mental attitude, and pleasant behaviours are all part of mental well-being. As a result, a mentally healthy person is fully interested in his work, which can lead to outstanding performances.

According to the World Health Organization (2013) it is a condition of well being in which each individual fulfils his or her potential, can cope with typical life challenges, and works creatively and fruitfully.'' A person's lifestyle can influence their mental well-being, and mental well-being can serve as a bridge between lifestyle and health status. Many people regard their mental health issues as a social stigma and believe that they

will be shunned by society, which has an impact on their physical health and treatment attitudes towards mental health issues. Stress, lack of sleep, increased addiction to social media, hormonal imbalance, and low meal intake all contribute to adolescent mental health problems. People who have food insecurity are more likely to suffer from mental health issues. As a result, food intake has a direct effect on mental well-being.

Factors affecting mental well-being

Optimism, happiness, social support, coherence, and self-esteem are some significant positive factors that might serve as protective factors for mental well-being. These factors contribute to mental well-being. Loneliness, negative familial problems, low socioeconomic level, and substance abuse Sleep issues are just a few of the negative elements that can wreak havoc on one's mental health. Adolescents who have a poor form of mental health may also experience physical health issues. Sleep problems, lack of concentration, drug abuse, low self-esteem, and suicidal attempts are nowadays common issues among adolescents. Furthermore, adolescents with good mental health perform better in their academics as compared to those with poor mental health.

Optimism and mental well being

Understanding the susceptibility to mental disorders, particularly mood disorders, requires an understanding of both positive and negative future expectations. Recently, research has discovered a connection between optimism, depressive symptoms, and suicide ideation. As a result, optimism plays an important role in bridging the gap between these two concepts: hopelessness and suicidal ideation. Negative people, or pessimists, have less optimism for the future than optimists and are more likely to develop anxiety and depression, resulting in a lower quality of life and lower social functioning, according to new research. The impact of positivity or optimism on better quality of life was discovered in patients with somatic diseases, with a significant inverse relationship discovered between natural optimism and satisfaction level. Further studies have revealed a connection between depressive symptoms and optimism. As such, positive thinking or optimism tends to play a vital role in connecting the feeling of hopelessness with suicidal notions.

According, to the recent study of Vander Velden et al shows a great connection between''dispositional optimism 'and depression in natural disaster victims.

Objectives;

1: Determine the relationship between optimism and mental well-being.

2: To find out the differences between male and female adolescents on the basis of mental well-being and optimism.

Research methodology

Sample size

The sample of the current study comprises 120 adolescents, including 60 females and 60 males Students from Amar Singh College 18 to 19 years old.

Tools;

1: **Personal information Questionnaire.**

It was designed to collect demographic information such as age, sex, religion, subject faculty, domicile, parent's education, family income, and existing family members.

The life Orientation Test-Revised (LOT-R) Scheier, Carver and Bridges, 1994) is a ten item scale comprising four filler item and six scale items. It was developed as a measure of optimism by adding the three items with positive and negative wording the LOT-R total scores are determined (these are reverse coded)

1. A four
   point scale with the response options "strongly a gree" to "strongly disagree" is used
2. to gauge respondents
   level of agreement with each item.
3. An undergraduate sample
   internal dependability coefficient was reported b y Scheier and Carver and Bridges   to Scheier, Carver, and Bridges to be 78.
4. There were additional calculation for LOT-R optimism (the sum of three favorably written items) and LOT-
   R pessimism (the sum of the three negatively w orded items)
5. 62 (for optimism) and 0.78 (for pessimism) were the internal reliability coefficients for these subscales (pessimism).
6. LOT scores are adversely linked with measures of hopelessness, depression, and self-esteem and positively linked with measures of self-esteem. A measure of optimism is the "Life Orientation Test-Revised" (Scheier, Carver, and Bridges, 1994). It consists of 10 items: six scale items and four filler items. The three items that are positively and negatively phrased are added to determine the LOT-R total scores (these are reverse coded).
7. Negatively with indicators of pessimism, depression, perceived stress, social anxiety, and signs of physical sickness.
8. Cohen, Kamarck, and Mermelstein's (1983) perceived stress scale (PSS) was developed as a stress indicator. The PSS evaluates the psychological stress that individuals reported experiencing during the previous month. Students rate each of the fourteen items on a 5-point response scale ranging from 1 (never) to 5 (very often). The PSS-10's internal consistency and dependability, which were previously

greater than in.70, are now lower. Four studies were conducted to evaluate the PSS-10 test-retest reliability, and in each one, the reliability score met the threshold of >.70. As far as criterion validity is concerned, PSS was either moderately or substantially linked with the hypothesised emotional variables, such as depression and anxiety,

as evaluated by the Center for Epidemiologic Research. Among these are the Beck Depression Inventory, the State-Trait Anxiety Scale, the General Health Questionnaire, and the Depression Anxiety Stress Scale-21.

Procedure

All the students were approached through the college's psychology department. A good rapport

was maintained with the students before starting the procedure. All were taken into confidence, and we were reassured about the confidentiality of their responses. Before sharing the Google form via online mode into the college group that was provided by college authorities, their consent for the test was also obtained.

Result

For obtaining results from both the male and female adolescent students on mental well-being and optimism, an independent t-test was also used. To observe the relation between mental well-being and optimism The Pearson product moment coefficient of correlation was used. The following table shows the results. Other results are discussed in the following paragraphs.

Table no 1 correlation between optimism and mental well-being and descriptive statistics.

Parameter`S	N	Arithmetic Mean	Standard Deviation	Pearson`S Correlation Coefficent
Optimism	120	14.89	2.953	.325**
Mental Well-being	120	16.40	2.485	

DOMAIN	N	MEAN	STANDARD DEVIATION	STANDARD ERROR OF MEAN	T	P
MALE OPTIMISM	60	14.38	2.681	.346	-1.907	.05
FEMALE	60	15.40	3.142	.406		
MALE MENTAL WELL-BEING	60	16.20	2.510	.324	-.881	.380
FEMALE	60	16.60	2.465	.318		

t=1.67(<.0.5; t=2.39(p<.01) one tailed

In the table no 2 we found that the mean score value of optimism for male students is14.38 and female Adolescents is 15.40 respectively. And t-value on optimism is -1.907 whichis significant at 0.05 level of significance. p value indicates that there is significant differencebetween both the male and female Adolescents on the levels of optimism.Thus the meanvalue of male optimism is low as compared to female. It can be concluded that the male hasless life orientation and female has high life orientation.

Thus the mean score value of mental well being for male Adolescent is 16.20 and female Adolescents is 16.60 respectively .t value is -.881 which is in significant at 0.05 level of significance. It indicates that there is a significant difference between male and female adolescents in terms of mental well-being as well. The mean score for

female adolescents is high on optimism and mental well-being in comparison to male adolescents. So it is concluded that mental well-being is comparatively high in female adolescents compared to male adolescents.

Discussion

This study on optimism and mental well-being was conducted in college-aged male and female adolescents to determine the impact of optimism on mental well-being. Findings from the present study are discussed below. An insignificant difference between male and female adolescents on optimism and mental well-being was found. Male adolescent students in college scored lower on optimism and mental well-being than female adolescent students, indicating that girls are more optimistic and mentally strong than boys, and experimental evidence suggests that these are good

and positive feelings. Shared by girls are more valuable because they foster positive perceptions of their own self and others they are more social and have altruism effective conflict resolution skills, and physical health (Lyubomirsky King, & Diener, 2005).

The present findings are consistent with prior research study on optimism among adolescents (Chang & amp; Sanna,2003; Lai,2009), predicted that students reporting a high level of optimism would be less likely to suffer psychological symptoms compared to those with low levels of optimism. This finding is of interest because few studies among junior college students have reported significant effects of optimism. Further, more possible explanations may report that optimism also affects physical health by making changes in the behaviours and cognitive responses that are associated with greater flexibility and problem-solving capacity.

The second objective shows that optimism and mental well being has a positive significant correlation. There is substantial evidence that people with positive mindset experience a better mental health and are less likely to get effected with psychological disorders.(Scheier and carver) 1985. Optimists use different coping strategies social networks, and report longer friendships than do pessimists; the social networks impact the mental well being of a person as stress buffer. (Cohen & Wills,1985).

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Ground Water Analysis in Rahuri Tehsil of Ahmednagar District, M.S., India.

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Abstract*:*
Rainfall is the most important source of water to the river and this rainfall is considered important for underground water supply. However, due to these man-made and natural causes, the quality of drinking water is decreasing to a large extent, so it is necessary to study the drinking water or various water sources. The quality of ground water in the study area is not same at different sampling stations. The main reason behind this variation may be the variation in geographical conditions and anthropogenic activities. The present study may prove to be of some help in understanding the quality of ground water resources of the study area.
Keywords: Ground water, Quality, Characteristics, Physico-chemical, Parameters.

Introduction:

Today, the groundwater contamination is widely taking place because of either natural reasons or human actions. Thus, it requires a regular monitoring of water quality to device ways and means to maintain it. The ground water important sources of water being use for irrigation in the Rahuri tehsil where, sugarcane is the main cash crop. The practice of over irrigation, use of pesticides, weedicides, chemical fertilizers and discharge of industrial effluent may affect the groundwater quality [6]. Thus, this communication describes a systematic study on Physico-chemical characteristics of ground water from downstream area of Pravara River in Rahuri tehsil of Ahmednagar district in Maharashtra, India. Water is vital natural resource, supporting life and environment that we have constantly supposed to be available in profusion and gift of nature (Kjellen, M., et al. 2000). It has been severely affect by rapid economic development and intensified human activities. (Nickson et al. 2005). The utilization of ground water for domestic, industrial and irrigation purpose has been constantly increasing particularly, where perennial surface water sources are scarce. (Mathussalam A. et. al. 2004). The most important source of water is rainfall which increases the level of wells. Geology is an important factor in water level [7,8] .There are natural and man-made causes of water pollution, of which man-made causes are the most dangerous. Agriculture is considered an important factor for well water pollution as large quantities of chemical fertilizers and sprays are used for agriculture which affects water quality [4,5]. There are two types of resource, one is natural resource and other is man-made resource. Natural resource includes various elements such as soil, water, vegetation etc. while human resource includes human quality, skill, and knowledge[14,15] .As a result, human beings have made their own and economic progress on the strength of their intellect, but we have seen an increase in pollution [16,17,19] .

Study Area:

Rahuri tehsil is centrally located in the scarcity zone of Ahmednagar district in Maharashtra. Geographically, it lies between 19^0 15' 00" N to 19^0 34' 00" N latitude and 74^0 23' 30" E to 74^0 50' 00" E longitude and is divided into the basins of river Mula and Pravara. Distribution of rainfall in the tehsil is uneven where and average rainfall about 520 mm. The tehsil receives its most of the rain during southwest monsoon season. Here, the maximum temperature ranges from 28^0C to 41^0C and sometimes raises up to 45^0C in summer season. Minimum temperatures range between 7^0C to 22^0C while coolest climatic conditions prevail in winter. The total geographical area of the tehsil is about 92,867 hectares. Out of which 29,045 hectares area (31.28%) is under irrigation. The tehsil comprises of 95 villages and 2 urban centers viz. Rahuri and Deolali-Pravara. Canal, dug wells, and bore wells are the important modes of irrigation being use in the tehsil.

Map no 01: Location Map
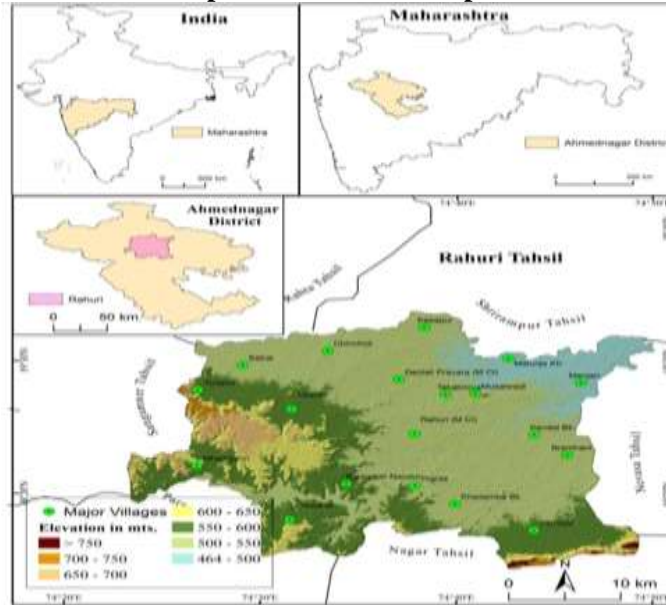
Objectives:

The main objectives of the present study is to study the Ground Water Analysis in Rahuri Tehsil. they calculated pH, Electrical Conductivity (EC) and Temperature were measurement in site. Carbonate (CO_3^{--}), Bicarbonate (HCO_3^{--}), Chloride (Cl^-), Magnesium (Mg^{++}), Calcium (Ca^{++}), sodium (Na^+) and Potassium (K^+)

Data Sources And Methodology:

Primary and secondary data has been used for this research paper. Eleven villages have been selected mainly for fieldwork and sampling collection in the primary information and samples have been taken from one well in these 11 villages. These experiments have been checked in the laboratory. Also the information in the secondary data form is collected from the research article and reference book. Also cartography met

hods are used to convert numerical information into qualitative information in which mainly bar graph are drawn. GIS software has also been used to create the maps and GPS has been used to capture the sampling location. And using statistical methods of Liner regression for water Temp, ph. and Mg++.

Material and Methods:

Ground water samples were collect from randomly selected eleven dug wells in Rahuri tehsil, each from the area of a separate village, located in downstream area of river Pravara (Map 2). Water samples were collected from eleven villages according to eleven villages Ambi, Aradgaon, Chinchvihire, Jogeshwari-Aakhada, Khudsargaon, Manori, Musalwadi, Rahuri, Tambhere, Tilapur, Valan. The water collection is for the period June 2022.

Map: 1. Sampling Villages

Samples collected during monsoon, 2022, in sterilized plastic bottles were brought to the laboratory and the studied Physico-chemical parameters. Unstable parameters viz. pH, Electrical Conductivity (EC) and Temperature were measurement in site. Carbonate (CO_3^{--}), Bicarbonate (HCO_3^{-}), Chloride (Cl^{-}), Magnesium (Mg^{++}), Calcium (Ca^{++}), sodium (Na^{+}) and Potassium (K^{+}) were analyzed by applying standard methods. Further, the basic statistical analysis was carried out for different physico-chemical parameters.

Results and Discussion:
The temperature of ground water samples collected from different wells is found in a range of 28.2^0 C and 31.9^0 C. The maximum temperature was observe at Aradgaon, while minimum temperature was record at Musalwadi. The pH values were varies from 7.00 to 7.6, indicating alkaline nature of ground water in the study area. The maximum pH was observed at Aradgaon, Manori, Musalwadi and Tilapur while, the minimum of it was recorded at Chinchvihire and Tambhere. The electrical conductivity was found between 1.2 and 11.7 mm. The maximum value of it was recorded at Chinchvihire and the minimum at Aradgaon. It is noteworthy that, not a single site of sampling has reported the presence of carbonate. The values of bicarbonate were observed between 1.6 and 6.5 meq/lit. The maximum value was recorded at Manori and the minimum was recorded at Jogeshwari Aakhada and Rahuri. The values of chloride were found in the range of 3.2 and 47.6 meq/lit. The maximum value was recorded at Chinchvihire while the minimum of it was found at Jogeshwari Aakhada. One of the most important causes of water quality degradation in rural areas is water quality degradation due to chemical fertilizers and sprays used in agriculture.

Table: 1 Result of Ground Water Analyses

Sr. No.	Name of Site	Temp	pH	EC	CO_3^{--}	HCO_3^{--}	Cl^{-}	Ca^{++}	Mg^{++}	K^{+}	Na^{+}
1	Ambi	30.5	7.1	2.2	00	5.1	3.1	4.4	8.4	0.0387	1.14
2	Aradgaon	30.9	7.5	1.2	00	2.2	5.0	24.8	11.2	0.0151	3.2
3	Chinchvihire	28.6	7.2	11.0	00	2.2	45.1	19.2	68.8	0.0194	9.29
4	Jogeshwari-Aakhada	31.0	7.2	2.0	00	1.8	3.1	14.4	11.2	0.022	4.61
5	Khudsargaon	21.3	7.4	5.7	00	6.2	13.0	14.4	38.8	0.0376	6.42
6	Manori	33.5	7.1	1.2	00	6.5	10.4	14.0	26.0	0.0167	14.1
7	Musalwadi	28.2	7.7	2.1	00	2.2	31.8	1.6	10.0	0.0140	4.33
8	Rahuri	29.6	7.2	10.5	00	1.1	7.0	8.0	110.0	0.026	14.27
9	Tambhere	29.6	7.6	4.4	00	2.2	20.0	4.4	16.0	0.071	7.51
10	Tilapur	32.6	7.2	1.1	00	2.1	21.6	2.4	60.2	0.351	0.21
11	Valan	32.6	7.1	8.0	00	2.0	16.8	12.8	63.2	0.0296	7.01

Notes: All parameters are expressed in meq/lit except temp., pH and EC (mmhos).

The calcium values were in a range of 1.6 (Musalwadi) and 24.8 meq/lit (Aaradgaon). The values of magnesium were recorded between 8.4 and 110 meq/lit. At Ambi and Rahuri respectively. The Potassium values were in the range of 0.0140 and 0.351 meq/lit. The maximum value was recorded at Tilapur while, minimum was found at Musalwadi. The range of Sodium was observed from 0.21 to 14.27 meq/lit at Tilapur and Rahuri respectively (Table 1). The village wise concentration of chemical parameters is depicted in Figure 1. The statistical analysis has been carried out for different parameters of ground water and the results are depicted in table 1, which shows the values of minimum, maximum, range, and mean, Standard Deviation, Standard Error and Coefficient of Variation for all the obtained parameters. The suitability of ground water for irrigation depends on the amount of salts present in it. High or little amount of salts present in the water to be used for irrigation thus, decide the water quality. The concentrations of these salts and their ratios were obtained by using water quality indices viz. Sodium Absorption Ratio (SAR), Residual Sodium Carbonate (RSC), Kelly's Ratio (KR) and Soluble Sodium Percentage (SSP).. It is clear from, the ground water quality is moderately safe (USDA, 1954) for irrigating the crops. The most important source of water pollution is water from factories and domestic women. Agriculture is also responsible for various arrests. Water pollution is not caused by natural causes but man-made causes are considered to be the most important hazards. There will be shortage of drinking water. In the study session the pH is the highest so in short the pH of the water in each village is higher today. This means that there is more agriculture in that place. The important reason for this is that chemical fertilizers are being used on a large scale in these areas, if this amount increases, it will create a large health hazard in the future. The most important reason why Rahuri cities show the highest level of water pollution is that the sewage water from the entire Rahuri city is discharged in this area, which results in a large amount of water

pollution. In short, there is a need for a large number of water filters for Rahuri Tehsil. Areas with low levels of calcium pose a significant risk to human health. Because calcium strengthens a person's

bones, this means that those areas can develop a greater number of bone health problems in the future.

Graph no 02: Graphical Presentation Of Chemical Parameters.
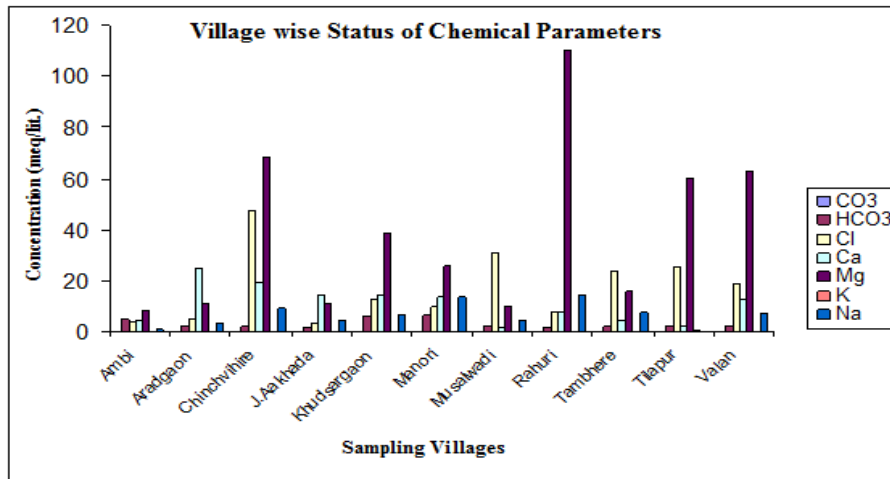
Graph no 02: Liner Regression between water temperature and Ph

$y = -0.0278x + 8.1314$
$R^2 = 0.1834$
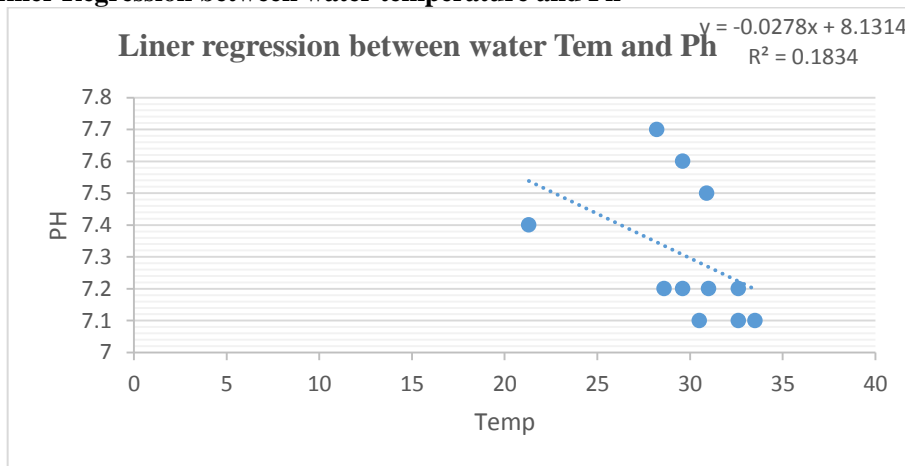
Liner regression between water Tem and Ph is 0.1834 it is positive relation

Graph no 03: Liner regression between water Tem and Mg++
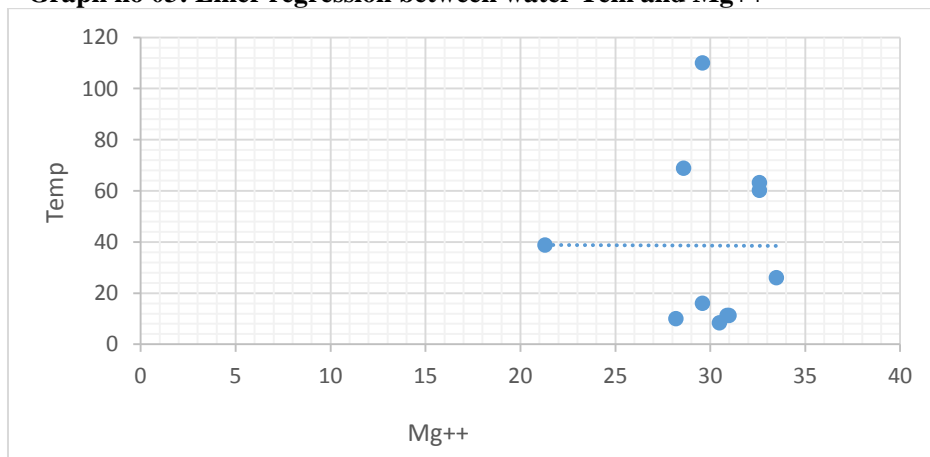
Liner regression between water Tem and Mg++ it is Negative Relation

In order to study the correlation of water in this field, there is a positive relationship between

temperature and salinity, that is, in short, there is a relationship between salinity and water temperature, but in short, these two factors affect each other, at the same time, there is a negative relationship

between temperature and magnesium, in short, these two factors do not affect each other.

Conclusion:

One of the most important causes of water quality degradation in rural areas is water quality degradation due to chemical fertilizers and sprays used in agriculture. For this, the use of organic fertilizers is very necessary otherwise the quality of water in rural areas will be faced in the coming years. In order to study the correlation of water in this field, there is a positive relationship between temperature and salinity, that is, in short, there is a relationship between salinity and water temperature, but in short, these two factors affect each other, at the same time, there is a negative relationship between temperature and magnesium, in short, these two factors do not affect each other.

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Mental Health, Job Satisfaction and Role Stress of College Teachers.

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Abstract:
The present study is an attempt to determine the relationship among Mental Health, Job Satisfaction and Role stress of college teachers. The sample size of 40 college teachers from the Baramati city was selected. They responded to the tools of Employee Mental Health Inventory (2001), Job Satisfaction Scale (1999) and Roll Stress Scale (1997). The data were collected on the basis of above cited variables. The data were analyzed by using the Pearson's Product Moment Correlation. The obtained findings show that individuals' scoring higher on mental health has showing high on job satisfaction (r = 0.60), while low on role stress (r = -0.51). It was found that there was negative correlation (r = -0.37) between Job Satisfaction and roll stress among college teachers. Findings of the study revealed that the significance of job satisfaction and role stress in maintaining healthy mental health of college teachers.
Keyword: Employee Mental Health, Job Satisfaction, Roll Stress, College Teachers.

Introduction

Teachers are the most powerful agents who influence the behavior of the students and therefore teachers should possess emotional stability as well as healthy attitude towards life. Health of the teacher, both physical and mental, adds to the efficiency of his work. Job satisfaction and work stress are associated very closely in the working environments and that's why certain behaviors appear at work such as organizational behavior employee commitment. Job satisfaction and job performance is directly related to one another. Thus it can be inferred that the happy worker is productive worker. Job satisfaction of teachers is essential for the effective teaching learning process in schools and colleges. We can say that effective teaching is the results of job satisfaction. The teacher who is dissatisfied with his/her work will be unable to motive his/her pupils to attain learning. Present study investigated the phenomenon related to mental health, job satisfaction and role stress among college teachers from an academic point of view which helped them to manage and reduce role stress and to improve the level of mental health and satisfaction on their job. educational workforce especially teachers are enjoying mental health and satisfaction with their jobs, the more they are encouraged to work harder and their capability and the efficiency of the total educational system will rise and will affect the performances of the society in general. Therefore, knowing about the level of mental health job satisfaction and role stress of college teachers in a society matters very much, and in turn can have an important role in the planning of teaching methods and the rise in the efficiency of educational system.

Employee Mental Health:

Health, an indispensable quality in human beings, has been reported as soil from which the finest flower grows. Sound health makes sound mind, adds to the happiness of a person, and leads to a meaningful and active life. "The preamble of the World Health Organization's charter defined health as a state of complete physical, mental and social well-being, not merely the absence of disease or infirmity. Mental health has been mentioned as the ability of a person to balance one's desires and aspirations, to life stresses and to make psycho-social adjustment. Bhatia (1982) considered mental health as the ability to balance feelings, desires, ambitions and ideals in one's daily living. Anand (1989) has defined mental health as the behavioral characteristics of personality. Dr. Jagdish (2001) defined as the state of mental pleasure and lacking of psycho-physiological complaints. Mental health is about how a person thinks feels and acts when faced with life's situations. Mental health is how people look at themselves, their lives, and the other people in their lives, evaluate their challenges and problems, and explore choices. This includes handling stress, relating to their people, and making decisions. Mental health is far more than the absence of mental illness. Happiness, peace of mind, satisfaction in achievement and enjoyment of life are all aspects of mental health. A person who has good mental health adjusts well with himself and his environment. This is the positive aspect of mental health which is analyzed in the present study.

Job Satisfaction:

Job satisfaction is on attitude that employees have about their work and based on numerous factors, both intrinsic and extrinsic to the individuals. Job satisfaction is important from the retaining the appropriate employees within the organization: it is about fitting the right person to the right job in the right culture and keeping them satisfied. Cranny, Smith, and Stone (1992) wrote that job satisfaction played a central role in the study of people's behavior at work. In academia, individuals such as college teachers possessing a greater sense of job

satisfaction are likely to have a better quality of life, greater physical and mental health, more job stability, and exhibit greater cooperativeness with supervisors. According to Locke (1976) job satisfaction can be viewed as a pleasurable or positive emotional state resulting from the appraisal of one's job experience. Robins (1998) defines job satisfaction as it is based on the difference between the amount of rewards workers receive and the amount they believe they should receive. Job satisfaction is a frequently studied subject in work and organizational literature. Job satisfaction is also important in everyday life. Organizations have significant effects on the people who work for them and some of those effects are reflected in how people feel about their work. A person with a high level of job satisfaction holds positive feelings about the job, while a person who is dissatisfied holds negative feelings about the job. According to Shan (1998) teacher job satisfaction is a predictor of teacher retention determinant of teacher commitment and in turn a contributor to school effectiveness. It is expected that a well satisfied teacher would contribute more as compared to a dissatisfied teacher as far as the question of commitments and responsibility pertaining teaching and school environment is concerned.

Roll Stress:
Role is the position one occupies in a social system, and is defined by the functions one performs in response to the expectations of the significant members of a social system, and one's own expectations from that position. The concept of role is vital for the integration of the individual with an organization. The organization has its own structure and goals. Similarly, the individual has his personality and needs. All these aspects interact with each other and to some extent get integrated into a role. Role is also a central concept in work motivation as it is only through this that the individual and organization interact with each other. An organization can be defined as a system of roles. However, a role itself is a system. From the individual's point of view, there are two role systems: the system of various roles that the individual carries and performs, and the system of various roles of which the role is a part. The first is role space and second is a role set. Each individual occupies and plays several roles. A person can be a daughter, a mother, a salesperson, a member of a club, a member of a voluntary organization and so on. All these roles constitute the role space of that person. Stress is an in inevitable consequence of socioeconomic complexity and, to some extent, its stimulant as well.

Mental Health and Job Satisfaction:
Khudaniya, K. S. and Dr. Kaji, S. M. (2014) found that the job satisfaction and mental health were positively correlated, where as mental health and role stress were negatively correlated. It was also found there was negative correlation between role stress and job satisfaction in the case of employees from government and non-government sectors. Devi, D., Dr. Dharamveer and Soni, S. (2013) studied the essential of job satisfaction in effective teaching and they found that there is a positive correlation between job-satisfaction and mental health among teacher educators working in secondary teacher training institutions. Job-satisfaction is dependent upon the mental health of an individual. A mentally healthy person found the more satisfied than the other persons. The study reveals that there is positive relationship between job-satisfaction and mental health.

Mental Health and Roll Stress:
Anand (1986) reported a study on mental health of school teachers using a mental health scale and observed that fifty nine percent of teachers were mentally healthy. This study also reported that the state of working bears no relation to mental health while social values were positively related to mental health of teachers and religious values were negatively correlated.

Job Satisfaction and Roll Stress:
Parsa et.al., (2013) examined the relationship between job stress and job satisfaction and responsiveness among 259 teachers in high schools of Urmia city. Parametric and non parametric test was used for the analysis. The result revealed that there was a significant and positive relationship between responsiveness and job satisfaction and significant and positive relationship between job satisfaction and job stress.

Bhatti et.al. (2011) investigated the relationship between job stress and job satisfaction among 400 university teachers in Pakistan. Management role, relationship with others, workload pressure, homework interface, role ambiguity and performance pressure was examined as determinants of job stress and the result revealed that there was a significant relationship between four of the constructs tested and there is significant negative relationship between job stress and job satisfaction. Result revealed that job stress had negative impact on their health.

A study conducted by Le Rouge, et al (2006) concluded that role stress was positively related to both job satisfaction and organizational commitment and that self-esteem significantly moderated the relationship between role stress fit and job satisfaction.

Objectives:
1. To study the mental health of the college teachers.
2. To Study the job satisfaction of the college teachers.

3. To study the role stress of the college teachers.
4. To find of the relationship among mental health, job satisfaction and role stress of the college teachers.

Hypotheses:
1. There will be positive relationship between mental health and job satisfaction among college teachers.
2. Job satisfaction and roll stress will be inversely correlated.
3. There will be negative relationship between mental health and roll stress.

Methodology:
Sample:
The sample was selected through purposive sampling method. 40 college teachers were selected from various colleges in Baramati city with age range of   to   years. Clear and loud instructions were given.

Research Design:
Co relational research design is used for the present study.

Data Collection:
The investigators collected the data by taking the prior permission from the college authorities. The topic of the research was introduced to the college teachers to enhance their understanding and for eliciting the co-operation. The tests were presented to the respondent and they were assured that whatever responses they will give would be kept confidential and would be used only for the research purposes. Thus, they were requested to give only honest and true responses. The standardized instructions for the tests were given each time. Data collection was done in small convenient groups on the required sample from five high schools.

Tools used for Data collection:
Three standardized psychological tests were used with addition of personal data sheet for collecting the data.

Employee Mental Health Inventory (EMHI): It was developed by Dr. Jagdish (2001). The EMHI consists of 24 statements which are to be answered in terms of either 'yes' or 'no'. Spilt-half reliability of the test was 0.89. It had been found that EMHI possess content validity as measured with the help of views expressed by experts and judges. Construct validity determined by computing the coefficient of correlation between the scores on EMHI and Mental Health Scale (Buck, 1972), Personal Adjustment (Pestonjee, 1973). The validity coefficient was found to be 0.74 and 0.57.

Job Satisfaction Scale (JSS): The scale developed by Dr. Singh and Dr. Sharma (1999) measures the job satisfaction of respondents through 30 items. Each item is to be answered with the help of 5 point scale ranging from 4 to 0. The test-retest reliability was found to be 0.97. The scale compares favorably

with Muthayya's job satisfaction questionnaire giving a validity coefficient of 0.74.

General Roll Stress Scale: It was constructed by Udai Pareek (1997). Its gives general index of an individual's role stress. It contains 12 items and a respondent rates each item on a 5-point scale (0 to 4). The reliability was found to be 0.79 and validity of the scale was found satisfactory.

Result and Discussion:
Table 1.1 showing descriptive statistics for all variables

Variables	N	Mean	Median	S.D.
Mental Health	30	21.06	22	2.82
Job Satisfaction	30	80.06	79	6.90
Role Stress	30	16.33	16.50	4.28

Table shows the mean, median and Standard deviation on mental health, job satisfaction and role stress. The Mean for mental health is 21.06 and for job satisfaction it is 80.06. The mean for role stress is 28.66 Table 1.2 Correlation between all variables

Variables	Mental Health	Job Satisfaction	Role Stress
Mental Health	1		
Job Satisfaction	0.60**	1	
Role Stress	-0.51**	-0.37*	1

** p< 0.01
* p< 0.05

Table shows the correlation between mental health, job satisfaction and role stress of college teachers. It is seen that there is positive and significant correlation (r = 0.60, p<0.01) between mental health and job satisfaction of college teachers, while mental health is significantly negatively correlated to role stress (r = -0.51, p<0.01) of college teachers. There is negative correlation found between job satisfaction and role stress (-0.37, p<0.05) of college teachers. It means that college teachers those high on job satisfaction shows low score on role stress.

This result shows that college teachers who are good on mental health have shown high level of job satisfaction Earlier studies by Khudaniya, K. S. and Dr. Kaji, S. M. (2014) reported that the job satisfaction and mental health were positively correlated, where as mental health and role stress were negatively correlated. It was also found there was negative correlation between role stress and job satisfaction in the case of employees from government and non-government sectors. Devi, D., Dr. Dharamveer and Soni, S. (2013) found that there is a positive correlation between job-satisfaction and mental health among teacher educators working in secondary teacher training institutions It is conclude that the college teachers who are good on mental health are perceived low role stress. This finding

supported by It is found that college teachers those high on job satisfaction are perceived low level of role stress. Some earlier studies (Bhatti et.al. 2011 and LeRouge, et al 2006) also reported that there is significant negative relationship between job stress and job satisfaction.

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Electronic Theses and Dissertation (ETDs) by Indian Universities in Shodhganga Project: An Overview

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Abstract: The present paper assesses the contribution of state Universities of Maharashtra in India's ETD Database Shodhganga. Electronic Theses and Dissertations (ETDs) are considered generally significant and broadly utilized assets by researchers in higher educational institutions To share the research information among the Universities, the Shodhganga Project was initiated by INFLIBNET Centre, Ahmadabad, which provides free access to theses and dissertations through the archive. In this research paper researcher studies 13 state Universities of Maharashtra in which Savitribai Phule Pune University, Pune has a maximum (12053) contribution and Dr. Babasaheb Ambedkar Marathwada University, Aurangabad (5460) for uploading theses on Shodhganga.

Key Words: ETDs, SHODHGANGA, INFLIBNET, Theses and Dissertation, Repositories

Introduction: INFLIBNET Information and Library Network (INFLIBNET) Centre, Gandhinagar is an Autonomous Inter-University Centre (IUC) of the University Grants Commission, New Delhi (Ministry of Education, Govt. of India). It is a major National Programme initiated by the UGC in March 1991 as a project under the IUCAA, it became an independent Inter-University Centre in June 1996. INFLIBNET is involved in modernizing university libraries in India using state-of-art technologies for the optimum utilization of information. INFLIBNET is set out to be a major player in promoting scholarly communication among academicians and researchers in India.

Shodhganga : Shodhganga is the name coined to denote the digital repository of Indian Electronic Theses and Dissertations set up by the INFLIBNET center. The word "Shodh" originates from Sanskrit and stands for research and discovery. The "Ganga" is the holiest, largest, and longest of all rivers in the Indian Subcontinent. The Ganga is the symbol of India's age- ling culture and civilization, ever-changing, ever-flowing, ever-loved, and revered by its people, and has held India's heart captive and drawn uncounted million to her banks since the draw of history. Shodhganga stands for the reservoir o Indian Intellectual output stored in the repository hosted and maintained by the INFLIBNET Centre. Theses and dissertations are known to be a rich and unique source of information, often the only source of research work that does not find its way into various publication channels. Theses and dissertations remain an untapped and under-utilized asset, leading to unnecessary duplication and repetition that, in effect, is the anti-theses of research and waste of huge resources, both human and financial. The UGC Notification (Minimum Standards & Procedure for Award of M.Phil. / Ph.D. Degree, Regulation, 2009 Amendment made in 2016) dated 5th May 2016 mandates submission of the electronic version of theses and dissertations by the researchers in universities with an aim to facilitate open access to Indian theses and dissertations to the academic community world-wide. Online availability of electronic theses through centrally-maintained digital repositories, not only ensures easy access and archiving of Indian doctoral theses but will also help in raising the standard and quality of research. This would overcome the serious problem of duplication of research and poor quality resulting from the "poor visibility" and the "unseen" factor in research output. As per the Regulation, the responsibility of hosting, maintaining, and making the digital repository of Indian Electronic Theses and Dissertations (called "Shodhganga"), accessible to all institutions and universities, is assigned to the INFLIBNET Centre.(https://shodhganga.inflibnet.ac.in/)(Source-https://shodhganga.inflibnet.ac.in/)

Review of literature: Mapping the Contribution of Electronic Theses and Dissertations by the Universities of Assam to INFLIBNET Shodhganga Project: A Study, Parishmita Hazarika (2020) researcher study total of 12 Assam universities that have signed MoUs with Shodhganga, but only 10 universities contribute to Shodhganga. The two universities (Cotton University and the University of National Law and the Judicial Academy) have not yet proceeded to contribute their dissertations to the repository of shodhganga. b) It is found that Gauhati University (5551) has the highest total contributions, while Assam University (1436) has the second highest contributions, and Tezpur University (587) has the third highest contributions. c) Gauhati University's Department of Zoology has contributed top theses (370) in shodhganga, followed by Assam University of Ecology and Environmental Science (140) and Tezpur University's Department of Chemical Sciences (107). d) It is found that 6856 ETDs in English,137 theses in the Assamese language, and 518 theses in other languages, including Bodo, Bengali, Manipuri, Hindi, INLIBNET Shodhganga Project: A Study, Parishmita Hazarika (2020) Availability of Electronic Theses and Dissertations (ETDs) of State Universities of Tamil Nadu in INFLIBNET Shodhganga Project: An Analysis, Sivakumaren K.S (2020) researcher study among 16 Universities, Anna University, Chennai has contributed the highest number of Theses (8905, 21.27%) in this project and placed in 1st rank. The University of Madras has deposited 8617(20.59%) of Theses and is found in the 2nd place. Further, Bharathidasan University has deposited a good number (5707, 13.69%) of Theses and ranked in the 3rd place. Similarly, Manonmaniam Sundarnar University (5480, 13.09%), and Bharathiar University (4345, 10.38%) also contributed a considerable number of Theses and placed in 4th and 5th rank respectively. The contributions by Madurai Kamaraj (2214, 5.29%), Periyar University (1894, 4.52%), Alagappa University (1880, 4.49%), and Annamalai University (1018, 2.43%) were found less among 16 Universities. The result shows that 2 top-ranked Universities contributed almost 41.85% of the Theses, whereas 3 Universities in the 3rd, 4th, and 5th ranks contributed 37.09% (15532) of the Theses. But, the remaining 11 Universities contributed only 21.06% (8816) of Theses. Hence, 31.25% of Universities are actively participating by means of contributing regularly and the remaining 68.75% of Universities are required to increase their contributions to this project.

The objective of the Study:
1. To study the top 10 Universities' Contributions to the Shodhganga project of India.
2. To study State Universities of Maharashtra signed MOU to the Shodhganga project.
3. To Analysis the contribution of ETDs by Maharashtra State Universities.

Scope and limitation of the Study:
1. The present study is limited to Maharashtra state University only.
2. The Present study is limited to data retrieved up to 20, February 2023.
3. The present study is limited to only Non-Agricultural Universities.

Research Methodology: The Present data were collected by visiting the Sodhganaga repository (http:/shodhganga.inflibnet.ac.in/) were data conducted from 1st,February 2023 to 20th, February 2023. To trace the contribution of theses and dissertations to Shodhganga by the Maharashtra State Universities. After that retrieved data were tabulated and analyzed by using simple percentage, present in tabular and graphical form to represent the data.

Analysis and Interpretation of data:
Keeping in the view given in the above-mentioned objectives of the study the researcher studies the website of Shodhganga. The relevant data were extracted from the project website and analyzed by simple calculation method with Microsoft excel.

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Table No.1. Sign MOU with INFLIBNETs Shodhganga.

SN	Year of MOU	Number of MOU	Percentage
1	2010	10	1.43%
2	2011	38	5.44%
3	2012	52	7.44%
4	2013	53	7.59%
5	2014	39	5.58%
6	2015	53	7.59%
7	2016	54	7.73%
8	2017	59	8.45%
9	2018	76	10.88%
10	2019	61	8.73%
11	2020	67	9.59%
12	2021	60	8.59%
13	2022	71	10.17%
14	2023	05 (Upto 01/02/2023)	0.71%
	Total MOU	**698 (date- 01/02/2023)**	

(Source:-
https://shodhganga.inflibnet.ac.in/newmoredetails/mou.html) From the above table no.1 it is found that total 698 Universities MOU with INFLIBNETs Shodhganga up to 01/02/2023. And Maximum Universities 76 MOU with Shodganga in the year 2018.

Figure no.1
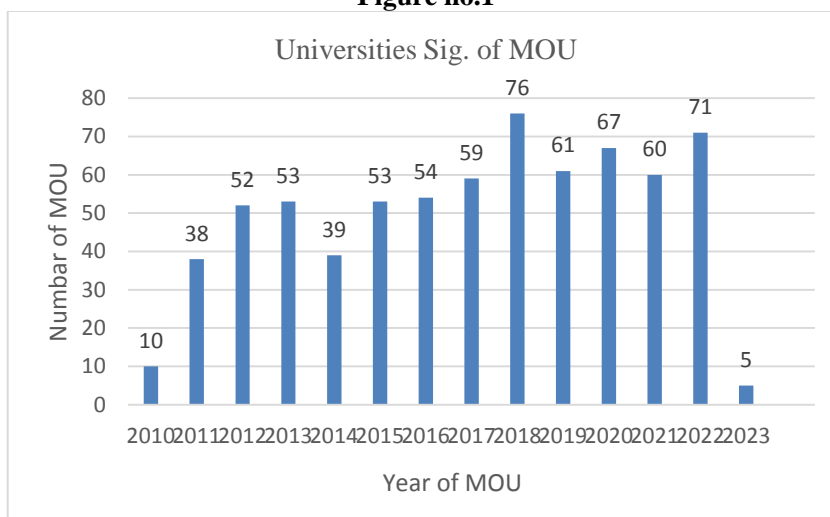
Table no. 2. Universities contribution in Shodhganga

Full Text Theses	Synopses/MRPs/FDF/ Fellowship	University Contributions	Universities+ CFTI/INIs Signed MOU
431060	9783	677	773

From the above table no.2 it is found that Full text These Uploaded up to date 01/02/2023 431060 and synopses/MRPS/FDP/ Fellowship 9783, University Contribution 677 and Universities and CFTI/INIs Signed MOU 773 respectively.

Table no.3. Top Ten Universities Contribution in ETDs.

SN	Top Ten Universities	State	No of Theses	Rank
1	University of Madras	Tamil Nadu	13694	1
2	Anna University,	Tamil Nadu	13228	2
3	University of Calcutta	West Bengal	13028	3
4	Savitribai Phule Pune University, Pune	Maharashtra	12052	4
5	Chhatrapati Sabhaji Maharaj University, Kanpur	Uttar Pradesh	10009	5
6	Babasaheb Bhimrao Ambedkar Bihar University	Bihar	9675	6
7	Aligarh Muslim University	Uttar Pradesh	9348	7
8	V.B.S. Purvanchal University	Utter Pradesh	8585	8
9	Punjab University	Punjab	8283	9
10	Andhra University	Andra Pradesh	7779	10

(Source: - https://shodhganga.inflibnet.ac.in/)

From the above table no.3 it is found that top ten Universities of India uploaded theses and dissertation on Shodhganga in which University of Madras has rank one ((13694), Anna University,(13228), Savitirbai Phule University, Pune(12052), Chatrapati Sambhaji Maharaj University (10009), Babasaheb Bhimrao Ambedkar Bihar University (9675), Aligarh Muslim university (9348),V.B.S. Purvanchal University (8585), Punjab University (8283), Andhra University (7779). uploaded theses respectively.

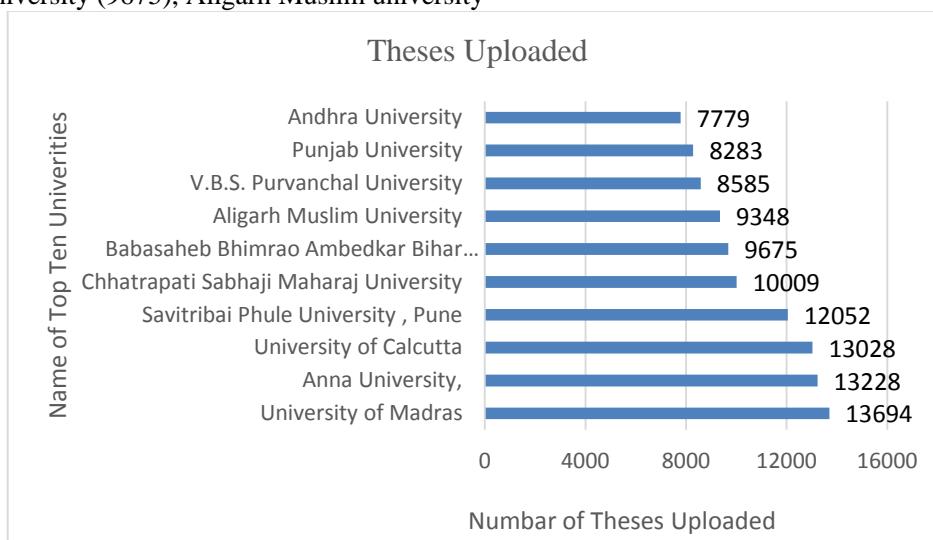Figure No.2. Top Ten Universities Contributed in ETDs

Table no. 4. Maharashtra State University wise contribution of theses in Shodhganga.

SN	Name of Maharashtra State University	No to These Uploaded	MOU date
1	Savitribai Phule Pune University, Pune	12053	24/4/2011
2	Dr. Babsaheb Ambedkar Marathwada University, Aurangabad	5460	13/08/2013
3	Swami Ramanand Marathwada University, Nanded	5003	30/07/2013
4	Shivaji University, Kolhapur	4597	26/09/2011
5	Sant Gadge Baba Amravati University, Amravati	1277	26/09/2012
6	SNDT Women's University, Mumbai	1218	28/08/2012
7	University of Mumbai, Mumbai	1204	22/12/2014
8	Kavyitri Bahinabai Chaudhari North Maharashtra University, Jalgaon	1019	29/03/2014
9	Solapur University, Solapur	246	24/03/2015

	(Punyashlok Ahilyadevi Holkar Solapur University)			
10	Kavikulaguru kalidas Sanskrit University, Ramtek	155	10/11/2015	
11	Gondwana university, Gadchiroli	150	06/12/2019	
12	Rashtra Sant Tukdoji Maharaj Nagpur university, Nagpur	71	09/06/2016	
13	Dr. Babasaheb Ambedkar Technical University, Lonar	39	26/09/2013	
	TOTAL Theses Uploaded till 06/02/2023	**32492**		

From the above table no.4 it is found that Maharashtra state Universities (non Agricultural and non-technical) MOU with INFLIBNET Shodganga. Two and three signed MOU with Shodhganga in the year 2011,20212,2014, and 2015 respectively. In the year 2016 and 2019 only one University signed. MOU with INFLIBNET respectively. In the Year 2013 three MOU signed by Shodhganga.

Findings and Conclusion:
Electronic Theses and Dissertation (ETDs) project of INFLIBNET by Shodhganga is great the greatest advantages of Electronic Theses and Dissertations are avoiding duplication in research work, ensuring quick retrieval of information, promoting resource sharing, and providing a permanent solution to the problem of the researcher. In India maximum, MOU with Shodhganga in 2018 (76) is 10.88%. and lowest MOU in the year 2010 (1.43%) The University of Madras has ranked first in India for the contribution of these uploaded on Shodhanga (13654) and Andhra University is tenth Rank Contribution of these uploaded (7779). In the Maharashtra SavitriBai Phule Pune University, Pune has a major Contribution of Theses Uploaded in Shodhganga 12053, and Second one is Dr. Babasaheb Ambedkar Marathwada University, Aurangabad contribution of 5460 these uploaded on Shodhganga as in third one is Swami Ramanand Teerth Marathwada University, Nanded has contributed 5003 theses uploaded on Shodhganga respectively.

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WOMEN ENTREPRENEUR: Issues and Challenges of Women entrepreneurs in India

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Abstract
In twenty first Century, the transformation of social material of the Indian society, in terms of magnified academic standing of girls and varied aspirations for higher living, necessitated a modification in the life style of Indian women. Social and economic development of girls is important for overall economic development of any society or a rustic. Entrepreneurship is that the state of mind that many ladies have in her however has not been capitalized in India in approach during which it ought to be. Due to modification in atmosphere, currently individuals are more leisurely to just accept leading role of girls in our society, though there are some exceptions. She has competed with man and with success stood up with him in each walk of life and business. These ladies' leaders are assertive, persuasive and willing to require risks. They managed to survive and succeed in this cut throat competition with their hard work, diligence and perseverance. Developing and developed nations have realised that developing lady's entrepreneurship is indispensable to flourish, as economically dominant nations within the trendy sophisticated world. Therefore, creation of platforms and networks for entrepreneurial culture are outstanding problems globally. In these circumstances the difficulties long-faced by ladies' bourgeois and their standing within the society are mentioned.
Keywords: Women Entrepreneurs, capitalized, transformation, creation of platform, obstacles, global perspective, Opportunities.

Introduction:

"The best measuring device to the progress of a nation is its treatment of its ladies." **Swami Vivekananda**

Within the twenty first century the business ladies within the kind of lady's entrepreneurs are highest rising entrepreneurial populations within the India. In this gift era, the well- read women do not want to bind their lives in the four walls of the houses. A woman is jam-packed with life as she plays several roles in her life. A woman may be a pilot of a family and successively nation. They can demand for equal respect from others. However, there's a protracted approach for Indian ladies to attain equal rights and position as a result of our Indian Society traditions are deep frozen and our society remains currently male dominated one. In spite of all social barriers, Indian women try to achieve their target. They manage to endure in this cut throat competition with their hard work. The current development and changes in the world show that women are currently making notable contribution towards the wealth of the country. Forbes reports that they are becoming more entrepreneurial, owning more than 36% of all businesses in 2012 [35]. This was a tremendous jump from year 2007. The Global Entrepreneurship Monitor (GEM) reported that there are 126 million women starting or running businesses. Among them 98 million operating established (over three and a half years) businesses. That's how women entrepreneurs are impacting the global economy.

Methodology Of Study

This is a conceptual paper and the researcher has adopted the method of reviewing different research articles, research journals, websites, eBooks and case studies, to collect data about entrepreneurship and woman entrepreneurship which is consequently incorporated as an inspiration paper written by the investigator. The study relies on secondary sources of knowledge. The main objective of the study is to know and to study of current scenario of women entrepreneur, and also to study of the obstacles faced by women entrepreneur. The researchers have placed their own observations relating to identical.

Literature Review

The focus of literature review will be at the concept of entrepreneurship, and then drive on to look at female entrepreneurship and related definitions. An important tool thought about in permitting feminine management and liberation is feminine Entrepreneurship. Directing a literature review may be an important component of the analysis method. This paper appearance at the literature around feminine entrepreneurs, concentrating on feminine entrepreneurship in India. Vosle in 1994 quoted that "The bourgeois is one UN agency drives the method of economic process and mediates the inputs and outputs of the economic system". Singh and Belwal (2008: 1) Quote Desai (1999) to explain the roots of the word bourgeois. They state "The word bourgeois springs from the French verb enterprendre . meaning to undertake". "Schumpeter (1934) represented the bourgeois because the originator UN agency introduces one thing new into Associate in Nursing economy" Kirzner (1997–authors own addition)

stressed the fact that the entrepreneur is the decision maker in a particular cultural context, who commands a range of behaviour's that exploit these opportunities".

Women Entrepreneurs In Current Scenario

This is the century of telecommunication, IT and financial institutions. Women's experience all told these industries is starting to emerge and ladies are rising as a force to reckon with. Many of those new industries are headed and guided by ladies UN agency are seen as pioneers and mavericks. The loci of power have shifted away from traditional venues such as old boys clubs, golf courses and cigar smoking rooms to power now being vested with energetic new upstarts figuring out of their homes or on their laptop terminals from home. This new pot of chance will become the proverbial melting pot for professionally trained and enterprising ladies. Here there are fewer barriers to overcome, less pre-conceived notions, fewer well entrenched assumptions and rules and lesser gender agenda in the secondary environment. The transition to consecutive millennium is wherever the ladies can produce new paradigms of being a female offspring UN agency takes the responsibility of her folks, is a wife who wishes to create a home and a family, a mother who takes a charge of the children to make them the children of the new millennium. She is additionally the bourgeois UN agency builds Associate in Nursing enterprise and discovers her relevancy and that means of her life in herself. She accepts the individuality of her identity and is willing to share the house. Simultaneously with all the dreams of intimacy she searches for mutuality, dignity and respect. She is additionally hospitable a life while not wedding and a parenting while not a father. Women of nowadays have a brand-new avatar within the free rolling 90's.

Top Most Women Entrepreneurs In India

Successful Women Entrepreneurs in India of 21stCentury
1. Divya Gokulnath, CoFounder , BYJU'S
2. Falguni Nayar ,Founder and CEO, NYKAA
3. Ekta Kapoor, Creative Director, balaji Telefilms Ltd
4. Swati Paradkar, President, Lijjat Papad.
5. Kiran Mazumdar Shaw, Chairman & Managing director, Biocon Ltd.
6. Sabina Chopra, Co-Founder, Yatra.Com
7. Swati Piramal, Vice Chairperson, Piramal Enterprises Ltd.
8. Preetha Reddy, Managing Director, Apollo hospitals.
9. Naina Lal Kidwai, CEO and Country Head (india) ,HSBC
10. Malvika Hegde CEO Of Café Coffee Day

Women Entrepreneurs

Women entrepreneurs may be defined as the women or group of women who commence and operate a business venture. Such women are also known as women business owners or women entrepreneurs or self employed women. Women entrepreneur defined by government of India is 'an enterprise owned and controlled by women having a minimum financial interest of 51% of the capital and giving at least 51% of the employment generated in the enterprise to women' like male entrepreneurs a women entrepreneur ha many functions. They should study the prospects of starting new project, undertake risks introduction of new ideas. Communication of business and providing ingenious leadership in all aspects of business. Women entrepreneurs are effectively increasing in the economies of almost all countries. The hidden skills, potentials about business of women have been increasing with the growing sensitively of the role and economic status in the society. The knowledge skill and compliance in business are the come reasons for women to come forward in toe business enterprise. Women engaged in business due to pull and push factors which give confidence to women to have self sufficient occupation and stored on their foot. Due to entrepreneurship women become confidant independent decision-making power is increased. A strong desire to do enoronous positive is an integral quality of entrepreneurial women. Entrepreneur women complete contribute values in both family and social life due to different media women become conscious about their qualities, rights and also the work situations.

Woman Enterprises In Developed Countries

The growth issue is especially necessary in high financial gain countries wherever girls ar more and more getting into technology primarily based business ventures. As compared to males females-owned corporations show that companies headed by girls tend to be smaller & grow a lot of slowly than those headed by men. Generally, smaller in size & slower growth rates are perceived as issues. Shane and venkataraman, (2000). Indeed, girls face multi-dimensional challenges like external finance as business house owners & managers. Additional barriersional include socialization networks & practices, family roles and possible lack of business contacts. Disadvantages practised by girls altogether these areas are widely believed to end in higher failure rates & lower growth rates for girls closely-held businesses. Bowen, and Hisrich, (1986). An increasing variety of students believe that the expansion of a business is a minimum of, partially determined by the entrepreneur's motivations.

Owned enterprises over the past sixteen years remains over the national average. As per stock market OPEN State of Women-Owned Business Report, the top-ranking countries on the

basis of the revenue generation by the women-led firms are Ghana (No. 1-46.04%), Russia (No. 2-34.06%), Uganda (No.3-33.08%), New Zealand(No.4-33.00%) and India (No.48- 11.00%)A sense towards sovereign deciding is that the key issue to settle on the profession as a challenge. Saddled with house chores Associate in Nursing different responsibilities towards her family women need to urge liberty underneath the influence of those factors and as an urge to try to one thing new. Such circumstances are known as pull factors. In case of push factors women engaged in business activities because of family pressure and therefore the responsibility is drive upon them.

Rank	Country	Women Business Owners (%)
1	Ghana	46.04%
2	Russia	34.06%
3	Uganda	33.08%
4	New Zealand	33.00%

Women Entrepreneurship in India

48	India	11.00%

Sources – CEO World Magazine

Present Position Of Women Entrepreneurs In India

Women represent close to 1/2 the entire world population yet as in Asian country conjointly. Women are the better half of the society. In our societies Indian girls at treated as show items to be unbroken reception. But currently they're conjointly enjoying the impact of globalisation not solely on domestic however conjointly on international sphere. Women take off of the four walls to contribute altogether activities. Indian girls at able to take burden of labour in house and yet because the work place. From several survey it's discovered that the feminine entrepreneurs from Asian country are manufacturing a lot of capitals than the opposite a part of the planet. Since middle 1991, a drastic change takes place in Indian Economy. India has great entrepreneurial potential. At the current era, girls' participation in monetary activities is marked by a coffee work participation rate. India provides a good example of entrepreneurs.

Sr.No.	Name of the State	No.Of Units Registered	No.Of Women enterprises	Percentage
1	Tamil Nādu	9618	2930	30.36
2	Uttar Pradesh	7980	3180	39.84
3	Kerala	5487	2135	38.91
4	Punjab	4791	1618	33.71
5	Maharashtra	4339	1394	32.12
6	Gujrat	3872	1538	39.72
7	Karnataka	3822	1026	26.84
8	Madhya Pradesh	2967	842	28.38
9	Other States and UTS	14576	4185	28.71
Total		**57452**	**18848**	**32.82**

Source – World bank Report

Obstacles faced By Women Entrepreneurs in India:

In Indian context attitude towards the women are still conquered by the tough resistance from the male ego and the problem of Indian women pertains to her key responsibility towards family. From the beginning till the enterprise function, women entrepreneur comes across a series of problem. In rural areas women are considered as helpers. The main obstacles faced by women entrepreneurs are as follows:

1. The biggest turning point of a woman' life is marriage. She turned into a daughters-in-laws from a daughter. The priority is also changed with this. The dream of a woman has ripped like a fruit. Expectation from the family and personal commitment are mostly a great barrier for succeeding in business career. In such circumstances, it will be very much complicated to focus and run their enterprise successfully. Because Indian women are much conscious about their family obligations compare to business responsibility.

2. Cast and religions dominator also hinder women entrepreneur. For this women entrepreneur cannot overcome the obstacle before them to grow and flourish. In rural areas, women face more social and political obstacle.

3. Though our constitution speaks of equality between sexes, male patriot is still the order of the day. Male dominated society destroys a female capability ability shows much less than male.

4. In our India 60% of total women are illiterate. They are far behind in the field of education. Due to lack of appropriate education, women entrepreneurs are in dark about the rapidly growing new technology, new methods of

production, marketing techniques, and other governmental policy.

5. Different institutions in the financial sector expand their utmost support in the form of different incentives, loans etc. Many woman entrepreneurs do not aware of all these assistances provided by the institutions. Even the financial institutes are not coming forward to give financial assistance to. In the present market scenario, the competition is too high; women entrepreneurs must survive in the market against the male counterpart who has enormous experience and capacity to adopt technology in running enterprises.

6. For running an enterprise risk- bearing capacity is essential. But a woman in India by character is very shy. Beside this due to no adoption or slow adoption to changing technology also reduce their risk-taking ability.

7. For an enterprise a good management is necessary. But many of women entrepreneurs are not efficient at all in some managerial functions like planning, staffing, directing, controlling, motivating, and coordinating. Therefore, inadequate managerial ability of women becomes a problem for them to run the enterprise successfully.

8. Moving alone for business purposes are still seemed to be with suspicious eyes. Sometimes, younger women feel uncomfortable when dealing with men for work related aspects.

9. Since women cannot run here and there for promotion, supply and money collection, they have to depend upon the middle men for these activities. Middle men lean to exploit them in the excuse of helping. These result in less sales and lesser profit.

10. Self-motivation, self-confidence are the key ingredients for a successful business. But women suffer with lack of self-confidence because of their inborn nature.

Table 1: Govt Plan for the Growth of Women Entrepreneurship through Five Year

Sr.No	Five Year Plan	Year	Inspections of women
1	First Five-Year Plan	(1951-56)	Visualized a number of welfare measures for women. Sets up the central and social welfare board
2	Second Five-Year Plan	(1956-61)	Supported the development of women to work at the grass roots.
3	Third and Fourth FiveYear Plans	(1961-66 To 1969-74)	supported female education as a major welfare Measure
4	Fifth Five-Year Plan	(1974-79)	emphasized training of women
5	Sixth Five-Year Plan	(1980-85)	recognized women's lack of access to resources as a critical factor indpending their growth
6	Seventh Five-Year Plan	(1985-90)	emphasized the need for gender equality
7	Eight Five-Year Plan	(1992-97)	focused on empowering women, especially at the grass roots level
8	Ninth Five-Year Plan	(1997-2002)	adopted a strategy of women's component plan
9	Tenth Five-Year Plan	(2002-07)	aims at empowering women through translating the recently adopted National Policy for Empowerment
10	Eleventh Five Year Plan	(2007-2012)	encourage women in setting up their own venturesof Women (2001)
11	Twelve Five Year Plan	(2012-2017)	Faster sustainable and more inclusive growth

Right efforts are required in the improvement of women entrepreneurs and their greater contribution in the entrepreneurial activities. Women entrepreneurs need to be given assurance, freedom, and mobility to come out of their absurdities. The following actions are recommended to authorize the women to grab different opportunities and face challenges in their business.

Limitation And Future Directions

The study has several limitations. Firstly, while the study psychoanalyzes the relationship between women entrepreneur and family. Secondly the parallel refereeing factor has not been judged, business satisfaction which may bridge up the liaison between family support and family satisfaction. A third limitation is the lack of awareness to the possible role played by growing cultures, values and ethics to the issues of women entrepreneurship. It is critical for women entrepreneurship research to fully understand the conditions under which the women entrepreneur experience conflict between their roles. There is a need to consider the behavioural research. In addition, further studies to investigate the cross-cultural behaviour studies in different parts of India. The study could also be based on the spiritual aspect on behavioural change in women entrepreneur ship. This spiritual sight would also provide additional insights.

Sggestions For Promoting Women Entrepreneurs In India

Right efforts are required in the improvement of women entrepreneurs and their greater contribution in the entrepreneurial activities. Women entrepreneurs need to be given assurance, freedom, and mobility to come out of their absurdities. The following actions are recommended to authorize the women to grab different opportunities and face challenges in their business.

1. **Motivation**
   There should be a continuous attempt to inspire, encourage, motivate and cooperate women entrepreneurs.

2. **Enhance the standards of education**
   enhance the standards of education of women in general as well making effective provisions for their training, practical experience and personality development programmes, to improvise their overall personality standards.

3. **Training**
   Attempts to establish for them proper training institutes for enhancing their level of work-knowledge, skills, risk-taking abilities, enhancing their capabilities.

   Development of women entrepreneurs
   bring about a society attitude change, generation of awareness and consciousness on the policy of self-development of women entrepreneurs.

4. **Help of NGO's**
   various NGO's and government organizations to spread information about policies, plans and strategies on the development of women in the field of industry, trade and commerce.

5. **Co operative Association**
   Forming a cooperative association of women entrepreneurs to mobilize resources and pooling capital funds, in order to help the women in the field of industry, trade and commerce.

6. **Seed Capital**
   Offering seed capital, uplifting schemes, women entrepreneurs fund etc. to encourage them economically.

7. **To establish all India forums**
   To establish all India forums to discuss the problems, grievances, issues, and filing complaints against constraints or shortcomings towards the economic progress path of women entrepreneurs and giving suitable decisions in the favour of women entrepreneurs and taking strict stand against the policies

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Covid – 19 Pandemic led Reverse Migration: Challenges and it's impact on Bihar Economy

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Abstract

Migration is a bigger option for earning and livelihood in Bihar either for earning and either for push-pull factors, for which people have to move other states in search of work and better wages. But Covid-19 pandemic emerged as a weakening affliction for which huge reverse migration is being noticed in the State. So this research tried to examine labour accommodate and employment opportunities in rural areas due to Covid-19 pandemic led reverse migration and to investigate the impact of Covid-19 on employment status, income profile and livelihood of returned migrants in Bihar. This research also discusses the possible measures to create some other livelihood by rebuilding the State economy after Covid-19. The relation between the migration and sustainable development is more complex the political, social and economic processes of potential destination. State will also examine how and where these migrant labourers get employment. If reverse migration is not governed properly, it can also negatively impacted on development. Both secondary and primary date are used in the research. The research found a sudden rise in labour supply with a large scale is catch sight of the State economy of Bihar. Job loss is the massive loss faced by the migrant followed by income loss. The research found that income of migrant workers, household income debarring migrants and nature of their work give indicative impact on the vulnerability of migrants.

Keywords: Employment, Job loss, Migration, Pandemic, Sustainable development goals.

Introduction:-

Covid -19 is a major threat to the livelihood and health of millions of people around the world as well as in India. This covid-19 pandemic had triggered on large scale migration in the country. The Covid-19 led migration is the second largest mass migration in India's history after the country's partition, when 14 million people were displaced (Inamdar and Thuroo, 2020). Every year a large number of people migrate move to big cities of different states to endeavor employment opportunities to earn bread and butter for their families. After the partition of India in covid-19 the country is beholding second largest mass migration. Migrant workers are normally employed in informal sectors, low-skilled risky jobs in the field of agriculture, construction and domestic work. The Periodic Labour Force Survey (PLFS) 2017-2018 shows the reckoned number of Indian workers in 2018 was 471.5 million, out of reckoned 1358 million. There were 115.0 million casual workers, 114.2 million workers are earning regular wages or salaries and 242.3 million remaining employed by self. Migration is an integral part of the Indian economy and it constitutes a significant share of the country's Gross Domestic Product (GDP). In India 194 million are employed in permanent and semi-permanent out of 482 million workers according to the 2011 Census. The pattern of India's migration is much slanted. Bihar and Uttar Pradesh constitute the highest out of migrants in India, while most of the migrated people move towards Capital city of India i.e. Delhi, Maharashtra, Gujrat etc. Bihar is one of the economically backward States of India and Bihar is the major source of migrant workers in the country. Migrant labour is also one of the major important sources of household and livelihood in rural Bihar and also in some district urban areas of Bihar. 55% of households have atleast one migrant workers. More than 90% migrant workers work outside of Bihar. 85% working in urban areas outside Bihar, especially in manufacturing and constructional sectors. Thus, by far migrant work is so widespread in rural areas of Bihar that migrant workers came from across all households and socio economic categories. People move to other States in search jobs and better wages.

The State suffers from distress migration due to unavailability of work opportunities in the State. In Bihar Ganga river divides it in two parts in North Bihar and South Bihar. North Bihar is suffers from flood because there are many rivers in the North Bihar whereas South Bihar suffers from natural calamities like drought also there is no big industries in Bihar. As per the newspaper, media sources within the State many people from rural areas of Bihar migrated to the urban part as well as to the state capital and other big cities majorly in search of jobs

Theoretical Relations between Migration and Economy

Development theories and literature had recognized the relationship between migration and development for a long time (Srivastava et al., 2020). With complete and accurate information by the individuals about expected income of two places,

migration is economically rational and helpful for economic development (Harris & Todaro, 1970). Poor unemployed persons are forced to migrate from their home place to industrialised urban places due to structural disequilibrium in the economy. Different socio-economic reasons like marriage, in search of employment, movement of earning person, etc. are the main reason of migration (Kandhare & Bharadi, 2019). The Economic growth of the most economically advanced states in India majorly backed by the hard work put on by migrant workers (Damani et al., 2020). By the hardship work by these migrant workers, the state and the people of that state get advances in many ways (Bhagat et al., 2020; ilo Monitor, 2020). Migrant workers are identified by low paid, unskilled, deprivation of any form of social security and working in hazardous environments. According to official employment figures, the Indian factories had around 100 million internal migrant workers, with a major effect on India's economy (Deshingkar & Akter, 2009). Rural migrant workers primarily operate in temporary, characterized by low wages, job insecurity and economic vulnerability, common characteristics of informal work environments (Zeitlyn et al., 2014). Therefore, these workers are most vulnerable to any adverse situations like that Covid-19 pandemic.

Covid-19 Pandemic and Migration

The world is facing a huge economic and social crisis for Covid-19 (Asian Development Bank, 2020). Every part of the economy got pressure dur to this pandemic, and among them, poor informal and migrants are the most vulnerable group (Bbhagat et al., 2020; Thomas, 2020). The risk of job loss is higher for those working in the unorganized sector, and those do not have proper contracts (Khanna, 2020). It is all important for the government to facilitate adequate steps in order to mitigate the negative impact of unprecedented economic inactivity (Damani et al., 2020). That's why it is also important to take care of marginalized vulnerable groups in this critical time period. World wide more than 25 million jobs would be threatened because of the increasing spread of the coronavirus as estimated by ILO. It has been seen that many employers are terminating the employment of their employees without any prior notice or have stopped the salary of their working employees (ILO, 2020a) also some of them decrease the salary of their employees. According to the Centre for monitoring Indian Economy, over 122 million people in India lost their jobs in April 2020, majority of them small seller and wage workers. According to the Azim Premji University's Centre for sustainable employment, 80% of urban workers have lost employment, while self employed and the farmers in the non-farm field have been significantly reduced in their incomes.

Migration and Sustainability Debates

The averment of Sustainable Development included in the international political agenda in 2015 through the SDGs with eleven out of seventeen goals emplicitly relevant to the migration (UN2019). Attached to these goals eleven indicates the situation of migration (Adger et al.). Including, international documents such as the Global Compact for safe, orderly and Regular Migration (UN 2018) and the issues on Migration and Sustainable Development (UNSCD 2012) examine problems associated with migration – for either receiving or host countries or for migrating individuals themselves. For, sending countries, migration has long been seen as failure of internal development, where lack of employment and infrastructure forces migrants to leave causing 'brain drain' and preventing innovation in home countries. (eg. Doquier et. al. 2007; de Haas 2010). From last two decades debates on migration have again become elation. Discussions on man power drain and brain drain have shifted notions of brain circulation and globalization of labour: there is a change inperception of migrants, from mere less skilled workers and hence financial remitters, to people with knowledge and skills (social remitters) and agents conveying these remittances, often to home and to some exyent to the host country, as well (De Haas 2010; Levitt and Lamba-Nieves 2011). Migration is an integral part of society, migration is still overall framed as development issue causing problems for either host or receiving States. And challenges related to migration are highlighted in the debate of Sustainable Development. Recurring migration problems such as violation of labour rights, living conditions are not appropriate, continuing dissimilarities in access to free mobility (UN 2018) and potentials to enhance the migration situation mentioned in the SDG implementation process are certainly highly relevant. Individual migrants' rights and effects of migration on a national scale are both under debate, but often separated from each other (Delgado wiser et al. 2013; Delgado Wise 2020).

`The Sustainable Development Goals recognizes that migration is a powerful driver of sustainable development for migrants and also for their communities. Migration is a transformational for these who move and for the area and economies of native and destination both. Since migration is a major reason of worldly and people's health, so migration is incorporated into planning for sustainable development. Wihthin the SDGs, migration is recognized as 'multidimensional reality' that is of "major relevance for the development of counties of origin, transit and destination" (2030 Agenda, articles 29). Migrants are acknowledged as able to make a "positive contribution" to inclusive growth (article 29), but

the Sustainable Development Goals seems to mention mostly the interests in the country of origin the form of remittances from the international labour migrants. Remittances, to be sure play a important economic role in nations with more international migration, but with notable social consequences such as brain drain. While talking about the fulfilment of Sustainable Development Goals India has vehemently pushed for the concerns in target fixing and goals fixing. Till 2030, in India every citizen either female or male including differently abled people with disabilities would have a job which contributes to the country's GDP. To achieve this goal, The unparagoned economic crisis that abolish advancement towards Sustainable Development Goals (SDGs) has been unbridle by Covid-19 pandemic. An unparagoned rise in poverty, hunger and unemployment worldwide has endangered the fault lines and structural weaknesses in the present social security regime worldwide, making of hundreds of millions of people insecurity of food and more vulnerable people to be pushed into extreme poverty. It has pushed the everyone backwards by several years by back the progress achieved towards by several years by back reversing the progress achieved towards implementing the Sustainable Development Goals (SDGs) to reduce poverty and hunger. United Nations Secretary General has warned in his progress report (May 2020) on the performance status of SDGs that COVID-19 crisis pandemic is pushing tens of millions of people back into extreme hunger and poverty. This pandemic crisis has also been an trial; for the India and Global media: while the extensive coverage of COVID-19 has strengthened pandemic communication measures, questions have also been arised with regard to the content, intent and attempt to limit the institutional flow of official facts related with the pandemic. Announcement of a nation-wide lockdown from the midnight of 25th March 2020 which ruib economic activities. It caused an unparagoned 'reverse' migration by millions of migrant workers form India's major urban and industrial sectors, which has wide ranging ramification for the future of Indian economy. Loss of jobs and little saving to survive in big cities such as Delhi, Mumbai etc. with transportation closed, many walked miles to their villages. There are also instances when out of desperation to comeback, many have used all their minimal belongings to their villages. Also instances of desperation to return, many have used all their savings or have to taking up new loans or even money transfers from their family members and friends. This facilitated debated around the pathetic living conditions of migrant peoples across various cities and states. It also can be assumed that the lack of support both from the government agencies and the employers have forced the migrant labourers to return to the homestate either on by the thousands of shramik express trains run by the government or by their foot. While many of the Indian States are working relentlessly to control the spread of Covid-19 caese states such as Bihar faced a dual challenge of the Covid-19 pandemic, viz., shrinking economy and the situation of reverse migration (Ranjan et al., 2020) . the effect of the Covid-19 pandemic can be most devastating in Bihar given its demographic characteristics and socio-economic. Bihar is one of the poorest states in the country with a population size of 104 million (104,099,452 persons) which is around 8.6 percent of the total population of the country (Census 2011); and in 2020 , it can be likely to be around 128 million (128,458,570 persons). It is also specify by high population density i.e. 1102 per sq.km. limited industrialization lack of employment opportunities, and highest tendency for out migration rate, which may further combined the current situation of the state. Studies in the relation of inter-state out-migration in the poorer states in India have shown that across the various socio-economic groups, the migrants at the urban destinations are economically better placed in the Monthly Per Capita Consumption Expenditure (MPCE) wealth quintile when compared to the non-migrants/ population at the native State (Raja and Sarkar 2020, Sarkar 2019; Joe et.al. 2011). But in the present situation it can be said that the sudden loss for job of the migrants, and their spontaneous return to the native place will impact their economic security and push them towards the low levels in the MPCE lowest income distribution.

Aim/Purpose:- Aim of this research article is to discuss the possible measures to create some other livelihood by rebuilding the rural economy after Covid-19.

Objective:- Objective of this research article are:-

1. To examine labour accommodate and employment opportunities in rural areas due to COVID-19 led reverse migration.
2. To investigate the impact of Covid-19 on employment status, income profile and livelihood of returned migrants in Bihar.

Data/Method:- Method used in this research article is both quantitative and qualitative research. It is descriptive analysis. Both primary and secondary data are collected for this research article. It includes, books, journals, articles, Indian Government Reports, Bihar State Government Reports, NITI Aayog's Reports etc.

Reverse migration and its impact on Bihar Economy

The impact of reverse migration can be much higher in Bihar with respect to other Indian states given the fact that the tendency of Economic migration in the State for economic causes is highest in the country.

Since the sudden statement of the country wide Lockdown, the state has observe an influx of around 3.2 million migrants from various cities in the country (Kumar 2020). To perceive the overall impact of the reverse migration in Bihar, it is important to observe into the demographic and industrial profile of the state, the employment-unemployment scenario, labour market and dependence on remittances.

Industrial and demographic profile of Bihar The economic impact of reverse migration on Bihar economy is substantially very high. The fact that, it is one of the poorest and among the low industrialised states in the country. Bihar holds 33rd rank in the per capita GDP ranking across states and the share of labour force participation in the industry is 8% only. The work structure of the state indicates that roughly around 56% of the labour force is engaged in the industry and it is around 12% higher

than the national average (Mehrora and Roy 2020). Further, only 8% is engaged in the industry is 15% less than the national average. According to the estimation from the Periodic Labour Force Survey (PLFS) 2017-2018 and 2018-2019, Bihar has maximum number of informal workers in the total workforce which can be approximately to be between 90-94 %. This indicate that the State government will face utmost difficulty in arising new jobs both in agriculture or industry. In table 1, a comparative demographic and industrial indicators of Bihar and in table 2, shows the Labour Force Participation Rate (LFPR) and the Worker Population Ratio (WPR) of Bihar and India. These will help us to examine the scope to which the State government is in a secure situation to tackle the reverse migration crisis in the time of Covid-19 crisis.

Table 1 : Demographic and Industrial profile.

Demographic Profile	Bihar	India
Population Density	1102per sq. km.	382 per sq. km.
Population Growth Rate (Decadal)	25.40%	17.70%
Urbanization rate	11.29%	31.16%
Literacy Rate	63.82%	74.04%
Industrial Profile		
No. of Factories in operation('000)	2.91(1.5%)	194
Persons Engaged (in'000)	1162 (0.8%)	149112
Value of Output (Rs '000)	47.69 (0.7%)	7266
Net Value added (Rs'000)	5.37 (0.5%)	1146

Source : Census 2011 and Bihar Economic Survey 2019-2020.

Implication of Reverse Migration: Unemployment, Revenue and Labour market Scenrio

On the employment front, the survey conducted by the Centre for Monitoring Indian Economy (CMIE) shows that the unemployment percentage in Bihar rose to 46.6% in month of April 2020 which is greater than the national unemployment rate of 23.5 %. Table 2 represents that after the month of April and May, the unemployment percentage started to

normalize as some easing were given to some sectors to move on economic activities. However, it is observed that even though the unemployment percentage started to come down during the month of June, July and August for Bihar it was significantly higher than the national average. The abnormal increase in unemployment percentage in Bihar can be very much added both to the 'reverse migration' and also the shrinking economy during the lockdown.

Table 2: Monthly Unemployment Percentage in 2020

Month	Bihar	India
February	10.3	7.8
March	15.4	8.8
April	46.6	23.5
May	46.2	23.5
June	19.5	11
July	12.2	7.4
August	13.4	8.3

Source : Centre for Monitoring Indian Economy (CMIE)

In table 3 the LFPR and WPR for Bihar and India. These are some of the most prominent indicators which can show the state of economic activity, employment and the performance of the overall economy. The LFPR is defined as the percentage of

is defined as the percentage of persons in the labour force in the population. It is a estimate to evaluate the working population in an economy. Lower rate of LFPR usually review poor level of economic activity and economic development. WPR is the number of persons employed per'000 population. It can be noted that Bihar has lower level of LFPR and

WPR compared to all India level for all the groups male and urban and rural.

Table : 3 LFPR and WPR (in percent)

Categories	Labour Force Participation Rate (LFPR)		Worker Population Ratio (WPR)	
	Bihar	India	Bihar	India
Rural Male	48.8	55.1	43.6	52.1
Urban Male	48.4	56.7	43.4	52.7
Rural Female	2.6	19.7	2.6	19
Urban Female	4.7	16.1	4.1	14.5

Source : PLFS (2018-2019)

The financial situation of the state has also make worse during this period. The loss of revenue for the State government stands at around 82.29% in April 2020 compared to the April 2019-2020 financial year. The revenue for the month of April fell to INR 450.21 crore from the INR 2542.23 crore in last April (Singh 2020). According to SBI Ecocurap report, 2020 the State Domestic Product (GSDP). Accordingly, the state of the Bihar has observed an estimated loss of INR 74,249 crores (11.5 percent of GSDP). Given this scenario, it can be argued that the government of Bihar is under huge financial constraint to accommodate the return migrants. It is also expected that due to the unprecedented excessive supply of labour, the wages in Bihar may fall for further which is already amongst the lowest in the country. The fall in wages will also adversely the already falling consumption demand (Source: Calculated using PLFS 2018-2019).

The return of millions of migrants workers will put huge burden on the rural labour market which has also in a very poor state of affairs and was one of the very cause for large migration rate from Bihar. The shrinking economy levels will further add to the fuel, and will make it very difficult for he employment – oriented sectors such as industry, construction, service sector, manufacturing etc., to revive. Hence, it can be assent that these who have returned to the native states may not get an instant opportunity in the existing job markets will experience several challenges given the fact that a large section of return migrants will now look for employment in the agricultural sector.

The job opportunities in the rural non-formal sector is also very loss given the fact that it largely comprises small and petty dealers, shops and business which doesn't fulfill enough employment options. In such cirumstances, the rural labour markets in these poorer states may experience higher levels of unemployment, disguised unemployment, under-employment, exploitation, deterioriation of working conditions etc. this may also show to substantial fall in wage rate in the State which is the lowest in the country. The only option left to those who are count job in the rural labour market is to get work via MGNRES and other employment generating schemes such as Garib Kalyan Rojgar Yojana (GKRY). Economic Impact due to loss of Remittances Along with the fallout of overall economic health of the State due to the Covid-19 pandemic such as rising unemployment rate reduce economic activity etc., the loss of remittances may have huge negative impact in the overall economy. The unexpected loss of remittances due to the reverse migration further push the rural population towards poverty (Ranjan and Biht, 2020). According to a survey conducted by ILFS more than 505 of the households in the Bihar have migrant who moved for economic reasons (Roy et al 2020). The study shows that the dependence on remittances are very huge among the migrant households. On an average the remittances sent by a migrant is INR 26,620. Earlier surveys by NSSO 64th round migration (20007-2008) also found that the state has maximum remittances dependency in the country. In rural Bihar, among the migrant households, near about 74.5% of households have remittances this percentage is twice the national average of 36.6%. in urban Bihar, it was near about 61.4% against the national average of 24%. This way it is argue that the absence domestic remittances will also push the households towards indebtedness as approximately around 6% of the remittance getting households uses remittances for repayment of debt. Given very high dependence on remittances, it can be assert that without remittances, the demand for the consumption goods will fall. Many of the return migrants have faced severe economic challenges and have faced severe economic challenges and have undergone emotional damage during the journey back to home. That's why it can be said that these migrants will not be able to re-migrate again to the usual migration destinations. Impact of Reverse Migration on the major destination states

The major destinations for economic migrants are the greater income states that have improvement of having economic pull factors. These States have higher per capita income, higher wages, infrastructure development, employment or business opportunities in various sectors such as services, construction, manufacturing, industries etc. Empirical studies in the Indian Contexts have disclose that the richer States such as Delhi, Maharashtra, Punjab, Gujrat, etc. are the main

destination States and are the gainers of human capital etc. (Chandra Shekhar and Sharma 2014, Castaldo et al 2012; Joe et al 2011; Bhagat 2009). However, with the emergence of Covid-19 pandemic and the return of millions of migrant labourers, it is major destination s which are losing the cheap labour from the poorer States. Most of the migrant labourers from Bihar usually employed in the unorganized sectors i.e. services construction, manufacturing, domestic workers, small businesses etc. the absence of these migrant workers who already worked at various capacities in the urban areas of these states will lead to worker shortages and create bottle necks in the production process, thereby impacting the industrial and overall growth of the economy.

Table 4 : Major destinations of Bihar male migrant workers (in percent)

Months	Bihar	India
February	10.3	7.8
March	15.4	8.8
April	46.6	23.5
May	46.2	23.5
June	19.5	11
July	12.2	7.4
August	13.4	8.3

Source : D-3 Census-2011.

Table 5 : Major destinations of Bihari female migrant workers (in percent)

State	Bihar
Uttar Pradesh	16.72
Jharkhand	12.13
West Bengal	11.96
Haryana	11.39
Delhi	10.49
Punjab	9.09
Maharashtra	8.19
Gujarat	3.95
Other States	16.08

Source : D-3 Census-2011 According to Census 2011, in terms of numbers the share of inter-state migration flow Bihar is around 17.91% which is the 2nd highest after Uttar Pradesh Table 4 & Table 5 shows the major destination states for the economic migrants workers from Bihar. It is observed that for the economic migrant labourers majority of them, i.e. 17.51 % migrated to Delhi. On the other side, in case of female migrants, majority of them i.e. 16.72% migrant workers to the bordering State of Uttar Pradesh. This shows some kind of bias on the pattern selection of destination States for female and male migrant workers. However, even though the tendency to migrate and the choice of destination varies between both the groups. Also, it can be argued that as inter-state economic migrant workers from Bihar is most dominantly by the male stream with a concentration of around 92.63%. Therefore, destination States such as Delhi, West Bengal, Maharashtra, Jharkhand, etc. will be most concerned due to the absence of Bihar male migrants. **Reverse migration and problem faced by people**

The Nation wide lockdown announced on 25th March to control the spread of Covid-19 resulted in large number of job loss in both the sectors I.e. informal and formal sectors. Economic activity comes to a stand still, triggering an exodus of migrant workers from employment hubs in urban India to their native villages. Bihar alone accounted for 14.3% of over 10 million migrant workers who returned to their home states.

Over two-fifths of migrant workers surveyed stayed in the destination areas, about nine out of 10 workers reported loss of work days, and 94% reduced their remittances back home. The average fall in remittances was more than 50% significantly adding to the income shock faced by their households in native locations. (Datt, etc.al) More than 25% of the migrant workers who stayed in destination areas also reported to decrease in their remuneration rates by about a quarter on average. Reverse Migration for forced the demand for work in MGNREGS to its highest since 2013-14 in May and June also many have complains that payments in MGNREGS have delayed for months.

Intervention of Union Government and SDG impacted

Source : SDG Index 3.0

Conclusion

Migrant workers have been severely affected by Covid-19 pandemic and lockdown due to loss of jobs and income. As a result of this a huge reverse migration is being noticed in several States of the country and more particularly, less developed States like Bihar. The workable population increased due to huge reverse migration, for which labour supply has increased in Bihar. After returning, those people are facing many problems, one of the important of them is lack of job opportunity and many of them are working at a low wages. Those people's average monthly income has drastically declined, which is a matter of concern from the standard of living. Migrants having less income by own or by family members suffered the most in this crisis period. To overcome these problems Bihar economy needs to be revive. This can be done such as lowering income tax which will increase disposable income and encourage consumer spending. Next, is to generate employment such as MGNREGS, Gareeb Kalyan Rojgar Yojana (GKRY) and other schemes. Working days in MGNREGS should be increased. Government may take initiatives to revive the industry in Bihar so that people get work at their near by places. Government conducted skill mapping for all the migrant workers those who returned during lockdown. The migrants have been categorized into different groups namely like mechanics, health care, electrical, construction workers etc. This creates a database for the government which can be used to identify and provide required help to the migrants. This way Bihar Government need to be work to fight the impact of reverse migration.

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"Changing World Order and India"

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Abstract:
The global system has seen transformations since First World War, again after Second World War, cold war and post-cold war. In all changes many unpredictable changes were brought in global politics such as after First and Second World Wars, Europe ceased to be the centre of power. USA and Russia got engaged in cold war that led to disintegration of Russian federation by the end and USA's triumphant victory as a sole superpower. Again rise of china at the global stage and emergence of regional powers dominated the field of global politics. The present paper sought to examine the changing global order and the role of India.
Key Words: International Relations, International Terrorism, Cold War, Multi-Polar, Bi-Polar, Uni-Polar, NAM Policy, Weapons of Mass destruction, NPT, Liberalization, Privatization, Globalization, Pokhran-II,

Introduction:

The course of international relations is subject to changes in the environment and has undergone drastic changes since the beginning of World War I (1914), World War II (1939), and the Cold War, which began in 1943-45 and lasted until 1991. In the post-Cold War period, the United States was the only superpower that dominated international politics for a long time, but certain events again brought about changes in international politics. The most important of these were the attack on the WTC on September 11, 2001, the emergence of international terrorism, the issue of nuclear proliferation, global warming, and the emergence of a multipolar world system. The event of September 11, 2001, decisively altered relations between states and superpowers, and scholars have constantly grappled with the precise nature of today's international system. While some believe that current international relations are in transition, others argue that international relations today are in disarray, a group of experts argue that the current international system is moving toward a multipolar world and losing its identity as a unipolar world under American leadership. During World War I and World War II, the world witnessed the existence of a multipolar power system. The end of World War II cleared the way for a bipolar power system, commonly known as the Cold War era, in which the U.S. and USSR remained the two superpowers in the world, in conflict with each other on the ideological front. From 1945 onward, the world divided into two power blocs, capitalist and communist, and in between, non-alignment emerged as a third front that took a neutral stance on power politics.

After the end of the Cold War, a unipolar system emerged under the leadership of the USA and the sad demise of the Soviet Union (USSR). Since 1991, the U.S. has continued to influence international politics, which is now changing due to the emergence of regional powers created by the liberalization of their economies (e.g., India), some countries considered regional hegemons (e.g., China), and some other countries that have great influence despite their small size (e.g., North Korea and Iran)[1]. At the same time, the U.S. is losing its significance as the only superpower in the world due to its crippled economy and heavy debt burden caused by Gorge W. Although the U.S. still retains its defense capabilities and is superior to others, its economy has collapsed and it wanted to restore it by all means, while the means for the U.S. problems are in South Asia, where India has been identified as a potential power and economic target, at the same time China has awakened and jumped into the Asian market, in terms of arms supply China is the leading nation, as mentioned in the Pentagon's annual report that between 2007 and 2011 China sold nearly 811 billion conventional weapons to several countries around the world. In South Asia, the U.S. faces China as an economic and strategic threat. On the other hand, North Korea and Iran have emerged as illicit nuclear powers and have flaunted their nuclear capabilities, which is perceived by America as a security threat, and India is also seen as an emerging regional power in Asia. While it does not have defense capabilities comparable to China's, it undoubtedly has the ability to deter China and Pakistan and ensure peace and stability in the region. It was only after the end of the Cold War that India gained strategic and economic importance in international politics as it entered the process of globalization and economic liberalization.

During the Cold War, India remained inactive in world politics with its policy NAM and refused to join either of the two power blocs, as socio-economic development was India's top priority after independence, although the U.S. had recognized India's strategic importance before independence: in 1942, U.S. President Roosevelt

supported the Indian independence movement and won much goodwill from the Indian people by sympathizing with the freedom movement, but India's refusal to join the war front and Subhas Chandra Bose's support of the Axis powers were a fatal blow to Indo-American relations. After independence, India explored policies NAM, which were seriously challenged because of its friendship with the Soviet Union, eventually culminating in the 1971 "Indo-Soviet Friendship Treaty." India's pro-Soviet stance forced the U.S. to strengthen its relations with Pakistan and later China, which were traditional enemies of India and strategically isolated India, this development led India to choose the nuclear option in the time of Indira Gandhi, which further worsened India's position, because like India's confusing policy NAM, India's nuclear program was also seen as confusing and ambiguous, as India's nuclear test in 1974 was called a "Peaceful Nuclear Explosion'(PNE), but in describing details V.C. Trivedi, the representative to the Eighteen Nations Disarmament Committee, stated, "All nuclear tests are basically evil; they promote evil, and the sooner the evil is eliminated, the better." This shows that there is little difference between military and peaceful nuclear testing, since India was on the Nuclear Non-Proliferation Treaty's hit list until Bush took office as U.S. president. India's foreign policy was treated as "vogue" in the sense that it could not define what exactly was meant by NAM because it had entered into a strategic alliance with the Soviet Union. The drastic change in India's status in the world order came with India's adoption of liberalization, privatization, and globalization (LPG model) and recognized the fact that India cannot remain isolated from the globalization process for long. The liberalization process initiated during the Rajiv Gandhi era, which brought unprecedented economic growth and development, resulted in the U.S. facing economic recession, higher unemployment rate, and extreme debt burden during the Bill Clinton era. India-U.S. trade relations improved and a strong foundation was laid for an India-U.S. economic and strategic partnership, but the issue of the Nuclear Non-proliferation Treaty remained a vexation in their relations.

In 1998, relations deteriorated further when India conducted a series of nuclear tests popularly known as 'Pokaran II' during the tenure of Atal Bihari Vajpayee, and India was subsequently declared a nuclear state, but India continued to be viewed as the most favourable economic destination. The further transformation The further transformation in India's status came with the arrival of Gorge Bush as a president of America in 2001 who has to change the complete picture of South Asia after assuming the office, the first major task before him was to frame his foreign policy in which India has to play more comprehensive role as a strategic partner certain factors can be attributed to such changes, the first important factor was the attack on WTC on 9/11 by terrorist which generated a kind of sympathy in US about India's victimization at the hands of Pakistan sponsored terrorism, followed by Bush admiration of Indian democracy whereas the third factor was rise of China. The Indo-US relations culminated in Next Step in Strategic Partnership (NSSP) which resulted in the Indo-US civilian nuclear cooperation agreement, giving India a tacit recognition as a 'De Facto' Nuclear state status. In the last two decades, India continued to enjoy close strategic relations with USA.

India's importance acquired attention in the eyes of US policy makers against the changing Geo-strategic landscape of South Asia and emergence of china as an aggressive nation which has resorted rapid military modernization and aggressive marketing policies have anticipated as an agent of danger for regional peace & security, china's relations with problem countries like Pakistan as a counterweight to India, likewise its relations with countries like Iran, Sudan, Venezuela and its special economic policy towards Middle east, Africa, Latin America is perceived as threat to US security. The developments in South Asia are not healthy for regional peace in particular & world order in general. The present world order is in transition and marching towards multi-polar system but it should be noted that all powers are not identical and have certain conflictual relations while some of them are using nuclear leverage for bargaining others focuses on its economic and military modernization and warfare capabilities as to change the existing single power domination in between them India is emerging as very crucial regional player with its legacy of peaceful co-existence and promoting peace & stability in the world. Since long time India has shown tolerance towards China & Pakistan regarding boundary disputes, it has developed nuclear weapons which are basically political weapons in nature and used for purely deterrence purpose in this context it has laid down the principle of 'No First Use' and encourages elimination of nuclear weapons from the world. Indo-US nuclear deal is concluded on the assumption that though not signed NPT, India has never violated nuclear laws and Non-proliferation treaty. India is active in the regional economic integration via SAARC, ASEAN and BRIC etc. India's approach towards international problems remains cooperative, optimistic and peaceful.

While describing present world order scholars professed the emergence of multi-polar world, in which some powers represents 'Theocratic states' some as communist powers and in between

them some are praising democratic values, other scholars argued that, once again world is moving back towards Bi-polar system led by USA and China and may pave way for Bi-polar rivalry, still other hold that any nation like china though projected high economic growth and military capabilities cannot compete with USA in the near future, whatever the arguments put by the scholars it is true that world is marching towards multi-polar system in which the role of India is very crucial in maintaining peace & stability in the world India is identified as the leader of developing nations it also propagates the necessity of nuclear disarmament, while doing so India never violated nuclear non-proliferation efforts, it always promote peaceful use of nuclear energy, which is evident in the statement of India's first prime minister Jawaharlal Nehru who expressed on 20th Jan. 1957 that "No man can prophecy the future, but should like to say on behalf on my govt. & I think, I can say with some assurance on behalf of any future govt. of India that whatever might happen, whatever the circumstances, we shall never use Atomic energy for evil purpose. There is no any condition attached to this assurance because one's condition is attached, the value of assurance does not go very far." The present world order exhibits, the hard reality of realist arguments as now, every small, big and middle powers have realized the utility of their power projection hence, the world today, has witnessed the truth of arms race, proliferation of Weapons of Mass Destruction (WMD), terrorism etc. likewise, it also brought instability and uncertainty in the world order. No doubt, world needs multipolar power structure but it should be aimed at restoring balance of power and not for the dominance purpose. Now America seems to be convinced that, India can be proved to be an effective balancer in the region and its core foreign policy principles could be applied to ensure Just world order, because India being the victim of aggression at the hands of Pakistan & china never complicated the situation, likewise it has fall victim of Pakistan sponsored terrorism though it believes in peaceful means of resolution of this issue and by mutually acceptable principles as India bears major responsibility of maintaining peace & stability in the region, as the Asian continent has predicted to be the source of Third world war and identified as most sensitive place in the world because of the presence of multiple nuclear states and their relative conflictial relations with each other that followed by America's interventionist policy. All these developments are suggestive of India as an effective device to maintain stability, peace and to prevent regional wars which might lead to world war.

Conclusion:

India's image in the post-cold war era has improved unprecedented; it has also shown tolerance towards international as well as regional disputes & issues. It has acquired the status as economic destination in the eyes of western world it is conspicuous in the statement of India's finance minister P. Chidambaram, as while stressing more on the bilateral trade, he held that in 2002, the FDI of America reached to 227 million which again grew by 5.2 billion in 2012, which put India in the fast investing nation category in USA. In the strategic terms, India has gained the status as a balancer against china, the growing strategic partnership between India & US is indicative of this. Though emerging regional power India believes in peaceful co-existence, non-aggression similarly emphasis cooperative environment in the world, this thinking resembles with Idealist school of thought. World had witnessed the devastating impact of hegemonic ambitions during First & Second World Wars and the present international system also revels the possibility of third world war with its epic Centre in Asia. Taking in to consideration all these arguments India's crucial role cannot be overruled India's foreign policy happened to be irreverent and vague has now recognized as important to maintain peace & stability in the world. The world is marching towards multi-polar system which is essential to maintain balance of power and the core of it lies in the peaceful rise of states, which India has been advocated for long time. India's peaceful rise is viewed as a welcome development because of peace & stability, restoring balance of power, peaceful co-existence, spreading democratic values and to limit aggression hence it is not wrong to conclude that India's rise is healthy for just and peaceful world.

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Human Resource Development Techniques In Automobile Industries
(A Case Study of Eicher Motors & Force Motors)

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Abstract

The role of Human resources management continues to change, technology has continued to evolve throughout the management practices. HRD programme needs the overall efforts of each and every employee in the form of its sub systems and processes. The study confirmed that the HRD subsystems like management policy on HRD, potential appraisal and Organizational Development (OD) in the top level management, goal setting, role analysis, performance appraisal, career planning and executive development for the middle level management.

In the present study, qualitative study was an in-depth interview in which the qualitative data were collected from the executive or the executive of human resource division from two automotive companies - Eicher Motors & Force Motors.

Keywords:- Human resource development , Automobile Industries, HRD Climate.

Introduction: -

The automobiles in India are one of the larger markets in the world. It had previously been one of the fastest growing globally, but is currently experiencing flat or negative growth rates. India's passenger car and commercial vehicle manufacturing industry are the sixth largest in the world, with an annual production of more than 3.9 million units in 2011.Key positive factors to make an industry of automobile and its spare parts continuously growing are domestic and global demand, long-term supporting government policy to support this main industry, coordination between the government and private sectors, and all automotive-related personnel, including skilled worker as the main resource.Whereas, negative factors affecting the industry of automobile and its spare parts can also be both domestic and global demand for automobile due to free trade areas under ASEAN Economic Community (AEC) policy. The government should reconsider the country's energy plan in order to cope with the global uncertainty due to energy crisis, natural disasters to industrial estates and other secondary manufacturing bases with the production capacity close to Thailand in Southeast Asia such as Indonesia, Malaysia, Philippines, and Vietnam or outside Southeast Asia region such as China and India that have massive production capacity. Human beings are social beings and hardly ever live and work in isolation. We always plan, develop and manage our relations both consciously and unconsciously. The relations are the outcome of our actions and depend to a great extent upon our ability to manage our actions. From childhood each and every individual acquire knowledge and experience on understanding others and how to behave in each and every situations in life. Later we carry forward this learning and understanding in carrying and managing relations at our workplace. The whole context of Human Resource Management revolves around this core matter of managing relations at work place.

Definitions of HRM:-

Human resources management (HRM) is a management function concerned with hiring, motivating and maintaining people in an organization. It focuses on people in organizations. Human resource management is designing management systems to ensure that human talent is used effectively and efficiently to accomplish organizational goals.

Objectives of HRM:-

1. Personnel Objectives: it is to assist employees in achieving their personal goals, at least as far as these goals enhance the individual's contribution to the organization. Personal objectives of employees must be met if they are to be maintained, retained and motivated. Otherwise employee performance and satisfaction may decline giving rise to employee turnover.

2. Functional Objectives: is to maintain the department's contribution at a level appropriate to the organization's needs. Human resources are to be adjusted to suit the organization's demands. The department's value should not become too expensive at the cost of the organization it serves.

3. Organizational Objectives: it recognizes the role of HRM in bringing about organizational effectiveness. It makes sure that HRM is not a standalone department, but rather a means to assist the organization with its primary objectives. The HR department exists to serve the rest of the organization.

4. Societal Objectives: seek to ensure that the organization becomes socially responsible to the needs and challenges of the society while minimizing the negative impact of such demands upon the organization. The failure of the organizations to use their resources for the society's benefit in ethical ways may lead to restriction.
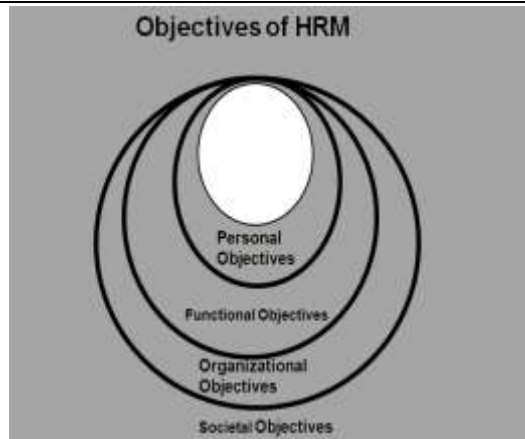
Human Resource Development:-

Human resource development is a framework for managing, developing, and optimizing employee skills, abilities and competence. This strategic framework enhances organizational effectiveness by improving employee performance and capability. Human resource development develops the workforce by facilitating career development and employee training. As such, it is a critical contributor to the overall organizational performance. Specifically, the framework guides organizations on the best strategies, activities, benefits, and opportunities to enhance employee knowledge, experience, and capabilities. Examples of opportunities, activities, and benefits included in human resource development are mentoring programs, tuition, employee coaching, and performance management. The underlying aspects of development programs focus on creating a superior workforce. This approach allows individuals and the organization at large to accomplish set goals and objectives. Notably, companies have numerous internal and external opportunities to develop and improve their workforce. These opportunities may involve informal learning such as collaboration with highly trained professionals, mentorship programs by highly experienced members, and manager coaching. Alternatively, the strategies can be formal, such as pursuing college courses, implementing organizational change, classroom sessions, and training by consultants or staff. HR professionals focus on three primary aspects of human resource development in the HR life cycle:

1. Training and development – improving knowledge and skills necessary for a future role or responsibilities
2. Organization development – improving organizational effectiveness and well-being through macro and micro changes
3. Career development – improving individual career planning and management through mentorship.

Five Key Functions of Human Resource Development

1. Strategic talent sourcing and acquisition. ...
2. Education-oriented employee benefits. ...
3. Performance measurement and management. ...
4. Formal learning and development programs. ...
5. Internal mobility and succession planning

Scope Of The Study:-

The study is extensive and systematic. The data gathered from the information has been created to a conclusion. The goal of the work centres' completely around human asset rehearses in the chose automobile industry. The methodology of the study has been made with the perspective on the representatives of automobile industry situated in Pithampur in Dhar district.

Review of Literature: -

Mehta (2016) in their research entitled -literature review on HR practices in banking sector. There was a requirement to advance competencies i.e. skill, knowledge and approach among the bank employees to make them more appropriate to the altering circumstances. Since every human being had potential to do remarkable things and to support him to understand, develop and utilize his/her potential, And this was possible only if efficient and effective Human Resource Practices.

Chandra Sinha (2015) "The impact of E-HRM: a study of select Indian organization" researcher investigated that contribution of E-HRM financially is very difficult as implementation and operations of E-HRM is one of the important activities in which business solutions so difficult among different functions. As per the previous studies found that the use of E-HRM was focused by employees' is highly determined the level of usefulness to HR function rather than easiness to use. It has been revealed that e learning for employees' is must require for the employee self-service (ESS) and manager self-service (MSS). Administration of HR function and the deployment of the intranet and extranet in the field of recruitment being the main fields of EHRM, that are facilitated by the E-HRM. The best contribution of E-HRM was found in knowledge management as it facilitates compilation and dissemination of explicit and implicit knowledge very effectively and efficiently. The change in workforce is hard nut to crack, but EHRM has been a harbinger of change management.

Asha Nagendra (2014) "Human Resource Information Systems (HRIS) in HR planning and development in mid to large sized organizations" the authors highlighted in their research about HR executive's efficiency and awareness about technological phenomenon in organization. The research also found that HR executives well aware that they can increase the efficiency of HR planning through Information technology, saving time and cost. If the implemented technological operation it adds strategic value and competitive advantage for documentation and strategic decision purpose. HR executives believed that managers can find detailed training and relevant for the situation in an organization and employees' development.

Sometime this required subsystem to avoid unnecessary malfunction in the execution and documentation. Organization must synchronize the business function with the relevant information technology.

Sangeeta Trehan and Karan Setia(2014), In their research entitled ―Human Resource Management Practices and Organizational Performance: An Indian Perspective‖ give a better understanding of the role of human resource practices in creating and sustaining organizational performance, specifically in the Indian context. They discuss a framework that indicates how external and internal factors affect HRM practices which in turn generate core benefits for the organization and ultimately lead to overall corporate performance. After a comprehensive literature review they highlight three sets of HR practices that would support a healthy and innovation-oriented HR system. They are: (1) training-focused; (2) performance based reward (3) team development. HR Practices in their model refer to these three bundles of practices. OP outcomes are the ultimate dependent variables in the model. They found highly positive relationship between human resource practices and organizational performance.

Objectives Of The Study:-

1. To explore the different HRD climates prevailing among different levels of management in the organization and to identify the influence of HRD elements on HRD climate.

2. To study the relationship among HRD climate, HRD mechanism and effectiveness variables and their inter-effect to bring out the efficiency factors in the organization.

Hypotheses Of The Study:-

1. Different levels of management are independent of different HRD elements.

2. There is no significant impact of elements of HRD on the HRD climate.

3. HRD climate is independent of efficiency of the organizations.

Methodlogy:-

The opinion of the respondents may be raised. The data were collected only on current employees not to an employee who left the organization. The study was restricted to the areas of Dhār district. The complete analysis was done using statistical tools which has its own limitation. The following research methods were applied: a scientific literature review, interview, comparative data analysis. The collected data was organized in the required form and analysed to get the results out of it. The data has been analysed using IBM SPSS 20.0 statistical software.

Sample and Sample Size:-

For each and every type of research, the researcher needed certain tools and techniques to gather the required information. In the present study, the

investigator used the handmade questionnaire. A questionnaire was developed for collection of primary data among Automobile private sectors employees in Pithampur, Dhar district. The two private sector organizations Eicher Motors & Force Motors have been selected for the present study. The organizations selected are such as consider their human resources as most vulnerable and accordingly emphasize on their HRD programmes. As the study is based on the two management levels top, and middle, the executives are selected as samples in Eicher Motors & Force Motors. A sample of 75 persons was chosen at random. It includes two cadres of employees.

Statistical Tool:-

The demographic variables Age, Salary, Educational Qualification, and Total Experience are introduced in the questionnaire. For all the two executives one is asked to express their opinions about management policy, potential appraisal and organizational development. The questionnaire for middle level management comprises regarding the HRD elements, goal setting, role analysis, performance appraisal, career planning, and executive development. These personal interviews gave useful and perfect information for further statistical analysis.

Analysis And Interpretation:-

Table No. 01 Difference in the Mean scores of three HRD subsystems of top level executives in Eicher & Force Motors.

Management Policy

Category	N	Mean	SD	t value	P value
Eicher Motors	45	24.33	2.84	1.6129	0.1111
Force Motors	30	23.21	3.10		

The T-test for the difference between sample means *X] X2* is exploited here to find the significant difference in means of the scores of management policy of Eicher Motors & Force Motors. The result of T-test (t =1.6129) reveals that there is no significant difference between the mean scores of Eicher & Force Motors on management policy. Both the company executives are same in the view of management's policy on introducing HRD (P> 0.05).

Potential Appraisal

Category	N	Mean	SD	t value	P value
Eicher Motors	45	22.65	2.08	1.3835	0.1707
Force Motors	30	21.92	2.46		

From the above table it is found that there is no significant difference in mean scores of potential appraisal of Eicher Motors & Force Motors (P> 0.05).

Organizational Development

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	21.85	1.96	1.1546	0.2520
FORCE MOTORS	30	22.40	2.11		

From the above table it is found that there is no significant difference in mean scores of OD in Eicher Motors & Force Motors. So it is ascertained that the top executives in these private enterprises Eicher & Force Motors are of the same view about the three top levels, HRD elements (P> 0.05).

Table No. 02_9. Difference in the Mean Scores of HRD Climate in Eicher & Force Motors.

Category	N	Mean	SD	t value	P value
Eicher Motors	45	29.44	3.31	0.9711	0.3347
Force Motors	30	30.26	3.96		

There is no significant difference in the mean scores of HRD climate in Eicher Motors & Force Motors. So it is concluded that the top level executives in Eicher & Force Motors realized the effectiveness directly builds the HRD climate and the climate is favourable to them (P> 0.05).

Table No. 03 6. Difference in the Mean Scores of Individual Efficiency, Organizational Efficiency, Productivity and Environmental Changes

Individual Efficiency

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	19.72	2.55	1.4748	0.1446
FORCE MOTORS	30	18.75	3.12		

There is no significant difference between mean scores of Eicher Motors & Force Motors in Individual efficiency (P> 0.05)

Organizational Efficiency

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	23.28	3.27	1.3176	0.1488
FORCE MOTORS	30	24.31	2.52		

There is no significant difference between mean scores of Eicher Motors & Force Motors in organizational efficiency (P> 0.05).

Productivity

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	22.66	2.69	1.4741	0.1448
FORCE MOTORS	30	23.49	1.84		

There is no significant difference in the mean scores of Eicher Motors & Force Motors in productivity (P> 0.05).

Environmental Changes

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	25.30	2.88	1.2202	0.2263
FORCE MOTORS	30	26.04	2.02		

There is no significant difference in the mean scores of Eicher Motors & Force Motors in environmental changes. So on the whole, it is concluded that the top level executives of Eicher & Force Motors are of the same view that HRD practices increased IE, OE, PDY and ENC significantly (P> 0.05).

Table No. 04 8. Difference between Mean Scores of effectiveness variables of middle level management in Eicher & Force Motors

Individual Efficiency

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	27.19	3.45	1.3209	0.1907
FORCE MOTORS	30	28.31	3.81		

So there is no significant difference between mean scores of individual efficiency in Eicher Motors & Force Motors (P> 0.05).

Organizational Efficiency

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	24.11	3.66	1.4734	0.1449
FORCE MOTORS	30	23.04	1.89		

There is no significant difference between mean scores of Organizational Efficiency in Eicher Motors & Force Motors (P> 0.05).

Productivity

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	20.44	2.43	1.6059	0.1126
FORCE MOTORS	30	21.51	3.34		

There is no significant difference between mean scores of productivity in Eicher Motors & Force Motors (P> 0.05).

Environmental Changes

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	25.62	1.72	1.4001	0.1657
FORCE MOTORS	30	26.30	2.49		

There is no significant difference between mean scores of environmental changes in Eicher Motors & Force Motors (P> 0.05).

Table No. 05 13. Difference between Mean Scores of Climate of Middle level Management in Eicher & Force Motors

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	28.27	2.74	1.4369	0.1550
FORCE MOTORS	30	29.13	2.20		

There is no significant difference between mean scores of climate of middle level management in Eicher Motors & Force Motors (P> 0.05).

Table No. 06 Comparing the Means of the Scores of HRD Elements in Eicher & Force Motors

Goal Setting

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	24.55	3.21	1.2102	0.2301
FORCE MOTORS	30	23.68	2.79		

The t-test for the difference between sample means *Xl* and *X2* is exploited here to find the significant difference in means of the scores of Goal setting in Eicher & Force Motors. It is found there is no significant difference between mean scores of Goal-setting in Eicher Motors & Force Motors (P> 0.05).

Role Analysis

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	21.34	1.79	1.7420	0.0857
FORCE MOTORS	30	20.70	1.12		

There is no significant difference between mean scores of role analysis in Eicher Motors & Force Motors(P> 0.05).

Career Planning

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	23.80	2.42	1.6227	0.1090
FORCE MOTORS	30	22.94	1.96		

There is no significant difference between mean scores of career planning in Eicher Motors & Force Motors (P> 0.05).

Executive Development

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	26.31	3.22	0.8061	0.4228
FORCE MOTORS	30	26.89	2.78		

There is no significant difference between mean scores of Executive Development in Eicher Motors & Force Motors (P> 0.05).

Performance Appraisal

Category	N	Mean	SD	t value	P value
EICHER MOTORS	45	21.65	3.03	1.2631	0.2106
FORCE MOTORS	30	22.51	2.66		

There is no significant difference between mean scores of performance appraisal in Eicher Motors & Force Motors. So from the above analysis using parametric t test it is found that Eicher & Force Motors are equal in HRD practices in middle management level (P> 0.05).

Findings:-

Human Resources Development in an organization is an integrated and collective form of practice among all levels of management. It helps all sorts of employees to acquire and sharpen the skills to perform their present and future roles, enables them to utilize their inner potential and develop better environmental conditions.

1. HRD programme needs the overall efforts of each and every employee in the form of its sub systems and processes. The study confirmed that the HRD subsystems like management policy on HRD, potential appraisal and Organizational Development (OD) in the top level management, goal setting, role analysis, performance appraisal, career planning and executive development for the middle level management.

2. Eicher Motors & Force Motors the top level executives expressed same views on implementing HRD elements as management policy, potential appraisal and organizational development for HRD practice. Both the private sector organizations they provide equal importance to potential appraisal and organizational development.

3. It is found that in Eicher Motors & Force Motors the top level executives are of the view that MGMT, POAPL, OD are important subsystems of HRD to increase individual efficiencies, organizational efficiency, productivity and environmental change. The top executives of these private sector organizations are aware of HRD practices and their effect on the overall development of the organization.

4. In the two private sector organizations Eicher Motors & Force Motors the top level executives possess same view on HRD practices and its effects. They feel equally HRD practices in their respective organizations increase individual efficiency, organizational efficiency, productivity and environmental change equally.

5. In both the private sector organizations the middle level executives are enthusiastic in HRD practices. They feel that the HRD subsystems, goal setting, role analysis, career planning, performance appraisal and executive development are equal weightage in the developmental activities. There is no significant difference between middle level executives of Eicher Motors & Force Motors in considering the importance of HRD subsystems.

6. In Eicher Motors & Force Motors it is found that there is no significant difference in the views of middle level executives in the mean scores of effectiveness variables. They profoundly express that the effectiveness variables are equally important for an organization to achieve its goals.

7. In Eicher Motors & Force Motors the middle level executives are of the opinion that the effectiveness variables individual efficiency, organizational efficiency, productivity and environmental change are fundamental building blocks for climate in an organization. The effectiveness variables are highly significant in creating positive impact on the developmental activities due to HRD practice.

8. The HRD practices among middle level executives in the form of goal setting, role analysis, performance appraisal, career planning and executive development in turn creates effectiveness variables and these effectiveness variables built the climate. In Eicher Motors & Force Motors these effectiveness variables are playing significant role in building the climate. It is found that there is significant difference between the opinions of middle level executives about the usefulness of effectiveness variables

in building a conducive, productive climate suitable for smooth relationship among all level executives of management.

Limitations Of The Study:-

1. Many elements of HRD for the three different management levels are difficult to measure and the responses are based on the report of the executives, the executives may sometimes feel that would reveal their performance indirectly.

2. Only nine HRD elements are concentrated for the respective three different level executives. A special care is taken to bring the impact of HRD in the form of limited number of specified variables.

3. All data were collected from the two different organizations Eicher Motors & Force Motors. A broad generalization of the results obtained may not hold good for all the organization in the state or country.

4. The limited number of 75 samples from the three organizations is sorted out for the response and the respondents are allowed to give the response according to their discretion.

Conclusion:-

1. The top level executives are very much enthusiastic in implementing the HRD elements, management policy in favour of HRD, potential appraisal and organizational development for the smooth conduct of organization.

2. Top level executives profoundly implementing HRD in the organization to accrue the benefits in the form of individual efficiency, organizational efficiency, productivity and environmental change.

3. OD and POAPL are introduced and correlated with themselves in a moderate way to implement HRD practices at the top management level.

4. 4.In Eicher & Force Motors the top level executives are of the same opinion in HRD practices and both the top managements expect same sort of results out of HRD practices.

5. Due to HRD practices at the top level executive management, the two private sector organizations realized a considerable change in the climate. There is no significant difference between the nature of existing constructive climate between Eicher & Force Motors.

6. The goal setting is equally popular in both Eicher & Force Motors The middle level executives consult with their superiors while they set goals for themselves.

7. There is a positive impact of goal setting role analysis, performance appraisal, career planning and executive development on individual efficiency, organizational efficiency and productivity and general changes in the climate.

8. The HRD climate is reasonably good and flourishing at the middle management level due to the practice of HRD subsystems.

9. There is lack of integration among all the HRD elements of middle management level in the two public sector organizations.

Suggestions:

1. The HRD department should organize classes, debates, panel discussions etc. to create a view among the executives that HRD is an integrated system meant for everyone in an organization.

2. Top level management's policy should integrate both potential appraisal and organizational development simultaneously.

3. The top management should invest more on strengthening the HRD practices among all level executives.

4. The efforts must be made by the HR departments to restructure all the HRD elements to generate sense of responsibility among all the executives.

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The Crucial Role Played By Big Data Analytics In Enhancing The User Experience Towards E-Learning

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Abstract

Today's students and teachers have access to a variety of information because of the adoption of learning management systems (LMS). As the educational system advanced, there was an increase in the total number of pupils enrolled in schools. In recent years, an increasing number of individuals have chosen to get their education via independent study at a distance. Every participant in the educational system, including instructors and students, has a propensity to adjust their practises so that they are in line with the prevailing pedagogical paradigm. As a consequence of this, educational institutions have the obligation to modernise the administrative models and data infrastructures at their institutions in order to improve the effectiveness of their student services and the overall quality of such services. Due to a lack of data storage and analytics capabilities for huge datasets, the enormous volumes of data created by students had to be taken into account and prioritised while creating the educational system. This was necessary because of the lack of capacity for such capabilities. This is one method of analysing the data stored in the LMS. There is a mountain of data to process, and we have a lot of analytical tools at our disposal to help us do so. These insights may then be put to use in the classroom. Developments in cutting-edge technology such as big data analytics have made possible one of the analytical techniques that may be used to find solutions to these difficulties.

Keywords: Big data analytics, E-Learning, User experience

Introduction

The progression of technology may be responsible for the rise in the amount of data stored. The quantity of data that is being produced in today's world is without precedent. In this day and age of digital technology, information is exchanged throughout all departments of a firm, including the department that is responsible for training. The availability and transfer of data through a digital network have contributed to a considerable rise in the amount of the data that is being used. The World Wide Web, mobile devices, and social media are the primary sources of the overwhelming bulk of this data deluge. This enormous quantity of data is referred to as "Big Data" since typical database management solutions are unable to efficiently record, search, store, transmit, manage, visualise, distribute, query, analyse, update, or protect the information for vast datasets.

A. Restrictions Placed on Our Capacity the amount of data generated may be measured in zettabytes, petabytes, and tens of terabytes, respectively. The sheer volume of newly created or repurposed content for use in the classroom 8. The record size of the learning management system or the quantity of information that can be stored by the system the capability of both the system and the organisation to handle and manage data is one of the aspects that must be given the utmost importance. Velocity the rate at which new data is being produced is referred to as "data velocity and it is a term that has its own dedicated noun. As can be observed, the rate at which new information is being collected is accelerating at a dizzyingly rapid rate. It

is difficult to get one's head around the vast quantity of brand-new digital information that is being created. It is directly related to the amount; the more data there is to analyse, the longer it will take. The speed goes up as more and more data is produced and sent. The Characteristic C Not just text files but also audio, video, and picture files are evaluated using this measure. There are numerous different formats in which information may be found, some of which are more organised than others. The aforementioned three dimensions are not the only ones available; there is also a fourth one. A great deal of attention has been paid by data scientists to value as well as variability. For instance, in order to ensure the veracity of big data and the potential use of it, one must deal with the volume, velocity, and diversity of the data. Capability to Undergo Changes Not only is large amounts of information dispersed in ways that are unexpected, but the quality of this information varies greatly. The dissemination of data is influenced by a variety of different factors. Dealing with data loads that are prone to significant fluctuations is a very difficult experience. Because there is such a vast volume of varied and unstructured data, more effort must be put into the analysis. Value It is essential to have an understanding of the "fifth V" in order to comprehend the pattern or behaviour of the data. Because of this, it is possible to develop models that may be used to make predictions. Evidently, the growth of technology for e-learning has made them indispensable for the spread of information. You will have a clearer idea of how your students' education as a whole is progressing as a result of

using the LMS to gather extensive information on your students' usage of any device to which they have access. This will assist you to better meet your students' needs and provide for their care. The value of the LMS is being recognised by a significant number of countries, and those nations are working hard to enhance their educational systems in order to better satisfy the requirements of their own populations. They are mining the data from the institutions in order to construct intelligent assessment activities by using academic analytics in conjunction with big data and prediction models. The statistical analysis of several data sources may lead to a more efficient application of technology, processes, organisations, and institutional culture. This can be accomplished by analysing the data. The information that may be gained through academic analytics can potentially be used to improve teaching, as well as learning and the results for students. It is possible that a tool of this sort may assist instructors in identifying students who may be struggling academically, allowing such students to get the individualised attention that they need. In order for the higher education system to make effective use of data such as student feedback and statistics, it requires a significant investment of time and effort. Effective operations put a high priority on the elimination of errors and make significant use of enormous amounts of data for the sake of organisation activities; this data often includes student profiles and replies that are required to be provided.

Review Of Literature

The educational industry is one that is seeing significant amounts of both change and competition. Universities and colleges need to make intelligent decisions in order to preserve their position as market leaders. Standard data warehouses in the education sector are exceeding the capabilities of traditional processing approaches for structured, semi-structured, and unstructured data sets by extracting value from non-data sources such as videos, audio, and other non-data sources. This is allowing standard data warehouses to surpass the capabilities of traditional processing approaches for structured, semi-structured, and unstructured data sets. The concept of learning at a distance was first brought up in 1990, although it was not given a clear description at the time. However, the American Society for Training and Development advises against delivering instructional material through electronic devices [2, 3].

The active need for the processing of huge amounts of educational material, which ultimately results in decisions that are based on analysis as opposed to just intuition or experience, is the fundamental obstacle that prevents broad acceptance of e-learning. There are a number of intriguing applications for large amounts of data in the field of education, including data collected by students, instructors, academic institutions, and so on. The six Vs are a possible framework for defining vast amounts of data (volume, velocity, variety, veracity, value, and volatility). The word "volume" is used to characterise this phenomena since earlier technologies were unable to accommodate the enormous volumes of data handled by big data. The difficulties associated with high-volume data include the collection of data from thousands of students who are enrolled in hundreds of different courses at dozens of different schools. The pace at which information is acquired is what is meant by the term "velocity." Take, for example, the administration of the streaming data generated by a student when they are using a learning management system. Text interactions may be unstructured, semi-structured (such as emails), or structured (such as learner profiles in logical databases). Information can also be unstructured (free text, PDFs, videos, images, web-pages, RSS feeds, Facebook feeds, etc.). When it can be relied upon to be correct and comprehensive, it is said to be valid. The result provides evidence that customers will like the completed product. The degree to which the value of the data fluctuates over time may be measured using a metric called volatility.

Data may be obtained in the subject of education from a wide range of different sources. Data about education may come from a number of places, including academic data sets collected by institutions, data sets that are openly accessible on the internet, and communication data acquired via a range of e-learning platforms. Mobile phones, the internet, other forms of media, and music blogs are examples of potential supplemental resources. Wearable electronics, student attention sensors, and student electrical activity monitoring sensors like NeuroSky head tilt angle for learner engagement assessment are some examples of the types of sensors that are generating useful data on the educational process. Traditional data sets that were obtained via evaluations and course dropout rates are important data sources that need to be handled and examined. The usage of online data sources, such as simulations and instructional games, might potentially give instructive insight into the students. The MOODLE logs are an example of this type of interaction log for a learning environment; they include data such as user ID, the number of times a user has attempted to log in, the total amount of time spent, user clicks, lesson progress, course information, and the date on which course materials were viewed.The health condition of students (including disabilities, illnesses, and medical reports, among other types of information), memory and concentration tests, addresses, and financial

circumstances are only some of the types of personal data that colleges gather and utilise for marketing and other reasons. Information taken directly from the student's own personal history Workshops, extracurricular activities (including things like taking part in contests and seminars), and academic records that are comprehensive, and attendance records. Data that is only relevant to a single classroom, such as how clean the classrooms are or where the school buses are located, might obscure crucial information about the school as a whole that could have an impact on the education of the children.

Discussion

The major focus of the project is on figuring out how to make the most of cloud computing and big data in order to enhance online education. It makes use of on-demand services and robust distributed storage, parallel processing, and real-time analysis technologies in order to better manage large volumes of heterogeneous data and resolve issues with traditional e-learning system components such as suggestion, prediction, and motivation. These issues can arise when traditional e-learning system components are not properly implemented. This section provides an overview of the present status of big data and cloud computing in relation to the field of online education. The work that has been done to blend these three prominent paradigms is examined, and structures, techniques, and use cases are proposed as a result of this examination.

Big Data Into The Online Learning System Framework

This study tackles the introduction of big data into the online learning system by putting up a framework to deliver a learning service of the highest possible quality. This framework makes it easier to include the e-learning industry into the big data ecosystem, which enables both of these industries to take advantage of the most recent advances in data management and analysis. It functions on three different levels simultaneously. The e-learning infrastructure is the initial layer, and it consists of different online tools and resources that may be used for teaching and learning (VCR). This layer also stores information on the learners themselves, such as their profiles, their preferences, and their interactions with the learning system. The second layer is represented by large amounts of data. In point of fact, the information that is obtained from the e-learning platform is passed through this extraction and processing layer in order to get ready, to analyse this information that will be transmitted, later on, to the third layer of results interpretation and data visualisation via a variety of presentation techniques that are offered by particular user applications.

This study demonstrates how the power of big data might be used to assist in resolving a wide variety of issues that are linked with e-learning, hence enhancing the reliability and efficiency of these types of educational platforms. Hadoop, MapReduce, and HDFS are only few of the strong big data approaches and technologies that are used. Additionally, the purpose of this work is to provide some insight on how big data technologies may be used to the investigation of CEHL. A finding suitable educational data source is the first step in these four procedures that need to be taken. Emails, posts on social media, databases used for online learning, and a variety of other digital formats all have the potential to include such information. During the third step, known as "data extraction," information is gathered from a wide variety of sources. When it comes to processing massive amounts of data, the next step is to figure out which programming language and approach would provide the best results for the end user. This can be done by determining which programming language and approach would provide the best results for processing massive amounts of data. The findings of the data analysis are presented in a visual format that is intended to be engaging and straightforward to comprehend as part of the fourth step, which is referred to as data visualisation.

The use of large amounts of data in educational settings is the primary focus of this research endeavour. It presents a framework for merging e-learning technologies with big data methodologies in order to achieve the desired outcomes. To be more specific, the objective is to combine the Learning Management Systems (LMSs) that are now deployed in educational institutions with the Hadoop Framework, which has been developed as a cloud-based SaaS service. Two different approaches are used by Hadoop in order to take benefit of data from a conventional LMS. First things first, the relational database has to be moved from the LMS to the HDFS. The second approach entails copying the information that is neatly organised in an LMS and pasting it into a data warehouse. After the data from the LMS has been included into the Hadoop Framework, it will be feasible to do complicated analyses on the data after having first converted and filtered it. This kind of research has the potential to blaze a trail toward the creation of classrooms that are more flexible and individualised.

The use of big data and cloud computing is becoming more fundamental to the operation of all information systems, including online education platforms. Therefore, integrating them is absolutely necessary in order to reap the benefits of the massive volumes of data generated by such a system, to gain processing and analytical flexibility,

and to be liberated from the difficulties associated with installing the necessary hardware and technical architecture. It is a tough problem to extract valuable information from learning data due to the tremendous growth in the quantity of data collected every day by online learning systems. The big data ecosystem offers cutting-edge tools, methods, and approaches by using machine learning algorithms in the form of highly efficient and user-friendly software libraries. These algorithms are made available through the big data ecosystem (APIs, Frameworks, etc.). These technologies make it easier to gather, clean, and conduct distributed analysis on big datasets, all of which are necessary steps for effective decision-making. They also help e-learning professionals refine and polish their approaches, which allow courses to be personalised to the specific requirements and preferences of each individual student. The first and most fundamental aspect of the strategy that has been presented is the infrastructure. The infrastructure layer is made up of cloud services that can be accessed via virtualization and are used for compute, storage, and networking. E-learning platforms are dependent on the former, and it is the obligation of such platforms to provide the big data technologies and virtual computing resources essential for e-learning platforms to operate effectively. Adjustments may be made as necessary to the resources in this layer. If, for instance, an application needs a lot of processing time or disc space to analyse a massive amount of data, then the architecture of the cloud will automatically grow to disperse these resources among more nodes. This technique offers a lot more discretion than the conventional approach, which is based on the traditional hosting technology. Traditional hosting technology has constraints owing to the restricted availability of server resources, but this strategy eliminates such limitations. The fact that this layer provides a scalable, robust, and error-tolerant infrastructure is the major benefit that it provides.

Conclusion

In any Industry, it is very necessary to have a well-defined methodology in place before beginning the stage of implementation or the stage of operationalization of a project. This technique shows the procedures and checks that are necessary for properly managing projects involving vast amounts of data. In light of this, we need to give some thought to a strategy that may be modified to accommodate the requirements of online education. We are able to do this by identifying important phases in the process of big data that assist educational distance learning in gaining value and insights from the data sources offered by online learning platforms. This requires not only the analysis of the data but also its collection, preparation, modelling, processing, and presentation. All of these steps must be completed before the data can be analysed. When data is correctly recorded, processed, and evaluated, e-learning professionals are able to get a profound comprehension of their students, the content of their classes, and the outcomes of their assessments. In this approach, they may be able to raise the quality of the curriculum while simultaneously offering students more individualised and tailored educational experiences. A schematization of our methods for using big data in digital classrooms is shown in Figure 3. An in-depth explanation is provided for each of the following aspects of big data: searching and collecting the data, setting it up, modelling it, processing it, and visualising it.

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Shashi Deshpande's That Long Silence: A Feminist Critique of Indian Society

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Abstract:
This research paper is an attempt to evaluate the feminist perspective of Indian society in Shashi Deshpande's *That Long Silence* (1988). Feminism is a movement that originated in the West but with the decline in the status of women in India also and the ensuing efforts made during the freedom struggle to pave the way for equal status in society so there emanates a need for feminist studies in India. Hence Indian feminists like Shashi Deshpande who's quest for identity and independence in a patriarchal society has become controlling titles in literature, reflects the problems of women in the Indian patriarchal dominated society in a very subtle way. Shashi Deshpande may not be a formal feminist in the strict sense but it can also be noticed that feminism means different things to different people. It is observed that the male member in the family is prioritised in her novel, *That Long Silence* but the solution to such obstacles is not violence to bring a change. Feminism has always meant independence of body, spirit and mind that is why the novelist tries to focus on the educated and earning wife and her adjustment within the Indian marriage system in this context. It has been noted throughout the story that the central characters struggle to adjust rather than to get free from the traditional world after acquiring the rights.
Keywords: feminism, movement, patriarchal, independence, economically independent.

Feminism is a theory that studies gender issues as a subject of analysis when considering cultural practices as it examines prevalent gender roles as these are represented in cultural forms such as advertisements, cinema, literature etc., and an approach that glances at the women's actual life and social conditions. Its key supposition is that gender roles are fixed and the woman is taught to fit into these roles. It conveys that the roles played like 'mother' and 'daughter' are social not natural because the woman is to be instructed to talk, performand think, talk in particular ways that accepts the role. In a patriarchal society, a woman is considered to be an ideal mother, a wife and an outstanding home maker with multiple roles in family-folds. It is supposed that submissiveness, service, sacrifice, and forbearance are the essential attributes. Imprudent endurance and chain of adjustments make a woman an adjustable cog in the society. The individual self of a woman has very little identity in the male dominated society. This theory proclaims that the portrayal of women as docile, weak, seductive and innocent or irrational actually influences all conditions in society. Feminists also argue that a woman is considered as a procreating machine and a sex object and she has usually been abused and given less political and financial independence and rights. Feminism surveys the different cultural dimensions of a materialistic life of a woman. It is assumed that cultural texts try to naturalize women oppressiveness through their stereotypical representation. Therefore, the task of criticism is to reveal the underlying ideologies within these texts because these ideologies are instrumental in continuing women's oppression. It analyses gender relations and how gender relations are constructed and experienced by them. Toril Moi assumes that feminist criticism is a political project: "Feminist criticism... is a specific kind of political discourse, a critical and theoretical practice committed to the struggle against patriarchy and sexism" (1987: 204).

Simone de Beauvoir pleads in her popular work, *The Second Sex* (1949), that men are able to baffle women. She said that this baffling and stereotyping was very helpful in creating patriarchy. Moreover, she opined that women accepted this stereotype and this played a very important role in their own oppression. Man, she believes, has been defined as the objectification of a norm with reference to which woman has to be seen and evaluated. This makes woman 'the other' vis-a-vis man as the normal or the 'norm 'for the human species.It is obvious that the subject status carries with it notions of initiative, autonomy, control, order and so on.These attributes are implicitly attributed to the male, 'the Other' exists solely for the subject in a subordinate and subservient position in reference to consciousness as well as control over the material world.'The Other' is as whatever the Subject/ the Self rejects. Women have no role whatsoever in defining themselves and therefore their acceptance of male definitions is by default.The most significant dimension of Beauvoir's contention is her separating the biological fact of femalehood from the social phenomenon of womanhood. She presents a very bleak picture of women's alienation from their bodies. At the same time, she holds that how a woman understands biology depends on the social, cultural, economic, historical and psychological context of the person concerned. Beauvoir also takes

note of the fact that women themselves assume the stereotyped roles which the male created myth of woman assigns to them. It is a process of inevitable and automatic socialization which makes women look at themselves through the eyes of men. It is thus that women relegate themselves to the position of 'the other sex'. Beauvoir pleads that women have always been the negative of the men. Man was considered the ideal, the norm and the women the deviant or the Other who sought perfection by trying to be as much like to man as possible and women are considered by the standard of men and found 'inferior'. Postmodern theories of gender state that it is not a stable or fixed category in the world. It is observed that gender is a performance like a text. The performance is context-specific and it has to be repeated in order to be recognized. It has no stable meaning because it is performed endlessly. This is a postmodern view of gender because it refuses a fixity of categories. Instead, it sees gender as provisional, shifting, contingent and performed. The *meaning of being female or male, in this view, is dependent upon a local citation of signs that are then accepted and validated. Undoubtedly, postmodern views of gender reject essentialisms and stable identities or meanings. Instead, they project gender as an unstable category that has to be repeatedly reinvented.

Shashi Deshpande was conferred with Sahitya Akademi Award for *That Long Silence* in 1990 and Padma Shri Award in the year of 2009. Elizabeth Robins says, "If I were a man and cared to know the world I lived in, I almost think it would make me a shade uneasy about the weight of That Long Silence of the one half of the world." She observes conflict between tradition and modernity in relation to women in the middle class society. She has depicted the women's world in an authentic, realistic and credible sense. She has got success to represent her real life experiences in *That Long Silence*. This paper analyses women's situations and their search for identity by showing the possibilities of resistance which are different from that of the western women with the application of a third world feminist perspective as depicted in the novel of Deshpande. The protagonist, Jaya, in *That Long Silence* is a convent educated girl with a sense of being extraordinary and unique. Jaya feels suffocated in the traditional Sita-role defined in patriarchal society being a convent educated girl. She refuses to surrender her name Jaya for Suhasini that was given, at the time of her marriage, to her by her husband Mohan. She never protested because she was taught from the very beginning that her husband is an umbrella of protection and safety. Therefore, Jaya does not open her door from outside darkness and she shuts herself to the stereotypical role as a traditional wife. Mohan is an engineer by

profession and a technocrat. He became prosperous but he was caught red handed along with his boss taking a commission and Mohan has to leave his office till the enquiry is pending. Moreover, he has to leave the Church Gate bungalow and starts to live with his wife in Dadar flat. In these adverse circumstances Jaya gains confidence but loses it. Jaya's father taught and encouraged her to have confidence in such circumstances. Undoubtedly, the training of obedience given to her at home. When she refuses to handover the Dadar flat key to Mohan it reflects a change in their relations and in these circumstances she refuses to be subservient and opens the door herself. At last, when family life becomes unbearable for Jaya then she observes that death is the only way out. But Jaya remarkably pulls herself back and does not approve of suicide that easily. In Jaya, Shashi Deshpande provides a role model for the oppressed woman who challenges the stereotypes of morality that relegate women to the margins. Jaya emerges out of her confined space allotted by an androcentric world. She says, "Two bullocks yoked together – that was how I saw the two of us the day we came here, Mohan and I. Now I reject the image. It's wrong. (Deshpande,191-92).

Jaya who usually compared her life to "a pair of bullocks yoked together" now she has started to reject such statements. She states that she would not speak any silly gossip in future because Mohan did not like such stories. So Jaya left to write stories. According to S. Prasanna Sree, "Her giving up writing for the newspaper column 'Seeta' symbolises giving up her traditional role model of wife, now she will write what she wants to write and will not look up at Mohan"s face for an answer she wants. This makes her voyage of discovery complete." (Deshpande,191). Later Jaya starts to reconstruct her different identity to get rid of the silence and have advice from others. Now Jaya contemplates her life and starts to regain her confidence when she was hiding at her Dadar flat due to her husband's act of malpractice of funds. Both have sent their children to family friends. She thinks: "I'm scared of cockroaches, lizards, nervous about electrical gadgets, hopeless at technical matters, lazy about accounting..almost the stereotype of a woman: nervous, incompetent, needing male help and support" (Deshpande,76). Jaya starts to write a book in which she articulates their own lives – lives of Mohan, Jaya, Rati and Rahul. She finds that all her illusions of a protecting and sheltering husband is a daydream. She accepts her real self and she encounters life as it is. She gains a space for herself within her family through self- criticism and self-assessment. Deshpande finds that the story is a preparation for the articulation which will break her long silence. Jaya says: "Will have to erase the silence between us, but the actual

drama is postponed to the future." (Deshpande,192). She knows it very well that life may always be made possible. The future possibilities for Jaya makes her a mature woman. With the passage of time the shadow that befalls between husband and wife starts to disappear. She says about her, "To me, our lives are intertwined yet there are two distinct strands. They are like two distinct lights that shine more brightly together but to keep my light burning is my responsibility and mine alone."(Deshpande, 92). She opines that she does not go away from the culture and surrender meekly to circumstances. But she tries to compromise between the conflicting ideals of conformity and non conformity. Her father plays an important role to make her different from others that is praiseworthy. He had said once: "You are not like others Jaya," Appa had said to me, pulling me out of the same circle in which the other girls had stood...You are going to be different from others, "Appa had assured me" (Deshpande, 136). Deshpande, through Jaya, calls women to come out of the dependency situation.

Shashi Deshpande creates a fictional world in general and *That Long Silence* in particular bears out this contention in an ample measure. The reflection of inner conflict has clearly been brought out through Jaya who suffers and craves for the quest of identity and the self from beginning to end. Not only does she realize the alienation, frustration and overall emotional trauma but she has gone through many of her dreams. At the very beginning, it is pointed out that she is a very satisfied housewife after her marriage and she got married to a man who has a reputation in society. Married life is going on very well and Jaya tries to adjust herself according to the wishes of her husband in the new environment. Being educated, Jaya has tried her best to absorb herself in the family fold completely and now she is no longer inquisitive and aggressive. She is very docile, passive, meek, nervous, innocent and dependent upon Mohan. On the other hand, her husband Mohan is full of orthodoxy and he does not provide her much liberty. The novelist has tried to show the frustration in married life of Jaya and it is noticed that she has failed to come close to Mohan emotionally and mentally. Jaya suffers from isolation after marriage and becomes the mother of two children. Mohan has been failed to know the emotional self of Jaya and she leads the life of silent indignation over the rough behavior of Mohan towards her. In case of a bribery, he has been caught red handed. In the hours of crises, her husband usually finds faults with her accusing of being indifferent to him. She calls seventeen years married life as disappointed and desperate that teases her now. She is very disturbed and feels a great set back when she comes to know that Mohan has left her in a fit of anger. Deshpande compares Jaya's situation with the crawling worm into the hole as: "Oh God! I had thought I can't take any more, even a worm has a hole it can crawl into." N. Sethuraman rightly says that she never supported the radical view of 'Amazon Utopis', female realm where men have been relegated to secondary roles. The novelist moved a step ahead of the female dominated vision and portrayed the female psyche. Obviously, there is a drift in the marriage life of Jaya and Mohan and it seems that their life is based on compromise rather than on affection and understanding and Mohan assumes the image of "a sheltering tree", while Jaya plunges into the tragic silence due to the lack of communication and companionship. In the later stage, the courage and confidence of Jaya is pointed out and she rejects the traditional image of women like Sita, Savitri and Draupadi and instead prefers the image of a pair of the bullocks to describe a married couple.

To sum up, one can quote Gowri Sivaraman's opinion "…… What emerges from Shashi Deshpande's writing is precisely this point that men try to give up easily and go on to fresh fields but women stay and fight on and emerge victorious after most battles. They may be weak and may even be oppressed. But they have the willpower to rise up like a phoenix out of its own ashes". Initially the stereotyped housewife is found nervous and she seeks masculine support all the time. She also understands that she is also responsible for her own victimization and she has to fight her own battle for her destiny. In *That Long Silenc*e, Jaya gives the new image to the Indian woman and she wants to stand on her own legs and breaks the silence. Shashi Deshpande has tried to unleash a scathing blow to the patriarchal society and implement a new chapter of women liberation in any walk of life. It is also highlighted in '*That Long Silenc*e that women folk are polarizing their dig at the emancipation of women.

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Social Alienation in Jhumpa Lahiri's *The Namesake*

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Abstract

    Diaspora writers have their roots in the sense of excretion and isolation, which emerged because of alienation and expatriation. Usually Diaspora writers deal with detachment, displacement, separation, existential rootlessness, loneliness, nostalgia, a quest for identity and isolation. Edmund Fuller remarks that "in our age man suffers not only from war, persecution, famine and ruin, but from inner problems; a conviction of isolation, randomness meaninglessness in his way of existence". For the purpose, the present study of Jhumpa Lahiri's *The Namesake* published in 2003. Analyses how the social alienation in Diaspora literature in general and Indo-English literature from different angles. Social alienation is a major concept of human condition in the contemporary society. Major protagonist Ashoke Ganguli and his wife Ashima feel that have separated from their family completely, especially Ashima feels that she has segregated herself completely from family in Calcutta. Her father's death and quick in her marriage to Ashoke, ruins her. Meanwhile she suffers a lot outside and within the society. The study examines the concept of social alienation and it is manifested itself in Jhumpa Lahiri's debute novel *The Namesake.*

Key words: Diaspora, displacement, alienation, nostalgia, identity and social alienation.

Introduction

    The concept of social alienation, convey of being an unknown person in the foreign land. Social alienation is a person's feeling of detachment from a crowd – whether family, friends, or wider society – to which the person has a resemblance. Such alienation has been explained that a condition in social interactions reflected by a low degree of integration or common values and a high degree of detachment or separation between individuals, or between a people and a group of people in a society or work location. It is a sociological concept developed by several classical and contemporary issues. The theme has many discipline-specific uses, and can refer both to a personal emotional state (subjectively) and to a type of social connection (objectively). People who experience emotional pain because of alienation may help from seeing a mental health practiced. Increasing a sensitivity of empowerment may help person conflict alienation.

    The present study takes up Jhumpa Lahiri's *The Namesake*. The study analyses how the social alienation role uplifting and understanding society and its problems outside or within. Jhumpa Lahiri successfully tells the story of the Diaspora through a Bengali family by underlining the emotion of separation throughout the novel *The Namesake*. She highlights the emotional dislocation of the alienated Diaspora to create awareness about their efforts for emotional and physical endurance.

    Jhumpa Lahiri emphasizes throughout the novel *The Namesake* that successfully engaged phases like immigrant, a sense of alienation from our surroundings, distance, loss of identity, alienation and despair. In Jhumpa Lahiri's novels can see belongingness and crisis of identity. Jhumpa Lahiri was a Pulitzer Prize winning novelist and born on July 11, 1967 in London and later her family moved to United States. Her parents were immigrants from the state of West Bengal, India. Her novel *The Namesake* represent the life of Gogol(Nikhil) Ganguli is the American-born son of Ashoke and Ashima Ganguli. Jhumpa Lahiri's protagonists are the continental immigrants but they endure social alienation. They have their difference of awareness between two selves- the native and the foreign. They have their journey towards home and individuality, being accepted as unsettling race through alienation, dilemmas of cultural identity and ethnicity.

    They, all the time, have feelings of rootlessness and separation. The separation has been described in different ways by different scholars. Arnold Kaufman mentions –"To claim that a person is alienated is to claim that his relation to something else has certain features which result in avoidable discontent or loss of satisfaction A dictionary of literary terms defines alienation in the following words, "Alienation is the state of being alienated from something or somebody; it is condition of the mind". Encyclopedia Britannica describes alienation as "the state of feeling estranged or separated from ones milieu, work, products of work or self".The novel begins with the wretched portrayal of concern, awkwardness and a group of psycho-sociological problems such as desire, rootlessness, separation, isolation experienced by Ashima, who at a young age has migrated to a country where "she is related to no one". Motherliness for Ashima does not bring only joyfulness but also the nuisance of raising the child all alone in country of strangers. The child's birth was alone celebration and the awareness that his entry in the world was, "unaccompanied and

deprived" laid the foundation of that predicament that small child had to experience throughout his life. Ashima's struggle to adjust in a foreign country, to become accustomed herself to the newly found atmosphere is the struggle of every immigrant to expose their self- identity in an alien land. Feeling lonely and displaced in a foreign land, Ashima begins to feel that: Being a foreigner is a sort of life-long pregnancy-A Perpetual wait, a constant burden, a continuous feeling out of sorts. It is an on-going responsibility, a parenthesis in what had once been ordinary life, only to discover that previous life has vanished, replaced by something more complicated and demanding like pregnancy being a foreigner Ashima believes, is something that elicit the same curiosity from strangers, the same combination of pity and respect.'' (50-51).   Ashima Ganguli feels alienated in the outer edge; this alienation of being a foreigner is compared to "a sort of lifelong pregnancy," because it is "a perpetual wait, a constant burden, a continuous feeling out of sorts... something that elicits the same curiosity from strangers, the same combination of pity and respect." Gogol also feels alienated, especially when he realizes that "no one he knows in the world, in Russia or India or America or anywhere, shares his name. Not even the source of his namesake."(122)

The idea of alienation is tied to loneliness in Chapter 7, with observe to Ashima. She is living unaccompanied in the house on Pemberton Road and she does not like it at all. She "feels too old to learn such a skill. She hates returning in the evenings to a dark, vacant house, going to sleep on one side of the bed and waking up on another." When Maxine comes to stay with the Gangulis at the end of the mourning period for Ashoke, Gogol can tell "she feels useless, a bit excluded in this house full of Bengalis." (146). It's the way he is used to emotion around her extended family and friends in New Hampshire. The subject of alienation appears in Moushumi's life, as she describes to Gogol how she abandoned all the Indian suitors with whom her parents tried to match her up. She tells him, "She was convinced in her bones that there would be no one at all. Sometimes she wondered if it was her horror of being married to someone she didn't love that had caused her, subconsciously, to shut herself off."(151). She went to Paris so she could reinvent herself without the confusion of where she fit in.

Later their son named Gogol (Nikhil) Ganguli suffers from alienation because of his name, mainly when he realises that unknown takes this name now in the world. There is no clear basis or illumination of his name at least for namesake. He is a second generation of immigrants. His ties with the home land are not so strong as those of his parents . Therefore, the natural world of his isolation is different from that of his parents. As Nigamananda says, "Jhumpa Lahiri's first generation Indian-Americans cherish their post and its memories and an indispensable and integral part of their roots and their beings, her second generation Indian-Americans reflect both proximities and distancing from it; they seem to perceive and adopt new angles at which to enter this reality. More particularly, they took forward to the concerns and modes of their hybridization and cross-cultural fertilization in the increasingly multicultural space of USA and not more absorption in the dominant culture."(122)   Gogol feels alone and uneasiness, this becomes the main basis for his alienation. His emotion of segregation further deepens when he tries to pass up his parents and keeps his friends away from them. In an effort to incorporate with American culture, he tries to adopt American everyday life. He feels uncomfortable because his parents are different from the natives of America. He tries to pass up his parents and keeps his friends away from them. He tries to submerge in American civilization. In this challenge, he changes his name from Gogol to Nikhil, befriends with Kim, and has fun with her. Next, he tries to mix up with Maxine's family. He drinks costly wine at her parents' hut in the country. His ethics pricks him. "At times……another bottle of wine is opened and Gogol raises his glass to be filled, yet again, he is conscious of the fact that his immersion in Maxine's family is betrayal of his own." (Lahiri 141) At this point he is shabby with a emotional conflict, foremost to alienation. Sidney Finkelstein defines alienation as "a psychological phenomenon, an internal conflict, a hostility felt towards something seemingly outside oneself, a barrier erected which is actually no defense but an impoverishment of oneself". (76) Gogol's experiences, his problem cannot only be limited to Indian Diaspora, living in America. Even in India, people who are migrating from their resident state to other states in organize to earn their living face the same trouble. We can take the example of the people migrating from hills to dissimilar parts of India in exploration of well-paid jobs. Immigration-takes place yet it is at a smaller level, but the hurt, the suffering that the people familiarity can be well compared to the pain experiences by Ashoke and Ashima. This feeling of loss of identity is not only extensive in the Indian Diaspora but can also be felt in the hearts of those Indians who even although living in India, find themselves separate from the land of their birth. Gogol likes a classic Indian-American, makes aware attempt to be unusual from his parents. He wants to live in a world free from the Bengali customs from the ethnicity that lay him behind to a country and traditions. He does not want to be an unknown. He feels he is an American and be wants to detachment

himself from everything which is Indian or Bengali. He has seen throughout his life how the natives happiness his parents and with disbelieve and disrespect. The parents are humiliated and segregated by the hosts. Gogol wants to keep away from such conditions in his own life and to realize a intelligence of belongingness and he is ready to reject what is his own and absorb into a traditions that he wants to make his own.

Gogol feels alienated occasionally in his marriage to Moushumi. When he finds leftovers of her life with Graham around the residence they now share together, he wonders if "he represents some sort of capitulation or defeat."(154). When they go to Paris simultaneously, he wishes it were her first time there, too, so he didn't feel so out of place while she feels so apparently happy.

Ashima feels separated and unaccompanied after showering before the party. She "feels lonely suddenly, horribly, permanently alone, and briefly, turned away from the mirror, she sobs for her husband." (161). She feels "both impatience and indifference for all the days she still must live."(166). She does not feel provoked to be in Calcutta with the family she left over thirty years before, nor does she feel enthusiastic about being in the United States with her children and prospective grandchildren. She just feels tired and besieged without her husband.

The immigrants practice portrayed by Lahiri in the novel forms the central topic of the novel. Throughout the novel in the course of various characters, we get an exciting and stimulating view of the Diasporic situations frequently experienced by the immigrants. Gogol want to be enlightened from his Indian backgrounds but after his father's death, the Indian ethics which he had hereditary, from him, makes him move closer to his mother and his sister resulting in a sprain with his connection with his girlfriend Maxine. The unexpected death of his father makes him turn back towards his family and innocently he donned the accountability of an elder son, as he would have done if he had lived in India. Gogol's search for identity is a never -ending explore; he cannot refuse the Indian culture and cannot even fully recognize the American ethics. This turns out to be on going, demanding and complicated process for him. He cannot refuse the demands of custom and cannot afford to contain to the temptations offered by a new civilization.

Conclusion

Jhumpa Lahiri's *The Namesake* is a novel that wonderfully portrays the social alienation happens when people are not flourishing in relating themselves to the position, they live in. Ashima and Ashoke in the novel *The Namesake* endures because they failed to attach themselves with the people and the traditions of the crowd land and this results in alienation., in the novel *The Namesake* intensely portrays what Jhumpa Lahiri had voiced herself and she not at all allows her characters to be submerged under their troubles, thus making *The Namesake* in welding the theme of migration and dislocation to that of human relationships.

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