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Dr. R. V. Bhole

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A Study of Management in Sugar Industry in Karnataka

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Abstract
The first sugar mill in India was established in the year 1903 in Pratappur area of Deoria district. Sugar has been produced in India since ancient times and then it spread to other parts of the world. Sugarcane is a native of tropical Indian subcontinent and Southeast Asia. In India, sugarcane is planted thrice a year in October, March and July depending on part of the country. Most of the sugar production in India takes at local Cooperative Sugar mills After gaining Independence, India made serious plans for overall industrial development of sugar industry. On May 24, 2022, the Indian government announced that India will restrict the export of sugar from June 1, 2022. This restriction has been ordered to maintain domestic availability and ensure price stability.
Keywords: Magazine and text books related in sugar companies aspects and its current situation study.

Introduction:
The Sugar Industry in Karnataka can be divided into 2 groups that are the unorganized sector which comprises of the producers of the traditional sweeteners such as gur and khandsari and the organized sector which consists of the sugar mills. The manufacture of khandsari and gur is considered to be rural industry and are produced in huge quantities. The gur and khandsari are consumed mostly by the rural people as sources of nutrition and also as sweeteners. The total sugar production of Karnataka Sugar Industry came to 17.98 lakh tons in 2002-2003, in 2003-2004 the figure came to 11.57 lakh tons, and in 2004-2005 the figure stood at 13 lakh tons.
The Sugar Industry in Karnataka contributes around ` 36 crore per year to the state exchequer in central excise duty. It also contributes more than ` 900 crore in the form of turnover tax and sales tax to the state exchequer. The state government in an attempt to boost Karnataka Sugar Industry has set up the Karnataka Sugar Institute (KSI) which has emerged as a centre for education and training for sugar technology. The Karnataka Sugar Institute also provides important support to the Sugar Industry in Karnataka by doing R&D in the various aspects of sugarcane processing and production.

Karnataka Sugar Industry has contributed a great deal to India's total level of sugar production and thus has helped the country to meet its demand for sugar. The Karnataka state government must make more efforts in order to boost the sugar industry in karnataka.

Below the list of total numbers in Sugarcane industry Karnataka.

1. Belgaum sugars ltd, Hudali, Belagavi
2. Siruguppa Sugar & Chemicals Ltd Desanur
3. Sri Doodhaganga Krishna SSK Ltd. Chikodi
4. Athani Farmers Sugar Factory Ltd ,Navalihal Village, Athani, Tq.Belgum
5. Malaprabha Sahakari Sakare Karkane Niyamith M.K.Hubli, Belgaum Dist
6. Doodaganga Krishna, Sahakari Sakkare Karkane NiyamithChikkodi
7. Gokak Textiles Ltd, Gokak Falls ,Belgaum
8. Gataprabha Sahakari Sakare Karkane Hiyamith, Gokak
9. Gokak Mills Division of, Gokak Falls, Belgaum
10. Halasiddanath Sahakari Sakare Karkane Ltd,Nipani, Chikkodi
11. Shree Renuka Sugars Ltd,Munoli, Soundatti tq
12. Sri Krishna sahakari sakkare Karkhane Niyamit,Sankonatti Village, Athani
13. The Urgar Sugar Works LTD,Ugarkhurd, Belgaum
14. Shri Bhagyalaxmi Sahakari Sakkare Karkane, Rumewadi Tq.Khanapur Dist:Belgaum
15. Raibag Sahakari Sakkare Karkane Niyamit, Raibag
16. Shre Renuka Sugars Ltd, Unit-2 A/ Burlatti Tq.Athani
17. Shri Dhanalakshmi Sahakari Sakkare Karkane Niyamith,Khanpet.
18. Vishwanath Sugars Ltd,Bellada Bageawadi Hukkeri
19. Gokak Sugars Ltd, At. Kolavi Tq.Gokak (M/s Renuka Sugars Ltd)
20. Shivashakti sugars ltd, Savadatti
21. Shree Hiranyakeshi sahakari sakkare karkane niyamit, Sankeshwar, Hukkeri
22. Om sugars ltd, Jainapur, Chikkodi
23. Satish sugars, Hunashyal, Gokak
24. Harsha Sugars ltd, Savadatti
25. Bhagyalaxmi sahakari sakkare karkane niyamit, Khanapur
26. Someshwarsahakari sakkare karkane niyamit, Belawadi, Bailahongala
27. Soubhagyalaxmi Sugars ltd, Hirenandi, Gokak

Objectives of study:

1. To maximize the sugarcane production per unit of land, water and fertilizer use through various cane department programmes.
2. Development of improved cane varieties as per need of sugarcane growers and sugar mills and to development various technologies for sugarcane cultivation.
3. Allocation of sufficient cane area to the sugar mills to ensure the availability of sugarcane to meet their cane requirement and ensuring Cane Price Payments to farmers for cane supplied by them through Cane Societies.
4. To provide information about the latest advanced sugarcane cultivation techniques and imparting training to sugarcane farmers, staff/officers of sugar mills and cane department.
5. Providing agriculture inputs, loans and grants to sugarcane farmers, according to their need.
6. Conducting mill wise cane survey, assessing cane yield/Ha by conducting crop cutting experiments in plant, ratoon crop of early maturing and general varieties.
7. Providing seed cane to farmers by establishing nurseries of high yielding improved cane varieties in sugar mill areas.

To achieve these objectives, for the purpose of controlling, operation and issuance of directions the post of sugarcane and sugar commissioner Karnataka has been created by the Karnataka Government, who is also the Registrar of co-operative sugar mill and co-operative sugarcane societies.

Hypothesis:

1. Write a hypothesis related to sugar water experiment.

Explanation:

1. A hypothesis can be defined as a temporary statement that can be proved either right or wrong depending on the results of an experiment.
2. A hypothesis for a sugar-water experiment can be, 'If water is continuously just combined after adding sugar, then more sugar will dissolve in the water.'
3. To check this hypothesis , a simple experiment can be designed and it can be proved as right or wrong.

Methodology:

1. It is the Correlation analysis in market research study.
2. It's a common tool for describing simple relationships without making a statement about cause and effect.
3. it is similarly the process reveals patterns within a dataset's many variables.

Conclusion:

Sugarcane farmers want their farms to be sustainable and to produce actively cane crops long into the future. Farmers recognize the importance of environmentally responsible farming which helps to reduce the impact of the sugarcane industry on the planet. The major advantage with the sugar crops including sugarcane over the grain crops is the less level of processing required due to the fermentable sugars present in their juice.

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National Education Policy (NEP) 2020: Opportunities and Challenges in Higher Education

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Abstract: Education is essential and fundamental tool for achieving human potential and promoting national development. It is the key to economic development, social justice, scientific advancement, cultural preservation and helps for national integration**.** National education policy2020 is the first education policy of 21st century. This policy is aligned to 2030 agenda for sustainable development and aims to transform India into a vibrant Knowledge society and global knowledge superpower by making both school and college education more holistic, flexible, and multidisciplinary. The National Education Policy 2020 has many opportunities viz; accessibility, quality, and accountability along with gross enrolment ratio to be raised from 22 percent to 50 percent by 2035. Though this policy has various opportunities but on the other this policy is facing some challenges too. The challenges such as poor inclusive knowledge of students and teachers, commercialization, and corruption in higher education, rigid attitudes of the stake holders, poor learning outcomes, lack of research and innovation etc.

Key words: Higher education, New Policy-2020, Opportunities and challenges

Introduction: Education is the most essential tool for everyone to become successful in life. This is fundamental for achieving full human potential and thereby promoting national development. It is the foundation stone of the nation which plays a significant role in the development and growth of the citizens and the country. Education is also the true path for a better future and is one of the most powerful tools for transforming the whole nation into empowered society. Education is a key factor to economic development, social justice, scientific advancement, cultural preservation and helps for national integration.

Dr. APJ Abdul Kalam said, “the purpose of education is to make better human beings with skill and expertise in enlightening human beings”. Education system needs to make students as learners, scholars, researchers, innovators, and trainers. In ancient India; both formal and informal education system was prevalent. Indigenous education was imparted in temples, at home, Pathashalas, Gurukulas etc. There were the erudite people in villages and temples who used to guide young children in imbibing pious ways of life. Students went for Viharas and Universities for more knowledge and teaching was largely oral, and students remembered and meditated upon what was taught in the classes.

In ancient India; the aim of education was not just the acquisition of knowledge as preparation for life or beyond schooling i.e. for the complete realization and liberation of the self. The world-famous institutions of ancient India viz; Nalanda, Takshashila, Vallabhi, Vikramshila etc., set the highest standards of multidisciplinary teaching and research. The Indian education system produced great scholars like, Susruta, Chakrapani Datta, Charak, Madahva, Chanakya, Bhaskaracharya, Brahmagupta, Aryabhata, Varahamahira, Panini, Nagarjun, Patanjali, Pingala, Gautama, Sankardev, Mytreyi, Thiruvalluvar and Gargi etc., who made great contributions to the world knowledge in various fields such as Culture, Yoga, Engineering, Philosophy, Science and Surgery, Medical field, Astronomy, Mathematics, Navigation etc.

NEP 2020 is the first education policy of 21st century. It was formulated by the Government of India (GOI) to promote education amongst Indian people. This policy is aligned to the 2030 agenda for sustainable development and aims to transform India into a vibrant knowledge society and global knowledge super power by making both school and college education more holistic, flexible and multidisciplinary; which is suited to 21 century.

National Education Policy 2020:

The National Education Policy of 2020 is India’s 3rd Education Policies after the policy of 1968 and 1986. National Education Policy 2020; replaces the National Education Policy of 1986. The draft NEP was submitted in 2019 by a panel led by former ISRO chief executive Padma-Vibhushan Dr. Krishnaswamy Kasturirangan. The NEP was later launches by central cabinet of India and the same was approved by the “National Education Policy” on 29th July 2020. This policy aims to flagstone for transformational improvements in Indi’s schools and higher educational institutions and striving to transform India into a ‘Vibrant Knowledge Society.’ This policy also emphases on promoting multilingualism i.e., no language will be imposed on any student. NEP 2020 which intended to transform our nation sustainably into an equitable and vibrant knowledge society, by providing high quality education to all. India has always been a destination for learners all around the world and for that, it is called as the land of learning.

The National Education Policy 2020 aims to transform education, keeping the learner at the centre. This policy focusses on the holistic development of students by ensuring access, relevance, quality, equity, and strong foundational learning. The Modern Higher Education System in the 21st century is constituted a new approach to learning from online education to skill development platform of education. Grading system as well as the use of educational technology in the classrooms is introduced for achieving 100 percent youth and adult literacy with holistic development of learners. In India; after a gap of 34 years, there is a change happened in the education; with the introduction of New Education Policy. This Policy lays emphasis on the development of creative potential of everyone in all its richness and complexity. It is based on both foundational skills (basic literacy, numeracy, and transferable skills) and cognitive skills (perception, attention, memory, and logical reasoning) such as problem solving, critical thinking, development of emotional and social skills i.e., soft skills, team work, leadership qualities etc. According to **Prime Minister Narendra Modiji** "the new education policy focusses on learning instead of studying beyond the curriculum to focus on critical thinking." The policy 2020 focusses on the quality rather than quantity. National education Policy laid emphasis on student centric learning, creativity, and skill development. New Education Policy 2020 emphasis on gross enrolment ratio (GER) in higher education to be raised to 50 percent and academic bank of credits to be made to facilitate transfer of credits for lateral admission to other institutions. A single overcharging umbrella body for the entire higher education system, fostering a strong research culture and building research capacity across higher education. Affiliation of colleges is to be phased out in 15 years.

It is rightly said that, higher education is an important aspect of education system in deciding the economy, technology adoption, social status, and healthy human behaviour in every country. This policy transforming India; sustainably into an equitable and vibrant knowledge society by providing high quality education to all, and there by making India a global knowledge superpower. As per the New Educational Policy; no language or subject will be imposed on any student. The curriculum and pedagogy of our educational institutions must develop a deep sense of respect towards the fundamental duties and values of the constitution and conscious awareness of one's roles and responsibilities in a changing the national scenario.

The New Education Policy 2020 focusses on quality, equity, affordability, accountability and aims to address various gaps existing in the Indian Education System. Through this policy, India is expected to achieve sustainable development goal of 2030 by ensuring equitable and inclusive quality education.

Objectives of the Study: Following are the important objectives of the study are:

1. To highlight the brief Historical background of Indian Education
2. **2.**To throw light on the concept of new educational policy-2020 and higher education
3. 3.To explore the opportunities and challenges of higher education and NEP
4. 4.These papers also extract the gap between policy and practice in higher education system

Opportunities of NEP- 2020:

The new education policy 2020 Focusses on many opportunities such as accessibility and quality of education and increase in gross enrolment ratio in higher education to be raised from 22 percent to 50 percent by 2035.

1. NEP-2020 focusses on five pillars viz., Access, Quality, Equity, Affordability and Accountability and transform India into a vibrant knowledge hub
2. Flexible UG courses with multiple entries and exits viz; after One year of UG programme (academic recognition is Certificate), after Two years of UG programme (Advanced Diploma), after Three years of UG programme (Bachelor's Degree), after Four years of UG programme (Bachelor is with honour).
3. NEP envisages achieving equitable and inclusive quality education for all
4. Special Education Zones (SEZ) will be created for disadvantaged categories and regions which will make higher education opportunities more accessible for students
5. National Education Policy focuses on inter-disciplinary learning
6. The new policy emphasises on systematic and institutional improvements in governance and promotion of multidisciplinary academics and research in higher education
7. Policy 2020 channelizes; students focus towards practical skills and vocational learning
8. Students have flexibility to choose subjects and broader options to learn
9. Gross Enrolment Ratio in Higher education to be raised to 50 percent by 2035
10. National Educational Policy 2020; has emphasised the use of technology in teaching-learning process

Challenges Related to NEP- 2020: Though the New education policy contains opportunities but has have some challenges too. The challenges such as poor inclusive knowledge of students and teachers, commercialization, and corruption in higher education, rigid attitudes of the stake holders, poor learning outcomes, lack of research and innovation etc.

1. Poor inclusive knowledge of students and teaching quality of teachers
2. Teaching in mother tongue language will be challenging as India has 22 scheduled languages and innumerable dialects
3. No proper value-based education and poor women's education
4. Commercialization and corruption in higher education
5. Rigid attitudes of the stake holders i.e., Teachers, Students, Parents, and Management
6. Lack of teachers and institutional independence to do new things for attracting a greater number of students
7. Poor learning outcomes and development of cognitive skills of students
8. Lack of access to higher education, especially in the most economically disadvantaged regions has resulted in less gross enrolment ratio (GER)
9. There is a persistent mismatch between the Knowledge and skills imparted and the jobs available in the market
10. Lack of research and innovation at many colleges and universities
11. Lack of teaching and learning materials and poor quality of training
12. Lack of research funding, low level of governance and leadership
13. Scarcity of teaching aids and technology and need to create a large pool of trained teachers

Conclusion: It is fact that; well designed, well-defined and comprehensive education policy is essential at college and university levels. It is an important aspect in deciding the economy, social status, technology adoption and healthy human behaviour for every nation. The present-day education system has a lot to learn from the ancient education system of India. Hence, the stress is being laid on connecting learning to the world outside the school. In higher education, the National Education Policy 2020 focuses on inter-disciplinary learning which is very welcome step. The Policy is both local and global in its outlook and intent.

Today educationalists recognise the importance of multilingual and multicultural education, thereby connecting the ancient and the traditional knowledge with contemporary learning. Encouraging merit-based admissions with free-ships and scholarships, merit and research based continuous performance as faculty members and merit based proven leaders in regulating bodies. Strict monitoring accreditation based on self-declaration is expected to fulfil its objective by 2030.

Dr. APJ Abdul Kalam had said "enlightened citizenship has 3 components viz; education with vale system, creating economic prosperity and religion transforming into spiritual force. The new policy has stride in the right direction and it focusses on the holistic development of students by ensuring access, relevance, equity, quality, and strong foundational leaning. The policy lays emphasis on 4 key areas of reforms viz., improving quality of learning in all levels of education, curricular changes to build strong foundational skills, shift in the ways of assessment and need for systematic transformation.

NEP 2020 is expected to put India on the track to attain goal of 2030 agenda for sustainable development by ensuring quality education and promoting lifelong learning opportunities. The famous statement of **Nelson Mandela** goes like, "Destroying nation does not require the use of atomic bombs or the use of long-range missiles. It only requires lowering the quality of education and allowing cheating in the examinations by the students" In the National Education Policy 2020; there are more good aspects rather less appreciative ones. NEP will prove beneficial to both students and the education sector. The success of NEP 2020 and the pace of its implementation depends on how successfully the Government, Universities and Colleges can tide over the practical challenges facing it.

No doubt, the Government of India took a giant leap forward by announcing its new education policy 2020, almost three decades after the last revision was made to policy in 1986. National education policy 2020 brings in ambitious changes that could transform the education system by only its proper implementation and execution.

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Disability Activism: Emancipatory Discourse for Women

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Capitol Crawl'- A historical moment in the history of America whence persons with disabilities climbed the Capitol's steps after ditching their assisted devices to get the ADA, American Disability Act, 1990 passed. Considered the largest bill ever passed anywhere in the world for the rights of persons with disabilities. This bill actually remains the model source for disability legislation around the world even now. But the activism for the rights of the disabled started a decade before the ADA passed. For instance, disability rights organisations such as ADAPT fighting for justice for the accessibility of wheelchair users on public transportation for 35 years and many more are voicing the accessibility of the disabled into mainstream society.
Disability Activism took a turn when writers came into writing about their journeys through disability in the forms of biography, autobiography, memoirs and certain other genres. Contemporary writers are reclaiming it by writing under speculative fiction, young adult fiction and fantasy fiction. In wiring, disability activism had a different path, the first generation of writers was chiefly male and rejected a curative approach to disability but the second generation of authors was females, some of them mothers to disabled children and was able to incorporate themes like gender discrimination and racial discrimination into ableism. (Ruthie Bonan, pp-3)
United Nations adopted a convention on the rights of persons with disabilities on 13 December 2006. United Nations CPRD explained "Discrimination on the basis of disability" means any distinction, exclusion or restriction on the basis of disability which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise, on an equal basis with others, of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. It includes all forms of discrimination, …..." (General assembly, United Nations)

Photo: Jeff Markowitz/AP

Before moving further, it is important to know how the present understanding of ableism and disability studies came into existence. Different models of disability came into acceptance throughout the past by evolution in itself. The first model of disability was the charity model based on principles of religion in which the disabled are seen as people who are sinned or punished by God. One can have myriad examples of this model in any mythology. Say Indian or Greek. Characters like Manthara, Kubja, Ashtavakra, and many others caught disability out of some action in past but the cure to their problem is either prayers or alms.

The second model is the medical model which came into existence in the 19th century with the advancement in science and technology. It discarded the earlier model based on religion. Charles Darwin and his cousin brother Sir Francis Galton who promoted the idea of eugenics, (the idea of breeding better human beings) played significant roles in it. Medical model prescribed remedy/treatment to disabled. But then comes the social model of disability explaining disability as, not the product of sin, genetic disorder, trauma or other causes but the cultural, political and social practices in society that create disability. This is actually a diachronic study of models of disability. (Lennard Davis) It was the first time in history with the acceptance of the social model of disability that the words 'impairment' and 'disability' were understood distinctively, 'impairment' as physical or mental limitation/inability but 'disability' as an effect of discrimination and lack of accommodation against people with impairments. Hence, the social model becomes the foundational model of disability studies.

The Disability theory gets its depth through disability analysis in theory and praxis as well. Representation of disability in cultural narratives is similar to femaleness, the way both are considered as "defective departures" (Rosemarie) from normalcy standards. Multiple examples can be viewed in history, the most popular ones are Saartjie Baartman, known as Hottentot Venus exhibiting racial and gendered degradation. She was not disabled, rather she was seen through a frame of abnormality, and the disability discourse represented her to the Western eye. The discourse of disability, gender, race, and environment (ecology) intertwine further in representing quashed people as invalid or inadequate. Marge Piercy in her poem Unclearing not to Speak writes pronouns like 'womb-man', 'toy', and 'penis-poor', in terms of castration presenting her as disabled. Yet the interconnection between Disability Studies and Ecofeminism seems far but certain points pave the way for further exploration for example toxicity production, both Ecofeminism and Disability Studies take into consideration the role of the environment in the discourse of body and its definition, especially in the area like toxicity in water deforestation, frailty caused by war and the newer concept like imperial colonialism.

Rosemarie Garland Thomson in her book *Extraordinary Bodies* extrapolated many existing parallels between the social meanings attributed to female bodies and those to disabled bodies. Both the female as well as the disabled are counted as inferior and deviant. The political subordination of women and the disabled to men (patriarchy) in home and in society. Aristotle gave the 'mutilated male' to the female. Freud also set out this idea of female subordination by linking it to castration. Moreover, contemporary feminists consider women as deformed and mutilated for example Jane Flax in her book *Thinking Fragments: Psychoanalysis, Feminism, and* **Postmodernism in the Contemporary West says:**

In male-dominated cultures, no woman escapes the consequences of such a position. Even the most independent woman is still mutilated and deformed by the ideas and social relations that more deeply affect her less fortunate sisters. (137). Jasbir K Puar's book Right to Maim: Debility, Capacity and Disability pose a difficult but necessary question for the future of disability while explaining the issue of the Israel-Palestine conflict, as war is the biggest producer of disability. It explained how Israel occupied Palestine through Pronatalism, settler colonialism and also promoting state-sponsored terrorism but adopting “pinkwashing” along the way. The term “pinkwashing” is used to define the aggrandizement of Gay-friendliness by the state of Israel to deemphasise the occupation and mass murder of the population of Palestine. Patricia Berne, one of the founders of Sins Invalid, a disability justice performance group of artists with disabilities and gender variants artists wrote against the global effort to “pinkwash” Israel's image whence the group protested and agitated by withdrawing their documentary to be shown at Vancouver Queen's Film Festival in 2014 as the host accepted advertising funds from an organization known from “pinkwashing” during a time when Palestinians were killed by military bombarding of Gaza strip. At the end of the chapter, Puar explains the health politics, where Palestinians are twice disabled- through body injury and undercut or denied access to healthcare.

Rob Nixon's concept of “slow violence” of war is ground-breaking to explain environmental toxins and nuclear wastes which continue to degrade human health and environmental health for n number of years. Moreover, deprivation of healthy food and green surroundings. Unhealthy practices of living under hazards and toxins prove slow poison to people of color and poor individuals. Nixon sees its debility caused by war due to dilapidated healthcare systems and community capital due to Western military actions in the Third World. Crip theory began as an academic theory that too intersects with experiences like race, gender and sexuality with diasbility. Robert McRuer gave the term 'crip theory' which propounded major pillars in disability studies. Robert believes that compulsory able-bodiedness produces disability and that compulsory able-bodiedness is the agent of capitalism. Cultural systems as well as economics are driven by market priorities. From this angle, we can extend the scope of ecofeminism to include an examination of ableism and compulsory able-bodiedness. All the areas I opted for: disability studies, ecofeminism and fantasy fiction are vastly different with different agendas and emerged at different periods but even then, their interconnectivity can't be denied because all three include women, body and non-human nature that surround them. Recent trends in neo-colonialism also emanated disability. Free trade agreements allow capital to flow freely across international borders by keeping in claw the dictates of the International Monetary Fund and World Bank. An unsustainable debt crisis to weaken nations economically, a continued shortage of food, horrid living conditions, and inadequate access to healthcare services have augmented the disability. A recent tragedy in the year 2012, the burning of Tazreen Fashion factory in the Ashulia district on the outskirts of Dhaka, Bangladesh where official figures claimed 124 casualties, very little attention was paid to women survivors of the accident. Many were amputated and suffered from severe burns and post-traumatic stress. The garments produced were meant to be exported to nations like the USA, Italy, Germany and the Netherlands. One of the buyers was the United States Marines, the maritime land force service branch of the United States Armed Forces. Many examples can be sought like this. What else has not been done by the US military deployed in Afghanistan, hundred thousand women suffered, many of them lost their lives many others were disabled.

When a country is invaded poor crips are considered a dispensable population, easy to be able to do the damage that occurs to land and to the disabled bodyminds (Margaret Price), to those marginalized people as they are typically viewed as sub-humans. (Louisiana Cancer Alley. Women Activist. To be added.)

The Flint water tank crisis started in 2014 is a textbook case of environmental racism where the groundwater was contaminated with high levels of lead and coagulation of specific types of diseases causing bacteria. A hundred thousand residents were exposed to certain ailments resulting reduction in intellectual functioning and IQ (mental disability), and an increased chance of Alzheimer's disease. It happened all because the state wanted to save a buck neglecting the rights of poor people. Dr Robert Bullard, a leading environmental justice advocate noted the race-based oppression in it. He says, "Racism trumps class even middle-income African American are more likely to live in more polluted neighbourhoods." Midnight Mine case is another addition to it. Twala Abrahamsen, a tribal woman working to get rid of water contamination. Her fight is twofold- against dangerous cancer-causing pollution and a larger issue of environmental racism. Environmental activist, Isabel Carrera Zamanillo from the University of Washington, College of Environment as a Diversity, Equity and Inclusion program officer fighting against the damage caused.

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Status of Implementation of Inclusive Education Schemes for Students with Intellectual Disabilities in the State of Kerala

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Abstract

Inclusive education (IE) advancement in the twenty-first century has given access to top-notch education a given for all students globally. IE has evolved to the point where it can now accommodate all students, offer appropriate education, and satisfy the academic needs of both challenged and non-disabled children. This study briefly examines the development of IE for students with intellectual disabilities (SwIDs) and some of the implementation challenges. Including all SwIDs in regular classrooms is the aim of inclusive education, but several challenges must be overcome for their education to be successful. The inclusion of the SwIDs highlights both the child's right to attend school and the responsibility of the school to accept the student. It urges changing from the current system, which assigns SwIDs depending on their maturity level, to one that promotes experience and maturity that enhances SwIDs learning. Moreover, it provides a structure for a curriculum that can be modified from the current standard curriculum. The proposed model needs to be evaluated in practical use. The study aims to discover how IE is used in Kerala to carry out various initiatives and processes. For children with and without disabilities, the central government has financed various programs in schooling and mobility management. However, the objective of the current study is to ascertain how the Samagra Shiksha Abhiyan (SMSA) and the Assistance to Disabled Persons Scheme (ADIP), two initiatives, are being carried out. A descriptive survey research technique was used, and fourteen districts in Kerala obtained 500 samples. The sample was chosen using the non-probability and purposeful sampling methods. Using a rating scale that the researcher designed, the data was gathered from respondents and then appropriately statistically evaluated and interpreted. The findings of the present research study revealed that it includes the level of awareness, availability, accessibility and advantages among headteachers | headmistresses, general educators, special educators, paraprofessionals and parents under inclusive education schemes for students with intellectual disabilities are average. The present study will contribute to the current research in inclusive education schemes and support to uphold the meaningful reintegration of SwIDs. It also looks forward to future research studies to draw and shape the present study by overwhelming its limitations.

Keywords: Implementation, Students with intellectual disability, Inclusive Education Schemes

Introduction

Including children with disabilities is about the child's right to participate, and it is the teachers' responsibility to accept the child. Integrating children with disabilities into mainstream classroom settings is one of the largest problems afflicting the educational system nationally and internationally (Sharma et al., 2008). Inclusion is the most effective method for developing social skills in children with and without impairments. Addressing social stigma, upholding the rights of each learner, promoting staff collaboration, and enabling students with special needs to participate in regular activities and exhibit their potential are all goals of an inclusive approach (Hayden & Thompson, 2000). Students with disabilities should get special consideration, but all students should participate in class (National Curriculum Framework, 2005). In many nations where IE is the norm, an increasing proportion of children with special needs (SEN) attend inclusive classrooms alongside children without SEN (Wehmeyer & Shogren, 2017). Children without special educational needs usually interact with SwIDs in inclusive classes or special education settings (Kauffman et al., 2017). While special education support is required in both circumstances, they are very different from one another (Florian, 2019; Zigmond & Kloo, 2017). Since IE for SwIDs has been praised by several nations, IE is still uncommon. Knowledge of the definitions of inclusion and intellectual disability from the theoretical point of view would enhance cross-cultural collaboration and make practice adaption easier. The inclusion of SwID is still less common than the inclusion of students with learning disabilities, language disorders, or behavioral issues (Göransson et al., 2020; Wehmeyer, Shogren, and Kurth, 2021). The state of Kerala has made a better education standard possible. Kerala frequently outperforms other states regarding social growth and overall quality of life, with a proper emphasis on education.

In contrast to India, Kerala provides its citizens with free healthcare, education, help for the unemployed, and financial support for employed people. The SSA system now has special education programs in operation. These programs will help to improve the rates of transition between the various levels of education and support the idea that every child should have the opportunity to finish their education. The state is committed to ensuring high educational standards and a high-quality education enabling our students to compete globally.

Statement of the Problem

The present study is concerned with the status of implementation of inclusive education services for individuals with intellectual disabilities in terms of awareness, availability, accessibility and advantages existing in the current scenario of the state of Kerala from the viewpoint of masters \ Headmistresses, General Educators, Special Educators and Paraprofessionals working in an inclusive setting. Therefore, the study is entitled "Status of Implementation of Inclusive Education Schemes for Students with Intellectual Disabilities in the State of Kerala."

Objectives of the Study

1. To find out the awareness of Inclusive Education Schemes (IES) for the students with intellectual disabilities among the stakeholders working in the inclusive setting in the state of Kerala
2. To find out the availability of Inclusive Education Schemes (IES) implemented for the students with intellectual disabilities in the inclusive setting in the state of Kerala
3. To find out the accessibility of Inclusive Education Schemes (IES) for the students with intellectual disabilities in the inclusive setting in the state of Kerala.
4. To find out the advantages of Inclusive Education Schemes (IES) from the stakeholders responsible for providing inclusive education for the students with intellectual disabilities in the state of Kerala.

Research Questions

1. How far the headmasters \ headmistresses, general educators, special educators, paraprofessional and parents working in inclusive setting in the state of Kerala were aware about inclusive education schemes?
2. What are the inclusive education schemes (IES) available for students with intellectual disabilities in inclusive setting in the state of Kerala?
3. To what extend the inclusive education schemes (IES) are accessible for students with intellectual disabilities in inclusive setting in the state of Kerala?
4. Does the inclusive education schemes (IES) gives advantages for students with intellectual disability in point of view of headmasters \ headmistresses, general educators, special educators, paraprofessional and parents working in inclusive setting in the state of Kerala?

Methodology

Research Design

The present study's goal is to provide a descriptive research study. The term "descriptive research" refers to a variety of fact-finding methods, including surveys. The main objective of descriptive research studies is to provide an accurate description or picture of the state, characteristics, or occurrence of a situation or event.

Sampling Technique

The sampling method is an important step in carrying out any research study. The Purposive Sampling method of the Non-Probability sampling approach was used by the Investigator to choose the sample. In fourteen districts throughout the state of Kerala, data was collected from headmasters, headmistresses, general educators, special educators, paraprofessionals, and parents of inclusive schools.

Target Population

The present study looked at how inclusive education schemes for students with intellectual disabilities are being implemented in the state of Kerala. The 14 districts that make up the State of Kerala contain the study's target population.

Sample Size

A total number of 500 samples were selected for the present study.The sample is divided into five categories.

Category	Frequency
Headmaster \ Headmistresses	100
Para- Professionals	100
General Educators	100
Special Educators	100
Parents	100
Total	**500**

Variables of the Study

The variables employed in the current study included like category, age, gender, educational qualification, experience, types of service, locations of school, income, types of family, socio-economic status, and employment status.

Research Tool

The usage of tools in a research study is important because they are essential for data gathering and serve as the basis for all research endeavors. Thanks to technologies, researchers may collect, establish, investigate, visualize, and share study findings. The construction of a suitable tool is essential for effective study. Numerous tools are offered to aid in the research of the problem. Each tool must function effectively for the purpose for which it was designed. In the present study, the investigator will develop the tool Rating Scale for Inclusive Education Schemes (RIES).

Data Collection

The purposive sampling technique was used by the researcher to identify the sample. For the present research, a total of 500 samples were chosen from fourteen districts in the state of Kerala. In order to more fully accomplish the investigation's objectives, the present study's data collection procedure was divided into four stages.

Data Analysis

The responses to the data collected were counted and compiled. The variables and research aims of the current study were analyzed using a variety of descriptive and statistical techniques supported by the Spss package. The collected data was examined and examined using data analysis tools.

Analysis of Demographic Control Variables

This section analysed the influence of demographic control variables, that is, category, type of school, educational qualification, gender, experience, age, salary, locations of school, types of family, socio-economic status and employment status on Awareness, Availability, Accessibility and Advantages on the Inclusive Education Schemes (IES) for the student's intellectual disabilities among stakeholders working in inclusive setting in the state of Kerala. The analyses were conducted using independent sample Z test or one-way ANOVA. A one-sample analysis of variance is used to test hypotheses about means when there are three or more groups of one independent variable.

Category

Table 1.1 Category-wise frequency level of headmasters | headmistresses, paraprofessionals, special educators, general educators, and parents

Category	Frequency	Percentage
Headmaster	100	20.0
Para Professionals	100	20.0
Special educators	100	20.0
General educators	100	20.0
Parents	100	20.0
Total	**500**	**100.0**

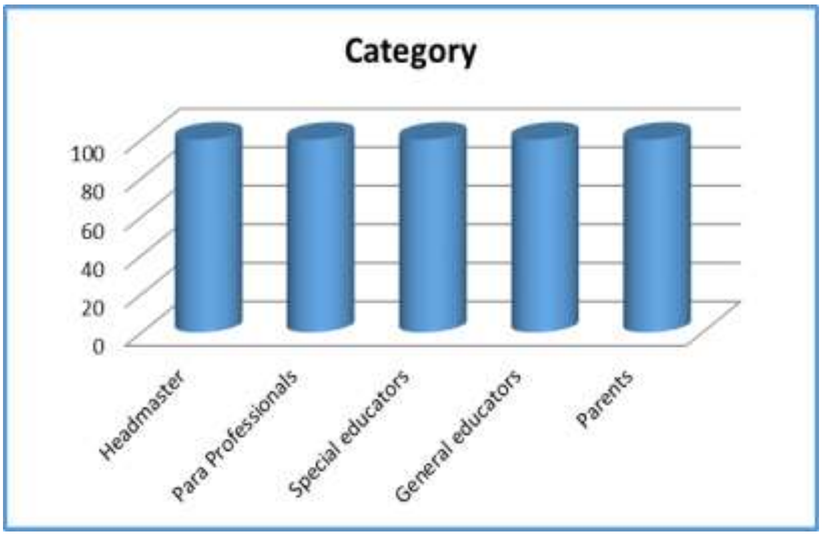


Figure No. 4.1Category-wisee frequency level of samples

In this case, category was considered to be the independent variable, which included five groups (a) Headmaster \ Headmistress (b) Para-Professionals (c) Special educators (d) General educators (e) Parents. So, ANOVA was used to compare the mean scores of different category of respondents and the result is exhibited in Table: 1.1.

Table: 1.2 Means, standard deviation and F value for category

Variables	Category	N	Mean	Standard Deviation	F	P value
Awareness	Headmaster\ Headmistress	100	22.13	6.22	7.435	<0.001
	Para Professionals	100	22.32	5.51		
	Special educators	100	23.39	7.80		
	General educators	100	24.79	6.36		
	Parents	100	26.46	7.19		
Availability	Headmaster\ Headmistress	100	22.78	6.34	2.151	<0.001
	Para Professionals	100	22.84	6.96		
	Special educators	100	24.19	7.86		
	General educators	100	24.19	6.97		
	Parents	100	25.34	8.31		
Accessibility	Headmaster\ Headmistress	100	20.14	7.36	7.784	<0.001
	Para Professionals	100	20.12	5.97		
	Special educators	100	21.23	7.24		
	General educators	100	22.67	6.79		
	Parents	100	24.83	8.13		
Advantages	Headmaster\ Headmistress	100	21.54	6.63	5.877	<0.001
	Para Professionals	100	21.05	5.63		
	Special educators	100	22.11	7.37		
	General educators	100	24.29	6.67		
	Parents	100	24.63	7.25		

Interpretation

The results of the ANOVA test depicted in Table: 1.2 revealed that the statistical value of p is less than 0.05 the variables Awareness, Accessibility and Advantages. So we concluded that the mean score of Awareness, Accessibility and Advantages differed with category. But in the case of Availability no significant difference was observed between different categories as the p value was more than 0.05.

Table: 1. 3 Multiple Comparison Tests

Dependent Variable			Mean Difference (I-J)	Std. Error	Sig.
Awareness	Headmaster | Headmistress	Para Professionals	-0.190	0.942	0.840
		Special educators	-1.260	0.942	0.182
		General educators	-2.66000*	0.942	0.005
		Parents	-4.33000*	0.942	0.000
	Para Professionals	Headmaster | Headmistress	0.190	0.942	0.840
		Special educators	-1.070	0.942	0.257
		General educators	-2.47000*	0.942	0.009
		Parents	-4.14000*	0.942	0.000
	Special educators	Headmaster\ Headmistress	1.260	0.942	0.182
		Para Professionals	1.070	0.942	0.257
		General educators	-1.400	0.942	0.138
		Parents	-3.07000*	0.942	0.001
	General educators	Headmaster\ Headmistress	2.66000*	0.942	0.005
		Para Professionals	2.47000*	0.942	0.009
		Special educators	1.400	0.942	0.138
		Parents	-1.670	0.942	0.077
	Parents	Headmaster\	4.33000*	0.942	0.000

Dependent Variable			Mean Difference (I-J)	Std. Error	Sig.
		Headmistress			
		Para Professionals	4.14000*	0.942	0.000
		Special educators	3.07000*	0.942	0.001
		General educators	1.670	0.942	0.077
Accessibility	Headmaster | Headmistress	Para Professionals	0.020	1.009	0.984
		Special educators	-1.090	1.009	0.280
		General educators	-2.53000*	1.009	0.012
		Parents	-4.69000*	1.009	0.000
	Para Professionals	Headmaster| Headmistress	-0.020	1.009	0.984
		Special educators	-1.110	1.009	0.272
		General educators	-2.55000*	1.009	0.012
		Parents	-4.71000*	1.009	0.000
	Special educators	Headmaster| Headmistress	1.090	1.009	0.280
		Para Professionals	1.110	1.009	0.272
		General educators	-1.440	1.009	0.154
		Parents	-3.60000*	1.009	0.000
	General educators	Headmaster	2.53000*	1.009	0.012
		Para Professionals	2.55000*	1.009	0.012
		Special educators	1.440	1.009	0.154
		Parents	-2.16000*	1.009	0.033
	Parents	Headmaster | Headmistress	4.69000*	1.009	0.000
		Para Professionals	4.71000*	1.009	0.000
		Special educators	3.60000*	1.009	0.000
		General educators	2.16000*	1.009	0.033
Advantages	Headmaster\ Headmistress	Para Professionals	0.490	0.953	0.607
		Special educators	-0.570	0.953	0.550
		General educators	-2.75000*	0.953	0.004
		Parents	-3.09000*	0.953	0.001
	Para Professionals	Headmaster | Headmistress	-0.490	0.953	0.607
		Special educators	-1.060	0.953	0.266
		General educators	-3.24000*	0.953	0.001
		Parents	-3.58000*	0.953	0.000
	Special educators	Headmaster| Headmistress	0.570	0.953	0.550
		Para Professionals	1.060	0.953	0.266
		General educators	-2.18000*	0.953	0.023
		Parents	-2.52000*	0.953	0.008
	General educators	Headmaster\ Headmistress	2.75000*	0.953	0.004
		Para Professionals	3.24000*	0.953	0.001
		Special educators	2.18000*	0.953	0.023
		Parents	-0.340	0.953	0.721
	Parents	Headmaster\ Headmistress	3.09000*	0.953	0.001
		Para Professionals	3.58000*	0.953	0.000
		Special educators	2.52000*	0.953	0.008
		General educators	0.340	0.953	0.721

The significant difference existed in the groups is indicated by (*).

Interpretation

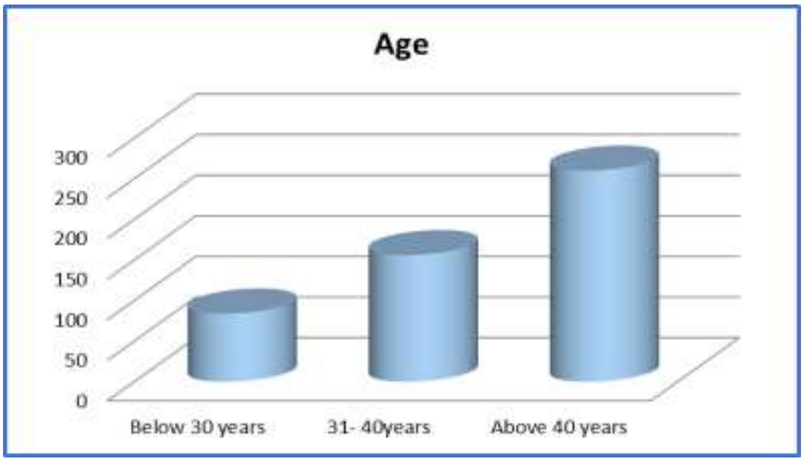
Since the ANOVA test indicated that significant difference exists among the categories for Awareness, Accessibility and Advantages, We conducted post hoc test or multiple comparison test to identify which among the categories differed significantly and the result is exhibited in the Table: 1.3. The result of the analysis indicated that for Awareness, Parents differ significantly with every other category of respondents. Significant difference was seen between General educators, Headmasters \ Headmistresses and Para professionals. The difference between the groups is indicated by (*)

Age

Table: 1.4. Age frequency and percentage levels of samples

Age	Frequency	Percent
Up to 30 Years	84	16.8
31-40 Years	156	31.2
Above 40 Years	260	52.
Total	**500**	**100.0**

Figure: 1.2 Age wise frequency level of samples



A one sample analysis of variance was used to test hypotheses. In this case, age of respondents was considered to be the independent variable, which included three age groups (a) Below 30 years (b) 31-40years (c) Above 40 years. So ANOVA was used to compare the mean scores of different age groups and the result is exhibited in Table 1.4.

Table No.1.5. Means, standard deviation and F value for age

Variables	Age	N	Mean	Standard Deviation	F	P value
Awareness	Up to 30 Years	84	24.54	6.63		
	31- 40 Years	156	23.76	6.43		
	Above 40 Years	260	23.62	7.14	0.578	0.562
Availability	Up to 30 Years	84	24.71	7.60		
	31- 40 Years	156	23.65	6.87		
	Above 40 Years	260	23.73	7.57	0.673	0.511
Accessibility	Up to 30 Years	84	22.88	7.10		
	31- 40 Years	156	21.72	6.71		
	Above 40 Years	260	21.49	7.73	1.153	0.316
Advantage	Up to 30 Years	84	23.14	7.25		
	31-40 Years	156	22.44	6.40		
	Above 40 Years	260	22.76	7.03	0.297	0.743

Interpretation

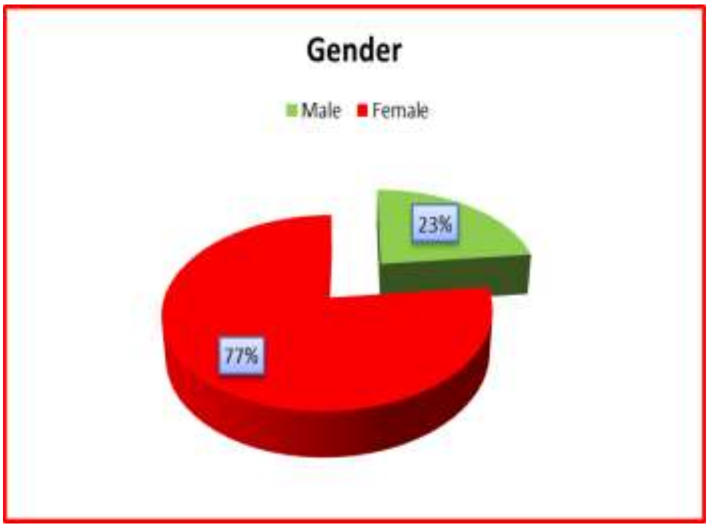
The results of the ANOVA test depicted in Table: 1.5 reveal that the statistical value of p was more than 0.05 for all the variables. So we concluded that the mean score of Awareness, Availability, Accessibility and Advantages didn't differ with age groups.

Gender

Table: 1.6 Gender frequency and percentage levels of samples

Gender	**Frequency**	**Percept**
Male	116	23.2
Female	384	76.8
Total	**500**	**100.0**

Figure: 1.3 Gender wise frequency level of samples



An independent sample Z test was often used to compare the mean scores of variables the two different groups, that is, males and females. Hence a Z test was conducted, and the results are shown in Table: 1.6

Table: 1.7 Mean, standard deviation and Z value for gender

Variables	**Gender**	**N**	**Mean**	**Standard Deviation**	**Z**	**P value**
Awareness	Male	116	24.42	7.00		
	Female	384	24.64	8.07	1.087	0.277
Availability	Male	116	24.08	8.07		
	Female	384	23.80	7.14	0.350	0.727
Accessibility	Male	116	22.30	7.15		
	Female	384	21.65	7.38	0.845	0.399
Advantage	Male	116	23.55	6.76		
	Female	384	22.47	6.89	1.483	0.139

Interpretation

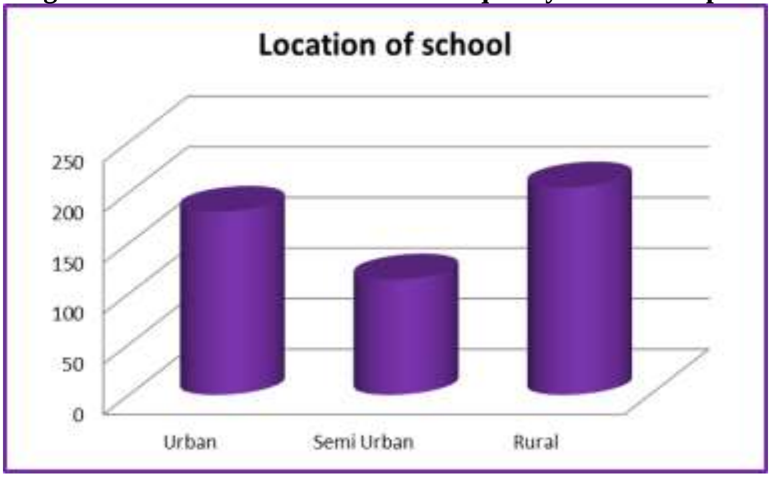
The result showed that significant difference existed between males and females for all the variables as the p value in this case was less than 0.05.

Location of School

Table: 1.8 Location of school frequency and percentage levels of samples

Location of School	**Frequency**	**Percent**
Urban	181	36.2
Semi Urban	114	22.8
Rural	205	41,0
Total	**500**	**100.0**

Figure: 1.4 Location of school wise frequency level of samples



A one sample analysis of variance was used to test hypotheses means when there are three or more groups of one independent variable. In this case, location of school was considered to be the independent variable, which included localities (a) Urban (b) Semi urban (c) Rural. So ANOVA was used to compare the mean scores of different locality of schools and the result is exhibited in Table: 1.7.

Table: 1.8 Means, standard deviation and F value for location of school

Variables	Location of school	N	Mean	Standard Deviation	F	P value
Awareness	Urban	181	24.97	7.68	4.765	0.009
	Semi Urban	114	23.75	5.62		
	Rural	205	22.84	6.52		
Availability	Urban	181	24.49	7.68	3.505	0.031
	Semi Urban	114	24.74	7.61		
	Rural	205	22.83	6.82		
Accessibility	Urban	181	22.38	8,23	1.689	0.186
	Semi Urban	114	22.17	6.41		
	Rural	205	21.08	6.91		
Advantage	Urban	181	23.43	7.62	3.596	0.028
	Semi Urban	114	23.38	6.45		
	Rural	205	21.74	6.28		

Interpretation

The results of the ANOVA test depicted in Table: 1.8 revealed that the statistical value of p was less than 0.05, for the variables Awareness, Availability and Advantages. So we concluded that the mean score of Awareness, Availability and Advantages differed with location of school. But in the case of Accessibility no significant difference was observed between the schools situated in different localities as the p value was more than 0.05.

Table: 1.9 Multiple comparison tests

Dependent Variable			Mean Difference (I-J)	Std. Error	Sig.
Awareness	Urban	Semi Urban	1.227	0.811	0.131
		Rural	2.13335*	0.692	0.002
	Semi Urban	Urban	-1.227	0.811	0.131
		Rural	0.907	0.792	0.253
	Rural	Urban	-2.13335*	0.692	0.002
		Semi Urban	-0.907	0.792	0.253

Dependent Variable			Mean Difference (I-J)	Std. Error	Sig.
Availability	Urban	Semi Urban	-0.245	0.875	0.780
		Rural	1.65757*	0.747	0.027
	Semi Urban	Urban	0.747	0.875	0.780
		Rural	1.90270*	0.855	0.027
	Rural	Urban	-1.65757*	0.747	0.027
		Semi Urban	-1.90270*	0.855	0.027
Advantage	Urban	Semi Urban	0.048	0.817	0.953
		Rural	1.68395*	0.697	0.016
	Semi Urban	Urban	-0.048	0.817	0.953
		Rural	1.63573*	0.953	0.041
	Rural	Urban	-1.68395*	0.697	0.016
		Semi Urban	-1.63573*	0.798	0.041

The significant difference existed in groups are indicated by (*).

Interpretation

Since the ANOVA test indicated that the significant difference existed among the schools situated in different localities for Awareness, Availability and Advantages, We conducted post hoc test or multiple comparison test for identify which among schools differs significantly and the result is exhibited in the Table: 1.9. The result of the analysis indicated that for Awareness, significant difference is observed between schools in urban and rural localities. No difference was observed between schools located in semi urban and urban localities. The difference between the groups is indicated by (*) **Educational Qualification**

Table: 1.10 Educational qualification frequency and percentage levels of samples

Educational qualification	Frequency	Percent
Post Graduate	125	31.2
Graduate	155	38.8
Diploma	120	30
Total	**400**	**100.0**

Figure: 1.5 Educational qualification wise frequency level of samples

A one sample analysis of variance was used to test hypotheses. In this case, educational qualification was considered to be the independent variable, which included three qualifications (a) Post Graduate (b) Graduate (c) Diploma. So ANOVA was used to compare the mean scores of different educational qualifications and the result is exhibited in Table 1.10

Table: 1.11 Means, standard deviation and F value for educational qualification

Variables	Educational qualification	N	Mean	Standard Deviation	F	P value
Awareness	Post Graduate	125	23.38	6.44	0.284	0.753
	Graduate	155	23.27	6.77		
	Diploma	120	22.78	6.53		
Availability	Post Graduate	125	22.79	6.40	1.051	0.350
	Graduate	155	23.63	7.37		
	Diploma	120	24.08	7.30		
Accessibility	Post Graduate	125	21.01	7.09	1.269	0.282
	Graduate	155	20.47	6.60		
	Diploma	120	21.81	7.10		
Advantage	Post Graduate	125	22.03	6.30	1.450	0.236
	Graduate	155	21.76	6.69		
	Diploma	120	23.10	7.05		

Interpretation

The results of the ANOVA test depicted in Table: 1.11 revealed that the statistical value of p was more than 0.05 for all the variables. So we concluded that the mean score of Awareness, Availability, Accessibility and Advantages didn't differ with educational qualification.

Educational Qualification of Parents

Table: 1.12 Educational qualification frequency and percentage levels of samples

Educational qualification	Frequency	Percent
Literate	90	90
Illiterate	10	10
Total	**100**	**100**

Figure: 1.6 Educational qualification wise frequency level of samples

An independent sample Z test was often used to compare the mean scores of variables the two different groups, that is, Literate and Illiterate respondents. Hence a Z test was conducted, and the results are shown in Table: 1.12.

Table: 1.13 Means, standard deviation and z value for educational qualification

Variables	Educational qualification	N	Mean	Standard Deviation	Z	P value
Awareness	Literate	90	26.89	7,08	1.811	0.073
	Illiterate	10	22.60	7.38		
Availability	Literate	90	25.92	8.24	2.139	0.035*
	Illiterate	10	20.10	7.40		
Accessibility	Literate	90	25.03	8.34	0.748	0.456
	Illiterate	10	23.00	5.93		
Advantage	Literate	90	24.90	7.47	1.119	0.266
	Illiterate	10	22.20	4.24		

Significant

Interpretation

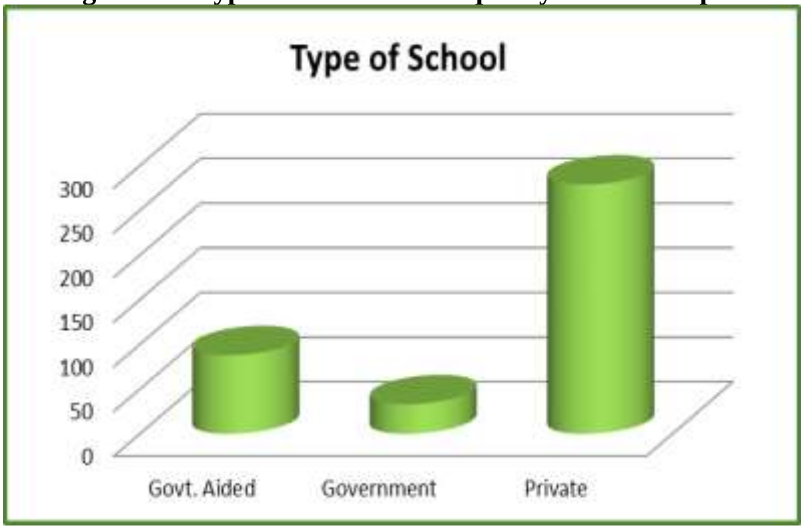
The result showed that no significant difference existed between Literate and Illiterate respondents for the variables Awareness, Accessibility and Advantages as the p value in this case was more than 0.05. But in the case of Availability since the p value was less than 0.05, significant difference was seen between Literate and Illiterate respondents.

Type of School

Table: 1.13. Type of School frequency and percentage levels of samples

Type of school	Frequency	Percent
Govt. Aided	88	22
Government	33	8.2
Private	279	69.8
Total	400	100.0

Figure: 1.7 Type of school wise frequency level of samples



A one sample analysis of variance was used to test hypotheses about means when there are three or more groups of one independent variable. In this case, type of school was considered to be the independent variable, which included three types (a) Govt. Aided (b) Government (c) Private schools. So ANOVA was used to compare the mean scores of different type of schools and the result is exhibited in Table: 1.13.

Table: 1.14. Means, standard deviation and F value for type of school

Variables	Types of school	N	Mean	Standard Deviation	F	p value
Awareness	Govt. Aided	88	23.83	5.45	0.589	0.555
	Government	33	22.88	6.38		
	Private	279	22.98	6.94		
Availability	Govt. Aided	88	23.17	6.65	0.215	0.806
	Government	33	23.09	6.95		
	Private	279	23.65	7.22		
Accessibility	Govt. Aided	88	20.85	3.85	0.021	0.979
	Government	33	21.08	7.04		
	Private	279		6.44		
Advantage	Govt. Aided	88	22.39	7.16	0.602	0.548
	Government	33	23.39	4.97		
	Private	279	22.07	6.73		

Interpretation

The results of the ANOVA test depicted in Table: 1.14 revealed that the statistical value of p is more than 0.05 for all the variables. So we concluded that the mean score of Awareness, Availability, Accessibility and Advantages didn't differ with Location of school.

Table: 1.15 Multiple comparison tests

Dependent Variable			Mean Difference (I-J)	Std. Error	Sig.
Awareness	Govt. Aided	Government	-0.225	0.916	0.806
		Private	1.79651*	0.740	0.016
	Government	Govt. Aided	0.225	0.916	0.806
		Private	2.02151*	0.787	0.011
	Private	Govt. Aided	-1.79651*	0.740	0.016
		Government	-2.02151*	0.787	0.011
Accessibility	Govt. Aided	Government	-0.532	0.985	0.589
		Private	1.376	0.796	0.085
	Government	Govt. Aided	0.532	0.985	0.589
		Private	1.90766*	0.847	0.025
	Private	Govt. Aided	-1.376	0.796	0.085
		Government	-1.90766*	0.847	0.025

The significant difference existed in groups are indicated by (*).

Interpretation

Since the ANOVA test indicated that the significant difference existed among the type of schools for Awareness and Accessibility, We conducted post hoc test or multiple comparison test for identify which among schools differs significantly and the result is exhibited in Table: 4.20. The result of the analysis indicated that for Awareness, Private schools differed significantly with Govt. Aided as well as Government schools. The difference between the groups is indicated by (*)

8. Experience

Table: 1 16. Experience frequency and percentage levels of samples

Experience	*Frequency*	*Percent*
Below five years	79	19.8
5-10 years	113	28.2
Above 10 years	208	52.0
Total	**400**	**100.0**

Figure:1.8 Experience wise frequency level of samples

A one sample analysis of variance was used to test hypotheses. In this case, years of experience was considered to be the independent variable, which included three years of experience (a) Below five years (b) 5-10 years (c) Above 10 years. So ANOVA was used to compare the mean scores of different years of experience and the result is exhibited in Table: 1.15.

Table: 1.16 Means, standard deviation and F value for experience

Variables	Experience	N	Mean	Standard Deviation	F	P value
Awareness	Below five years	79	24.51	7.00	2.667	0.071
	5-10 years	113	23.36	6.41		
	Above 10 years	208	22.53	6.47		
Availability	Below five years	79	25.08	7.67	2.745	0.065
	5-10 years	113	23.50	6.70		
	Above 10 years	208	22.90	6.95		
Accessibility	Below five years	79	21.99	6.49	3.410	0.034
	5-10 years	113	21.96	6.61		
	Above 10 years	208	20.18	7.15		
Advantages	Below five years	79	23.38	6.97	3.633	0.027
	5-10 years	113	23.03	6.82		
	Above 10 years	208	21.39	6.43		

Interpretation

The results of the ANOVA test depicted in Table: 1.16 revealed that the statistical value of p was less than 0.05 for the variables Accessibility and Advantages. So we concluded that the mean score of Accessibility and Advantages differed with years of experience.

Table: 1.17 Multiple comparison tests

Dependent Variable			Mean Difference (I-J)	Std. Error	Sig.
Accessibility	Below five years	5-10 years	0.023	1.008	0.982
		Above 10 years	1.80946*	0.908	0.047
	5-10 years	Below five years	-0.023	1.008	0.982
		Above 10 years	1.78672*	0.803	0.027
	Above 10 years	Below five years	-1.80946*	0.908	0.047
		5-10 years	-1.78672*	0.803	0.027
Advantages	Below five years	5-10 years	0.353	0.975	0.717
		Above 10 years	1.98552*	0.879	0.024
	5-10 years	Below five years	-0.353	0.975	0.717
		Above 10 years	1.63232*	0.777	0.036
	Above 10 years	Below five years	-1.98552*	0.879	0.024
		5-10 years	-1.63232*	0.777	0.036

The significant difference exist groups are indicated by (*).

Interpretation

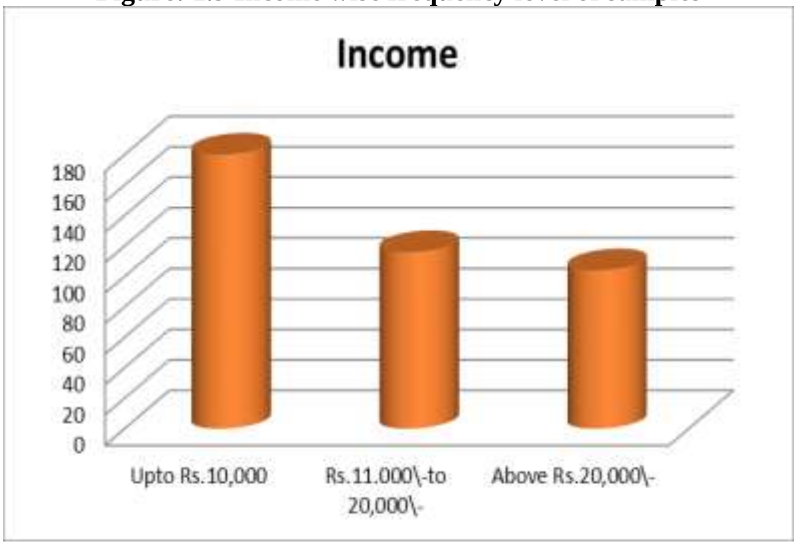
Since the ANOVA test indicated that the significant difference exist among the years of experience for Accessibility and Advantages, We conducted post hoc test or multiple comparison test for identify which among years of experience differs significantly and the result is exhibited in the Table: 1.17. The result of the analysis indicated that for Accessibility, significant difference was observed between Above 10 years and Below five years as well as Above 10 years and 5-10 years. No significant difference was observed between Below five years and 5-10 years. The difference between the groups was indicated by (*).

Income

Table No. 1.18. Income frequency and percentage levels of samples

Income	Frequency	Percent
Below 10,000	180	45.0
11.000 to 20,000	116	29.0
21,000 to 30,000	104	26.-
Total	**400**	**100.0**

Figure: 1.9 Income wise frequency level of samples



A one sample analysis of variance was used to test hypotheses. In this case, income same group was considered to be the independent variable, which included three years' income groups (a) Below 10,000 (b) 11,000 to 20,000 (c) 21,000 to 30,000. So ANOVA was used to compare the mean scores of different income groups and the result is exhibited in Table: 1.18.

Table: 1.19 Means, standard deviation and F value for Income

Variables	Salary	N	Mean	Standard Deviation	F	P value
Awareness	Below 10,000	180	21.74	6.32	9.305	<0.001
	11,000 to 20,000	116	23.63	6.42		
	21,000 to 30,000	104	25.09	6.71		
Availability	Below 10,000	180	23.42	6.90	1.173	0.310
	11,000 to 20,000	116	22.88	6.99		
	21,000 to 30,000	104	24.33	7.39		
Accessibility	Below 10,000	180	20.96	6.97	0.481	0.619
	11,000 to 20,000	116	20.68	6.38		
	21,000 to 30,000	104	21.58	7.41		
Advantage	Below 10,000	180	21.54	6.42	2.168	2.168
	11,000 to 20,000	116	22.47	7.01		
	21,000 to 30,000	104	23.22	6.71		

Interpretation

The results of the ANOVA test depicted in Table 1.19 revealed that the statistical value of p was less than 0.05 for the variable Awareness. So we concluded that the mean score of Accessibility differed with age.

Table No. 1.20 Multiple comparison tests

Dependent Variable			Mean Difference (I-J)	Std. Error	Sig.
Awareness	Below 10,000	11,000 to 20,000	-1.89042*	0.768	0.014
		21,000 to 30,000	-3.34765*	0.795	0.000
	11,000 to 20,000	Below 10,000	1.89042*	0.768	0.014
		21,000 to 30,000	-1.457	0.871	0.095
	21,000 to 30,000	Below 10,000	3.34765*	0.795	0.000
		11,000 to 20,000	1.457	0.871	0.095

The significant difference exist groups are indicated by (*).

Interpretation

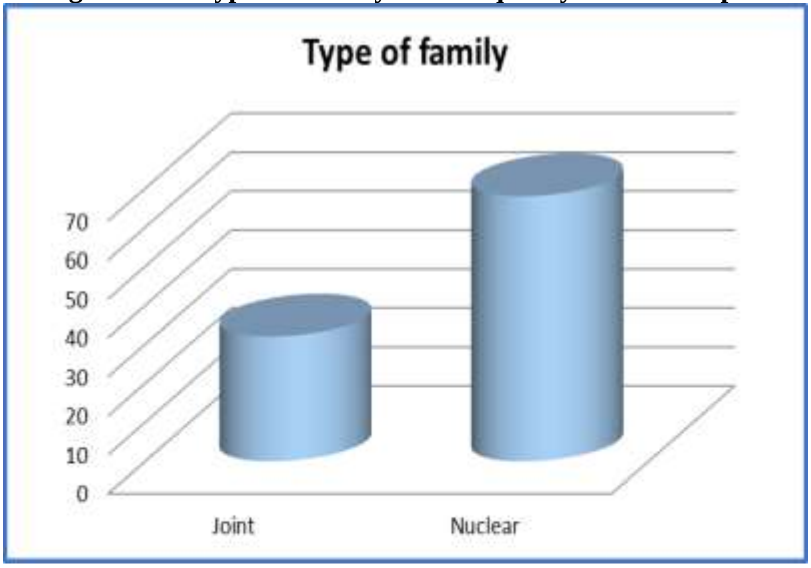
Since the ANOVA test indicated that the significant difference existed among the income groups for Awareness, We conducted post hoc test or multiple comparison test to identify which among income groups differed significantly and the result is exhibited in the Table: 1.20. The result of the analysis indicated that for Awareness, significant difference is observed between Below 30 years and Above 40 years. No significant difference was observed between Below 10,000 and other two groups. No difference was observed between 11,000 to 20,000 and 21,000 to 30,000. The difference between the groups is indicated by (*).

Types of Family

Table: 1.21. Types of family frequency and percentage levels of samples

Types of Family	Frequency	Percent
Joint	32	32.0
Nuclear	68	68.0
Total	**100**	**100.0**

Figure: 1.10.Types of Family wise frequency level of samples



An independent sample Z test were often used to compare the mean scores of variables the two different groups, that is, joint and nuclear families. Hence a Z test was conducted, and the results are shown in Table: 1.21.

Table: 1.22 Means, standard deviation and z value for type of family

Variables	Types of family	N	Mean	Standard Deviation	Z	P value
Awareness	Joint	32	27.38	8.09	0.872	O,385
	Nuclear	68	26.03	6.74		
Availability	Joint	32	26.72	9.60	1.139	0.257
	Nuclear	68	24.69	7.63		
Accessibility	Joint	32	26.53	8.68	1.443	0.152
	Nuclear	68	24.03	7.80		
Advantage	Joint	32	26.50	7.95	1.790	0.077
	Nuclear	68	23.75	6.78		

Interpretation

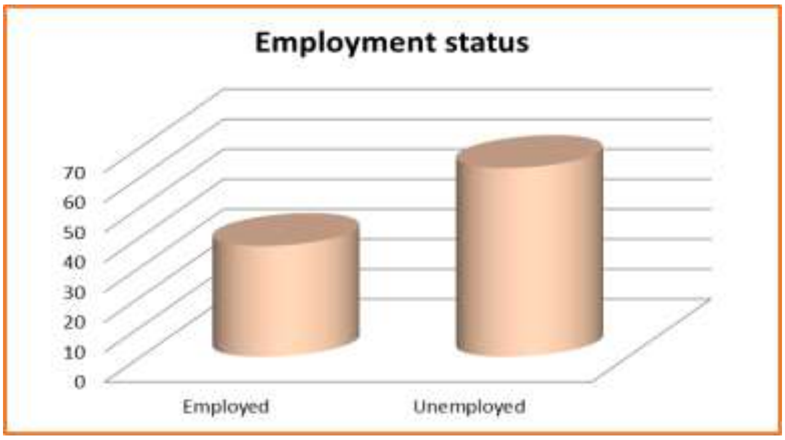
The result showed that no significant difference existed between for joint and nuclear families for all the variables as the p value in this case was more than 0.05.

Employment Status

Table: 1.23 Employment status frequency and percentage levels of samples

Employment status	Frequency	Percent
Employed	37	37.0
Unemployed	63	63.0
Total	100	100.0

Figure: 1.11 Employment status wise frequency level of samples



An independent sample Z test was often used to compare the mean scores. In this case, employment status was considered to be the independent variable, which included two types, Employed and Unemployed. Hence a Z test was conducted, and the results are shown in Table: 1.23.

Table 1.24. Means, standard deviation and z value for employment status

Variable	**Employment status**	**N**	**Mean**	**Standard Deviation**	**Z**	**P value**
Awareness	Employed	37	26.68	7.59	0.229	0.819
	Unemployed	63	26.33	7.00		
Availability	Employed	37	26.35	8.61	0.932	0.354
	Unemployed	63	24.75	8.14		
Accessibility	Employed	37	26.16	9.18	1.259	0,211
	Unemployed	63	24.05	7.42		
Advantage	Employed	37	25.46	8.16	0.876	0.383
	Unemployed	63	24.14	6.67		

Interpretation

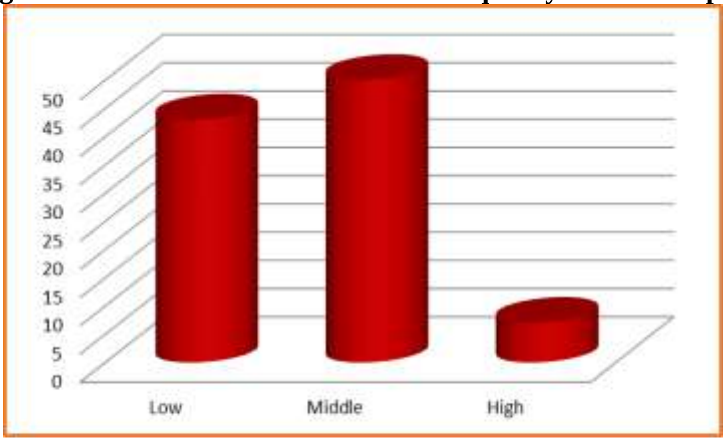
The result showed that no significant difference existed between for Employed and Unemployed respondents for the variables Awareness, Availability, Accessibility and Advantages as the p value in this case was more than 0.05.

Socio Economic Status

Table: 1.25 Socio economic status frequency and percentage levels of samples

Socioeconomic status	**Frequency**	**Percent**
Low	43	43.0
Middle	50	50.0
High	7	7.0
Total	**100**	**100.0**

Figure: 1.12 socioeconomic status wise frequency level of samples



A one sample analysis of variance was used to test hypotheses about means when there are three or more groups of one independent variable. In this case, Socio Economic Status was considered to be the independent variable, which three groups (a) Low (b) Middle (c) High. So ANOVA was used to compare the mean scores of different groups and the result is exhibited in Table: 1.25.

Table: 1.26. Means, standard deviation and F value for socioeconomic status

Variables	Socio economic status	N	Mean	Standard Deviation	F	P value
Awareness	Low	43	25.12	7.71	1.843	0.164
	Middle	50	27.12	6.70		
	High	07	30.00	6.19		
Availability	Low	43	25.16	8.48	1.364	0.261
	Middle	50	24.80	8.09		
	High	07	30.29	8.46		
Accessibility	Low	43	25.24	7.55	0.673	0.512
	Middle	50	23.98	8.63		
	High	07	27.14	8.32		
Advantage	Low	43	25.93	7.06	3.436	0.036
	Middle	50	22.92	6.92		
	High	07	28.86	8.32		

Interpretation

The result of the ANOVA test, depicted in Table: 1. 26 revealed that the statistical value of p was more than 0.05 on the variables Awareness, Availability and Accessibility. So, we concluded that the mean score of Awareness, Availability and Accessibility didn't differ with socio economic status. But in the case of Advantages significant difference was observed between Low, Middle and High school groups as the p value was less than 0.05.

Table: 1.27 Multiple comparison tests

Dependent Variable			Mean Difference (I-J)	Std. Error	Sig.
Advantages	Low	Middle	3.01023*	1.471	0.043
		High	-2.927	2.884	0.313
	Middle	Low	-3.01023*	1.471	0.043
		High	-5.93714*	2.855	0.040
	High	Low	2.927	2.884	0.313
		Middle	5.93714*	2.855	0.040

The significant difference exist groups are indicated by (*).

Interpretation

Since the ANOVA test indicated that the significant difference existed among the Low, middle and high groups for Awareness, Availability and Accessibility, we conducted post hoc test or multiple comparison test to identify which among socio economic groups differed significantly and the result is exhibited in the Table: 1. 27. The result of the analysis indicated that for Advantages, significant difference was observed between middle and low groups as well as middle and high groups. No difference was observed between low and high groups. The difference between the groups is indicated by (*).

Conclusion

The investigator planned to explore the status of implementing inclusive education schemes among SwIDs in Kerala. This descriptive survey study aimed to determine whether or not Kerala's school administrators, general educators, special educators, paraprofessionals, and parents of students with intellectual disabilities were aware of, had access to or benefited from services for SwIDs. Current studies on inclusive education schemes and support to uphold meaningful reintegration of SwIDs are thought to benefit from the outcomes of this research. It anticipates that future studies will build on and expand upon the present work to the point where its limitations are no longer an issue.

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Harnessing Water Bodies through Foxnut Cultivation : A Case Study of Madhubani District

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Abstract
Flood is the major problem of north Bihar, including Madhubani district. The loss of life, property and livelihood is very common. Madhubani is located in the foothill of Himalaya and the river's origin point is in Nepal which is the main cause of flood. It create very bad impact on the economy of region. So, we have to grow those crops which is not affected by flood. It is well-known that madhubani is enrich in water bodies. If we harnesss water bodies and prepare it for Foxnut cultivation then it will increase employment. There is favourable condition for the Foxnut farming and average productivity of the Foxnut is 1.5 tonn per hectare. So, the harnessing of water bodies and prepare it according to Foxnut will be a very good step in the flood-prone region of the Madhubani district. Those ponds which are not in use, we can also prepare it for Foxnut farming. But the absence of skilled workers, obsolete machinery, traditional method of farming, no more ideas of pond management, disease in Foxnut (Eurayle Ferox), economic problem of farmers, lack of Makhana processing unit, government programmes did not give proper result etc. are the major problems. The research adopted both qualitative and quantative method of data collection. Primary data is collected through focus group discussion, interview, questionnaire, schedule, probability sampling etc, where as secondary data is collected from the various magazines, research journal, govt. records, NGOs, books, ICAR and its related institutitutions, statistical water bodies and growing of foxnut (Eurayle Ferox) in the context of flood prone region of the Madhubani district. It also discuss the various circumstances related with the Foxnut cultivation.
Keywords – Euryale Ferox, Harnessing, Water Bodies, Employment, Economy

Introduction:
Flood is a devastating natural disaster in North Bihar and especially common incidence in Madhubani. Every year loss of life, property and livelihood is very common. It not only affect the economy of the region rather it creates lot of problems for the people living in this region. The damage to the standing crops are very common in flood affected region. Therefore, such kind of crops which can easily survive in the flood-prone region should be promoted. Foxnut which is locally known as makhana is very suitable for farming in these region. Makhana is mainly produced in the Bengal, Bihar and Assam. Bihar has first position in the Makhana production in which maximum producing districts are Purnea, Supaul, Darbhanga, Madhubani, Katihar, Kishanganj, Araria and Sitamadhi.

Madhubani is an important district of the North Bihar, having suffer from the brunt of flood havoc almost every year. This is agriculture based region and the farmers of this region are badly affected from flood. Heavy destruction of crops from flood is very common at here . So, it is very important to grow those crops which can easily survive in the flood-prone region like Madhubani and the loss of farmers can also reduced from it. Foxnut (Euryale Ferox) or Makhana is the best option for the flood-prone region because it is an aquatic crop and there will be no risk of crop destruction of farmers during flood time because it can easily survive in flood region also. Harnessing of water bodies or Jalkars in the Foxnut cultivation is very important. The district has leading position in the Foxnut production. The reason behind this is favourable condition for Foxnut cultivation in the Madhubani district. Average annual rainfall of 100-200cm, relative humidity of 60-80% and temperature of 25°-30°C is necessary for the Foxnut cultivation which is present in Madhubani district. Large no. of water bodies are also present in the region that's why it is known as 'Land of Ponds'. After Foxnut cultivation, raw Foxnut which is also known as Grey diamond can be processed in Makhana processing plant and ready product can easily supply in the market. The establishment of Makhana processing unit is very necessary for this but it is present in selected no. in the Madhubani district on the basis of private ownership. The government give subsidy on the establishment of processing plant but don't want to open directly. If the number of processing unit will increase then this region will be the hub of Makhana product.

Rationale of the Study:
Foxnut or Euryale Ferox is a favourable crop for the flood-prone district like Madhubani. While some farmers are showing interest in the foxnut cultivation because no only crop are ruined due to flood in some areas butalso it give more profit as compare to traditional crops. The present research is intended to find out the constraints present in the Foxnut cultivation, how to overcome it, its various scope in the near future. Flood is a recurrent feature

of this region and standing crops are devasted usually every year. So, aquafarming or wetland farming should be promoted. Foxnut and allied activities have good scope in this region.

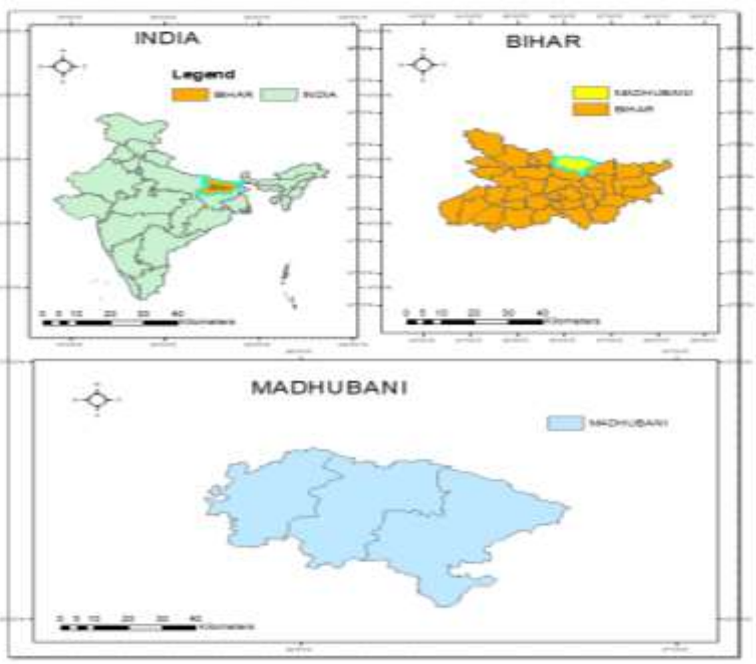
Objective of the Research:

The present research work is intended to highlight the case study of Madhubani district by harnessing water bodies through Foxnut cultivation. There has been limited and sporadic studies of foxnut cultivation and its development, particularly in the Madhubani district. Hence, this research will give a step forward in this field to explore the potentials of this field in the Madhubani district. The main objective of the research is to find out the challenges which farmers are facing during the Foxnut cultivation, to trace out the major diseases which is harmful for the Foxnut crop and how to save crop from these diseases, potentials of Foxnut farming in the Madhubani district, can easily survive in the flood-prone region or not, climatic condition for the Foxnut cultivation, scope of Foxnut processing plant in the region, present condition of Government schemes and loan facilities for the Foxnut cultivators and those who want to establish Makhana processing unit, to find out factors behind the decreasing production of Foxnut in the Madhubani district in few decades and increasing in adjoining districts, evaluate the benefits of Foxnut cultivation as compare to traditional crop and the impact of polluted water bodies on the crops. These objectives of research will be very helpful to explore the possibilities of Foxnut in the near future and also support in eradicating the drawbacks which comes during cultivation.

Study Area:

Madhubani is also known as the land of ponds, was carved out from the Darbhanga district in 1972. The region lies in the northern part of middle gangetic plain in the foothill of the Himalaya on latitude 26°34’ N and longitude 86°7’ E. Infact this region is very close to the tarai of Nepal. The total area of Madhubani district is 3,501 sq. km. The district is divided into 5 sub – divisions and 21 blocks. The population is 3, 570, 651 sq. km. The monsoon of here is influenced by the south – west monsoon (from June to September). The average annual rainfall of the Madhubani district is 1368 mm / 54.6 inch per year. The important rivers of this region are Koshi , Kamla Balan, Bhutahi Balan, Jeewach, Adhwara, Dhaus and Sugerwae which drained the region. Flood is the major problem of this region. About 70% population is directly or indirectly suffering from flood. Agriculture is the main source of livelihood of this region. About 12,000 ponds are located in the region and it will be very helpful for the economic development of the region. Ponds and wetlands are useful for the Foxnut farming. Benipatti, Andhrathadhi, Babubarhi, Jhanjharpur and Madhwapur are the major blocks of Madhubani district having large watery area and Foxnut production in these blocks are are also good where as Makhana processing planta are established in Benipatti, Andhrathadhi, Rajnagar and Pandaul.

Location Map of Study Area (Madhubani)



Hypothesis:

The study of this research needs formulation of some hypothesis. The important hypothesis are as follow:

1. This region has a rich tradition of foxnut production. The economic prosperity of the people in this region may be developed with the scientific development of Foxnut at large scale and it will be examined.
2. Foxnut and its allied activities have been overwhelmingly the main source of livelihood of a community (shahni family) since millennium and with the overall development it has strengthened the socio-economic conditions of this community.

Methodology:

The research is based on the data obtained from the both primary and secondary sources as well. Primary data is collected from the questionaire, interview, focus group discussion, rapid rural appraisal (RRA) methods, purposive sampling and structured scheduled where as secondary data is collected from the government agenices, NABARD, BITCO, Agriculture offices, Block offices, NGOs, books, Journals, Magazines, ICAR affiliated research centers and institutions, Satistical and Applied economics department.

Potentials in Field Of Foxnut Cultivation by Harnessing Water Resources:

Madhubani is enrich in water bodies and Foxnut (Euryale Ferox) farming is closely related to the tradition and culture of the Madhubani district but it needs to develop on large scale. Large acres of Wetlands, Barren lands, Unused ponds, chaurs are available in the district which can easily prepare for Foxnut cultivation. Those areas where crops are ruined every year because of flood and farmers are facing heavy loss then Foxnut cultivation will be the best option for that region to decrease the crop destruction and increase the economy of the region. Madhubani is rich in the Foxnut production because the region have favourable condition for Foxnut cultivation. There is lack of processing unit in the region. If Makhana processing unit will be established then the region will become the manufacturing hub of Foxnut product which will be very helpful for the economy of region. Foxnut cultivation give more profit as compare to traditional crop farming and there is no risk of crop destruction because flood in the Foxnut farming. So, this crop will be the best option for the flood-affected region like Madhubani. Makhana or Foxnut has great nutritional and medicinal value. If we prepare Makhana products for commercial purpose then there will be bright future of its export in the international market also.

Nutrients present in 100gm Foxnut

Protein	9.7gm
Fats	0.1gm
Carbohydrates	76.9gm
Fiber	14.5gm
Total lipid	0.1gm
Calcium	60gm
Iron	1.4gm

Constraints In The Field Of Euryale Cultivation:

The demand of Euryale ferox (Foxnut) is increasing very rapidly in the Madhubani district but production is very low as compare to demand. As a result, production did not compete demand. The use of obsolete machinery and traditional method of farming is responsible for low production of Euryale ferox (Foxnut). Lots of programmes and projects are launched by the government in this field to increase the production of Euryale ferox like as- but they are also not giving proper result. The government organise training programmes for the farmers who are engaged in the Eurayle ferox with the cooperation of various organisations like as ICAR, NGOs etc to solve the problem of cultivators but the information gap and lack of interest among Euryale ferox cultivators is the major constraint. Lack of scientific knowledge and skills in Euryale ferox cultivators is also the major cause of decreasing foxnut production in the Madhubani district because they did not know that how they will increase their production by the help of scientific method and good technical skills.

Polluted water bodies is the serious problem behind the decreasing production of Euryale ferox. Sometimes mismanagement of ponds or other waterbodies and wetlands also ruined the good crops of Euryale ferox because of lack of proper knowledge of water bodies. The lack of storage facilities and supply chain is the big challenge for the Euryale ferox cultivators because the absence of these facilties are responsible for the spoiling of product. Madhubani is enrich in Euryale ferox cultivation but inspite of all these, government did not establish any Foxnut processing industry. Some industries are established at here on the basis of private ownership. Most of the work are done manually after the cultivation of raw foxnut from farmland because machines are very expensive and it is not easy for poor farmers to invest large amount in machine tools.

Diseases of Foxnut Crop and Their Prevention:

Foxnut cultivation is mostly affected from pests. The plant is carried out in deep water and farmers did not give more attention to crops due to this. As a result, they suffer heavy loss in the end. Diseases are mainly occurs in the plant, leaves and stem of the Foxnut crop. Rotting disease is very common in the Foxnut plant as it is caused by the Fungi like as – *Fusarium, Pithium and Rhizoctonia.* If infected seed germinate then its root start rotting. As a result, plant did not survive and after sometimes it die. Sometimes it is very difficult to find out the infected plants because they looks healthy but after sometimes disease is identified from fruit because fruits of these infected plants are underdeveloped. Leaf spot disease is also very common in plants. Firstly, an irregular-shaped spot appear on the leaves, which gradually separated leaves from the plant and after sometimes plant become leafless and then die. Polluted water bodies is very harmful for the Foxnut crop and is responsible for various diseases. So, it is very necessary to keep pond clean to save the crop from diseases. Give fertilizers according to the suggestion of expert because maximum and minimum both quantity is not good for plant.Use pesticides under the guidance of expert because if we give without proper knowledge then it may be harmful for the crops.

Government Initiatives In Foxnut Cultivation:

At present, state government provide 50% subsidy to the Foxnut cultivators. Government decided to take 4% Vat on the selling of popped Foxnut or Makhana. NABARD which is the organisation of government of India also give 25% subsidy on the Foxnut cultivation to encourage farmers. The government is also giving subsidy in the purchasing of disel, seeds and other machine tools which is used by the farmers in the Foxnut or makhana farming to encourage cultivators. Government give Rs. 16000/- to cultivators for Pond and Field system.

Present Situation Of Foxnut Cultivation In The Madhubani District:

The production of Foxnut (Euryale Ferox) or Makhana is decreasing very rapidly in few decades in Madhubani district and is increasing in the neighbouring districts like as Saharsha, Supaul, Purnea etc. The reason behind the decreasing production of Foxnut or Makhana is lack of scientific methods obsolete machinery, traditional method of farming etc in the Madhubani district. ‘One District One Programme’ was launched by the central government to increase the production and processing of raw Foxnut in which Madhubani district is also selected because of the favourable condition of Foxnut farming and good production of Foxnut but this programme I not giving proper result. Government and various other agencies organise training programmes for cultivators that how to harness water bodies according to Foxnut farming, reasons behind the decreasing production and how to overcome from it, pest problems, methods to solve various problems which farmers face during farming, how to increase production, scientific method of farming etc but farmers did not show proper interest towards production in the Madhubani district. Today also processing of raw matrial which is known as UR (*locally called Guri)* is done manually at maximum places in the Madhubani district which take long time in processing and skilled worker is necessary for this work but in the adjoining districts of Madhubani, this work is done by machines at maximum places. The reason behind the manual processing of raw product is highly expensive machine tools which are not affordable for most of the farmers who are engaged in this work. ‘Makhana research institute’ which is established by the ICAR as its regional center for the development of Foxnut. The center introduced new methods and technology related with the Foxnut farming and its processing. Today Foxnut farming is not limited to the water bodies only. Farmers start growing it in the agricultural lands also with paddy and wheat also but it is not started in the Madhubani which is the main reason behind the increasing production in other districts and decreasing production in the Madhubani. Polluted water bodies is a great challenge for the growers because it not only decrease the production of crop but also responsible for various infectious diseases in the Foxnut crop. Swarn Vaidehi, one of the important variety of Makhana developed by the ICAR is now very popular among Foxnut cultivators because its yield potential is about 3t/ha which is very high as compare to traditional variety.

Blocks with highest no. of ponds and watery area (in Ha)

Blocks	No. of ponds	Watery Area
Benipatti	500	200.10
Babubarhi	250	150.14
Andhrathadhi	230	120.18
Madhwapur	198	200.53
Jhanjharpur	200	190.18
Bisfi	170	150.53

Source: International Journal of Zooogy and Research,(2017) vol.7

Suggestive Measures:

Suggestive measures are very important for the flood-prone region like Madhubani because every year heavy loss of life, property is very common at here. Destruction of crops are very common due to flood. Farmers are also facing economic problem and don't have proper ideas of latest machines. Harnessing of water bodies is also very important in Foxnut cultivation.So, proper management is very necessary for this region to overcome these problem in few aspect. Some of them are given below :

1. Growing of traditional crops like Paddy and Wheat cause heavy destruction and heavy loss to the farmer in the flood-prone region. So, it is much better to grow those crops which can easily survive during flood also like as Foxnut.
2. Harnessing of water bodies is very important in the Foxnut cultivation because the growth of Foxnut plant is depend on it. So, water management is very important in the Foxnut cultivation.
3. Madhubani has favourable condition for Foxnut farming and it is the important crop of here but inspite of all these, its production is decreasing in few decades because of obsolete machine tools and traditional method of farming. If cultivators will use the newly machines and grow crops scientifically then production will increase definitely.
4. Farmers are facing financial problems also in purchasing machines tools and other related things of Foxnut cultivation because subsidy is less on these things and farmers don't have more ideas of these subsidy. So, it is very important to introduce these programmes to them for their benefits.
5. There is no loan and scheme for Foxnut cultivation. If crops are ruined then government did not give any financial help to the farmers which make them economically weak. No loan facility for Foxnut cultivation also create problem for the farmers. So, there should be programme and loan facilities for those farmers whose crops are ruined or they are economically weak.
6. The production of Foxnut is good in the Madhubani district but there is lack of Makhana processing unit in the region. Few of them are established at here but they are running on the basis of private ownership like as- the processing unit of Andhrathadhi and Arer. If government will take interest on the establishment of Makhana processing plant then this region will become the manufacturing in the near future.
7. Polluted water bodies and pests both of them are harmful for the Foxnut crop. Proper care of crop is very necessary for the Foxnut crop to protect it from the disease otherwise it did not survive. Polluted water bodies decrease the crop production and also responsible for diseases in crops. So, conservation of water bodies and pest control under the guidance of scientists is very important to protect crop from destruction.
8. There is lack of storage facilities in the region. If production will increase then there is no any center to keep products safely which increase the chances of crop destruction. So, it is very to provide storage facilities to the farmers.

Conclusion :

As a coclusion, we can say that madhubani is an important district of bihar and the district has good position in foxnut farming. The region is flood prone and the destruction of crop is very common at here due to flood. So the focxnut farming is good option for those areas where crops are ruined due to flood and farmers start showing interest towards it but pollution of water bodies, climate conditions, primitive method of farming unskilled workers , obsolete machinery, no mpore ideas of government policies unability of storage facilities etc. government and some agencies are doing work in this field to overcome these problems but it didn't give proper result at present.

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Exploring the Legal Framework and Societal Impacts of "Marriage Brokerage" in India: A Study of the Indian Contract Act, 1872

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Abstract
This article explores the practice of marriage brokerage in India, a common phenomenon in arranged marriages where intermediaries play a vital role in finding suitable matches for prospective brides and grooms. The article provides an in-depth analysis of the legal framework for marriage brokerage contracts under the Indian Contract Act, of 1872, and discusses the services provided by marriage brokers in negotiating the terms of the marriage. The article also highlights the criticisms and controversies associated with the practice, including the promotion of dowry and other social evils, and the government's measures to curb these practices. The rise of online matrimonial websites is also discussed as an alternative to traditional marriage brokerage. The article concludes by emphasizing the need for ethical and transparent practices in the field of marriage brokerage while respecting the cultural and social significance of the practice.
Keywords – Marriage brokerage, India, Arranged marriage, Legal framework, Dowry, Intermediaries, Matrimonial websites, Social impacts.

Introduction

Marriage is a sacred institution in India, and the family is the cornerstone of Indian society. In ancient times, marriages were arranged by parents or relatives to maintain social and cultural customs. In contemporary times, the institution of arranged marriages has given way to the concept of love marriages. Marriage brokerage is a common practice in India, especially in arranged marriages where the family takes an active role in the selection of the spouse for their children. The process involves the use of intermediaries who help in finding suitable matches for the prospective bride and groom. These intermediaries are known as marriage brokers, and they play an important role in the marriage process. (Bhattacharyya, 2018)

Marriage brokerage is an ancient practice in India, and it has been prevalent since the Vedic period. The process has undergone significant changes over time, and today, it is characterized by the use of technology and online matrimonial websites. The role of marriage brokers has also evolved, and they now provide a wide range of services to the families of the prospective bride and groom. However, the arranged marriage system still exists in many parts of the country, especially in rural areas, where parents prefer to seek the help of marriage brokers to find a suitable partner for their children. Marriage brokerage is a practice where an intermediary or middleman arranges marriages between two parties. In this article, we will discuss marriage brokerage in India, its legality under the Indian Contract Act, and whether it is against public policy. (Gogia, 2020)

Rational Of the Study

The practice of marriage brokerage has been an integral part of arranged marriages in India for centuries. While this practice has helped many individuals find suitable matches and build successful marriages, it has also been criticized for promoting dowry and other social evils. With the rise of online matrimonial websites, the traditional role of intermediaries in matchmaking has changed significantly. Against this backdrop, this study aims to provide an in-depth analysis of the legal framework for marriage brokerage contracts under the Indian Contract Act of 1872 and to explore the services provided by marriage brokers in negotiating the terms of the marriage. Additionally, the study will examine the criticisms and controversies associated with the practice of marriage brokerage and the government's measures to curb these practices. Through this research, the study hopes to contribute to the ongoing discussion on the role of marriage brokerage in contemporary India and emphasize the need for ethical and transparent practices in the field while respecting the cultural and social significance of the practice. The study examines the effect of online matrimonial websites on the traditional practice of marriage brokerage in India, emphasizes the preservation of cultural and social norms, and aims to provide insights into the evolution of the practice in modern India.

Objective of the Study

The primary objective of this study is to provide a comprehensive analysis of the practice of marriage brokerage in India, examining its legal framework, services provided, criticisms, and controversies. The study aims to investigate the impact of the rise of online matrimonial websites on traditional marriage brokerage and the matchmaking process. Additionally, the research seeks to emphasize the need for ethical and transparent practices in the field of marriage brokerage while respecting the cultural and social significance of the practice. Ultimately, the study aims to provide valuable insights into the practice of marriage brokerage and its evolution in modern India.

Hypothesis

Based on the objectives of the study, the following hypotheses are proposed:

1. The rise of online matrimonial websites has significantly impacted the traditional practice of marriage brokerage in India and has changed the matchmaking process.
2. The legal framework for marriage brokerage contracts under the Indian Contract Act of 1872 provides a basis for ethical and transparent practices in the field of marriage brokerage.
3. Marriage brokers play a vital role in negotiating the terms of the marriage and providing valuable services to prospective brides and grooms.
4. The practice of marriage brokerage in India has been criticized for promoting dowry and other social evils, but the government's measures to curb these practices have had a positive impact.
5. Ethical and transparent practices in the field of marriage brokerage can help preserve cultural and social norms while ensuring that harmful practices such as dowry are not promoted.
6. The study aims to test these hypotheses through a comprehensive analysis of the practice of marriage brokerage in India.

Methodology

The study will use primary research methods, including interviews with marriage brokers, brides and grooms, and individuals using online matrimonial websites, as well as secondary research methods, such as literature analysis. Qualitative research methods, including thematic and content analysis, will be used for data analysis. The legal framework for marriage brokerage contracts will be analyzed using a doctrinal research approach. The study will be limited to the Indian context and focus on the practice of marriage brokerage in arranged marriages. The study will prioritize ethical data collection, including informed consent and anonymity for participants, and aims to provide a comprehensive analysis of the practice of marriage brokerage while discussing the research hypotheses.

What Is Marriage Brokerage?

Marriage brokerage is a practice where an intermediary or middleman arranges marriages between two parties. The intermediary usually acts as a mediator between the families of the bride and groom and helps them to find a suitable match. The marriage broker takes a fee for his services and provides information about the prospective bride and groom to their families. In some cases, the marriage broker may also act as a go-between, negotiating the terms of the marriage and settling disputes between the families. (Gupta, 2017)

Legal Framework for Marriage Brokerage in India

Marriage brokerage is not specifically defined under any Indian law. However, the practice of marriage brokerage is governed by the Indian Contract Act, 1872. The Act defines a contract as an agreement enforceable by law. In the case of marriage brokerage, the contract is between the marriage broker and the family of the bride or groom who engages the broker's services. The Indian Contract Act, of 1872, provides the legal framework for marriage brokerage contracts. The Act specifies the conditions that must be fulfilled for a contract to be valid, and it allows for contracts that are against public policy to be declared void. The Act also provides for the compensation of damages in case of breach of contract. (Iyer & Sharma, 2021)

Under the Indian Contract Act, a contract must fulfill certain conditions to be valid. These conditions include:**--**

1. **Offer and Acceptance:** There must be a proposal or offer by one party, which must be accepted by the other party.
2. **Consideration:** There must be some consideration or benefit exchanged between the parties. In the case of marriage brokerage, the consideration is the fee paid by the family of the bride or groom to the broker for his services.
3. **Free Consent:** Both parties must give their consent to the contract freely, without any coercion or undue influence.
4. **Capacity to Contract:** Both parties must have the legal capacity to enter into a contract. In the case of marriage brokerage, the family of the bride or groom must have the legal capacity to enter into a marriage contract.
5. **Legal Object:** The object of the contract must be legal. In the case of marriage brokerage, the object is to arrange a lawful marriage between the two parties.

If any of these conditions are not met, the contract will be considered void. For example, if the consent of either party was obtained through coercion or undue influence, the contract would be considered void.

Marriage Brokerage and Public Policy

Public policy refers to the principles and values that society deems essential for the common good. In India, public policy is shaped by the Constitution, laws, and social customs. Any contract that goes against public policy is considered void and unenforceable under the Indian Contract Act.

The question that arises is whether marriage brokerage is against public policy. The answer to this question is not straightforward. On the one hand, the practice of marriage brokerage is a traditional custom that has been followed for many years. On the other hand, the practice is also associated with dowry and other social evils. Marriage brokerage contracts are legally binding agreements between the marriage broker and the family of the prospective bride or groom. The contract specifies the terms and conditions of the services to be provided by the marriage broker, including the fee charged for the services. Marriage brokers also play a crucial role in negotiating the terms of the marriage, including the amount of dowry to be paid, the wedding expenses, and the date of the wedding. In many cases, marriage brokers also provide guidance and advice to the families of the prospective bride and groom on various aspects of the marriage process. (Smith, 2021)

The fees charged by marriage brokers vary depending on the services provided and the location of the families. In urban areas, marriage brokers charge a higher fee as compared to rural areas. The fees charged by marriage brokers can range from a few thousand rupees to several lakhs of rupees. One of the major criticisms of marriage brokerage is the promotion of the practice of dowry. Dowry is the payment made by the bride's family to the groom's family at the time of marriage. The practice is illegal in India, but it still exists in many parts of the country. The payment of fees to marriage brokers is considered a form of dowry and is against public policy. (Jain & Bhatnagar, 2019) Dowry is a payment made by the bride's family to the groom's family at the time of marriage. It is illegal in India, but it still exists in many parts of the country. The practice of dowry is closely associated with marriage brokerage. Marriage brokers often demand a high fee from the family of the bride, which is considered a form of dowry. The payment of such fees is against public policy as it promotes the evil of dowry and exploits the family of the bride. The role of marriage brokers in promoting dowry has been a subject of debate in India for many years. Many experts argue that marriage brokers promote the practice of dowry by charging exorbitant fees from the family of the bride. They also provide false information about the prospective groom to the family of the bride to negotiate a higher dowry. The Indian government has taken several measures to curb the practice of dowry and marriage brokerage. The Dowry Prohibition Act, of 1961, makes the giving or taking of dowry illegal in India. The Act also provides for stringent punishment for those who violate its provisions. In addition, the government has also launched various awareness campaigns to educate people about the evils of dowry and marriage brokerage.

In the case of **Sushil Kumar Sen v. State of Bihar**[1], the Supreme Court of India held that a marriage brokerage contract would be void if it violated the provisions of the Dowry Prohibition Act. The Court also observed that the practice of marriage brokerage could be against public policy if it promoted dowry or other social evils. In the case of **Gaurav Nagpal v. Sumedha Nagpal**, the Delhi High Court held that the payment of fees to marriage brokers was not against public policy per se. However, the Court observed that the payment of fees could become illegal if it was paid as a consideration for the marriage itself or if it amounted to dowry.

In recent years, the practice of marriage brokerage has also come under scrutiny for its role in promoting child marriage. Child marriage is illegal in India, but it still exists in many parts of the country. Marriage brokers have been known to arrange marriages between underage girls and older men, which is against public policy and a violation of the law. (Joshi & Alagh, 2019)

In 2014, the Supreme Court of India issued guidelines to curb the practice of child marriage. The Court directed all state governments to set up special cells to prevent child marriages and to take strict action against those who violate the law. The Court also directed the central government to take measures to sensitize the public about the evils of child marriage.

The Role of Marriage Brokers in Society

Marriage brokers have played an important role in Indian society for many years. They have helped to arrange marriages between families from different parts of the country and have facilitated the union of couples who might not have met otherwise. Marriage brokers also provide valuable information about the prospective bride or groom, including their family background, education, and social status.

However, the role of marriage brokers in society has also been criticized for its promotion of social evils such as dowry and child marriage. Critics argue that marriage brokers exploit the vulnerability of families who are looking for suitable matches for their children and charge exorbitant fees for their services. In addition, some marriage brokers have been known to provide false information about the prospective bride or groom, which can lead to marital disputes and other problems. The rise of online matrimonial sites has also posed a challenge to the traditional practice of marriage brokerage. Online sites have made it easier for people to find suitable partners without the help of intermediaries. Online sites also provide greater transparency and accountability, as users can directly communicate

[1] (1975), https://indiankanoon.org/doc/1831682/

with the prospective bride or groom and their families. (Khurana & Joshi, 2017)

Marriage brokerage is a traditional practice in India that has played an important role in arranging marriages between families. However, the practice has also been criticized for its association with social evils such as dowry and child marriage. The legality of marriage brokerage is governed by the Indian Contract Act, of 1872, which requires the fulfillment of certain conditions for a contract to be valid. (Kumar & Rani, 2019)

Role of Online Matrimonial Websites

Online matrimonial websites have emerged as a new alternative to traditional marriage brokers and are increasingly being used in India to find suitable matches for prospective brides and grooms. These websites offer a convenient platform for people to search for their life partners based on their preferences, such as caste, religion, education, profession, and other criteria. Unlike traditional marriage brokers, who often have a limited network and restricted access to information about potential matches, online matrimonial websites provide a vast pool of options from different parts of the country or even overseas. (Mehta & Mehta, 2020)

Online matrimonial websites use algorithms and data analysis to match the preferences and requirements of the individuals seeking a partner. These websites also provide a wide range of communication tools, such as chat rooms, video calls, and email, to enable potential partners to interact and get to know each other before deciding to take the relationship forward. The ease of use and accessibility of online matrimonial websites have made them increasingly popular among the younger generation, who prefer to use technology to find their partners. However, the use of online matrimonial websites is not without its challenges. One of the biggest challenges is the risk of fraudulent profiles or misrepresentation of personal information. This can lead to mismatches or even dangerous situations, such as the rising incidents of cyber fraud, identity theft, and even abuse or exploitation of women. Therefore, it is essential for users of online matrimonial websites to be cautious and verify the authenticity of profiles before proceeding with a match. (Singhal & Agarwal, 2020)

In conclusion, online matrimonial websites offer a new and convenient option for people in India to find suitable life partners. They have the potential to revolutionize the way arranged marriages are arranged and bring transparency and efficiency to the matchmaking process. However, it is essential to use these websites with caution and take necessary precautions to avoid any potential risks or challenges associated with the use of technology for matchmaking.

Conclusion

The practice of marriage brokerage in India is a complex issue with both positive and negative aspects. It is governed by the Indian Contract Act, 1872, which requires certain conditions to be met for a contract to be valid. While marriage brokers have facilitated marriages between families from different parts of the country and have provided valuable information about the prospective bride or groom, the practice has also been associated with social evils such as dowry and child marriage. The Act allows for contracts that are against public policy to be declared void, and the practice of marriage brokerage can become against public policy if it promotes dowry or other social evils. In conclusion, the legal framework for marriage brokerage contracts needs to be reinforced with ethical and transparent practices to ensure that the cultural and social significance of the practice is preserved while promoting the elimination of harmful practices.

The Indian government has taken measures to curb the practice of dowry and child marriage and issued guidelines by the Supreme Court. Online matrimonial sites have emerged as an alternative to traditional marriage brokerage, providing greater transparency and accountability to users. The practice of marriage brokerage in India must be regulated to ensure that it does not promote social evils and exploitation. The Indian Contract Act of 1872 provides a legal framework for the regulation of intermediaries involved in the business of arranging marriages. However, enforcement remains a challenge due to the complex social and cultural dynamics that influence arranged marriages. Online matrimonial websites have revolutionized the matchmaking process but are not without risks such as fraud, misrepresentation of personal information, and potential abuse or exploitation. It is essential for the legal framework to be updated to reflect the changing social and technological landscape of arranged marriages in India while considering ethical concerns, transparency, and empowerment of vulnerable parties. A comprehensive approach involving all stakeholders is required to ensure that the practice of marriage brokerage is conducted within the bounds of public policy and ethical principles.

Suggestions

1. The government can establish a regulatory body to oversee the operations of marriage brokers and ensure that they adhere to ethical and transparent practices.
2. The government can also launch public awareness campaigns to educate people about the risks associated with dowry and child marriage and promote the importance of ethical and transparent marriage practices.

3. Marriage brokers can be required to obtain licenses and undergo training to ensure that they are aware of the legal and ethical aspects of their work.
4. Online matrimonial websites can implement stricter verification procedures to prevent fraud and misrepresentation of personal information.
5. Civil society organizations can play a vital role in promoting ethical and transparent practices in the field of marriage brokerage and supporting vulnerable parties such as women and children.

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Challenges Faced By LIS Professionals While Using New Media as a Tool for Providing Information to the Library Users during Pandemic Period

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Abstract

The challenging times of pandemic period affected whole world and provided an opportunity to change though forcefully. Amongst all, library services were needed for variety of reasons and thankfully the technological advancement came to rescue the field by offering a channel for dissipation of information amongst all the professionals. In view of the above the challenges faced by libraries of academic colleges affiliated Sant Gadge Baba Amravati University, Amravati were studied. The data was generated using a structured questionnaire using survey method. All the statistical analysis of the data was carried out using SPSS 18.0 software. In view of the study results it was observed that lack of official/policy guidelines for use of new media for disseminating library services during Covid-19 pandemic was prevalent in majority of colleges. Furthermore, the data revealed that most of the LIS professionals of study area had favorable attitude towards use of new media during Covid-19. Amongst other aspects, infrastructure facilities, lack of funds, lack of adequate human resources, poor technical know-how about use of New Media for disseminating library services were the challenges faced by LIS professionals during Covid-19 pandemic.

Keywords: *Pandemic period, New Media, library services, infrastructure facilities, technical know-how*

Introduction:

The role of library as the power house of knowledge is well established all over the world. However, not all situations are conducive to seamless operation of library services. One such once in a lifetime situation occurred during the Covid-19 pandemic period, when almost all activities were negatively affected including the library services. Moreover, considering the importance of library services, many Library and Information Science (LIS) professionals made sincere attempts through various innovations to provide maximum services to their respective users. Also, many LIS professionals played a great role in attending to the information needs of the varied users. The pandemic period has completely turned the world upside-down disrupting the normal way of life. With the closing down of the educational institutions across the globe, the library patrons had faced great hardships as they were unable to access the library to meet their information requirements. Besides many aspects the pandemic has dramatically remodeled and transformed the education sector into a digital learning hub, wherein the role of LIS professionals has changed remarkably. The pandemic has given a wide range of opportunities for the librarians to upgrade their digital literacy skills in order to provide the finest services to the library users/patrons during the pandemic period.

During the pandemic period, academic libraries had to explore many options so that library users can get desired information. This is because; closure of academic activities necessitated most of class to operate through online platforms. Libraries also had to shift to online mode to provide services to assist students with access to materials for assignments, selection and dissemination of information resources on various fields to researchers, virtual research help, virtual instruction, online reference services, access to e-books and e-journal, linking users to health institutions and organization on information relating to coronavirus, publish a pamphlet and handbills for safety measures against coronavirus. The technological advancements and innovations have transformed the traditional libraries to the present smart Libraries. However, this transformation is not uniform in the study area i.e. western Vidarbha region of Maharashtra and many academic libraries are left behind as they could not change their service delivery during the pandemic period. In view of the above, this investigation was carried out to assess challenges faced by LIS professionals while using New Media as a tool for providing information to the library users during pandemic period.

Research Methodology:

The present study is conducted by using a combination of descriptive and exploratory research design. In the study area, there are total 394 colleges are existing, which are affiliated to Sant Gadge Baba Amravati University (SGBAU), Amravati. Out of that 235 are academic colleges affiliated to the SGBAU, Amravati were selected for the Data Collection. The LIS professionals working in these colleges formed the samples. The primary data was collected using a structured questionnaire and by following survey method. Prior to its use the reliability and validity of the questionnaire was tested. Subsequently, secondary data was collected from different National and International Magazines, Journals, Books of the reputed authors, internet and other sources. Statistical analysis of the data was carried out with the help of various statistical tests. The descriptive statistics, such as frequency, mode, percentage, etc were determined from the collected data. All the statistical analysis was carried out by using SPSS 18.0 Software.

Results and Discussion:

Guidelines for use of New Media by LIS professionals during Covid-19 pandemic:

Table 1: Availability of Official/Policy guidelines for use of New Media for disseminating library services during Covid-19 pandemic

Response	Nos.	Percentage
Available	16	6.8
Not available	166	70.6
Don't know	53	22.6
Total	**235**	**100.0**

Chi–square 156.027; **df:** 2, **p**<0.05; **Table Value**:5.99

Above **Table 1** presents results pertaining to availability of Official/Policy guidelines for use of New Media for disseminating library services during Covid-19 pandemic in the academic colleges of SGBAU. According to 6.8% respondents official/policy guidelines were available for use of New media for disseminating library services during Covid-19 pandemic while 22.6% respondents were not aware about it. Further according to 70.6% respondents such guidelines were not available for use of New media for disseminating library services during Covid-19 pandemic.

Attitude towards use of New Media during Covid-19 pandemic:

Table 2: Attitude of the LIS professionals towards use of New Media during Covid-19 pandemic

Attitude	Nos.	Percentage
Favourable	138	58.7
Unfavorable	68	28.9
Indifferent	29	12.3
Total	**235**	**100.0**

Chi–square 78; **df:** 2, **p**<0.05; **Table Value**:5.99

Above **Table 2** shows information pertaining to attitude of LIS professionals of academic colleges of SGBAU towards use of New Media during Covid-19 pandemic. 58.7% respondents had favorable attitude towards use of new media during Covid-19 while 12.3% respondents had indifferent attitude. Further 28.9% respondents had unfavorable attitude towards use of new media during Covid-19.

Infrastructure facilities for use of New Media during Covid-19 pandemic:

Table 3: Adequacy of infrastructure facilities for use of New Media during Covid-19 pandemic

Response	Nos.	Percentage
Adequate	59	25.1
Inadequate	133	56.6
Not sure	43	18.3
Total	**235**	**100.0**

Chi–square 58.955; **df:** 2, **p**<0.05; **Table Value**:5.99

Above **Table 3** shows information pertaining to adequacy of infrastructure facilities in the academic colleges of SGBAU for use of New Media during Covid-19 pandemic. According to 25.1% respondents infrastructure facilities were adequate for use of new media during Covid-19 while 18.3% respondents are not sure about it. Further 56.6% respondents feel that infrastructure facilities were not adequate for use of new media during Covid-19.

Technical know how about use of New Media for disseminating library services:

Table 4: Technical know how about use of New Media for disseminating library services

Response	Nos.	Percentage
Very good	27	11.5
Fair	66	28.1
Poor	142	60.4
Total	**235**	**100.0**

Chi–square 87.136; **df:** 2, **p**<0.05; **Table Value**:5.99

Above **Table 4** shows information pertaining to technical know-how among LIS professionals of academic colleges of SGBAU for use of New Media for disseminating library services during Covid-19 pandemic. 11.5% respondents had very good level of technical know-how about use of New Media for disseminating library services during Covid-19 pandemic while 28.1% respondents had fair technical knowledge. Further 60.4% respondents had poor technical know-how about use of New Media for disseminating library services during Covid-19 pandemic.

Availability of funds to purchase latest technology tools:

Table 5: Availability of funds to purchase latest technology tools for disseminating library services

Response	**Nos.**	**Percentage**
Adequate	17	7.2
Not adequate	194	82.6
Not sure	24	10.2
Total	**235**	**100.0**

Chi–square 256.702; **df:** 2, **p**<0.05; **Table Value**:5.99

Above **Table 5** shows information pertaining to availability of funds in the academic colleges of SGBAU to purchase latest technology tools for disseminating library services during Covid-19 pandemic. According to 7.2% respondents funds were available to purchase latest technology tools for disseminating library services during Covid-19 pandemic while 10.2% respondents are not sure about it. Further 82.6% respondents feel that funds were not available to purchase latest technology tools for disseminating library services during Covid-19 pandemic.

Internet & power supply during Covid-19 pandemic period:

Table 6: Internet & power supply during Covid-19 pandemic period

Response	**Nos.**	**Percentage**
Good	184	78.3
Fair	40	17.0
Poor	11	4.7
Total	**235**	**100.0**

Chi–square 219.366; **df:** 2, **p**<0.05; **Table Value**:5.99

Above **Table 6** shows information pertaining to speed of internet & power supply in the academic colleges of SGBAU during Covid-19 pandemic. According to 78.3% respondents high speed internet & power supply was available during Covid-19 pandemic while 17.0% respondents feel that it was of fair level. Further according to 4.7% respondents internet & power supply provided during Covid-19 pandemic was of poor level.

Availability of human resources:

Table 7: Availability of adequate human resources

Response	**Nos.**	**Percentage**
Adequate	37	15.7
Inadequate	191	81.3
Not sure	7	3.0
Total	**235**	**100.0**

Chi–square 249.022; **df:** 2, **p**<0.05; **Table Value**:5.99

Above **Table 7** shows information pertaining to availability of adequate human resources in the academic colleges of SGBAU during Covid-19 pandemic. According to 15.7% respondents adequate human resources were available during Covid-19 pandemic while 3.0% respondents are not sure about it. Further according to 81.3% respondents adequate human resources were not available during Covid-19 pandemic.

Conclusions:

Guidelines for use of New Media during Covid-19 pandemic

On the basis of the study results it is evident that most (p<0.05) of the academic colleges of SGBAU do not have availability of official/policy guidelines for use of New media for disseminating library services during Covid-19 pandemic.

Attitude towards use of New Media during Covid-19 pandemic

In the backdrop of study results it is evident that most (p<0.05) of the LIS professionals of academic colleges of SGBAU had favorable attitude towards use of new media during Covid-19.

Infrastructure facilities for use of New Media during Covid-19 pandemic

On the basis of the study results it is evident that most ($p<0.05$) of the academic colleges of SGBAU do not had adequate infrastructure facilities for use of new media during Covid-19.

Technical know how about use of New Media for disseminating library services

On the basis of the study results it is evident that most ($p<0.05$) of the LIS professionals of academic colleges of SGBAU had poor technical know-how about use of New Media for disseminating library services during Covid-19 pandemic.

Availability of funds to purchase latest technology tools

On the basis of the study results it is evident that most ($p<0.05$) of the academic colleges of SGBAU do not had adequate funds to purchase latest technology for disseminating library services during Covid-19 pandemic.

Internet & power supply during Covid-19 pandemic period

On the basis of the study results it is evident that most ($p<0.05$) of the academic colleges of SGBAU had good internet & power supply during Covid-19 pandemic.

Availability of human resources

On the basis of the study results it is evident that most ($p<0.05$) of the academic colleges of SGBAU had inadequate human resources during Covid-19 pandemic.

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Role of E-Commerce in reducing operational Cost

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Abstract: E-Commerce, semiconductor, B2C, B2B, C2C, M-Commerce, electronics market, Personal Digital Assistant, marketplace, Domain Name system, trajectory, Geographical boundaries, Amazon, electronic money, penetration, demonstration, collaboration, electronic data interchange (EDI), time-based, inventory tracking levels costs, point of sale, legislations, infrastructure development, ex-chequers, AIRBNB, WTO, DTPP, OLX, unemployment, RICS, RCEP, Trade India, Google Pay, environment.

Introduction:

Day by day the entire global economy is becoming dependent on E-commerce platform. The importance of e-commerce is increasing day by day. Perhaps the entire economic transaction will run on e-commerce platform. So, Research and study on e-commerce is very important.

E-commerce (electronic commerce) is the activity of electronically buying or selling of products on online services or over the Internet. E-commerce draws on technologies such as mobile commerce, electronic funds transfer, supply chain management, Internet marketing, online transaction processing, electronic data interchange (EDI), inventory management systems, and automated data collection systems. E-commerce is in turn driven by the technological advances of the semiconductor industry, and is the largest sector of the electronics industry.

Experts believe that: The Indian e-Commerce market is expected to reach $170 billion by 2025. India's online shopper base is to reach nearly 500-600 million by 2030 and become the 2nd largest globally.

Major Types of e-Commerce

Type of e-Commerce	**Example**
B2C- Business to consumer	Amazon.com is a general merchandiser that sells consumer products to retail consumers.
B2B- Business to Business	Trade India is an online Business to Business (B2B) portal for small businesses based in India and around the globe
C2C – Consumer to Consumer	www.olx.in website creates a marketplace where consumers can auction or sell goods directly to other consumers.
P2P – Peer to Peer	AIRBNB is a service that lets property owners rent out their spaces to travelers looking for a place to stay, without the intervention of a market makes as in C2C Ecommerce
M-Commerce (Mobile Commerce)	Google Pay is an example of M-Commerce People use it on mobile to conduct Online financial transactions

What is meaning of B2C?

B2C stands for business-to-consumer, as in a transaction that takes place between a business and an individual as the end customer. B2C business-to-consumer ecommerce, also called retail ecommerce, is a business model that involves sales between online businesses and consumers .

A popular example of a B2C e-commerce platform is Amazon. Ecommerce sales happen almost entirely over the internet, apart from the shipping and delivery processes, so they give sellers and buyers the comfort and freedom to make transactions at any time and from any place. This increased ease of both buying and selling online, as compared to traditional sales, has made B2C ecommerce one of the fastest growing sectors in the global economy

What is meaning of B2B?

In B2B stands for Business To Business, In this model one business sells a set of products or services to another business. Typically, there is a group or department that uses the vendor's products and services. Occasionally, a single user on the buyer side makes a transaction in support of the company's business goals.

One of best example of B2B ecommerce platform is Tradeindia.com in India. This website provides information about Indian and global sellers and buyers with over 12,000 product categories and sub-categories. The main products and services offered by the portal include online business catalogs, DialB2B, Trade Alerts, Call Me Free Service, credit reports and trade leads.

What is meaning of C2C?

Customer to customer (C2C) is a business model that enables customers to trade with each other, frequently in an online environment. C2C businesses are a type of business model that emerged with e-commerce technology and the sharing economy.

https://www.olx.in is a website where the transactions take place between customers is known as a C2C (customer-to-customer) business. In OLX, the seller is also a customer/consumer, and the buyer is also a customer. In India, for customers it is one of secured market system for the sale of used goods or services.

What is meaning of P2P?

A peer-to-peer (P2P) service is a decentralized platform whereby two individuals interact directly with each other, without intermediation by a third party. Instead, the buyer and the seller transact directly with each other via the P2P service. The P2P platform may provide services such as search, screening, rating, payment processing, or escrow.

Airbnb website is an example of P2P E Commerce platform. This website helps to connects people who own a product or offer a service with people who want to buy or rent it. Airbnb is a classic example. The role of the website is to help these two groups of people, who find each other. The site also handles payments and helps build trust between the parties.

What is meaning of M-Commerce?

M-Commerce, also known as Mobile commerce. It is platform of buying and selling of goods and services through wireless handheld devices such as smartphones and tablets. M-commerce is a form of e-commerce that enables users to access online shopping platforms without the use of a desktop computer.

Google Pay app, Amazon Mobile app, Paytm App helps user in conducting online transactions, paying bills, sale & purchase of products, and internet banking by using wireless devices such as mobile phones, tablets, etc.

Benefits/Advantages of e-Commerce

1. Faster Buying Process
2. Helps in reducing cost.
3. Affordable advertising and Marketing.
4. Decreases the cost of paper-based information
5. Reduced the cost of communication
6. Provides richer communication than traditional means.
7. Fast delivery of digitized products.
8. Increased flexibility of location.
9. The process of e-Commerce enables sellers to come closer to customers that lead to increased productivity and perfect competition the customer can also choose between different sellers and buy the most relevant products as per requirements, preferences and budget Moreover, customer now have access to virtual stores.
10. E-Commerce also lads to significant transaction cost reduction for consumers.
11. E-Commerce has emerged as one of the fast growing trade channel available for the cross-border trade of goods and service.
12. It provides a wider reach and reception across the global market with minimum investments. It enables sellers to sell to a global audience and also customers to make global choice. Geographical boundaries and challenges are eradicated drastically reduced
13. Through direct interaction with final customer this e-Commerce process cuts the product distribution chain to a significant extent. A direct and transparent channel between the producers made. This way product and service that are created to cater to the individual preferences of the target audience.
14. Customers can easily locate product since e-Commerce can be one store set up for all the customers' business needs.
15. Ease of doing business it makes starting managing business easy and simple.
16. The growth in the e-commerce sector can boost employment, increase revenue from export increase tax collection by ex-chequers, and provide better products and services to customers in the long-term.

Limitations of e-Commerce Disadvantages

1. Lack of system security reliability and standards.
2. Lack of privacy.
3. Insufficient bandwidth.
4. Integrating e-Commerce software with existing software is still a challenge
5. Lack of trust in 1) unknowns on the other end of the transaction 2) integrity of the transaction itself and 3) electronic money that is only bits and bytes.
6. There is lesser accountability on part of e-Commerce companies and the product quality may or may not meet the expectations of the customers.
7. It depends strongly on network connectivity and information technology. Mechanical failures can cause unpredictable effect on total process.
8. Definite legislations both domestically and internationally to regulate e-Commerce transactions are still to be framed leading to lack of regulation of the sector.
9. At times, there is a loss of privacy, culture or economic identity of the customer.

10. There is a chance of fraudulent financial transaction and loss of sensitive financial information.

Government Initiatives Regarding e-Commerce in India

1. The government has taken action to encourage the growth of more entrepreneurs on E Commerce Platform Since 2014, the government of India has introduced several new programs, including Start-up India, Skill India, Digital India, and the Innovation Fund. It is anticipated that the timely and efficient execution of these programs will contribute to the expansion of e-commerce in the country.
2. In february 2019 a draft National e-commerce policy has been prepared and placed in the public domain by Government, which addressed six broad areas of the e-commerce marketplaces, regulatory issues, infrastructure development; data stimulating domestic digital economy and export promotion through e-commerce.
3. The department of commerce initiated exercise and established a think tank on ‘Framework for National policy on e-commerce and a task force under it to deliberate on the challenges confronting India in the area of the digital economy and electronic commerce.

FDI guidelines for e-commerce by DTPP -

1. In order to increase the participation of foreign players in the e-commerce field, the Government has increased the limit of foreign direct investment (FDI) in the e-commerce marketplace model for up to 100% in B2B model.
2. Government e-marketplace signed a memorandum of understanding with Union Bank of India to facilitate a cashless paperless and transparent payment system for an array of services in October 2019.
3. The heavy investment of Government of India in railing out the fiber network for 5G will help boost e-commerce in India.
4. In the Union Budget of 2018-19, the Government has allocated ₹ 8,000 crore to Bharat Net Project to provide broadband services to 1,50,000 gram panchayat

Way Ahead

1. E-commerce has become an important part of many multilateral negotiations such Regional Comprehensive Economic partnership (RCEP), WTO, RICS etc.
2. E-commerce still faces various issues like international trade, domestic trade, competition policy, Consumer protection, information technology etc. As a growing sector with huge interest from both domestic and international players it becomes pertinent to regulate it keeping in mind the interest of both entrepreneurs and consumers. A conducive encouraged level playing field should be encouraged.
3. Policy makers should be also be mindful of sharping a vibrant domestic industry.

   A comprehensive policy is of utmost importance to reflect India’s position in both domestic and internationals or multilateral forums.

Objective

1. To check that the commercial sector has increased due to e-commerce.
2. To find out whether operational value is reduced due to e-commerce or not.
3. To find out whether e-commerce has made doing business easier or not
4. To check whether India’s GDP rate has increased due to e-commerce or not.
5. To find out that companies doing online business are getting huge profit in business.

Hypothesis

1. E-commerce has reduced the opportunity cost.
2. E-Commerce has made doing business easier.
3. E-commerce makes trading less time consuming
4. E-commerce has connected many buyers and sellers to each other.
5. E-commerce has reduced the cost value.

Research Methodology

The following instruments have been used as research methods for the above topic.

1. Article’s published so far related to the above topic.
2. Information released directly and indirectly by the government so far according to the above topic.
3. Articles’ published so far the above topic in newspapers, Magazines weekly.
4. According to the above topic so far, internet articles posted by different websites famous authors.

   According to the above topic the published articles information, information released by the government as well as various articles were verified to write on this topic. The essay has been after reading meditating and extensive study of various writings.

Conclusion

1. E-commerce has seen an increase in trade.
2. Due to e-commerce business is going at a fast pace.
3. Online trading has increased due to e-commerce.
4. E-commerce has made people prefer to buy things online.

5. E-commerce has made it easy to start a business with very little money.
6. Virtual stores are gaining popularity.
7. Du to e-commerce the seller has succeeded in delivering the products of the customers very close interest.
8. The e-commerce market place model sees increased foreign investment limits.
9. E-commerce business has increased productivity.
10. E-commerce makes all transaction paperless and cashless.
11. Boosting exports by increasing taxes on e-commerce.
12. E-commerce a generate employment and provide better service to customers in the long run.
13. Consumers can get their required items at their doorstep. Thanks to e-commerce.
14. E-commerce is creating a paperless world.
15. E-commerce is a starting to reveal the secrets of private life.
16. It is observed that e-commerce can be dangerous in dealing with people online.
17. Paper cost has started to come down because of E Commerce.
18. E-commerce has also shown that goods and services can be shipped across borders very quickly.
19. It appears that e-commerce transactions cannot be trusted immediately.
20. E-commerce focuses only on electronic money.

Recommendations.

1. The government should implement a specific mechanism to make the common people believe on e-commerce.
2. All people should be trained to do e-commerce transaction.
3. Care should be taken to ensure that the consumer's private life is not disturbed during e-commerce transactions.
4. The young generation should eagerly enter this field of c-commerce and embrace self-employment.
5. India can definitely be able to become the number one unemployment free country in the world if the young generation eagerly jumps into the field of e-commerce.

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A Heuristic Study on the Relationship between Emotional Intelligence and Charismatic Leadership

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Abstract

In these dynamic times, a leader's continued relevance is crucial to the organisation. For the team to function at its highest level of production, the leader must be active. It's important to be adaptable to changes in the always changing environment. A leader has a great importance in creating an organisational culture that is beneficial to its employees. To comprehend conditions and responses, a leader must put himself in his followers' position. Leaders can only be effective if they are aware about the behaviour as well as the emotions of their followers. Thereby a leader's success is determined by how well they connect and collaborate with their followers. This research is an endeavour to highlight the association between Emotional Intelligence and Charismatic Leadership. By investigating the existing literature available on the association between the two some conclusions were drawn. In depth analysis was done covering 20 studies both theoretical and empirical and different countries. The results indicate that EI and its elements predict charisma in leaders and there exists a positive and significant relationship between the two. The exhaustive findings would be helpful in Human Resource and Leadership studies.
Keywords – Emotional Intelligence, Charismatic Leadership, Leadership, Leadership Review

Method

The study followed Torraco's guide and Integrative Literature Review. Firstly, articles were scanned (including their titles and abstracts), then in depth analysis of the selected articles was performed. For this purpose, multiple databases such as Web of Science, Scopus, ScienceDirect, Springer, Jstor were identified. The keyword combination used was "emotional intelligence" and "charismatic leadership", relationship between "emotional intelligence" and "charismatic leadership". The search was made within the article title, abstract and keywords. No restrictions were placed while searching the databases. The studies were critically examined by looking into the following parameters (i) focussed on relationship between EI and CL (ii) had a research methodology.

Emotional Intelligence (EI)

Emotions are feelings (such as love, happiness, fear, motivation, etc.) that arise in response to a certain situation or event. EI is just the ability to command over one's own emotions as well as the emotions of a group in a constructive manner. "EI reflects the extent to which an individual attends to, processes, and acts upon information of an emotion nature intra-personally and inter-personally" (Salovey and Mayer, 1990). Emotional intelligence (EI) "means the mental processes involved within the recognition, use, understanding, and management of one's own and others' emotional states to solve problems and regulate behaviour" (Mayer & Salovey, 1997). Emotional intelligence has often been related to better psychological well-being which are important life outcomes (Schutte, Malouff, Thorsteinsson, Bhullar, & Rooke, 2007), high-quality social relationships (Lopes et al., 2004), and increased career success.

According to Goleman (1995), social and personal skills are the two main components of the Emotional Intelligence Model. Self-motivation, self-management, and self-awareness are the elements of personal skills whereas social communication and empathy are the part of social skills. Goleman (1995) suggests that "emotional intelligence can be improved and increased through proper training and education".

Charismatic Leadership (CL)

The use of charm, interpersonal connections, and persuasiveness to inspire the followers is defined as Charismatic Leadership. Charismatic leaders have the power to inspire and drive their employees to achieve bigger things. They aim to connect with their team members' emotions and inspire a sense of enthusiasm, trust, and purpose amongst them. This type of leadership style focuses on interpersonal interaction and engagement with the followers as compared to laissez-faire or autocratic leadership style. Such a leader has positive control over their followers' credentials, talents, intelligence, decision-making abilities, emotional stability, motivation, communication, and even all other parts of their abilities. To instil a sense of trust and dependence in their followers, charismatic leaders must communicate with optimism and fervour (Bono & Ilies, 2006).

Charismatic leaders have a keen eye for internal organisational change, keep an eye on their followers' emotions, and devise plans to keep people motivated to work toward predetermined goals.

According to earlier studies, charismatic leadership can be characterised by specific actions that take place in three separate stages. A charismatic leader recognises the demands of the followers and hears them express their displeasure with the situation at the initial phase of evaluating the environment. In the second phase, charismatic leaders create a vision and successfully convey it to their followers. The third stage, where the vision is put into action, calls on leaders to act in a dangerous and unusual way to win the support of their subordinates. Examples include willingly putting themselves in circumstances with unclear results and taking risks. (Conger & Kanungo, 1994), (Ehrhart & Klein, 2001)

Relationship between EI and CL

Palmer, Walls, Burgress, and Stough(2001) researched whether emotional intelligence correlates with transformational leadership and how it is a crucial component of effective leadership. The results depict that emotionally intelligent leaders have inspirational motivation and charisma which they utilize to inspire their followers. For exploring the hypothesis, modified version of TMMS and multifactor leadership questionnaire was employed. Although the hypothesis was not fully supported still the the relationship between the elements of transformational leadership and EI could be seen. Idealized influence sub- scales(charisma) correlated significantly with emotional monitoring scale ($r = 0.44$, $p < 0.01$). the relationship between emotion monitoring, management and individualized consideration could also be observed ($r = 0.55$, $p < 0.01$, $r = 0.35$, $p < 0.05$). But a moderate correlation exists between Inspirational motivation and Emotional monitoring ($r = 0.42$, $p < 0.01$), between Inspirational motivation and Emotional management ($r = 0.37$, $p < 0.05$). According to the authors, the leaders who pay special heed to the needs of subordinates are emotionally intelligent and can trigger transformations in the organizations.

Using a cross-sectional and descriptive design, Yildirim, N. et al. (2021) investigated the association between nursing students' leadership orientation and emotional intelligence levels. Between May and June 2019, the study involved 320 nursing students from a university in Turkey. Data were gathered through a questionnaire. The results of the Leadership Orientations Survey and the results of the overall Emotional Intelligence Evaluation Scale and its subscales showed a positive and statistically significant association (p 0.01). The findings depicted that all the subscales were positively impacted by the EIES scores.

Table 1

Name of the subscale	Score	p values
People-oriented	0.889	0.05
Structure- oriented	0.531	0.05
Transformational leadership	0.426	0.05
Charismatic leadership	0.506	0.05

People-oriented leadership subscale (70.0percent), followed by structure-oriented leadership (28.2percent), charismatic leadership (25.6percent), and transformational leadership (18.2percent) subscales, was the leadership characteristic that the Emotional Intelligence Evaluation Scale score described the most. Based on these results, it was concluded that raising student nurses' emotional intelligence levels will help them acquire leadership qualities. By integrating the existing studies on the emergence of charismatic leadership behavior, Walter, F. & Bruch, H. (2009) advance a more comprehensive viewpoint. According to the study, Emotional Intelligence has been seen to have a more nuanced impact, because the leaders who are emotionally intelligent may be able to effectively combat negative affective outcomes and indulge in impression management tactics even when they are not well. It was found that managers with high EI have an easier time maintaining positive work attitudes, mostly independent of their emotional states, and therefore suggests that EI should consequently weaken the link between leaders' positive affect and attitudes.

Elbers, N. et al. (2007) looked into the effectiveness of charismatic leaders in communicating organisational principles to their followers as well as the contribution of emotional intelligence to the promotion of organisational values by charismatic leaders. Multiple regression was used to examine the data, which was acquired from some subordinates and leaders in a Dutch retail organisation. It was anticipated that charismatic, emotionally intelligent leaders would oversee teams in which there is a better connection between the leaders' personal values and the team members' perceptions of the organization's core principles. Only a few value orientations were found to support these hypotheses. For innovative and people-oriented leaders, the expected mediating role of EI in the association between charismatic leadership was validated along with the suitability between the leaders' personal values and how employees view the organization's common values. The findings also suggested that leader judgments of their own performance can be just as important as employee ratings. Although followers may not find their leader to be charismatic, if a leader believes they are charismatic, it affects how their teams view values. Only the leaders' self-ratings of their charismatic leadership were shown to be connected with EI. According to the study, there is no clear correlation between EI, charismatic leadership, and organisational culture because there are other factors that may have a bigger impact on how individuals perceive organisational culture than just leadership style. Depending on the department and the company, different leaders may contribute differently to the corporate culture.

A paradigm for methodically analysing how specific emotions may affect charismatic and transformative leadership was proposed by Connelly et al. (2013) after reviewing the body of theoretical and empirical literature on the topic. In order to have a better knowledge of how emotions impact leader communication, motivation, interpersonal interactions, and relationship management with followers, it examined the emotion framework. The study's findings showed that various leadership styles are likely to exhibit various emotional patterns, both consciously and unconsciously, that are congruent with their frames of reference for engaging with and leading followers. Additionally, followers of leaders who employ various leadership philosophies are likely to exhibit a variety of emotional inclinations. It asserts that distinct emotions are displayed at various stages of the leadership process, from the first point when a vision is formed and conveyed through the point when vision-related goals have been accomplished, amended, or abandoned. Nassif, A. et al. (2020) employed a two-sample inquiry to contrast the relationships between some of the leadership philosophies—ethical leadership, virtuous leadership, and socialised charismatic leadership—and a number of follower-leader outcomes (sample drawn from UK, US and Canada industries). To determine the degree of view the replication in the findings, the study of sample 2 of subordinates was conducted. According to the research, the Brown et al. (2005) Ethical Leadership Scale was the sole significant, singular predictor of perceived leader effectiveness, leader in-role performance, and follower ethicality. Furthermore, it was claimed that ethical and virtuous leadership both contributed to the distinctive variation in followers' performance outside of their assigned roles. The leadership attribute from Sample 1 and the TL elements from Sample 2 cannot be disregarded while keeping employees well-being in mind. Furthermore, it asserts that most leaders appear to be unable or reluctant to employ many strategies. According to the article, leaders often have a wide range of behavioural options that should be researched in order to get the greatest results possible for the study's outcomes. Using the behavioural Emotional Intelligence model, Haricharan, S. J. (2022) investigated the connections between executive managers' leadership performance and their emotional intelligence abilities. This was done in the South African public sector. 35 executive managers who were evaluated by 230 respondents on Emotional and Social Competence Inventory (ESCI) had their emotional intelligence skills tested. Leadership performance was evaluated using nominations from many sources from 371 respondents. Rank correlation coefficients from Spearman and an analysis of variance were used to assess the hypotheses. According to the findings, there is a strong positive link between leadership ability and each of the four EI competency clusters, namely self-awareness, self-management, social awareness, and relationship management. The most significant relationships were seen between emotional self-awareness, flexibility, inspirational leadership, and emotional intelligence skills. The competency gap between the managers and their performance showed a strong negative link. Consequently, this quantitative study substantiated the favourable association between EI and leadership performance in the South African public sector using the behavioural technique.

Yang, Z., and Zhu, J. (2016) developed a hypothesis model to examine the mechanism underlying the influence of charismatic leadership behaviour on leadership effectiveness. They included employee psychological empowerment and emotional intelligence in their model. Between October 2015 and March 2016, a study of 207 private businesses in Beijing, Tianjin, and Shandong was carried out. Using descriptive analysis, correlation, and variable path analysis in structural equation modelling, the data was examined in SPSS 17 software. The findings demonstrate that the more pronounced the charismatic leadership behaviour, the higher will be the improvement in leaders' effectiveness, which depends on the encouragement of organizational cohesion and the perception of employees as having a lead character as well as other psychological factors that promote empowerment. According to the study, high emotionally intelligent subordinates are better able to enhance organizational citizenship based on task requirements, whereas low emotionally intelligent subordinates are better able to enhance employees' job satisfaction and performance through charismatic leadership behaviour.

Chunxu, Y. & Yanlin, L. (2011) taking the viewpoint of charismatic leadership and followers' emotional intelligence, analyzed the link between the factors in the organizational identification process utilizing a plethora of literature. According to this study, charismatic leaders significantly influenced their subordinates' organizational identification. Charismatic leadership can enhance members' cognitive abilities and encourage the internalization of organizational ideals in order to foster an environment for the organization that inspires a sense of belongingness among its members. The emotional intelligence of subordinates was found to be positively influenced by charismatic leaders, who in turn had an impact on their own organizational identity. According to the research, the association between charismatic leadership and followers' organizational affiliation is modulated and successfully modified by followers' emotional intelligence.

When people characterise those they believe to be charismatic leaders, Parry et al. (2019) looked at whether followers feel any sense of belonging. The participants in the study wrote a metaphor for their charismatic leader and named a film or genre that best depicted the traits of their leader. The replies were analysed using a mixed-methods aesthetic narrative methodology. A qualitative analysis was developed for the investigation. Five different groups of managers from middle level who were enrolled in organisational behaviour and leadership courses in the UK, Melbourne, and Australia provided the data for the study in two waves using the questionnaire approach. The study found that one of the most crucial factors in a leader's success i.e. a better leader - follower relationship is when a leader has a good level of relationship with the community.

By taking into account humility's effect on the behaviours and efficacy of this kind of leadership, Nielsen et al. (2009) enhanced the idea of humility's function in socialised charismatic leadership. The impacts of humility on the manifestation and efficacy of three crucial socialised charismatic leader behaviors—vision production, vision implementation, and communication—were examined. Humility is an undervalued but crucial component of socialised charismatic leadership. According to the study, humility is a desirable quality that prevents leaders from becoming overly self-absorbed, enables them to understand themselves and gain perspective in their interactions with followers, and that attributed humility helps to maximise the outcomes that can be expected from followers. It claims that humility enables a leader to comprehend followers' ideals, seek out others' viewpoints, and see oneself in relation to others. It aids in creating an inspiring vision. The vision is then put into life by humility through effective collaboration with followers and by connecting followers' self-concepts to the vision.

Walter and Bruch (2007) conducted their study on the importance of EI and positive mood for predicting charismatic leadership behaviour. For data collection 34 leaders and 165 followers were questioned using Job related affective well- being scale, Wong and Law's (2002) scale and MLQ 5x-short Leadership questionnaire. The hypotheses framed for this study was accepted as the results concluded that individuals who have a better and a positive mood think divergently, solve problems quickly, create exigent vision statements, evoke emotions among their followers which will ultimately lead to charismatic behaviours. It is also observed that social interactions of leaders with followers is an important component for validation of EI and CL. They reported that leaders' positive mood and leaders' charismatic leadership behaviour are positively and significantly correlated ($r = 0.43$, $p < 0.05$); the relationship between CL and EI ($r = 0.54$, $p < 0.05$) is also positive and significant. It was also discovered that a low EI leader will show charisma as long as he is in a positive mood and a leader high on emotional intelligence shows charismatic behaviours even in a bad mood. The results of factor analysis and hierarchical regression analysis further supported the study.

Using the Conger and Kanungo model (1994) and Riggio's Social skills Inventory (1989) to assess the association between social, emotional skills and charismatic leadership, Groves (2005) collected data from 108 leaders and 325 followers. They empirically justified the relationship between emotional skills and charismatic leadership ($r = 0.71$, $p < 0.01$) which is a very high correlation. An integration between leader skills, followers' attitudes and contextual variables was also examined. The correlation between CL and social control($r = 0.27$, $p < 0.01$); between CL and emotional expressivity ($r = 0.24$, $p < 0.05$) whereas CL not related to control of emotions ($r = 0.11$, n.s.). Additionally, the relationship between organizational change magnitude and CL ($r = 0.40$, $p < 0.01$) but emotional expression and social control were related to organizations' magnitude of change. Self presentation and social role playing abilities of leaders induce charisma which is utilized to motivate the followers for organization change time period. Emotional skills are required to perceive the charisma in leaders so that they can understand the needs of their followers.

He also did another study in 2005 mapping gender differences in CL and emotional and social skills. He mapped the gender social/emotional competencies using the same instruments and came to the conclusion that female leaders are more charismatic as compared to male leaders. They consistently display higher emotional and social skills and they are more empathetic to their followers and are better at expressing their emotions. As per the observation of the author the ability to detect and control one's expression is related to charismatic behaviour. Earlier studies confirm that women are better communicators than their male counterparts in the case of non–verbal channels. Also, the facial decoding skills are found more in women than men.

With the help of C-K Leadership Inventory and Social Intelligence questionnaire, Duggal and Agrawal (2013) researched on the role of Social and Emotional Intelligence in formation of Charismatic leadership behaviour. The authors gathered the data from 94 employees of different companies and discovered that there exists a positive and significant relationship between the EI and CL($r = 0.728$, $p < 0.05$) whereas weak relationship between EI and SI ($r = 0.475$, $p < 0.05$). A leader will be considered as a Charismatic leader when he exhibits strong emotional association with his followers and lead them in an extraordinary way. The researchers also conducted regression analysis in this respect which also supported correlation results. They could gather that regression coefficient value between EI and CL is 0.658 which depicts that 65.8 percent transition in CL is due to EI. According to them, there is a need to lead the followers in an influential way rather than traditional. It calls for skillful and influential leadership skills. The productivity of the organization also depends upon how well the people in the organizations bond with each other and understand each other's emotions. A leader who is emotionally conscious inculcates clear values among their subordinates. Emotional intelligence highly impacts the charismatic leadership behaviour.

In looking at the correlation between EI and CL, Tareq and Khazaei(2017) collected data from MBA students using Questionnaire for Charismatic Leadership in Organizations, Emotional Intelligence Appraisal measure. Authors followed Goleman's model which bifurcates EI into four dimensions namely (a) self- awareness (b) self- management (c) social awareness (d) relationship management and then analysing their relationship with charismatic leadership. 70 percent of the variance in CL is demonstrated by empathy, self-awareness, self-management and social skills. The organizations should focus their energy on developing emotional traits in the managers for competitive advantage. Contamination of emotions can be done only by the leaders who can oversee emotions in self and others. Such contamination will ultimately lead to Charismatic leadership behaviour. For achievement of goals also charisma is required as it will help in inspiring the employees. Leaders are expected to step into the shoes of their followers to better understand their emotions and empathize with their subordinates when they are facing troubles in their lives. They also mentioned about Martin Luther King Jr. that he displayed sympathy towards his followers' emotions which made him a great leader.

Banks, Engemann, Williams, Gooty, McCauley, Medaugh(2016) conducted a meta-analysis on CL taking predictors such as Leader Personality, Leader Intelligence and Leader Demographic Characteristics, dimensions of CL such as Idealized influence(attribution and behaviour), Inspirational motivation/vision and objective outcomes such as Task performance, OCB, Group or firm performance. This research is in line with the previous work done in the domain of CL. According to the authors, there is moderate to strong association between general intelligence and CL. Higher the cognitive abilities higher are the prospects of leaders to analyse complex situations and provide solutions that are exotic. CL creates creativity, better sense, better emotional tone amongst the leaders. They agree that cognitive abilities(general intelligence) is positively associated with CL. As per their recommendations, more theories need to be developed in the domain of emotions linked with leadership as they found majority of the studies which conceptualized emotional intelligence not an ability but a skill. For predicting CL there is a need for digging deeper and building more theories which justify the relationship between the two. They also observed that despite the plethora of studies verifying that women display more charisma than men, women are not perceived to be charismatic in leadership roles.

In looking at the correlation between EI and CL, Biswas and Rahman(2021) took the help of MLQ 5X and EQI questionnaire and sample size of 356 respondents. Pearson correlation and regression was performed for the study which revealed that all the elements of EI are positively and significantly related to CL namely self-awareness, self-regulation, motivation, empathy and social skills($r= 0.64$, $p<0.001$; $r= 0.62$, $p<0.001$; $r= 0.65$, $p<0.001$; $r= 0.63$, $p<0.001$; $r= 0.59$, $p<0.001$ respectively). The regression results also supported the hypotheses and helped in proving that all the elements of EI certainly have a strong impact on the CL. They highlighted and pointed that efforts should be made by the firms to uplift their members' social skills for efficiency at administrative levels. Charisma which is an essential part of transformation comes out to be the strongest predictor.

Pessimistic relationship between EI and CL

Antonakis (2003) gave valuable comments on the article written by Prati, Douglas, Ferris, Ammeter, and Buckley(2003) and examined whether EI is crucial for CL behaviour or not. He mentioned about some studies which show that EI is not related to CL and it is not an important predictor of CL, while some studies show there exists a relationship. He mentioned that Charisma needs vision and moral conviction not EI. According to his notion, there is not sufficient evidence to justify that large portion of leadership effectiveness is explained by EI. He told that emotional outbursts like anger of the team leader also affects his team members negatively.

Aziz and Hamdi (2019) examined whether emotional intelligence has some significant association with CL or not. Using Conger et al. (1997) and Brackett et al. (2006) questionnaires for CL and EI respectively they could gather that EI is not a unique predictor of CL. Based on the analysis of data, they found out that social management and managing of emotions share a significant relationship with charisma ($\beta = 0.544$, p value= 0.14); ($\beta = 0.506$, p- value = 0.024 respectively) whereas use, understanding and perceiving emotions share not a significant one ($\beta = 0.209$, p-value = 0.262); (β= -0.064, p-value= 0.695); (β= -0.301, p-value= 0.184 respectively). As per the authors, a leader who is well aware about his own emotions, as well as the emotions of others, display an increased level of charisma. Social management skill also plays a major role in predicting charismatic behaviour in the leadership style. The negative relationship of the independent variables with charisma was because of the local culture that managers don't directly question their employees on the issues that they might be facing in the organization. As a result their subordinates feel that their leader is not sympathetic and empathetic towards them. They also reported that in order to increase the performance of the employees and to attain the goals, non-financial methods such as charisma can be used. A leader is expected to put himself in the shoes of others for a better understanding of the emotions of his followers.

Conclusion

The purpose of this review was to view the changes and trends within the past years and see how charismatic leadership and emotional intelligence and the relationship between the two has developed. Researches over the time have also devised considering emotional intelligence as a possible foundation of charismatic leadership. With the evolving changes in the field of Human Resource Management, these terms have evolved newer bonds. The studies reveal that leaders with high emotional intelligence engage more in activities relating to leadership and trigger changes in the organisation which make sense. Such charismatic leaders combat negative outcomes and maintain a good impression in the organisation to cope up with the followers. Also, the leaders judgement of his own acts helps the followers to take the correct and thoughtful action in time of need. The results also suggest that in order to create an atmosphere for the organisation that fosters a feelings of belonging among its members, charismatic leadership can improve members' cognitive skills and support the internalisation of organisational ideals. The results also vary in the review because of the variety of emotions that are displayed by individuals in same situations as well. The variety of such different emotions and the change in emotions over time act as a limitation to the discovery of clear relationship between the two. Moreover, it's not just emotional intelligence that influences the charismatic leadership traits in the individual, but there are other factors also that contribute. The paper would hence contribute to the field of HRM.

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To Study Of Value's Of Girls in Senior College

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Abstract:

The study was conducted to assess the values of T.Y.B.A. & T.Y.B.Com Girls Students. The sample consisted of total 60 girls, 30 girls in T.Y.B.A. faculty and 30 girls in T.Y.B.Com faculty were selected from S.S.C. College Junnar, Dist: Pune. The participants was last year undergraduate girls students. Simple random sampling method for used for data collection. For this study the value test developed by Kamal Dwivedi and Shagufta Hafeez, Kanpur was used to assess the values of the selected respondent. Mean, SD, 't' value etc. statistics techniques were used for data analysis and interpreting. The findings were no significant difference in the Aesthetic value of B.A. and B.Com girls in senior college, no significant difference in the Economic value of B.A. and B.Com girls in senior college, no significant difference in the Moral value of B.A. and B.Com girls in senior college, no significant difference in the Political value of B.A. and B.Com girls in senior college, no significant difference in the Religious value of B.A. and B.Com girls in senior college, no significant difference in the Social value of B.A. and B.Com girls in senior college and significant difference in the Theoretical value of B.A. and B.Com girls in senior college. This means, the Aesthetic, Economic, Moral, Political, Religious and Social value of B.A. and B.Com girls in senior college are similar. The Theoretical value of B.Com girls is higher than that of B.A. girls in senior college.

Introduction:

Values are difficult to study and persistent questions arise as to whether they are 'real', whether they actually can be shown to have causal influence on behavior. Everyday life is cast in terms of values and think of ethics, law, religion, politics, art, child rearing and more. Abstract value judgments are embodied in seeming gut reactions that something is right, moral, or natural vs. Wrong, immoral or unnatural. Another way to 'see' values in action is to contrast cultures or subcultures in what seems right, natural or moral.

Value means implicitly or explicitly we evaluate or assign value to everything regarding things as good or bad, a truth or falsity, a virtue or a vice. One important means is values can be thought of as priorities, internal compasses or springboards for action-moral imperatives. In this way, values or mores are implicit or explicit guides for action, general a script framing what is sought after and what is to be avoided. Values is a respect of a motivational which is referable to standard personal or cultural that does not arise solely out fo immediate tension. In psychology, value theory refers to the study of the manner in which human beings develop, assert and believe in certain values, and act or fail to act to them. Values are valuable in life which includes social, political, aesthetic, religious, moral, economical, and theoretical.

Spranger (1928) - Claasifies values adopted by population in the society into six major types.Theoretical Value - The primary value of the ideal theoretical man is the discovery of the truth.it involves the use of rational, critical, empirical processes. Such people are intellectual, research oriented and philosophical in nature.

a) Economical Value - In economics the net worth of thing is determined by what it will bring in exchange either in goods or in some medium of exchange usually money. Such types of people are money minded in nature.

b) Aesthetic Value - Aesthetic man has affection and great love for art and beauty. According to him/them economical and theoretical man are destructive of aesthetic values.

c) Social Value - It is also known as human value. Social man is one who ever, tries to understand the human values of truth, right conduct, peace, love and non-violence properly the one who practices these values and propagates them with zeal and sincerity can alone be described as truly socially educated person.

d) Political Value - It is also known as a 'power value' such type of person always busy in expansion and maintenance of his position and power in society and for sake of this they can do any thing without thinking or evaluating its moral value.

e) Religious Value - It is also known as philosophical value. Such higher value based people dedicate their whole life for society. He cultivates love for all which leads to 'Unity' and that's promotes divinity.

Rationale of study:

Considering both the above T.Y.B.A. & T.Y.B.Com girls students faculty and syllabus is different. Their job and business opportunities are different in their future. Does this factor cause the values of these students to be different? And the purpose of this study is to be know their attitude towards life.

Objective of Study:

To study the values of girls in senior college.

Hypothesis:

1. There is no significant difference in the Aesthetic value of B.A. and B.Com girls in senior college.
2. There is no significant difference in the Economic value of B.A. and B.Com girls in senior college.
3. There is no significant difference in the Moral value of B.A. and B.Com girls in senior college.
4. There is no significant difference in the Political value of B.A. and B.Com girls in senior college.
5. There is no significant difference in the Religious value of B.A. and B.Com girls in senior college.
6. There is no significant difference in the Social value of B.A. and B.Com girls in senior college.
7. There is no significant difference in the Theoretical value of B.A. and B.Com girls in senior college.

Method:

1. **Sample:** In this study, researcher has select total 60 girls students in senior college, 30 girls in T.Y.B.A. class and 30 girls in T.Y.B.Com class. Sample was select from S.S.C.College Junnar, Dist: Pune through simple random sampling method for used for data collection. The participants was last year undergraduate girls students.
2. **Variable:** Independent Variable:- T.Y.B.A. and T.Y.B.Com Girls. Dependent Variable:- Values
3. **Research Tools:** The Value Test developed by Kamal Dwivedi and Shagufta Hafeez, Kanpur. This test consists of seven values i.e. Aesthetic, Economics, Moral, Political, Religious, Social and Theoretical etc. There are eight groups and each group having seven items. Validity and Reliability: Discriminative power of the items has been used as the criterion of validity and internal consistency of items is that of reliability.
4. **Statistical Analysis:** In the present research Mean, SD, 't' value etc. Statistical techniques were used for the data analysis and interpretation.

Result & Discussion:

Table No. 1 showing the significant difference in aesthetic value of B.A. & B.com Girls.

Variable	Type	Mean	SD	N	't'	Sign.
Aesthetic value	T.Y.B.A. Girls	31.33	5.20	30	0 .75	NS
	T.Y.B.Com Girls	30.17	6.66	30		

The table no. 1 it is shows that, the T.Y.B.A.girls mean value is 31.33 and standard deviation value is 5.20. Like the T.Y.B.Com girls mean value is 30.17 and standard deviation value is 6.66. The T.Y.B.A.Girls mean value is more than T.Y.B.Com girls. Obtained 't' value of the difference between the mean of these two groups was found to be 0.75. This is no significant at 0.05 levels. So the null hypothesis was accepted. That is, there was a no significant difference of aesthetic value of B.A. & B.com Girls.

Table No. 2 showing the significant difference in economics value of B.A. & B.com Girls.

Variable	Type	Mean	SD	N	't'	Sign.
Economics value	T.Y.B.A. Girls	32.67	4.99	30	0. 85	.S
	T.Y.B.Com Girls	33.83	5.64	30		

The table no. 2 it is shows that, the T.Y.B.A.girls mean value is 32.67 and standard deviation value is 4.99. Like the T.Y.B.Com girls mean value is 33.83 and standard deviation value is 5.64. The T.Y.B.Com girls mean value is more than T.Y.B.A. girls. Obtained 't' value of the difference between the mean of these two groups was found to be 0.85. This is no significant at 0.05 levels. So the null hypothesis was accepted. That is, there was a no significant difference of economics value of B.A. & B.com Girls.

Table No. 3 showing the significant difference in moral value of B.A. & B.com Girls.

Variable	Type	Mean	SD	N	't'	Sign.
Moral value	T.Y.B.A. Girls	29.67	4.99	30	1.56	NS
	T.Y.B.Com Girls	27.5	5.64	30		

The table no. 3 it is shows that, the T.Y.B.A.girls mean value is 29.67 and standard deviation value is 4.99. Like the T.Y.B.Com girls mean value is 27.5 and standard deviation value is 5.64. The T.Y.B.A.girls mean value is more than T.Y.B.Com girls. Obtained 't' value of the difference between the mean of these two groups was found to be 1.56. This is no significant at 0.05 levels. So the null hypothesis was accepted. That is, there was a no significant difference of moral value of B.A. & B.com Girls.

Table No. 4 showing the significant difference in political value of B.A. & B.com Girls.

Variable	Type	Mean	SD	N	't'	Sign.
Political value	T.Y.B.A. Girls	30.83	5.11	30	0.92	NS
	T.Y.B.Com Girls	32.17	6.06	30		

The table no. 4 it is shows that, the T.Y.B.A. girls mean value is 30.83 and standard deviation value is 5.11. Like the T.Y.B.Com girls mean value is 32.17 and standard deviation value is 6.06. The T.Y.B.Com girls mean value is more than T.Y.B.A girls. Obtained 't' value of the difference between the mean of these two groups was found to be 0.92. This is no significant at 0.05 levels. So the null hypothesis was accepted. That is, there was a no significant difference of political value of B.A. & B.com Girls.

Table No. 5 showing the significant difference in religious value of B.A. & B.com Girls.

Variable	Type	Mean	SD	N	't'	Sign.
Religious Value	T.Y.B.A. Girls	36	5.85	30	0.24	NS
	T.Y.B.Com Girls	36.33	4.87	30		

The table no. 5 it is shows that, the T.Y.B.A. girls mean value is 36 and standard deviation value is 5.85. Like the T.Y.B.Com girls mean value is 36.33 and standard deviation value is 4.87. The T.Y.B.Com girls mean value is more than T.Y.B.A. girls. Obtained 't' value of the difference between the mean of these two groups was found to be 0.24. This is no significant at 0.05 levels. So the null hypothesis was accepted. That is, there was a no significant difference of religious value of B.A. & B.com Girls.

Table No. 6 showing the significant difference in social value of B.A. & B.com Girls.

Variable	Type	Mean	SD	N	't'	Sign.
Social value	T.Y.B.A. Girls	31.83	5.12	30	0.48	NS
	T.Y.B.Com Girls	32.5	5.67	30		

The table no. 6 it is shows that, the T.Y.B.A. girls mean value is 31.83 and standard deviation value is 5.12. Like the T.Y.B.Com girls mean value is 32.5 and standard deviation value is 5.67. The T.Y.B.Com girls mean value is more than T.Y.B.A. girls. Obtained 't' value of the difference between the mean of these two groups was found to be 0.48. This is no significant at 0.05 levels. So the null hypothesis was accepted. That is, there was a no significant difference of social value of B.A. & B.com Girls.

Table No. 7 showing the significant difference in theoretical value of B.A. & B.com Girls.

Variable	Type	Mean	SD	N	't'	Sign.
Theoretical value	T.Y.B.A. Girls	28	5.32	30	3.00	0.05
	T.Y.B.Com Girls	32.5	6.25	30		

The table no. 7 it is shows that, the T.Y.B.A. girls mean value is 28 and standard deviation value is 5.32. Like the T.Y.B.Com girls mean value is 32.5 and standard deviation value is 6.25. The T.Y.B.Com girls mean value is more than T.Y.B.A. girls. Obtained 't' value of the difference between the mean of these two groups was found to be 3.00. This is significant at 0.05 levels. So the null hypothesis was rejected. That is, there was a significant difference of theoretical value of B.A. & B.com Girls.

Conclusion:

There is no significant difference in the Aesthetic value of B.A. and B.Com girls in senior college, no significant difference in the Economic value of B.A. and B.Com girls in senior college, no significant difference in the Moral value of B.A. and B.Com girls in senior college, no significant difference in the Political value of B.A. and B.Com girls in senior college, no significant difference in the Religious value of B.A. and B.Com girls in senior college, no significant difference in the Social value of B.A. and B.Com girls in senior college and significant difference in the Theoretical value of B.A. and B.Com girls in senior college. This means, the Aesthetic, Economic, Moral, Political, Religious and Social value of B.A. and B.Com girls in senior college are similar. The Theoretical value of B.Com girls is higher than that of B.A. girls in senior college.

Suggestions:

1. A large number of samples can be taken in future research.
2. The study area for further research will come from a wide area.
3. Various techniques should be used to analyze the scores.

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India $ 5 Trillion Economy: Opportunities & Challenges

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Abstract
India is one of the fastest growing economies in the world currently with a GDP of $3.18 trillion at the end of financial year 2021. Indian economy has been on a fast growth since 2014 the economy was 1.7 trillion, from 2014 and over these years it has gradually become $3.2 trillion economy this has inspired economy to become $5 trillion economy by 2024 - 25 taking the earlier projections by International monetary fund India's GDP will touch dollar 4.7 trillion in 2024 but latest projection by IMF says India will reach $ 5 trillion economy target by 2026 - 27 that is 2 years later than earlier projections achieve above set objective. India needs to grow at 9% per annum and increase its exports by $1trillion. The current paper focuses on the drivers of economic growth followed by investment, productivity growth, job creation, demand and exports. The following paper is an attempt to address the issues of current economic slowdown and analyze strategies needed for India to become $5 trillion economy in uncertain and disequilibrium world.
Key Words: GDP, PPP, Agricultural sector, Manufacturing sector, Service sector, IMF, World Bank

Introduction

India is one of the fastest growing economy in the world is currently rank as world's sixth largest economy with GDP of $3.18 trillion in 2021 and continue to be world's third largest when GDP is compared on basis of purchasing power parity (PPP) at $10.22 trillion in 21-22 Indian economy has been on growth path since 2014, India was $1.7 trillion economy in 2014 in over 7 years 2021 its $ 3.18 trillion economy almost having added up to $1.48 trillion has inspired economy to become $5 trillion economy by 2025. According to the World Bank data India lost out 5th spot to the UK in FY 22 by mere $ 13 billion. The unprecedented Covid outbreak in early 2020 changed everything the government was forced to impose lockdown; on factories and other establishment so that Covid could be controlled after several rounds of relief measures announced by the government we are back to normal and economic activities gain some traction in March quarter final 2021. Now we are back on the path of achieving $5 trillion, domestic policy makers have shifted the goal post of realizing $5 trillion target by two years to 2027. so reaching the mark of $5trillion will happen in this decade but question is when and how the *report of Commerce and industry minister* suggest that taking short and long term measures like the development of infrastructure, providing ease of living, and enhancing digital India, reducing paper work is of doing business and tackling problem of pollution etc by 2024-25 India will become third largest economy in the world.

India: opportunities and initiative taken by Government of India

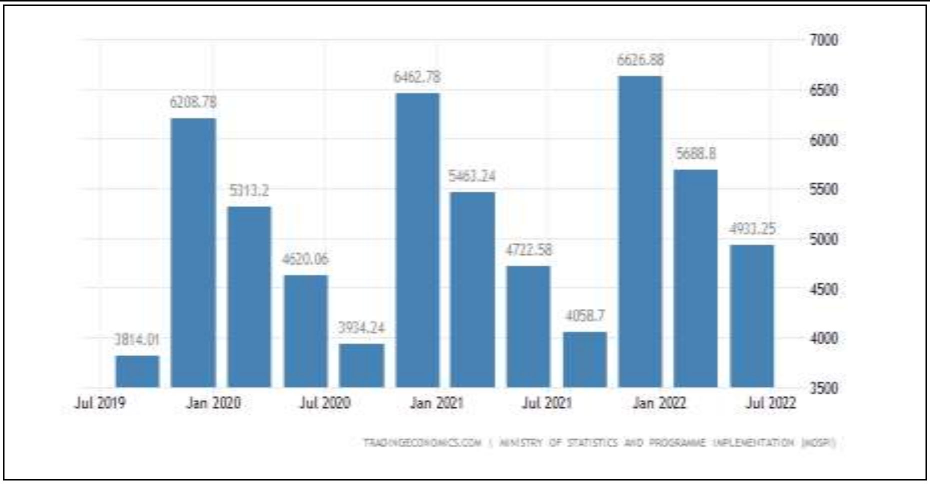
The GDP determine the country's economic health Gross domestic product refers to the total monitory value of the goods and services produce within one year. GDP constitutes a contribution done by all the three sectors of economy agriculture, Manufacturing and service sector. India requires annual growth rate of 9 percent in GDP to become $5 trillion by 2025.

Let’s take a look at the contribution of these sectors during pre and post Covid as follows:

Sector wise contribution in India’s GDP

Agricultural Sector

It is estimated that India’s agriculture sector accounts for around 14 percent of the country’s economy but for 42 percent of total employment. The agriculture sector employed 145.6 million people in 2016-17. This increased by 4 per cent to reach 151.8 million in 2020-21. While it constituted 36 per cent of all employment in 2016-17, the figure rose to 40 per cent in 2020-21, underlining the sector’s importance for the Indian economy. Employment in agriculture has been on the rise over the last two years with year-on-year (YoY) growth rates of 1.7 per cent in 2019-20 and 4.1 per cent in 2020-21. ***(Business Standard Oct. 15 2022)***



GDP from Agriculture in India decreased to **4933.25** INR Billion in the second quarter of 2022 from **5688.80** INR Billion in the first quarter of 2022. *Source:* ***Ministry of Statistics and Programme Implementation (MOSPI)*** As per Provisional Estimates of Annual of National Income, released by National Statistical Office (NSO), Ministry of Statistics and Programme Implementation on 31st May 2021, the share of Agriculture and Allied Sectors in Gross Value Added (GVA) of the country during the last three years at current prices is given below.

Year	A of Agriculture and Allied sector toTotal Economy (in percent)
2018-19	17.6
2019-20	18.4
2020-21	20.2

Source: National Statistical Office (NSO), M/o Statistics & PI. As per First Revised Estimates of National Income for 2019-20 released on 29th January 2021, Gross Capital Formation (GCF) in agriculture and allied sectors at current prices during the last three years (latest available) is given below.

₹ (crore)

Year	ormation (GCF) of Agriculture, forestry andfishing at Current Price
2017-18	**3,62,706**
2018-19	**4,07,842**
2019-20	**4,46,044**

Source: National Statistical Office (NSO), M/o Statistics & PI. India's agricultural sector has shown its resilience amid the adversities of COVID-19 induced lockdowns. The Agriculture and Allied activities clocked a growth of 3.4 per cent at constant prices during 2020-21(first advance estimate) says the Economic Survey. The Union Minister for Finance & Corporate Affairs, Smt Nirmala Sitharaman presented the Economic Survey 2020-21 in Parliament.

Record Foodgrain Production

According to the Economic Survey in the Agriculture year 2019-20 (as per Fourth Advance Estimates), total food grain production in the country is estimated at record 296.65 million tonnes which is higher by 11.44 million tonnes than the production of food grain of 285.21 million tonnes achieved during 2018-19. Record food grains production of 316.06 million tonnes is estimated. ***Union Minister for Agriculture and Farmers Welfare Shri Narender Singh Tomar***

Agricultural Exports

The Economic Survey notes that in 2019-20, India's agricultural and allied exports amounted to approximately Rs. 252 thousand crores. The major export destinations were USA, Saudi Arabia, Iran, Nepal and Bangladesh. The top agriculture and related products exported from India were marine products, basmati rice, buffalo meat, spices, non-basmati rice, cotton raw, oil meals, sugar, castor oil and tea. While India occupies a leading position in global trade of aforementioned agri-products, its total agri-export basket accounts for a little over 2.5 per cent of world agri-trade.

Initiative taken by Government of India

1. Government has taken several steps for increasing investment in agriculture sector such as
2. Enhanced institutional credit to farmers;

promotion of scientific warehousing infrastructure for increasing shelf life of agricultural produce; setting up of Agri-tech Infrastructure Fund for making farming competitive and profitable;

3. Developing commercial organic farming etc. Government is implementing various schemes for supply of farm inputs, like seeds, fertilizers, agricultural machinery and equipments, irrigation facilities, institutional credit, etc., at subsidized rates to the farmers in the country.
4. Government has recently taken several steps for increasing investment and growth in agriculture sector which include creation of Long Term Irrigation Fund (LTIF), Micro Irrigation Fund for water use efficiency, promotion of commercial organic farming, etc. The details of such major schemes /steps are given below.

Government of India has launched the Central Sector Scheme of financing facility under Agriculture Infrastructure Fund (AIF) to boost Agriculture Infrastructure relating to post harvest management and community farming assets. Under these scheme entities such as farmers, agri - entrepreneurs, starts up, Central/ State agency or local body sponsored public private partnership projects etc. can take benefit for setting up eligible infrastructure projects. Under Rashtriya Krishi Vikas Yojana (RKVY) Scheme of Ministry of Agriculture, grants-in-aid are given to state governments on the basis of the projects approved in State Level Sanctioning Committee Meeting (SLSC). States can take up projects for the development of Agriculture and allied sector in Public Private Partnership (PPP) for Integrated Agriculture Component.

Further, Government of India has launched the Aatmanirbhar Bharat Abhiyan (ABA) to strengthen Infrastructure, Logistics, Capacity Building, Governance and Administrative Reforms for Agriculture. ***Union Minister of Agriculture and Farmers Welfare Shri Narendra Singh Tomar in Lok Sabha).***

Manufacturing & Service sectors

India’s gross domestic product (GDP) at current prices stood at Rs. 51.23 lakh crore (US$ 694.93 billion) in the first quarter of FY22, as per the provisional estimates of gross domestic product for the first quarter of 2021-22. The manufacturing GVA at current prices was estimated at US$ 77.47 billion in the third quarter of FY22 and has contributed around 16.3% to the nominal GVA of during the past ten years. India has potential to become a global manufacturing hub and by 2030, it can add more than US$ 500 billion annually to the global economy. India's display panel market is estimated to grow from US$ 7 billion in 2021 to US$ 15 billion in 2025. As per the survey conducted by the Federation of Indian Chambers of Commerce and Industry (FICCI), capacity utilisation in India’s manufacturing sector stood at 72.0% in the second quarter of FY22, indicating significant recovery in the sector. Due to factors like power growth, long-term employment prospects, and skill routes for millions of people, India has a significant potential to engage in international markets. Several factors contribute to their potential, Digital transformation being a crucial component in achieving an advantage in this fiercely competitive industry, technology has today sparked creativity.

Manufacturing sector in India is gradually shifting to a more automated and process driven manufacturing which is expected to increase the efficiency and boost production of the manufacturing industry.

India is gradually progressing on the road to Industry 4.0 through the initiatives like the National Manufacturing Policy which aims to increase the share of manufacturing in GDP to 25 percent by 2025 and the PLI scheme for manufacturing which was launched in 2022 to develop the core manufacturing sector at par with global manufacturing standards.

The government’s focus on manufacturing through program’s such as ‘Make in India’ and policies such as the ‘National Policy for Advanced Manufacturing’, Industry 4.0 could play a key role in boosting the manufacturing sector’s share in the country’s GDP to 25% by 2022 from the current 17%, (***Mahendra Nath Pandey, Minister of Heavy Industries and Public Enterprises***).

The platform would allow investors to identify and apply for various pre-operation clearances needed for starting business in the country. “This will certainly ease the biggest challenges of multiple stakeholders’ approval and the platform will do away with the need for multiple applications across various departments," the focus on manufacturing will help India in leveraging its demographic dividend, as the vast youth population of the country can be engaged in the sector. “This mandates a strong skilling focus to enhance employability and reduce the burden on the agricultural industry. However, India would need to strike a balance between emerging technologies and the country’s massive labour force by investing in high technology sectors, as well as in the development of labour-intensive sectors," ***Vineet Agarwal, president, ASSOCHAM***.

Apart from this India is an attractive hub for foreign investments in the manufacturing sector. Several mobile phone, luxury and automobile brands among others have setup or looking for establishing their bases in the country. **The Indian Cellular and**

Electronic Association (ICEA) forecasts that the economy has potential to enhance its cumulative laptop and tablet manufacturing capacity to US$ 100billion by 2025 through policy interventions.

Issues related to manufacturing sector

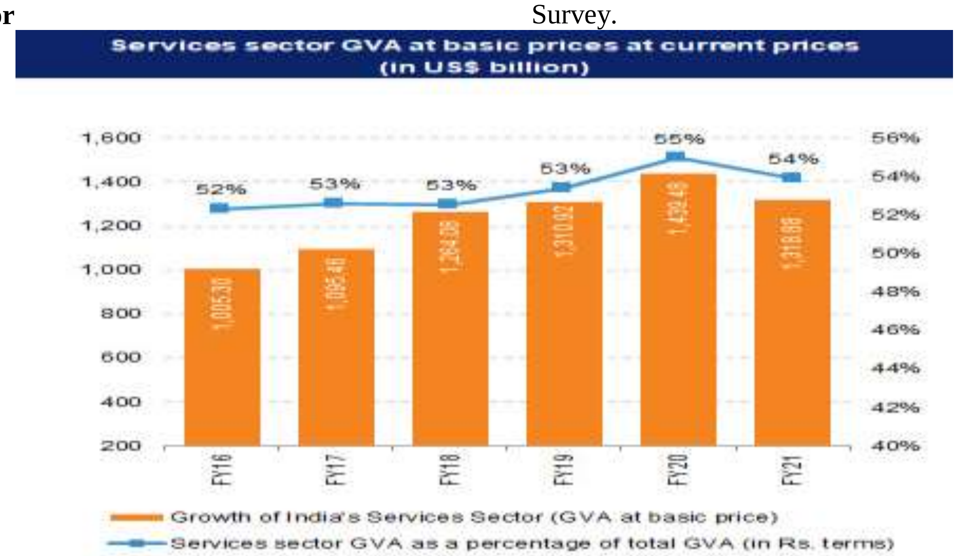
1. The Make in India the government's first flagship goal towards making India self-reliant aimed to increase the share of the manufacturing sector to 25 per cent of the Gross Domestic Product (GDP). Other plans like Startup India and other policies aimed at boosting the manufacturing capabilities of the nation have also cooled off in recent years.
2. But experts suggest that the goal may not be realized by 2025 or even by 2030 due to the lack of infrastructure development in pipeline.
3. The Centre for Economic Data & Analysis and Centre For Monitoring India Economy said in that manufacturing employment is nearly half of what it was 5 years ago
4. Manufacturing accounts for nearly 17 per cent of India's GDP but the sector has seen employment decline sharply in the last 5 years. From employing 51 million Indians in 2016-17, employment in the sector declined by 46 per cent to reach 27.3 million in 2020-21. All sub-sectors within manufacturing registered a longer-term decline.
5. Employment in manufacturing, real estate & construction, and mining sectors. Together these sectors accounted for 30 per cent of all employment in 2016-17, which came down to 21 per cent in 2020-21.
6. These numbers show that the employment crisis in India predates the pandemic; the Covid-19 pandemic has made the jobs plight even more severe.

Service Sector

The services sector is the largest sector of India. Gross Value Added (GVA) at current prices for the services sector is estimated at 96.54 lakh crore INR in 2020-21. The services sector accounts for 53.89% of total India's GVA of 179.15 lakh crore Indian rupees. The Economic Survey highlighted that India had a dominant presence in global services exports. It remained among the top ten services exporter countries in 2020, with its share in world commercial services exports increasing to 4.1% in 2020 from 3.4% in 2019. "The impact of Covid-19 induced global lockdown on India's services exports was less severe as compared to merchandise exports", stated the ***Economic Survey***. The Survey further mentioned that despite Covid-19 impact on transport exports, double digit growth in gross exports of services, aided by exports of software, business and transportation services, resulted in an increase of 22.8% in net exports of services in H1 2021-22.

The services, sector is not only the dominant sector in India's GDP, but has also attracted significant foreign investment, has contributed significantly to export and has provided large-scale employment. India's services sector covers a wide variety of activities such as trade, hotel and restaurants, transport, storage and communication, financing, insurance, real estate, business services, community, social and personal services, and services associated with construction.

The Economic Survey noted that the Services Sector was the largest recipient of FDI inflows in India. During H1 2021-22, Services Sector received $ 16.73 billion FDI equity inflows. *"Financial, Business, Outsourcing, R&D, Courier, Tech testing & Analysis along with Education sub sector witnessed strong FDI inflows"*, mentioned the Survey.



The services sector of India remains the engine of growth for India's economy and contributed 53% to India's Gross Value Added at current prices in FY21-22 (as per advance estimates). India's services sector GVA increased at a CAGR of 11.43% to Rs. 101.47 trillion (US$ 1,439.48 billion) in FY20, from

Rs. 68.81 trillion (US$ 1,005.30 billion) in FY16. Between FY16 and FY20, financial, real estate and professional services augmented at a CAGR of 11.68% (in Rs. terms), while trade, hotels, transport, communication and services related to broadcasting rose at a CAGR of 10.98% (in Rs. terms). India's IT and business services market is projected to reach US$ 19.93 billion by 2025.

Challenges before Indian Economy

1. The agriculture sector employed 145.6 million people in 2016-17. This increased by 4 per cent to reach 151.8 million in 2020-21. While it constituted 36 per cent of all employment in 2016-17, the figure rose to 40 per cent in 2020-21, underlining the sector's importance for the Indian economy. Employment in agriculture has been on the rise over the last two years with year-on-year (YoY) growth rates of 1.7 per cent in 2019-20 and 4.1 per cent in 2020-21.
2. Manufacturing accounts for nearly 17 per cent of India's GDP but the sector has seen employment decline sharply in the last 5 years. From employing 51 million Indians in 2016-17, employment in the sector declined by 46 per cent to reach 27.3 million in 2020-21. This indicates the severity of the employment crisis in India predating the pandemic.
3. The International Monetary Fund (IMF) last month slashed its global growth projections for 2022 and 2023, and warned of a possible worldwide recession next year. IMF's forecasts came at a time when the US economy had already shrunk by 1.5% in the March quarter and many fear that growth may have slipped into the negative zone in the June quarter as well. Chances are that the US Federal Reserve rate hikes to check runaway inflation will cause a deeper recession in the world's largest economy by the end of the year or early next year.
4. "We expect GDP to grow by 14%-14.5% year-on-year in Q1 FY23 backed by low base and strong domestic demand," (***Ritika Chhabra, Economist and Quant Analyst, Prabhudas Lilladher)***. "A broad based pickup was observed across consumption, services industry and investment. We expect the private final consumption expenditure – a measure of demand, and gross fixed capital formation – a measure of investment, to grow by 16% and 14%, respectively. However, net exports will be a drag due to high average crude price during Q1," Chhabra added.

Conclusion:

India continues to be one of the fastest-growing economies in the world, and its macro fundamentals have improved dramatically in recent years. Although we look at a relatively favorable growth rate, that is supported by only a small part of the economy, that doesn't mean into significant growth of income for all the households. The near $600 billion in forex reserves gives policy-makers the confidence that the country can easily cope with any external headwind. With a focus on Aatmanirbhar Bharat initiative and the creation of an investor-friendly eco-system, things are improving. So, even if the goal post has to be shifted, it may not go too far and India is going to be a $5-trillion economy during the 2020s only, still few points' needs to address here like:

Productivity per unit labour time is highest in the services sector, but the challenge is to enhance labour-value addition from services, and reduce employment-dependency on agriculture and to boost manufacturing sector.

The Production-Linked Incentive Scheme introduced by the government is incentivizing corporate investment, but rising import bills for fossil energy are increasing the trade deficit and breaking down the import coverage capacity of foreign exchange reserves," the report observed. UNCTAD

In Indian economy only 20 per cent of the women are participating in the labor market. "That is a problem that has to be addressed, just by extending social security system, is not enough, important is that people should be given the tools to generate income themselves," ***Hans Trimmer Chief economist south Asia***.

What seen in the region and to some extent in India also is that the government was not really prepared to absorb all those shocks that we are seeing in the region, The COVID shock, the war in Ukraine and the commodity prices are once in a lifetime shocks and they come one after the other and then the environmental disasters also," ***Hans Trimmer Chief economist south Asia***.

Initiative of government's land acquisition Bill, makes sense to allocate land to potential investors in suitable industrial clusters where they don't have to bother about obtaining various onerous approvals, including environmental ones. Efforts must be stepped up to engage with states to implement the four labour codes on wages, social security, industrial relations and occupation safety, health and working conditions, which the Centre has proposed.

Another important requirement will be to firm up a viable policy to promote the public-private partnership (PPP) in the country. Not all the business can be setup by government; this is the only way out for infrastructural development. The PPP model hasn't quite worked in India (apart from the limited success in the road sector). The government has proposed to come out with a new PPP policy. Let's see how it works.

With all the above suggestions by economists and initiative being taken by government of India, Indian Economy will definitely soon cross $5 trillion mark.

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Law as an Instrument of Social Change

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Abstract

Along with religion and morality, law is one of the strongest regulatory measures of social control. The law, not only controls human interactions, but brings a change in the society. As regards the role of law in bringing about a social change, there are two views. According to one view, the essential function of law is to reinforce the existing models and to provide a uniform procedure for the evaluation of human conduct and punishment for deviance from the existing rules. In other words, the main function of law, according to this view, is social control. According to the other view, law could be more dynamic. It has not only the function of social control but it has also to bring about a social change by influencing behaviour, beliefs and values. Often in the dynamic societies the social norms will be ahead of the legal codes. In such societies, it is necessary to bring the legal code into conformity with the prevalent social values. There is also another aspect: a dominant minority may have social values far ahead of the legal code on the one side and the social practice of the masses on the other. Such minority may endeavour to change the legal code as a means to persuade the rest of the group to adopt new social values. In dynamic societies the role of law is limited. But in conservative societies the role of law can be more effective in bringing about a change in traditional beliefs and values that do not correspond with changing societal requirements.

As an instrument of social change, law involves two interrelated processes. By means of new enactments there will be institutionalisation of a new pattern of behaviour manifesting new social values. When this new pattern is incorporated in the legal code, any deviance from this new pattern could be punished according to law. In order that law could become an active social force, there should be correlated cultural processes, namely the internalisation of this new pattern of behaviour in the individuals. These two processes arc closely related. If the institutionalisation is successful, it facilitates the internalisation of the new values by bringing about a change in the attitudes and beliefs of the individuals through social upbringing in the individual families. If such internalisation does not take place then the mere legal codification and the institutionalisation will not have any social value; on the other hand, it may bring, law itself into contempt; people may lose respect for law.

Law has long occupied an important position in organised efforts to improve the status of women, children, dalits and other weaker sections of the society. Social reformers in the nineteenth century, as well women in the contemporary women's movement, have all sought social reform through law. There were the egregious evils in our society such as sati, thuggee, human sacrifice, female infanticide, slavery, untouchability and religious prostitution. And then there were other, though less conspicuous evils too. Namely polygamy, child marriage, dowry, heavy expenditure on marriage and the traditional ban on divorce, widow remarriage and sea voyage. Christian missionaries and social reformers of the nineteenth century were quick to pounce on the evils of Hinduism, to denounce them and point out how immaculate Christianity was in contrast. In the first half of the nineteenth century, social reformers such as Rammohun Roy campaigned for the elimination of sati. Rammohun Roy's arguments against sati were cast within the discourse of religion and scripture. He argued that sati was not prescribed by shastric texts and that its resurgence corresponded to the degeneration of Hindu ethos.4 Thus, by the sincere efforts of Rammohun Roy practice of sati was abolished in 1829.

Keywords *: Social Change, Development, Law, Society.*

Introduction

MAKING or finding law, call it which you will, presuppose a mental picture of what one is doing and of why he is doing it. Hence the nature of law has been the chief battleground of jurisprudence since the Greek philosophers began to argue as to the basis of the law's authority. But the end of law has been debated more in politics than in jurisprudence. In the stage of equity and natural law the prevailing theory of the nature of law seemed to answer the question as to its end. In the maturity of law the law was thought of as something self-sufficient, to be judged by an ideal form of itself, and as something which could not be made, or, if it could be made, was to be made sparingly. The idea of natural rights seemed to explain incidentally what law was for and to show that there ought to be as little of it as possible, since it was a restraint upon liberty and even the least of such restraint demanded affirmative justification. Thus apart from mere systematic and formal improvement the theory of law- making in the maturity of law was negative. It told us chiefly how we should not legislate and upon what subjects we should refrain from lawmaking. Having no positive theory of creative lawmaking, the last century was little conscious of requiring or holding a theory as to the end of law. But in fact it held such a theory and held it strongly.

As ideas of what law is for are so largely implicit in ideas of what law is, a brief survey of ideas of the nature of law from this standpoint will be useful. No less than twelve conceptions of what law is may be distinguished. First, we may put the idea of a divinely ordained rule or set of rules for human action, as for example, the Mosaic Law, or Hammurapi's code, handed him ready made by the sun god, or Manu, dictated to the sages by Manu's son Bhrigu in Manu's presence and by his direction.

Second, there is an idea of law as a tradition of the old customs which have proved acceptable to the gods and hence point the way in which man may walk with safety. For primitive man, surrounded by what seem vengeful and capricious him- powers of nature, is in continual fear of giving offense to these powers and thus bringing down their wrath upon self and his fellows. The general security requires that men do only those things and do them only in the way which long custom has shown at least not displeasing to the gods. Law is the traditional or recorded body of precepts in which that custom is preserved and expressed. Whenever we find a body of primitive law possessed as a class tradition by a political oligarchy it is likely to be thought of in this way, just as a body of like tradition in the custody of a priesthood is certain to be thought of as divinely revealed.

A third and closely related idea conceives of law as the recorded wisdom of the wise men of old who had learned the safe course or the divinely approved course for human conduct. When a traditional custom of decision and custom of action has been reduced to writing in a primitive code it is likely to be thought of in this way, and Demosthenes in the fourth century B.C. could describe the law of Athens in these terms. Fourth, law may be conceived as a philosophically dis- covered system of principles which express the nature of things, to which, therefore, man ought to conform his con- duct. Such was the idea of the Roman jurisconsult, grafted, it is true, on the second and third ideas and on a political theory of law as the command of the Roman people, but reconciled with them by conceiving of tradition and re- corded wisdom and command of the people as mere declarations or reflections of the philosophically ascertained principles, to be measured and shaped and interpreted and eked out thereby. In the hands of philosophers the foregoing conception often takes another form so that, fifth, law is looked upon as a body of ascertainment’s and declarations of an eternal and immutable moral code.

Sixth, there is an idea of law as a body of agreements of men in politically organized society as to their relations with each other. This is a democratic version of the identification of law with rules of law and hence with the enactments and decrees of the city-state which is discussed in the Platonic Minos. Not unnaturally Demosthenes suggests it to an Athenian jury. Very likely in such a theory a philosophical idea would support the political idea and the inherent moral obligation of a promise would be invoked to show why men should keep the agreements made in their popular assemblies.

Seventh, law has been thought of as a reflection of the divine reason governing the universe; a reflection of that part which determines the "ought" addressed by that reason to human beings as moral entities, in distinction from the "must" which it addresses to the rest of creation. Such was the conception of Thomas Aquinas, which had great currency down to the seventeenth century and has had much influence ever since.

Eighth, law has been conceived as a body of commands of the sovereign authority in a politically organized society as to how men should conduct themselves therein, resting ultimately on whatever basis was held to be behind the authority of that sovereign. So thought the Roman jurists of the Republic and of the classical period with respect to positive law. And as the emperor had the sovereignty of the Roman people devolved upon him, the Institutes of Justinian could lay down that the will of the emperor had the force of a law. Such a mode of thought was congenial to the lawyers who were active in support of royal authority in the centralizing French monarchy of the sixteenth and seventeenth centuries and through them passed into public law. It seemed to fit the circumstances of parliamentary supremacy in England after 1688 and became the orthodox English juristic theory. Also it could be made to fit a political theory of popular sovereignty in which the people were thought of as succeeding to the sovereignty of parliament at the American Revolution or of the French king at the French Revolution.

A ninth idea of law takes it to be a system of precepts discovered by human experience whereby the individual human will may realize the most complete freedom possible consistently with the like freedom of will of others. This idea, held in one form or another by the historical school, divided the allegiance of jurists with the theory of law as command of the sovereign during almost the whole of the past century. It assumed that the human experience by which legal principles were discovered was determined in some inevitable way. It was not a matter of conscious human endeavour. The process was determined by the unfolding of an idea of right and justice or an idea of liberty which was realizing itself in human administration of justice, or by the operation of biological or psychological laws or of race characters, whose necessary result was the system of law of the time and people In question.

Again, tenth, men have thought of law as a system of principles, discovered philosophically and developed in detail by juristic writing and judicial decision, whereby the external life of man is measured by reason, or in another phase, whereby the will of the individual in action is harmonized with those of his fellow men. This mode of thought appeared in the nineteenth century after the natural-law theory in the form in which it had prevailed for two centuries had been abandoned and philosophy was called upon to provide a critique for systematic arrangement and development of details.

Eleventh, law has been thought of as a body or system of rules imposed on men in society by the dominant class for the time being in furtherance, conscious or unconscious. Of its own interest. This economic interpretation of law takes many forms. In an idealistic form it thinks of the inevitable unfolding of an economic idea. In a mechanical sociological form it thinks of class struggle or a struggle for existence in terms of economics, and of law as the result of the operation of forces or laws involved in or determining such struggles. In a positivist-analytical form it thinks of law as the command of the sovereign, but of that command as determined in its economic content by the will of the dominant social class, determined in turn by its own interest. All of these forms belong to transition from the stability of the maturity of law to a new period of growth. When the idea of the self sufficiency of law gives way and men seek to relate jurisprudence to the other social sciences, the relation to economics challenges attention at once. Moreover in a time of copious legislation the enacted rule is easily taken as the type of legal precept and an attempt to frame a theory of legislative law- making is taken to give an account of all law.

Finally, twelfth, there is an idea of law as made up of the dictates of economic or social laws with respect to the conduct of men in society, discovered by observation, expressed in precepts worked out through human experience of what would work and what not in the administration of justice. This type of theory likewise belongs to the end of the nineteenth century, when men had begun to look for physical or biological bases, discoverable by observation, in place of metaphysical bases, discoverable by philosophical reflection. Another form finds some ultimate social fact by observation and develops the logical implications of that fact much after the manner of the metaphysical jurist. This again results from the tendency in recent years to unify the social sciences and consequent attention to sociological theories.

Law –Need Based Concept

Sociological jurisprudence, as expounded by Pound, has been the interaction of social and legal change, and emphasis on the increasingly active role that the law plays as an agent of social change. The law through legislative or administrative responses to new social conditions and ideas, as well as through judicial re-interpretation of constitutions, statutes or precedents increasingly not only articulates but sets the course for major social changes. It is also the growing interdependence of the different aspects of social development which demand an even closer interaction of technological, economic and social environment.

Pound has borrowed the idea of law as instrument of social control from Ross. Up to the middle age, Pound says, Morality and religion are the main instruments of checking the aggressive instincts of man. In modem time these are inadequate and the chief instrument of social control is law. Since the aim of the law is to harmonize competing interests, no fixed legal principles are useful for this purpose, and decision should be reached on a pragmatic, empirical basis. Hence it may become necessary to administer Justice without law, while not denying that dispensing justice according to fixed rules has some advantage e.g. certainty and uniformity. Pound suggests that in order to harmonize conflicting interest in modem dynamic society the judge will often have to dispense 'Justice without law" that is without following any prescribed rule or precedent. This is because in view of the fast changes in industrial society new situations and problems are cropping up which have no precedent and for which the law has laid down no rule. Justice without law is solution to the problem of stability of law.

The truth lies in the fact that modem society is changing fast because of science and technological development. So the need is that law should be continually adapted and re-adapted to needs of individuals and society. That is why Roscoe Pound stresses the need of co-ordination, co-operation between legislator. administrators, judges, lawyers and jurists to works to the effective implementation of law for securing social balance and social justice to the public with a minimum of waste or friction and maximum of material satisfaction of wants, needs and interests. To quote Roscoe Pound: "I am content with a picture of satisfying as much of the whole body of human wants as we may with sacrifice. I am content to think of law, as a social institution to satisfy social wants the claims and demands involved in the existence of civilized society by giving effect to as much as we may with the least sacrifice, so far as such wants may be satisfied or such claims given effect by an ordering of human conduce through politically organized society. For present purpose, I am content to see in legal history the record of a continually wider recognising and satisfying of human wants or claims or desires through social control; a more embracing and more effective securing of social interests; a continually more complete and effective elimination of waste and precluding of friction in human enjoyment of the goods of existence-in short-a continually more social efficacious social engineering.

The Application of law

THREE steps are involved in the adjudication of a controversy according to law: (1) Finding the law, ascertaining which of the many rules in the legal system is to be applied, or, if none is applicable, reaching a rule for the cause (which may or may not stand as a rule for subsequent cases) on the basis of given materials in some way which the legal system points out; (2) interpreting the rule so chosen or ascertained, that is, determining its meaning as it was framed and with respect to its intended scope; (3) applying to the cause in hand the rule so found and interpreted. In the past these have been confused under the name of interpretation. It was assumed that the function of the judge consisted simply in interpreting an authoritatively given rule of wholly extra- judicial origin by an exact process of deducing its logically implied content and in mechanically applying the rule so given and interpreted. This assumption has its origin in the stage of the strict law in the attempt to escape from the over detail on the one hand, and the vague sententiousness on the other hand, which are characteristic of primitive law. For the most part primitive law is made up of simple, precise, detailed rules for definite narrowly defined situations. It has no general principles. The first step toward a science of law is the making of distinctions between what comes within and what does not come within the legal meaning of a rule. But a body of primitive law also often contains a certain number of sententious legal proverbs, put in striking form so as to stick in the memory but vague in their content. The strict law by means of a conception of results obtained inevitably from fixed rules and undeviating remedial proceedings seeks relief from the uncertainty inherent in the finding of a larger content for over detailed special rules through differentiation of cases and the application of legal proverbial sayings through the "equity of the tribunal." It conceives of application of law as involving nothing but a mechanical fitting of the case with the strait jacket of rule or remedy. The inevitable adjustments and extending and limitations, which an attempt to administer justice in this way must involve, are covered up by a fiction of interpretation in order to maintain the general security.

Philosophical rationalizing of the attempt to avoid the over personal administration of justice incident to the partial reversion to justice without law in the stage of equity and patural law reinforced the assumption that judicial application of law was a mechanical process and was but a phase of interpretation. In the eighteenth century it was given scientific form in the theory of separation of powers. The legislative organ made laws. The executive administered them. The judiciary applied them to the decision of controversies. It was admitted in Anglo-American legal thinking that courts must interpret in order to apply. But the interpretation was taken not to be in any wise a lawmaking and the application was taken not to involve any administrative element and to be wholly mechanical. On the Continent interpretation so as to make a binding rule for future cases was deemed to belong only to the legislator. The maturity of law was not willing to admit that judge or jurist could make anything. It was not the least service of the analytical jurisprudence of the last century to show that the greater part of what goes by the name of interpretation in this way of thinking is really a lawmaking process, a supplying of new law where no rule or no o sufficient rule is at hand. "The fact is," says Gray most truly, "that the difficulties of so called interpretation arise when the legislature has had no meaning at all when the question which is raised on the statute never occurred to it; when what the judges have to do is, not to deter mine what the legislature did mean on a point which was present to its mind, but to guess what it would have intended on a point not present to its mind had the point been present." The attempt to maintain the separation of powers by constitutional prohibitions has pointed to the same lesson from another side. Lawmaking, administration, and adjudication cannot be rigidly fenced off one from the other and turned over each to a separate agency as its exclusive field. There is rather a division of labor as to typical cases and a practical or historical apportionment of the rest.

Finding the law may consist merely in laying hold of prescribed text of a code or statute. In that event the tribunal must proceed to determine the meaning of the rule and to apply it. But many cases are not so simple. More than one text is at hand which might apply; more than one rule is potentially applicable, and the parties are contending which shall be made the basis of a decision. In that event the several rules must be interpreted in order that intelligent selection may be made. Often the genuine interpretation of the existing rules shows that none is adequate to cover the case and that what is in effect, if not in theory, a new one must be supplied. Attempts to foreclose this process by minute, detailed legislation have failed signally, as, for example, in the overgrown code of civil procedure which long obtained in New York. Providing of a rule by which to decide the cause is a necessary element in the determination of a large proportion of the causes that come before our higher tribunals, and it is often because a rule must be provided that the parties are not content to abide the decision of the court of first instance.

Law as Social Engineering:

The idea of law as an instrument of social engineering may be considered to have been germinated in the pioneering contribution of Jermany Bentham who pleaded for the happiness of greatest in number and that bloomed with charming smell in extensive writings of Dean Roscoe Pound. For him, jurisprudence is a science of social engineering concerned with the ordering of human relations. The legal process could be interpreted as a type of social control, legal history could be seen as record of the recognition and satisfaction of human wants through social control, so that social interest might be secured. The conception of law as a harmonizer of conflicting interests was first given it a new elaborate dimension. In modem society there are various interests, suggested by Jhering. But Pound, while borrowing this concept has in his Philosophy each advancing its own claims. If the claims of these group are not harmonized, 10 there may be strife, and thereby production may suffer. The claim of law. Pound says, is to harmonize these interest and so as to satisfy the maximum of wants and eliminate friction and waste. Pound declared that main function of law is to act as an effective instrument of social engineering. Law has its strongest place in a society where there are different kinds of interests that must be balanced against each other and that must in some way respect each other. He philosophizes that law is one of the very important mechanisms by which a relative balance is of stability to maintain in a dynamic and rather precariously balanced society. Roscoe Pound opines that in order to achieve this device of social engineering there should be "study of actual social effects of legal institution and doctrines, study of means of making legal rules effective, sociological study in preparation for law making, the study of both psychological and Philosophical, of the judicial method, a sociological study of legal history and the importance of reasonable and just solutions of individual cases." Pound is pragmatic, functional and experimental advocating social ordering and control through law 'to promote and maintain ideal relations among mankind. For Pound, law is more concerned with actual operation of law rather than its abstract content. Such approach considers law an authoritative guide to decision making. It stresses on social purposes which law serves rather than sanction. As an engineer minimises the friction and waste when dealing with machines similarly jurists ought to enable to resolve conflicts in society in the interests of harmony, reform and progress. Pound describes this method as the concept of social engineering."

Conclusion:

Most of the objectives set before the nations are yet to be achieved. The country is still at a cross-road. The economic revolution is limping and moving at a pedestrian's pace despite major changes in the economic policy. The basic problems of the country remain unsolved. The fact that the constitutional review committee has been set up to review the working of India's Constitution shows the schism that exists between the Constitution in theory and the Constitution in practice. Genuine doubts about success, relevancy and suitability of the Constitution were expressed at various forums. Constitutional review and revision of laws from time to time can be a powerful catalyst for change. Constitutional guarantees also contribute to policy formulation and enactment of laws that are equitable to women and other weaker sections. To be an effective instrument of social change, it is necessary to update all laws as per the societal requirements. This calls for a review of discriminatory laws, their progressive interpretation by judges who have been sensitized to various social the true spirit of religion, humanity and conscience. Although we agree with the idea that all social evils should be eradicated but we do not believe in the theory that legislation is the appropriate or effective method of eliminating all social evils. We are strongly of the view that that reform which is imposed upon people through a law cannot be effective; only education, knowledge and human values can bring about the desired change.

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Impact of Micro Irrigation on Cropping Pattern in Vaijapur Tehsil of Aurangabad District

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Abstract

Micro-irrigation gained prevalence when the Parliament was rocked with issue of farmer suicides. Sensing the significance and probable benefits of the process to double the farmers' income along with agricultural sustainability and environmental quality, the Union government launched a comprehensive flagship programme called *Pradhan Mantri Krishi Sinchai Yojana* or "more crop per drop". Micro-irrigation can increase yields and decrease water, fertiliser and labour requirements. Present study found that in Vaijapur taluka cotton is the most widely grown crop, followed by maize, onion, Bajri, Gram, and wheat in Vaijapur Tehsil. This study also found that the percentage of cultivated land of Vaijapur taluka to the total cultivated land of Aurangabad district and coverage area under micro irrigation has been increased. According to the respondents, some minor changes occurred in cropping pattern due to MIS in Vaijapur taluka. Changes in cropping patterns and the use of micro irrigation methods for land cultivation are suggested as remedies for the water management in drought prone area.

Key words: Micro Irrigation, coverage area, Cropping Pattern

Introduction:

Micro-irrigation gained prevalence when the Parliament was rocked with issue of farmer suicides. Sensing the significance and probable benefits of the process to double the farmers' income along with agricultural sustainability and environmental quality, the Union government launched a comprehensive flagship programme called *Pradhan Mantri Krishi Sinchai Yojana* or "more crop per drop".

Under the programme, financial assistance of up to 55 per cent is available for small and marginal farmers and 45 per cent for other farmers for adoption of micro-irrigation systems. The funding pattern between the Union governments and the state government's share since November 2015 has been 60:40 for all states except the North East and the Himalayan states, for which the funding pattern is 90:10.

Micro-irrigation can increase yields and decrease water, fertiliser and labour requirements. By applying water directly to the root zone, the practice reduces loss of water through conveyance, run-off, deep percolation and evaporation.

Objectives:

1. To study the impact of MIS on cropping patterns in the study area.
2. To suggest measures for water management in drought prone area.

Research Methodology:

In the present study, primary and secondary data are used. For the purpose of this study, primary data is collected through a schedule questioner. In this study, we selected 450 farmers from 30 villages in Vaijapur tehsil in Aurangabad district. Secondary data from authentic sources was collected about the cultivated area of various crops and products as well as rainfall in the study area. For analysis, statistical tools such as percentage & average have been used in the present study.

Review of Literature:

Dhawan B. D. & Harsharan Singh Datta (1992)[22] examined the irrigation impact on multiple cropping pattern. The multiple regression analysis shows that the close relationship between irrigation development and the rise in intensity of cropping at the all-India level. The regression analysis across 14 states for the pooled data for the period 1983-84 to 1987-88 throws up a value of the impact of irrigation on intensity of cropping, namely, 0.46, that is very near the predicted value of 0.48. But the time series analysis for the period 1950-51 to 1987-88 reveals a somewhat higher impact value of irrigation, namely, 0.65 percentage points rise in intensity of cropping corresponding to percentage point rise in the irrigation ratio as defined in this paper. It is believed that this estimate of the irrigation impact is biased upwards because of the omission of variables like tractorisation from the regression model. Therefore, the estimate based on cross- sectional analysis is most probably nearer the true value. Pooled cross-sectional analysis for different periods over 35-year time span of 1953-54 to 1987-88 does not sustain the thesis of decline in the all-India impact of irrigation on intensity of cropping with the passage of time. In fact, weak signs of improvement in this impact are discernible. Exercises into assessing comparative impact by type of irrigation have not yielded meaningful results. Whereas tank irrigation turns out to be with an incredibly high positive impact on intensity of cropping during the course of time series analysis, it comes out with a negative sign in the cross-sectional results. This calls for further enquiry to verify the veracity of the general impression that the irrigation impact on intensity of cropping rises as we move from tank irrigation to canal irrigation, and onto well irrigation.

Bhaskar K.S., Rao M.R.K., Mendhe P.N. and M.R. Suryavanshi (2005) [3] examined the water management in cotton. They have been carried out this research work at different Agricultural Universities in Maharashtra (Rahuri, Purbhani and Akola), Cotton Research Station, Navsari, and ICAR Institutes, Agricultural Research farms and farmers fields during the past few years. In cotton, vegetables and horticultural crops the micro irrigation system gives the above 90 per cent irrigation efficiency with increasing yield and quality. The 55.40 per cent area covered under micro irrigation is in horticultural crops. The drip irrigation system has been given higher saving of water and quality yield. The area under micro-irrigation is increasing campare to privious years, due to water saving and water use efficiency.

Karunakaran K.R., & Palanisami K. (1998)[13] explored the Impact of Irrigation on Cropping Intensity, which shows that the close relationship between irrigation development and cropping intensity at state level. Study also indiacate the positive impact of different irrigation sources (such as canal, tank irrigation and dug well irrigation) on cropping intensity up to 1979-80. Later on, tube-well and dug well irrigation has indicates the more impact on intensity of crop. The tank irrigation declining trend shows the positive impact on cropping intensity. Study suggests that, it is necessary to invest the minimum amount per hectare on tank irrigarion over the major and medium irrigation projects.

Result and Discussion:

1. Status of Rainfall:

Marathwada has always been prone to droughts. Rainfall variability and water scarcity are the major issues in the semi-arid Marathwada region of Maharashtra. With 24 out of 36 districts in Maharashtra facing deficient monsoon and the situation worsening in the drought-hit Marathwada and Vidarbha regions, the State government has decided to go for cloud seeding. Eighteen districts, mainly in Marathwada and Vidarbha, were facing a monsoon deficit of 20-51 per cent in July 2019.

Table No 1 Status of rainfall in Aurangabad District
(Base Year – 2021-22)

Sr. No.	**Taluka**	**Average**		**In 2021**		**Percentage**
		Rainfall Day's	**Rainfall (mm)**	**Rainfall Day's**	**Rainfall (mm)**	
1	Kannad	70	1007.3	67	1291.7	28.2
2	Soegaon	54	1084.9	62	1267.6	16.8
3	Sillod	59	793.2	68	1232.5	55.4
4	Phulambri	59	950.8	54	850.7	-10.5
5	Aurangabad	76	1246.1	62	965.0	-22.6
6	Khuldabad	75	1295.0	69	1236.9	-4.5
7	Vaijapur	77	928.9	66	1017.3	9.5
8	Gangapur	71	1143.9	67	1036.3	-9.4
9	Paithan	72	1173.6	59	1179.7	0.5
	Aurangabad District	**68**	**1069.3**	**64**	**1120**	**4.7**

Source: Aurangabad District Socio-Economic Review, 2022. Table no 1 shows that the average rainfall of Aurangabad district was 1069.3 mm and 68 days and average rainfall in Vaijapur taluka was 928.9 mm and rainfall 77 days in 2021-22.

2. Cropping Pattern in Vaijapur Tehsil:

The proportion of area under different crops at a particular time is called a cropping pattern. A change in cropping pattern implies a change in the proportion of area under different crops. Cropping patterns in any region depend upon the physical characteristics of the soil, climate, weather, rainfall etc. It also depends upon the nature and availability of irrigation facilities and institutional facilities as well. Economic motivations such as prices and income maximization, farm size, insurance against risk, availability of inputs and land tenure systems also factor into the determination of cropping patterns. The conditions of the soil and climate in the Marathwada region are such that they contribute to a low value crop pattern and relatively low yields for most of the significant crops.

The major crops grown in the Vaijapur taluka of Aurangabad district during the kharif season are jowar, soybean, cotton, tur, mung, urid etc.; during rabi season gram, safflower, sugarcane, rabi jowar, etc. Vegetables like tomatoes, peppers, onions, and brinjal are also cultivated in the summer. Among the main crops of the region are horticultural crops like mangoes and oranges, which are produced by irrigated horticulture. In summer, they also grow watermelons and ground nuts.

Table No 2 Cropping Pattern of Vaijapur Taluka of Aurangabad district

Crop	Gross Cropped area (in ha) 2019-20	Gross Cropped area (in ha) 2021-22
Wheat	6663	11042
Jowar	6273	3897
Bajri	6670	4969
Maize	31515	44619
Gram	6489	9090
Toor	1561	2295
Sugarcane	975	2195
Onion	9152	9152
Brinjal	63	32
Tomato	100	115
Cotton	73940	63297
Chili	88	64
Fruits & vegetables	11918	2896
Spices	773	915
Total Cultivated land of Vaijapur Taluka	153534 (15.73%)	168525 (16.37%)
Total Cultivated land of Aurangabad District	975770	1030310

Note: Bracket figure indicates percentage to total cultivated land of Aurangabad district.

Source: Aurangabad District Socio-Economic Review, 2020.

Table no 2 indicates that the gross cropped area under cotton is highest (73,940 ha) and followed by maize 31515 ha, onion 9152 ha, Bajri 6670 ha, Gram 6489 ha, wheat 6363 ha, Jowar 6273 ha etc. in Vaijapurtaluka in the year 2020. This table also indicates that the percentage of cultivated land of Vaijapurtaluka to total cultivated land of Aurangabad district is 15.73 percent and the total cultivated land of Aurangabad is 975770 ha in the year 2019-20.

3. Crop wise Coverage Area under Micro Irrigation:

According to the MIS Physical achievement Report 2019-20, Marathwada region as well as Maharashtra state, cotton, sugarcane and turmeric are produced by using the drip irrigation method. The fruit crops like banana, grapes, mango, pomegranate, orange, sweet lime (mosambi) are produced under drip irrigation method. The groundnut, jowar, bajra, gram, soybean, and maize are produced under sprinkler irrigation method. In Aurangabad district, gross coverage area of micro irrigation was 12216.4 ha, out of them 11050.6 ha under drip irrigation and 1165.84 ha under sprinkler irrigation method in 2019-20.

The crop wise coverage area under micro irrigation in Vaijapur tehsil of Aurangabad district is given in table 3.

Onion:

The coverage area of cotton crop is highest under micro irrigation method in Vaijapur tehsil of Aurangabad district. In 2019-20, it was 1408.68 ha, out of which 122.54 ha under drip &1286.14 ha under sprinkler irrigation method.

Cotton:

In 2019-20, it was 614.98 ha, out of which 242.1 ha under drip &372.88 ha under sprinkler irrigation method.

Maize:

In 2019-20, the coverage area of sugarcane crop under micro irrigation was 114.93 ha, out of which 43.41 ha was under drip irrigation and 71.52 ha under sprinkler irrigation in Vaijapur tehsil of Aurangabad district.

Sugarcane:

In 2019-20, the coverage area of sugarcane crop under micro irrigation was 190.16 ha, out of which 271.12 ha was under drip irrigation and 0.4 ha under sprinkler irrigation in Aurangabad district. In 2019-20 total coverage area of micro irrigation was 2987.17 ha, out of them 1049.95 ha under drip irrigation and 1937.22 ha under sprinkler irrigation method.In short area under sprinkler irrigation method is highest in Vaijapur tehsil, it was 64.85 percent.

Table3 Crop wise Area under Micro Irrigation in Aurangabad District (2019-20)

(Area in ha)

Crops	Drip	Sprinkler	Total
Cotton	242.1	372.88	614.98
Onion	122.54	1286.14	1408.68
Maize	43.41	71.52	114.93
Wheat	0	31.48	31.48
Sugarcane	190.16	0	190.16
Other Crops	451.74	175.2	626.94
Total	**1049.95 (35.15)**	**1937.22 (64.85)**	**2987.17 (100)**

Source: Access throughhttps://pmksy.gov.in/microirrigation/Report_Crop.aspx; onMarch2023

4. Opinion of the Respondent Farmers about MIS:

According to table no 4, 70.67 percent of respondents experienced Saves water and produces higher yields. 76.89 percent reported changes in crop patterns, Due to the MIS, Electricity consumption has been reduced for 294 respondents, and 76.89 percent respondents told the changes in cropping patterns due to the MIS. In short, according to the respondents, some minor changes occurred in cropping pattern due to MIS in Vaijapur taluka.

Table No 4 Respondent Farmers Opinion About Micro Irrigation System

Opinion	Responses	Percentage
Electricity consumption has been reduced	294	65.33
Saves water and produces higher yields	318	70.67
Coverage area of irrigation has been increased	309	68.67
Seed germination is improved	276	61.33
It is not necessary to level the fields	258	57.33
The operation and maintenance cost increases due to damages done by animals and mishandling of MI set.	312	69.33
Initial investment cost is high	372	82.67
Changes in cropping patterns	346	76.89

Source: Field survey, April & May 2022

5. Measures for Water Management in Drought Prone Area:

According to table no. 5, the majority of respondents (372) suggested that water should be used properly for irrigation; 60.67 percent respondents suggested micro irrigation, which is drip and sprinkler irrigation; 43.11 percent respondents suggested using farm pond water for irrigation; 46 percent respondents suggested making the planning of rain water storage for irrigation, and 172 respondents suggested cultivation of low water growing crop.

Table No 5 Respondent Farmers Opinion about Water Management in Drought Prone Area

Opinion	Responses	Percentage
Use of micro irrigation	273	60.67
Water should be used properly for irrigation	372	82.67
Using farm pond water for irrigation	194	43.11
Planning of rain water storage for irrigation	207	46.00
Cultivation of low water growing crop	172	38.22

Source: Field survey, April & May 2022

Conclusion:

Present study found that in Vaijapur taluka during Kharif season are jowar, soybean, cotton, tur, mung, urid, etc. and during rabi season gram, safflower, sugarcane, rabi jowar, etc. Vegetables like tomato, chilli, brinjal, and onion are also cultivated in the summer season. Cotton is the most widely grown crop, followed by maize, onion, Bajri, Gram, and wheat in Vaijapur Tehsil. This study also found that the percentage of cultivated land of Vaijapur taluka to the total cultivated land of Aurangabad district is only 15.73 percent in the year 2019-20. According to the respondents, some minor changes occurred in cropping pattern due to MIS in Vaijapur taluka. Changes in cropping patterns and the use of micro irrigation methods for land cultivation are suggested as remedies for the water management in drought prone area.

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A Study of Expanding Role of Women in Socio-Economic Development of Modern India

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Abstract
While glorifying Indian Women, late prime minister Indira Gandhi had stated that no society could progress if half its members did not have equal opportunity and their talents and capabilities were ignored. Indian culture and religion have placed women on high pedestal of sublimity. UNO's universal declaration of human rights and Indian constitution eloquently provide for equal rights to men and women and any discrimination based on sex, caste, race etc. is unconstitutional. It is discomforting to observe that Indian women have long been subjected to all sorts of subjugation, humiliations, deprivations, suppression, torture and atrocities. Right through history, Indian women had been confined to home making and house hold keeping. The perception of patriarchal society of the country has been that women are physically weaker than men, squeamish and unable to perform work effectively and hence cannot shoulder the rigors of administrative and managerial responsibilities along with domestic chores. However, the modern Indian society is in a phase of transition where women emancipation started in nineteenth century. Now we have women in all walks of life in contemporary society, who work shoulder to shoulder with their men counterparts. Several myths about women were broken by the beginning of twenty first century.

In this paper the author attempts to examine and analyze how women have broken the glass ceiling and have displayed their capabilities in different fields in modern times.
KeyWords :Chauvinistic, Emancipation, Empowerment, Glass ceiling, Public administration, Women entrepreneurs.

Backdrop

The modern Indian society is in a phase of transition where women emancipation started in nineteenth century. Now we have women in all walks of life in contemporary society, who work shoulder to shoulder with their men counterparts. Several myths about women were broken by the beginning of twenty first century.

Objectives of the study

1. To examine how modern women of India have cut across the boundaries of their homes and excelled in different areas shouldering the responsibility of nation building along with their male counterparts.
2. To throw light on various issues and challenges the women are facing at their work places.
3. To give solutions for overcoming the challenges so that their competitiveness and efficiency in all walks of life can give the best outcomes.

Research Methodology

The present study is based on secondary data collection. The secondary data was collected from various published sources like Demographic and Health Surveys, Human Development Report, Books, Journals, Newspaper clippings, internet websites etc.

Emerging role of Indian Women in Economic Development

The decades post liberalization and globalization have witnessed subtle transformation in the traditional role of women who are increasingly and successfully moving into mainstream of development. Indian women are becoming visible in politics, civil administration, art and architecture, literature, and more recently, in business and profession. As a result the proportion of population of working women has surged significantly from 13% in 1987 to 23% in 2022. Many women are making inexorable efforts to break glass ceiling to redefine the concept of women, frame their own paradigms and grab with delight the emerging opportunities and display their shiny performance to make their presence felt domestically and globally as well in every male dominated bastion.

Gradual but steady increase in women's role in India's corporate sector

The status of India as a growing powerhouse is gaining momentum since the last decade with the changing pace of gender diversity being witnessed in modern times. Thankfully, India does not suffer much from the caste-profession matching problem today. Current lot of women managers have been identified as empathetic, supportive, relationship builder, power sharing and information sharing. Compared to male counterparts, women managers are more meticulous, careful, patient and co-operative. Corporate India in the recent times has been emphasizing on gender diversity and has been making policies to hire more women in 2023. Leading organisations such as Cognizant, Larsen & Toubro and HDFC Bank have initiated several measures to attract more women employees like flexible work hours and mentoring programmes. Indian women are occupying senior positions in managerial hierarchy of banking sector and exhibiting cosmic performance. Ms. Leena Nair, Global Chief Executive Officer of Chanel, Ms. Roshni Nadar, Chairperson of HCL Technologies, Ms. Sharmistha Dubey, CEO of Match Group, Ms. Revathi Advaithi, CEO, Flex are the current lot of Indian top corporate women leading the global companies and have earned well deserved recognition across the world for their outstanding performance, exhibit of intelligence and wisdom in leading these companies.

Increasing participation of women in public administration

There was a time when the voice of Indian women could hardly reach the public sphere. Women had no right to work and were suppressed by the big guns of the society. But there has been a paradigm shift in Indian society with time, and the once deprived section is slowly infiltrating the most prestigious services of our country. During the last few years, the participation of women in top administrative jobs has seen significant increase and their performance in discharging their duties with committed perseverance and determination has caught the public eye. Some of the most notable women who have proved that they are no less than men when it came to be shouldering the responsibilities of nation's building and progress are Ms. Anna Rajam George; first IAS officer of independent India, Ms. Kiran Bedi; the first woman IPS officer, Dr. Ruveda Salam ; the first woman from Kashmir to crack the IAS examination in 2013 who has earned countless accolades for working tirelessly in reducing the crime rate in the state, Ms. Ira Singhal ; the first physically challenged women to crack the civil service exam in general category. It is perceived that women would feel more comfortable in presence of other women and their self-respect can be taken care of in a better way.

Emergence of women entrepreneurs

The first wave of women entrepreneurs after independence increased due to new economic reforms as accessibility to credit facilities have become easy and fast. There has been rapid growth of women entrepreneurs in world of fashion, beauty, textiles, art, hospitality, media and entertainment sectors. These entrepreneurs have established their own Startups in India and have become the job providers to thousands of people despite countless problems. Some of them are Ms. Chitra Gurnani Daga, CEO of Thrillophilia, India's biggest platform for booking travel experiences, Ms. Upasana Taku, Co-founder of MobiKwik & Zaakpay which is the mobile based payment service provider, Ms. Aditi Gupta, founder of Menstrupedia, a company which aims at creating menstrual awareness, Ms Divya Gokulnath, Co-founder of one of India's largest ed-tech start-ups Byju's, Ms. Suchi Mukherjee, founder and CEO of Limeroad, an Indian online clothing firm, Ms Falguni Nayar, founder and CEO of Nykaa.

Role of women in medical and engineering services

Since ancient times, be it herbal remedies, alternative medicine, or midwifery, women have proved that they are the natural caregivers despite more numbers of men in the profession. Some of the leading Indian women who have made exceptional contributions in the field of medical science are Dr. Anandibai Joshi, Dr. Ketayun Ardeshir Dinshaw, Dr. Indira Hinduja, Dr. Manjula Anagani, Dr. Gagandeep Kang. In the field of technology and innovation, it has been proved that women can bring a fresh approach and offer unique perspectives to meet challenges, solve problems, and design new products. Empirical study reveals that although across the globe, the gap between women working in IT is much smaller than that of men, in the Indian context the efforts towards empowering women in the IT sector are showing results. At present India's IT sector is recruiting and retaining more women and assigning them more leadership roles. NASSCOM estimates that nearly 60 percent of Indian IT firms have 20 percent women at the C-Suite level. Companies reported a 4.5 percent higher proportion of young women aged between 30 and 35 in C-Suite roles than men in the same age group. Some of the leading Indian women in field of technology are Ms. Saloni Vijay, General Manager, IT, Vodafone Idea Ltd, Mayurakshi Ray, Chief compliance officer, GeBBS, Health care Solutions, Geetha Kanan, Founder and CEO of Wequity for Women and Technology, Annie John Matthew, Chief Information Officer, Mother Dairy, Fruit and Vegetables Pvt Ltd, Ms.Amrita Gangotra, Global Strategic Advisor, Digital and IT Transformation, Growth strategist and Tech Start-ups.

Challenges before Women Workforce in Corporate sector and administration in India

The continuing pervasive under representation of Indian women in managerial positions, persistent gender discrimination in selection, promotion, and compensation, perpetuation of harassment of women at workplace and creation of invisible barriers that prevent talented women from advancing past a certain level are likely to prove suicidal to the economic and industrial development of the nation in highly globalized competitive milieu which has come to stay. One of the key factors responsible for low competitiveness of Indian corporates despite existence of vast reservoir of intellectual capital including professionally qualified women constituting world's largest number is the failure of top management in utilizing fully the existing talents and continuously creating and developing pool of talents of both men and women. The majority of companies have so far failed to create true equal opportunity workplace that is completely gender neutral, where management is blind to gender while selecting people for job position, promotion, training and development and where merit and performance matter.

Despite the legislative sanctions against sex discrimination and immense array of such programmes, progress towards gender equality for women in organization has been far slower than expected. Discrimination against employees including managers and execution in workplace is a continuing problem across the country. It takes essentially three forms, viz; overt discrimination in hiring women, paying them inequitably and promoting them, causing virulent harassment to women and forcing them to leave the organization. Women have to work harder than men to prove their competence all the time and to earn equal to their male counterparts. The glass ceiling is the third form of discrimination in which invisible barriers are created to prevent women from advancing past a certain level. Thus, the process of gender equality and women empowerment still has a long way to go and may even have become more difficult in the recent past. This is despite explicit moves of the Government.

Recommendations

In order to make Indian women potential effective source of competitive advantage and corporate growth, a number of micro-level organizational as well as individual efforts need to be made. First of all, organizations have to become gender neutral employers to provide equal opportunity to men and women and to ensure that merit and performance alone are the criteria for recognition and growth. This can be done through formulation of crystal clear human resource policies and their meticulous execution. Secondly, while creating a gender-neutral workplace, organizations must be sensitive to specific problems of women managers. Women do have special responsibilities of rearing children and caring for family members. So as to ensure that the organization does not lose talented women because of these compulsions, the former should creatively address this issue with flexi work schedules, longer leave periods and fuller use of technology to reduce the need of women to be physically present in the office for work. Institutional efforts are also required to provide for fully equipped creches to nurse infants. The persistence of sexual harassment despite efforts to curb it through legislative and organizational policies and actions points to the critical need for innovative strategies. Increasing representation of women at the executive levels in organizations could be one such strategy. It is also ineluctable to create a climate of intolerance and the one that supports employee growth, participation and empowerment through training, mentoring programmes and equitable pay for all employees.

Conclusion

The world at the end of the 20th century and so our country have gone through a subtle revolution which has changed the traditional relationship of women to work and the family resulting in an expanded role for women in the global market place. Indian corporates in their relentless drive to enhance their competitiveness have accepted the fact that without best utilizing the women resources they cannot achieve competitive advantage and sustain competitive superiority over their rivals. Hence they have gone all out to provide the most suitable opportunities and effective platforms to young women. In 2022, a survey among 250 Indian companies revealed that the share of women in CEO roles in India reached 55%, which was more than double the global average of 24%.This goes to show that there is a slow but steady transformation in organizational culture and mindsets of top management and structured interventions are being made to ensure gender neutral human resource policies and actions.

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A spatial temporal analysis of acute encephalitis syndrome and Japanese encephalitis in Gaya district in Bihar

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Abstract
Acute Encephalitis Syndrome and Japanese Encephalitis is one of the major vector borne disease prevalent in the Asia. With approximately 68000 cases and 1320 deaths each year, the disease is more threat to the society. The risk population of this disease is basically aged below 15 year population. Thus, the objective of this paper is to understand the spatio-temporal prevalence of this disease in Gaya district which after 2009 has seen several outbreak. The methodology adopted to understand is mapping the disease cases at sub district level, block, in order to understand the region from which region contribute most of the reported cases of AES/JE from the district. The spatial region were further analyzed with the IDW methodology in order to locate the specific region which contributes most of the cases. The result shows that the entire block of the district has reported one or more cases over the year and the disease has spread to several new foci in the period between 2013-2020. The number of cases recorded has sown uneven trend as some year had contributed most of the cases while the interment year shows a rapid decrease in the number of cases. The IDW analysis also clearly represent that the foci of disease reporting has shown tremendous change over the year as the reporting region is shifting from norther part of the district towards the southern extremes.
Key Words: Spatio-Temporal, Aes/Je, Idw, Risk Population.

Introduction

Vector- borne disease is a illness caused by parasite, viruses and bacteria transferred to human by the vectors as mosquito, sandflies etc is one of the major infectious disease burdens in the world and poses a serious threat to the human society. The significant threat posed by vector-borne diseases can be understood from the fact that it constitutes 17% of the global burden of communicable diseases and claims more than 7 lakh lives every year, more than 80% of the world population is at risk of one major vector-borne disease, while 50% of the global population is at risk of two or more vector-borne diseases, especially the vulnerable section of the society (Global Vector Control Response, WHO 2017). With approximately 68000 cases and 1320 deaths each year, Japanese encephalitis (JE) is one of the most common vector-borne diseases globally. (Campbell et al., 2011). The disease is caused by a flavivirus spread by mosquitoes and is present in the south and east of Asia (there currently exist 24 nations with JE virus transmission). (Heffelfinger et al, 2017). The condition affects children under the age of 15 years (Umenai, 1985). Underreporting of cases results in conservative estimates of 50,000 cases annually, a death rate of 25–30%, and with long-term sequelae of 30–40% [WHO, 2008]. This number is thought to represent only a small percentage of the real burden of the disease. Infected animals, typically domestic pigs and migratory birds, transmit the virus to people through culicine mosquitoes (primarily Culex vishnui group). According to Soman (1986), humans are not thought to be an reservoir for viral transmission. Japanese Encephalitis is one of the prevalent vector borne disease in Bihar. According to the NVBDCP out of the 60 high priority district of Japanese Encephalitis in India, Bihar have 9 district which fall under the high priority districts of AES/JE. The disease burden in the state ranges from 4.7 to 25.0 incidence rates per lakh population, and the trend is shown to increase since 2009 (Kumar et al., 2016).

The objective of this article is to understand the temporal pattern of the number of cases of AES / JE reported in the Gaya district and to understand the spatial distribution of these to formulate a clear understanding of the extent of risk through these diseases in the district. A spatial distribution of the recorded cases has been mapped in the district through Arc Map environment. The population at risk has been analyzed by dividing in the several age category in order to understand the risk population for this particular disease. The incidence rate is computed for the district average population 0-14 from census of India data.

Burden of AES/JE Cases in Gaya District.

The burden of AES / JE cases in Bihar reveals that 3206 total cases were registered between 2013 and 2020. The total number of AES/JE cases recorded from the Gaya district within the same time frame is 411, making up more than 12% of all cases in the state. The number of AES/JE cases reported from the district and the state exhibit an erratic pattern. In 2014, 2015, 2016, 2017, and

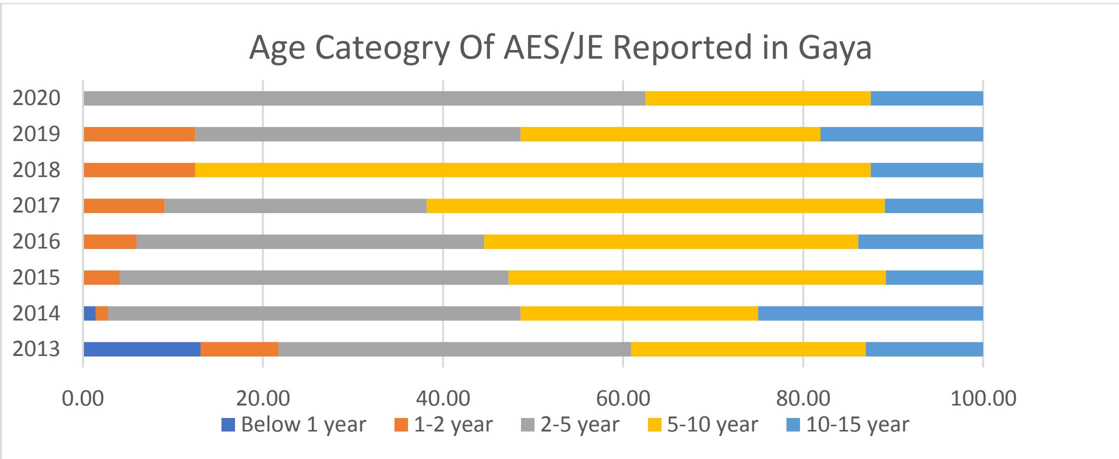
2019 the district experiences an AES/JE outbreak. While the intermittent years like 2013 and 2018 and 2020 indicate a lesser number of instances. As a result, the district's overall pattern is put at greater danger due to the district's inconsistent pattern of AES/JE cases. Table 1: Number of cases of AES / JE reported in Gaya district and Bihar State.

Year	2013	2014	2015	2016	2017	2018	2019	2020
Gaya	23	72	74	101	55	8	71	7
Bihar	580	1341	298	324	189	124	292	58
Incidence Rate*	1.33	4.19	4.31	5.88	3.20	0.46	4.13	0.40

Source: State Health Malaria Office. * Calculated by author.

The fact that the majority of the population at risk of AES / JE are children under the age of 15 helps explain the burden of the disease. All AES/JE reporting cases had a median age of seven years or less. According to the Gaya district's population at risk, children between the ages of 2 and 10 are the groups most commonly impacted by these diseases. According to the data, cases in the 2 to 5 year old age group were on the decline until 2018, but then suddenly increased in 2019 and 2020. This suggests that this age group has the highest risk of contracting these diseases. While over the same time period the number of cases reported for AES/JE in the age group of 5 to 10 years increased until 2018, when the number of reported cases in this category reached its highest level, it was then shown to be declining in 2019 and 2020. The reporting of AES/JE in the infant age group according to our result shows except in the year 2013 and 2014 the registered cases has suddenly dropped which shows that the control of these disease occurs in the age group is related with vaccination measures undertaken by the government.

Figure 1: The number of AES/JE reported from the different age category.

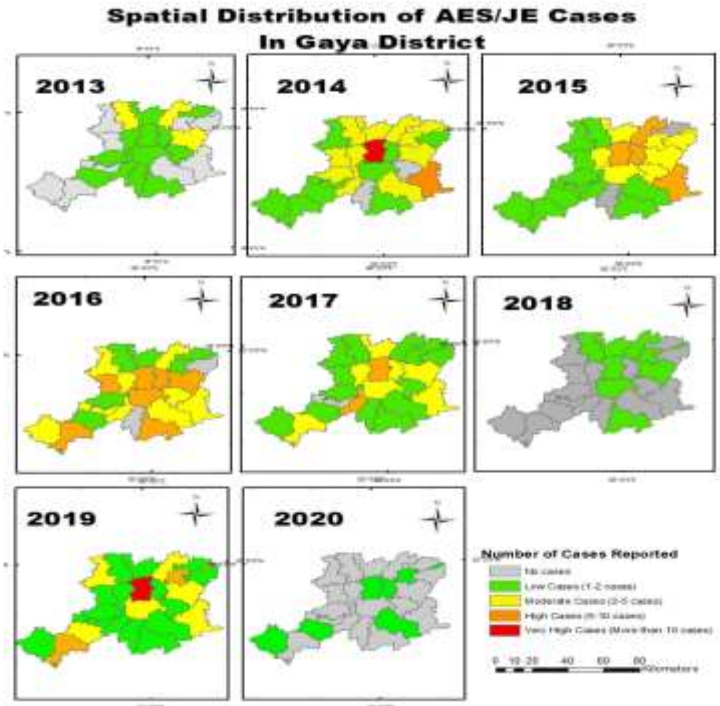


Source: Computed and Prepared by the author.

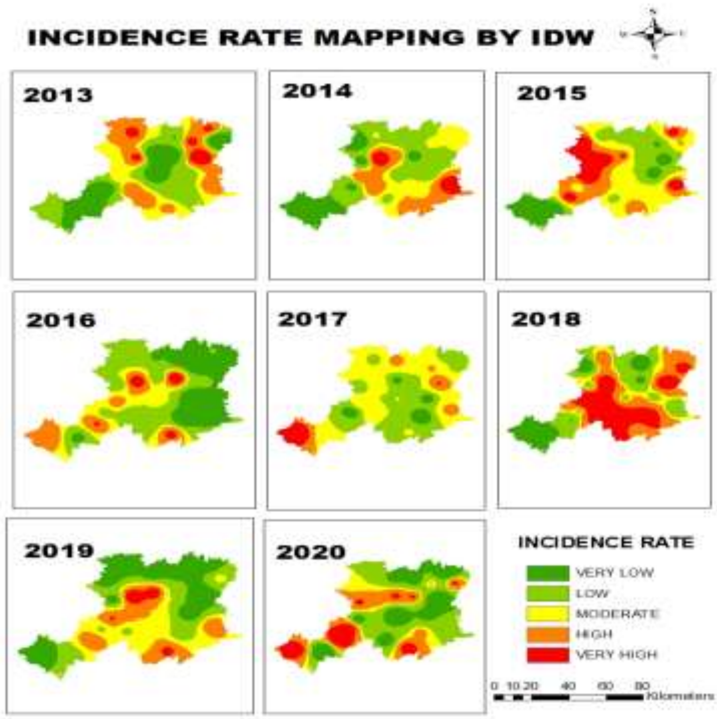
Spatial Distribution of AES/JE cases in Gaya District.

The spatial distribution of cases of AES / JE in the Gaya district from 2013 to 2020 shows an erratic pattern, so a proper analysis is carried out to understand the spatial distribution of AES/JE at the block level. The result shows that the distribution pattern of the AES/JE cases in the block follows an erratic pattern, but the most common block that continuously reports low cases to very high cases in the district, the Gaya CD Block, which records the highest cases in 2014 and 2019. The Bodh Gaya also continuously blocks the cases of AES/JE in all the respective years except in 2020. Except in 2018 and 2020 all blocks have registered AES / JE cases in our study period. The pattern of cases of AES/JE is concentrated around these two blocks and its adjoining block. The other interesting feature noticed through this analysis is that almost all blocks have become the centre of one or more cases in the respective years, thus showing that the distribution of these diseases in new foci. This analysis provides us with a clear understanding of the spatial distribution of these cases in the district. As these block which registers from no cases to low-high cases shows that entire region of the district is at risk of recording of the cases of these disease.

The incidence rate mapping provide us a clear picture of continuous surface and the occurrence of AES/JE Cases in Gaya district. It provides us bull eye possibility of the occurrence of these diseases in the district. The result from the IDW analysis clearly shows that there is a shift of the incidence rate from the norther part of the district to the southern region, thus providing us a understanding that the cases has been reported from the foci over the years. This analysis also provides us a understanding the concentration of reported cases. The major concentration of high and very high cases are located mostly in the Gaya CD Block and Bodh Gaya Block thus confirming with the spatial distribution of cases as observed above.



Source: Prepared by the author.



Source: Prepared by author

Conclusions

The AES/JE caused by the Culex mosquito in the risk population especially in children is one of the most prevalent vector-borne diseases in Bihar. The analysis shows that the age category of the reporting cases of AES/JE is highest in the group of children of 2 to 10 years of age. The temporal pattern of registered cases in the district also shows that the number of cases varies widely yearly. The highest reporting cases above from a single district are found in the year 2014 to 2017 and again a peak is observed in 2019. Although the internment year 2013, 2018 and 2020 show a rapid decrease in the cases. This erratic pattern of reporting of cases gives us insight that the disease spread and its spatial distribution need to be understood, which led to our second analysis in which we had looked at the spatial distribution of the cases at the block level. The block level spatial distribution analysis shows us that the block surrounding Gaya CD Block and Bodh Gaya Block in the central part shows a larger number of the reported cases of AES/JE in our study period. The spatio-temporal distribution has been conceptualized by the Inverse distance weighting (IDW) methodology. The pattern clearly shows a shift of the incidence cases of AES/JE from northern part of the district towards the southern part showing that the geographical expansion of the disease over the period of time.

Limitation of the study

The causal factor for this disease has not been considered in our present paper as it tries to understand the spatial distribution of these reported of disease, which is a first step in order to conduct further study.

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Corporate Social Responsibility in India: Concerns and Difficulties

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Abstract:

It's true that "It's simple to evade our obligations, but we can't dodge the consequences." Josiah Charles Stamp, 1880-1941, Bank of England director. Businesses must be conscious of what and how they do things in this digitalized environment. The company's brand depends on its influence on society, the environment, and the economy, not just product quality. Social responsibility gives them an edge in a congested market. CSR integrates commercial and social goals. The company prioritizes People, Earth, and Profit while meeting stakeholder expectations. Equal opportunity, poverty reduction, basic rights, and robust human development motivate most policy measures in the country. Our choices now will impact future generations. Inequality persists. This year, India introduced new CSR standards. Indian enterprises must spend 2% of net earnings on CSR under these standards. India was the first to mandate CSR. The CSR obligation under Companies Act, 2013 is an excellent way to involve the corporate sector in fair development. Companies have to spend 2% of profits on CSR and justify their failure to do so. Nevertheless, the current amendment requires corporations to spend 2% of revenues on CSR within a certain timeframe or donate this amount to government-run entities. The proposed amendment will force CSR-qualified enterprises to spend the stipulated portion of their income on CSR without fail. This article examines CSR issues in India and the variables that drive CSR efforts in Indian companies.

Keywords: Legal Obligations, Triple Bottom Line, Sustainable Development, Social Responsibility, Voluntary Desire.

Introduction:

Although the notion of corporate social responsibility (CSR) is not new, it is unquestionably the newest buzzword in the business world. Throughout the past few decades, its popularity has grown. In India, corporate giving is nothing new. CSR, however, goes beyond simple altruism and giving. CSR is a method of conducting business through which corporate entities offer value and support social good. It may be characterized as a sense of obligation on the part of the businesses to the society and environment in which they operate. An umbrella term for a variety of theories and practices that all acknowledge the following: (a) that businesses have a responsibility for their impact on society and the environment, sometimes beyond legal compliance and individual liability; (b) that businesses have a responsibility for the behavior of others with whom they do business (for example, within supply chains); and (c) that businesses need to manage their relationship with wider society, whether for reasons of business or for social good. Bloweld and Fryna. Businesses can fulfil this obligation by implementing a variety of policies and starting new initiatives that will benefit society as a whole. Companies that practice corporate social responsibility work to balance their economic, social, and environmental goals. Taking on CSR projects may provide businesses a competitive edge and aid in brand development. Laborers (people), capital, and technology are necessary for operating a business, but morality is also important for maintaining the entities' unity. Making "sustainability" a way of thinking and doing is crucial for the business. Businesses must make an effort to add value to the world as well as to its clients, customers, or other stakeholders. The idea of corporate social responsibility has several facets. It has four interconnected elements, including the economic, legal, ethical, and altruistic ones. The economic, legal, ethical, and charitable obligations that society currently has of corporations are included in what is known as "corporate social responsibility." — Carroll.

Various Dimensions and Obligations:

Economic Dimension: This dimension pertains to a firm's duty to the company, such as ensuring a reasonable amount of returns to investors, proper pay for workers, offering goods to customers at reasonable pricing, responding to business risks appropriately, etc. The first and most significant factor is the economic dimension. It acts as the base or starting point for other dimensions. Legal Dimension: In order for a firm to be considered socially responsible, it must follow by all applicable laws and game rules. Laws are directives and rules that outline what is acceptable and unacceptable behavior. Every business must abide by these dos and don'ts codifications in order to thrive over the long term. The ethical component is a representation of what society expects from business entities. The public expects the business to go above and beyond the call of duty to better serve them. It is what the public expects of the corporations in addition to their fiscal and legal obligations. The philanthropic dimension embodies the firms' selfless desire to help their workers, neighbours, or society at large. The general public wants this. It is entirely up to the business whether or not to assist charitable organizations, educational institutions, the environment, or other causes.

Just a few academics specifically mentioned the three elements of stakeholders, voluntarism, and environment. The obligation of the business towards its stakeholders, such as its shareholders, workers, customers, clients, suppliers, and the government, is covered by the stakeholder dimension. Businesses must be aware of their obligations to them and make an effort to match their objectives with those of the company. The voluntary desire of the business to improve society as a whole and make it a better place to live is reflected in the voluntariness factor. The company's obligation to the ecology is the primary emphasis of the environmental dimension. Companies need to make an effort to combine environmental and financial objectives. To preserve our environment and promote sustainability, green actions must be implemented.

CSR activities have the potential to be very advantageous for both the business and society. The CSR initiatives serve a wide range of stakeholders that are connected to business entities. Companies now give back to society and aid in nation-building as a result of growing knowledge of several modern concerns impacting society and the environment (Grant Thornton IBR, 2014). Some of the elements that influence CSR in India are:

The cost management is essential for businesses to thrive in this cutthroat economy. Businesses that operate on a tight budget are seen as sustainable and responsible. For instance, the cost to the nation of gases like carbon dioxide and other greenhouse gases is enormous. A business finds a means to control the emission of these harmful gases while also benefiting the environment. This driver is crucial for assessing the success of the business and its level of social responsiveness.

1. Tax Relief: Another significant factor influencing CSR is the benefits of CSR, such as tax advantages. Business entities that engage in CSR are granted tax breaks by the government in exchange for their charitable activities and ecological preservation. Relief from taxes is very beneficial to developing nations like India. In order to claim tax benefits, it is crucial for businesses to maintain openness in their CSR initiatives.
2. Consumer Demand: People patronize businesses that engage in CSR. Companies are motivated to contribute to society and sustainability efforts by customer demands for them to be socially and environmentally responsible. By making the ethical choice to purchase a product made by a business that participates in CSR, consumers support CSR initiatives.
3. Value Shift: The business entities have experienced a value change. As they have begun to focus on ethics, they believe that doing good for society is the correct thing to do. They currently hold the view that economic growth goals may be combined with social and environmental goals. They strive to improve communities and the lives of its residents because of their values.
4. Brand Building: Businesses think that engaging in CSR strengthens their image in the marketplace and builds their brand. Customers and clients are very appreciative of businesses' efforts on behalf of society, and this fact encourages businesses to do their part for the common good. They gain a better reputation in the international market as a result.

Purpose of the Study:

The goals of the current paper are to: i. review the literature on various aspects of CSR; ii. discuss the CSR provisions in India; iii. study the acceptance and implementation of CSR by Indian companies; iv. analyze various issues and challenges associated with CSR; and v. suggest some measures to ensure improved CSR practices in India.

It should be noted that the secondary data serves as the sole foundation for this investigation. To make the necessary inferences, a thorough study of the literature was conducted systematically. Journals, newspaper articles, textbooks, e-books, corporate reports, search engines, company websites, scholarly articles, research papers, and other academic publications were some of the secondary sources of data utilized.

A review of the works

Rahman (2011) examined many CSR facets. To determine CSR dimensions, a number of CSR definitions from the 1950s to the present were examined. In the 1950s, CSR was seen as a duty to society, and in the 1960s, it was seen as a partnership between corporate entities and society. Throughout the

1970s to 1990s, additional elements like as stakeholders, ethics, voluntarism, philanthropy, environmental stewardship, and the triple bottom line were incorporated in CSR definitions. The CSR dimensions of the twenty-first century cover a considerably larger range of topics, such as increasing citizen quality of life, human and labour rights, environmental difficulties, corruption problems, and challenges with transparency and accountability, in addition to the previously mentioned components.

In today's contemporary and globalized world, CSR is an unavoidable concern for business entities, according to Majumdar et al. (2008). They looked at current CSR approaches and sought to identify challenges they might face in practice in poor nations. Several approaches based on the institutional approach and the academic approach were considered. They proposed that in order to close the gap between developed and poor nations, a conceptual framework for corporate social responsibility is essential. In engaging in CSR, all five domains—economic, ethical, legal, philanthropic, and environmental—must be taken into consideration.

In their 2016 study, Prieto-Carrón et al. sought to update the CSR study with fresh perspectives. They discussed the results of CSR projects, the connection between business and poverty, problems with power & participation in CSR, and aspects of CSR that have to do with governance. According to them, just one aspect of CSR is now being investigated and evaluated, and a number of delicate issues surrounding it are disregarded. The need to carefully weigh the benefits and drawbacks of CSR programmes in developing nations is urgent. They recommended conducting joint studies on CSR by scholars and CSR practitioners in order to improve effect evaluation approaches. Any significant concerns that have been neglected or not handled must receive attention.

Legal Provisions for CSR in India:

The CSR is covered under Schedule VII of the Companies Act of 2013 and Section 135 (Corporate Social Responsibility) Regulations, 2014, respectively. Every business, including its holding and subsidiary firms, is expected to abide by all CSR regulations if it has a net worth of at least Rs. 500 crore, an annual revenue of at least Rs. 1000 crore, and a net profit of at least Rs. 5 crore. Any business that qualifies for CSR must establish a board-level CSR committee. The firm's board of directors must make sure that, in accordance with its CSR policy, the specific company spends at least 2% of the average net income from the three most recent fiscal years in each fiscal year. Formerly, businesses had to conform or provide justifications for not complying, and they could then get away with it. But, escaping will not be as simple now that Section 135 of the Companies Act, 2013, has undergone a fresh revision (2019). The section was amended to include a clause stating that if a corporation is unable to use the target amount set aside for CSR operations, it must transfer the money to one of the funds listed in schedule VII, such as the Prime Minister's National Relief Fund. The remaining funds must be transferred to the designated fund within 30 days of the third financial year's end date. Every business that violates Section 135's rules must pay a fine between Rs. 50,000 and Rs. 25, 000 if found guilty. Moreover, cops may face up to three years in prison under the regulations. All business enterprises that meet the SR requirements are required by the act's criminal clause to engage in Corporate Social Responsibility (CSR), and it outlines the fines and jail time for doing so.

The following causes may benefit from the firms' contributions:

1. The eradication of poverty, malnutrition, and hunger.
2. Promotion of sanitation and health.
3. Supporting employment and education that can improve vocational skills.
4. Promoting gender parity.
5. Ensuring sustainability.
6. Preserving culture, art, and history
7. Contributing to the military of the nation.
8. Promoting and instructing sporting activities.
9. Making a donation to the humanitarian effort.

Challenges and Problems:

An operating a business while considering your social responsibilities is a difficult challenge. Today's businesses need to think about more than simply earnings if they want to satisfy their stakeholders. They are still learning how to preserve harmony between the company's strategic goals and social and environmental considerations. The following are a few of the difficulties the business may encounter when implementing CSR:

Failing to Have a Holistic Perspective of CSR: Businesses continue to see CSR in a limited way. They are unable to grasp the holistic perspective of CSR, which holds that CSR affects nearly all of the company's stakeholders as well as society and the environment as a whole. Seeing new opportunities and using them to address societal issues is crucial for businesses. They need to combine corporate goals with ecological and social goals in an effort to produce shared value. The company should integrate CSR into all aspects of its operations and should be very clear on where it should focus its investments.

Lack of Transparency: Transparency is a crucial need for the success and effective execution of CSR strategy inside a firm. Transparency and CSR go hand in hand. This enables diverse firm stakeholders to have a thorough understanding of numerous topics that are important to them. Window-dressing is a technique used in organizations to disguise information from stakeholders. Today's society requires CSR, thus they also require CSR transparency. The current state of corporate openness is utterly inadequate. Businesses don't put enough effort into disclosing pertinent information. Something comes between the development of community and business trust. Lack of transparency is the main obstacle CSR faces since it is essential for the success of any CSR programme. Aligning the Company's Development Objectives with the Interests of its Shareholders It is a significant problem and extremely vital to balance social responsibility with economic performance. A significant obstacle in the way of CSR is the production of shared and sustainable value, which integrates the company's development objectives with the interests of its stakeholders.

Greenwashing:

India has a high level of inequality. The CSR law lacks a forceful enforcement mechanism and does not go far enough in addressing inequality. Because CSR is not sufficiently clear, it creates the appearance of advancement. This results in widespread greenwashing. One of the main obstacles to CSR effectiveness and compliance is this.

Inadequate Financial Resources:

Local Capabilities, and Infrastructure: CSR may need significant expenditures. As a result, businesses need to carefully plan and priorities their investments. Prior to implementing initiatives, careful planning of the resources to be used and the problems to be solved is required. Moreover, there is a dearth of appropriate infrastructure and local capacity. As there are no reliable governmental or non-governmental institutions that can support CSR, it is imperative to develop local capabilities and infrastructure facilities for CSR implementation that is successful.

Lack of Consensus:

Businesses' CSR programmes are duplicated as a result of the lack of consensus among various local agencies and business organizations. This encourages unneeded competition among businesses, which works against the primary goal of creating value for society.

Lack of Community Participation:

Communities for which CSR is to be done tend to be less interested in the activities and programmes planned by corporations. Moreover, inadequate attempts are made to promote CSR initiatives within communities, which results in a lack of confidence among the populace. One of the main issues with CSR is the lack of communication between businesses and communities.

Conclusion and Suggestions:

Increasing public awareness of corporate social responsibility is one challenge to be overcome.

Creating a long-term objective and sustainable perspective on CSR activities is necessary to close the gap between all the key stakeholders and implement CSR operations successfully.

To address a variety of difficulties, businesses must develop CSR procedures. To prevent duplication of effort, they should take the development agenda into much greater consideration.

the pooling of resources and creation of synergies between businesses and non-governmental groups to undertake CSR operations more successfully and efficiently.

It is important to make efforts for the underprivileged and needy in both urban and rural locations.

Corporate houses that are contributing to the needs and well-being of the underprivileged should receive honours and rewards from the government. making CSR a required course or discipline in schools, colleges, or universities to sensibilize pupils. This strategy will inspire the next generation and prepare them for challenges to come. Also, to offer more creative ideas for the general improvement of society and the environment.

Reported Sustainability: The increased awareness of sustainability-related concerns has led to an increase in the importance of sustainability reporting. The Global Reporting Initiative is a group that offers a framework for sustainable reporting (GRI). The GRI's sustainability reporting guidelines are often employed by corporate entities. A sustainability report accurately portrays the company's sustainability performance. It encompasses both an organization's beneficial and detrimental contributions to sustainability. It provides all relevant information on the objectives, plans, commitments, and methods adopted by the company.

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Description of obstacles in Development Women Entrepreneurs: In Haryana

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Abstract

Women entrepreneurs have play a very important role in development of nation .But in coming days women entrepreneurs have to face many types of problems such as financial problem , communication , health issue , family problem , management system. The study concludes with a wide range of recommendations to promote a more enabling environment for women's entrepreneurship in India. Present paper is based on both Primary and Secondary source of data such as- questionnaire and govt. offices. The data analysis has been based on some effective tables and diagrams. Some major findings and fruitful suggestions for women entrepreneurs have been given in full paper.
Keywords: Women, Entrepreneurs, Enabling Environment.

Introduction

The term "social entrepreneurship" is being adopted and used more extensively, but its meaning is not widely understood. In particular, the scope of social entrepreneurship in both business and the voluntary sector has not been mapped effectively. This paper begins by defining social entrepreneurs and social entrepreneurship. Women's entrepreneurship encompasses self-employment, income generation, and the management of businesses/enterprises. In the area of women's entrepreneurship, and although government policies and promotion strategies have been giving new opportunities to women, few have come forward. According to the same Micro, Small and Medium Enterprises (MSME) Annual Report 2011-12, only 13.72 per cent of enterprises in the registered MSME sector were enterprises managed by women, representing about 2.15 lakh (or 215,000 enterprises across the country). In today's era women entrepreneurs have a very crucial role to play. The only condition is that they get a good environment for development. But today our organisation society keeps women inside the boundary wall. Because of which she does not prove to be very effective in the role of development. In today's era, by providing financier facilities to women entrepreneurs and giving the knowledge of ICT, we can move forward a lot. Traditionally our society is the male dominant society, women do not have the same status as men. But in the modern society, women have started playing a decisive role in development, not limited to the four walls of the house. Women are attracted by the increasing quality of today's small and medium scale industries and are playing a good role in the development of the industry.

Objectives of the study:

1. The main objective of the present study was to know main obstacles face by women as entrepreneurs to start up their business.
2. Second objective of the study is to know the main barriers for Women Entrepreneurs as Compared Male Entrepreneurs.

Research Design

The present study was based on both sources of data collection. Almost information has been collected about the work is through the questionnaire. Primary data was collected from 60 entrepreneurs from 4 districts (Kurukshetra, Ambala , Yamunanagar ,Panchkula) in Haryana State. The most appropriate scope of the study were defined through a prior work of concern study.

Methodology

Data has been analysed after receiving information from primary and secondary sources in which some information has obtained from 60 entrepreneurs from 4 districts .After receiving the information from 4 districts the views given by the entrepreneurs have been analysed though statistical tools and techniques .

Data analysis and interpretation

Entrepreneurs have to face some problems in starting their problems. Some women have to their own industry keeping mind in financial problem, unemployment, for time consumed and some women join the industry to further their family business Some information has been obtained from entrepreneurs to start their business, which is analysed as follows;

Table1: Factors influencing business start-up

Factors	No. of Respondents	Percentage
Encouragement from family	06	10%
Sense of self achievement	13	21.67%
Profit-making aspirations	15	25%
No employment	04	6.67%
To pass time	02	3.33%
Financial need	17	28.33%
To continue in the family occupation	03	5%
Total	60	100%

Source: Based on Field Survey Table 1 explores the factor effecting the business start-up out of 60 entrepreneur's shows 28.23% shows that main factor influencing business start-up for financial need .while 25 % is for profit-making aspirations and 21% woman work for their self-achievement and 10 encouragement from family and least factor influencing business start-up is to continue in the family occupation i.e.5%.

Table2: Additional Barriers for Women Entrepreneurs as Compared with Male Entrepreneurs

Additional Barriers	No. of Respondents	Percentage
No difference	02	3.33%
Access to finance & raw materials	21	35%
Knowledge of ICT	20	33.34%
Perception of women's capability	17	28.33%
Total	**60**	**100%**

Source: Based on Field Survey Table 2 reveals that main barrier for Women Entrepreneurs is access to finance & raw materials i.e.35% because as compare to man they face many difficulty in getting raw material and financial spot from the family while 33.34% entrepreneur believe that lack of ICT knowledge they face many kind of difficulties to start up their business and28.33% believe due to less precipitation women entrepreneur's capability. So the main barriers for start-up for their business was lack of knowledge of ICT due to less interest and awareness of new technology and staying away from raw material and elaborate finical facility are the main barrier for woman entrepreneurs as compared with male entrepreneurs

Table3: Problems faced in accessing Government Schemes

Category	No.of Respondents	Percentage
Easy	08	13.33%
Neither Easy nor Difficult	25	41.67%
Difficult	27	45%
Total	60	100%

Source: Based on Field Survey

Fig 1 Problems faced in accessing Government Schemes

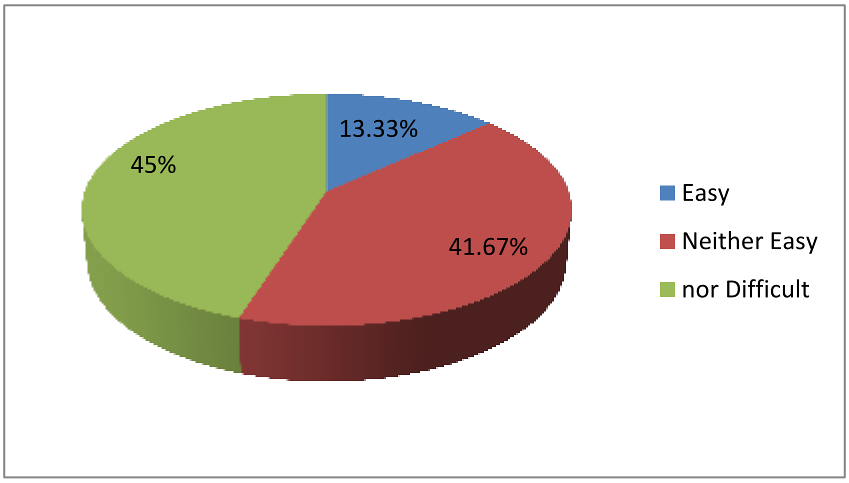

Table 3 & fig 1 revels the problem faced by entrepreneur to receive the scheme provide by the government in which it was found that 45%woman entrepreneur conceded their respond says that it is difficult that the scheme that provide by the government while 41.67%says that it is neither easy nor difficult to access the scheme and only 13.3% considered it is very easy. This prove that woman entrepreneur face a lot of problem in getting the scheme from the government. It is need to improve the facilities for women for their better development

Major Findings

1. **Financial Problem**
   In India women entrepreneurs have to face a lot of financial problem to start up their business. It is found that women entrepreneurs have faced many kind of problems such as, getting loans easily.
2. **Non Availability of Raw Material**
   Raw material is most essential part to start up new business. It is the base of industry to start up business .Because without the raw material availability there is no use of human resource.
3. **Lack knowledge in ICT**
   Knowledge of ICT is very essential for industrial development, but in Indian society very few entrepreneur has been knowledge about it.Indian women have to be deprived of it due to which they are not able to earn so much name in industry
4. **male dominating society**
   In Indian society has always been male dominant society where is women have never been treated equal to the men equality has not been achieved. Women have always looked down upon by men, they have always been seen only as subordinate, which have been major problem for women
5. **Procedural simplification**
   For women entrepreneur there is need to the procedures and formalities should be simplified for registration of business, financial legal assistance, subsidies, concessions, relief etc., from different government and nongovernmental departments.
6. **Role of the state governments**
   State government should be offered soft loans and subsidies. Due to lack knowledge about it women cannot be benefited by raise funds through various schemes and incentives provided by the State Government. It should be provide some benefit schemes for women entrepreneur such as, Prime ministers RozgarYojana, The Khadi and Rural village industries scheme, etc. for betterment of development in industries
7. **Role of Supporting Organizations**
   Another thing is find that there is a need for greater transparency and renewed efforts to increase awareness of existing regulations, and support mechanisms.
   Training institutions should be provide for their staff, update their curricula, and facilities in line with the times and to better meet pressing and evolving demands.
   It is suggested that NABARD and SIDBI take the initiative to draw the attention of the operating managements of the banks to create a potentially growing and profitable business segment. To overcome the technical deficiency at the branch level, the lead bank office in the district should establish a women cell to provide specialized assistance to all the branches.
8. **Access to Market**
   There should most dominant factors of production, to productive assets and productive is markets. Marketing assistance should be developed by promoting linkages between women enterprises .it is also very important to have a proper market because without the market we cannot supply the market unless there is market knowledge that item not be sale able
9. **Access to Infrastructure and social service**
   Government should provide to Implementation of infrastructure must be accompanied by the government women to in income-generating activities, including education, training and extra benefits such as child care facilities. Government should set some priorities for women entrepreneurs for allocation of industrial plots, sheds and basic infrastructure/amenities.

Some fruitful suggestion for successful women entrepreneur

1. Some important tips are as follows
2. To provide positive environment that can encourage move forward
3. Raising education movement and provide training the complete personality of women for develop c

Creating and conducting awareness programme foe development of women entrepreneur .Recognising the poetical of women inhumane their quality so they can start their business government should provide some intensive programme for women development to follows the above steps she becomes a good business women. For this the government and the journal public should to take better steps for the development of women entrepreneur so that women can make so their better development

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An analytical study of women's representation in Indian politics: Special reference to loksabha elections 1952-2019

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Abstract :-
Women’s representation in India’s Politics is an important metric to evaluate progress in bridging gender inequities in the nation. India has a female population of 66.29 crore and is the largest and one of the most resilient parliamentary democracies in the world. As the country completes 75 years of independence, this research paper gives a historical account of the progress in women’s representation in Loksabha over the past decades. It compares women’s parliamentary representation with their share in legislative positions at the lower levels. It notes that despite impressive increase in turnout of women voters in elections, opening up spaces for participation of women in electoral politics has been a slow process as a result of deep-rooted structural constraints. It argues that institutional transformation, coupled with socio-economic emancipation holds the key to increased participation by women in electoral politics.
Key Words :- Women's representation, Loksabha, Parliament, Election

Introduction :-
The global average for the share of women parliamentarians stood at 24.6%. The share of women legislators in the Lok Sabha is 14.39% as of June 2019. The 2019 general election saw 78 women elected to the lower house of Parliament for the first time since independence where only 22 women were present in the Lok Sabha. There is a decreased gap in voter turnout between men and women, a positive sign toward gender inclusivity in the political sphere. India has not had a single women’s movement that challenged patriarchal and gender norms in the last two decades. Education and wealth have aided women in political participation. Studies suggest that more women have started to organise themselves into economic groups, and financial freedom has pushed them to be more politically active. India ranks 141st out of 191 nations in the representation of women in Parliament.

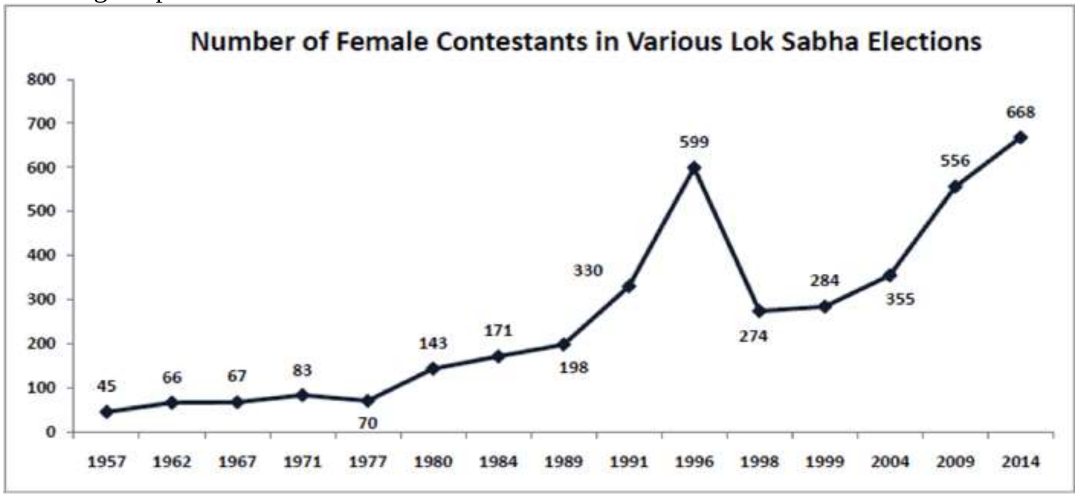
Research Methodology :-
1: Analytical Research Methodology.
2: Descriptive Research Methodology.

Analysis :-
In New Zealand, the percentage of women in the legislature recently surpassed 50%. The Inter-Parliamentary Union reports that New Zealand is one of 12 countries worldwide that can say that by 2022, at least 50% of their parliaments will be made up of women. New Zealand was the first country to grant women the right to vote in 1893. Cuba, Mexico, Nicaragua, Rwanda, and the United Arab Emirates are more countries. Around 26% of lawmakers worldwide are female.

The Indian Scenario of women in Parliament :-
Women representation in parliament and most state legislatures across the country is below 15 per cent with 19 of state assemblies having less than 10 per cent women lawmakers, according to a government data. The state legislatures which have more than 10 per cent women lawmakers are Bihar (10.70), Chhattisgarh (14.44), Haryana (10), Jharkhand (12.35), Punjab (11.11), Rajasthan (12), Uttarakhand (11.43), Uttar Pradesh (11.66), West Bengal (13.70) and Delhi (11.43). According to the data presented by Law and Justice Minister Kiren Rijiju in the Lok Sabha on December 9, 2022 Andhra Pradesh, Assam, Goa, Gujarat, Himachal Pradesh, Kerala, Karnataka, Madhya Pradesh, Maharashtra, Manipur, Odisha, Sikkim, Tamil Nadu and Telangana have less than 10 per cent women legislators. According to the data, the share of women MPs in Lok Sabha and Rajya Sabha stands at 14.94 per cent and 14.05 per cent, respectively. At the same time, the average number of women MLAs in assemblies across the nation accounts for only eight per cent.

Increase in Women MPs since the first Lok Sabha :-
The first Lok Sabha in 1951 had 22 women MPs. The current Lok Sabha has 66. In the span of 54 years and 16 Lok Sabha elections it amounts to a three- fold increase in the number of women MPs that made their way to the lower house of the parliament. From 5% in 1951, women MPs constitute 12.2% of the Lok Sabha today. The rise in numbers has been steady through the years, both in absolute numbers and percentages. The notable exceptions have been the dip in numbers during the 6th Lok Sabha in 1977, the 9th Lok Sabha in 1989 and most recently the 14th Lok Sabha in 2004. The

trends show a marked and steady increase from 1991 onwards to the present Lok Sabha. The 1991 figures show a jump from 5% in the previous Lok Sabha to 7% and the steady increase from thereon (except for 2004). It would be interesting to understand the factors for this watershed year and continuous rise and also the fall in numbers during 2004. The average representation of women MPs (12.15%) is higher than the national average of women MLAs in state assemblies, which stands at a dismal 9%. While the numbers have increased over the years, the percentage of women that make up the Lok Sabha even today is not a figure to be proud of, especially when the ideal number should be at 33% at least. We still have a long way to go.



Year of Election	Number of Women Representatives	Percentage of Women Representatives (%)
1951	22	5
1957	22	5
1962	31	6
1967	29	6
1971	28	5
1977	19	4
1980	28	5
1984	43	8
1989	29	6
1991	39	7
1996	40	7
1998	43	8
1999	49	9
2004	45	8
2009	59	11
2014	66	12
2019	78	14

Source : Election Commission of India

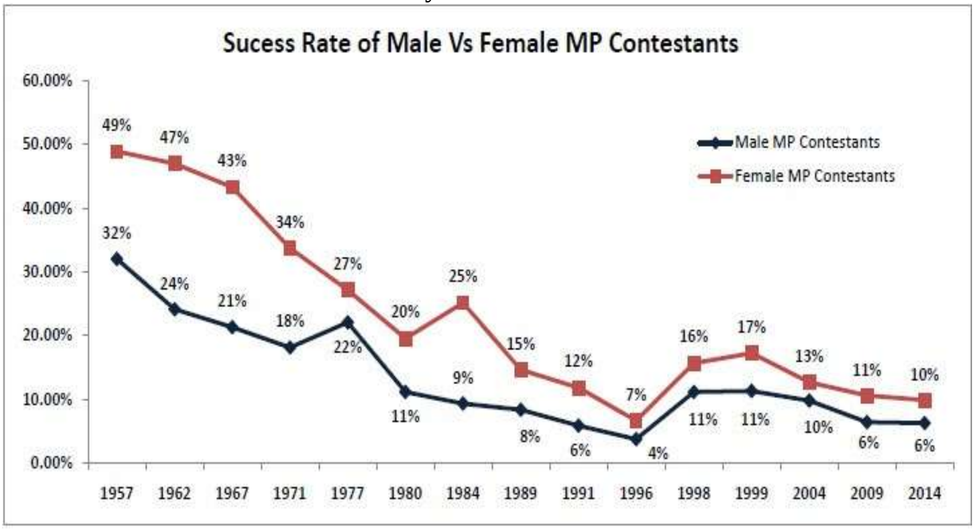
Women contestants in elections to the Lok Sabha :-

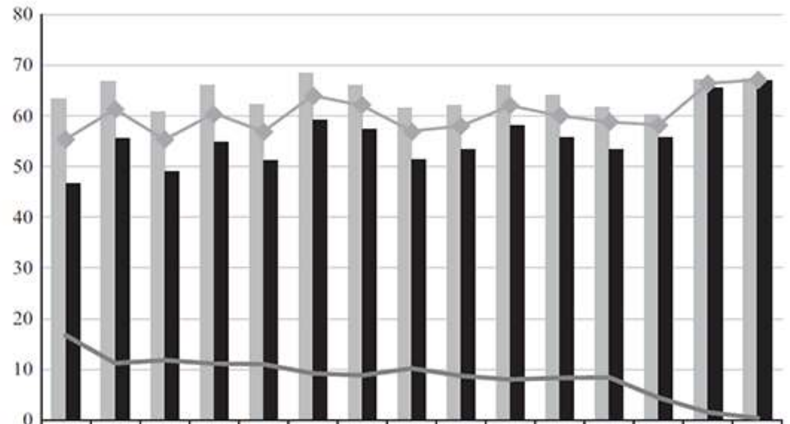
Central to the question of women's representation in Lok Sabha is the appetite for women to take the political plunge and jump into the fray along with and against male candidates, getting tickets from their respective parties to contest elections and finally winning the seats that they contest. While popular perception might be that few women are willing to or have taken the political plunge, number of women contestants tells an interesting story. Between 1957(the earliest data available) and 2015, the total number of women contestants has increased from 45 to 668. That is a whopping 15 fold increase in the number of women contesting. If we looked at the data for male contestants for the same years, the number has increased from 1474 to 7583, a five-fold increase. The 15 fold increase in women contestants indicates towards the growing appetite for women to enter the political fray and willingness to be part of political decision-making.

Source : Election Commission of India

Success rate of Women Vs Men :-

The other interesting story from the numbers over the years emerges from the relative success rate of women contestants as opposed to the male contestants. Consistently the success rate of women has been higher over the years than men. Success rate is the number of winners against the total contestants in that category. Women have had a greater success rate than Men in every single election. In some years, the difference has been quite stark. In 1971, the success rate for men was 18%, whereas it was 34% for women, which is twice that of men. For the current Lok Sabha, the success rate was 6.4% for men and 9.3% for women. This could mean one of the two things: Either women had a greater chance of winning from the seats that they stood from or that tickets were being given to women who had a greater chance of success. While numbers point towards a broad but important trend, it is fair not to be carried away by absolute conclusions, but to slice the data further and look at more granular data to establish causal relationships. While looking at women contestants currently, it would be fruitful to look at constituency level granularity of data to understand the profiles of women being given tickets within the context of entrenched patriarchal systems. What is the percentage of women who win come from political families and already nurtured constituencies as opposed to self-made women politicians?





	1962	1967	1971	1977	1980	1984	1989	1991	1996	1998	1999	2004	2009	2014	2019
Male Turnout (%)	63.3	66.7	60.9	66	62.2	68.4	66.1	61.6	62.1	66	64	61.7	60.2	67.1	67.3
Female Turnout (%)	46.6	55.5	49.1	54.9	51.2	59.2	57.3	51.4	53.4	58	55.7	53.3	55.8	65.6	66.9
Total voter turnout	55.4	61.3	55.3	60.5	56.9	64	62	57	58	62	60	58.8	58.2	66.4	67.1
Gap	16.7	11.2	11.8	11.1	11	9.2	8.8	10.2	8.7	8	8.3	8.4	4.4	1.5	0.4

Source : Election Commission of India

The above argument notwithstanding, it is important to understand that the rising numbers of women is an encouraging sign to pave the way for greater political participation of women. With the rise of new parties that don't rely on political patronage of families, party systems and more importantly money and muscle power, greater number of women entering the political fray can only mean encouraging signs for decision making for a section that constitutes half the population. Now, if that were to be topped with a constitutional mandate to reserve 33% seats for women, then we are headed for more gender equal times. Else, it would be a case of two steps forward and one step backward!

Womens as voters :-

More and more women are exercising their right to vote in elections and this may be because of the Election Commission of India's (ECI) efforts and the reservation quota, say experts. In the 17th Lok Sabha elections, the number of women voters outnumbered men in 13 states, while this had happened in just 10 states in 2014. Earlier, these trends were visible only in India's northeastern and southern states and Union territories. But in the 2019 Lok Sabha Elections, northern states like Bihar and Uttarakhand also joined this league. This is not an easy achievement if one considers history. The 1962 Lok Sabha elections saw a gap 16.7 per cent between men and women voters and in 2014 this was reduced to just 1.5 per cent. In the last few decades, there have been a number of schemes and programmes targeting women which include direct transfer which has led to awareness among women and made them participate more in selecting people's representatives.

Source : Election Commission of India

What causes the low representation, and why?

Gender stereotypes :-

The role of managing household activities has been traditionally assigned to women. Women should be encouraged to move outside their stereotypical roles and participate in the decision-making process of the country. Due to the unequal allocation of household care duties, women spend significantly more time than males caring for the home and children. In addition to putting in time and effort during pregnancy and childbirth, a woman must continue to do so until the child has to be taken care of by her parents.

Sexist attitudes :-

Women have historically been tasked with managing home chores. Women should be encouraged to step outside of their preconceived roles and take part in national decision-making. Politics is a competitive field, just like any other field. At the end of the day, they are also up against female politicians. Many politicians worry that if there is a woman's reservation, their seats might be alternately allocated for female candidates, denying them the opportunity to even run for office. Uneven distribution of family care responsibilities means that women spend far more time than men in home- and child-care. A woman not only has to give her time and effort at time of pregnancy and childbirth, but it continues till the child is dependent on parents for care.

Competition :-

Politics, like any other field, is a field of competition. At the end of the day, Women politicians are their competition as well. Many of the politicians fear that, in the case of women reservation, their seats can rotationally be reserved for women candidates, thus, making them lose any chance of even fighting from their seats.

Political education is lacking :-

Education affects women's social mobility. Formal education, such as that offered at educational institutions, fosters leadership chances and instills crucial leadership abilities. They are unaware of their basic and political rights since they do not comprehend politics. Education influences the social mobility of women. Formal education such as provided at educational institutions create opportunities for leadership, and impart leadership essential skills. Because of a lack of understanding of politics, they do not know about their basic and political rights.

Lack of Political Networks :-

The lack of openness in political decision-making and undemocratic internal processes pose a challenge for all newcomers, but particularly for women as they tend to lack insider knowledge or political networks. For all newcomers, but particularly for women since they frequently lack insider information or political networks, the lack of transparency in political decision-making and the undemocratic internal processes provide a problem.

Lack of Resources :-

Because of their low proportion in the inner political party structure of India, women fail to gather resources and support for nurturing their political constituencies. Women do not get adequate financial support from the political parties to contest the elections. Women in India struggle to gather money and support to grow their political constituencies because of their limited representation in the inner structures of the political parties.Political parties do not provide enough financial backing for women to run in elections. They must comply with the rules that are placed on them and carry the weight of society due to social conditioning. The number of female candidates who are considered and nominated for office is directly and indirectly influenced by public opinions, as well as how many of them actually win in a general election.

Social Conditioning :-

They have to accept the dictates imposed on them and bear the burden of society. Public attitudes not only determine how many female candidates win a general election but also directly and indirectly how many are considered and nominated for office.

Unfriendly Environment :-

Overall political parties' environment too is not women-friendly, they have to struggle hard and face multi-dimensional issues to create space for them in the party. There has been increasing violence in politics. A significant rise in criminalization, corruption, insecurity has driven women out of the political arena. In general, political parties do not provide a supportive environment for women. Women must fight hard and deal with a variety of challenges in order to have a place in the party.Politics has become more violent recently. Women are no longer active in politics due to a major increase in crime, corruption, and insecurity.

What actions is the government taking?

1. 1:It suggests amending the Indian Constitution to reserve one-third of all seats in the Lok Sabha, the country's Lower House of Parliament, as well as in all state legislative bodies, for women.
2. 2:Article 243D of the Constitution mandates that not less than one-third of the total number of seats to be filled by direct election and the

total number of offices of Panchayat chairpersons be reserved for women. This guarantees the participation of women in Panchayati Raj Institutions.

3. 3:The Committee on Empowerment of Women was established for the first time in 1997 during the 11th Lok Sabha of the Parliament with the goal of enhancing women's status.Regardless of their political inclinations, the Committee members are supposed to collaborate for the empowerment of women.
4. 4:Article 25 of the International Covenant on Civil and Political Rights, which is binding on signatory states including India, says that “every citizen shall have the right and the opportunity, without any of the distinctions mentioned in article 2 and without unreasonable restrictions to vote and to be elected at genuine periodic elections
5. 5:In 2014, under the leadership of the then Speaker of the Lok Sabha, Meira Kumar, the Rules of Procedure of the Lok Sabha were made entirely gender neutral.
6. 6:Since then, each Lok Sabha Committee Head has been referred to as Chairperson in all documents. This initiative is proof that amending legal documents to make them inclusive for all genders is an attainable goal if there is a will.

Remedies to increase women's political representation :-

1. 1:The equal engagement of all segments of society in mainstream political action is urgently needed in a nation like India, hence suitable steps should be done to encourage it.
2. 2:The Women's Reservation Bill, which asks for reserving 33% of seats in Parliament and all state legislative assemblies for women, must be approved by all major parties.
3. 3:There is a pool of women who have served as sarpanches and members of municipal bodies for more than three decades and have expertise with local government.
4. 4:They are eager to participate more actively in state legislatures and Parliament.
5. 5:In order for the recognised political parties to continue to be recognised by the Election Commission as political parties, it is necessary to put into practise the ECI's proposal to make it mandatory for them to ensure that a minimum agreed-upon percentage of women vote in State Assembly and Parliamentary elections.
6. 6:Studies have shown that the gender quota introduced in local administration through the 73rd and 74th Amendment Acts has increased the presence of women and enabled them to enter mainstream politics.
7. 7:We should fulfil our obligation to ensure equality as guaranteed by Article 14 of the Constitution, which establishes the right to equality as a fundamental right. Article 46 imposes a duty on the state to protect weaker sections from social injustice and all forms of exploitation.
8. 8:The Women’s Reservation Bill (2008) (108th amendment) has also been introduced in the national Parliament to reserve 33 per cent of the Lok Sabha seats for women.
9. 9:We cannot achieve social development with equity and justice without equal representation of women in Parliament, which is why the Women’s Reservation Bill is the need of the hour.
10. 9:India is a signatory to the Convention for Elimination of Discrimination against Women. It obliges states to take appropriate measures to eliminate discrimination against women in political and public life and, in particular, to ensure that women are as eligible as men to contest elections to all public bodies.
11. 10:Status of Nordic countries When one looks at the Nordic countries with the most female parliamentarians, it is clear that their national policies are more inclusive and gender-sensitive as female politicians are more likely to prioritise gender equality, safety and security, elderly care, children’s welfare, women’s health care issues.

Conclusion :-

India should have an Election Commission-led effort to push for reservation for women in political parties. Reservation for women in political parties– a more viable option. Quotas for women in Parliament as envisaged in the Women’s Reservation Bill. Awareness, education and role modelling that encourage women towards politics and wipe out Gender stereotypes which perceive women as weak representatives. Inclusive economic institutions and growth—both necessary for and dependent on social empowerment—require inclusive political institutions. Women’s leadership and communication skills need to be enhanced by increasing female literacy especially in rural areas. They should be empowered in order to break socio-cultural barriers and improve their status in the society. India is yet to pass a bill introducing 33% reservation in Parliament for women. This experiment at the local level (PRI’s and ULB’s) has been very successful.

B.R. Ambedkar once said that “political power is the key to all social progress”. Ensuring proportional representation to women in parliament is seen by policy makers as a panacea to the issues surrounding women empowerment. Recognizing the significance of roles of women in decision making process in the society is critical to strengthen women's agencies for building a progressive society with equality of opportunities among all citizens. Male politicians must take a lead role in challenging traditions which foster inequality and also unequivocally condemn the misogynistic language that their counterparts use when it comes to women. SDG goal 5 has a target – '' Ensure women's full and active participation and equal opportunities for leadership at all levels of decision making in political, economic, and public life''. It needs to be achieved with the collective efforts of the international community (SDG goal 17- Partnership for the goals). There is no one-size-fits-all solution to ensure gender equality in politics. But there is plenty that can and should be done to ensure that women's voices are heard.

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Bhumika: The Feminist Philosophy of Shyam Benegal.

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Abstract:
As a philosophical filmmaker, Shyam Benegal brings to life the existential crisis of every downtrodden Indian woman, the subaltern, the peasant, and the woman. He imposes a distinguished philosophical idea in his brilliant cinematic reproduction of literary data. "To understand Benegal's cinema is to understand, through his lens, modern India's continued process of political and social becoming" (Chopra, 2021). Shyam Benegal is a renowned filmmaker known for his unique approach to filmmaking. He is considered a philosophical filmmaker because he brings to life the issues and crises of the downtrodden Indian, which includes the serf, the peasant, and the woman. He imposes a distinctive philosophical vision on his cinematic reworkings of literary products, which allows him to explore the more profound philosophical questions that arise from the issues facing Indian society. Benegal's films are about entertainment, education, and enlightenment. He uses his films to explore the complex issues that face Indian society and to offer a philosophical perspective on these issues. His films are deeply rooted in the Indian literary tradition, and he often adapts literary works into his films, allowing him to explore the philosophical themes in these works. This paper focuses on his philosophical approach towards feminism through his film Bhumika.

Introduction:

India is a diverse country with a rich multicultural heritage and complex social fabric. It is home to people of various religions, languages, castes, and ethnicities. Despite these diversities, India has managed to remain united as a nation, which is a testament to the resilience and strength of its people. One of the reasons for India's unity is its shared history and cultural heritage. India has a long and rich history, and its people share a common bond through their shared traditions, values, and beliefs. This sense of shared identity has helped unite India's people, even in the face of social, economic, and political challenges.

Another reason for India's unity is its democratic system of governance. India is the world's largest democracy, and its government is committed to promoting the welfare and empowerment of all its citizens, including women. The government has implemented various policies and programs to promote women's rights and gender equality, such as the Beti Bachao Beti Padhao scheme, which aims to improve the status of girls and women in Indian society.

Cinema, as a democratic art form, has played a significant role in reflecting the issues and concerns of Indian society. Indian cinema's long and rich history has evolved to reflect the country's changing social, economic, and political realities. Indian films often deal with issues such as poverty, gender inequality, caste discrimination, and communal tensions, providing a platform for dialogue and debate.

India's unity as a nation results from its shared history, cultural heritage, and democratic system of governance. The government's commitment to promoting women's rights and gender equality has also contributed to this unity. Cinema, as a democratic art form, has played a significant role in reflecting the issues and concerns of Indian society and providing a platform for dialogue and debate. As citizens, all here are fortunate to live in a country that values women's empowerment and is committed to promoting women's rights and gender equality.

Shyam Benegal: Shyam Benegal is a highly acclaimed Indian movie director, writer, filmmaker and screenwriter widely regarded as one of the pioneers of the Indian New Wave cinema. Benegal's films are known for their realistic portrayal of social and political issues in India. He is often credited with bringing a new wave of cinema to India, which focused on the lives of ordinary people and their struggles. His films are characterised by their vital social commentary, nuanced characters, and attention to detail. Throughout his career, Benegal has received numerous awards and accolades for his work. He has won the National Film Award for Best Feature Film in Hindi four times and the Padma Shri and Padma Bhushan, two of India's highest civilian honours. Shyam Benegal is a highly respected and prolific filmmaker who contributed significantly to Indian cinema. His films have explored various social and political issues and helped shape the Indian New Wave cinema movement. His work continues to inspire and influence filmmakers in India and worldwide.

Shyam Benegal is a renowned Indian filmmaker who contributed significantly to Indian cinema. He is known for his socially relevant films that deal with issues such as gender, caste, and class. Benegal's films have often focused on women's empowerment, and he has been a pioneer. **Bhumika:** Bhumika, released in 1977, was one of Benegal's early films that dealt with women's empowerment. The film tells the story of an actress who struggles and strives to find her identity in a male-dominated society. The film was ahead of its time and boldly stated women's rights and empowerment. It was also a critical and commercial success and helped to establish Benegal as a filmmaker of note. "Bhumika was the first Indian film based on a woman's autobiography (Datta, 2019, p. 101)." Shyam Benegal is a highly respected filmmaker in India, and his films have significantly impacted Indian cinema. His films were formative in defining the parameters of good cinema and shaping how a generation of educated middle-class youth learned to look at life. His films were entertainment and a means of education and enlightenment. They were fearless in tackling complex subjects and did so with sensitivity and intelligence. His films provided the context for much debate and discussion for universities in Kolkata. They were seen as a breath of fresh air in a cinematic landscape dominated by commercial films that were often shallow and formulaic. Benegal's films were seen as a departure from the norm, and they inspired a generation of young people to think critically about the world around them. Benegal's films were also notable for their strong female characters. Bhumika, in particular, was a groundbreaking film that explored the life of a woman who defied social norms and lived on her terms. This film was seen as a feminist masterpiece, inspiring many women to assert their independence and fight for their rights.

Shyam Benegal's work is central to the history of parallel, or Indian new wave, cinema in India. His aesthetic of alternative cinema, characterised by a realistic style of filmmaking, social commentary, and humanistic themes, has profoundly impacted Indian cinema. He is rightly considered a pioneer of this movement, and his legacy continues to inspire filmmakers today.

Shyam Benegal's films are known for drawing upon voices from the margins and articulating concerns about national identity, life on the periphery, and gender, caste, and class issues. From the peasant movements of the 1970s to the rural development drive and its conflicts to the untold stories of the handloom weaver, the low-caste farmer, and the performing woman, Benegal's films explore the lives of those who are often overlooked or marginalised in mainstream cinema.

Benegal's films were characterised by a realistic style of filmmaking that eschewed the glamour and spectacle of mainstream cinema. He used non-professional actors and naturalistic settings to create a sense of authenticity and immediacy. His films were also marked by a strong sense of social commentary, often delivered through subtle symbolism and metaphor. Benegal's aesthetic of alternative cinema had a profound impact on Indian cinema. It inspired a generation of filmmakers to explore new storytelling forms and address social and political issues in their work. It also helped to create a new audience for Indian cinema, one that was interested in intellectually stimulating and socially relevant films.

Benegal's films offer a unique perspective on modern India's continued political and social progress. He uses his films to explore the human condition and the struggles people face daily. He also delves into questions of identity, morality, and the meaning of life. Benegal's films are not just about the surface-level issues that plague Indian society but also about the more profound philosophical questions that arise from these issues. He uses his films to challenge the status quo and to offer a new perspective on the issues facing Indian society. Shyam Benegal is a philosophical filmmaker who imposes a distinctive philosophical vision on his cinematic reworkings of literary products. This allows him to explore the more profound philosophical questions that arise from the issues facing Indian society. To understand Benegal's cinema is understanding modern India's continued political and social becoming process.

Hansa Wadkar: Benegal was inspired by the life of Hansa Wadkar, an actress who lived life on her terms, and his films were a tribute to her spirit and courage. Shyam Benegal was a pioneering filmmaker who made significant contributions to Indian cinema. His films influenced Indian society, which was conservative and patriarchal at the time and dealt with issues such as women's empowerment and helped to raise awareness about these themes. The life of Hansa Wadkar inspired Benegal, and his films were a tribute to her spirit and courage. His first women-centric movie Bhumika was based on the life of Hansa Wadkar. This paper will focus on the feminist perspectives, approach and philosophy of Shyam Benegal, seen through his movie Bhumika.

Sangtye Aika: Interestingly, the film was based on an autobiography published in a Marathi journal in 1966. The fact that the autobiography was serialised suggests that it was a famous and influential work at the time. The autobiography's title, "Sangtye Aika," translates to "Come, Let's Talk." This title suggests that the author, Hansa Wadkar, wanted to start a conversation about her life and experiences. It is possible that the publication of her autobiography helped raise awareness about the challenges women face in Indian society. The fact that the autobiography was published in Marathi is also significant. *Marathi* is a language spoken in Maharashtra, which has a rich cultural heritage and a strong tradition of social reform movements. By publishing her autobiography in Marathi, Wadkar may have been trying to reach a wider audience and spark a conversation about women's rights and empowerment.

The fact that the film was based on an autobiography published in a Marathi journal suggests that it was part of a more significant cultural and social movement in Maharashtra. The film's success helped raise further awareness about women's rights and regional empowerment. It is interesting to note that Benegal was attracted to the way Wadkar presented her real-life incidents in her autobiography and that he saw her life as a perfect example of women's empowerment. The fact that Wadkar lost her alcoholic father at a young age and started her struggle as a child artist in the film industry is undoubtedly a testament to her resilience and determination. It is also significant that Benegal used a non-linear approach in storytelling and used black and white (tinted) to portray her childhood and young age. Using a colour tone to show Wadkar's present life at the film's beginning is also an exciting choice. It suggests that the film is not just about Wadkar's past but also about her present and how she has continued to empower herself and others throughout her life.

Women Empowerment: Overall, the film is not just a biopic of Hansa Wadkar but also a celebration of women's empowerment and the resilience of the human spirit. By using a non-linear approach to storytelling and a mix of black and white and colour, Benegal created a visually stunning and emotionally powerful film that resonates with audiences today. Benegal's approach to Bhumika and the complexities of Wadkar's character shows his deep understanding of the feudal structure, women's psychology, and human relationships, which he translated into a beautiful cinematic experience. It is interesting to note that Wadkar was a microcosm of traditional and modern values and was ahead of her time regarding her strength, vulnerability, and feminist values. Benegal portrayed her versatility in great detail, showing her feminine qualities and ability to play various roles, from sword-fighting scenes to epic characters.

The film also dealt with delicate issues of extreme yearning for self-liberty, a bold move in the conservative society of the first half of the 20th century. It is clear that Benegal was introducing women's empowerment to Hindi cinema in the late 70s and that Bhumika was a vital part of this process. It is also interesting to note that Benegal talked about his entire journey in the making process of Bhumika, including the central character of Usha, on social networking sites. This suggests that he was open to engaging with audiences and sharing his insights and experiences, which is a valuable trait for any filmmaker. Overall, it seems that Bhumika was a groundbreaking film that paved the way for more excellent representation of women in Indian cinema and that Benegal's approach to the film was both sensitive and insightful concerning the autobiography of Wadkar and her view of the Indian film industry. It is interesting to note that this is one of the few accounts of the early years of cinema and that it provides details of Wadkar's remarkable life and career, including her work with leading studios such as Wadia Movietone, Bombay Talkies, and Prabhat Film Company. The character of Usha in the autobiography is based on Wadkar herself, who appeared in Marathi and Hindi films and stage productions between the 1930s and 1960s. An English translation of the autobiography "You Ask, I Tell" was published in 2013. The autobiography explores the chequered life of Wadkar, who belonged to a Maharashtrian family with a background in music. Her maternal grandmother was an eminent musician who recorded her classical vocal. The first sentence of the autobiography, "My family is a family of Courtesans," suggests that Wadkar's family had a complex and controversial history, which may have influenced her own experiences in the film industry.

Overall, it seems that Wadkar's autobiography provides a unique perspective on the Indian film industry and the experiences of a woman working within it. It sheds light on the challenges and opportunities faced by actors and actresses during the early years of cinema. It offers insights into the cultural and social context in which these films were produced.

The salient feature of the film Bhumika: The salient feature of the film Bhumika is that the film is a powerful exploration of women's empowerment and the challenges women face in society. The fact that Bhumika is an autobiography of a famous lady who was an iconic figure of women's empowerment suggests that the film is deeply personal and rooted in the experiences of a natural person. This can make the film more impactful and relatable for viewers. The film's focus on a character often neglected in society, in this case, a Devdasi, highlights the issue of women's exploitation and the need for greater attention to be paid to marginalised groups. The message that talent can succeed with proper nurturing and relentless effort is essential, as it suggests that one's background or circumstances do not solely determine success. The fact that the film shows how a neglected class can produce someone special despite poverty and other obstacles is a testament to the resilience and potential of individuals often overlooked by society. The film's ability to balance society's refreshing and ugly sides suggests a nuanced and complex portrayal of the world rather than a simplistic or one-dimensional one. The non-chronological order of the film may add to its complexity and challenge viewers to think more deeply about the themes and messages it presents. Using radio broadcasts to identify the period of the film is an exciting technique that can help ground the story in a specific historical context. The fact that "Bhumika" can be considered a classic movie about women's empowerment suggests that it has had a lasting impact on audiences and continues to be relevant today. "Bhumika" is a thought-provoking and impactful film that explores essential themes related to women's empowerment and the challenges that marginalised groups face in society.

The reception of "Bhumika" and its impact on the Hindi film industry was tremendous. The film was well-received both in India and abroad, and it introduced a new trend in filmmaking that focused on complex and nuanced portrayals of women's experiences. The fact that the film came at a time when feminist movements were active in the West but not yet established in India suggests that it was ahead of its time in terms of its exploration of women's empowerment and the challenges women face in society. By depicting a woman's struggle for self-recognition and respect, the film may have helped to raise awareness of these issues and paved the way for greater acceptance of feminist ideas in India.

The reference to the autobiography title on which the film is based, "Listen, and I'll Tell," suggests that the film is a departure from the earlier work's more lighthearted and musical tone. This shift in tone contributed to the film's impact and helped to establish Shyam Benegal as an iconic director. "Bhumika" was a groundbreaking film that helped to pave the way for greater exploration of women's experiences and feminist themes in Indian cinema. Its impact can still be felt today, and it remains a classic example of socially conscious filmmaking.

Bhumika is a critically acclaimed Indian film that highlights various social issues prevalent in Indian society. The film is entirely dependent on the central character Usha, played by Smita Patil, who portrays the difficulties of a woman in a male-dominated industry.

One of the most significant themes of the film is its feminist history of the Hindi film industry. The entire family in the film is solely dependent on Usha's income, which highlights the challenges faced by women in the industry. The film also depicts the Devdasi culture, tradition, and status in the Konkan region of Maharashtra, highlighting the struggle and identity crisis of the Devadasis, who were never accepted by the orthodox society. The film shows how the Devadasi system was exploitative and affected the lives of women who were part of it. Bhumika also sheds light on the caste system in India, which is still prevalent in many parts of the country. The film portrays how caste plays a significant role in determining a person's social status and how it affects their lives. The film focuses on the meteoric rise of Usha and how she became Urvashi, a successful actress. However, the film also highlights the challenges she faced in her personal life, including her struggle to cope with her career, love, and independence.

Smita Patil's brilliant performance as Usha is one of the film's most significant highlights. She portrays the character's struggles with finesse, capturing the challenges faced by women in male-dominated workspaces. Director Shyam Benegal has also discussed his experience working with Smita Patil, highlighting her ability to embody the character she played on screen and her creativity to give justice to the character. He also praised her exceptional talent and dedication to her craft. The film is entirely dependent on the central character of Smita Patil, and her journey is the narrative's driving force. Because of an actress like Smita Patil, the film might have reached its highest success.

One of the most significant themes of the film is its feminist history of the Hindi film industry. The film sheds light on the gender biases and discrimination prevalent in the industry and how women struggle harder to make a good name in male-dominated workspaces.

Conclusion:

In conclusion, Bhumika is a film highlighting various social issues in Indian society. It is a must-watch for anyone interested in Indian cinema and its portrayal of social issues. Smita Patil's performance as Usha is unforgettable, and the film's feminist themes make it a timeless classic. Derek Malcolm's view of Bhumika is a testament to the film's excellence. According to Malcolm, Shyam Benegal has created a magnificent visual recreation of the special days of Usha's life. The film is sensitive to the agonies and predicament of a talented woman whose need for security was only matched by her insistence on freedom. "Bhumika remains a landmark of feminist cinema, indeed, one of its purest expressions, an ambiguous undertaking showcasing a cinephile's love of the movies, and a deep understanding of their political role in culture" (Chopra, 2020, p. 81). Bhumika is a significant work of Shyam Benegal, known for his socially relevant films. The film reflects Benegal's early days and his commitment to portraying social issues through his work. The film's portrayal of the struggles faced by women in the Hindi film industry and the Devdasi system is a testament to Benegal's sensitivity to social issues.

Karan Bali's article on Benegal's work provides a comprehensive overview of the director's career. Bali discusses Benegal's early days and his contribution to Indian cinema. The article highlights Benegal's commitment to socially relevant cinema and his ability to portray complex social issues through his work. Bhumika is a masterpiece of Indian cinema that highlights various social issues prevalent in Indian society. Shyam Benegal's direction and Smita Patil's performance make the film a timeless classic. Derek Malcolm's view of the film is a testament to its excellence, and Karan Bali's article on Benegal's work provides a comprehensive overview of the director's career.

Shyam Benegal's films were formative influences in defining the parameters of good cinema and shaping how a generation of educated middle-class youth learned to look at life. His films tackled complex social issues with sensitivity and intelligence, inspiring critical thinking and debate. His films departed from the norm, inspiring young people to think critically about the world around them. Therefore, Shyam Benegal is considered the father of parallel, or Indian new wave, cinema in India. His career span of close to 30 years, commencing in 1974, coincides with the history of this politically conscious film movement with realist premises. Benegal's work is so central to the movement that he has forged an aesthetic: an aesthetic of an 'alternative cinema' or of a realist Hindi cinema that reflects his socially conscious yet deeply humanistic mind. Benegal's films were a departure from the mainstream commercial cinema of the time, dominated by formulaic plots, song-and-dance routines, and star-driven narratives. His films were politically conscious and socially relevant, dealing with issues such as caste, patriarchy, and the exploitation of the poor. They were also profoundly humanistic, exploring the complexities of human relationships and the struggles of ordinary people.

Despite his film's specific settings and themes, Benegal's narratives are profoundly humanistic and reach beyond their immediate contexts. His films feature strongly delineated individual characters set in a recognisable social milieu. The narrative's credibility is underlined by the definite relationship between the character and their environment. Benegal offers a sharp analysis of the underlying socioeconomic forces that affect the people who inhabit these worlds by exploring characters caught in the flux of change. Benegal's films are also notable for using strong dramatic actors who breathe life into the roles. These actors bring a sense of authenticity and immediacy to the characters they portray, making them relatable and sympathetic to audiences. Through their performances, Benegal's films offer a nuanced and complex portrayal of the human experience, highlighting the struggles and triumphs of ordinary people.

Shyam Benegal's films are characterised by their exploration of the lives of those on the margins of society and their deeply humanistic narratives. Through his use of recognisable social milieus, dramatic solid actors, and sharp analysis of socioeconomic forces, Benegal offers a nuanced and complex portrayal of the human experience. His films continue to inspire and resonate with audiences today.

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Investigation of the Emission of Ionic Species

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Abstract:
Ionization rate coefficients, recombination rate coefficients, electron impact excitation coefficients and fractional abundances of the different ionic species of the elements have been investigated. We have computed the radiative as well as dielectronic recombination and total recombination rate coefficients of Cu II, Cu III and Cu IV as a function of electron temperature. We obtained the fractional abundances of the elements like Cu, Zn, Li, Na, K, and Mg as a function of electron temperature. The computations show that the fractional abundance of the species changes as the electron temperature is varied. With the help of energy level diagrams of the elements we found the color of emission of the species from allowed and resonant transitions.
Keywords: Radiative, Dielectronic, Fractional Abundances, Ionic species, Electron temperature.

Introduction:

In the interface of solid and liquid the discharge takes place when the dc voltage is applied across solid and liquid interfaced electrodes. The discharge column consists of electrons and the ions of metallic elements contained in the electrolytic solutions with different charges. The ions and electrons undergo collisions among themselves and with walls of the discharge column. M.H.Elghazaly et al. (2007) have studied [1], the most important rate coefficients for electron collisions in noble gases, electron-neutral ionization and electron impact excitation [1]. They studied electron-neutral ionization besides electron impact excitation of some states of the argon and helium atom in DC glow discharge plasma. Electron properties as well as the calculated rate coefficients (ionization and excitation) were studied as a function of the axial distance from the cathode while the discharge operating parameters of voltage and pressure were varied [1]. S W Simpson et al. (1990) have studied ionization and recombination rates in argon plasmas [2]. They presented approximate model for treating multi-step ionization and recombination in inert gas plasmas [2].

The discharge consists of a mixture of atoms, electrons and ions of different charges. The processes of ionization results in increasing density of ions and electrons in the discharge column. When the positive ion in the discharge column comes in contact with an electron may try to capture an electron and recombine to form an ion of lower charge. The probability with which an electron is captured depends upon the velocity of an electron relative to the ion. The recombination processes are divided into two categories depending on the initial states such as I) Radiative recombination and ii) Dielectronic recombination. The total recombination rate of an ion is the sum of these two rate coefficients With this background a little attempt has been made to investigate emission of the ionic species. For this we obtained the ionization rate coefficients, recombination rate coefficients, electron impact coefficients and fractional abundances of the different ionic species of the elements.

Mathematical Formulation:

Radiative Recombination Rate

The theory proposed by Seaton [3, 4] for the calculation of ionization rate as well as the recombination rate for the experimental conditions in solar corona helps in obtaining the recombination rate coefficient also. In the theory the recombination rate was calculated using the equation

$$\alpha_{Z+1} = 1.003 X 10^{-11} \frac{Z^2}{T_e^{1/2}} \sigma \frac{I_Z}{KT_e}$$

$cm^3 sec^{-1}$

Where, z - is the charge
T_e - is the electron temperature
σ - is the slowly varying function of I_Z/KT_e

The value of σ have been tabulated by Seaton [3]. The value of electron density and the electron temperature in solar corona are smaller than those in the laser discharge tubes operating at optimum conditions. Hence Seaton's theory may not be used for the calculation of recombination rate coefficients. The theory had to be modified for the computations of the recombination rates in plasma where the electron temperature is of the order of few electron volts and the electron density is of the order of 10^{12} to 10^{13} cm^3 C Breton et at [5] suggested the formula for the calculation of recombination rate in plasma having above range of parameter values and it is expressed as

$$\alpha_{rz} = 2.6x10^{-14}(\alpha_1 + \alpha_2) \ cm^3 sec^{-1}$$

Where,

α_1 and α_2 for Maxwellian distribution of electron density are given as

$$\alpha_1 = Z^2 \left(\frac{I_H}{T_e}\right)^{1/2} \frac{\mu}{n^3}\left(\frac{I_{Z-1}}{T_e}\right) e^{I_{Z-1}/Te} . E_1\left(\frac{I_{Z-1}}{T_e}\right) cm^3 sec^{-1}$$

and

$$\alpha_2 = \sum_{\nu=1}\left(\frac{2}{(n+\nu)^3}.Z^4\right).\left(\frac{I_H}{T_e}\right)^{3/2} \exp.\left(\frac{Z^2 I_H}{(n+\nu)^2.T_e}\right) E_1\left(\frac{Z^2 I_H}{(n+\nu)^2.T_e}\right) cm^3 sec^{-1}$$

where

I_H is ionization potential of hydrogen i.e. 13.6 eV,
n is principle quantum number,
I_{Z-1} is ionization potential of ion after recombination,
μ is the number of empty places in the valence shell,
$E_1(x)$ is the exponential integral function.

The function E(x) is known as an exponential integral function and it is expressed in the form

$$E_1(x) = \int_0^\infty \frac{e^{-x}}{x} dx$$

This function plays vital role in the calculations of the ionization rate coefficients. The function arises through the velocity distribution of the electrons in the discharge. The electrons in the discharge have Maxwellian velocity distribution. The lower limit of the integral depends upon the ionization potential in case of the calculation of the ionization rate coefficient and the recombination rate coefficient and it depends upon height of the energy level from ground state in case of the calculation of the electron impact excitation rate coefficient.

Dielectronic Recombination Rate

The dielectronic recombination rates of the ions existing in plasma have been investigated in details [6-8]. The electron density in plasma has some influence on the radiative recombination rate. If the influence of electron density is neglected, the dielectronic recombination rate coefficient of an ion with charge Z can be expressed as

$$\alpha_{dZ} = \frac{1}{T_e^{3/2}} B_{(Z)} \sum_j A_{(Z,j)} \exp\left(-\frac{E_{Zj}}{T_e}\right)$$
$$cm^3\ sec^{-1}$$

The summation extends over all the resonance levels j of the recombining ions of charge Z so that the total recombination rate is obtained.

Where E_{zj} is total energy of the resonance transition j, and the terms B(z), A(z,j) are obtained as

$$B_{(Z)} = 6.5 \times 10^{-10} Z^{1/2} (Z+1)^2 / (Z^2 + 13.4)^{1/2}$$

and

$$A_{(Z,j)} = \frac{f_{Zj}(E_{Zj})^{1/2}}{1 + 0.105\chi_{Zj} + 0.015\chi_{Zj}^2}$$

Where f_{zj} is the absorption oscillator strength of the resonant transition j of ion z and the factor χ_{zj} is given by

$$\chi_{zj} = \left(\frac{E_{zj}}{(Z+1)}\right).I_H$$

Fractional Abundances

The glow discharge consists of the electrons and the ions with different charges. The collisions between the atoms, ions of different charges and electrons result in ionization. At the same time the ions may capture the electrons and result in formation of ions of lower charge. The ionization and recombination processes compete each other so that the ionization rate and recombination rates reach; each to a certain value and the equilibrium is attained. As long as the electron temperature is not changed the equilibrium remains in a particular state. A change in electron temperature results in changing the densities of ions and electrons. Thus the densities of ions and electrons are completely dictated by the electron temperature. The discharge emission depends upon the fraction of the total density of a species remaining in a particular ionized state, the electron density and the electron temperature. “The amount of the fraction of the total density of a species remaining in a particular ionized state is called as fractional abundance of that ion”.The gaseous discharge has not yet been studied from the point of view to observe the fractional abundances of different ions in the discharges. In fact the relative densities of the neon atoms and ions have been measured by few experiments [9,10]. In the He-Ne laser discharge [11] the radial profiles of the spectral emission have been studied and interpreted in different ways but the results were not explained by considering the idea of fractional abundances. The concepts of fractional abundances have been widely used in order to explain the experimental results in Tokmak plasma discharge. Mathematically it may be expressed as [5,12]

$$F_{Z'} = \frac{N_{Z'}}{\sum_{Z} N_Z} \quad (1)$$

Where

$F_{z'}$ is the fractional abundances of the ion with charge z'

$N_{z'}$ is the density of ion with charge z'

and the sum runs over all possible ionized state. The fractional abundances of a particular species can be evaluated by using the steady state equation

$$N_e N_z S_z = N_e N_{z+1} \alpha_{z+1}$$

$$N_z S_z = N_{z+1} \alpha_{z+1} \quad (2)$$

Where

N_e is the electron density

S_z is the ionization rate coefficient of the ion of charge Z

α_{z+1} is the recombination rate coefficient of the ion of charge Z+1

N_z, N_{z+1} are the densities of the ions with charge Z and Z+1 respectively

Equation (1) can be written as $\frac{N_{Z+1}}{N_Z} = \frac{S_Z}{\alpha_{Z+1}}$

i.e. N_{z+1}/N_z can be evaluated in terms of S_z and α_{z+1}

The values of S_z and α_{z+1} are fully determined by electron temperature and hence the fractional abundance and density of any ion in the discharge depends only on the electron temperature. The fractional abundances of a particular species can be evaluated by using equation (1).

Result and Discussion

We have computed the radiative recombination rate coefficient as well as dielectronic recombination rate coefficient of CuII, CuIII and CuIV in the discharge as a function of electron temperature from 0 through 10 eV. The total recombination rate coefficients are then obtained by adding the corresponding values of above two recombination rate coefficients. The radiative and dielectronic recombination rate coefficients for CuII,CuIII and CuIV are plotted as a function of electron temperature in figure 1 and the total recombination rate coefficients for these species are plotted as a function of electron temperature in figure 2. The curves in these figures clearly show that at low electron temperature the radiative recombination rate coefficient is of the order of (10^{-13}-10^{-12}) cm^3 sec^{-1}. When the electron temperature is near to zero the electron moves slowly in the plasma. The ions in plasma can very easily capture the slow moving electrons and recombine. Thus there is more probability of radiative recombination at electron temperature near zero. As the temperature increases the electrons move faster and it becomes difficult for an ion to capture the electron and therefore the radiative recombination rate coefficient decreases. At low electron temperature the dielectronic recombination is low as the rate of excitation of the resonant states of the ion is low. The increase of electron temperature increases the excitation rate of the resonant states and hence increasing the dielectronic recombination rate. It is found that the dielectronic recombination rate tends to saturate for electron temperature above 4 eV.

At low electron temperature the entire contribution to the total recombination rate is of the radiative recombination process. As the electron temperature is increased to about 1 eV the total recombination rate coefficient decreases and reaches a minimum value. As the electron temperature is further increased the total recombination rate increases. This is because of the increase in the dielectronic recombination rate coefficients. This increase continues and starts saturating at the electron temperature of about 2eV and becomes almost saturated at electron temperature of 4eV.

When we study the glow discharges of various elements we come to the conclusion that monochromatic light at various wavelengths can be generated using glow discharge.. Few species shows change in color of the glow when the discharge current was increased. In order to investigate the optimum parameters for getting good monochromatic sources applied we obtained the fractional abundances of the species.

The change in color of the glow can also be explained by the theory of fractional abundances. We obtained electron impact excitation rate coefficients, recombination rate coefficients and fractional abundances of the elements like Li,Na,Mg,K,Ni,Cu,Zn,Se,Zr,Cd,Fe and Ti as a function of electron temperature. The few results are displayed in the figures 3 to 8. The results showed that at electron temperature very near to zero the entire species is in neutral form. As the electron temperature is increased the neutral atoms are converted into singly ionized species. Further increase in electron temperature converts singly ionized species into doubly ionized species. This implies that in order to get highly ionized species the electron temperature in the plasma column should be increased.

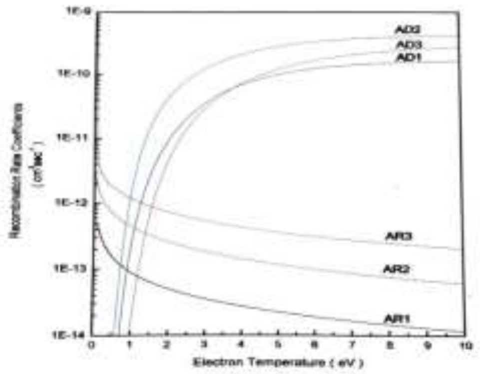
We draw energy level diagram of the elements and found the color of emission of the species from allowed and resonant transitions. In case of few glow discharges the change in color was observed when the discharge current is increased. In order to investigate the change in color we obtained the difference in the ionization potential of neutral species and singly ionized species and tabulate in the table 1. The table clearly shows that when the difference in ionization potential is low the change in color of glow discharge obtained with more probability. The displays of fractional abundances also shows that elements in which change of color is observed the difference in the electron temperature for the peak of electron temperature for neutral species and for singly ionized species is very small. If the difference in ionization potential is small slight change in discharge current give rise to change in electron temperature, which converts the neutral species into singly ionized species.

Conclusion:

The keen observation of the displays of fractional abundances show that singly ionized elements (alkali metals and alkaline earth metals) may play very important role in the discharges. The singly ionized species show its appearance over very wide range of electron temperature. Further doubly ionized Magnesium also shows its appearance over very wide range of electron temperature. The results related to fractional abundances also show that the species like Li II, Na II, K II and Mg III may play the role of buffer gas [13] in case of shorter wavelength Laser designs. The design of X-ray Laser can get some ideas about the operation of the Laser and operating temperature of discharge.

The species like Li II, Na II, K II and Mg III may play very important role in the penning ionization [14] process in the glow discharge.

Figure 1: Radioative Recombination rate coefficients AR1, AR2, AR3 and Dielectric Recombination Rate Coefficients AD1, AD2, AD3 of CuII, CuIII and CuIV as a Function of Electron Temperatur



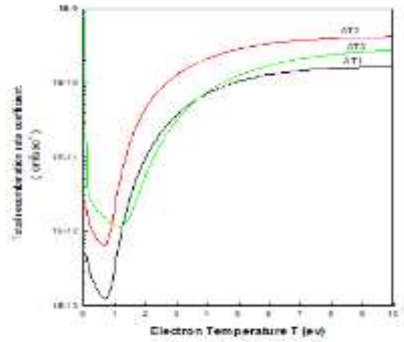


Figure 2: Total Recombination Rate Coefficients AT1,AT2,AT3 of CuII,CuIII,CuIV as a function of Electron Temperature

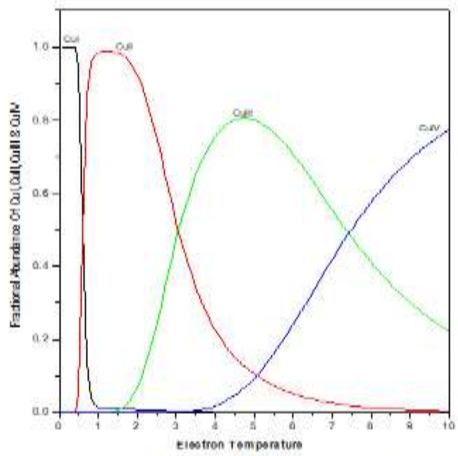


Figure 3: Fractional Abumdance of CuI,CuII,CuIII and CuIV as a function of Electron Temperature

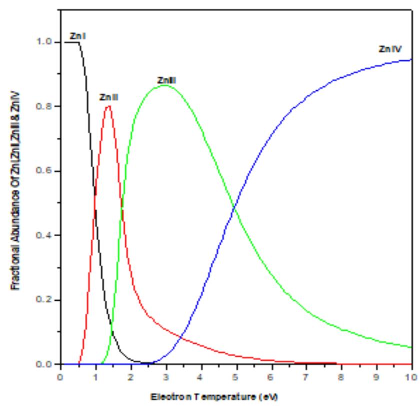


Figure 4: Fractional Abundance Of ZnI,ZnII,ZnIII & ZnIV as a function of Electron Temperature

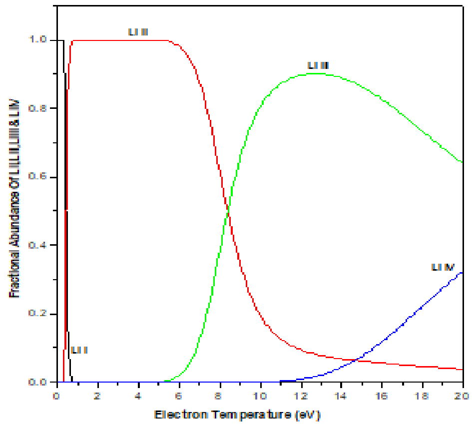


Figure 5: Fractional Abundance of LiI, LiII, LiIII and LiIV as a function of Electron Temperature

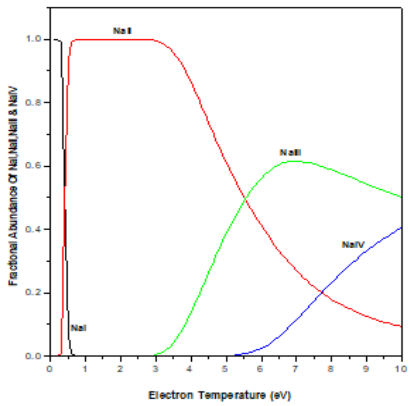


Figure 6: Fractional Abundance of NaI, NaII, NaIII and NaIV as a function of Electron Temperature

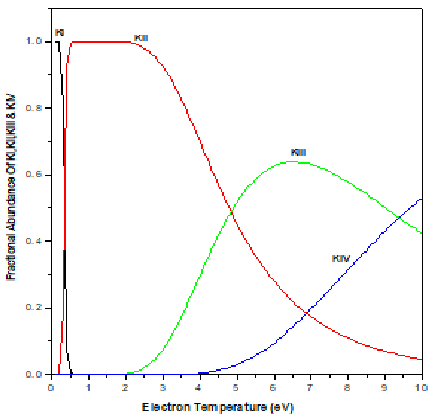


Figure 7: Fractional Abundances of KI, KII, KIII and KIV as a function of Electron Temperature

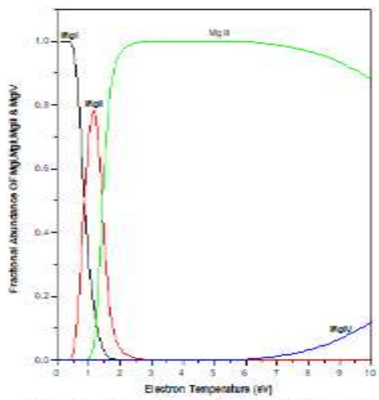


Figure 8: Fractional Abundances of MgI, MgII, MgIII and MgIV as a function of Electron Temperature

Table 1: Investigation of Change in color

Sr.No.	Element	I.P.I eV	I.P.II eV	I.P.II - I.P.I eV	Colour change
1	Na	5.138	47.29	42.152	No
2	K	4.339	31.81	27.471	No
3	Li	5.39	75.6193	70.2293	No
4	Pb	7.415	15.028	7.613	Yes
5	Mg	7.644	15.03	7.386	Yes
6	Cu	7.724	20.29	12.566	Yes
7	Ag	7.574	21.48	13.906	Yes
8	Ca	6.111	11.87	5.759	Yes
9	Sr	5.692	11.027	5.335	Yes
10	Zn	9.39	17.96	8.57	Yes
11	Se	9.75	21.5	11.75	Yes
12	Zr	6.95	14.03	7.08	Yes
13	Ni	7.633	18.15	10.517	Yes
14	Bi	7.287	16.68	9.393	Yes
15	Fe	7.9	16.18	8.28	Yes
16	Ba	5.21	10.001	4.791	Yes
17	Cd	8.99	16.904	7.914	Yes
18	Al	5.984	18.823	12.839	Yes
19	Ti	6.83	13.63	6.8	Yes
20	Co	7.86	17.05	9.19	Yes

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A Study of Extent of Usefulness of Software to Perform Various Functions in Libraries of Academic Colleges Affiliated to Sant Gadge Baba Amravati University, Amravati

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Abstract:
The use of computers in library resources management has mainly helped the library users to receive necessary information very efficiently. Computer in libraries is an important resource for library professionals striving to stay a step ahead in their field and for students, researchers, and faculty members. However, still not all the libraries of academic colleges have started using it (computers) to perform the various library operations. In the backdrop of above information, this study was carried out to study the extent of computer software use to perform various functions in the libraries. For this study, the academic colleges affiliated to Sant Gadge Baba Amravati University, Amravati were selected. The primary data was collected using a structured questionnaire and using a survey method. All statistical analysis of the data was carried out with the aid of Statistical Package for Social Sciences (SPSS) 18.0 software. In light of the results of this study, it is apparent that most of the librarians working in the academic colleges affiliated to Sant Gadge Baba Amravati University (SGBAU) feel that software is highly useful to perform library operations like, to search/locate books and other resources, for cataloguing and classification of books, to charge & discharge books, to register users or patrons, to calculate due date for book return, for e-communication, to access its Web based OPAC system, and for library stock management. However, most of the librarian's software is not very useful for ordering books and library materials.
Keywords: Computer software, library, resource management, academic colleges, library operations

Introduction:

Libraries are known for using Information and Communication Technology (ICT) both for automation of its routine activities as well as for providing search services to the users. Computers are increasingly used in libraries both for internal operations as well as for accessing information that is available in the library. The application of computer helps to avoid repetitive jobs and save labour and time both for users as well as the library staff. Today, computers are not only used as a data processing tool, but also for information storage, access and retrieval. The current development in science and technology has led to a new staggering condition about information created in the world. In the present ICT era, it becomes necessary for the librarians to use the computers and other devices in the day-to-day work. In this context, the librarians are expected to possess, in addition to the academic and professional qualifications, certain ICT skills, such as seamless handing of operating systems, use of various information management software packages, knowledge of databases and programming, acquaintance in webpage design, library automation software, technical skills, and managerial skills.

Application of ICT in library helps in better utilization of the available information. With the use of computers to undertake various jobs has totally changed the conventional library operations. Currently, libraries are providing the unrestricted access of information in many ways and from many resources. Libraries have also started to provide the services of specialists who are expert in the fields of information and communication. Emerging technologies has affected the libraries in the following way: Web Based Services, Intelligent Return and Sorter System, Web OPAC, Networking of Libraries, Library Security Systems are some of them. In the present era digitalized databases are being compiled in majority of the library services, which are based on information technology as well as resources available in electronic formats. In order to know the extent of usefulness of computers to undertake various tasks inside the libraries of academic colleges a cross-sectional study was carried out.

Objective of the study: To study the extent of software usefulness in the libraries of academic colleges affiliated Sant Gadge Baba Amravati University, Amravati

Scope and Limitations: For this study, the scope was limited to jurisdiction of Sant Gadge Baba Amravati University, Amravati.

Methodology:

The study is carried out by using a combination of descriptive and exploratory research design, where the librarians of colleges of study region were selected randomly. In this study, data was collected from 300 librarians working in the academic colleges affiliated to Sant Gadge Baba Amravati University, Amravati. The study is delimited to the jurisdiction of Sant Gadge Baba Amravati University, Amravati i.e. Colleges situated in Amravati, Akola, Washim, Buldana and Yawatmal districts will be selected. In this study, all the primary data generation was done by using standard procedures. Data was collected by using a reliable and valid structured questionnaire and by following survey method. The development of the questionnaire was done in line with the established principles. The secondary data was collected from the general publications, scientific journals, publications of educational institutions and associations, internet resources, research institutes and books from National and International authors.

Statistics Used:

The statistical analysis of data was done with the help of various descriptive and inferential statistical tests. The descriptive statistics, such as frequency and percentage were determined from the collected data, while the inferential statistics such as 'Chi-Square' test was used to analyze the data. The significance level was chosen to be 0.05. All statistical analysis of the data was carried out with the aid of Statistical Package for Social Sciences (SPSS) 18.0 software.

Data Analysis & Interpretation:

Rate the extent of usefulness of software in the library Search/locate books and other resources in library

Table 1: Extent of usefulness of software to search/locate books and other resources in college libraries

Extent of use of software	Nos.	Per
Very high	79	26.3
High	199	66.3
Low	16	5.3
No use	6	2.0
Total	**300**	**100.0**

Chi–square 315.12; **df:** 3, **p**<0.05; **Table Value**: 7.82

Above Table 1 presents information pertaining to Extent of usefulness of software to search/locate books and other resources by the librarians of college libraries affiliated to SGBAU. 26.3% respondents feel that software is very highly useful and according to 66.3% respondents software is highly useful to search/locate books and other resources in the college libraries. In addition to this according to 5.3% respondents, it is less useful while 2.0% respondents feel that software is of no use to search/locate books and other resources in the college libraries.

Cataloguing and classification of books:

Table 2: Extent of usefulness of software for cataloguing and classification of books

Extent of use of software	Nos.	Per
Very high	201	67.0
High	62	20.7
Low	37	12.3
No use	0	0.0
Total	**300**	**100.0**

Chi–square 308.187; **df:** 3, **p**<0.05; **Table Value**: 7.82

Above Table 2 presents information pertaining to Extent of usefulness of software for cataloguing and classification of books by the librarians of college libraries affiliated to SGBAU. 67.0% respondents feel that software is very highly useful and according to 20.7% respondents software is highly useful for cataloguing and classification of books in the college libraries. In addition to this according to 12.3% respondents it is less useful for cataloguing and classification of books in the college libraries.

Order for books and library materials

Table 3: Extent of usefulness of software for ordering books and library materials

Extent of use of software	Nos.	Per
Very high	31	10.3
High	69	23.0
Low	167	55.7
No use	33	11.0
Total	**300**	**100.0**

Chi–square 162.667; **df:** 3, **p**<0.05; **Table Value**: 7.82

Above Table 3 presents information pertaining to Extent of usefulness of software for ordering books and library materials by the librarians of college libraries affiliated to SGBAU. 10.3% respondents feel that software is very highly useful and according to 23.0% respondent's software is highly useful for ordering books and library materials. In addition to this according to 55.7% respondents, it is less useful while 11.0% respondents feel that software is of no use for ordering books and library materials.

To charge & discharge books and library materials to users

Table 4: Extent of usefulness of software to charge & discharge books and library materials to users

Extent of use of software	Nos.	Per
Very high	179	59.7
High	77	25.7
Low	39	13.0
No use	5	1.7
Total	**300**	**100.0**

Chi–square 226.88; **df:** 3, **p**<0.05; **Table Value**: 7.82

Above Table 4 presents information pertaining to Extent of usefulness of software to charge & discharge books and library materials to users by the librarians of college libraries affiliated to SGBAU. 59.7% respondents feel that software is very highly useful and according to 25.7% respondents software is highly useful to charge & discharge books and library materials to users. In addition to this according to 13.0% respondents it is less useful while 1.7% respondents feel that software is of no use to charge & discharge books and library materials to users

. **To register users or patrons**

Table 5: Extent of usefulness of software to register users or patrons

Extent of use of software	Nos.	Per
Very high	204	68.0
High	69	23.0
Low	27	9.0
No use	0	0.0
Total	**300**	**100.0**

Chi–square 328.08; **df:** 3, **p**<0.05; **Table Value**: 7.82

Above Table 5 presents information pertaining to Extent of usefulness of software to register users or patrons by the librarians of college libraries affiliated to SGBAU. 68.0% respondents feel that software is very highly useful and according to 23.0% respondents software is highly useful to register users or patrons. In addition to this according to 9.0% respondents it is less useful to register users or patrons.

To calculate date due for books and library materials

Table 6: Extent of usefulness of software to calculate date due for books and library materials

Extent of use of software	Nos.	Per
Very high	179	59.7
High	82	27.3
Low	30	10.0
No use	9	3.0
Total	**300**	**100.0**

Chi–square 229.947; **df:** 3, **p**<0.05; **Table Value**: 7.82

Above Table 6 presents information pertaining to Extent of usefulness of software to calculate date due for books and library materials by the librarians of college libraries affiliated to SGBAU. 59.7% respondents feel that software is very highly useful and according to 27.3% respondents software is highly useful to calculate date due for books and library materials. In addition to this according to 10.0% respondents it is less useful and according to 3.0% respondents it is of no use to calculate date due for books and library materials

To e-mail and/or text patron's overdue and other notices

Table 7: Extent of usefulness of software to e-mail and/or text patron's overdue and other notices

Extent of use of software	Nos.	Per
Very high	227	75.7
High	58	19.3
Low	15	5.0
Total	**300**	**100.0**

Chi–square 251.18; **df:** 2, **p**<0.05; **Table Value**: 5.99

Above Table 7 presents information pertaining to Extent of usefulness of software to e-mail and/or text patron's overdue and other notices by the librarians of college libraries affiliated to SGBAU. 75.7% respondents feel that software is very highly useful, according to 19.3% respondents software is highly useful to e-mail and/or text patron's overdue, and other notices. In addition to this according to 5.0% respondents, it is of no use to e-mail and/or text patron's overdue and other notices.

To access its Web based OPAC system

Table 8: Extent of usefulness of software to access its Web based OPAC system

Extent of use of software	Nos.	Per
Very high	188	62.7
High	64	21.3
Low	48	16.0
Total	**300**	**100.0**

Chi–square 117.44; **df:** 2, **p**<0.05; **Table Value**: 5.99

Above table 8 presents information pertaining to Extent of usefulness of software to access its Web based OPAC system by the librarians of college libraries affiliated to SGBAU. 62.7% respondent's feel that software is very highly useful and according to 21.3%, respondent's software is highly useful to access its Web based OPAC system. In addition to this according to 16.0% respondents it is of no use to access, its Web based OPAC system.

To print barcodes

Table 9: Extent of usefulness of software to print barcodes

Extent of use of software	Nos.	Per
Very high	203	67.7
High	59	19.7
Low	38	12.7
Total	**300**	**100.0**

Chi–square 161.34; **df:** 2, **p**<0.05; **Table Value**: 5.99

Above Table 9 presents information pertaining to Extent of usefulness of software to print barcodes by the librarians of college libraries affiliated to SGBAU. 67.7% respondents feel that software is very highly useful and according to 19.7% respondents software is highly useful to print barcodes. In addition to this according to 12.7% respondents it is of no use to print barcodes.

3.10 Use software for library stock management

Table 10: Extent of usefulness software for library stock management

Extent of use of software	Nos.	Per
Very high	74	24.7
High	163	54.3
Low	40	13.3
No use	23	7.7
Total	**300**	**100.0**

Chi–square 155.653; **df:** 3, **p**<0.05; **Table Value**: 7.82

Above table 10 presents information pertaining to Extent of usefulness of software for library stock management by the librarians of college libraries affiliated to SGBAU. 24.7% respondents feel that software is very highly useful and according to 54.3%, respondent's software is highly useful for library stock management. In addition to this according to 13.3%, respondents' software is less useful while according to 7.7% respondents it is of no use for library stock management.

Conclusions

Search/locate books and other resources in library

Because of the study results it is evident that ($p<0.05$) most of the librarians of college libraries affiliated to SGBAU feel that software is highly useful to search/locate books and other resources in the college libraries.

Cataloguing and classification of books

On the basis of the study results it is evident that ($p<0.05$) most of the librarians of college libraries affiliated to SGBAU feel that software is very highly useful to for cataloguing and classification of books in the college libraries.

Order for books and library materials

On the basis of the study results it is evident that ($p<0.05$) most of the librarians of college libraries affiliated to SGBAU feel that software is less useful to for ordering books and library materials.

To charge & discharge books and library materials to users

Based on the study results it is evident that ($p<0.05$) most of the librarians of college libraries affiliated to SGBAU feel that software is very highly useful to charge & discharge books and library materials to users.

To register users or patrons

Based on the study results it is evident that ($p<0.05$) most of the librarians of college libraries affiliated to SGBAU feel that software is very highly useful to register users or patrons.

To calculate date due for books and library materials

On the basis of the study results it is evident that ($p<0.05$) most of the librarians of college libraries affiliated to SGBAU feel that software is very highly useful to calculate date due for books and library materials.

To e-mail and/or text patron's overdue and other notices

On the basis of the study results it is evident that ($p<0.05$) most of the librarians of college libraries affiliated to SGBAU feel that software is very highly useful to e-mail and/or text patron's overdue and other notices.

To access its Web based OPAC system

Based on the study results it is evident that ($p<0.05$) most of the librarians of college libraries affiliated to SGBAU feel that software is very highly useful to access its Web based OPAC system.

Printing barcodes

Based on the study results it is evident that ($p<0.05$) most of the librarians of college libraries affiliated to SGBAU feel that software is very highly useful to print barcodes.

Use software for library stock management

Based on the study results it is evident that ($p<0.05$) most of the librarians of college libraries affiliated to SGBAU feel that software is highly useful for library stock management.

Recommendations

1. The college management should ensure that the library staff is well trained in use of latest IT based technologies for better information management and its utilization.
2. It is suggested that there should be regular interactive sessions in the college library to make the users aware of latest software packages for information retrieval.

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India's Digital Transformation by Optimized Payment Solution – A Bird's Eye View

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Abstract

Digital India the flagship innovative program has transformed the Indian banking and financial system by introducing digitalization to the door step of each citizen. Rupay, the national equivalent of credit and debit cards of Visa, Mastercard etc., has been assimilated into banking eco-system where the cost to market and customer is reduced for each transaction. UPI and BHIM enables mobile payments using QR codes and mobile numbers linked to Aadhar, the national identity number enables banking transactions to be easy, fast, secure and safe as the interface is national with no interventions from outside agencies like SWIFT. FinTech, as it is called has spearheaded a revolution on financial inclusion, optimization, bandwidth connectivity, technological gadgets integrated into both bank's networks and financial tech companies for seamless transactions from all media including net banking, mobile, QR, customer account to merchant account etc., Digital payment has made fund transfer both receiving and payments as simple as we could understand in the context of holding the power to enhance monetary value to our activities.

RuPay, as it stands empowers Indian banking system for its standalone service and recent effort to integrate with south Asian countries like Bhutan, Singapore and few European countries for international transactions. Optimising our customer focused digital systems needs concerted effort in improving bandwidth, internet connectivity, penetration of mobile phones, digital literacy, ability to utilize technological expertise of IT skilled experts and government support to install and implement advanced versions of the payment systems for digital economy to grow.

Digital India

'There is an explosion of Fintech innovation and enterprise in India. It has turned India into a leading Fintech and Start-up nation in the world, the future of Fintech and Industry 4.0 is emerging in India', [1] Narendra Modi, Prime Minister of India. Digital India is a government flagship program with the vision to digitalize economy and empower people for faceless, paperless and cashless transactions. Motto of digital India launched in 2015 is 'power to empower' the knowledge economy. Digital India vision is to improve digital infrastructure, governance of digital systems and give revolutionary power to citizens with access to commerce, law, health, banking, trade, government channels etc., and having impact on millions of Indians. RBI's 'Payments Vision 2025' 'E-Payments for Everyone, Everywhere, Every-time' (4Es)' [2] with the aim to provide users with safe, secure, fast, convenient, accessible and affordable e-payment options is realized.

Digital India has its mission to offer high speed internet to all Gram Panchayats, online e-seva centres, connecting high speed internet to all government agencies, villages, taluks and remote areas for e-governance, introduce digital literacy and transform digitally empowered nation by transparent governance enabled with Aadhar (Digital ID Program), BharatNet, fibre optic networks and Wi-Fi hotspots.

Digitalization

Digitalization helps agricultural economy using internet, mobile data, analytics, AI, digital services & apps including AgriTech as valuable national asset thereby preparing the nation for future as knowledge economy. Government of India enables digitalized financial economy to promote inclusion. Boosting digital payments systems like QR for small and medium enterprises in urban, semi-urban and rural areas, focus is on technology, to transform government agencies, business houses, corporates, households, vendors and collective economy on tech enabled e-platforms.

Rupay

Rupay is the Indian multinational financial payment services launched by NPCI on 26th March 2012. National Payments Corporation of India (NPCI) under Section 25 of Companies Act, 1956 and Section 8 of Companies Act 2013, the umbrella organization initiated technology based banking infrastructure to provide secure electronic payment system as part of Payment and Settlement Act, 2007 powered by RBI and Indian Bank's Association. It is served to PSU banks via Jan Dhan Scheme of Central Government. [3]

Rupay is Indian payment network designed for domestic use as debit, credit cards (classic, Platinum, Select) charging less fees for each cash-less data processing and verification done by Indian processors and increased market share as more than 1000 tech savvy banks issued 600 million Rupay cards offering safe and secured transactions. Further, Rupay contactless has vision of one card for all payments to revolutionize wallet based, in-store merchant specific apps.

As payment gateway, Rupay's objective is financial inclusion, wherein the domestic card payment network enables multiple and loop based financial instruments for an economical fee and no processing fee for Indian consumers.

Digital Payments

Digital payments are electronic by using digital devices like mobiles, computers, point of sale, merchandising gadgets, wireless channels to transfer funds from one account to another. India uses digital payment apps like BHIM, UPI, GooglePe, PhonePe, Paytm, Amazon Pay and others. It includes verification and authentication of each transaction. Digital and mobile payment is done through e-wallets, in-apps, wireless, bank debit & credit cards & account numbers, bills, virtual cards, ACH, electronic checks, merchant accounts, mobile wallets, contactless, internet banking, e-commerce and online, NFC and QR codes under separate protocol. It can be Person to Person (P2P), Person to bank account (P2A), person to merchant (P2M) and transactions through Aadhar linked mobile, brank accounts with IFSC Code for real time interbank electronic fund transfer (NEFT/ MICR/SWIFT) under Immediate Payment Service (IMPS) System.[4] Digital payments impact small business, street vendors and migrant workers for fast bank to bank, bank to merchant transactions in small amounts.

Features

Digital payment system offers advantages like speed, convenience, storage, globalized platforms, low cost, multiple transactional choice, easy installation and usage, manageable protocols and interfaces like UPI. India has increased the eco-system in the past 5 years installing secure, reliable, scalable, acceptable, flexible, convertible, efficient, ease of use applications for e-payment and has pioneered in usage of QR codes.

India's Digital Payment Eco-System

Indians use cards, online payment platforms and Rupay for flexible, omni-banking vendor applications supporting their customers to transform to digital platforms. Wallets has gained new users in India and are popular payment methods than cards for online shopping and transactions. India promotes digital payments by linking Aadhar and mobile numbers to facilitate Public Financial Management System (PFMS) in Panchayats, ration shops and Tahsildar offices. India's Payment strategy is to conduct industrial and business research on mobile /digital payment economy. It identifies latest technological trends and models to adapt to Indian digital ecosystem which is volume and agile.

Fintech

Financial Stability Board (FSB) defines FinTech as 'technology-enabled innovation in financial services that could result in new business models, applications, processes or products with an associated material effect on the provision of financial services'.[5] ABCD of Fintech includes AI, Block Chain, Cloud Computing and Big Data utilized by banks, financial institutions, mobile banking, automated portfolio managers for real time currency payments, Insur-Tech, Robo advisory services, alternative lending systems etc., [6] Fintech industry integrates major functions of banks and financial institutions to enhance service quality and provide multiple services on unified platform to retain customer base and increase market share.

Digital payment, a key FinTech solution is growing to deliver instant payments, reception, online and ecommerce payments, Agri-Tech, e-Kranti serva, digitalized big data and mobile banking using cloud etc., with technological intervention. NPCI as a Fintech company introduced Unified Payment Interface (UPI) to facilitate inter-back peer to peer (P2P) and person to merchant (P2M) transactions wherein two mobile devices play role in transferring funds instantly.

NFC: Near Field Communication (NFC) payment enables android powered smartphones, where users tap, pay and make through installed in-app payments. It is a way of processing payments for contactless credit card transactions by Rupay. [7]

UPI: UPI is India's real time payment system and Rupay is NPCI's proprietary card payment solution on nation-wide UPI infrastructure. It is a central utility and does not depend on single institution. It is a dynamic infrastructure based on secure IMPS system to establish digital payment gateway. Cost of UPI is shared by government subsidies and cost to market UPI is user friendly interface with wide range of features. UPI as digital transaction reduces costs and risks of handling cash, improve transparency and increase ease of online payments. Digital services enable automation, connectivity, communication, speedy transactions, information, storage, e-work force on multiple interfaces on one application.

UPI is an alternative to SWIFT and operates 25 apps according to India Digital Payment Report by Worldline. NPCI deploys Rupay and UPI outside of India in Singapore, UAE, Malaysia, France, Belgium, Netherlands, Luxembourg and Switzerland. Bhutan accepts UPI enabled BHIM app transactions. [8] UPI technology enables more than 200 million transactions every day over 280 banks linked to it and SBI is the leading banker with more than 130 crore of UPI transactions. UPI-

BHIM as government enabled secure, reliable cashless payment system, is widely accepted digital payment system. It enables users to link multiple bank accounts, mobile numbers using In-built apps.

Bhim

BHIM (Bharat Interface for Money) is managed and developed by NPCI (National Payment Corporation of India) to enable retail payment systems in India. It is an inter-connection between UPI applications and bank accounts. BHIM transaction can be done using a VPA (Virtual Payment Address – UPI ID) without a bank account or IFSC code. [9]

BHIM uses three levels of authentication, app to phone, app to bank and bank to phone. It also uses UPI to transfer funds from account to account. Is safe as it uses finger print authentication or PIN making it safe and reliable as secure mode of money transfer for users through mobile platform using UPI.

Optimization

Optimization involves storage capacity of payment gateways. Systems and solutions integrate bank account numbers, transaction history, nodes of different players like SWIFT / MICR/ IFSC, banks own payment gateways / retail payment solution providers like Rupay Concept of optimization achieves efficiency given the criteria that the payment system integrates multiple nodes to connect peer to peer, peer to mobile, mobile to bank etc., where instant real time transaction is enabled.

Optimization for multiple transactions on national gateways reduces transaction costs and risks for better returns to the owners of gateway systems like NPCI and BHIM. Optimization of the powerful payment gateway systems manages its infrastructure, POS, client- systems like applications, e-commerce solutions to interconnect banks, merchants, UPI, Rupay, BHIM interfaces entire payment channel to maximize transaction value. Solving optimization problems is by improving the speed of network, seamless transactions between multiple owners of transactional interface and the payment gateway (BHIM) as a mobile app.

Challenges To Optimized Payment Solutions

Digital divide like illiteracy, bottlenecks in infrastructure, internet speed, data theft, cyber-attack, access restrictions mis-coordination amongst various departments, less penetration of e-governance, mobile phones online tax payment etc., has to be overcome. India being a digital economy, is inevitable to deploy robust, reliable and secure payment gateway for digital transactions. To transform into a digital eco-system needs to revitalize its legacy payment solutions and shorten digital skill gap among work force, reduce risks of hacking and theft to promote risk averse business culture.

Indian government shall increase its budget to install technological infrastructure and transform payments and reception of funds on secure and safe digital platforms, bandwidth, multiple currency handling, data security, technical infrastructure, user knowledge and experienced personnel to manage electronic and mobile payment systems.

Conclusion

Global innovation Index ranks India in 40th position and 5th largest economy according to Digital Economy Report 2022, where digital divide can be reduced by affordable bandwidth, internet connection, electronic devices, digital technologies, technical expertise and proper IT education. [10] A national digital plan mounted on digital technology and IT expertise is necessary for India's digital transformation to adopt programs and platforms on digital resources for rapid development.

NPCI require significant talent to grow from low cost value added service provider to high value service provider and capacity to serve demands of burgeoning digital economy of India. [11] Providing secure data connection for transactions, compliance to financial laws & regulation to secure transactions against fraud and theft, improve technological expertise and digital skill sets to ensure user experience is essential.

Digital payment revolutionizes mobile payments used for recharge, online bills, orders etc., It enables Indians banks and financial institutions to install innovative and collaborative infrastructure to modernize IT framework & systems to enhance operational excellence. The main difference is its operating costs. Digital payment systems need integrity, authorization, confidentiality, availability and reliability. Only with authorization, a user /merchant can deduct funds from account. Fintech companies improve digital payment systems, develop innovative solutions by removing barriers in implementing real time applications. Optimization of a financial ecosystem needs research on IT processes and software to build apps, infrastructure to communicate, store and transmit data for faster and accurate transactions within the context of national payment systems.

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Digital Banking In India: Benefits And Challenges

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Abstract

Digital banking is one of the most significant progress in Indian banking sector. Digital banking means making financial transactions by using technology and the internet. Digital banking helps the customer with quicker and simpler banking. Late in 1980, banks in India started adopting computer-based technology. Since the banking system adopted technology, the Indian economy has made considerable progress forward. Hence Understanding and assessing the current condition of digital banking is essential. This paper goal is to overview the various digital banking products and provide an outline of their benefits as well as their challenges.
Keywords: Digital Banking, Net Banking, Credit Card, Debit Card, NEFT, RTGS,

Introduction –

The banking sector is very important to the growth of the Indian economy. For the economy to develop, the banking system must be stable and strong. It facilitates the ability to establish and sustain a reliable payment system that satisfies the needs of enterprises, government andthe general public. The Indian banking sector is now undergoing a revolution in digital technologies and moving fast towards digitization. In 1988, the RBI established a committee led by Dr. C. Rangrajan to study the need for digitalization in the banking sector in India in late 1980. Until 1990, banks were not actively involved in digital banking operations. In late 1990, ICICI bank was the first financial institution to offer these services to its Customer, permitting them to handle all banking activities from a location of their choosing. To provide financial services online, digital banking changed to online banking. It offers customers the fastest and most useful financial services.

As a result of the digital revolution, the banking sector is fast changing and increasing its financial transactions. Platforms like the Unified Payment Interface (UPI), Aadhar Pay, Debit Cards and Quick Payment Service are necessary for the digitalization of banking. The use of many current and developing technologies by banks may be seen as a component of digital banking. Bankers may use digital banking to meet their current as well as future technological and commercial needs.

Objectives -

1. To understand the conceptof digital banking in India.
2. To know about the digital banking products of the Indian banking system.
3. To study the opportunity and challenges of digital banking.

Research Methodology –

For this article used only secondary sources, including reference books, Research Papers, Websites, Journals and other research that have already been published elsewhere.

Digital Banking – Digital banking, generally referred to as e-banking, online banking or internet banking, is a system that makes it possible to conduct financial operations including payments, deposits, and cash withdrawals electronically over the internet rather than in person at bank branches. Digital banking services allow customers to complete financial activities according to their needs and preferences, such as balance inquiries, money transfers and bill payments by digital channels at the time and location of their choosing.The phrase "digital banking" describes financial transactions made via the use of technology and the internet. The majority of the bank's services are given to customers through its digital channels, which are quick and effective. With digital banking, customers can complete routine activities like bill payments, balance checks and statement downloads.

Digital Banking Products –

Digital banking products are described as follows.

ATM/Debit Card –

ATM are a popular resource for electronic payments. Customers of financial institutions can conduct their financial transactions by entering their authorized debit or credit cards into an Automated Teller Machine (ATM). The Customers will have access to banking services through the ATM, including cash withdrawals, deposits, bill payments, balance inquiries and card-to-card or card-to-account transfers, among other things. Also, it makes it easier for customers to swipe their cards at Point of Sale (POS) terminals at retail establishments to pay for products or services. The same card may also be used for online shopping and E-Commerce transactions.

Credit Card –

Customer can withdraw money from bank account using a credit card, without visiting the bank. Several debit card providers exist, including

Rupay, Visa and Mastercard. It makes it possible for Customers to make purchases without actually having cash on hand. The Customer can borrow money using a credit card within predetermined limits.

Mobile Banking-

Customers can conduct banking transactions and gather related information using a mobile phone or tablet anytime, anywhere 24/7 hours. This service is known as mobile banking. Clients can only access mobile banking when the bank offers the necessary applications or software. With its help, customers may manage insurance policies, monitor term deposits, view loan statements, download mini statements and get alerts on account activity.

NEFT-

The transaction may be made in 30 minutes using the National Electronic Fund Transfer (NEFT) system, which is a centralized cashless transaction. Banks transfer funds between one bank to another bank through the use of the NEFT mechanism. Bank branches must have NEFT activated to use this network. By using NEFT, a transaction must be made with the Indian Financial System Code (IFSC). The IFSC code is particular to every bank branch.

RTGS - Real Time Gross Settlement (RTGS) is an ongoing procedure for settling funds on an individual order basis. Large-value transactions are the main purpose of the RTGS system. The Reserve Bank has discontinued the processing fees it assessed for RTGS transactions as of July 2019. Cheque must be used to complete this transaction.

IMPS –

The interbank electronic fund transfer service provided by IMPS is reliable and real-time and it is available instantly 24/7 hours. A strong service called IMPS makes it possible to send money rapidly between banks all throughout India. It is not only secure but also cost-effective.

Benefits of Digital Banking –

Digital banking has a lot of benefits. Customers that use digital banking are given several benefits by banks. Digital banking offers a variety of services, including ATM, mobile and online banking, debit and credit cards and more. Via this tool, customers may conveniently pay their invoices and other obligations. Digital banking makes it possible to carry out banking activities quickly. Time is saved by customers using digital banking. Banks are increasingly providing their customers the option of receiving their account statements online through digital banking. This reduces the operational expenses of banks and saves a significant quantity of paper and mail waste. Due to this, banks are now able to provide services at cheaper costs and with better interest rates on deposits.Bank earnings have increased due to lower operational costs. This indicates that some of the savings can be distributed to the clientele in the form of greater rates on deposits and reduced rates on loans. Customers may access their bank accounts 24/7 without going to a branch. The transactions carried out using mobile banking applications are rapid, simple, and secure. With the advent of digital banking, the majority of the rural population has engaged in banking activities. People can also do their business online. The number of Customers for banks has grown due to the increasing convenience of anytime, anywhere banking. It is feasible to produce reports because electronic records of every transaction are kept.

Challenges of Digital Banking –

Digital banking offers many advantages, but it also has certain drawbacks. For banks, the security issue has grown to be one of their top priorities. Due to worries about security, a sizable portion of clients reject digital banking options. Cybercrime danger has escalated as a result of digital banking. Cyber assaults can affect the majority of banking and financial applications. Some hackers use cutting-edge methods to steal money, often in big sums all at once. There is also always a risk that priceless personal data will be stolen. Since the introduction of digital banking, online hackers have increased their activity. These individuals commit fraud by building a bogus bank website. To protect themselves from dangers from cybercrime, banks must make sure that their system is updated and well-maintained. It's a major problem for the banking sector. Customers' security worries will be allayed if this, which might lead to an increase in the usage of digital banking. For most clients, trust is the main barrier to digital banking. The majority of clients prefer the individualized attention and services provided by bank branch employees. Due to a lack of confidence in internet security, clients choose traditional banking. Because they believe that transactions made online are dangerous.A person who understands finances is more inclined to use digital banking services and channels. India still has extremely low levels of digital literacy. More than 90% of Indians, according to the Internet and Mobile Association of India Report (IAMAI), are virtually completely digitally illiterate. 76 percent of Indian people, or seven percentile points less than the global index, are unable to comprehend basic financial concepts, according to a Standard & Poor's Financial Services LLC poll.Complete digital banking is now restricted by a lack of online accessibility, a slow internet connection. People are not interested in digital activities in rural locations because of poor internet access and even misdirected telecom signals. Thus, the network system should be corrected by the government and lower internet prices to provide universal access for digital banking.

Conclusion –

The change from cash and paper-based banking to cashless and paperless banking has begun as a result of baking's digitalization. Indian banks are dealing with possibilities and problems in the current financial environment related to digital banking. By applying digitization in the banking sector, clients may now access the bank's goods and services whenever and wherever it's convenient for them. Internet banking, mobile banking, UPI payments, QR codes, mobile wallets and other financial technologies were made available to its customers. For counterweight and security measures, banks can also embrace more cutting-edge techniques and technology.Now, transactions can be made every day of the year. With the digital banking platform, certain transactions, like paying bills or regular payments can be automated. Without a question, the introduction of digitalization has increased competition in the Indian banking sector. To make digital banking widespread, the Indian banking sector will need to overcome some obstacles. To make the digital dream a reality, internet access and related digital infrastructure must be guaranteed. The possibility of cyber attacks is another factor. It will be fascinating to observe how the banking sector handles these difficulties. Here, the government as well as other relevant parties must play a significant role.

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A Study of Financial Literacy among the Tribal People

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Abstract
Financial system plays a vital role in the economic progress of the country. In India, though 24 per cent youths are financially literate but most of tribal people are found to be financially illiterate. Due to the low literacy rate among them and low income level, they do not have sufficient knowledge of financial literacy. The present paper tries to find out the current situation of financial literacy among tribal people.
Key words: Financial Literacy, Tribal People

Introduction

Country's economic growth depends on financial literacy. There is a positive relation between the economic progress and financial literacy. In developed countries find the higher rate of financial literacy where as in a developing country like India find the lower rate of financial literacy. According to census 2011 the percentage of schedule tribe is 8.6 per cent[1]. Most of the tribal people are illiterate. They are less financially literate than other Indian people. The present paper focuses on the financial literacy of tribal people.

Meaning of Financial Literacy

The illiterates of the twenty first century will not be those who cannot read and write but those who cannot learn, unlearn and relearn. Similarly, financial literate will not be those who know how to save but those who can achieve their financial goals and achieve financial freedom.[2] – Alvin Toffler. Financial literacy means having the knowledge, skills, and confidence to make responsible financial decisions throughout your life – from how to spend your allowance – to saving for school, travel, or a home – to ultimately retire in comfort.[3]

Financial Literacy among India's neighboring countries

The most financially literate continent of the word is Australia, having 62.50% financial literacy among the adults, whereas Asia having only 32.29 percent financially literate adults. It is less than the Africa.[4] The S & P report says in the BRICS countries as an average 28 per cent of adults were financially literate. It is greater than India's financial literacy rate.[5]
The following table shows the rates of financial literacy among India's neighboring countries

Table No.1 Financial Literacy among India's neighbor

Sr. No.	Country	Rate of Financial Literacy (%)
1	India	24
2	China	28
3	Pakistan	26
4	Bangladesh	19
5	Sri Lanka	35
6	Nepal	18
7	Myanmar	52

Source: https://www.counterview.net/2015/12/indias-financial-literacy-worse-than.html

As per the latest survey by Standard & Poor has shown only 24 per cent adults in Indian are financially literate. The level of India's financial literacy is less than the neighboring countries like Pakistan and Sri Lanka. Pakistan's and Sri Lanka's adults financially literate rate were 26 per cent and 35 per cent respectively. Whereas Bangladesh's and Nepal's financial literacy rate were lower than India.

Objective of the study

The present study attempts to analyses the level of financial literacy of the respondents from the small tribal village Rajewadi, Tal- Tryambakeshwar in Nashik district. It is also aim to study the comparative rate of Financial Literacy among India's neighbor.

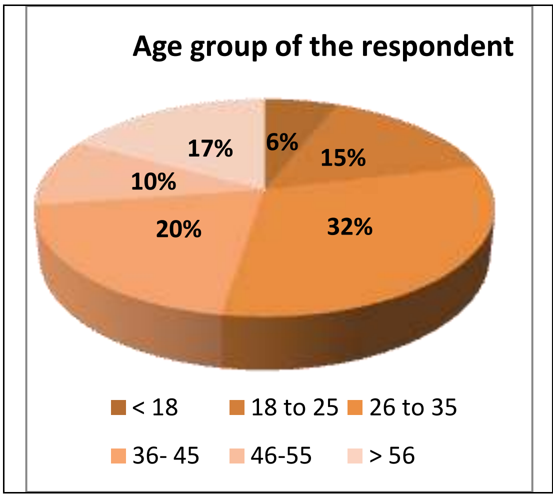
Research Methodology

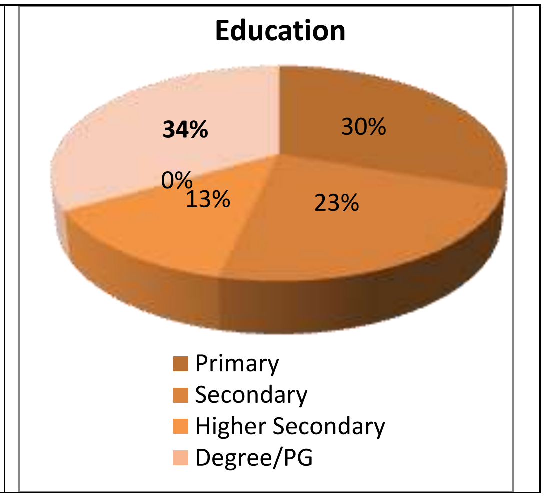
For the purpose of the study a structured questionnaire developed by the researcher. For the convenience and easy to understand of the respondents the questionnaire prepared in Marathi language. All the information collected through personal interviews using the questions included in the questionnaire. The questionnaire covered some important dimensions like bank account operations, Prime-minister Jan-dhan accounts, saving and investment, loans, life insurance policy, ATM cards etc.

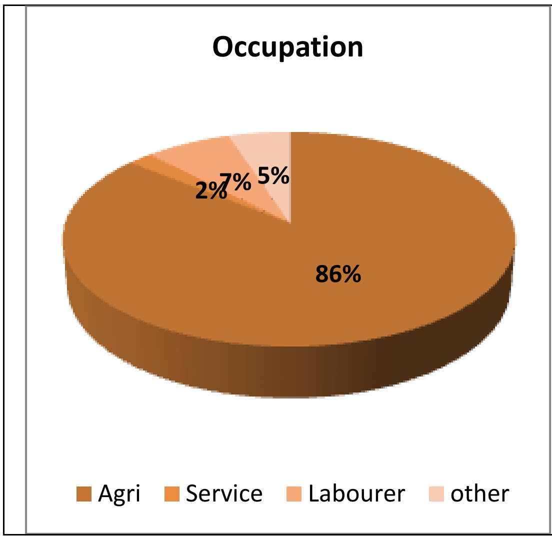
Sampling and data collection

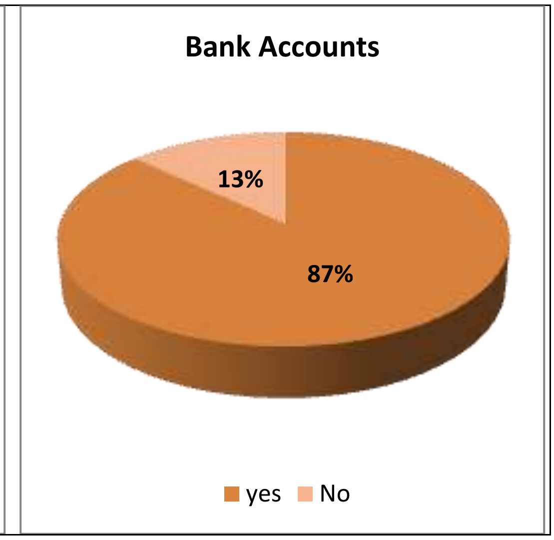
The study was based on primary data as well as secondary data. Primary data was collected by convenience sampling method and secondary data collected through books, periodicals and internet. The sampling frame comprised respondents aged 18 years or above from the tribal village Rajewadi in Nashik district. This study uses a sample of 99 respondents from the above said village. All the respondents were contacted directly by visit in their residences. The data collected were randomly selected and covered various variables like age group, educational level, income of the households etc.

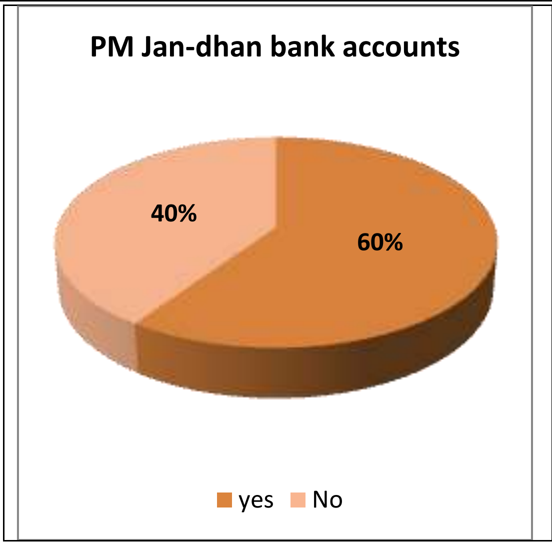
Survey Sample Profile

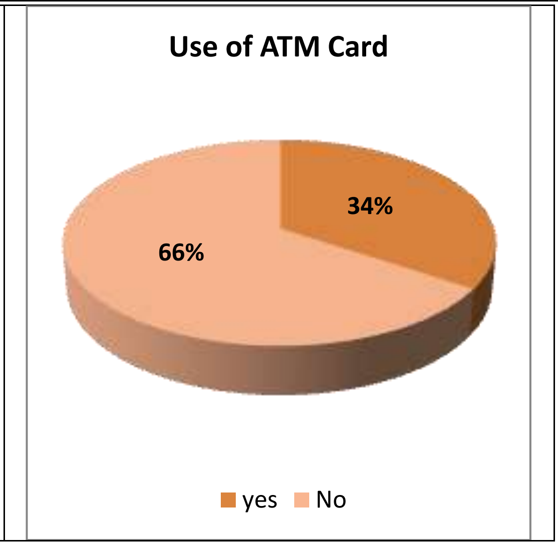


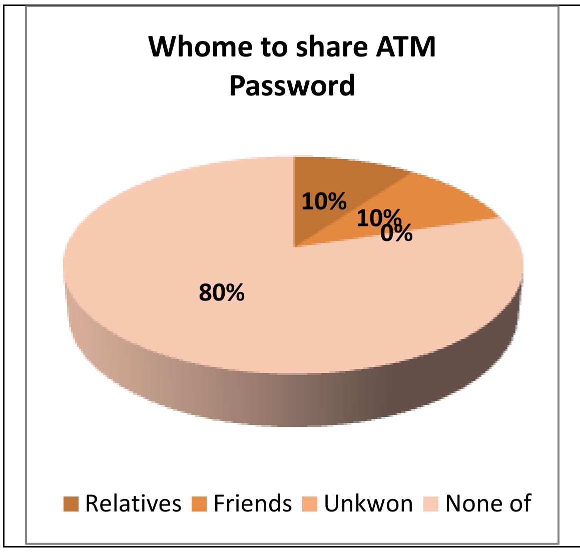


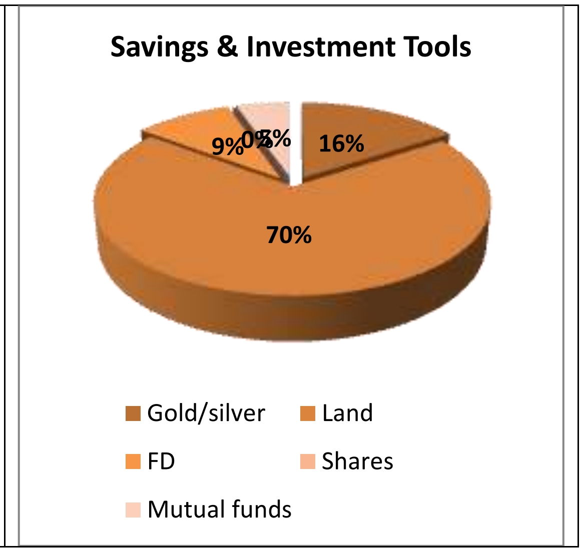


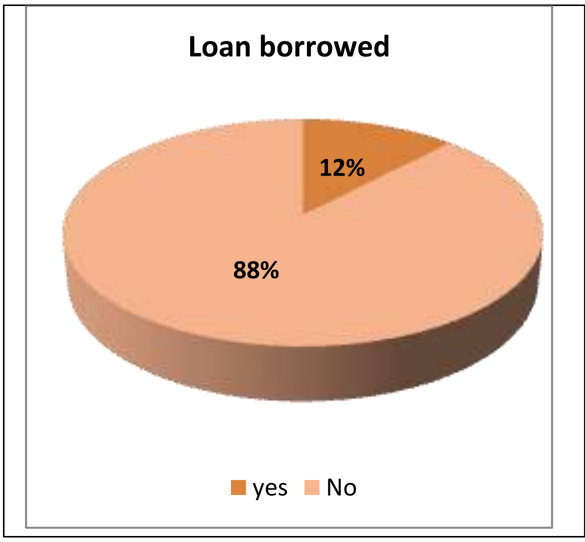


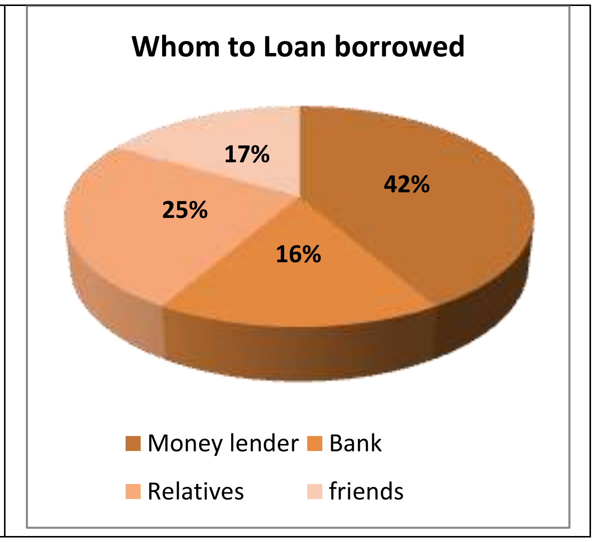

PM Jan-dhan bank accounts
40%
60%
yes
No

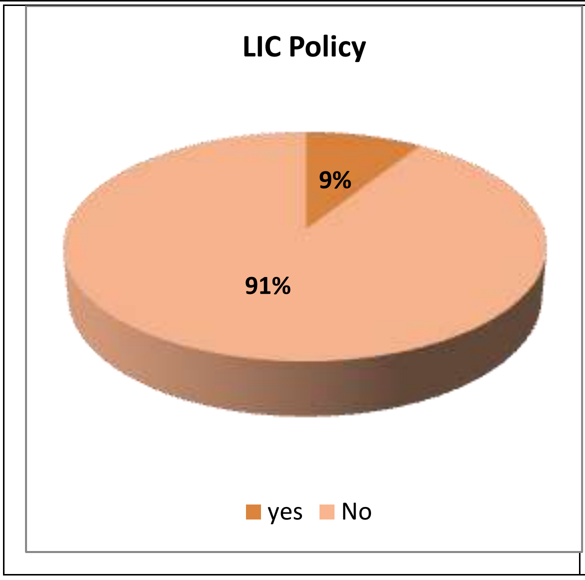

Use of ATM Card
34%
66%
yes
No

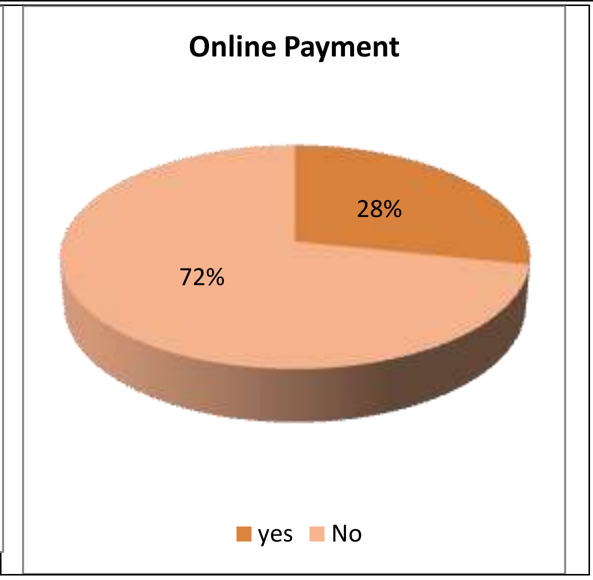

Whome to share ATM Password
10%
10%
0%
80%
Relatives
Friends
Unkwon
None of

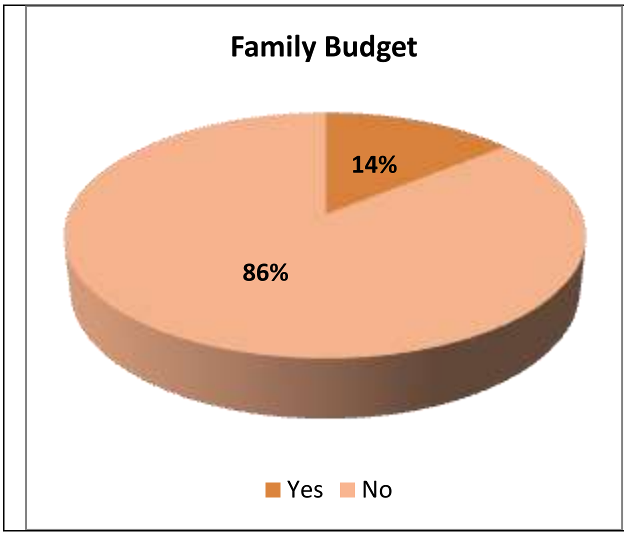

Savings & Investment Tools
9%
0%
5%
16%
70%
Gold/silver
Land
FD
Shares
Mutual funds

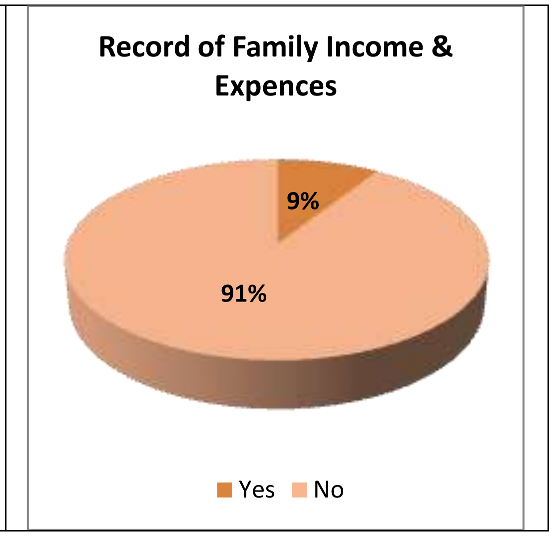

Loan borrowed
12%
88%
yes
No


Whom to Loan borrowed
17%
42%
25%
16%
Money lender
Bank
Relatives
friends









Key Survey Results

1. The overall financial literacy is very low among the tribal people.
2. 83% respondents having bank accounts where as 13% respondent have not bank accounts.
3. 60% respondent opened Prime-Mister Jan-dhan bank accounts and 40% were not opened such
4. accounts.
5. 66% respondent having ATM cards whereas 34% respondents have not possessed ATM cards.
6. 80% respondent said that the PIN of ATM card was not share to anyone. 10% respondent said
7. that PIN share to the relatives whereas 10% said that it could be share to friends.
8. 70% of respondent like to invest their money in gold or silver. Only 5% respondent invests
9. money in mutual funds. Those who are serving in various places those are investing money in
10. mutual funds.
11. Only 12% respondent borrowed loans whereas 88% were not taken loans from any sources.
12. Most of the respondents borrowed loans from money lenders.
13. Only 9% respondent purchased life insurance policy whereas 91% respondents haven't the
14. LIC policy.
15. 72% respondent does not use online payment methods. Only 28% respondent use the online
16. payment system.
17. Only 16% respondent prepared their annual family budget and 84% respondent does not prepared their family budget.
18. 91% respondent did not keep the record of their family income and expenditure.

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ICT skills among the research scholars in the academic institutions of Thoothukudi District A SURVEY

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Abstract

Technology has a significant impact on today's higher education system. The use of computers and other ICTs for research and teaching therefore requires that research scholars have the requisite abilities. The purpose of this study is to ascertain how well-versed and how frequently research scholars in Thoothukudi District academic institutions use information and communication technologies (ICTs). To gather information and raise awareness regarding ICT skills and talents, data was gathered for this purpose from M.Phil. and Ph.D. researchers. The study demonstrates that numerous fundamental Microsoft Office (Excel & Word) approaches, which are more important and valuable, are not well known by the majority of research scholars. A questionnaire with open-ended and one closed-ended question served as the basis for the investigation. The study was designed to investigate the challenges respondents encountered when using online search engines and information communication technologies. Suggestions are made for research students to use ICT infrastructure to its fullest potential.
Keywords: ICT, research scholars, survey, skills

Introduction

The world is undergoing a massive information and communication technology revolution, and developing nations like India are no exception. Information and communication technology have brought about new approaches to research and teaching, as well as being integrated into educational facilities for online learning. Research academics in India must pay for time spent using the Internet, whether in a cyber café or at the library, whereas some college communities in other nations enjoy free or quick access (some libraries provide free access). Researchers must demonstrate how they use ICT in their research in order to improve ICT services in the library. In order to improve ICT abilities, information and communication technologies have led to new ways of structuring the teaching environment in higher education and new directions in research.

In the current dynamic context, the significance of ICT in higher education needs to be stressed. The usage of new, developing ICTs in education makes it simple and quick to access a variety of global information resources. In reality, imagining a higher education setting with information technology is simple. As a result, a study on ICT proficiency among research researchers in Thoothukudi District academic institutions has been initiated.

Literature Review

Eze, Sunday C et al (2012), have made an effort to examine the influencing elements for government-owned universities in Nigeria to adopt information and communication technology (ICT). To determine the adoption of ICT in Nigerian colleges, they have identified 13 criteria. Using the purposive strategy, 30 senior executives were selected as the sample group. Government universities have not yet fully tapped into the possibilities of ICT, it was discovered. The minimal utility of ICT was due to several anomalies and inadequate internet access, which were both legitimate causes.

Khan, S., Bhatti, & Khan, A. (2011) It is advised that professors employ ICT in their lectures for efficient learning. Due to a lack of available instruction, the majority of respondents frequently consult the internet. They were unable to employ sophisticated search methods, and they had trouble locating pertinent literature. Because they were unaware of databases, the majority of library users turned to search engines. The majority of users are not familiar with e-books, open access books, or journals. The availability of computer laboratories is likewise limited and does not meet user needs.

Adeyoyin, Samuel Olu (2005) conducted a study on the level of ICT literacy among Nigerian working librarians. To evaluate the quality of librarians and determine how well-versed in ICT they were, a questionnaire approach was used. For the study, librarians from 18 universities in Nigeria were chosen. ICT illiteracy was present in 68% (approx) of the survey participants and about 32% of the respondents. The researcher made an effort to close the gap between the current situation and the required level of ICT literacy.

Al – Ansari, Husain (2011) conducted a survey on ICT applications in Kuwaiti special libraries. Several libraries were found to not be fully automated. Nonetheless, 25% of libraries use manual processes. The challenges to implementing ICT-enabled services in libraries were a lack of skilled staff and poorly prioritised ICT programmes. The author suggested allocating funding for creating such an environment. Identification of the potential skills of LIS professionals and placement of them suitably become essential. The crew will be prepared to work efficiently thanks to routine training programmes.

Husain, Shabahat and Nazim, Mohammad (2015) attempt to research the impact of information and communication technologies in Indian university libraries. They distributed questionnaires to a few libraries, and 50% of them responded. Libraries were using traditional ICT solutions, which called into question the professionalism and qualitative perspectives of librarians. There were few instances of knowledge generation and sharing using platforms like blogs, wikis, RSS feeds, and social networking.

Objectives of the Study

The major goal of this study is to determine how well-versed and proficient the research scholars in the academic institutions of Thoothukudi District are in using computers and ICT for learning and conducting research.

1. To help respondents understand the importance of online resources.
2. To some extent encourage ICT usage.

Methodology

Based on the goals of the study and the questions to be answered, a schedule of questionnaires was created. The questions included the following topics: the profile of the respondents, their attitudes towards ICT, how they used ICT and what skills they had, how they could obtain online research information, and any issues they had. The inclusion of close-ended questions, check lists, and rating scales helped quantify and analyse the data. In the Thoothukudi District, 130 academic institutes conducting research were randomly chosen, and among them, questionnaires were given out. 120 of those questionnaires were returned and were discovered to be complete.

Data Analysis and Discussion

The analysis of data is the last step in the research process. The raw data and important findings that support conclusions are connected. This analysis method ought to be result oriented.

Table 3.1Gender wise Frequency

Gender	Frequency	Percentage
Male	53	44.17
Female	67	55.83
Total	120	100

Male i.e n=53 and female Gender i.e n=67 Most of the respondents were female.

Table 3.2 Age wise Frequency

AGE GROUP	Frequency	Percentage
21-25	58	48.33
26-30	45	37.50
Above 30	17	14.17
Total	120	100

Most of the respondents i.e n=58, were between the age of 21-25, the respondents i.e n=45 were in the age group of 26-30, respondents n=17 were above 30 years of age.

Table 3.3 Department wise Frequency

Department	Frequency	Percentage
Science	71	59.17
Social Sciences	49	40.83

Most of the respondents i.e.n=71, were under Science stream.

Table 3.4 Locality of Residence

Locality	Frequency	Percentage
Rural	63	52.50
Semi Urban	17	14.17
Urban	40	33.33
Total	120	100

More than half of the scholars i.e n=63 were living in rural area and one-third of the respondents i.e n=40 were living in urban area.

Table 3.5 Qualification wise Frequency

Qualifications	Frequency	Percentage
M.Phil	95	79.17
Ph.D	25	20.83
Total	120	100

Most of the respondents i.e n=95 were M.Phil students.

Figure 3.5.1

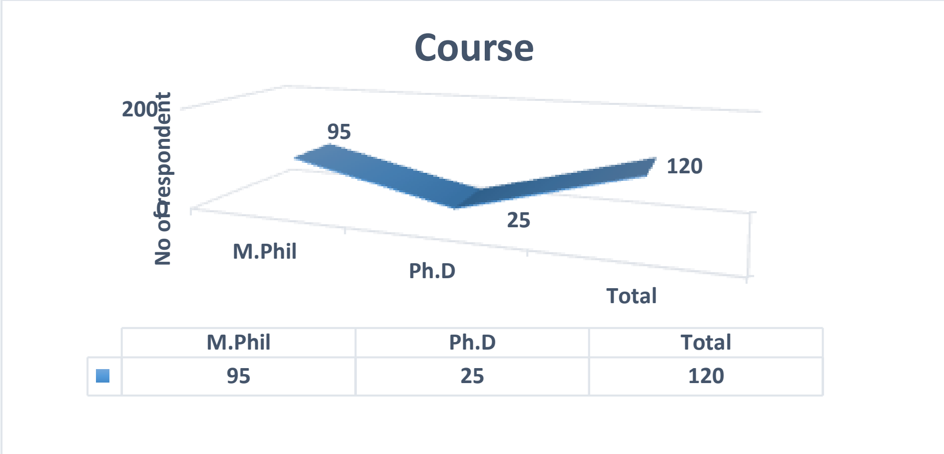

Table 3.6 Usage of Computer

Opinion	Frequency	Percentage
Own computer	110	91.6
Others	10	8.3
Total	120	100

Most of the scholar i.e n=110 use own computer / laptop for research purposes.

Table 3.7 Internet Connectivity

Opinion	Frequency	Percentage
YES	85	70.83
NO	35	29.16
TOTAL	120	100

More than 70% of the scholars are having own internet connection for using research activity.

Descriptive Statistics

Mean	60
Standard Error	2
Median	60
Standard Deviation	2.828427
Sample Variance	8
Range	4
Minimum	58
Maximum	62
Sum	120
Count	2
Largest(1)	62
Smallest(1)	58

The above table presents the descriptive statistics as, the standard error is 60 and standard deviation is 2.83.It is clearly found that the most of the respondents were utilizing the internet for their research purpose only.

Table 3.8 Use of Mobile

Opinion	Frequency	Percentage
Yes	62	51.67
No	58	48.33
Total	120	100

More than half of the scholars i.e n=62 were using mobile for research purposes.

Table 3.9 Purpose of Using Internet

S.No	Purpose	Frequency	Percentage
1.	Research purpose	45	33.33
2.	E-Mail	110	16.67
3.	Downloading E-resources	30	25.00
4.	Online Shopping	10	04.17
5.	Assignment	7	05.83
6.	Chatting	5	04.17
7.	All the above	13	10.83
	Total	220	100%

Results shows that out of 220 respondents were half of the respondents that is 110 (50 percent) are using internet for e-mail and 45 respondents (20.45 percentage) customs the internet for research .

Figure 3.9.1 Purpose of using internet

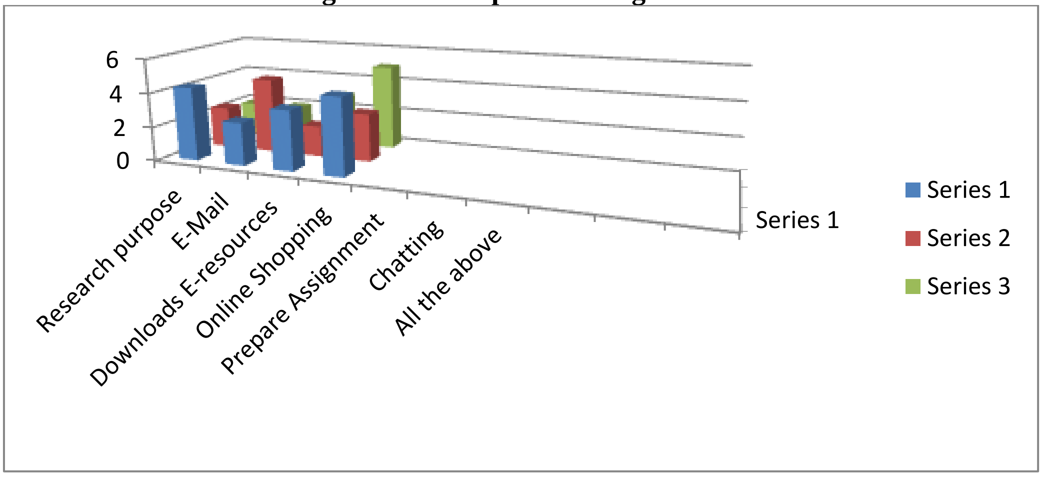

Table 3.10 Preferred Search Engine

S.No	Search Engine	Frequency	Percentage
1.	Google	70	58.33
2.	Yahoo	20	16.67
3.	Ask.com	10	8.33
4.	Duck	7	5.83
5.	Bing	5	5
6.	AOL	4	3.33
7.	Others	3	2.50
	Total	120	100

The majority of the respondents i.e n=70 use Google search engine followed by Yahoo search engine with 20.

Table 3.11 Usefulness of the Internet

S.No	Opinion	Research without Internet			After using internet		
		Male	female	total	Male	Female	Total
1	Effective	16	10	24	47	57	84
2	Ineffective	37	51	86	6	10	16
3	Total	53	67	120	53	67	120

The Table illustrates the stark contrast between using the internet for research before and after. Of the 220 respondents, the majority of 37 men and the majority of 57 women both agree that research is more productive when it is conducted using internet resources.

t-Test: Two-Sample Assuming Equal Variances	Before using Internet	After using Internet
Mean	13	52
Variance	18	50
Observations	2	2
Pooled Variance	34	
Hypothesized Mean Difference	0	
Df	2	
t Stat	-6.68844	
P(T<=t) one-tail	0.010816	
t Critical one-tail	2.919986	
P(T<=t) two-tail	0.021631	
t Critical two-tail	4.302653	

The estimated value is more than the test statistic, which is -6.688, hence the null hypothesis is not rejected. Null Hypothesis is therefore accepted. Between before and after the usage of the internet for research work, there is no meaningful association. It demonstrates that pupils

Table 3.12 ICT Facilities recommended by Research Scholars

S.No	Facilities	Frequency	Percentage
1.	Internet connected Personal Computer	40	33.33
2.	Internet connected laptop	30	25.00
3.	Digital library	18	15.00
4.	Photocopy and Scanner	13	10.83
5.	Multimedia projector	14	11.67
6.	Tele / Video Conferencing	5	04.17
	Total	120	100

The findings indicate that respondents have advocated for ICT facilities. The majority of the scholars, or 70 in total, chose internet-connected laptops and desk tops. The fewest respondents, or n=5, favoured teleconferences and video conferencing for research.

Table 3.13 Purpose of Google Usage
120-Science-90 S.Science-30

S.No	Google Usage	Science (n = 90)			Social Sciences (n = 30)		
		Mean	SD	Rank	Mean	SD	Rank
1.	Google Simple	3.76	0.49	I	3.76	0.70	I
2.	Scholar	2.96	0.83	IV	2.95	0.86	IV
3.	Image	2.84	1.04	VI	3.04	0.80	V
4.	Book	3.10	0.87	II	2.71	1.10	VIII
5.	Videos	2.56	1.00	VII	3.23	0.83	III
6.	Translate	3.03	0.83	III	3.09	0.88	IV
7.	News	2.89	0.96	V	3.38	1.02	II
8.	Analytics	2.26	1.02	VIII	2.85	1.15	VII

The use of Google among social science and science research scholars was examined. The respondents gave Google Simple the top rating. On Google Images, among scientists, and Google Analytic, among social scientists, a significant discrepancy was discovered.

Table 3.14, Source of Information on Internet

Source of Information		Science			Social Sciences		
		Mean	SD	Rank	Mean	SD	Rank
B1.	Open Access Articles	4.07	0.7	I	4.09	0.94	II
B2.	Open Access Books	3.34	1.15	III	3.80	1.28	III
B3.	YouTube Information	3.25	1.24	IV	4.14	0.85	I
B4.	Electronics Journal	3.45	1.09	II	3.66	1.39	V
B5.	Slide Share	3.45	1.39	II	3.76	1.09	IV
B6.	Electronic Conference	3.10	1.08	V	3.57	1.24	VI
B7.	Literature	3.34	1.01	III	3.80	1.32	III

The information on the internet usage by research scholars in the social sciences and sciences is indicated in the table above by the information source. Open access articles scored a mean of 4.07, placing them first among scientists, while YouTube scored a mean of 4.14, placing it first among social scientists.

Findings

1. The majority of students use the internet for email.
2. Three-fifths of academics choose Google as a search engine.
3. Students have computers with Internet access.
4. The majority of scholars in both the social sciences and the sciences use Simple Google.
5. Open access articles were determined to have the highest average among scientists, and YouTube information had the greatest average among social scientists for internet information sources.

Conclusion

Academic libraries now have a wealth of new, exciting possibilities thanks to electronic resources. The current state of information explosion makes it difficult to acquire knowledge. It is essential to inform them of the electronic resources available to scholars and to create a welcoming environment for them. It will also result in a greater degree of ICT utilisation. The large number of pupils using the internet to gather information provides evidence of its usefulness. The respondents are aware that using the internet to achieve conceptual clarity is a viable option.

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An Overview of Edge computing and Role of edge computing in IoT

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Abstract : As a high growth of Internet of Everything (IoE) internet connection has been increased a lot which leads to low bandwidth ,less security low privacy in cloud computing model to over come this edge computing technologies have emerged . Edge computing is an emerging paradigm which refers to a range of networks and devices near the user . Edge means processing the data closer to the end user where it's being generated, so the processing with greater speed and volumes ,which can leads to greater action results in real time. This article is going to summarizes the concept of edge computing ,architecture of edge computing and compares it with cloud computing and role of edge computing in IoT.
Keywords: Edge computing, edge computing architecture , IoT , cloud computing ,edge computing databases .

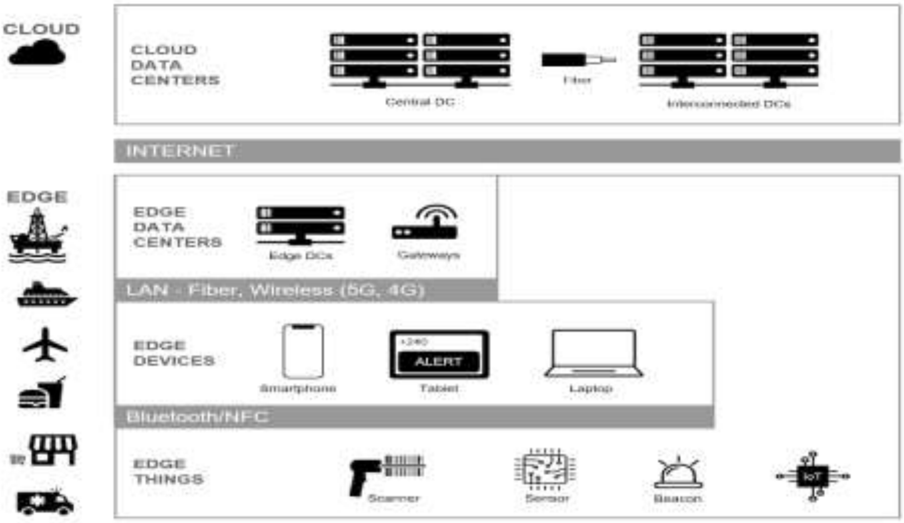
Introduction :

Edge computing is a new computing model. It can be seen from the definition of edge computing that edge computing is not to replace cloud computing but to supplement cloud computing, providing a better computing platform for mobile computing and Internet of things[1]. Edge computing already exists in retail locations , hospitals , factories , which process the critical and sensitive data with more reliable and with high safety , with low latency and without internet connection . Everything in the world now a days become very smart - cities ,health ,movies , agriculture etc . In future with heavy data where billions of devices connected to the internet data processing and fast transfer of data will become crucial. When the things and the information are connected to internet is referred as Internet on things . The raise of mobile computing and IoT created strain on networking bandwidth where edge computing entered . The cloud needs to process a numerous amount of data and the physical distance between the centralised cloud and the end user increases which leads to increase the response time and transmission latency which stress out the user .Processing speed also depends upon the performance of users device .The solution to this problem is *"EDGE COMPUTING PLATFORM "*. As per CB Insights Market Sizing tool, the global edge computing market is established to reach by 2022.[2]. Here data will be processed nearby where it is created so that transfer of data from the cloud can be reduced. According to research firm IDC.[3] International Journal of Engineering Research & Technology (IJERT) Edge computing " mesh network Micro data centres processes and stores the data internally and stores all the data in cloud storage or central data centre" . Edge computing and IoT become common in our life and become an active research field for bandwidth cost saving ,data security ,data integrity and privacy. Edge computing with Internet on things can able to create smart homes, cities, health ,hospitals and smart environment .

Difference between Cloud computing and Edge computing

Cloud Computing	Edge computing
1.Data is stored in cloud	1.Data is stored in client endpoint
2.Dynamic workloads	2.Big datasets will becostly to send to cloud
3.Internet connection must be reliable	3.Any remote locations with limited or no internet connectivity
4.Non time sensitive data processing	4.Real time data processing [4]
5.Data stored in centralised location	5.Distributes data across multiple location
6.Cloud computing is more cost-effective because it centralizes resources in a single location.	6.Edge computing is less cost-effective.
7. Cloud computing lends itself more naturally to applications where large amounts of data need to be processed at once	7.Edge computing is better suited for devices that need fast connections and low latency .

Edge Computing Architecture



[5]

In the above edge computing architecture, the topmost layer is cloud data centres which has interconnected data centre and central data centre. The final repository of the information will be stored in cloud data centre, cloud data centre plays a major role in edge computing architecture. However local applications are not depends on cloud computing The second layer of the edge computing is edge layer. This layer consists of IoT gate way and edge data centres which is going to run on local area network such as wireless , 4G , 5G and fibre cable . Within the edge layer of architecture the individual devices like tablets, laptops and smartphone used by the end users also communicate with IoT devices with edge data centres.There might be n number of edge data centres for easy computing across a business system .For example we may use POS for chain of retail stores which are using edge data centres.

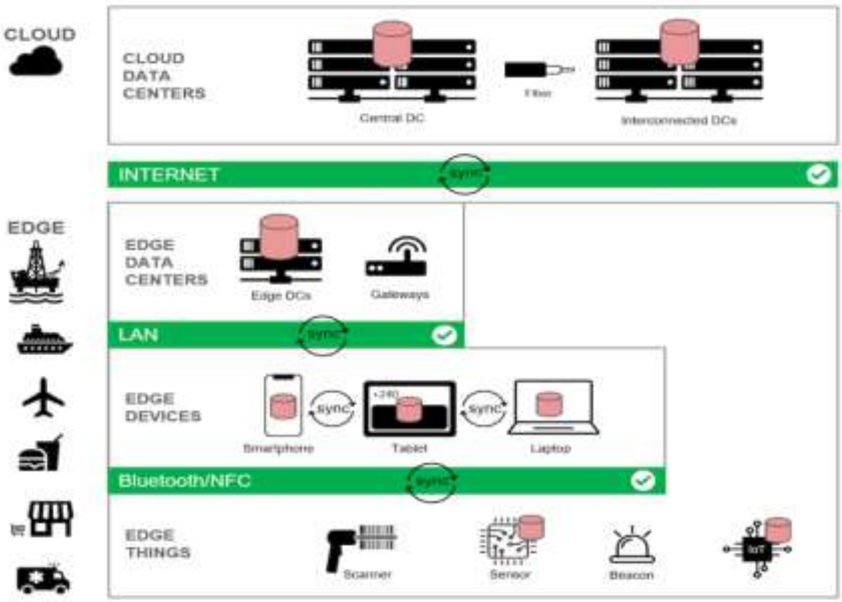
Edge Computing and Databases

When building an edge architecture ,we have to focus on the database that has to be used

1.Database runs in all the layers

2.Distribution and Updation of data happens in all the layers

3.Synchronizes data change immediately in all the layers



In the above edge computing architecture, the red database icons in which the data is stored and processed. In the cloud layer the main database server is installed in the central data centre and the interconnected DC. Next in the edge layer database server is installed in the edge data centre. Even though in the network failure ,the database can directly select IoT devices and edge mobile and the data will be processing continuously.

As such, in the diagram you also see data being synchronized:

In the above edge computing architecture the data is synchronized

1.Between the cloud data centre database server and edge data centre database servers

2.Between databases on devices and IoT and database servers .

3.Between the embedded databases on devices and things, using private area networks

The applications process data in the edge data centres if the internet connections to the cloud data centre stops or slows down.Apps embedded databases will process continuously even though if edge data centre and cloud data centre are not available by processing the data directly between devices. Edge devices with data processing serve as their own micro data centre to run the real time responsiveness until the connectivity is restored with data privacy and security.E dge computing refers to a new computing model that analyzes and processes a portion of data using the computing, storage, and network resources distributed on the paths between data sources and the cloud computing center (Shi et al., 2016). Edge computing focuses on real-time, short-period data analysis, close to the device side, and it is better able to support local business real-time analysis and intelligent processing.[6]

Role of computing in Internet of Things

The Strategic brain of IoT is edge computing . Edge computing will decrease service latency and it is used to reduce the amount of data sent to the cloud. In this section , several roles of edge computing with IoT will be discussed

Data Acquisition

Edge devices ,machines will capture the data for data analysis and perform the process od the data immediately by moving the algorithm to the data . so that we can prevent the product defects efficiently and increase the productivity .Immediate decision can be taken in smart transportation ,traffic light cameras capture the data and also analyse the data

Inferential Controls

Inferential controls are the main components of an edge device . These controls will communicate with the infrastructure which is also controlled by the other organisation .These controls refers the capacity of the device so that the control can interpret things accurately. In a smart transportation ,these controls will provide the drivers with intelligent navigation instructions with the help of GPS.[8]

Data Analysis

Edge computing uses real time data analysis to reduce the latency of information generation from the data has been collected. Edge devices will collect the data from the near by devices and analyse the data and take the decision to deliver actionable insights faster .It reduces the network bandwidth and cost has the data is analysed locally .this technology is helpfu; for many organisations so that the need of the IoT concepts increases a lot . The traffic light cameras analyse the data themselves and communicate with other devices and make the decision immediately to complete the task.

Decision making

After the above process data analysing ,the edge devices has to make a strategic decisions .In a smart transportation system , every second large amount of data will be generated and edge device needs real time processing and have to make correct decision[9] .In real time processing the response time will be more if the data has to send to cloud for processing and decision making.so the data will be analysed locally on the edge device itself to make correct decision on spot .

Data Security

In edge computing data collection data analysis are performed locally so that security of the data increases. Easy to identify any security breach occurs and necessary actions can be taken and implemented.

Conclusion : In this article , we have discussed about the edge computing , difference between edge and cloud computing ,edge computing architecture . The world is moving with millions of data has to be processed and we are in the need of faster connection is being crucial .For real time processing receiving and sending the data to the cloud and get the immediate decision takes more time .The solution for the above problem is edge computing where data collection , data analysis and decision making will takes place in edge device on IoT . This technology is still in developing so it is difficult predict its success .Even though, many organisation are already using this edge computing technology

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The use of 5G technology in higher education

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Abstract - The use of 5G technologies has the potential to transform higher education by enabling faster, more reliable and more immersive educational experiences for students and researchers. This article highlights some of the key applications of 5G-enabled services in higher education, including improved connectivity for online learning, enhanced virtual and augmented reality experiences, real-time collaboration and communication, improved access to educational resources and research data, smart campus environments, and advanced research through real-time data collection and analysis. As higher education institutions continue to adapt to changing technologies and student needs, 5G-enabled services will play an increasingly important role in shaping the future of education and research.
Keyworkds-5G, Higher Education, Libraries, real-time collaboration, 5G-enabled services.

Introduction:

5G technologies have the potential to revolutionize the way higher education institutions operate and deliver educational services. With faster speeds, lower latency, and improved connectivity, 5G-enabled services can enhance the online learning experience, enable real-time collaboration and communication, and provide access to advanced research tools and resources. In this article, we will explore the various ways in which 5G-enabled services can be utilized in higher education, from virtual and augmented reality experiences to smart campus environments and advanced research capabilities. As higher education institutions continue to adapt to changing technologies and student needs, 5G-enabled services will play an increasingly important role in shaping the future of education and research.

Some of the key applications of 5G technologies include:

1. Enhanced online learning, experiences through faster download and upload speeds, higher quality video streaming, and more reliable connections.
2. Virtual and augmented reality experiences that enable students to interact with digital content in a more immersive and engaging way.
3. Real-time collaboration and communication among students, faculty, and researchers regardless of their location.
4. Improved access to educational resources and research data through faster download speeds and more reliable connections.
5. Smart campus environments that use connected devices and sensors to optimize resources, reduce costs, and improve student experiences. Advanced research through real-time data collection and analysis, high-resolution video conferencing, and remote access to lab equipment.

Objectives

1. **Improved connectivity:** 5G technology can provide faster and more reliable connectivity, enabling students and faculty to access educational resources and collaborate in real-time.
2. **Enhanced learning experience:** With access to advanced technologies and tools, students can have a more interactive and engaging learning experience, allowing for more immersive learning experiences.
3. **Increased efficiency:** 5G technology can streamline processes and improve efficiency in administrative tasks, such as online registration and grading.
4. **Improved research outcomes:** Researchers can access more data, collaborate more effectively with colleagues, and perform data-intensive tasks more quickly and efficiently.
5. **Preparation for the future:** The adoption of 5G technology can prepare students for a future where connectivity is ubiquitous and digital technologies are integrated into all aspects of life and work.

Rationale of the study

The rationale for studying the use of 5G technology in higher education is to investigate the potential benefits and challenges of this emerging technology in the context of higher education. The adoption of 5G technology has the potential to revolutionize the way students learn, collaborate, and conduct research, but it also presents challenges that must be addressed. The study can help to identify the specific use cases and applications of 5G technology in higher education, such as remote learning, virtual and augmented reality, and real-time collaboration. It can also examine the potential impact of 5G technology on the learning experience, academic performance, and research outcomes. Furthermore, the study can provide insights into the challenges associated with the implementation of 5G technology, including cost, compatibility, security, and health concerns. By identifying and addressing these challenges, institutions can make informed decisions about the adoption of 5G technology in their classrooms, libraries, and research facilities.

Literature review

1. "5G-Enabled Education: Opportunities and Challenges" by Yi Wang and colleagues (2020) explores the potential of 5G technology to revolutionize education by enabling real-time communication, personalized learning, and immersive experiences. The authors discuss the challenges of implementing 5G in higher education, including the need for infrastructure investment and the potential for security risks.
2. "5G and Higher Education: The Next-Generation Infrastructure for Digital Learning" by Faouzi Kamoun and colleagues (2021) highlights the potential of 5G to improve online learning experiences by providing faster speeds, lower latency, and more reliable connectivity. The authors also discuss the potential for 5G to enable new educational technologies such as augmented and virtual reality, as well as smart campus environments.
3. "5G Technology: A Catalyst for Higher Education Transformation" by Aneesh Kumar and colleagues (2021) explores the potential of 5G to transform higher education by enabling real-time collaboration, immersive experiences, and access to advanced research tools and resources. The authors also discuss the potential challenges of implementing 5G, including cost, compatibility issues, and security risks.
4. "The Role of 5G Technology in Higher Education" by Olatokunbo Fakoya and colleagues (2021) discusses the potential of 5G to enhance online learning experiences and enable real-time collaboration and communication. The authors highlight the potential for 5G to create smart campus environments and improve access to educational resources and research data.

5G enabled services in higher education libraries

The use of 5G enabled services in higher education libraries can provide several benefits, such as:

1. **Improved Connectivity:** 5G technology can enhance connectivity in libraries, providing faster speeds and more reliable connections for students and faculty accessing educational resources and research materials.
2. **Virtual and Augmented Reality Experiences:** 5G can enable libraries to offer immersive educational experiences using virtual and augmented reality technology. This can enhance learning and research by providing more interactive and engaging experiences for students and faculty.
3. **Real-time Collaboration:** 5G can enable real-time collaboration among students and faculty, regardless of their physical location. This can improve productivity and teamwork on group projects and research assignments.
4. **Access to Advanced Research Tools:** 5G can enable libraries to provide access to advanced research tools and resources, such as high-performance computing, artificial intelligence, and machine learning technologies. This can help researchers to conduct more sophisticated analyses and produce higher quality research outcomes.
5. **Smart Libraries:** 5G can enable libraries to create smart environments with connected devices and sensors, providing real-time data on everything from energy usage to book availability. This can help libraries optimize their resources, reduce costs, and improve the student experience.
6. However, there are also potential challenges associated with the use of 5G in higher education libraries, including:
7. **Cost:** The implementation of 5G infrastructure can be costly, and libraries may require additional resources to invest in this technology.
8. **Compatibility:** 5G technology may not be compatible with all existing devices and systems used in libraries, which can create additional costs and technical challenges.
9. **Security:** 5G technology can increase security risks, particularly for sensitive data and research. Libraries will need to invest in robust cybersecurity measures to protect their networks and data.
10. **Health concerns:** There are concerns about the potential health effects of exposure to 5G radiation, although research on this topic is ongoing and inconclusive.

Conclusion

The use of 5G technology in higher education has the potential to revolutionize the way students and faculty access and use educational resources. With faster and more reliable connectivity, real-time collaboration, and access to advanced research tools, 5G technology can enhance the learning experience and improve research outcomes. However, there are also potential challenges associated with the implementation of 5G technology, such as cost, compatibility, security, and health concerns. Therefore, higher education institutions must carefully weigh the potential benefits and challenges of 5G technology before implementing it in their libraries, classrooms, and research facilities. Overall, the use of 5G technology has the potential to transform higher education, and institutions that adopt this technology will be better positioned to meet the needs of their students and faculty in the digital age.

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A Study on Impact of Information Technology in Hrm

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Abstract

HR management practices are important part of an organization’s strategy and human capital may be viewed as its most important asset. As it may also represent one of its largest costs in terms of recruitment, compensation and training, it is understandable that it must control those costs effectively. The contemporary HR function in both public and private sector organizations face various challenges in how and to whom it delivers its services, as well as criticism of its effectiveness both strategically and financially. In the recent era for hnological up gradation and implementation for various activities, IT is playing very important and crucial part in all the organizations. Today, even the situation is like many businesses cannot function without the use of computer technology. This impact is seen nearly in all areas of business like finance, accounting, human resources, marketing, operations, purchase etc. Technology continues to have a significant impact on HR practices. Various HR practices like HR planning, Recruitment and selection, Training and development, Payroll and Performance Management by use of technology. Use of technology has positive as well as negative impact on human resources.

Keywords:- Information Technology, HR Management, HR Information System.

Introduction: -

Human Resource Management:-

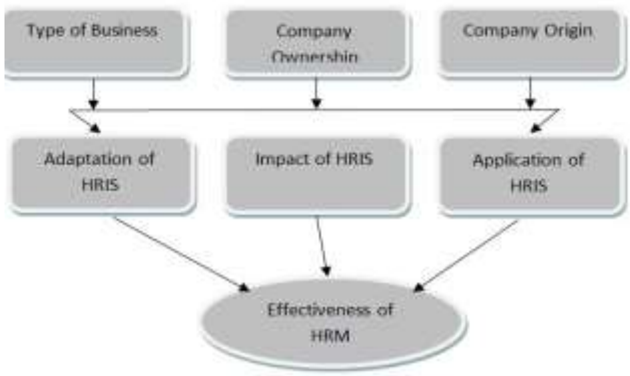
HRM has a variety of definitions, but there is general agreement that it has a closer fit with business strategy than previous models, specifically, personnel management. De Cenzo and Stephens (1996) defined HRM as the part of the organisation that is concerned with the people dimension, and it is normally a staff or support function in the organisation.

Information Technology in HRM:-

The function of the Human Resources Management department is generally administrative and common to almost all organisations. It is mainly to reduce the manual workload of these The introduction and implementation of information technology within the human resource department of organisations is a complex matter and that the requirements for such introduction and implementation differs from firm to firm depending on the nature of the firm’s human resource management strategies. The use of ICT (Information and Communications Technology) can establish The introduction of information technology to human resource management activities is usually driven by potential factors such as the speed and efficiency of processes, cost savings, enhanced customer satisfaction, accuracy of data, improved transparency and consistency of processes, increased availability of information and the facilitation of a change in the role of HR managers. The major areas of implementation of human resource management system include payroll, work time, benefits administration, HR information management, and recruiting, training system and performance record **(Adewoye & Obasan, 2012).**

administrative activities, organisations began to automate many of these processes by introducing IT–oriented software applications which gradually led to the development of specialized Human Resource Management Systems (HRMS). The use of information technology in HRM has grown considerably in recent years and there are now extensive applications across a wide range of HRM activities in all the sectors. HRMS is a system that helps an organisation to acquire, store, manipulate, analyse, retrieve and distribute information about an organisation’s human resources. The term ‘e-HRM’ is used to express the use of information technology within the HRM function.

more virtual customer relationships within the organisation and can also improve employee voice through social networking **(Martin et al, 2009). Wachira (2010)** observed that HRM should be concerned with application of internet and web based systems and mobile technologies to change the nature of interactions among HR staff.



Model for effectiveness of HRM

Review of Literature: -

Nzari (2017) Information technology plays an important role in increasing the efficiency and productivity of human resources and in general in the growth of organizations. Because human resources are the main capital and strategic factor of any organization. On the other hand, today, having high quality human resources with high productivity, having new and up-to-date information and methods and information technology skills, determines the position of nations in the hierarchy of global divisions. When human resource training is objectively aimed at the excellence and growth of organizations.

Tanya Bondarouka & Chris Brewster (2015) learning from running an HRM course at Harvard and offered what is frequently called the Harvard map of the territory a view of HRM as being moulded by its different contexts, defined (sometimes differently) by its varied stakeholders, and having long-term outcomes that impact all of the potential stakeholders. In information technology (hereinafter referred to as technology) we start from observations that technologies have changed (through enabling and/or constraining). HRM practices by introducing for example, e-recruitment, e-training, or e-competence management.

Imran Rana, Ijaz Mirza & Sajid Muhamaad (2014) this research paper is about recruitment, selection and training procedure in a Rescue 1122. It comes with findings like the policy should non-discriminatory, fair & should meet all legislative requirements. In selection process, no personal information should be revealed to selection panel. This company mostly using external recruitment. It comes with findings like management use training need assessment and also go for capacity building. The company should appoint professionally HR qualified people which will help to minimize flaws.

Neeraj Kumari (2012) The main objective of this research paper is to identify general practices that organizations use to recruit and select employees and, to determine how the recruitment and selection practices affect organizational outcomes at SMC Global Securities Ltd. The research methodology applied is the exploratory. This paper came with findings like, company considered portals as the most important medium of hiring employees. The employees working in the company consider the employee references are one of the most reliable source of hiring the new employees. Company always takes in consideration the cost-benefit ratio. Human Resources Information Systems (HRIS) are systems used to collect, record, store, analyse and retrieve data concerning an organization's human resources, but it is not merely reduction of administrative procedures. The importance of HRIS system is multifaceted, ranging from operational assistance in collecting, storing and preparing data for reports, simplifying and accelerating the processes and controlling the available data, reducing labour costs for HR departments, and providing timely and diverse information to the management of the company, based on which it is possible to make quality strategic decisions related to human capital.

Objectives Of The Study:-

1. To identify different organisational variables in Indian companies while adapting HRIS, experiencing its impact to give a better HR output.
2. To identify different HR areas where organisations are prone to use Human Resource Information Systems.

Hypotheses Of The Study:-

H01: Type of business sector, Company ownership and Company origin do not have a significant effect on the adaption of information technology in HRM in the form of HRIS.

H02: Type of business sector, Company ownership and Company origin do not have significant effects on impact of HRIS.

Research Methodlogy:-

Primary data are procured in this research. The primary data is collected through a well-structured survey instrument that is distributed among the select Indian organizations that are selected using purposive sampling method. Quantitative Research is used to quantify the problem through generating numerical data that can be transformed into useable statistics. In this study, quantitative research design is found to be the most suitable type of research design. The population for this study includes HR managers and HR staff who are directly responsible and are involved in HR activities in their respective organizations and also other staff from other departments who are indirectly involved in HRM activities in their respective companies due to their supportive job roles. The sample subjects for the present research are the select Indian industries from different business sectors.

For the purpose of the present study, a list of wide range of companies is procured from the sources such as Confederation of Indian Industry and other websites. The companies are selected based on purposive sampling method. A well-structured questionnaire is prepared and administered to a total of 75 respondents.

Analysis And Interpretation:-

Table No. 01 Type Of Business And Adaption Of It In Hrm

S.No.	Activities	Type of business	N	Mean	S.D	t value	p value
1	HR planning	Manufacturing	45	16.31	1.47	1.3749	0.1734
		Service	30	15.84	1.42		
2	Recruitment and selection	Manufacturing	45	9.25	1.09	0.9581	0.3412
		Service	30	9.49	1.02		
3	Training and Development	Manufacturing	45	10.42	1.52	0.6928	0.4906
		Service	30	10.18	1.39		
4	Payroll	Manufacturing	45	7.59	1.28	0.5143	0.6086
		Service	30	7.44	1.17		
5	Performance Management	Manufacturing	45	12.68	1.33	0.7420	0.4605
		Service	30	12.46	1.14		

It is proved that there is no significant difference between manufacturing and service sectors among their adaption of Information technology in HRM in the form of HRIS. Hence, the null hypothesis of type of sector is accepted for ‘HR Planning’, ‘Selection and recruitment’, ‘Training and development’, ‘Payroll’, and ‘Performance Management’.

Table No. 02 Company Ownership And Adaption Of It

S.No.	Activities	Ownership	N	Mean	S.D	t value	p value
1	HR planning	Public	25	17.85	1.89	4.5600	0.0001
		Private	50	16.24	1.16		
2	Recruitment and selection	Public	25	14.32	1.48	3.7173	0.0004
		Private	50	13.08	1.30		
3	Training and Development	Public	25	15.58	1.66	4.2910	0.0001
		Private	50	14.02	1.39		
4	Payroll	Public	25	12.77	1.17	4.1193	0.0001
		Private	50	11.35	1.51		
5	Performance Management	Public	25	8.55	1.41	3.3865	0.0001
		Private	50	7.22	1.69		

It is proved that there is significant difference between the respondents from public and private sectors among their adaption of IT into HRM activities. Hence, the null hypothesis is rejected for ‘HR planning’, ‘Selection and Recruitment’, ‘Training and Development’, ‘Payroll’, and ‘Performance Management’.

Table No. 03 Company Origin And Adaption Of It

S.No.	Activities	Origin	N	Mean	S.D	t value	p value
1	HR planning	Indian	60	18.33	1.40	3.4962	0.0008
		MNC	15	16.95	1.22		
2	Recruitment and selection	Indian	60	13.89	1.79	3.3949	0.0011
		MNC	15	12.18	1.54		
3	Training and Development	Indian	60	11.77	1.37	4.4267	0.0001
		MNC	15	10.08	1.10		
4	Payroll	Indian	60	17.62	1.49	3.0904	0.0028
		MNC	15	16.32	1.31		
5	Performance Management	Indian	60	14.44	1.89	2.8121	0.0063
		MNC	15	12.88	2.05		

It is proved that there is significant difference between the origin of companies and their adaption of IT in 'HR Planning', 'Selection and Recruitment', 'Training and Development', 'Payroll', and 'Performance Management'. Hence, null hypothesis of company origin is rejected for all the variables.

Table No. 04 Type of Business And Impact Of Hris

S.No.	Impact	Type of business	N	Mean	S.D	t value	p value
1	Reduced Time Consumption	Manufacturing	45	9.74	1.40	0.3688	0.7133
		Service	30	9.62	1.35		
2	Information Flow	Manufacturing	45	11.25	1.08	0.1209	0.9041
		Service	30	11.22	1.01		
3	Decision Making	Manufacturing	45	16.84	0.96	0.5913	0.5562
		Service	30	16.71	0.89		
4	Cost Aspect	Manufacturing	45	13.93	1.73	0.1998	0.8422
		Service	30	13.85	1.65		

It is proved that there is no significant difference between manufacturing or service sectors for the Impact of HRIS. Hence, null hypothesis of type of business is accepted for 'Reduced Time Consumption', 'Information Flow', 'Decision Making', and 'Cost Aspect'.

Table No. 05 Company Ownership And Impact Of Hris

S.No.	Impact	Ownership	N	Mean	S.D	t value	p value
1	Reduced Time Consumption	Public	25	15.59	1.84	0.5354	0.5940
		Private	50	15.36	1.71		
2	Information Flow	Public	25	12.42	1.06	0.9239	0.3586
		Private	50	12.16	1.19		

3	Decision Making	Public	25	17.49	1.33	0.9188	0.3612
		Private	50	17.18	1.40		
4	Cost Aspect	Public	25	14.22	1.91	0.5277	0.5993
		Private	50	13.98	1.83		

It is proved that there is no significant difference between the respondents' reported company ownership on the Impact of HRIS variables of 'Reduced Time Consumption', 'Information Flow', 'Decision Making' and 'Cost Aspect'. Hence, the null hypothesis is approved for Impact of HRIS.

Table No. 06 Company Origin And Impact Of Hris

S.No.	Impact	**Origin**	N	Mean	S.D	t value	p value
1	Reduced Time Consumption	Indian	60	9.97	1.65	0.4315	0.6674
		MNC	15	9.76	1.83		
2	Information Flow	Indian	60	12.40	1.58	0.4758	0.6356
		MNC	15	12.62	1.69		
3	Decision Making	Indian	60	17.28	1.21	0.7372	0.4634
		MNC	15	17.02	1.27		
4	Cost Aspect	Indian	60	13.19	1.14	1.0160	0.3130
		MNC	15	12.86	1.06		

It is proved that there is no significant difference between company origin and the Impact of HRIS variables, 'Reduced Time Consumption', 'Information Flow', 'Decision Making', and 'Cost Aspect'. Hence, the null hypothesis is accepted for all the Impact of HRIS variables.

Findings:-

1. 1 **Adaption of IT in HRM in Form of HRIS:** This research shows that different business units in terms of nature of their output, i.e. manufacturing and service sectors have no significant effect on their adaptation of information technology in their human resource management in form of HRIS. There exists a significant effect of company ownership, i.e. public and private sector on the adaptation of information technology in form of HRIS. With respect to the origin of companies, there found to be a significant effect of company origin on their adaptation of HRIS.
2. **Impact of HRIS:** The research also indicated that Impact of HRIS is perceived uniformly by both the manufacturing and service sectors. It was found that the employees from both business units exhibited their opinions about Impact of HRIS in terms of reduced time consumption, easy information flow, better decision making and reduced costs. Similarly, with respect to company ownership there is no significant difference between the perceptions of respondents from public and private sector companies. Same finding is also observed in case of company origin. Respondents both from MNCs and firms of Indian origin exhibited similar pattern of impact of HRIS in terms of reduced time, clear information flow, proper decision making and reduced costs.

Limitations of The Study:-

1. The findings are primarily based on the data collected through a questionnaire from key informants. Gathering the data in their own words might have thrown up some light on what actually is going on regarding HRIS in their HRM activities.
2. This research is primarily based on primary information, i.e., opinion survey. One of the major problems with this type of study is that the findings do not reveal what organizations are actually doing. The information disclosed by the respondents may not be the true reflection of actual HRIS modules followed by them. Hence, the limitation of this study is that over-reporting or under-reporting of such activities may

produce biased results. A more qualitative research with case studies is necessary.

3. The effectiveness of the research methodology used influence the validity of the findings. The aim of the study is to cover the Indian industries, but the sample size is 226 which may not be proportionate to represent the whole country though the sample is adequate as explained in the research methodology. The findings in this paper are based on information of only a limited number of organizations and hence cannot be generalized.

Conclusion:-

1. Information technology has penetrated in to every kind of business, promoting their efficiency and effectiveness. Human Resource Information Systems, as an application of information technology, abolishes the traditional Human Resources Management introducing information systems and the use of computer. HRIS can be stated as intersection of human resources and information technology. Some companies successfully implement HRIS in all areas of HRM while others apply HRIS in few areas. There could be several reasons for this restriction. Perception of employees may be considered as one major factor for such.
2. This study is based on the premise that just a survey of HRIS initiatives in Indian companies is not sufficient. There is a need for developing and testing a model which could be used for effective implementation of HRIS leading to effectiveness of HRM.
3. The results pertaining to the adaptation of information technology in form of HRIS are analysed in relation to type of business sector, company ownership and company origin.
4. This research reveals that there is no significant difference between the respondents from manufacturing and service sector units while adapting HRIS in their firms.
5. The research also indicates that there is significant difference in the respondents from public and private sector units about the adaption of HRIS. Similarly, there is significant difference among the MNCs and companies of Indian origin about the adaptation of HRIS.

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A Portrait of Woman in the Novels of Kamala Markandaya: A Review

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Novel is very extensively used and appreciated genre by modern writers. Presently, it has become the dominant literary form all over the world. Hence, 'wherever literacy has spread the novel - realistic, precise, this-wordly - has swiftly followed. 'The Art of Fiction' as Henry James reverently called it, is not reserved for a few initiates. The modern world demands film and television programmes. Indeed it is only through the novel that literature, the unglamorous written word without colour or illustration, is able to compete with its brash competitors of the screen.'[1]Indian English novel is also glorified by the notable Indian novelists like Nayantara Sahgal, Bharati Mukharji, Kamala Surayya, Mahashweta Devi, Kamala Markandaya etc. The novels written by Indian woman novelist will be the best source to understand the exact condition of women in Indian social and family scenario. Many women novelists have explored the ethical and spiritual predicament of woman in their novels and showed their endeavors to face the challenges of life to achieve a complete harmony in family relations. These writers have created their own recognition in Indian Literature in English by keeping honesty with the art of fiction. According to K.R.S. Iyengar 'Women are the natural story-tellers even when they don't write or publish.'[2] A women can express the plight of a woman more effectively. Actually, 'Woman was easily caught in the meshes of intrigue, and social taboos of all kinds and her subservience to man gave her very little freedom of action. Yet she managed to endure somehow, by sheer power of her womanliness – her gifts of beauty, love, patience, compassion and goodness'.[3]

However, this is a simple attempt to take a short review of the female characters in the novels of Kamala Markandaya who is popular for her honest and realistic inscription of the female characters. She was born on 23 June 1924 into an upper middle class family. Kamala Markandaya has a comprehensive sensibility for female psychology, so she could have boldly explored each and every aspect of female personality in her novels. She emphasizes that a woman is not lower and inferior to man but she plays a fundamental role in upholding the holiness of her family. Markandaya's women have given a ray of hope to others and encourage the women who are isolated, frustrated and dominated. Kamala Markandaya wants her women should come out of their disappointed and frustrated life. Markandaya has encouraged the women and their feminine sensibility and brought them into life by defining their problems. The women characters in kamala Markandaya's novels possess the extraordinary life affirming qualities. The characters like Rukmani, Anusaya, Helen, Jayamma, Nalini, Mohini, Usha, Sarojini, Mirabai, Pamela, Roshan, etc. are symbol of wisdom, strength, and courage. These women characters of Markandaya are many times better than the male characters in her novels. Kamala Markandaya has very realistic approach towards the life of woman therefore it is natural that women characters are very significant in her novels. She has been called 'one of the most important Indian novelists writing in English[4]'.

Markandaya began her career as a writer with her first novel *Nectar in a Sieve* published in 1954. The popularity of this novel encouraged her for further writing. Markandaya's another novel *Two Virgins* brought her international reputation as a writer. The other novels by Markandaya are *Some Inner Fury, A Silence of Desire, Possession, A Handful of Rice, The Coffer Dams, The Nowhere Man, Two Virgins, The Golden Honeycomb* and *Pleasure City and Bombay Tiger*. In major of her novels Kamala Markandaya treats woman as a liberated individual in search of her real personality. These women are tender but strong to fight with the destiny. Kamala Markanday is mainly known for her writing about culture clash between urban and rural societies in India.

The novel *Nectar in a Sieve* is the reflection of an old woman named Rukmini who married Nathan at very younger age. This novel presents the social contempt for a childless woman in certain sections of Indian society, the poverty and lack of food, timid conditions of the villagers who become the victims of social and economical problems. They live permanent insecure life as Rukmani says that fear is their constant companion. They have the fear of unkind nature, hunger, and death. However, Rukmini never loses her faith in life. She fights with the nature and dreadful poverty with all her womanly strength and will power. She sacrifices all her savings to buy food for her family. As a traditional woman, she is moved with her husband's inspiring words. She is satisfied with her simple life and always ready to work hard. Rukmini gets shock when her married daughter returns back being a barren woman because she knows better that a barren woman is always affronted by society and sometimes discarded by her husband. Rukmani's sorrows knew no bounds when she knows her daughter; Ira has been going through a critical situation being a childless woman. She bears shocks aftershocks but never surrenders to the destiny. She accepts the realities of life and proves herself as a symbol of power. Markandaya, thus draws our attention to the fact that notwithstanding the pessimism and despair which may appear there is a strong desire for life, optimism and confidence in her women characters.

If Rukmani is significant for her courage and patience, Mirabai in *Some Inner Fury* is remarkable for her sacrifice. Mirabai is at the centre with her full feminine consciousness and creative understanding. She is enough modern but her mind does not overcome her traditional consciousness. Mira represents herself as a rebellious woman. Premala is traditional by nature and behaves in order to become a devoted wife. She loves her children and moved when looks at their pitiable condition. Premala, till the end of her life remained faithful towards her husband. But her feminine desire to be a mother remains incomplete. Her act of adopting an orphan child makes her husband that wife is not mere a property but is a woman who has her own desires.

Kamala Markandaya in *A Silence of Desire* examines the human crises, the psychological stresses and isolation. A new face of a traditional woman may be seen here in the form of Sarojini's more religiousness. Sarojini manages her family being a good wife, good mother and a good cook. Her religious nature comes out with the pictures and images of God and Goddesses in her dining room. She worships the God, visits temples and attends swami's preaching enthusiastically. Her husband Dandekar is modern in outlook but relishes the traditional image of woman. He hopes Sarojini must be traditional and faithful to him. His doubt about Sarojini's chastity creates a wide gulf in their relationship. Sarojini who values chastity gets shock when her husband calls her 'a soiled woman'. But she bears it and thinks that she is right and has done nothing wrong. She recompenses her outgoing hours by working hard and little sleep which is a common feature of a traditional woman. Sarojini is deeply hurt at the suspicious behavior of her husband but she never tries to explain it. They approximately do not speak to each other for a long time but at last, the silence is broken and the complete situations become well.

Kamala Markandaya's *Possession* deals with the story of different type of women, Anusaya and Caroline and Annabel. Anusaya is well aware of her tradition and Caroline is the true representative of the British mentality. Caroline possesses Valmiki to satisfy her personal pleasure and takes him to England as a source of money making. She treats him well but uses him different way. Annabel is the liberated girl and truly modern. She develops a relationship with Valmiki and hopes to marry him but Caroline cannot tolerate it because Valmiki was in her possession.

Kamala Markandaya's *A Handful of Rice* reveals the cultural conflict between the two cultures. Nalini in *A Handful of Rice* is a woman who is virtuous, decent and has a perfect feminine outlook. Ravi falls in love with her and married her thinking that she will be a great supporter throughout his life. She has some common features of a traditional woman. She never complains against the exploitation by her husband. Nalini is modest humble and self-satisfied. She is a traditional wife, good sister and a good mother and being a true daughter, she looks after her father in his illness. She guides her husband and honestly supports him in his critical situation. On the contrary, Thangam is completely different type of woman. Nalini is virtuous whereas Thangam never cares for it. She never observes moralities. Thangam challenges the traditional image of woman by leaving her father alone in a wretched condition. Exactly opposite to the character of Nalini, Thangam is dishonorable, hard-hearted and selfish. Jayamma in *Handful Rice* is known as a cruel, selfish and an ungenerous woman. She is a practical woman with a great common sense and full knowledge of human psychology. She is very greedy. One night, Ravi becomes furious and beats Nalini and in the fit of anger, he rapes Jayamma. When Ravi expresses regret she boldly says him that she has forgotten that event and never cared about that. Jayamma is entirely opposite to Sarojini as regards to woman's chastity. With her dominating nature Jayamma holds her family as in a matriarchal society.

Markandaya's next novel *The Coffer Dams* is based on the internal conflicts between the oppressed and the oppressor. The arrogant British officer, Clinton is very hard-hearted whereas Helen, his wife who has a soft corner for the poor. Helen has a human deliberation and good wills for others which make her a symbol of sympathy. She wants to establish a harmonious relation between two cultures. Helen is trapped between her natural individual needs and the demands of her husband. She tried to establish human values but she had to pay a tremendous amount for that. Kamala Markandaya reveals different aspects of the image of woman by using a novel as an appropriable medium for her purpose. It can be said that through her woman characters, she has been finding herself somewhere. Kamala Markandaya is very conscious about the sexual relationship. For her, sex is not only the physical need but it is a spiritual ceremony. She admires it, worships and loves it. It is a key to open the doors of true love that lead to the world of eternal delight. In *Two Virgins,* Kamala Markandaya draws an image of a young girl who is secretly yearning for sex. Unfortunately as the cultural limitations, sex is commonly a forbidden thing in Indian society.

In *The Golden Honeycomb* Kamala Markandaya introduces the readers to the national awakening leading to struggle against the colonizers. The characters like Manjula, Mohini and Usha have their roots in Indian tradition. These two women are used as the model of traditional womanhood. Manjula as a true patriot animates her grandson Rabi against the British rulers and arouses anti-British feelings into his mind. As a true traditional woman she is quite anxious about the future heir to continue the lineage. Manjula is rebellious; she feeds her baby herself which is against the royal customs. But she thinks that it is quite against the basic human freedom to prevent a mother from nursing her own child. Her blood is full of patriotic feelings. Manjula has sown the seeds of royal rebellion in Mohini. Bawajiraj III falls in love with Mohini and wishes to marry her and make the queen. But Mohini regards all kinds of freedom and boldly rejects his proposal of marriage by saying that she wants to be free and would not like to be a queen at the cost of her freedom. She hates every kind of slavery. Mohini wants to enjoy her life according to her own values and norms. She is really a symbol of freedom and a strong willpower. Kamala Markandaya's *Pleasure City* explores the universal relation of humanity. In this novel, she portrays different types of images of women. Mrs. Bridie is like the Mother Mary who has a lot of sympathies for poor and she is always ready to help them. She tries hard to lessen their suffering. Perhaps being childless she tries to find out some moments of pleasure in the company of these people. Valli in *Pleasure City* represents herself as a woman who is neither completely traditional nor entirely modern but at the center of both. She is conscious about her family responsibilities. Valli is cooperative and self-supported. She crosses the threshold of her home and earns money by working as a sales assistant. She boldly runs a shop and enjoys free life.

Kamala Markandaya's novels state that women are not weak to men although they are better in every field and fight boldly with challenges by taking risks. In fact, 'Kamala Markandaya's female figures are subjected to binary pulls, torn between tradition and modernity, between the desire for autonomy and emancipation, and her need for nurturance; between her duty as a daughter, a wife and a mother and her dignity as a human being'.[5] Consequently this is a short review of Kamala Markandaya's women characters that represent different portraits of women characters and female perception. Throughout her novels, Kamala Markandaya presents a new vision for women by creating a new strength for them. She explores some of the best aspects of the personality of a woman who has a natural influence to change the life from adversity to privilege.

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Interrogation of Feminism in the Select Fiction of Chetan Bhagat.

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Abstract:
My paper explores that how to understand and sympathize the sensibility of feminism, it is important to observe that Indian feminism presents altogether different picture sequences. Indian society has always been highly hierarchical. Men and women are no more seen through the old spectacle which marks men as superior and women as inferior. Chetan Bhagat is one of the most famous living novelists of India. He is a favourite of the youth and has many a time been crowned as an icon of them. Chetan Bhagat's writing is more feminine than masculine. He gives voice and shows his concerns more to his ladies than to his heroes. Bhagat has tried to feel and express the feelings and emotions of the ladies. Bhagat believes that women have equal right to demand for equality in society as men. In Chetan Bhagat's fiction we find feminism qualities highly and also female as dominant, competitive, ambitions, modern, self-dependable and strong feminist concept. Today it is very popular theme, also so many writers working on it and one of them Chetan Bhagat in his fiction he highly focus on feminism.

Chetan Bhagat has written seven fictions. In these fictions **I have chosen 2-states, One Indian Girl, and One Night @ Call Centre**. In these fictions I found maximum level of feministic views.

Key words: Masculinity, Indian women, Status of new generation women, female liberty etc…

Introduction:

In India, where marriage is a sacrament, a man and a woman living together without getting married is a sin. But the majority of Chetan's protagonists enjoy Pre-Marital Sex. No other writer of the past, but Bhagat sanctified sex in his works. They watched the reluctance of the woman in it, whereas Bhagat has installed it in the willingness of the woman. For the current generation lovers, sex is a way of expressing their love for their partner and they do it before the necessary social rituals. They look at sex as an inevitable thing in love. That is why; they indulge in sex every now and then. At last, they either get married or committed to live together. By this aspect, Bhagat has invited a big sign of interrogation on the chastity and fidelity of the girls in the new era

Interrogation of Feminism in the Fiction Girls: Under the impact of westernization, women may wish to sport any adventure against the will of the societal restrictions and succeed, but the sport may put them into vast complications for which they should have got enormous guts and support to meet those challenges.

Modern women in 2 States: Krish and Ananya in 2 States fall in love with each other in a strange way. At IIM Ahmedabad, they started studying together in Ananya's room. Krish could not concentrate on his studies, as he is distracted by Ananya's looks. One day just like that, he tells her so and their love-life gets started quite surprisingly. His treatment of love distinguishes Bhagat from others. His men do not chase women. The women are the chaser and the men are the chased in his novels**.**

In India, where marriage is a sacrament, a man and a woman living together without getting married is a sin. But the majority of Chetan's protagonists enjoy Pre-Marital Sex. No other writer of the past, but Bhagat sanctified sex in his works. They watched the reluctance of the woman in it, whereas Bhagat has installed it in the willingness of the woman. For the current generation lovers, sex is a way of expressing their love for their partner and they do it before the necessary social rituals. They look at sex as an inevitable thing in love. That is why; they indulge in sex every now and then. At last, they either get married or committed to live together. By this aspect, Bhagat has invited a big sign of interrogation on the chastity and fidelity of the girls in the new era. Bhagat's writing matches with the youth mentality, but it fails to stand on the moral expectations of the older generations and unknowingly, it invites trouble for ladies that would end up in great disasters.

Interrogation of Feminism in this fiction: Men and women are no more seen through the old spectacle which marksmen as superior and women as inferior. In this global atmosphere, so far belittled women are given their due place and respect. With their own intellect and abilities, they are seen to be working shoulder to shoulder with men.

Girls in the new era: In India, where marriage is a sacrament, a man and a woman living together without getting married is a sin. But the majority of Chetan's protagonists enjoy Pre-Marital Sex. No other writer of the past, but Bhagat sanctified sex in his works. They watched the reluctance of the woman in it, whereas Bhagat has installed it in the willingness of the woman. For the current generation lovers, sex is a way of expressing their love for their partner and they do it before the necessary social rituals. They look at sex as an inevitable thing in love. That is why; they indulge in sex every now and then. At last, they either get married or committed to live together. By this aspect, Bhagat has invited a big sign of interrogation on the chastity and fidelity of the girls in the new era.

Findings:

1. To explain the concept "feminism" with different perspectives.
2. The concept of feminism in Chetan Bhagat's selected fictions.
3. Interrogation of feminism In this society to equality.
4. Found Female liberty and individualism in
5. 1} 2-States and
1. 2} One night @ call centre
6. We can find Status of new generation women in Study
7. 1} One Indian Girl and
1. 2} Half Girlfriend.
8. We can find Chetan bhagat sanctified sex to design feminist centric in his works.

The present topic attempts to explore on aspects like feminism, liberty of women, individualism, self depend. And they have high ambition, modern, love, friendship, caring and family relations. Chetan Bhagat is seen more as a youth icon than just an author. Bhagat also writes opened columns for leading newspapers, focusing on youth and national development. His characters are social rebels and his female protagonists remind us of the female characters of G. B. Shaw for their vitality viz. Natural female instinct. The place of action of his novels is set in the hustle and bustle of Metropolitan Indian cities. With the growing urbanization and globalization, a number of opportunities have opened up all around. Through this topic I wish to explore feminism represented in Chetan Bhagat's fictions and how he gave more importance to feminism.

"The study will make analytical and critical reading of the selected fictions of Chetan Bhagat. The feminism theory is applied to study selected fictions of Chetan Bhagat. Feminism theory adopts the methods of reading employed by Elaine showalter, Marilyn Frye, Charlotte Bunch and Gayatri spivak. This study will take the help of primary resources as well as the secondary resources like articles, journals and thesis on this particle concept.

Conclusion:

Chetan Bhagat has deftly portrayed the element of vitality in his women protagonists. His women characters believe in "an absolute, a perfect, a pure and a Noble freedom". They always take initiative in the courtship.Thus, they break the social protocol man ever chases women. They are the chasers and the men are chased.

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Role of Famer Producer companies with help of farmers availability of new market in India for their commodity

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Abstract:

The size of operational holdings in India is continuously declining with every successive generation. The situation has raised serious question on the survivability of these small holders .On the other hand, the rapid increase in population coupled with substantive increase in incomes and purchasing power has led to increased demand for quality food and agricultural products. Being smallholders, these farmers suffer from some inherent problems such as absence of economies of scale, access to information and their inability to participate in the price discovery mechanism. The participation of farmers is observed to be restricted by limitations like poor vertical and horizontal linkages and limited access to market, training and to finance. Poor information flow along the chain, has also been identified as a vital constraint .The problem of access to market is even more pronounced for small and marginal farmers

Introduction

Farmer Producer Organisation (FPO) is a generic name, which refers to farmer- producers' organization incorporated/ registered either under Part IXA of Companies Act or under Co-operative Societies Act of the concerned States and formed for the purpose of leveraging collectives through economies of scale in production and marketing of agricultural and allied sector. The concept behind Farmer Producer Organizations is that farmers, who are the producers of agricultural products, can form groups. To facilitate this process, the Small Farmers' Agribusiness Consortium (SFAC) was mandated by Department of Agriculture and Cooperation, Ministry of Agriculture, Govt. of India, to support the State Governments in the formation of Farmer Producer Organizations (FPOs).The Government of India has approved and launched a Central Sector Scheme of "Formation and Promotion of 10,000 Farmer Producer Organizations (FPOs)" to form and promote 10,000 new FPOs till 2027-28.Prime Minister Narendra Modi, on 29 February 2020[5], launched 10,000 FPOs across India from Chitrakoot Under the scheme, the formation and promotion of FPO is based on Produce Cluster Area approach and specialized commodity-based approach. While adopting cluster-based approach, formation of FPOs will be focussed on "One District One Product" for development of product specialization. Nearly 86 per cent of farmers are small and marginal with average land holdings in the country being less than 1.1 hectare. These small, marginal and landless farmers face tremendous challenges during agriculture production phase such as for access to technology, quality seed, fertilizers and pesticides including requisite finances. They also face tremendous challenges in marketing their produce due to lack of economic strength. FPOs help in collectivization of such small, marginal and landless farmers in order to give them the collective strength to deal with such issues. Members of the FPO will manage their activities together in the organization to get better access to technology, input, finance and market for faster enhancement of their income.

Research Methodology

To understand the current trends and patterns in FPOs, we analysed the data on FPO supported by National Bank for Rural Development (NABARD) and Small Farmers Producer Organization (SFAC). NABARD and SFAC under various programmes ,support FPOs and maintain a database on their name, location, commodity and business activity in their sites (provide the sites; NABARD- https://nabfpo.in/images/staticFPO.html, SFAC - http://sfacindia.com/List-of-FPO-Statewise.aspx).

The state level distribution of the number of FPOs and their legal status were tabulated and visualized in GIS graphs. The commodity and business activities of FPOs were captured using word cloud. Word cloud is an image composed of words and size of each word indicates the frequency of the word. Visualization of commodity and business activity provide insights major commodity and business activity among the FPOs.

Objective:

1. To Study the role of farmer producer companies for solving problems of new market for availability in India

2. To Study the various issues and Challenges in farmer producer companies to growth and market facility for farmers in India.
3. To Study the development farmer producer companies marketing for farmer's commodity in agriculture sector in India
4. To Study conclusion and measure of marketing facility for farmers for farmer producer companies in India

To Study the role of farmer producer companies for solving problems of new market for availability in India

The growth in the Indian agriculture sector has been impressive in the last three decades except for a few years of ups and downs. There is an increase in production of all agriculture and allied products over a period of time. Even during the Pandemic situation, the growth in the agriculture sector was positive. However, over a period of time, it is observed that the per capita income of the farmers has been lowest among all the sectors. The major constraint of Indian agriculture is the diminishing size of landholding. As per the 2015 census, the proportion of small and marginal farmers is more than 85 percent of total land holdings in the agricultural economy of India. Being smallholders, these farmers suffer from some inherent problems such as the absence of economies of scale, access to information, and their inability to participate in the price discovery mechanism. The only way to solve the problems of these small holders is to aggregate them into a group so that there will be operation of economics of scale. Thus, given the situation of the smallholders, their problems are of prime concern for the sector. Various institutional interventions by government, private and civil society organizations, have tried to link smallholders to the input and/or output markets.

To Study the various issues and Challenges in farmer producer companies to growth and market facility for farmers in India.

Various institutional interventions started by government, private and civil society organizations, have tried to link smallholders to the input and/or output markets. Several attempts have been made to aggregate the farmers into different forms of groups. However, the success achieved has been limited. These include agricultural cooperatives, self-help groups, commodity interest groups, farmer producer organizations, producer companies, etc. There is a need for aggregation of farmers in order to benefit from economies of scale. Group members are able to leverage collective strength and bargaining power to access inputs, services and appropriate technologies leading to reduction in transaction costs. Recently, a new model of aggregation in the form of Farmer Producer Company (FPC) has evolved. The instrument of Farmer Producer Company (FPC), registered under Companies Act, 1956 is emerging as an effective Farmer Producer Organization (FPO) to cater to the aggregation needs of farmers at the grass root level. The main objective of mobilizing farmers into member-owned producer companies, or FPCs, is to enhance production, productivity and profitability of agriculturists, especially small farmers in the country. It takes care of the entire supply chain and hence is a distinguished model compared to other aggregation models. FPCs offer a wide range of benefits compared to other formats of aggregation of the farmers. Its main activities consist of production, harvesting, processing, procurement, grading, pooling, handling, marketing, selling, and export of primary produce of the members or import of goods or services for their benefit. It provides for sharing of profits/benefits among the members. This issue of the Extension Digest focuses on the rationale for Farmer Producer Organization/Companies; concept and genesis of FPOs/FPCs; policy issues for promotion of FPOs/FPCs and presents some Success stories of these Organizations. I am glad to inform that "Extension Digest" is revived after a gap of 16 years with a timely theme on "Harnessing Social Media for Agricultural Development". Social Media have now become an important means of communication for everyone in all the sectors. These tools are impacting the agriculture sector too. Social Media applications are providing new opportunities for Agricultural Research, Extension, Education and Marketing Organisations to communicate and collaborate and enabling exchange of information and networking among agricultural officers and farmers. More importantly, Social Media platforms such as Facebook, LinkedIn, Blogs, Twitter, What Sapp, YouTube, Skype etc., are not only enabling scientists and extension professionals share information but also empowering farmers to link to markets and consumers for better profits. Social Media also provide opportunity to farmers to share their farm practices, challenges and the great service they are doing in order to feed the population. There is a need to harness Social Media for agricultural development by all actors especially the agricultural extension professionals who play a major role in disseminating technologies and innovations to farmers. It is necessary to equip extension personnel on Social Media concepts, applications and communication strategies in order to harness Social Media for effective sharing of agricultural information. This issue of the Extension Digest focuses on Social media and application in agriculture and allied sectors and also shares cases which demonstrate the power of Social Media in effective sharing of agricultural information and knowledge and networking. I am sure that this Extension Digest issue w

To Study the development farmer producer companies marketing for farmer's commodity in agriculture sector in India

The crux of the problems faced by small and marginal farmers may be traced to limited bargaining power and inability to benefit from economies of scale when compared to large farmers. Of several strategies developed and various methods tried across the world, group approach has proved to be effective in boosting up their bargaining power and scaling up the production process and in doing so can reap numerous benefits as compared to individual approach. Due to factors beyond their control and absence of institutions to safeguard their interests, they are unable to integrate with the agricultural value chains, fight the risks and vulnerabilities such as commodity price volatility, crop failure, insect pest-attacks etc. on their own. Therefore, they are operating at sub-optimal level and thus attain lower equilibrium. Collectivizing farmers, thus, into Producer Organizations (POs) has been considered as one of the ways to overcome these challenges faced by the small and marginal farmers. The approach is considered to be helpful in integrating the farmers directly, through their institutions (producer companies/ cooperatives), to market, for both, inputs and output, collective processing and marketing whereas production is largely left to the individual small farms. This interest is primarily based on the premise that FPOs give small farmers bargaining power in the market place, enable cost-effective delivery of extension services, and empower the members to influence the policies that affect their livelihoods. Integrating small farmer producers, however, is a challenge due to several factors like, (i) small farmers are not a homogenous group and majority of them lack entrepreneurial faculty. (ii) Dispersed locations posing problems in logistics like, packaging, storing and aggregation and also in organizing them into collectives, (iii) production in small quantity and absence of primary processing and value addition weakens their bargaining power, (IV) non-existence of price discovery mechanism due to problems in access to market information, market inefficiencies. However, several initiatives have been taken by the Government of India (GoI) for collectivizing farmers into FPOs. Small Farmers' Agri Business Consortium (SFAC), was mandated by the GoI to support formation of FPOs. NABARD as the apex financial institutions for financing agriculture created its own window as Producers Organization Development Fund (PODF) in 2011 for financing FPOs.

To Study conclusion and measure of marketing facility for farmers for farmer producer companies in India

The agricultural marketing plays a vital role in easy way agro produce distribution to the customers. Like all the marketing activities, it also aims in profit making. It helps the farmers to reach their customers within very short lead time, Small and marginal farmers in India have been vulnerable to risks in agricultural production. Several organizational prototypes are emerging to integrate them into the value chain with the objective of enhancing incomes and reducing transaction costs. Among these are Farmer Producer Organizations (FPOs). We explore the potential of FPOs as collective institutions through a case study of Avirat, one of the first FPOs in Gujarat. Our analysis suggests that FPOs have the potential to provide benefits through effective collective action. The main challenge, however, is to raise sufficient capital to maximize these benefits. We discuss the implications of our findings to policy. A village makes no progress if its farmers are not modern. If the way of farming remains what it always was, nobody earns much money. The young people won't stay in the village, because they want to earn more money to satisfy all their new needs

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Communication Skills Effect on Holistic Development of Personality

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Abstract: Effective communication skills are essential for success in both personal and professional contexts. Communication is the process of sharing information, ideas, and thoughts with others, and effective communication skills involve the ability to do so in a clear, concise, and meaningful way.
Effective communication skills include a range of abilities, such as active listening, nonverbal communication, written communication, and public speaking. Active listening involves paying attention to the speaker, asking questions, and summarizing what has been said to ensure understanding. Nonverbal communication, such as facial expressions and body language, can convey meaning without words.
Written communication skills are also important, as written messages can be permanent and have a lasting impact. Being able to write clearly, concisely, and effectively can help ensure that messages are received and understood as intended.
Public speaking skills are important for conveying information and ideas to large audiences. This includes not only the ability to speak clearly and confidently but also the ability to engage with the audience and respond to their needs and interests.
Overall, effective communication skills are essential for building strong relationships, solving problems, and achieving success in both personal and professional contexts. By improving communication skills, individuals can improve their ability to connect with others, achieve their goals, and succeed in their chosen pursuits.
Key words: Communication Skills, verbal communication, nonverbal communication, personality development.

Introduction:

Communication skills are crucial in today's society. They help individuals to connect, express their ideas, and convey their messages effectively. Effective communication skills are essential in both personal and professional life, as they contribute to the success of individuals in their interactions with others. Communication skills involve both verbal and non-verbal communication, and the ability to listen actively and respond appropriately. This note will explore the importance of communication skills, the different types of communication skills, and how to improve them. Let’s talk about language learning process; LSRW stands for Listening, Speaking, Reading, and Writing, which are the four core language skills. These skills are essential for effective communication in any language.

Listening involves the ability to comprehend and understand spoken language. It requires the listener to pay attention to the speaker's message, pick up on contextual clues, and interpret what is being said.

Speaking involves the ability to articulate words and express thoughts and ideas verbally. It requires the speaker to use correct grammar and pronunciation, convey meaning clearly, and engage in two-way communication.

Reading involves the ability to comprehend and interpret written language. It requires the reader to identify words, understand sentence structure, and make meaning from the text.

Writing involves the ability to communicate effectively through written language. It requires the writer to use correct spelling, grammar, and punctuation, organize their thoughts coherently, and convey their ideas clearly.

In language learning, it is important to develop all four skills in order to become proficient in the language. Different language learning methods and approaches may prioritize different skills depending on the learner's needs and goals.

Importance of Communication Skills:

Effective communication skills are critical in personal and professional life. They help individuals to connect and build relationships with others, express their ideas and opinions, and convey their messages effectively. Communication skills are vital in all aspects of life, from personal relationships to the workplace. In personal relationships, effective communication skills help individuals to build and maintain healthy relationships with family and friends. In the workplace, communication skills are crucial for teamwork, collaboration, and achieving common goals.

In the business world, communication skills are essential for success. The ability to communicate effectively is a key factor in career advancement, leadership, and management roles. Effective communication skills are necessary for building relationships with clients, negotiating contracts, and presenting ideas to colleagues. In addition, effective communication skills can help individuals to manage conflicts, solve problems, and provide constructive feedback.

Description:

Communication skills are important and can have a significant impact on your ability to effectively convey your message to others. However, some skills may be more critical than others, depending on the context and the purpose of your communication.

For example, in a business setting, effective listening skills are crucial to understanding the needs and concerns of clients, colleagues, and stakeholders. Active listening involves paying attention, clarifying what you have heard, and providing feedback to show that you understand the speaker's perspective. In contrast, if you are giving a presentation or public speaking, your speaking skills, such as clarity, tone, and confidence, are likely to be more critical to engaging your audience and delivering your message effectively.

Overall, the most impactful communication skills depend on the situation and the intended audience. Still, some essential skills, such as active listening, clear speaking, and empathy, are crucial to effective communication in almost all contexts.

Verbal communication skills play a crucial role in making communication effective. Verbal communication is the act of expressing information through the use of spoken words, and it is one of the most common forms of communication.

Effect of good communication skills:

Good communication skills can lead to a wide range of positive results, both in personal and professional contexts. Some potential outcomes of having good communication skills include:

1. **Improved relationships**: Effective communication can lead to better understanding, deeper trust, and stronger relationships with others.
2. **Increased productivity**: good communication can help streamline processes, reduce misunderstandings and mistakes, and enhance teamwork, resulting in greater productivity.
3. **Better problem-solving**: Clear communication can help identify problems and find solutions more efficiently and effectively.
4. **Enhanced credibility**: When you communicate clearly and confidently, others are more likely to trust and respect you, which can enhance your credibility in both personal and professional contexts.
5. **Improved career prospects**: good communication skills are highly valued by employers, and those who possess them are often seen as strong candidates for leadership positions and other career opportunities.
6. **More effective negotiation**: Effective communication is essential in negotiating with others, whether it is in business, politics, or personal relationships.

   Overall, good communication skills can help you achieve your goals, build stronger relationships, and enhance your overall quality of life.

Barriers to good communication skills:

There are several barriers that can hinder good communication skills, including:

1. **Language barriers**: When people speak different languages or have different levels of fluency, it can be difficult to communicate effectively.
2. **Cultural barriers**: Different cultures have their own communication styles, norms, and values, which can lead to misunderstandings if not understood or respected.
3. **Emotional barriers**: Strong emotions such as anger, fear, or anxiety can make it difficult for people to communicate effectively.
4. **Physical barriers**: Environmental factors such as loud noises, poor lighting, or distance can also make it challenging to communicate effectively.
5. **Personal barriers**: Personal factors such as lack of confidence, shyness, or a fear of speaking in public can also hinder good communication skills.
6. **Technical barriers**: Misunderstanding technical terms and jargon can make communication ineffective.
7. **Psychological barriers**: Prejudices, biases, stereotypes, and beliefs can create barriers in communication, especially in diverse or multicultural environments.

   It is essential to identify and overcome these barriers to improve communication skills and ensure effective communication in both personal and professional settings.

Types of Communication Skills:

Communication skills can be broadly classified into two categories: verbal and non-verbal communication.

Verbal communication skills refer to the ability to communicate through spoken language. Verbal communication includes not only the words we use but also the tone of our voice, the speed at which we speak, and our body language. Verbal communication can be further classified into three types: **written communication, oral communication, and electronic communication**.

Written communication involves the use of written language to convey information. Written communication can take many forms, including letters, memos, reports, and emails. Effective written communication requires clarity, conciseness, and an appropriate tone. Here are some tips to make written communication more effective:

1. **Know your audience**: Understanding your audience's needs, interests, and knowledge level is essential to tailor your message effectively.
2. **Be clear and concise**: Make sure your message is easy to understand, and avoid using complicated or technical terms that may be confusing for the reader.
3. **Use an appropriate tone**: The tone of your message should be professional, courteous, and respectful. Avoid using overly formal or casual language.
4. **Use active voice**: Writing in the active voice makes your message clearer and more engaging.
5. **Proofread**: Check for errors in spelling, grammar, and punctuation. Read your message aloud to catch any awkward phrasing or mistakes.
6. **Use visual aids**: Adding charts, graphs, or images can help convey your message more effectively.
7. **Be organized**: Use headings, subheadings, and bullet points to make your message easier to read and understand.
8. **Be consistent**: Use the same format, font, and style throughout your message for a professional and cohesive look.
9. **Know your purpose**: Clearly define the purpose of your message and stick to it.
10. **Follow up**: If you are expecting a response, make sure to follow up with the recipient in a timely manner.

Oral communication involves the use of spoken language to convey information. Oral communication can take many forms, including face-to-face conversations, telephone calls, and presentations. Effective oral communication requires clarity, an appropriate tone, and active listening skills.

Electronic communication involves the use of technology to communicate information. Electronic communication can take many forms, including email, instant messaging, and video conferencing. Effective electronic communication requires clarity, an appropriate tone, and the ability to use technology effectively.

The following are some ways in which verbal communication skills can make communication effective:

Clarity: The ability to express oneself clearly is an essential verbal communication skill. Being able to articulate one's thoughts and ideas clearly helps to ensure that the message is understood correctly by the listener.

Tone: The tone of voice used while speaking is also an important aspect of verbal communication. The tone can convey emotions such as anger, happiness, sadness, and excitement, which can have a significant impact on how the message is received.

Listening: Verbal communication is not just about speaking; it is also about listening. Good verbal communication skills involve actively listening to the other person and responding appropriately. There are several ways to improve your listening skills and make them more effective. Here are some tips:

1. **Pay attention**: The first step to effective listening is paying attention. Try to eliminate distractions and focus your attention on the speaker.
2. **Be present**: Be present in the moment and avoid thinking about what you are going to say next. Instead, focus on what the speaker is saying and try to understand their perspective.
3. **Show interest**: Show interest in the speaker and what they are saying. Use body language such as nodding and maintaining eye contact to show that you are engaged.
4. **Don't interrupt**: Avoid interrupting the speaker and let them finish their thought before responding.
5. **Clarify**: If you don't understand something, ask the speaker to clarify. This will not only help you understand the message better but will also show the speaker that you are actively listening.
6. **Summarize**: After the speaker has finished speaking, summarize what you heard to ensure that you understood the message correctly.
7. **Practice**: Practice your listening skills regularly, and seek feedback from others to improve.

   By following these tips, you can improve your listening skills and become a more effective communicator.

Confidence: Confidence in one's ability to communicate verbally is important to convey authority and credibility. Being confident while speaking can help to persuade others and make them more likely to accept your message.

Nonverbal cues: Verbal communication skills also involve using nonverbal cues such as facial expressions, gestures, and body language to support spoken words. These cues can help to reinforce the message and make it more memorable.

In summary, verbal communication skills are essential for effective communication, and they include clarity, tone, listening, confidence, and the use of nonverbal cues. By developing these skills, one can become a more effective communicator and improve the chances of successful communication.

Non-verbal communication skills refer to the ability to communicate through body language, facial expressions, and gestures. Non-verbal communication can convey emotions, attitudes, and intentions. Non-verbal communication can be further classified into four types: facial expressions, body language, gestures, and eye contact.

Facial expressions involve the use of the face to convey emotions and attitudes. Facial expressions can convey happiness, sadness, anger, and other emotions.

Body language involves the use of the body to convey emotions and attitudes. Body language can include posture, gestures, and movement.

Gestures involve the use of hand movements to convey information. Gestures can include pointing, waving, and nodding.

Eye contact involves the use of the eyes to convey emotions and attitudes. Eye contact can convey confidence, interest, and attentiveness.

Improving Communication Skills

Effective communication skills can be learned and improved with practice. The following tips can help individuals to improve their communication skills:

1. **Listen actively**: Effective communication requires active listening. Active listening involves paying attention to what the speaker is saying, asking questions, and providing feedback.
2. **Be clear and concise**: Effective communication requires clarity and conciseness. Use clear and simple language to convey your message.
3. **Pay attention to body language**: Non-verbal communication can convey emotions, attitudes, and intentions. Pay attention to your own body language, as well as the body language

   key elements of nonverbal communication skills: It involves conveying messages **without using words.** Here are some of the key elements of nonverbal communication:

1. **Facial expressions**: The expressions on your face, including your smile, frown, raised eyebrows, or narrowed eyes, can communicate a lot about your thoughts and feelings.
2. **Eye contact**: Making eye contact with someone can show that you are engaged in the conversation and interested in what the other person has to say.
3. **Posture:** Your body posture can communicate confidence, shyness, relaxation, or tension.
4. **Gestures:** Hand gestures, such as pointing, waving, or nodding, can reinforce what you are saying and help to emphasize certain points.
5. **Tone of voice**: The tone of your voice, including its volume, pitch, and intonation, can convey emotions such as excitement, anger, sadness, or enthusiasm.
6. **Touch**: Physical touches, such as a pat on the back or a handshake, can communicate warmth, reassurance, or congratulations.
7. **Proximity**: The distance between you and the other person can communicate intimacy, aggression, or discomfort.
8. **Appearance:** Your clothing, hairstyle, and grooming can communicate your personality, status, and professionalism.

   These elements can work together to convey a wide range of emotions, attitudes, and intentions. By being aware of and effectively using nonverbal communication skills, you can improve your interpersonal relationships and communicate more effectively with others

Conclusion:

Effective communication skills play a significant role in shaping an individual's overall personality. It is because communication is the primary way of expressing our thoughts, ideas, and emotions to others. Here are some ways communication skills can affect one's personality that must lead us to get success in every aspect of life.

1. **Improves self-confidence:** Good communication skills help individuals express themselves more effectively and confidently. When they can articulate their ideas and thoughts, they feel more self-assured, which enhances their overall personality.
2. **Better relationships**: Good communication skills enable individuals to build better relationships with others, be it personal or professional. Effective communication promotes mutual understanding and respect, leading to more positive and fulfilling relationships.
3. **Enhances problem-solving ability**: Clear communication helps individuals to identify problems, gather information, and come up with effective solutions. It helps them to think logically, analyse situations, and make sound decisions.
4. **Builds credibility**: Individuals with good communication skills are often seen as credible and trustworthy. They can convey their message in a clear and concise manner, which helps them to gain the trust and respect of others.
5. **Increases opportunities**: Good communication skills can open up new opportunities for individuals, be it in their personal or professional life. Effective communicators are often sought after by employers, as they can communicate with clients, colleagues, and superiors in a professional and effective manner.

   In summary, communication skills are an essential aspect of an individual's personality. They can help build self-confidence, better relationships, problem-solving ability, credibility, and increase opportunities, all of which contribute to an overall positive personality.

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Description of Kumari Puja and her glory as reflected in Devi Bhagavata.

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Abstract :

Devi Bhagavatam is a sacred scripture of Sanatan Dharma. Here in the Shakta sect of Hinduism, Mahashakti is considered the original creator of the universe.Goddess Sattwara is said to be the source and savior of all living beings.The origin of the female race from the elements of nature. In this book, the divine feminine is depicted as the creator, protector and pervader of the world.During Durga Puja, Kumari is worshiped as goddess. Here, Kumari is worshiped as Durga, Kalyani, Kalika, Chandika, Shambavi, Rohini and Subhadra etc.The goddess who destroys enemies, sorrows, poor etc. and shows the way to liberation is worshiped and praised as Kumari Devi. It is forbidden to worship extra-ages as virgins beyond the age of one year and ten years.In Puranas, daughters of all races can be worshiped as virgins. All the Gods and Goddesses are pleased when women are worshipped.
keywords : Devi Bhagavatam, the virgin, A piece of nature, The women,divinity,the worship, prayer, Salvation etc.

Introduction:

Devi Bhagavatam is a sacred Purana written in Sanskrit language. This Purana consists of twelve skandhas following Srimad Bhagavatam. Although there is a difference of opinion as to whether it is Mahapurana or Upapurana, it is regarded as Mahapurana in India.In this text, devisattva is referred to as the source of all beings, the creator, the creator, the destroyer and the protector.All the subjects of this Purana revolve around the primordial divinity.Here special emphasis is laid on the devotional worship of Mahashakti.In the worship of this great power, Kumari Puja occupies a prominent place in India.Especially in Baṅgadēśē, a wide prevalence and promotion of Kumari Puja can be observed.

Rationale of the study :

The origin of women's nature is from the germs. Therefore, the power of the goddess lies in the virgin, the nature of the virgin or the female race is the nature and state of the seed. Therefore, the goddess is imposed on the virgin woman and she is pursued. The reason for this research is to present all this information to the society.

Objective of the study :

The chosen topic of my research work is very helpful and necessary to know the history of society and culture. So I started this research for this purpose and I hope this research will reveal many unknown aspects and new information about 'Kumari Pooja and her Mahatma'. Moreover, the main and main aim of Kumari Puja is to respect women by restraining the inner beast of the man's mind.

Hypothesis :

I have tried to uncover many unknown stories about the divinity in the female body, her influence and glory in the society by sheltering the chosen topic 'Virgin worship and her greatness as reflected in Devi Bhagavata' - that's the aim of my plan.

Methodology :

The topic of my research work belongs to qualitative research. This research work is based on society and literature. So this research has followed the descriptive method and this design or method shelters Description of Kumari Puja and her glory as reflected in Devi Bhagavata has been analyzed.

Data Collection:-

The following items have been prescribed as instruments of data collection.

Primary Data : Among the various libraries are the Sanskrit Sahitya Parishad and the National Library.

Secondary Data: Mainly Panchanan Tarkaratna's Devabhagavatam book and various text books are prescribed as reference material.

Discussion :

Kumari Puja is the worship of living energy. Every woman is the embodiment of Jaganmata.All women in this world are the embodiment of the Goddess. But the pure virgin is the most manifestation of this great power of the Goddess.For this reason, daily Kumari Puja is practiced in Mahatheerth Kamakshya and Kanyakumari and in the major Shakta Peethasthans of India.The greatest manifestation of God is in human beings. And among human beings, those who are honest and pure, the power of God is relatively greater. On the other hand, due to the pure nature of small children, the influence of divine nature is more in them. That is why the holy virgin is worshipped.

Why are women worshiped as virgins?

This worship is the worship of women's sacred life consciousness, the worship of woman's femininity, the worship of intense love for women. It is said in Devi Bhagavat that women are Shaktirupa. Lakshmi Swarupa of the world. Respecting and honoring them makes the family beautiful and all aspects of life become good. And women should always remember their divine nature. That's why women should first of all instill immense respect within themselves and become aware of the great power that resides in their hearts. They must not limit your heart to feminine consciousness only, but establish unity with the Eternal Power Consciousness. In this way, if they are eternally strong, they will achieve the good of the society, the country and the ten. Moreover, the purity of motherhood and eternal love can be observed more in unmarried women.In a pure heart, eternal love, purity and mercy prevail in a virgin. And for this reason, Kumari Puja is practiced.

In Kumari Puja, the girl's age and deity are revealed.

It is recorded in the Puranas that two-year-old girls are called 'Kumari'. Three-year-old girls are called Trimurti, four-year-old girls are Kalyani, five-year-old girls are Rohini, six-year-old girls are Kalika, seven-year-old girls are Chandika, eight-year-old girls are Shambavi, nine-year-old girls are Durga and ten-year-old girls are called Subhadra. It is said.His over-age daughter should not be worshipped, as she is not eligible for worship in any way.

Women excluded from Kumari Puja.

Virginizing a one-year-old girl in Kumari Puja is prohibited once.Because that girl is inexperienced in smelling things. A woman above ten years of age should never be worshipped.Because she is not worthy of receiving any work worship.Moreover, girls who are discolored, blind from birth, very thin, ugly, one-eyed, full of body hair, full of pimples, body odor, menstruating, missing one finger or toe, pubic marks, widowhood and unmarried pregnancy etc. can never be worshiped as virgins.

Kumari Puja is well known.

Brahmin girls, Kshatriya girls, Vaishya girls and Shudra girls can be worshiped as virgins only if they are good-looking.A Brahmin girl can be a virgin for all kinds of work, a Kshatriya girl for joy, a Vaishya girl for profit and a Shudra girl for happiness. However, the auspicious girl of any caste is worshiped as a virgin.Because the divine power is present in the auspicious girl. Therefore, even today in Belur Math, the auspicious girl of any race is worshiped as a virgin.

Philosophical theory of virgin worship.

Paramartha philosophy and attainment of paramartha in women. In the universe, the trinity of creation, stability and harmony is constantly being achieved. Kumari Prakriti or the symbol and germ of the female race.Therefore, a virgin or a woman is worshiped by deification.

Timings of Kumari Puja

The Devi Bhagavata mentions worshiping the virgin with ornaments and rich food items daily for nine days from Ashwin's Shukla Pratipada to Mahanavami. In fact, Kumari is worshiped during this period to worship the Sattvic aspect of Mahashakti.

Prayer to Goddess Kumari

Following are the prayers mentioned by Devi Kumari:-

1. I worship the goddess Kumari, who created the gods in play and revealed all the mysteries to the boys.
2. She who exists in various forms in order of the various forms of the three qualities of the sattva, I bow down to the Trikalvyapini Trimurti of the Supreme Power.
3. I bow down to Siddhidayini Kalyani, the all-pervading one who does the welfare of the devotees if she is worshiped daily.
4. I pray to Rohini Devi, the goddess who sprouts all the pre-born karmic seeds of a lifetime.
5. We worship Goddess Kalika, who is always present in the universe in the form of Kalpantakala Mahakali.
6. I bow down to Goddess Chandika who killed Chanda-Munda and removed the sins of the devotees.
7. We worship the all-blissful Goddess Shambavi, whose form is the Vedas, whose cause of origin is not fixed in the Vedas.
8. Durgati - Salutations to Goddess Durga, destroyer and savior.
9. Salutations to Goddess Subhadra, the bestower of welfare, for warding off the evils of the devotees.

The greatness of Kumari Puja

Various greatnesses of Devi Kumari are mentioned. They are-

1. By worshiping Dwivarshiya Kumari, one gets rid of misery and poverty, destruction of enemies and wealth, increase in life and strength.
2. Trimurti Kumari bestows sons and grandsons, age and trivargaphal etc.
3. (3)Kalyani Kumari bestows knowledge, victory, kingdom and happiness.
4. Rohini Kumaridevi kills diseases.
5. Kalika Kumari destroys enemies. Kumari Chandika gives wealth and wealth.
6. Shambavi Kumari hypnotizes enemies.
7. Durganamika Kumari bestows victory, annihilation of enemies, annihilation of durgati and patriot happiness etc. in struggle.
8. Banchitasiddhi Kumari Subhadra always gives.
9. Worshiping newly born daughters with devotion gives all the above results.

Recommendations :

Striratna is the chief of all gems.In a family where women are respected, the gods are pleased. And where women are not respected, all the yajna activities fail.A family in which women are always sad dies quickly. A family in which women are not sad always prospers.The effects of nature are described as the power of various goddesses. In this world, all women are the offspring of nature. Therefore, if women are respected, nature is also happy.In my opinion, if not only the virgins, but the entire female race is respected in the knowledge of the goddess, all the great works of the country will be completed auspiciously.

conclusions :

Awakening the inherent divine power in the female body through Kumari Puja.Thinking of the welfare of all people, including the afflicted, through the lotus feet of His worshipers.In the Puranas, women are always protected with care. Neglecting the wife may cause grief to the patriarch and even later to the patriarch.Society is still suffering. However, if not only virgins but all women are worshiped with devotion and faith, the whole country will improve along with social change.

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Effect of Brain-Based Learning Strategies on Educational Aspiration of Students at Upper Primary Level

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Abstract

The presented research study is related to the study of the effect of brain-based learning strategies used by teachers on the educational aspirations of students. The main objective was to examine the effect of brain-based learning strategies on the educational aspirations of students. The researcher used a quasi-experimental research method for the research. The researcher selected P.V Girls Intermediate College (Dormitory school) governed by Dayalbagh Educational Institute by purposive sample selection method and intact sampling method was used for the selection of class 7, sections A and B. The number of students in both groups (section A experimental and Section B control group) was equal 50-50. After conducting a pre-test using the Level of Educational Aspiration Test developed by Dr. Yasmin Ghani Khan to evaluate the academic aspirations of students in both experimental and control groups, the researcher taught science using 15 lesson plans based on brain-based learning strategies to the experimental group. Meanwhile, in the control group, the same subject matter was taught by using traditional teaching methods. Afterward, a post-test of the educational aspirations of students was conducted by the researcher. In the context of students' educational aspirations, statistical analysis was performed on the obtained pre-test and post-test scores. Using the pre-test and post-test scores obtained in the context of students' academic aspirations, statistical tests such as the Mann-Whitney U-value and Wilcoxon Sign Rank Test were used to examine the significance of brain-based learning strategies. Based on the results of the present research study, it was found that the use of brain-based learning strategies in teaching has a significant impact on students' educational aspirations. Therefore, the hypothesis made in the context "There is no significant effect of Brain-Based Learning Strategies and conventional methods on the Educational Aspiration of students at upper primary level in experimental and control group after treatment." has been rejected. Based on the results of this research, it can be said that teachers should use brain-based learning strategies in their teaching-learning activities, so that students' educational aspirations can be raised to a higher level, and they can also express their proficiencies in the context of various aspects of education.

Introduction of the Study

Each country's education system has distinct goals and objectives tailored to its unique circumstances and requirements. These aims typically center around modifying learners' behavior and nurturing skill sets through the learning process. Learning, at its core, represents the primary objective of any educational undertaking, facilitated through a range of teaching and learning methodologies. As the great Albert Einstein once remarked on **Education:**

"I never teach my pupils. I only attempt to provide the conditions in which they learn".

Based on this statement, it is evident that teachers can only provide conditions and circumstances to students, as each student's learning ability is different. These differences are due to the varying abilities of the human brain, which is a superior and complex organ that allows humans to generate new ideas and concepts in unique ways. Scientists have conducted studies to understand the human brain better, revealing its ability to perform multiple activities simultaneously and store identical information in various lobes of the brain. When teaching strategies are based on an understanding of how the brain functions, learning becomes more effective and meaningful for students. Jensen (2008) conducted research on "Brain-Based Learning," which focuses on teaching strategies and principles that align with the brain's functioning. According to Hasra (2007), learning becomes more meaningful and permanent when using brain-based learning techniques. Kaur (2013) also researched the most effective teaching strategies to encourage students and help educators achieve their goals more effectively.

Brain-based learning is a child-centered approach that aims to enhance various aspects of student learning such as achievement, knowledge acquisition, retention, performance, mental and emotional health, interest in learning, attention, concentration, and attitude toward learning. This approach recognizes that all these learning activities depend on the structure, functions, and cognitive processes of the human brain. Brain-based learning emphasizes that all teaching and learning processes should be based on the cognitive activities of the brain. By aligning teaching and learning with the workings of the brain, there is a possibility of achieving higher quality and effective teaching that has a positive impact on various psychological factors of the student.

It is important to recognize that all students learn differently based on factors such as their age, growth, developmental stage, maturation rate, developmental tasks, intelligence, interests, attitudes, abilities, aptitude, aspirations, thinking patterns, environmental conditions, and more. Therefore, teaching approaches, strategies, models, methods, techniques, and aids should be tailored to suit each student's unique needs and abilities.

Researchers have provided evidence that Brain-based learning is highly beneficial in enhancing various aspects of student learning, such as increasing interest, attention power, knowledge acquisition, retention, confidence, academic achievement, performance in various activities, transfer of learning, application ability, and active participation in teaching-learning activities. This approach can enhance students' educational aspirations. According to the English Dictionary (1968), the "level of aspiration" can be defined as " The standard by which failure or as being up to what he expects of himself. Educational aspiration is critical as it encourages and energizes individuals to engage in educational activities. As Sherwood (1998) states, all types of aspirations motivate individuals to achieve better results. Every person has unique aspirations, but educational and vocational aspirations are especially important for students, as they can influence their behavior and activities during their educational period. The level of educational aspiration of an individual is a crucial motivating factor for their higher education.

As per Cao and Thompson (2003), aspiration refers to an individual's personal desire to achieve their objectives or goals in a specific occupation or level of education. This aspiration for education and vocation helps individuals to adopt goal-oriented behavior, which motivates them to strive for excellence. Consequently, students experience an increase in cognitive, emotional, and psychomotor activities, resulting in the formation of new neural pathways and an increase in the number of neurons in the brain. According to Fischbach (1999), the composition of neural networks and synapses plays a crucial role in learning. As a result, students become more adept at logical thinking, decision-making, problem-solving, and understanding even in challenging situations.

In the present study, the researcher aims to investigate how brain-based learning strategies effect students' educational aspirations. By exploring this connection, teachers can incorporate brain-based learning strategies into their teaching-learning process, which can help teachers for playing a pivotal role in enhancing the educational aspirations of students. The findings of this research will be beneficial for various stakeholders in the education system, including educational agencies, policymakers, educational authorities, teachers, students, parents, and others, by providing insights for effective and meaningful teaching and learning.

2. Statement of the Problem

A Study on the Effect of Brain-Based Learning Strategies on Educational Aspiration of Students at Upper Primary Level.

3. Objectives of the Study

1. To develop teaching-learning material on the base of Brain-Based Learning strategies for science subject at the upper primary level.
2. To compare the Educational Aspiration of students at the upper primary level in the experimental and control group before treatment.
3. To compare the Educational Aspiration of students at the upper primary level in the experimental and control group after treatment.
4. To study the effect of Brain-based Learning Strategies and conventional method on the Educational Aspiration of students at upper primary level in the experimental and control group.

4. Hypothesis of the Study

1. There is no significant difference between Educational Aspiration of students at upper primary level in the experimental & control group before treatment.
2. There is no significant difference between Educational Aspiration of students at upper primary level in the experimental & control group after treatment.
3. There is no significant effect of Brain-Based Learning Strategies and conventional methods on the Educational Aspiration of students at upper primary level in experimental and control group after treatment.

5. Delimitations of the study

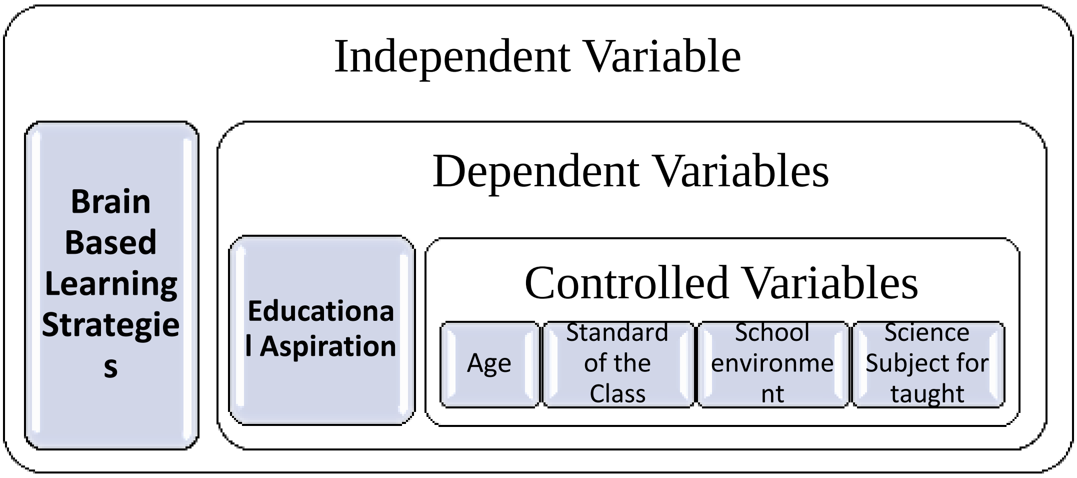
The present research was conducted under the following delimitations –

1. The study was delimited to Agra City only.
2. The study was confined to P.V. Girls Intermediate College (Dormetry school) governed by Dayalbagh Educational Institute.
3. The study was conducted on 7th-class students.
4. The study was delimited to science subject only.

6. Variables of the Study

The researcher selected the following variables for the present study –

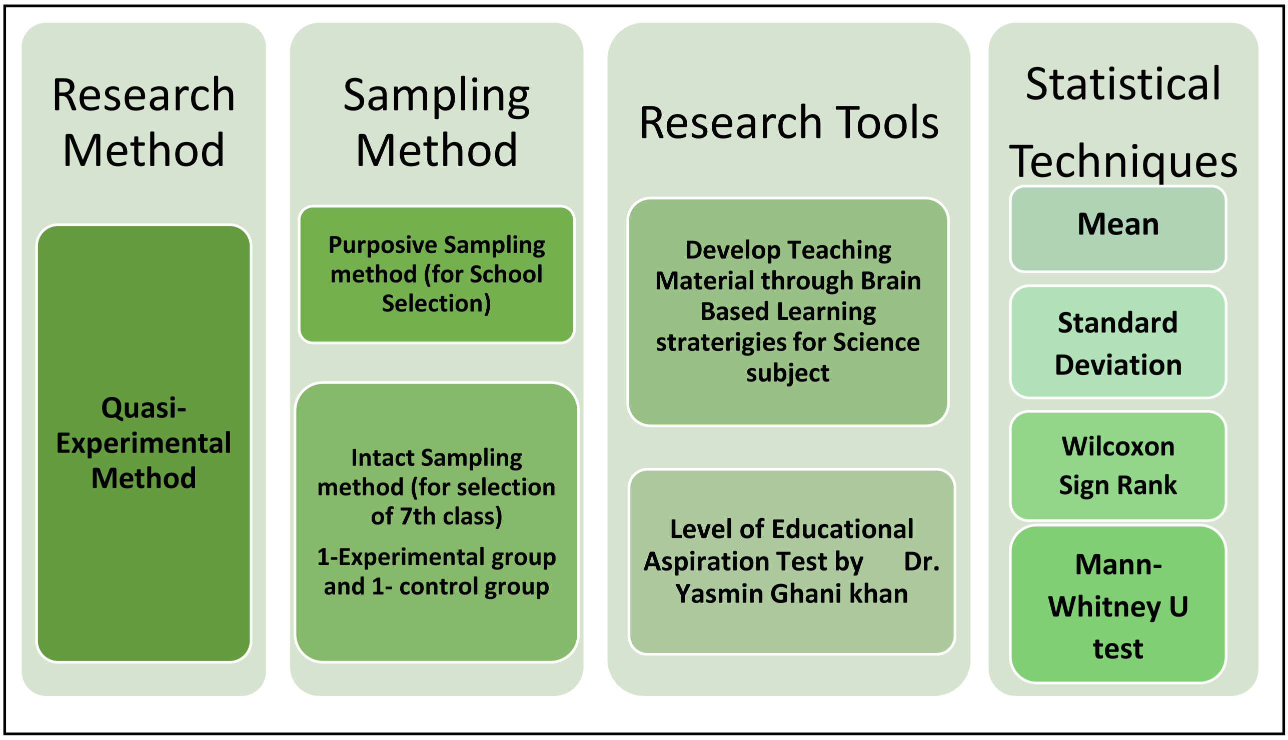
Figure 1 Variables of the study



7. Research Methodology

The Research Methodology of any study depends upon the aim of the research. The aim of the present study is to develop teaching-learning material on the base of Brain-Based Learning strategies for (science subject) upper primary students and check out its effectiveness for educational aspiration and logical thinking among them. A Pretest-Posttest Non-Equivalent Control Group design of quantitative Quasi-Experimental Design had been chosen by the researcher for the achievement of the objectives of the present study. But in order to develop a more in-depth understanding of how the Pedagogical Instructional strategies of Brain-based learning worked, the researcher used Mixed Method Design which involves the usage of both the Quantitative as well as Qualitative approaches. The details of the research methodology adopted for achieving the objectives of the present research work had discussed under the following heads i.e., Research Method, Sampling method, Tools, and Statistical Techniques. The research design followed in this study has been presented briefly in the following figure:

Figure 2 Research Methodology



8. Research Process

The Pretest-Posttest Non-Equivalent Control Group design was selected for the achievement of the objective of present study. The complete details have been given in the following table:

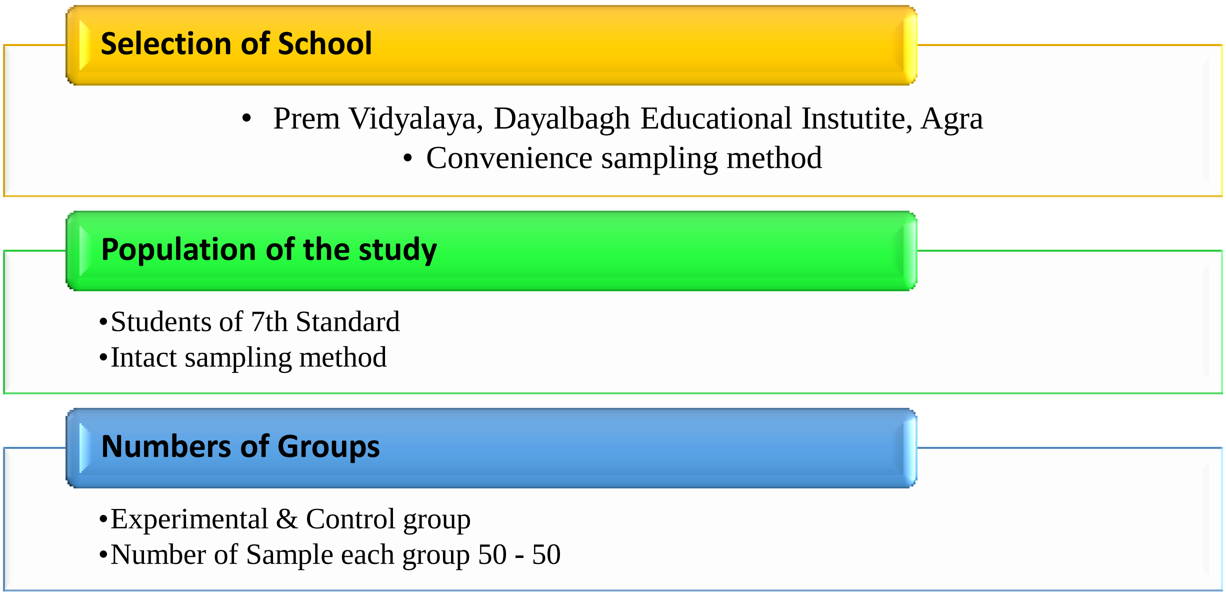
Table 1 Research Process of the study

S. No.	Groups	Sample Size	Pre-Treatment Phase (Pre-Test)	Implementation/ Treatment Phase	Post-Treatment Phase (Post-Test)
1.	Experimental Group	50	Level of Educational Aspiration Test	Brain-Based Learning Strategies were used for the teaching of science subject.	Level of Educational Aspiration Test
2.	Control Group	50		Conventional Teaching Methods were used for teaching of science subject.	

9. Sample of the study

The population for the present study was the students of class 7th or age group approximately 13-14 years. The researcher used the Convenience sampling method of the Non-probability sampling method for the selection of school. Therefore Prem Vidyalaya, Dayalbagh Educational Institute, Agra was selected for the present study. After that student of Class 7th had selected by the Intact sampling method. The researcher had decided section A of class 7th as the experimental group and section B as the control group for the quasi-experiment research. 50-50 students were enrolled in both sections. Therefore, total of 100 students were selected as the sample of the study.

Figure 3. Sample of the study



10. Research Tools of the Study

In this study, the researcher utilized the following research tools:

Teaching-Learning Material through Brain-Based Learning -

The researcher developed 15 lesson plans using brain-based learning strategies for teaching science at the upper primary level. These plans were administered to the experimental group, and every activity in the teaching-learning process was based on the brain-based learning strategies prescribed for the 7th-grade science curriculum by the U.P Board.

Educational Aspiration Scale -

The Level of Educational Aspiration Test, developed by Dr. Yasmin Ghani Khan, was utilized in this study to assess the educational aspirations of the students.

11. Analysis and interpretation

Obj 1. To develop teaching-learning material on the base of Brain-Based Learning strategies for science subject at the upper primary level.

In the context of the present research, the researcher has developed 15 lesson plans for teaching science to seventh-grade students using brain-based learning strategies and principles. These lesson plans include various teaching methods, techniques, and activities designed to enhance learning and engagement, and incorporate different types of teaching aids to support the students' understanding. The researcher then implemented these lesson plans in the experimental group, using the brain-based learning strategies and activities outlined in Table 2. It will have interested to see, how these strategies have effective to improving students' educational aspiration by comparing the post test scores of the experimental group (who received the brain-based learning treatment) with the control group (who did not receive the treatment). After the treatment and analysis, this research can be able to determine, whether the brain-based learning strategies and principles were effect to improving students' various aspects of educational aspiration (Family support, pupil's view, pupil's effort, and reality of aspired goal). The use of different teaching aids and activities regarding with brain-based learning strategies can also help to keep students engaged and motivated, which may further enhance their learning outcomes which are directly and indirectly related with their educational aspiration.

All the teaching methods, techniques, activities, and teaching aids mentioned in the above table are extremely helpful for teachers in designing their teaching based on brain-based learning strategies and making it effective. All these methods make the subject matter easy, understandable, and practical for the students, while also encouraging their participation in these activities. This helps the students to easily accomplish their learning while remaining active throughout the class. These methods are based on the neurosciences of the student's brain, which help to increase the number of neurons in students and make them highly active. As a result, students' cognitive activity increases when they perform these activities, and they can easily comprehend the subject matter in their minds, contributing significantly to the use of the subject matter in the future.

Table-2. Brain-based learning strategies

Teaching Methods	Teaching Techniques	Teaching Activities	Teaching Aids
5 E method	Concept mapping (Flow chart)	Graphic organizer	Flash Cards
Experiential Learning	Mind Mapping	Group discussion	Charts & Posters
Deductive & Inductive method	Graphic organizer	Case-based learning	Working & non-working Models
Gamification method	Reciprocal teaching	Reflective Writing	AI Apps
KWL	Role Play	Music/ Rhythm/Rhyme	Puppets
4 MAT	Semantic Maps	Drawing/Artwork Metaphoric Activities	Videos
Thematic Instruction	Tabulation for comparison	Visual Mapmaking	Visual Maps
Expository learning	Mnemonic devices	Learning Transformation	
Project-based learning	Visualization/Guided	Meditation	
Real-life dilemma	Analogies	Correlation with various subjects	
Cooperative learning	Exhibition	Healthy competitions	
Advance organizers	Field visit/excursion	Motivational Activities	
Collaborative learning	Brain Storming		
Problem-solving method	Formulas		
Demonstration	Question-answering		
Dramatization	Metacognition Techniques		
SQ3R	Involvement of feeling in teaching-learning		

Obj 2. To compare the Educational Aspiration of students at the upper primary level in the experimental and control group before treatment.

It seems like the researcher has collected data on the educational aspirations of the students before treatment in both the experimental and control groups of upper primary-level students. The data is presented in Table 3 and includes mean, median, and standard deviation values for each group. This information can be used to compare the baseline educational aspirations of the two groups and ensure that they are similar before the treatment is applied. This is important because any differences in educational aspirations between the two groups could affect the outcomes of the study. By analysing the data, the researcher can determine if the two groups are comparable and make adjustments if necessary.

Table -3. Pre-test scores of Educational Aspiration's mean, median, and standard deviation of students at the upper primary level in the experimental and control group

Groups	N	Mean	Median	Standard Deviation
Experimental	50	37.44	36	5.39
Control	50	37.68	37	4.27

As is seen in the above table, it appears that the educational aspirations of the students in both the experimental and control groups were found to be average realistic, with similar median values and standard deviations that deviate similarly from the mean. However, to confirm that the two groups are indeed similar in terms of educational aspirations, the researcher has applied the Mann-Whitney U-test to the values of both groups. The results of this test had helped to determine whether there were any significant differences between the two groups that could affect the outcomes of the study. The values obtained from the test are presented in a separate following table of the research report.

Table - 4. Ranks of Educational Aspiration in experimental and control groups before treatment

Groups	N	Mean rank	Sum of Ranks
Experimental	50	48.36	2418
Control	50	52.64	2432
Total	100		

Table – 5. Pre-test scores of Mann-Whitney U test of the experimental and control groups

	Values
Mann-Whitney U	1343
Z	0.562878
Asymptotic Significance (2-tailed)	0.573518

Table - 6. Pre-test Mann-Whitney U-value, and Z-value of Educational Aspiration of students in the experimental and control groups at the upper primary level

Groups	Mean Ranks	N	Mann-Whitney U	Z - Value	Remark
Experiment	48.36	50	1343	0.562878	p>0.05
Control	52.64	50			

As is depicted in Tables 4,5 & 6, it is known that no significant difference was found in the educational aspirations of both the groups of upper primary level students even at 0.05 level of significance before the treatment. This indicates that the two groups were similar in terms of their educational aspirations, which is important because it suggests that any differences in learning outcomes between the groups can be attributed to the use of brain-based learning strategies and principles rather than differences in pre-existing aspirations. This strengthens the validity of the study and suggests that the results obtained can be attributed to the treatment being studied rather than other factors. Therefore, the hypothesis made in this context, 'there is no significant difference between the Educational Aspiration of students at the upper primary level in the experimental & control group before treatment' is accepted.

Obj 3. To compare the Educational Aspiration of students at the upper primary level in the experimental and control group after treatment.

In the context of this objective, the researcher (after conducting the treatment) collected data on the educational aspirations of students in the experimental and control groups of the upper primary level. The researcher calculated the mean, median, and standard deviation values of the educational aspirations for both groups. These values are presented in Table 7.

Table -7. Post-test scores of Educational Aspiration's mean, median, and standard deviation of students at the upper primary level in the experimental and control group

Groups	N	Mean	Median	Standard Deviation
Experimental	50	46.11	46	6.38
Control	50	39	38	4.19

It is known from the observation of the above table that after the treatment, the students in the experimental group were found an increased level of educational aspiration after the treatment, ranging from average realistic to above average realistic. Conversely, the students in the control group maintained their previous level of average realistic educational aspiration. Additionally, the median scores of the experimental group students showed improvement, while there was no significant change in the median scores of educational aspiration for the control group students. The researcher used the Mann-Whitney U Test to compare the differences between these two groups post-treatment. Overall, these findings are summarized in Table 8.

Table - 8. Ranks of Educational Aspiration in experimental and control group after treatment

Groups	N	Mean rank	Sum of Ranks
Experimental	50	47.29	3364.5
Control	50	33.71	1645.5
Total	100		

Table - 9. Post-test scores of Mann-Whitney U test of the experimental and control groups

	Values
Mann-Whitney U	410.5
Z - Value	-2.36268
Asymptotic Significance (2-tailed)	1.981857

Table -10. Post-test Mann-Whitney U-value, and Z-value of Educational Aspiration of students in the experimental and control groups at upper primary level

Groups	Mean Ranks	N	Mann-Whitney U	Z - Value	Remark
Experiment	47.29	50	410.5	-2.36268	$p<0.05$
Control	33.71	50			

The above table indicates a significant difference in the educational aspirations of upper primary level students after receiving treatment, with a significance level of 0.05. This is supported by the Mann-Whitney U test value of 410.5 and a z-value that is significant at the 0.05 level. Table 9 further supports this observation by showing that the educational aspirations of students in the experimental group improved after learning through brain-based learning strategies, while no such changes were observed in the control group.

Based on these findings, it can be concluded that brain-based learning strategies used by teachers can make certain subject matter more clear, interesting, and effective for students, thereby positively impacting their mindset towards those subjects. This positive impact can increase educational aspirations for that certain subjects and subject matter. Such efforts can also provide positive motivation and energy for students to learn, leading to positive impacts in other areas of learning. Therefore, it can be said that if teachers use brain-based learning strategies in their teaching, then there will be a possibility of a positive impact in other areas of learning along with the educational aspirations of the students in the future.

This conclusion is supported by research studies conducted by Ozden & Mehmet (2008), Bilal (2010), Varghese (2011), and Ramakrishnan (2019), which demonstrate that brain-based learning strategies positively affect students' academic achievement, learning style, and interest in learning. Therefore, using brain-based learning strategies in teaching has the potential to positively impact students' educational aspirations and academic achievement. Therefore, the hypothesis made in the context of this objective 'There is no significant difference between Educational Aspiration of students at upper primary level in the experimental & control group after treatment' is rejected.

Obj 4. To study the effect of Brain-based Learning Strategies and conventional method on the Educational Aspiration of students at upper primary level in the experimental and control group.

The objective of this study was to analyse the values of pre-test and post-test scores of both groups using various statistical techniques. To achieve this objective, the researcher utilized several statistical methods to obtain the necessary values. Tables 11, 12, and 13 display the obtained values for the control group. Specifically, Table 11 presents the mean, median, and standard deviation values of the educational aspirations of students at the upper primary level in the control group, for both the pre-test and post-test.

Table 11. Pre-test and Post-test mean, median, and standard deviation values of Educational Aspiration of students at the upper primary level in control group

	N	Mean	Median	Standard Deviation
Pre-Test	50	37.68	37	4.27
Post-Test	50	39.00	38	4.19

As is seen in table 11, that the pre-test and post-test scores for educational aspiration among upper primary level students in the control group were average. Hence, it can be inferred that the values of educational aspiration did not show significant changes from pre-test to post-test in this group. To further investigate the similarity of the means between the two tests, the researcher conducted a Wilcoxon Sign Rank Test, and the results are presented in tables 12 and 13.

Table 12. Ranks of Educational Aspiration on the Pre-test and Post-test scores in control group

		N	Mean Rank	Sum of Ranks
Post Test – Pre Test	Negative Ranks	7	15.57	109
	Positive Ranks	43	27.12	1166
	Ties	0		
	Total	50		

Table - 13. Z-value of Educational Aspiration of students in control groups at upper primary level by Wilcoxon Sign Rank Test before and after treatment

	Post test Pre test
Z	2.102
P (2-tailed)	0.001

Based on the Wilcoxon Sign Rank Test results presented in Tables 12 and 13, it is evident that there is a significant difference in the pre-test and post-test scores of educational aspirations of the students in the control group. This difference may have been influenced by the researcher, who taught the same topics using two different teaching strategies for the experimental and control groups (brain-based learning strategies for the experimental group and traditional teaching methods for the control group). However, despite the observed difference, the mean, median, and standard deviation values of both tests for the control group are quite similar, indicating that the difference found between the pre-test and post-test scores may not be significant, and could be due to chance factor. In order to examine the effect of brain-based learning strategies on the educational aspirations of the students in the experimental group, the researcher compared the pre-test and post-test values of educational aspirations among the students in the experimental group. These results have been presented in Table 14.

Table 14. Pre-test and Post-test mean, median, and standard deviation values of Educational Aspiration of students at the upper primary level in experimental group

	N	Mean	Median	Standard Deviation
Pre-Test	50	37.44	36	5.39
Post-Test	50	46.11	46	6.38

It is clear from the inspection of the above table/Upon reviewing the aforementioned table, it is evident that a noticeable difference exists between the pre-test and post-test values. Furthermore, the table indicates that the mean educational aspiration of the students prior to the test was average and realistic. However, following treatment, the mean educational aspiration of the students improved to an average realistic to above-average realistic level. The researcher utilized the Wilcoxon sign rank test to arrive at a conclusive determination. The results of this test are summarized in Tables 15 and 16.

Table 15. Ranks of Educational Aspiration on the Pre-test and Post-test scores in experimental group

		N	Mean Rank	Sum of Ranks
Post Test – Pre Test	Negative Ranks	2	2.5	5
	Positive Ranks	48	26.46	1328
	Ties	0		
	Total	50		

Table - 16. Z-value of Educational Aspiration of students in experimental group at upper primary level by Wilcoxon Sign Rank Test before and after treatment

	Post test Pre test
Z	4.110
P (2-tailed)	0.001

Based on the observed results and the comparison of pre-test and post-test scores in the experimental group, it can be concluded that the use of brain-based learning strategies in teaching-learning activities has a positive and significant impact on the educational aspirations of students at the upper primary level. This finding is consistent with previous research studies conducted by Ozden & Mehmet (2008), Bilal (2010), Varghese (2011), and Ramakrishnan (2019). They also found similar results. Based on the results of Ramakrishnan's (2019) research, it is confirmed that brain-based learning is extremely helpful in enhancing the academic achievements and creativity of students. Similarly, Ozden & Gultekin (2008) found in their research that brain-based learning positively affects students' academic achievements and knowledge retention. According to Bilal's (2010) research study, it is evident that brain-based learning affects the academic achievement of students based on their learning style. Varghese (2011) studied the impact of brain-based learning on students' academic achievements, stress, and study habits in the context of biology and found that it has a positive influence on all these aspects.

The null hypothesis, which stated that there is no significant effect of brain-based teaching strategies and traditional methods on educational aspirations of students at the upper primary level in experimental and control groups after treatment, is rejected based on the observed significant difference in the pre-test and post-test scores of the experimental group at the 0.05 level of significance. This implies that the use of brain-based learning strategies can bring about meaningful changes in the behavior and academic activities of the student, which can have a positive impact on their educational aspirations. While brain-based learning strategies have been shown to have a positive impact on students' educational aspirations, it's important to note that there is still ongoing research in this area. Some studies have found that the effectiveness of brain-based learning strategies may depend on a variety of factors, such as the age of the students, the subject being taught, and the specific strategies being used. However, it is generally agreed upon that brain-based learning approaches can help students to engage with the material in a more meaningful way and make connections between different concepts. This can lead to deeper learning and a greater understanding of the subject matter, which can, in turn, increase students' motivation and confidence.

Additionally, brain-based learning strategies often emphasize the use of collaborative and interactive activities, which can help students to develop their communication and teamwork skills. This can be beneficial not just in terms of their academic success but also in their personal and professional lives. Overall, while there is still more research to be done in this area, it seems that brain-based learning strategies have the potential to positively impact students' educational aspirations and overall well-being. This finding is consistent with previous research study conducted by Lazarides (2016), Parental expectations have a positive influence on the academic aspirations of students, and the organizational environment of the school (which is shaped by the activities of teachers) also positively affects the educational aspirations of students as found by Makkar (2010) in his research study. Vyas (2016) found in his research study, "Brain-based learning as a determinant of academic stress, test anxiety, and academic performance in struggling learners," that students' academic stress, test anxiety, and academic performance are positively influenced towards a positive direction by brain-based learning strategies used by teachers. Therefore, this has a direct and indirect positive impact on students' interests, aspirations, and activity toward education. Brain-based learning is an approach that takes into account the neurological processes involved in learning. By understanding how the brain works, teachers can create learning environments and experiences that are more effective for their students. This can lead to improved learning outcomes and increased educational aspirations. When teachers use brain-based teaching strategies, they can help students develop logical thinking skills and a deeper understanding of complex topics. This is because the brain is able to more easily process and interpret abstract information when it is presented in a way that is aligned with its natural processes.

In addition, brain-based learning can help students maintain their mental stability and emotional well-being, which is essential for their success in the classroom and beyond. By understanding how the brain responds to stress and anxiety, teachers can create supportive learning environments that promote positive emotional experiences and reduce the risk of negative outcomes. Overall, when teachers use brain-based teaching strategies, they can help their students achieve their educational aspirations in the context of various dimensions of educational aspirations (Family support, pupil's view, pupil's effort, and reality of aspired goal) by providing them with the tools and resources they need to succeed. This includes creating engaging and stimulating learning environments, using effective teaching techniques, and providing support and guidance when needed. Therefore, researcher can able to said that teachers should use brain-based teaching strategies in their teaching work, as it has a direct impact on the educational aspirations of their students. By doing so, teachers can help their students to develop the skills and knowledge they need to succeed in life, both academically and beyond.

12. Finding and Conclusion

The results of this research show that the use of brain-based learning strategies by teachers in their teaching has a positive impact on the educational aspirations of students. Therefore, it can be said that in order to enhance the educational aspirations of students, teachers should use brain-based learning strategies in their teaching. This is because when educational aspirations are high, there is an increased likelihood that the level of education in the country will also rise, which can be seen to have an impact on various activities of students and society. Confirmation of this fact is also based on research studies conducted by Ozden & Mehmet (2008), Bilal (2010), Varghese (2011), and Ramakrishnan (2019) in which brain-based learning structures positively affect students' academic achievement, behavior, knowledge retention, learning style, creativity, academic performance, academic stress, etc. Rekha (2012) also developed a program in the context of brain-based learning strategies views. This program aimed to positively impact students' academic behaviors and actions, with the goal of enhancing their performance in various aspects.

In addition, educational aspirations also guide vocational aspirations, and when a student's vocational aspirations are high, there is a greater possibility of economic and social development in our country in the context of various professions. Therefore, keeping in mind the fact that "the development of the country takes place in the classrooms of the country," teachers should use brain-based learning strategies in their teaching to enhance the educational aspirations of students. This will make their teaching more effective, and students will be able to contribute fully to various activities during their education, while understanding the subject matter in a practical way.

13. Suggestions

For policymaker - Policymakers should ensure that teachers at every level of education are made aware of the principles and strategies of brain-based learning through various workshops, seminars, conferences, and other training programs. Additionally, practical information related to these concepts should also be provided to teachers so that they can make meaningful use of them in their classrooms.

For Principal/institutional authority - The principal or institutional authority of the school should organize various workshops, seminars, conferences, and training programs related to providing knowledge about brain-based learning principles and strategies to teachers in their school. This will keep the teachers informed about the strategies from time to time. Additionally, they would be able to update their teaching methods and techniques based on brain-based learning according to changing social situations and circumstances. The principals should provide teachers with high-quality books (on various subjects), computer and internet facilities, teaching aids, an appropriate environment for learning, etc. in their school premises. Furthermore, principals should provide necessary arrangements for teachers to teach through various strategies, methods, techniques etc of brain-based learning in each classroom.

For teachers – Teachers should use brain-based learning strategies in their teaching to make their own teaching more effective. This can positively impact students' educational aspirations, educational achievements, learning outcomes, and other psychological factors, as well as provide teachers with personal satisfaction, resulting in higher performance levels in their schools. With the help of BBL (Brain-Based Learning), teachers can easily achieve their teaching objectives. In this regard, teachers should analyze each topic of their subject based on the principles of brain-based learning, and use BBL strategies to make teaching and subject matter more effective. Subsequently, teachers should continue to use various methods under BBL with students to teach all these subject matters effectively in every class, and transform the teaching activities in the classroom into an active and child-centred learning process.

For students - Through BBL, students are able to understand the subject matter taught in a practical way and retain it for a longer period of time, while also being able to use it in the future. Therefore, students should also engage in studying by using brain-based learning principles. They should provide full support to the different teaching methods and techniques used in the classroom by teachers for various concepts. They should also show active participation in these methods, so that an environment is created in the classroom where the relationship between the subject matter, teacher and students becomes very strong, and it can be easily used in any situation in the future. In addition, students should also show their creativity during the teaching and learning process by using BBL, and give various innovative ideas to the teachers.

For Parents - In this context, parents should also contact teachers to learn various teaching-learning methods for effective teaching and use them when teaching their children at home. Additionally, based on these teaching methods, parents can provide various facilities to their children at home, so that their understanding and educational aspirations can take a positive shape in the future. These educational aspirations also influence students' vocational aspirations. Therefore, if the teaching-learning process is effective, children will be able to easily determine their future in today's competitive society. Parents should provide various facilities to their children such as various subject-related materials, various games, books, household items for experimental, and practical use of theoretical knowledge, etc.

For Society - In the context of brain-based learning, social workers and social activists who contribute to various activities in society should use brain-based learning in the context of various approaches of mass media to create various online teaching-learning content that can have a positive impact on the personalities of future creators of society. Additionally, books, games, experimental equipment, and other resources related to various subjects should be made available to society according to different levels of education, so that all children in society can benefit from them.

Therefore, based on the results of this study, it is known that brain-based learning strategies are highly effective in teaching, as students actively show their participation, resulting in a highly effective learning process. Additionally, brain-based learning strategies increase student participation and interest in educational activities, positively impacting their educational aspirations. The relationship between these educational aspirations and student learning is evident in every activity related to their learning. So, all teachers should be concerned about the student’s educational aspirations. It is more clear when brain-based learning strategies are used in teaching and learning activities, various activities related to educational aspirations of students are also positively influenced, and students exhibit positive behavior toward learning. Based on this research study, it can be said that teachers should use brain-based learning strategies in their teaching-learning process to increase students' educational aspirations and make the learning process more meaningful.

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Difficulties Faced By Marathi Medium Students to Learn English Language & Their Attitude towards it.

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Abstract

International language English make little important to development of rural areas in comparing to metro cities in India. How population migrated from village to city for getting better life and financial development. Those whose having proficiency in English language help this migrant to get job and good opportunities in cities and specially in Europe and USA countries. English education system introducing India in 1980s. English language don't use in rural areas as compared to urban areas but nowadays there is a need to speak and learn English to villagers also if they want to go with the global world and they have Support of technology to improve it but till there are differences in the proficiency in English in rural and urban area students. this paper is giving to a interpretations on English language teaching and learning environment in rural area of Maharashtra Raigad district it will focus on learning and teaching problems of English language.

Introduction

Language play the important role to development of the human because it is a medium of communication. English is a global language it helps to more impactful in development of a person across the world. English education was introduced by British while they were ruling on India. The high class of Indian society can afford the English medium education but tribes, farmers, low class and medium class society couldn't afford English education in Present period.English become a popular and a key of development of India cities but tribal and rural society untouched by the development which bring by the English.In school teaching English object tools is to developed communication ability among these students but we observe huge differences in English learning in rural areas and in the urban areas. In urban areas students are good in English communication but in rural areas students are struggling to learn English and they develop the phobia of English they start to keep away themselves from English speakers and they struggle to learn English properly. This paper will present the interpretations of English language environment and teaching English in rural areas of Maharashtra and will point out the problems and the difficulties to learn the English as a global language by the rural students.

Teaching English in school and colleges

School play vital role in development of education in society students and institutions have to be proactive to acquiring skills through curriculum and academic environment to a successful education system school scenario of English language is most crucial stage in education and give great impact to developed basic language skills listening, speaking, reading and writing We have unified education system in Maharashtra board in Maharashtra regional language is Marathi all used to speak in Marathi. English language use limited in rural area Raigad district I have observe more students speak Marathi but in metropolitan's cities for example Mumbai centers colleges medium of instruction in English but what I have observed in ruler Raigad district mostly medium of instruction it's Marathi because if teacher gives the instruction in English students don't understand the topic which is though by the teacher in the classroom.

So teacher had to use translation method to teach the rural students so student understands the topic easily and all subjects teaching and evaluation done through only regional language and only Hindi teach in Hindi and English teaches in English so overall students are in only Marathi language environment but when they enter into the college at that time they start to face difficulties because mostly college is medium of instruction in English so students started to bunk the lectures.so that mostly teacher have to teach in Marathi to make students understand the topic of any subject we have two option to write exam paper at UG level one is original language and another one is the English language so in rural areas students mostly select to regional language to the medium's they also lost their chance to learn English language over there also.

Difficulties in ELT

There are differences among teaching to rural and urban area students by using English language Some features are in English language learning and proficiency among urban and rural students these are follows.

1. **Resources of education:**
   Urban student can access better resources so that they have better chance to develop language .But rural area students don't have

enough resources due to The low economic background and it's affect to learn international language which is required to their development in present global world.

2. **Background of family:** Family background played the key role in developing a performance of child in education and to learn English. rural families mostly ignore educational needs of their child as it's affecting the performance of students in education. mostly rural families are monolingual and it makes them to face difficulties to learn English.
3. **ELT facilities in classroom:**
   English learning clinic, English language laboratory facilities increases The exposure of English and developed skills of languages but in rural Area students don't get this facility available in there school and colleges.
4. **Trained and qualified teachers:**
   There are qualified teachers in rural areas colleges and school but the Marathi environment of rural areas colleges creates phobia of English among these students and students fixed in mind that English is very difficult language and they start to stay away from English subject English teachers they start to bunk English lecture because they don't understand the topic tought in classroom which talked in English language and to make student attend to in English lectures English teacher have to speak Marathi with the students they have to use translation method and it's become difficult task to English teacher to teach English in Marathi they have to spend lots of energy to make student understand the topic to make them comfortable in English lecture. Teacher have well qualified but only English teacher can't create an atmosphere of English in college or in school there is a need to create English atmosphere in college by teaching all subject in English then and then students will become familiar with this language and it will help to reduce their phobia of English which will going to develop their career.
5. **Write attitude and motivation for language learning:**
   Write attitude and motivation for language learning because positively and negatively it's a affect learning there is a need for proper guidance and active participation of students to learn English language. in rural area student want to practice to speak in English but other student make a fun of that's students who is trying to speak in English this kind of environment develop fearness about English so environment should be motivational if a student wants to practice then college teacher and classmates have to motivate theme.
6. **Classroom size:**
   Rural arias classroom size is more than 60 in school and 120 in college per classroom which not allow a teacher to pay equal attention to each students and its gate of affect that students not able to gate prior attention of a teacher. Rather than that teacher has lots of other documentational work as well as so it makes teachers so busy which also affect to divert teachers attention and energy.
7. **Mindset is exanimated :**
   Curriculum of college mostly talk as exam point of view by students mostly and its shifts their focus from language learning towards mostly passing in the exam. so educational quality does not fulfill the main object of learning English.
8. **Practice of pedagogy:**
   This method of ELT mostly influenced learning language among students. regional system to teach English in College of rural area commonly used Translation method and rote learning Because student just want to pass out English subject and it's gate more difficult to English teacher to make rural students to be a English speaker.

Enhancing English proficiency of rural areas students:

In the education department take few steps to change the scenario of English proficiency among the rural students so it will be possible. they have to introduce device different ways of developing English proficiency among rural students few additional steps can help to improve scenario of English language in rural area.

1. Languages skills reading,writing,speaking and listening should be focused equally. Only English teacher should not pay the attention to the development of English communication of college or school students but other subject teachers should teach their subject in English accepting Hindi and Marathi.
2. Teacher should develop learning resources as per the need and background of rural students because there are lace of facilities available to learn English language in rural area.
3. ICT use become interesting and innovative method of teaching so education system should provide this facility to the school and colleges so it will develop students interest towards the education and it will going to develop their confidence to learn English language.
4. Students background have to considered for teaching strategies while teaching in classroom.

5. Classroom size should be reduce from 120 to 50 So teacher will able to pay attention on every child so it will affect To development of students.

Conclusion.

Institute effort to make rural students proficiency in English and increase the employability in global market since English is there third language. effective implementation curriculum most important way faculty development programs FDP by providing facilities and environment availability will going to help to students development towards the proficiency in English language .

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Environmental Pollution In India: Connecting Particular Pollution To Social Disadvantage

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Abstract:
Environmental pollution is defined as any undesirable change in physical, chemical and biological Characteristics of air, land and water. Pollution can be natural as man-made. The agents or substances that cause pollution are known as pollutants. Environmental problem is known to exist in developed as well as developing countries, and the problem is gradually growing day by day since the onset of industrial revolution. Population explosion and urbanization have made excess use of natural resources and natural wealth and have resulted in nature's dreadful conditions.
Keywords: Environment, Pollution, Air pollution, Land pollution, Noise pollution, Water pollution, Soil pollution, Degradation, Prevention, urbanization

Introduction:

Pollution is the effect of undesirable changes in our surroundings that have harmful effects on plants, animals and human beings. This occurs when only short-term economic gains are made at the cost of long-term ecological benefits for humanity. No phenomenon has led to greater ecological changes than has been made by mankind. During the last few decades we have contaminated our air, water and land on which life itself depends with a variety of waste products.

Due to advancement in man's knowledge, man started cutting down forests for construction of buildings for making paper and for growing food like food grains and oilseeds. Since then all the waste accumulated during the course of construction of these buildings has caused serious damages in pollution and in depletion of natural resources. Combustion of fuels has been far and wide recognized as the major cause of air pollution.

Pollutants include solid, liquid or gaseous substances present in greater than natural abundance, produced due to human activity, have a detrimental effect on our environment. The nature and concentration of a pollutant determine the severity of its detrimental effect on human health. An average human requires about 12 kg of air each day, which is nearly 12-15 times greater than the amount of food we eat. So, even a small concentration of pollutants in the air becomes more significant in comparison to similar levels present in food. Pollutants that enter water have ability to spread to distant places, especially the marine ecosystem. From an ecological perspective, pollutants can be classified as follow. There are other forms of natural resources too which are a cause of grave concern in terms of hazardous pollution environmentally. Fossil fuels are undoubtedly a major cause of environmental pollution and their effects that can occur on the environmental pollution have been quite often underestimated. The environmental problems in India are growing rapidly. The increasing economic development and a rapidly growing population that has taken the country from 300 million people in 1947 to more than one billion people today is putting a strain on the environment, infrastructure and the country's natural resources.Industrial pollution, soil erosion, deforestation, rapid industrialization, urbanization and land degradation are all worsening problems. Overexploitation of the country's resources, be it land or water, and the industrialization process has resulted into the environmental degradation of resources. Environmental pollution is one of the most serious problems facing humanity and other life forms on our planet today. India has been ranked as seventh most environmentally hazardous country in the world by a ranking released recently. Rising urbanisation, booming industrialisation, and associated anthropogenic activities are the prime reasons that lead to air pollutant emissions and poor air quality. It is expected that by 2030, around 50% of the global population will be residing in urban areas (Gurjar, Butler, Lawrence, et al. 2008). Pollution is causing a lot of harm to human and animal health, plants and as well as the wider environment and has harshly affected the entire ecosystems and has disrupted the marine life in lakes and streams and has in major effect, caused depletion of the natural flora and fauna.

Water pollution :

Water is the basis of all life on the earth. It is available in seas, rivers, lakes and ground water. The ground is the major source of drinking water. It is found beneath the surface of the earth and is also required by farmers to irrigate fields. Water is polluted by many activities of man. Sewage is the major factor of water pollution. The waste material released from the toilets flows through the sewage. Sometimes this sewage is released into the river. The water thus gets polluted.The industries or factories also release their sewage. It is called industrial sewage and contains many poisonous things. When this sewage is released into the rivers or lakes, it kills all the marine life, and sometimes poisonous sewage is released in pits it percolates down and joins the ground water which we drink. River water pollution contaminated and polluted water now kills more people than all the forms of violence including wars according to a United Nations report released on 22 March, 2010, on World Water Day that calls for turning unsanitary wastewater into an environmentally safe economic resource. According to the report titled 'Sick Water, 90 per cent of wastewater discharged daily in developing countries is untreated, contributing to the deaths of some 2.2 million people a year from diarrheal diseases caused by unsafe drinking water and poor hygiene. At least 1.8 million children younger than five, die every year from water-related diseases.

A growing number of bodies of water in India are unfit for human use, and in the River Ganga, holy to the counties 82 per cent Hindu majority, is dying slowly due to unchecked pollution. Mush of the river pollution problem in India comes from untreated sewage. Samples taken recently from the Ganges River near Varanasi show that levels of fecal coli form, a dangerous bacterium that comes from untreated sewage, were some 3,000 per cent higher than what is considered safe for bathing. Groundwater exploitation is a serious matter of concern today, and legislations and policy measures taken till date, by the state governments, have not had the desired effect on the situation. Groundwater quality and pollution are the most a alarming pollution hazards in India.

Air pollution :

Contamination of air is called air pollution. When poisonous gases or smoke is added in the air, it becomes polluted. The air gets polluted also by the presence of dust particles. There are several other reasons which lead to air pollution. Many vehicles ply on the roads each day. All vehicles need some fuels to run like diesel or petrol. When this fuel burns in the engine, large amount cause asthma or irritation in eyes.

The world health organization estimates that about two million people die prematurely every year as a result of air pollution, while many more suffer from breathing ailments, heart diseases, lung infections and even cancer. Fine particles or microscopic dust from coal or wood fires and unfiltered diesel engines are rated as one of the most lethal forms of air pollution caused by industry, transport, household heating, cooking and ageing coal forms of air power station. The main reasons of air pollution are emissions from vehicles, thermal power plant, industries and refineries. The problem of indoor air pollution in rural areas and urban urban slums has increased.

The effects of air pollution are obvious rice crop yields in Southern India are falling, as brown clouds block out more and more sunlight. The brilliant white of the famous Tajmahal is slowly fading to a sickly yellow. In the 'Tajmahal case' a very strong step was taken by the Supreme Court to save the Tajmahal from being polluted by fumes and more than 200 factories were closed down. Birds and species were affected. Studies conducted by the high altitude zoology field station of the Zoological Survey of India [ZSI] based in Solan town of Himachal Pradesh have recoded a drastic fall in butterfly number in the Western Himalayas, famous for their biodiversity.

Indoor air pollution is the most important cause of Chronic Obstructive Pulmonary Disease [COPD] in India, says a prevalent study conducted by Pune-based Chest Research Foundation [CRF] and the Imperial College, London in November 2010. Over 700 million people in India suffer from high levels of indoor air pollution affecting women and young children 75 per cent homes use biomass fuel like wood, crop residue and dung cakes. Human health effects associated with indoor air pollution are headaches, tiredness, dizziness, and nausea and throat irritation. More serious effects include cancer and exacerbation of chronic respiratory diseases such as asthma. Radon is estimated to be the second and exacerbation of lung cancer in many countries. Environmental tobacco smoke causes eye, nose and throat irritation and is a carcinogen. Asthma, particularly in children, is associated with poor indoor air quality.

Nosie pollution:

Nosie pollution is a category of energy pollution in which off-putting, infuriating, or harmful sounds are without restraint. As with other forms of energy pollution such as heat and light pollution, noise pollution contaminants are not substantial particles, but to a certain extent, waves that get in the way with naturally occurring waves of similar type in the same surroundings. Thus, the explanation of noise pollution is open to dispute, and there is no clear boundary as to which sounds may add up to noise pollution. In the narrowest common sense, sounds are well thought-out noise pollution if they unfavorably have an effect on natural world, human activity, or are competent of destructive physical structures on a customary, repeating starting point. In the broadest sense of the expression, a sound may be painstaking noise pollution if it disturbs any ordinary course of action or causes human harm, even if the sound does not take place on a habitual basis.

Soil pollution:

Soil pollution, soil is the loose material found on the surface of the earth. It is formed when rocks are broken into pieces. The soil provides many nutrients to plants and farmers grow crops in soil. When farmers spray insecticides like DDT to kill insects, these poisonous insecticides mix with the soil and pollute it. Soil erosion is a serious problem nowadays. It means the removal of soil. It is caused by the cutting of tree and when trees are cut, the soil particles become loose and are further carried away by wind or running water. On the whole, soil pollution on this earth is a harmful agricultural practice and in turn aggravates pollution.

Degradation of Environment:

Man's environment by now is sufficiently saturated by the complex chemical emissions, aerosols, toxic effluents, sewage, pesticides, solid wastes, polluted rains, dust and radiation. Polluted rains, dust and radiation. Global 2000 Report, 1980 reveals that the globe will become more crowed, more polluted, ecologically less stable and more vulnerable to disruption than the world we live in today.

Degradation of environment has now become one of the most challenging problems not only of developing countries but also of the developed world. A large number of international and global organizations with the collective wisdom of scientists, planners and geographers have come up to settle the environmental issue confronting the nations and the physical world.

The environmental crisis has convinced the world to use technology and resources to repair the damage already done to our environment and also to use substitutes for certain harmful chemicals in order to protect and preserve nature and natural resources.

Prevention of Environmental Pollution:

Air pollution, responsible for triggering many health problems, is mostly caused due to burning of fossil fuels. The most effective ways to prevent air pollution are minimizing the use of fuels, serving vehicle regularly, saving energy, using alternative energy, and recycling materials amongst other.

Preventing air pollution –

The fast is that human activities contribute the most to any type of pollution. Hence, itis our responsibility to find solutions. And considering the harmful effects of air pollution, it is high time that everyone contributes a bit to prevent release of pollutants. There are certain ways that one can follow for reducing emission of air pollutants in the atmosphere. For clear understanding, we can refer to the following tips for preventing air pollution.

Car pool – forming and implementing a car pool will reduce the number of cars, thereby, preventing air pollution by cutting down the use of fossil fuels. This way, it will help in the sustainable use of fossil fuel and its conservation for the future generations.

Vehicle care – Timely servicing of the car helps to keep it in good condition, and also minimizes fuel exhaust. Driving the car at an average speed and turning off in traffic are thumb rules to save fuel. We must make sure to use unleaded petrol and opt for regular pollution checking of the car.

Public transport – whenever possible, we must try to travel by public transport. This helps in two ways; prevents air pollution and increases public income. If we are going to a nearby place, we must go by walking or use a bicycle, instead of using your vehicle. The objective is to minimize the use of fuels as far as possible.

Alternative energy source – another effective way to prevent air pollution is to use alternative energy sources such as wind turbine, solar water heaters are introduced to generate electricity and other energy forms for household uses.

Saving energy – saving energy will, of course, help to prevent air pollution. Switch off the lights, fans, air conditioners, and other appliances, when not in use. We can also share a room with other when the air conditioner or fan is on, instead of switching them on in every room.

Minimize air pollution – always try to minimize smoke emission, as it contributes a lot to air pollution. One way is to compost dried leaves and kitchen waste, instead of burning them. omposting will also give us organic fertilizer for our garden. Other tips include replacing old wood stoves or gas furnaces, avoiding solvents, and most importantly, not smoking in the home.

Recyclable materials – recycling is a simple approach to reduce pollution in two ways; save energy which is required for disposing and minimize the pollutants released during manufacturing. The list of recyclable materials include plastic bottles, aluminum cans and utensils, paper, craft papers, cardboard, corrugated boxes and glass bottles.

Smart purchasing – remember to carry paper bags and minimize using plastic bags. While buying the products, always choose air-friendly and recyclable products that will minimize the emission of pollutants. Also, shop for only energy-efficient appliances that use less packaging. Lastly, buy rechargeable batteries for frequently used devices. Social awareness about air pollution is the most essential step to be taken for the prevention of air pollution. Awareness programmers and/or advertisements should be encouraged, so that people understand the potential health hazards of pollution. Improvement of transport facilities and proper use of land for the sake of social benefits are equally important for controlling air pollution.

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Assessment of Livestock Population Dynamics in Sangli District

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Abstract:

The main purpose of this research paper is to focus on the temporal change of livestock population in the Sangli District of Maharashtra. This study is based on secondary data sources. SPSS and Microsoft Excel have been incorporated for data analysis, ArcGIS 10.2.2 software is used for graphical representation of tehsil wise livestock distribution in Sangli district of Maharashtra. Livestock is also an integral part of agriculture in India. Cattle are used for plowing fields and transporting crops, while other animals are used for manure and as a source of fuel. Livestock provides livelihoods for millions of people in India, especially in rural areas. Many farmers rely on livestock for income, as well as for food and other resources. Cows are considered sacred by many farmers, and are often seen as a symbol of wealth and prosperity. Other animals, such as buffaloes, goats, and sheep, are also important for the economic point of view. In the tehsil of Miraj, Palus, Shirala and Walawa have positive change of cattle livestock population whereas Shirala and Walwa tehsil have negative change of buffalo livestock population in the year 2012 to 2019.

Introduction:

Livestock is one of the emerging market-oriented business that currently provides an employment to 1.3 billion people at the global level and directly or indirectly provides the means of livelihood to almost 600 million financially weak smallholder farmers in the developing countries (Thornton *et al*. 2006). Raising animals is a significant way for vulnerable communities to minimize risk, and animals play a crucial role in providing nourishment and power for cultivating crops in small-scale farming. Livestock items account for 17% of global calorie intake and 33% of protein consumption, however, there are notable variations between affluent and impoverished nations (Rosegrant *et al*. 2009). Livestock production can have both advantageous and disadvantageous impacts on the natural resources, public health, social equality, and economic progress (World Bank 2009). Livestock farming is experiencing rapid growth in developing nations, making it one of the fastest expanding agricultural sectors. Its contribution to the agricultural GDP is currently at 33%, and this proportion is steadily increasing. The upsurge in demand for livestock products is fueling this growth, which, in turn, is being driven by population growth, urbanization, and rising incomes in developing countries (Delgado 2005). The agricultural industry is progressively adapting to meet the demands of a globalized diet. Supermarket retailing, which is expanding by 20% annually in nations like China, India, and Vietnam, will continue to grow in the coming decades due to the escalating desire for processed food by urban consumers. This trend will enhance the significance of agribusiness in meeting the increasing demand (Rosegrant *et al*. 2009).

India is home to the largest livestock population globally, and it plays a pivotal role in the country's economy and livelihoods. Livestock production has been the backbone of Indian agriculture and a source of employment in rural areas for centuries, with the entire rural economy revolving around it. This integral relationship between livestock keeping and Indian farming has been documented in ancient Indian scriptures such as the Atharvaveda, Ayurveda, and Rigveda, as well as in archaeological remains from the Harappan era in the Indus civilization dating back to around 2000 B.C. This is exemplified by the presence of a bull figure on a coin and terracotta bullock carts from that period (Narang, 2002). India, with just 2.9% of its land area, sustains about 22% of the world's human population and 16% of the livestock population. Livestock farming has become a significant contributor to the growth of the agricultural sector, accounting for a GDP of 2681 billion, which is 4.87% of the total GDP and 21.84% of the agricultural GDP. (CSO, 2017). The 20th livestock census indicates that there are 535.78 million livestock in India, while Maharashtra alone accounts for 33 million of that total population.

Study Area:

The Sangli district is located in the southwestern region of Maharashtra state, positioned between16°45' and 17°33' North latitude and 73°42' and 75°40' East longitude (as illustrated in Figure1). The district spans across 8572 sq. km, which is equivalent to 2.79 percent of the total state area. Its elevation is approximately 549 meters above the mean sea level.

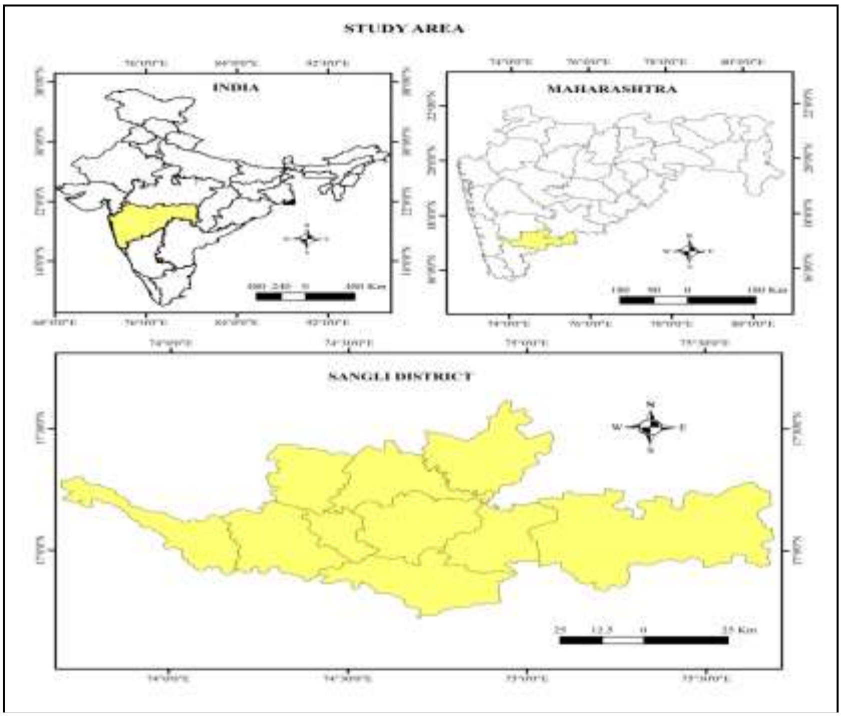

Figure: 1.study Area

The study region has diversified physiography and it is administratively divided into ten tehsils. Physiographically district is divided into three parts, these are i) Sahyadri hills, ii) Plateaux of Jat and Khanapur and iii) Krishna and Yerala river basin. The Sahyadri hills appear only in the Shirala tehsil. Tasgaon, Khanapur, Atpadi, Kavathe Mahankal and Jat tehsils are spread over the plateau region. The entire part of Miraj, Walawa, Palus and small part of Tasgaon, Khanapur and Kavathe Mahankal tehsil covered by Krishna and Yerala river basin. This region having monsoon climate and observe 692.4 mm. average annual rainfall.

Aims and Objective:

1. To study the livestock population in Sangli District.
2. To identify the growth of livestock population in the study area.

Database and Research Methodology:

The entire research work is based on secondary data sources. The secondary data is obtained from the district socio economic review (2016-17) and district census hand books in Sangli District. Also the related information is collected from Livestock department Panchayat Samittee and Zilha Parishad Sangli. ArcGIS 10.2 is used to represent data using cartographic techniques. Microsoft excel is used to processing and analysis data.

For analytical study following formula has been incorporated.

Growth Rate:

$$PR = \frac{V\,present - V\,past}{V\,past} \times 100$$

Where, PR= per cent change

V present = present value

V past = past value

The study's goals were taken into account during the examination of the data. Tabular analysis methods were suggested for use. Information on the livestock population in previous years was compiled from the 19th livestock census in 2012 and the 20th livestock census in 2019. The Department of Animal Husbandry, Dairying and Fisheries, Ministry of Agriculture and Farmers Welfare, Government of India, Indiastat.com website, as well as different publications from the Department of Animal Husbandry and Fisheries, Government of Maharashtra were consulted to obtain the pertinent data relating to livestock.

Result and Discussion:

a) Status of livestock population in Maharashtra:

Livestock rearing is a significant contributor to the development of agricultural economies, as it provides additional income to families and generates employment opportunities in rural areas, particularly for landless laborers, small farmers, and marginal farmers. Livestock also provides valuable resources such as protein-rich food, drought power, organic manure in the form of dung, hides and skins, and domestic fuel, and serves as a regular source of cash income for rural households. According to the 20th livestock census, Maharashtra has a total livestock population of 33.1 million, including 13.90 million cattle, 5.60 million buffaloes, 2.70 million sheep, and 10.60 million goats. In terms of cattle population, Maharashtra ranks fifth after West Bengal, Uttar Pradesh, Madhya Pradesh, and Bihar, while it ranks seventh in terms of buffalo population after Uttar Pradesh, Rajasthan, Gujarat, Madhya Pradesh, Bihar, and Andhra Pradesh. The 20th livestock census reports a 10.07 percent decline in cattle population and a 0.17 percent increase in buffalo population compared to the 19th livestock census. In terms of goat population, Maharashtra ranks sixth after Rajasthan, West Bengal, Uttar Pradesh, Bihar, and Madhya Pradesh, while it ranks seventh in terms of sheep population after Telangana, Andhra Pradesh, Karnataka, Rajasthan, Tamil Nadu, and J&K. The 20th livestock census reports a 25.72 percent increase in goat population and a 3.87 percent increase in sheep population compared to the 19th livestock census.

b) Status of livestock population in Sangli District:

i) Livestock Population (from year 2012 and 2019):

During the 2014-15 timeframe, the National Livestock Mission (NLM) was established to facilitate the sustained expansion and stability of the livestock sector. The principal objectives of this initiative comprise augmenting the availability of superior feed and fodder, supplying safeguards against risk, improving outreach services, increasing the availability of credit, and streamlining the operations of livestock farmers. (Annual Report-2021-22).

Table: 1. Livestock Population (2012)

		Percentage of Livestock Population (Year 2012)						
Sr. No	**Tehsils**	**Cattle (%)**	**Buffalo (%)**	**Sheep (%)**	**Goat (%)**	**Pig (%)**	**Horse (%)**	**Donkey (%)**
1	Atpadi	9.47	6.17	27.04	14.90	24.23	26.09	37.31
2	Jat	25.30	12.61	34.27	30.79	31.95	16.30	1.19
3	Kadegaon	5.63	7.88	3.75	5.33	0.00	4.78	7.45
4	Kavathe Mahankal	10.70	8.31	13.89	10.33	0.37	7.39	0.00
5	Khanapur	5.83	8.85	0.35	8.28	0.40	3.59	3.52
6	Miraj	8.81	10.27	5.78	8.14	14.16	24.89	25.92
7	Palus	4.69	6.93	1.14	3.75	0.00	3.04	2.50
8	Shirala	7.10	9.64	0.87	2.14	1.01	0.87	0.30
9	Tasgaon	9.54	11.40	4.11	10.25	2.82	7.83	16.63
10	Walwa	12.94	17.95	8.79	6.10	25.05	5.22	5.18
	Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Source: livestock population census 19th 2012.

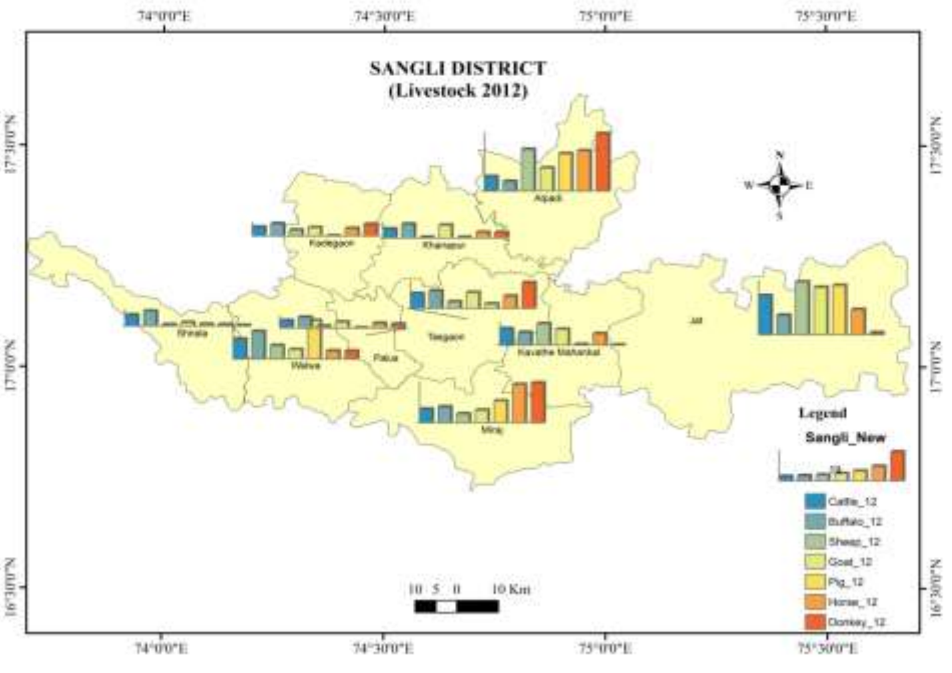

Figure: 2.

The table 1 and fig. 2 clearly shows that, the district has ten tehsils among these; the number of Cattle population is highest in Jat tehsil while Palus tehsil has the lowest. More than 45 % cattle population is seen in the drought prone tehsils of the eastern part of the Sangli district. These tehsil are Jat, Kavathe Mahankal and Atpadi. Very less cattle population is seen in Palus and Kadegaon tehsil. The buffalo population is 17.95% in Walwa tehsil and 12.61% in Jat tehsil. Miraj and Tasgaon tehsil has 10.27% and 11.40% respectively. The Palus tehsil has 6.93% which is the lowest number of buffalo population. The number of goats and sheep is highest in Jat, Atpadi and Kavathe Mahankal tehsil. And the lowest in Shirala, Kadegaon and Khanapur tehsils. About 75.56% sheep rearing in Jat, Atpadi and Kavathe Mahankal tehsil, while 24.44% ship population found in remaining tehsils. The Walwa, Miraj, Jat and Atpadi tehsils have maximum number of pigs, while Palus and Kadegaon tehsils have very less pig population. More than 50 % pig population are found in Jat and Walwa tehsils. While remaining eight tehsil having 50% pig population. Horse is also a useful animal for the farmers. About 26.9% Horse population are in Atpadi tehsil, 24.89% in Miraj tehsil and 16.30% in Jat tehsil, while the lowest number of horse population is 0.87% in Shirala tehsil. Donkey is also a very useful animal for farmers and other labour workers. About 37.31% donkey population is in Atpadi tehsil, 25.92% in Miraj tehsil and 16.63% in Tasgaon tehsil while the lowest number is in Kavathe Mahankal, Shirala, Palus, and Jat tehsils. As per the 19th census of the year 2012 the majority of the livestock population is shown in Jat tehsil and very less in Khanapur tehsil.

Table: 2. Livestock Population (2019)

Sr. No	**Tehsil**	Percentage of Livestock Population (Year 2019)						
		Cattle	**Buffalo**	**Sheep**	**Goat**	**Pig**	**Horse**	**Donkey**
1	Atpadi	7.18	6.31	24.17	14.03	21.10	7.96	32.05
2	Jat	21.82	14.60	35.61	36.39	35.36	18.63	5.64
3	Kadegaon	5.28	7.76	3.89	4.52	0.00	1.72	9.65
4	Kavathe Mahankal	10.10	8.20	13.80	10.94	0.00	9.95	0.00
5	Khanapur	5.81	7.97	2.61	7.68	0.00	2.62	0.00
6	Miraj	11.31	12.75	5.50	6.81	2.41	29.93	40.31
7	Palus	6.53	6.95	1.51	3.61	0.00	11.39	3.92
8	Shirala	8.16	9.29	1.34	2.87	0.75	0.54	0.00
9	Tasgaon	8.64	11.19	2.64	8.49	4.85	7.69	8.01
10	Walwa	15.18	14.98	8.93	4.65	35.51	9.58	0.41
	Total	100	100	100	100	100	100	100

Source: livestock population census of 20th 2019

Table: 2 shows that the livestock population of 20th census of the year 2019. The Walwa, Jat, Miraj and Kavathe Mahankal tehsil have highest cattle population than the remaining tehsil of the district. Very less cattle population are in Kadegaon, Khanapur and Palus tehsil. The cattle population is increase in Walwa tehsil while it is decreased in Jat tehsil. Jat tehsil has the cattle population is highest i.e. 21.82% while the Walwa tehsil has 15.18% cattle population, and the lowest is 5.28% found in in Kadegaon tehsil. Jat, Walwa and Miraj tehsils have total 48.31% of the cattle population. The buffalo population is highest in Walwa tehsil and lowest in Atpadi tehsil which is 6.31%. Jat tehsil has the highest number of sheep population i.e. 35.61% and Shirala tehsil has the lowest at 1.34%. Jat tehsil also ranks first in goat population i.e. 36.39% while Shirala tehsil has the lowest number of goats at 2.87%. About 35.51% of pig population are found in Walwa tehsil. The second number belongs to Jat tehsil with 35.36% while Kadegaon, Kavathe Mahankal, Khanapur and Palus tehsil do not have a single number of pigs. Miraj tehsil has the highest number of horse population at 29.93% while Khanapur tehsil has the lowest number of horses at 2.62%. More than 72 % of donkey population is in Miraj and Atpadi tehsils while remaining tehsils have 28% donkey population(fig3)

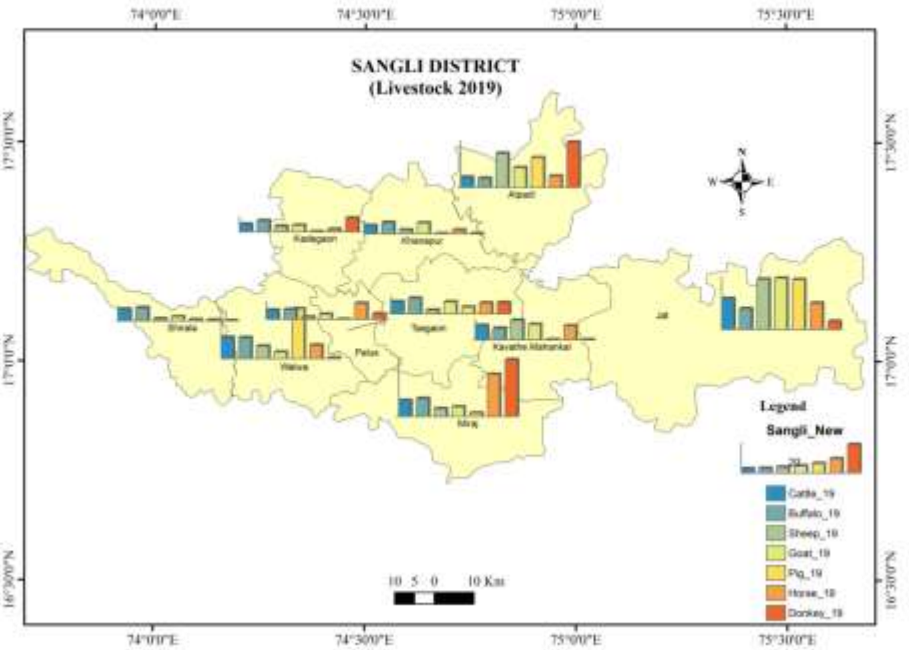

Figure: 3

ii) Growth of Livestock (2012 to 2019):

The Livestock growth refers to the change in the number of cattle population observed in a territory during a specified period of time. The growth or change may be positive or negative. The analysis of livestock population growth in study region enables understanding of its demographic structure. There geographical study of livestock growth is an importance to know its dynamism and planning at regional and local level. No planning can be success unless the planners are aware of the livestock growth rates in the region. The tehsil-wise livestock population growth of Sangli district has described in table 1.3.

Table: 1.3 Growth of livestock population in Sangli district of Maharashtra.

Sr. No	Tehsil	Growth in Percentage (2012 to 2019)						
		Cattle	Buffalo	Sheep	Goat	Pig	Horse	Donkey
1	Atpadi	-27.92	4.80	-25.77	31.77	-23.08	-63.33	-37.38
2	Jat	-17.99	18.47	-13.68	65.34	-2.25	37.33	245.00
3	Kadegaon	-10.80	0.75	-13.75	18.71	0	-56.82	-5.60
4	Kavathe Mahankal	-10.26	0.95	-17.48	48.09	-100.00	61.76	0
5	Khanapur	-5.32	-7.81	529.28	29.82	-100.00	-12.12	-100.00
6	Miraj	22.09	27.13	-20.87	17.00	-84.96	44.54	13.33
7	Palus	32.41	2.71	9.94	34.72	0	350.00	14.29
8	Shirala	9.24	-1.32	27.54	87.49	-34.21	-25.00	-100.00
9	Tasgaon	-13.88	0.49	-46.72	15.94	51.89	18.06	-64.87
10	Walwa	11.56	-14.59	-15.63	6.78	25.19	120.83	-94.25

Source: Compile by Researcher

Table 1.3 shows that, the growth of the livestock population in Sangli district of Maharashtra. The goat and ship are the very important livestock for all categories people. Both goat and sheep are reared by the farmers, laborers and people in the poverty line. Goats and sheep give birth to their chicks young twice in a year, besides, they are widely used in rural and urban area for milk and meat. Hence from the above table it is observed that there is an increase in the number of goats and sheep. In Sangli district, only in Miraj, Palus and Shirala tehsil, the number of indigenous and crossbred cows has increased, otherwise the number has decreased everywhere in the district. The number of buffaloes is to increase the most in Jat and Miraj tehsil. The numbers of pigs and donkeys have also decreased, but the number of horses has increased in Walwa, Jat and Kavathe Mahankal tehsil.

Conclusion:

The eastern part of Sangli district is a rain shadow region and more than 75 percent of the land is under forest area. Therefore, most of the people are engaged in animal husbandry and agriculture. Out of them the highest forest area is found in Jat tehsil. Therefore, animals like goats, sheep, cows, buffaloes are reared in large quantities in this drought-prone area. Majority of the people engaged in agriculture and livestock farming. Therefore, in the eastern part of the district engaged in sheep and goat rearing. The tehsil Miraj, Palus, Shirala and Walawa have positive change of cattle livestock population. The Shirala and Walwa tehsil have negative change of buffalo livestock population. The Khanapur, Palus and Shirala tehsil have positive change of sheep livestock population. The positive change of Goat livestock population is found in all over district. Tasgaon and Walwa tehsil have positive change of pig livestock population. Palus tehsil has seen the most positive change in all livestock population.

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A Leadership Qualities Management Companies In Belagavi District

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Abstract:
Today, we have studying most important concept of leadership qualities in factory at belagavi district. It is good leaders possess self-awareness, garner credibility, focus on relationship-building, have a bias for action, exhibit humility, empower others, stay authentic, present themselves as constant and consistent, become role models and are fully present. other than we used here, leadership is a process by which an executive can direct, guide and influence the behavior and work of others towards accomplishment of specific goals in a given situation. Leadership is the ability of a manager to induce the subordinates to work with confidence and zeal.
Keywords: leadership quality and motivation of employers.

Introduction:
It is common factors purpose of company to mentioned further details especially our belagavi district. Such as leadership is about taking risks and challenging the status quo. Leaders motivate others to achieve something new and better. Interestingly, leaders do what they do to pursue innovation, not as an obligation. They measure success by looking at the team's achievements and learning. In contrast, management is about delegating responsibilities and getting people to follow the rules to reduce risk and deliver predictable outcomes. A manager is responsible for completing four critical functions: planning, organizing, leading, and controlling. Unlike leaders, managers do not challenge the status quo. Instead, they strive to maintain it. They evaluate success by seeing if the team has achieved what was expected. In many companies our belagavi district they are included in medium and small scale industries. Leaders and managers apply different approaches to achieve their goals. **For example**, managers seek compliance to rules and procedures, whereas leaders thrive on breaking the norm and challenging the status quo. Here's how leadership and management are different from each other.etc.

Objectives of the study :
1. To developed a mission and vision.
2. To developed a strategic planning.
3. To get opportunities and managing risk.
4.To improving the business better than other company.

Importance of the study :

1. **Improves Communication (language either English / Hindi)**
   One of the most important duties of a leader is to facilitate communication within the workplace. Clear and concise communication is essential for any team to function correctly. Effective leaders will make it a point to keep lines of communication open at all times and create an open and inclusive environment where everyone feels comfortable sharing their ideas. By ensuring employees have a forum to voice their concerns and opinions, a leader can encourage a work culture where new ideas are welcome, and misunderstandings are avoided.
2. **Creates A Better Work Environment (in friendly we speak with employers)**
   Leaders have a profound impact on their overall work environment. They create an atmosphere of trust and respect, which in turn fosters creativity and collaboration. Employee morale is also higher in workplaces with strong management, leading to greater motivation.
3. **Improves Productivity (best quality products produced in the market)**
   An effective leader makes all the difference in a team's productivity. When employees feel valued and motivated, they are more likely to be productive. On the other hand, a poor leader can cause employees to become disengaged and uninterested in their work. A team that is led effectively will be more productive, efficient, and successful overall.
4. **Increases Efficiency (max affords and more sale products in market but min price)**
   A productive leader can help to improve efficiency by getting the most out of their team. Leaders can help improve efficiency by ensuring everyone is working towards the same goal and doing what they do best. They can provide guidance and direction and delegate tasks to make the most of everyone's strengths.
5. **Decreases Mistakes (whether employers do mistakes we can excuse)**
   A capable leader is essential for any workplace that wants to minimize mistakes and run smoothly, especially important in high-pressure environments where mistakes can have serious consequences. A leader needs to be able to identify potential problems early on and head them off to avoid costly mistakes.

6. **Motivates Employees (it is most point of view of inspirable to workers)**
   Good leaders know how to effectively motivate their employees. They understand that people are different and that what works for one person may not work for another. As a result, they take the time to get to know their team members and discover what makes them tick. They also create a positive work environment where employees feel valued and appreciated. When employees feel like they are part of a team and that their contributions matter, they are more likely to be engaged and motivated.
7. **Inspires Hard Work**
   A great leader is able to instill a sense of purpose in their team. When people feel like they are working towards something bigger than themselves, they are more likely to be willing to put in the hard work required to achieve it. An effective leader knows how to tap into this sense of purpose and channel it into productive effort.
8. **Creates A Strong Vision And Direction For The Future**
   A successful leader understands the importance of having a solid vision and how to create one that will guide their organization toward a bright future. A strong vision means having a clear idea of where the organization is going and what it wants to achieve. It also means articulating this vision in a way that inspires and motivates others to follow. Without a clear vision, maintaining momentum or progressing toward long-term goals can be challenging. A leader with a strong vision can create a sense of direction and purpose, helping to focus and energize an entire organization.
9. **Helps Keep Employees On Track** (in factory workers its fulfilled works)
   Once the company's vision is well-articulated and understood, sound leadership is essential to keep employees focused on reaching that goal. This means clearly communicating the company's vision and objectives as progress is made and changes occur and then providing the necessary support and resources. Maintaining lines of communication throughout projects, being positive, and ensuring employees receive the support they need to achieve their tasks all help keep staff on track with an organization's overarching vision.

Methodology :

Secondary and primary data collection methods have been used for the purposes of this study. Secondary data were collected through out of two companies make a systematically collected data.

1 one best leadership style was available that was equally effective in all situations for the company.

2. the potential to be aware of and use one's own emotions in communicating with our self and other self.

3. team effectiveness depends on an appropriate match between a leader's style or employers style.

Hypotheses : (one of the best example of workers in belagavi district)

A successful financial services organization is under pressure to boost financial performance. The executive team identifies the Collections area as a significant opportunity for improvement--soon discovering that its outstanding debt recovery rate is significantly below other firms'. The chief operating officer sponsors a multi-phased initiative to overhaul collections processes and procedures, despite resistance from the company's "old guard."

Interpretation of data:

Every decision a leader makes--every goal set, target defined, strategy developed--is fundamentally a hypothesis, a more or less educated guess about the future and the correct path to success.

To aim at our customer's delight by exceeding his expectations through an exceptional blend of QUALITY-COST-DELIVERY of our products and service that we provide.

Conclusion:

The view of leadership and management is based on experiences throughout life. Moving through this journey of leadership and management in learning organizations, it is important to understand how past knowledge of leadership and management in your lifetime affects perceptions. These examples can act as a reference to your own understanding of leadership and management, and how your previous encounters relate to understandings within a learning organization.

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