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VISION

The vision of the journals is to provide an academic platform to scholars all over the world to publish their novel, original, empirical and high quality research work. It propose to encourage research relating to latest trends and practices in international business, finance, banking, service marketing, human resource management, corporate governance, social responsibility and emerging paradigms in allied areas of management. It intends to reach the researcher's with plethora of knowledge to generate a pool of research content and propose problem solving models to address the current and emerging issues at the national and international level. Further, it aims to share and disseminate the empirical research findings with academia, industry, policy makers, and consultants with an approach to incorporate the research recommendations for the benefit of one and all.

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THE STUDY OF SILTATION IN THE BANDHARA BUILT UP IN THE BRITISH PERIOD (1880- 90). A CASE STUDY OF DEOPUR BANDHARA ON “DEO RIVER” SINNER TAHASIL, NASHIK DISTRICT

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INTRODUCTION

Water is a natural resource which supports life. It must be used properly. But on practical basis the proper management and planning of water resource is not done properly. Because of which there is huge water crises.

During British Period, in order to meet with irrigation problem there was a construction of strong stone based Dam. Mainly in Nashik district there was a construction of permanent stone based Dam on following rivers, Godavari (28), Darna (17), Girna (31), Mousam (16), Shivnadi (10),

Guhinadi (14), Shelu (17), Dhamni (28), Mhadungi (06), Nasardi (08), Karanjali (07), Kajali river (06), ect. Totally there are 273 permanent stone based dam built in Nashik District.

STUDY AREA: During the period of 1880-90 there were totally 19 stone based dam built on a Dev river a tributary of Godavari. It originate from eastern slope of Sahyadri a few kilometer from the Kalsubai (1646 mt) Peak. The length of the river is 56 km and is located at 19 Deg 45 min N to 19 Deg 58 Min N latitudes and 73 Deg 52 min E to 74 Deg 14 E longitudes. Gonde nala, Bhokan nala, Khopadi nala, and Damber nala ect. meets the Dev river during its journey. There is high rainfall at the origination point (100-110 cm) and it goes on decreasing towards the east (40 cm). Britishers make the study of rainfall in a region and make small small stone based dam for irrigation purpose.

GEOGRAPHICAL IMPORTANCE OF STUDY AREA

1- Average rainfall of Taluka 40-60 cm 2-

Average temperature Taluka

a- Summer – on average 30 Deg – 34 Deg b- Winter-
on average 18 Deg – 20 Deg

3- Geographical location of Dev river is on eastern slope of Sahyadri ranges and irrigated zone of river Godavari in Sinnar taluka.

OBJECTIVE OF STUDY

In recent time it has been observed that all the stone based dam has become inefficient and of no use . Due to which there is effect on the flood irrigation system .Hence there is need to study the following objective.

1- To study the water holding capacity of stone based dam. 2- To study the deposition of mud in a dam.

3- Reutilization of deposited mud in a dam for agriculture. 4- To study the groundwater level after removal of mud.

5- Study for the increase of dam height.

On the dev river the last stone based dam is called as devpur dam. These dam is also become in efficient for irrigation due to accumulation of mud. There is huge amount of mud accumulation in this dam. Because of that there is decrease in the water accumulation level hence there is less water availability for irrigation as well as the ground water level is also decreasing.

TABLE NO-1 DAMS ON RIVER DEV AND AREA UNDER IRRIGATION

Sr. no	Dam no.	Villages under dam		
			Acer	Guntha
1	73	Konamba	129	38
2	74	Upper Sonmba	125	27
3	75	Middle sonamba	34	38
4	76	Lower sonmba	116	19
5	77	Vadgaon	253	09
6	78	Harsul	37	24
7	79	Niphadi (sinnar)	317	21
8	80	Pachora(sinnar)	165	31
9	81	Belambe (sinnar)	75	11
10	82	Vaijvarana (sinnar)	280	27
11	83	Balak (sinnar)	88	13
12	84	Kormakhhol (sinnar)	97	27
13	85	Mapra (sinnar)	52	03
14	86	Musalgaon	239	03
15	87	Khetriya musalgaon	61	15
16	89	Datali	103	07
17	90	Shahapur	69	39

18	91	Khopdi khurd	88	18
19	92	Devpur	274	31

Source: irrigation dept. Nashik disctrict.

Note: - only devpur dam on dev rivern is taken into study.

GEOGRAPHICAL INFORMATION OF DEVPUR DAM

1- Devpur dam is situated at 1km south from devpur village. 2-

Height of dam:- 1.35 to 1.5 mt

3- Length of dam:- 382mt

4- Breadth of dam:- 1.25mt

5- Length of dam canal :- 7.5km

6- Irrigation area under dam:- 274 acer

7- Material used for construction:- stone ,limestone, lead , sandstone.

STASTICAL STUDY OF DEVPUR DAM FORMULA

OF MUD CALCULATION = L*W*D

1- LENGTH:- 522mt. (522mt*3.25ft.=1696ft.)

2- Breadth:-279mt.(279mt*3.25ft.=906ft.)

3- Depth:- 1.27ft.(average)

1696ft.*906ft.*1.27ft. =1751451 cuft.

=1.75mcuft.

TABLE NO -2 MUD DEPOSIT OF DEVPUR STONE BASED DAM

Sr.no	Chain(mt.)	Depth of mud deposit.(ft.)	Breadt h of Dam	Averag e breadt h of dam (mt.)	Averag e depth of mud (ft)	Lengt h of mud in dam (mt)	Intern al distanc e from dam
	0	0.0					
Cross	21	3.3					
section	170	4.2	382	-		-	
near	361	2.9					
dam							

	382	0.0			2.08		0
Cross section of line A	0	0.0					
	21	3.2					
	170	4.1	382	-		-	
	361	2.8					
	382	0.0			2.02		25mt.
Cross section of line B	0	0.0					
	50	2.1					
	150	3.0	300	-		-	
	250	2.2					
	300	0.0			1.46		300mt.
Cross section of line e	0	0.0					
	20	1.5					

C	180 200	2.0 0.0	200	-	0.80	-	500mt.
Cross section of line D	0	0.0	135	-	0.0	-	522mt.
Total	-	-	1399	279	1.27	522	-

WALL OF DAM**DEPOSITION OF DAM****BACKSIDE OF WALL****TODAY SITUATION OF THE DEOPUR DAM****CONCLUSION**

- 1- There is 17514551 cu.ft mud deposited in the dam.
- 2- If the deposited mud is removed 1725000 cu.ft water capacity will increased.
- 3- Mud removing cost can be decreased by voluntary labour.
- 4- If the water in the dam increased the groundwater level of wells will increased.
- 5- Water availability will increased for villagers, domestic animals .
- 6- Increased height of dam will improve the water holding capacity of dam, which will benefit the local area.

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INTERROGATING THE NATURE OF FICTION THROUGH ANDRE GIDE'S POETICS OF FICTION IN THE COUNTERFEITERS

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ABSTRACT

Self-reflexivity is an important literary method to investigate the phenomenon of artistic creation. Among the various genres of literature, novel seems to be the most dynamic and ever changing one. This research paper interrogates the process of fiction-writing with specific reference to Andre Gide's The Counterfeiters. Gide has brilliantly exploited the technique to discuss the writing process. The novel is replete with vital discussions on theme, plot, characterization, representation of reality, depersonalization. The narration through a journal of a novelist character serves dual purpose of narration as well as recording the unrefined impressions of the artist. The picture of psychological, emotional and literary self of the artist that emerges out of this discussion serves as an authentic insight into the creative state of mind. Gide has brooded over the whole problem of the novel as a work of art. It is also an attempt to rediscover, to re-create and to justify the genre aesthetically. In his novels Gide has tried to justify his choice of novel form and to incorporate into his work a theory of novel.

KEYWORDS: *Meta-fiction, Novel.*

INTRODUCTION

The phenomenon of literary creation has always been an intricate matter since ancient times. Right from the Greek concept of artistic creation to the modern concept of automatic writing, there have been speculations and arguments on the actual process of writing a piece of literature. For example, while Plato, in his book Ion call a poet a holy winged creature who cannot write unless he is out of his senses, the modern criticism applies the psychological aspects like „sub conscious“, „id“ and „collective unconscious“. In this regard, the concept of self-reflexivity acquires significance. It is the technique which allows us to peep into the minds of literary artists and gives us some authentic glimpses of the actual process of creation. This research paper looks into this technique of self-reflexivity and analyses Andre Gide's The Counterfeiters in the light of the term „meta fiction“.

Though meta-fiction is a feature of post-modern literature, the earlier literature is not completely devoid of it. For example, Laurence Sterne's Tristram Shandy has employed this technique. To take few names from recent literature we can refer to Vladimir Nabokov's Pale Fire, John Barth's Lost in Funhouse and William Golding's The Paper Men. But during late

nineteenth and early twentieth century when meta-fiction was not a common characteristic of fiction, Andre Gide (the Nobel Laureate, 1947) brilliantly exploited the concept in his works.

There are certain reasons why it is of great importance to investigate into the nature of novel-writing through self-reflexivity. The form of novel has always been on a flux; creating the new structure on the ruins of its previous one. Its span is very vast and the genre is almost unclassifiable. Fiction has a notorious capacity to cross boundaries and integrate other genres. More than any period in French literary history, the time span between 1880 and 1920 revised expectations about what the idea of literature was, and where were the defining terms for fiction in particular. Perhaps it is the definition of „the novel“ which possesses most difficulties. In the French tradition in particular, the novel has a history of questioning itself, redefining itself, seeking itself out, challenging its own identity and status as a literary genre, and blending into other genres:

Another reason for this tendency of the novel to undermine its own procedure may be that the genre poses an inherent problem of acceptability. The novelist is using extended narrative, precise denotation, detailed description, the evocation of verifiable of realities and facts. (The Cambridge Companion to The French Novel: From 1800 to the Present, P. 8)

Such is the protean capacity of the novel to adapt, that even the work or style judged most

„un-novelistic“ will inevitably be novel proper sooner or later. Again the French novelists are vulnerable to extensive theorizing tendency. The most important point is that time span during which Gide wrote was one of experimentations. Again various avant – garde movements like Existentialism, Expressionism, Imagism, Impressionism, Symbolism etc. were proliferated in literature. Thus literature in that period was on a kind of flux: innovations in themes, techniques and style, multiple narration, self-reflexivity and so on.

Gide's desire was to strip the novel off every element that does not belong to novel proper. It is because he is interested in a pure novel. Yet all the conventional elements of novel are found in *The Counterfeiters*. All the events succeed in a well organized manner and the novel comes to an end with two happy and one tragic incident.

Gide's major concern was for the character of Edourd- the image of an artist whose aim is to translate real events into a work of art i.e. novel. In this process the diary plays an important role. It is the reflection of the journal maintained by Gide himself. It records the surge of creativity to write a book and thus becomes an analysis of the process of evolution of the work:

The author himself is constantly warning us that the journal is a kind of self-imposed discipline, that he returns to it only when no other task is demanding his full attention, or even, on occasion, to set down certain ideas he can find no place for elsewhere. (Gide: A Collection of Critical Essays, p. 154)

Journals can be useful in many other ways. They can describe the author's frame of mind. We can come to know that what was going on in the author's mind when he was writing that particular work. On the part of the author, journal can be the primary source for the main script or draft. Gide believed that an individual being should be scrutinized with the help of personal

records in order to arrive at general which explains him. Through his journal Gide had tried to understand himself. This is the primary function of journal and so it is indispensable for understanding Gide's works. On the other hand journals can function as a literary means to record the creation of the work: "I shall take good care not to lose this one, in which I am writing now. It is my pocket mirror. I cannot feel that anything that happens to me has any real existence until I see it reflected here." (The Counterfeiters, p.175).

Gide loved to question about the problems of an artist, of art itself and of emotional and psychological workings of mind. Since Gide's works are replete with journals, they become a moral and psychological commentary on the artistic creative process. These journals address a significant problem of artistic creation. If one tries to express emotions, is not the expression an alteration of the genuine emotion? If this emotion is revised or refined, is it not farther alteration? Gide had many times revised his journals (second alteration) and thus he had tried to give an impression of himself. But this image was altered, willed and carefully organized. However, these records might have enabled him to free himself from his complexes, to set himself at a certain distance and make a critical examination.

Edourd is the central character in the novel. He is a novelist and like Gide maintains a diary in which he notes down day to day events and happenings. Edourd's journal comprises about half the novel. It contains his reflections on the events, people and on the novel which he is going to write. But a reader does not find any particular element or feature which can differentiate between the journal and the narration done through the third person singular. What he narrates during his participation in the events is akin to the reflections noted in the journal. The only difference between him and the other narrator is that he knows and recalls the past.

In the first part of the book Edourd and Oliver meet each other at railway station. Edourd throws unconsciously his clock room ticket and Bernard who is following them picks it up. He carries away his bag but thinks that he has not stolen it. He finds out a journal in the suitcase and reads it with great interest. Edourd is planning to write a novel with the title The Counterfeiters. He has been thinking about this novel since long time. He has not written even a single line of the novel but has noted down his ideas and reflections in a notebook. As we know, Edourd is interested in a pure novel. He distinguishes various fields of art. Outward events, accidents, traumatism belong to cinema. The novelist should not give too exact a description. Specific description stifles the readers' imagination instead of encouraging it. The readers should have some liberty to enjoy articulation of their own. Edourd also discards the method of psychoanalysis. People feel what they imagine they feel. For example when one loves, one only imagines that one is in love. The readers' imagination should not accumulate details but he should adapt to proper points. Edourd gives more importance to the point of view. George Lucas has said that Modernist writers suffer from a lack of perspective and point of view. He is more conscious of other's point of view as they reveal a new way of looking at the same matter. "In Gide's poetics the individual reader is as important as the writer who also speaks from a definite position, to a particular social context". (Modernist Conjectures: A Mainstream in European Literature 1910-1940, p. 174)

This refers to an existential problem- the problem of the other. Till the middle of the novel we are baffled as to who is the narrator of the entire story. It is revealed at the middle of

the novel that there is a third person narrator who appears to be omnipresent. No single point of view directs the narrative. It is an element of experimental writing. It is said that experimental writing is a type of writing where even the writer does not know where to stand in his own work. The narrator starts to tell the story and readers first identify him with the author. Abruptly the narration is handed over to Bernard. After that the point of view shifts backward and forward as characters move in and out of the seen. Gide has successfully dealt with this shift and there is smoothness and fluidity in the narration. But each point of view sheds light only on fragmented actions. Edourd's visit to La Perouse reveals how a single fact or event can be narrated and analyzed and even justified from different points of view. Both of them (The Perouse Couple) analyze each other's actions cynically and absurdly. Whatever one does is to annoy the other.

It is impossible for Edourd to temper with reality or real facts. He cannot alter them without altering the whole. Till now he has fed his works with subjective feelings, emotions and experiences. But now his life has begun to depart from his works: thoughts and feelings are being separated now. Comte De Passavant is his contemporary. Edourd does not have least esteem for him as far as his literary status is concerned. Passavant's works assert the convention forcefully because they do not have significant content. His works initially strike as modern but very soon they turn into an outdated work. It is because Passavant addresses the young generation. Certainly it is better to address today than to address the yesterday. But such works extinguish with the youth. On the contrary Edourd wants to write about the problems which people will have to face tomorrow. He would write to satisfy curiosity yet not formed, to satisfy the demands yet not created. Today's child should find him on his way for tomorrow. According to Gide a true artist is one who does not look back at past writers and their works to receive some sort of support to progress farther. On the contrary one must try to change the goal of art. As a genius he must raise the problems of art in his individual way. He thinks that there are few poets who have allowed them to be guided by their feelings for art rather than by feelings of their heart. He possesses a singular faculty of depersonalization which enables him to feel the emotions of others. Edourd wants to land more objectivity to his writing. Chekhov once said that one should write only when one is as cold as ice. When Edourd refers to depersonalization, it is essential to know Gide's views on this theory. For Gide the self is divided into intimate and external self. The later is shaped on the basis of the former. Is it just to refuse or to deny the power to the intimate self without whom any work of art cannot exist? If all the works are devoid of the author's personality then one work would no longer differ from others. Thus the instinctual originality is derived from the intimate self and so it must be given due importance. The approach of critics towards his works irritates him a lot. He feels that the qualities that people ascribe to him are the ones which he detests most. Here comes a Modernist and Post-modernist element. The Modernists believed that criticism reduces the autonomy of art and reduces a literary work to an absurd level. He even perceives a change in his self. It is not that he has changed, but now he has begun to discover his real self.

During his stay in Saas Fee, Edourd talks about his novel, its plan and subject to Bernard and Sophroniska. He has not yet decided the subject of the novel but he feels that it should be new and there should be no repetition. Novel is a genre that denies the overcoming of rules and conventions. It is free and lawless medium of art. This liberty may be the reason why novel has always clung to reality. The novels are akin to one another as far as their newness and freedom are concerned. Novel tries to go nearer and nearer to Nature. Here Nature refers to natural,

realistic and objective depiction or it means to describe things as they are without taking any sides. Edourd is against the notion that novel should rival the facts. The problem of an artist is: how to express the general through particular and how to make particular express the general? An artist always has to make an attempt to localize and specify the actions and characters but while doing so he restricts the scope both in spatial and temporal context. For Edourd novel should be true and at the same time far away from reality. It should be specific and general as well. Elizabeth Bowen writes in her essay "Notes on Writing a Novel":

Plot is story. It is also "a story" in the nursery sense= lie. The novel lies, in saying that something happened that did not happen. It must, therefore, contain uncontradictable truth, to warrant the original lie. A mass of subjective matter that has accumulated- impressions received, feelings about experience, distorted results of ordinary observations, and something else. (Perspectives on Novel, p.217).

Here it seems that Edourd is fumbling as far as his ideas about his novel are concerned. Whenever he is asked about his novel he describes it in different ways. Edourd does not want to give any specific subject to his novel. If he does so, he will be curtailing the scope of the novel. The school of Naturalists would try to project a slice of life. But in order to take a slice they have cut it in the terms of length and breadth. Edourd does not want to cut anything and wants to depict the whole. Edourd has reality on one hand and desires to put it into art by stylizing it. For this purpose he intends to invent a character of a novelist who can talk what life offers to him and what he wants to make out of it. Thus the character in the novel wants to abandon reality but Edourd will bring it back to him. In this respect the subject of the novel might be the struggle between the facts presented by reality and the ideal reality. According to Gide art is a moderate thing. An artist should not strike balance between idealism and realism. Nor he should leave either of them entirely. He can go near to either of them as long as he is able to touch the other. One can touch the two at the same time and fill the space in between. Edourd perceives a kind of disjunction that he feels between himself and reality. The central idea of the work will be "What I want is to represent reality on one hand, and on the other that effort to stylize it into art.... That very struggle between what reality offers him and what he himself desires to make of it." (The Counterfeiters, p. 207) There is a world of appearances on one hand which imposes itself upon us, and on the other we have our own interpretations and images that we try to impose on the outer world. This is the struggle that forms the drama of life. When we try to resist the overcoming of facts, we transform our ideal constructs in to dreams and feature life: ...paradoxes which abound in the writing and the reading of novels. In order to speak the truth, the novelist has to invent and pretend. So even as it makes statements about verifiable realities, the novel willingly exposes the lie of its own discourse. If the novel is to aspire to a higher truth, it must of course reveal its paradox. (The Cambridge Companion to The French Novel: From 1800 to the Present, p. 7).

In his journal Gide has made a clear suggestion that Edourd is at heart a Symbolist. He is reluctant to examine the texture of human life and this results in his hatred for realism. There after Gide treated Edourd's book as something which will never be accomplished. Whenever someone asks him about the plan of his novel, he fumbles and talks about it in a different manner each time. He is afraid that he may be unable to finish his task. Defending himself Edourd has to say that if he does not finish his work it will be because he is more interested in the history of the

book than the book itself. He wants to write a novel of ideas rather than the one on human beings. He is more interested in the ideas rather than in man.

At the middle of the novel the author takes rest and broods over the characters. He claims that he is completely detached from his characters. Lets them behave the way they want. Once they are born they develop and shape themselves on their own without any external guidance:

Character description in *The Counterfeiters* is at odds with the realist convention of relating cause and effect. It is rather the unpredictability of the conscious mind which determines human behaviour. The variability of characters is an obstacle to the psychological analysis, but if Edourd were asked to choose between that variability and laws of psychology, he would rather do without the latter. (*Modernist Conjectures: A Mainstream in European Literature 1910-1940*, p. 195)

The author is happy with the characters of Bernard and Edourd while that of Passavant irritates him a lot. Characters like Laura, Douviers and Boris are minor ones who had come in his way when he was dealing with Bernard and Oliver. Even Edourd discusses the process of characterization from the point of view of consistency. If characters behave as per our expectation, we think them to be constant in their behavior. But on the contrary it is the element of their inconsistency that makes us recognize that they are artificially composed. As a general fact naturalness and consistency cannot go together. Exceptions are the cases in which inconsistency itself is a made up behaviour (Self conscious originality). However the more fundamentally generous an individual is, and more fertile in possibility, the more liable he is to change, and less willing to allow his future to be divided by the past. In another chapter Gide has illustrated this theory by discussing the behaviour of Vincent and Laura at Pau. Vincent's seduction of Laura and her submission to him is the behaviour which is inconsistent. The reason why this behaviour should be appreciated is that it was natural for them to behave in this way. Both of them thought that they were on the verge of death. Again they were far away from their parents and society. In this situation what appears to be unnatural for us is a natural behaviour for them. Gide farther focuses on the process of characterization and discusses the evolution of the character of Vincent. Vincent's education has made him materialistic in nature and so he finds it very easy to triumph over him. This demon is the stealthy corruptor of conscience that portrays one's defeat as one's victory. At the first stage in the development of Vincent's character he feels abide by moral duty to help Laura. His will force him to give five thousand franks. This behaviour projects Vincent as a noble, respectable and generous person. The second stage is one of uneasiness created by doubts. The demon tempts him to increase the amount. The loss of money at the third stage gives him courage to overlook adversity. This fortitude enables him to confess the loss to Laura and thereby to desert her. At the fourth stage, in order to legitimize himself, Vincent renounces conventional morality and invents new ethics. Finally he is intoxicated by his victory and feels at the top of the world. When he thinks that he is the freest creature, in reality he is merely an unconscious victim of demon.

Edourd does not believe that when one begins to write a novel one must have a plan in his mind about the ending of the novel. It is because he portrays a life and life can never be predicted nor it gives anticipations. The novel *The Counterfeiters* ends with Edourd's aroused interest in Caloub. Apparently it seems that the novel has ended on a note of continuity. In fact

the organized succession of events is artistically brought to a conclusion. The motion unleashed by the energy of the novel at the beginning arrives at a rest in the end. Bernard returns home, Oliver is taken care of by Edourd and Boris is dead. Thus the end which appears to be continuous is actually again a conventional end.

Thus a common fact that emerges out of this discussion is that by using meta-fiction as a technique, Gide has crystallized the concept of fiction writing and has also artistically dealt with related issues. Use of journals, characterization, realism, plot, an artist's role, ending of the novel Contemporary criticism had compelled Gide to brood over the whole problem of the novel as a work of art. Gide attempted to rediscover, to re-create and to justify the genre aesthetically. In his novels Gide has tried to justify his choice of novel form and to incorporate into his work a theory of novel.

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KHAP PANCHAYATS: CHANGING PERSPECTIVES

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ABSTRACT

Khaph is a cluster of villages united by caste and geography. It is as old as 14th century started by upper caste jats to consolidate their power and position. The main rule is that all boys and girls within a khaph are considered siblings. Khaph panchayat governs the khaph formed by same gotra (clan) families from several neighboring villages. Khaph panchayats are prevalent in Haryana, western Uttar Pradesh and Parts of Rajasthan. Love marriages are considered taboo in areas governed by Khaph panchayats. Those living in a Khaph are not allowed to marry in the same gotra or even in any gotra from the same village. Many young couples have been killed in the past defying khaph rules. This paper is based upon the role of Khaph Panchayats and trying to evaluate the position of khaph panchayats that how can they come up in the changing modern society.

KEYWORDS: *Khaph Panchayat, Power And Position, Society, Caste.*

INTRODUCTION

The Khaph has been a system of social administration and organization in the northwestern states of India since ancient times. Written references are found as far back as 2500 BCE. During and since that time, there has been shift from nomadic way of life to settled agricultural practices. From this time on, the Indian social fabric was organized around the village unit and the mode of governing was often that of a council of five, which is called a Panchayat. Khaph is a term for a social-political grouping and used in a geographical sense. A Khaph originally consisted of 84 villages. A unit of seven villages was called a Thamba and 12 Thambas would form the unit of 84 villages, a khaph, together.

However, there are also khaphs of 12 and 24 villages. Their elected leaders would determine which units would be represented at the khaph level. These khaphs are spread all the way from Northwest India down to Madhya Pradesh, Malwa, Rajasthan, Sindh, Multan, Punjab, Haryana, and modern Uttar Pradesh.

The Sarv Khaph Panchayat represented all the khaphs. The Khaph and Sarv Khaph was a system of social administration and organization in the republics of Northwestern Indian states such as Haryana, Rajasthan and Uttar Pradesh since ancient times.

GOTRA

The term Gotra is a Hindi word for lineage which means the descendants of one individual. Originally, there were 7 Gotras - Vishvâmitra, Jamadagni, Bharadvâja, Gautama, Atri, Vasishtha, Kashyapa and Agasthya which was later included in the list. The ramification of the Gotras took place according to the needs in the later stages as the population proliferated. In Hinduism, one cannot marry into one's own Gotra as the people of same Gotra are considered to be brothers and sisters. However, this rule is not enforced in South India and one can marry into his/her mother's Gotra. This is not allowed in North India. The system which is fast losing its value in metropolitan and urban areas, due to modernization, is still prevalent in many rural areas.

HINDU MARRIAGE ACT

In Hinduism marriage within the same gotra is prohibited, where a gotra is believed to be the group of descendants of a sage who lived in the remote past. Two persons in the same gotra cannot marry even if they come from different linguistic areas. However, same-gotra marriages have been legal under Indian civil law since the Hindu Marriage Act of 1955. Additionally, marriages within certain degrees of consanguinity are considered sapinda and banned in Hinduism. Hindu law givers differ in the definition of sapinda: at one extreme, according to some sources marriages are prohibited within seven generations on the father's side and five on the mother's side. In contrast, other sources allow cross cousins to marry, including first cross cousins. The Hindu Marriage Act bars marriage for five generations on the father's side and three on the mother's side, but allows cross-cousin marriage where it is permitted by custom.

IMPACT OF KHAP PANCHAYATS

The effectiveness of the Sarv-Khap decision depends upon the type of issue, the nature of the decision, community feelings, and unity and solidarity between the different Khaps. The sense of community feeling, cooperation, a traditional value system and the feeling of bhaichara provide the main strength to the institution of the Sarv-Khap panchayat. The main role of the Sarv-Khap is maintain peace and harmony between various Khaps by settling disputes or by passing the resolutions related to the social welfare of the people such as education of girls, ban on female foeticide and dowry, limited expenditure in marriages and so on. The khap panchayats have a

great effect on the people's life and the whole functions of the society. These effects can be in the negative or positive sense. Some of these are defining below:

THE NEGATIVE SENSE

POLITICALLY

Violation of the gotra rule usually invites death for the offending couple, while family members are ostracized. It has served as a motive to terminate many young lives, either through murder or forced suicide. The mahapanchayat recently justified their actions by sending a message to the government and courts saying that the khap panchayats were independent of the laws of the land.

As a result, these medieval village-level panchayats function as parallel courts. They govern social norms and pronounce verdicts, which are in contravention of the modern, equitable laws that post-independence India adopted as a democracy. The khap panchayats take over the authority to act as prosecutors and judges without having the legal authority to do so.

SOCIALLY

The political and juridical power that the khaps have affects the life of many to a great extent. In order to act according to the rules older villages try to keep the young people apart. Some schools are also forced to have separate timings for the boys and girls; or girls are not allowed to go to school at all. Fearing their daughters would go astray, many parents marry them off at an early age. People have unquestionable faith in the justice of khap. The question of rights for women does not exist anywhere in the territories ruled by Khap panchayats. That girls are seldom sent to schools is especially harmful because education can empower various sections of society, and women in particular, more than anything else.

In some Haryana villages, the young girls are routinely threatened, abused and killed all under Khap verdicts. It is acceptable for the families to feed pesticide pills to the teenage girls and then dispose off their bodies by burning them without any police records. The entire onus of siblinghood rests on the girl. She is the keeper of village honor. Sometimes rules are bending for the boys but a girl is never allowed to bend the rules. If a couple runs away then the families risk a boycott and hefty fines in lakhs of rupees. Even the other women of the house can suffer abuse.

In general, women are not well off under the rule of khap panchayats. In some other parts of India where there are Khap Panchayats, women are considered by them as a commodity. The reproductive roles of women are highlighted under this fold. They are not given any rights and expected to obey their fathers before they are married and fulfill their duties as a wife and as a homemaker after they get married. Women are not even allowed to enter, forget participate in these Khap meetings. Complete exclusion of female counterparts reflects that it is a highly male dominated sphere where women are considered mere objects.

ECONOMICALLY

As a result of the power of the khap panchayat, Haryana remains completely feudal and patriarchal in terms of attitudes to labor, marriage, inheritance, caste and gender relations. The

predominant Jats, as a wealthy farming community, zealously guard their land, females and customs. Exercising control is the key to their social formulations, and khap panchayats serve as instruments towards this end. They are also found in other States, harboring Jats. For this reason, laborers who do not belong to the Jats do not get a chance to develop them in economic respect.

The influential khap panchayats also affect the local economy in another way. To a great extent they exert control over the labor market: indirectly they have a say in who gets what kinds of jobs. Women are often neglected and do not get a chance to develop themselves or to become financially independent.

THE POSITIVE SENSE

In our society there is a huge discussion about khap panchayats but only in a negative sense. Some positive aspects are also there which show the different form of the khap panchayats. These are following:

- They are having a jury from common man which has thorough knowledge of issue, both parties and implication of the crime and its verdict. Our Judicial system is only seeing the instance with the help of written and solid Proofs and that also is the interpretation of the Single so called meritorious person. He bears no implication of crime and verdict he would pass.
- It's good that they have taken up issues like dowry harassment and oppose lavish show of money in marriage functions.
- Khap Panchayat is based on social respect and responsible for protecting our society from cultural invasion by alien societies.
- Khap panchayat helps in preservation of culture and traditions from one generation to the next.
- They have played vital role in social activities like widow marriage, poor girl's marriage, provide help to poor families by giving them land for agriculture, solving disputes among the families, etc.
- Khap panchayat promotes the education through many institutions like Jat Institutions. Jat communities are known for social reforms; they have opened Gurukuls, throughout India (North India in specific) and that too without any governmental aid with their own charity. These institutions are democratic in nature and there are no boundations of caste and religion among the teachers and students.

HOW CAN KHAPS PLAY A VITAL ROLE IN STANDARDIZATION AND REFORMATION OF SOCIETIES?

- Young generation is unknown and unable to set compatibility between what they see outside the village (in cities) or through televisions and ground level village community traditions

and norms. They don't find themselves comfortable when facing the new life of cities or town because either they may have not been made informed with or told about it. But they find the relevancy what is shown on TVs to city lives so consequently starts considering it as the standard without knowing the bad and negative impacts of it on their life following their societies. Village culture is put on halt by some high aspirant people living in cities and is criticized as known good for nothing. Consequently this gives a negative impression of their mother culture to new entrants in city life and they intend or decide to follow the city trends not only in terms of earnings but as social too. Overall saying is this that we have to make the villages' culture, customs and values as standardized and shouted as the cities one. The city one is nothing but the reformed and revised set of village culture itself. The only need is of a mediocre who could pass the good of both cultures to new and young generations. And this is where Khap Panchayats have the vital, wide and really very respect gaining and good will creating role for them.

- It is really ridiculous that there is hardly seen a serial on Haryanvi culture which shows the real Haryanvi values of national level (SAB TV is showing one such serial called "Na aana is desh laado") as has been enhanced by our neighbors. Panchayats should come on this platform, start conferences, discussions and request TV channels, producers, TV serial directors to produce something relevant to our society and custom. Encourage such people on moral bases as well as supporting them financially so that at least there should be one serial on TV channels like Star TV, Zee TV, Sahara TV and all other such national level channels.
- TV is the most entertaining and knowledge gaining medium for children. So Khaps panchayats can unite on this platform, there is no better medium other than TV to make the children of modern age knowing our custom and traditions too. This is not only the way of emphasizing Khap Panchayats role and good will to society but many more too like in schools through moral classes, in families through grand-parents, in villages through respective and honorable elders. All these have to come ahead and take their responsibility for the society and then see there would not be any crime in future neither from the side of young generation nor from the Khaps Panchayats.
- Though medically and genetically the ritual play a good role for the survival of the fittest, but passing the unconstitutional dictates are more harmful. The Khaps should pass the dictates against the evils that are so rampant in our society.
- There is a need to establish the village-wise committees in every khap to awaken the society against the prevailing social evils. These committees would have equal number of men and women representation.

There are so many unwanted things in our culture which we can't tolerate and which is against the law of humanity. Mahatma Gandhi once said "There is no law above the law of humanity". Sati Pratha was also in our culture but was against the humanity. By removing the bad things from our culture is not that we are forgetting our culture but by doing this we are giving our culture more value.

RECENT POSITIVE STEPS TAKEN BY KHAP PANCHAYATS

In modern times where the societal norms are constantly changing, there is always a tiff between the ancient practices being followed and the modern liberal opinion of the youth. This has obviously resulted in a revolt by the practitioners of these ancient customs who believe in restoring it at any cost.

On 9 March, 2011, Dahiya khap convened a panchayat on the eve of women day, to mark 1000 years of earlier panchayat, has made the participation of women in decision making in every meeting of khap panchayat mandatory. The Mahapanchayat passed a resolution that without one-third participation of women in Khap panchayats, no meeting can be held. The decision was taken in the presence of women who participated in the mahapanchayat, said Colonel M S Dahiya, one of the organisers.

The thua khap „sarvajatiya” panchayat has announced a ban on sex determination tests and female foeticide in 24 villages in the „tapa” (cluster) under its jurisdiction in the district Jind. The minimum penalty would be Rs 1,100 and could be increased in case of repetition. And panchayat was willing to adopt social boycott if violations continued.⁶

The Haryana Govt. has also amended the reservation policy in Govt. jobs for separate class of community i.e. special backward class. The credit of this achievement goes to khap panchayats because they protests and strike many a time against the Govt. of Haryana for this reservation. The demand of reservation policy for Govt. jobs at central level also growing day by day.

Today, many khap panchayats changed their negative and radical perspective to normative and legal way against honor killing. Khap panchayats were only against to the same goatra marriages, and not against inter-caste or inter-religious marriages. The honor killings relating to same goatra marriages accounted only for 3%, while the other killings related to couples involved in inter-caste and inter-religious marriages.⁷

University Grant Commission (UGC) passes the order to the Department of Public Administration, Choudhary Devi Lal University, Sirsa for the research of negative and positive aspects of khap panchayats in Haryana.

All Khaps panchayats has called in a meeting at Bibipur village, Jind on July14, 2012. They decided to take steps for women empowerment in the society. The order passed by Khaps panchayat that a woman has the legal right in her patrimonial property. This step will be a mile stone for the interests of women in the society. They were also agreeing for participation of women in all movements for all decisions and proposals for the interests of women.

CONCLUSION

In the present scenario of Globalization, youth always believe in the change or modification of the tradition with respect to the advancement of technology, urbanization, education and nucleus families. There is also need some modification in the thousand years old traditions and should

amend the certain rules by inducing some flexibilities according the norms of present society to make them more significant and more acceptable to the mass.

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MINING AND ITS IMPLICATIONS: A NEW CHALLENGE TO HUMAN BEINGS

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ABSTRACT

Mining has emerged as one of the most important activities in the modern world. Mining has transformed many poor countries into the most wealthy countries of the world. But interestingly some of the poorest communities in the world have opposed mining on their lands. For them mining is destructive not only to their land but also to their mental health. Theodore Roszak was probably the first person to point out a relationship between human mind and environment around him. He also pointed out how human psyche was unable to bear destruction to the surroundings. The current paper discusses the relationship between mining and the psychological problems of the human beings.

KEYWORDS: *Mining, Mental Health, Ecopsychology, Roszak, Albrecht, Stalstalgia.*

INTRODUCTION

Mining has emerged as one of the most important economic activities in the modern world. It not only employs a huge work force providing employment to hundreds of thousands of skilled and unskilled workers, but also creates wealth for the nations. The money earned by petrol producing nations is known to everybody. In most of these countries, the people have made fabulous fortunes out of mining, but interesting thing is that the poorest people of the world are opposing mining in their lands. The most recent case has in Orissa where “47% of its population” lives on less than a dollar a day (Kumar, dispossessed). The issue of mining has been in headlines of most of the national newspapers in India. The poor tribals have been fighting to stop mining in their lands:

With sacrificial blood stained rice in their hands tribals on Sunday evening took ritualistic vow at the top of Niyamgiri hill in Kalahandi district to lay down their lives to protect their „Niyam Raja' from destruction by proposed mining for bauxite.

Tribals of the area especially the Dongria, Kutia and JharaniaKondhs worship Niyamgiri hill as a deity and call it „Niyam Raja'. It seemed to be a scene lifted from Hollywood blockbuster „Avatar'. But for the persons involved in this effort to protect their traditional habitat, environment and source of livelihood movies are still a distant dream. (Das, Niyamgiri).

The issue of mining has been very complex because the mining for metals alters the whole landscape. The mining for oil is not very destructive because it is done by drilling holes into the grounds and the oil is generally pumped out of these wells and minimal damage is done to the ground. But there is another aspect of the mining where standing mountains are turned into abysmal pits and huge pits are dug into the ground which disfigures the landscape. Disfiguring of landscape is only one aspect of mining, it also decimates the local ecology, poisons the rivers and

have very adverse effects on the local populations. The current paper studies the impact of mining on the people and environment.



There have been several studies regarding the impact of mining. Most of the studies have pointed out that the impact of mining is multifold. The basic impacts of a mine on local communities include:

- A loss of ability to hunt, fish and gather,
- A loss of freedom of movement,
- Locals being forced to resettle or relocate,
- A fundamental disrespect for traditions (Hilson, 2002, p. 66)

The most visible impact of mining is probably on the rivers because rivers are used by the miners as the dustbins. Whatever is useless is thrown into the rivers and the clear rivers are turned into drains. The waste products which are thrown into rivers are often poisonous which renders the water undrinkable and also poisons the underground water. According to James Lyon water has been called mining's most common casualty" ("Mining and water pollution"). Mining often leads to addition of heavy metals in the rivers. Mining often leads to exposure of water to the heavy metals like arsenic, copper, cobalt, cadmium, lead. Silver and zinc to the river water and the water becomes hazardous for human consumption. In India there are many examples which show that mining is creating havoc with the water bodies. The impact is described in the poem "Mr. Don't Scratch My Rolex" written by Aboriginal poet Lisa Belleair:

how us woman feel, about mining,
we milk our children our tomorrow
on breasts filled with poisons comes from that sludge
in the river
„member how we could walk into
Mmm the clearest sweet Water. (1998)

The state pollution control Board of Meghalya has blamed coal and limestone mining in Jaintia hills for polluting the Lukhariver (Mining policy). While the ferrying of Iron ore in Goa is taking its toll on Goa's major rivers:

A research report released recently by the Goa based National Institute of Oceanography reveals iron content in Mandovi (north Goa) and Zuari (South Goa) and blames it on mining operations in the drainage basins of the water bodies as well as spillage from transportations. ("Iron ore Polluting Goa's Rivers").

Apart from polluting water, the process of mining renders the land useless for agriculture and creates problems for the local communities which believe that the land is sacred. In fact, the literature all over the world is replete with the instances where the mining has been compared to rape. Mining has often been compared to rape by the Aborigines. Mudrooroo, the noted Aboriginal writer, commented:

They did approach mining operations as if it was a sexual act, hard thrusting without a care for the women beneath without a care for the universe, the land beneath. We'll fix it up when we are done with her, much like the battered wife syndrome. (Mudrooroo, Mining 570).

Similar is the description in the poem "Time is Running Out ""

The miner rapes The heart of earth

With his violent spade

For the sake of the greedy trade.

(Kath walker 1988)

Without any doubt, mining has severe implications for the environment, but the important point is that the impact is not restricted to the environment, but the biggest toll its takes is on the human mind.

The people who live in mining areas start suffering from various psychological problems. The relationship between human mind and environment was first explored by American philosopher Theodore Roszak. He gave the concept of ecological unconscious to explain the relationship:

The core of the mind is the ecological unconscious. For ecopsychology, repression of the ecological conscious is the deepest root of collusive madness in industrial society; open access to the ecological unconscious is the path to sanity (Roszak, 1992, p. 320).

According to Roszak, the people in the modern world are more prone to psychological problems because of the environmental degradation that is taking place in the world. Though environmental degradation includes many factors, mining is one of the biggest among them.

According to Roszak, human unconscious developed with the development of the complex ecosystem on the earth. Due to this when the ecological balance is disturbed by the human beings the consequences are evident on the human mind. In other words Roszak blamed environmental degradation for the psychological problems of the modern world. Roszak sought to develop a new discipline to restore the balance between human psychology and the ecosystem. He named the system as ecopsychology:

Just as it has been the goal of previous therapies to recover the repressed contents of the unconscious, so the goal of ecopsychology is to awaken the inherent sense of environmental reciprocity that lies within the ecological unconscious. Other therapies seek to heal the alienation between person and person, person and family, person and society. Ecopsychology seeks to heal the more fundamental alienation between the person and the natural environment. (Roszak, 1992, p. 320)

In fact there are so many examples available to us which prove that Roszak was right. One of the most important examples available even in modern times is that we often refer to earth as mother earth. Now if the earth is mother to all the human beings then it is moral and ethical duty to save the mother, but what we are forced to do is seeing the mother getting disfigured a few people. It is sure that the children cannot watch mother dying a silent and painful death.

Whatever was said by Roszak about the connection between mental health of the people and environmental degradation was reinforced by the research of Australian philosopher Glenn Albrecht who coined the term solastalgia:

The pain or sickness caused by the loss of or inability to derive solace connected to the present state of one's home environment. Solastalgia exists when there is recognition that the place where one resides and that one loves is under assault (physical desolation). It can be contrasted to spatial and temporal dislocation and dispossession experienced as nostalgia. Solastalgia is the "live experience of the loss of the value of the present as manifest in a feeling of dislocation; of being undermined by forces that destroy the potential for solace to be derived from the

immediate and given. In brief, solastalgia is a form of homesickness one experiences when one is still at home. (Albrecht, Glenn, “Solastalgia: a new Psychoterratic illness”).

According to Albrecht mining forces a person to feel like a stranger in his own home and this is the beginning of problems for the human beings. Trying to prove his point, Albrecht cited the examples of Native Australians and Native Americans the people who are worst affected by the mining activities going around the world. Albrecht acknowledged that the “Australian Aborigines, Navajos and any number of Indigenous peoples have reported this sense of mournful disorientation after being displaced from land” (qtd. in Smith, Daniel B.). He terms the feeling of staying at one home land as “heart’s ease”, but when one is displaced from the homeland, he loses “heart’s ease” and starts suffering from problems like depression:

People have heart’s ease when they’re on their own country. If you force them off that country, if you take them away from their land, they feel the loss of heart’s ease as a kind of vertigo, a disintegration of their whole life (qtd. in Smith, Daniel B.).

The important point about Albrecht’s theory is that it not only discusses the impact of displacement from land, but also disfiguring of land by natural and man-made disasters. It is important to point out here that mining is the worst activities of human beings which disfigures the landscape beyond recognition.

The important point that has been raised in this paper is that mining is very destructive for human beings. The paper does not argue that mining should be entirely stopped or banned. Rather the paper argues that since there is a definite connection between the disintegration of human psyche and mining, so the efforts should be made to save the human beings. The mining should not be done in a reckless manner which transforms the entire landscape; it should be done in a regulated manner which will save the human beings from going mad and will save the landscape from destruction. In fact, the reckless mining has been a result of man’s greed rather than man’s needs. What we need to address is that the earth’s needs should be catered to along with the needs of the human beings. Human beings can survive only and only if the earth remains healthy.

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GROWING IMPORTANCE OF ENGLISH LANGUAGE

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ABSTRACT

English is a language which had been spoken for centuries together. in india, english is known as a foreign language in india but at the same it has been enjoying a great place. the british when they put their flag on the indian soil, tried to learn almost all the indian languages. for example, when they were the residents of one particular region, they easily picked up the language of the particular regional language became a bridge between the indians and the britisher. similarly, indians too became well-versed in the english language in both spoken and written. My article envisages that how the english language has been occupying the indian corporate deeply and began penetrating in all dimensions the educational standards were prescribed and each and every domain began thrusting the significance of english language. english medium was the concentration in the educational sectors. kinder-garten schools became popular and the parents wished their children to be familiar with english language from the tender age of their wards. but, now, the english language is dominating the entire globe in the nomenclature of international language.

INTRODUCTION

So far, there was a conception in the minds of the Indians that English was a language exported to India by the Britishers to capture India and to make the Indians as slaves. Though, after the Independence, Britishers left India, but we must realize that the language which was spoken by them is still alive in India which gives a pride and prestige to the Indians, but not to make us as slaves, as we were earlier. It could have been well realized that Indians are very well in picking up any language whether it is of Indian origin or otherwise.

In the ensuing sentences, being a Trainer on Soft skills, I am endeavoring myself to put forth the few requirement for the benefit of the Students' community in India. It is realized by everybody that without English Language, the present day cannot move further, especially in the field of Education. Though the importance of Mother Tongue (MT) is talked about at length and



breadth, one cannot keep aside English Language at all.. That doesn't mean that we are ignoring our Mother Tongue (MT) and praising someone else's Language/Mother Tongue..

ENGLISH AS A FOREIGN LANGUAGE

No one can deny that English is bridging the gap as far as the exchange of communications is concerned, globally. It is felt that though we belong to various Vernacular, we are constrained to take extra efforts in understanding and learning and to an extent a mastery. One cannot say that entire global is well versed in English Language. For example, China, Russia, France, Italy, Germany etc., are not on the influence of the English Language as in India, from the time the English Language was born. It's a well known fact that English Language is a mixture of various other languages such as Latin, Greek, French etc., that is why it is called as Phonetic Language, but during the present days' English Language has gained it's maximum momentous.

ENGLISH AS LANGUAGE OF COMMUNICATION

It has been widely spoken that next to the British, Indians took evince interest in understanding and learning the English Language. That helped the Indians to have a close conversation with the Britishers during the war of Independence. The greatest and famous leaders and eminent men of India, like Mahatma Gandhi, Jawahar Lal Nehru, Sardar Patel and so on, had the verbal skills in English to have the dialogue with the British . In turn, British were also gaining the Spoken Language skills of Indian Regional Languages such as Hindi, Tamil, Punjabi etc., by seeing the growing tendencies of the Indians to acquire communication skills in English language, and the Indian Scholars were on the opportunity of moving very closely with the English men. It could have helped certainly to get some of the problems mitigated during the British rule. It helped Indians to put forth their ideas to the English men in order to solve and sort out certain problems of those days during the War of independence.

INFLUENCE OF ENGLISH LANGUAGE IN INDIA

We, Human beings, sometimes feel very happy if a person belonged to other region either trying to converse in our Regional Language either speaking fluently or attempting to speak. Might be the same Psychology adopted between Indians and English men on those lines. Therefore, English is widely spread-over today and the importance of the Language is pervading in every walks of Indians' life. Therefore, one is unable to say "NO" to English Language either over the tongue or from the bottom of his/her heart.

MOTHER TONGUE INFLUENCE: (MTI)

It is practiced in every region of India that the Regional Languages is being spoken in different pronunciation and accent, even though the language is one and the same. If we take any language for example, there is a history behind it. For example, our National Language- Hindi is being spoken in different tone and style in the Hindi speaking belts itself. The men in Hindi-Speaking States like Haryana, Uttar Pradesh, Madhya Pradesh, Bihar etc., are not conversing the language in an uniform pattern. The accent, the pronunciation etc., are varying from one State to another. Similarly, the non-Hindi speaking States such as Gujarat, Maharashtra, Orissa, West

Bengal etc., though Hindi is being spoken, but in a further different tone and no uniform way of communication, pronunciation, accent etc., Likewise, English is also being spoken in India with different tone, accent, pronunciation etc., as practiced by the regional population.

A person, as per his accent and pronunciation, is clearly understood by others, from which state or the language he belongs to. The Mother Tongue influence is at times dominating an Individual, if a proper practice in English is not initiated. During the utterances in English, he/she is pronouncing the words as if his/her Mother Tongue is being spoken. To a maximum extent, the minimum care also is to be taken to avoid the Mother Tongue Influence (MTI) gets mingled while speaking English Language. Of course being Indians, who are learning that Language cannot absolutely be like an English man but, to our endeavors, it is expected not to mix up our Mother Tongue with the English Language.

FLUENCY, ACCENT, VOCABULARY & VOICE MODULATION DEVELOPMENT

English Language can be acquired through a general study of a book which is prescribed for the purposes. Also the Students don't take any initiative during their college days to acquire the fluency and skills, but they feel that it could be possible after the completion of curriculum, which is a wrong notion absolutely. To attain fluency in English Language, one has to listen to the English conversations from various sources. The voice and accent, correct pronunciation, the grammar etc., and above all a good memory power is required while conversing with others which also requires a constant practice. The /memory power must be enhanced while speaking in English Language. If the English words are not coming to our memory with correct grammar the fluency cannot be acquired. This requires a constant practice. Regarding Voice Modulation, it is expected always to speak the English Language by using the tongue, teeth and lips but not by using a heavy tone from and through the abdomen.

READING HABIT

Reading the English passages by maintaining the speed, voice modulation, pronunciation, accent, familiarity with the words, meaning, etc., are the prime factors to improve the fluency. Reading a passage from Newspaper is of the choice of the individual which will certainly promote the fluency in English Language. Listening to neutral accent which is being telecast through various Indian and foreign channels of Television will also help an individual to fluency development.

WRITTEN ENGLISH

Written English is also equally important for a Student during and after the curriculum. While writing in English, the grammar, the spelling, the vocabulary, punctuation marks etc., are to be given much importance. It has been observed that many persons/Students though do speak reasonably good English, but they are unable to put their ideas in writing. The Spoken English is totally differing from the Written English. Therefore a meticulous practice is very much essential for a student in writing the English language correctly. Writing skills should be enhanced gradually, which is next to spoken skills.

INDIAN ENGLISH

It reminds me of the speeches delivered by Swami Vivekananda and Dr. Radha Krishnan on the American soil. These two eminent personalities were appreciated, applauded commended and praised by the Americans for their eloquence in English Language. It was also felt that the utterances fluently made by the above unique and eminent personalities made the Americans to go "spell bound" totally and were struck with "awe". Keeping this in mind, the English speaking Indians could try to influence others while speaking English. But it requires a constant practice always.

PROFESSIONAL ATTAINMENT

Now-a-days, since we are on the global scenario, every professional and the aspiring professional must be on the good eloquence in English Language. With this quality, he/she would be very much capable in bridging the gap in his professional spheres. It is helping to wade through various circumstances in order to reach his peak. The Professional English is the talk of the day. That doesn't mean that one must be acquiring a Post-graduate Degree in English Language and English Literature. But it is expected to know the "in and out" and "ups and downs". That's enough for a Professional.

COMMUNICATION SKILLS

Particularly for the Graduate Students this skill is very much required in order to appear for various Entrance Tests such as, GMAT, CAT, ICET, EAMCET etc., Few of the or many of the Students in a particular region in the Country of India are lacking in understanding and to converse in English Language. This is owing to their lack of motivation which was not initiated by their faculty members in the graduate colleges. The awareness to the Students was not established. Adding to this, though a Student is from an English Medium Curriculum, he is not in a position to get thorough exposure to learn the language either within the college campus or out of it. The Student is not realizing that he/she must acquire that skill during his/her studies only. An apathetic attitude gets developed in his/her mind by conveying to others that he/she belonged to a particular Medium of Instructions, but not from English Medium. When he/she enters into a professional course after the graduation, he/she finds himself/herself as a fish out of water. The parents of the Students also do not realize that the communication skill is the one which is going to elevate their wards to achieve the excellence either in a competitive examination or in a job entrance test or job market.

Therefore, every Student must be acquiring the communication skills during the days of his/her curriculum days only and should not take a deep breathe that the skills could be attained and acquired after the professional studies are over. Educational Institutions must also to ponder over this issue in order to elevate that quality of the Student and to try to eliminate such a notion that he/she could complete the curriculum and to acquire the skills at a later date and at out of the campus.

One should know that merely speaking in English Language does not mean that he/she possesses good communication skills.

GRE, TOEFL

These two are considered as acid tests to the aspiring students/professionals who are prompting themselves to secure a further study in US/UK. Teaching of English as a Foreign Language is a training and coaching programme and many English Grammarians are on the front to impart coaching to secure a status in English language.

INDIAN POLITICIANS & ENGLISH LANGUAGE

Few of the politicians of South India based, are on the state of mind that English should not be a given importance owing to the reason that it would ruin our Indian culture. Therefore, English Language should be kept aside and their beloved regional language which is considered as an ancient language should never be compromised under any circumstances. But the same politicians are very much careful in admitting their children in English Medium Instructions only. As because the Politicians have no efficiency in communicative English language and

unable to be presentable in government related matters, they do not want to have the same situation to be experienced by their children. The double standards of them show clearly that they are hypocrites in their attitudes.

LAW MEN & ENGLISH LANGUAGE

In India, there are very many Law Men and Women who are well-versed in their communicative and drafting skills in English are dominating in their profession and the law courts are being administered in English Language. Such personalities are achieving a great status in their professional front. The Law men who are not well-versed in English language are reeling under a chaos and becoming blemished in the channel.

ENGLISH AS THE EYE-OPENER

During the studies, a Student must be aware of the professional on-goings, such as communication skills and further skills requirement such as selection criteria in a Corporate. To attain those, a student has to keep abreast of the changes taking place in the society. It helps the Student to know where he/she stands and what are the skill requirements to make him/her to face the competitive world. He/she is not supposed to expect whether his/her faculty members to get him/her updated, which is practically impossible. He/She has to expand his/her professional spectrum widely.

FUTURE PROSPECTS

Five to Ten years ago, nobody realized the importance of English language and the Students who took initiative in communicating in English language both in writing and in speaking were not even appreciated even by the teachers' community. Even the Politicians who preached to the voting public that mother tongue must only be given importance and not the English language, as because it is the language of other Country men but not Indians. But their children are all in English Medium Schools/Convents only. But, now-a-days the entire scenario is changed. Even though one has a colourful First Class Degree with distinction and is unable to communicate in

English Language, his/her degree will be a rusted one though may be a knowledgeable personality. The Student community must understand that without English Language both in spoken and written skills, it will be very difficult for a Student to compete the job Market especially. For the next two decades, may be more, English Language is going to dominate the entire Universe, I don't presume anything apart from this.



A STUDY ON HANDICRAFTS IN ANDHRA PRADESH

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ABSTRACT

India has a history of rich and diverse cultural tradition. And among its diversity, the legacy of India's craft culture always occupies a special place owing to its beauty, dignity, form, style and aesthetics. "To write about Indian Handicrafts is almost like writing about the country itself. So vast, complex and colourful, and yet with a simplicity and charm, difficult to attain under comparable conditions". It is a fact that Indian handicrafts have very ancient origin and of high quality. They have customarily received royal and aristocratic patronage and handicrafts men were honoured by other communities. The versatility of the various materials used in Indian handicrafts items, such as wood, stone, metal, grass, glass, cane and bamboo, textiles, clay, terracotta and ceramics, makes these products truly unique. Emphasizing on the greater value of the arts and crafts, T.M. Abraham wrote: "the world of art and craft is as valuable as the world of science, philosophy or ethics. Like art, crafts reflect the state of human society through the individual. Craft treasures like art's give us a glimpse into the core and kernel of the collective mind and societies through the mirror of individual mind that created them". As said above there are numerous varieties of art crafts in India which are made with attractive designs and meticulous craftsmanship. This paper is aimed at highlighting the various Handicrafts products produced by limiting to the Andhra Pradesh State.

INTRODUCTION

Indian arts and crafts have made a distinction for themselves all over the world. These ancient skills have been learned and acquired by craftsmen from their forefathers and today it unfolds itself in a splendid variety of products, combining aesthetic appeal with utilitarian value. Each region of India marvels in handicrafts portraying the genius of its local craftsmen. Andhra Pradesh in the south has patronized itself in a host of arts and crafts that not only attract millions but earn the artisans a decent livelihood.

OBJECTIVE OF THE PAPER

The paper seeks to highlight the products of Handicrafts Industry of Andhra Pradesh contributing to Indian Economy.



RESEARCH METHODOLOGY

The data is secondary obtained from archives of Government –Ministry of Tourism, Ministry of Textiles, Trade Papers, bulletins etc.

VARIOUS FORMS OF HANDICRAFTS

Indian arts and crafts have made a distinction for themselves all over the world. These ancient skills have been learned and acquired by craftsmen from their forefathers and today it unfolds itself in a splendid variety of products, combining aesthetic appeal with utilitarian value. Each region of India marvels in handicrafts portraying the genius of its local craftsmen. Andhra Pradesh in the south has patronized itself in a host of arts and crafts that not only attract millions but earn the artisans a decent livelihood. The various forms of arts and crafts are aristocratic to this state and are not found anywhere else in India.

KONDAPALLI

If any of the several head turning art and crafts of Andhra Pradesh is same popular with the adults and the children, it is the Kondapalli dolls. The Kondapalli dolls of Andhra Pradesh are light weighted wooden dolls, which come from a small village called Kondapalli in the vicinity of Vijayawada. The dolls are so adorable yet warm and realistic. The faces of the figures are extremely expressive and the subjects are taken from our life. Soft Poniki wood is used to create these dolls and toys, which depicts everyday scenes, figures of deities, animals, birds and mythological characters.

The Kondapalli dolls are mainly based on village life, its incidents and characters. The popularity of this fantastic craft work has reached the foreign shores also, the main reason being its flexibility. The process of making these dolls and toys commence with the seasoning of the wood. Carvings are done separately on independent units, which are then joined to the body. An adhesive paste of tamarind seeds is used for the pasting purpose further coated with lime glue. Then the painting is done with special brushes made with goat's hair. The entire process is long enough and the artisans carry on with the work very patiently. Some of the toys and dolls are also made of a mixture of sawdust, cow dung and clay. The Kondapalli dolls is one such item, that you will readily agree to your children's request to buy it for them.

DECORATIVE HAND CROCHETED LACE

The Decorative hand-crocheted lace work of Andhra Pradesh is a kind of handicraft, which is one of the most contemporary handicrafts of the state. This type of decorative art is prominent in the Narsapur and Palakollu of West Godavari district. The Decorative hand-crocheted lace work is widely used to design dining mats. It is also used to beautify bedsheets, pillow covers, telephone covers, wall hangings, tea cozy, dressing table mats and curtains.

The popular Decorative hand-crocheted lace work of Andhra Pradesh are made with slender threads woven with the help of stainless steel crochet needles, which comes in different sizes. This form of craft work was brought in by a Scottish couple and their contributions have inspired

thousands of women in Narsapur and Palakollu regions. Today the number of artisans involved in Decorative hand-crocheted lace manufacturing has touched 1,25,000 of which most are women. The exquisite lace works come in vibrant colors like green, pink and mustard. However white and beige are the most commonly used color. Round, oval, square, oblong or rectangle - the lace works are found in various shapes. Frocks, waist coats, skirts, dupattas and other garments adorned with the lace works are a big hit with the young brigade. You just can not resist the attraction of the Decorative hand-crocheted lace work of Andhra Pradesh and you will see yourself buying at least one of the excellent examples of the beautiful craft work.

BANJARA EMBROIDERY

The Kuchipudi dance originated in the Krishna district of Andhra Pradesh. It derived its name from its originating place, the village called Kuchelapuri or Kuchelapuram. The dance form is known for its grace, elegance and beauty. Around 300 B. C., it developed and from then the art form is continuously evolving and has become the living tradition of the region. During its birth it was performed by the male members of the Brahmin community.

Kuchipudi is a perfect blend of music and abhinaya. The dance form of Kuchipudi is accompanied by musical instruments like Mridangam, Manjira (Thalam), Vina, Violin, Kanjira, Surpeti, Venu and Tanpura. While performing the Kuchipudi dancers use quick rhythmical footwork and artistic body movements. It is accompanied by Carnatic music which add to its beauty. They perform using stylistic hand gestures and body movements including vivid expressions and with more realistic acting. At times the dancers even speak dialogue to give it a dramatic effect.

The themes of Kuchipudi dance are largely derived from Indian scriptures and mythology. Some of the mythological characters are very famous like Satyabhama, second wife of Lord Krishna. Another distinctive feature of Kuchipudi is the Tarangam. In it the dancer performs by balancing on the edges of a brass plate. The dancer carries out elaborated rhythmic forms with extreme dexterity. At times they even balance a pot of water on their head. The three aspects of dance- Nritta, Nritya and Natya, has been appropriately blended in Kuchipudi.

KALAMKARI PAINTINGS

Out of the many beautiful forms of handicrafts, the Kalamkari in Andhra Pradesh has always been favorite with the art and craft lovers. The Kalamkari craft of Andhra Pradesh involves the art of printing and painting of fabrics. This is a rare kind of art, which uses a Kalam or quill, from which it has earned its name and also vegetable dyes. It is exclusively found in the Machilipatnam and Srikalahasti areas of the state. However the areas have distinct styles of their own. While artists in Machilipatnam use designs carved in wooden blocks for printing, the Srikalahasti style uses the wax process to fill in the colors after drawing the outlines with the quill.

All the colors and dyes, which are used in the Kalamkari craft style are made of natural products. The printing process of Kalamkari is very delicate and time taking as it involves not less than twelve different stages. Kalamkari is mostly used in wall decorations and clothes. It is highly

inspired by the Persian patterns and motifs. The art form of Kalamkari usually showcases mythological figures and stories. Stories of the epics like Ramayana, Mahabharata and Shiv Puranas are also depicted on the fabrics. The origin of Kalamkari dates back to the 10th century when it was derived as the result of trade relations between the Indian and Persian merchants. Kalamkari is one of the most traditional Indian handicrafts and you should not miss to bring home a 'piece' of this tradition in your next Andhra Pradesh visit.

BUTTA BOMMALU

Butta Bommalu is a popular dance form in the state of Andhra Pradesh. It is the foster child of the West and East Godavari districts of Andhra Pradesh. The name Butta Bommalu literally means puppets made in the form of basket. Butta Bommalu or the basket puppets are made out of thin bamboo strips. These strips are woven into the shape of long spherical basket figures.

The performer of Butta Bommalu gets into the huge, hollow figure, the puppet. The performance starts with the dancer moving to the rhythm of four dappus, a musical instrument. It is generally performed in the open space. The puppet-figure is about eight feet tall and it has a radius of three feet. The figure is hollow at the bottom it is from there that the performer gets into the puppet. The puppet is tied down to the performer's waist and shoulders.

Being made out of bamboo strips, the figures are very light. It becomes very easy for the performer to carry the figure easily. A paste of tamarind seeds is applied on the structure made of bamboo strips. Then, different bright colors are used to make the puppets look attractive.

In this incredible form of puppet dance, the puppets are adorned with appropriate costumes. Highlights in any religious procession, these huge dancing figures are a special attraction in the festivities in Andhra Pradesh.

LAMBADI

Andhra Pradesh occupies an eminent place in the classical dance forms of India. Apart from the classical dances, it is also known for its tribal dances. Some of the popular tribal folk dances of Andhra Pradesh are Bathakamma, Gobbi, Mathuri, Dhamal, Dandaria, Dappu, Vadhyam etc. Lambadi dance is a tribal dance of Andhra Pradesh.

Lambadi is related to the Lambadi tribe, who lead a semi-nomadic life in Andhra Pradesh. The Lambadi tribe lives all over the state. They are popularly known as Banjaras or Sugalis. The dancers perform this dance to rejoice an abundant harvest or a good sowing season. They dress themselves in brass anklets, bangles, embellished jewelry and glass beads. The day to day tasks of a farmer, like reaping, harvesting, planting, sowing etc. are represented in the Lambadi Dance. During the festivals like Dussehra, Deepavali and Holi these tribal people move from one house to another dancing and receiving alms.

The Lambadi dancers dress up in gaudy dresses by wearing long colorful skirts decorated with mirrors and white broad bone bracelets covering their arms. An interesting fact about the dance form is that it is monopolized by women. It is permeated with fervent grace and lyricism. The

subtle sensuality of the dancers makes it more appealing. The rhythm and the coordination among the dancers are worth mentioning.

BIDRI

The complicated and the very beautiful Bidriware was developed during the gothic times. Bidriware was originated in the 14th century C.E., during the reign of the Bahamani Sultans. The term 'Bidriware' arises from the township of Bidar, which is still the head centre for the manufacture of the antique metal work. Bidriware is an important export handicraft of India and is seen as a symbol of wealth because of its striking inlay artwork. The origin of Bidriware is usually ascribed to the Bahamani sultans who ruled Bidar between the 13th and the 15th centuries. The Sultan invited Abdullah bin Kaiser, a craftsman from Iran to work on embellishing the royal palaces and courts; which he did by joining hands with local craftsmen and thus gave birth to Bidriware. Since then, the local Muslim and Lingayat sects have been handed down the art in order to succeed generations.

The method of Bidri making had its origins in Persia, Iranians and Syrians. However, BIDRI is a specialized metal handcraft manufactured in Andhra Pradesh. The basic material used in order to make this craft is an alloy of 6% copper and 94% zinc. After the molding is done, the required article is then filed and the surface is smoothened, followed by the design sketching and engraving on the same. Into the engraved design, pure silver wires and sheets are inlaid by hammering them and the item is then filed, polished, buffed, and oxidized.

NIRMAL PAINTINGS

Adding to the list of the envious collection of fascinating art and craft forms, the Nirmal Paintings of Andhra Pradesh holds a significant position in the art and handicraft sector of the state. The exquisite traditional art form of Nirmal Paintings has earned its name from the Nirmal town in Adilabad district, where it is mostly seen.

The community of craftsmen who are engaged with the traditional art form of Nirmal paintings are known as Nakkash. They usually depict the scenes from Hindu epics of Ramayana, Mahabharata and other historical and mythological stories. This form of art received great patronage from the Mughal rulers, who were captivated by its beauty. Later on, Lady Hydri promoted Nirmal paintings in Hyderabad by bringing in experts craftsmen to the city.

The uniqueness of Nirmal paintings is in the products that are used. The colors and dyes applied in these paintings are indigenous natural products made from gums, minerals and herbs. The widely used golden color are extracts or juice of different herbs. In recent time a change in the subjects can be noticed. Many painters of today are not contented with drawing from epics only but they are exploring the styles of Old Indian schools of paintings.

Be an epic scene or an old school style, an example of the Nirmal paintings on the wall will surely enhance the beauty of your room.



KOLATTAM

The leader of the group controls the troupe and is known as Pennuddi or Kolanna Pantulu or Garuva. A couple of players is called Uddi, among the two one is called Rama and the next one is known as Lakshmana. Kolattam begins with the formation of a big circle consisting of all the members of the troupe, which later splits into two, one within the other. The leader of the troupe of Kolattam is accompanied by the Mridangam, flute, harmonium and cymbal players, who stand in the middle of the internal circle. Each performer holds up two sticks one in each hand that are decorated with colored strings or bells at its end.

The various steps that are included in Kolattam is called Kopulu. 50 types of kopulu are commonly used in this folk dance. When the leader signals, pairs of dancers in the circle start moving offering a prayer to Lord Ganesh. Then a song is begun by the leader by crying out the rhythm of Etlugada. Different verses and beats are used in the songs including prayers, duets, or tales expressing Bhakti, Srngara, Karuna and Virarasa.

BHAMAKALPAM

Andhra Pradesh is known for its rich culture, who has presented a huge range of performing arts, including dance, drama and music all over the world. Praised from centuries in India, dance has been one of the most interesting forms of performing art. Bhamakalpam is one such dance form which is basically originated from Kuchipudi dance form. In Bhamakalpam, Bhama refers to Satyabhama who was Lord Krishna's alluring but envious wife and kalpam translates to complaint or argument. The dance form is dedicated to the time when Lord Krishna and Radha shared an idealistic relationship. Lord Krishna's wife Bhama, always used to mistrust him, because of his close relationship with Radha. She always used to feel insecure and envious towards Radha and used to fight with her husband regarding the same. The story revolves round the quarrel between Satyabhama and Krishna. Lord Krishna in order to tease her looks into the mirror and asks her who is beautiful between him and her. Satyabhama forgets that it is Lord Krishna who is incomparable in beauty and announces herself as the most beautiful one. To which Krishna gets offended and leaves the palace. Satyabhama realizes and begs her confidante Madhavi to bring her lord back. Finally she writes a letter and sends it with Madhavi. In the end seeing Satyabhama's repentance, Lord Krishna forgives her and they are once again united.

Bhamakalpam is both a theatre and a drama form of dance style which was created by Siddhendra Yogi in the 17th century for the holy use of Kuchipudi artists. A fine example of the feminine movements in dance, the theatre is performed by several groups in Andhra Pradesh which is contrasted to the masculine tandava movements of Kathakali and Yakshagana.

VEERANATYAM

Veeranatyam, which means the "Dance of the Brave", is a traditional form of dance, which belongs to Andhra Pradesh, a state located at the south eastern coastal areas of India. This dance form is associated with religious significance. Like any other dance form of this state of the country, Veeranatyam even includes a variety of colorful costumes as well as different kinds of

musical instruments. The main characteristic features of this dance pattern are the dex-ter-ous move-ments of hands and other skill-ful steps.

HISTORY BEHIND VEERANATYAM

The name of this form of dance is found in the mythology of the Hindu religion. As per that mythological belief, God Shiva got furious after Sati Devi, His wife was humiliated. Outraged at that humiliation, God Shiva picked out "Jatajuta", a relic from His hair that created Veerabhadra. The extreme anger of Him was portrayed by the performance of a vigorous dance, which is believed to be the cause of destruction of the "Dakshayagna Vatika", which was the location of the function, where the wife of God Shiva was humiliated. To justify the reason, it was named as "Veeranatyam". However, it is called the "Dance of Destruction or Pralaya" as well.

In this Indian state, initially, this dance form originated as one of the rituals that were performed in the honor of God Shiva in the different Shiva temples located there. Veerabhadra's followers, in particular the community of Veeramusti or Veerabhadriya residing in the state, are famous for performing Veeranatyam. Veerabhadriyas or Veeramustis claim themselves to be the Veerabhadra's descendant. Thus, this dancing style is even called Veerabhadra Natyam, which is performed by people from Draksharama, which is located at the eastern bank of the Godavari River. Apart from that, the other areas known for performing this style of dance are the western side of the river Godavari, Kurnool, Anantapur, Khammam and Warangal.

BURRAKATHA

BurraKatha is a form of storytelling with the help of drumming instruments and chime and includes a group that comprises of minimum of three minstrels (one main performer and two co-performers) who are specifically trained in family tradition. It is one of the most famous kind of fictive pleasure in the state of Andhra Pradesh as the stories and the songs are dedicated to freedom fighters which belong mostly of Andhra Pradesh itself.

The word 'burra' translates to 'tambura', which is a stringed instrument attired beyond the right shoulder of the artist, whereas 'Katha' refers to a story. Burra translates to skull in Telugu which is formed out of baked clay, dried pumpkin or of brass and copper; the shell portrays a human skull. This musical instrument looks alike veena and to get music out of it, the performer has to pull and press the strings. In this melodramatic style, a narrator along with his partner gives the performances for two or three days by singing, dancing and describing a story amongst the people of the village. The performance commences when the main storyteller, also known as kathakudu, details the story by playing tambura and dancing to the music. The partners play gummata, also known as dakki or budike, which are earthen drums with two heads. The right side artist, also known as hasyaka, acts as a joker and cracks jokes while the left side artist also called rajakiya, enacts as someone who knows about political and social issues. The partners always praise the kathakudu and interrupt him by asking doubts while performing. The kathakudu always begins with singing "vinara veera kumara veera gadha vinara" followed by the partners singing "tandhana tane tandhana na."

Burrakatha has many local names associated with every region, for example- in the Coastal region it is called Jangam Katha, in Rayalaseema it is pronounced as Tandana katha or suddulu and in Telangana as Tamboora katha or sarada katha.

KALAMKARI

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All the colors and dyes, which are used in the Kalamkari craft style are made of natural products. The printing process of Kalamkari is very delicate and time taking as it involves not less than twelve different stages. Kalamkari is mostly used in wall decorations and clothes. It is highly inspired by the Persian patterns and motifs. The art form of Kalamkari usually showcases mythological figures and stories. Stories of the epics like Ramayana, Mahabharata and Shiv Puranas are also depicted on the fabrics. The origin of Kalamkari dates back to the 10th century when it was derived as the result of trade relations between the Indian and Persian merchants. Kalamkari is one of the most traditional Indian handicrafts and you should not miss to bring home a 'piece' of this tradition in your next Andhra Pradesh visit.

DHIMSA

The Araku valley located in the Visakhapatnam district is mainly inhabited by Valmiki, Bagata, Khond and Rotia tribes. Dhimsa is a popular dance of these tribes, performed by tribal men and women. It is performed especially during the month of chaitra, which falls in March or April, according to Gregorian calendar, and also during weddings and other festivals. Eight types of Dhimsa dance are popular:

- i. Boda Dimsa is performed to give tribute to the village goddess. While performing the dance, the dancers form two rows, men stand on the right side and women on the left side and hold each others hand firmly over their backs. The first member in the right row, holds a bunch of peacock feathers and moves in rhythmical steps and the last member in the left row unites him. After that all the dancers, move in zigzag motion similar to a serpent dance in a circle.
- ii. In Gunderi Dimsa or 'Usku Dimsa' is a spirited and stimulating dance. The males and female dancers move forward and backwards with stiff steps, and then stride in a circle.
- iii. The steps of Goddi Beta Dimsa dance involve bending over down and lifting up their heads, bowing down and going up with a swing. They move twenty-five steps forward and retreat in the same manner. This step is then repeated four to five times.

- iv. Potar - Tola Dimsa dance signifies collecting leaves. The dancers are divided into two groups, the two two groups stand in two rows one beside the other and hold each others shoulders. The two rows of dancers march forward and backward by moving their heads right and left.
- v. Through the Bhag Dimsa dance people are informed on how to evade from a tiger's attack. The dancers stand on their toes, bending down and then raising their heads. They move around swiftly, and make a 'serpent coil'.
- vi. The valmiki and other tribals of the region perform Natikari Dimsa during festivals in general.
- vii. The Kunda Dimsa dancers press on each others shoulders in the course of which they sing rhythmically.
- viii. Baya Dimsa is performed by the tribal magician known as 'gamachari' when he is influenced by the divine power of the village goddess. When he is in trance, all the villagers encircle the magician and imitate him.

CONCLUSION

The Handicrafts Sector plays a significant & important role; it provides employment to a vast segment of craft persons in rural & semi urban areas and generates substantial foreign exchange for the country. The Handicraft sector has, however, suffered due to its being unorganized, with the additional constraints of lack of education, low capital, and poor exposure to new technologies, absence of market intelligence, and a poor institutional framework. Thus it compares poorly with an organized, skilled and systematic sector available in a developed country like Germany where it is not as important for the overall economy and is just a miniscule part. However Andhra Pradesh Handicraft has great growth potential in the changing scenario with its basic strength being the abundant and cheap availability of manpower and being a traditional profession of millions still requires very low investment compared with other states of our country.

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A COMPARATIVE STUDY OF INSTITUTIONAL CLIMATE OF AIDED AND SELF-FINANCED TEACHER EDUCATION INSTITUTIONS

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ABSTRACT

Institutional climate of an institution is personality sketch of the institution. It plays a very important and crucial role in the development of personality of students. It also affects the level of satisfaction the various employees of the institutions derive from the institution. The self-financed institutions and aided institutions are two different categories and the two may differ in various aspects. This research paper deals with the comparison of institutional climate of aided and self-financed teacher education institutions using self-constructed Institutional Climate Scale. The findings of the study reveal that institutional climate of these two categories of teacher education institutions differs on some aspects.

KEYWORDS: *Aided institutions, Institutional climate, Self-financed institutions, Teacher educator.*

INTRODUCTION

Teacher education occupies an important place in the education system of a country. The teacher education in India is vastly institutionalised. There are teacher education institutions for teachers of various levels and kinds and all these teacher education institutions are required by law to get recognition from National Council for Teacher Education. To provide education to every citizen of the country is the pious duty of the state but financial constraints and ever increasing demands for education from every section of population forced the Governments to look for new strategies to meet the demand. In order to facilitate access of education to masses without increasing financial burden on its part, the Governments experimented with the idea of self-financed institutions. The self-financed institutions in the field of education are those institutions which do not get any financial aid from Governments. Instead, these institutions meet out their expenses from the fee charged from students. Though emergence of self-financed institutions increases access to education but they are generally out of reach of poor students as they charge very hefty fee from students.

These self-financed institutions are required by law to abide by the rules and regulations framed by the Government and regulatory/accrediting bodies from time to time. But the flouting of rules and regulations by these institutions is not uncommon. They are often accused of charging hefty fee and not providing required facilities. The teachers working in there often

accuse these institutions of not paying salaries as per rules and regulations. There is also no security of job in the self-financed institutions

In recent past there has been catastrophic increase in the number of teacher education institutions, particularly of privately managed self-financed institutions. In Uttar Pradesh the Governments' policy to recruit B.Ed. degree holders in primary and elementary schools made the B.Ed. a well sought course and as a ladder for securing government jobs in teaching. The high demand of B.Ed. degree in the job market tempted many money minded persons to establish institutions for offering B.Ed. course. As these institutions have been established with profit motives, many of these do not have adequate infrastructure and most of them do not have qualified teacher educators. Though, a few self-financed institutes may boast of good infrastructure, facilities for students and qualified teacher educators, but their number may be counted on fingers. On the other hand there are teacher education institutions for secondary teachers established, financed and managed by the Governments. There is also a category of secondary teacher education institutions established and managed by private committees or trusts but receiving grant-in-aid from Governments. The institutions of the latter category are better known as „aided institutions.“ The service conditions of teacher educators in aided and government institutions are more or less same and are quite better than those in majority of self-financed institutions. Thus service conditions of teacher educators in aided and self-financed institutions are quite different. The working conditions in the institutions affect the performance of teacher educators and their satisfaction from job. If a teacher educator is feeling stressed on his job, he can't do best in his profession.

Institutional climate is the perceived attributes of an institution and its sub-systems as reflected in the way it deals with its members, associated groups and issues (Pareek, 2004). Institutional climate can be pictured as a personality sketch of the institution, as personality describes an individual, so climate defines the essence of an institution (Sharma, 1982). The institutional climate may be defined as a set of measurable properties of the work environment, perceived directly or indirectly by the people who live and work in that environment, which influences their motivation. The institutional climate is a relatively enduring quality of the internal environment that is experienced by its members, influences their behaviour and can be described in terms of particular set of characteristics of the institution.

Institutional climate includes physical and material resources, emotional tone and attitudes of teachers, interaction between teachers and students, interaction among students, rules and regulations of the institutions. It also consists of clarity of aims and objectives of the institution, discipline, clear set of standards, excellence, fairness, participation, support, responsibility, safety, interest and environment. The institutional climate has four major dimensions: physical climate, social climate, affective climate and academic climate.

- **PHYSICAL CLIMATE:** Good physical climate includes, adequate building, comfortable seating arrangement for students and teachers, clean and neat campus, open area, games and sports facilities, furniture, proper arrangement for light and air, civil amenities etc.

- **SOCIAL CLIMATE:** The social climate of institution includes active communication between teachers and students, collegial relationship among principal, teachers and students, collective decision making, conflict resolution etc.
- **AFFECTIVE CLIMATE:** The affective climate of the institution includes teachers' interaction with all students in caring, supportive, responsive and respectful manner, mutual trust between students and teachers, sense of belongingness, respect of individual differences etc.
- **ACADEMIC CLIMATE:** Academic climate includes emphasis on academic tasks, teaching methods suited to individual needs, monitoring of academic progress of whole class, prompt communication of results to students, emphasis on achievements and performance, availability of competent teachers.

The common characteristics of the institutional climate may be summarised as:

1. Institutional climate is a multi-faceted phenomenon.
2. Though subject to change, institutional climate is enduring over time.
3. Despite time difference in individual perceptions, there can be broad overall agreement in describing institutional climate.
4. When used in the form of summated averaged perceptions of individuals, institution climate is a characteristic of the institution instead of the individual.
5. Institutional climate influences the behaviour of members of the institution.

OBJECTIVE OF THE STUDY

To compare the institutional climate of aided and self-financed teacher education institutions.

TOOL USED

A self-developed scale (institutional climate scale) has been used for data collection for assessment of institutional climate of the institutions. Besides, a personal data sheet has also been used for gathering some background information of teacher educators. The institutional climate scale contains 64 items covering 11 dimensions of institutional climate. These dimensions are: resources-physical and human, academic activities, co-curricular activities, corporate life, satisfaction with institution, alienation from institution, interpersonal relationship, self-esteem and sense of identity, relevance of institution, sense of achievement and discipline. Each item of the scale is to be rated on five point scale of very good, good, average, poor and very poor. The reliability of the scale is 0.971 by split-half method. The content validity of the scale is based on expert opinion



POPULATION AND SAMPLE OF THE STUDY

The teacher educators teaching in B.Ed. class in institutions associated to the University of Lucknow and University Department of Education. There were 37 such institutions (including the University Department of Education) in academic session 2010-2011. As the assessment of institutional climate involves many aspects of institutions which become available only after at least one batch of the students is passed out and there are often problems related to infrastructure, teacher availability etc. in the maiden academic session of the new institutions, So, the institutions running the first batch of B.Ed. were not included in this study. Data has been obtained from teacher-educators of only those institutions where atleast one batch of B.Ed. has passed out. There were such 23 (16 self-financed and 7 aided) teacher education institutions associated to University of Lucknow. The random sampling was done to select the sample. A total of 46 teacher-educators of aided institutions and 95 teacher-educators of the self-financed institutions (total 141) participated in the study. Thus, the results of the study are based on the data obtained from 141 teacher educators of 23 institutions.

HYPOTHESIS

There is no significant difference in the institutional climate of aided and self-financed institutions as perceived by their teacher educators.

Similarly, sub-hypotheses were formulated for all eleven dimensions of institutional climate.

RESULTS

The mean score of perception of institutional climate by teacher educators, standard deviation, t-value is presented in table-1 and same is also illustrated by the figure -1. The level of significance is determined at 0.05 and 0.01 level (* represents 0.05 and ** represents 0.01 level of significance and NS denotes non-significant difference)

TABLE 1: INSTITUTIONAL CLIMATE OF AIDED AND SELF-FINANCED INSTITUTIONS

Dimension of IC	Type of institution	N	Mean	S.D.	t-value
1	Aided	46	31.07	5.69	0.15 NS
	SF	95	30.92	5.19	
2	Aided	46	23.04	3.80	0.01 NS
	SF	95	23.05	4.02	
3	Aided	46	22.08	4.84	0.009 NS

	SF	95	22.09	4.42	
4	Aided	46	18.13	3.88	1.33 NS
	SF	95	18.98	2.71	
5	Aided	46	24.83	3.46	5.22**
	SF	95	21.11	4.80	
6	Aided	46	19.07	3.32	1.03 NS
	SF	95	18.48	2.74	
7	Aided	46	15.60	2.90	0.29 NS
	SF	95	15.75	2.02	
8	Aided	46	26.26	4.86	1.36 NS
	SF	95	25.06	5.00	
9	Aided	46	15.82	2.43	1.46 NS
	SF	95	15.17	2.64	
10	Aided	46	24.35	3.57	0.29 NS
	SF	95	24.17	3.07	
11	Aided	46	27.33	4.15	0.09 NS
	SF	95	27.26	3.77	
Total	Aided	46	247.36	36.49	0.98 NS
	SF	95	241.18	32.64	

The table-1 gives data for institutional climate of aided and self-financed institutions as perceived by teacher educators. The mean values for 11 dimensions of institutional climate of aided institutions are 31.07, 23.04, 22.08, 18.13, 24.83, 19.07, 15.60, 26.26, 15.82, 24.35 and 27.33 with S.D. values of 5.69, 3.80, 4.84, 3.88, 3.46, 3.32, 2.90, 4.86, 2.43, 3.57 and 4.15 for dimension one to eleven in that order. Similarly, t-values for 11 dimensions of institutional climate of self-financed institutions are 30.92, 23.05, 22.09, 18.98, 21.11, 18.48, 15.75, 25.06, 15.17, 24.17 and 27.26 with S.D. values of 5.19, 4.02, 4.42, 2.71, 4.80, 2.74, 2.02, 5.00, 2.64,

3.07 and 3.77 respectively. The mean value for overall institutional climate of aided institutions is 247.36 with S.D. value 36.49 and for self-financed institutions mean is 241.18 with S.D.32.64. The t-values for eleven dimensions indicate that it is statistically significant only for „satisfaction with institution“ dimension of institutional climate. The t-values for rest of dimensions and overall institutional climate are statistically insignificant ($p>0.05$). Thus all sub-hypotheses except 1.5 are sustained. The sub-hypothesis 1.5 is rejected (<0.01).

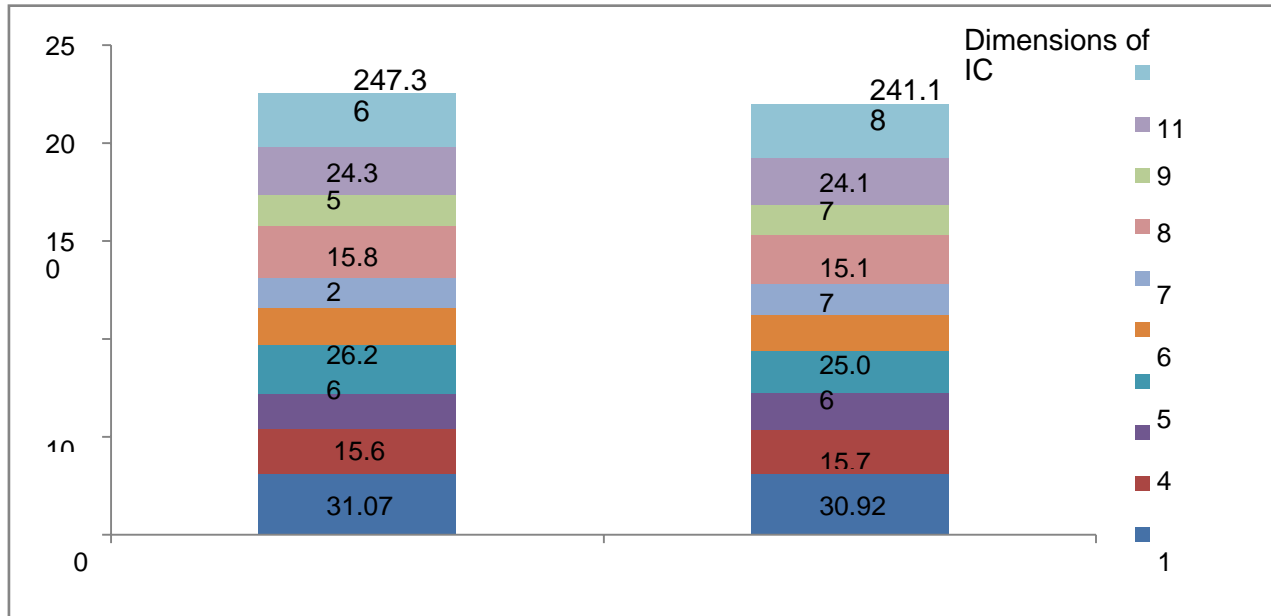


FIG.1 : INSTITUTIONAL CLIMATE OF AIDED AND SELF-FINANCED INSTITUTIONS

The t-value for overall institutional climate is also statistically non-significant. Thus hypothesis 1 is sustained. The results are also depicted by Fig-1.

DISCUSSION

Table-1 shows the perception of teacher educators of aided and self-financed institutions of dimension wise and overall perception of institutional climate of the institutions they are serving with. The Table 4.10 reveals that teacher educators of aided and self-financed institutions do not differ on any of the dimension of institutional climate except on the dimension „satisfaction with institution.“ Though the overall mean values suggest better institutional climate in aided institutions. The mean values indicate that teacher educators of aided institutions perceive institutional climate (satisfaction with institution dimension) of their institutions than those self-financed institutions. It is seen overall, institutional climate of aided and self-financed institutions is similar. These findings are in line with those of Sharma (1982). However, many researchers found difference in institutional climate of aided and self-financed or private institutions. Arani & Abbasi (2004) observed that government and private schools differ on two dimensions of school climate: esprit and humanized thrust. Kumaran (2003) found that younger schools (up to 25 years) had better position than the aged schools (>50 years) in overall

organisational climate. It was further revealed that unaided private schools had better position than government, corporation and aided private schools in all aspects of organisational climate. Mehrotra (2004) showed that teachers of private and government schools have significant differences in four dimensions of organisational climate: pay, work, promotion and supervision. This study does not validate relationship between type of institution and perceived institutional climate.

CONCLUSION

The present study reveals that institutional climate of aided and self-financed institutions differ but the difference is significant for only one aspect of the institutional climate. However, results indicate that the institutional climate of aided institutions is less favourable for teacher educators than that of self-financed institutions. The teacher educators of self-financed institutions are less satisfied than those of aided institutions. Satisfaction of teacher educators is very essential in order to harness their full capacity for all round development of students. There is need to find out the factors responsible for dissatisfaction of teacher educators of self-financed institutions and requisite steps may be taken to improve the institutional climate of self-financed institutions.

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JOB SATISFACTION: LUXURY OR NECESSITY FOR THE RETENTION OF NURSES

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INTRODUCTION

In a constantly changing healthcare environment nurses' job satisfaction is an important factor relating to recruitment and retention. The purpose of this study is to examine the theoretical developments of job satisfaction research and the implication for the nursing profession. Whilst the important issues of an inherently stressful work environment and increasing staff shortages are some of the factors that influence nurses' job satisfaction, key issues such as nurses' self-concept influence the way in which job satisfaction can occur. An overview of the significance of job satisfaction to nursing is followed by the importance of job satisfaction for the newly registered nurses. These discussions lead to an exploration of relevant theoretical developments and the generation of job satisfaction instrumentation that relates specifically to the nursing profession. A discussion of the commonalties, such as multidimensionality, leads the final section of this article that examines the relationship of nurses' self-concept to their job satisfaction.

SIGNIFICANCE OF JOB SATISFACTION

Researchers contend that job satisfaction is possibly the most significant yet elusive factor in understanding worker's motivation, performance, effectiveness, recruitment and retention. The direct and most often attributable effect of job satisfaction lies in recruitment and retention for an organisation. Indeed, it is often on these grounds alone that many researchers seek to empirically measure job satisfaction.¹ Job satisfaction is also possibly the most often studied aspect of organisational research. Potential and actual sources of job satisfaction are dynamic as well as culturally and historically embedded. Job satisfaction is often defined in terms of extrinsic and intrinsic values or rewards.² Extrinsic values include tangible aspects such as wages, work benefits, networks and bonuses. Intrinsic values include status, a sense of achievement, ability to interact with others, self-worth, self-esteem, accumulation of knowledge/skills and the ability to utilize and express creativity. As such, our principal choice of employment can help to shape our view of ourselves, broaden our daily life, and help to give meaning to our existence.³

SIGNIFICANCE OF JOB SATISFACTION FOR THE RETENTION OF NURSES

Job satisfaction is considered a critical factor in health care settings for several reasons. There is strong empirical evidence to support a causal relationship between job satisfaction, staff turnover and absenteeism. The evidence suggests that when nurses' job satisfaction is low, retention of staff is also low and staff turnover and absenteeism increases.⁴ This combination of events can cause significantly lower standards in health care delivery. In addition, the costs of recruitment can be measured in both financial and productivity terms. Klinefelter (1993) suggests that interest in nurses' job satisfaction is often motivated solely by the organisation's cost effectiveness rather than by any concern for the individual or the nursing profession. When new

nursing staff need to be continually recruited as a result of poor staff retention evolving from low job satisfaction, other areas such as budget and cost containment become problematic. Again, the long-term effect may be a spiraling downturn in standards of healthcare delivery as a result of short-term mismatches in time and care management. In addition, being short-staffed is in itself likely to lower job satisfaction and further compounds the difficulties of retaining nursing staff.⁵

This difficulty in replacing and retaining nursing staff is not a localized phenomenon; rather it is a worldwide issue as the cycle of available nursing staff reaches a new low point. Staff shortages that evolve from low job satisfaction cannot be easily remedied when the available pool of recruits declines. Those who have left nursing as a result of low job satisfaction may be difficult to entice back into the profession because of their prior experience with dissatisfaction. As such, the evidence from nursing research suggests that job satisfaction continues to play a pivotal role in retaining nursing staff. If nursing work is understood by potential new recruits as offering little in the way of job satisfaction then recruitment strategies must address this critical factor.⁶

AN OVERVIEW OF JOB SATISFACTION DEFINITIONS

Despite a plethora of definitions, no one definition appears able to capture the complexities involved in defining our attitude towards our work.⁷ Job satisfaction is a complex hypothetical construct that evaluates the affective and the competency elements of our approach to work. The values and attitudes related to our work can reflect both satisfaction and motivation. Therefore, the idea that job satisfaction broadly reflects how we feel about both extrinsic values such as wages, tasks, policies and intrinsic values of status, self-determination and interaction is embraced throughout this paper.

In the very broadest of sense, job satisfaction is about how we feel about our job. Mueller and McCloskey (1990) define job satisfaction as “the degree of positive affective orientation toward employment”⁸. We are meant to feel good for a job well done and we aim to feel satisfied with all aspects of our job. If this is not possible then the employee may well re-evaluate their position.⁹

A THEORETICAL BASIS FOR NURSES’ JOB SATISFACTION

Theories on what motivates people and the components or factors in job attitudes have rapidly multiplied in the last century. Most of these theories relate directly to the inability of one theory to encapsulate the huge variety of possibilities when explaining human behavior. Motivation and satisfaction are complex and dynamic constructs that have led to a huge array of studies in the past 50 years.¹⁰ Whilst behavioral researchers have lamented the inability of one theory to fit all, other researchers have embraced the multitude of theoretical possibilities.¹¹ Amongst the most famous behavioral theories relating to motivation and job attitudes are those of Maslow and Herzberg.



THE HERZBERG DUAL-FACTOR THEORY

In 1959, Herzberg, Mausner and Snyderman published their theoretical foundations and findings for a study on job motivation. The aim of their study was to explore the duality (i.e. satisfaction and dissatisfaction) of job attitudes based on a large-scale literature search. The exploration began with the fundamental and timeless question: “What does the worker want from his job?” This question has enormous industry ramifications for motivation of workers and as a causative agent in behavioral motivation. One major area that became clear from a review of several thousand articles and books relating to job attitudes was the “primacy of factors” which related to what the researchers called satisfiers or dissatisfiers.¹² Herzberg et al. (1959) found the dual continuums within job attitudes and subsequent behaviour. Worker dignity and individuality upon one and working only for financial gain on the second hypothetical continuum, and a variety of attitudes lay in between. Hence, the innovative concept of satisfiers and dissatisfiers is a complex one, but is at the heart of the dual factor theory of Herzberg et al. (1959).

DEVELOPMENT OF THE HERZBERG DUAL FACTOR JOB SATISFACTION THEORY

The Herzberg et al. research evidence suggested that the “unidirectionality” for the two proposed continuums was truer for dissatisfiers than satisfiers. However, this finding was subject to the specific factors or dimensions applicable to the individual worker and workplace. From this premise, the job satisfaction dual factor model was developed on two fronts. The researchers named the dual continuums motivation and hygiene. The motivational factors or dimensions of job satisfaction represented those aspects that were likely to satisfy the workers. Herzberg et al. theorized that what motivates the worker or what is likely to satisfy their needs (based on Maslow’s 1954 theories) leads to positive dimensions of job attitudes. Maslow’s theory centered on the notion of a hierarchy for human needs, which has survival at the inverted apex and self-fulfillment as an example of higher order factors.¹³

The term hygiene represents those aspects of work that incorporate dissatisfaction. Hygiene is used to describe factors that relate to or surround the worker, such as disorganization and unfairness that cause the worker to be unhappy. If these factors are resolved, the worker can move from an attitude of dissatisfied to neutral. For example, salaries or wages are seen as part of the hygiene continuum in that, if remuneration is unfair, then dissatisfaction is likely to occur. If remuneration is fair then neutrality is the most likely response.¹⁴

Herzberg et al. determined in their studies on industrial organizations that instead of the employee dictating what led to job satisfaction, management or the employer usually set the criterion on what constituted job satisfaction or dissatisfaction. The employer rationale underpinning this was that workers tend to be irrational and disorganized about what they want from their job and are therefore unable to be sensible about their job satisfaction. This autocratic style has shown to be highly inadequate in addressing optimal industrial organization. In a recent study by Timmreck (2001) the author suggests that the manager or employer continues to have unrealistic expectations of the employee and that this may be due in part to their lack of managerial experience and understanding of the employee. Timmreck utilised the Herzberg et al. dual factor job satisfaction theory as the basis of a study of 99 health service mid-managers to determine the current relevance of the theory.¹⁵

An interesting and still relevant finding of Herzberg et al. (1959) was that subtle changes in the wording of questions designed to elucidate job attitude could have major effects on the results. Equally, the researchers found that the populations studied and sample issues had a powerful effect upon the results of job attitude research. For example, if the intention of a survey or research project is to establish worker morale (which reflects dissatisfaction and consequently a hygiene issue), remuneration may be listed highly. If however, the intention of a survey or research project is to establish worker motivation then remuneration is not high on a list of satisfaction generating factors. Money that represents a reward for performance and acts as a reward for worker achievements however may operate as a motivator rather than as a hygiene factor.

RELATED THEORIES

The human-behaviorist theorist Maslow is perhaps best recognized for his theory of needs, which in turn incorporates a theory of motivation. Maslow divided needs into two main types; those are physiologically orientated and psychologically derived. In Maslow's theory, once physiological needs such as food and water are satisfied, higher needs can then be fulfilled. Maslow referred to the hierarchy of needs as "exclusive organizers of behaviour". Interestingly, in his multidimensional hierarchy, Maslow listed the need for esteem as the next higher order need after the needs of physiological and safety needs were met. The need for esteem as a part of Maslow's hierarchy of needs highlights the integral links of a positive self-concept to motivation hence job satisfaction. Maslow theorized that esteem needs are divided into two areas. These two groups are described as a need for self-esteem and self-respect that are derived from achievement, mastery competence and self-confidence as well as status, dominance, recognition, attention and appreciation. A sense of "being useful and necessary in the world" is gained by the push for esteem needs to be satisfied.

The need for self-actualisation is also an essential feature for the working adult. Maslow describes the (higher order) need as one that explains, "What a man can be, he must be". Satisfaction of these needs is achieved by the motivation or drive to fulfill life with a sense of balance, or equilibrium. If the gratification of a need is achieved, then it no longer serves to motivate. As Maslow points out "if we are interested in what actually motivates us, and not in what has, will, or might motivate us, then a satisfied need is not a motivator". Therefore, it can be inferred that dissatisfaction is likely to be the truer motivating force.¹⁶

This important point in Maslow's theory of a hierarchy of needs helps to clarify the issue of satisfiers and dissatisfiers, the sources of work motivation and illuminates the role our self-concept plays as a precursor for job satisfaction. Whilst Maslow's theory relates to what drives our motivation generally, Herzberg's dual factor theory relates specifically to the work component of life. Both Herzberg and Maslow's theories incorporate aspects of the „self“ such as self-esteem, self-confidence and self-worth. Also, both theories propose that job satisfaction and motivation contain multiple dimensions. In this way there is a common link between current self-concept theory, work satisfaction and needs fulfillment/motivation theory.

RESEARCH THEMES AND DEVELOPMENT IN JOB SATISFACTION AND NURSING

In order to quantify job satisfaction people are asked to place a value on, not just the work component, but on how the work makes them feel. The importance of job satisfaction can be underrated partly because of this evaluative perspective.¹⁷ It might be assumed that how satisfied a person is with his job only becomes a significant issue when an organisation is having difficulties either attracting new employees or in maintaining their current employees. However, based on a research through just a segment of the literature, concluded that job satisfaction is a much more complex phenomena.

Although job satisfaction is probably the most often research aspect of nursing work organization. There is surprisingly few job satisfaction instruments designed especially for nurses and very few studies relating specifically to the within-construct of job satisfaction. There are no studies relating nurses' self-concept and job satisfaction. In fact, studies that aim to establish causal or reciprocal relationships with other work related issues such as stress and attrition appear to outnumber job satisfaction studies by more than two to one.

Previous research on nurses' job satisfaction is also organised around the types of nursing role such as nurse manager, case manager, hospital nurse, critical care nurse, community nurse, midwife and psychiatric nurse. This point relates to Herzberg's caveat that sample issues and the populations to be studied, have powerful effects upon the results of a job satisfaction study.¹⁸

FACTORS INFLUENCING RESEARCH ON NURSES' JOB SATISFACTION

The rapidly changing landscape of health care may influence the significance of job satisfaction. Not only to nurses care for more critically ill patients and deal with ever increasingly complex technology, but also the nurse's role in health care and illness prevention continues to expand.¹⁹ New horizons continually challenge nurses in rural and remote areas, community settings, and in a variety of specialty areas (e.g. nurse practitioner, nurse educator and clinical nurse consultant).

Another factor possibly influencing current levels of nurses' job satisfaction is the change in entry-level education for registration as a nurse. Prior to the education of nurses at universities, student nurses were apprenticed within a hospital system. The apprenticeship system acclimatised the nurse throughout a three-year student period to the mechanisms and expectations of a health care system within hospitals. The newly graduated registered nurse in the 1990s has limited experience. This change in training and education may lead to job satisfaction being regarded as a critical issue early in a nurse's career.²⁰

THE RELATIONSHIP BETWEEN NURSES' SELF-CONCEPT AND JOB SATISFACTION

The idea that job satisfaction measurement is underpinned by the theories of motivation and needs has important implications for this study. As noted earlier, the broad categories of esteem needs are significant for job satisfaction. While self-concept theory relates to how we perceive ourselves in relation to experience and environment.²¹ Job satisfaction theory relates to the needs and values embedded in the worker and work environment. A relationship is established on theoretical grounds although; previous measurement models have been confounded by a lack of appropriate instrumentation that utilises the multidimensional structure for both important constructs. In many ways the development of the IWS as a measure of nurses' job satisfaction

parallels the concerns of instrument development and construction in self-concept. Research into both constructs have struggled to utilise an all-important multidimensional framework and sometimes failed to address vital within-construct issues such as the interweaving of “theory building and instrument construction”. The theory and tools now exist to construct a valid measure of nurses’ self-concept and the IWS addresses all those similar concerns for nurses’ job satisfaction.

There is significant research evidence to confirm the importance of job satisfaction for nurses. While much of this research comes from studies where job satisfaction is utilised as a between-construct measure and is unidimensionally measured, the evidence points to the need for job satisfaction in retaining nursing staff. The antecedents of job satisfaction are not well reported in literature and research; consequently there are very few studies (none in nursing) that enquire into the effects of self-concept on job satisfaction. In one of the few studies linking self-concept and job satisfaction reported a positive correlation in a study of relations between personality types, self-concept and job satisfaction for young Indian adult workers.²²

The limitations of previous research have been established in these two chapters on self-concept and job satisfaction. They have included an ongoing struggle with theoretical concerns being ignored in favour of easily administered and quickly interpreted measures that focused on a global approach to both constructs. While Herzberg and Maslow’s theories point out the close link between what a person brings to a job (i.e. their personal characteristics such as self-concept) and the contents of work effect on job satisfaction, nurse researchers have yet to empirically establish the link of self-concept to job satisfaction. This study aims to address the previous limitations by conducting significant and original research that addresses those vital within-construct concerns for nurses’ self-concept and then move onto an innovative between-construct study of self-concept and job satisfaction.

This study has introduced the significant and complex field of job satisfaction theory and research. The importance of job satisfaction as the second construct in this study has been determined. The theoretical basis for job attitudes and organisation was examined from a historical standpoint as well as its relevance for current nursing job satisfaction measurement. The relationship of these theories is reviewed in light of the conceptual and multidimensional basis they provide for job satisfaction measurement. The critical theme of satisfiers and dissatisfiers is discussed in respect of their explanatory ability for the multiple domains that exist for current job satisfaction research and measurement. A review of the literature relating to research on nurses’ job satisfaction has revealed similar important issues to that of nurses’ self-concept research. Although the literature reveals that job satisfaction is multifactorial and heavily influenced by locality and sample issues, nursing researchers are keen to utilise job satisfaction measures for between-construct studies without necessarily addressing the vital issues of within-construct makeup. A confusing picture arises from the review of multidimensional nursing job satisfaction measures regarding the job satisfaction components as well as the psychometric properties of instrumentation and findings. Finally an exploration of the relation of self-concept and job satisfaction through theoretical underpinnings and multidimensionality is proposed.

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PARLIAMENTARY PRIVILEGES IN INDIA: AN OVERVIEW

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INTRODUCTION

History of humanity records various instances of conflict between the government and the governed. It also records that gradually the governed asserted itself against the government and established its rights to freedom and liberty.

There has been a continuous struggle between fundamental rights and parliamentary privileges and very often the courts face the question of which of the two will be given greater importance? However, before anything can be said in regard to that, we first need to define what a parliamentary privilege is?

NATURE AND DEFINITION OF PARLIAMENTARY PRIVILEGE

According to Erskine May, "Parliamentary privilege is the sum of the peculiar rights enjoyed by each House collectively... and by members of each

House individually, without which they could not discharge their functions, and which exceed those possessed by other bodies or individuals. Even though a part of the law of the land, it is to a certain extent, an exemption from the ordinary law of the land. "

The Black's law dictionary defines privilege as, "a special legal right, exemption or immunity granted to a person or a class of persons, an exception to a duty."

A more contemporary definition of parliamentary privilege is one that has been developed by the report of Joint Committee on Parliamentary Privileges in the United Kingdom, according to which, "Parliamentary privilege consists of the rights and immunities which the two Houses of Parliament and their members possess to enable them to carry out their parliamentary functions effectively. Without this protection members would be handicapped in performing their parliamentary duties, and the authority of Parliament itself in confronting the executive and as a forum for expressing the anxieties of citizens would be correspondingly diminished".

It can therefore be said that privileges are important for the purposes of proper functioning of the Parliament. The members have to be free from the fear of detention and court proceedings for any view that they express in the House. Members need to be free of all constraints in the matter of what they say in the Parliament if they are effectively to represent their constituencies in its deliberations.

Thus, privilege, though part of the law of the land, is to certain extent an exemption from the general law. Certain rights and immunities such as freedom from arrest or freedom of speech belong primarily to individual members of each House and exist because the House cannot perform its functions without unimpeded use of the services of its members. Other such rights and immunities such as the power to punish for contempt and the power to regulate its own constitution belong primarily to each House as a collective body, for the protection of its members and the vindication of its own authority and dignity. Fundamentally, however, it is only as a means to the effective discharge of the collective functions of the House that the individual privileges are enjoyed by members.

"When any of these rights and immunities is disregarded or attacked, the offence is called a breach of privilege and is punishable under the law of Parliament. Each House also claims the right to punish as contempts actions which, while not breaches of any specific privilege, obstruct or impede it in the performance of its functions, or are offences against its authority or dignity, such as disobedience to its legitimate commands or libels upon itself, its Members or its officers."

Thus Parliamentary Privileges are special rights, immunities and exemptions enjoyed by the two Houses of Parliament, their committees and their members. They are necessary in order to secure the independence and effectiveness of their actions. Without these privileges, the Houses can neither maintain their authority, dignity and honour nor can protect their members from any obstruction in the discharge of their parliamentary responsibilities.

The Constitution has also extended the parliamentary privileges to those persons who are entitled to speak and take part in proceedings of a House of Parliament or any of its committees. These include attorney general of India and Union ministers. The parliamentary privileges do not extend to the president who is also an integral part of the parliament

CLASSIFICATION

Parliamentary privileges can be classified into two broad categories:

- ✓ Those that are enjoyed by each House of Parliament collectively, and
- ✓ Those that are enjoyed by the members individually.

COLLECTIVE PRIVILEGES

The privileges belonging to each House of Parliament collectively are:

- ❖ The right to publish its reports, debates and proceedings, and also the right to prohibit others from publishing the same. The 44th Amendment Act of 1978 restored the freedom of the press to publish true reports of Parliamentary proceedings without prior permission of the House. But this is not applicable in the case of a secret sitting of the House.
- ❖ To exclude strangers from its proceedings and hold secret sittings to discuss some important matters.
- ❖ To make rules to regulate its own procedure and the conduct of its business and to adjudicate upon such matters.
- ❖ To punish members as well as outsiders for breach of its privileges or its contempt by reprimand, admonition or imprisonment (also suspension or expulsion, in case of members).
- ❖ The right to receive immediate information of the arrest, detention, conviction, imprisonment and release of a member.

- ❖ To institute inquiries and order the attendance of witness and send for relevant papers and records.
- ❖ The courts are prohibited to inquire into the proceedings of a House or its committees.
- ❖ No person (either a member or outsider) can be arrested, and no legal process civil or criminal can be served within the precincts of the House without the permission of the presiding officer.

INDIVIDUAL PRIVILEGES

The privileges belonging individually to the members are:

- ❖ They cannot be arrested during the session of parliament and 40 days before the beginning and 40 days after the end of a session. This privilege is available in civil cases and not in criminal cases or preventive detention cases.
- ❖ They have freedom of speech in Parliament. No member is liable to any proceedings in any court for anything said or any vote given by him in Parliament or its committees. This freedom is subject to the provisions of the constitution and to the rules and standing orders regulating the procedure of Parliament.
- ❖ They are exempted from jury service .They can refuse to give evidence and appear as a witness in a case pending in a court when parliament is in session.

SOURCES OF PRIVILEGES

- Constitutional Provisions
- Statutory Provision
- Privileges based on Rules of Procedure and Precedents
- Consequential Powers of the House
- Parliamentary Conventions
- Judicial Interpretations

CONSTITUTIONAL PROVISIONS

Originally, there is a mention of two privileges in the Constitution of India. (Article 105), i.e., freedom of speech in Parliament;1 immunity to a member from any proceedings in any court in respect of anything said or any vote given by him in Parliament or any committee thereof;2 immunity to a person from proceedings in any court in respect of the publication by or under the authority of either House of Parliament of any report, paper, votes or proceedings.3 Courts are prohibited from inquiring into the validity of any proceedings in Parliament on the ground of an alleged irregularity of procedure.4 No officer or Member of Parliament empowered to regulate procedure or conduct of business or to maintain order in Parliament can be subject to a court's

jurisdiction in respect of exercise by him of those powers.⁵ No person can be liable to any civil or criminal proceedings in any court for publication in a newspaper of a substantially true report of proceedings of either House of Parliament unless the publication is proved to have been made with malice. This immunity is also available for reports or matters broadcast by means of wireless telegraphy.⁶ This immunity, however, is not available to publication of proceedings of a secret sitting of the House.⁷

STATUTORY PROVISION

Apart from the privileges specified in the Constitution, the Code of Civil Procedure, 1908, provides for freedom from arrest and detention of members under civil process during the continuance of the meeting of the House or of a committee thereof and forty days before its commencement and forty days after its conclusion.

PRIVILEGES BASED ON RULES OF PROCEDURE AND PRECEDENTS

The House has a right to receive immediate information of the arrest, detention, conviction, imprisonment and release of a member on a criminal charge or for a criminal offence.⁹ Members or officers of the House cannot be compelled to give evidence or to produce documents in courts of law, relating to the proceedings of the House without the permission of the House. Members or officers of the House cannot be compelled to attend as witnesses before the other House or a House of a State Legislature or a committee thereof without the permission of the House and without the consent of the member whose attendance is required.

CONSEQUENTIAL POWERS OF THE HOUSE

In addition to the above mentioned privileges and immunities each House also enjoys certain consequential powers necessary for the protection of its privileges and immunities. These powers are: to commit persons, whether they are members or not, for breach of privilege or contempt of the House; to compel the attendance of witnesses and to send for persons, papers and records to regulate its procedure and the conduct of its business; ¹⁰ to prohibit the publication of its debates and proceedings¹⁵ and to exclude strangers.

The freedom of speech is subject to the rules of procedures of a House, such as use of unparliamentary language or unparliamentary conducts. Accordingly, if a member publishes his speech outside Parliament, he will be held liable if the speech is defamatory.

Rule 353 of the Rules of Procedure provides that no allegation of a defamatory or incriminatory nature shall be made by a member against any person unless the member has given adequate advance notice to the Speaker and also to the Minister concerned so that the Minister may be able to make an investigation into the matter for the purpose of a reply.

PARLIAMENTARY CONVENTIONS

The powers, privileges and immunities of each House of Parliament and of the members and committees shall be from time to time be defined by Parliament by law and until so defined, shall be those of that House, its members and committees immediately before the coming into force of section 15 of the Constitution (Forty-fourth Amendment) Act, 1978.

The framers of the Constitution had provided for the same powers and privileges for members, etc. as were possessed and enjoyed by the House of Commons at the commencement of the Constitution. The reference to the House of Commons in clause (3) of article 105 was omitted by the Constitution (Forty-fourth Amendment) Act, 1978. Since, however, no law defining the

privileges has been made by Parliament so far, in actual practice; the position in this regard remains the same as it existed at the commencement of the Constitution.

Article 105 of our constitution defines parliamentary privileges of both Houses of Parliament and of their members and committees. To enable Parliament to discharge functions properly the Constitution confers on each Member of the Houses certain rights and immunities. In defining parliamentary privilege this article adopts certain methods. Two privileges, namely, freedom of speech and freedom of publication of proceedings. The most important privilege of the House is the right of the House to regulate its own procedure, free from intervention by the Government or the Courts.

JUDICIAL INTERPRETATIONS

Article 105, so also Article 194 subjects the powers, privileges and immunities of each House as well as all its members and all its committees not only to the laws made by the appropriate legislature but also to all other provisions of the Constitution. Both these articles far from dealing with the legislative powers of the Houses of Parliament or of State Legislature respectively are confined in scope to such powers of each House as it may exercise separately functioning as a House.

A House of Parliament or Legislature cannot try anyone or any case directly as a court of justice can, but it can proceed quasi judicially in cases of contempt of its authority or take up motions concerning its privileges and immunities in order to seek removal of obstructions to the due performance of its legislative functions. If any question of jurisdiction arises as to a certain matter, it has to be decided by a court of law in appropriate proceedings. For example, the jurisdiction to try a criminal offence such as murder, committed even within a House vests in ordinary courts and not in a Parliament or in a State Legislature. Also, a House of Parliament or State Legislature cannot in exercise of any supposed powers under Articles 105 and 194 decide election disputes for which special authorities have been constituted under the Representation of People Act, 1951 enacted in compliance with Article 329.

CONCLUSION

It is true that, under a system of parliamentary government, the privileges of the legislature, its members and committees are an essential guarantee of its efficient working. There is a clear demarcation as to what all rights and privileges are absolute and what are not. For example, in India Legislative Assemblies and Parliament never discharge any judicial function and their historical and constitutional background does not support their claim to be regarded as courts of record in any sense. No immunity from scrutiny by courts of general warrants issued by House in India can therefore be claimed.

Both the Parliament and State Legislatures have a duty to look carefully before making any law, so that it doesn't harm other rights. It is also a duty of the members to properly use these privileges and not misuse them for alternate purposes that is not in the favour of general interest of nation and public at large. Thus what we must keep in mind is the fact that power corrupts and absolute power corrupts absolutely. For this not to happen under the privileges granted, the public and the other governing body should always be on vigil.

Dr. Rajendra Prasad noted that, 'Parliament may never legislate on that point and it is therefore for the members to be vigilant.' The warning has proven prophetic. Therefore, till such time as the privileges of the Parliament are not codified, utmost care should be taken by the legislators

that they do not abuse this benefit that has been given to them. The purpose of privileges is to ensure that their business is not interrupted and their business is to ensure a smooth running of the affairs of the country, much of which is achieved through discussion and debate. Parliaments and their members and committees are neither infallible nor embodiments of all wisdom. Being the representatives of the people they must always be prepared to face public criticism and should never consider themselves to be above such criticism.

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SEARCHING FOR THE ROOTS: A STUDY OF AMY TAN'S NOVEL JOY LUCK CLUB

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ABSTRACT

Amy Tan is one of the most important ethnic Chinese writers writing in America. Her novels are marked by the dilemma so natural of an immigrant. The first generation of immigrants try to assimilate in the mainstream society but their hearts remains grounded in their native cultures and they adopt the culture of their adopted countries, but the feeling of superiority of their native culture remain entrenched in their minds. The trouble begins with the second generation people who start living in the culture of adopted country from the beginning. The immersion of second generation in an alien culture creates the problems for the first generation. The problem is more acute for the daughters as they are expected to follow native culture only.

KEYWORDS: *Immigration, culture, myth, patriarchy, daughters, Chinese.*

INTRODUCTION

The present paper explores two texts by Chinese American author Amy Tan's Joy Luck Club(1989) and Bonesetter's Daughter(2001). The works are hewn out of a chequered experience and informed by a perspective that transcends narrow socio-political and geographical boundaries.

First, on the liberty with which we take Tan as a writer of texts representative of the Chinese American experience: the paper does not intend to prove a homogeneity within what have been labelled as Chinese American subjectivities, but just an attempt to bring into focus certain features common to these texts that emerge out of a similar position with respect to the assimilating culture. The characteristics shared do not pertain merely to issues or „mythemes“ but refer to the self-conscious use of traditional myths in the writings of these women authors.

This paper considers the justifiable reservation voiced by Katheryn Fong in “An Open Letter/ Review: To Maxine Hong Kingston”: „Chinese Americans have commonalities, but I hardly think we are so homogeneous“(qtd. Deborah Woo 220). These texts continue to be our ready reference since we cannot but agree when Deborah Woo remarks: „There are insights which the ethnic writer can bring to the ethnic experience which outsiders cannot“ (226). However, we will have to remember that Tan is but an unconventional ethnic writer, since to her counterparts born and brought up in China, she remains an „outsider“. Besides Tan makes certain observations and displays anxieties regarding her particular customs and food habits that seem to tally because now she is an American.

The texts offer themselves as sites of contests between myths: old and hallowed myths are personalized by the author; they are recounted in a way that makes them bear the author's personal stamp. Myths are rendered into a „mythopoeia“ that is not just personal but also defies the tradition- modern, rebellious, contemporary and transcending the dictates of a particular culture. New myths that emerge in these texts challenge the traditional discourses, they are anti-establishment and critical of patriarchy. They form an important part of world literature as they are written by a women author who employs narrative techniques that may be old, takes up legends that may be ancient but are aware of the „gaps“ lending them to a critique- she deconstructs the myths she receives from tradition. Vocal about her unique subjective position, her peculiar place in this world as displaced people of second generation- absorbed in an alien society, yet a part of it; distanced from her native land.

By portraying a struggle of myths that texts draw attention to the writer comments on their genesis. The readers observe residues of myths „dominant“ in a specific culture, say the Chinese culture constituting only a „sub-culture“ in a different and future socio-historic context, as in America. In fact, ancient Chinese myths are subordinated to contemporary stories fostered by mass-immigration experience of Chinese people to America. These also find their cultural contestant in the Great American dream that is not peculiar to just the emigrant Chinese but all people who believe in the American way of life.

The Chinese „tell-tale“ tradition is the platform to the narrative and textual endeavours of Tan. Traditionally, myths are considered sacrosanct but post-Darwin, post-Enlightenment myths are associated with fiction, unreality and exaggeration. Tan covertly analyzes ancient myths and modern „myths“ (as Barthes calls certain hyped or cult objects) and where possible or desirable to suggest alternatives. Her unique subjective position as second generation Chinese American gives them an insight into the working of myths- their powers to manipulate, stipulate, impute and indoctrinate. They guide actions, fix norms, impose categories and instill values. Tan recognizes the power of myths as instruments of discourse; discourse uses the imaginative appeal of myths to prompt actions and modes of behaviour based on archetypes and precedents.

Tan displays a peculiar sensitivity towards „origins“ that is a natural outcome of the experience of displacement and „exteriority“. Readers observe a persistent concern with beginnings, endings and truth. The assurance of insular civilizations in handling these concepts is lost and we watch a manifestation of cultural anxieties in these texts. A quest for certainties and crystalline identity leads her to revise the myths with which she has grown up. The writer acknowledges and progressively learns that it is not easy to resolve related issues. Myths featuring in these novels refer to „place“, „displacement“ and relocation; by corollary to „origin“, „rootlessness“ and transplantation. Broadly, we could put ancient Chinese myths into the first slot; anecdotes and stories by first generation Chinese immigrants into the second slot and the narratives of second generation Chinese brought up in America as Americans into the third slot. So, we are not talking of just the geographical space but the subjective position in the cultural mosaic. In fact, the works under scanner belong to the third group that subsumes Chinese American identity into the larger American identity. America being the great Crucible, the melting-pot of cultures.

Tan offers strong alternatives; if these texts critique the appalling gender bias of Chinese traditions, she is also not shy of protesting against contemporary myths propagated by American capitalism or commercialism.

MICHAEL FISCHER NOTICES THIS

What thus seem initially to be individualistic autobiographical searchings turn out to be revelations of traditions, re-collections of disseminated identities and of divine sparks from the breaking of the vessels. These are a modern version of the Pythagorean arts of memory: retrospection to gain a vision of the future. In so becoming, the searches also turn out to be powerful critiques of several contemporary rhetorics of domination.

Tan deals with the Mandarin, but the anxieties she shares about Chinese food are similar to another Chinese American writers. She observes the Chinese culture as if from a distance- her view of China suggests an implicit identification with America. The texts are the second generation's way of „claiming America“; the first generation immigrants' way was action, their ancestors do the same through reflection. Walter Shear in his comparative essay on Joy Luck Club and Woman Warrior remarks:

Both these authors testify to a rupture in the historical Chinese family unit as a result of diaspora, but both seem to believe in cultural healing. However, as her conclusion suggests, Tan seems to place more emphasis on the Chinese identity as the healing factor. (448)

This is true only to an extent as both texts convey a feeling that the Chinese Americans are „outsiders“ for the Chinese back „home“. Homecoming never really happens; they are treated as American tourists in China. So the native Chinese also disown the emigrants, though the emigrants at least attempt to forge a broken bond and retrace lost roots. Tan's Joy Luck Club concludes in a sojourn to China, identification with Chinese sisters as mother-surrogate but even there it is evident that the return to America is inevitable, and China is but an odd though indispensable via media.

In the texts, genealogical tables are traced out may be to reclaim the Chinese pedigree, but it may be equally to lay a claim on the adventurous spirits of their resourceful, enterprising ancestors who could leave the safe sanctuary of home turf to explore unknown horizons and that which lay beyond.

Anne Tyler in an essay (1980) remarks: “While the father of the family, preparing to be tested by American immigration authorities, may have had to memorize „another man's life, a consistent life, an American life,“ his daughter has to memorize a “Chinese life” (212).

Veronica Wang in an essay dated 1985 underscores the dilemma that the Chinese Americans constantly have to deal with:

Both heritages impose external limitations and demand prescribed behaviours even though she(Kingston) is constantly aware of the remoteness of ancestral China and her essential separation from it, as well as her marginal status of exclusion and alienation the American society. (212)

Vivian Hsu in “Maxine Hong Kingston as Psycho-Autographer and Ethnographer”(1983) notices elements of “ethnography” in *The Woman Warrior* which include: “an ambivalent cultural identity”, “difficulty in Communicating with members of the dominant society”, “the high social esteem in which men are held while women display their own strength and adaptability as guardians of family culture and heritage”, “a wider than usual generational gap, with cultural barriers compounded by language barriers,” and “a difficulty in integrating the world of dominant culture and that of one’s immediate family into a coherent whole”(qtd Woo219). These clauses in fact qualify *Joy Luck Club*, and *Bonesetter’s Daughter* too as ethnographies. In any case there is more imagination in these documents than in the forms the immigrant parents were required to fill at their entry in America in Kingston’s *China Men*.

Individuals unable to endure cultural changes succumb: mental derangement, depressions and suicides follow. *Mad Sao* in *China Men*, *Moon Orchid* in *Woman Warrior*, *Ying-Ying* in *Joy Luck Club* and *Precious Aunt* in *Bonesetter’s Daughter* suffer because they cannot or would not replace the old stories with new.

The texts are strewn with points where tradition and modernity, past and present, superstition and truth, realities and myths contend. What becomes apparent as the texts progress is that these oppositional concepts of truth and myth are interdependent but we are cautioned against taking one for the other: it is important to distinguish between fantasy and reality. Those who are cultural innocents risk encountering the Moon Lady not as a fairy granting wishes but as a hideous roadside player as happens to *Ying-Ying St Clair* in *Joy Luck Club*.

Veronica Wang points out that “for hyphenated Americans who are confounded by cultural and social complications, the task of separating reality from illusion, truth from myth, can be particularly unnerving”(213). Kingston addresses her peers: “Chinese-Americans, when you try to understand what things in you are Chinese, how do you separate what is peculiar to childhood, to poverty, insanities, one family, your mother who marked your growing with stories, from what is Chinese?” In her works Tan articulates the prior frustration, later reconciliation, and ultimate celebration of her ability to neatly “separate” the Chinese part from her composite subjectivity. A new potency is recognized in her anomalous situation.

In an interview Paula Rabinowitz remarks on Kingston’s “decision to divide off (your) narratives in terms of a male and a female ancestry”(316).

Kingston believes the immigration experience to be exclusively male. She maintains “those men were making history. They were making a new myth, too. They were not so caught up in the old myths as the women were”(316). Thus, Kingston upholds the division between men as “people of action” and women as bearers of “memory” and narrators of the “history” made by men. Amy Tan on the other hand, does not exclude women from the realm of action or experience: women in *JLC* and *BD* display remarkable initiative. Their struggle in fact is carried out against odds strengthened due to prevalent gender bias. For An-mei Hsu, Lindo Jong, *Ying-ying St Clair* there is no welcome “home” in China and these women have their personal tales to tell. These tales of

individual struggle, rich though they are in cultural dimensions, certainly qualify for a position within the paradigm of immigration.

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SOCIO-ECONOMIC PROFILE OF MIGRANT STEEL WORKERS: A STUDY OF MANDI GOBINDGARH, PUNJAB

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ABSTRACT

Migration is a human phenomenon caused due to social, economic and psychological factors. Punjab's prosperity in post independent period especially in "Green Revolution" and subsequent development in industrial sector created situation by which large chunk of labour specially from Uttar Pradesh and Bihar find better employment opportunity in Punjab. Based on the primary and secondary data, this paper is an attempt to analyse the socio-economic conditions of migrant steel labourers in Mandi Gobindgarh, Punjab.

KEYWORDS: *Migration, Socio-Economic Profile, Migrant Labourer.*

INTRODUCTION

Migration of workers is a human phenomenon which has historical roots and wider implications. The term migration is very broad. It generally refers to shift from a place of residence to another place for some length of time or permanently including different types of voluntary movements.

Economic history of world, however, shows that the human migration is the natural manifestation of socioeconomic and technological growth/development. The normal course of migration is that it takes place from relatively low developed to high developed regions/ countries. It has great impact on economic, social, cultural and psychological life of people, both at place of emigration as well as of migration (Kaur, 2003)¹. In India, the labour migration is mostly influenced by social structures and pattern of development. Uneven development is the main reason of migration along with factors like poverty, landholding system, fragmentation of land, lack of employment opportunities, large family-size and natural calamities. The high-land man ratio, caste system, lawlessness and exploitation at native place speed up the breakdown of traditional socio-economic relations in the rural areas and people decide to migrate to relatively prosperous areas in search of better employment and income (Kaur, 2011)².

Punjab's prosperity in post independent period specially in "Green Revolution" and subsequent development in industrial sector, created situation by which large chunk of labour specially from Uttar Pradesh and Bihar find better employment opportunity in Punjab. Thus, Punjab has historically been associated with tremendous population movements both national and international and is considered economically better-off state than Bihar and U.P. And it is, thus, the obvious reason for the migration of these poor rural migrants to Punjab (Ghuman, 2010)³.

With the dominant pattern of rural to urban migration within Punjab and inflow of migrant labour from other backward states, there was a simultaneous increase in out-migration of Punjabi workers to other developed countries for still better economic prospects. A major proportion of the migrant labour force working in the industrial sector of Punjab hails from U.P and Bihar. They are mostly illiterate and belong to younger age group and with large family size back home. Friends, relations and Influential people of their village employed in Punjab are generally instrumental in getting them migrated and finding the job. Regarding factors influencing migration from their state of

origin are better prospects and regular employment, security of jobs, higher wage rate, better living condition etc. Along with those “Pull factors”, the push factors include lack of employment, low wages, poverty, natural disasters, and indebtedness as also feudal power structure and associated social repression. Thus, with this an attempt has been made to explore the socio-economic conditions of migrant steel labourers in Mandi Gobindgarh, Punjab.

DATA BASE AND METHODOLOGY

The study has been conducted in Steel town of Punjab that is, Mandi Gobindgarh, Punjab for the year 2013. This area has been purposively chosen as it is the largest steel market all over Asia and majority of the steel operations are performed by migrant labourers.

From this area, a simple random sampling technique was used to select five units where a sample of 10 workers from each mill was taken and thus, an aggregate sample of 50 workers- 23 local and 27 migrant- was selected. The primary data for the study have been mainly generated through a comprehensive questionnaire through personal interview method.

Kaur, Baljinder, Singh J.M., Garg B.R., Singh, Jasdev and Satwinder Singh (2011), “Causes and Impact of Labour Migration: A Case Study of Punjab Agriculture”, Agricultural Economic Research Review, Vol. 24, pp. 459-466.

Sethi, Saurabh, Ghuman, Ranjit Singh and Wilfred Isioma Ukpere (2010), “Socio-economic analysis of the migrant labourers in Punjab: An empirical analysis”, African Journal of Business Management, Vol. 4(10), pp. 2042-2050, 18 August.

MAIN FINDINGS OF THE STUDY

PLACE OF ORIGIN: It was revealed that out of 50 respondents (23 local and 27 migrant), 77.78% (21) of migrant workers belongs to U.P. and 22.22% (06) belonged to Bihar. The interesting feature that came into notice is that all the (100%) respondents were found to be from rural areas.

Survey reveals that 77.78% (21) of migrant workers have directly migrated to Mandi Gobindgarh (Punjab) while only 22.22% (06) of workers first migrated to other states and then to Mandi Gobindgarh (Punjab). This implies that majority of workers have come directly to Mandi Gobindgarh as their friends and relatives were already working here and they helped them to migrate and get employment. This indicates that rural to urban migration is the dominant pattern among the different patterns of migration.

AGE AT THE TIME OF MIGRATION: The Table 1 clarifies that 81.48% (22) migrated in the age group of 12-20 years followed by 14.82% (04) in the age group of 21-29 years and 03.70% (01) in the age group of 30- above years. It signifies that due to pull and push factors, the migrant labourers are forced to leave their native places during a relatively younger age.

FACTORS RESPONSIBLE FOR MIGRATION: It has been observed that all of the sampled migrant workers migrated to Mandi Gobindgarh, Punjab due to social, economic and psychological factors. Social factors include less civic amenities; economic factors include push factors viz; poverty, low wage rate, unemployment at their native place and pull factors viz; better employment opportunities, high wage rates and better income and other facilities and psychological factors include poor life. All these factors lead to migration.

TABLE 1: DISTRIBUTION OF RESPONDENTS ON THE BASIS OF DIFFERENT ASPECTS OF MIGRATION

Variables	Migrant Workers (n=27)
Place of Origin	
U.P.	21 (77.78)
Bihar	06 (22.22)
Total	27 (100)
Age at the time of Migration	
12-14	04 (14.82)
15-17	08 (29.63)
18-20	10 (37.03)
21-23	01 (03.70)
24-26	02 (07.41)
27-29	01 (03.70)
30- above	01 (03.70)
Total	27 (100)

Note: Figures within the bracket indicates percentage of the total respondents.

AGE GROUP AT THE TIME OF SURVEY: According to socio-economic profile (Table 2) of the respondents, migrant workers in the age group of 17-27 years constitute 44.45% (12) followed by 25.93% (07) in the age group of 28-38 years and workers in the age group of 39-49 years constitute 14.81% (04). However, the least number of workers that is 11.11 % (03) and 03.70% (01) falls in the categories of 50-60 years and 61- above years respectively. Thus majority of the migrants fall in the younger age group of 17-27 years because it is the preferred segment by the employers and also, this age group has to shoulder majority of social and demographic responsibility.

GENDER: The distinguishing feature which came into notice is that all (100%) respondents are males. There is no single female worker in all the five units visited. This implies that female workers do not prefer to work in the rolling mills due to occupational hazards and work place stress and also, employers prefers male workers in order to achieve higher efficiency, economy of cost and other supplementary benefits. Therefore, women employment in this sector is almost negligible.

MARITAL STATUS: The majority that is, 77.78% (21) of migrant workers are married as shown in Table 2. This means that married workers are the main earners of their families.

CASTE AND RELIGION: By looking at caste wise distribution of respondents, majority of migrant workers that is, 37.04% (10) each belong to OBC and SC categories followed by 22.22% (06) to General category and 03.70% (01) to ST category. This means that majority of workers belong to SC and backward castes. Gill (2012)⁴ also finds that labour both in rural and urban areas mostly belongs to SC, ST, OBC and minorities. As far as religion of the workers was concerned, all of the migrant workers (100%) belong to Hindu community.

EDUCATION: Education is a crucial input for development as it enables a person to understand his surroundings and environment in particular and to acquire information for promotion of his or her interests. In other words, education is the backbone and foundation of getting a job and performing better in the job. The right to education has been described as basic human right. Education is known as the third eye of the human beings. A man without education is equal animal (Ghuman, Ukperre and Sethi, 2012)⁵. Thus, education is the key that opens the doors of life.

From Table 2, the 37.04% (10) of migrant workers have education upto Middle level followed by 25.93% (07) with Matric level education and 14.81% (04) with Primary level education. Also, it has been observed that average years of education are 8 years for each worker. The overall picture indicates that literacy level is low among migrant workers.

MONTHLY INCOME: It is the low income in the native place which induces migration to the areas with better livelihood opportunities. In this study, monthly income of the 37.04% (10) of the migrants is in the range of Rs. 5001-7000 followed by 33.33% (09) migrants in the range of Rs. 3000-5000, 14.81% (04) in the range of Rs. 7001-9000 while 7.41% (02) each in the range of 9001-11000 and 11001-above each (Table 2).

TABLE 2: DISTRIBUTION OF THE RESPONDENTS ACCORDING TO THEIR SOCIAL BACKGROUND

Variable	Migrant Workers (N= 27)
Age	
17-27	12 (44.45)
28-38	07 (25.93)
39-49	04 (14.81)
50-60	03 (11.11)
61-above	01 (03.70)
Total	27 (100)
Marital Status	
Married	21 (77.78)
Unmarried	06 (22.22)
Total	27 (100)
Caste	

General	06 (22.22)
OBC	10 (37.04)
SC	10 (37.04)
ST	01 (03.70)
Total	27 (100)
Religion	
Hindu	27 (100)
Muslim	00
Sikh	00
Total	27 (100)
Education	
Illiterate	06 (22.22)
Primary	04 (14.81)
Middle	10 (37.04)
Matric	07 (25.93)
Total	27 (100)
Monthly Income	
3000-5000	09 (33.33)
5001-7000	10 (37.04)
7001-9000	04 (14.81)
9001-11000	02 (07.41)
11001-above	02 (07.41)
Total	27 (100)

Note: Figures within the bracket indicates percentage of the total respondents.

FAMILY SIZE: Table 3 shows that majority of the migrant workers (33.33%) have family size in the range of 3 to 4 followed by 29.63% have in the range of 5 to 6, 25.93% in the range of 7 to 8, 7.41% (02) in the range of 11-above and 3.70% (01) in the range of 9 to 10.

PATTERN OF LIVING: The 33.33% of migrant workers live among group of workers followed by 29.63% (08) living alone and 22.22% (14) live with their families. Only 14.82% (04) of migrant workers lives with their relatives. Also, it can be seen migrant workers collectively take a room/house on rent and share the rent, simply aiming to save money. Results show that 55.55% of migrant workers share room with 1 to 5 people while 44.45% don't share. Those workers who do not share accommodation imply that either they are paying rent or they live in the mill quarters provided by the employer. Nevertheless, collective living is mainly due to economic reason: cost cutting. Of course, the sense of security and community feeling are other important reasons behind such a tendency of living together.

MONTHLY RENT: Table 3 shows majority of the migrant workers that is 77.78% (21) pays monthly rent as against 22.22% (06).

TABLE 3: DISTRIBUTION OF RESPONDENTS ON THE BASIS OF THEIR HOUSEHOLD CHARACTERISTICS

Variables	Migrant Workers (n=27)
Family Size	
1-2	0
3-4	09 (33.33)
5-6	08 (29.63)
7-8	07 (25.93)
9-10	01 (03.70)
11- above	02 (07.41)
Total	27 (100)
Pattern of Living	
Alone	08 (29.63)
Family	06 (22.22)

Relatives	04 (14.82)
Other workers	09 (33.33)
Total	27 (100)
Sharing Accommodation	
0	12 (44.45)
1	03 (11.11)
2	03 (11.11)
3	05 (18.52)
4	01 (03.70)
5	03 (11.11)
Total	27 (100)
Monthly Rent	
Do not pay rent	06 (22.22)
Pays rent	21 (77.78)

Note: Figures within the bracket indicates percentage of the total respondents

PROBLEMS FACED BY MIGRANT LABOURERS

Migrant workers are the highly disadvantaged group due to number of problems faced by them. Unhygienic living conditions have led to deplorable living conditions which have increased the health hazards of migrant workers making them more susceptible to diseases and infection. Majority of the workers live without their families and do not possess assets which have led to social isolation. Lack of basic amenities available to the workers is another major problem faced by them. Since, they are conscious about ground reality in their parent states, where they would not be in position to get remunerative job. Hence, they have no choice but to continue.

RECOMMENDATIONS

The main policy implications and recommendations on the basis of analysis and field observations are as follows:

Education level is very low, they work at lower positions due to their poor productivity. Hence, they get poor wages and they cannot claim for more. If education level of workers is improved then their productivity will increase and they will be able to perform better and earn more. For educational development, the mill owners and government should establish educational institutes and training centers to make them educated about different rules and regulations as well as make them aware of their responsibilities.

Wages and salaries are not sufficient to lead a decent life, it may be hiked.

As the main reasons behind migration are unemployment and poverty, there is an urgent need to find out ways and means to supplement their incomes at their native places. It is very crucial to create employment opportunities in their native places.

There is also a need to evolve some institutional mechanism to protect the migrant labourer from the discrimination and ill-treatment they face at working place and also in the society. Their living conditions also need to be improved. Most of the migratory workers, sometimes hesitate to visit their families because of transport expenses. The railways may evolve some policy to issue a concessional ticket, may be twice a year, so that they may feel encouraged to visit their close relatives at their native place. It is the duty of our state and central government to aware these migrant labourers of the drawbacks pertaining from the consumption of intoxicants like bidi, tobacco etc. There is no doubt that our central government has got a lot of success and positive response with the implementation of NREGA in our country but there is a dire need of these kind

of some more policies. Since, all the migrant labourers are working in the unorganized sector, the government must take some policy initiatives to improve their socio-economic conditions and also introduce some social security measures.

CONCLUSION

The steel sector in Mandi Gobindgarh contributes to the development of the country in general and to the development of Punjab in particular. Due to participation in this income generating sector, the life and status of steel workers in the society got upgraded. However, largely, the condition of migrant steel workers is very frustrating. They face various crises and the print media had written many reports had aired many pathetic stories on their low wages, unfriendly working environment, health issues, nutrition, insurance, etc. but feeble measures have been taken so far to address these problems. Overall, these problems are hampering the production and environment of the steel sector and if these obstacles are not removed, the sector may be affected more and more in the coming days. Last but not the least, steel workers, who are the major workforce behind this sector, must be recognized properly and concrete ideas and their implementation should come to lessen the plight of them. Unless and until the basic rights of the workers are ensured, it may not be expected that this sector will achieve its desired goal. If the recommended measures are implemented then it may improve the present situation and the workers and owners may achieve their goal.

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HEMINGWAY'S FEMALE CHARACTERS - A GLANCE**Dr. B. Mohan***

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ABSTRACT

Hemingway wrote in the 1920s demonstrates a variety of references to women in which the nouns "girl" and "women" are used more selectively and more purposefully than in his letters. When writing of women, he made clear distinctions in his terms while preserving the colloquial tone and mood of a given piece. Hemingway did not merely "retain" most of this material, especially the nouns with which he referred to his female characters, the initial reference to the main female characters and any subsequent, subtle changes appear in the fluent early drafts. These stories are filled with Hemingway women. "Homage to Switzerland", with its repetitions of "girl", "waitress", "Mademoiselle", "Signorina", and "Fraulein", offers the most complex treatment of "girl" as "waitress", Women in relationships are also "girls", female characters whose sexual identity and maturity is not recognized or acknowledged by another important character, usually a partner as seen in "Cat in the Rain". Hemingway himself referred to many of his characters as "girls".

KEYWORDS: *Illumination- Significant Names- Hemingway- Mirrors Of The Conflicts- Young Girls- Manuscript- Fragments- Colloquial Tone- Realization – Loneliness- Discovery- Articulation-Sexual Identity- Possessive Pronoun- Manuscript- Fragment- Demonstrates- Preserving- Couples.*

INTRODUCTION

Hemingway's love stories are inhabited by couples in conflict, couples whose lives we get a glimpse of at some moment of high tension, illumination or dramatic change. Hemingway reveals the nature of their lives and their relationships in various ways in the short stories, and one of the most subtle and consistent means by which he does this is by naming, renaming, and "unnaming" his characters, especially the women who are central to the stories. Hemingway, however, does not simply give his characters significant names, although, of course, he often does this: Catherine, Cat, Jig, Helen, Renata. More precisely, the references to the women in much of Hemingway's work are common nouns that, along with their modifiers, pinpoint a woman's place in a relationship with these references remaining static or changing depending upon how a given relationship unfolds during the course of a story. These references become mirrors of the conflicts in which the women find themselves. A close study of the manuscript version of many of these works shows Hemingway's use of the nouns "woman", "wife", and

especially, “girl”, to be important and purposeful, a necessary link between technique and theme. Such a look at the creative process finds Hemingway working at an exacting level as he explores the women’s dilemmas and reveals to us something essential about their lives.

In the opening pages of *A Farewell to Arms*, the captain and Rinaldi speak of the “girls” in the town, “the fine girls. . . beautiful young girls”, alluding to the prostitutes in the town where the men are stationed. Such references continue as Catherine Barkley is introduced in the novel: “beautiful girls. . . New girls. . . beautiful English girls. . . Miss Barkley”. Rinaldi immediately declares “I will probably marry Miss Barkley”. It is into this atmosphere of sexual tension, built on the repetition of “girls” that Frederic Henry first goes to Catherine.

In an excised section of the *To Have and Have Not* manuscript, Tommy and Roddy discuss Tommy’s wife, Helene Bradley, referring to her at once as “a beautiful woman” and “an awfully romantic girl”. In a manuscript fragment, Hemingway writes of “. . . a man from up north marries a Key West girl”. Then, the word “girl” could be loaded, carrying with it a sense of youth, sexual availability, marriageability, and subservience. And become narrower today. As Hemingway’s letters reveal, this then accepted colloquial noun was one he used freely and naturally all of his life.

Not only did Hemingway refer to the women he married and was attracted to throughout his life as “girls”, and to his friends wives and mistresses as “girls”, in several of his letters he also purposefully confused gender-specific nouns, both to emphasize a woman’s inclusion in the group, the company of “the men” and to point to a person’s homosexuality. To Gertrude Stein he wrote “It is up to us, ie. Alice Toklas, Me, Hadley, John Hadley Nicanor and other good men to get, thereby including Alice Toklas and Hadley in the noun “men”. Of Stein he wrote: “Gertrude Stein and I are just like brothers”. When John Dos Passos married Kate Smith, Hemingway wrote them: “Glad to see you men are married”.

These wives and friends, men and women, are part of the skilled and knowledgeable company of “the men”; then are the complicated “citizens” of a private world who have “the gen” and whose sexual connections, orientation, or identity can be hinted at in the play of a single word. The idea of forcing the question of sexual identity and sexual role playing into the variations of a single noun would come to play an integral part in Hemingway’s fiction, especially in “*The Sea Change*”. *Across the River and into the Trees*, and *The Garden of Eden*. Hemingway consistently used the noun “girls” with all of its colloquial connotations, and experimented with it in his letters, a use which carried over to his journalism and ultimately to his fiction.

The journalism Hemingway wrote in the 1920s demonstrates a variety of references to women in which the nouns “girls” and “women” are used more selectively and more purposefully than in his letters. When writing of women, he made clear distinctions in his terms while preserving the colloquial tone and mood of a given piece. Hence, in his serious articles about the retreat from Thrace, he wrote of “woman in labor” and of the “old. . . women” who were fleeing; while he wrote more lightheartedly of the “really beautiful girls in Pamplona” and the “beautiful girl” in the kimono who had survived an earthquake in Yokohama. Writing from the Economic Conference in Genoa in 1922, Hemingway wrote two articles mentioning the women in attendance. In one, “*Russian Girls at Genoa*”, it is the Russian clerical workers, referred to as

“the best looking girls in the conference hall”, who ultimately capture the writer’s attention amid pomposity and extravagance of those assembled. Yet he wrote a dispatch, “Woman Takes Crumbs”, in which he comments that “women have little part in the Genoa Conference”, citing specific examples of skilled and professional women in the various delegations and using the nouns “woman/women” throughout, only once falling into cliché: “the clerical forces of nearly all the delegations consist largely of the gentler sex”. Hemingway also used, as was customary, the noun “girl” with an adjective or as an appositive to indicate or differentiate the gender of a person being named; hence, he refers to “a cash girl”, “shop girls”, and “a girl reporter”. And in keeping with the connotation of “maid-servant”, he often refers to waitresses as “girls”, a usage he pays particular attention to in stories such as “Hills Like White Elephants” and “Homage to Switzerland”, where the fusing of the connotations of “Miss”, “maid-servant” and “prostitute” is insisted on by the male characters.

Michael Reynolds has noted that Hemingway applied various techniques later employed in “his best fiction” in many of his early articles, and that as early as 1921 he was repeating a phrase to establish a particular tone. He was also experimenting with the ways in which he could refer to people, usually with a single noun, as means of establishing the truth. In his early journalism, and later in his fiction, Hemingway used the repetition of a noun for ironic underscoring, repeating the noun “ladies” to refer to the Toronto socialites he derided for their bloodthirsty enthusiasm at a local prizefight. In one biting piece, he referred to “a dark haired woman. . . was an American singer”, repeating the noun “singer” in each subsequent reference to point to her inability to sing. This technique he would use with greater emphasis in “A Canary for One”, in the reference to „the American lady”, and in “The Butterfly and the Tank”, in references to “the forceful girl”.

Hemingway’s artistic use of the nouns “girls”, “woman”, and “wife” fit contemporary experiments with colloquial language in 1920s Paris. Richard Bridman, in *The Colloquial Style in America*, maintains that the task of “imposing aesthetic distinction in meaning of a word had been lost in prose...”. Hemingway became a word by word writer. It did matter, then, that a “wife” would suddenly be referred to as “a girl”; that a married woman was referred to as “his wife” in a story, rather than by name; that a pregnant woman would be referred to almost exclusively as “the girl” or as in “Out of Season”, that a man could claim a relationship, “my daughter”, that the narrator will then undermine: “the girl”.

That Hemingway precisely defined a given character by such specific reference can be seen in two draft examples in which he commented on such references as he was writing them. Much later in his career in a typescript version of *Across the River and into the Trees*, Hemingway wrote the following sentences, which have Colonel Cantwell thinking: “Keep your temper, boy he told himself . But he was not a boy. He was fifty and a Colonel of infantry in the Army... In a typescript of a bench reading version of “The Sea Change”, which bears Hemingway’s proof reading marks, pencil additions, and initials. Hemingway did not correct the one speech tag that refers to the female character as “girl” rather than “woman”. He read carefully, noting all spacing errors, changing a word, and adding two full sentences for the narrator to speak, yet his eyes glossed over this reference to the “girl” of his story, so accustomed was he to thinking of her as of needing her to be “girl”.

Hemingway began to use such nouns carefully in the first story “Out of Season” he wrote after losing his early manuscripts and relied on the technique throughout what Paul Smith has called his “miraculous years of early fiction” as well as later in his career. In one short story with a female character that survived the theft of his manuscripts, “Up in Michigan”, Hemingway did not use the technique. It is clear, however, from the now available manuscript fragment and drafts of the short stories, that Hemingway did not merely “retain” most of this material, especially the nouns with which he referred to his female characters: the initial reference to the main female characters and any subsequent, subtle changes appear in the fluent early drafts. Since so little revision pertains to the nouns which refer to a main character, this purposeful use may well have been a technical aspect of the stories that Hemingway had figured out before he sat down to write. The references, then, are not only “retained”, but highlighted by the revisions around them. This “protection” of the emphasis on the nouns that refer to the women in these stories is clearly apparent in the draft revisions of his work.

These stories are filled with Hemingway women. “Homage to Switzerland”, with its repetitions of “girl”, “waitress”, “Mademoiselle”, “Signorina” and “Fraulein”, offers the most complex treatment of “girl” as “waitress”. Women in relationships are also “girls”, female characters whose sexual identity and maturity is not recognized or acknowledged by another important character, usually a partner, as seen in “Cat in the Rain”. “Hills Like White Elephants”, and “A Canary for One”, where the “American lady” refers to her grown daughter as “my little girl”. And women are relentlessly wives, as in “Cat in the Rain”, “The doctor and the Doctors Wife”, and “The Short Happy Life of Francis Macomber”. Often, these women are never given proper names, individual identities.

Critics have commented most often on one sequence of shifting references, those to the woman in “Cat in the Rain”, a story chronicling a Wife’s dawning realization of her loneliness within marriage and her discovery and articulation of the causes of that loneliness. At the beginning of the story, the woman is referred to as “the American Wife”, the fact that she is married being emphasized. She is consistently referred to as “wife”, “Signora” or “she”. However, as soon as she discovers that the cat has vanished, she is referred to as “the American girl” indicating that through this loss she has suffered a diminution. Never once are we given her name: clearly this woman has no mature sexual identity of her own, what little she does have being bound solely of the husbands as the possessive pronoun “his” in the repetition of “his wife” shows. The temporary shift to the noun “girl” in this story stands out starkly for us today, given the narrower acceptability of the term “girl”, but it was then a subtle signifier of the troubled identity of this woman within her marriage.

Hemingway makes a telling correction, changing the word girl to “maid” in the following sentence: “It was the maid who looked after their room”. Hemingway would easily have written “girl” for “maid”, the connotation of “maid-servant” being natural to him. He knew, however, that the dramatic shift from “wife” to “girl” in the story had to be protected in order to retain its impact. Hence the change to “maid” in this seemingly unimportant reference. The draft version of “Hills Like White Elephants” reveals similar deletions and additions. In this story, the woman is introduced as “the girl” who is with “the American” man and is referred to mainly as “girl” as “lig” and “she”. The references to her as “girl” remain static, as does the man’s view of her, her pregnancy, and their relationship in general. In the draft, Hemingway once again revised the

references to another woman, the waitress, to keep the intended emphasis on the main character instance, naively unrealistic, making “girl” the more accurate and thematic.

Again, a waitress in colloquial terms could be a “girl” but here she cannot be so named without the distinction between the two “girls” becoming muddled and the emphasis on lig as a “girl” in the man’s eyes being diluted. Hemingway used a double cross out for the second “girl” reference, as if to emphasize that this character could not be the girl of the story. Through the revisions, the irony of the story is amplified: a waitress can be a “woman”, but the pregnant woman is a “girl”.

In this case, changing the introductory reference, given to us by the narrator, to the word “woman” gives us an accurate picture of the scene that the word “girl” would prevent: an adult female, not a child, has come to the house. The subsequent references to Maria as “girl” suggest her probable youth and the intimate nature of the relationship between the man and the woman: Maria is Enrique’s “girl”. In a separate, discarded fragment, Hemingway changed the sentence: “Come on Don’t be a silly bitch” to “Come on. Don’t be a silly girl”. Maria is not bitchy, but, in this instance, naively unrealistic, making “girl” the more accurate and thematically consistent choice.

In the first draft of “The Doctor and the Doctor’s wife”, Hemingway changed a reference to Dick Biulton’s wife, the Doctor saying: “Well Dick owes me a lot of money for pulling his squaw through pneumonia...For the tension in this story the possessive pronoun affords, no other use of the noun “wife” can appear in the passage-Hemingway needs the word “squaw” to keep the wives distinct and the repetitions of the words “his wife” working at an exacting level.

From 1924 on Hemingway was precise about the way in which he referred to his female characters. In “Indian Camp”, for example, there is tension between what is actually happening, given to us by the narrator: what young Nick takes in; and Dr. Adam’s descriptions of the action to Nick. Hence, the narrator gives us “a young Indian woman...trying to have a baby”, the Doctor the detached and impersonal “this lady”, while Nick wonders innocently, using both the vocabulary his father gives him and his own accurate vision: “Do ladies always have such a hard time having babies?” and “Do many women [kill themselves]?”. All of these distinctions are present in the early drafts, fusing technique and theme.

In two later and longer stories. “The Snows of Kilimanjaro” and “The Short Happy Life of Francis Macomber”, Hemingway does not write about “girls”, but about two women, Helen and Margot, who have lived in complex, often hurtful marriages. Again, the careful employment of nouns and pronouns and their shifting use, even within a long narrative, is deliberate and thematically essential. In “Snows”, the nearly unnamed Helen is introduced as “the woman”, seemingly free of all bonds and referred to by Harry as “this woman”, inviting, as he does with the use of the demonstrative pronoun, a comparison with “others”. Helen is never referred to as “wife”, but as “a damned nice woman” and “a fine woman” as Harry’s detachment from her becomes increasingly and painfully more apparent.

In “Macomber”, the much maligned Margot Macomber is keenly, though subtly, referred to. In fact, for all her perceived bitchiness, she is most often referred to in terms that bind her to her

husband: she is overwhelmingly “Mrs. Macomber” “his wife”, or “she”, with “Mrs” or “wife” as the referential meaning of the pronoun. This is especially true when she is introduced and in the section leading to Macomber’s death. At her husband’s death, Margot becomes, like Helen, “the woman”, with no title, no possessive pronoun, no proper name from which to gain the identity she has so intricately constructed for herself. Despite Hemingway’s customary “decoy” explications, this is, finally, also the tragic story of the very married Margot Macomber. While Hemingway often used the noun “girl” to refer to a female character whose sexual identity is not recognized or acknowledged by another important character, he also used the noun on a more complex level, one he naturally would write about in the 1930s in subtle, even covert ways: sexual orientation, role-playing, and role reversal. In the far-from subtle “Mr. and Mrs. Elliot”, Mrs. Elliot is happy once her “girl friend” has arrived from America. In “The Sea Change”, and later in *The Garden of Eden*, Hemingway wrote of characters who experiment with homosexuality and role reversal and speak about it in terms of “being a boy” and “being a girl”.

In “The Sea Change” the woman’s “girlishness” or bisexuality, is the issue central to Phil’s dilemma. As Warren Bennett suggests in his thorough article once Phil has accepted the truth about his own life, that the woman he loves is a “girl” and that he has been, as Bennet puts it, “his girl”, he acknowledges his partner’s true sexual identity. Referred to until this point in the story as “the girl”, the unnamed woman is then free to leave and the direct references to her as “the girl” cease. That the relationship between the man and the woman in “The Sea Change” is confused at best, “perverse” in Phil’s terms, and possibly something akin to incestuous, was on Hemingway’s mind when he wrote the story. A manuscript fragment shows that at one point Hemingway saw the two as siblings. They were a brother and sister who lived together and loved each other very much this was considered admirable in the old days.

In *The Garden of Eden*, Hemingway writes of Catherine and David: “Most people thought they were brother and sister until they said they were married”. In another parallel, in *Across the River and into the Trees*, Cantwell says to Renata, “I love you, devil, and you’re my daughter too”. Renata, consistently referred as “the girl” in the novel, later says, “I am only a child...” and “I want to be like you. Can I be like you a little tonight?”. With the noun “daughter”, one Hemingway used in life to refer to women he was fond of, as well as in his fiction, Hemingway varied the incest theme and further complicated the sexual atmosphere of this novel. Much of the sexual ambiguity and complexity of these works is contained in the seemingly simple term the narrators use for the men’s lovers: “girl”.

Finally, Hemingway’s use of the noun “girl” and the fact of the several unnamed female characters in the stories, have created a dilemma for critics. Hemingway himself referred to many of his characters as “girls”. In his letters he wrote about Liz Coats of “Up in Michigan”, Brett Ashley of *The Sun Also Rises*, Maria of *For Whom the Bell Tolls*, Helen Gordon of *To Have and Have Not*, and Renata of *Across the River and into the Trees*, as “girl”. Hemingway didn’t stretch believability, however: Pilar was “the Pilar woman”. Because the references to the women in most of these works are so fluid, so precarious, critics have either ignored the deeper implications of the references to them or devised a strategy to signal that the “girl” is, indeed, a woman: “the tragic figure in „Cat in the Rain” is the girl, the „wife”, or „the man’s girl”. Writing about “Hills like White Elephants”, Pamela Smiley consistently relies on the proper noun “jig” leaving the “girl” reference to work within the realm of the story.

Critics must take care to refer to the female characters in Hemingway's work by name or as "woman" when warranted so that the implications of his references are not lost. To do otherwise is to diminish the purposeful interplay of the common nouns Hemingway used so often to refer to these women. As Hemingway's nameless women, unclaimed or ironically claimed wives, and the "girls" who inhabit his fiction demonstrate, such references in Hemingway's stories are never casual and have everything to do with revealing the dilemmas in which these women find themselves. Not acknowledge this technical achievement is to ignore the women's stories and to miss that Hemingway wrote about their lives in a sensitive though subtle way.

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RELATIONSHIP BETWEEN ANTHROPOMETRIC VARIABLES AND LEG STRENGTH OF FEMALE HANDBALL PLAYERS

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ABSTRACT

The present study was conducted on 45 female handball players having District level participation. The purpose of this study was to determine the relationship between anthropometric variables and leg strength of female handball players. The result of this study would provide us the guide lines to examine thoroughly the possible ingredients of anthropometric variables which are essential for the execution of leg strength of handball players. The handball game involves strength for the execution of important skills: dribbling, throwing, shooting, defensive moments. Strength is indispensable ingredient which is to define the efficiency of handball players to achieve the desired objectives of the study. For this purpose various body measurements were taken. To achieve the objective of the study Pearson's Product moment method for calculating coefficient of correlation method was utilized.

INTRODUCTION

It has been admitted by sports scientists that the performance in various games and sports is influence by many factors such as level of techniques, physiological, psychological and sociological factors and environmental conditions but Physique and body composition also affect is considerably. Though the training is equally important, but at higher level of competition where training is given to all the individuals, suitable physique and body composition are of basic importance.

If a person wants to take advantage in the start of training and want to achieve desired result in the composition, he should select the game keeping in view the structure required for a specific activity.

Since the last few decades of the 20th century, the researchers in the field of sports are showing greater interest in the area of physical exercise, Physiology, Physical fitness, and skills of the particular activity. It is only few years back that efforts are being made to find out the anthropometric characters including Physique and body composition of sportsmen and their impact on performance.

In the present study, the investigator made an attempt to find out the relationship between Anthropometric variables and leg strength of Handball female players.

METHOD AND MATERIAL

45 female handball players have been selected for 27 anthropometric measurements i.e., eleven linear, five girths, four diameters and six skinfold measurements for subcutaneous fat. All the subjects in the study were in the age of 18 to 22 years. Standard technique as given by Weiner and Lourie (1969) was followed while taking the different measurements on the subject by a trained female personnel.

Body composition variables i.e., body density, lean body mass and fat weight were calculated by using the equation of Durmin and Rehman (1967) . Siris equation (1961) was applied to find out the body fat percentage using the body density. Leg strength was measured in terms of standing broad jump of the subjects. Product moment method for correlation.

RESULTS

Values of coefficient correlation between anthropometric variables and leg strength of female handball players.

TABLE-1 CORRELATION BETWEEN LINEAR MEASUREMENTS AND LEG STRENGTH

SR. NO.	VARIABLES	Coefficient of correlation
1	Height	-.156
2	Sitting Height	-.274
3	Leg strength	.116
4	Fore leg strength	.201
5	Thigh length	.098
6	Trunk length	.145
7	Total arm length	-.025
8	Foot length	-.099
9	Foot breadth	.301

* Significant at 5% level .288

Table 1 shows that only foot breadth (.301) has significant and positive correlation with leg strength of all the linear measurements.

The coefficient of correlation of age with the leg strength has also been found significant and positive at 1% level.

TABLE 2 CORRELATION BETWEEN GIRTH MEASUREMENT AND LEG LENGTH

SR. NO.	VARIABLES	Coefficient of correlation
1	Chest	.135
2	Abdomen	.71
3	Hip	-.357
4	Thigh	-.312
5	Calf	-.102

Table 2 shows that among the girth measurements only hip (-.357) and thigh (-.312) have significant but negative correlation with leg strength. Other girth measurements have statistically insignificant correlation.

TABLE-3 CORRELATION BETWEEN BODY DIAMETERS AND LEG LENGTH

SR. NO.	VARIABLES	Coefficient of correlation
1	Biocromial	-.183
2	Bitrochantric	-.081
3	Femur Bicondylar	.078
4	Ankle	-.210

From Table No.3 it is clear that no significant correlation between body diameters and leg strength of female handball player.

TABLE-4 CORRELATION BETWEEN SKINFOLD MEASUREMENTS AND LEG LENGTH

SR. NO.	VARIABLES	Coefficient of correlation
1	Triceps	.280
2	Biceps	-.278
3	Subscapular	-.465
4	Suprailiac	-.035
5	Thigh	-.404
6	Calf	-.407

* Significant at 1% level= .372

Table No.4 clearly indicates that coefficient of correlation of subscapular skinfold (-.465), thigh skinfold (-.404) and calf skinfold (-.407) with leg length are significant but negative at 1% level, other skinfold i.e. triceps, biceps and suprailiac skin folds have negative but statistically insignificant correlation.

TABLE-5 CORRELATION BETWEEN BODY COMPOSITION AND LEG LENGTH

SR. NO.	VARIABLES	Coefficient of correlation
1	Body weight	.253
2	Body density	-.282
3	Fat percentage	-.031
4	Fat weight	-.430
5	Lean body mass	-.479

From Table No.5 it is obvious that the coefficient of correlation of fat weight (-.430) and lean body mass (-.479) with leg strength have significant but negative correlation at 1% level. Other variables i.e. body weight, body density and fat percentage show no significant correlation with leg strength.

DISCUSSION

The age has been found to have the highest positive and significant correlation with leg strength which suggests that strength improve slowly with age. This finding is consistent with the general age trends reported for physical performance by Cozen (1939), Berg (1968), Chauhan (1986) and Espensched (1963).

Among the correlation of linear measurements, coefficient of correlation of foot breadth has been found to be significant and positive which suggests that broader the foot breadth more will be the leg strength. Other correlation have found statistically insignificant.

Of all the girth measurements, only the coefficient of correlation of hip and thigh girths are significant but negative which suggests that larger the hip and thigh, lesser the leg strength i.e. with the increase in the hip and thigh, the leg strength goes on decreasing.

None of the body diameter has found significant correlation with leg strength.

In case of skinfold measurements, the coefficient of correlation of subscapular, thigh and calf skinfolds with leg strength have significant but negative correlation which suggests that excess fat in subcutaneous tissue fold decreases the leg strength of female handball player. Other skinfolds that is biceps, triceps and suprailiac have no significant correlation with leg strength.

It is evident from the result that body fat weight and lean body mass have significant and negative correlation with leg strength.

The coefficient of correlation are small but negative which suggests that leg strength of female handball player decreases with the increase in body fat and decrease in the lean body mass. The results of the present study are broadly in agreement with the findings Johnson (1938), John Marold (1947), Clarke (1957), Morris (1960), Weinberg (1964), Berg (1980), Nicholson (1963), Mergaret (1964) and Chouhan.

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INTELLIGENT INDEMNITY USING 3D PASSWORD

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ABSTRACT

Current authentication systems suffer from many weaknesses. Textual passwords are commonly used; however users do not follow their requirements. Users tend to choose meaningful words from dictionaries, which make textual passwords easy to break and vulnerable to dictionary or brute force attacks. Many available graphical passwords have a password space that is less than or equal to the textual password space. Smart cards or tokens can be stolen. Many biometric authentications have been proposed; however, users tend to resist using biometrics because of their intrusiveness and the effect on their privacy. Moreover, biometrics cannot be revoked. In this paper we present and evaluate our contribution, i.e., the 3-D password. The 3-D password is a multifactor authentication scheme. To be authenticated, we present a 3-D virtual environment where the user navigates and interacts with various objects. The sequence of actions and interactions toward the objects inside the 3-D environment constructs the user's 3-D password. The 3-D password can combine most existing authentication schemes such as textual passwords, graphical passwords, and various types of biometrics into a 3-D virtual environment. The design of the 3-D virtual environment and the type of objects selected determine the 3-D password key space.

1.1 INTRODUCTION

The dramatic increase of computer usage has given rise to many security concerns. One major security concern is authentication, which is the process of validating who you are to whom you claimed to be. In general, human authentication techniques can be classified as knowledge based (what you know), token based (what you have), and biometrics (what you are)

Knowledge-based authentication can be further divided into two categories as follows:

1) recall based and 2) recognition based. Recall-based techniques require the user to repeat or reproduce a secret that the user created before. Recognition based techniques require the user to identify and recognize the secret, or part of it, that the user selected before. One of the most common recall-based authentication schemes used in the computer world is textual passwords. One major drawback of the textual password is its two conflicting requirements: The selection of passwords that are easy to remember and, at the same time, are hard to guess.

Many authentication systems, particularly in banking, require not only what the user knows but also what the user possesses (token-based systems). However, many reports[3]–[5] have shown that tokens are vulnerable to fraud, loss, or theft by using simple techniques. Graphical passwords are based on the idea that users can recall and recognize pictures better than words. However some of the graphical password schemes require a long time to be performed. Moreover, most of the graphical passwords can be easily observed or recorded while the legitimate user is performing the graphical password; thus, it is vulnerable to shoulder surfing attacks. Currently, most graphical passwords are still in their research phase and require more enhancements and usability studies to deploy them in the market.

Many biometric schemes have been proposed; fingerprints palmprints, hand geometry, face recognition, voice recognition, iris recognition, and retina recognition are all different biometric schemes. One of the main drawbacks of applying biometrics is its intrusiveness upon a user's personal characteristic. Moreover, retina biometrical recognition schemes require the user to willingly subject their eyes to a low-intensity infrared light. In addition, most biometric systems require a special scanning device to authenticate users, which is not applicable for remote and Internet users.

1.2 3D PASSWORD SCHEME

In this section, we present a multifactor authentication scheme that combines the benefits of various authentication schemes. We attempted to satisfy the following requirements:

- 1) The new scheme should not be either recall based or recognition based only. Instead, the scheme should be a combination of recall-, recognition-, biometrics-, and token-based authentication schemes.
- 2) Users ought to have the freedom to select whether the 3-D password will be solely recall-, biometrics-, recognition or token-based, or a combination of two schemes or more This freedom of selection is necessary because users are different and they have different requirements. Some users do not like to carry cards. Some users do not like to provide biometrical data, and some users have poor memories. Therefore, to ensure high user acceptability the user's freedom of selection is important.
- 3) The new scheme should provide secrets that are easy to remember and very difficult for intruders to guess.
- 4) The new scheme should provide secrets that are not easy to write down on paper. Moreover, the scheme secrets should be difficult to share with others.
- 5) The new scheme should provide secrets that can be easily revoked or changed.

1.3 3D PASSWORD OVERVIEW

The 3-D password is simply the combination and the sequence of user interactions that occur in the 3-D virtual environment. The 3-D password can combine recognition-, recall-, token-, and biometrics-based systems into one authentication scheme. This can be done by designing a 3-D virtual environment that contains objects that request information to be recalled, information to be recognized, tokens to be presented, and biometrical data to be verified. For example, the user can enter the virtual environment and type something on a computer that exists in (x_1, y_1, z_1) position, then enter a room that has a fingerprint recognition device that exists in a position (x_2, y_2, z_2) and provide his/her fingerprint. Then, the user can go to the virtual garage, open the car door, and turn on the radio to a specific channel. The combination and the sequence of the previous actions toward the specific objects construct the user's 3-D password.

Virtual objects can be any object that we encounter in real life. We can have the following objects:

- 1) A computer with which the user can type;
- 2) A fingerprint reader that requires the user's fingerprint
- 3) A biometrical recognition device
- 4) A paper or a white board that a user can write, sign, or draw on;
- 5) An automated teller machine (ATM) that requests a token
- 6) A light that can be switched on/off
- 7) A television or radio where channels can be selected
- 8) A staple that can be punched
- 9) A car that can be driven
- 10) A book that can be moved from one place to another
- 11) Any graphical password scheme
- 12) Any real-life object
- 13) Any upcoming authentication scheme

The action toward an object (assume a fingerprint recognition device) that exists in location (x_1, y_1, z_1) is different from the actions toward a similar object (another fingerprint recognition device) that exists in location (x_2, y_2, z_2) where $x_1 \neq x_2$, $y_1 \neq y_2$, $z_1 \neq z_2$. Therefore, to perform the legitimate 3-D password, the user must follow the same scenario performed by the legitimate

user. This means interacting with the same objects that reside at the exact locations and perform the exact actions in the proper sequence.

3-D PASSWORD SELECTION AND INPUTS

Let us consider a 3-D virtual environment space of size $G \times G \times G$. The 3-D environment space is represented by the co-ordinates $(x,y,z) [1, \dots, G] \times [1, \dots, G] \times [1, \dots, G]$. The objects are distributed in the 3-D virtual environment with unique (x,y,z) coordinates. We assume that the user can navigate into the 3-D virtual environment and interact with the objects using any input device such as a mouse, key board, fingerprint scanner, iris scanner, stylus, card reader, and microphone. We consider the sequence of those actions and interactions using the previous input devices as the user's 3-D password. For example, consider a user who navigates through the 3-D virtual environment that consists of an office and a meeting room. Let us assume that the user is in the virtual office and the user turns around to the door located in $(10, 24, 91)$ and opens it. Then, the user closes the door. The user then finds a computer to the left, which exists in the position $(4, 34, 18)$, and the user types "FALCON." Then, the user walks to the meeting room and picks up a pen located at $(10, 24, 80)$ and draws only one dot in a paper located in $(1, 18, 30)$, which is the dot (x,y) coordinate relative to the paper space is $(330, 130)$ The user then presses the login button.

The initial representation of user actions in the 3-D virtual environment can be recorded as follows:

$(10, 24, 91)$ Action = Open the office door

$(10, 24, 91)$ Action = Close the office door

$(4, 34, 18)$ Action = Typing, "F";

$(4, 34, 18)$ Action = Typing, "A";

$(4, 34, 18)$ Action = Typing, "L";

$(4, 34, 18)$ Action = Typing, "C";

$(4, 34, 18)$ Action = Typing, "O";

$(4, 34, 18)$ Action = Typing, "N";

$(10, 24, 80)$ Action = Pick up the pen;

$(1, 18, 30)$ Action = Drawing, point = $(330, 130)$

This representation is only an example. The extensive real representation will not be discussed in this paper. In order for a legitimate user to be authenticated, the user has to follow the same sequence and type of actions and interactions toward the objects for the user's original 3-D password. Fig. 1 shows a virtual computer that accepts textual passwords as a part of a user's 3-D password.

Three-dimensional virtual environments can be designed to include any virtual objects. Therefore, the first building block of the 3-D password system is to design the 3-D virtual environment and to determine what objects the environment will contain. Fig. 2 shows the snapshot of an experimental 3-D virtual environment. To simplify the idea of how a 3-D password works, Fig. 3 shows a state diagram of a possible 3-D password authentication system.

3-D VIRTUAL ENVIRONMENT DESIGN GUIDELINES

The design of 3-D virtual environments should follow these guidelines:

1) REAL-LIFE SIMILARITY

The prospective 3-D virtual environment should react what people are used to seeing in real life.

2) OBJECT UNIQUENESS AND DISTINCTION

Every virtual object or item in the 3-D virtual environment is different from any other virtual object. The uniqueness comes from the fact that every virtual object has its own attributes such as position. A simple real-life example is home numbering. The distinguishing factor increases the user's recognition of objects. Therefore, it improves the system usability.

3) THREE-DIMENSIONAL VIRTUAL ENVIRONMENT SIZE

A 3-D virtual environment can depict a city or even the world. On the other hand, it can depict a space as focused as a single room or office. The size of a 3-D environment should be carefully studied. A large 3-D virtual environment will increase the time required by the user to perform a 3-D password. Moreover, a large 3-D virtual environment can contain a large number of virtual objects. Therefore the probable 3-D password space broadens. However, a small 3-D virtual environment usually contains only a few objects, and thus, performing a 3-D password will take less time.

4) NUMBER OF OBJECTS (ITEMS) AND THEIR TYPES

Part of designing a 3-D virtual environment is determining the types of objects and how many objects should be placed in the environment. Selecting the right object response types and the number of objects affects the probable password space of a 3-D password.



FIG. 1. SNAPSHOT OF A PROOF-OF-CONCEPT 3-D VIRTUAL ENVIRONMENT, WHERE THE USER IS TYPING A TEXTUAL PASSWORD ON A VIRTUAL COMPUTER AS A PART OF THE USER'S 3-D PASSWORD



FIG. 2. SNAPSHOT OF A PROOF-OF-CONCEPT VIRTUAL ART GALLERY, WHICH CONTAINS 36 PICTURES AND SIX COMPUTERS

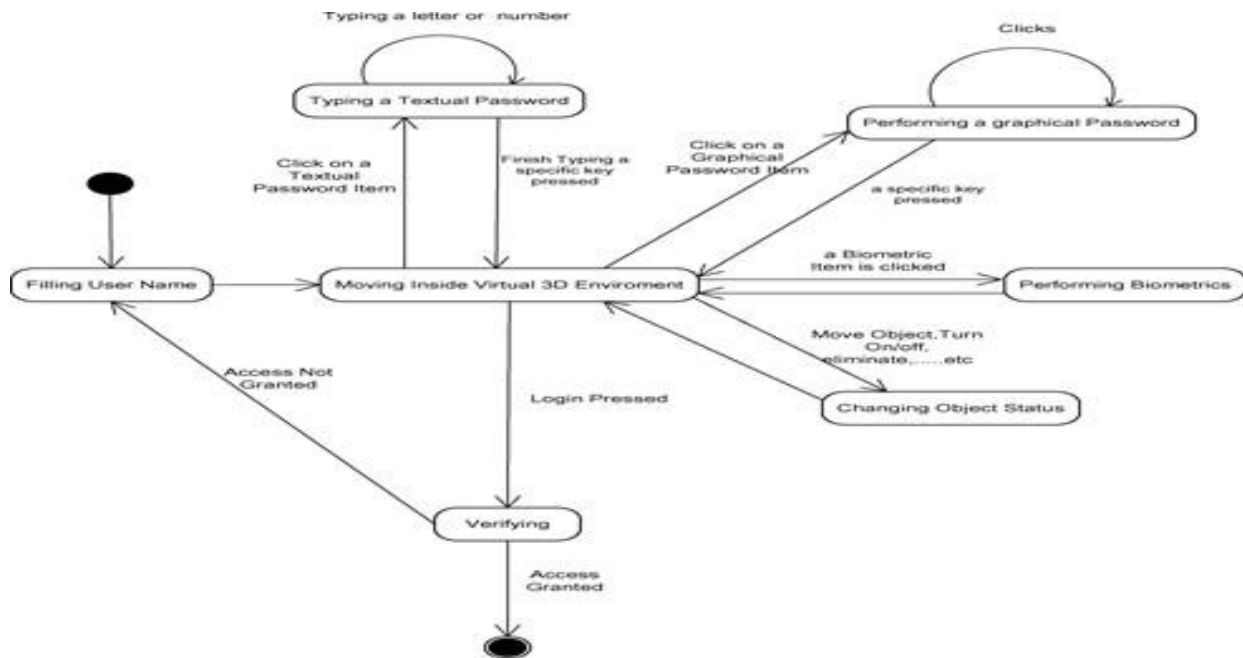


FIG. 3. STATE DIAGRAM OF A POSSIBLE 3-D PASSWORD APPLICATION 3-D PASSWORD APPLICATIONS

Because a 3-D password can have a password space that is very large compared to other authentication schemes, the 3-D password's main application domains are protecting critical systems and resources. Possible critical applications include the following.

1) CRITICAL SERVERS

Many large organizations have critical servers that are usually protected by a textual password. A 3-D password authentication proposes a sound replacement for a textual password. Moreover, entrances to such locations are usually protected by access cards and sometimes PIN numbers. Therefore, a 3-D password can be used to protect the entrance to such locations and protect the usage of such servers.

2) NUCLEAR AND MILITARY FACILITIES

Such facilities should be protected by the most powerful authentication systems. The 3-D password has a very large probable password space, and since it can contain token-, biometrics recognition-, and knowledge-based authentications in a single authentication system, it is a sound choice for high level security locations.

3) AIRPLANES AND JETFIGHTERS

Because of the possible threat of misusing airplanes and jetfighters for religio-political agendas, usage of such airplanes should be protected by a powerful authentication system. The 3-D password is recommended for these systems.

In addition, 3-D passwords can be used in less critical systems because the 3-D virtual environment can be designed to fit any system's needs. A small 3-D virtual environment can be used in many systems, including the following:

- 1) ATMs
- 2) Personal digital assistants
- 3) Desktop computers and laptop logins
- 4) Web authentication.

1.4 SECURITY ANALYSIS

To analyze and study how secure a system is, we have to consider how hard it is for the attacker to break such a system. A possible measurement is based on the information content of a password space, which is defined in [13] as "the entropy of the probability distribution over that space given by the relative frequencies of the passwords that users actually choose." We have seen that textual password space may be relatively large, however, an attacker might only need a small subset of the full password space. As a result, it is important to have a scheme that has a very large possible password space as one factor for increasing the work required by the attacker to break the authentication system. Another factor is to find a scheme that has no previous or existing knowledge of the most probable user password selection, which can also resist the attack on such an authentication scheme.

1.5 ATTACKS AND COUNTER MEASURES

To realize and understand how far an authentication scheme is secure, we have to consider all possible attack methods. We have to study whether the authentication scheme proposed is immune against such attacks or not. Moreover, if the proposed authentication scheme is not immune, we then have to find the countermeasures that prevent such attacks. In this section, we try to cover most possible attacks and whether the attack is valid or not. Moreover, we try to propose countermeasures for such attacks.

1) TIME REQUIRED TO LOGIN: The total time needed for a legitimate user to login may vary from 20 s to 2 min or more, depending on the number of interactions and actions, the size of the 3-D virtual environment, and the actions, the size of the 3-D virtual environment, and the

type of actions and interactions done by the user as a 3-D password. Therefore, a brute force attack on a 3-D password is very difficult and time consuming

2) COST OF ATTACKS: In a 3-D virtual environment that contains biometric recognition objects and token-based objects the attacker has to forge all possible biometric information and forge all the required tokens. The cost of forging such information is very high; therefore, cracking the 3-D password is more challenging. Moreover, the high number of possible 3-D password spaces leaves the attacker with almost no chance of breaking the 3-D password.

1.6 CONCLUSION AND FUTURE WORKS

There are many authentication schemes in the current state Some of them are based on user's physical and behavioral properties, and some other authentication schemes are based on user's knowledge such as textual and graphical pass words.

Among the various authentication schemes, textual password and token-based schemes, or the combination of both, are commonly applied. However, as mentioned before, both authentication schemes are vulnerable to certain attacks.

The 3-D password is a multifactor authentication scheme that combines these various authentication schemes into a single 3-D virtual environment. The virtual environment can contain any existing authentication scheme or even any upcoming authentication schemes by adding it as a response to actions performed on an object. Therefore, the resulted password space becomes very large compared to any existing authentication schemes. The user's choice and decision constructs the desired and preferred 3-D password.

The 3-D password is still in its early stages. Designing various kinds of 3-D virtual environments, deciding on pass- word spaces, and interpreting user feedback and experiences from such environments will result in enhancing and improving the user experience of the 3-D password.

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**THE INFLUENCE OF SOCIO ECONOMIC STATUS ON SELF CONFIDENCE AND
MOTIVATION OF SPORTS WOMEN****Dr. Rita***

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ABSTRACT

The high socio economic status would be highly advantageous for an individual as he enjoys the better standard of living, quality education, high income, positive self image, high dignity and status in the society, good training facilities and the subsequent high self confidence which invariably helps her to gain positive personality traits and higher achievement motivation. Whereas, an individual of low socio-economic status would inherit the motivational and personality characteristics like low achievement motivation, low aspiration level, low expectation, neuroticism, insecurity, rigidity, conformity, anxiety, extroversion, alienation, low self image, past orientation, lack of future orientation, external attribution for success and internal attribution for failure and use of dysfunctional coping strategies like escape, helplessness, hopelessness and denial. To achieve the purpose of study 130 portswomen who are participated in inter- collegiate athletic meet were selected and firstly personal data schedule is used to collect the information related to personal and socio- demographic status of the subject and Socio-economic status scale developed by Bharadwaj and Chavan (1989) is administered. Then 68 sportswomen divided into two groups of 34 each as high and low low SES groups by random sampling out of total population. Secondly the Self confidence Inventory by M. Basavanna (1975) and Achievement Motivation Test developed by Dr. Beena Shah were administered two groups respectively and found that positive and significant influence of socio- economic status on self confidence and achievement motivation of sportswomen and there is a significant difference in self confidence and achievement motivation level between low and high socio-economic status sportswomen. Also found that the significant relation between socio-economic status and self confidence, socio-economic status and achievement motivation of sportswomen. On contrary the low SES group of sportswomen because of their strong desire to win and succeed, the fear and humiliations associated with failure, the urge to grow and develop might have influenced them to adopt the higher achievement motivation.

INTRODUCTION

The participation of women in sport has been of great concern especially because for many years in the past, our society has condemned women's participation in physical activities involving profuse sweating, building of muscles and competing with others in public. However, with changed time, women now find a place in sport avenues and acceptance, not only to participate but to compete in a wide range of activities including wrestling, weight lifting and marathon etc., which were once considered as only male dominated events. A change is also evident in the attitudes of parents and society, where as women now participate in sport wholeheartedly without hazards, they are also found to be competing in sport for the same reasons, as are men. Although a specific relationship between social class and sports participation has been postulated, explanations for such a relationship have been relatively less empirically tested. Further, research is needed in such areas to gain greater insight into the factors aimed at motivating or discouraging female participation in sport and physical activities.

SIGNIFICANCE OF THE STUDY

In view of competitive sports gaining significance the study of socio-economic status assumes importance in the context that,

1. The study of individual sportswoman to determine her performance, and persistence are result of her socio-economic status and its impact on their self confidence and achievement motivation.
2. To know the self confidence and achievement motivation correlates of the psychological profile differentiation among the low and high socio-economic status sportswomen and it would be greatly helpful for the coaches engaged in preparing the sportswomen for higher performance.
3. This would enable them to understand and know the psychological strengths and weaknesses of players with respect to their participation in different sports.
4. To know about the extent of help in providing guideline to physical education teachers and coaches for selecting and preparing players for their psychological make- up.

VARIABLES

- The socioeconomic status is an independent variable
- The dependent variables are
 - Self confidence
 - Motivation
 -

HYPOTHESES

- There is a significant influence of socio-economic status on self confidence and motivation of sportswomen.
- There is a significant difference in self confidence and motivation level between low and high socio-economic status sportswomen.
- There is a significant relation between socio-economic status and self confidence of sportswomen.
- There is a significant relation between socio-economic status and motivation of sportswomen.

METHODOLOGY

The present investigation pertaining to „The influence of socioeconomic status on self confidence and motivation of sportswomen“ is in the framework of ex-post-facto research. The particulars of samples, tools, collection of data and statistical techniques are given as under;

SAMPLE

The total sample consists of 68 sportswomen belonging to high and low socioeconomic status participated in the inter-collegiate athletic meet. The age level ranging from 19-25 and were selected randomly. The sample design is given below:

SAMPLE DESIGN

Sports Women		
High SES	Low SES	Total
34	34	68

TOOLS

- Personal data schedule was used to collect the information related to personal and socio- demographic status of the subject.
- Socio-economic status scale developed by Bharadwaj and Chavan (1989).
- Self confidence Inventory by M. Basavanna (1975).
- Motivation Test developed by Dr. Beena Shah.

SCORING

Answers were scored as per the scoring key provided in the respective manuals of test.

COLLECTION OF DATA

To meet the objectives of the present study the data was collected by administering personal-bio-data schedule, SES scale, Self confidence inventory and Achievement Motivation scale. The testing is done in two stages, at the first stage SES scale is administered to the total 130 respondents participated in 3rd inter-collegiate athletic meet held at K.U,K. KURUKSHETRA (HARYANA). To categorize them into the low and high socioeconomic status, taking the first and the third quartile as cut off points respectively, lastly 68 samples were used. At the second stage the self confidence inventory and motivation scale, were administered to the high and low socioeconomic status participants. The responses were scored and terminated.

STATISTICAL ANALYSIS

To meet the objective of the study and to verify the formulated hypotheses the data were analyzed. The „t“ test, ANOVA and correlation, were calculated and data were organized.

RESULTS AND DISCUSSION

TABLE NO. 1TABLE SHOWING THE MEAN, SD AND T VALUE OF SELF CONFIDENCE SCORES OF HIGH AND LOW SES SPORTS WOMEN

Variables		High SES	Low SES
Self Donfidence	Mean	19.18	57.28
	SD	1.20	1.22
T-value		111.05	

Table.No.1 presents the Mean, SD and t values of the adjustment of high and low SES sportswomen. The mean score of high SES sportswomen is 19.18 and the mean score of low SES sportswomen is 57.28 respectively. The obtained t-value of 111.05 is significant at

0.001 level indicates that there is a significant difference of self confidence between high and low SES sportswomen. This indicates that sportswomen belonging to high socioeconomic status are more self competent, emotionally, mature, intellectually adequate, successful, satisfied, decisive, optimistic, independent, self-reliant, self-assured, forward moving, fairly in their approach, when compared to the low SES sportswomen who generally have low self confidence. Therefore, the hypothesis that the high SES sportswomen have better adjustment than the low SES sportswomen is accepted.

TABLE NO. 2 TABLE SHOWING THE MEAN, SD AND T VALUE OF ACHIEVEMENT MOTIVATION OF HIGH AND LOW SES SPORTS WOMEN

Variables		High SES	Low SES
Self Donfidence	Mean	63.69	67.24
	SD	10.73	11.88
T-value		2.74*	

Table.No.2 presents the mean, SD and t values of achievement motivation of high and low SES sportswomen. The high SES sportswomen have the mean score of 63.69 whereas the low SES sportswomen have the mean score of 67.24. It suggests that the low SES sportswomen have more achievement motivation than the high SES achievement motivation. The obtained t-value is 2.74 which is significant at 0.05 level indicates that there is a significant difference between achievement motivation of high and low SES sportswomen. In the above table, the low SES sportswomen have the higher achievement motivation, which could have been a resultant of their strong desire to win and succeed. The fear and humiliations associated with failure, the urge to grow and develop might have influenced them to adopt the higher achievement motivation. On the contrary, the high SES sportswomen might have become complacent due to their higher standard of living, higher income, and secured environment. Thus, it becomes clear that the hypothesis mentioning of the high SES sportswomen having the high motivation than the low SES sportswomen is not accepted

TABLE NO. 3 TABLE SHOWING THE MEAN, SD AND T VALUE OF NEED FOR ACADEMIC SUCCESS OF HIGH AND LOW SES SPORTS WOMEN

Variables		High SES	Low SES
Self Donfidence	Mean	17.30	19.20
	SD	4.70	3.92
T-value		3.51*	

The above table presents the mean, SD and t values of need for academic success between high and low SES sportswomen. The high and low SES sportswomen have the mean scores of 17.30 and 19.20 respectively. The comparison of the mean score suggests that the low SES sportswomen have the higher need for academic success than the high SES sportswomen. The obtained t value is 3.51, which is significant at 0.01 level shows that there is a significant difference of need for academic success between the high and low SES sportswomen. In the above table the irrespective of their condition, the low SES sportswomen have the high need for

academic success due to their strong desire to learn, will to win, and a strong desire to improve their condition in the society. Therefore, the hypothesis that there is a significant difference between high and low SES sportswomen in need for academic success is accepted. On contrary, the low SES sportswomen would be in a low need for vocational achievement due to deprived condition, low income, low standard of living, and education. They would make them to be pessimistic and results in low need for vocational achievement.

TABLE NO. 4 TABLE SHOWING THE MEAN, SD AND T VALUE OF SELF CONFIDENCE SCORES OF HIGH AND LOW SES SPORTS WOMEN

Variables		High SES	Low SES
Self Donfidence	Mean	15.01	16.00
	SD	4.00	3.75
T-value		2.06	

The above table presents the mean, SD and t values of need for vocational achievement of high and low SES sportswomen. The high and low SES sportswomen mean scores is 15.01 and 16.00 on the need for vocational achievement respectively. The comparison of the mean scores reveals that the low SES sportswomen have the high need for vocational achievement than their counterparts. Moreover, the obtained t-value is 2.06 which is significant at 0.05 level shows the significant difference between the need for vocational achievement of high and low SES sportsmen. Therefore, the hypothesis that there is a significant difference between the need for vocational achievement of high and low SES sportswomen is accepted.

TABLE NO. 5 TABLE SHOWING THE MEAN, SD AND T VALUE OF SELF CONFIDENCE SCORES OF HIGH AND LOW SES SPORTS WOMEN

Variables		High SES	Low SES
Self Donfidence	Mean	19.18	57.28
	SD	1.20	1.22
T-value		111.05	

Table.No.5 presents the Mean, SD and t values of need for social achievement of high and low SES sportswomen. In the above table the high and low SES sportswomen mean scores is 14.00 and 15.14 respectively. It shows that the low SES sportswomen have the high need for social achievement than the high SES sportswomen. The obtained t value 2.59 which is

significant at 0.05 level indicates the significant difference between high and low SES sportswomen on need for social achievement. The findings of the table suggest that the low SES sportswomen have high need for social achievement might have been the result of their high self confidence, high aspirations, internal locus of control and as well as their exposure to the good education, better training and mass media. Hence, the above hypothesis that there is significant difference between high and low SES

TABLE NO. 6 TABLE SHOWING THE MEAN, SD AND T VALUE OF SELF CONFIDENCE AND ACHIEVEMENT MOTIVATION OF HIGH AND LOW SES SPORTSWOMEN

	High SES		Low SES	
	SC	ACMT	SC	ACMT
Mean	19.18	63.69	57.28	67.24
SD	1.20	10.73	1.22	11.88
T- value	29.00**			

Table.No.7 presents the mean, SD and t values of self confidence and achievement motivation scores of high and low SES sportswomen. It is clear in the above table that the high SES sportswomen have the mean score of 19.18 on self confidence and 63.69 on achievement motivation respectively; whereas the low SES sportswomen are having the mean score of self confidence is 57.28 and on achievement motivation are 67.24. The comparison of the mean score of self confidence and achievement motivation of high and low SES sportswomen brings out the fact that the high SES sportswomen are having the positive self confidence as indicated by their mean score of 57.28 and the lower score of low SES sportswomen informs that they lacks in the positive self confidence. On achievement motivation the high SES sportswomen have the lower mean score of 63.69 and low SES sportswomen is 67.24 which signifies that the high SES sportswomen have low achievement motivation when compared to the low SES sportswomen who have higher achievement motivation. The obtained t-value for high SES sportswomen is 29.00 and for low SES sportswomen is 4.79 which are significant at 0.01 level. Hence, the above hypothesis that the good self confidence sportswomen have good achievement motivation is accepted at

0.01 level.

TABLE NO. 7 INFLUENCE OF SES ON SELF CONFIDENCE AND MOTIVATION OF HIGH AND LOW SES SPORTSWOMEN

Main Effects	Sum of Squares	Mean Square	DF	R ratio
Self confidence	4579.89	165.49	78	3.283**
Achievement Motivatin	5166.406	184.47	78	2.964**

Table.No.8 presents the influence of dependent variable on the independent variables i.e. SES on self confidence and SES on achievement motivation of high and low SES sportswomen. It can be seen from the above table that the F ratio for self confidence is 3.283 which is significant at 0.01 level suggests that SES is having a greater impact in changing the self confidence of both high and low SES sportswomen. Because the family background of sportswomen and environment in which they are living largely influences their self confidence. SES is an index of “ living standard” that capacitates the individuals to be exposed to various modernizing influences such as mass media, occupational mobility, more education etc., that enable them acquire modern dispositions. Since SES is a combination of education, occupation, caste and income individuals belonging to different levels of SES have differential exposure to the conditions of life and their by develop differential degrees of self competent, emotionally, mature, intellectually adequate, successful, satisfied, decisive, optimistic, independent, self-reliant, self-assured, forward moving, fairly. The F ratio 2.964 on achievement motivation suggests the independent influence of SES on the motivation levels of high and low SES sportswomen.

RELATIONSHIP BETWEEN DEPENDENT AND INDEPENDENT VARIABLES

Further more attempts have been made in this section to examine the relationship between dependent and independent variables like SES and Achievement motivation, Self confidence. For the purpose correlation test has been carried out and correlation co-efficient (r-values) are presented in Table No. 8.

TABLE NO. 8 CORRELATIN CO-EFFICIENT (R-VALUES) OF VARIABLES

Variables	r-value
SES and Self Confidence	85**
SES and Achievement Motivation	83**

Table.No.8 presents r-values between the dependent and independent variables of the study. It can be observed that the correlation co-efficient for self confidence and SES, achievement motivation and SES are significant at 0.01 level. Thus the significant r-values clearly indicates that the significant relationship between these dependent variable and independent variables.

CONCLUSION

- Positive and significant influence of socio-economic status on self confidence and
- Motivation of sportswomen.
- Significant difference in self confidence and t motivation level between low and • High socio-economic status sportswomen.
- Significant relation between socio-economic status and self confidence of sportswomen. • Significant relation between socio-economic status and motivation of sportswomen.
- Sportswomen.

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