

AJMR

ISSN (Online) : 2278 - 4853

**Asian Journal of
Multidimensional
Research**



Published by :
www.tarj.in

Editor-in-Chief : Dr. Esha Jain

Impact Factor : SJIF 2013 = 4.708

Frequency : Monthly

Country : India

Language : English

Start Year : 2012

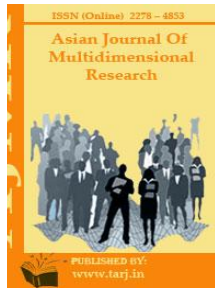
Published by : www.tarj.in

Indexed/ Listed at : Ulrich's Periodicals
Directory, ProQuest, U.S.A.

E-mail id: ajmr@tarj.in

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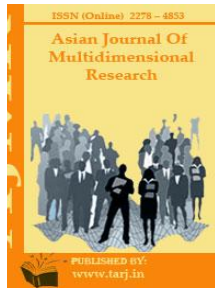
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RATIONAL APPROACH TO TEACHING LOAD ALLOTMENT OF FACULTY MEMBERS IN HIGHER EDUCATION: A CASE STUDY IN SAUDI ARABIA

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ABSTRACT

Creating student-centered classrooms that enable multiple sensory stimulation in a collaborative work environment demands much more than a teacher centered one. Today's classrooms are diverse and demanding and the institutional policy of faculty teaching load has greater impact on teaching-learning. Perfect faculty work load system is very difficult to be developed as the quantum of work cannot be measured properly and extends beyond college working time. The objective of the present paper is to identify the lacunae (if any) of the existing system of measurement of teaching work load in GCC countries through a case study of Yanbu Industrial College in Saudi Arabia, and to search for an alternative, which is more scientific and practical. The present practice of course work load measurement in YIC is based on the summation of contact hours and in this system equal weightage is given to the credit load and thereby considers only the preparation for the course. The actual course work load including the human labor in the class room and emotional stress related with the assessment of students directly depends on the number of students in the class. The paper argue that a rational approach of measurement of facultycourse work load should consider number of courses (sections) taught, total course contact hours taught, and total student contact hours taught. The model developed in the paper gives equal emphasis to all the indicators of facultycourse work load including course preparation, course delivery, course work assessment, and final examination. The paper conclude by offering suggestions; the implications of overload on class room teaching learning process, and teachers' scholarly contribution including research and development.

KEYWORDS: *Course Work Load - Course Contact Hours - Student Contact Hours Taught - Course Preparation - Course Delivery - Course Work Assessment - Faculty Teaching Load - GCC countries - Saudi Arabia - Yanbu Industrial College*

1. INTRODUCTION

In the 21st century with high social responsibility and accountability higher learning institutions such as universities and colleges are required to implement transparent and objective faculty teaching load allotment systems by aligning individual activities with the institutional goals. Faculty members are the ground unit of academic system, the key unit for analyzing university production and an operational unit for the management of human resources (Bana de Costa and Olivera, 2012). Perfect faculty work load system is very difficult to be developed as the quantum of work cannot be measured properly and extends beyond college working time. Throughout the world reasonable approximation of faculty performance are developed from methods that synchronize job assignments to generally accepted performance criteria without proper attention to the work load. When pay and performance are linked by neglecting teacher work load, faculty skepticism about evaluation process and rewards seems likely (Magnusen, 1987). The major challenge in this case is the development of a holistic faculty workload system that meets professional standards, organizational vision, and personal achievements.

Faculty workload is generally evaluated by the following three measures (Meyer, 1998):

- i. Total number of hours each week that faculty work to meet their job responsibilities,
- ii. Weekly number of hours spent in instructional activities, and
- iii. Weekly number of hours spent on scholarly activities.

In GCC countries greater attention is given to the teaching load, especially in technical and industrial colleges. Many theories worldwide even support that the class room instructional duty is the prime task of faculty community in comparison to scholarly activities. Presley (1998) consider teaching workload as instructional productivity as opposed to non-instructional productivity. Some studies show that 50% of new teachers are giving consideration to leaving their current position because of reasons related to heavy workload, a stressful teaching environment and a lack of opportunities for advancement and pay increases (Hargreaves & Evans, 1997).

There is a need to develop comprehensive faculty work load systems synchronizing the evaluation systems in higher learning institutions in GCC countries. Such a system would integrate the quantitative and qualitative dimensions of faculty teaching load and its accomplishment. It would also provide space for personnel management, self-improvement, growth and development of faculty members along with instructional methods. It is difficult to measure the individual contribution of a faculty to the institution in diverse areas such as teaching, research, and other services. The objective and subjective approaches of measuring individual faculty accomplishment and its integration are areas of concern. The most common method of point system of faculty evaluation treats performance indicators as evaluation criteria, by ignoring the workload of teachers (Wolansky WD, 2001).

Present paper is focused on the teaching workload policy of faculty members in the Yanbu Industrial College in Saudi Arabia. The objective of the present Paper is to identify the lacunae (if any) of the existing system of measurement of Teaching Work Load, and to search for an alternative, which is more scientific and practical. Specific objectives of the paper include the following.

- i. Identify drawbacks of the present practice of faculty teaching load policy in YIC; and

- ii. Develop a rational alternative model of faculty teaching load policy that suits GCC countries.

Reports and information collected through secondary sources from YIC is used as the main source of information for this paper. The Paper consists of six Sections including the Introduction. Background of YIC is briefed in section two. The third section analyses the existing practices of Course Work Load Measurement (CWLM) in YIC, and Colleges and Institutes Sector in general. A rational approach to CWLM system based on Student Contact hours (SCH) in place of Credit Hour (CH) based measurement is detailed in section four. Implications of the Rational Approach to CWLM and the conclusions derived out of the discussion are summarized in Section five and six respectively.

2. YANBU INDUSTRIAL COLLEGE

Yanbu Industrial College (YIC), an affiliate of the Royal Commission for Jubail and Yanbu was established in 1989 to provide Saudi nationals with the technical, scientific and academic skills required by the industrial and other economic sectors it serves. The college is the prime technical training institution under the auspices of Colleges and Institutes Sector of Royal Commission at Yanbu. The College is located in the Yanbu industrial city, about 350 km north of Jeddah on the Red Sea side. YIC is equipped with modern instructional media such as computer labs, audio visual aids, well-equipped laboratories and technical workshops.

The Vision of the College is to prepare young Saudis for middle and higher level career positions in industry, commerce and government by providing appropriate knowledge and skills in all programs offered. YIC has eight important departments in this direction, which all offers Associate Degree, Bachelor degree, and diploma programs in the areas of specialization. Department of Chemical Engineering Technology (CHET) offers unique instructional programs at its associate and bachelor levels by blending chemical engineering and technology courses, well designed to cater the growing needs of the Kingdom in petroleum and petrochemical industries. The Electronics and Instrumentation Engineering Technology (EIET) department's programs meet the global standards and are accredited by the Accreditation Board of Engineering and Technology - ABET (Yanbu Industrial College, 2013). Students are exposed to modern concepts in the realm of process control and instrumentation, installation, troubleshooting and maintenance of instrumentation, and electronics equipment systems.

The Electronics Power and Engineering Technology Department (EPET) have outstanding facilities such as power system simulation lab, communication lab, process control lab, networking lab, etc. The Information Communication Technology Department (ICT) seeks to combine excellence in education and research with an ultimate aim to provide IT services to industry, commerce and government organizations. The department is facilitated with fourteen computer labs which include specialized labs, computer networking, PC troubleshooting and maintenance and software application development. The Mechanical Engineering Technology Department (MET) offers programs in manufacturing technology and mechanical maintenancetechnology at associate degree level, and applied mechanical engineering technology at the bachelor degreelevel. The Industrial Management Technology (IMT) Department, which was established in 1996 is offering business studies program in office management, materials management and accounting and financeat associate degree level along with baccalaureate programs in management (Since 2005) and accredited by the ACBSP (Alzalabani& Nair, 2014).

The General Science Department (GS) is equipped with physics labs, chemistry labs and computing labs. Even though it does not offer any programs of its own, it offers several courses under regular programs of other departments in various disciplines such as mathematics, statistics, physics, chemistry, Islamic studies, and Physical Education. The Geomatics Engineering Technology Department (GET) is the synergy of multiple disciplines including surveying, Geographic Information System (GIS), remote sensing, photogrammetry, cartography, Global Positioning System (GPS) and geodesy (Yanbu Industrial College, 2013). The new department of Mechatronics is in operation recently and is developing various programs in the field. Mechatronics refers to a design methodology that encompasses a range of subjects such as macro and micro machinery, sensors, instrumentation technology, drive and actuator technology, computer based real time microprocessors systems, and real time software to enhance systems performance and improve quality of products.

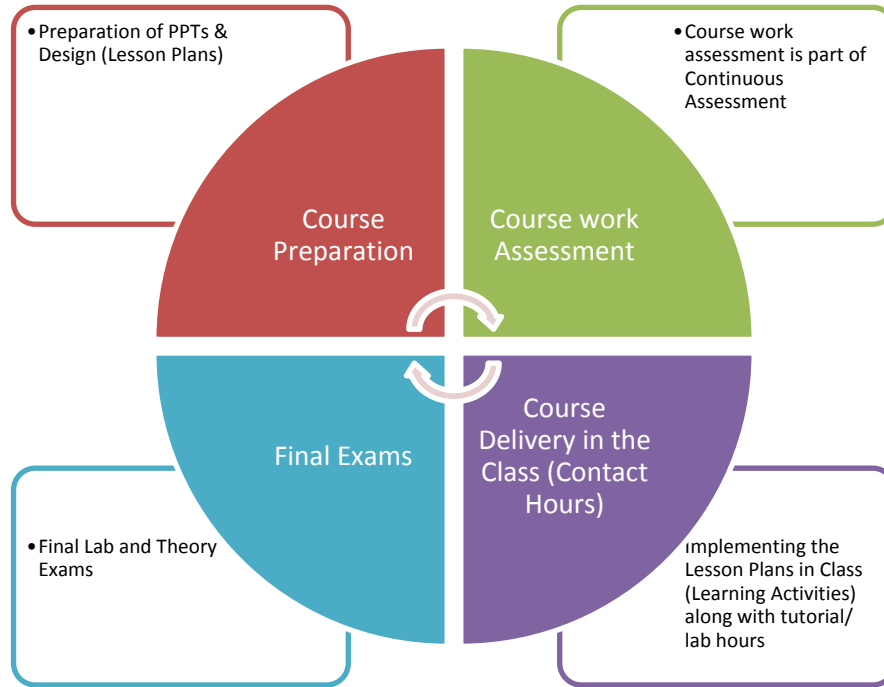
3. TEACHING WORK LOAD MEASUREMENT IN YIC

Teachers are the backbone of any society as they are the architects of future generation of a country. Teachers are performing many tasks in teaching, ranging from the curriculum design, application of various class room teaching activities, assessment of students learning using different methods (formative and summative) and preparation of grade reports. In this ongoing process, the Course content and outcomes along with the curriculum, program goal and outcomes, students' expectations, departmental missions, and college vision would be considered by the teacher, while delivering a course.

Creating student-centered classrooms that enable multiple sensory stimulation in a collaborative work environment demands much more than a teacher centered one. Today's classrooms are diverse and demanding. Never before has there been so much potential for excellence and at the same time so many challenges for learning. Hargreaves & Evans (1997) claim that the emotional labor requires a kind of acting: not just acting out feelings superficially, but also consciously working oneself into experiencing the necessary feelings required to perform one's job well. In many respects this emotional labor is a positive aspect of teaching. Classrooms would be (and sometimes are) barren and boring places without it. But emotional labor also exposes teachers, making them vulnerable when the conditions of the demands on their work make it hard for them to do their emotional work properly.

Teaching work load of teachers in most of the institutions (colleges and universities) in GCC countries are measured on the basis of the contact hours, and there is a rationality behind it. In Yanbu Industrial College (YIC) too they are following the credit hour based teaching work load calculation. In this method, credit hour is uniformly accepted as the sole indicator of work load measurement without considering the intensity of the course work involved.

The present practice of Course Work Load Measurement (CWLM) in YIC is based on the summation of contact hours, for which the teachers are involved in a particular semester. In this system equal weightage is given to the credit load and thereby considers only the preparation for the course (where we can find uniformity in Course Work). The Course Work Load (CWL) includes not only the preparation for the Course and its delivery, but also the assessment of students, as shown in Figure: 1. Among the four components, as given in the Figure: 1, Actual Teacher Efforts (ATE) will be uniform only in the Course Preparation (CP) and Course delivery (CD- Contact Hours), regardless of number of students in the class; the existing Criteria treat the other two components parallel with the first two components.

FIGURE: 1 COMPONENTS OF COURSE WORK LOAD (CWL)

However, the actual Course Work Load (CWL) including the human labor and emotional stress related with the assessment of students directly depends on the number of students in the class. In YIC (and in Industrial Management Technology Department) students' assessment is based on the Course Work Assessment (CWA), along with the Final Examination (FE). The weightage for the Course Work Assessment (Theory Course) is generally 50% and the remaining 50% for the Final Examination. The details of the work load related with the assessments are as given in Table: 1.

Regarding the assessment, as we have seen the work load of teachers are directly connected to the number of students. The work load of assessing 10 students in a course will never be equal to assessing 30 students in another Course. However, the existing practice of measuring work load neglects this important criteria.

TABLE: 1 TEACHERS' COURSE WORK LOAD (CWL) RELATED WITH THE ASSESSMENT OF STUDENTS

Assessment Categories	Types of Assessment	Remarks
1. Course Work Assessment (CWA)	1. Quizzes	5 Quizzes are mandatory and most of the teachers conduct even 6
	2. Assignments	2 Assignments are mandatory and most of the teachers even ask the students to present one of the Assignment
	3. Mid Semester Exam	Only one Mid Semester Exam, however, students who missed

		the Mid Exam with a valid reason will be conducted a Makeup Exam
2. Final Examination (FE)	Theory or Lab Exam	Only one Examination out of 50% (theory Courses). Since the weightage given for this exam is equaled with the Course Work, number of questions will be more.

Source: IMT department of YIC

4. A RATIONAL APPROACH TO CWLM

Faculty productivity or workload is defined as number of classes or courses taught, number of credit hours generated, and number of students taught in colleges (Burke, Joseph C,2000). A rational approach of measurement of Teachers' course work load should consider the following three aspects (For instance, Savannah State University, USA).

- i. Number of Courses (Sections) taught (NoC);
- ii. Total Course contact hours taught (CH); and
- iii. Total student contact hours taught (SCH).

As seen in the previous Section, in YIC the focus is only on the first two aspects; it neglected the third component, which is a vibrant factor in the Credit & Semester system, where the continuous assessment (CA) is as important as the final exam. When the number of students increases the assessment work load is increasing in multiples; even the psychological pressure to clarify and defend the marks in front of each student for every assessment will be difficult to measure.

The rational approach of measuring the work load of teachers can be summarized as given in the following model.

$$CWL = (CH_1)(NoS_1) + (CH_2)(NoS_2) + \dots + (CH_N)(NoS_N)$$

Where; CWL – Teacher's Course Work Load; CH – Contact Hour for a Course; and NoS – Number of students in that Course.

This model gives much emphasis to the strength of students and CWL is measured in SCH rather than CH, as in the conventional model. The major advantage with this model is that it gives equal emphasis to all the indicators of teachers' CWL we have seen in the previous Section; such as:

- i. Course Preparation (CP);
- ii. Course delivery (CD);
- iii. Course work assessment (CWA); and
- iv. Final examination (FE).

A comparison of the teachers' work load using this rational Model vis-à-vis the existing model in YIC is as briefed in Table: 3, based on the scenario given in Table: 2. Two teachers are teaching

three Courses having the same number of contact hours; however, as could be seen from the Table: 2, number of students are comparatively higher for Teacher: 2. But, in the present system of measurement of CWL, both the teachers are having the same course work load.

TABLE: 2 SCENARIO OF TWO TEACHERS: PRESENT SYSTEM OF MEASUREMENT OF CWL

Criteria	Courses (Sections)					
	Teacher: 1			Teacher: 2		
	Course: 1	Course: 2	Course: 3	Course: 1	Course: 2	Course: 3
1. Contact Hour of the Course (CH)	2	3	3	2	3	3
2. Number of Students (Nos)	9	15	12	29	25	30
Teacher's CWL (Present system)	8 Contact hours			8 Contact hours		

Figure: 2 CWL of Teachers under the Present System

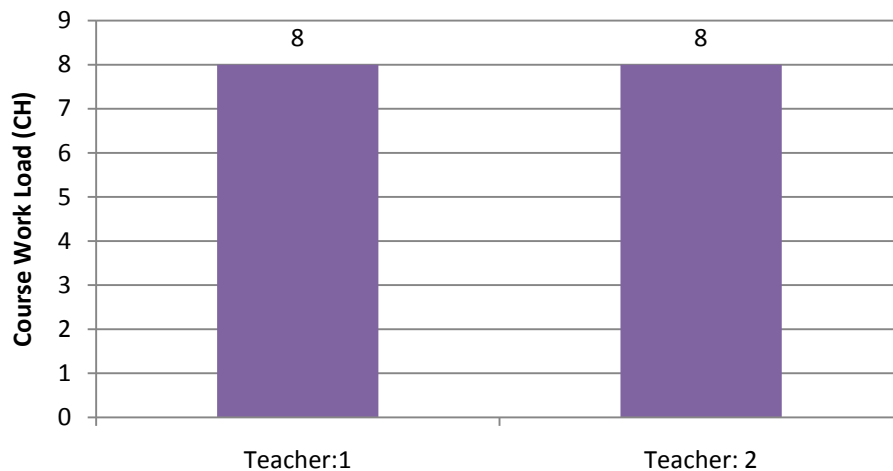


TABLE: 3 MEASUREMENT OF CWL USING THE RATIONAL APPROACH WITH SCH

Criteria	Courses (Sections)					
	Teacher: 1			Teacher: 2		
	Course: 1	Course: 2	Course: 3	Course: 1	Course: 2	Course: 3
1. Contact Hour of the Course (CH)	2	3	3	2	3	3
2. Number of Students (Nos)	9	15	12	29	25	30
3. Total Student	18	45	36	58	75	90

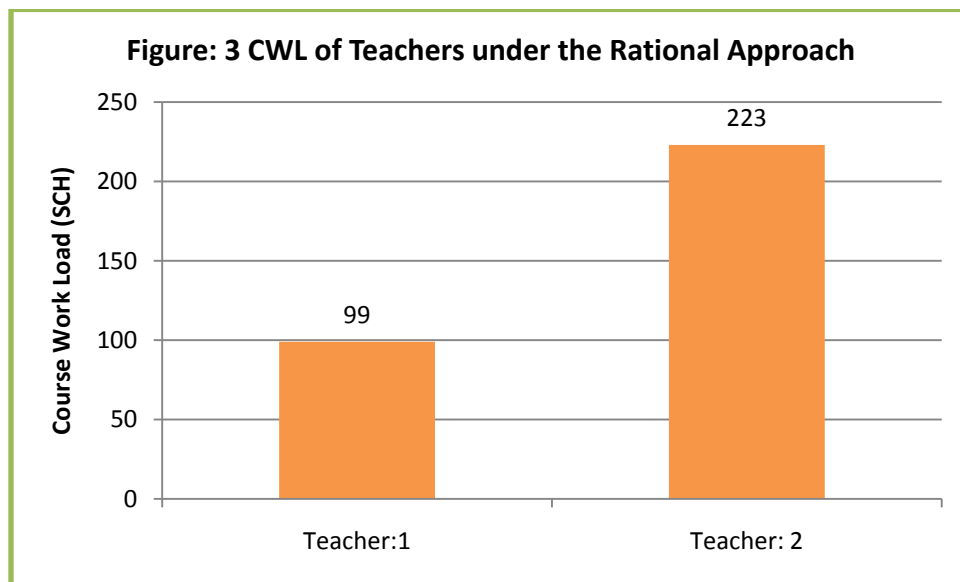
Contact hours (SCH)*						
Teacher's CWL# (Rational Approach)	99 SCH				223 SCH	

Notes: * SCH is the product of CH and NoS;

CWL is the summation of SCH of all the Courses taught by the teacher

Policy measures used to measure the instructional workload by number of courses or classes taught (including both credit and non-credit), total classroom credit hours, and total number of students taught in credit classes (Townsend and Rosser, 2007). In the rational approach of CWL measurement, the basis of measurement is SCH, rather than CH; whereby much emphasis is given to the assessment (CWA and FE) along with the Course Delivery (CD) through various learning Activities (LA). As could be seen from Table: 3, there is a wide disparity in CWL between the two teachers. It is only 99 SCH for teacher one, whereas the corresponding figure has gone to 223 SCH for Teacher: 2. In this scenario, the real Course work pressure for Teacher: 2 is 125% higher than the Teacher: 1.

A comparison of the CWL of two teachers using the present system vis-à-vis the rational approach (using SCH) is as given in Figure: 2 & Figure: 3. A detailed account of the comparison of CWL is as given in Appendix Table (Combining Table: 1 and Table: 2). The quantum of paper work for assessment is 133% (based on AoA – Assessment of Answers) higher for the Teacher: 2 than the teacher: 1. These analyses point to the discrepancy exists in the present CWL measurement of teachers in YIC.



5. IMPLICATIONS OF THE RATIONAL APPROACH TO CWLM

A question usually emerge in this context is the implication of the CWL disparity among the teachers. There are mainly two negative externalities of over CWL pressure on teachers, as outlined below.

- i. Affect the class room teaching learning process.

ii. Implications on the teachers' academic contribution, including research and inventions.

Regarding the teaching- learning process, when the number of SCH increases, teachers' efficiency in all the four parameters of teaching-learning will be affected negatively, including Course Preparation (CP), Course Delivery (CD), Course Work Assessment (CWA), and Final Exams (FE). The direct ramifications of over CWL of teachers on teaching-learning process are as outlined below.

- i. It will hamper the teachers contributions on course requirements, starting with the constructive alignment of Learning Outcomes (LO), Class Room Activities (LA), and assessment;
- ii. Initiatives in development of proper class room activities will be reduced there by it will harm even the required learning in the class;
- iii. When the teacher faces time shortage, not only for CP and CD, but also for assessment, in general, over CWL will have multiple repercussions on the students' learning;
- iv. The standard of assessment will be deteriorated in due course, both qualitatively and quantitatively.

Thus, in general, over CWL of teachers have a number of negative externalities in the academic environment. Rationality is to be maintained in this regard by the colleges/ universities.

Since bulk of the time is spend on course related students' work, teachers' contribution to the Departmental Academic Duty (DAD), including delivering services for various committees and voluntary activities will also be hampered. Add to this, such teachers' contribution in the research field will be affected negatively.

6. CONCLUSION

The discussion so far point toward the need for developing a strategy of assigning effective CWL to the teachers, so that it will facilitate teaching-learning process along with his DAD contributions. Effective CWL is one that will positively contribute to teaching-learning process along with DAD.

As regards the latest criteria of staff evaluation in YIC (Colleges and Institutes Sector in general), the emphasis on teaching weightage has drastically reduced from 48% to 35% and consists of the following major heads.

- i. Job knowledge and technical skills;
- ii. Quality/ Quantity of work;
- iii. Initiatives;
- iv. Team work;
- v. Innovation/ Change; and
- vi. Leadership.

Among these criteria, higher CWL will have negative repercussions on initiatives, innovation and quality of work, which are all related with DAD. A proper balance is to be maintained between various indicators of staff performance while evaluating the quality/ quantity of work.

The present paper has the following limitations.

- i. This paper focuses only the Course Work Load (CWL) of teachers and excludes the components of Departmental Academic Duties (DAD), and academic research work.
- ii. The paper basically focuses on the theory Courses; but at the same time, it is applicable to lab oriented courses, as well.
- iii. The paper also does not differentiate between the teaching base at Associate Degree, Bachelor Degree and at Masters level.
- iv. Last, but not least, this paper also does not distinguish between the teaching time at regular working hours and evening time (parallel program).

However, the issues discussed and the rational approach proposed for measuring CWL of teachers is applicable to all scenarios, but, with modifications. The discussion forgone is an attempt to highlight the limitation of the Contact Hour (CH) based CWL measurement prevailing in most of the Higher Learning Institutions in GCC such as YIC. The success of this initiative requires deliberations at the higher management level, along with awareness creation. The following recommendations are offered in this regard.

- i. Educators and policy makers in GCC countries to discuss the concept of Teachers' Work Load (TWL) and Course Work Load (CWL).
- ii. A high level expert committee is to be constituted to streamline the CWL, DAD and TWL.
- iii. Further scientific research is required in this field; and
- iv. Based on SCH as an estimator for CWL measurement a Course Work Load Index (CWLI) can be framed, along with DAD Index and TWL Index.

APPENDIX TABLE

DETAILED ANALYSIS OF CWL ASSESSMENT

CWL Categories	Types of Assessment	Detailed CWL of Teachers	
		Teacher: 1	Teacher: 2
1. Course Preparation (CP)	Based on Contact hours	Uniform	Uniform
2. Course Delivery (CD)¹	Based on Contact hours	Uniform	Uniform
3. Course Work Assessment (CWA)	1. Quizzes ² = 5	(36 students) (5 Quizzes) = 180 Answers	(84 students) (5 Quizzes) = 420 Answers
	2. Assignments ³ = 2	(36 students) (2 Assignments) = 72 Answers	(84 students) (2 Assignments) = 168 Answers
	3. Mid Semester Exam ⁴ = 1	(36 Students) [(1 Exam) (5 Questions) = 180 Answers	(84 Students) [(1 Exam) (5 Questions) = 420 Answers
4. Final Examination (FE)	Theory or Lab Exam ⁵ = 1	(36 Students) [(1 Exam) (10 Questions) = 360	(84 Students) [(1 Exam) (10 Questions) = 840

	Answers	Answers
Total CWL (Based on Assessment of Answers - AoA)	792 Answers	1848 Answers

Source: Tables: 1 & 2

Notes: 1. CD includes the application of various class room activities to promote students' learning, which includes Group discussion, etc.; when the number of students increases, it will have multiple load on the teacher. However, in the present analysis it is assumed to have uniform effect on the teacher's CWL.

2. Each Quiz is assumed to consists of only 1 Question (Many of the teachers even conducted 6 quizzes);

3. Each Assignment is assumed to consist of only one question.

4. Each Mid Semester Exam is assumed to consist of 5 questions.

5. Each final exam is assumed to consist of 10 questions (including part A and B for a question).

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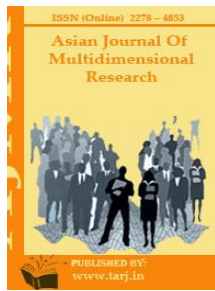
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A STUDY ON ISSUES AND CHALLENGES FACED BY MSME WITH SPECIAL REFERENCE TO ODISHA

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ABSTRACT

Micro, Small and Medium Enterprises play a pivotal role in the economic and social development of the country. It also play a significant role in the development of the economy with its effective and innovative entrepreneurial spirit. Small businesses often face a variety of problems related to their size. This is often a result of poor planning rather than economic conditions. It is a common rule of thumb that the entrepreneur should have access to a sum of money at least equal to the projected revenue for the first year of business in addition to his anticipated expenses. MSMEs contribute 45% in the industrial output, 40% of exports, employing 60 million people, create 1.3 million jobs every year. It produces more than 8,000 quality products for the Indian and international markets. Its contribution towards GDP in 2011 was 17% which increased to 22% in 2012. But these are often confronted with problems that are uncommon to the larger companies and multi-national corporations. These problems include the following: Lack of ITs Support, Lack of ITs Literacy, Lack of Formal Procedure and Discipline, Uneven ITs Awareness and Management Skill, Lack of Financial Resources, Lack of Human Resources, Raw Material problems, Production problem, etc. This paper analyses the various challenges and issues associated with MSMEs in India.

KEYWORDS: *Economic Growth, GDP, MSMEs, Enterprises, performance*

INTRODUCTION

Micro, Small and Medium Enterprises (MSME) sector has emerged as a highly vibrant and dynamic sector of the Indian economy over the last five decades. MSME not only play crucial role in providing large opportunities at comparatively lower capital cost than large industries but also help in industrialization of rural & backward areas, thereby, reducing regional imbalances, assuring more equitable distribution of national income and wealth. MSME are complementary to large industries as ancillary units and this sector contributes enormously to the socio-economic development of the country. There is a consistent and continuous growth of MSME in our

country. The MSME sector in India is highly heterogeneous in terms of the size of the enterprises, variety of products and services produced and the levels of technology employed.

Rural poverty remains high at more than 30%. In this context, importance of micro and small enterprises (MSEs) in contributing to job creation and inclusive growth is widely acknowledged (Eversole, 2003). The major objectives of the MSME sectors generate employment potential at low capital cost, use of local raw material and labor in rural base. and plays a critical role and has an important place in the Indian economy, in terms of employment generation, exports and economic empowerment. The growth of the MSME sub-sector is being emphasized not only because of its potential for generation of employment opportunities but also for its contribution to industrial output in the State. Small and Medium Enterprises (SME) sector is the key driver of the Indian economic growth with an input of over 40 per cent to the country's industrial output and around 35 per cent to direct exports. It accounts for over 90 percent of the industrial units in the country. In terms of employment, this sector plays a very crucial role, being the second largest employer after agriculture. Despite their economic significance, SMEs face several bottlenecks that prevent them from achieving their full potential.

OBJECTIVES

- To understand govt schemes and contribution of MSME towards Indian economy.
- To suggest recommendations and suggestion on performance of MSME as catalyst to rural development.
- To highlight the challenges and key issues of MSME faced by Indian MSME.
- To have analysis on prospects of MSME in India.

RESEARCH METHODOLOGY

In the present study, opinions and views are collected from secondary data from various like as internet, books, magazine and articles for doing the project report for social benefits. all the information is collected the followings sources. The Data required for the study has been collected from secondary sources. The Data Collection includes (i) Annual Reports of Ministry of Micro, Small and Medium Enterprises, Government of India, (ii) Various Websites connected with the relevant topics of MSMEs (iii) Journal papers (iv) Articles and (v) other relevant sources for MSMEs. Data collected for a period of seven years from 2005-06 to 2011-12 for which the relationship tested. The relevant data of MSMEs' growth and performance collected and presented, which belongs to the after the introduction of MSMED act, 2006 only

LITERATURE REVIEW

The some of the important previous research literature covering various dimensions of MSME are presented here.

Mali (1998) observed that small and medium enterprises (SMEs) and micro enterprises must face increasing competition in the present scenario of globalization, they must specifically improve themselves in the fields of management, marketing, product diversification, infrastructural development, technological up gradation. Moreover, new small and medium enterprises may have to move from slow growth area to the high growth area and they must form strategic alliance with entrepreneurs of neighboring countries.

Bargal et al. (2009) examined the causal relationship among the three variables GDP, SSI output and SSI exports and also have compared the performance parameters of SSIs in the pre-and post-liberalization era. The study found that the annual average growth rate of different parameters of SSIs have declined in the period of nineties vis-à-vis the pre-reform years.

Dixit and Pandey (2011) applied co-integration analysis to examine the causal relationship between SMEs output, exports, employment, number of SMEs and their fixed investment and India's GDP, total exports and employment (public and private) for the period 1973-74 to 2006-07. Their study revealed the positive causality between SMEs output and India's GDP.

Singh et al. (2012) analyzed the performance of Small scale industry in India and focused on policy changes which have opened new opportunities for this sector. Their study concluded that SSI sector has made good progress in terms of number of SSI units, production & employment levels. The study recommended the emergence of technology development and strengthening of financial infrastructure to boost SSI and to achieve growth target.

Venkatesh and Muthiah (2012) found that the role of small & medium enterprises (SMEs) in the industrial sector is growing rapidly and they have become a thrust area for future growth. They emphasized that nurturing SME sector is essential for the economic well-being of the nation. The above literature highlights the various aspects viz. performance, growth & problems of MSMEs in Indian economy and induces for continuous research in this field.

Birch (1979) defined that (small firms are particularly important in job creation. He reports that over the 1970s, firms with fewer than 100 employees generated eight out of ten new jobs in America. However, a wide array of evidence rejects the view that small firms are the engines of job formation).

Dunne, Roberts, and Samuelson, 1989 defined that (his paper reviews the existing micro-economic evidence on whether MSME boost economic growth in India in respect of continuous growth in number of units, production, employment and exports).

Morck, Shleifer and Vishny (1988), concluded that (disciplinary takeovers are likely to be hostile transactions, whereas synergistic takeovers are likely to be friendly transactions. Hostile transactions are acquisitions that go against the wishes of the target company's management).

Finnerty (1976) concluded that the occurrence of profitable insider transactions implies that, "trading on inside information is widespread" and that insider actually do violate security regulations."

Keown and Pinkerton (1981) found out that (provide evidence of excess returns earned by investors in acquired firms prior to the first public announcement of planned mergers).

Seyhun (1986) explained that (examining transactions reported to the SEC, finds that corporate insiders earn excess returns that are on average small).

Hydery (2002) has stated that the insurers to become success must impart training to the intermediaries, provide required capital and quality service, make efforts to attract and retain quality people and pressure on the use of information technology.

Lakhotia (2003) has stated that the insurance companies to increase penetration, workshops should be conducted for the existing and prospective clients and the insurance advertisements should dream about selling more insurance to increase the market penetration.

Kapoor (2003) has suggested that, to be successful, the insurance companies have to be innovative, select the right type of distribution channel, offer continuous training, educate the customer, provide quality service to customers and follow prudent investment pattern to increase the customer base.

Kamble et al. (2009), in their study, analyzed the perceptions of customers and they also evaluated how well the factors like service quality, Performance, reliability, responsiveness, competence, ease of use, product portfolio, security, credibility, completeness of information act for success of the industry.

IRDA, IMacs Analysis (2010) analyzed that efficient pricing, underwriting skills, stronger claims management system, cost control measures, superior customer service, continuous product innovation, timely reforms are the key success factors in this sectors.

WWW.Scribd.Com (2012), analyzed that in order to succeed in general insurance business it is very necessary to Designing new strategies, move towards rural market, Motivation of sales force and Use of internet, Environmental issues like political factors affecting Insurance Industry.

Sirajudeen (2012) discussed that other than customer service, retaining a Customer, time based competition, quality, product range, timely advertisement, follow up, prompt and error free service is the critical success factors for the success of the industry.

According to Bric data,(International Insurance News, 30.1.12)India's population growth and low insurance penetration rate combined with rising awareness will be the key growth factors for the insurance industry to go forward.

Kavitha, Latha and Jamuna (2012) told that the Factors induce to take policies in General insurance are like courtesy of staff, product price, response time, speed in claim settlement, amount settled by the company and transparent of the policies etc

Srinivasa (2000) has emphasized that the Low incomes, social structure, lack of understanding among the public, lack of availability of new schemes are the main reasons for low priority of insurance in India

Tapen Sinha, (2008) observed that high population growth rate (1.7% of average growth rate over last 10 years) and lack of awareness are two important factors, which restricts the improvement of the insurance density of India as compared to other countries

Jimmy John (2002) has analyzed that inadequate distribution channels, inadequate capital and human resources, reaching out to the rural masses and the complex nature of the government policies were the problems for the success of the industry and acts as barriers of the Industry.

Shobhit and Sanjay (2004) have identified some of the important reasons for the failure are like Perception of insurance by the people as an additional burden rather than as a means to reduce risk, differences in the objectives and expectations between urban and rural policyholders and the failure of the private players to offer products that would suit the requirements of the rural mass.

Ramaprasad (2012) said that miss-selling of products and customers' low knowledge about products still were issues plaguing the industry and acting as a barrier for the industry.

MICRO SMALL MEDIUM ENTERPRISES (MSME):

MSME Sector consists of any enterprises, whether proprietorship, Hindu undivided family, association of persons, co-operative society, partnership or undertaking or any other legal entity, by whatever name called, engaged in production of goods pertaining to any industry specified in the first schedule of Industries Development and Regulation Act, 1951 & other enterprises engaged in production and rendering services. Under the Micro, Small and Medium Enterprises Development Act, 2006, MSMEs are classified as under:

Enterprises	Investment in plant & Machinery (Manufacturing)	Investment in Equipment (Services)
Micro	Upto Rs. 50 lakh	Upto Rs. 10 lakh
Small	Above Rs. 25 lakh Upto Rs. 5 Crore	Above Rs. 10 lakh Upto Rs. 2 Crore
Medium	Above Rs. 5 Crore Upto Rs. 10 Crore	Above Rs. 2 Crore Upto Rs. 5 Crore

GOVERNMENT SCHEMES FOR SMES

The tamilnadu government formulating an exclusive policy for micro, small and medium enterprises sector to encourage agro-based industries is a recent example of the changes taking place at the ground level. some of the salient features of this policy include formation of multi-storied and flatted industrial estates for micro industries, liberal floor space index in plotted development of 1.5 to 1.75 for industrial sheds and 2.5 for multi-storied industrial units, 50% rebate on stamp duty and registration charges for micro and small enterprises in industrial estates and industrially backward areas. The ministry of micro, small and medium enterprises (MSME) is implementing the promotional schemes for the development of micro, small and medium enterprises. Some of the schemes are by the ministry of micro, small and medium enterprises (MSME) are as below.

1. Entrepreneurship Development Institution Scheme
2. Scheme of Fund for Regeneration of Traditional Industries (SFURTI)
3. Rajiv Gandhi Udyami Mitra Yojana (RGUMY)
4. Marketing Assistance Scheme (Implemented through NSIC)
5. Performance and Credit Rating Scheme (Implemented through NSIC)
6. Prime Minister's Employment Generation Programme (PMEGP)
(Implemented through KVIC)
7. Product Development, Design Intervention and Packaging (PRODIP)
(Implemented through KVIC)
8. Khadi Karigar Janashimplementing the Mahila Coir Yojana, which is a woman oriented self-employment programme.

9. Rural Employment Generation Programme (REGP) and Prime Minister's Rozgar Yojana (PMRY).

CONTRIBUTION OF MSME TO INDIAN ECONOMY

MSME is the abbreviation for Micro Small and Medium Enterprises. These enterprises can be rightly called as the backbone of the GDP of India. The MSME sector in India is growing at an exceptionally fast rate due to which it is proving to be beneficial to the Indian Economy. However, there are some important points that need to be considered for further development of the MSME sector. These are

- The contribution of the MSME sector to the entire output of the country is 40 %.
- Currently, there over 11 million SME units in India there produces more than 8000 products.
- 90% of the industrial units in India belongs to the MSME sector.
- These MSME units contribute 35% to the Indian industrial exports.
- There are 26.1 million MSME Units in India and 12 million persons are expected to join the workforce in the next 3 years.
- Indian market is growing rapidly and Indian entrepreneurs are making remarkable progress in various Industries like Manufacturing, Engineering Design, Food Processing, Pharmaceutical, Textile & Garments, Retail, IT and ITES, Argo and Service sector.

GROWTH AND DEVELOPMENT-

Growth and Performance of MSME In India:

TABLE-1

Year	Total MSMEs (Lakh Numbers)	Fixed Investment (in Crore)	Production (Rupees in Crore)	Employment (lakh persons)
2005-06	123.42	188113	497842	294.91
2006-07	261.12 (111.57)	500758 (166.20)	709398 (42.49)	595.66 (101.98)
2007-08	272.79 (4.47)	558190 (11.47)	790759 (11.47)	626.34 (5.15)
2008-09	285.16 (4.53)	621753 (11.39)	880805 (11.39)	659.35 (5.27)
2009-10	298.08 (4.53)	693835 (11.59)	982919 (11.59)	695.38 (5.46)
2010-11	311.52 (4.52)	773487 (11.48)	1095758 (11.48)	732.17 (5.29)
2011-12	447.73 (43.72)	1176939 (52.16)	1834372 (67.40)	1834372 (67.40)

The figures in brackets() show the percentage growth over the previous year.

source: Ministry of Micro, small and Medium enterprises, Annual Reports 2011-12 and 2012-13

COMPARATIVE GROWTH RATE :**TABLE-2**

Year	Growth Rate of MSMEs (%)	Overall Industrial Sector (%)
2006-07	12.60	11.90
2007-08	13.00	8.70
2008-09	13.56	3.20
2009-10	**	10.50
2010-11	**	7.80

source: Annual Reports, 2011-12 & 2012-13, Ministry of Micro, small and Medium enterprises.

DEVELOPMENTS:

The organization of the Development Commissioner (Micro Small and Medium Enterprises) [(earlier called Development Commissioner (Small Scale Industries)] was established as Small Industries Development Organization (SIDO) in 1954 on the basis of the recommendations of the Ford Foundation. Over the years, it has seen its role evolve into an agency for advocacy, hand holding and facilitation for the small industries sector. With the enactment of the MSMED Act 2006, the organization has been renamed as Micro, Small and Medium Enterprises Development Organization (MSME-DO) with the wider mandate of promotion and development of MSME sector. It has over 60 offices and 21 autonomous bodies under its management. These autonomous bodies include Tool Rooms, Training Institutions and Project-cum-Process Development Centers. MSME-DO provides a wide spectrum of services to the small industries sector, now enlarged to include all enterprises, excluding the larger ones. These include facilities for testing, tool making, training for entrepreneurship development, preparation of project and product profiles, technical and managerial consultancy, assistance for exports, pollution and energy audits etc. MSME-DO provides economic information services and advises Government in policy formulation for the promotion and development of MSME sector. The field offices also work as effective links between the Central and the State Governments in the area of MSME development. Consequent upon the increased globalization of the Indian economy, MSME sector is facing new challenges. MSME-DO has recognized the changed environment and is currently focusing on providing support in the fields of credit, marketing, technology and infrastructure to MSME. Global trends and national developments have transformed MSME-DO's role into that of a catalyst of growth small enterprises in the country.

ISSUES AND CHALLENGES**Issues**

The MSME continue to face several problems in their day-to-day operations, that is, in production and marketing of their products. they find it difficult to sell their output at remunerative prices and cannot spend much on advertising, marketing research, etc. . they also face stiff competition from large firm. inadequate infrastructural facilities and access to credit are other major problems. MSME are often unable to procure adequate financial resources for the purchase of machinery, equipment and raw materials as well as for meeting day-to-day expenses. further they find it difficult to recruit and motivate skilled managerial and technical personnel. they are mainly reluctant to adopt modern methods of organization and management. As per the report of subgroup on unorganized sector (of the working group on MSME growth during 12th

plan), although Indian MSME are a diverse and heterogeneous group, they face some common problems, which are indicated below:

- Lack of availability of adequate and timely credit;
- High cost credit
- Collateral requirements;
- Limited access to equity capital;
- Problems in supply to government departments and agencies
- Procurement of raw materials at competitive cost:
- Problems of storage, designing, packaging and product display;
- Lack of access to global market;
- Inadequate infrastructure facilities, including power, water, roads, etc;
- Low technology levels and lack of access to modern technology;
- Lack of skilled manpower for manufacturing, services, marketing, etc;
- Multiplicity of labour laws and complicity procedures associated with compliance of such laws;

Description	Manufacturing enterprises		Service Enterprises	
	Investment in Plant & Machinery		Investment in Equipment	
	INR	USD(\$)	INR	USD(\$)
Micro Enterprises	up to Rs.25 lakhs	up to \$62500	up to Rs.10 lakhs	up to \$25000
Small Enterprises	Above Rs.25 lakh & up to Rs.5 crores	Above \$ 62500 & up to \$ 1.25million	Above Rs.10 lakh & up to Rs.2 crores	Above \$25000 & up to \$ 2.5 million
Medium Enterprises	Above Rs.5 crores & up to Rs.10 crores	Above \$1.25 million & up to \$2.5 million	Above Rs.2 crores & up to Rs.5 crores	above \$ 0.5 million & up to \$ 1.5 million

A prominent drawback of the MSME sector is that a predominant number (90%) of the enterprises are in the unorganized sector. Due to this, there is lack of reliable and updated database and it hampers monitoring of development initiatives and formulation of appropriate schemes to meet the differential needs of the heterogeneous profile of the enterprises. One of the major problems facing these enterprises is the access to equity and credit. Most of the time, the equity is coming from saving and loans from friends and relatives rather than through banking system. Very often, the credit is coming from saving rather than established system of cheap banking credit for working capital. This sector also has poor paying capacity and therefore faces storage of skilled manpower resulting in absence of managerial capabilities, marketing channels and brand building capacity.

Despite its commendable contribution to the nation's economy, ME sector does not get the required support from the concerned government department, banks, financial institutions and

corporate , which is a handicap in becoming more competitive in the national and international markets .

SMEs face a number of problems-absence of adequate and timely banking finance, limited capital and knowledge , non-availability of suitable technology , low production capacity , ineffective marketing strategy , identification of new markets , constraints on modernization & expansions , non-availability of highly skilled labor at affordable cost , follow up with various government agencies to resolve problems etc. .

CHALLENGES FACED BY INDIAN MSME

Small is beautiful. MSME have commendable contribution to the rural economy as well as national economy at large. But MSME Sector facing financial constraints and does not get the required support from the concerned.

- Lack of availability of adequate and timely credit
- High cost of credit
- Collateral requirements
- Limited access to equity capital
- Procurement of raw material at a competitive cost
- Problems of storage, designing, packaging and product display
- Lack of access to global markets
- Inadequate infrastructure facilities, including power, water, roads
- Low technology levels and lack of access to modern technology
- Lack of skilled manpower for manufacturing, services, marketing, etc
- Multiplicity of labour laws and complicated procedures associated with compliance of such laws.
- This policy has emphasized on constitution of a credit monitoring group to monitor and facilitate the flow of institutional credit to MSME. Launching of “Orissa MSME Venture Capital Scheme” will stimulate promotion of new entrepreneurs, technologies and innovations.
- To boost forward linkage, State Government will ensure procurement of goods and services by the government departments and agencies from MSME located within the State via rate contract system.
- Setting up of specialized / focused industrial area / park for MSME.
- To promote entrepreneurial spirit amongst the educated youth.
- Enhance competitiveness of MSME. through clusterization.
- Convergence of schemes and resources.
- Sector specific Ancillary and Downstream industrial parks shall be set up by IDCO preferably in association with mother plants.

- Commercial banks and financial institutions shall be encouraged to set up dedicated branches for MSME to provide business loan at concessional industrial rate.
- The District Industrial Centre (DIC) was set up at district level to provide necessary support services to the MSME for their growth and development.

PROBLEMS OF MSME IN INDIA:

There are some evidences that the MSMEs contributions prominently to the Indian economy through creating employment opportunities, generating production volumes and exports, introducing innovations and development of entrepreneur skills. However, the MSMEs faces many problems in India. Some of the main problems of MSMEs are:

- Unduly delayed payments by large industry players
- Absence of adequate and timely affordable bank credit
- Lack of infrastructure inputs and banking support
- Limited capital and knowledge
- Low managerial capability,
- Low return on investment,
- Lack of suitable technology,
- Low production and productivity
- Ineffective marketing strategies,
- Non-Identification of new markets,
- Hurdles in expansions, modernization and innovations,
- Inadequate power supply, water supply, transportation facilities
- Lack of adequate warehousing facilities,
- Lack of information timely,
- Lack of skilled labor and training
- Ruthless competition,
- Declining exports of total export

ANALYSIS OF PROSPECTS OF MSME IN INDIA

From the above table 1 it is cleared that:

- The total numbers of MSMEs have increased from 261.12 lakhs in 2006-07 to 447.73 in 2011-12. The MSMEs have grown around two times in a span of 6 years. However, they grow consistently till 2010-2011 but in 2011-12 growth rate was significant (43.72 per cent).
- The field investments in these industries have gone up from Rs.500758 to Rs.1176939 in 2011-12. Like the growth rate in number of industries, the filed investment in these industries grow at consistently till 2010-11 but in 2011-12 growth rate was 52.16 per cent. This indicates that large amount of investment has been made in MSMEs to increase their development in the interest of nation.
- The production from these industries has gone by around one fourth times from 2006-07 to 2010-11. Further, these industries contributed lot in providing employment opportunities to unemployed workforce.
- The number of persons employed in these industries have increased from 595.66 lakhs in 2006-07 to 1012.59 lakhs in 2011-12 growth rate was 38.24 per cent, which indicates that there has around two time increase in employment in a span of 6 years. The growth rate in employment

except 2006-07 and 2011-12 has been consistent over a period of the study. In addition, these industries also contributed in earning foreign exchange to India.

• The exports from these industries have increased from Rs.182538 crores in 2006-07 to Rs.202017 crores in 2007-08. This also signifies that there has been an around 10.67 per cent increase in exports over previous year.

SUGGESTIONS

By considering the strength, weakness and opportunities of MSME in Odisha, following are the suggestions for the benefit of the stakeholders in particular and economic development of the state in general.

- 1) A cluster centric development plan for each potential cluster may be prepared for long term development.
- 2) District Industrial Centers should be pro-active in providing help both to the entrepreneur and bankers.
- 3) There is need for making handloom and handicraft sector more market friendly and competitive to strengthen MSME.
- 4) Weavers need further capacity building. They have to be trained in texture design market required color combination and better technology.
- 5) Special training and exposure visit of weavers and crafts men.
- 6) Development of “Handloom mark” in the line of “Wool mark”.
- 7) Private sector participation may be encouraged.
- 8) Government may establish suitable handicraft training school (NID) standard at Bhubaneswar.
- 9) Government may nominate master craftsman to Rajya Sabha for empowerment.
- 10) Government may like to develop suitable infrastructure at the developmental hubs.
- 11) For improving the welfare of the participants following instruments may be introduced.

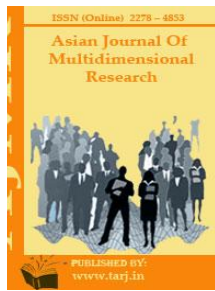
CONCLUSION

MSME being the second highest employment generation sector is next only to agriculture, this sector needs special attention of the state government, policy makers and implementation. This is more necessary and a very powerful engine realizing the twin objectives of accelerated industrial growth and creation of additional productive employment potential in rural and backward areas. There are only 117361 MSME units registered and employment, finance and other activities of only these units are recorded with the government. There is an urgent need to have a policy to record all units in the state to understand the actual position of employment as on date and employment generation opportunities exist in this sector in future. This will enable policy makers to decide the course of action, such as creation of cluster, providing suitable infrastructure, market, product development, finance etc. Cluster approach the real success seen already must be followed to the extent possible, to make easy availability of credit, infrastructure, raw materials, markets and labor. This ultimately results into better quality at competitive price which is the need of the hour. Another advantage of cluster is to faster adapt to changes, because of easy access to information on changes in technology and market demand. There should be a procedure of regular monitoring of Clusters and units located within it. There is a need for industry ready manpower; as such there is an urgent need for up gradation of existing MSME institute to a national level institution with branches in Rourkela, Berhampur and Sambalpur.

The institute should have R & D facilities specific to MSME sector. There should be a very close co-relation among the industry, technology provider, bankers, industry associations, government agencies, local/international agencies like UNIDO who are always working for the betterment of people.

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Published by: *TRANS* Asian Research Journals**AJMR:****Asian Journal of
Multidimensional
Research**

(A Double Blind Refereed & Reviewed International Journal)



IRRIGATION TECHNOLOGY OF ARTICHOKE CROPS CASE OF ZARAFSHAN VALLEY

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ABSTRACT

In this paper, a new type of artichoke has been analyzed while making different surveys in the years of 2006-2008 while considering crop irrigation and the growth, development, productivity and efficiency indicators. In the course of the experiment premeditated optimal irrigation and cultivation procedures in the implementation of irrigation technology, prosperity and so on. The outcomes and shortcomings of the sector could be tackled with the further inquiries as whole.

KEYWORDS: *Irrigation furrow length, he felt the flow of water, types of tubers, green mass productivity, efficiency, productivity and profitability.*

INTRODUCTION

Globally, both in Uzbekistan and in some foreign countries artichoke is grown on annual and perennial basis while gathering green mass (850-1000 centners per hectare) 280-400 quintals of crop by tubers (Abdullaev, De Fraiture, Giordano, Yakubov, & Rasulov, 2009).

From this 1 center of green measures 24.1, on tuber this is 30 supplies per unit, each unit of nutrient 80-90 gram stores consumable protein. Tubers may contain 11,7% insulin and 2% crude protein (Andrade & Stigter, 2009).

At the moment, the world agriculture cultivated area of the artichoke has increased up to 2.5 million hectares. In France, cultivated area of sugar beet prolonged and has risen noticeably (500 hectares). This tendency has expanded in countries of England, Germany, Poland, Hungary, Japan, China, as well as in the Scandinavian countries. In it obvious that only in the USA this is 130 thousand hectares (Bobojonov et al., 2013).

Artichoke plant is a valuable raw material for the pharmaceutical industry. This element includes carbohydrates, especially it is rich for insulin, with the rate of 48.31%. According to sources, the consumption of artichoke insulin leads to a reduction of the amount in the blood.

As it is stated on newspaper "Pravda Vostoka" urine of patients has fallen dramatically with 16-17%

Artichoke patients with diabetes receive insulin, artichoke consumes prepared food diet in a variety of tumor tuberslari and carbohydrate metabolism that stabilizes our body.

Select varieties of artichoke, assessment, suitable for cultivation of agricultural development of the All-Russian Crop Research Institute, Krasnoyarsk State Agricultural University, Voronezh Institute of Technology, Food Research Institute in Moscow, the Kiev Institute of Food Industry, Agricultural Research Institute of Ukrainian, Florida Institute of the University of food and agricultural Sciences (UF / IFAS)(USA), departmental Agronomy and Plant Genetics and Horticulture, University of Minnesota, Kanada- Dalhousie University in Truro, Germaniya-Versuchsanstalt FUER Integrierten Pflanzenbau Gueterfelde, Hungary Szent Istvan University, Szarvas, the CRA Experimental Institute of Horticulture, Italy, Pontecagnano, Chexiya- Institute Havlickuv Brod, Vietnam - vegetable Research potato center and Hanoi(Bobojonov et al., 2013).

Moreover, in France, the Netherlands, South Korea and countries make the technology of growing storage and processing methods of inulin technology. Besides, this element gives food, the direction of green fodder, chemical and pharmaceutical industries, pulp and paper industry as a raw material for the usage in scientific research.

METHODOLOGY

The aim of the research objectives of the program in the farms of Saykhunobod, Syrdarya region, in the period of 2010 – 2014. It is observed that, study followed by the experience in the field of planting, phenological observations, biometric measurements, care for the crop, harvesting.

On this way, the Ministry of Agriculture and Water Resources (1991), Leningrad (St. Petersburg) Institute of Agriculture (1979), Russian Plant Research Institute (1984; 1986), Russian potato agricultural research Institute (Moscow, 1967; 1989) and plant research Institute (1999) test new varieties of agricultural crops. Following this, the way of methodological establishment of both theoretical and practical examples of the State Commission for Variety testing (1974), Methodological experience of B.A. Dospexov(1985) are observed with most used ways of improvements at all (Khamzina, Kan, Jumayeva, Matkarimova, & Lamers, 2005).

Furthermore, sources with recommendations, guidelines, methods based on statistical analysis of the results are diffused on the article itself. Data experience WinQSB is calculated via Microsoft Excel programmes and its instruments at all.

LITERATURE REVIEW

In the Zarafshan Valley, study by I.Umurzoqova (1995) has underlined influence of irrigation on crop quality and quantity. The study capacity of the wet field would be limited at 75-80%, or 10 days of irrigation water productivity (5,2-7,2 kg / meter quadrat).

Also K.Toderich and I.Bekmirzaeva (2013), has also mentioned about the way of implementation in Kashkadarya and Guliston regions.

Artichoke production was implemented in agro ecological places of various regions such as T.I.Anikienko (2009) and wetlands with high food crops recommended.

There are some authors in the regions who also participated in this topic investigation. For instance, Samarkand (M.M. Komilova, 2008), Tashkent (R.Mavlonova, 2013), Tashkent (Amon M.E, Akhmedov T, .Khasanov X, 2013) regions artichoke planting tuberslarini founded in the

autumn plowing, organic fertilizers and minerals pink early spring planting in the fall, on one or two occasions, depending on the state of soil treatment gives the best results (Abdulkarimov B.A., 2013).

A.T.Merganov (2013), artichoke productivity of biological fertilizer for 1-2 meter, "Biohumus" from 10-15 kg, "BIOMAK" biological fertilizer 10-15 kg, "biome" bioogik 4-5 kg of fertilizer in the top results.

Conducted in recent years, the options for the artichoke, Jerusalem artichoke waste in the Republic of innovative technologies (B.Yu.Xodiev. M.S.Kasimov., 2013) and the introduction of a growing interest in the introduction of production technology.

MAIN PART

In order to determine the order of the number of farmers in irrigation and artichoke "Novinka" and classified ones of K-99 samples / 3, applied 4, 6, 8 times to drink, plant growth, development and yield formation were studied.

During the study, 4 times irrigation till flourishing and experiment twice, after the flowering period, for a time and time flourishing to the final step, in the step of thriving irrigation should be 6 times, 3 times, 2 times, and after flowering times and 8 times in accordance with irrigation 4-2-2 drink (Shodiev & Zhu, 2015). Four times the height of the plant during the flowering plants in the order 2-1-1 irrigation trenches gave 205.6 centimeter, K-99/3 samples 201,4cm, 8 times in the order 4-2-2 irrigation for the classification of "Novinka" 381,0 cm. K-99/3 represent the number of stems 365,8cm 2,2 to 3,5 units.

Increasing the number of baskets from the increase in the number of watering the plants. Four times during plant growth in the order of 165-166 days irrigation 2-1-1; 8 watered once in the order 4-2-2 179-180 days, 10-15 days of growth period increased (Zhu & Shodiev, 2015). Experience plant up a few months the rate of 1 date of May and October to be seen as it turned out, the drought resistance of the artichoke, which is 4 times more water for irrigation is also characterized by the growth of alternatives. The new range of plant height in the first small 75.6 cm, July 1, October 1, 140.3 cm and 205.6 cm, 8 times 4-2-2 tartibdasug'orilganda 160,7; 260.6 and 381.0 cm, K-99/3 samples were, respectively, 66.4; 120.7; 201.4 and 150.1; 237.5 and 365.8 cm. October 8 vs. 4 times sug'orilganga irrigation ditches gave 175.4 cm, K-99/3, 164.4 cm in height.

The period of growth of plants and increasing the amount of irrigation and varieties for a significant period o'zgardi. Development 4 times in the order 2-1-1 at the beginning of irrigation irrigation 8 times in order to apply 4-2-2 positive influence on plant growth and stem. Saved applied at the end of the law (Pomfret, 2000). Specimen artichoke trenches and K-99/3 Class 8 times in 4-2-2 order a positive effect on plant growth and development of irrigation.

Artichoke significant impact on the number of samples of irrigation performance, "Novinka" crop gave a lot of blue tupdagi 4 times in the order 2-1-1 irrigation 1200 g, tubers 450,9 g, 8 times 4-2-2 time cultivation 2890 and 1100.8 g of K-99/3 samples 4 times in the order 2-1-1 irrigation blue weight 1200 grams, tubers 468,9 grams, according to the order of 8 times 4-2-2 irrigation 2750.1 and 980.4 grams. In connection with the increase in the number of irrigation of tubers 3,9-5,6 million units, an increase in the average weight 23,9-25,3 grams. Tubers crop seeds, seedlings and 8.1 units to 10.6 million units, the highest figure 8 times watering seedlings

10,6-11,2 units 282,5-293,6 thousand hectares or 76.7 compared to the total number tubers - 84,1%.

The demand for that in the process of growing artichoke samples waterproof 45-50% during planting, 30-35% flowering period, and 20-25% of the cooking period.

Artichoke in experimental samples, the highest green mass yield "Novinka" samples per hectare to 80 tonnes of green mass of 30.4 tons tubers mass 8 times in the order 4-2-2 watering options. This is version 19.2 tons of green mass and collected 9.1 tons of food due totubers unit, or a total of 28.3 tons per hectare food production unit, 4 times in the order 2-1-1 irrigation compared to 16.7 tons, or 59 percent more units of food collected.

1-TABLE. ORDER AND THE NUMBER OF YIELD SAMPLES AND THEIR EFFECTS ON WATERING ARTICHOKE

Structure and sequence of irrigation	Productivity of crops						Average		
	2006		2007		2008		Blue mass	tuber	Food unit
	blue mass	Tuber	Blue mass	tuber	Blue mass	tuber			
Classification of "Novinka"									
4 times, 2-1-1	33,2	12,4	32,1	11,8	33,0	11,8	33,2	12,4	7,9/3,7
6 times, 3-2-1	47,1	16,9	48,3	17,1	50,7	17,1	48,7	17,4	11,6/5,2
8 times, 4-2-2	79,1	31,2	81,1	30,2	79,8	29,8	80,0	30,4	19,2/9,1
$S_{\bar{x}}(\%)=$	3,8	2,9	1,8	6,6	5,5	5,4			
$\Delta K\Phi_{05}=$	2,5	1,0	1,2	1,5	4,2	1,6			
K-99/3sample									
4 times, 2-1-1	33,1	11,8	32,0	13,8	34,5	13,1	33,2	12,9	7,9/3,8
6 times, 3-2-1	50,1	17,0	48,2	16,9	51,1	17,7	49,8	17,2	11,9/5,1
8 times, 4-2-2	77,2	26,9	76,8	27,1	74,3	27,3	76,1	27,1	18,2/8,1

$S_{\bar{x}}(\%)=$ **3,3** **2,8** **2,6** **2,1** **2,7** **2,9**

$\Delta K\Phi_{05}=$ **3,0** **2,4** **2,1** **1,8** **2,0** **2,6**

K-99/3 Sample 8 times in the order 4-2-2 irrigation weight of 76.1 tons of beets per hectare, unit of 27 tons of food collected tubers and 26.3 tons, or 14.6 tons, or 55.5% of the feeder collected. Samples 8 times, the 4-2-2 scheme irrigation to ensure maximum productivity and high cost of these options (510,1-545,6 / USD). At the same time, the harvest of green mass in the feed and tukanak unit cost per unit of feed.

Artichoke crops under irrigated agriculture in many ways to create high quality and sustainable irrigation technologies and procedures. Key elements of the technology of irrigation and irrigation furrow length and flow rate of water. Artichoke favorable for crop irrigation furrows in order to determine the water flow rate and the length of 2012-2014, took a special experience in this field(Djalalov & others, 1998).

3 artichoke variety of representations in practice the length and abundance grooves (60, 80 and 100 meters) and three flow grooves and (0.10; 0.15; 0.20 l / s) variants mutually compared. All variants of the depth of the furrows 14 cm, 70x35 cm planting scheme, irrigation 8 times, in the order of 4-2-2. Irrigation me'rlari 450-500 m³ / ha. Plots 168, 224 and 280 m², respectively. 3 The number of repetitions. Learned grade irrigation 8 times, in the order of 4-2-2 furrows length of 60 meters and a water flow rate of 0.10 l / s at a high (276 cm), stem (3.1), the number of branches (36, 35 units), the number of leaves 97.2, groove length of 80 meters and a water flow rate of 0.15 l / s at a high plant (285 cm), the number of rod 3.0, the number of branches 34.5 96.1 Symptoms leaves some kind of record. Eaters period changed versions of 175-180 days(De Melo, Denizer, & Gelb, 1996).

Experience abundance and species tall (265-266 cm), the number of stem 3.1-3.2 units, number of leaves and grass 36,5-40,7 89,3-90,1 watering plants, 8 time long 4-2-2 furrow order of 60 meters and a water flow rate of 0.10 l / s, groove length of 80 meters, the flow of water 0.15 l / s. Finally, a period of spiritual growth recorded version of 170-177 days. Standard groove 100 meters length and flow rate of 0.20 l / s version is known to significantly lower levels.

Symptoms kind of blue top bupdagi weight 1865,7-1892,3 gram, gram 1198,4-1215,2 tunganak fruit seedlings 13,7-14,0 pieces weighing a full and fair tubers type 85,6-88 7 of 8 grams of watering plants, 4-2-2 order of the mean flow velocity of 60 meters furrows of water 0.10 l / s, 80-meter length of the furrow and a flow of 0.15 l / s, the standard length of 100 meters of the furrow and water consumption of 0.20 liters / second variant was lower than the average of the above variants of the experiment.

Finally varieties planted options have also observed this law, artichoke varieties in the spring semester of the first five days of March 70x35 cm planting scheme, irrigation 8 times in the length of the order 4-2-2 furrows of 60-80 meters, the water flow rate of 0,10- 0 15 l / sec technology varieties 1789-1892,3 g of green mass, 1179,4-1215,2 gram, compared with the default option in tunganak or seedlings 88-152,3 grams of green mass, 241,2-333, 4 g tuber is constructed.

2-TABLE. DEPENDENCE VARIETIES OF ARTICHOKE CROP IRRIGATION TECHNOLOGY

№	Furrow irrigation		Harvest in the green massharvest				Productivity on tibers				Difference on standard situation, +,-	
	Length meter	Flow rate, litre/second	2012 y	2013 y	2014 y	annual	2012 y	2013 y	2014 y	annual	Blue mass	tubers
Class- "Magic"												
1.	100 (CT)	0,20 (CT)	71,2	69,4	72,4	71,0	28,6	30,7	29,8	29,7	-	-
2.	-/-	0,15	70,0	71,3	70,8	70,7	32,0	30,5	31,4	31,3	-0,3	1,6
3.	-/-	0,10	68,5	70,1	68,4	69,0	29,8	31,3	31,6	30,9	-0,2	1,2
4.	80	0,20	72,0	69,9	69,6	70,5	33,4	35,1	36,2	34,9	-0,5	5,2
5.	-/-	0,15	76,1	78,0	77,6	77,2	37,1	38,9	40,7	38,9	6,2	9,2
6.	-/-	0,10	72,0	70,2	69,3	70,5	36,7	36,9	36,2	36,5	-0,5	6,8

7.	60	0,20	71,5	70,9	69,7	70,7	32,5	33,7	34,0	33,4	-0,3	3,7
8.	-/-	0,15	72,6	73,3	74,0	73,3	33,0	31,8	32,7	32,5	2,3	2,8
9.	-/-	0,10	75,2	76,8	76,3	76,1	40,0	40,2	38,3	39,5	5,1	9,8
S _x (%)=			1,7	2,0	2,4	1,9	1,6	2,2				
ЭКФ ₀₅ =			2,8	3,0	2,7	2,6	2,3	1,9				
Class – “Fayzbaraka”												
1.	100 (ср)	0,20 (ср)	70,1	69,0	69,1	69,4	25,6	24,2	23,7	24,5	-	-
2.	-/-	0,15	65,0	68,4	65,8	66,4	29,0	29,8	27,6	28,8	-3	4,3
3.	-/-	0,10	63,0	59,5	62,9	61,8	28,7	30,0	28,0	28,9	-7,6	4,4
4.	80	0,20	70,7	71,2	69,0	70,3	31,6	32,0	33,0	32,2	0,9	7,7
5.	-/-	0,15	78,0	76,8	76,5	77,1	37,0	39,0	38,3	38,1	7,7	11,6
6.	-/-	0,10	70,0	67,9	68,8	68,9	32,6	33,6	34,0	33,4	-0,5	8,9
7.	60	0,20	67,0	66,3	66,2	66,5	25,7	27,1	26,7	26,5	-2,9	2,0
8.	-/-	0,15	68,3	69,0	68,2	68,5	32,3	29,9	31,4	31,2	-0,9	6,7
9.	-/-	0,10	73,0	71,8	71,2	72,0	37,0	37,2	36,2	36,8	2,6	12,3
S _x (%)=			1,9	2,1	2,5	1,8	2,0	2,3				
ЭКФ ₀₅ =			1,8	2,7	2,9	2,6	2,4	1,8				

CONCLUSION

To sum up, terms that are related to artichoke “Zarafshan Valley” for growing high quality and abundant watering during the growth period. On this way, this element ensured to get a crop, as well as in the food industry, livestock industry for high volume production, pulp and paper and cardboard industries, and create a reserve of cheap raw materials for the pharmaceutical industry. Outcomes of the study may serve on the future development as whole.

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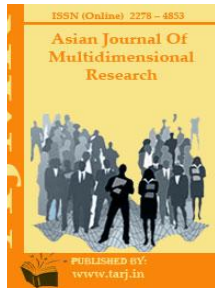
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SOLOMON WANGBOJE'S CREATIVE WORK: THE ROMANCE OF THE HEADLOAD SERIES AND FESTIVAL OF THE GODS

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ABSTRACT

Solomon Wangboje has, without doubt, excelled in his artistic craftsmanship which reached a very advanced stage. He has contributed immensely to the development of printmaking in Nigeria through the application and exposure of various themes, techniques and media in his creative work. This paper will examine Wangboje's prints, namely "Romance of the Headload" (Series II, III, IV) and "Festival of the Gods", with a view to highlighting the socio-cultural and religious themes projected by the artist, among them the promotion of entrepreneurial development through artistic endeavours in "Romance of the Headload" series and religion and culture in "Festival of the Gods". The paper will also analyze the techniques applied by the artist to enhance and project these themes.

KEYWORDS: *romance, printmaking, headload techniques*

INTRODUCTION

Solomon Irein Wangboje is a versatile artist whose artistic craftsmanship has greatly impacted the development of printmaking in Nigeria. An art educator, Wangboje taught in various Universities for about four decades: Obafemi Awolowo University Ile-Ife (1968-1972), Ahmadu Bello University, Zaria (1972-1978) and, later, University of Benin (1978-1998).

Wangboje developed printmaking techniques such as relief, intaglio engraving, etching woodcut lino and, using his personalized style and techniques, created a series of themes drawn from events of everyday life. Through the themes geared towards the promotion of entrepreneurial development within our communities, Wangboje has exposed and promoted traditional African culture. The artist's in depth understanding of the printmaking process and his subjects, enhanced by the use of techniques such as the superimposition of vibrant colours and forms, has influenced many scholars and artists to emulate his work over the years. He asserted:

My objective has been to acquire different techniques of execution through experimentation. It is my belief that a student's best chance to do this is where he is still in school and free to

experiment with new materials and thereby, discover new visual possibilities. (qtd. by Oransaye 2002, p. 2)

These different techniques have made his work meaningful and also motivated many artists to opt for careers in printmaking.

Wangboje has produced well over 35 prints between 1960 and the 1990s, making a great impact on modern Nigerian art. Onyema Offoedu-Okeke (2012) aptly acknowledged:

Wangboje's best known print is the Romance of the Headload Series, a visual narrative of economic subsistence and survival. The print showing women, adolescent and kids fetching water from the village springs was produced in the 1970's (p. 116)

This study will, therefore, focus on this print and, in addition, another significant print titled "Festival of the Gods" with a view to analyzing the artist's use of various printmaking media and techniques. Before proceeding with our analyses, however, it will be pertinent to delve a little further into the background of the artist.

Solomon Ona Ireni Wangboje, a Professor of Art Education, was born on August 16, 1930, to the family of Ireni and Emida Wangboje at Avbiosi in Owan Local Government Area of Edo State, Nigeria. His parents were farmers and Solomon Wangboje was the first son of eight children.

Wangboje attended Edo College in Benin City, Nigeria, from 1946 to 1950 after which he gained admission to study Fine Art at the Nigerian College of Art, Science and Technology (NCAST), Zaria, from 1955 to 1959. He graduated with a Diploma in Fine Art, which was later upgraded to a Bachelor of Fine Art. In 1961, he was awarded a scholarship by Cranbrook Academy in Bloomfield Hills, Michigan, U.S.A to study printmaking; he graduated in 1963 having earned a Master of Fine Arts degree (MFA). Wangboje also bagged a doctorate degree in Art Education from the New York University in 1968 with the help of an African Graduate Fellowship Programme scholarship. He was married to Miss Florence Eliozogie Amadasun and their union produced eight children.

Wangboje was employed as a graphic artist by Federal Ministry of Information, Lagos; he also served as a designer and arts supervisor with the Nigerian Television Service also in Lagos. In 1968, after earning his doctorate degree, he was employed as a Senior Research Fellow at the Institute of African Studies, University of Ife (now Obafemi Awolowo University). He then started an art workshop, known as *Ori Olokun*, in conjunction with the Mbari Art Workshop in Ibadan and Oshogbo. The products of this workshop were enriched by Wangboje's knowledge in printmaking and general art. However, the individual participants of this workshop were not admitted into the regular degree programme.

In 1971, Wangboje was appointed as a lecturer in the Fine Arts Department, Ahmadu Bello University, Zaria, where he rose to the position of Professor of Art Education, the first in Nigeria. He retired in 1978 to establish the Department of Creative Arts in the University of Benin, Benin City, Nigeria where he subsequently served as the Head of Department, Dean of Faculties and Deputy Vice Chancellor.

Wangboje won several awards, among them the Men of Achievement Award of the International Biographical Centre, Cambridge, United Kingdom and the Zagfeld Award for Art Teaching of the United States Society for Education through Art (USSEA). He died in 1998 and will be

remembered for his inspiring creative work and his role in the development Modern Art in Nigeria.

ROMANCE OF THE HEADLOAD II (FIG. 1)

(SERIGRAPH; 48CM X 32CM; 1978)

Printmaking involves a complicated process comprising a variety of techniques whereby one can produce multiple copies of a single image. Patrick Frank (2006) identifies the four fundamental categories of traditional printmaking as relief, planographic (lithography) and stencil (screen printing) (p. 127-128). One of the techniques employed by Wangboje was serigraph process in printmaking. "Romance of the Headload II" is one of the most popular prints created by the artist, using this process.

The print, which shows a young girl hawking *Fura de nono* (locally fermented milk and millet) normally sold by young Hausa/Fulani girls and women of Northern, Nigeria, can evidently be discussed from different perspectives such as the promotion of entrepreneurship development and the northern Nigerian culture. Bruce Onobrakpeya (1992) has a similar print about which he reveals:

The main inspiration for the picture is not the meal which is very nourishing but the beauty of the girls and women who sell them in the street or in market places... This picture, done when I revisited Zaria and Kano several years after I left the art school is one of several prints which I made on the subject. (p51)

Like Onobrakpeya, Wangboje's "Romance of the Headload II" is very likely a reflection of the artist's days in Zaria. The picture depicts a young girl carrying a decorated calabash on her head which is believed to contain *Fura De Nono*. She supports her load with her right hand while in her left hand she carries a smaller bowl of calabash probably containing her serving spoons and smaller bowls in which she serves her prospective customers. Both calabashes are decorated with motifs based on the traditional culture of northern Nigeria. The Calabash on the young girl's head, used for carrying different types of loads, is decorated with the motifs of five human silhouetted figures. Her facial expression is aesthetically beautiful and her plaited hair is adorned with ornaments. There is a bold earring on each side of her face. The body of the girl is, however, depicted in black and brown colours while her neck is embellished with dark brown tattoos. Around her neck are three long strings of beads which fall all the way down to her stomach.

Under the beads, lies a blouse highly decorated with traditional African motifs of the Hausa/Fulani culture. The artist depicted the blouse in brown, yellow and patches of white. The stomach of the girl is black in colour, and beneath the stomach is draped a brown and black wrapper. The human figure is depicted by the artist in semi reality but stylized.

The second figure on the picture plane is a smaller silhouetted female carrying a load supported with both hands. This second figure expresses the element of design showing lines, shade, as well as light and shadow which form patterns and textures. This artistic work is enhanced by line qualities and variations, especially on calabash in the left hand.

In terms of colour, the picture plane is dominated by yellow ochre while the background shows patches of brown and red colours. This work generally highlights the high qualities of print and shows progressive proofs at various stages in the printmaking process.

ROMANCE OF THE HEADLOAD III (FIG. 2)

(LINOCUT; 43CM X 33CM; PRIVATE COLLECTION; 1978)

In this work, one of the most prominent created by him, Wangboje explored the printmaking techniques that he acquired at the Nigerian College of Arts, Science and Technology in the late 1950s and Cranbrook Academy in Bloomfield Hills, Michigan, USA in 1963, where he earned his Master's degree in printmaking. The medium of expression was based on deep etching, linocuts, woodcuts, and serigraphy. Wangboje evidently based this work on the African concept of dignity in labour, by showing women, men and children of various income groups exploring avenues of entrepreneurship to earn a living.

The artist created seven figures, all of them of the female gender. Three major figures depicted are a woman with a child strapped on her back, talking to two children with loads on their heads that are very likely her children. At the topmost part of the composition are four female figures, depicted in silhouetted forms, with loads on their heads; they are all wearing wrappers and the first woman among the four has a child on her back. Each of the four figures (especially the two at the far end of the picture) is obviously trying to balance the load on her head, while the other two appear to be having a conversation. In this composition, the artist's techniques appear to have reached an advanced stage.

Depicted is a brilliant background in hues of orange, yellow, yellow ochre, burnt amber, sienna, light blue and spots of blue mixed with patches of white which accentuate the entire work. These colours are also seen on the figures at the bottom of the composition which are superimpositions of black human forms created in highlights of yellow ochre, with patches of white and yellow ochre on their cloths.

Evidently, the colour scheme here consists of predominantly earth colours which play a vital role in creating the depth of the composition: the lighter colours used in the background against the solid human figures enhance their superimposition through the printmaking medium of serigraphy which enhances the overall effect of the finished work. The print also consists of lines that are active and aggressive and a strong movement of vertical and horizontal forms that reflect boundaries of shapes and space that depict forms of motion and emotion. Also interesting is the interaction between the figures while carrying the loads on their heads. The contrast in this work lies in the juxtaposition of strong individual human figures that are standing, but linked with one another in pairs. Without this contrast, the visual experience will tend to be monotonous. Dele Jegede (2002) asserted:

...the placement of the figures flout rules of perspective or physical relationship. It explores the power of positive or negative space and undulations in colour intensity to produce works which are mellowed not only by the finish but also by the silhouetted figures which stand against shades of tempered vermilion. (qtd. by Oransaye 2002, p. 39)

“Romance of the Headload III” also has elements of repetition which emphasize the silhouetted figures on the picture plane and enhance the essence of unity and continuity.

Joe Igbaro (2001) noted:

Motifs have been used sparsely by Wangboje and it would appear that this is because of visual agitations the (sic) bring about when they are combined with the broken patches of colours and effects of chipping associated with the lino technique. (p. 49)

However, Wangboje did not introduce motifs in “Romance of the Headload III” rather, he depended on the superimposition of silhouetted human forms using serigraphy as a printmaking technique as earlier observed. Igbaro (1995), citing Frank Willett observes that this technique is similar to “the dominant pictographic format of the Tassili 'N Ajjar frescos in the Sahara desert pictographic superimpositions that are similar to this technique” (p. 48-49).

Most of the human forms in Wangboje’s creative works are gender sensitive and have cultural inclination; it was widely believed that women generally, in most Nigerian cultures, are domesticated and often carry their loads especially from the farm, stream, market place, or as hawkers. The artist was seemingly fascinated by the load-carrying women in different spheres of life within the various communities where he lived and worked as is evident in this particular work of art.

“ROMANCE OF THE HEADLOAD IV” (FIG. 3)

(SERIGRAPH; 54CM X 40CM; 1978)

This print shows a very manly lady carrying a heavy load on her head in the form of a big bowl, created in white and yellow. Silhouetted figures are superimposed in this work, with two of the female figures carrying water pots on their heads; another female figure has a child on her back and a bowl on her head. The last of the female figures is carrying a heavy unidentified load. Interestingly, the last two figures are males carrying unidentified loads; one of them also has a bucket in his left hand.

“Romance of the Headload IV” has several connections with the others in the series, in terms of movement and the use of forms, shapes, light and dynamics. Oransaye (2002) citing Jegede, observed:

It is one the most successful of the master’s print. In terms of conceptualization, composition and execution, it is undoubtedly one of the most balanced pieces. By placing the yellow ochre within a white spherical band, a contrast is attained which sets the ochre aglow. (p. 46)

The above statement justifies Wangboje’s purposeful choice of colours used in the print. While the bowls created in yellow and white colours remain centre of attraction in the making of the print, the six silhouetted figures are prominent because of the white background colours used in the print. The female figure with the load is silhouetted in brown with patches of blue and white which give her prominence. Nics O. Ubogu (2015) notes a similarity in a creative work by Buraimoh which was evidently influenced by Wangboje:

Buraimoh’s creative work was largely influenced by his cultural background and the environment in which he grew up and studied. In [his] bead painting, the artist combines Hausa/Fulani and Yoruba cultures to depict what he refers to as “Romance of the

Headload”, a portrayal of a young maiden carrying a load on her head, rendered in abstraction form. (p. 26)

Apart from the similarity in title, further evidence of the influence of Wangboje’s creativity on Buraimoh is evident in the choice of the abstract form in which both works are rendered.

Evidently, Wangboje’s style and techniques are clearly and progressively projected in the development of the “Romance of the Headload” series. Bearing in mind the technical and complex nature of printmaking, his employment of this medium in this creative work greatly enhanced the quality of the series and impacted the development of printmaking and modern art in Nigeria.

FESTIVAL OF THE GODS (FIG. 4)

(ETCHING; 47CM X 32CM; PRIVATE COLLECTION)

This print, “Festival of the Gods”, highlights the etching process which Patrick Frank (2006) explained thus:

The process of making an etching begins with the preparation of a metal plate with a ground - a protective coating of acid resistant material that covers the copper or zinc. The printmaker then draws easily through the ground with a pointed tool, exposing the metal. Finally, the plate is immersed in acid. Acid “bites” into the plate where the drawing has exposed the metal, making a groove that varies in depth according to the strength of the acid and the length of time the plate is in the acid bath. (p132)

Clearly, “Festival of the Gods” is an artistic work which displays Wangboje’s creative prowess. The images depicted in this print have a bearing on the Yoruba culture of worshipping idols. It depicts various art forms portraying the ceremonial worshipping of gods, women carrying carved gods in human forms at different levels, about five men playing musical instruments and playing the talking drum, and what is very likely an Ifa priest, standing in front of the picture plane.

Ifa is a religion among the Yorubas which involves a system of divination and is believed to give worshippers the opportunity to communicate with the spiritual realm. This worship system is overseen by an Ifa priest who mediates between the people and the gods. In “Festival of the Gods” the Ifa priest looks like a dancing masquerade; he is wearing a head gear that makes him appear to be carrying a load on his head; he traditional Yoruba tribal marks and a very fearful facial expression. Also clearly depicted are the priest’s eyes, nose, ears and mouth. The Ifa priest is dressed in flowing traditional regalia, decorated with traditional motifs, geometric forms, and lines interwoven vertically and horizontally. In his right hand, he holds a horsewhip tail. The immediate figure before the Ifa priest is playing the talking drum and dancing while the two figures behind the priest have talking drum in their hands.

To the right hand side of the picture is a woman standing and carrying a statue of what seems to be a demi god on her head, supported with her right hand. On the base of the demi god are images of animals. The woman is dressed in a blouse and wrapper, with her left hand on her stomach. The colours used in portraying the woman are light blue, yellow ochre, white and black; black and blue dominate the composition. Behind her is another woman kneeling and facing a different direction with a statue on her head supported with her right hand. The statue,

believed to be a goddess, has its right hand on its head and its bosom is exposed. At the far end of the composition is another figure, seemingly sitting, carrying a load supported with both hands.

The artistic elements in the composition are quite balanced in line with the following observation by Ocvirk, Stinson, Wigg, Bone and Clayton:

Balance is so fundamental to unity that it is impossible to consider the principal of organization without it. At the simplest level, balance implies the gravitational equilibrium of a single mark on a picture plane (2002, p. 55)

The above statement aptly sums up the essence of Wangboje's "Festival of the Gods". The composition is rendered in bold lines as well as silhouetted, vibrant, black and blue flat forms. Also present are patches of white and sienna which make little impact but highlight vital areas of the print. In terms of forms and the use of colour, the entire composition is quite busy. However, in terms of the use of forms, growth, space and movement (all of which endow the work with high aesthetic value) Wangboje's "Festival of the Gods" is a highly impressive work of art.

Although there is a visual illusion of weight at the bottom of the composition, the technique employed is unique, making the work a masterpiece, evidence of Wangboje's understanding of abstract images or symbols and their effectiveness in enhancing the value of works of art.

CONCLUSION

Solomon Ona Irein Wangboje's "Romance of the Headload" series and "Festival of the Gods" are compositions rendered in similar styles and techniques. Both works project themes inherent in the Nigerian society which promote entrepreneurship, religion and culture, in recognition of their significance and value in relation to the traditional lifestyle of the people.

The artist's techniques are characterized by silhouetted forms that are superimposed in most of his creative work in printmaking. This technique is often emulated by young, upcoming Nigerian artists and artists from various parts of the world.

Wangboje, a master artist, teacher, and Professor of Art Education, has mentored many young artists within the University and in his private studio. He has contributed immensely to the development of modern art in Nigeria and promoted different Nigerian cultures and religion through creative work which cuts across the Yoruba, Hausa/Fulani, Edo/Delta and the Igbo culture. He is also an advocate of the development of entrepreneurship among the Nigerian people: women, men, and youth in different spheres of the society.

The "Romance of the Headload" series and "Festival of the Gods" are two successful works by Wangboje that have, indeed, made meaningful contributions to artistic development in Nigeria.

LIST OF FIGURES



Fig. 1: Romance of the Hedload II
(Serigraph 48cm x 32cm 1978)
Source: African Studio



Fig. 2: Romance of the Hedload III
(Linocut 43cm x 33cm Private Collection 1978)
Source: Artist of Nigeria

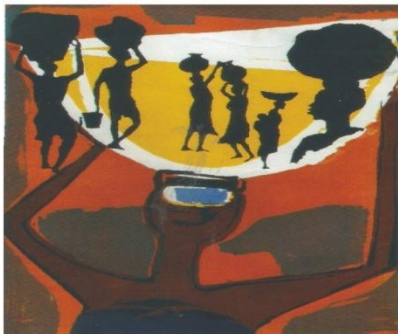


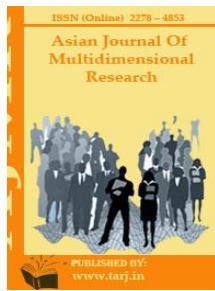
Fig. 3: Romance of the Hedload IV
(Serigraph 54cm x 40cm 1978)
Source: Artists of Nigeria



Fig. 4: Festival of the Gods
Etching 47cm x 32cm Private Collection 1987.
Source: Artists of Nigeria

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Published by: *TRANS* Asian Research Journals**AJMR:****Asian Journal of
Multidimensional
Research**

(A Double Blind Refereed & Reviewed International Journal)



PROFESSIONAL COMMITMENT OF TEACHER EDUCATORS IN RELATION TO THEIR JOB SATISFACTION AND DIFFERENCE IN RURAL AND URBAN AREA

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ABSTRACT

The aim of the present study is to find out relationship between professional commitment and job satisfaction of teacher educators and significant difference in their professional commitment between the teacher educators of rural and urban area. A sample of 321 teacher educators out of which 76 belongs to rural and 245 belongs to urban area, who working in Education College affiliated to Panjab University, Chandigarh. Standardized tools in terms of reliability and validity were used for data collection. Test of significance of mean difference and coefficient of correlation were used for analysis. The result showed that coefficient of correlation for score of professional commitment and job satisfaction positively significant at .01 level and professional commitment teacher educators belonging to rural and urban area do not differ.

KEYWORDS: *Professional Commitment, Job Satisfaction, Rural and Urban Area.*

INTRODUCTION

Mehrotra (2003) identified a committed teacher in the following 'words "A committed teacher is one who, when employed as a teacher, commits or binds himself to 'teaching', i.e. to the duties and to the role of a teacher and is bound to a certain behaviour but not as if in a prison, undertakes that he/she will definitely act or behave in a particular manner; will put in hard work and loyalty; will perform all the duties as previously arranged at a certain time, e.g. according to the timetable. The commitment will prevent him/her from doing anything else at that time and he/she will willingly work very hard to fulfill all responsibilities".

Luthans (2002) has defined job satisfaction as, "job satisfaction is a result of employees perception of how well their job provides those things that are viewed as important."

As notion that teachers are most satisfied by matters intrinsic to the role of teaching, students achievement, helping students, Positive relationship with the students and others,

self-growth and so on (Dinham and Scott, 2004; Vanderberg, 2002). In general, though it is argued that context seems to be the most powerful predictor of overall satisfaction. Cherniss (1995) points out " people can make their lives better or worse but what they think, how they feel and what they do are strongly shaped by the social contexts in which they live."

Galambas (2006) attempted to find whether a correlation exists between a teacher's personal satisfaction characteristics and teacher commitment and the likelihood that a teacher will remain in the profession by using a survey questionnaire sent to 333 independent school teachers having less than 5 years' experience, selected from random sample of 75 schools which were co-educational, pre-school and kindergarten to 12th grade schools in Columbia. It was found that the degree of satisfaction with independent school teaching among these teachers significantly impact their level of commitment and intent to stay in independent school teaching. Also, it was found that as satisfaction increases, so does commitment and intent to stay. The results also indicated that adjustment to work environment plays a significant role in determining commitment and intent to stay or leave among relatively new teachers.

Howell and Hoyt (2007) undertook the review of literature related to the job satisfaction of part time faculty in higher education. They noted that surprisingly enough there were few studies on job satisfaction of part-time faculty. Nevertheless their review could identify the following predictors of job satisfaction of part-time faculty: autonomy, teaching schedule, job security, pay, work preference, faculty support recognition and status.

Malik (2010) Studied 331 teachers working in two public sector universities of Pakistan and found that the teachers in public sector have high degree of job satisfaction with different job dimensions such as work – itself, supervision, pay, co-workers and promotion opportunities and also higher degree of organizational commitment.

Kanan and Pillai (2008) in their study revealed that better job security and job satisfaction are positively correlated with professional commitment of staff working in self-financing engineering colleges.

Shukla (2009) examined the relationship between teacher competency, professional commitment and job satisfaction. Result showed very high positive correlation between commitment to profession and job satisfaction level of primary school teacher.

Bogler and Nir (2010) study aimed to explore the antecedents of teacher's organizational and professional commitment. Data was collected from 841 teachers employed in 118 Israeli schools. Job related attributes such as autonomy at work, intrinsic job satisfaction, job stress, role conflict and work load predicted the level of professional commitment.

Malik, (2010), investigated the relationship between job satisfaction and commitment of teacher working in two public sector universities of Pakistan. The finding of the study indicated that the satisfaction with work itself, quality of supervision and pay satisfaction has significant positive influence on commitment of faculty members.

Shamina 2014 found that professional commitment and job satisfaction are widely studied factors in management literature which are precursor's employee's performance. The finding shows that 250 teachers of self -financing college teachers have high degree of job

satisfaction towards the dimensions of job satisfaction. They have a high degree of job satisfaction and professional commitment.

OBJECTIVES

1. To study the relationship between professional commitment of teacher educators and their job satisfaction.
2. To find the difference in the professional commitment of teachers with respect to rural and urban area

HYPOTHESIS

1. There will be no significant relationship between professional commitment and job satisfaction of teacher educators.
2. There will be no significant difference in the professional commitment of the teacher educators due to rural and urban area.

SIGNIFICANCE OF THE PROBLEM

The proposed study is expected to contribute various things. It would fill up some gap which exist in educational research in India as regards the area professional commitment and job satisfaction and their relationship. It is expected to add our knowledge of professional development and job satisfaction of teachers. It may help in clarifying the concept of professional commitment in relation to teachers' job satisfaction and difference in professional commitment belonging to rural and urban area. The proposed study may reflect ways and means for improving teacher's commitment and creating productive peaceful and satisfying environment in the campuses.

METHODOLOGY

SAMPLE

The present study was conducted on a stratified random sample of 321 teacher educators teaching in the colleges of education affiliated to the Panjab University Chandigarh of whom 76 belonging to rural area and 245 belonging to urban area.

TOOLS

1. Scale of Professional Commitment of Teachers (Maheshwari, 2002).

There were in all 25 items in the scale. Each item in this scale was provided with five alternatives. The minimum-maximum score range was 25 to 125. The scale consisted 20 positive items reflecting higher degree of professional commitment and five negative items reflected the lower degree of professional commitment. In order to obtain reliable and valid data, a slightly modified version of Amrita Maheshwari's (2002) Scale of Professional Commitment of Teachers. The test was administered twice on a group of 100 teachers at an interval of one month. Correlation between the scores obtained on two occasions were fairly good, that is 0.82. Hence, the test was found to be fairly 'stable' over time. In order to find full test reliability, the half test reliability so obtained was subjected to Spearman-Brown Prophecy Formula. Split-half reliability of Scale of Professional Commitment was found to be 0.67. The obtained t-value 4.5 was found to be significant at 0.01 levels suggesting high criterion validity of the scale. Face validity and content validity were

judged by fair agreement in three expert ratter's ratings.

2. Job Satisfaction Scale (Bishy, 1996).

There were in all 25 items in the scale. Each item in this scale was provided with five alternatives. Strongly agree, agree, undecided, disagree and strongly disagree. The minimum-maximum score range was 25 to 125. The scale consisted 12 positive items reflecting higher degree of job satisfaction. The 13 negative items werereflected the lower degree of job satisfaction hence the order of weightage to the alternative response was reverse in ascending order. The split-half reliability of the scale, applying the Spearman – Brown prophecy formula was found to be .67 (N = 100) with an “index of reliability of .82. The test-retest reliability of the scale was also calculated. It was .75 (N = 60), with an index of reliability of .86. The face validity of the measures was fairly high. The content validity was ensured as the items of the scale has been 100% agreement amongst judges regarding their relevance to teacher's job satisfaction. It was found to be 0.77.

STATISTICAL TECHNIQUES USED

1. Coefficient of correlation
2. t-ratio techniques

OPERATIONAL DEFINITION OF KEY TERMS

1. PROFESSIONAL COMMITMENT

Professional commitment may be defined as the extent of commitment of the college teachers i.e. dedicated efforts on the part of a teacher to fulfill his primary obligations towards learners and knowledge, cordial relations and positive attitude towards students. It is infecting a congruency between one's real and ideal jobs, and identification with one's chosen occupation and reluctance to seek alternative employment (Maheshwari, 2002).

2. JOB SATISFACTION

Teachers' job satisfaction is the measure of some statement related to attitude of teachers towards their job in the context of job satisfaction, interest in teaching, relations with seniors and principal, participation in seminar and decision making and satisfaction with the present salary (Bishy, 1996).

RESULT AND DISCUSSION

TABLE 1 COEFFICIENT OF CORRELATION IN PROFESSIONAL COMMITMENT AND JOB SATISFACTION

Dependent Variable	Independent Variable	Correlation	Significant Level
Professional commitment	Job Satisfaction	0.268	0.01

The correlation of professional commitment with job satisfaction was obtained to be .268. This correlation was found to be significant at .01 level. This implies that professional commitment was positively related with job satisfaction. In other words increase or decrease in professional commitment was followed by the increase or decrease in job satisfaction or vice-versa.

Above results of close and positive link between professional commitment and job satisfaction of teachers infer that professional commitment and job satisfaction of the teachers go together. Put it in other way high job satisfaction leads to high professional commitment and vice-versa.

Reasons for the above mentioned results may be that teachers who are satisfied with the job, utilize their knowledge, skills for their own benefit and for the benefit of other faculty members and the learners, create good and healthy working conditions and stimulating type of work culture, believe in recognition and responsibilities, connect himself/herself whole heartedly to the institution, work for the promotion of values and dignity and prestige of the institution. Moreover higher pay and promotional avenues and specific rewarding task environment help the teacher to perform his duties in a more promising and obligatory way. Naturally in such a situation teacher loves the institution, its rules and shows his loyalty to the students and institution. All the above factors are sufficient for any individual to become committed to his/her profession.

Therefore hypothesis 1 that there will be no significant relationship between professional commitment and job satisfaction of teacher educators was not accepted.

COMPARISON OF PROFESSIONAL COMMITMENT OF TEACHER EDUCATORS BELONGING TO URBAN AND RURAL AREA

For comparing the mean scores of professional commitment of teacher educators belonging to rural and urban area, t-test was performed. The obtained statistics have been summarized in table 2.

TABLE 2 SUMMARY OF T-STATISTICS IN RESPECT OF PROFESSIONAL COMMITMENT OF TEACHER EDUCATORS BELONGING TO URBAN AND RURAL AREAS

Vr. No.	Variable	Group	N	Mean	SD	df	t-ratio
4.	Rural-Urban Differences	Rural	76	100.31	9.14	319	0.185
		Urban	245	100.10	8.09		

Table 2 shows that t-value ($t = 0.185$) turned out to be insignificant at 0.05 level. From their mean scores, it was also found that there was not much difference in the mean scores of teacher educators belonging to rural and urban areas. Therefore it may be inferred that factor of locality had no significant effect on professional commitment of teacher educators.

The insignificant difference in professional commitment of teacher educators belonging to urban and rural area may be explained due to the pressure of economic equability, universalization of education, concern for equity of opportunity, increasing job security, free urban-rural interaction during the course of pre-service and in-service teacher education programme, development of infrastructure specially library facilities at both the areas, easy access to education, knowledge and mobility and developing life style of rural areas people like urban areas and spirit of competition to excel in every sphere of life specially in one's profession, professional satisfaction, recognition from the community. All these above factors help in the identification with one's chosen occupation and reluctance to seek alternative job

irrespective of belonging to the urban or rural areas. More over in this age of globalization, people are gradually becoming world citizens without losing their roots. People have lot of information due to increasing communication and network of information. The changing scene of education world wide has made it imperative on the part of teachers also to have on attitudinal change and world view which ultimately leads to love for the learners and knowledge and hence professional commitment.

Therefore hypothesis 2 that there will be no significant difference in the professional commitment of teacher educators belonging to rural and urban areas was accepted.

FINDINGS AND CONCLUSION

1. A positive significant correlation is found between the Job satisfaction and professional commitment.

Therefore hypothesis 2 that there will be no significant relationship between professional commitment and job satisfaction of teacher educators is not retained.

2. Teacher educators belonging to rural and urban area do not differ significantly at .05 level in their professional commitment.

Therefore hypothesis 2 that there will be no significant difference in the professional commitment of teacher educators due to rural and urban area is accepted here.

It may concluded from the above discussion that positive significant correlation between professional commitment and job satisfaction which means high job satisfaction leads to high professional commitment of teacher educators of Panjab University, Chandigarh and vice-versa and the teacher educators of Panjab University, Chandigarh belonging to rural and urban area had no effect on their professional commitment.

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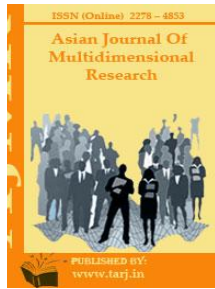
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CHANDIGARH SAMPARK CENTERS DELIVERING TIME BOUND E-SERVICES

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ABSTRACT

The traditional administration was work loaded and there were lack of much advance techniques for sufficient and fast deliverance of services to the citizens. The horizontal portal is eventually put on the global World Wide Web and thus allows vertical integration with the expanding frontiers of the universal knowledge bank. Chandigarh administration signed in the year 2000, a MOU with IBM to set up an IBM e-governance solution centre' that would help Chandigarh administration in making deliverance of government services online. Earlier delivery of various services from independent departments at various locations which time after time resulted in duplication of work, were now being delivered at a single location of e-Sampark. The services depend on the requirement of the citizens of the city generated by the feedback received and citizens satisfaction over the services online or e-services provided. There are availing charges to transact through net banking, debit cards, credit cards plus service tax.

KEYWORDS: *corruption, consequently, established, eradicating, e-governance*

INTRODUCTION

The introduction of IT constitutes a landmark in the governance history of India. It has brought about change in the delivery of public services to the citizens and consequently has direct impact on the perception of the citizens towards the governance system. Transparency, low level of corruption and equity are some of the other by products of introduction of electronic services delivery into governance system. Chandigarh administration signed in the year 2000, a MOU with IBM to set up an IBM e-governance solution centre' that would help Chandigarh administration in making deliverance of government services online. Electronic service centers known as Sampark Centre's in Chandigarh has been established at different location of the city in order to deliver electronic services to its citizens in a convenient manner under one roof, helping in reducing costs and saving time¹.

Sampark project, funded by the Chandigarh Administration, is being implemented under the aegis of the Department of Information Technology (DIT). Project e-Sampark launched in 2004

was initiated to bring together the services of all the departments under one single umbrella and give citizens of Chandigarh a “multi-service” - “single-window” experience apart from eradicating the undue harassment met by the citizens due to lack of transparency. These speedy hassle free services have gained huge popularity in the city.

The vision behind the project is to promote a knowledge-based society with constantly extensive use of IT assisting as a medium for effective interaction between the administration and the public which will exchange the information and access to government departments in a speedy and easy form leading towards a better quality of life. The objectives of this project are:

- Provide hassle-free one-stop solutions to citizens
- Minimise multiple interaction points for the citizen and hence reduce wastage of their valuable time
- Provide better turn-around-time in receipt, processing and issue of services
- Transparency in delivery of services

In order to bring more transparency and accountability in deliverance of Public Services to the citizens at their most convenience leading to utmost customer satisfaction, the primary purpose of the e-governance initiative of the Union Territory and the aim of NeGP is to deliver online services to the citizens of Chandigarh through e-sampark centres, gram Sampark and m-governance

COMPARISON OF TRADITIONAL ADMINISTRATION WITH E-GOVERNANCE

Before the introduction of this initiative, the common man had to pay multiple visits to various independent departments for a single transaction of work. Not only this long queues and waiting for few days to few weeks for the end result was a common factor to avail public services. At times, he also had to go through harassment due to lack of transparency in government departments. It focuses on replacing the previous desk office system with online transactions under one roof.

TABLE NO. 3.1 COMPARISON OF TRADITIONAL ADMINISTRATION WITH E-GOVERNANCE (FROM CITIZENS PERSPECTIVE)

S No	Traditional Administration	e-Governance
1	Visit to various Departments for availing the services	The services of all the departments available under ‘single window system’
2	Wait in long queues	Saves time
3	Multiple days taken for a single transaction	Fast and speedy transaction at the time of visit
4	Numerous days to avail services	Maximum 5 days to report the services
5	Role of touts	No touts
6	Lack of transparency	Has increasing transparency
7	Harassment	Hassle free
8	Corrupted	Reduces Corruption

Therefore, the traditional system (as shown in table 3.1) involved harassment, corruption, long waiting hours and queues, misguidance and much more visits to a department of a citizen to avail government services. Several days taken for the delivery of services resulted in delays. The citizens were left with harassment. The travelling of one department to other resulted in

numerous days. Whereas the launching of this initiative (e-governance) has made citizen not to visit various departments for their work as through e-Sampark the citizen is provided with the services under one roof. The role of touts is over. The single window provides hassle free, fast and speedy deliverance of services to the citizens.

TABLE NO. 3.2 COMPARISON OF TRADITIONAL ADMINISTRATION WITH E-GOVERNANCE (FROM ADMINISTRATION PERSPECTIVE)

S No	Traditional Administration	e-Governance
1	Staff over loaded with work	Reduced workload
2	Poor image of the Department	Improved the image of various Departments
3	Resulted in delays	On time services
4	Lack of control of MIS over data	Sufficient control of MIS over data
5	Paper work load	Reduced paper work
6	Less interactive	Online interactive
7	Lack of generating revenue	Generated revenue
8	Handwritten notes	Online transactions

The table 3.2 shares the administrative prospective over the replacement of old system with traditional administration to the new system of e-governance. The traditional administration was work loaded and there were lack of much advance techniques for sufficient and fast deliverance of services to the citizens. With the new administrative system the administration has resulted in transparency and the administration proved successful in providing a one-stop solution through the Sampark centres to the citizens. Earlier delivery of various services from independent departments at various locations which time after time resulted in duplication of work, were now being delivered at a single location of e-Sampark. The time of processing of these services has been minimized because the efficiency of the service delivery system which has assured by making it IT enabled, thereby eliminating the long queues and waiting hours for the public² in order to avail public services.

Project e-Sampark is a Department of IT (DIT) initiative for the development, integration and maintenance of a web portal for various departments of the administration for providing 'one-stop shop' for G2C and G2B services through 3 channels of delivery apart from increasing the number of centres from 3 (12 counters) to 12 (48 Counters)³. It is a major source of information which provides online transaction processing through its centres and a web-enabled portal. At present, Chandigarh Administration offers a total of 78 services; government to citizens G2C, Government to Business G2B, Business to Citizens B2C services through 40 Sampark Centres (16 e-Sampark centres, 11 e-Sampark Kiosks and 14 Gram Sampark) spread across the UT, Chandigarh, located in the refurbished existing bill collection centres of electricity office and Municipal Corporation⁴. It is established in the city by the name 'e-Sampark' at different locations. At present, Chandigarh has 16 Sampark centres and 11 Sampark kiosks⁵ spread across the city in order to serve the citizens under one umbrella concept.

Keeping in view the recommendation of the Administrator Advisory council, the Department of Information Technology, Chandigarh has requested all the departments to initiate e-governance in their respective departments and take full advantage service delivery system through the e-Sampark Centres which would result in transparency and bring benefits to the citizens under

single window system. Presently, there are 19 departments covering 50 services of various central, state and local government agencies to be provided to the citizens through Sampark centres⁶. These services are available at e-Sampark centres and Gram Sampark centres.

TABLE NO 3.3 LIST OF DEPARTMENTS AND SERVICES OFFERED AT CHANDIGARH SAMPARK CENTRES

S No	Departments	Services offered
1.	Excise & Taxation	<ul style="list-style-type: none"> • Payment of Taxes Deposit of VAT Challan {Cash Below 10,000/- or Cheque/ DD} • Deposit of Form II Challan {Cash Below 10,000/- or Cheque/ DD} • VAT/CST Collection • Deposit of Monthly VAT Returns VAT-16 • Deposit of Monthly CST Returns Form-1 M • Deposit of e-File VAT Receipt quarterly VAT-15 • Deposit of e-File CST Receipt quarterly Form-I • E-Filling of VAT/ CST Returns (Online) Filling/ Converting of VAT 15 quarterly and Transmitting the data electronically. Filling/ Converting of Form - I quarterly and transmitting the data electronically.
2.	Chandigarh Transport Undertaking	Issue of Bus Passes <ul style="list-style-type: none"> • Student Bus Pass Non AC { Quarterly And Half Yearly Basis} • Student Bus Pass AC {Monthly Basis} • General Bus Pass Non AC {Monthly, Quarterly, Half Yearly and Yearly Basis} General Bus Pass AC {Monthly, Quarterly, Half Yearly and Yearly Basis} • Govt Employee Bus Pass Non AC {Monthly, Quarterly, Half Yearly and Yearly Basis} • Government Employee Bus Pass AC {Monthly, Quarterly, Half Yearly and Yearly Basis} • Senior Citizen Bus Pass Non AC {Monthly, Quarterly, Half Yearly and Yearly Basis} Senior Citizen Bus Pass AC {Monthly, Quarterly, Half Yearly and Yearly Basis}
3.	Social Welfare Department	<ul style="list-style-type: none"> • Issuance of Senior Citizen Card • Issuance of Disability Identity Card • Disbursement of pension for old age persons, widows and disabled persons.
4.	Engineering Department	<ul style="list-style-type: none"> • Payment of Electricity Bills Deposit of Domestic Electricity Bill {Cash Below 20,000/- or Cheque/ DD upto 50,000/- And DD/Pay Order Above 50,000/-} • Deposit of Commercial Electricity Bill {Cash Below

		<p>20,000/- or Cheque/ DD upto 50,000/- And DD/Pay Order Above 50,000/-}</p> <ul style="list-style-type: none"> • Deposit of Small Power Electricity Bill {Cash Below 20,000/- or Cheque/ DD upto 50,000/- And DD/Pay Order Above 50,000/-} • Deposit of Large Power Electricity Bill {Cash Below 20,000/- or Cheque/ DD upto 50,000/- And DD/Pay Order Above 50,000/-} • Deposit of Street Light Electricity Bill {Cash Below 20,000/- or Cheque/ DD upto 50,000/- And DD/Pay Order Above 50,000/-} • In case of part payment the same must be approved by concern SDO of the Electricity Dept along with Photocopy of the modified Bill • In case cheque payment has been bounced then you have been barred to pay the same through Cheque. In such Cases Demand Draft will be accepted. • Booking of Tube well for Irrigation of Rural Area
5.	Births & Deaths Registration Department	<ul style="list-style-type: none"> • Issue of Birth Certificate • Issue of Death Certificate
6.	Municipal Corporation	<ul style="list-style-type: none"> • Payment of Water & Sewerage Bills • Payment of Water Bills Domestic/ Commercial • Payment of Lawn Water bills • Open Space Booking • Community Centre Hall Booking • Community Centre Room Booking
7.	Chandigarh Police	<ul style="list-style-type: none"> • Tenant Registration • Domestic Servants Registration • General, Sticker and Postal Challan
8.	Treasury	<ul style="list-style-type: none"> • Sale of Stamp Papers • Sale of Stamps and Special Adhesive Stamps
9.	Chandigarh Housing Board	<ul style="list-style-type: none"> • Chandigarh Housing Board - Sale & Receipt of Forms • All deposits for dwelling Units of CHB
10.	GOI Services	<ul style="list-style-type: none"> • Passport Application Submission
11.	Deputy Commissioner's Office	<ul style="list-style-type: none"> • Issuance of Caste Certificate • SC Bonafied Certificate • SC Migration Certificate • BC/OBC Bonafied Certificate • BC/OBC Migration Certificate • Issuance of Dependent Certificate • Issuance of Character Certificate

		<ul style="list-style-type: none"> • Issuance of Income Certificate (for Students) • Issuance of Residence Certificate • Countersigning of Documents (Certificate issued by Chandigarh Administration) • Countersigning of Documents (Certificate issued by other State) • Renewal of Arms Licence • Transfer of Arms Licence of Other State Firm/ Society Registration • Late Entry of Birth • Late Entry of Death
12.	Department of Higher Education	<ul style="list-style-type: none"> • Deposit of College Fee
13.	Election Department	<ul style="list-style-type: none"> • Forwarding of application for addition of name in Electoral Roll • Forwarding of application for Modification of particulars in Electoral Roll • Forwarding of application for issue of Duplicate Voter Card
14.	Health Services	<ul style="list-style-type: none"> • Doctor's Appointment for GMSH-16 & GMCH-32
15.	IRCTC	<ul style="list-style-type: none"> • Railway Ticket Booking and Cancellation (at selected centers only)
16.	All Departments	<ul style="list-style-type: none"> • Filing of RTI applications & Grievances
17.	UIDAI	<ul style="list-style-type: none"> • Aadhaar Enrolment
18.	Estate Office	<ul style="list-style-type: none"> • Property Rent of Colonies
19.	B2C Services	<ul style="list-style-type: none"> • Telephone Bill Payment - BSNL - WLL, Landline Airtel - Mobile Airtel - Landline Quadrant- WLL

Source: Department of Information Technology, Chandigarh

The services range from the Departments of Excise and Taxation, Chandigarh Transport Undertaking, Social Welfare Department, Engineering Department, Birth and Death certificates, municipal Corporation, Health, Chandigarh Police, Treasury, Chandigarh Housing Board, government of India services, Estate office UIDAI, Deputy Commissioner's office. From the issuance of various certificates, getting information about various services, to networking citizens with each other and allowing them the flexibility and convenience of mutually beneficial transactions are all dealt by Sampark centres. The horizontal portal is eventually put on the global World Wide Web and thus allows vertical integration with the expanding frontiers of the universal knowledge bank. The project allows access to hitherto marginalized communities and therefore helps bridge the existing information gaps as a digital unite.

Figure 3.3

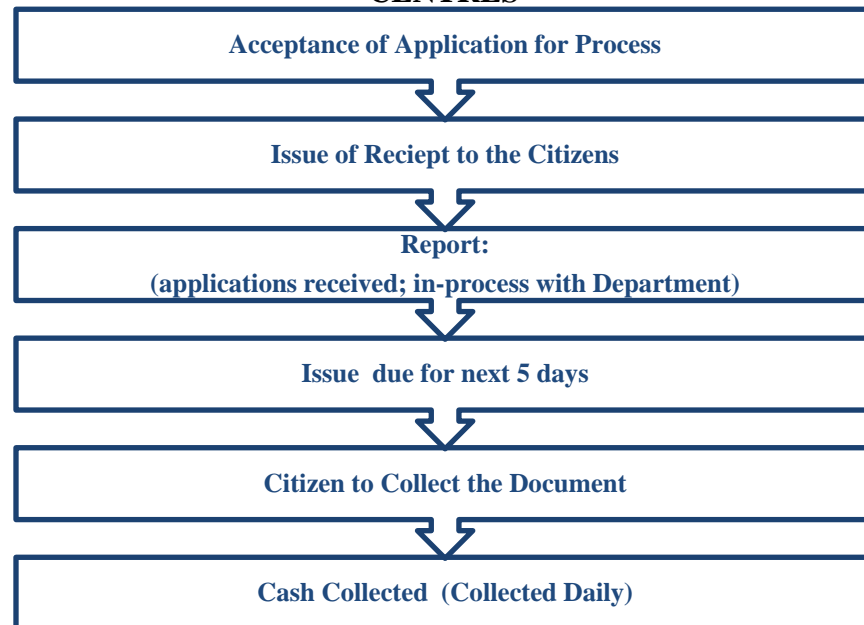
KEY SERVICES OFFERED AT CENTRES	
<ul style="list-style-type: none"> ■ Payment of taxes, Deposit of VAT, e-filing of VAT returns ■ Issue of bus passes, general bus passes, senior citizen card, disability identity card ■ Disbursement of pension ■ Online/offline payment of electricity, water and sewerage bills ■ Booking of tubewell for irrigation in rural area ■ Issue of birth and death certificates ■ Open space and 	<ul style="list-style-type: none"> community hall bookings ■ Tenant and domestic servant registration ■ General, sticker and postal challan ■ Issue of duplicate of voter card, tax clearance certificate ■ Sale and receipt of Chandigarh Housing Board forms, all deposits for dwelling units of CHB ■ Passport application submission ■ Doctor's appointment for patients of GMSH-16 and GMCH-32

Source: *Indianexpress.com*

All the services are although not available at all the Sampark centres but 16 key services as mentioned in Figure 3.3 of the office of sub divisional magistrate (SDM), deputy commissioner office, election department and municipal corporation are available at all the Sampark centres⁷. But the Sampark centres spread across the city are at a near location the citizens need not to travel much far to avail the services from another Sampark centre. Nearly about more than 50 services are available at the Sampark centres across the city. The project has been developed using local knowledge and local content by local professionals. e-Sampark Centres has more than 1.25 lac visitors per month⁸.

In order to expand and strengthen the existing public service delivery system of Chandigarh, the department of information technology has identified seven post offices in sectors 8, 9, 26, 29, 30, 31 and 44, where e-sampark services have started in order to provide the key services of Sampark centres⁹. In 2015 Chandigarh Administration launched the e-Stamping service at the e-Sampark centre of Sector 21. The facility will has been made available at 10 e-Sampark centres at sectors 21, 7, 10, 17, 18, 23, 40, 43 and 47, and e-kiosk, DC office, Sector 17. Later, it will be made available at all e-Sampark and Gram Sampark Centers¹⁰.

FIGURE 3.4 TIME BOUND OF THE KEY SERVICES PROVIDED AT THE SAMPARK CENTRES



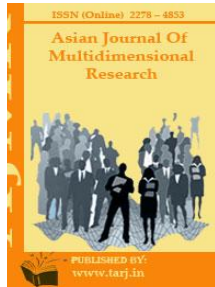
The service is primarily being used by citizens for the payment of utility bills including electricity bills and water and sewerage charges. The operator make sure about the principle of time bound service to the citizens. The citizens need not to wait in Sampark centres for much time to get their receipt from the operator. The system offers speed and transparent delivery of services to all the citizens of the city. The services depend on the requirement of the citizens of the city generated by the feedback received and citizens satisfaction over the services online or e-services provided. The respective departments have also been provided with the login facility to check the service deliverance data.

Recently, an e-payment portal www.samparkchd.in has been introduced by the Chandigarh administration with the help of SPIC¹¹. It is the easiest and most convenient way for the internet savvy citizens to pay their electricity and water bills online. It is 24x7 public service delivery gateway. There are availing charges to transact through net banking, debit cards, credit cards plus service tax. In order to avail the portal service the citizen needs to be an authorized user of the e-payment portal.

CONCLUSION

Chandigarh administration and Department of IT, Chandigarh have forward various recommendations of sub group of administrators, Advisory Council, e-governance and Good Governance for the necessary actions to re-engineer all their processes to make them more users friendly, simpler and transparent. The departments have been asked to make quick response mechanism to public grievances and public service delivery through single window systems. With wider possibilities, objectives of e-governance must go far beyond mere computerization of back office operations. E-governance has to fundamentally change the operations of government and implies a new set of responsibilities to citizens and the government. Sampark has been successful in revolutionising the Government – Citizen (G2C) interface. Based on a customer centric approach, they have greatly enhanced the value of services available to citizens. For the participating departments the service has translated into several benefits including increase in the

bill paying consumer base, increase in revenue collections, cost saving on operating department specific bill collection centres, and has also enabled utilities to allocate surplus bill collection staff to other work streams.



Published by: *TRANS* Asian Research Journals

AJMR:

**Asian Journal of
Multidimensional
Research**

(A Double Blind Refereed & Reviewed International Journal)



ROHINTON MISTRY: A STUDY OF HUMANISTIC PERSPECTIVES

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ABSTRACT

The novel is about these events in Gustad's life and the action takes place at the moment when the war breaks out between India and Pakistan. Humanism means the development of human virtue, in all its forms, to its fullest extent. The Independence of India was achieved unfortunately by the catastrophe of the partition leading to communal riots among the Hindus and the Muslims. He feels a 'vague pang of abandonment' before he rises to prepare for his evening walk against the wishes of his step-children. In his young age, Nariman challenged the traditions of his Parsi community by falling in love with a Christian girl, Lucy. There are some unforgettably decent characters like the beautiful Daisy, the violinist, who leaves her concert rehearsal and dressed in glittering black, rushes to play Schubert's 'serenade' for Nariman as he lies dying. Many humanists also stressed the need for a rounded development of man's diverse powers, physical and mental, artistic and moral, as opposed to merely technical or specialized training. Here Mistry seems to emphasize the fact that the poor can understand the feelings and problems of the poor irrespective of community differences. They help and cooperate whenever they are in problem.

KEYWORDS: *Unforgettably, 'Serenade', Specialized Training*

INTRODUCTION

Humanism is the attitude of mind which attaches primary importance to man and to his faculties, affairs, temporal aspirations and well being. Gradually, Renaissance humanism, which was compatible with the contemporary religious beliefs and practices, became very popular throughout Europe. Typically, Renaissance humanism assumed the dignity and central position of man in the universe; emphasized the study of classical imaginative and philosophical literature, as against natural science, but with emphasis on its moral and practical rather than purely aesthetic values. It insisted on the primacy of reason (considered the distinctively human

faculty), as opposed to the instinctual appetites and the “animal” passions, in ordering human life. Many humanists also stressed the need for a rounded development of man’s diverse powers, physical and mental, artistic and moral, as opposed to merely technical or specialized training.

In this way, the course of humanism displays conflicting and contradictory views, but all of them deal with the question of man in the universe. Humanism means the development of human virtue, in all its forms, to its fullest extent. The term thus implies not only such qualities as are associated with the modern word humanity – understanding, benevolence, compassion, mercy – but also such more aggressive characteristics as fortitude, judgment, prudence, eloquence and even love of honour.

This is what happens in Rohinton Mistry’s Such a Long Journey. We are made to ‘see’ and to ‘live’ the story of Gus tad Noble, a simple ordinary man, trying to cope with life and its difficulties. The novel is set in Bombay in 1971. Gus tad Noble lives in a typical building in Bombay called Khodadad Building. He is a family man, devout, hard-working with aspirations for his children, in particular, his elder son, Sohrab, who he hopes will join I.I.T. one day:

Sohrab will make a name for himself, you see if he does not Gustad had said with a father’s first pride. At last our sacrifices will prove worthwhile. (1)

But this is not to be as several things change in the life of Gus tad Noble – certain events take place in the building, in the office, in his home and in the country that leave an indelible impression upon him and finally turn the tide for him. The novel is about these events in Gus tad’s life and the action takes place at the moment when the war breaks out between India and Pakistan. So, it provides the novel a political background. Gus tad Noble’s family is a microcosm of a society that is fast changing. It is becoming corrupt and greedy and insensitive to the needs of the poor and the common man.

The setting of the novel being Bombay, the problems faced by the middle class and the lower middle class people of Bombay are highlighted. The novel starts with the water crisis. Dilnavaz had to get up early in the morning only in order to keep in store the necessary water for her family, for the entire day. The familiar hissing, spitting, blustering sound in the water pipe was like a summon. Details are given of Dilnavaz’s activity in the early morning:

She went to the bathroom and connected the transparent plastic hose to fill the water drums, even though today there was time enough to brush her teeth first, and make tea. It was only five o’clock – two whole hours before the taps went dry. She turned the brass handle, and the head of water surged through the hose. A long tail of air bubbles followed close behind. (SALJ: 3)

This shows the scarcity of water in Bombay and how the common man has to suffer because of these problems.

The simple faith of the common Indian people who were ready to do their best when their country was attacked by China is put side by side with the corrupt practice of stealing the things contributed by the common people.

The slant remark that there was competition among the persons who donated makes the picture more realistic:

And the people were moved to staunch the flow of yellow invaders. They threw blankets and sweaters and scarves out of their windows into the open lorries that passed below. In some wealthy localities, the collection drive turned into a competition, with neighbours trying to outdo

one another in their attempts to simultaneously seem rich, patriotic and compassionate. Women removed gold bangles, earrings and fingerings and gave them away. Money-notes and loose change was wrapped in handkerchiefs and tossed into the fund-raisers' grateful hands. Men tore shirts and jackets off their backs, yanked shoes off their feet, belts off their waists and flung them into the lorries. What a time it was, it brought tears of pride and joy into the eyes of everyone to see such solidarity, such generosity. Afterwards, it was said that some of the donated goods had turned up for sale in Chor Bazar, and in the stalls of roadside hawkers everywhere, though not much attention was paid to that nasty allegation; the glow of national unity was still warm and comforting. (SALJ: 10)

This quotation does reveal Rohinton Mistry's keen observation of the surroundings and of the attitudes of the people. Corruption has become an integral part of Indian life.

Rohinton Mistry gives a very realistic description of how the poor people suffered financially at the time of the war. The Refugee Relief Tax is referred to again and again as a burden on the people who had to try hard for making the two ends meet:

"The Refugee Relief Tax is terrible," said Gustad. "It's killing the middle class." He described how, working at the bank, he could see the trend: more and more people had to draw on their savings. (SALJ: 230)

Through the accusations of Cavasji, an old resident of Khodadad Building, the wretched condition of the poor and the marginalized is hinted at the appeals to God:

Monsoon is coming, so you be careful! Year after year, your floods are washing away poor people's huts! Enough now! Where is your fairness? Have you got any brain or not? Flood the Tatas this year! Flood the Birlas, flood the Mafatlals! (SALJ: 127)

The wretched condition of the whorehouse where Gustad went in search of Ghulam is revealed through Rohinton Mistry's description of the House of cages:

The rooms he could peep into were sordid. Bed, thin lumpy mattress, no sheet, ceiling fan, chair, table. In one corner, a basin and small mirror. Where were the scented silk sheets, the air-conditioned rooms, drinks, refreshments? The luxuries that they talked of in their stories of this place? Where were the skilled practitioners of the art said to possess secrets that could drive a man insane with pleasure. (SALJ 201)

Mistry, however, is not sentimental about the poor and the marginalized. His attention is also drawn towards the heartless attitude of the common man. When Gus tad was seriously injured at the accident and a water seller was asked to give a glass of water, the man demanded the price. When the taxi driver told him, "You have no shame? You cannot see the man has had a serious accident, he is in pain, fainting?" The water seller stuck to his point that he should get the price. The crowd that assembled began to argue on the topic. The water-seller said that he was a poor man and had children to feed. He had a large purple mark on one side of his face, and a high pitched voice with an irritating whine.

Rohinton Mistry also describes the life of the people of the upper class and the politicians in a very impressive way. For instance, the main event of fraud and corruption in which politicians at the national level are involved does reveal the hypocrisy and hollowness of the people sitting at high places. Gustad Noble, the main protagonist of the novel, sees a newspaper report regarding the arrest of Major Bilimoria on charges of corruption and fraud. Gustad's trust in his close

friend Bilimoria is sorely tested because he does not know what to believe. He visits Delhi to meet his friend Bilimoria who tells him everything about his plight. He tells Gustad that the Prime Minister's office is involved in that money scandal. Major Bilimoria is arrested and tortured beyond limit. When Gustad sees him bed-ridden, his pitiable condition makes him weep.

Rohinton Mistry's A Fine Balance is a study of human relationships in a world permeated by and predicated upon cruelty and abused power. The novel explores the divisions of the Indian society in its cross-section exhibiting divisions based on caste, class and gender. It also shows how in order to survive in a society full of many crisis, these divisions are surmounted by the poor and the oppressed. To flee the caste politics of rural India, Ishvar and Omprakash Darji, who are Chamars, come to Bombay. Even after years, Gandhiji's dream about 'harijans' remains a dream. As one of the villagers puts it:

Government passes new laws, says no more untouchability, yet every thing is the same. The upper caste bastards still treat us worse than animals. (2)

The crimes perpetrated on them are vividly presented. They are outcastes and if they did anything that was prohibited, the men were flogged and the women raped.

Dukhi Mochi (the name is symbolic and relevant) who lives in a small village, has two sons Narayan and Ishvar. He sends them to Bombay to apprentice as tailors which high caste people of the village do not like at all. They are of the view that Dukhi mochi has no right to break the timeless chain of caste, he cannot change the profession. Both Dukhi and his wife Rupa do not want that their sons should follow the caste based occupation. A Muslim tailor named Ashraf who is Dukhi's friend, agrees to teach tailoring to Ishvar and Narayan. Both Ashraf and his wife Mumtaz welcome these boys and they start learning tailoring. Here Mistry seems to emphasize the fact that the poor can understand the feelings and problems of the poor irrespective of community differences. They help and co-operate whenever they are in problem.

The Independence of India was achieved unfortunately by the catastrophe of the partition leading to communal riots among the Hindus and the Muslims. People develop their own strategies to ward these riots off. For example, the sign board of Ashraf's shop – Mazaffar Tailoring Company is replaced by another sign board – Krishna Tailors to avoid the probable attack by the Hindus on Ashraf and his family. One day a group of twenty or thirty men rushes to Ashraf's shop because they have information that it is a Muslim shop. At this stage Narayan and Ishvar confront them. They leave the shop after confirming their religious identity that foreskins are intact. Thus, Ishvar and Narayan save the family of Ashraf. Mumtaz touches their feet saying that she will remain grateful to them for ever. On the other hand, Dukhi also appreciates the way Ashraf treats them irrespective of the community differences. Here, it is pertinent to point out that Dukhi being a Hindu is not treated well by other Hindus like Thakur Dharamsi and the school master. Though Dukhi Mochi and Ashraf belong to different religions, represent different communities, yet the common element of humanity creates a sort of never failing emotional tie between them.

The lives of the four major characters and many others are completely ruined. Dina who tried to preserve her tailoring business with the help of Omprakash and Ishvar is devastated. A widow with a brother who never cared for her, but only bullied and used her, Dina holds on for long to her fragile independence. At the end, she has no choice but to move in with her brother and his family, to work as an unpaid housekeeper. Omprakash is castrated a victim of sterilization

targets and Ishvar is crippled for life – both jobless and reduced to penury. Depressed by the way their connected lives are scarred, Maneck commits suicide.

Different communities – Hindu, Muslim, Parsi, Upper caste Chitpavan Brahmins, Dalits, beggars and pavement dwellers – come together in their struggle for survival. All barriers break in the face of crisis. Their lives are tossed in the vortex of events they are subdued and yet emerge heroic in their struggle and perseverance.

The novel opens with a train journey and concludes with ‘Epilogue: 1984’ with Dina Dalal closing doors after completing her journey of woman of emancipation and self-realization. Ishvar and Omprakash, now beggars in a way, sacrificed at the altar of their dreams, are still in a journey. A Fine Balance exposes suppressed womanhood of Dina Dalal. It also reveals the lost opportunities of the oppressed like Ishvar, Om, the Monkeyman, the Beggar master, Raja Ram and many others. It is a post modern text, for it has flair of the cross fertilization of cultures. It is a text in which human feelings and emotions are aroused, humanity is underlined.

Family Matters is an impressive investigation into the human psyche through familial interactions of a Parsi family cobwebbed in existential enigma due to an uncertain economic state in the transitional Bombay society. Rohinton Mistry, like his earlier two novels, reveals his sturdy sagacity of social commitment, humanitarian concern and a justifiable anxiety for not only growing anomie and rising identity crisis in the coetaneous Parsi society but also in the entire Indian set up. The microscopic Parsi community in Family Matters is miniature of India and macro humanity rendered artistically into a finely woven tale of universal import by the author. Though there is much sadness and conflict in the novel, its grace and the humanity of the story and its telling is as heady as incense. The story of the novel takes a slow pace, looking at the troubled family first from one view point, then another, and it comes to seem that the whole India can be seen in this one small apartment and that truth itself is located not in the beautiful temples where people generally seek it, but in the lives of ordinary people. Rohinton Mistry has given us something absolutely, painfully pleasurable: a bitter sweet, rendition of life in its most ordinary, intimate setting.

The story of the novel centres round a 79 year old Parsi widower, Nariman Vakeel. A former professor of English, Nariman suffers from Parkinson’s and a number of other debilitating diseases of age. He lives in a 7-room apartment in the complex called Chateau Felicity with his two grown up step children: Coomy, a bitter woman who seems intent on plaguing Nariman who rules ‘to govern every aspect of his shrunken life’ (3) and her brother Jal, a mild mannered good-for nothing fellow.

At the very outset of the novel, we find Nariman Vakeel uncomfortable, physically and mentally. He feels a ‘vague pang of abandonment’ before he rises to prepare for his evening walk against the wishes of his step-children. He goes out and returns home with ‘abrasions on his elbow and fore arm, and a limp’ (FM: 6) as he falls while crossing the lane. When Coomy reprimands him for not acting responsibly, he immediately snubs her: ‘In my youth, my parents controlled me, and destroyed those years, thanks to them I married your mother and wrecked my middle years. Now you want to torment my old age. I won’t allow it’ (FM: 7). Coomy does not want to listen and retorts ‘such lies! You ruined Mamma’s life and mine and Jal’s. I will not tolerate a word against her’ (FM: 7). This clearly shows the complex nature of their relationship, their love and hate bickerings, and bondings. On the wider level, it reflects and comments on the complication of human relationship.

Matters turn for the worse when Nariman has a serious fall breaking his ankle. After a brief stay at hospital, he comes home and is confined to bed. Looking after him becomes a big problem for his step children. The need for bed pans and the resultant stink greatly upsets Coomy and she breaks down weeping, saying it is too much for her. 'Looking after Pappa had been hard enough when he was not bed-ridden' (FM:74). Jal advises her to inform Roxana, their half-sister, but Coomy brushes the idea aside as she does not want a rush of the chenoy's here, spending evening after evening, telling her how to nurse Pappa. Besides, she has no energy to be their hostess, 'offering tea and cold drinks between bedpan and basin' (FM: 75). Coomy has many grievances against her step father – his treatment of her mother and his favouritism towards his own daughter Roxana. Ultimately, she decides to shift him to her half sister, Roxana. Jal tries to realize her of filial duties but she is not in a mood to listen anything:

I don't owe Papa anything. He did not change my diaper or wash my bum, and I don't have to clear his shit either. (FM: 82)

Both of them carry Nariman in an ambulance and leave him at the door of Roxana without any prior intimation. They are sure that his daughter will welcome her father in, despite the fact that her family of four lives in a small two-room apartment in the complex called Pleasant Villa which Nariman has bought for her as a marriage gift.

Nariman's arrival opens the door to family conflict, tension and disruption Yezad's job at a sports equipment store only pays enough to keep the family together and the addition of an elderly relative with attendant and medical bills increase the pressure. Besides, the scarcity of food and space, there are the realities of bodily decrepitude. Nariman tries not to be a burden to Roxana but he can not do anything. He mumbles in his dreams, night after night, which reveals the pain and secrets at the heart of the family. His dreams reveal his painful past. In his young age, Nariman challenged the traditions of his Parsi community by falling in love with a Christian girl, Lucy. Due to his own weak will and lack of courage, he had to submit before the marriage arrangers. Because of the pressure of his community, he had to marry Yasmin, a widowed Parsi woman, who had two children – Jal and Coomy. It was a marriage without love and joy except Roxana, the daughter they conceived together. On the other hand, Lucy never stopped loving Nariman and eventually she took up ayah's job at the house of Nariman's hostile neighbour. Nariman felt compelled to meet her. This upset Yasmin greatly and led to a quarrel between husband and wife and kids. The end of this relationship was very tragic – both Yasmin and Lucy fall from the terrace to death.

Family Matters with its deep rooted concern for humanity and optimistic approach for global welfare is certainly much more than a bunch of words; it is an appealing mirror of life. A displaced refugee from Pakistan in 1947, Vikram Kapur plays a very important role in unifying different communities into a single family of mankind. Once Kapur visits the railway platform with a view to observe life around at a time when a train just started moving with several passengers racing alongwith to catch it, all succeeding except one who raises his arms which are grabbed by travellers on board miraculously pulling him inside the compartment safely. After witnessing the same procedure repeatedly on other trains, Kapur observes:

Whose hands were they, and whose hands were they grasping? Hindu, Mulsim, Dalit, Parsi, Christian? No one knew and no one cared. Fellow passengers, that's all they were. (FM: 153)

Kapur's inference presents a blatant reminder that fine human values still exist, if one is not misguided by self centred politicians and hard-core religious fanatics.

CONCLUSION

Obviously, the novelist has globalized the theme wherever possible by painting a cosmic picture of humanity. A master of telling detail, Mistry has created a beautifully realized world with all too human characters. Hardly any character is uni-dimensional, except perhaps the very funny Villie Cardmaster, the Matka woman. There are some unforgettably decent characters like the beautiful Daisy, the violinist, who leaves her concert rehearsal and dressed in glittering black, rushes to play Schubert's 'serenade' for Nariman as he lies dying.

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