

AJMR

ISSN (Online) : 2278 - 4853

Asian Journal of Multidimensional Research



Published by :
www.tarj.in

Editor-in-Chief : Dr. Esha Jain

Impact Factor : SJIF 2018 = 6.053

Frequency : Monthly

Country : India

Language : English

Start Year : 2012

Published by : www.tarj.in

Indexed/ Listed at : Indian Citation Index (ICI)
Ulrich's Periodicals Directory,
ProQuest, U.S.A. Google Scholar,
CNKI Scholar, EBSCO Discovery,
Summon ProQuest

E-mail id: tarjjournals@gmail.com

VISION

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



SR. NO.	PARTICULAR	PAGE NO	DOI NUMBER
1.	AN OVERVIEW OF SOCIAL DEVELOPMENT IN TELANGANA STATE Dr T Siva Prathap, Dr Mohd Akhter Ali, Mr. M Kamraju	9-21	10.5958/2278-4853.2019.00130.7
2.	THE EXPLANATION OF SCIENTIFIC DEVELOPMENT IN THE TEMRID'S DYNASTY Mahmudov T	22-28	10.5958/2278-4853.2019.00131.9
3.	WOMEN EMPLOYEES SATISFACTION WITH HUMAN RESOURCE INITIATIVES: A STUDY IN STATE BANK OF INDIA Astha Raharia	29-35	10.5958/2278-4853.2019.00132.0
4.	PARENTS SATISFACTION FROM EDUCATION QUALITY IN PRIMARY AND SECONDARY SCHOOLS, KANDAHAR CITY Khadem Hussain Saeedi, Javed Sahibzada, Atiqullah Sahibzada, Dr. Zarghoon Tareen	36-50	10.5958/2278-4853.2019.00133.2
5.	PELLETISATION STUDIES OF MANGANESE ORE FINES FROM SANDUR SCHIST BELT, KARNATAKA Vinayak kumar R V, Patel M.R, Ravi B.P, Mr. Guruprasad Jagalur	51-56	10.5958/2278-4853.2019.00134.4
6.	DISPARITY IN LEG CIRCUMFERENCES AND ENERGY AND MACRONUTRIENTS INTAKE: COMPARITIVE STUDY BETWEEN AGANWADI AND KINDERGARTEN PRESCHOOL GIRLS Dr. Anubha Sahu, Dr. Prajakta Nande	57-67	10.5958/2278-4853.2019.00135.6

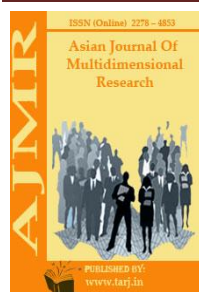
7.	A RISE OF COMMUNITY: GUJJARS AND MAHARAJA HARI SINGH Radhika Rasyal	68-73	10.5958/2278-4853.2019.00136.8
8.	SOCIOLINGUISTICS IN ENGLISH LANGUAGE EDUCATION Meyliyeva Gulnoza Minggirovna	74-77	10.5958/2278-4853.2019.00137.X
9.	GENDER DISPARITY IN LITERACY: A BLOCK WISE ANALYSIS IN KAIMUR DISTRICT, BIHAR Prof. Syed Naushad Ahmad, Enayat Bano	78-88	10.5958/2278-4853.2019.00138.1
10.	PERCEPTION TOWARDS MOTIVATION AMONG SCHOOL TEACHERS IN COIMBATORE DISTRICT Dr. A. Siva kumar	89-97	10.5958/2278-4853.2019.00139.3
11.	LITERATURE SURVEY ON THE RELATIONSHIP BETWEEN LEARNING STYLES AND ACADEMIC ACHIEVEMENT Dr.Md.Nijairul Islam	98-115	10.5958/2278-4853.2019.00140.X
12.	THE ROLE OF MUSEUMS IN SAVING THE NATIONAL IDENTITY OF KARAKAL PAKISTAN Nizami" KadirovaXalimaBuvabayevna	116-120	10.5958/2278-4853.2019.00141.1
13.	A REVIEW ON: EFFECTIVE MICRO-ORGANISMS AND IT APPLICATIONS Uma Maheswari N, Abirami R	121-129	10.5958/2278-4853.2019.00142.3
14.	ROLE OF INFRASTRUCTURE IN DIVERSIFYING CROPPING PATTERN: A CASE STUDY OF HATHRAS DISTRICT, UTTAR PRADESH Dr. Mumtaj Ahmad, Pasarul Islam	130-141	10.5958/2278-4853.2019.00143.5
15.	CAUSALITY BETWEEN PUBLIC DEBT, EXPORTS AND ECONOMIC GROWTH IN INDIA Kirandeep Kaur	142-155	10.5958/2278-4853.2019.00144.7

16.	MUDRA: AS A HELPING HAND FOR NEW ENTREPRENEURS Mr. Sonu, Mr. Mandeep Singh	156-161	10.5958/2278-4853.2019.00145.9
17.	THE IMPLEMENTATION OF COMMUNITY POLICING IN ADDIS ABABA CITY, ETHIOPIA Wondem Mekuriaw, Dr. Rajbans Singh Gill	162-168	10.5958/2278-4853.2019.00146.0
18.	WORK-LIFE BALANCES MODEL FOR WORKING WOMEN: TO DRAW ATTENTION OF THE SOCIETY AND HR PROFESSIONALS Dr. Deepa Katiyal	169-178	10.5958/2278-4853.2019.00147.2
19.	THE PHILOSOPHICAL AND AESTHETIC MEANING OF ABDULHAMID CHULPAN'S IDEA OF «IF LITERATURE IS ALIVE, SO NATION WILL LIVE O. J. Urakova	179-184	10.5958/2278-4853.2019.00148.4
20.	BUILDING DYNAMIC CAPABILITY WITH BUSINESS MODEL INNOVATION: A NEW IMPERATIVE FOR UAE MARKETS Dr.Babeet Gupta, Dr.Ruchi Agarwal	185-192	10.5958/2278-4853.2019.00149.6
21.	IMPACT OF GLOBALISATION ON ECONOMIC GROWTH AND EMPLOYMENT IN INDIA WITH SPECIAL REFERENCE TO KERALA Ruchi Bhalla	193-202	10.5958/2278-4853.2019.00150.2
22.	SUPPORT OF REFERENCE GROUPS IN PARENT'S CHOICE OF BABY FOOD: AN INDIAN PERSPECTIVE Ruchi Khandelwal, Dr. Mohammad Naved Khan, Dr. Mukesh Chaturvedi	203-213	10.5958/2278-4853.2019.00151.4
23.	BEST PRACTICES OF LOCAL GOVERNMENT IN INDIA Mohammed Ziaulhaq Lamea	214-227	10.5958/2278-4853.2019.00152.6

24.	THE ROLE OF NEW MEDIA IN POLITICAL CAMPAIGNS: A CASE STUDY OF SOCIAL MEDIA CAMPAIGNING FOR THE 2019 GENERAL ELECTIONS Naresh Rao H	228-240	10.5958/2278-4853.2019.00153.8
25.	HEALTH PROBLEMS OF WOMEN ARTISANS: A CASE STUDY OF SRINAGAR CITY Nadima Fayaz Prof., Dinesh Mandot, Mudasir Ahmad Bhat	241-248	10.5958/2278-4853.2019.00154.X
26.	DEEPENING OF PENSION REFORMS AND IMPROVEMENT OF INVESTMENT ACTIVITIES OF TRANSITION ECONOMIES Zakirkhodjaeva Sh.A	249-254	10.5958/2278-4853.2019.00155.1
27.	A STUDY ON THE ORIGIN, ADMINISTRATIVE SETUP AND MAIN ELEMENTS OF GURDWARAS Harpinder Kaur	255-260	10.5958/2278-4853.2019.00156.3
28.	DIVINE HUMANISM: THE MANIFESTO Sutputra Radheye	261-264	10.5958/2278-4853.2019.00157.5
29.	RELATIONSHIP BETWEEN PARENTING STYLES AND SELF - ESTEEM AMONG UNDER GRADUATE STUDENTS Rabia Aftab, Dr. S Reshma Jamal	265-270	10.5958/2278-4853.2019.00158.7
30.	UNNECESSARY IMAGE EXTRACTION FROM VIDEO SEQUENCES OF CC TV SURVEILLANCE IN THE SMART CITIES FOR TRAFFIC MONITORING Arindam Pal	271-279	10.5958/2278-4853.2019.00159.9
31.	REVIVING RURAL ECONOMY: A STUDY ON TELANGANA, INDIA Dr T. Siva Prathap, Dr Mohd Akhter Ali, M.Kamraju, P.Manisha	280-293	10.5958/2278-4853.2019.00160.5

32.	ACCESS TO MATERNAL HEALTH CARE SERVICES AND SOCIOECONOMIC DISPARITIES IN PRE AND POST NRHM PERIOD IN INDIA: EVIDENCE FROM NATIONAL SAMPLE SURVEY Sabitri Dutta	294-308	10.5958/2278-4853.2019.00161.7
33.	A STUDY ON ROLE CONFLICT IN HIGHER EDUCATION INSTITUTIONS Ms. Shruti Mishra, Dr. Amit Jain	309-321	10.5958/2278-4853.2019.00162.9
34.	“A THEORETICAL FRAMEWORK OF DRIVERS AND CONSEQUENCES OF EMPLOYEE ENGAGEMENT” Monica, J.K Gulati	322-333	10.5958/2278-4853.2019.00163.0
35.	MARKETABILITY AND CHALLENGES OF SMALL FARM HOLDERS OF RUBBER – A STUDY AT TRIPURA Dr. A. N. Vijaya kumar	334-346	10.5958/2278-4853.2019.00164.2
36.	CONSUMPTION PATTERN OF SNACKS AMONG URBAN SCHOOL GOING CHILDREN OF DISTRICT SRINAGAR (JAMMU AND KASHMIR) Nayera Masoodi, Naillah Irshad, Nusrath	347-362	10.5958/2278-4853.2019.00165.4
37.	CHILD WELFARE: A CONCEPT FROM UNKNOWN TO KNOWN Dr Sandeep Kaur	363-372	10.5958/2278-4853.2019.00166.6
38.	« MODERNIZATION SERVICE FACTORY AND IMPROVING THE SECTOR OF SERVICE» Kurbanova Rahima Jamshedovna	373-383	10.5958/2278-4853.2019.00167.8
39.	WORLD EXPERIENCE OF FORMATION NATIONAL INNOVATION SYSTEM Rahmanbaeva R.A.	384-387	10.5958/2278-4853.2019.00168.X

40.	INCREASING THE EFFICIENCY OF NON-DESTRUCTIVE METHODS OF THE DIAGNOSIS POWER CABLE LINES UP TO 35 kV Zubaydullaev Murod Botirovich, Raksitullaeva Dilfuza Ismoilovna, Atamukhamedova Rano Fozildjonovna	388-393	10.5958/2278-4853.2019.00169.1
41.	IMPROVEMENT OF HOUSEHOLD FOUNDATION MANAGEMENT IN CONCEPTUAL USAGE OF COST BENEFIT MANUFACTURING PERSPECTIVES R.I. Nurimbetov, O.Sh. Mamanazarov, S.N. Normuradov	394-402	10.5958/2278-4853.2019.00170.8
42.	DIVERSIFIED PORTFOLIO: EVIDENCE FROM LISTED SECURITIES OF BOMBAY STOCK EXCHANGE (BSE) IN INDIA Dr. Vivek Chawla, Dr. Meenakshi	403-412	10.5958/2278-4853.2019.00171.X
43.	ACTION STRATEGY: PRELIMINARY RESULTS OF THE ACTIVITIES OF JSC "UZBEKNEFTEGAZ" IN 2030 " Inoyatov Mirabbos Mirkomilovich	413-418	10.5958/2278-4853.2019.00172.1
44.	PROFITS OF HOUSEKEEPING AND ITS DEVELOPMENT Jurayev Elyorbek Sobirjon o'g'li, Xolmirzayev Ulug'bek Abdulazizovich	419-423	10.5958/2278-4853.2019.00173.3
45.	HISTORICAL EXCURSION OF INDIAN'S IN CANADA: A CRITICAL STUDY OF GLOBALIZING ERA Dr. Amrit Kaur Basra	424-428	10.5958/2278-4853.2019.00348.3



DOI NUMBER: 10.5958/2278-4853.2019.00130.7

AN OVERVIEW OF SOCIAL DEVELOPMENT IN TELANGANA STATE

Dr T Siva Prathap*; Dr Mohd Akhter Ali; Mr. M Kamraju*****

*Assistant Professor,
Department of Earth sciences,
Yogi Vemana University, Kadapa, INDIA
Email id: kamraju59@gmail.com

**Assistant Professor,
Department of Geography,
Osmania University, Hyderabad,
Telangana, INDIA
Email id: drmohdakhterali@gmail.com

***Research Scholar,
Department of Geography,
Center for economic and social studies,
Hyderabad, Telangana, INDIA
Email id: kamraju65@gmail.com

ABSTRACT

Social Development focuses on the need to “put people first” in development processes. Poverty is more than low income – it is also about vulnerability, exclusion, unaccountable institutions, powerlessness, and exposure to violence. Social Development promotes social inclusion of the poor and vulnerable by empowering people, building cohesive and resilient societies, and making institutions accessible and accountable to citizens. Working with governments, communities, civil society, the private sector, and the marginalized, including persons with disabilities and Indigenous Peoples, Social Development translates the complex relationship between societies and states into operations. Empirical evidence and operational experience show that Social Development promotes economic growth and leads to better interventions and a higher quality of life.

KEYWORDS: *Institutions, Exposure, Empowering, Disabilities, Indigenous*

INTRODUCTION

Social development is prioritizing human needs in the growth and progress of society. The focus is on improving the lives of the people, especially the poor, to make the society a better place for everyone. The Government of Telangana is striving to uplift the socially disadvantaged sections of the people in the state by launching several policy initiatives. Towards this end, the Council for Social Development (CSD) was assigned the task to prepare a report on Social Development in Telangana to evaluate, and make policy recommendations in the field of social development, which is relevant to the guiding principle of the Sustainable Development Goals (SDGs) i.e., 'leave no one behind'. The Telangana Social Development Report 2017 (TSDR) will present an analysis of the social sector in the State of Telangana. This report is the first of its kind for any state in India and is on the lines of India Social Development Report, published biennially by CSD. The synopsis of the study is presented here, as a curtain-raiser of this unique publication taken up in collaboration with the Planning Department of the state. The TSDR begins with a demographic profile of the state and discusses and maps the current status of development of Telangana through the following parameters: land and agriculture; credit; household amenities; public distribution system; education; employment/unemployment; and health. The data has been analyzed in the following grids wherever possible: social and religious groups, gender, and location. The main source of data used for the analysis in this chapter is the Census data for 2001 and 2011, supplemented with data from the Government of Telangana and other relevant official sources. Thus, the analysis has been carried out on a comparative basis between these two periods for the indicators mentioned above.

OBJECTIVE:

The main objective of this research paper is to study the Social development in the study area.

METHODOLOGY:

This study is completely based on secondary data collected from various publications and records of the Telangana and Erstwhile Andhra Pradesh, Statistical Abstracts, Crop report, Economic Review and Census Reports.

STUDY AREA

Telangana State is southern part region of India. It has an area of 114,840 sq.kms. It is located with a 17. 36 60 N, 78.47.60 E. The average rainfall in the state varies from 67.05 mm in Mahabubnagar to 114.47 mm in Karimnagar.(location map).



DEMOGRAPHY

The analysis of data reveals that the overall, population of the state during the last decade (2001–2011) grew at 13.58 per cent against the national growth of 17.69 per cent, indicating a faster decline in fertility in the state as compared to the all-India rate; the people of the state reside predominantly in rural areas (61 percent); the urban population in the state grew by 39 per cent during the decade as against a modest growth of 2 per cent in rural areas. Urban development in Telangana has led to the growth of towns within the state, which increased from 82 to 158, that is, almost by 93 per cent during the decade. As per the Government of Telangana (2016), around 30 per cent of the total urban population in the state resides in the capital city of Hyderabad alone; Hyderabad also figures among the top 10-million-plus cities in terms of highest number of slum households.

SOCIAL COMPOSITION OF POPULATION

The scheduled tribe (ST) population recorded an increase of 15.04 per cent and scheduled caste (SC) population, 11.61 per cent. The population of Muslims rose marginally from 12.4 per cent to 12.7 per cent during the decade and the proportion of Christian population during the same decade has risen from 1.2 per cent to 1.3 per cent and they are largely concentrated in two districts, namely Hyderabad and Rangareddy. The proportion of Hindus declined marginally from 85.9 per cent to 85.1 per cent.

Age Composition of Population and Sex Ratio

agar are the four districts at the bottom four positions in terms of child sex ratio. Further, while the child sex ratio among SCs is better than the *There has been a decline in the proportion of population in the age group of 0–4 and 5–9 across gender, location and social groups. The share of working-age population (15–59) increased during this decade across gender, location and*

social groups. The proportion of the elderly in total population (persons above 60 years) between the two time periods in India and Telangana shows an increase (7.4 per cent to 9.3 per cent); however, in 2011 the increase in Telangana was more than in India (in 2001 it was more or less the same as per Census). The proportion of elderly women was higher than men in both time periods. This increase in the elderly population has far-reaching implications for provision of a support system, not only in terms of health care but also in terms of social security measures. The sex ratio increased from 971 to 988 during the decade; the sex ratio is lowest in the districts of Rangareddy (961) and Hyderabad (954) – among the more urbanised districts of the state. The sex ratio of the SC population was significantly higher (1008) than the sex ratio of the state as a whole (988). While the sex ratio of the ST population (977) is less when compared with state average, it nevertheless depicts an impressive rise from the 2001 Census (962). Among the major religious communities, there is an impressive rise in the sex ratio from the 2001 Census to the 2011 Census (i.e., 974 to 990 for Hindus, 950 to 969 for Muslims and 1011 to 1033 for Christians). A favorable sex ratio notwithstanding, what is of concern is the decline in child sex ratio (0–6 years) from 957 to 932 during the decade and this is true in terms of location as well. Hyderabad, Nalgonda, Warangal and Mahabubnagar state average, the same is quite low for STs when compared with the state as well as with the SCs.

Marital Status

In the under-18 age group, the proportion of currently married persons at all-India level in 2011 was 3.7 per cent for women, whereas it was 2.6 per cent for Telangana women; thus the state average is lower than the national average. However, what DLHS-4 data also reveal is that, more than a quarter (28 per cent) of currently married women aged 20–24 were married before the legal age of 18 years with the districts of Mahabubnagar (35 per cent), Khammam (33 per cent) and Nalgonda showing higher percentages than the state average. Further, when the more urbanized districts of the state, such as Hyderabad and Rangareddy reveal higher than state average proportions of under-18 married women, there is a need to revisit our development theories of urbanization that are supposed to translate into increases in age at marriage with larger proportions of men and women pursuing education and employment. Data relating to the categories 'currently married' and 'widowed' are seen together, in the age-group 20–29, only 46 per cent of males are currently married against 79 per cent of females. In the category of widowed, only 11 per cent of 60+ men figure against 57 per cent women.

Households and Houselessness

The rate of growth in households has been 28 per cent in Telangana: 60 per cent in urban and 14 per cent in rural. In terms of the share of households with a size of three to four persons, it is found that the state average was more than the national average during the decade. The proportion of female-headed households increased both in rural and urban areas between the two time-periods. This proportion has seen a relative increase as age progresses and is indicative of the trend in marital status of households, where it is observed there is an increased number of widowed women as age increases. In terms of houseless population, one can discern that, in general, there was a decline between the two time periods. However, there has been an increase of 18 per cent in the houseless population in urban areas in Telangana.

Workers and Occupational Profile

Of the total population, the proportion of workers increased marginally during the decade. Among the total workers, though the proportion of agricultural sector shows a marginal decline, the proportion of cultivators registered a decline while that of agricultural laborers' increased

during the decade, indicating the need to explore this phenomenon, since agricultural laborers' generally constitute the most vulnerable of our working population.

Persons with Disability

As a proportion of total population in 2011, the disabled population accounted for 3 per cent in Telangana, which was more than the national average of 2.2 per cent. In terms of gender, too, the proportion of disabled population was higher among both men and women. Data also reveal that the larger proportion of the disabled population reside in rural areas.

LAND AND AGRICULTURE

Land and agriculture are critical for Telangana State as they are the major livelihood base for rural population who are predominantly marginalized social groups (STs, SCs and OBCs). Apart from the general picture in agriculture, the social group-wise understanding is important from the perspective of social justice.

Access to Land and Fragmentation of Operational Holdings

Compared to other social groups, the access to land among SCs is relatively low, both in terms of ownership and tenancy. SCs, who constitute 15.5 per cent of total population, operated only 9.6 per cent of the total operated land in the state. Their status is low in the districts of Khammam and Nalgonda. There has been increasing fragmentation of operational land holdings among all the social groups, particularly more among SCs as 75 per cent of operational holdings among them are marginal, i.e., below one hectare. The SCs are marginalized even in access to the tenancy market in the state. The gender differences are reported in landas female operational holding, constituting 21.46 per cent in total holdings, operate 19.54 per cent of total operated area and the average size of female holding is lower than that of male holdings in the state.



Cropping Intensity and Fallows

The low level of net sown area reported across all the social groups in the state is indicative of increase in fallow land among all. Cropping intensity is relatively low among SCs and STs and also in the districts of Adilabad, Mahabubnagar and Rangareddy. The shifting of cropping pattern towards non-food grain crops, mostly led by cotton, in the state is reported to be high among SCs and STs.

Access to Irrigation

The irrigation levels are relatively low among SCs (25.4 per cent) and STs (29.9 per cent) against the others (36.9 per cent). The increasing share of capital-intensive based ground water (dug well and tube well) irrigation (about 70 per cent) among all the social groups is the major concern in the state.

General observations

The livestock base is very low in the state across all the social groups. The access to institutional credit, in terms of household proportions and average amount per household, is reported very low among SCs and STs in Telangana leading to their higher dependency on moneylenders, who are exploitative with their exorbitant interest rates. The incidence of indebtedness is reported significantly high (about 90 per cent) among all the social groups in the state.

ACCESS TO CREDIT

Apart from issues of timely, adequate and hassle-free access to credit by households in general, the issue of distribution of credit among various sections of people is also essential from the perspective of inclusiveness and social justice, which are the foundational inspirations in the formation of Telangana State.

Credit facilitates for various Socio, Economic and Cultural needs of Households

Around one-fourth of Households (Hh) in Telangana do not have bank accounts and the ratios are relatively high among SCs and STs and in the districts of Mahabubnagar, Nizamabad, Karimnagar and Khammam. The socially marginal groups (ST, SC and OBC), especially SCs, hold assets (both land and other assets) the value of which is several-fold less per Hh than the socially privileged group (Others). There are huge rural–urban differences in average value of asset per Hh; an average rural Hh owns six times lower value of assets than an average urban household. In Telangana, around 30 per cent HHS are not accessing credit from any source and the access to institutional sources is limited to 45 per cent of Hhs. The credit outreach of institutional sources in the state is limited; commercial banks reach only 16 per cent of Hhs while cooperative societies reach 9.3 per cent of Hhs. Money lenders still play a dominant role in addressing the credit needs of 50.6 per cent Hhs in the state and 51 per cent of total credit amount. The average amount of borrowing per household accessing credit from all the sources in Telangana stands at Rs 5.98 lakh, with wide differences between rural (Rs 3.23 lakh) and urban (Rs 11.92 lakh) areas. The STs and SCs are lent a relatively very small amount, i.e., nine times less compared to Other social groups. Moneylenders also charge relatively higher annual interest rates (about 30 per cent) and they charge relatively more on loans given to STs in general and SCs in urban areas. Huge differences in purpose of loans are reported between rural and urban areas: farm production (32.1 percent) and household consumption expenditure (31.2 per cent) are major purposes in rural areas, but nonfarm production (39.6 per cent) and housing (38 per cent) are major purposes in urban areas. The socially marginal groups borrow largely for basic needs and for non-production purposes, such as household consumption expenditure, which include social and cultural reasons, etc., but not much for production purposes. Long-term loans are very low in rural areas (27 per cent) compared to urban areas (75 per cent) and are also very minimal among socially marginalized groups (SCs and STs in rural areas) compared to other groups. Personal security (44.4 per cent of loan amount) is the main security for obtaining loans, followed by mortgage of property (33.9 per cent). Personal security is relatively higher among socially marginalised groups than the other groups. The type of mortgage is mostly of conditional sale in urban areas and of simple mortgage in rural areas.

SOCIAL DIMENSION OF EMPLOYMENT AND UNEMPLOYMENT: SPECIAL FOCUS ON THE YOUTH AND THEIR SKILLS

The main objective addressed here is to have a situational analysis on employment and unemployment across different social, gender and regional groups of the state. Alongside, an analysis is also embarked to understand the existing skill gap and the potential for the state to take advantage of the demographic dividend.

Labour Force Participation Rate (LFPR)

The LFPR is seen to be higher in Telangana compared to the national average during the 2004-05, but declines and becomes lower during 2011-12. The subsidiary proportion of labour force is much lower in Telangana. The LFPR is the lowest in Hyderabad and highest in Karimnagar; three districts, namely, Adilabad, Nizamabad and Hyderabad, show increasing rates from 2004-05 to 2011-12. LFPR is higher in rural areas but declines over time and the rural urban gap is higher in Telangana compared to all India. There has been decline in LFPR for both males and females; the decline being sharper among the latter. The decline in LFPR may be mainly due to the withdrawal of females from the labour force.

Worker Population Ratio (WPR)

Telangana had the highest WPR in 2004-05 according to the principal status but declined over the time period and became the lowest in 2011-12. The employment in subsidiary activities is relatively lower in Telangana. The decline in WPR (across all the districts except Adilabad, Nizamabad and Hyderabad) may be a reason for the decline in LFPR, and, this in turn indicates relatively higher unemployment in the state. The WPR is lowest in Hyderabad and highest in Karimnagar during both periods. Even though the WPR is higher in rural areas, it declines sharply over the period. It may also be noted that the rural urban gap is higher in Telangana, but the gender gap is lower. Therefore, it may be argued that the major reason for the decline in WPR is the decline in female participation.

Type of Employment

The percentage of self-employed and unpaid family workers is increasing among rural females from 2004-05 to 2011-12; the proportion of regular/salaried is decreasing. In the case of urban females there is significant increase in regular types of employment and reduction in casual jobs. Casualization is observed among STs in Telangana. And more than half of the ST workers are in self-employed category. The SC category is mostly employed in casual type of employment compared to any other social group. But the advantage of attaining regular/salaried employment from 2004-05 to 2011-12 goes to the SC community even though others category is still leading in the regular type of employment.

Sectoral Dimensions of Employment

Rural farm activities have increased in Telangana but the proportion of urban non-farm activities is higher compared to all India. It essentially means that the entire rural Telangana is still farm based and the urban Telangana is more involved in non-farm activities. Employment in manufacture is stagnating and the employment generated is mainly in construction and services. Even though trade, hotels and restaurants, and public administration sub-divisions have a higher

share within the services sector, work is swiftly changing towards financial intermediaries, business and real estate activities from 2004-05 to 2011-12.

MGNREGA (MAHATMA GANDHI NATIONAL RURAL EMPLOYMENT GUARANTEE ACT)

The share of Telangana in terms of MGNREGA card holders is higher than the national average. Although males hold a higher number of cards, in terms of work, females' percentage is higher. Importantly, the share of beneficiaries among ST community is lower in Telangana when compared to other social groups.



Unemployment

Although the rate of unemployment is higher in urban areas, the increase is seen more in rural (mostly males) from 2004-05 to 2011-12. On the one hand, there is a reduction of females both in the labour force and in the work force, but on the other, the unemployment rate is lower compared to men.

The Youth and their Skills

The proportion of youth (15 to 29 years age group as per NYP, 2014) in Telangana is around 30 per cent, which is higher compared to the national average. The alarming situation is that about one-fifth of the youth in the state was neither in the labour force nor in educational institutions during 2011-12; the percentage was only 14.5 during 2004-05. It is unfortunate to note that as high as 96 per cent of the youth in Telangana do not have technical education at all. Of the total working youth, 44 per cent are in the agriculture sector. Other major employment providers to the youth are manufacturing (15 per cent) and trade, hotels and restaurants (11 per cent).

EDUCATION

Thirty-seven per cent of students in Telangana are in primary level, 20 per cent in middle level, 13 per cent at collegiate level, and 2 per cent each in PG level and diploma courses. The proportion of ST student's pursuing collegiate education is the lowest. The OBCs have the highest proportion of students in graduate and PG level. Among socio-religious groups, Hindus have the highest proportion of students in PG while Muslim students are highest in primary school (43.4 per cent), with attendance dropping sharply in higher secondary (7.6 per cent). 94

per cent of students are in the general stream whereas only 6 per cent are in the professional/technical stream.

Types of Institutions Attended

Proportion of students attending government institutions is the highest among ST students and it progressively declines as it moves up the social hierarchy. Forty per cent of students attend government institutions. Among rural students, 54 per cent attend government institutions whereas 44 per cent attend private unaided institutions. In contrast among urban students, nearly four-fifths attend private unaided institutions. Among social groups, more ST students attend government institutions (65 per cent) rather than private. Half of the SC students attend government institutions. In contrast “Other” students predominantly attend private unaided institutions (72.6 per cent). 41 per cent of ST students claimed better environment of learning in private schools and another 33 percent complained about poor quality of education in government institutions; 30 per cent of SC students who are in private stream are in it for the sake of English medium education and 10 per cent of them did not get admission in government institutions; poor quality of education in government schools is most important reason for the OBCs and others for choosing private institutions.

Free Education and other Support

Thirty-eight per cent of students in the state get free education. The proportion of students who get free education is the highest among STs and it declines with the higher social groups. One fifth of the students in the state get scholarships. The highest proportions of students who get scholarships are SC students and the next highest proportion of students who get scholarships are OBC students.

Rate of Completion

The completion rate in the state is 75 per cent. The SC students have the highest incompleteness rate followed by OBCs. Least incompleteness is reported among ST and ‘Other’ students. The detention rate in Telanganais 3.3 per cent. Completion of Class V, VII and VIII are the major drop-out points in the state. Engagement in economic activity is the major reason for dropping out among all the social groups. ‘Not interested in education’ is the second most important reason for dropping out. Financial constraint is an important reason for SC students to drop out.

PUBLIC DISTRIBUTION SYSTEM (PDS)

Data has been analysed using the economic grid of consumption expenditure groups along with the social grids to understand the inclusion and exclusion of the poor and the vulnerable within the public distribution system.

Access to Ration Cards

Nearly about four-fifths of the households in the state have access to the PDS; level of access is highest in Medak district at 94.5 per cent, lowest in Hyderabad with just about half of the households having ration cards. Nearly 92 per cent of the STs in the state have ration cards; among SC households about 80 per cent have ration cards.

Consumption of Rice from PDS and non-PDS Sources

The PDS met about one-fourth of the total quantum of rice consumed by the households in the state; the remaining three-fourths was sourced from other sources. Level of dependence on PDS for rice requirements was highest among the STs (32 per cent), 28 per cent among SCs, 26 per cent among OBCs and 19 per cent among 'Others'. Just about 1.5 per cent of all households depend exclusively on PDS for rice; two-thirds of the households in the state use both PDS and non-PDS sources to get rice. However, reliance on non-PDS sources varies enormously among social groups: among ST households, only 7 per cent depend exclusively on non-PDS sources. Among SC households, the dependence is 22.4 per cent; it is 31 per cent among OBCs and 54 per cent among 'Others'.

Pattern of Cereal Consumption in the State

Rice accounts for nearly 90 per cent of total cereal consumption in the state; about 7 per cent is accounted for by wheat and wheat products; millets account for 3 per cent of total cereal consumed in the state. Millets are consumed relatively more among rural households than the urban households. While rural households spend relatively more on rice and millets, urban households spend a little less on rice but almost double (of rural households) on wheat and wheat products. The ST households spend the least on rice and the highest on millets.

Access to PDS for various Expenditure Classes

Households in the bottom 30 per cent of MPCE with a maximum monthly per capita consumption expenditure of Rs 1332 account for 52 per cent among STs, 42 per cent among SCs, 30 per cent among OBCs and 14 per cent among 'Others'. Only 6.8 per cent of ST households and 18.5 per cent of SC households are in the top 30 per cent of MPCE and able to report a monthly per capita expenditure above Rs 2996. Analysis of data reveals that 8.9 per cent of households in the bottom three deciles do not have access to PDS. In other words, the ration cards meant for the poorest of the poor households are held by the 'richest' households; 36 per cent of ST households that report not having a ration card are in the bottom- decile group while the corresponding percentage for SCs is 14 per cent. The dependence on PDS for rice among the top most decile group is as high as 19.49 per cent while in urban Telangana it is negligible. That is, the infiltration of the better-off sections into the PDS are more of a problem in rural Telangana.

SOCIO-ECONOMIC DYNAMICS OF HEALTH STATUS IN TELANGANA

It is reported that Telangana has higher morbidity in rural areas (9.8 per cent), than the urban areas (9.5 percent) as against the national pattern of 8.9 per cent and 11.8 per cent for rural and urban areas respectively. Logistic regression analysis shows that among gender groups, females were more morbid and they were 17 per cent more likely to report morbidity than males. Age group analysis shows that the 'old' age group showed itself more likely to be morbid, followed by the age group '0-4'. It shows that the old age group, 60 and above, was 80 per cent more likely to have morbidity than the 0-4 age group, which is the next most probable morbid group. Household size analysis shows that small families with three or fewer members were 52 per cent more likely to have morbidity than the families with eight or more members. High-MPCE groups were 17 per cent less likely to be morbid than medium MPCE.

Pattern of Ailments:

Among morbid persons, the majority (56.3 per cent) was suffering from a chronic ailment. A clear patterns seen that the occurrence of chronic ailments is higher in advantaged groups like urban respondents (61.1per cent), forward castes (70.8 per cent), high MPCE group (68.4 per cent), male (60.9 per cent) and old age group (82.9 per cent) when compared to their counterparts. On the other hand, it is noticed that the chances of having acute ailments is higher in disadvantaged groups like rural, SC, low MPCE, and females.

Maternal and Child Health

In Telangana, the percentage of women married before the age of 18 years (who belonged to the age group of 20–24 during the time of survey) is much higher in rural areas (about 35 per cent). In urban areas, the corresponding percentage is 15.7. This indicates the prevalence of early marriage system in Telangana, especially in rural Telangana. The IMR is also not showing a good sign of health for society. Rural IMR is 35 and urban IMR is 20. The situation of under-five mortality rate is also a concern in Telangana with 38 in rural and 25 in urban (NFHS-4, 2015-16). The use of family planning methods is about 59 and 56 per cent in urban and rural areas respectively among the women of age group 15-49. The role of health workers in spreading this is also to be improved a lot. According to NFHS-4 (2015-16), even though the antenatal care is good among the women in terms of their first visit, it is only 47 and 37 per cent (respectively for urban and rural areas) who got full antenatal care. Also, only around half of the pregnant women had consumed iron folic acid for than 100 days. Although institutional births in Telangana are higher (96 per cent in urban and 87 per cent in rural), the institutional births in public facilities is too low at about only 27 and 34 per cent for urban and rural areas. According to the NSSO (2014) 71st Round survey, the percentage distribution of women (aged 15–49) who gave birth in private hospitals is higher in Telangana both in rural (59.3 per cent) and urban area (74.3 percent) when compared to all India (22.5 per cent and 45.8 per cent respectively). The rate of utilisation of public hospital for this purpose is very low in Telangana (29.4 per cent in rural and 22.5 per cent in urban) when compared to all India (41.4 per cent and 38.4 per cent respectively). It is to be noted that the rate of deliveries at home is very low in Telangana (2.2 per cent in rural and 1.6 per cent in urban) when compared to all India (19.9 per cent and 10.5 per cent respectively). This necessitates state policy orientation towards ensuring mother and child care through public institutions. At the same time, it has to be noted that about 96 per cent of the children aged 12 to 23 months in rural Telangana has received most of their immunisation from a public health facility. The rate is, however, only 72 in urban Telangana. An important positive factor is that the percentage of children who were given immediate medical attention during illness is higher both in rural and urban Telangana (NHFS-4, 2015-16). But about 33 per cent of the children under 5 years are underweight in rural Telangana; the percentage being lower in urban Telangana (22 per cent). Another alarming situation is that around 61 per cent of the children of the age 6 to 59 months in rural Telangana are anaemic. Also, 55 per cent of the pregnant women (15–49 age group) in rural areas are also anaemic.

HOUSING, WATER AND RELATED AMENITIES

Housing plays an important role in the welfare of a household. Apart from providing shelter against various physical threats, both man-made and natural, the availability of adequate housing facilities with proper supply of potable water, sufficient sanitation facilities and clean

surroundings is necessary to ensure decent public health. As assessment of types of housing structure in the state shows that Telangana as a state has fared better than India and is comparable to southern states. Still, in rural areas almost 21 per cent households are residing in semi-pucca houses. At 79.6 per cent, SCs households had the lowest level of pucca households. The data on presence of a bathroom in the household showed that in the state 28 per cent of the household lacked bathroom facilities in their house; the proportion was still lower in rural areas and among SC and STs, indicating that their houses are small and lack basic facilities. At district level, Karimnagar had the lowest proportion of houses with a bathroom inside the premises, followed by Mahabubnagar and Khammam. With respect to drainage, rural areas lag behind in access; district-wise, Mahabubnagar is especially poor with only 33 per cent households having drainage facilities. Mahabubnagar again stands apart with respect to facilities for garbage disposal – almost 83 per cent households here have no arrangement for garbage disposal. For the state, as a whole, for 29 per cent of households there is no arrangement for garbage disposal, while 37 per cent of households make their own arrangement for disposal.

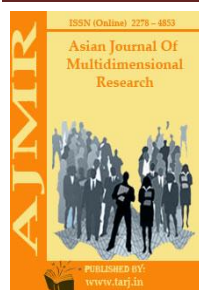


Model of 2BHK House

With respect to drinking water, while Telangana State appears to fare much better than most southern States, one striking feature that data reveal is that 18 per cent of households rely on bottled water for drinking, with rural households far exceeding averages for southern states and India. Further, sufficiency of water in many districts is very low. Over the period of Telangana's statehood; it has made significant improvement in these areas but still efforts have to be made to achieve universal coverage.

REFERENCES:

1. Albert, Katrice A., and Darrell Anthony Luzzo. "The role of perceived barriers in career development: A social cognitive perspective." *Journal of Counseling & Development* 77, no. 4 (1999): 431-436.
- Bandura, Albert. "Human agency in social cognitive theory." *American psychologist* 44, no. 9 (1989): 1175.
- Bussey, Kay, and Albert Bandura. "Social cognitive theory of gender development and differentiation." *Psychological review* 106, no. 4 (1999): 676.
2. Ferry, Tamara R., Nadya A. Fouad, and Philip L. Smith. "The role of family context in a social cognitive model for career-related choice behavior: A math and science perspective." *Journal of Vocational Behavior* 57, no. 3 (2000): 348-364.
3. Flores, Lisa Y., and Karen M. O'Brien. "The career development of Mexican American adolescent women: A test of social cognitive career theory." *Journal of Counseling Psychology* 49, no. 1 (2002): 14.
4. Lent, Robert W., Steven D. Brown, and Gail Hackett. "Toward a unifying social cognitive theory of career and academic interest, choice, and performance." *Journal of vocational behavior* 45, no. 1 (1994): 79-122.
5. Lent, Robert W. "A Social Cognitive View of Career Development and Counseling." (2005).
6. Rogers, Mary E., Peter A. Creed, and A. Ian Glendon. "The role of personality in adolescent career planning and exploration: A social cognitive perspective." *Journal of Vocational Behavior* 73, no. 1 (2008): 132-142.
7. Socio-Economic Outlook of Telangana 2017



DOI NUMBER: **10.5958/2278-4853.2019.00131.9**

THE EXPLANATION OF SCIENTIFIC DEVELOPMENT IN THE TEMRID'S DYNASTY

Mahmudov T*

* Independent Researcher at Samdu,
UZBEKISTAN

ABSTRACT

The article emphasizes that the development of science, education, culture, and art in the entire Muslim world during the Temurids' rule is closely interconnected with the name and function of Amir Temur, creating favorable conditions for scientific and literary activity in Central Asia, where many scientists live in peace, and the activities of such scientists as Ulugbek, Mirhond, Hondamir, Muhammad Haidar, Kazizoda. Shams 1393 y. In the summer, Baghdad joined the ranks of government officials. It was in 1402 written in detail the history of Amir Temur, 1404 y. He finished with the name "Zafarnoma". The building of the Ulughbek madrasah and the observatory had been built with direct participation of Kazizoda. Kozizoda Rumi also took part in the first stage of the work on the book "Zij". It was 1437 y. He died, and at that time, the work on Zij did not end. Ulughbek also mentioned Jamshid bin Mas'ud bin Mahmud Al-Kashi, another known scholar in his Zij. It is actually the Kashan city of Ajam, Iraq. He began to establish "Zij" in his homeland. However, he went to Samarkand, unable to find other researchers in Iraq and to hear the endless interest of UlughbekZij. The historian of the sixteenth century in Herat spoke about the works "Khulosat al-ahval" and "Makorimvl-ahloq". All of these are the works created at the spirit and level of the Renaissance of the 15th century.

KEYWORDS: *Amir Temur, Temurids' Culture, Art, Science, Ulughbek, "Ziji-Kuragani", "The history of four nations", Mirhond, "Ravzat as Safo", Sharafiddin Ali Yezdi, "Zafarnoma", "Habib as Siyar", Muhammad Haydar, "The history of Rashidiy".*

INTRODUCTION

Amir Temur created conditions for the revival of new ancient traditions in order to establish a great and powerful kingdom, to advance and prosper spiritual culture.

The evolution of science and culture throughout the Muslim world is inextricably linked with the name and function of Amir Temur. Amir Temur created favorable conditions for scientific and literary activity in Central Asia, where many scientists lived in peace and prosperity.

The growing interest in science in the time of Amir Temur and the Timurids contributed to the overall rise of spiritual culture, the growth of production and craftsmanship. At the same time, the development of irrigation, urban planning, and architecture had contributed to the rise of different directions in the field of science.

Amir Temur's history was much more popular than his lifetime. It is well known that the life and work of Amir Temur had been characterized by heroism. Amir Temur, his sons, grandchildren, military commanders and warriors were essentially brilliant, brave and epic heroes. These heroic attributes were preserved in historical sources.

During his lifetime, Amir Temur was constantly carrying "every day with a special note in the notebook." During the war and in quiet times, there were scribes who wrote and heard what was happening to the king, and later he reviewed their writings and repeatedly examined some of the evidence. It was precisely the fact that the event was called for by the participants.

The epic book by Amir Temur, the historian Heraclius Khavofi, is one of the most significant scientific papers ever to date. This book is written by King Jamoliddin Mahmud ZamiAjam, called "Mercenary". When the author went to the Georgian king (1403-1404) at that time to present his work, he died in the Kura. [1]

The second version written by the secretary of Amir Temur is called "Historical Renaissance".

Main part

Nasriddin Omar wrote some trips of Amir Temur, including his 1398-1399, to India. But in this play, the day-to-day counting of the events did not satisfy Amir Temur, and handed over to Giyosiddin Ali Yazdi in detail. However, Giyosiddin, who was busy with religious affairs, did not succeed in this task. That is why Amir Temur hadn't taken accept the book "Ruznomai Ghazvoti India" written in 1399. [2]

Amir Temur, who was dissatisfied with the work of these authors, entrusted writer Nizomiddin Shami to write down his detailed history.

Shams 1393 y. In the summer, Baghdad joined the ranks of government officials. It was in 1402 written in detail the history of Amir Temur, 1404 y. He finished with the name "Zafarnoma". The author presented his work to Sohbkiron while he was in Karabakh (Azerbaijan) when he was about to return to Samarkand after his seven-year tour (1399-1404).

Although the "Zafarnoma" is not completed yet, it was Amir Temur liked it. [3]

By the order of Shohruh, the events of the period between Amir Temur's death from March 1404 and the famous historian of the 15th century, Hofizi Abru wrote in his book Zayli Zafarnoma [4].

Rui Gonzalez de Clavikho's memoirs tell about the visit of the Spanish ambassador to Samarkand in 1403-1406, to the palace of Amir Temur. This work is of great interest as an important

document because the information about the beginning of the 15th century in the East is based on the language of the European people who witnessed their events. This work is a unique historical genius. [5]

MuyiniddinNatanziy, who served in the palace of the Persian ruler, wrote in 1413-1414 the historical work of Muntakhab at-tawarihiMo'niy, dedicated to Shohruh. From the beginning of the creation of the world to the end of the work, the events in the Muslim countries are described in terms of general history. [6]

Shohruh and his son reigning in Persia Ibrahim Sultan (1415-1435), Sharafiddin Ali Yazdi wrote his perfect work, Zafarnoma, in the Persian language. The author presented it to Shohruh in Herat in 1425.

Sharafiddin Ali Yazdiy, who used Shamiy's work, has done more on the description of historical events. The writer, who fully enjoyed the royal office of Ibrahim Sultan, wrote his book in the first two years after the death of Amir Temur. Sharafiddin Ali Yazdi is one of the most comprehensive and valuable historical documents on the life and activities of Amir Temur today. [7]

In 1423-1427 an unknown author of the "Moiz al-ansab", which is the tomb of Amir Temur.

Hafiz wrote two other major works by AbruShohruh. Historical and geographical part of the work was written in 1414-1420.

Hafizi wrote the third work - "Zubdat at-tavorikhBoysunquri" in 1423-1425 by the order of AbruBoysunqur. The last part of the work is especially important, in which the history of Amir Temur is quite detailed. [8]

At the same time, TadjiddinSalmani created his own work "Historiography". It depicts how Shohruh occupied Movarounnahr in 1409. [9]

IbnArabshakh, who lived with his father in 1401-1408, was close to the ruling circle and was a direct participant and witness to many events in the palace of Amir Temur. In 1437 returned to Damascus and wrote his work "Ajoyib al-maqdur fi navoib at Temur" (The history of Amir Temur's life and activity). However, some of the events were distorted because the work of IbnArabshakh was written with great enthusiasm. [10]

In the Timurids and Temurids periodic references are widely used in the history of the most important events of the period from the creation of the world to the traditions of that time.

RESEARCH DATABASE

The historian from HeratFasih Ahmad al-Khavafi (1375-1442) in the book "MujmakhiFasihi" is distinguished by its uniqueness in 1442. The last part of the work gives a brief overview of the most important historical events, prominent statesmen, prominent scholars, poets, major constructions, mosques and madrassas, rooms and palaces, gardens and caravanserais, baths. The information on the life, work, and genealogy of Temur and his descendants is also provided. [11]

AbdurazzakSamarkandiy annually recounts his work in the book "MatlaiSa'dayn and MajmaiBahrain", where he writes about his trip to India through Kermon, Khurmuz and Persia. The play covers the socio - political and cultural life of Iran and Central Asia in the XIV - XV centuries, as well as economic, political and cultural relations with India and China. [12]

Until recently, Ulugbek was known only as an astronomer and a mathematician, while medieval writers described him as classical Arab and Persian literature, music and history.

It is now well-established that Ulugbek wrote "Historical Arba nation" in the history of the Mongolian state. [13]

Rovzat as-safo fi sirot al-anbiyo and l-muluk and-l-halafo were written by famous historian Mirkhond (born in 1434). He spent most of his life in Herat. It was sponsored by AlisherNavoi. Written this piece by the poet's advice, his last part played a great role in studying the history of the second half of XV century. [14]

Mirmond's grandson Hondamir was born and raised in Herat. He served in the palace of Hussein Sayyad, Badiuzzuzaman and Khumayun. He came into history with his thirteen works, but only eight of them, including his famous "Khulasat al-akhbor", "Habib as-siyar" and "Khumayunnâma", remained up to our period. They provide great information about scholars, including historians and mathematicians, astronomers and physicians, law critics and religious figures, poets and writers, artists and calligraphers, artists, musicians, and musicians.

Hondamir in his works paid great attention to covering the construction and renovation works carried out in Temur and Timurids, Samarkand, Herat, Balh and other cities. [15]

Mirzo Muhammad Haidar (born in 1500 in Tashkent, died in Kashmir in 1551), Zahriddin Muhammad Babur's cousin, was a prominent statesman. In 1546 created a memorable "the History of Rashidiy" and dedicated it to AbdurashidkhonIbn Sultana SaidkhonIbnYunuskhon (1510-1559). The play is widely covered in the historical view of Central Asia, East Turkestan, Afghanistan, and North India. [16]

The great achievements in the field of astronomy and mathematics have greatly contributed to the Timurids' state, which is primarily associated with the name of Ulughbek.

Ulugbek's work on the creation of science in Movarounnahr attracted the attention of many scientists from different parts of the Muslim world including Kozizoda Rumi.

Born in Bursa, in southern Marmaris in the province of Marmara (approximately 1360 CE), received the first information in her mother tongue as ShamsiddinFanari [17] studied mathematics and astronomy. Kazizoda learned many stories about the magnificence of Khurasan and Movarounnahr's mathematicians and the glory of astronomers, and at about the age of 20 (the beginning of the 80's of the 14th century), he left the city of his mother and went to the east. [18]

There are no sources in the sources that when he first appeared in Kazizoda Rumi Ulughbek. However, Ulugbek calls him "teacher" in his preface to the book Zij. [19] 1413 y When Ulugbek became the ruler of Movarounnahr, he brought his master to Samarkand and stayed there until the end of his life. The building of the Ulughbek madrasah and the observatory had been built with direct participation of Kazizoda. Kozizoda Rumi also took part in the first stage of the work on the book "Zij". It was 1437 y. He died, and at that time, the work on Zij did not end.

RESEARCH BACKGROUND

In addition to teaching at the Riyal Ulughbekmadrassah, he also studied in scientific work, observations at the observatory. He created many famous works in astronomy and mathematics. In particular, Rumi has commented on the geometric brochure of Shamsiddinibn Muhammad as-Samarkandiy (XIII century) scholar of Samarkand, "Sharqashkol at-tusin". This brochure was a

textbook on geometry in the madrasahs of Movarounnahr. Many copies of this work had come to us.

Another commentary in Kazaia, "Sharh el-mulahhas fi-l-hayali-n-nujum", is a commentary written by Mahammadibn Omar al-Chagmin (1220th Century) booklet on Khorezm, and based on this work Rumi taught astronomy at the madrassah of Ulugbek. The Russian translation of the work has appeared. [20] Many of his copies are kept in the treasures of the world.

Ulugbek also mentioned Jamshid bin Mas'ud bin Mahmud Al-Kashi, another known scholar in his Zij. It is actually the Kashan city of Ajam, Iraq. He began to establish "Zij" in his homeland. However, he went to Samarkand, unable to find other researchers in Iraq and to hear the endless interest of UlugbekZij. Here he finished his work and presented it to the library of Ulugbek as a gift. Koshi called this Zij "ZijiHaqoni Dar al-ZiliElhani" [21]. This book of Kashi, by Ulugbek's "Zij", is one of the most comprehensive and beautiful astronomical works in Movarounnahr, a model in the writing of Zij.

Koshi had achieved great success in mathematics. His mathematical pamphlets "Miftah al-hisob" and "Brochure al-muhaqiya" were also written for Ulugbek's library. In the introduction to Miftah al-Baqi, he also mentions the Sulayman al-Samaa, Risala al-Watan and al-Jayb and Nuszhat al-Khadayq brochures. Kashi's introduction ends with the following words: "I hope the Lord will accept this work, correct the wrong places, forgive the mistakes and complement the shortcomings." [22] In these words of Kashi, the great scientific potential of Ulugbek is recognized.

DISCUSSIONS

In 1417 the letters written by Koshi about the Samarkand academic school is a valuable monument. It describes the scientific environment in Samarkand, while Ulugbek is also described as a scientist. In the letter Koshi highly appreciated Ulugbek's intelligence. [23]

Ulugbek is the third largest scientist of Samarkand, Alovuddin Ali Qushchi (born in 1402) who spoke his introductory introduction to Zij.

Ulugbek spoke about her with great kindness and sincerity and calls her a "loyal child."

After the tragic events of Ulugbek in the autumn of 1449, the political situation in Movarounnahr failed. The Timurids of Samarkand ignore secular subjects after Ulugbek. Therefore, Ali Kushchi left Samarkand in the 70's of the 15th century and went to Turkey and continued his work there.

We have just mentioned the names of the best-known Samarkand scholars who founded the Ulugbek Astronomy School. Undoubtedly, Ulugbek himself was the main initiator and organizer of science.

In addition to Zij, Ulugbek wrote three more works: "The Risale fixtures", the manuscripts are kept in Berlin and Cairo; another mathematical work "RisalaiUlugbek" is kept in Aligarh (India) in one copy. The third is the above-mentioned "historic Arabic nation."

The main work of Ulugbek, known worldwide, is known as "ZijiUlugbek", "ZijiSultoni" and "ZijjadidiKuragoni". The first of them is the first one. [24]

IN CONCLUSION,

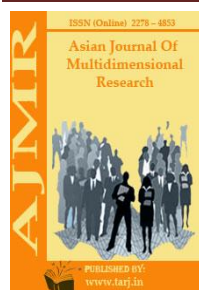
it should be noted that the works of Samarkand academic scholars, especially Ulugbek and Kashi, had been a novelty for their time, much more than ever before.

A number of related works apart from the aforementioned scientists, logic, philosophy, geography, medicine have been created. The historian of the sixteenth century in Herat spoke about the works "Khulosat al-ahval" and "Makorimvl-ahloq". All of these are the works created at the spirit and level of the Renaissance of the 15th century.

REFERENCES

1. FasihKhavafi. Mudjmal-iFasihi.Translation, foreword, notes and appendices.D.Yu.Yusupova, Tashkent, 1980, p. 123.
2. Giyas ad-Din Ali. The Diery of TimurisTrip to India/ Translation, foreword, notes and appendices.A.Semenova. M., 1958.
3. NizomiddinShami. Zafarnoma. Tashkent. 1996.
4. Hafiz-iAbru. Zaili 'Jome at tavorih'' foreword and allegory," Dr. Hanbobobayyoni.Tehran, 1317/1939.
5. RuiGansales de Klavikho. The trip dierytoTemur's palace in Samarkand (1403-1406).Translation from old Spanish. M. 1990.
6. MuiyinddinNathanzi. Muntakhobun-tavorihiMunniy.Translation from Persian, G. Karimiy the author of the foreword and commentaries. Tashkent. 2011.
7. SharafuddinAliYazdi. Zafarnoma.Have been published, prepared foreword, explanatory notes and appendices by A.Urinboev.Tashkent, 1972; Sharafiddin Ali Yazdi.Zafarnoma.Events in Movarounnahr. 1360-1370. Translated by O.Buriyev. Tashkent, 1994
8. Hafiz Abru. (the passage from "Zubdat at-tavorikh"), the annals of UzRep ASWW, reg№. 4078
9. Tagu'sSelmani.TarihnameGeviren: Dr. Osmail Aka. – Ankara, 1988
10. IbnArabshakh. Ajoyib al-maqdur fi tarikhiTaimur (the history of Temurid's time).Foreword, translated from Arabic and written notesbyU.Uvvatov, Books I, II, Tashkent. 1992.
11. FasihKhavafi. Mudjmal-I Fasikhi.
12. AbdurazzakSamarkandiy. Matlaisa'dain and majmaibahrain. Volume II, first, second and thirdparts., The author of translations from Persian, foreword and written notes by A.Urinboev, Tashkent. 2008.
13. MirzoUlughbek. History of the four nations.Translation from Persian by B. Ahmedov, N.Norqulov and M. Hasaniy.Theauthor of foreword and notes by B. Ahmedov. Tashkent. 1994
14. More in details about Mirhond and his royal work "Rovzat as-Safo": D.Yusupova The life and work of Hondamir. Tashkent. 2006
15. D.Yusupova" The life and work of Hondamir"

16. Mirza Mohammad Khaydar. TarikhiRashidi. Foreword, translated from Persian by A.Urinbaeva, R.P. Jalilova and L.M.Epifanovoy.Primech.iR.P.Jalilovoy and L.M.Epifanova. Tashkent. 1996
17. SalihZakiy. Osoribokiya. T.I, Istanbul, 1911, p. 186.
18. Abovementioned work. p.187
19. Ulugbek Mohammad Taragay. Zidj.Newguraganov's astronomical tables.Introductory article, commentaries and instructions by A.Akhmedova. Tashkent. 1994, p.32.
20. KaziZade Rumi. "Commentories on astronomy of Chagmini".Predisl.,Foreword, translated from Arabic by P.G.Bulgakova. Tashkent. 1993.
21. The manuscript copy of the work is kept in the British Museum.
22. DjemshidGilyaseddin al-Kashi.The key to arithmetics and treatise about circle.Translated from Arabic by B.Rozenfeld.The commentaries of A.P.Yushkevich and B.Rozenfeld.Moscow, 1956.
23. YusupovaD.Yu.The letter of Gilyaseddin al-Kashi to his father from Samarkand in Kashanress Up ad-Dina Kashi k svoemuottsuizSamarkanda v Koshan. // From the science history of Ulughbek's epoch. Tashkent, 1979, p. 37-64; D.Yusupova, GiasiddinKashi's letter from Samarkand to Koshan to his father. // Devoted to the memory of Amir Temur and Ulugbek's contemporaries. Tashkent. 1996, p. 266-298.
24. Ulugbek Mohammad Taragay. Zidj.



DOI NUMBER: 10.5958/2278-4853.2019.00132.0

WOMEN EMPLOYEES SATISFACTION WITH HUMAN RESOURCE INITIATIVES: A STUDY IN STATE BANK OF INDIA

Astha Raharia*

* Ph.D. Scholar,
Banasthali Vidyapith,
SBI School of Commerce and Banking,
Rajasthan, INDIA
Email id: astharaharia@gmail.com

ABSTRACT

The ratio of women employees is increasing consistently in the Indian Banking Sector. From 14.76 percent in 2007 to 24.61 percent in 2018, women employees have attained significant space in Indian Banking Sector. The present paper aims to analyze the satisfaction level of women employees towards Human Resource Initiatives and workplace environment at State Bank of India. The study is based on primary data collected from 120 women employees working at State Bank of India in New Delhi. Data Collected was analyzed through percentage, ANOVA and chi-square analysis. The study revealed Human Resource Initiatives are highly appreciated by women employees working at various designations. Women Employees expressed higher levels of satisfaction regarding Human Resource Initiatives and workplace environment at State Bank of India.

KEYWORDS: *Human Resource Initiatives, Indian Banking Sector, State Bank of India, Women Employees*

INTRODUCTION:

Banking Industry is a major pillar of economic development in the country. Banking sector has contributed significantly after the Nationalization in helping public at large and enhancing economic conditions of rural as well as semi-urban population. Various economic activities under the priority sector financed by banks have helped upgrade the standard of living of majority of beneficiaries. With the continued branch expansion of banks in rural, semi-urban and urban areas, job opportunities have been opened for educated women workforce also. With the influx of women in the banking stream the ratio of women employees is increasing consistently in the banking industry. But despite this increase only 16 percent of women staff is employed in Public Sector Banks (RBI, 2019). Moreover, women are found to be clustered in positions with low power and rarely reach top level positions (Sastry and Pandey, 2000). Some of the major reasons for low no. of women in higher positions are family responsibilities, frequent transfers, lack of child care facilities, travel inconvenience, rural postings, heavy work pressure and lack of work-life balance (Buddhapriya, 2009; Sundar and Kumar, 2012; Kennaiah and Kumar, 2015). Therefore there is imperative need to assess the environment condition in banks and human resource initiatives to take care of women's progress in the banking industry. The present paper aims to highlight this issue with reference to India's largest lender-State Bank of India.

OBJECTIVE OF THE STUDY

The objective of this Study is to assess women employees' satisfaction level regarding human resource initiatives and workplace environment at State Bank of India.

HYPOTHESES

The null hypotheses formulated for present study are as follows:

H₀₁: There is no significant association between designation and satisfaction with work place environment and Human Resource Initiatives

H₀₂: There is no significant association between marital status and satisfaction with Human Resource Initiative

RESEARCH METHODOLOGY

The present study is based on both primary and secondary data. Primary data was collected from women employees working in various branches and offices of State Bank of India located in New Delhi. A self-administered questionnaire was used to collect primary data. A sample of 120 women employees in State Bank of India was selected through Stratified Random Sampling Technique. Women employees were categorized into three groups of scale- clerical, Officer (scale I to V) and Executive (scale VI and above). Questionnaire was divided into two sections. First section dealt with demographic characteristics of respondents and respondent's satisfaction level regarding Human Resource Initiatives and workplace environment was assessed in second section. Secondary data was collected from various journals, magazines and websites. Data gathered was analyzed using percentage, ANOVA and chi-square analysis.

RESULTS AND INTERPRETATION:**TABLE 1: AGE OF RESPONDENTS**

Age of Respondents	Frequency	Percentage
21 to 30	25	21
30 to 40	38	32
40 to 50	27	22
50 above	30	25
Total	120	100

Source: Primary Data

INTERPRETATION:

Table 1 shows age wise classification of respondents. Out of 120 respondents 21 percent belong to 21 to 30 years of age group, 32 per cent are from 30 to 40 years of age group, 22 percent are from 40 to 50 years of age group and 25 percent are above 50 years of age. Majority of the respondents are from the age group of 30 to 40 years.

TABLE 2: MARITAL STATUS OF RESPONDENTS

Marital Status	Frequency	Percentage
Married	88	73
Unmarried	32	27
Total	120	100

Source: Primary Data

INTERPRETATION:

The above table illustrates marital status of respondents. Out of 120 respondents 73 percent are married and 27 percent. Majority of the respondents are married

TABLE 3: EDUCATIONAL QUALIFICATION OF RESPONDENTS

Educational Qualification	Frequency	Percentage
Graduation	46	38
Post-graduation	74	62
Total	120	100

Source: Primary Data

INTERPRETATION:

The above table illustrates marital status of respondents. Out of 120 respondents 38 percent are graduates and 62 percent are post-graduates. Majority of the respondents are post graduates.

TABLE 4: DESIGNATION OF RESPONDENTS

Designation	Frequency	Percentage
Clerical	30	25
Officer	65	54
Executive	25	21
Total	120	100

Source: Primary Data

INTERPRETATION:

The above table shows designation of respondents. Out of 120 respondents 25 percent are from clerical scale, 54 percent are from officer scale (scale I to V) and 21 percent are from Executive scale (scale VI and above). Majority of the respondents are officers.

TABLE5: SATISFACTION RATING FOR HUMAN RESOURCE INITIATIVE

HRI for women employees at SBI are	No. of Respondents	Percentage
Excellent	58	48
Good	45	38
Average	5	4
Fair	8	7
Poor	4	3
Total	120	100

Source: Primary Data

Table 5 shows respondents' satisfaction rating for human resource initiatives taken at State Bank of India. Out of 120 respondents 48 percent of the respondents rated Human resource initiatives as **Excellent**, 38 percent respondents chose to give **Good** rating, 4 percent of respondents rated as choose average , 7 percent of respondents chose fair rating and 3 percent of respondents awarded poor rating. Majority of the respondents have chosen **excellent** rating.

TABLE 6:RESPONDENTS SATISFACTION LEVEL WITH HUMAN RESOURCE INITIATIVES AND WORKPLACE ENVIRONMENT

	Human Resource Initiatives and workplace environment	Highly Satisfied	Satisfied	Neutral	Dissatisfied	Highly Dissatisfied
a	HRI are regularly taken at SBI	57 (48)	49 (41)	6 (5)	5 (4)	3 (3)
b	Attention is given to problems of women employees	53 (44)	34 (28)	9 (8)	16 (13)	8 (7)
c	Women subordinates are encouraged to make suggestions	50 (42)	41 (34)	12 (10)	9 (7)	8 (7)
d	HRI Improves Productivity	53 (44)	41 (34)	9 (7)	9 (8)	8 (7)
e	Quality of Work Life Balance is excellent	35 (29)	39 (32)	14 (12)	21 (18)	11 (9)
f	Sense of mutual understanding with men colleagues	46 (39)	41 (34)	10 (8)	16 (13)	7 (6)
g	Cooperation from subordinates	56 (47)	33 (27)	8 (7)	14 (12)	9 (7)
h	Cooperation and guidance from seniors	58 (48)	38 (32)	10 (8)	8 (7)	6 (5)
i	Cooperation among women employees	61 (51)	33 (27)	13 (11)	7 (6)	6 (5)

Note: Figures in parentheses are percentages,

Source: Primary Data

Table 6 illustrates women employees' satisfaction level towards human resource initiatives and work-place environment. 48 percent of the respondents are highly satisfied that Human resource initiatives are regularly taken at SBI. 44 percent of the respondents are highly satisfied with attention given to problems of women. 42 percent of the respondents are highly satisfied with encouragement given to Women subordinates to make suggestions. 44 percent of the respondents are highly satisfied that Human resource initiatives by banks improve productivity. 29 percent of the respondents are highly satisfied with Quality of Work Life Balance. 39 percent of the respondents are highly satisfied with the Sense of mutual understanding with men colleagues. 47 percent of the respondents are highly satisfied with Cooperation from subordinates. 48 percent of the respondents are highly satisfied with Cooperation and guidance from seniors. 51 percent of the respondents are highly satisfied with Cooperation among women employees.

HYPOTHESES TESTING

TABLE 7: ANOVA BETWEEN DESIGNATION AND SATISFACTION WITH HUMAN RESOURCE INITIATIVES AND WORK-PLACE ENVIRONMENT

	Statement	Source of Variation	SS	DF	MS	F	P	F crit
a	HRI are regularly taken at SBI	Between Groups	0.178	2	0.089	0.109	0.896	3.073
		Within Groups	95.746	117	0.818			
		Total	95.925	119				
b	Attention is given to problems of women employees	Between Groups	0.239	2	0.119	0.071	0.931	3.073
		Within Groups	196.560	117	1.680			
		Total	196.8	119				
c	Women subordinates are encouraged to make suggestions	Between Groups	0.801	2	0.400	0.277	0.758	3.073
		Within Groups	169.065	117	1.445			
		Total	169.866	119				
d	HRI Improves Productivity	Between Groups	1.484	2	0.742	0.515	0.598	3.073
		Within Groups	168.482	117	1.440			
		Total	169.966	119				
e	Quality of Work Life Balance is excellent	Between Groups	5.877	2	2.938	1.703	0.186	3.07
		Within Groups	201.822	117	1.724			
		Total	207.7	119				
f	Sense of mutual understanding with men	Between Groups	4.080	2	2.040	1.352	0.262	3.073

	colleagues							
		Within Groups	176.511	117	1.508			
		Total	180.591	119				
g	Cooperation from subordinates	Between Groups	2.451	2	1.225	0.723	0.487	3.073
		Within Groups	198.14	117	1.693			
		Total	200.591	119				
H	Cooperation and guidance from seniors	Between Groups	0.593	2	0.296	0.228	0.795	3.073
		Within Groups	151.772	117	1.297			
		Total	152.366					
I	Cooperation among women employees	Between Groups	0.180	2	0.090	0.068	0.933	3.073
		Within Groups	153.686	117	1.313			
		Total	153.866	119				

INTERPRETATION:

It was found that calculated F value is less than table value 3.073 at 0.05 levels; therefore null hypothesis- H_{01} is accepted. Hence, there is no significant association between designation and respondents satisfaction with Human Resource Initiatives and work-place environment.

TABLE 8: CHI-SQUARE ANALYSIS BETWEEN MARITAL STATUS AND SATISFACTION RATING OF HUMAN RESOURCE INITIATIVES

Chi square calculated value $\Sigma(O-E)^2/E$	Chi square table value at 5% significance level at four degrees of freedom
5.69	9.49

Source: Primary Data

INTERPRETATION:

It was found that calculation for Chi-square χ^2 is less than the table value of chi-square χ^2 for 4 degree of freedom at 5 percent level of significance. Hence the null hypothesis- H_{02} is accepted i.e. there is no significant association between marital status and satisfaction towards Human Resource Initiatives

FINDINGS:

- I. It is found that majority of women employees are highly satisfied with banks willingness to take initiatives addressing women issues regularly.
- II. Findings of the study also imply that a cooperative and growth oriented work-place environment is provided to women employees at State Bank of India.
- III. Majority of the respondents rated Human Resource Initiatives as Excellent.
- IV. There is no significant association between designation and respondent's satisfaction towards work place environment and Human Resource Initiatives.

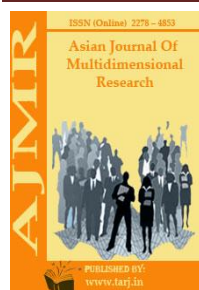
- V. There is no significant association between marital status and satisfaction towards Human Resource Initiatives

CONCLUSION

This study was undertaken to assess satisfaction of women employees at State Bank of India regarding human resource initiative and workplace environment. The above analysis concluded that women employees are satisfied with human resource initiatives taken and work place environment at State Bank of India. Each human resource initiative has contributed in enhancing the satisfaction level of employees. Human Resource Initiatives have facilitated positive development in working environment. Women employees have been encouraged to participate actively by making suggestions. However, work-life balance needs to be improved. Therefore, it is suggested that the initiatives should be taken to improve the quality of work-life balance amongst women-employees.

BIBLIOGRAPHY

- ✓ Bezbaruah, S., 2015. *Banking on equality: Women, work and employment in the banking sector in India*. Rout ledge.
- ✓ Buddhapriya, S., 2009. Work-family challenges and their impact on career decisions: A study of Indian women professionals. *Vikalpa*, 34(1), pp.31-46.
- ✓ Desti, K. and Kumar, P.A., 2015. Complications faced by women executives in new generation private sector banks in Puducherry State-India. *Research Journal of Finance and Accounting*, 6, pp.155-160.
- ✓ Kumar, P.A. and Sundar, K., 2012. Problems faced by women executives working in public sector banks in Puducherry. *International Journal of Marketing, Financial Services & Management Research*, 1(7), pp.180-193.
- ✓ Kumar, P.A., Sundararajan, K. and Mahendran, G., 2015. Complications faced by women executives in new generation private sector banks in Puducherry state. *International Refereed Multidisciplinary Journal Of Contemporary Research*, 22(5), pp.78-83.
- ✓ Sastry, N. and Pandey, S. eds., 2000. *Women employees and human resource management*. Universities Press.
- ✓ Sundar, K. and Kumar, A.P., 2012. A Study on Women Employees in Banks in Pondicherry Union Territory, India. *Arth Prabhand: A Journal of Economics and Management*, 1(9), pp.1-15.



DOI NUMBER: 10.5958/2278-4853.2019.00133.2

PARENTS SATISFACTION FROM EDUCATION QUALITY IN PRIMARY AND SECONDARY SCHOOLS, KANDAHAR CITY

Khadem Hussain Saeedi*; Javed Sahibzada; Atiqullah Sahibzada**;
Dr. Zarghoon Tareen*****

*Deputy Dean of education faculty,
Biology Department, Kandahar University,
AFGHANISTAN
Email id: khadem.saeedi@gmail.com

**Lecturer,
English language and literature Department,
Kandahar University, AFGHANISTAN
Email id: sahibzada.javed@gmail.com

**Lecturer,
English language and literature Department,
Kandahar University, AFGHANISTAN
Email id: atiqullah.s@gmail.com

***Lecturer,
Pediatrics, Kandahar University,
AFGHANISTAN
Email id: zarghoon_tareen@yahoo.com

ABSTRACT

Parent satisfaction from children schools are strongly related with the quality of education, which is being provided by school administration. Several factors influencing parental satisfaction from quality of education and services provided by the schools including teachers' capacity, standard curriculum, environment, technology equipment, teachers-student ratio, physical facilities and communication. No research has been done on parents' satisfaction in Kandahar city at any public and private schools. To fill the existed gap, study was needed to be conducted on parents' satisfaction for contributing with ministry of education to implement the policy based on available data to satisfy parents from the quality of education, to achieve their aims of providing quality education and services for their societies. Since parents are more involved in primary and secondary levels, the current study discovered parents' satisfaction in

Kandahar city from their children's school, educating from grade 1st- 9th. This research has been conducted in primary and secondary schools of Kandahar city private and public schools and 200 parents were selected through simple random sampling. Both male and female parents/guardians who direct influence their children's education. the study is descriptive in nature in which quantitative questionnaire was used for collecting data. The collected data was analyzed with SPSS IBM 24 version. The findings revealed that over all majority of parents were satisfied from the teachers-child interaction, teacher-parent interaction, peer interaction of the schools.

KEYWORDS: Parent Satisfaction, Education, Environment, Attitude, Assignment

INTRODUCTION

Parent satisfaction from their children's school is closely related to the quality of education and services provided by school administration. Thetwo common types of educational administrations, which are public and private schools. Throughout the world public schools supported by the governments doing their best to develop and standardized the quality of education, however private schools are establishing for the purposes of either to provide best quality that is not provided by the government, or to be good source of income through providing quality education competitively with market demands of public and private sectors. Satisfaction from the quality of education closely related to the awareness and education level of the communities.

People with high awareness can easily judge the educational quality provided by schools likewise people who has high education level in community can also easily judge the quality of education provided by schools. These factors effectively contribute to the development of a nation which should not be withdraw from the societies, those who fails to satisfy their nation from quality of education cannot have access to the customers at all. satisfaction goes higher if the schools are actively engage parents in their children education at schools and outside schools at home. This increase their awareness of the quality provided by schools and coordinately overcome the challenges that their children are facing in their studies.

Two-way communication has paved a way for quality of education around the world, since they believe parents and teachers together play important role in developing their children's education and as well in developing society. Bryk and his colleagues (2010) found those schools which built on strong parent engagement have successfully improved their student's reading four times higher and in learning mathematics about ten times better. On the other hand, majority of schools in Afghan context, especially in Kandahar province have failed to engaged parents in education of their children both at public and private level. Based on research conducted by Sahibzada et al (2018) on parental engagement in Kandahar province, indicated that 32% of the participants have never contacted with their children schools and 45% percent of the responded have contacted their children schools once in three months. The study fatherly indicated that the 98.5 % parents believed along teachers they also have key responsibilities for their children's education.

Since the parental engagement is closely associated with satisfaction of parents with quality of education provided by their children schools, no research has been done on parents' satisfaction in Kandahar city at any public and private schools. This study need to be conducted on parents' satisfaction which will contribute with ministry of education to implement the policy based on available data to satisfy parents from the quality of education, to achieve their aims of providing

quality education and services for their societies. It will pave a way for private sectors to competitively attract the customers based on providing quality education. As parents are more involved with their children in process in primary and secondary levels, so the current study aim to discover parents' satisfaction of education quality provided for their children in schools from grade 1st- 9th in Kandahar city.

RESEARCH QUESTION:

What is the current status of parents' satisfaction from their children's schools?

LITERATURE REVIEW

The study explored of previous literature around the world regarding parents' satisfaction and parental engagement from schools where their children are studying for measuring parent satisfaction from quality of education and services provided and parent satisfaction at pre-primary education.

Public Agenda (2012) carried out a nationwide research in United States which contained 846 parents of children in public schools. 88% of the percipients were satisfied from the quality of their children's education, in addition, 68% of parents believed that the academic performance of their children was "excellent" in the past year, while the other 33% described it as "very good". Garden City Public Schools (2014) have conducted research in 12 public schools of New York City for the years 2013-2014 to identify breadth and depth of parental engagement in schools, the result identified parents' feelings about the quality of education at schools which, 43.9% of parents were satisfied from their children teachers and their teaching, 29.2% parents reported about teachers doing fairly well and only 1.8% were not satisfied.

The survey conducted in 2016-2017 by ELK Island Public School in Canada, indicated that 69.41% of the parents were very satisfied from the quality of education their children were getting, 27.06% were satisfied, and only 3.53% of the participants were dissatisfied. The study furtherly probed the quality of teaching at schools 67.44% participants were very satisfied about students being thought 29.09% were satisfied only 3.49% were not satisfied. In Australia, The Department of Education and Training in its annual Parent Opinion Survey (POS) for the year 2017 reported that: A clear majority of parents with children attending a Victorian government school were happy with their child's schooling (81.5% parents of primary school students, and 80% of secondary schools). In addition, there was a high percentage – 78% of parental engagement and parents' satisfaction (parent participation and involvement, school and teacher communication). The report also highlighted a 79% satisfaction regarding parents' expectations for success, student motivation, learning environment and teaching effectiveness.

Sara Spear (2017), explored school-parents' relationship in New Siblands School. By an online survey for parents through focus groups of teachers and follow-up interviewed parents. she found an overall satisfaction towards the school staff, teachers and the opportunities offered to parents and that parents had a good relationship with their kids' teachers. In addition, the participants generally felt well-informed about their children's progress and it was possible for them to contact the teachers when needed.

People believe that schools offers a highway to bright future, and huge amount of evidence from many research shows that more education is, in fact closely linked to future success of the labor market. (Heckman, 2006) researchers in education have often used survey responses usually from fairly small surveys) to elicit parental preferences for schools, but analysis of directly

observable or stated rating for school 'quality remains a relatively unexplored field in economics (Gibbons, 2009).

Jacob and Lofgren (2007) used parental survey in which parents request for specific teachers their finding revealed that parents were strongly prefer primary school teachers who are good at promoting students' satisfaction, while they place relatively less value on a teachers' ability to raise standard test- scores. Universally there is no definition of quality education (Sim,& Parry 2006). The structure of quality consists measurable elements which includes the characteristics of program such as teachers'/child ratio, physical environment including class size, teachers' qualification, and motivation of staff and teachers, use of standard curriculum, availability of supplementary serveries and level of public funding (Mash burn, 2008; pothered, 2006). In addition, research shows that structural quality measures have indirectly impact on children's developmental outcomes. Furthermore, small class size, suitable teacher/child ratio and relevant curriculum directly influence quality interaction in the classrooms that in turn, impact in children's development (Mashburn&Pianta, 2010). The quality process emphasizes in the actual experience that happens in educational setting as teacher-child interaction, teacher-parent interaction, peer interaction and teachers' activities which actively engage students (Banga&Jaswal, 2001; Inhumane, et al., 2009).

Parents' Satisfaction with the Quality of Pre-Primary Education

Evaluation of parents' satisfaction with the quality of education provided to their children has been found to be an essential component of educational quality improvement. Salisbury, Branson, Albrecht, (1997) argued that evaluation of parental satisfaction with schools is a fundamental element in the improvement of the overall quality of education as satisfied parents actively involve themselves in school activities. However, despite increased support for evaluation of education quality from parents' satisfaction point of view, conceptualization and measurement of parents' satisfaction still remains varied. Many studies (Disrupt, Aryan &Souflas, 2009; Omar, Nazri, Ab & Omar, 2009; Salisbury, Branson, Albrecht, Frank & Boltzmann, 1997) tend to equate the concept of parents' satisfaction with customer satisfaction as parents constitute the main customers of pre-primary education services through making.

Silva 2006; Katz, (1993) investigated level of parents' satisfaction with quality of education asking parents their preference from qualities of their children schools are providing. their study revealed parents' satisfaction was mostly from physical facilities, teaching-learning materials, students and teacher ratio, quality teacher, safety child environment, security in school, parent's involvement in school meetings, quality program and learning outcomes.

Physical facilities at school influence parental satisfaction Oketch et. At all (2008) conducted study on school mobility on parental satisfaction, their study revealed that 55.56% of the parents who transferred their children from public to private schools their satisfaction was influenced by physical quality available as school buildings and other physical. Despite the fact the above study finding showed how parents were satisfied with the quality of school buildings, the study was done among primary schools in Nairobi. Additionally, the study focused on the issue of factors influencing parental choice than their satisfaction with the quality of education provided to their children. Their study further indicated the differences at school's level in elementary, middle or high school, and satisfaction was higher in parents' active engagement in elementary level.

Research conducted by Lewin (2008) in Sub-Saharan Africa indicated that demand for private education was rising due to dissatisfaction of parents with public schools. Several differences existed in terms of service delivery, management, teacher qualification, and behavior between public and private schools (Phillipson, 2008). A study conducted by Tooley and Dixon (2005) to investigate parents' satisfactions from private and public schools. Their study showed that even poor parents were sending their children to private schools, though there were governmental alternative were existed, due to their beliefs on their children will take more benefits from education offered by private schools. Charles (2011) conducted a comparative study in elementary levels at public and private schools, in order find parents satisfactions in quality education at public and private level. His findings indicated the differences in public and private schools in terms of quality teaching, support for students' learning, schools' environment for learning, parent-school relationships. Furthermore, the study revealed that parents of private schools scored higher than public schools in mentioned variables.

Study conducted in Kenya, by Moige, (2012). to assess parents' satisfactions level with quality of education. The study showed the significant differences in parents satisfactions by types of schools, in terms of teaching and learning materials, curriculum, physical facilities, teachers' qualifications, and teacher-student's ratios.

Jinnah and Walter (2008) studied the relationship of parental satisfactions with parent involvement, their result indicated that parental involvement positively established parental satisfactions with child care programs. Similar findings showed in study conducted by Powell, (2010). Parents who were actively engaged in schools' programs were more satisfied with services provided by schools.

Many study have considered the gender differences which could affect satisfaction on different education level. A research conducted in Finland by Raty, Jauka, and Kasanen (2004) in which 486 vocational and educated parents were selected as sample to evaluate their child first school year. Their study showed that mothers were more satisfied with the functioning of their child schools than fathers. Their study further revealed mother played major role in home-school cooperation in reference to problem. A study conducted by Koech(2010) indicated females had regular participation than males. Menon (2013) studied barriers to primary children' education engagement. The result showed significant differences existed in levels of satisfaction between fathers and mothers. Majority of fathers had problems and barriers to be involved their children classroom and were very dissatisfied. The study further investigated the barriers as long hours work and business were major obstacles for their engagement in children's education. A study conducted by Thao (2000) to investigate parents' perceptions on their children education. the finding suggested that fathers had more positive attitude toward their children education than mothers.

A research conducted in Iceland indicates that about 52% of parents reported very satisfied 35% rather satisfied 4% dissatisfied and 2% and 1% very dissatisfied and totally dissatisfied respectively from the quality of education. two factors teaching and communication showed different aspects of parents' satisfactions with schools. The result further showed that the most important aspect which influence parent satisfactions and dissatisfaction is relate to their children wellbeing and development (Jonsdottir et.al 2017).

Jenyes' (2011) research showed that increasing parental engagement trough attending social events, neither effects general parental satisfaction nor satisfaction with teaching specifically, yet

it has positive influence in school personal and parent communication. Furthermore, encouragement and support for parents is more important than instruction and guidance. Parents opinion survey 2017 administrated since 2010 in primary and secondary Victorian governmental schools, its findings indicated that parents' satisfaction has increased from 81.2% and 72.6% into 81.5% and 80% primary and secondary schools respectively from 2010 to 2017.

METHODS AND MATERIALS

This research has been conducted in primary and secondary schools of Kandahar city private and public schools. Parents of grade 1st- 9th children were considered as the key population for this study with total of 200 respondents were selected through sample random sampling. Both male and female parents/ guardians who had directly influence in their children education. the study was descriptive in nature in which quantitative questionnaire was adopted from A community of Global learning 2009 2010 and parents as teachers' national center to collect data and its reliability and validity was considered for new cites and papulation. The collected data was analyzed with SPSS IBM 24 version.

FINDINGS

The findings of this study suggest parents' satisfaction of their children's education quality in public and private schools. Data was collected from parents and guardian of children in primary and secondary level from grade one- 9 in schools of Kandahar city. The collected data was analyzed and interpreted with use of SPSS IBM 24 version the frequency and percentage is shown in table.

TABLE 1.1 GENDER OF RESPONDENTS:

	Frequency	Percent
Male	182	91.0
Female	18	9.0
Total	200	100.0

Table 1.1 indicates gender of parents participated in this study 91.0 % male and only 9.0 percent female.

TABLE 1.2 AGE OF THE RESPONDENTS:

	Frequency	Percent
25-30	117	58.5
31-35	36	18.0
36-40	25	12.5
41-45	12	6.0
+45	10	5.0
Total	200	100.0

Table 1.2 shows age of the respondents. Parents with the age range of 25-30 covering 58.5% of the study, 31-35 are 18.0%, 36-40 are 12.5 % and above 50 years are only 5% % who participated in the study.

TABLE 1.3 LEVEL OF EDUCATION:

	Frequency	Percent
Illiterate	16	8.0
Primary	13	6.5
Secondary	12	6.0
Baccalaureate	53	26.5
Post baccalaureate	31	15.5
Bachelor	36	18.0
Master	38	19.0
PhD	1	.5
Total	200	100.0

Table 1.3 shows education level of the participants. Parents illiterate 8.0 %, parents with primary level of education 6.5%, parents with secondary level consist 6.0%, holding baccalaureate consists 26.5%, parents holding post baccalaureate are 26.5%, parents holding bachelor degree consist 18.0%, parents who are holding master degree consist 19.0% and .5% of parents holding PhD level of education.

TABLE 1.4 OCCUPATION OF RESPONDENTS:

	Frequency	Percent
Labor	12	6.0
shopkeeper	37	18.5
Teacher	78	39.0
Self-business	25	12.5
Governmental employee	18	9.0
others	30	15.0
Total	200	100.0

Table 1.4 indicates the occupation of the respondents. Parents with laboring occupation covered 6.0 % of the respondents, 18.5% of parents are shopkeepers, 39.0% are teachers, 12.5% are having self-business, and 9.0% of the parents are governmental employee.

TABLE 1.5 NUMBER OF CHILDREN GOING TO SCHOOLS:

	Frequency	Percent
one	35	17.5
Two	62	31.0
Three	48	24.0
more than three	55	27.5
Total	200	100.0

Table 1.5 shows number of children by parents going to schools from grade one up 9. Parents with one child going schools are 17.5%, whose two children going to schools are 31.0%, parents whose three children going to schools are 24.0% and parents who has more than three children going to schools from grade one-9 are 27.5%.

TABLE 1.6 NUMBER OF BOYS:

	Frequency	Percent	Valid Percent
One	66	33.0	36.7
Two	50	25.0	27.8
Three	28	14.0	15.6
more than three	29	14.5	16.1
Girls	7	3.5	3.9
Total	180	90.0	100.0
Missing System	20	10.0	
Total	200	100.0	

Table 1.6 indicates the probe question of table 1.5 for number of boys among children going to schools by parents in order to find the numbers of girls going to schools from grade one-9. Parents having one boy are 33.0%, parents having two sons are 25.0%, parents having three sons covered 14.0% and 3.5% of the respondents reported they have no boys and only girls going to schools. Remaining 10.0% can be inferred the numbers of girls since they did not provide answer to the question which indicate numbers of boys going to schools.

TABLE 1.7 TYPE OF SCHOOLS' CHILDREN ATTENDING:

	Frequency	Percent
Public	103	51.5
Private	65	32.5
Both	32	16.0
Total	200	100.0

Table 1.7 shows the type of schools their children are attending. Parents whose children are going to public schools are 51.5%, parents whose children are attending private schools are 32.5% and 16.0% of the parents having their children in both public and private schools.

TABLE 1.8 GRADE LEVELS OF THE CHILDREN:

	Frequency	Percent
Primary	124	62.0
Secondary	24	12.0
Both	52	26.0
Total	200	100.0

Table 1.8 shows grade levels of the children in schools. Parents whose children are in primary level covered 62.0%, parents who have their children at secondary level are 12.0% and parents who have their children in both primary and secondary level 25.0%.

TABLE 1.9 PARENTS' SATISFACTION OF THEIR CHILDREN'S EDUCATION:

Items: Your Child	Strongly disagree N (%)	Disagree N (%)	Undecided N (%)	Agree N (%)	Strongly Agree N (%)
Your child likes going to school each day	31(15.5)	22(11.0)	25(12.5)	62(31.0)	60(30.0)
Your child is experiencing a range of positive opportunities	31(15.0)	36(18.0)	37(18.5)	73(36.5)	24(12.0)
Your child's qualities are known and appreciated by staff	44(22.0)	32(16.0)	35(17.5)	52(26.0)	37(18.5)
Parents					
You feel well informed about your child's progress	37(18.5)	24(12.0)	26(13.0)	71(35.5)	42(21.0)
You feel well-informed about school matters	32(16.0)	31(15.5)	33(16.5)	64(32.0)	40(20.0)
You can communicate easily with the School	37(18.5)	24(12.0)	31(15.5)	63(31.5)	45(22.5)
Your concerns are taken seriously by the School	44(22.0)	38(19.0)	41(20.5)	47(23.5)	30(15.0)
Environment					
The school is a happy and caring place	25(12.5)	21(10.5)	32(16.0)	68(34.0)	54(27.0)
Incidences of bullying are noticed and dealt with	30(15.0)	30(15.0)	45(22.5)	62(31.0)	33(16.5)
The school environment feels safe and secure	25(12.5)	19(9.5)	32(16.0)	72(36.0)	52(26.0)
Staff					
Teachers-students interaction is friendly	26(13.0)	27(13.5)	33(16.5)	71(35.5)	43(21.5)
Teachers are dedicated and have a positive attitude	33(16.5)	29(14.5)	34(17.0)	62(31.0)	41(20.5)
Facilities					

Teachers give assignments to students	23C11.5)	27(13 .5)	30(1 5.0)	64(32. 0)	56(28. 0)
Students have easy access to technology	75(37.5)	36(18 .0)	38(1 9.0)	30(15. 0)	21(10. 5)
Students health and safety is cared for	42(21.0)	36(18 .0)	31(1 5.5)	48(24. 0)	43(21. 5)
Parent Satisfaction					
Your satisfaction with the school is high	31(15.5)	38(19 .0)	30(1 5.0)	49(24. 5)	52(26. 0)
You are positive about the school's direction	25(12.5)	23(11 .5)	20(1 0.0)	57(28. 5)	73(36. 5)

Table 1.9 shows parents' satisfaction of their children's education covering various areas. The **Children's Attitude Toward Schools:** Whether children likes going to schools every day or not 15.5% of parents are strongly disagree, 11% of parents shows disagreement, 12.5% are not sure of it, 31% agree and 30% are strongly agree for their children like going to school every day. To find out whether children are experiencing a range of positive opportunities in schools or not, which 15.0% of parents shows strongly disagreement, 18.0% shows disagreement, 18.5% stayed neutral, 36.5 % shows agreement and 12.0% shows strongly agreement. Data collection questionnaire consist question to measure whether the children qualities in schools are known and appreciated by teachers or not. 22.0% of parents strongly disagree in this points, 16.0% disagree, 17% of parents are neutral, 26.0% agreed to it and 18.5% are strongly agree to this. Data was collected to measure parents are informed about their children progress at schools 18.5% of parents shows Strongly disagreement, 12.0% of parents shows disagreement, 13.0% shows being neutral at this point, 35.5% of parents agreed to it and 21.0 % strongly agreed to this.

Parents Attitude of Schools: Data was collected to measure parents being informed from events and matters happening at schools or not. Parents who are strongly disagree are 16.0%, parents who show disagreement covered 15.5% of the respondents, 16.5% of them are neutral at this point, 32.0% agree and 20.0% strongly agree to it. In order to find out whether the parents can communicate easily with the School staffs or not, 18.5% of the respondents strongly disagree, 12.0% disagree, 15.5% are neutral, 31.5% agree and 22.5% strongly agree for easy combination with schools of their children. data was collected to measure whether the parents' concerns are taken seriously by the School or not, result indicates 22.0% of parents strongly disagree, 19.0% respondents show disagreement, 20.5% are neutral, 23.5% parents agree and 15.0% of parents shows strongly agreement.

Parents Satisfaction of School Environment: in order to find out whether schools' environment is happy and caring place for the children or not. The result indicates 12.5% of respondents strongly disagree, 10.5% disagree, 16.0% are neutral, 23.5% of parents agree and 15.0% parents strongly agree about it. Data was collected to find out whether incidences bullying of children are noticed and dealt with by schools' staffs or not. Result shows 15.0% of parents shows strongly disagreement, 15.0% shows disagreement, 22.5% are neutral, 31.0% of parents agree and 16.5% of parents strongly agree to it. Whether the schools have safe and secure environment or not, 12.5% of parents strongly disagree, 9.5% shows disagreement, 16.0% of parents are neutral, 36.0% of parents agree to it and 26.0 of parents strongly agree to it.

Parent Satisfaction from their Children's Teachers: data was collected on way of interaction among students and teachers to find out whether it is friendly or not. Where 13.0% of respondent strongly disagree, 13.5% respondents reported their disagreement, 16.5% stayed neutral, 35.5% of respondents reported their agreement and 21.5% of the respondents reported being strongly agree that their teachers-student's interaction is friendly. Beside friendly interaction among teacher and students, it was necessary to know whether teachers are dedicated and have positive attitude toward teaching and students or not. Result indicates 16.5% strongly disagree, 14.5% shows disagreement, 17.0% of parents are neutral at this point, 31.0% of the respondents agree for it, and 20.5% of respondents shows their strongly agreement on teachers are being dedicated and having positive attitude.

Parents' Satisfaction of Facilities Provided by Schools: data was collected to find out whether parents are satisfied from teacher's for giving their children assignment or not. The result indicates 11.5% of the parents shows strongly disagreement, 13.5% shows disagreement, 15.0 % parents shows neutrality in answering this question, 32.0% of parents agree to it and 28.0% of parents strongly agree about teachers giving assignment to their children. Data was collected on students having easy access to technology in schools or not. Result indicates 37.5% of parents strongly disagree, 18.0% shows being disagree, 19.0% are neutral, 15.0% of parents being agree and 10.5% of parents shows being strongly agree that their child have easy access to technology in schools. It was necessary to find out parents' satisfactions of on students' health and safety at schools are being cared or not. Result indicates 21.0% of parents reported being strongly disagree, 18.0% of parents shows disagreement, 15.5% of parents shows being neutral, 24.0% of parents shows agreement and 21.5% of parents are strongly agree that children's health and safety is cared in schools.

Parents' Satisfaction from the Schools their Children Attending: data was collected to measure parents' over all satisfactions of parents where their children are studying. Result indicates that 15.5% of parents are strongly disagree, 19.0% of parents shows disagreement, 15.0% of parents shows their neutrality in answering this questions, 24.5% of parents reported their agreement and 26.5% of parents strongly agree on their satisfactions of schools their children are attending. Either parents are satisfied or not from the schools. There was need to probe parents' satisfaction on schools' direction for going on positive way in doing their best to improve, and also to find parents are optimistic about their children future in current schools or not. The result indicates 12.5% strongly disagree with it, 11.5% of parents shows disagreement, 10.0% of parents are being neutral, 28.5% of parents shows their agreement and 36.5% of parents reported their strongly agreement about the school's direction is in positive way.

DISCUSSION

In a conservative society and it's difficult for a researcher to obtain data from equal perspectives of men and women. That is why majority of participants are male. In addition to that, it's sometimes unethical to ask numbers of girls going to school researchers have probed the numbers of children going to schools with number of boys attending schools from grade one-9, and study indicated 3.5% of the respondents reported they have no boys only girls going to schools. Remaining 10.0% can be inferred the numbers of girls since they did not provide answer to the question which indicate numbers of boys going to schools.

Majority of the respondents' children are going to public schools and less numbers of participants' children are attending private schools. This issue was also investigated by research

conducted by Sahibzada et al (2018) on parental engagement in Kandahar province, indicated 63.5% respondents said their children are attending public schools, 19.5% said their children are attending private schools. Comparing these two sectors the satisfaction result shows no significant difference for the current study, which is vice-versa in a research which Lewin conducted in Sub-Saharan Africa in 2008. It might be because majority of the respondents for this study having their children in public schools.

As parents are more involved at primary level of education than upper level. Parents who are more engaged with their children education can easily judge the quality of education and facilities provided by schools which their children are attending than those who are somehow involved. Children of respondents with 62% attending primary schools which make the higher percentage of the current study.

As these parents are more involved with their children's education, parents' response indicates children like to go school every day. According to parents in study majority of schools provide positive opportunities for their children. Furthermore, the result also indicates there is understanding of children's qualities and achievements are appreciated by the teachers in schools. Also majority of parents claimed they are informed by the schools about the progresses that their children made. It is also seen parents are being informed from matters and events occurs in schools. The issue of parent involvement in specific matter in schools is also confirmed by (Sahibzada, 2018)

Though parents can communicate easily with schools, the result indicates parents are not satisfied from schools for their concerns are not taken seriously. According to Sahibzada, et al. 8 % of respondents have contacts schools administrative weekly to know about their children progress, 15% have contacts monthly, 45% have once in three months. His study also indicates parents are motivated to participate in schools' events 30% always participated 21.5% usually participated and 38% sometimes participated. This can be inferred parents are providing solutions and suggestion to the problems and yet majority of these schools have fail to bring positive changes in bringing parents satisfaction.

As result indicates schools are happy and caring place for most of the children, and majority of parents satisfied about bullying and incidents are dealt by schools on the right time. In addition to that environment of schools are safe and secure for children. majority of parents are satisfied from teachers-students interaction as well from positive attitudes and dedication of the teachers. But in case of physical facilities, access to technology and health-safety of children cared in schools, it seems majority of the respondents are not satisfied. Parent prefer those schools which have good environment and quality physical facilities available this concept has been confirmed by Oketch and his colleagues in 2008.

Over all result shows majority of parents are satisfied from the teachers-child interaction, teacher-parent interaction, peer interaction of the schools where their children are attending, which these components stated by (Banga&Jaswal, 2001; Ishimine, et al., 2009). In addition to that parents are also optimistic about the schools' direction in positive way. It can be inferred from majority parents' satisfaction that expectation in Afghan context have differences with parents' satisfaction expectations around the world, for factors influencing parents' satisfaction as education level of parents, private- public facilities and limitations schools may have according to parent beliefs.

REFERENCE

- Banga, A., & Jaswal, S. (2001). Parent-teacher perception of early childhood education. *Journal of Human Ecology*, 12(6), 449-455.
- Bauer, M., Chytilová, J., & Pertold-Gebicka, B. (2014). Parental background and other-regarding preferences in children. *Experimental Economics*, 17(1), 24-46.
- Bryk, A. S., Sebring, P. B., Allensworth, E., Easton, J. Q., & Luppescu, S. (2010). *Organizing schools for improvement: Lessons from Chicago*. University of Chicago Press.
- Charles, G. W. (2011). *Parental perceptions of school quality in public and private schools*. Northcentral University.
- Dasgupta, B., Narayan, A., & Skoufias, E. (2009). *Measuring the quality of education and health services: The use of perception data from Indonesia*. The World Bank.
- Garden City Public Schools Survey (2014). Retrieved from <https://www.gardencity.k12.ny.us/cms/lib8/NY01913305/Centricity/Domain/4/The%202014%20parent%20engagement%20survey.pdf>
- Gibbons, P., & Gibbons, P. (2009). *English learners, academic literacy, and thinking: Learning in the challenge zone* (pp. 118-130). Portsmouth, NH: Heinemann.
- Hujala, E., Fonsén, E., & Elo, J. (2012). Evaluating the quality of the child care in Finland. Early Child Development and Care, 182(3-4), 299-314.**
- Ishimine, K., Tayler, C., & Thorpe, K. (2009). Accounting for quality in Australian childcare: A dilemma for policymakers. *Journal of Education Policy*, 24(6), 717-732.
- Jacob, B. A., & Lefgren, L. (2007). What do parents value in education? An empirical investigation of parents' revealed preferences for teachers. *The Quarterly Journal of Economics*, 122(4), 1603-1637.
- Jeynes, W. H. (2011). Parental involvement research: Moving to the next level. *School Community Journal*, 21(1), 9.
- Jinnah, H. A., & Walters, L. H. (2008). Including Parents in Evaluation of a Child Development Program: Relevance of Parental Involvement. *Early Childhood Research & Practice*, 10(1), n1.
- Jónsdóttir, K., Björnsdóttir, A., & Bæck, U. D. K. (2017). Influential factors behind parents' general satisfaction with compulsory schools in Iceland. *Nordic Journal of Studies in Educational Policy*, 3(2), 155-164.
- Katz, L. G. (1993). *Dispositions as educational goals*. ERIC Clearinghouse.
- Koech, P. (2010). *Parent-Teacher Partnerships: For Enhancing Pre-School Children's Education in UasinGishu District, Kenya*. VDM Publishing.
- Lewin, K. M. (2008). *Strategies for sustainable financing of secondary education in Sub-Saharan Africa*. The World Bank.
- Mashburn, A. J., & Pianta, R. C. (2010). Opportunity in early education: Improving teacher-child interactions and child outcomes.

Mashburn, A. J., Pianta, R. C., Hamre, B. K., Downer, J. T., Barbarin, O. A., Bryant, D., ... &Howes, C. (2008). Measures of classroom quality in prekindergarten and children's development of academic, language, and social skills. *Child development*, 79(3), 732-749.

Menon, A. (2013). Barriers to parental involvement in early childhood education classrooms in Mumbai slums as perceived by parents. *Literacy Information and Computer Education Journal (LICEJ)*, 2(2), 1314-1318.

Moige, N. O. (2012). *Assessment of Parents' Level of Satisfaction with the Quality of Pre-School Education in Lang'ata District, Nairobi County, Kenya* (Doctoral dissertation, Kenyatta University).

Oketch, M., Mutisya, M., Ngware, M., Ezech, A. C., &Epari, C. (2008). *Pupil school mobility in Urban Kenya* (No. 38). APHRC Working paper.

Omar, N. A., Nazri, M. A., Abu, N. K., & Omar, Z. (2009). Parents' perceived service quality, satisfaction and trust of a child care centre: implication on loyalty. *International Review of Business Research Papers*, 5(5), 299-314.

parent survey conducted in 2016-2017 by ELK Island Public School in Canada retrieved from <https://www.bruderheimschool.ca/about/parent-survey>

Parent Opinion Survey (POS) for the year 2017 retrieved from <https://www.education.vic.gov.au/school/teachers/management/improvement/Pages/performsurveyparent.aspx>

Phillipson, B. (Ed.). (2008). *Low-cost private education: Impacts on achieving universal primary education*. Commonwealth Secretariat.

Powell, D. R., Son, S. H., File, N., & San Juan, R. R. (2010). Parent-school relationships and children's academic and social outcomes in public school pre-kindergarten. *Journal of School Psychology*, 48(4), 269-292.

Protheroe, N. (2006). The Principal's Role in Supporting New Teachers. *Principal*, 86(2), 34-38.

Public Agenda (2012). Boosting Parental Involvement: Results from a National Survey of Parents. Retrieved March 15, 2018, from <https://www.publicagenda.org/media/boostingparental-involvement>

Räty, H., Kasanen, K., &Laine, N. (2009). Parents' participation in their child's schooling. *Scandinavian Journal of Educational Research*, 53(3), 277-293.

Retrieved from:

https://www.education.vic.gov.au/Documents/school/principals/management/SNAPSHOT_Parent%20Opinion%20Survey.pdf

Sahibzada, J. Saeedi, K. H., Hussaini, S. M. (2018). Parental Engagement in Children's Education, Kandahar Province. *International Journal of Emerging Technologies and Innovative Research*, Vol.5, Issue 11, page no.665-670.

Salisbury, D. F., Branson, R. K., Altreche, W. I., Funk, F. F., &Broetzmann, S. M. (1997). Applying customer dissatisfaction measures to schools: You better know what's wrong before you try to fix it. *Educational Policy*, 11(3), 286-308.

Salisbury, D. F., Branson, R. K., Altreche, W. I., Funk, F. F., & Broetzmann, S. M. (1997). Applying customer dissatisfaction measures to schools: You better know what's wrong before you try to fix it. *Educational Policy*, 11(3), 286-308.

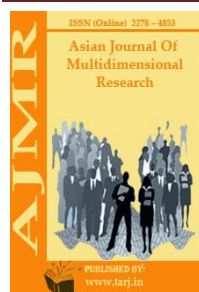
Sims, M., Guilfoyle, A., & Parry, T. S. (2006). Children's cortisol levels and quality of child care provision. *Child: care, health and development*, 32(4), 453-466.

Spear, S. and Bristol. (2017). Working in partnership with families: Research report for New Siblands. Retrieved from <http://www.newsiblands.org.uk/wp-content/uploads/2013/11/Research-Report-for-New-Siblands-School.pdf>

Thao, D. (2000). Hmong parents' perceptions toward their children's education in Minneapolis, Minnesota.

Tooley, J., Dixon, P., & Olaniyan, O. (2005). Private and public schooling in low-income areas of Lagos State, Nigeria: A census and comparative survey. *International Journal of Educational Research*, 43(3), 125-146.

Wise, S., & Da Silva, L. (2006). Parent perspectives on childcare quality among a culturally diverse sample. *Australian Journal of Early Childhood*, 31(3), 6.



DOI NUMBER: **10.5958/2278-4853.2019.00134.4**

PELLETISATION STUDIES OF MANGANESE ORE FINES FROM SANDUR SCHIST BELT, KARNATAKA

Vinayak Kumar R V*; Patel M.R; Ravi B.P***; Mr. Guruprasad Jagalur******

*Research scholar,
Department of Mineral processing,
VSKU P.G. Centre, Nandiahalli, Bellary,
Karnataka, INDIA
Email id: vinayak.rvminpro@gmail.com

**Professor,
Department of Mineral processing,
VSKU P.G. Centre, Nandiahalli, Bellary,
Karnataka, INDIA
Email id: krutica.mrp@gmail.com

***Ret.Professor,
Department of Mineral processing,
VSKU P.G. Centre, Nandiahalli, Bellary,
Karnataka, INDIA
Email id: ravibelavadi@gmail.com

****Student,
Department of Mineral processing,
VSKU P.G. Centre, Nandiahalli, Bellary,
Karnataka, INDIA

ABSTRACT

A Manganese friable ore fines sample from Subrayanahalli and Deogiri Area, Sandur, analyzing 35.27%Mn, 19.12% Fe, 6.01% SiO₂, 5.79% Al₂O₃, 0.048% P and 9.05% LOI was subjected to pelletisation studies varying mesh of grind varying grinding time, Moisture content, Binder concentration and angle of inclination Optimum conditions were Grinding time 40 min (% minus 45 microns), Binder bentonite 1.25%, % Moisture 10 and 45° inclination angle of pelletizer disc.

KEYWORDS: Concentration, Inclination, Pelletisation

INTRODUCTION

Sandur schist belt comprises: basic igneous rock (Meta basalts and pillow lava), ferruginous and manganiferous phyllite/shale, younger intrusive banded ferruginous quartzite, iron, manganese ore and laterite. The manganese ore bodies are found to be associated with the phyllites and their altered products.

Manganese ore is a useful and essential constituent of steel. Since no quality steel can be produced without a small amount of manganese, manganese is aptly called 'Achilles heel' of the steel industry..The domestic demand and consumption of manganese ore has increased sharply because of increased production of manganese-based alloys which are consumed indigenously and also exported. However, suitable grade availability poses a challenge to the manganese-based alloy industry. The average grade of the domestically produced manganese ore has fell to 33.43% Mn from 38.70% Mn, leading to increased imports of high grade manganese ore.. The country is now the second largest exporter of silicomanganese in the world. Due to the depletion of good grade, diversity in the nature of the ore, increased consumption and in the context of conserving India's mineral wealth, there is a growing need for beneficiation of manganese ores.It is roughly computed that for every ton of high grade ore mined one to two tons of low grade ore along with fines are discarded at the mine site. This material has got to be turned into a national asset. Indigenous production of exportable grades of standard Ferro-manganese, rather than the export of raw high grade ores has been accepted as a problem of national importance.

The utilization of fines and beneficiated concentrates is desirable both from economic and also from ecological point of view, as it solves the problem of disposal of Manganese fines. Various methods of utilizing fines are there such as Briquetting, Nodulising, Sintering and Pelletization. Pelletization is becoming a popular and advanced technology for survival of Manganese industry in india and abroad, due to this good property of pellets as regards to Size, Shape, Strength and Economy of the process. The objects of present investigation is to study some aspects of Manganese pelletization

EXPERIMENTAL

Materials;

The manganese ore fines (-10 mm) samples were collected from Deogiri and Subbrayanahalli mines, Sandur, Karnataka for optimization pelletisation studies. The sample was then subjected to standard sampling – feed preparation, characterization, physical and chemical analysis, optimization pelletisation tests as per the standard practice enumerated.

Methods:

Feed preparation: The Manganese ore fines, different percent of binders and additives were used for the production of pellets. The quantities of Manganese ore fines and binder was weighed corresponding to the respective predetermined compositions to make a total charge of about 2 to 3 kg. They were mixed thoroughly manually in a clean, dry plastic tube; this was charged to the disc of pelletizer.

RESULTS AND DISCUSSION:

Characteristics of the sample

Study of hand specimens, the associated minerals are chiefly constituted of oxides and hydroxides of iron, in bands and cavity filling in addition to pyrite grains, calcite encrustations and also some alluphanous films. Ore mineralogy consists of a low temperature assemblage of mineral i.e. pyrolusite is in the form of finally crystalline, acicular and radiating aggregates, often alternating with the perpendicular to psilomelane lamina. Braunite is occasionally seen as weakly magnetic octahedrons and goethite and clay are associated gangue minerals based on microscopic studies. The sample analyzed 36.05% Mn, 20.10% Fe, 1.794 Mn/Fe ratio. The sample was friable in nature.

TABLE 1; %-0.45 MM VARYING GRINDING TIME

G T	30'	45'	60'
%-0.45 mm	48.98	55.32	61.22

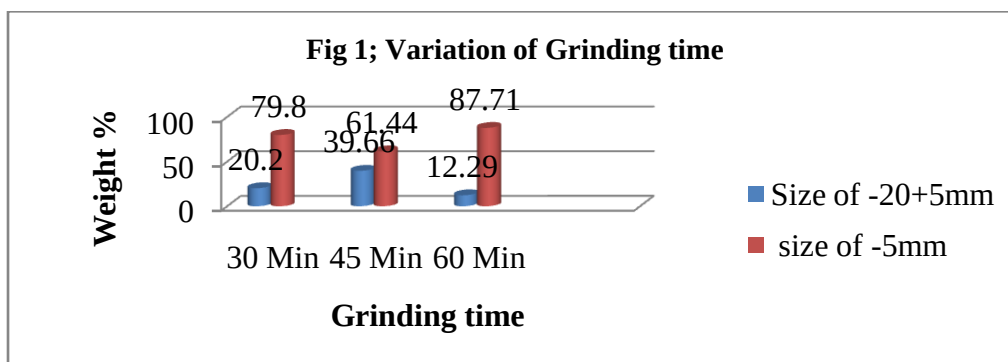
Variation of grinding time (GT):

As time of grind increase the yield and Strength of the pellets is increased.

TABLE 02: SIZE ANALYSIS OF PELLETS

(Moisture: - 10%, Binder: - 1%, Angle: - 45, Time: - 20 Min).

Size	30 Min		45 Min		60 Min	
	Wt in Gms	Wt %	Wt in Gms	Wt %	Wt in Gms	Wt %
-20+6#	304	20.20	598	39.66	184	12.29
-6#	1201	79.80	910	61.44	1312	87.71
Total	1505	100%	1508	100%	1496	100%



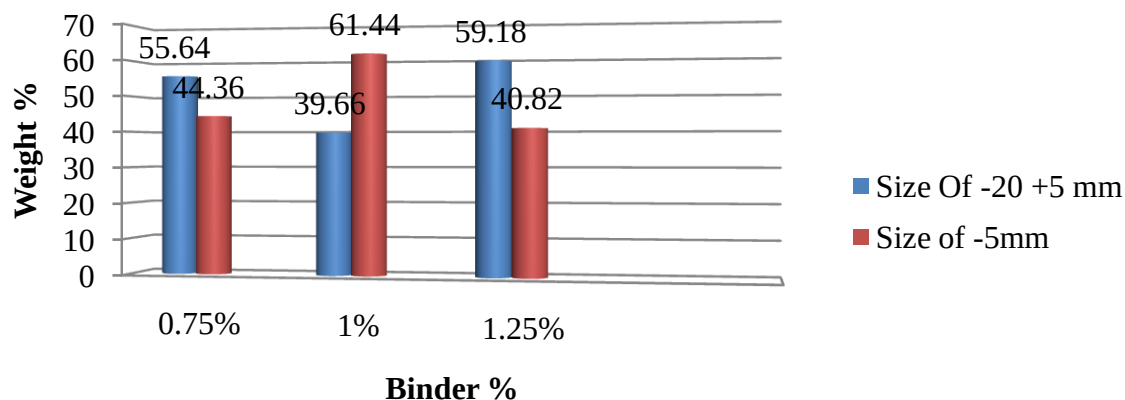
Variation of Binder:

The binder concentration is varied from 0.75% to 1.25%. The compression strength of binder green and dry pellets increases with addition of binder.

TABLE 3: SIZE ANALYSIS OF PELLETS

(G.T: - 45 Min, Moisture: - 10%, Angle: - 45, Time: - 20 Min).

Size	0.75 %		01 %		1.25 %	
	Wt in Gms	Wt %	Wt in Gms	Wt %	Wt in Gms	Wt %
-20+6#	838	55.64	598	39.66	890	59.18
-6#	668	44.36	910	61.44	614	40.82
Total	1506	100%	1508	100%	1504	100%

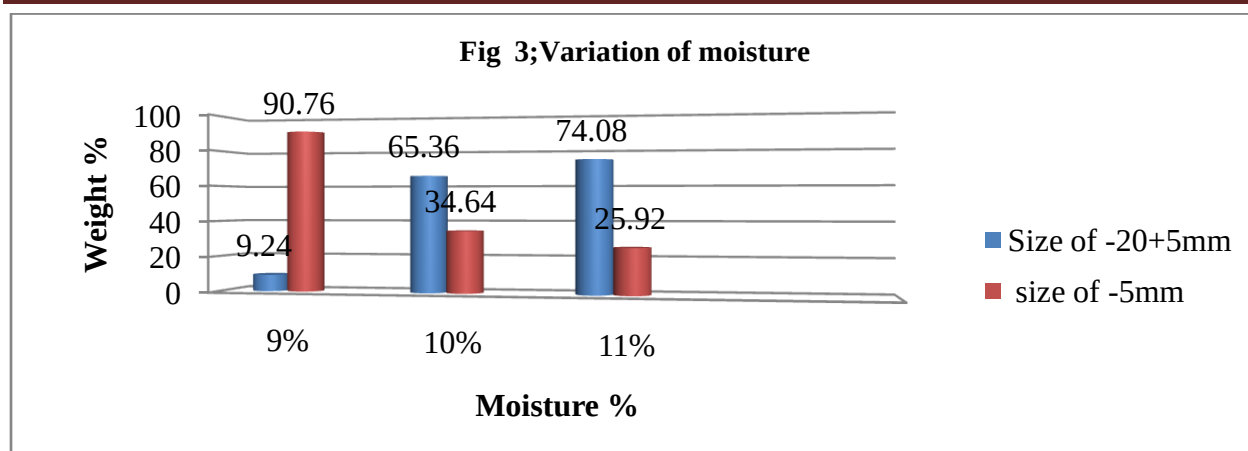
Fig 2; Variation of Binder**Variation of Moisture:**

It is an important factor affecting the pelletising operation. In this investigation, the Moisture of the feed material was varied 9%, 10%, and 11%.

TABLE 4: SIZE ANALYSIS OF PELLETS

(GT: - 45 Min, Binder: - 01%, Angle: - 45, Time: - 20 Min).

Size	09 %		10 %		11 %	
	Wt in Gms	Wt %	Wt in Gms	Wt %	Wt in Gms	Wt %
-20+6#	092	09.24	1098	74.08	970	65.36
-6#	904	90.76	384	25.92	514	34.64
Total	996	100%	1482	100%	1484	100%



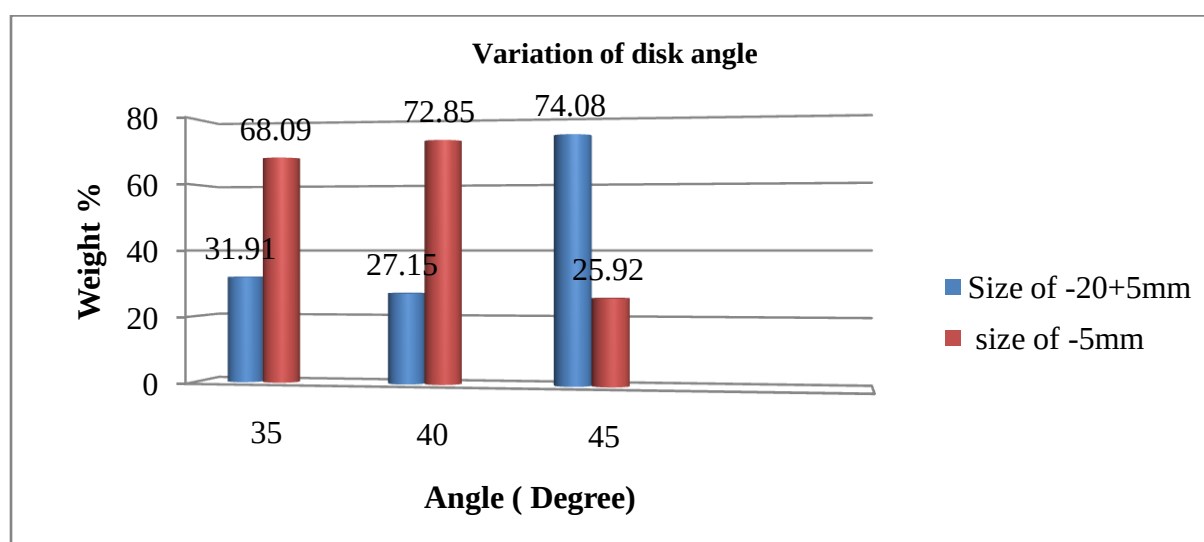
Variation of Angle:

The pellets produced had strength proportionate with angle. The disk angle as varied from 35 to 45 Degrees Even the size of the pellets produced increased with angle up to 45 degrees.

TABLE 04: SIZE ANALYSIS OF PELLETS

(GT: -45 Min, Binder: - 01%, Moisture: - 10%, Time: - 20 Min).

Size	35 Degree		40 Degree		45 Degree	
	Wt in Gms	Wt %	Wt in Gms	Wt %	Wt in Gms	Wt %
-20+5#	0.480	31.91	0.410	27.15	1.098	74.08
-5#	1.024	68.09	1.100	72.85	0.384	25.92
Total	1.504	100%	1.510	100%	1.482	100%

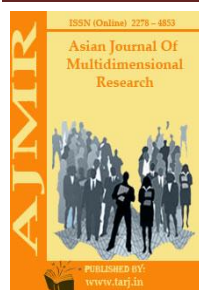


SUMMARY AND CONCLUSION

The Manganese friable soft ore fines from Deogiri and Subrayanahalli mines, Sandur region, analyzing 35.27% Mn, 19.12% Fe, 6.01% SiO₂ and 9.05% LOI and specific gravity 3.4655 is pelletised by conventional method. The optimum conditions suggested those are: 1) Grind time-45 Min, % -0.045 mm 2) Binder concentration-1.25 %, 3) Moisture-10%, 4) Angle of Inclination 45 degrees. The ore is amenable to Conventional pelletization techniques, Irrespective of concentration and nature of reagent added, balling mechanism was same. Bentonite is most suitable binder, as it produced pellets of enough strength, Water is the only suitable lubricant and additive for pelletization of Manganese. The strength of the pellets increases with the binder concentration.

BIBLIOGRAPHY

- 1 Meyer, K.: Entwicklung der Pelletierung von Eisenerzen und Herstellung von Mischerpellets. Stahl und Eisen 83 (1963) 1337-1344
- 2 Sastry, K. V. S.; Fuerstenau, D. W.: Mechanism of agglomerate growth in green pelletizing. Powder Technol. 7 (1973) 97-105.
- 3 Sinhal R.G, Jahagirdar M.C. J.Instn.Enggr. And Pathak, S.P., Khangonkar P.R. (1975) 55(2).78
- 4 Mishra R.N.(1976). Structure and tectonics of Sandur Basin Misc. Publ, Surv, India Vol- 23, No.2.1976.
- 5 Hiremath M.S (1978) pelletization studies of Manganese ore fines, Deogiri, Karnataka.
- 6 Ravi B P (1980) Pelletization studies of Manganese ore Fines, KMK mines, Sandur, Karnataka.
- 7 Seminar on Manganese ores and alloys organized by Society of Geoscientists and allied technologist 1995 Bhubaneswar, India.
- 8 Indian Mineral year book (2011) Indian Bureau of mines, Ministry of steel and mines. Nagpur.
- 9 Indian Bureau of mines (2014). "Manganese ore vision 2020 and beyond".



DOI NUMBER: 10.5958/2278-4853.2019.00135.6

**DISPARITY IN LEG CIRCUMFERENCES AND ENERGY AND
MACRONUTRIENTS INTAKE: COMPARITIVE STUDY BETWEEN
AGANWADI AND KINDERGARTEN PRESCHOOL GIRLS**

Dr. Anubha Sahu*; Dr. Prajakta Nande**

* Ph. D. in Food Science and Nutrition,
Post Graduate Teaching Department of Home Science,
Rashtrasant Tukadoji Maharaj Nagpur University,
Jyotiba Phule Educational Campus, Amravati Road,
Nagpur, Maharashtra, INDIA
Email id: anubha.sahu9@gmail.com

**Assistant Professor in Food Science and Nutrition,
Post Graduate Teaching Department of Home Science,
Rashtrasant Tukadoji Maharaj Nagpur University,
Jyotiba Phule Educational Campus, Amravati Road,
Nagpur, Maharashtra, INDIA
Email id: prajaktaande@yahoo.co.in

ABSTRACT

Waist circumference (WC) & hip circumference (HC) are helpful in identifying the degree of obesity & under nutrition in children whereas thigh circumference (TC) & calf circumference (CC) are related with body weight. Rounder the body girth, higher the body weight. These measurements vary with macronutrient intake. This study deals with the differences in body circumferences of preschool girls aged 3-5 years from anganwadi (AW) & kindergarten (KG). Total 150 girls from age group 3+, 4+ & 5+ years from well known AW & KG from Nagpur city were studied purposively. Body circumferences like waist circumference (WC), hip circumference (HC), thigh circumference (TC) & calf circumference (CC) were measured at 0, 6 & 12 months of study period of one year. Based on three day's dietary recall, nutrient intake of subjects was calculated at the beginning (0 month) & at the end (12 month) of the study period. Mean values of waist & hip circumference of KG girls was found to be significantly larger than AW girls. Mean energy & protein intake of girls from KG from all age groups was found to be higher than girls from AW and also higher as compared to recommended dietary allowances (RDAs). Age wise, KG girls possessed greater mean values of TC & CC than AW girls. Energy

intake correlated positively with WC, HC, TC & CC & coefficient values were found to be stronger for KG girls.

KEYWORDS: *Waist, Hip, Thigh, Calf, Energy Intake, Macronutrient Intake, Dietary Recall.*

INTRODUCTION

During preschool age period, children have special nutritional needs because of their extensive growth & development. The growth pattern of a child is a useful criterion for judging her/his nutritional status. Anthropometry is the best tool to monitor health & nutritional status of individual children. During preschool age the growth rate is relatively high (Bishnoi, P. et al., 2004).

Body proportions of young children change significantly after the first year. Head growth is minimal, trunk growth slows substantially & limbs lengthen considerably, all of which create more mature body proportions. Because of walking & increased physical activity, the legs straighten, & the abdominal & back muscles strengthen to support the new erect child. These changes are gradual & subtle, occurring over years (Mahan, K. L. & Stump-Escott, S., 2008).

There is a paucity of data related to the prevalence and determinants of overweight and obesity among under-five children in India (Kumar, H. N. et al., 2008). Waist & hip circumferences are helpful in identifying degree of obesity and malnutrition in children. A study among 4-12 years aged children showed that the mean total calorie intake of the children was not significantly high, but the calories derived from fats were high than the desired 25%, which was especially high in the 4-7 years age group. Lack of physical activity, watching television or video for more than one 1 hour daily and a positive family history of obesity contributed significantly to child obesity (Bhasin, S. K., 2009). Thigh & calf circumferences are related with body weight; rounder the body girth, higher the body weight.

Dietary surveys are therefore one of the essential components of nutritional assessment. It is believed that if a diet is eaten in amounts to satisfy energy requirements, it may be able to provide all other nutrients in sufficient amounts. While there is sufficient information available on the dietary intake of rural and urban populations in general, data is scarce on specific population groups such as those from urban slums. Urban slums cannot be equated to rural areas though the families from both areas are generally from a low socio-economic background (Kulsum, A. et al., 2008).

Malnutrition is actually a state in which a prolonged lack of one or more nutrients retards physical development or causes specific clinical disorders. These results in decreased scholastic performances, lower IQ levels, poor psychosocial development, decreased cognitive functions & reduced adult size leading to decreased economic productivity (WHO, 1995 & WHO, 2002). It was found that there was a significant rural-urban as well as gender difference in growth and nutritional status of Indian preschool children (Bharati, P. et al., 2009). Furthermore, food consumption was found to be lower among girls compared to boys (Manu, K. N., 2006).

Nutrition is a core pillar of human development & concrete, large-scale programming not only can reduce the burden of under nutrition & deprivation in countries but also can advance the progress of nations (<http://unicef.in/Story/1124/Nutrition>). Present research was conducted to find out the differences in waist, hip, thigh & calf circumferences & intake of energy & macronutrients among girls from AW & KG.

METHODOLOGY

Study Area & Sample Selection: For this study, total 300 girls from age group 3-5 years were selected from well-known KG & AW schools from Nagpur city. Subjects were studied for one year i.e. during 0 month (at the beginning of the study period), 6 months & 12 months (at the end of the study period). Table I shows age wise classification of girls.

TABLE I: AGE WISE CLASSIFICATION OF SAMPLE

Sr. No.	Age Groups (Years)	Subjects (N = 300)	
		AW (n=150)	KG (n=150)
1	3+	50	50
2	4+	50	50
3	5+	50	50

Anthropometric Measurements: Anthropometric indices like waist circumference (WC), hip circumference (HC), thigh circumference (TC) & calf circumference (CC) were measured using standard procedures & non stretchable plastic tape. Comparisons were done with reference standards for age (National Nutrition Monitoring Bureau/NIN/ICMR, 2002 & Indian Nutrition Profile, 1998).

Nutrient Intake: 24 hour's dietary recall was used to collect three day's dietary intake of subjects. Based on this, nutritive values (energy, carbohydrate, protein & fat) of diets of subjects were calculated using standard food value tables (Gopalan et al., 2012). Nutrient intake of subjects was compared with recommended dietary allowances (RDAs) (National Institute of nutrition (NIN)/Indian Council of Medical Research (ICMR), 2009).

Statistical Analysis: Data was collected and tabulated. Mean, standard deviation, minimum, maximum and percentage values were calculated. Within age group comparisons at the beginning & at the end of the study period were done using F test & z test. Pearson's product moment coefficient of correlation was used to derive correlations. A level of significance was tested at 5% & 1%.

RESULTS & DISCUSSION

Preschool children are the important segment of our society. Their growth, development & body weight is of utmost significance & presents general health status of a community & nation as a whole.

Table II shows data on waist & hip circumference of girls.

TABLE II: DATA ON WAIST & HIP CIRCUMFERENCE OF GIRLS FOR 0, 6 & 12 MONTHS OF STUDY PERIOD

Sr. No.	Parameters	ANGANWADI (AW)			KINDERGARTEN (KG)			z Values #
		0 Month	6 Month	12 Month	0 Month	6 Month	12 Month	
I	WAIST CIRCUMFERENCE (WC) (cm)							
1		Age Group 3+ Yrs (n=50)			Age Group 3+ Yrs (n=50)			11.1*
i	M±SD	42.76±1.	43.01±1.	43.22±1.	46.20±3.	46.45±3.5	48.17±3.0	

		00	00	00	50	8	0	
ii	Range	40.00-44.00	40.30-44.30	40.50-44.50	40.00-54.00	40.00-54.30	43.00-55.00	
iii	F Values§	2.65			1.03			
iv	Standard	49.30						
v	%E/D (z Values↓)	-	-	-12.33 (43.00)	-	-	-2.29 (2.66)	
2		Age Group 4+ Yrs (n=50)			Age Group 4+ Yrs (n=50)			2.37* *
i	M±SD	46.20±2.00	46.45±2.00	46.65±2.18	46.66±2.25	46.84±2.23	47.70±2.25	
ii	Range	40.00-48.00	40.30-48.30	40.50-49.20	43.00-52.00	43.20-52.10	43.70-52.70	
iii	F Values§	0.59			3.05			
iv	Standard	50.20						
v	%E/D (z Values↓)	-	-	-7.07 (11.50)	-	-	-4.98 (7.86)	
3		Age Group 5+ Yrs (n=50)			Age Group 5+ Yrs (n=50)			0.81
i	M±SD	46.66±1.50	46.84±1.73	47.42±1.75	46.84±2.23	47.42±2.25	47.75±2.28	
ii	Range	43.00-49.00	43.20-50.10	43.80-50.80	43.20-52.10	43.80-52.80	44.00-53.10	
iii	F Values§	2.85			2.09			
iv	Standard	51.40						
v	%E/D (z Values↓)	-	-	-7.74 (16.10)	-	-	-7.10 (11.30)	
II	HIP CIRCUMFERENCE (HC) (cm)							
1		Age Group 3+ Yrs (n=50)			Age Group 3+ Yrs (n=50)			5.32*
i	M±SD	50.04±2.95	50.29±3.00	50.49±3.00	51.00±4.00	52.25±4.00	54.18±3.88	
ii	Range	41.00-52.80	41.30-53.30	41.50-53.50	41.00-57.00	41.30-57.30	42.50-58.00	
iii	F Values§	0.29			1.38			
iv	Standard	52.70						
v	%E/D (z Values↓)	-	-	-4.19 (5.21)	-	-	+2.81 (2.69)	
2		Age Group 4+ Yrs (n=50)			Age Group 4+ Yrs (n=50)			4.36*
i	M±SD	50.98±3.	51.23±3.	51.43±3.	53.66±3.9	53.87±3.	54.50±3.	

		10	15	08	8	79	91	
ii	Range	41.00-53.40	41.30-53.60	41.50-53.80	43.00-58.90	43.80-58.95	44.90-60.55	
iii	F Values§	0.58			1.63			
iv	Standard	55.80						
v	%E/D (z Values↓)	-	-	-7.83 (10.00)	-	-	-2.33 (2.35)	
3		Age Group 5+ Yrs (n=50)			Age Group 5+ Yrs (n=50)			4.75*
i	M±SD	51.46±2.83	51.67±2.71	52.26±2.65	54.26±3.65	54.87±3.63	55.21±3.50	
ii	Range	42.00-53.30	42.70-53.55	43.20-53.80	45.50-60.10	46.30-60.80	46.95-60.95	
iii	F Values§	1.15			0.89			
iv	Standard	58.40						
v	%E/D (z Values↓)	-	-	-10.51 (16.40)	-	-	-5.46 (6.44)	
E/D - Excess/Deficit; § - F values are for <u>within group comparison</u> (i.e. comparison between data taken during 0, 6 & 12 months of the study period); # - z values are for <u>between group comparison</u> (i.e. for comparison between data of subjects from Anganwadi & Kindergarten during 12 month); ↓ -z values are for comparison between mean values during 12 months of the study period & standards; * - Significant at both 5 % and 1% levels (p<0.01); ** - Significant at 5 % level but insignificant at 1 % level (0.01<p<0.05); Values without any mark indicate insignificant difference at both 5% & 1% levels (p>0.05).								

KG girls aged 3+, 4+ & 5+ yrs had larger mean waist circumference values than AW girls 3+, 4+ & 5+ yrs (z=11.1, 2.37 & 0.81, respectively, Table 2). As the age progressed the difference for the WC among AW & KG showed less gap (p>0.05). Differences were significant between 3+ & 4+ AW & KG girls for WC (p<0.01 & 0.01<p<0.05, respectively). Halipoglu, N. et al. (2013) studied waist circumference percentiles among Turkish children under the age of 6 years & they found that waist circumference values increased with age, & there were differences between genders. The researchers further calculated the prevalence of abdominal obesity 10.7 % for girls. For the present research, WC showed periodical increment in both AW & KG girls but the increase in the girth measure was greater among KG girls. However, 3+, 4+ & 5+ AW as well as KG girls failed to meet the age wise standards for WC with % deficits ranged between 2.29 to 12.33.

Mean values of hip circumference at the end of the study period were recorded as 50.49±3.00 & 54.18±3.88 cm for 3+ AW & KG girls; 51.43±3.08 & 54.50±3.91 cm for 4+ AW & KG girls; 52.26±2.65 & 55.21±3.50 cm for 5+ AW & KG girls, respectively. At the end of 12 months, mean values of hip circumference for AW girls were found to be significantly less than KG girls (p<0.01) (Table II). All age groups of AW girls were unable to meet the standard values of hip circumference as also shown in Table 2.

Effect of age was seen among both the groups of girls i.e. AW & KG as 5+ groups possessed larger WC & HC than 4+ groups; 4+ groups possessed larger WC & HC than 3+ groups.

Table III shows data on thigh & calf circumference of girls.

TABLE III: DATA ON THIGH & CALF CIRCUMFERENCES OF GIRLS FOR 0, 6 & 12 MONTHS OF STUDY PERIOD

Sr. No.	Parameters	ANGANWADI (AW)			KINDERGARTEN (KG)			z Values#
		0 Month	6 Month	12 Month	0 Month	6 Month	12 Month	
I	THIGH CIRCUMFERENCE (TC) (cm)							
1		Age Group 3+ Yrs (n=50)			Age Group 3+ Yrs (n=50)			7.99*
i	M±SD	21.56±1.25	21.92±1.25	22.12±1.25	24.74±2.00	25.08±2.08	25.28±2.50	
ii	Range	20.00-25.00	20.30-25.30	20.50-25.50	20.00-28.00	20.30-28.60	20.50-30.50	
iii	F Values§	2.58			0.77			
iv	Standard	29.50						
v	%E/D (z Values↓)	-	-	-25.02 (41.7)	-	-	-14.31 (11.9)	
2		Age Group 4+ Yrs (n=50)			Age Group 4+ Yrs (n=50)			10.8*
i	M±SD	23.74±1.25	24.08±1.23	24.47±0.78	26.62±1.75	26.87±1.73	27.45±1.78	
ii	Range	20.00-25.00	20.30-25.20	23.50-26.10	23.00-30.00	23.40-30.30	23.80-30.90	
iii	F Values§	2.43			2.95			
iv	Standard	31.10						
v	%E/D (z Values↓)	-	-	-21.32 (60.1)	-	-	-11.74 (14.5)	
3		Age Group 5+ Yrs (n=50)			Age Group 5+ Yrs (n=50)			6.6*
i	M±SD	24.62±1.75	24.87±1.73	25.41±1.72	26.87±1.73	27.41±1.73	27.68±1.72	
ii	Range	23.00-30.00	23.40-30.30	23.90-30.80	23.40-30.30	23.90-30.80	24.30-31.30	
iii	F Values§	2.71			2.85			
iv	Standard	32.10						
v	%E/D (z Values↓)	-	-	-20.84 (27.5)	-	-	-13.77 (18.2)	
II	CALF CIRCUMFERENCE (CC) (cm)							
1		Age Group 3+ Yrs (n=50)			Age Group 3+ Yrs (n=50)			9.85*
i	M±SD	15.30±0.50	15.45±0.63	15.61±0.68	16.00±0.60	16.40±0.65	16.92±0.65	
ii	Range	14.00-16.00	14.00-16.50	14.20-16.90	14.50-16.90	14.50-17.10	14.90-17.50	
iii	F Values§	3.25**			26.49*			
2		Age Group 4+ Yrs (n=50)			Age Group 4+ Yrs (n=50)			12.1*
i	M±SD	15.92±0.50	16.33±0.50	16.47±0.50	17.25±0.63	17.71±0.63	17.91±0.68	
ii	Range	14.50-16.50	14.80-16.80	14.90-16.90	15.20-17.70	15.50-18.00	15.60-18.30	
iii	F Values§	16.34*			13.68*			

3		Age Group 5+ Yrs (n=50)			Age Group 5+ Yrs (n=50)			10.9*
i	M±SD	16.89±0.53	17.00±0.53	17.44±0.50	18.30±0.75	18.51±0.75	18.77±0.70	
ii	Range	15.50-17.60	15.80-17.90	16.00-18.00	15.70-18.70	16.00-19.00	16.40-19.20	
iii	F Values§	15.65*			5.15*			

E/D - Excess/Deficit; § - F values are for within group comparison (i.e. comparison between data taken during 0, 6 & 12 months of the study period); # - z values are for between group comparison (i.e. for comparison between data of subjects from Anganwadi & Kindergarten during 12 month); ↑ -z values are for comparison between mean values during 12 months of the study period & standards; * - Significant at both 5 % and 1% levels (p<0.01); ** - Significant at 5 % level but insignificant at 1 % level (0.01<p<0.05); Values without any mark indicate insignificant difference at both 5% & 1% levels (p>0.05).

Annual increase in mean thigh circumference for 3+, 4+ & 5+ yrs was of 0.56, 0.73 & 0.79 cm for AW girls, respectively and 0.54, 0.83 & 0.81 cm for KG girls, respectively. However, this periodical increment in the thigh girth was not significant ($p>0.05$). But KG girls had significantly larger thigh circumference than AW girls ($z=7.99$ for 3+ yrs AW vs. KG; $z=10.8$ for 4+ yrs AW vs. KG & $z=6.6$ for 5+ yrs AW vs. KG, $p<0.01$, Table III).

In contrast to thigh girth, mean calf girths of AW & KG girls showed significant periodical increment ($F=3.25$ to 26.49 , $p<0.01$). Mean values of calf circumference at the end of the study period were recorded as 15.61 ± 0.68 & 16.92 ± 0.65 cm for 3+ AW & KG girls; 16.47 ± 0.50 & 17.91 ± 0.68 cm for 4+ AW & KG girls; 17.44 ± 0.50 & 18.77 ± 0.70 cm for 5+ AW & KG girls, respectively. As age progressed from 0 to 12 months of study period, calf circumference also significantly increased ($p<0.01$).

Similar to WC & HC, effect of age was evident on TC & CC among both the groups of girls i.e. AW & KG as 5+ groups possessed larger TC & CC than 4+ groups; 4+ groups possessed larger TC & CC than 3+ groups.

Preschool age is a rapid phase of growth & from these results it is clear that all physical measurements showed increment from the age of 3 till 5 yrs.

For this study, it was noted that AW girls followed 3 meals a day dietary pattern. On the contrary, majority of KG girls were found to be following 6 meals a day pattern. Table IV presents the data on energy and macronutrient intake of girls during 12 months of study.

TABLE IV: DATA ON ENERGY & MACRONUTRIENT INTAKE OF GIRLS DURING 12 MONTHS OF STUDY PERIOD

Sr. No.	Age (Yrs)		Energy (kcal)			Carb (g)	Protein (g)			Fat (g)
			M±SD (Range)	RDA*	%E/D (z Values↓)	M±SD (Range)	M±SD (Range)	RDA*	%E/D (z Values↓)	M±SD (Range)
1	3+	AW	764±101.39 (571-980)	1087	-29.71 (22.5)	137.68±18.37 (100-175.2)	16.58±7.56 (13.2-25.8)	18.13	-8.55 (1.45)	16.33±3.35 (13.1-19.51)
		KG	1279±115.75 (904-1554)		+17.66 (11.73)	209.6±22.52 (145.5-254.3)	35.3±10.33 (21.55-43.5)		+97.4 (11.75)	33.22±3.09 (26.2-40.25)

		z Values#	23.7*	-	-	17.5*	10.3*	-	-	26.2*
2	4+	AW	881±108.43 (678-1082)	1200	-26.56 (20.8)	164.61±19.86 (125-198)	17.48±7.18 (13.00-27.4)	18.56	-5.82 (1.06)	16.99±3.66 (14.0-19.99)
		KG	1372±110.15 (966-1610)		+14.35 (11.04)	225.13±17.87 (148-265.6)	38.93±3.64 (30.0-42.67)		+109.8 (39.57)	35.10±4.17 (28.22-41.88)
		z Values#	22.5*	-	-	16.0*	18.8*	-	-	23.1*
3	5+	AW	837±111.15 (675-1082)	1328	-36.97 (31.2)	154.55±20.39 (123-199.55)	17.42±6.10 (14.57-25.6)	19.55	-10.9 (2.47)	16.57±5.23 (13.88-20.11)
		KG	1452±110.91 (1098-1626)		+9.34 (7.91)	235.99±17.97 (169.3-263.66)	44.79±3.58 (38.1-48.22)		+129.1 (49.85)	36.55±4.43 (29.8-42)
		z Values#	27.7*	-	-	21.2*	27.4*	-	-	20.6*

Values in parentheses indicate Range; ▫ -Recommended Dietary Allowances (RDA)-(National Institute of Nutrition (NIN)/Indian Council of Medical Research (ICMR), 2009); Carb-Carbohydrate; # - z values are for between group comparison (i.e. for comparison between data of boys from Anganwadi & Kindergarten during 12 month); ↓ - z values are for comparison between mean values during 12 months of the study period & RDAs; * - Significant at both 5 % and 1% levels ($p < 0.01$); ** - Significant at 5 % level but insignificant at 1 % level ($0.01 < p < 0.05$); Values without any mark indicate insignificant difference at both 5% & 1% levels ($p > 0.05$).

Between group comparisons showed that mean energy intake of KG girls from all three age groups (Table IV) was found to be higher than AW girls ($p < 0.01$). This can be related with the differences in dietary pattern, regularity in meal timings & food choices. For the present study, 100% AW girls under study showed deficient consumption of energy. Meshram, I. I. et al. (2012) stated that the intake of foods and nutrients among under-five year tribal children in India was below recommended levels. For the present research, it was also observed that in contrast to AW subjects, all age groups of KG girls showed higher mean energy intake than RDAs ($p < 0.01$).

KG girls aged 3+, 4+ & 5+ yrs showed higher mean daily carbohydrate intake than AW girls aged 3+, 4+ & 5+ yrs. A difference of 71.92 g, 60.52 g & 81.44 g was derived between AW & KG girls aged 3+, 4+ & 5+ yrs, respectively for their mean carbohydrate intake. Ahmadi, A. et al. (2014) reported the mean intake of carbohydrate for the kindergarten Iranian children below the recommended values.

For the present study, majority of AW subjects were vegetarians, the sources of protein in their diets were basically cereals & pulses & to a rare extent milk. Kulsum, A. et al. (2008) stated that in younger children from an urban slum in Mysore, India, consumption of milk was very low & protein was derived from plant sources for the majority of the children. They also noted that intake of cereals and pulses was inadequate in younger children from an urban slum in Mysore.

KG girls aged 3+, 4+ & 5+ yrs showed significantly greater daily mean intake of protein than AW girls. The difference was attributed to the fact that frequent consumption of quality protein

sources by KG girls than by AW girls. KG subjects also consumed pulses, legumes, nuts & oilseeds regularly in their diet whereas AW subjects were found to be rarely consuming these food sources because of lack of purchasing capacity. KG girls also consumed oral health supplements which fulfilled their daily requirements of protein.

Table IV also show results of comparisons between mean protein intake by subjects during 12 months & RDAs. KG girls showed significantly higher ($p < 0.01$) mean protein intake than RDAs ($z = 11.75, 39.57$ & 49.85 for 3+, 4+ & 5+ yrs, respectively, $p < 0.01$). KG girls showed percent excess for protein intake as 94.7, 109.8 & 129.1, respectively for 3+, 4+ & 5+ yrs. These results showed that KG girls consumed very high amount of protein (almost double the quantity required daily). In contrast to this, 3+ & 4+ yrs AW girls showed insignificantly lower mean daily protein intake than RDAs ($z = 1.45$ & 1.06 , respectively, $p > 0.05$). Similar results were observed by Shakti, et al. (2015) in preschool children aged 4-6 yrs from Kanpur showed deficit intake of protein as compared to the RDAs (23.40%).

KG girls derived their visible fat from oil, ghee & butter whereas invisible sources for fat in their diets included milk & its products, eggs, non-vegetarian foods like chicken & fish, nuts & oil seeds like almonds, pistachio nuts, cashew nuts, walnuts etc. For AW girls, cooking oil was the only source of visible fat in their diets. Results revealed that consumption of total mean daily fat in KG girls was significantly higher as compared to AW girls ($z = 26.2, 23.1$ & 20.6 , respectively for comparisons between 3+ AW & KG, 4+ AW & KG & 5+ AW & KG, respectively). Kulsum, A. et al. (2008) stated that in younger children from an urban slum in Mysore, India, consumption of fats & oils was very low. Fat intake was exceeding the RDAs by 18.12% among preschool children aged 4-6 yrs from Kanpur studied by Shakti, et al. (2015).

Body circumferences are said to be directly proportional to the dietary intake of energy and major nutrients. Table V shows correlates of waist circumference, hip circumference, thigh & calf circumference of girls from AW and KG during 12 month of the study period.

TABLE V: CORRELATES OF WAIST, HIP, THIGH & CALF CIRCUMFERENCES OF GIRLS FROM AW & KG DURING 12 MONTHS OF STUDY PERIOD

Sr. No.	Parameters	Correlation Coefficient Values (r)	
		AW (n=150)	KG (n=150)
1	Energy Intake vs. Waist Circumference	0.3588*	0.5156*
2	Energy Intake vs. Hip Circumference	0.1103	0.1200
3	Energy Intake vs. Thigh Circumference	0.2910*	0.6810*
4	Energy Intake vs. Calf Circumference	0.0231	0.3980*
5	Fat Intake vs. Waist Circumference	0.3054*	0.7011*
* - Significant at both 5 % and 1% levels ($p < 0.01$); ** - Significant at 5 % level but insignificant at 1 % level ($0.01 < p < 0.05$); Values without any mark indicate insignificant difference at both 5% & 1% levels ($p > 0.05$).			

Higher is the intake of energy, greater are the body girths. Energy intake reflected positive correlations with waist, hip, thigh & calf circumferences at both 1% & 5% levels. Correlation coefficient values were stronger for KG girls than for AW girls, confirming the fact that nutrition is highly influenced by income level of family. Shakti, et al. (2015) studied assessment of food & nutrient intake among preschool children of Kanpur city. It was observed that mean energy intake of preschool children was lower than RDA.

Waist Circumference, a proxy measure of abdominal obesity is associated with cardio-metabolic risk factors in childhood & adolescence. Halipoglu, N. et al. (2013) conducted a study to determine abdominal obesity prevalence among Turkish children under the age of 6 years. It was found that waist circumference values increased with age % prevalence of abdominal obesity was calculated as 10.7% for girls. Here, for the present study, significant ($p < 0.01$) association was noted between energy intake & WC among KG girls ($r = 0.5156$).

Fat intake also reflected direct relationship with waist circumference & stronger correlation was seen in KG girls. Yamborisut, U. et al. (2012) conducted a study to determine the characteristics of central body fat distribution in Thai preschool children. Multiple regression analysis demonstrated that total body fat was strongly associated with waist circumference.

From the results of this study, it is concluded that there found great impact of income level on energy & macro-nutrient intake of subjects which influenced their growth in terms of leg circumferences like waist, hip, thigh & calf. A well planned balanced diet is the prerequisite for proper growth of girls.

REFERENCES

- Ahmadi, A. Moazen, M. Mosallaei, Z. Mohammadbeigi, A. Amin-lari, F. (2014). Nutrient Intake and Growth Indices for Children at Kindergartens in Shiraz, Iran. *Journal of Pakistan Medical Association*, 2014, 64 (3), pp. 316-321; Citation from: <https://www.ncbi.nlm.nih.gov/pubmed/24864607>; Retrieved on: 18/10/2016.
- Bharati, P. Bharati, S. Pal, M. Chakrabarty, S. Som, S. & Gupta, R. (2009). Growth and Nutritional Status of Pre-School Children in India: Rural-Urban and Gender Differences. *Collegium Antropologicum*, 33, pp. 7-21; Citation from: <https://www.ncbi.nlm.nih.gov/pubmed/19408598>; Retrieved on: 10/08/2015.
- Bhasin, S. K. (2009). New Poverty Line and Growth Chart Bring Forth Sharp Inequalities in the Indian Population. *Indian Journal of Community Medicine*, 34, pp. 171-172; Citation from: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC2800891/>; Retrieved on: 14/12/2016.
- Bishnoi, P. Sehgal, S. Kwatra, A. (2004). Anthropometric Measurements of Preschool Children as Affected By Socio-Economic Factors. *Asia Pacific Journal of Clinical Nutrition*, 13, pp. 132; Citation from: <http://connection.ebscohost.com/c/articles/34013628/anthropometric-measurements-preschool-children-as-effected-by-socio-economic-factors>; Retrieved on: 16-2-2016.
- Gopalan, C. Rama Sastri, B. V. & Balasubramanian, S. C. (2007). Nutritive Value of Indian Foods. National Institute of Nutrition. Indian Council of Medical Research, Hyderabad. p. 43-73.
- Halipoglu, N. Mazicioglu, M. M. Poyrazoglu, S. Borlu, A. Horoz, D. Kurtoglu, S. (2013). Waist Circumference Percentiles among Turkish Children Under the Age of 6 Years. *European Journal of Pediatrics*, 172 (1), pp. 59-69; Citation from: <http://link.springer.com/article/10.1007/s00431-012-1822-5>; Retrieved on: 3/8/2016.

- India Nutrition Profile. (1998). Department of Women and Child Development, Government of India.
- Kulsum, A. Lakshmi, J. A. & Prakash, J. (2008). Food Intake and Energy Protein Adequacy of Children from an Urban Slum in Mysore, India -A Qualitative Analysis. *Malaysian Journal of Nutrition*, 14(2), pp. 163-172; Citation from: http://nutriweb.org.my/publications/mjn0014_2/mjn14n2_art4.pdf; Retrieved on: 10/08/2015.
- Kumar, H. N. Mohanan, P. Kotian, S. Sajjan, B. S. & Kumar, S. G. (2008). Prevalence of Overweight and Obesity among Preschool Children in Semi Urban South India. *Indian Pediatrics*, 45, pp. 497-449; Citation from: <https://www.ncbi.nlm.nih.gov/pubmed/18599938>; Retrieved on: 14/12/2016.
- Mahan, K. L. (2008). Stump-Escott, S. Krause's Food & Nutrition Therapy. 12th Edition, Saunders Elsevier, Canada.
- Meshram, I. I. Arlappa, N. Balakrishna, N. Mallikharjuna Rao, K. Laxmaiah, A. & Brahman, G. N. (2012). Trends in the Prevalence of Undernutrition, Nutrient and Food Intake and Predictors of Undernutrition among Under Five Year Tribal Children in India. *Asia Pacific Journal of Clinical Nutrition*, 21 (4), 668-676; Citation from: <https://www.ncbi.nlm.nih.gov/pubmed/23017315>; Retrieved on: 10/03/2016.
- National Institute of Nutrition (NIN)/ Indian Council of Medical Research (ICMR). (2009). Nutrient Requirements & Recommended Dietary Allowances for Indians. A report of the Expert Group of the Indian Council of Medical Research (ICMR), National Institute of Nutrition (NIN), Hyderabad.
- National Nutrition Monitoring Bureau. (2002). Diet and Nutritional Status of Rural Population. Technical Report No 21, National Institute of Nutrition, ICMR, Hyderabad.
- Shakti, Kushwaha, S. & Yadav, S. (2015). Assessment of Food & Nutrient Intake among Preschool Children of Kanpur City. *International Journal of Research*, 2 (8), pp. 296-299; Citation from: <https://edupediapublications.org/journals/index.php/IJR/article/view/2556/2444>; Retrieved on: 04/05/2015.
- Yamborisut, U. Sakamoto, N. Visetchart, P. & Tontisirin, K. (2012). Central Body Fat Distribution Indices in Thai Preschool Children. *Open Journal of Pediatrics*, 2, pp. 47-52; Citation from: http://file.scirp.org/pdf/OJPed20120100006_89270320.pdf, Retrieved on: 19/12/2016.
- Yamborisut, U. Sakamoto, N. Visetchart, P. & Tontisirin, K. (2012). Central Body Fat Distribution Indices in Thai Preschool Children. *Open Journal of Pediatrics*, 2, pp. 47-52; Citation from: http://file.scirp.org/pdf/OJPed20120100006_89270320.pdf, Retrieved on: 19/12/2016.



DOI NUMBER: 10.5958/2278-4853.2019.00136.8

A RISE OF COMMUNITY: GUJJARS AND MAHARAJA HARI SINGH

Radhika Rasyal*

* Ph.D scholar,
Department of History,
University of Jammu, INDIA
Email id: rasyalradhika487@gmail.com

ABSTRACT

The Gujjar is one of the significant ethnic groups within the state and found in most of the districts of Jammu and Kashmir. The origin of the Gujjars of Jammu and Kashmir is still clouded in controversy. They are believed to have entered the state territories through the Punjab and N.W.F province. They are said to be dwelling in this region even before the coming of Mughals. The first reference of Gujjars in Jammu and Kashmir is found in the Chamba Copper Plates which refers to their presence as early as in the 10th century. Probably, they were converted to Islam before they immigrated to this party of the country. During the Dogra period, the Gujjars had a dignified status in the society and had a good-say in the administration. Although, the few of them got respectful places but they could not ameliorate the conditions of their community as a whole. However, it was during the time of Maharaja Hari the Gujjars had started reorganising themselves for the overall development of the community.

KEYWORDS: Gujjars, Dwelling, Islam, Administration, Development.

INTRODUCTION

With the accession of Maharaja Hari Singh to the throne in September 1925, a new era commenced in the history of the state of Jammu and Kashmir. On the occasion of the 'Raj Tilak' ceremony in 1926, Maharaja announced a number of boons for the amelioration of the people of Jammu and Kashmir. Maharaja Hari Singh, a man who was not dominated by members of any religious faction and placed his trust equally in his Hindu and Muslim officials, even worked for various ethnic communities and groups. The State of Jammu and Kashmir, one of the border states of India is inhabited by various ethnic groups, castes, sub-castes and religious minorities. The Gujjar is one of the significant ethnic groups within the state and found in most of the districts of Jammu and Kashmir. The origin of the Gujjars of Jammu and Kashmir is still clouded in controversy. They are believed to have entered the state territories through the Punjab and N.W.F. province. They are said to be dwelling in this region even before the coming of Mughals. The first reference of Gujjars in Jammu and Kashmir is found in the Chamba Copper Plates which refers to their presence as early as in the 10th century. Probably, they were converted to Islam before they immigrated to this part of the country. Geographically, they are mainly found in the plains, semi-plains, the valleys and side valleys of the lesser and the greater Himalayas. However, in Jammu and Kashmir the majority of them live in the Rajouri and Poonch districts of Jammu division. In the overall population of the state, the Gujjars rank third in numerical strength amongst different ethnic groups according to the population figure of 2011 census they constituted 11.9 per cent of the total population of the state.

During the Dogra period, the Gujjars had a dignified status in the society and had a good say in the administration. Although, the few of them got respectful places but they could not ameliorate the conditions of their community as a whole. However, it was during the time of Maharaja Hari Singh the Gujjars had started reorganising themselves for the overall development of the community. In 1922 on the restoration of full powers to Maharaja Pratap Singh, a state council was formed to assist the maharaja in the conduct of administration; Raja Hari Singh was appointed its senior member. In this capacity he came in contact with the people of different ethnic communities and made an attempt to understand their problems and difficulties. He won the support of all the communities by his zealous efforts to solve the food problems when there prevailed scarcity conditions in 1921-22.

The Gujjars are economically backward yet under Maharaja Hari Singh and later with the attainment of independence and after, they laboured hard to raise their standard of living and started organising themselves to raise their voice to get more and more facilities. The political legacy of the past and ethno-cultural identity of Gujjar people has great influence on their political attitudes and aspirations. Although, the Gujjars of Jammu and Kashmir have their own Panchayat System called *Jirga*. It consists of some reputed and responsible persons of the community and decides all the matters amicably and always associated with the Maharaja. As far as political leadership of the Gujjars is concerned *Durbar of Baba Jee Sahib* occupies a prominent position. The socio-political role of the Durbar is inseparable from the history of Jammu and Kashmir offering the marginalised and excluded people an alternative platform to the first political party of Jammu and Kashmir way back in 1932 to representing people in the Praja Sabha (legislative assembly) in 1934 and subsequently the Constituent Assembly of the state in 1951. *The Durbar of Baba Jee Sahib* becomes an essential component of political life of these people significantly in both pre-1947 as well as post-1947. After the death of Baba Jee Sahib, the Durbar had become a centre of spiritual activities, literary pursuits and social reforms. Later, his

son Mian Nizamuddin Larvi inherited the legacy and expanded the role of Durbar in response to the emerging social and political scenario.

However, after the uprising of 1931 and subsequent formation of the Muslim Conference as a potent platform of struggle against despotic regime, Mian Nizamuddin Larvi realised that the poor and tribal people and particularly those inhabiting the hilly areas were not being adequately represented. Mian Larvi persuaded by his contemporaries to patronise an alternate political platform for the community. Efforts have been made time and again to eliminate backwardness and one such effort was the establishment of Gujjar-Jat Conference in 1932 that tried to awaken the Gujjars socially, politically, culturally and directed them to receive modern education. It had affiliation neither to national conference nor with conference or any political party. It was a non-political organization and people were closely associated with Maharaja Hari Singh. The Gujjar-Jat Conference took shape as a political party representing people of all hues in the peripheral areas. Earlier, this Conference also succeeded in 1927, when Maharaja Hari Singh promulgated the definition of Hereditary State Subjects, getting all the sedentary and the nomadic Gujjars (Trans-humance) in Jammu and Kashmir recognised as State Subjects. It was against this backdrop that in 1931 the 'Kashmir Agitation' began with a series of demonstrations. These ended in 1931 when Maharaja Hari Singh setting up the Glancy Commission to look into the grievances of various communities of the state.

On November 12, 1931, the Maharaja had already declared his intention to devise measures for the association of people in the state administration and Government. The Kashmir Reforms Constitutional Conference began to work which also constituted the two Gujjar members, Choudhary Ghulam Abass of Jammu city and Zaildar Choudhary Ramzan of Jariau of Jammu rural were non-official members of this Conference. Thus, the Gujjars got political favour in the significant matters of the state. However, the prominent Gujjar leader Choudhary Buland Khan Rasoom, Haji Mohammad Israil Khatana and others quite active at the socio-political level and a few Gujjar leaders were opposing Maharaja Hari Singh, such as Choudhary Gulam Abass and Choudhary Hamidullah Khan while most of them were in favour of the Maharaja. Choudhary Gulam Abass was a close companion of Sheikh Mohammed Abdullah and was also one of the founding members of the Muslim Conference. But at the later stage a political rivalry took place between Sheikh Mohammad Abdullah and Choudhary Gulam Abbas, who was the general secretary of the Muslim Conference, were again in the favour of Maharaja Hari Singh but the Gujjars participation within the Muslim Conference remained negligible. At that time the Gujjars of the state had none to guide them.

Afterwards, the Kashmir Constitutional Reforms Conference recommended that a legislative assembly should be established in the state as soon as possible. Maharaja Hari Singh inaugurated the Praja Sabha on September 17, 1934 at Srinagar. It had thirty-three elected members and forty-two nominated members, out of whom only 33 to be elected by different communities on a franchise which did not cover more than 3 per cent of the population. Maharaja Hari Singh also inducted the few Gujjar leaders like Ghulam Hussain Lassanvi, Choudhary Buland Khan Rasoom, Choudhary Abdul Karim Amin of Mirpur Kotli, Choudhary Abdul Khan of Jammu rural and Mian Quran Ahmad of Kathua in the newly formed state assembly then known as the Praja Sabha in 1934. The same members were well represented in the further elections of the Praja Sabha in 1938 and 1947 including also new member of the Gujjar community- Choudhary Hamidullah Khan of Jammu Wizarat, Choudhary Rahmat Khan Zaildar of Manawar (Bhimber, Muslim) and Choudhary Ghulam Mustafa, Tehsil Akhnoor. This community suffered a lot in

1947 and witnessed the division of the Gujjar dominated areas into Indian and Pakistan Occupied Jammu Kashmir as an effect of this aggression yet they remained loyal to the Maharaja.

Though, the Gujjars were politically backward, yet a considerable number of them still engaged in various governmental and non-governmental occupations. According to the Census of 1931, a good number of the male Gujjars were agents, managers of landed estates, planters, forest officers and their clerks, rent collectors, etc. The male and female Gujjars also indulged in local trade of dairy products. Also, the four male Gujjars were in Commissioned and Gazetted Officers in the state-services. A few Gujjars recruited in the Maharaja Hari Singh's army, promoted to the highest military rank. One of such officers, Choudhary Khuda Baksh became the Chief of Army Staff in the state. He also remained the highest police officers i.e. the Inspector General of Police (IGP). Similarly, Choudhary Wali Mohammad rose to the rank of a Colonel in the state army. Again, when most of the Muslim army deserted the Maharaja's army in the wake of Pakistan's aggression in Kashmir, the Gujjars stood loyally behind the Maharaja. A Gujjar Mohammad Din Jagir in Kashmir intimated of the presence of Pakistani infiltrators and another Choudhary Mohammad Din, elderly Gujjar of Poonch area reported the same. After 1965 war, the Chief Minister of Jammu and Kashmir commended Mohammad Din Jagir on his bravery and recommended him for the *Padma Shri*.

With the introduction of free education in the state of Jammu and Kashmir by Maharaja Hari Singh, many Gujjars received education and were associated with the state administration and political institutions. However, the Gujjars remained unorganized until 1955, when a new organisation- *All J&K Gujjar Islahi Sudhar Sabha* was formed under the chairmanship of Haji Mohammad Israil. A number of Gujjar organizations were established during 1950s and 1960s. *The All India Gujjar Sudhar Sabha* was established in 1950; a branch of this organisation was established in Jammu and Kashmir and all these organizations were under the supervision of Maharaja Hari Singh. Maharaja had already provided a Post-Metric Scholarship scheme since 1944-45 and the objective of this scheme was to provide financial assistance to the scheduled Tribes students studying at secondary level to enable them to complete their education. However, after various recommendations by a number of commissions and panels constituted by the Central and State Governments from time to time for amelioration of the lot of weaker sections of society in India, the Government of India sanctioned funds for the development and upliftment of the Gujjars in Jammu and Kashmir in 1975. The announcement of rupees thirteen crore had come as a follow up to Jammu and Kashmir visit of then Prime Minister Mrs. Indira Gandhi, when she was apprised of plight of the Gujjars. A significant platform for the Gujjars and Bakerwals was created in the form of *Gujjar Bakerwal Advisory Board* under the chairmanship of the wife of the then Chief Minister, Sheikh Mohammed Abdullah, *Begum Akbar Jahan*. After establishing this Board, several initiatives were taken for the further upliftment of the Gujjars. Thirteen Gujjar and Bakerwal hostels were set up in various districts of Jammu and Kashmir to bring about educational awareness and scholarships were made available to the children of these tribes.

The Gujjar is an important segment of the electoral system in Jammu and Kashmir and have actively participated in the various elections in the state. The Gujjars used to return four legislators to the Praja Sabha (Legislative Assembly) between 1934 and 1947.

BIBLIOGRAPHY:**OFFICIAL PUBLICATIONS**

- *Census Report of India*. 1931 – Jammu and Kashmir.
- *Census Report of India*. 1941 – Jammu and Kashmir.
- *Census Report of India*. 1961 – Jammu and Kashmir, Part II C (Cultural and Migration Table); By M.H. Kamili, Srinagar, 1965.
- Report of the Kashmir Constitutional Reforms Conference, 1
- Report of the Glancy Commission.
- Administrative reports from 1890 to 1947.
- Debates of Praja Sabha from 1934 to 1947.

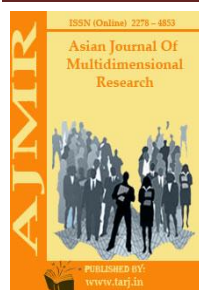
SECONDARY SOURCES**ARTICLES**

- “The Gujjars and their Society”, Courtesy: Directorate of Anthropological Survey of India, Government of India, Calcutta.
- Mam, Jawahar Lal. “Wazir Sangu, A distinguished ruler of Poonch”, Gujar Desh Charitable Trust (GDCT).
- Om, Hari. 2000. “Travails of the Gujjars as referred by Prof. K. Warikoo and Dr. Surjit Som in Gujjars of Jammu and Kashmir, published by the Director, Indira Gandhi Rashtriya Manav Sangharalya, P.O. Bag – 2, Shamla Hills, Bhopal – printed at : M.P. Madhyam, Bhopal.
- Puri, Balraj. 2000. “12 – “Quest for Gujar Identity” by Prof. K. Warikoo and Dr. Surjit Som in Gujjars of Jammu and Kashmir, published by the Director, Indira Gandhi Rashtriya Manav Sangharalya, P.O. Bag – 2, Shamla Hills, Bhopal – 462013, printed at: M.P. Bhopal.
- Sharma, S.C. 1991. “A Politically Neglected Community” ; as referred by Hari Om, Rekha Choudhary, Jagmohan Singh and Ashutosh Kumar in Burning Issues in J&K Politics. Jay Kay Book House. Jammu
- Suri, Kavita. 2014. “Challenges of Elementary Education among Scheduled Tribes of Poonch district of Jammu and Kashmir”. *Asian Journal of Multidisciplinary studies*.
- Warikoo, K. 1996. “Language and Politics in Jammu and Kashmir”. In P.N. Pushp and K.Warikoo (eds.), *Jammu, Kashmir and Ladakh: Linguistic Predicament*. New Delhi.

BOOKS

- Ambedkar, S. Nagendra. 2008. *Gujjars and Reservation: a socio economic and political study*. ABD Publishers. Jaipur.
- Bhardwaj, A.N. 1994. *History and Culture of Himalayan Gujjars*. Jay Kay Book House. Jammu
- Charak, Sukhdev Singh. 1997. *History and Culture of Himalayan States*. Jay Kay Book House. Jammu.
- Javed, S. 1905. *The Gujar Empire*. J.R.A.S. London.
- Om, Hari. *Beyond the Kashmir Valley*. 1998. Har Anand Publications. New Delhi.
- Rahi, Javed. 2001. *Tribal Migrations in Himalayan Frontiers*. Virpur Jain Publishers. New Delhi.
- Sharma, Anita. 2009. *The Bakerwals of Jammu and Kashmir*. Niyogi Books. New Delhi

- Sharma, Neelam. 2001. "State Policies and the Development of the Gujjar Women of Jammu and Kashmir". An unpublished thesis submitted to the University of Jammu.
- Suri, Kavita. 2014. *Gujjars and Bakerwals of Jammu and Kashmir in the Shadows of Conflict*. Shubhi Publications. Gurgaon.
- Warikoo. K. 1982. *Tribal Gujjars of Jammu and Kashmir, Gujjars of J&K*. Har Anand Publications. New Delhi.



DOI NUMBER: **10.5958/2278-4853.2019.00137.X**

SOCIOLINGUISTICS IN ENGLISH LANGUAGE EDUCATION

Meyliyeva Gulnoza Minggirovna*

* Civil Engineering,
Tashkent Institute of Architecture,
UZBEKISTAN

ABSTRACT

This article deals with the position and significance of sociolinguistics in English language education which is examined along three dimensions: attitudes towards learning a foreign language, inclusion of culture in foreign language lessons, and the contribution of language planning to foreign language education. Curriculum and instruction can be arranged to promote positive attitudes toward the foreign language to be learned and nationalities associated with the language. Inclusion of cultural elements in the foreign language curriculum helps learners to understand new language concepts and provides a context for their use. Language planning at the highest level, on the other hand, must be based on data derived from research and must be conducted by foreign language educators. Finally, the status of English as an international language is also examined and in the world today, no country and no culture can claim sole ownership of the English language.

KEYWORDS: *Strategic planning; Narrative storyline complexity; Complexity; Accuracy; Fluency; EFL context*

INTRODUCTION

Foreign language education has become a significant phenomenon in the present era. Responding to personal or professional needs, people learn a foreign language to qualify for education abroad, to communicate with colleagues in international corporations, or to prepare themselves for travel. In order to understand the phenomenon, broad knowledge of the process of language acquisition, second or foreign language education, sociolinguistics, linguistics, psycholinguistics, and specific knowledge of foreign language teaching techniques and methods of measurement and evaluation have become especially important. In this article, the position and significance of sociolinguistics in foreign language education will be examined.

Broadly speaking, foreign language teaching has two goals. The first, typically realized in the classroom, is that students learn the formal properties of a language and get some practice using it in communicative situations. The second goal, realized outside the classroom, is that students actually communicate with people in an L2 environment [2]. Verbal communications among people fall within the realm of sociolinguistics. Current approaches to foreign language education entail an understanding of sociocultural theory and sociolinguistics. New areas of research in English Language Teaching (ELT) include the relationship between ELT and World English's (WEs), English as an International Language (EIL) and English as a Lingua Franca (ELF). The schools of WEs, EIL and ELF emerge as a result of the interaction between people (e.g., nonnative speaker-nonnative speaker; native speaker-nonnative speaker) in choosing a common language – i.e., English – to communicate. These trends include the analysis of different genres of written and spoken language emerging in contexts where English is spoken as a native language and also in global contexts where other varieties of English are spoken. All this research requires an understanding of sociolinguistic phenomena such as language registers, varieties, context, pragmatic universals, modes of interaction between people, and so on. Hence, it is important to note that foreign language teaching in a broader sense involves the teaching of successful communication in L2 through the use of correct register or appropriate variety, where to use the correct register or variety, and so on.

Mainpart

Briefly, sociolinguistics can be defined as the science that investigates the aims and functions of language in society. It attempts to explain how language differs from one context to another across geographical borders and how people in one context communicate with people in other contexts (e.g., nonnative-nonnative speakers; nonnative-native speakers; and so on). Scientists working in the field of sociolinguistics conduct research on how language is used in diverse social contexts and the appropriateness of language used in any given context, considering such factors as etiquette, interpersonal relations, and regional dialects. However, this definition of sociolinguistics is narrow and needs to be expanded. Therefore, further in this article, the current definition of sociolinguistics will be expanded and the relationship between sociolinguistics and foreign language education will be explored in depth focusing on the following topics:

Language attitudes and foreign language education

Many research studies examining attitudes in foreign language education have been conducted at every age and proficiency level. The general aim of this line of research is to understand how students' and teachers' positive or negative attitudes towards a language influence the teaching and learning of the language. To carry out research on language attitudes, researchers have to develop a valid and reliable questionnaire incorporating psychological, sociological, and

linguistic dimensions and then collect data by means of this tool. For instance, students' attitudes towards the foreign language taught will either facilitate or complicate their language learning. Study of the relationship between attitudes and learning will contribute to the development of foreign language teaching methods and materials appropriate for specific student groups exhibiting specific attitudes. At present, there are many studies of students' attitudes towards the foreign language they are learning, Turkish, English, and more.

Teaching English as an International Language

Considering the worldwide status of English today, the necessity for teaching English as an international language (EIL), training teachers, and developing appropriate materials is obvious. The viewpoint adopted here is that English is a world language and related research and educational policies yet to be developed must take into account the international status of English. Furthermore, experimental and observational studies must be conducted and analyzed in this context. First of all, it should be noted that an international language does not belong to a certain country or culture. Naturally, since English is not an artificial international language, its use as a local language must not be ignored. However, the number of people who use English as an international language may far exceed the number of local speakers. Consequently, who determines the norms and standards that ensure the teach ability of the international language becomes a prominent issue. As Smith (1976) proposes, English as an international language does not belong to any nation, a position that challenges theorists and researchers [6]. In this regard, McKay (2003) cites three significant issues: First, the cultural content of English should not be restricted to societies whose native language is English. In other words, students' local culture and other countries' cultures must be featured in the learning process. Second, local expectations related to the teachers' and the students' roles in the teaching and learning of English must be considered. Third, bilingual teachers' dual qualities, that is, their mastery of the local and international culture must be acknowledged [4]. The overarching qualities of bilingual teachers help them to be models for students, thus motivating students to learn and to use the language.

In recognizing the cultures of countries like India which have accepted English as their official language, teachers of English must be aware that the cultural dimensions of English are not the same as those of other languages. All cultures in the world play a role in the teaching of English. To put differently, English teachers can teach English effectively when they integrate the local culture into their curriculum while also incorporating the broad picture of international use. English is usually learned for functional purposes and it is not the official language of these countries. This gives rise to the teaching of English as a second language in outer circle countries, as it is taught in inner circle countries, and as a foreign language in expanding circle countries.

CONCLUSION

This article has explored subcomponents of sociolinguistics such as language attitudes, the relationship of language and culture in foreign language education, and language planning in foreign language education. In the globalized world, to sustain good relationships with other countries, a common language ensuring communication across borders is necessary. To develop widespread foreign language proficiency, it is important to promote positive attitudes towards the language to be taught. Teaching a foreign language is difficult, even impossible, if the learners have negative attitudes towards the target language, the nationality of the language teachers, or the teaching context. For this reason, investigating existing attitudes towards the

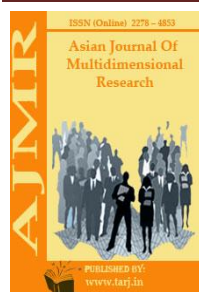
target language and the development of methods and materials that promote positive are worthwhile endeavors. In this regard, the integration of culture into foreign language instruction helps learners to understand unfamiliar concepts by meeting them in context, and thus the learning of the language is enhanced. With respect to all of the above aspects, effective execution and implementation of foreign language planning by related authorities (For example, in Uzbekistan, the Ministry of Education) will greatly assist foreign language teaching and learning. For this reason, when foreign language planning and policies are determined, decisions must be grounded on reliable data generated by research According to Graves (2000) and Belcher (2006), the planning and implementation stages of data collection and contextual analysis, identification of aims, planning, piloting, implementation, reaction analysis, measurement and evaluation, and re-planning must be seriously and thoroughly complete.

CONCLUSION

In conclusion, this article has focused on students' and teachers' attitudes towards the foreign language selected for instruction and the contribution of target language culture to learning. In addition, it has addressed the importance of planning and effective implementation of a language policy. The contribution of other subcomponents of sociolinguistics to foreign language teaching and learning may be found in other sources.

REFERENCES

1. Belcher, D. (2006). English for specific purposes: Teaching to perceived needs and imagined futures in worlds of work, study, and everyday life. *TESOL Quarterly*, 40, 133–156.
2. Cook, V.J. (1999). Going beyond the native speaker in language teaching. *TESOL Quarterly*, 33(2), 185-209.
3. Graves, K. 2000. *Designing Language Courses: A Guide for Teachers*. Boston: Heinle&Heinle. 75-79.
4. McKay, S. L. (2003). Teaching English as an international language. *ELT Journal*, 57(2), 139–148.
5. Smith, L. (1976). English as an international auxiliary language. *RELC Journal*, 7(2), 38–43.
6. Widdowson, H. (2003). *Defining issues in English language teaching*. Oxford: Oxford University Press



DOI NUMBER: 10.5958/2278-4853.2019.00138.1

GENDER DISPARITY IN LITERACY: A BLOCK WISE ANALYSIS IN KAIMUR DISTRICT, BIHAR

Prof. Syed Naushad Ahmad*; Enayat Bano**

*Professor,
Department of Geography,
Aligarh Muslim University,
Aligarh, INDIA
Email id: snaushadahmad4@gmail.com

**Research Scholar,
Department of Geography,
Aligarh Muslim University,
Aligarh, INDIA
Email id: enayatkhan.khan@gmail.com

ABSTRACT

In spite of various plans and policies made by the Government to improve literacy of our country, particularly among women, the gap between male and female literacy still exist. In this research paper, an effort has been made to analyze the distribution of literacy and gender disparity in literacy in Kaimur district of Bihar. The present study is primarily based on secondary sources of data. Sopher Index has been used to measure gender disparity in literacy. The study reveals that there is a huge gap between male and female literacy. Furthermore, the paper has explained to examine the possible reasons responsible for the existence of any such disparities in literacy level and also give some suitable suggestions to bridge the gap between the privileged and unprivileged section of the society.

KEYWORDS: Literacy, Schedule Caste, Sopher Index, Gender Disparity

INTRODUCTION

Literacy is the crucial indicator of the development of a nation because it reflects the quality of life and level of awareness of the people (K. V. Sundaram & Nangia, 1985). It not only improves an individual's life, but it provides opportunities for one's family. It facilitates people to develop their knowledge, critical thinking, skills, and understanding of society. The attribute of literacy has immense social, economic political and cultural significance. It promotes social interactions among the different social groups (Mukerji, 1980). Education is an instrument to enable women against imbalance and foul play in the public arena (Patel & Dighe, 1997). Dr. James Emmanuel Kwegir-Aggrey said that "Educate one guy, you train one person, but teach a girl and also you train an entire civilization" (Bhattacharjee). Literacy removes inequalities from the society in almost all respect. It is a key element to increase human capital (Kumar, Kumar, & Rani, 2016). (Dunn, 1993) emphasized on sex discrimination in literacy and occupation in the scheduled castes and scheduled tribes group in India. He analyzed that women in these privileged groups are doubly disadvantaged. (A. Sundaram & Vanneman, 2008) find out that young women have relatively lower literacy associated with young men in areas where more young women are in the labour force. (Pathak & Gupta, 2013) explained the significance of women education is the social and economic development of India and find out the causes behind the low level of education of women.

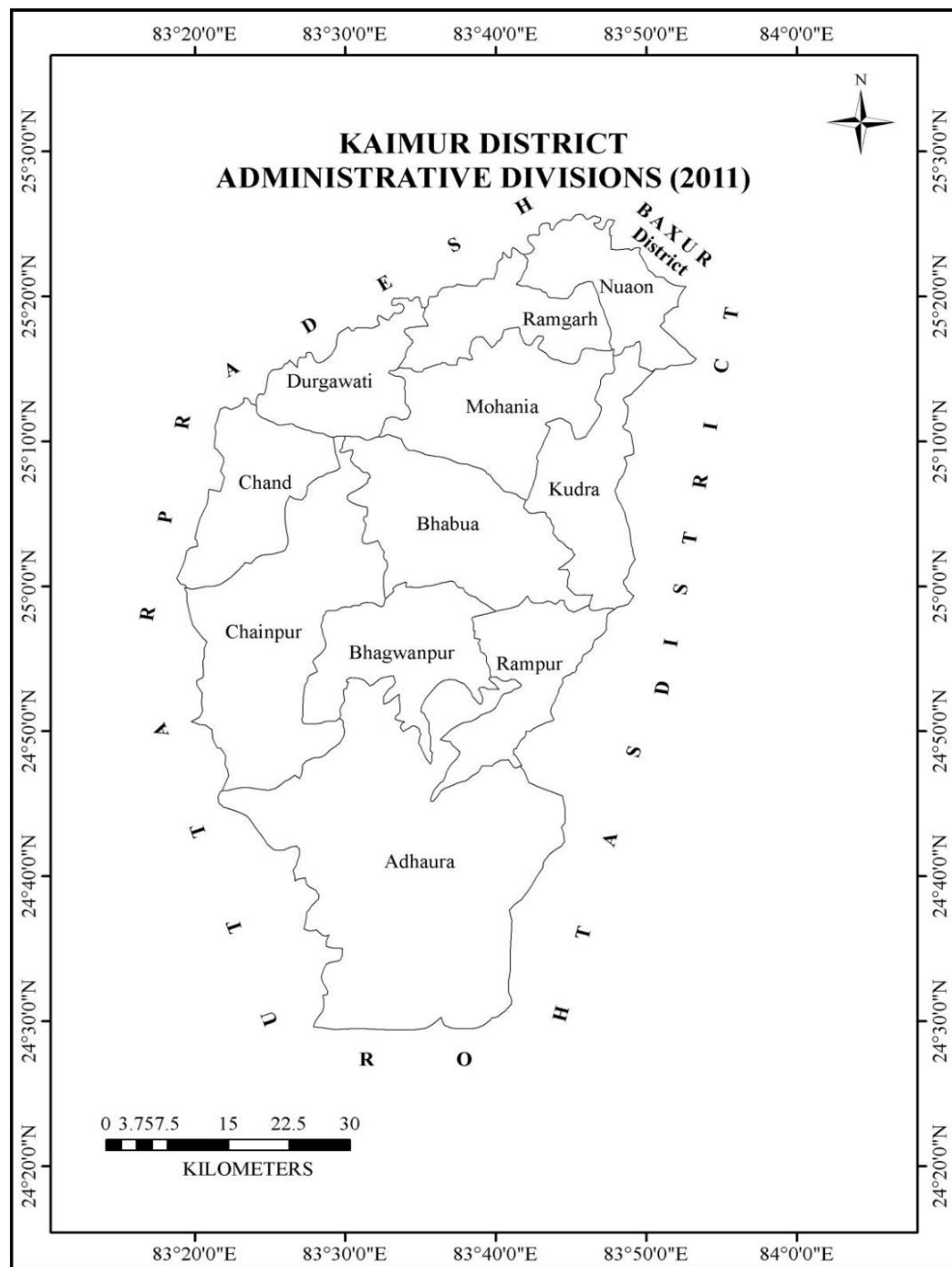
"The scarcity of job, among women in particular, is a vast area of problem not only in India but also the worldly concern" (Katiyar, 2016). There are considerable disparities in the economic, social, cultural and schooling opportunities available to men and women in India. Education plays a crucial role in breaking the cycle of disadvantage: it provides meaningful skills which enhance 'women's labour market capabilities' and serve as a 'catalyst of emancipatory struggles' (Wazir, 2000). There is a need of our country to execute proficiency programs as a principal part of a joined rustic advancement program with an arrangement for expert aptitude improvement and income age programs since education has an association with both social needs and national improvement (Y. Das & Singh, 2002). Dropout of females from the system is a major concern and it creates a gender gap in literacy (Titumir & Rahman, 2011).

OBJECTIVES

1. To analyze the spatial pattern of gender disparity regarding the literacy rate.
2. To measure the level of gender disparity in literacy.

Study Area

The present study is conducted in Kaimur district of Bihar, which is located between 24°0'13" N to 25°0'24" N latitude and 83°0'19"E to 83°0'51"E longitude (Figure 1). As per 2011 Census of India, Kaimur district ranks 32nd in terms of population (1,626,384) and 6th in terms of area (3,362 Sq. Km.) in the state of Bihar. The district has only 4.03 percent urban population as compared to the state, which is 11.29 percent. Agriculture has the largest share of employment in the district that is 52.55 percent. There are 23 sub-castes of scheduled caste in Bihar, among them chamar, constituted the maximum proportion of Scheduled Castes population (more than two-thirds of the total SC population).



Source: Census of India, 2011

Figure 1

the literacy rate of the district is 69.34 percent of which 79.37 percent are male and 58.40 percent are female, while the literacy rate of scheduled caste population in the study area is only 46.92 percent with 56.64 percent male literacy and 37.92 percent female literacy. The work participation rate of Sc is 34.18 percent while it is 31.43 percent among Non-Scheduled Castes.

Most of the scheduled castes populations are mainly engaged in marginal workforce that is 54.52 percent, while the share of Non-Scheduled Castes is 46 percent.

DATABASE AND METHODS

This study is based on secondary sources of data, which obtained from Census of India for the year 2011. Results of the study have been drawn on the percentage basis. Disparity index has been calculated by applying (Sopher, 1974) index. This method indicated that if X_1 and X_2 represent the respective percentage of value of variables of group 1 and group 2 then the disparity index (D) could be calculated by the formula:

$$\text{Disparity index (D)} = \text{Log } (X_2/X_1) + \text{Log } [(Q-X_1)/(Q-X_2)]$$

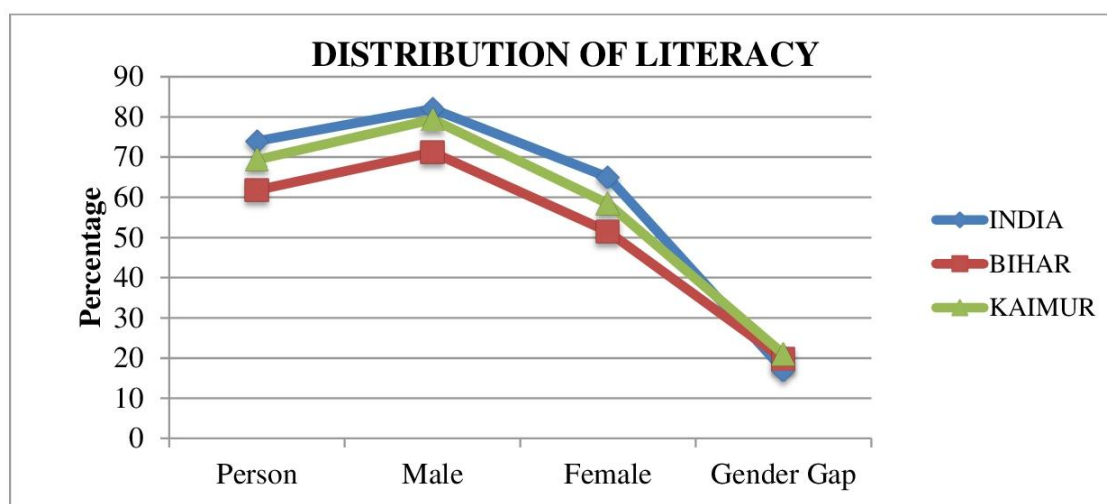
Where, $X_2 > X_1$ and $Q = 100$

In this method of measuring discrepancies group two is taken for the variable having reasonably higher value and group 1 for that having a relatively lower value.

RESULT AND DISCUSSION

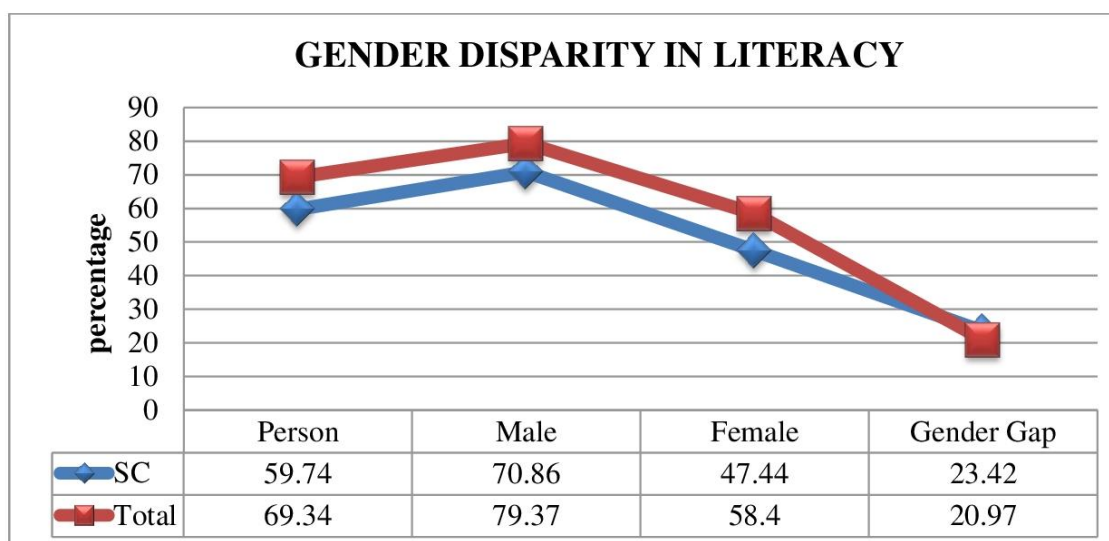
Spatial Pattern of Gender Disparity

Literacy is a major concern in the contemporary world, especially in India. There are certain differences in male and female rates across the country (Islam & Mustaqim). According to Census of India (2011), India appears 74.04 percent literacy rates in which 82.14 percent for male and 65.46 percent for female. There is a 16.68 percent overall gender gap in India (**Figure 2**). On the other hand, the district has recorded 69.34 percent total literacy whereas male literacy is 79.37 percent and female literacy is 58.4 percent. The gender gap in the district is higher with 20.97 percent than the national average. This gap is even higher 23.42 percent among Scheduled Castes (**Table 1 and Figure 3**). The issue of ladies' lack of education is specifically identified with the issue of destitution, and subsequently, there is a genuine need to focus on financial boundaries (Dighe, 1991). To build proficiency rates and take out dropouts, kids from all social gathering ought to be without given sustenance and asylums' well as necessary instruction (Thangaraj, 1995). The education of scheduled castes has been characterized by low literacy rates, high drop-out rates as well as by the determination of highly prejudiced mismanagements (Thorat, 2009). There are so many reasons prevails in India for having this situation, these are a low level of urbanization, types of economy, poverty, political background, educational opportunities, cost of education, transportation and communication facilities, women status, standard of living etc. Among them, poverty has a major hindrance in the educational development of SCs. They are so poor and so much preoccupied with their struggle for the basic necessities of physical life that, they fail to accept education as a basic need of human life (Aikara, 1996).



Source: Census of India, 2011

Figure 2



Source: Census of India, 2011

Figure 3

TABLE 1: GENDER GAP IN LITERACY OF KAIMUR DISTRICT (in percent)

Block	Total Literacy				SC Literacy			
	Person	Male	Female	Gender Gap	Total	Male	Female	Gender Gap
Ramgarh	72.78	82.62	62.18	20.44	62.15	72.88	50.28	22.60
Nuaon	70.55	80.61	59.33	21.28	61.34	73.11	47.86	25.25
Kudra	73.43	82.49	63.43	19.06	62.96	73.09	51.59	21.50
Mohania	73.25	82.92	62.60	20.32	62.39	73.93	49.67	24.26
Durgawati	71.09	81.74	59.73	22.01	60.14	72.30	46.82	25.48
Chand	67.25	77.78	55.79	21.99	59.16	69.84	47.18	22.66
Chainpur	62.53	73.04	51.25	21.79	53.54	64.60	41.62	22.98

Bhabua	70.56	80.27	59.80	20.47	60.24	71.64	47.64	24.00
Rampur	68.12	78.3	57.10	21.20	59.40	70.33	47.38	22.95
Bhagwanpur	65.10	74.4	54.91	19.49	54.86	64.76	43.95	20.81
Adhaura	56.34	68.96	42.59	26.37	54.51	65.85	42.00	23.85
Kaimur	69.34	79.37	58.40	20.97	59.74	70.86	47.44	23.42

Source: Census of India, 2011

Blockwise overall gender gap ranges (Table 1) from highest with 26.37 percent in Adhaura to lowest with 19.06 percent in Kudra. The gender gap among SCs varies from highest with 25.25 percent in Nuaon to lowest with 21.50 percent in Kudra.

Level of Gender Disparity (Sopher Index)

As Swami Vivekananda said, “It is excruciating to consider the welfare of the world without the state of ladies is upgraded. It is troublesome for a fowl to fly on just a single wing.” (B. K. Das). A few difficulties are being looked at by the rural ladies of our general public because of different reasons like-the sexual orientation separation, insufficient access to the human services etc. The females of rural areas are deprived of professional stability. Unfairness, savagery, and uncertainty are the real issues that continue in rural society. There are other burning social issues such as child marriage and gender inequality, which are reasons for several social problems. These problems can be minimized through girls’ education. Literacy is that qualitative attribute of population which is a fairly index of the socio-economic development of the area (Chandna & Sidhu, 1980).

Table 2, 3 and figure 4 represents the Sopher Index of gender disparity regarding overall male-female literacy and SC male-female literacy in the district. It observed that one block i.e., Adhaura (0.266) has recorded highest disparity, while another eight blocks come under medium categories such as Ramgarh (0.214), Nuaon (0.216), Mohania (0.214), Durgawati (0.224), Chand (0.218), Chainpur (0.216), Bhabua (0.209) and Rampur (0.212). In addition, remaining two blocks such as Bhagwanpur (0.197) and Kudra (0.203) has appeared in the low category.

TABLE 2: LEVEL OF GENDER DISPARITY IN OVERALL LITERACY IN KAIMUR DISTRICT

Category	Disparity index (Sopher)	No. of Blocks	Name of the Blocks
High	0.226	1	Adhaura
Medium	0.208-0.226	8	Ramgarh, Nuaon, Mohania, Durgawati, Chand, Chainpur, Bhabua, Rampur
Low	0.208	2	Bhagwanpur, Kudra

Source: Computed by Authors

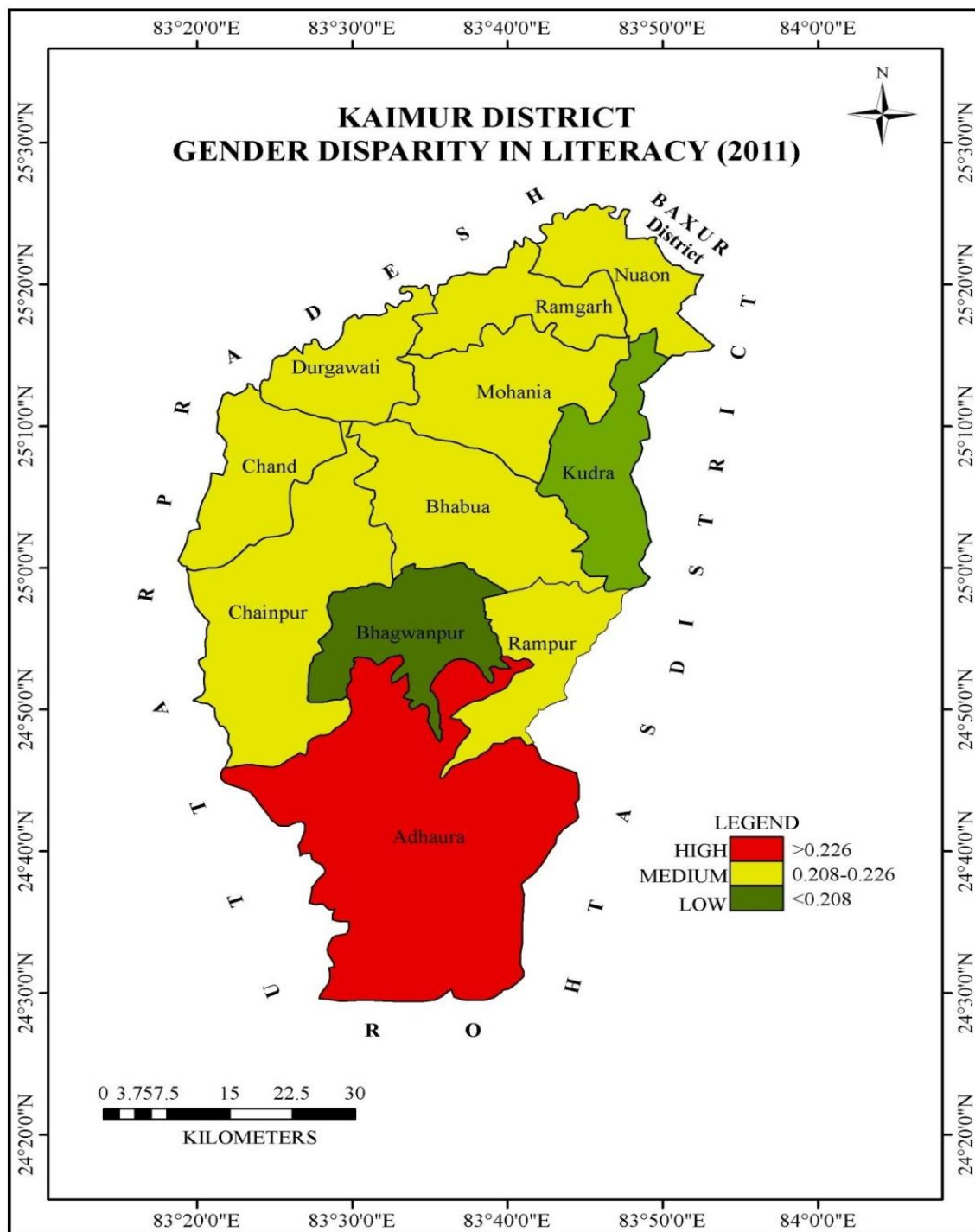
**Figure 4**

TABLE 3: SOPHER'S GENDER DISPARITY INDEX (DI) IN LITERACY OF KAIMUR DISTRICT

Block	Total Literacy				SC Literacy			
	Person	Male	Female	DI	Total	Male	Female	DI
Ramgarh	72.78	82.62	62.18	0.214	62.15	72.88	50.28	0.224
Nuaon	70.55	80.61	59.33	0.216	61.34	73.11	47.86	0.248
Kudra	73.43	82.49	63.43	0.203	62.96	73.09	51.59	0.214
Mohania	73.25	82.92	62.60	0.214	62.39	73.93	49.67	0.238
Durgawati	71.09	81.74	59.73	0.224	60.14	72.30	46.82	0.251
Chand	67.25	77.78	55.79	0.218	59.16	69.84	47.18	0.227
Chainpur	62.53	73.04	51.25	0.216	53.54	64.60	41.62	0.241
Bhabua	70.56	80.27	59.80	0.209	60.24	71.64	47.64	0.238
Rampur	68.12	78.30	57.10	0.212	59.40	70.33	47.38	0.230
Bhagwanpur	65.10	74.40	54.91	0.197	54.86	64.76	43.95	0.218
Adhaura	56.34	68.96	42.59	0.266	54.51	65.85	42.00	0.247
Kaimur District	69.34	79.37	58.40	0.212	59.74	70.86	47.44	0.233

Source: Census of India, 2011

Table 4 and figure 5 depicts the level of gender disparity among Scheduled Castes literacy for the year 2011. The analysis reveals that four blocks namely Adhaura, Chainpur, Nuaon and Durgawati have reported high disparity with index value more than 0.240. The blocks having disparity index ranging from 0.228 to 0.240 are Mohania, Rampur and Bhabua. The low disparities with index value below 0.228 are found in Ramgarh, Kudra, Chand, and Bhagwanpur blocks. Caste dissimilarity is more prominent than sex difference in proficiency as there is more qualification between non-scheduled caste and scheduled castes than between male and female components (Raju, 1988).

TABLE 4: LEVEL OF GENDER DISPARITY AMONG SCHEDULED CASTES LITERACY IN KAIMUR DISTRICT

Category	Disparity index (Sopher)	No. of Blocks	Name of the Blocks
High	0.240	4	Adhaura, Chainpur, Nuaon, Durgawati
Medium	0.228-0.240	3	Mohania, Rampur, Bhabua
Low	0.228	4	Ramgarh, Kudra, Chand, Bhagwanpur

Source: Computed by Authors

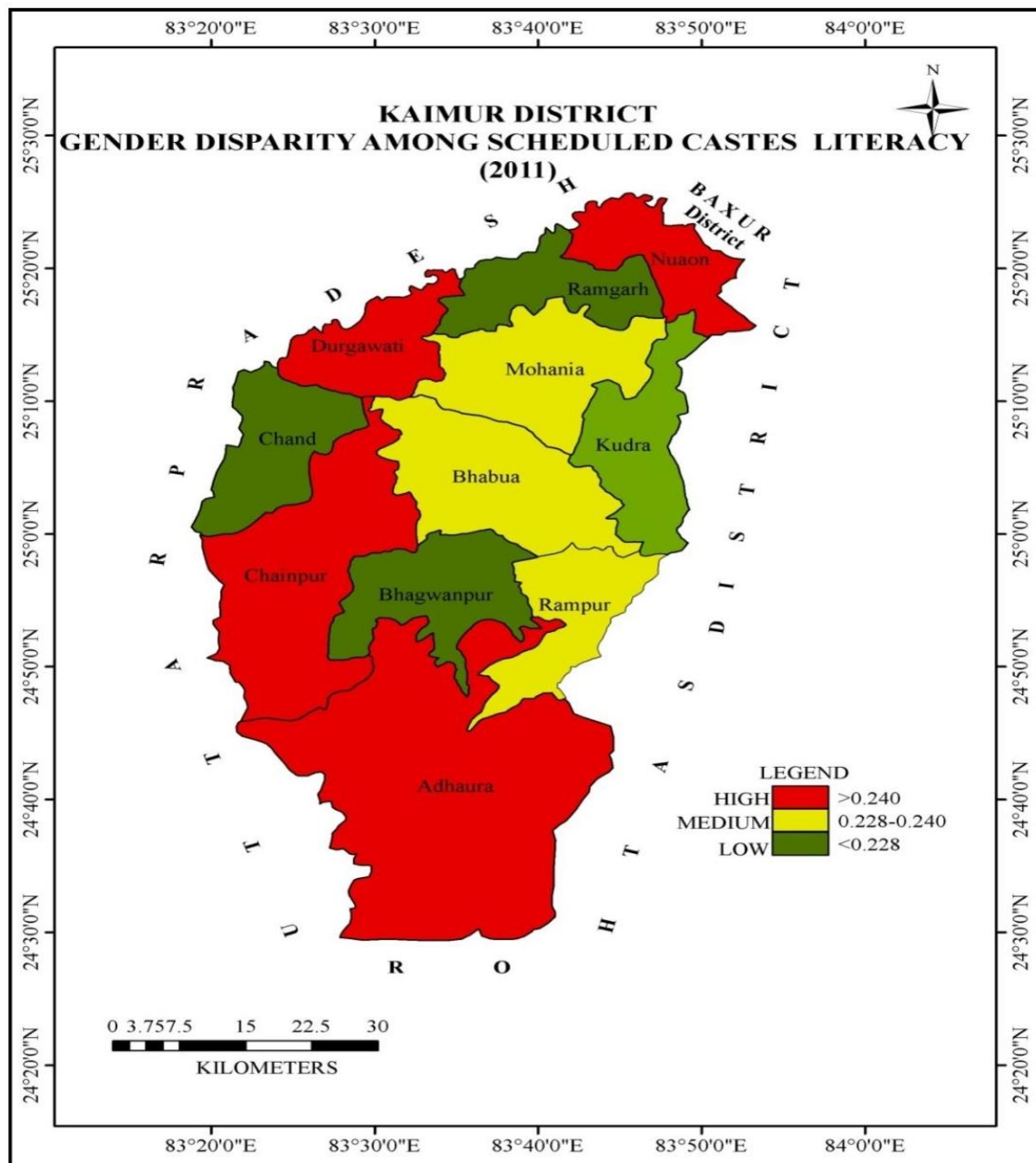


Figure 5

CONCLUSION

Although initiatives efforts were taken by the government to improve female literacy, still there is a large gap between male and female literacy (Singh, 2014). Barak Obama said, “Change won't come on the off chance that we will defer for some other individual or later. We are the ones we have been sitting tight for. We are the change that we look for” (Smith & Juris, 2008). The ideal opportunity for the change is present. There is a need to rethink the rank and job of women. There are some critical angles which influence the low proficiency of ladies like, poor

school climate for young ladies, schools far away from house, religion, the lower enrolment because of family obligations, endowment framework, early marriage, need to child's instruction contrasted with little girl's training, neediness, absence of sufficient number of female educators, absence of mindfulness and standing insightful separation(Bhattacharjee). The present study suggests that socio-economic development is essential for reducing the Gap between Male and female in terms of literacy. There is a pressing need to recognition on female literacy through formulating lowering feminized poverty, promoting the education of girls, and prevention and removal of violence in opposition to girls, in particular, the rural part of our society.

REFERENCES

- Aikara, J. (1996). Inequality of educational opportunities: the case of scheduled castes in India. *Journal of Educational Planning and Administration*, 10(1), 1-14.
- Bhattacharjee, K. Women's Education in Rural Bihar: Issues and Challenges.
- Chandna, R., & Sidhu, M. S. (1980). *Introduction to population geography*: Kalyani Publishers.
- Das, B. K. Barriers in Women Education in Rural India: Gender Inequality in Perspective.
- Das, Y., & Singh, S. (2002). Literacy campaign in Bihar: Problems and prospects. *Indian Journal of Adult Education*, 63(4), 25-33.
- Dighe, A. (1991). Women and literacy: Some policy considerations. *Indian Journal of Adult Education*, 52(1&2), 58.
- Dunn, D. (1993). Gender inequality in education and employment in the scheduled castes and tribes of India. *Population Research and Policy Review*, 12(1), 53-70.
- Islam, M. M., & Mustaquim, M. Gender Gap in Literacy: A Study of Indian Scenario. *LIFE AND LIVING THROUGH NEWER SPECTRUM OF GEOGRAPHY*, 188.
- Katiyar, S. P. (2016). Gender disparity in literacy in India. *Social Change*, 46(1), 46-69.
- Kumar, N., Kumar, N., & Rani, R. (2016). Gender Disparity in Literacy: Districts Level Evidence from Selected States of India. *Educational Quest*, 7(3), 243.
- Mukerji, A. B. (1980). *The Chamars of Uttar Pradesh: A study in social geography*: Inter-India Publications.
- Patel, I., & Dighe, A. (1997). *Gender issues in literacy education*: Institute of Rural Management Anand.
- Pathak, S., & Gupta, A. (2013). Status of Women in India with Particular Reference to Gap in Male Female Literacy Rate in India. *International Journal of Environmental Engineering and Management*, 4(6), 549-552.
- Raju, S. (1988). Female literacy in India: The urban dimension. *Economic and Political Weekly*, WS57-WS64.
- Singh, L. (2014). Reflection of Swami Vivekananda's Views on Women Education in Current Scenario. *IOSR Journal of Economics and Finance*, 5(5), 40-44.
- Smith, J., & Juris, J. (2008). "We are the Ones We have been Waiting for": The US Social Forum in Context. *Mobilization: An International Quarterly*, 13(4), 373-394.

Sopher, D. E. (1974). A measure of disparity. *The Professional Geographer*, 26(4), 389-392.

Sundaram, A., & Vanneman, R. (2008). Gender differentials in literacy in India: The intriguing relationship with women's labor force participation. *World Development*, 36(1), 128-143.

Sundaram, K. V., & Nangia, S. (1985). *Population Geography* (Vol. 6): Heritage.

Thangaraj, M. (1995). Analysis of literacy by social groups in India. *Indian Journal of Adult Education*, 56, 10-16.

Thorat, S. (2009). *Dalits in India: search for a common destiny*: SAGE Publications Ltd.

Titumir, R., & Rahman, K. (2011). Poverty and Inequality in Bangladesh, Unnayan Onneshan-The innovators, Dhaka, Bangladesh."

Wazir, R. (2000). *The gender gap in basic education: NGOs as change agents*: Sage Publications Pvt. Ltd.



DOI NUMBER: **10.5958/2278-4853.2019.00139.3**

PERCEPTION TOWARDS MOTIVATION AMONG SCHOOL TEACHERS IN COIMBATORE DISTRICT

Dr. A. Siva Kumar*

* Assistant Professor,
KSR College of Education,
Tiruchengode, INDIA
Email id: sk.karunya06@gmail.com

ABSTRACT

*The aim of this study is to find out the perception towards motivation among school teachers. **Objectives of the study:** 1. To explore the level of perception towards motivation among school teachers in Coimbatore district. 2. To examine the perception towards motivation among school teachers in Coimbatore district. **Methodology:** The investigator adopted survey method for the study. **Sample:** Two hundred and ten (210) school teachers were selected as sample for the study. **Tool:** Motivation level perception scale developed by Prof. Dr. S. Sathiyagirirajan was used for the study. **Findings:** The results showed that the level of perception towards motivation among school teachers is average.*

KEYWORDS: Perception, Motivation,

INTRODUCTION

The headmaster uses different methods to motivate teachers. When headmasters are more supportive of autonomy and less controlling, teachers demonstrate higher levels of intrinsic motivation and self-determination. The teaching profession is not a new area of research and different approaches have been used in order to explain it. A headmaster motivates the teachers by their personal skills and competencies, involves professional and ethical standards and models, and entails a continuous process of professional development. In different countries, the recent implemented changes and reforms in educational field require headmasters to demonstrate ongoing competences in their roles and adapt to new job requirements. Extensive quantitative and qualitative research on motivating teacher was based on investigation of headmaster's beliefs and perceptions of their professional activity. Headmasters make decisions in teaching activity based on their experiences, perceptions, values and beliefs about their roles, activities, and responsibilities in schools. Motivating level is based on positive headmaster's attitudes and perceptions are fundamental to effective teaching, and headmaster's beliefs, perceptions and attitudes affect their practice and influence the teacher's performance. High headmaster's attitudes towards teaching profession have effects on their classroom performance and teaching practice, and are correlated with the burnout level. In beginning, headmasters start their careers with more positive views of their work and work environment that most other professions and the motivating towards teachers was effective. However, after few months of service, when they confronted with the reality of teaching, their positive work perceptions are significant and declined associated with increasing levels of burnout. Headmasters reported that they were required to exert more effort than their more experienced colleagues and this effort required to undertake teaching was greater than the rewards that resulted from being a headmaster and motivating teacher. Hence the researcher made an attempt to the study of perception towards motivation among school teachers in Coimbatore district.

OBJECTIVES OF THE STUDY

The specific objectives of the study are

1. To find out the level of perception towards motivation among school teachers.
2. To find out whether there is any significant difference of the school teachers towards the perception towards motivation between
 - A. Male & Female (Gender)
 - B. Rural & Urban (Locality of the School)
 - C. UG & PG (Educational Qualification)
 - D. Below 5yr & Above 5yr (Year of Experience)

HYPOTHESES OF THE STUDY

The hypotheses formulated in this study are as follows

1. The level of the perception towards motivation among school teachers.
2. There is no significant difference of the school teachers towards the perception towards motivation between
 - A. Male & Female (Gender)
 - B. Rural & Urban (Locality of the School)
 - C. UG & PG (Educational Qualification)
 - D. Below 5yr & Above 5yr (Year of Experience)

DELIMITATIONS OF THE STUDY

The present investigator has involved the Middle and High School Teachers. It does not involve Higher Secondary Teachers and Primary School Teachers. Another delimitation of the study is coverage of Middle and High School Teachers of Coimbatore District only.

METHOD

The selected problem had been dealt significantly by using survey method. The data on the samples' teacher competency were obtained, analyzed statistically and interpreted.

SAMPLE

A simple random sampling technique was adopted for the selection of 210 Teachers from the Coimbatore district.

TOOL

Motivation level perception Scale developed by Prof.Dr.S.Sathiyagirirajan, Retd. Professor of Education, DDE Fromer Director, UGC Academic Staff College, Madurai Kamaraj University was used.

STATISTICAL TECHNIQUES

- This study utilizes descriptive and differential analysis.

RELIABILITY OF THE TOOL

Test-Retest Method	Reliability Co-Efficients
Motivation Level Perception Scale	0.84

VALIDITY OF THE TOOLTool Validity

High Group			Low Group			
N	Mean	SD	N	Mean	SD	't'
50	52.45	18.16	50	34.27	12.38	5.85

't' is significant at 0.01 level.

ANALYSIS AND INTERPRETATION

TABLE.1. DESCRIPTIVE INDICES OF THE PERCEPTION TOWARDS MOTIVATION ON SCHOOL TEACHERS

				Perception towards Motivation
N				210
Mean				66.02
Std. Deviation				22.296
Percentiles	Q1	25		50.00
	Q3	75		100.00

From the above table, the low, high and moderate groups were categorized in Perception towards Motivation of School Teachers. The value of Q1 and below was considered as low group, the

value Q3 and above was considered as high group and the value in between Q1 and Q3 was considered as average group.

The mean scores of others perception on teacher 66.02. The mean score fall between **Q1** and **Q3**. Hence, the school teachers have an average level of Perception towards Motivation.

TABLE.2.‘T’ TEST AND RESULTS FOR MALE AND FEMALE TEACHERS IN THEIR PERCEPTION TOWARDS MOTIVATION AND ITS DIMENSIONS

Variables	Gender	N	Mean	Std. Deviation	‘t’	P Value
Basic	Male	140	15.36	4.822	0.49	0.61
	Female	70	15.71	5.028		
Safety	Male	140	13.96	4.037	1.33	0.18
	Female	70	14.79	4.507		
Love	Male	140	12.64	4.293	3.24	0.00*
	Female	70	14.71	4.495		
Self_esteem	Male	140	11.25	5.468	2.73	0.00*
	Female	70	13.50	5.895		
Self-Actualization	Male	140	9.89	7.118	3.17	0.00*
	Female	70	13.14	6.755		
Overall Perception towards Motivation	Male	140	63.11	21.473	2.72	0.00*
	Female	70	71.86	22.914		

* The mean difference is significant at the 0.05 level

Table-2 shows the calculated ‘t’ value of Love, Self-esteem, Self-actualization and Overall Perception towards Motivation are 3.24, 2.73, 3.17 and 2.72 are higher than the table value **1.96** at **0.05** levels. The formulated null hypotheses are **rejected**. Hence there is a significant difference between male and female school teachers with respect to the Love, Self-esteem, Self-Actualization and Overall Perception towards Motivation. **Further**, the table revealed that the calculated ‘t’ value of Basic and Safety are 0.49 and 1.33 are less than the table value **1.96** at **0.05** level. The formulated null hypotheses are **accepted**. Hence there is no significant difference between male and female school teachers with respect to the Basic and Safety.

TABLE.3.‘T’ TEST AND RESULTS FOR RURAL AND URBAN SCHOOL TEACHERS IN THEIR PERCEPTION TOWARDS MOTIVATION AND ITS DIMENSIONS

Variables	Locality of the school	N	Mean	Std. Deviation	‘t’	P Value
Basic	Rural	135	14.67	4.684	3.29	0.00*
	Urban	75	16.93	4.925		
Safety	Rural	135	13.15	3.870	5.36	0.00*
	Urban	75	16.20	4.097		
Love	Rural	135	12.15	3.860	5.51	0.00*
	Urban	75	15.47	4.691		
Self-esteem	Rural	135	10.59	4.949	5.07	0.00*
	Urban	75	14.53	6.106		
Self-Actualization	Rural	135	9.67	6.470	3.66	0.00*
	Urban	75	13.33	7.734		
Overall Perception	Rural	135	60.22	19.193	5.38	0.00*

towards Motivation	Urban	75	76.47	23.769		

* The mean difference is significant at the 0.05 level

Table-3 shows The calculated 't' value of Basic, Safety, Love, Self-esteem, Self-actualization and Overall Perception towards Motivation are 3.29, 5.36, 5.51, 5.07, 3.66 and 5.38 are higher than the table value **1.96** at **0.05** level. The formulated null hypotheses are **rejected**. Hence There is a significant difference between rural and urban school teachers with respect to the Basic, Safety, Love, Self-esteem, Self-actualization and Overall Perception towards Motivation.

TABLE.4. 'T' TEST AND RESULTS FOR BELOW 5 YEARS AND ABOVE 5 YEARS EXPERIENCE OF THE TEACHERS IN THEIR PERCEPTION TOWARDS MOTIVATION AND ITS DIMENSIONS

Variables	Year of Experience	N	Mean	Std. Deviation	't'	P Value
Basic	Below 5yr	155	14.55	4.800	4.86	0.00*
	Above 5yr	55	18.09	4.138		
Safety	Below 5yr	155	12.94	3.493	8.80	0.00*
	Above 5yr	55	17.91	3.884		
Love	Below 5yr	155	11.42	3.349	15.05	0.00*
	Above 5yr	55	18.73	2.198		
Self-esteem	Below 5yr	155	9.84	4.502	11.95	0.00*
	Above 5yr	55	18.09	4.093		
Self-Actualization	Below 5yr	155	8.29	6.290	11.76	0.00*
	Above 5yr	55	18.55	2.448		
Overall Perception towards Motivation	Below 5yr	155	57.03	16.707	13.32	0.00*
	Above 5yr	55	91.36	15.553		

* The mean difference is significant at the 0.05 level

Table-4 shows The calculated 't' value of Basic, Safety, Love, Self-esteem, Self-actualization and Overall Perception towards Motivation are 4.86, 8.80, 15.05, 11.95, 11.76 and 13.32 are higher than the table value **1.96** at **0.05** level. The formulated null hypotheses are **rejected**. Hence There is a significant difference between below 5 years and above 5 years experience of the school teachers with respect to the Basic, Safety, Love, Self-esteem, Self-actualization and Overall Perception towards Motivation.

TABLE.5. 'T' TEST AND RESULTS FOR UG AND PG QUALIFICATIONS OF THE TEACHERS IN THEIR PERCEPTION TOWARDS MOTIVATION AND ITS DIMENSIONS

Variables	Year of Experience	N	Mean	Std. Deviation	't'	P Value
Basic	UG	125	14.44	4.744	3.85	0.00*
	PG	85	17.00	4.706		
Safety	UG	125	13.04	3.686	5.32	0.00*
	PG	85	16.00	4.323		
Love	UG	125	11.76	3.651	6.84	0.00*
	PG	85	15.65	4.551		
Self-esteem	UG	125	10.40	4.692	5.23	0.00*
	PG	85	14.35	6.239		

Self-Actualization	UG	125	9.08	6.311	4.91	0.00*
	PG	85	13.76	7.428		
Overall Perception towards Motivation	UG	125	58.72	18.216	6.26	0.00*
	PG	85	76.76	23.471		

* The mean difference is significant at the 0.05 level

Table-5 shows The calculated 't' value of Basic, Safety, Love, Self-esteem, Self-actualization and Overall Perception towards Motivation are 3.85, 5.32, 6.84, 5.23, 4.91 and 6.26 are higher than the table value **1.96** at **0.05** level. The formulated null hypotheses are **rejected**. Hence There is a significant difference between UG and PG qualifications of the school teachers with respect to the Basic, Safety, Love, Self-esteem, Self-actualization and Overall Perception towards Motivation.

FINDINGS

1. It was found that the level of perception towards motivation among school teachers is average.
2. There is a significant difference between male and female school teachers with respect to the Love, Self-esteem, Self-Actualization and Overall Perception towards Motivation.
3. There is no significant difference between male and female school teachers with respect to the Basic and Safety.
4. There is a significant difference between rural and urban school teachers with respect to the Basic, Safety, Love, Self-esteem, Self-actualization and Overall Perception towards Motivation.
5. There is a significant difference between below 5 years and above 5 years experience of the school teachers with respect to the Basic, Safety, Love, Self-esteem, Self-actualization and Overall Perception towards Motivation.
6. There is a significant difference between UG and PG qualifications of the school teachers with respect to the Basic, Safety, Love, Self-esteem, Self-actualization and Overall Perception towards Motivation.

CONCLUSION

Teachers perception towards motivation level plays an important role in the entire life. Motivation alone gives hundred percent success in one's life. The study revealed that the majority of the school teachers have an average level of perception towards motivation in their carrier life. It is referred that there is a significant difference between the school teachers' perception towards motivation on the basis of Gender, year of experience, locality of the school and educational qualification. The positive or effective motivation helps the teachers to be a successful person in the field of education.

SUGGESTION FOR THE FURTHER RESEARCH

Following are few areas of research related to the present study, which deserved further investigation.

- The same study can conducted among higher secondary school teachers.

- It is suggested that a nation or statewide study can be carried out.
- The ongoing Research programmes in the State and Central Universities may be studied.
- A Replica of the present study may be conducted among private school teachers.
- The similar study can be conducted of faculty members of the University and Colleges.
- In the present study questionnaire survey was used. Consequently, for future studies another instrument such as interview, experimental and observation schedule can be used, in order to understand more clearly about the teacher competency.
- Research Bodies (e.g., NCERT, UGC, ICSSR, CSIR, DST, NUEPA and University) have a significant influence on individual to engage in research activity. Hence, the influence of research bodies could be isolated and tested in future research.

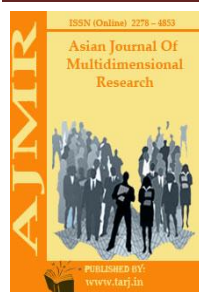
REFERENCE

- Atkinson, J. W. (1957). Motivational determinants of risk taking behavior. *Psychological Review*, 64, 359-375.
- Atkinson, J. W., & Birch, D. (1978). *Introduction to motivation* (2nd ed.). New York: D. Van Nostrand Company.
- Bolman, L. G., & Deal, T. D. (2003). *Reframing organizations: Artistry, choice, and leadership* (3rd ed.). California: Jossey-Bass.
- Borges, N. J., Manuel, R. S., Elam, C. L., & Jones, B. J. (2010). Differences in motives between millennial and generation X medical students. *Medical Education*, 44, 570-576.
- Clark, P. B., & Wilson, J. Q. (1961). Incentive system: A theory of organization. *Administrative Science Quarterly*, 6, 129- 166.
- Donald, J. G. (1997). *Improving the environment of learning: Academic leaders talk about what works*. San Francisco: Jossey-Bass.
- Evensen, D. (2007). The generation gap. *Quill*, 3(5), 30-34.
- Finnigan, K. S., & Gross, B. (2007). Do accountability policy sanctions influence teacher motivation? Lessons from Chicago's low-performing schools. *American Educational Research Journal*, 44(3), 594-629.
- Forsyth, P. (2006). Motivating your staff. *IEE Engineering Management*, 16(1), 22-23.
- Kelley, C., Heneman III, H., & Milanowski, A. (2002). Teacher motivation and schoolbased performance awards. *Educational Administration Quarterly*, 38(3), 372- 401. doi:10.1177/0013161X02383004
- Maslow, A. H. (1943). A theory of human motivation. *Psychological Review*, 50(4), 370 396.
- McGregor, D. (1960). *The human side of enterprise*. New York: McGraw-Hill.
- Meece, J. L., & Kurtz-Costes, B. (2011). Introduction: the schooling of ethnic minority children and youth. *Educational Psychologist*, 36, 1-7.
- Meece, J. L., Glienke, B. B., & Burg, S. (2006). Gender and motivation. *Journal of School Psychology*, 44, 351-373.

- Mertler, C. A. (1992). Teacher motivation and job satisfaction of public school teachers. (Master's Thesis). Ohio State University.
- Mertler, C. A. (2001a, October). Teacher motivation and job satisfaction in the new millennium. Paper presented at the annual meeting of the Mid-Western Educational Research Association, Chicago, Illinois.
- Sathiyagirirajan, S. (n.d.) Tools of Research for Studies in Education. R.S Computers, Madurai.
- Sivakumar, A. (2018). Administrative behaviour and Alienation among School Headmasters in Coimbatore District. *Review of Research*, 7(9), 10-15.
- Sivakumar, A. (2018). Administrative Behaviour, Leadership Behaviour and Role Performance among School Headmasters. *Research Directions*, 6(1), 37-42.
- Sivakumar, A. (2018). Attitude towards Teaching among School Teachers in Coimbatore District. *Review of Research*, 7(10), 12-17.
- Sivakumar, A. (2018). Burnout among School Teachers in Coimbatore District. *Review of Research*, 8(1), 11-15.
- Sivakumar, A. (2018). Communication behaviour and stress among School Teachers in Coimbatore District. *Review of Research*, 7(12), 61-65.
- Sivakumar, A. (2018). Defensive Behaviour among School Teachers in Coimbatore District. *Review of Research*, 8(5), 4-10.
- Sivakumar, A. (2018). Mental Health and Success among Post Graduate Students of Bharathiar University. *Inquisitive Teacher*, 5(2). 53-62.
- Sivakumar, A. (2018). Personality and Success among Post Graduate Students of Bharathiar University. *SELP Journal of Social Science*, 9(36), 104-109.
- Sivakumar, A. (2018). Teaching Competency among High School Teachers in Coimbatore District. *Research Directions*, 5(12), 5-9.
- Sivakumar, A. and Arun, A (2018). Institutional Climate and Conflict among School Teachers in Coimbatore District. *Asian Journal of Multidimensional Research*, 7(10). 33-41.
- Sivakumar, A. and Arun, A (2019). Job Satisfaction among School Teachers in Coimbatore District. *ZENITH International Journal of Multidisciplinary Research*, 9(4). 134-141.
- Sivakumar, A. and Arun, A (2019). Leadership Behaviour Among School Headmasters In Coimbatore District. *Suraj Punj Journal for Multidisciplinary Research*, 9(3). 112-118.
- Sivakumar, A. and Arun, A (2019). Perception on Teachers among Parents of School Students in Coimbatore District. *Asian Journal of Multidimensional Research*, 8(2). 230-240.
- Viteles, M. S. (1953). Motivation and morale in industry. New York: Norton.
- Vogt, W. P. (2007). Quantitative research methods for professionals. Boston, Massachusetts: Pearson Education, Inc.
- Vroom, V. H. (1964). Work and motivation. Malabar, Florida: Robert E. Krieger Publishing Company.

Williams, R. T. (1978). Application of research teacher motivation and satisfaction. NASSP Bulletin, 62, 89-94.doi:10.1177/019263657806242213

Yang, S., & Guy, M. E. (2006). Genxers versus boomers: Work motivators and management implications. Public Performance & Management Review, 29(3), 267-284.



DOI NUMBER: **10.5958/2278-4853.2019.00140.X**

LITERATURE SURVEY ON THE RELATIONSHIP BETWEEN LEARNING STYLES AND ACADEMIC ACHIEVEMENT

Dr.Md.Nijairul Islam*

*Asst. Professor,
Dept. of Education, Gazole Mahavidyalaya
Gazole, Gour Banga University,
Malda, West Bengal, INDIA
Email id: nijairulislam@gmail.com

ABSTRACT

The level of academic achievement of a child at any stage of education depends on the extent to which its natural potentialities are cultivated and developed. Individual differences are reflected in academic progress of students even though all students may be exposed to similar educational environment and facilities in schools. Every student may vary with respect to his/her academic achievement by showing different levels of competence. Such variations may be attributed to a host of factors – innate as well as environmental. Recently cognitive psychologists held that cognition related factors of learners play pivotal role behind their academic achievement. Among the learner- related variables of academic achievement, learning styles is thought to be an important one. The moot point of learning styles theory is the recognition that students learn in diverse ways. Therefore, taking into consideration the different style preferences students have, is of top-most importance in teaching-learning process. Now-a-days, researchers have been taking up studies to identify the profile of learning styles of learners belonging to various educational grades so that it could be nourished in order to optimize their academic achievement. Researchers are also spending much effort to find out whether there exists any relationship between any particular type of learning style of the learners and their level of academic achievement in any particular subject. This paper tries to survey literature on the relationship between learning styles and academic achievement of the learners.

KEYWORDS: Literature Survey, Academic Achievement, Learning Styles, GPA, Research Study

INTRODUCTION

NEED OF LITERATURE SURVEY

Survey of literature is an important section of any research study. It develops the relationship between the existing knowledge and the problem that is being investigated. A collection of research works done by earlier researchers is technically called 'literature'. It is necessary to survey the literature related to the problem that has been taken up for scientific investigation. Survey of literature is a systematic study of the recognized authorities and previous research evidences that help to eliminate duplication of what has been done and provides useful hypotheses and suggestions for further investigation. Studies that show substantial agreement and those that seem to present conflicting conclusions – help to sharpen understanding of existing knowledge in the problem area, provide a background for the research and make the readers aware of the status of the issue. It gives an overview of the published sources on a topic and provides comprehensive knowledge of what has been already said on that topic. The researcher may avoid mistakes committed by other researchers and profit from their experiences. It guides the researcher to identify the knowledge gap if any, define a problem, recognize its significance, select promising data gathering tools and locate sources of data. At the same time, it provides solid data-base of earlier studies that in turn, help to formulate hypotheses, design the present research and discover important variables. Thus literature survey has mainly two-way functions – in one way, it helps identifying the researchable problem; and on the other, it provides appropriate evidences in support of or in contrary to the present research findings.

ACADEMIC ACHIEVEMENT AND LEARNING STYLES

In today's world of cut-throat competition, quality of academic performance of learners has become the buzz word. The level of academic achievement of a child at any stage of education depends on the extent to which its natural potentialities are cultivated and developed. Naturally, parents, teachers and all other stakeholders of education strive to develop the intellectual capabilities of children and seek to ensure that their potentialities are fully realized. It sometimes appears that the whole system of education revolves round the single goal of enhancing academic achievement of students, though various other outcomes should have also been expected from the system.

No two individuals are alike with respect to their bio-psychological attributes and socio-economic background. Individual differences are reflected in academic progress of students even though all students may be exposed to similar educational environment and facilities in schools. Every student may vary with respect to his/her academic achievement by showing different levels of competence. Such variations may be attributed to a host of factors – innate as well as environmental. Many factors have been hypothesized as contributors to academic achievement of learners. Researchers have come out with varied results, at times complementing each other, but at times contradicting each other. The effectiveness of any educational institution is measured by the extent to which the pupils involved in the system achieve in cognitive, affective and psycho-motor domains. Therefore, academic achievement predictors generally consist of cognitive measures, pertaining to mental ability or intelligence and non-cognitive measures, especially personality traits which continue to support the cognitive ability factors. Singh (1976) pointed out that, academic achievement is a very complex variable, a resultant of diverse intellectual and non-intellectual factors, acting and interacting in a variety of ways. Pupil related variables that are generally supposed to contribute to academic achievement are

intelligence, anxiety, interest, attitude, aptitude, level of aspiration, learning styles, meta-cognition and study habit etc. Among the cognitive factors, besides intelligence, learning styles of the learners is thought to be very important factor of academic achievement.

The moot point of learning styles theory is the recognition that students learn in diverse ways. Therefore, taking into consideration the different style preferences students have, is of top-most importance in teaching-learning process. Alfonseca et al. (2006) stressed that knowledge of students' learning styles will facilitate adaptation of suitable techniques and methods to match with their preferred ways of learning. Recognition of students' learning style may very well aid teachers in becoming more sensitive to individual differences in classrooms, thus promoting enhancement in teaching practices. Cuthbert (2005) held that, awareness of students' learning styles is vital for allowing adjustment in the educators' pedagogic approaches. When teachers take into consideration the variety of learning styles that exist in learners, it leads to improvement in students' achievement (Dunn and Dunn, 2005). Now-a-days, researchers have been taking up studies to identify the profile of learning styles of learners belonging to various educational grades so that it could be nourished in order to optimize their academic achievement. Researchers are also spending much effort to find out whether there exists any relationship between any particular learning style and pupils' level of academic achievement in any particular subject.

STUDIES ON THE NATURE OF LEARNING STYLES AND ITS RELATIONSHIP WITH ACADEMIC ACHIEVEMENT

Siddiquei, and Khalid (2018) tried to establish the missing links between personality traits, learning styles, and academic performance of 141 students enrolled in various e-learning courses at university level in Pakistan. They used Index of Learning Style (ILS) and grade point average (GPA) as tools in their study. Data analysis revealed that the respondents' GPA was positively correlated with active, intuitive and global learning styles and was negatively correlated with reflective, sensing and sequential learning styles. However, no relationship was found between GPA and visual-verbal learning styles.

Jayanama, (2018) in his mixed-method research, examined the relationship between learning styles and academic achievement of a sample of 425 male and female low and high proficiency students of Foundation English at Srinakharinwirot University. The Perceptual Learning Style Questionnaire by Reid (1995) was used. The results showed that, for low proficiency students, a significant relationship was found between visual learning style and academic achievement and for high proficiency students, a significant relationship existed between tactile learning style and academic achievement. In general, low and high proficiency respondents had similar learning styles, which included auditory, group, kinesthetic and visual, in order of preference.

Hamza et al. (2018) tried to assess the effect of different learning styles on performance in physiology examination of 102 2nd year medical students. Honey and Mumford Learning Styles Questionnaire was used to categorize the participants into one of the four learning styles (activist, reflector, theorist, and pragmatist). Learning styles were compared with physiology scores and age using one-way analysis of variance and post hoc statistical analysis and between males and females by using Chi-square test. Results showed that, pragmatists had the lowest total physiology score, while theorists had the highest total physiology scores, whereas activists and reflectors had scores in between pragmatists and theorists.

Derakhshan and Shakki (2018) investigated into the relationship between English learners' learning styles and their levels of proficiency at Golestan University, Gorgan, Iran. To this end, 120 learners were randomly selected and divided into low-proficient and high-proficient learners. The instruments used in this study were an International English Language Testing System (IELTS) Mock examination through which the participants' levels of proficiency were determined and Reid's Perceptual Learning Style Questionnaire to identify learners' perceptual learning style preferences. The results of t-test and Spearman correlation coefficient revealed that the learners with high levels of proficiency favoured kinesthetic and tactile learning styles, and the low-level students were much inclined toward visual and group styles.

Cimermanová (2018) aimed to determine whether learning style influences academic achievement of 81 fifth year university students in Slovakia. The Grasha-Riechmann Student Learning Style Scales (GRSLSS) inventory was applied in the study. The results of two-way ANOVA indicated that the interaction between learning style and academic achievement was not significant.

Awang et al. (2017) tried to find out the relationship between learning styles of 103 polytechnic students and their academic achievement based on VARK learning styles model in Malaysian. The results hinted at no significant relationship between learning style and academic achievement of the respondents.

Nzesei (2017) tried to determine the relationship between learning style and academic achievement among secondary school students in Kenya. The sampling applied was purposive. The data collection instrument was the Barsch Learning Style Inventory (BLSI). The findings indicated that there was no significant difference in learning style preference among high and low academic achievement groups.

Ling et al. (2017) in their study, tried to examine if learning style influenced students' academic performance in Malaysia. A sample of 200 MBA students, reading in private colleges in Malaysia, was used in this study. Results showed that visual and sequential learning styles had positive significant impact on academic performance.

Budin et al. (2016) attempted to explore the probable relationship between Mechanical Engineering students' learning styles and academic performance. The questionnaire used in this study was based on Howard Gardner's multiple intelligences theory comprising of five elements of learning style; environmental, sociological, emotional, physiological and psychological. The ANOVA analysis of data indicated that there was a significant correlation between academic performances and kinesthetic, verbal and visual learning styles of the respondents.

In a cross-sectional study, Nasiri et al. (2016) tried to find out the relationship between learning style and academic status of 88 dental students studying in fourth, fifth, and sixth years using VARK learning styles questionnaire. Chi-square test and t-test of data revealed that there was no significant difference between the mean of the final examination scores of students who did and did not prefer the aural learning style, the reading/writing learning style and the kinesthetic learning style. In addition, there was no significant difference between the scores on the final clinical course among the students who had different preferences for learning styles. However,

there was a significant difference between the mean of the final examination scores of the students with and without visual learning style preference, the former having higher mean scores.

İlçin Email et al. (2016) aimed to investigate the relationship between academic performance and learning styles of 184 Turkish physiotherapy students by using Grasha-Riechmann learning style scales. The participants' CGPA was accepted as a measure of academic performance. The Kruskal-Wallis test revealed that academic performance was negatively correlated with avoidant style and positively correlated with participatory style.

Paiboonsithiwong et al. (2016) aimed to investigate the prevalence of various learning styles among 140 first-year medical students of Chiang Mai University, Thailand and their correlations with academic achievement. VARK questionnaire was used to collect data. Correlation and regression analysis showed that learning styles were not associated with the respondents' GPA.

Rhouma (2016) examined the relationship between academic achievement and perceptual learning style of the participant pupils in a study. Data on perceptual learning style preferences and academic performance were gathered by means of a structured questionnaire and the participants' grades. The results revealed that low achievers were significantly more tactical in their preference than high ones. With regards to visual and auditory learning styles, high and low achievers exhibited similar preferences.

Arbabisarjou et al. (2016), in a descriptive-analytical study, intended to examine the relationship between learning style and academic performance of 220 students. VARK learning style questionnaire was used as data gathering tool. Chi-square test, Pearson's correlation, independent t-test and variance analysis revealed no statistically significant relation between learning styles and academic performance of the respondents.

Islam (2015) in an ex-post facto study, tried to find out the relationship between learning styles and academic achievement in second-language English of 605 higher secondary level students in Murshidabad district in West Bengal, India. Memletics Learning Styles Inventory (MLSI) and information schedule of the respondents' academic achievement score were used in this study to collect data. Analysis of data revealed that out of seven learning styles, high achievers and low achievers differed significantly in respect of visual, verbal, aural, physical and logical styles. The preferred learning styles of high achievers under study were visual, verbal, aural and logical while the low achievers showed preference for physical style. Moreover, these learning styles were not found as correlates of academic achievement in case of high achievers and low achievers in second language English.

One of the main aims of the study of Bosman (2015) was to find out the relationship between academic achievements in English and mathematics and the learning styles of 240 senior school students in the North West Province of South Africa. A mixed methods research design was used. The study found that individual learning style was most significantly related to academic achievements in English and mathematics.

In a correlational cross sectional study, Gebru et al. (2015) tried to find out the relationship between learning styles and academic achievement of 232 undergraduate nursing students (both

male and female) in School of Nursing and Midwifery, Tehran University of Medical Sciences, Iran. Data were collected with Kolb's Learning Style Inventory. Descriptive and analytical statistical test of data revealed that there was no significant relationship between learning styles and academic achievement of the respondents.

Rezaeinejad et al. (2015) aimed to investigate the learning styles of 3958 high school level students and its relationship with educational achievement in Ilam, Iran. In order to assess the learning styles of the respondents, the online questionnaire for learning styles by Felder and Solomon was used. Results revealed that in the experiential field, there was a positive significant relationship between students' visual-verbal learning style and their score means. In mathematics field, there was a positive significant relationship between students' active-reflective and visual-verbal learning styles and their score mean. In Humanities field, there was no significant relationship between the students' sequential-global, visual-verbal and sensing-intuitive learning styles and their score means.

Jiraporncharoen et al. (2015) aimed to explore the associations between learning styles and high academic achievement of 1014 undergraduate medical students in Chiang Mai University, Thailand. The Index of Learning Styles questionnaire was used to assess each student's learning style across four domains. Data analysis showed that learning styles differed between the preclinical and clinical students in the active/reflective domain. Sequential learning style was associated with high academic achievement in both preclinical and clinical students while reflective learning style was associated with high academic achievement among preclinical students.

In a descriptive exploratory study, Li et al. (2015) tried to identify the relationship between learning styles and academic performance of 285 nursing students in Taiwan. The Chinese version of Myers-Briggs type indicator Form M was used to gather data. GPA of the participants was obtained from the office of academic affairs and the registrar's records. Descriptive statistics, one-way analysis of variance and chi-square statistical analysis revealed that academic performance was significantly related to learning styles.

Ramazan et al. (2014) in a descriptive correlation study, tried to predict the relationship between learning styles, cognitive styles and academic achievement of 150 first year male students enrolled in electronic schools in Tehran. Kolb's learning style inventory and average scores of the students at the end of the school year were used as data gathering tools. Data were analyzed using stepwise regression and Pearson correlation coefficient. The findings revealed a significant relationship between participants' learning styles and academic achievement. The style mostly preferred by the students as the dominant style was absorber and the least preferred style was accommodation.

Wilkinson et al. (2014) tried to find out if academic performance of learners' is influenced by their learning styles. Using the Honey and Mumford Learning Style Questionnaire, learning styles of a cohort of first year medical and dental students at Queen's University, Belfast were assessed. Pearson correlation was performed between the score for each of the four learning styles and the participants' examination results in a variety of subject areas (including anatomy) and in different types of assessments. Data analyses revealed that there was no correlation

between learning styles and academic performance and in few cases, where the correlations were statistically significant, they appeared to be weak.

Saadatmanesh (2014) conducted a study to examine the correlation of learning styles with EFL learners' English achievement in Arak, the capital of Markazi province. A sample of 200 high school students, both male and female, was chosen randomly. However, the researcher found no relationship between the respondents' learning styles and their final English achievement scores.

Turki (2014), in an analytical descriptive study, tried to investigate into the nature of learning styles of gifted and non-gifted students and their relationship with school type, gender and grade of the learners. The sample of this study consisted of 90 gifted and 90 non-gifted VII-X grade school students, both male and female, in Tafila Governorate-Hashemite Kingdom of Jordan. Learning Style Questionnaire, designed by Jaber and Quran in 2004, was used to identify students' learning styles. Results indicated that the most preferred learning styles among gifted students were visual/non-verbal, followed by kinesthetic, visual/verbal and auditory ones. The most preferred learning styles for non-gifted students were auditory, followed by visual/verbal, visual/non-verbal and kinesthetic ones.

Ariffin et al. (2014) tried to examine the relationship between learning styles and course performance in Statistics of IT students in Uniten. A sample of 30 undergraduate students, both male and female, participated in this study. Visual-Auditory-Kinaesthetic (VAK) learning style self-assessment questionnaire was used to collect data. Result of this study revealed that the respondents' learning styles in order of preference were visual, auditory and kinaesthetic. The researchers found no statistically significant relationship between learning style and course performance of the respondents.

Alade and Ogbo (2014) investigated into the learning styles preferences of chemistry students in both public and private secondary schools in Lagos metropolis, Nigeria. The sample consisted of 200 students in this descriptive survey study. VAK Learning Style Test (VLST) was used to collect data. Results showed that there was a significant relationship between visual learning style preferences of students and their performance in chemistry achievement test in both public and private schools.

Torres (2014) tried to explore the relationship between learning styles and academic performance of 229 college students in New York City. The respondents' academic performance was measured from their overall grade point average (GPA). Two questionnaires were used to identify their learning styles – Learning Style Inventory (LSI), developed by Kolb and Productivity Environmental Preference Survey (PEPS), developed by Dunn, Dunn and Price. Results of this study revealed no relationship between learning styles and academic performance of the respondents.

Ghaffari et al. (2013), in a descriptive study, aimed to identify different learning styles and their relation with academic achievement of medical students of basic sciences programme at Tabriz University of Medical Sciences, Iran. The sample consisted of 350 medical students. Data were collected through Kolb's standard questions on learning styles. The study revealed that there was no significant relationship between students' academic achievement and their learning styles.

Gappi (2013) tried to explore students' preferred styles of learning and their relationship with academic achievement. The participants consisted of 84 male and 47 female freshmen students in

the age group of 15-35 years. Index of Learning Styles (ILS) questionnaire was used to collect data in this study. One way ANOVA and product moment correlation of the data demonstrated that the respondents were fairly well balanced in all four dimensions of learning styles incorporated in the ILS questionnaire. Moreover, there was no significant effect of gender, age and academic programme on the learning style preferences of the students. Based on the result, the researcher concluded that there was no statistically significant correlation between academic achievement and learning style preferences of the respondents.

Chermahini et al. (2013) conducted a survey study to determine the relationship between learning styles and academic performance in English as a second language of 488 high school male and female students in Iran. The results of this study indicated significant negative correlation of accommodating and assimilating learning styles and positive correlation of converging and diverging learning styles with the respondents' academic performance.

Vaishnav (2013) tried to find out relationship between different learning styles and academic achievement of 200 ninth to eleventh standard learners of Nagpur city in Maharashtra. VAK Learning Style Inventory, developed by Chislett and Chapman, was used as data-gathering tool. Pearson's product moment and ANNOVA F test were used to analyze data. Findings of the study revealed that, there existed high positive correlation between kinesthetic learning style and academic achievement of the learners.

Pellón et al. (2013) aimed to determine the learning styles of fifth-year medical students who attended the ophthalmology course and to also determine the correlation of learning styles with their academic performance. Kolb's learning style questionnaires were used. Pearson's r test showed that students with reflective style were better performers.

Jahanbakhsh (2012) in a descriptive-survey study investigated into the relationship of four dimensions of Felder and Silverman's learning styles with academic achievement of 350 Iranian high school girls' students. Findings of study showed that sensing style showed a negative correlation and intuitive style showed a positive correlation with their academic achievement. For the students whose major was speculative science, active style showed a negative correlation, while reflective style showed positive correlation. For students with empirical science, academic achievement showed significant correlation with both visual-verbal and sequential-global learning style.

Yi et al. (2012) aimed to determine the relationship between learning styles and achievement of tertiary level finance, statistics for computer science and basic professional writing for language students. Questionnaires were distributed to 30 respondents from each field of study using convenient sampling. Fleming and Mill's VARK inventory was used as tool for collecting data. The findings indicated that the majority of computer science students, regardless of gender, who scored well in mid-term examination, preferred to adopt converging learning style. However, a majority of finance students preferred diverging learning style. Meanwhile, English language students were found to learn better in accommodating learning style.

Tabatabaei and Mashayekhi (2012) aimed to determine the differences in learning styles of Iranian pre-university EFL learners across different levels of proficiency, majors and genders. The sample for this study consisted of 131 male and female high school students in Khansar. Persian version of Productivity Environmental Preference Survey (PEPS) was used to collect data. The results showed that the participants preferred visual style the most, followed by auditory and tactile while the least preferred learning style was kinesthetic. It was also revealed

that the respondents' learning styles did not make much difference to achieve success in foreign language.

Shaw (2012) focused on the relationship among learning styles, participation types and learning performance for programming language learning supported by an online forum. A sample of 144 respondents participated in this study. Kolb's Learning Style Inventory (LSI) was used to collect data. Results indicated that different learning styles were significantly associated with different learning scores while the accommodators had better learning scores.

Al-Hebaishi (2012) attempted to identify the learning styles and strategy preferences of female EFL majors at Taibah University, Soudi Arabia. Another aim of this study was to investigate into the relationship among learning styles, learning strategies and academic performance in methodology I course of the respondents. The researcher collected data from a purposive sample of 88 participants. Results showed that visual learning style was most preferred by majority of the participants. However, the findings demonstrated lack of a significant relationship between learning styles and academic performance.

Tripathi and Sethi (2012) examined the nature of learning styles and their relationship with academic performance of 320 first year postgraduate students at the department of commerce, University of Delhi. The study used Standard Learning Styles Questionnaire, developed by Kolb in 1984. Cross tabulation and chi square test of data revealed that the most preferred learning style among the respondents was 'diverging', followed by 'accommodating', 'assimilating' and 'converging'. The researchers also found that, students' learning styles and academic performance were significantly correlated; assimilators and divergers were among the top scorers while among the lowest scorers, the percentage of accommodators was high.

Eudoxie (2011) sought to find out learning styles profile of second-year soil science students using VARK and Index of Learning Styles (ILS) questionnaires. Respondents' performance was measured with quality points (course work and final examination) and it was compared with their learning styles preferences. Results showed that students were mostly multimodal (25%) and kinesthetic (25%) for the VARK instrument. An almost balanced student profile was seen among the four dimensions of ILS except in the case of sequential and global preferences, which differed significantly. Moreover, it was seen that students' learning preference was not related with their course performance.

Bokhari (2011) conducted a study to explore whether learning styles and personality, as factors, could affect academic performance among students of different ethnicity in Malaysia. In this descriptive study, 70 primary school students, 70 secondary school students and 291 university level students participated. Results showed that students who "always asked for assistance from teachers (lecturers) and classmates" academically scored better.

Abidin et al. (2011) investigated into the relationship between learning styles and overall academic achievement of 317 adolescent students in an Islamic school in Malaysia. Learning Styles Survey (LSS) was used to collect data in this survey study. Data were analyzed with one-way ANOVA and multiple regression analysis. The results indicated that high achieving students were more global than moderate and low achievers. The high achievers preferred group-learning variable. Within the learning style dimensions, the respondents strongly preferred the physiology type which included visual, auditory and kinesthetic elements. In terms of learning styles elements, out of nine selected learning styles, respondents selected seven learning styles as major

ones, beginning with auditory, followed by visual, reflective, analytic, global, kinesthetic and group learning styles.

Akhtar (2011) aimed to find out the nature of learning styles of students, reading in developed and under-developed districts of Pakistan. In this descriptive study, 1580 secondary school students from both the areas were selected as sample. The adapted version of Grasha and Riechmann learning style questionnaire was used to collect data. The study found that high and low academic achievers of developed and under developed districts had no difference in their learning styles; they preferred independent learning style.

Damavandi et al. (2011) investigated into the impact of learning styles on academic achievement of secondary school students in Iran. A total of 285 tenth grade students were randomly selected as sample of this study. An adapted version of Kolb's Learning Style Inventory (LSI), developed in 1999, was used to collect data. The result showed that academic achievement mean scores of the converges and assimilators were significantly higher than that of the divergers and accommodators.

Prajapati et al. (2011), in a cross-sectional study, sought to determine whether academic performance of undergraduate level students was influenced by enrolment status, learning styles or gender. The sample comprised of 270 undergraduates of optometry degree course at Aston University. Index of Learning Styles was used to collect data. Results revealed that a majority of students were balanced learners; their preferences were towards active, sensing, visual and sequential learning styles. Females expressed a disproportionate preference for reflective and visual learning styles. One way ANOVA showed that, there was no statistically significant correlation between academic performances of respondents with different learning style profiles.

Farooq and Regnier (2011) tried to identify the preferred learning styles and their correlation with academic performance of 1023 PG level students, belonging to 24 different fields of study from 13 faculties of the Punjab University, Pakistan. Kolb's Learning Style Inventory, version 3.1 was used to collect data in this descriptive study. Marks obtained by the respondents at secondary, higher secondary and university levels were considered as indicators of academic performance. Data analysis showed that, the majority of the students were divergers, followed by assimilators. It was also found that learning styles had significant positive correlation with the marks obtained in secondary and higher secondary school level examinations while marks obtained at university level examination had no significant relationship with learning styles of the respondents.

Jhaish (2010) attempted to identify the learning styles and learning strategies and their relationship with academic achievement among third year English majors at Al Aqsa University. In this descriptive study, 60 students participated. Results revealed that females preferred visual, auditory and individual learning styles while males preferred in-group learning style. Moreover, the researcher found statistically significant correlation between academic achievement and auditory learning style among the respondents.

Kia et al. (2009) reported a research on learning styles and their roles in academic achievement of students in Payame Noor University, Iran. Through random sampling, 184 fourth semester students, both male and female, were chosen. The Memletics questionnaire was used to collect data about learning styles. Total average of students' scores in four semesters was taken as the criterion of academic achievement. Findings revealed that, most of the male students used verbal and solitary learning styles while most of the females used aural and verbal ones. It was also

found that, respondents with visual learning style had the greatest achievement score. Students with social, aural, verbal, and solitary learning styles were in the following ranks respectively. However, respondents with logical and physical learning styles were found to have the least academic achievement.

Warn (2009) attempted to determine if there was any difference in students' learning styles for subjects with different assessment orientation (theoretical versus computational) and association between students' learning style and their academic performance in two final year subjects. Kolb's Learning Style Inventory (LSI) was used to collect data. It was found that students' learning style was converger-dominant for Malaysian Taxation subject but it was accommodator-dominant for Financial Strategy subject. However, no significant association was found between the respondents' learning styles and their academic performance.

Montemayor et al. (2009) conducted a research on learning styles of high and low academic achiever teacher education students of University of the Cordilleras. Descriptive-comparative method was used in this study. The instrument used was Learning Style Inventory, developed by Dunn and Dunn. Results of the study revealed that no significant difference existed in learning styles of low achieving and high achieving students.

Singh (2008) explored the relationship between learning style preferences and academic achievement of high school pupils in Uttaranchal. The sample of this study was 538 male and female pupils, studying in class X. Data were collected with learning styles inventory and record of annual examination. Results revealed that flexible, aural, short-attention spanned and non-motivation-centred learning styles positively affected academic achievement of urban pupils. Moreover, non-flexible, visual, non-motivation-centred and environment-free learning styles were found to positively affect academic achievement of rural pupils.

Yildirim et al. (2008) sought to determine whether learning styles of students affected their academic achievement. A sample of 746 eighth-grade students in Istanbul, Turkey, participated in this study. Results indicated no significant relationship between students' learning styles and their academic achievement.

Aripin et al. (2008) attempted to find out the dominant learning styles and their relationship with academic performance of first year students at the International Education Centre, Malaysia. Grasha-Riechmann Student Learning Style Scales (GRSLSS) was used to collect data. Results indicated that, even though there was no strong correlation between learning styles and academic performance, there was an indication that those who were more participative, tended to academically perform better. There was also an indication that highly independent learners were more likely to achieve better grades than those who were not.

Cutolo and Rochford (2007) attempted to identify the relationship between learning styles preferences and academic achievement among incoming freshmen at a private urban university in Canada. Results revealed that, in contrast with low achievers, high and medium achievers preferred visual text learning, analytic tasks, reflective activities and structured assignments. High achievers also demonstrated greater need for silence than the low achievers. Moreover, the high achievers exhibited moderate preferences for verbal kinesthetic activities and working alone or in pairs.

Gravenhorst (2007) examined the relationship between learning styles and academic performance in an anatomy course that blended traditional lecture with an array of hands-on

activities. Participants were 19 students (ranging from 18 to 24 years of age) at Columbia College, Chicago. Felder-Silverman Index of Learning was used to collect data. The researcher found a significant positive correlation of visual/verbal and active/reflective preference with academic score of the learners.

Malathi and Malini (2006) conducted a study on 160 higher secondary students in Tamil Nadu, India, with an aim to find out the correlation between the respondents' learning styles and academic achievement. The researchers found that the learning styles of respondents were good and there was no significant difference in learning styles in terms of their class and type of school. However, the researchers found a significant difference in learning styles between boys and girls. The correlation was higher between learning styles and achievement which indicated that, the better the learning styles, the higher was academic achievement.

Rayneri et al. (2006) examined learning styles of gifted middle school students, their perceptions of classroom environment and possible connections among learning styles, classroom environment and achievement levels. Learning Style Inventory (LSI) was administered on 80 gifted students of grades VI, VII and VIII to identify their learning styles preferences. Correlations were found between higher grade point averages in social studies and the items like persistence, motivation and auditory, tactile and kinesthetic modalities of learning styles.

Vawda (2005) in her study aimed to explore learning styles of first year university students and relationship of learning styles with academic performance in various faculties in South Africa. It was an exploratory descriptive research with a non-probability sample. Kolb's Learning Style Indicator was used to collect data. Across the six faculties, accommodator learning style was the most represented, followed by diverger learning style. However, no significant relationship was found between learning styles and academic performance of the respondents.

Young et al. (2005) led a study in Sidney on the relationship between students' learning styles and academic performance. They applied Paragon Learning Styles Inventory, developed by Shindler and Yang in 2002, on 914 first year chemistry students to collect data. The study revealed that introverts performed academically better than extroverts and thinkers performed better than feelers.

Vyas (2002) conducted a study on 545 twelfth grade girl students in Rajasthan and found that environmental and sociological dimensions of learning styles did not affect the respondents' academic performance significantly.

Kopsovich (2001) sought to determine whether learning styles of students affected their mathematics achievement scores. Learning Style Inventory by Dunn, Dunn and Price was used on 500 fifth grade students attending a North Texas Intermediate school to collect data. Pearson's product moment correlation coefficient and point-biserial correlation analysis of data revealed a significant relationship between learning preference of all students as displayed in their high level of "persistence to complete a difficult learning task or assignment" and their mathematics achievement scores.

DISCUSSION AND CONCLUSION

The survey of literature discussed above revealed that there has been a trend among researchers in identifying the learning styles of students of different levels of education as well as exploring the relationship between learning styles and academic achievement of learners of different

educational grades. This trend has been gaining momentum since the beginning of the 21st century, particularly in the countries like Iran, Malaysia, Thailand, Jordan, Turkey, Saudi Arabia and Pakistan. With regard to the Indian context, only a few investigations have been taken up so far in exploring the interrelationship between learning styles and academic achievement of learners. A knowledge gap is conspicuous with regard to the establishment of this construct, namely learning styles as a cognitive correlate of academic achievement. This knowledge gap will surely draw attention of the researchers in the days to come and the subsequent findings will help augmenting teaching-learning process.

REFERENCES

- Abidin, M. J. Z., Rezaee, A. A., Abdullah, H. N., & Singh, K. K. B. (2011). Learning styles and overall academic achievement in a specific educational system. *International Journal of Humanities and Social Science*, 1, (10), 143-152.
- Akhtar, Z. (2011). A comparative study of students' learning styles, socio-economic status and learning achievement of developed and under developed districts of Pakistan. *Language in India*, 11, (June issue), 92-101.
- Al Hebaishi, S. M. (2012). Investigating the relationships between learning styles, strategies and the academic performance of Saudi English majors. *International Interdisciplinary Journal of Education*, 1, (8), 510-520.
- Alade, O. M., & Ogbo, A. C. (2014). A comparative study of chemistry students' learning styles preferences in selected public and private schools in Lagos Metropolis. *IOSR Journal of Research and Method in Education*, 4, (1), 45-53.
- Alfonseca, A., Carro, R., Martin, E., Ortigas, A., & Paredes, P. (2006). The impact of learning styles on student grouping for collaborative learning: A case study. *User Modelling and User-Adapted Interaction*, 16, (3), 377-401.
- Arbabisarjou, A., Zare, S., Shahrakipour, M., & Ghoreishinia, G. (2016). The survey of the relationship between the learning style and academic performance in students of medical sciences. *International Journal of Medical Research & Health Sciences*, 5, (7S), 338-342.
- Ariffin, I., Solemon, B., Din, M. M., & Anwar, R. M. (2014). Learning style and course performance: An empirical study of Uniten IT students. *International Journal of Asian Social Science*, 4, (2), 208-216.
- Aripin, R., Mahmood, Z., Rohaizad, R., Yeop, U., & Anuar, M. (2008). *Students' learning styles and academic performance*. Paper presented at the 22nd Annual SAS Malaysia Forum, 15th July, 2008, Kuala Lumpur Convention Center, Malaysia.
- Awang, N., Samad, A. N. S., Faiz, M. R., Roddin, & Kankia, J.D. (2017). *Relationship between the learning styles preferences and academic achievement*. Presented at IOP Conference Series of International Research and Innovation Summit. doi:10.1088/1757-899X/226/1/012193
- Bokhari, M. (2011). Learning styles and personality as factors affecting academic performance among students of different ethnicity: A case study. *Journal of Human Capital Development*, 4, (1), 91-107.

Bosman, A. (2015). The relationship between student academic achievement and student learning styles in a multicultural senior school. Thesis, University of South Africa, Pretoria. Accessed on February 13, 2019 from: <http://uir.unisa.ac.za/handle/10500/20187>

Budin, S., Othman, N.L.A., & Ismail, S. (2016). A study on learning styles and academic performance in relation with kinesthetic, verbal and visual intelligences. *International Journal of Educational and Pedagogical Sciences*, 10, (8).

Chermahini, S. A., Ghanbari, A., & Talab, M. G. (2013). Learning styles and academic performance of students in English as a second-language class in Iran. *Bulgarian Journal of Science and Education Policy*, 7, (2), 322-333.

Cimermanová, I. (2018). The effect of learning styles on academic achievement in different forms of teaching. *International Journal of Instruction*, 11, (3), 219-232.

Cuthbert, P. F. (2005). The student learning process: Learning styles or learning approaches? *Teaching in Higher Education*, 10, (2), 235-249.

Cutolo, A., & Rochford, R. A. (2007). An analysis of freshmen's learning styles and their relationship to academic achievement. *College Quarterly*, 10, (2), 1-17.

Damavandi, A. Z., Mahyuddin, R., Elias, H., Daud, S. M., & Shabani, J. (2011). Academic achievement of students with different learning styles. *International Journal of Psychological Studies*, 3, (2), 186.

Derakhshan, A., & Shakki, F. (2018). An investigation into the relationship between Iranian EFL high and low proficient learners and their learning styles. *Sage Open*, October, 2018 issue. Accessed on February 12, 2019 from: <https://doi.org/10.1177/2158244018809408>

Dunn, R. S., & Dunn, K. (2005). Thirty-five years of research on perceptual strengths: Essential strategies to promote learning. *Clearing House: A Journal of Educational Strategies, Issues and Ideas*, 78, (6), 273.

udoxie, G. D. (2011). Learning styles among students in an advanced soil management class: Impact on students' performance. *Journal of Natural Resources and Life Sciences Education*, 40, (1), 137-143. doi:10.4195/jnrlse.2010.0006u

Farooq, M. S., & Régnier, J. C. (2011). *University students' learning styles and academic performance: A case of language*. Paper presented at the 16th annual conference on Education, Learning Styles, Individual Differences Network (ELSIN), 29th June – 1st July 2011, Antwerp, Belgium.

Gappi, L. L. (2013). Relationships between learning style preferences and academic performance of students. *International Journal of Educational Research and Technology*, 4, (2), 70-76.

Gebru, A.A., Ghiyasvandian, S., & Mohammadi, N. (2015). The relationship between learning style and undergraduate nursing students' academic achievement in School of Nursing and Midwifery, Tehran University of Medical Sciences, Tehran, Iran. *American Journal of Nursing Science*, 4, (4), 147-153.

Ghaffari, R., Ranjbarzadeh, F. S., Azar, E. F., Hassanzadeh, S., Safaei, N., Golanbar, P., ... & Abbasi, E. (2013). The analysis of learning styles and their relationship to academic achievement in medical students of basic science programme. *Res Dev Med Educ*, 2, (2), 73-76.

Ghaffari, R., Ranjbarzadeh, F.S., Azar, E.F., Hassanzadeh, S., Safaei, N., Golanbar, P., Mazouchian, H., & Abbasi, E. (2013). The analysis of learning styles and their relationship to academic achievement in medical students of basic sciences programme. *Res Dev Med Educ.*, 2, (2), 73-76. doi: 10.5681/rdme.2013.017

Gravenhorst, R. M. (2007). Student learning styles and academic performance in a non-traditional anatomy course. *Journal of Dance Education*, 7, (2), 38-46. DOI:10.1080/15290824.2007.10387333

Hamza, M., Haq, I., Hamid, S., Nadir, M., & Mehmood, N. (2018). Effect of moderate learning style-teaching mode mismatch on academic performance among 2nd year medical students in Pakistan. *Indian Journal of Psychiatry*, 60, (1), 109-113.

İlçinEmail, N., Tomruk, M., Yeşilyaprak, S.S., Karadibak, D., & Savcı, S. (2016). The relationship between learning styles and academic performance in Turkish physiotherapy students. *Physiotherapy*, 102, (1), e84–e85. DOI: <https://doi.org/10.1016/j.physio.2016.10.084>

Islam, Md. N. (2015). *Nature of some cognitive correlates of academic achievement in English among higher secondary learners*. (Doctoral Thesis) University of Kalyani: West Bengal.

Jahanbakhsh, R. (2012). Learning styles and academic achievement: A case study of Iranian high school girls' students. *Procedia – Social and Behavioral Sciences* 51, 1030-1034.

Jayanama, B. (2018). *Relationship between learning styles and academic achievement of low and high proficiency students in Foundation English of Srinakharinwirot University*. Accessed on Feb 12, 2019 from: www.assumptionjournal.au.edu/index.php/Scholar/article/download/2980/1905.

Jhaish, M. A. (2010). *The relationship among learning styles, language learning strategies, and the academic achievement among the English majors at Al-Aqsa University*. Retrieved on March 22, 2013, from: <http://library.iugaza.edu.ps/thesis/90213.pdf>.

Jiraporncharoen, W., Angkurawaranon, C., Chockjamsai, M., Deesomchok, A., & Euathrongchit, J. (2015). Learning styles and academic achievement among undergraduate medical students in Thailand. *Journal of Educational Evaluation for Health Profession*, 12, (38). doi: 10.3352/jeehp.2015.12.38

Kia, M. M., Aliapour, A., & Ghaderi, E. (2009). Study of learning styles and their roles in the academic achievement of the students of Payame Noor University. *Turkish Online Journal of Distance Education*, 10, (2), 24-37. Retrieved on April 22, 2013, from: <http://www.tojde.anadolu.edu.tr>.

Kopsovich, R. D. (2001). *A study of correlations between learning styles of students and their mathematics scores on the Texas Assessment of Academic Skills Test*. Denton, Texas. UNT Digital Library. Retrieved on April 23, 2013, from: <http://digital.library.unt.edu/ark:/67531/metadc2889/>.

Li, Y., Yu, W., Liu, C., Shieh, S., & Yang, B. (2015). An exploratory study of the relationship between learning styles and academic performance among students in different nursing programmes. *Contemporary Nurse*, 48, (2), 229-239. <https://doi.org/10.1080/10376178.2014.11081945>

Ling, A. S., Basit, A., & Hassan, Z. (2017). Does learning style impact student academic performance? *International Journal of Education, Learning and Training*, 2, (2), DOI: 24924/ijelt/2017.11/v2.iss2/1.13.

Malathi, S., & Malini, E. (2006). Learning style of higher secondary students of Tamil Nadu. *Indian Educational Abstracts*, 6, (2), 16.

Montemayor, E., Aplaten, M. C., Mendoza, G. C., & Perey, G. M. (2009). Learning styles of high and low academic achieving freshman teacher education students: An application of the Dunn and Dunn's learning style model. *University of the Cordilleras Research Journal*, 1, (4), 58-71.

Nasiri, Z., Gharekhani, S., & Ghasempour, M. (2016). Relationship between learning style and academic status of Babol dental students. *Electronic Physician*, 8, (5), 2340–2345.doi: 10.19082/2345.

Nzesei, M.M. (2017). *A correlation study between learning styles and academic achievement among secondary school students in Kenya*. A research project submitted to the University of Nairobi in partial fulfillment of the requirements for the Master of Education Degree (M.Ed.) in Measurement and Evaluation. Accessed on February 13, 2019 from: http://erepository.uonbi.ac.ke/bitstream/handle/11295/93142/Mutua_A+correlation+study+between+learning+styles+and+academic+achievement+among+secondary+school.pdf?sequence=1

Paiboonsithiwong, S., Kunanithaworn, N., Songtrijuck, N., Wongpakaran, N., & Wongpakaran, T. (2016). Learning styles, academic achievement, and mental health problems among medical students in Thailand. *Journal of Educational Evaluation for Health Professions*, 13, (38). <https://doi.org/10.3352/jeehp.2016.13.38>

Pellón, M., Nome, S., & Arán, A. (2013). Relationship between learning styles and academic performance of fifth graders enrolled in the medical course. *Revista Brasileira de Oftalmologia*, 72, (3). <http://dx.doi.org/10.1590/S0034-72802013000300008>

Prajapati, B., Dunne, M., Bartlett, H., & Cubbidge, R. (2011). The influence of learning styles, enrolment status and gender on academic performance of optometry undergraduates. *Ophthalmic and Physiological Optics*, 31 (1), 69-78. DOI: 10.1111/j.1475-1313.2010.00798.x

Ramazan, H., Soraya, R., & Ghodsieh, E. (2014). Predicting the relationship between learning styles, cognitive styles and academic achievement in electronic schools. *Information and Communication Technology in Educational Sciences*, 4, (16); 143-155.

Rayneri, L. J., Gerber, B. L., & Wiley, L. P. (2006). The relationship between classroom environment and the learning style preferences of gifted middle school students and the impact on levels of performance. *Gifted Child Quarterly*, 50, (2), 104-118. doi: 10.1177/001698620605000203

Rezaeinejad, M., Azizifar, A., & Gowhary, H. (2015). The study of learning styles and its relationship with educational achievement among Iranian high school students. *Procedia –Social and Behavioral Sciences*, 199, (3), 218-224.

Rhouma, W.B. (2016). Perceptual learning styles preferences and academic achievement. *International Journal of Arts & Sciences*, 9,(2), 479–492.

Shaw, R. S. (2012). A study of the relationships among learning styles, participation types, and performance in programming language learning supported by online forums. *Computers and Education*, 58, (1), 111-120. DOI:10.1016/j.compedu.2011.08.013

Siddiquei, N.L., & Khalid, R. (2018). The relationship between personality traits, learning styles and academic performance of e-learners. *Open Praxis*, 10, (3). DOI: <https://doi.org/10.5944/openpraxis.10.3.870>.

Singh, B. K. (1976). *Non-intellectual correlates of academic achievement*. Allahabad: Indian International Publication.

Singh, R. (2008). Learning style preferences and academic achievement of school children. *Psycho-lingua*, 38, (1), 40-47.

Tabatabaei, O., & Mashayekhi, S. (2012). The relationship between EFL learners' learning styles and their L2 achievement. *Procedia – Social and Behavioral Sciences*, 70, 245-253. DOI: 10.1016/j.sbspro.2013.01.061

Torres, M. (2014). The relationship between Latino students' learning styles and their academic performance. *Community College Journal of Research and Practice*, 38, (4), 357-369.

Tripathi, V., & Sethi, S. (2012). *On learning styles, academic performance and innovative teaching practices: Empirical evidence from post-graduate students at department of commerce, University of Delhi*. DOI:10.2139/ssrn.2148943. Retrieved on April 13, 2013, from: http://papers.ssrn.com/sol3/papers.cfm?abstract_id=2148943

Turki, J. (2014). Learning styles of gifted and non-gifted students in Tafila Governorate. *International Journal of Humanities and Social Science* 4, (5), 114-124.

Vaishnav, R. S. (2013). Learning style and academic achievement of secondary school students. *Voice of Research*, 1, (4), 1-4.

Vawda, A. (2005). *The learning styles of first year university students*. Retrieved on April 10, 2013, from: <http://nmmu.ac.za/documents/theses/avawda.pdf>

Vyas, A. (2002). A study of learning styles, mental ability, academic performance and other ecological correlates of under graduate adolescent girls of Rajasthan. *Indian Educational Abstracts*, 6, (2), 41-42.

Warn, T. S. (2009). *Students' learning style and their academic achievement for taxation course – A comparison study*. Proceedings of the 2nd International Conference of Teaching and Learning (ICTL, 17th November, 2009), INTI University College, Malaysia.

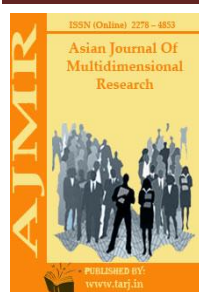
Wilkinson, T., Boohan, M., & Stevenson, M. (2014). Does learning style influence academic performance in different forms of assessment? *Journal of Anatomy*, 224, (3), 304-308.

Yeung, A., Read, J. R., & Schmid, S. (2005). *Students' learning styles and academic performance in first year chemistry*. Proceedings of the Blended Learning in Science Teaching and Learning Symposium, September 3, 2005, Sidney, 137-142.

Yi, W.C., Hui, H.Y., & Jasmine, S. (2012). *Relationship between learning styles and content based academic achievement among tertiary level students*. Accessed on February 11, 2019 from: http://www1.curtin.edu.my/tl2015/tl2011/download/papers/nonrefereed/Relationship_betw

een_Learning_Styles_and_Content_Based_Academic_Achievement_Among_Tertiary_Level_Students.pdf

Yildirim, O., Acar, A. C., Bull, S., & Sevinc, L. (2008). Relationships between teachers' perceived leadership style, students' learning style, and academic achievement: A study on high school students. *Educational Psychology*, 28, (1), 73-81. DOI: 10.1080/01443410701417945



DOI NUMBER: 10.5958/2278-4853.2019.00141.1

THE ROLE OF MUSEUMS IN SAVING THE NATIONAL IDENTITY OF KARAKAL PAKISTAN

Nizami" KadirovaXalimaBuvabayevna *

*Senior Teacher,
Of "Tashkent State Pedagogical University,
UZBEKISTAN

ABSTRACT

This article intended to show the immerse importance of the museums which narrates from the past, in the process of studying the historical background, worldviews and national identity of Karakalpak people. Because at the museums' the past representing exhibits national identity of Karakalpak nation is embodied. Especially, it can be recognized in the antiquities which are kept in the Karakalpak Art Museum named after Savitskiy, Nukus museum of local lore, and Historical Museum named after Berdak. In this event national dress passes, fun shows, concerts of Folk and Variety show, scene of museum photos(living exhibits), puppet show were presented. Furthermore, excursions, documentary films, presentation, interactive games presented. Today in museum's treasure there is more than 85.thousand masterpieces and values from people's practical work, especially, in museums there can be found such kind of historically rare ethnographic and folk practical masterpieces, which represent Karakalpak identity and they supposed to belong to 3th BC till now. While performing our duty as a responsible descendants we must rely on our centuries-long traditions, customs, historical heritage and this leads us to commence, to have a stronger reputation and place in the world in the future.

KEYWORDS: Identity, Museum, Exhibit, Exhibitions, Hall, The Past, Ancient, Arts, Civilization, National Dresses, History.

INTRODUCTION

Karakalpak land as a heard of high civilization incarnates ancient traditions and secrets that belong to ancestors who inhabited as natives of the Karakalpakstan. According to the archeological facts, our ancestors lived in this land about 150-130 thousand years ago and so, it can be said that Karaskalpakstan is a reserve of the archeological items. Because archeological findings, antiquities, old monuments that make the man surprised were found right in this land. Traditions, customs, languages which played an essential role in the development of the Karakalpak history and civilization are now of great importance, since these historical items, customs, and others reveal the special peculiarities, feature of Karakalpak people, which make them different from other nations. Of course we cannot imagine any nation or country without his unique, inimitable historical background, customs and traditions. That's why museums are important in order to realize the one's own identity, that's to say one's national identification.

Nowadays Karakalpakstan Art Museum named Savitskiy, Nukus museum of local lore and Berdak historical museums are playing a great role in promoting Karakalpak nationality and identity over the world. Karakalpak Art Museum named after Savitskiy was established in 1966 through the attempts of Russian artist Savitskiy and the museum was filled with the Karakalpak nation's practical works and the masterpieces collected by Savitskiy.

Museum exhibition includes itself material and cultural values related to the periods of Ancient Kxorezm, as well as the masterpieces of Russian, Uzbek, and Karakalpak artists and all of the above prove the identity and national peculiarities of Karakalpak people. Savitskiy museum stands in the second place after the well-known museum of Sant-Peterburg because of its rich Russian-vanguard masterpieces in quantity. Today in museum's treasure there is more than 85.thousand masterpieces and values from people's practical work, especially, in museums there can be found such kind of historically rare ethnographic and folk practical masterpieces, which represent Karakalpak identity and they supposed to belong to 3th BC till now.¹

Karakalpak nation saves its masterpieces, which are created on the base of their ancient national customs, traditions and folk works for centuries, because they are the evidences that prove Karakalpak nationality, identity, and its immortality. About this theme, hero of Uzbekistan, and poet IbragimYusupov said to his nation. "Your name is only a 10-letter word, but hard to say, have such a great customs, difficult to take".² Today Karakalpak state national Art museum, Karakalpak museum of local lore and Berdak museum activates in advocating nation's identity because it represents the nation's past, worldviews, and cultural developing process. During the independence yearsSavitskiy museum's rich collection was acknowledged by foreign countries. For example, in 1991 this museum was enounced with a one line with Tretiyakovskiy and Ermitadj gallery, Russian state museum in Russia, LOVUR and Metropol museums in Europe, and the aim from this international connection with other museums is to introduce and promote the Karakalpak nationality and identity all over the world. Currently, this museum is accepted as one of the famous museums because the member of tourists and the number of open days of museum is increased. In the branch of Folk practical Arts there are household items, national dresses and jewel items which narrate from the history of people and especially they are increasing the interests of tourists. So our president Sh.Mirziyayev considered the museums' work on a scale of politics of the country and emphasized using the opportunities of country's climate, historical, ethnographic, cultural, economical conditions will improve the tourism, "...that's to say if we take only Savitskiy museum, it has such a rare masterpieces, historical, ethnographic exhibits, and we can say without any doubt that they are invaluable treasure in the

world”, says Sh.Mirziyayev, even international journalists and editors estimate the Savitskiy museum as “Jewel of Karakum Desert”, “Luvr in Desert”, “One of the best museums in the world”. Master Momin, A.Bolkova who lived in Uzbekistan, impressionist artist P.Benkov vanguard genre, E.Karavay, Kurzina and Shevchenko’s works in different genres are gathered in the fund of the museum. Also with the works of artists P.Matevosyan and Dj.Kuttemuradov’s modern works which represent country’s nature, life of the working people, prospering period of Oral Sea and its tragedy are gathered the fund as well. One of the example masterpieces, “Row of milk stalls” created by OrolTansikboyev challenges the spectators to think about the past and the now of the country, compare them with each other and feel the cyclical changes represented in the work. A.Yusupov’s “East kafee” created in his own particular style symbolizes in itself the particular characteristics and particular way of life of Karakalpak people. Its genre is mix of east philosophy and modern of style. “Near the Sherdor” by Kashina which was created in a historical genre represents the connection between past and now makes the spectator to memorise the ancestors and to be deep in through about the history. Another astonishing masterpiece named “At the Pond” by Benkov even though describes the history of the Uzbek people, it is created by using the modern art styles. In Savitskiy’s “in the garden” or Tansikboyev’s “Apple harvest” works the nature of our region is characterized by its unique beauty and enthusiasm. Composition of colors created by the talent of artist makes the work more meaningful than ever.

In the Folk Applied Arts section particular features of Karakalpak jewellery schools can be seen in the patterns of jewellery arts. Ornament of Karakalpak women include itself folk, front decoration Arabic and other ornaments. Ancient karakalpak women worn round earrings or through their chin and called them chin earrings. Front ornament called “Haykel” is decorated with a lot of patterns such as silver, non-ferrus stones, small chain and rattles. Nose rings so-called “Arbek” arise the interest of spectators. In 2017 from 7th April till May in Moscow State Art Museum named after Pushkin held an exhibition for collection of Nukus State Museum Savitskiy. Russian and other foreign visitors to the museum have seen Nukus Karakalpak museum’s collections for the first time and they were astonished while watching such collections that came from “heart of the desert” because there is different masterpieces, works, hand-made patterns of more than 90 Thousand genres in the fund of museum. The first president has written such notes on the memory book “how much people of Karakalpakistan feel proud of their exclusive and wonderful museums, so much worthy they are.”³ After joining to the international action called “museums’ party” Nukus Art Museum held an action under the motto of “Secrets of Desert Museum” in 2017. In the opening part of the event director of the friends of “Desert Museum” club DevidPirs participated, and museum welcomed its guests till 11p.m.⁴

In this event national dress passes, fun shows, concerts of Folk and Variety show, scene of museum photos(living exhibits), puppet show were presented. Furthermore, excursions, documentary films, presentation, interactive games presented. It should be mentioned that, to find out “seven miracles of Uzbekistan” in national library of Uzbekistan named after A. Navoiy held on an event in the range of infolib-2016 national information-library weekend, and Savitskiy museum took the second possession.⁵ Karakalpak state local lore museum established in Turtkul state in 1929 16-may. Academics S. F. Oldenburg, A. Samoylovich, scientists of Uzbekistan and Kazakhstan, rendered a support in organizational matters of the museum. In the beginning of 1930ties post-graduates of Moscow University Baskakov, H.V. Turchinskaya, later, doctor of philosophy professor KalliAimbetovs controlled the museum. Later again, S. P. Tolstov and T. A. Djanko contributed in expanding the museum with their works. But in 1944 museum moved

from Turtkul to Nukus because of the flood happened in the museum. This museum has been representing our nation's past and history step by step for 85 years. First, this museum was opened under the possession of scientific-researches institute, with a few exhibits in it, coming now there are over 66 thousand exhibits in the museum.⁶

Nowadays this museum is not only collecting the heritage of the past but also works in activities of scientific, cultural, educational publicity among the people. There are Nature, Archaeology, Ethnography, New History working sections and each represent history of Karakalpak people, their ethnography, culture and the development of the nation in the begging of independence years. In the local lore museum of Karakalpakstan the most rare, unique exhibit is 'Kapitel', it was found at the 81 kilometre of excavation works of arterial road. Collection of local lore museum of Karakalpakstan is very antique, unique and significant. Especially, national dresses of Karakalpak women increase guests' interests. Tastefully designed gloves 'Djengde', hats and cloaks 'Keymeshek', and 'Saukele' are very amazing. For example, 'Djegde' is considered as one of the gorgeous and light dresses of Karakalpak women. Its form like oriental robe, but sleeves are tight, and they are not worn while dressing and it covers the head of the women. The sleeves are long but they are not worn in arms, tied with connected strings and left back. There are two types of Djegde red and white. Red ones are worn by young women and when they became old enough, about 40-50 years old they changed red to one to white ones. Djegdes' patterns represented the women's kin or (tribe), what kind of occupation their ancestors had, information about members of family and other details related to their background. Even such kind of national dresses of Karakalpaks' both women and men symbolized the age, possession, social background, marital status.⁷

Blue dress- this is also one of the examples of Folk national embroidery trade. It was used as wedding dress of a bridge or some young women worn it for holidays. Blue dress also called as color dress among people. Ornaments of dress begin from the collar and come down, front lap of a dress and sleeves are also decorated with ornament still the end.

Saykale- is considered as one of the most unique works of the Folk Practical Arts. Saykale is the national hat of the marrying bridges. Such kind of hats appeared in the ancient kingdoms around the Mesopotamia and later this kind of hat spread to Mitanni, Urartu, Khwarezm. These mementos are created in VI-VIII centuries. Their signatures inherited to us through the Folk's traditional works. This hat was worn by bridges from the wedding day till they have a first child. It meant after giving a birth young bridge accepted as the real member of the family.

Berdak museum was established attaching to the Karakalpak state university named after Berdak, in 1998 On the occasion of the 170 anniversary of the great poet, museum was fulfilled with new exhibits.

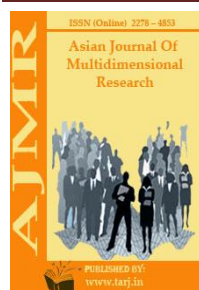
Today this museum is one of the refined, cultural, educational places in the country. This place keeps over 7000 exhibits which relate about the archaeology, ethnography and history of the nations of the Aral Sea. Besides the mementos of the poet, there are exhibits representing social life of Karakalpak people. For example, medrasa, at where Berdak studied, books he used, historically valuable manuscripts, historical dresses and national musical instruments are gathered in the museum. It is deducible from the exhibits that Berdak's life is directly connected with the nation's life, since he is not only poet, but also humanist. According to the decree '2017-2018 years 28th February, on the issue of extra measures for economical developing Muynak region and business of the population' Ecology branch of Muynak museum presented to

be use. Exhibits of Muynak local lore narrates from unforgettable history. Because in previous times Muynak was port city, unique scenery of the nature, kanons, chinks, historical graveyards are the evidence from Prosperity times of Aral Sea. But in 1965 Rafael Matevosyan⁸ who had taken the name of singer of the singer of Aral sea was from the firsts who was witness of initial tragedies of Aral sea and impressing by this events, he created several works. These priceless works illustrating the Aral Sea are saved in the local lore museum of Muynak region.

Every country has its great descendants who introduce the national identity and values to the world. Immortal heritage left by them determines not only the past but also the future of that nation. In boundary of Karakalpakstan found a great amount of historical cultural monuments and remembrances and especially they are attracting the tourists from the difficult sides of the world. While performing our duty as a responsible descendants we must rely on our centuries-long traditions, customs, historical heritage and this leads us to come, to have a stronger reputation and place in the world in the future. It gives people a wide range of human qualities, such as commitment patriotism, commitment to the country, respect for dignity. As we are talking about the museums, about 50 percent of the population knows that this is a moth and only 12 percent of our population visited there. According to the latest conducted online survey, there found surprising answers such as "...I have been in museum of Parij, London and Rome but I have never been in Nukus museum..."⁹

REFERENCES

1. Pearl of the Desert. www.literature.ru
2. U. Abdurakhmonov. World of the Karakalpak. National library Press of Uzbekistan named after Alisher Navai, Tashkent-2011 year page-109
3. Karakalpakstan. Tashkent "Spirituality" 2001. page-214 Xolmirzayev. X.D.
4. Xolmirzayev. X.D. "Actual issues of sociological research" National University Uzbekistan. Materials of Republican scientific-practical conference. "Secrets of Desert museum" T. 2018 page-36
5. Infocom.uz
6. <http://turkistonpress.uz/article>
7. B.A. Koshanov. "History of Karakalpakstan" Nukus-2006 page.19
8. Sabirova D. Life is coming to Muynak. // "people's word" newspaper, 2018 year 5 September, № 183 (7141) www.karakalpaks.wikipedia.ru



DOI NUMBER: 10.5958/2278-4853.2019.00142.3

A REVIEW ON: EFFECTIVE MICROORGANISMS AND IT APPLICATIONS

Uma Maheswari N*; Abirami R**

^{1,2}PG & Research Department of Microbiology,
S.T.E.T Women's College, Sundarakkottai,
Mannargudi, Tamil Nadu, INDIA

Email id: umasamyamf@gmail.com, abibuvimicro456@gmail.com

ABSTRACT

The Effective microorganisms is a commercial bio fertilizer that contains a mixture of co-existing beneficial microorganisms collected from natural environment. Effective microorganisms were developed at the University of the Ryukyus, Japan, in early 1980 by Dr. Teruo Higa. Approximately 80 different microorganisms are capable to positively influencing decomposition organic substance such that is revert in to a life promoting process. EM is a fermented mixed culture of naturally occurring species of co-existing microorganisms in acidic medium (pH below 3.5). Among the main microorganisms in EM culture are the species of photosynthesis bacteria (Rhodopseudomonas pastrics, and Rhodobacter sphaeroides), Lactobacilli (L. plantarum, L. casei, and Streptococcus lactis), yeast (Saccharomyces spp) and actinomycetes (Streptomyces sp). EM technology has not only helped agricultural but it also assisted in the field of live stock, the environment, construction, industry and health. EM X Gold drink a potent health drink formed from the effective microorganisms. The drink can help strength of immune system, Reduce risk infection, improve body is acid, alkaline balance, increase decontamination.

KEYWORDS: *Effective Microorganisms, Biofertilizer, Agriculture.*

INTRODUCTION

EFFECTIVE MICROORGANISMS:

Effective microorganisms (EM) are various blends of common predominantly anaerobic microorganisms in a carbohydrate –rich liquid carrier substrate (molasses nutrient solution). The Effective Microorganisms is a common biofertilizer that contains a mixture of co-existing beneficial microorganisms collected from natural environment. Effective Microorganism was developed by the University of the Ryukyus, Japan, in the early 1980 by pro. **Dr. Teruo Higa**. Approximately 80 different microorganisms are capable of positively influencing decomposing organic substance such that it reverts to a “Life is promoting” process.

Effective Microorganisms are mixed cultures of beneficial naturally occurring organisms that can be applied as inoculants to increase diversity of soil ecosystem. Effective Microorganisms stands for (EM). Effective Microorganisms comes in liquid form and consist of naturally occurring beneficial microorganisms. The microbes in EM are non-harmful, non-pathogenic, non-genetically engineered or modified (non GMO) are not chemically synthesized. EM is combined culture of aerobic microorganisms (requiring oxygen to survive) and anaerobic (requires non oxygen survive) that exist together to the mutual advantage of both (symbiosis).

EM is fermented mixed culture of naturally occurring species of co-existing microorganisms in acidic medium (pH below 3.5). Among the main microorganisms in EM culture are the species of photosynthesis bacteria (*Rhodopseudomonas pastrius*, and *Rhodobacter sphaeroides*), Lactobacilli (*L. plantarum*, *L. casei*, and *Streptococcus lactis*), yeast (*Saccharomyces spp*) and actinomycetes (*Streptomyces spp*). Microorganism in EM improve crop health and yield by increasing photosynthesis, producing bioactive substrate such as hormones and enzymes, accelerating decomposition of organic materials and controlling soil borne disease [1-2].

The basic groups of microorganisms in EM are Lactic acid bacteria, Yeast, Actinomycetes, and photosynthetic bacteria.

The effective microorganisms secrete beneficial substances such as vitamins, organic acids, chelated minerals, and antioxidants, when in contact with organic matter they change the soil micro flora and fauna so that disease inducing becomes diseases suppressing soil.

EM technology has not only helped agricultural but it also has assisted in the field of live stock, the environment, construction, industry and health.

EM X Gold is potent health drink formed from the Effective Microorganisms. The drink can help strength of immune system, reduce risk of infection, reduce allergies, improve body acid, alkaline balance, increase decontamination in your body. EM X GOLD contains highly bio available EM derived low molecular weight metabolites. These metabolites include trace minerals, and enzymes. Benefits of EM X gold include:

- Faster and more effective decontamination of the organs
- General improvement of the body acid/alkaline balance
- General strengthening of the immune system
- Reduction of the susceptibility of infection
- Reduction of allergies

EM technology has also assisted in supporting oral health.

EM 1 is liquid probiotic supplement that support that healthy digestive, support weight loss, improve absorption of food, controlling yeast infection. Most EM culture contain from three to fifteen different species of lactic acid bacteria. phototropic organisms are microbes that are photosynthetic ,which can use sunlight to produce energy and energy compounds. All EM culture contain at least 2 or 3 species of phototrophic organisms ,usually from the extremely powerful and versatile and near magical purple non-sulfur bacteria (PNSB) are family of phototrophic microbes ,which seem to possess powerful and interesting energy and oxidative effects .EM has found application in many areas especially agriculture, production of health drink ,waste water treatment ,preparation waste biomass material for bio conversion into fuels such as bio-diesel and other etc.. These effective microorganisms are used to produce fermented extract from unpolished rice, papaya and see weeds. The effective microorganisms fermented extract was claimed to possess has strong anti-oxidation property.

EM technology is the use of a liquid culture of Effective Microorganisms. EM technology was introduced in to Aurovilles farms in October 1999. It was first used in agricultural through spraying, and then with EM compost and Bokashi. Later EM5 and fermented were used for the pest management. Auroville international township (longitude 79 54, latitude 12 north) is located in viluppuram district of Tamil Nadu on Coromandel Coast of southern India.

Maple Organization Technology (India) Ltd. Maple EM products offered by as are widely used in many ETP, hotel ,food processing industries, Hospital and municipal corporations.

Copenhagen demarks –lake had clarity of 8 cm from surface and after treated with EM went to one meter.

North Korea EM fertilizer increased corn production two time and **9-10** kilo gram cabbage heads were unheard of before EM.

NATURAL PREPARATION OF EFFECTIVE MICROORGANISMS [3]

papaya (1kg), pumpkin (1kg),as the equal volume .The ingredients process in to chopped and mixing well and this content mixed with cane molasses (1/2kg), egg(1), banana(2) , grapes (½ kg), neem powder (1/20 kg) and jaggery (100g).

5 Liters of distilled water mixed well and tightly sealed. Then ingredients are mixed well in twice a day rotating the container. The process is continuing for 45 days. After 45 days the white layer was formed on the surface. The fermented EM solutions were collected by filtration and transfer to sterile bottle.

SUGGESTED DOSAGE

Take one teaspoon (5ml) in the morning and one teaspoon in the evening on an empty stomach.

To increases effect, mix in hot liquids such as hot tea or coffee.

STORAGE OF EM

Store in the coolest environment available (preferably about 50 degrees), in a closed container away from light. Of the three elements that awaken the dormant microbes, light is the most influential, then heat, then air.

To avoid contamination, do not use the cap as a serving spoon.

Consume within one month after opening.

Product is sterilized and does not contain any live microorganisms.

MODE OF ACTION OF EFFECTIVE MICROORGANISMS

Effective microorganisms live symbiotically with each other. Most, however, struggle with other colonies; and mark clearly defined territories with special biochemical secretion. EM with in same colony usually specializes in particular function. To protect against pathogens, EM produce a number of natural antibiotics. XE antibiotics designed to reduce the population of competitors. At the same time, some of their antibiotic secretion and body's immune system by stimulating T-cell XE (T- cell) and B cell XE (B- cell) activity.

EM release antibiotic secretion called bacteriocins that selectively reduce the growth of other pathogens, including yeast and pathobiotics. EM can also quickly harmful bacteria or fungal over growth and work directly to eradicate time. EM produces chemical substances that destroy invading pathogenic microorganisms. EM also produced acetic acid, formic acid, lipopoly saccharide XE (lipopolysaccharide), peptidoglycans XE (peptidoglycans), and super antigen [4].

BENEFICIAL ROLE OF EFFECTIVE MICROORGANISMS

Agricultural uses

- One claim made by its producers is that EM is very useful in farming because it can increase the yield and quality of crops when used as a supplement [5].
- A study by [6] put this claim to the test by adding EM to a mixture of compost, and measuring wheat grain yield and the growth of nematodes, which are important soil organisms involved in nutrient recycling and decomposition.
- Results showed that the number of nematodes, as well as crop biomass and yield were much greater in soil treated with EM compost than in soils treated with nitrogen-phosphorus (NP) fertilizers or traditional composts alone.
- Another study by [7] attempted to further examine EM composts and their quality compared to traditional compost and found that EM composts had a higher concentration of nitrogen, potassium, calcium and iron.
- Such minerals are used (in trace amount in the case of iron) for the growth and metabolism of the plant [8-9-10].

Environmental uses

- As EM composts give rise to better soil quality and crop yield, it is already clear that they can benefit the environment by acting as alternatives to inorganic fertilizers. However, other environmental uses of EM have not yielded positive results.
- A study by [11] tested the ability of EM in cleaning septic tanks and concluded that it is not effective in removing any significant amount of suspended materials from it. EM has also shown to be ineffective in treating cyanobacteria blooms in water, despite claims that the potentially useful bacteria in it would replace harmful bacteria [12].
- More recent studies are attempting to assess the effectiveness of EM in treating heavy metal pollution in water, which can be toxic to the surrounding ecosystems, yet the findings are not promising.

- [13] compared the abilities of alginate -immobilized EM and normal EM and found that while the former can be useful in removing heavy metals, the effects were largely because of the alginate gel itself, and not the EM.
- To date, attempts at finding effective environmental uses for EM have been largely unsuccessful; however, as evident from its use as a good alternative to other fertilizers in farming practices, EM can have great environmental effects and further research is required to assess its true potential.
- EM used as a spray to wash down the facilities acts as a disinfectant of the buildings.

Medicinal uses

- While the majority research is focused on the agricultural and environmental uses of EM, there has also been some research on its possible medicinal uses. EM-X1, a version of EM suited for human consumption, has shown to be effective in treating in vitro human cancer cell types such as KG1a Acute myelogenous leukemia (AML) and Hep3B Hepatocellular carcinoma (HCC) by causing apoptosis in the affected cells [14].
- Another way in which EM can have anti-proliferation effects on cancer cells is by reducing the number of vascular endothelial growth factor (VEGF) in vitro conditions, and it may also act against angiogenesis, a process that is required for tumour growth [15].
- EM-X1, as shown by [16] can also be used as a treatment for neuro degeneration because it is able to hinder oxidative stress processes.
- Another medicinal use of EM is in treating asthma by reducing the number of type 2 helper T cells (TH2), so that less immunoglobulin E (Ig E) is produced, resulting in a decrease in the airway hyper responsiveness seen in asthmatics [17].
- A number of medicinal uses for EM have been verified; however, more research is required until it is ready for practical uses.

ODOR MANAGEMENT IN LIVESTOCK INDUSTRIES [18]

During the mid -1980, livestock and producers in Japan began to test EM for odor control and waste management. This research continues to the present and has found EM to be effective as probiotic waste treatment and biological control agent.

There are four different ways in which EM inoculants can be introduced into the production system in order to achieve a deodorizing effect.

1. as a probiotic additive to drinking water.
2. As a probiotic feed additive.
3. As additive to sanitation spray water for washing the facility.
4. As a treatment added to the waste handling process.

EM helps balance the micro flora within animal's digestive tract. EM increases the coefficient of nitrogen utilized by the bird. The lactic acid bacteria EM produce lactic acids that kill pathogenic microorganisms.

NATURE OF EM FOR DISEASE PREVENTION

Health improvement using EM is related to its use as an additive to drinking water and feed. The gastro intestinal tract of birds may house several pathogenic microorganisms [19]. The consumption by the animals is expected to result in health improvements apparently because of competition with pathogenic micro flora in digestive tract. Greater bursa and thymus index in commercial broiler chicken supplemented with EM through drinking water and feed [20].

ADVANTAGE OF EM

- It suppresses flies and mosquitoes.
- It has increased yield and growth development in agricultural field.
- EM composts had a high concentration of nitrogen, potassium, calcium and iron.
- EM in treating heavy metal pollution.
- EM is used for the medicinal purpose such as human cancer cell.
- EM is not toxic or pathogenic and is safe for human animal and the environment.
- The microbes in EM non harmful, non pathogenic and non GMO.
- EM contributes positively for human health, natural and cost effective revitalisation of drinking water.
- Inhibit the growth of harmful bacteria that carry diseases in the soil.
- Control the degree of soil moisturization and nutrient absorption.
- Product easily available.
- EM in treating waste water treatment.
- EM use in livestock and poultry.
- EM helps the micro flora with in animal's digestive tract.
- Faster composting and more complete composting.
- Compost with a higher growth index.
- Bioremediation of the sludge during the process.
- Improvement in the quality of water and leach ate coming from the process.

DISADVANTAGE OF EM

- Other environmental uses of EM have not yielded in positive result.
- Environmental uses for EM has been largely unsuccessful.
- Don't use EM straight on your houseplants.
- Don't consume large quantities of EM without buildings up slowly that goes for animals as well as people.

ANTIMICROBIAL ACTIVITY OF EM [21]

BACTERIA

Lactic acid bacteria: It suppresses harmful microorganisms and increases rapid decomposition of organic matter. In addition of they can suppress the reproduction of *Fusarium*, a harmful fungus. Lactic acid bacteria have the ability to suppress *Fusarium* propagation which is a harmful microorganisms that causes diseases problem in continuous cropping. These bacteria are differentiated by their powerful sterilizing properties.

Photosynthetic bacteria: these bacteria play role in the activity of EM. They synthesis useful substances from down the organic substances quickly.

YEAST

Yeast synthesis antimicrobial substances for plant growth from amino acid and sugars secreted by photosynthetic bacteria, organic matter and plant roots.

ACTINOMYCETES

The structure of which is intermediate to that bacteria and fungi, produces antimicrobial substances from amino acid secreted by photosynthetic bacteria and organic matter.

The antimicrobial substances suppress harmful fungi and bacteria. Actinomycetes can exist with photosynthetic bacteria. Thus both species enhance of the soil environment, by increasing the antimicrobial activity of the soil.

FERMENTING FUNGI

Aspergillus and *penicillium* decompose organic matter rapidly to produce alcohol, esters and antimicrobial substances. The suppress odors and prevent infestation of harmful insect and maggots.

CONCLUSION

Use of Effective Microorganisms (EM) to achieve a more sustainable agriculture showed that these microorganisms act as a holistic manner, changing the soil's chemicals and physical properties, and mainly the aggregation of particles that cause rapid drying of the soil surface layer. This, in turn, probably increases the activity of competitive saprophytic microorganisms which are better adapted to the drier superficial soil layer, despite wide variation in the soil water content.

Principles, application and validity of effective microorganisms (EM) as a sustainable component of organic farming systems reviewed given the global consumer shift to organic produce. This resulted from scientific evidences that justifies its: naturalness, safety and wholesomeness; ecological sustainability, profitability, longer shelf life in storage, higher food value in terms of nutrient, stability of soil fertility, improved maturity period, continuity of yield.

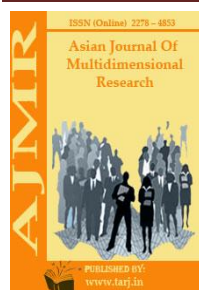
REFERENCES

1. Higa T., What is EM technology? *EM World Journal*; 1991; 1:1-6.
2. Hussain T., Anjum AD., Tahir J Technology of beneficial microorganisms. *Nature Forming Environ*, 2002; 3: 1-4.
3. Pakialakshmi N., and Yasotha C., Role of Effective Microorganisms in un fertile soil :*International journal of phytopharmacy* 2014; vol.(4) 45-27.

4. Macro ML. Pavan S., Kleerebezem M., towards understanding molecular modes of probiotic action. *Curr Opin Biotechnol*; 2006; 17: 204-210.
5. Higa T. & Parr J.F. "Beneficial and Effective Microorganisms for a Sustainable Agriculture and Environment." *International Nature Farming Research Center*, 1994; Atami, Japan.
6. Hu, C., and Qi, Y. "Effective microorganisms and compost favor nematodes in wheat crops." *Agronomy for Sustainable Development*, 2013; 33(3): 573-579.
7. Jusoh, M.L., Manaf, L.A., & Latiff, P.A. "Composting of rice straw with effective microorganisms (EM) and its influence on compost quality." *Iranian Journal of Environmental Health Science Engineering*, 2013; 10(1): 17.
8. Robertson, G.P., & Vitousek, P.M. "Nitrogen in agriculture: balancing the cost of an essential resource." *Annual Reviews of Environment and Resources*, 2009; 34: 97-125.
9. Leigh, R. A., Wyn Jones, R. G. "A Hypothesis Relating Critical Potassium Concentrations for Growth to the Distribution and Functions of This Ion in the Plant Cell." *New Phytologist*, 1984; 97: 1-13.
10. Kabata-Pendias, A., Kabata, F. Trace element in solid and plant. *Florida*: 1992; CRC Press.
11. Szymanski, N. and R. A. Patterson. "Effective microorganisms (EM) and wastewater systems." *Future Directions for On-site System: Best Management Practice Proceedings of On-site '03 Conference*. 2003; 348-355.
12. Lüring, M., Tolman, Y., and Oosterhout, J. "Cyanobacteria blooms cannot be controlled by effective microorganisms (EM) from mud - or Bokashi-balls." *Hydrobiologia*, 2010; 646 (1): 133-143.
13. Tang, A. S. Y., Rahman N. H. A., Isa, M. I. H. M., Tan, W. S. "Investigating metal removal potential by Effective Microorganisms (EM) in alginate-immobilized and free-cell forms." *Bioresource Technology*, 2013; 147: 636-639.
14. Chui, C., Hau, D., Lau, F., Cheng, G., Wong, R., Gambari, R., Kok, S., Lai, K., Teo, I., Leung, Higa, T., Ke, B., Tang, J., Fong, D., and Chan, A. "Apoptotic potential of the concentrated effective microorganism fermentation extract on human cancer cells." *International Journal of Molecular Medicine*, 2006; 17(2): 279-284.
15. Chui, C., Gambari, R., Lau, F., Hau, D., Wong, R., Cheng, G., Kok, S., Higa, T., Ke, B., Chan, A., Fong, D., and Tang, J. "Antiangiogenic activity of a concentrated effective microorganism fermentation extract." *International Journal of Molecular Medicine*, 2006; 18(5): 975-979.
16. Aruoma O., Moncaster, J.A, Walsh, D.T., Gentleman, S.M., Ke B, Liang, YF., Higa, T., and jen L.S. The antioxidant cocktail, Effective microorganisms X (EM-X), Protects Retinal Neurons in Rats against N- Methyl -d- aspartate Excitotoxicity in vivo". *Free Radial Research*, 2003; 37(1): 91.
17. Do, J., Choi, Y., Seo, H., Ryoo, J., and Nam, S., "Effective Microorganism (EM) Fermentation Extract Attenuates Airway Hyper reactivity and Lung Inflammation in A Mouse Model of Asthma." *Journal of Bacteriology and Virology*, 2006; 36(1): 1-10
18. Yongzhen N., Waijiong L., Report on the Deodorizing Effect of Effective Microorganisms (EM) in poultry production. Beijing, China. 1994; 402-440.
19. Labier M., Leclerc B., Nutrition and feeding of poultry. *Nottingham University Press*. U.K. 1994; 305.
20. Anjum A., Hussain T., Gilini G., Javid T., Influence of Effective Microorganisms on health and immune system of broiler under experimental conditional. 5th conf. On the Technology

of Effective Microorganisms at sara Buri, Thailand on 10-11Dec. organized by *APNAN and INFRC*. 1990; P-5.

21. Anibal F., Conder _ Golec, Pablo Gonzalez Perez Y Chinmay Lokare: Effective microorganisms: Myth or reality? *Review.Peru.biology*. 2007; 14(2):315-319.



DOI NUMBER: 10.5958/2278-4853.2019.00143.5

**ROLE OF INFRASTRUCTURE IN DIVERSIFYING CROPPING
PATTERN: A CASE STUDY OF HATHRAS DISTRICT, UTTAR
PRADESH**

Dr. Mumtaj Ahmad*; Pasarul Islam**

*Assistant Professor,
Department Of Geography,
Aligarh Muslim University, Aligarh,
Uttar Pradesh, INDIA
Email id: makhan2008@rediffmail.com,

**Senior Research Fellow,
Department Of Geography,
Aligarh Muslim University, Aligarh,
Uttar Pradesh, INDIA
Email id: islam.pasarul@gmail.com

ABSTRACT

Infrastructure is the catalyst in diversifying cropping pattern that helps to feed millions of people. The government is the primary facilitator of the required agricultural infrastructure such as irrigation, transport, market, cold storage, seed and pesticide sale centre, loan and purchase society, and electrification to farmers in India. In the paper, an attempt has been made to analyze the changing scenario of rural infrastructure and crop diversification and to establish the relationship between them for the period 2000-01 and 2014-15. In order to achieve aims of the study, we have used secondary sources of data and adopted suitable methods like correlation, crop diversification index (Gibbs and Martin) and Vis-à-Vis. Result of the analysis indicates that pattern of crop diversification is most determined by infrastructure services. The study is come out with the suggestion that attention must be paid to increase the investment by providing loan, develop transportation system and marketing facilities in the district.

KEYWORDS: Agriculture, Infrastructure, Crop Diversification, Vis-À-Vis, Correlations

INTRODUCTION:

Agriculture is the decisive factor to produce grains, generating employment opportunities, fulfilling daily needs and improving the standard of living, and makes a prosperous life of farmers. It has contributed 17.1 percent of the total national income and generates more than 50 percent of the total employment as well. Indian agriculture has undergone several changes over time. Notably, this sector has been achieved drastic changes after 1960s by implementing modern inputs (HYV seeds, chemical fertilizers, irrigation) and infrastructure facilities (road, market, electrification, storage). But, only 40 percent of the total farmers have adopted these innovations. It is one of the reasons for securing India 100th rank (Global Hunger Index, 2017) with the 31.4 percent hunger population. Crop diversification is expected to be able to contribute towards a higher nutrition level, poverty alleviation, employment generation and sustainable natural resources management (Bhattacharyya, 2008).

The concept of diversification of crops rather concentrate on traditionally grown less remunerative crops is now very popular. It means there is competition among various grown crops for space in a given region. It is a concept of multiplication of crops instead of crop specialization (Singh, 1976). Physical, socio-economic and technological factors play a key role in diversifying cropping pattern (Hussain, 1986). The significance of shifting towards high-value crops lies to make avail food for the large population and protect farmers from uncertain disasters. This shift in the production pattern is triggered by various such as demand of high-value commodities and urbanization (Sati, 2012). Ashok and Balsubramania (2006) explained that road, market and irrigation were determined the extent, success and profitability of diversification through high paying crops. Rural infrastructure provides an excellent stimulus to the growth of the rural economy (Fan & Zhang, 2004). Manalili and Gonzales (2009) indicate that good road infrastructure and irrigation facilities have improved farm profitability and productivity. Chand and Chauhan (2002) found that three variables irrigation, road density and small and marginal holdings had a significantly positive impact on agricultural diversification. Pingali et al. (1997) argued that small and marginal farmers practiced agricultural diversification instead of depending on the cereal-based production only due to their survival. In this study, rural infrastructure services refer to those major infrastructures that have a direct and indirect impact on crop diversification such as irrigation, road, market, cold storage, seed and pesticide sale centre, agricultural load society, cooperative purchase society and electrified village.

The Study Area:

For the present work, Hathras district has taken which lies between 27°0'20"N to 27°0'50"N latitudes and 77°0'50"E to 78°0'40"E longitudes (Figure 1). Hathras, a newly created district (1997) of the state of Uttar Pradesh has carved out from the district of Aligarh, Agra, Mathura and Etah. It has a total area of 1840 Sq.Km covering 0.72 per cent of the state. Socio-economic conditions of this region mostly controlled by agriculture activities, where 81 per cent of the total land is devoted for agriculture. Here, the proportion of rural population is 78.7 per cent as compared to 21.3 per cent of the urban population (Census of India). The district has comprised of seven blocks. This district of western Uttar Pradesh comes under the influence of green revolution since the 1960s. Fertile alluvial soil, assured irrigation, fertilizers, high application of mechanical tools and high rural literacy makes this district agriculturally developed.



1. To analyze the changing scenario of rural infrastructure and crop diversification for the period 2000-01 and 2014-15.
2. To establish the relationship between rural infrastructure and crop diversification in the region.

The study relies on secondary sources of data, collected from District Statistical Abstract (Sankhyikiya Patrika) of Hathras district, Census of India and various published and unpublished articles, books and journals. Data has been collected related to rural infrastructure services and eighteen crops for each blocks of the district for the period 2000-01 and 2014-15. Diversification may be defined as a shift of resources from low value to high value agriculture (Vyas, 1996). The eighteen crops have selected to obtain the crop diversification index using the formula proposed by *Gibbs and Martin* which may be expressed as;

Where X is the percentage of total cropped area under an individual crop.

According to this method, crop diversification varies from 0.1 to 0.9. This method is directly related to the magnitude of diversification. Here, higher the index higher the diversification and lower the index lower the magnitude of diversification.

The *Z score* statistical technique has been applied to standardize the selected variables of rural infrastructure which is expressed as follows;

$$Z = \frac{X - \bar{X}}{\sigma}$$

Where,

Z= Z score

X= Original Value of the observation

$\bar{X}$ = Mean for all the value of X

σ = Standard Deviation of X

After standardized the variables, all the score have been added together for each block and divided by the total number of variables which give the composite score of that block. The *Composite Z Score* is expressed as follows;

$$C.S. = \frac{\sum Z_{ij}}{N}$$

Where, C.S. = Composite Score

Z_{ij} = Z Score of all variables i in block j

N= Number of Variables

To measure the association between infrastructure facilities and crop diversification the Karl Pearson's Coefficient (r) of Correlation is used. The coefficient correlation is calculated with the following formula:

$$r = \frac{\sum XY - (\sum X)(\sum Y)/N}{\sqrt{[\sum X^2 - (\sum X)^2/N][\sum Y^2 - (\sum Y)^2/N]}}$$

Where, r = Coefficient of Correlation

X, Y = the two given variables

N = Number of Observations

Finally, the Standard Deviation technique is used to prepare the vis-à-vis relationship map between infrastructure and crop diversification. For making their categories of high, medium and low; mean and standard deviation is calculated, and taken in the following way;

High Category: Mean + ½ SD

Low Category: Mean – ½ SD

Medium Category: Values lying between high and medium category.

TABLE 1: LIST OF SELECTED VARIABLES OF INFRASTRUCTURE

Variables	Descriptions
X_1	Irrigation Intensity*
X_2	Road Length (km) per 10,000 population
X_3	Number of Rural Market per 10,000 population

X ₄	Number of Cold Storage per 10,000 population
X ₅	Number of Seed Sale Centre per 10,000 population
X ₆	Number of Pesticide Sale Centre per 10,000 population
X ₇	Number of Agricultural Loan Society per 10,000 population
X ₈	Number of Cooperative Purchase Society per 10,000 population
X ₉	Percentage of Electrified Village to total Village

$$\text{*Irrigation Intensity} = \frac{\text{Gross Irrigated Area}}{\text{Net Irrigated Area}} \times 100$$

RESULT AND DISCUSSIONS

Infrastructure:

The necessary rural infrastructure required for the growth of agriculture has expanded gradually in Hathras district across space and time. Irrigation provides the lifeline of agricultural activities which boosts productivity. It helps farmers in diversifying their cultivation towards high-value crops like paddy, potato and oilseeds. The intensity of irrigation has increased from 129.19 percent to 144.39 percent in the district during 2000-2015 (Table 5). Electrifying of rural area from 64.33 percent to 96.24 percent in the same period has thrived in agriculture. The road is the most effective towards the diversifying cropping pattern. It observed that road length has been increased in the whole district. Fan and Zhang, (2004) show that improved roads lead to the rise of small rural non-farm businesses, such as food processing and marketing enterprises, electronic repair shops, transportation and trade, and restaurant services. The other infrastructure facilities like market, cold storage, seed and pesticide sale centre, loan and purchase society have shown gradual increases in the district.

Crop Diversification:

The eighteen crops have selected to measure the levels of crop diversification in Hathras district for the year 2000-01 and 2014-15. Here, crop diversification index propounded by Gibbs and Martin has used for the analysis. The overall index value of crop diversification was 0.72 in 2000-01, which is increased to 0.75 in 2014-15. This indicates that there is a positive trend (Table 4) towards the diversifying cropping pattern which ranges from 0.74 in Sikandra Rao to 0.67 in Hathras block during 2000-01, while it varies from 0.76 in Sasni to 0.64 in Sadabad block during 2014-15. The block-wise variations in the magnitude of crop diversification are the result of technological as well as infrastructure facilities.

Infrastructure vis-à-vis Crop Diversification:

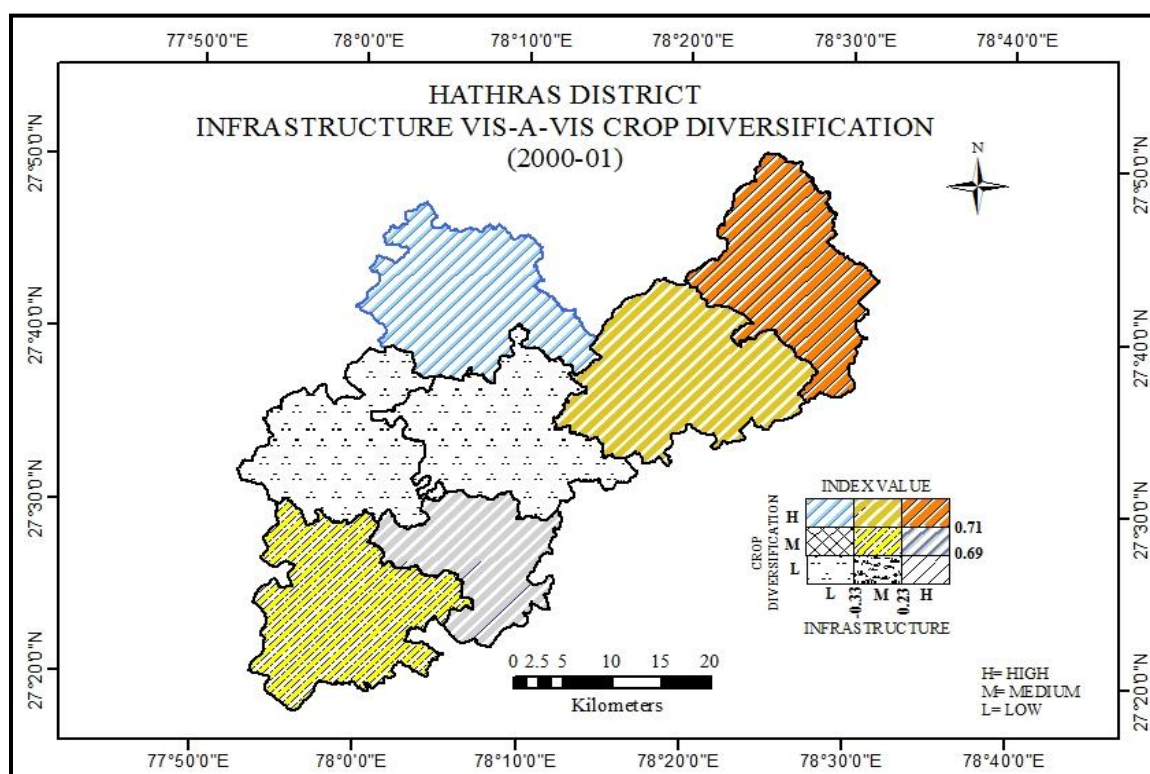
In order to bring out the relationship of infrastructure with crop diversification, the index value of composite Z score of infrastructure and Gibbs and Martin's index of crop diversification has considered for the period 2000-01 and 2014-15. The study of inter-block variation between infrastructure vis-à-vis crop diversification of Hathras has illustrated in Table 6 and Figure 2&3. Here, the X-axis of the map represents infrastructure and Y axis for crop diversification.

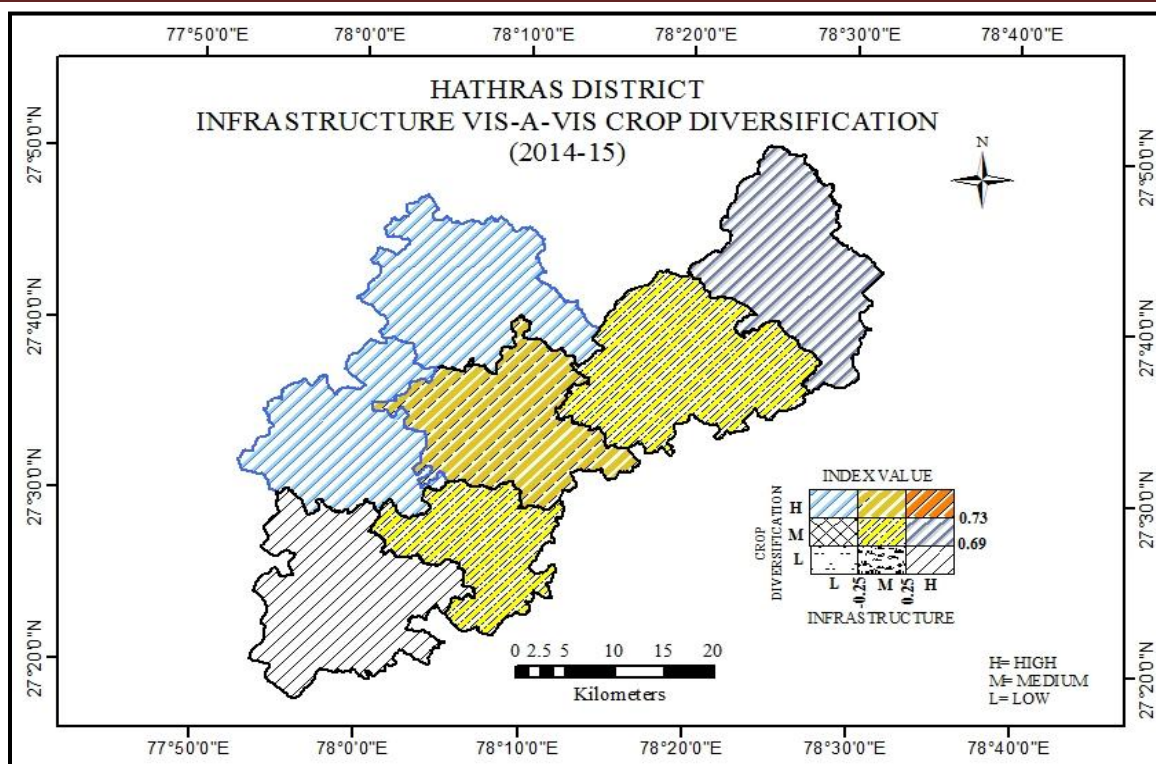
TABLE 4: INFRASTRUCTURE VIS-À-VIS CROP DIVERSIFICATION IN 2000-01 AND 2014-15

Block	2000-01			2014-15		
	Infrastructure	Crop Diversification	vis-à-vis	Infrastructure	Crop Diversification	vis-à-vis
Sasni	-0.46	0.71	IF₃CD₁	-0.47	0.76	IF₃CD₁
Hathras	-0.68	0.67	IF₃CD₃	-0.24	0.75	IF₂CD₁
Mursan	-0.61	0.67	IF₃CD₃	-0.66	0.73	IF₃CD₁
Sadabad	-0.01	0.69	IF₂CD₂	0.52	0.64	IF₁CD₃
Sahapao	0.36	0.70	IF₁CD₂	-0.01	0.69	IF₂CD₂
Sikandra Rao	0.99	0.74	IF₁CD₁	0.70	0.69	IF₁CD₂
Hasayan	-0.04	0.72	IF₂CD₁	0.19	0.70	IF₂CD₂

IF₁= High Infrastructure, **IF₂**= Medium Infrastructure, **IF₃**= Low Infrastructure

CD₁= Crop Diversification, **CD₂**= Crop Diversification, **CD₃**= Crop Diversification

**Figure 2**

**Figure 3**

The study reveals that four blocks i.e., Hathras, Mursan, Sadabad and Sikandra Rao have a perfect positive relationship, while the block Sasni has a perfect negative relationship between infrastructure and crop diversification during 2000-01. The remaining two blocks Sahapao and Hasayan have appeared as high infrastructure and medium crop diversification, and medium infrastructure and high crop diversification respectively. During 2014-15, it observed that only two blocks Sahapao and Hasayan have a perfect positive relationship, while the three blocks Sasni, Mursan and Sadabad have a perfect negative relationship between infrastructure and crop diversification. The relationship of high level of infrastructure and a medium level of crop diversification has found in Sikandra Rao, but it has reversed in Hathras block.

Correlations between the Variables of Infrastructure and Crop Diversification:

To bring out the correlations matrix between the variables of infrastructure and crop diversification, the Karl Pearson Coefficient of Correlation technique has applied whose value ranges between -1.00 and +1.00. The results of correlation among the variables are shown in Table 2 for the period 2000-01 and 2014-15. It depicts that there are eight variables X_1 , X_2 , X_3 , X_5 , X_6 , X_7 , X_8 , X_9 and X_{10} which have high to moderate degree of positive relationship with crop diversification during 2000-01. Among these variables, two variables irrigation intensity (X_1) and cooperative purchase society (X_8) are positively significant at 95 percent level of confidence in their relationship with the crop diversification index (X_{11}). It also found that two variables pesticide sale centre (X_6) and cooperative purchase society have positively significant at 99 percent level of confidence with the rural market and seed sale centre. On the other hand, the irrigation intensity (X_1) has positively correlated with the other variables of infrastructure except for cold storage (X_4). There are five variables X_5 , X_6 , X_7 , X_8 and X_9 positively associated with the other variables of infrastructure. Cold storage (X_4) is the only variable which has found a

negative correlation with the other variables of infrastructure. Thus, the result of correlation shows that the role of infrastructure had a key to diversifying cropping pattern in the study region during 2000-01.

TABLE 2: CORRELATION (R) MATRIX BETWEEN THE VARIABLES OF INFRASTRUCTURE AND DIVERSIFICATION INDEX 2000-01

	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀	X ₁₁
X ₁	1										
X ₂	.098	1									
X ₃	.526	-.038	1								
X ₄	-.455	-.136	.187	1							
X ₅	.040	.387	-.433	-.614	1						
X ₆	.040	.387	-.433	-.614	1.000**	1					
X ₇	.622	.002	.076	-.247	.477	.477	1				
X ₈	.605	.263	.888**	-.054	.008	.008	.321	1			
X ₉	.018	.115	.578	.318	.110	.110	.164	.672	1		
X ₁₀	.524	.487	.434	-.207	.545	.545	.668	.777*	.662	1	
X ₁₁	.806*	.591	.530	-.348	.205	.205	.438	.753*	.322	.754	1

*.Correlation is significant at the 0.05 level.

**.Correlation is significant at the 0.01 level.

X₁= Irrigation Intensity, X₂= Road Length, X₃= Rural Market, X₄= Cold Storage, X₅= Seed Sale Centre, X₆= Pesticide Sale Centre, X₇= Agricultural Loan Society, X₈= Cooperative Purchase Society, X₉= Electrified Village, X₁₀= Composite Z score of Infrastructure, X₁₁= Crop Diversification Index

TABLE 3: CORRELATION (R) MATRIX BETWEEN THE VARIABLES OF INFRASTRUCTURE AND DIVERSIFICATION INDEX 2014-15

	X ₁	X ₂	X ₃	X ₄	X ₅	X ₆	X ₇	X ₈	X ₉	X ₁₀	X ₁₁
X ₁	1										
X ₂	-.204	1									
X ₃	.601	-.333	1								
X ₄	-.663	-.247	.038	1							
X ₅	-.577	.318	-.067	.652	1						
X ₆	.251	.102	-.208	-.495	.074	1					
X ₇	.189	.103	.016	-.141	.373	.861*	1				
X ₈	.391	.448	.629	-.265	.041	-.018	.148	1			
X ₉	-.017	-.079	.094	.057	.479	.585	.537	.084	1		
X ₁₀	.212	.252	.452	-.013	.563	.563	.769*	.605	.648	1	
X ₁₁	.234	-.409	-.033	-.357	-.835*	-.380	-.736	-.288	-.400	-.790*	1

*.Correlation is significant at the 0.05 level.

X₁= Irrigation Intensity, X₂= Road Length, X₃= Rural Market, X₄= Cold Storage, X₅= Seed Sale Centre, X₆= Pesticide Sale Centre, X₇= Agricultural Loan Society, X₈= Cooperative Purchase Society, X₉= Electrified Village, X₁₀= Composite Z score of Infrastructure, X₁₁= Crop Diversification Index

Table 3 shows that there is a negative degree of correlation between infrastructure and crop diversification in the district during 2014-15. It found that the high degree of correlation of agricultural loan society (X_7) with pesticide sale centre (X_6) and composite z score of infrastructure (X_{10}) with agricultural loan society (X_7) are positively significant at 95 percent level of confidence. The correlation between all other variables of infrastructure has declined gradually as compared to the previous decade of 2000-01. Importantly, the seed sale centre (X_5) and composite Z score of infrastructure have shown a high degree of negative association with crop diversification at 95 percent level of confidence.

CONCLUSION:

The aforesaid analysis shows that there is steady progress in infrastructure facilities which reflects in the magnitude of crop diversification in the region. The overall index value of crop diversification was noted 0.72 in 2000-01, which is increased to 0.75 in 2014-15. It shows that during the study period, the trend of crop diversification is moderate toward high, which signifies that agriculture has gradually transformed from crop specialization to crop diversification. Besides agro-climatic factors, technology, modern implements, education and road connectivity are the important determinants of crop diversification (Kumar et al. 2012). Although there is a lack of rural infrastructure that's impact are visible in the Gibbs and Martin's index of crop diversification. The trend of correlation between infrastructure and crop diversification index was quite similar during 2000-01, where the high infrastructure leads to high crop diversification and vice- versa. But this pattern is petty different during 2014-15, where the three blocks have an inverse relationship between the infrastructure and crop diversification. There should be a need to strengthen the on-going crop of diversification by improving all the infrastructure services in the study region. The extension system should be strengthened through requirement, incentive and training of adequate extension workers for successful crop diversification (Rahima et al. 2013). The Government should provide subsidies in HYV seeds and fertilizers to the farmers. Attention must be paid to increase the investment by proving loan, develop transportation system and marketing facilities in the district.

Appendix

TABLE 5: BLOCK WISE INFRASTRUCTURE SERVICES IN HATHRAS DISTRICT, 2000-01 & 2014-15

Block	X1		X2		X3		X4		X5		X6		X7		X8		X9	
	2000	2014	2000	2014	2000	2014	2000	2014	2000	2014	2000	2014	2000	2014	2000	2014	2000	2014
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	01	15	01	15	01	15	01	15	01	15	01	15	01	15	01	15	01	15
Sasni	12.43	14.69	12.1	14.65	0.44	0.71	0.11	0.95	0.06	1.61	0.06	0.81	0.33	0.57	0.33	0.66	66.9	89.6
Hathras	12.21	14.80	7.69	12.30	0.25	0.52	0.06	0.52	0.06	1.49	0.06	1.55	0.82	1.09	0.00	0.11	64.5	104.8
Mursan	11.86	13.20	10.75	13.53	0.19	0.44	0.13	1.04	0.06	1.37	0.06	1.15	0.70	0.99	0.06	0.27	49.65	84.6

Sadabad	115.95	111.97	107.6	142.1	0.43	0.63	0.49	2.41	0.05	2.51	0.05	1.30	0.87	1.30	0.32	0.48	81.69	102.8
Sahapao	112.20	116.57	126.3	168.6	0.00	0.16	0.00	0.16	0.09	1.89	0.09	1.58	0.93	1.18	0.09	0.55	73.02	98.4
Sikandra Rao	155.54	174.94	113.5	146.5	0.73	0.95	0.00	0.00	0.07	1.58	0.07	1.52	1.17	1.33	1.03	1.26	84.62	100
Hasayan	152.93	175.70	116.6	145.1	0.20	0.58	0.00	0.00	0.07	1.69	0.07	1.63	1.16	1.34	0.14	0.41	50.54	93.5
Total Rural	129.19	144.39	109.2	142.5	0.34	0.58	0.13	0.81	0.07	1.74	0.07	1.33	0.83	1.09	0.28	0.53	64.33	96.24

Source: District Statistical Bulletin (Sankhyikiya Patrika), Hathras

TABLE 6: Z SCORE AND COMPOSITE Z SCORE (CZS) OF INFRASTRUCTURE SERVICES, 2000-01

Block	X1	X2	X3	X4	X5	X6	X7	X8	X9	CS
Sasni	-0.28	0.69	0.51	0.00	-1.47	-1.47	-1.79	0.15	-0.02	-0.46
Hathras	-0.29	-2.05	-0.28	-0.28	-0.70	-0.70	-0.11	-0.80	-0.22	-0.68
Mursan	-0.70	-0.15	-0.53	0.11	-0.60	-0.60	-0.50	-0.62	-1.27	-0.61
Sadabad	-0.69	-0.14	0.47	2.22	-1.59	-1.59	0.05	0.13	1.05	-0.01
Sahapao	-0.90	1.02	-1.33	-0.65	2.28	2.28	0.27	-0.53	0.42	0.36
Sikandra Rao	1.50	0.22	1.72	-0.65	0.32	0.32	1.11	2.13	1.26	0.99
Hasayan	1.35	0.41	-0.48	-0.65	-0.18	-0.18	1.07	-0.41	-1.21	-0.04

Source: Computed by Authors Based on data obtained from District Statistical Bulletin (Sankhyikiya Patrika), Hathras

TABLE 7: Z SCORE AND COMPOSITE Z SCORE (CZS) OF INFRASTRUCTURE SERVICES, 2014-15

Block	X1	X2	X3	X4	X5	X6	X7	X8	X9	CS
Sasni	-0.06	0.17	0.59	0.27	-0.31	-1.85	-2.00	0.33	-0.91	-0.47
Hathras	-0.05	-1.39	-0.22	-0.24	-0.62	0.64	-0.07	-1.15	1.17	-0.24
Mursan	-0.16	-0.57	-0.55	0.37	-0.95	-0.70	-0.46	-0.72	-1.59	-0.66
Sadabad	-1.24	-0.12	0.23	1.96	2.04	-0.20	0.71	-0.16	0.89	0.52
Sahapao	-1.06	1.64	-1.72	-0.65	0.42	0.72	0.27	0.03	0.29	-0.01
Sikandra Rao	1.27	0.17	1.57	-0.84	-0.40	0.52	0.80	1.95	0.51	0.70
Hasayan	1.30	0.08	0.05	-0.84	-0.11	0.90	0.85	-0.36	-0.37	0.19

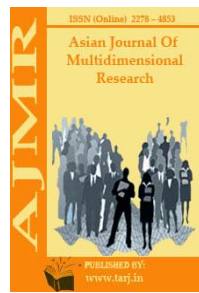
Source: Computed by Authors Based on data obtained from District Statistical Bulletin (Sankhyikiya Patrika), Hathras

REFERENCES:

- Ashok, K.R. & Balasubramanian, R. (2006). Role of Infrastructure in Productivity and Diversification of Agriculture. *A Research Report, SANEI*. Islamabad, Pakistan.
- Bhattacharyya, R. (2008). Crop Diversification: A Search for an Alternative Income of the Farmers in the State of West Bengal in India. *International Conference on Applied Economics (ICOAE)*, 83-93.
- Chand, R. & Chauhan, S. (2002). Socio-Economic Factors in Agricultural Diversification in India. *Agricultural Situation in India*, 58(11), 523 – 529.
- District Statistical Bulletin (Sankhyikiya Patrika), 2000-01 & 2014-15, Hathras District, Published by Government of Uttar Pradesh. <http://updes.up.nic.in/spatrika/spatrika.htm>
- Fan, S. & Zhang, X. (2004). Infrastructure and Regional Economic Development in Rural China. *China Economic Review*, 15, 203-214.
- Gibbs, J. & Wartin, W. (1962). Urbanisation, Technology, and Patterns. *American Sociological Review*, 27
- Handbook of Statistics on Indian Economy (2011). *Reserve Bank of India: India's Central Bank*.
- Hussain, M. (1996). *Systematic Agricultural Geography*. Rawat Publication, Jaipur and New Delhi, 103-108.
- Kumar, A., Kumar, P. & Sharma, A.N. (2012). Crop Diversification in Eastern India: Status and Determinants. *Indian Journal of Agricultural Economics*, 67(4), 600-616.
- Kumar, U. & Chattopadhyay, M. (2010). Crop diversification by poor peasants and role of infrastructure: Evidence from West Bengal. *Journal of Development and Agricultural Economics*, 2(10), 340-350.
- Mahadevan, R. (2003). Productivity Growth in Indian Agriculture: The Role of Globalisation and Economic Reform. *Asia-Pacific Development Journal*, 10(2), 57–72.
- Manalili, R. & Gonzales, L. (2009). Impact of infrastructure on profitability and global competitiveness of rice production in the Philippines. Retrieved from <http://www.irri.org/publications/wrrc/wrrcPDF/session10-06.pdf> - Jan 12, 2009
- Pingali, P.L., Hossain, M. & Gerpacio, R.V. (1997). Asian Rice Bowls- The Returning Crisis? *CAB International*, Wallingford.
- Rahima, M., Belay, K., Dwait, A. & Rashid, S. (2013). Factors Affecting Farmers Crop Diversification: Evidence from SNNPR, Ethiopia. *International Journal of Agricultural Sciences*, 3(6), 557-565.
- Saha, J. (2013). Crop Diversification in Indian Agriculture with special Reference to Emerging Crops. *Transactions*, 35(1), 140-147.
- Sati, V.P. (2012). Agricultural Diversification in the Garhwal Himalaya: A Spatio- Temporal Analysis. *Sustainable Agriculture Research*, 1(1), 7-86.
- Sharma, H.R. (2005). Agricultural and Crop Diversification in Himachal Pradesh: Understanding the Patterns Process, Determinants and Lessons. *Indian Journal of Agricultural Economics*, 60, 71-93.

Singh, J. (1976). *An Agricultural Geography of Haryana*. Vishal Publication, Kurukshetra, 253-290.

Vyas, V.S. (1996). Diversification in Agriculture: Concept, Rationale and Approach. *Indian Journal of Agricultural Economics*, 51(4), 636-643.



DOI NUMBER: 10.5958/2278-4853.2019.00144.7

CAUSALITY BETWEEN PUBLIC DEBT, EXPORTS AND ECONOMIC GROWTH IN INDIA

Kirandeep Kaur*

* Statistical Officer,
Planning Department Government of Rajasthan,
INDIA

Email id: sandhu.kirandeep27@gmail.com

ABSTRACT

The present study empirically analyzes causal relationship between public debt, exports and economic growth for Indian Economy. Annual time series data from 1990-91 to 2017 - 2018 has been used for analysis. The present study employed the various econometric techniques such as unit root test, co integration and causality analysis for empirical analysis of relationship between public debt, exports and Gross Domestic Product. The empirical analysis under study inferred that there is long run causality between public debt, exports and economic growth and the directions of the causality lies from public debt and exports to economic growth. But there were no long run causality from public debt and economic Growth to Exports, Economic Growth and exports to Public Debt. The results of Wald test of short run causality showed that there was no short run causality from public debt to exports, Exports to public Debt, Public debt to Economic Growth, Exports to Economic Growth. The short run causality lies from economic growth to Public Debt and Economic Growth to Exports. The results of Diagnose test showed that the model was good fit to the data.

KEYWORDS: Public Debt, Economic Growth, Exports, Causality

1 INTRODUCTION

Every Government needs to borrow for two basic purposes; first for the higher investment and second for the higher consumption (Soludo, 2003). Finance is an important factor for the development of any economy. Adequate financial resources play an important role for the development of the country. Countries with less economic growth can finance development project to accelerate the growth if the external resources are available. The inadequacy of external resources domestically has necessitated the need to source for finance externally; and hence the development of external debt. As a result, developing countries have accumulated enormous external debts over the years optimistic that these loans would be used to finance development projects and foster economic growth and development. However, most of these debtor countries have been thrown into severe debt crisis with adverse economic effects. Where it has been observed since 1900; most of the countries in both advanced and emerging categories accumulate debt/borrowings mainly for the purpose of financing budget deficits. However, for those less debt burdened nations association of debt seemed to have higher growth rates where they further say that there is a threshold for debt as a proportion of GDP and the government should keep well below this level and otherwise it will badly influence on economic growth. Emerging countries and less developed countries kept accumulating debt for promoting economic growth due to their limited capacity to promote economic growth and to bridge budget deficits. The relationship between economic growth, public debt and exports has drawn the attention of researchers both theoretically and empirically. A series of empirical studies have been conducted to investigate the causal relationship between these variables. Exports are considered as an engine which increases the rewards of factors of production and promotes economic growth. Moreover, exports open opportunities for investments in the economies of all countries and as a result a high level of income and saving is created leading again to growth. The importance of exports and its impact on economic growth raises the question about the nature of the relationship between these two macroeconomic variables. The present study investigated the causal relationship between public debt, exports and economic Growth for the Indian economy.

REVIEW OF LITERATURE-

Iyoha and Milton (1999) examined the causal relationship between economic growth and external debt for Sub-Saharan countries for the period of 1970-1994 and concluded that external debt has negative effect on investment. The showed that reduction in debt stock would lead to improvement in investment and economic growth. Ahmed et al (2000) analysed the relationship between exports, external debt and economic growth for South and South-East Asian countries with the causality analysis and found that there is no joint feedback among them. Karagöl (2002) assessed the long run and short run relationship between external debt and economic growth for Turkey during 1956-1996. The study employed the multivariate co-integration techniques. The study concluded that there exists a negative relationship between external debt and economic growth in the long run. Granger causality test results showed a unidirectional causality running from debt service to economic growth. Abdelmawla and Mohamed (2005) analyzed the impact of external debt on economic growth during 1978-2001 of Sudan. The study showed that external debt and inflation adversely affected the country's economic performance. WadadSaad (2012) investigated the relationship between external public debt, exports, economic growth and exchange rate in Lebanon over the period 1970-2010 of this relationship with the use of the vector error correction models (VECM) and Granger causality technique. The results

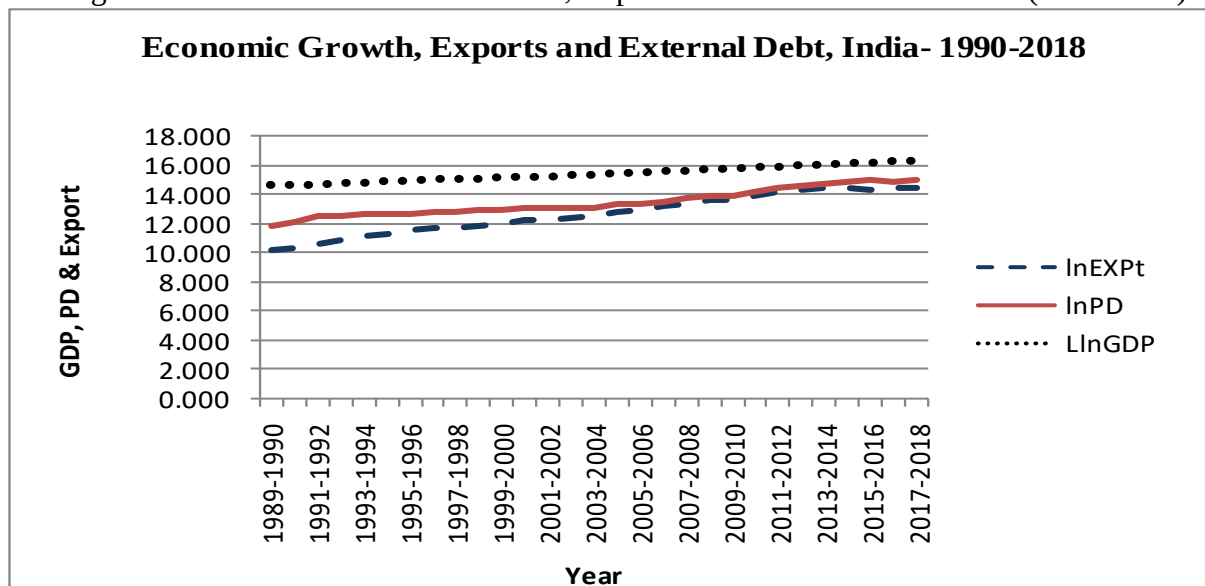
reveal that there exist both short and long run relationships among these variables. Deshpande (1997) examined the relationship between external debt and investment for 13 severely indebted countries for the period of 1971-1991 and found that there exists negative relationship between external debt and investment. Perasso (1992) analysed the data of twenty indebted countries for the period 1982-1989 and showed appropriate domestic policies have stronger impact on increasing investment and growth in highly indebted countries than decreasing debt-servicing obligation. Cohen (1993) investigated the relationship between external debt and investment in a sample of 81 developing countries for 1980's and concluded that there is a little effect of level of stock of debt on investment. Cunningham (1993) investigated the causal relationship between debt burden and economic growth for sixteen heavily indebted countries for the period 1971-1987. The results revealed that the growth of a country's debt burden has a negative effect on the economic growth. Chowdhury (1994) examined the relationship between indebtedness and economic growth for Bangladesh, Indonesia, Malaysia, Philippines, South Korea, Sri Lanka and Thailand for the period of 1970-1988. The findings of Granger causality tests indicated that External debt does not affect the GNP growth rate for the five countries, while there is a bi-directional relationship between debt and growth for Malaysia and Philippines. Amoateng and Amoako-Adu (1996) investigated the causality relationship among exports, external debt and economic growth for 35 African countries employing the Granger causality test. The findings of the study revealed that there is a unidirectional causal relationship between debt service and economic growth. Elbadawi et al. (1996) employed the cross-sectional data for ninety-nine countries to analyze the relationship between external debt and economic growth. The study concluded that current debt inflows as a ratio of GDP have influenced the economic development unfavorable. Fosu (1996) investigated the relationship between economic growth and external debt of sub-Saharan African countries for the period 1970-1986. The study found that on average a high debt country faces about one percentage reduction in the GDP annually. Ali (2012) found that external debt plays both a positive and negative role in shaping economic growth of the developing countries. External debt is helpful when the government utilizes it for investment oriented projects such as power, infrastructure and the agricultural sector. On the other hand, it would affect negatively when it is used for private and public consumption purposes, which do not bring any return. Empirical studies on the effect of external debt on the debtor's economy revealed diverse views. Sulaiman and Azeez (2012) utilised the error correction method and concluded that external debt has contributed positively to the Nigerian economy. Audu (2004) found that debt servicing pressure in Nigeria has had a significant adverse effect on the growth process of the country. Ogunmuyiwa (2011) revealed that causality does not exist between external debt and economic growth in Nigeria. Colaco (1985) described the debt service vulnerability in developing countries using three contexts. Firstly, the size of external loans has reached a level much higher than equity finance. Secondly, the use of floating interest rates for servicing debts, thus constraining borrowers to service debts when interest rates rise. Thirdly, shorter maturities due to declining share of official flows have exacerbated debt servicing. Omotoye et al. (2006) has concluded that external debt is not the real cause behind the economic problem caused by countries in Sub-Saharan Africa. Rather the corrupt governments, inconsistent policies, creditors' extravagant loans to discredited figures and projects have significantly contributed to the crisis. The study employed panel regressions based on two dependent variables i.e. the ratio of annual change in EDT/GNI and TDS/GNI. Seventeen variables are used in principal component analyses (PCA) in which some of the variables have been lagged by one year. Adegbite et al., (2008) in their study, confirmed the negative impact of

debt and its servicing on economic growth of Nigeria. The paper is based on the neoclassical model of economic growth and employs two models for evaluating its results. The first model employs economic growth as response variable with six independent variables to reveal a linear relationship. The second model along with other changes, adds two other variables (terms of trade variability and public capital expenditure) to the model. Pattillo, Poirson, & Ricci (2002) employing OLS and System GMM methods revealed that high external debt leads to lowering of economic growth by affecting the efficiency of investment rather than its volume. The marginal impact of external debt starts negative after it reaches values of 80-85% of exports or 17-20% of GDP.

OVERVIEW OF INDIAN ECONOMY-

Figure 1 shows the trends in public debt economic growth and exports of Indian economy from 1990 to 2018. The figure showed that there were overall increasing trends in economic growth, public debt and exports of Indian economy. The figure observed that after the year 2013-14 there was a stagnant growth the public debt and exports of the Indian economy where as the constant increasing trend was observed in case of economic growth of the country.

Figure:- 1 Trends in Economic Growth, Exports and External Debt in India(1990-2018)



DATA AND METHODOLOGY

The present study is based on secondary data collected from various websites and publication of government departments. The data related to public Debt has been taken from ministry of finance and the data of Gross Domestic product has been taken from statistical abstract of India and Handbook of Statistics on the Indian Economy and Handbook of Finance published by Reserve bank of India. Period for the analysis has been taken from 1990 to 2018. All the variables used in the analysis has been converted into logarithmic form to overcome the problem of serial correlation and to reduce the problem of heteroscedasticity. The following model specification has been used for the analysis purpose-

$$\text{Model 1. EXPt} = f(\text{PDt}, \text{GDpt})$$

$$\text{Model 2. PDt} = f(\text{GDpt}, \text{EXPt})$$

Model 3. $GDP_t = f(PD_t, EXP_t)$

where GDP= Gross Domestic Product, PD=Public Debt, EXP=Exports

UNIT ROOT TEST

The study employed the unit root test to test the time series properties of data whether the series are stationary or not. The present study employed the ADF Test and PP Test of Unit root to test the stationary properties of the data and the following equation has been estimated –

With Drift-

$$\Delta \ln GDP = \alpha_0 + \alpha_3 \ln GDP_{t-1} + \sum_{i=1}^{i=m} \lambda_i \Delta \ln GDP_{t-i} + \varepsilon_t \quad (1)$$

With Drift and Trend-

$$\Delta \ln GDP = \alpha_0 + \alpha_2 t + \alpha_3 \ln GDP_{t-1} + \sum_{i=1}^{i=m} \lambda_i \Delta \ln GDP_{t-i} + \varepsilon_t \quad (2)$$

Without Drift and Trend-

$$\Delta \ln GDP = \alpha_3 \ln GDP_{t-1} + \sum_{i=1}^{i=m} \gamma_i \Delta \ln GDP_{t-i} + \varepsilon_t \quad (3)$$

COINTEGRATION TESTS-

To find the co integration between the variables under study we employed the following techniques-

ENGLE-GRANGER TWO STEP TECHNIQUE FOR COINTEGRATION

The Engle-Granger two step Technique for co integration involves the following two step to find the co integration between the variables. The first step of the Engle-Granger test is to apply the OLS to variables (in the case when variables are stationary at first level) and found the coefficients. The second step of this test is to the estimation of the residual of the regression model and testing the unit root properties of the residuals series. The study estimated following equations for testing the co integration between Public Debt, Exports and Gross Domestic product.

First Step - estimation of following equation-

$$\ln GDP = \alpha + \beta \ln EXP + \gamma \ln PD + \mu \quad (4)$$

Second Step - testing of unit root property of the residual series

$$\mu = a + b\mu_{t-1} + \mu \quad (5)$$

JOHANSEN MAXIMUM LIKELIHOOD (ML) VECTOR AUTOREGRESSIVE (VAR) METHOD

The Engle Granger two step method of co integration is not free from limitation so this study also employed the Johansen Maximum Likelihood (ML) Vector Autoregressive (VAR) Method for testing the long run relationship. The Johansen and Juselius co integration technique is based on the following equation:

$$\Delta Y_t = \Pi Y_{t-1} + \sum_{i=1}^{p-1} \Gamma_i \Delta Y_{t-i} + \mu_t \quad (6)$$

Where

$$\Pi = -(I - \sum_{i=1}^{p-1} A_i) \quad (7)$$

$$\Gamma = -\sum_{i=1}^p A_i \quad (8)$$

The long run relationship can be determined on the basis of rank (r) in the matrix Π . Rank (r) zero shows the absence of co integration and if the rank(r) $\leq (n-1)$ then there are (n-1) co integration relationship exists in the model. The ranks are found with Trace and Maximum Eigen value statistics-

$$\lambda_{trace}(r) = -T \sum_{i=r+1}^k \ln(1 - \hat{\lambda}_i) \quad (9)$$

$$\lambda_{max}(r, r+1) = -T \ln(1 - \hat{\lambda}_{r+1}) \quad (10)$$

VECTOR ERROR CORRECTION MODEL

The study employed the Vector Error Correction Model to test the short run as well as the long run relationship between the variables. The study estimate the following VECM Model for analysis -

$$\Delta EXP_t = \alpha_2 + \sum_{i=1}^m \lambda_{2t} \Delta GDP_{t-1} + \sum_{i=1}^m \eta_{2t} \Delta EXP_{t-1} + \sum_{i=1}^m \delta_{2t} \Delta PD_{t-1} + \theta_2 ECT_{t-1} + e_{2t} \quad (12)$$

$$\Delta PD_t = \alpha_3 + \sum_{i=1}^m \lambda_{3t} \Delta GDP_{t-1} + \sum_{i=1}^m \eta_{3t} \Delta EXP_{t-1} + \sum_{i=1}^m \delta_{3t} \Delta PD_{t-1} + \theta_3 ECT_{t-1} + e_{3t} \quad (13)$$

$$\Delta GDP_t = \alpha_1 + \sum_{i=1}^m \lambda_{1t} \Delta GDP_{t-1} + \sum_{i=1}^m \eta_{1t} \Delta EXP_{t-1} + \sum_{i=1}^m \delta_{1t} \Delta PD_{t-1} + \theta_1 ECT_{t-1} + e_{1t} \quad (14)$$

FINDINGS OF EMPIRICAL ANALYSIS-

The study is entirely based on the secondary data of public finance Government of India. The study period is from 1990 to 2018. The data related to public debt and Gross Domestic Product is collected from various issues of economic survey of India and Handbook of Indian Economy published by Reserve Bank of India. The GDP deflated has been used to remove the impact of

price change from the data series. All the data is also converted into logarithmic form to overcome the problem of serial correlation.

TABLE -1.RESULTS OF UNIT ROOT TEST

Variable	ADF Test		PP Test		Order of Integration
	with intercept	with intercept and trend	With Intercept	with intercept and trend	
$\ln PD_t$	-0.559(0.864)	-1.464(0.817)	-0.575(0.860)	-1.782(0.686)	NS
$\ln GDP_t$	-2.056(0.999)	-2.442(0.351)	-2.102(0.999)	-2.468(0.339)	NS
$\ln EXP_t$	-2.369(0.158)	-0.588(0.971)	-2.189(0.214)	-0.919(0.939)	NS
$\Delta \ln PD_t$	-3.784(0.008)*	-3.694(0.040)*	-3.784(0.008)*	-3.694(0.040)*	S
$\Delta \ln GDP_t$	-3.977(0.005)*	-4.503(0.006)*	-3.957(0.005)*	-4.486(0.007)*	S
$\Delta \ln EXP_t$	-4.095(0.003)*	-4.850(.003)*	-4.164(0.003)*	-4.894(0.002)*	S

Δ - stands for first difference of the variables, NS stands for Non-Stationary.***, **, * level of significance at 1, 5 and 10 percent level.

Source: Author's Computation.

The unit root of all the variables are tested by ADF and PP tests. The Results of these test (Table-1) states that all the variables are non-stationary at level and stationary at first difference. Since all the variables are integrated with order one then it may be possible that the variables would be co integrated with each other.

RESULTS OF COINTEGRATION TEST

The present study employed the Engle Granger Contrition test to find the contortion between the variables of different model specification. The results of the Engle Granger co integration test are given in Table no. 2 and 3 It observed that there is no co integration between the variable in different model specification. The Engle-Granger test is based on the two step procedures for the co integration analysis. In the first step of the test is simple OLS Regression of both the variable and in the second step the residual series is generated from the OLS Regression and then the unit root test have been applied on the residual test. If the residual series is stationary at level then it shows that both the series are co integrated. Findings of the Engle-Granger cointegration test shows that there is nocointegration between the variables of the present study.

**TABLE-2.RESULTS OF TWO STEP ENGLE-GRANGER CO INTEGRATION TEST:
FIRST STEP.**

Model	Variable	Coefficient.	t-val.	Std.Error.	R ²	Adjusted R ²	DW-Stat.	F-Stat
Model 1.	$\ln GDP_t$	2.255	5.608**	0.402	0.977	0.975	0.297	557.702 (0.000)
	$\ln PD_t$	0.087	0.369	0.238				
	C	-23.304	-7.502**	3.106				
Model 2.	$\ln GDP_t$	1.519	3.890**	0.390	0.968	0.965	0.435	395.585 (0.000)
	$\ln EXP_t$	0.059	0.369	0.160				
	C	10.740	-2.669	4.023				
Model 3.	$\ln PD_t$	0.242	3.890	0.062	0.9855	0.984	0.565	885.261 (0.000)
	$\ln EXP_t$	0.242	5.608	0.043				

	C	0.902	27.786	0.327				

***, **, * level of significance at 1, 5 and 10 percent level.

Source: Author's Computation.

**TABLE-3. RESULTS OF TWO STEP ENGLE-GRANGER CO INTEGRATION TEST:
SECOND STEP**

Model	Disturbance Term	Level		Order of Integration
		with intercept	with intercept and trend	
		ADF Stat	ADF Stat	
Model 1.	μ_1	-1.378(0.578)	-0.881(0.944)	NS
Model 2.	μ_2	-2.226(0.201)	-2.234(0.453)	NS
Model 3.	μ_3	-2.773(0.074)	-2.928(0.169)	NS

***, **, * level of significance at 1, 5 and 10 percent level.

Source: Author's Computation.

As discussed in the literature, the most appropriate test to find the co integration between the variables is Johanson co integration test. Results of Johanson co integration test is given in table No.4. The results of Johanson co integration test are based on both the Eigen value test and Trace Statistics. The null hypothesis for Eigen Value and Trace Statistics is that there is no co integration between the variable the rejection of the null hypothesis state that there is co integration between the variable under the test. The results indicate that there is co integration between the variables.

TABLE- 4.RESULTS OF JOHANSEN CO INTEGRATION TEST

Test	Hypothesized No.of CE(s)	Eigenvalue	Trace Statistics	0.05 Critical value	Prob.
Trace Test	r=0	0.541660	30.09706	29.79707	0.0462*
	r=1	0.220677	9.033171	15.49471	0.3623
	r=2	0.081701	2.301264	3.841466	0.1293
Max. Test	r=0	0.541660	21.06388	21.13162	0.0411*
	r=1	0.220677	6.731907	14.26460	0.5213
	r=2	0.081701	2.301264	3.841466	0.1293

***, **, * level of significance at 1, 5 and 10 percent level.

Source: Author's Computation.

RESULTS OF VECM MODEL OF CAUSALITY-

The present study employed the VECM Model for the causality analysis between the public debt, exports and economic growth in India. Results of the VECM Model are given in table no.5. The results of the VECM Model showed that there is no long run causality form Gross domestic product and public debt to exports as the coefficient of error correction term is significant at 1 percent level and it is less than one but it is no negative.

TABLE-5.RESULTS OF VECM MODEL OF CAUSALITY (DEPENDENT VARIABLE - ΔLNEXP_T)

Dependent Variable - ΔLNEXP_T	Coefficient	Std. Error	t-Statistic	Prob.
ECT_{t-1}	0.627836	0.149624	4.196091	0.0004***
$\Delta \text{lnGDP}_{t-1}$	2.112563	0.804076	2.627319	0.0154*
$\Delta \text{lnEXP}_{t-1}$	0.108219	0.175129	0.617935	0.5430
ΔlnPD_{t-1}	0.121782	0.175227	0.694999	0.4943
C	-0.013959	0.065005	-0.214739	0.8319
R-squared	0.504629	Mean dependent var		0.151618
Adjusted R-squared	0.414561	S.D. dependent var		0.101990
S.E. of regression	0.078036	Akaike info criterion		-2.097710
Sum squared resid	0.133973	Schwarz criterion		-1.857740
Log likelihood	33.31908	Hannan-Quinn criter.		-2.026354
F-statistic	5.602786	Durbin-Watson stat		1.749764
Prob(F-statistic)	0.002888	$\text{ECT}_t = \text{lnGDP}_{t-1} - 0.3143 \text{lnEXP}_{t-1} - 0.249 \text{lnPD}_{t-1} - 0.074$		

***, **, * level of significance at 1, 5 and 10 percent level.

Source: Author's Computation.

The results of VECM Model showed that there is no short run causality from public debt to exports as the null hypothesis of Wald Test with Chi-Square statistics of no causality has been accepted at 5 percent level of significance (Table 6). Whereas there was short run causality between Exports and Economic Growth and the direction of the causality was found from Economic Growth to Exports (Table 6) as the null hypothesis of no causality was rejected at 5 percent level of significance. Results of diagnostic tests showed that the model was good fit to the data.

TABLE.-6. RESULTS OF WALD TEST OF SHORT RUN CAUSALITY (DEPENDENT VARIABLE - ΔLNEXP_T)

Wald Test: Dependent Variable - ΔLNEXP_T				Wald Test: Dependent Variable - ΔLNEXP_T			
Test Statistic	Value	Df	Prob.	Test Statistic	Value	Df	Prob.
t-statistic	0.617935	22	0.5430	t-statistic	2.627319	22	0.0154**
F-statistic	0.381844	(1, 22)	0.5430	F-statistic	6.902806	(1, 22)	0.0154
Chi-square	0.381844	1	0.5366	Chi-square	6.902806	1	0.0086
Null Hypothesis: $\Delta \text{lnPD}_{t-1} = 0$				Null Hypothesis: $\Delta \text{lnGDP}_{t-1} = 0$			

***, **, * level of significance at 1, 5 and 10 percent level.

Source: Author's Computation.

The results of VECM Model for the causality analysis between the public debt, exports and economic growth are given in table 7 and 8. The results of the VECM Model showed that there is no long run causality from Gross domestic product and an export to public debt as the coefficient of error correction term is significant at 5 percent level and it is less than one but it is not Negative.

TABLE- 7. RESULTS OF VECM MODEL OF CAUSALITY (DEPENDENT VARIABLE: ΔLNPD_{t-1})

Dependent Variable: ΔLNPD_{t-1}	Coefficient	Std. Error	t-Statistic	Prob.
ECT_{t-1}	0.365508	0.160587	2.276082	0.0329
$\Delta \text{lnGDP}_{t-1}$	2.740224	0.862989	3.175272	0.0044
$\Delta \text{lnEXP}_{t-1}$	-0.010068	0.187961	-0.053567	0.9578
ΔLNPD_{t-1}	0.499610	0.188065	2.656575	0.0144
C	-0.118299	0.069768	-1.695612	0.1041
R-squared	0.423319	Mean dependent var		0.112991
Adjusted R-squared	0.318468	S.D. dependent var		0.101452
S.E. of regression	0.083754	Akaike info criterion		-1.956292
Sum squared resid	0.154324	Schwarz criterion		-1.716323
Log likelihood	31.40995	Hannan-Quinn criter.		-1.884937
F-statistic	4.037342	Durbin-Watson stat		1.978763
Prob(F-statistic)	0.013269	$\text{ECT}_t = \text{lnGDPMP}_{t-1} - 0.314304928532 * \text{lnEXP}_{t-1} - 0.249482172 * \text{lnPD}_{t-1} - 8.07411643152$		

***, **, * level of significance at 1, 5 and 10 percent level.

Source: Author's Computation.

The results of VECM Model showed that there is no short run causality from Exports to public debt as the null hypothesis of Wald Test with Chi-Square statistics of no causality has been accepted at 5 percent level of significance (Table 8). Whereas there was short run causality between Public Debt and Economic Growth and the direction of the causality was found from Economic Growth to Public Debt (Table 8) as the null hypothesis of no causality was rejected at 5 percent level.

TABLE.-8. RESULTS OF WALD TEST OF SHORT RUN CAUSALITY (DEPENDENT VARIABLE - ΔLNPD_{t-1})

Wald Test: ΔlnPD_{t-1}				Wald Test: ΔlnPD_{t-1}			
Test Statistic	Value	df	Prob.	Test Statistic	Value	df	Prob.
t-statistic	-0.053567	22	0.9578	t-statistic	3.175272	22	0.0044
F-statistic	0.002869	(1, 22)	0.9578	F-statistic	10.08235	(1, 22)	0.0044
Chi-square	0.002869	1	0.9573	Chi-square	10.08235	1	0.0015
Null Hypothesis: $\Delta \text{lnEXP}_{t-1}=0$				Null Hypothesis: $\Delta \text{lnGDP}_{t-1}=0$			

***, **, * level of significance at 1, 5 and 10 percent level.

Source: Author's Computation.

The results of VECM Model for the causality analysis between the public debt, exports and economic growth are given in table 9 and 10. The results of the VECM Model showed that there is long run causality from public debt and export to Gross domestic product as the coefficient of error correction term is significant at 5 percent level and it is less than one and Negative.

TABLE- 9. RESULTS OF VECM MODEL OF CAUSALITY(DEPENDENT VARIABLE: $\Delta \ln GDP_t$)

Dependent Variable: $\Delta \ln GDP_t$	Coefficient	Std. Error	t-Statistic	Prob.
ECT_{t-1}	-0.094883	0.036365	-2.609157	0.0160
$\Delta \ln GDP_{t-1}$	0.094727	0.195427	0.484719	0.6327
$\Delta \ln EXP_{t-1}$	0.035802	0.042564	0.841136	0.4093
$\Delta \ln PD_{t-1}$	-0.044548	0.042588	-1.046022	0.3069
C	0.057669	0.015799	3.650148	0.0014
R-squared	0.284144	Mean dependent var		0.064066
Adjusted R-squared	0.153988	S.D. dependent var		0.020620
S.E. of regression	0.018966	Akaike info criterion		-4.926722
Sum squared resid	0.007914	Schwarz criterion		-4.686752
Log likelihood	71.51074	Hannan-Quinn criter.		-4.855366
F-statistic	2.183106	Durbin-Watson stat		1.836557
Prob(F-statistic)	0.104369			
$ECT_t = \ln GDP_{t-1} - 0.314304928532 * \ln EXP_{t-1} - 0.249482172863 * \ln PD_{t-1} - 8.07411643152$)				

***, **, * level of significance at 1, 5 and 10 percent level.

Source: Author's Computation.

The results of VECM Model showed that there is no short run causality from public debt to Economic Growth and Exports to Economic Growth as the null hypothesis of Wald Test with Chi-Square statistics of no causality has been accepted at 5 percent level of significance (Table 10).

TABLE - 10 RESULTS OF WALD TEST OF SHORT RUN CAUSALITY (DEPENDENT VARIABLE: $\Delta \ln GDP_t$)

Wald Test: Dependent Variable: $\Delta \ln GDP_t$				Wald Test: Dependent Variable: $\Delta \ln GDP_t$			
Test Statistic	Value	Df	Prob.	Test Statistic	Value	Df	Prob.
t-statistic	-1.046022	22	0.3069	t-statistic	0.841136	22	0.4093
F-statistic	1.094162	(1, 22)	0.3069	F-statistic	0.707510	(1, 22)	0.4093
Chi-square	1.094162	1	0.2956	Chi-square	0.707510	1	0.4003
Null Hypothesis: $\Delta \ln PD_{t-1} = 0$				Null Hypothesis: $\Delta \ln EXP_{t-1} = 0$			

***, **, * level of significance at 1, 5 and 10 percent level.

Source: Author's Computation.

The findings of the study showed that there is long run causality between public debt and export to economic growth and the direction of the causality lies from public debt and export to economic growth in India. There was short run causality from Economic Growth to Export and Economic Growth to Public Debt.

CONCLUSION AND POLICY IMPLICATION-

The paper seeks to determine whether external debt and exports can promote economic growth in Indian Economy Nigeria. The present study empirically analyzes causal relationship between public debt, exports and economic growth for Indian Economy. Annual time series data from

1990-91 to 2017 - 2018 has been used for analysis. The present study employed the various econometric techniques such as unit root test, co integration and causality analysis for empirical analysis of relationship between public debt, exports and Gross Domestic Product. The empirical analysis under study inferred that there is long run causality between public debt, exports and economic growth and the directions of the causality lies from public debt and exports to economic growth. But there were no long run causality from public debt and economic Growth to Exports, Economic Growth and exports to Public Debt. The results of Wald test of short run causality showed that there was no short run causality from public debt to exports, Exports to public Debt, Public debt to Economic Growth, Exports to Economic Growth. The short run causality lies from economic growth to Public Debt and Economic Growth to Exports. The results of Diagnose test showed that the model was good fit to the data. The presence of a causal link between exports and growth has important implications for the development strategies of developing countries. If exports cause economic growth, then the government should focus to expand the exports so that the more Growth could achieve.

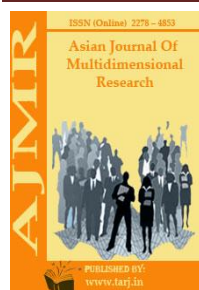
REFERENCES

- Abdelmawla and Mohamed (2005). The Impact of External Debts on Economic Growth: An Empirical Assessment of the Sudan: 1978-2001. *Eastern Africa Social Science Research Review*. 21(2), 53-66.
- Adegbite Esther O., Ayadi, Folorunso S., Ayadi, O. Felix. (2008). The impact of Nigeria's external debt on economic development. *International Journal of Emerging Markets*, Vol. 3 Iss: 3 pp. 285 – 301.
- Ahmed, Q., Butt, M., Sabihuddin, M., and Shaista, A. (2000). Economic growth, export and external debt causality: The case of Asian countries. *The Pakistan Development Review*, 34(4), 591-608.
- Akaike, H. (1974). A New Look at the Statistical Model Identification, *IEEE Transaction on Automatic Control*, 19(6), 716 - 723.
- Ali, A., (2012). External Debt and Economic Growth: Trends and Challenges-A Case Study of Pakistan (2000-2007).
- Amoateng, K., and Amoako-Adu, B.(1996). Economic growth, export and external debt causality: the case of African countries. *Applied Economics*, 28(1), 21-27.
- Audu, I. (2004). The Impact of External Debt on Economic Growth and Public Investment: The Case of Nigeria. Dakar, Senegal: *African Institute for Economic Development and Planning (IEDP)*.
- Chowdhury, K. (1994). A structural analysis of external debt and economic growth: some evidence from selected countries in Asia and the Pacific. *Applied Economics*.26(12), 1121- 1131.
- Cohen, D. (1993). Low Investment and Large LDC Debt in the 1980s. *American Economic Review*. 83(3), 437-449.
- Colaco, F.X. (1985), International capital flows and economic development, Finance & Development, Vol. 22, pp. 12-22.
- Cunningham (1993). The Effects of Debt Burden on Economic Growth in Highly Indebted Nations. *Journal of Economic Development*. 18(1), 115-126.

- Deshpande, A. (1997). The Debt Overhang and the Disincentive to Invest. *Development Economics*. 52(1), 169–87
- Dickey, D. A. and Fuller, W.A. (1979). Distribution of Estimators for Autoregressive Time Series with a Unit Root, *Journal of the American Statistical Association*, 74(366), 427-431.
- Elbadawi, A. I., J. B. Ndulu, and N. Ndung'u (1996). Debt Overhang and Economic Growth in Sub-Saharan Africa. Paper presented at the IMF/World Bank Conference on External Financing for Low-income Countries, December. Washington, DC: IMF/World Bank.
- Engle, R. and C. Granger. (1987). Co integration and Error Correction: Representation, Estimation and Testing, *Econometric a*, 55(2), 251-276.
- Fosu, A. K. (1996). The Impact of External Debt on Economic Growth in Sub-Saharan Africa. *Journal of Economic Development*, 21 (1), 93-118.
- Granger, C.W.J. (1969). Investigating Causal Relations by Econometric Models and Cross-spectral Methods, *Econometric a* 37(3), 24-36.
- Iyoha and Milton (1999). External debt and economic growth in sub-Saharan African Countries: An econometric study. *AERC Research Paper 90 African Economic Research Consortium*, Nairobi.
- Johansen, S. (1988). Statistical Analysis of Co integration Vectors, *Journal of Economic Dynamics and Control*, 12(2-3), 231-254.
- Johansen, S. and Juselius, K. (1990). Maximum Likelihood Estimation and Inference on Cointegration-with Application to the Demand for Money, *Oxford Bulletin of Economics and Statistics*, 52(2), 169-210.
- Karagöl(2002). The Causality Analysis of External Debt Service and GNP: The case of Turkey. *Central Bank Review*, 2(1), 39-64.
- Ogunmuyiwa, M. S., (2011). Does External Debt Promote Economic Growth in Nigeria. Current Research? *Journal of Economic Theory*. Vol. 3, No.1, PP.29-35
- Omotoye Richard O., Sharma Hari P., Ngassam Christopher, Eseonu Maxwell (2006), Sub-Saharan Africa's debt crisis: analysis and forecast based on Nigeria, *Managerial Finance*, Vol. 32 Iss: 7 pp. 606 – 620
- Osterwald-Lenum, M. (1992). A Note with Quantiles of the Asymptotic Distribution of the Maximum Likelihood Cointegration Rank Test Statistics, *Oxford Bulletin of Economics and Statistics* 54(3), 461-471.
- Pattillo, C., Poirson, H., & Ricci, L. (2002). External Debt and Growth. IMF Working Paper No. WP/02/69, *International Monetary Fund*.
- Perasso, G. (1992). Debt Reduction versus Appropriate Domestic Policies, *Kyklos*. 45(4), 457-467.
- Phillips, P.C.B. & Perron, P. (1988). Testing for a Unit Root in Time Series Regression, *Biometrika*, 75(2), 335-346.
- Soludo, CC 2003, „The Debt Trap in Nigeria: Towards a Sustainable Debt Strategy. New Jersey“: *Africa World Press*.

Sulaiman, L. A. and Azeez, B. A. (2012).Effect of External Debt on Economic Growth of Nigeria. *Journal of Economics and Sustainable Development*. Vol.3, No.8

Wadad, Saad (2012). Causality between Economic Growth, Export, and External Debt Servicing: The Case of Lebanon. *International Journal of Economics and Finance*. 4 (11), 134-143.



DOI NUMBER: 10.5958/2278-4853.2019.00145.9

MUDRA: AS A HELPING HAND FOR NEW ENTREPRENEURS

Mr. Sonu*; Mr. Mandeep Singh**

* Research Scholar,
University School of Management (KUK),
INDIA
Email id: sonutanwar369@gmail.com

**Research Scholar,
Department of Management (CRSU, Jind),
INDIA
Email id: msbgurthali@gmail.com

ABSTRACT

At present, the Government is mainly focus on to promote entrepreneurship among the people of the country. The main motive behind this is to increase employment opportunities within the country. It will contribute in nation's GDP and also enhance standard of living of people. But when a person takes an initiative to start its own business there are lots of hurdles during the establishment such as access to finance, skill development gaps, knowledge gaps, information asymmetry, etc. The growth of entrepreneurship is less because there are various problems, among these the main problem is that there is no sufficient finance available for new entrepreneurs. To promote entrepreneurship at ground level Government of India comes with the concept of MUDRA. This paper is an attempt to find out overall contribution and contribution of MUDRA towards new entrepreneurs. Findings reveal that mudra gives birth to a new set of entrepreneurs and working as a supporting hand for new entrepreneurs.

KEYWORDS: Asymmetry, Entrepreneurship, Opportunities, Supporting

INTRODUCTION:

MUDRA stands for Micro Units Development and Refinance Agency. The idea of MUDRA Bank was first introduced in Budget of 2015-16, while its conceptual vision was announced by the Indian Prime Minister as a part of PMMY (Pradhan Mantri Mudra Yojna) – a scheme for funding the unfunded. Government of India launched the scheme of MUDRA on 8th April 2015. MUDRA has an initial corpus of Rs. 20,000 crore and a credit guarantee corpus of Rs. 3,000 crore. It will provide credit up to 10 lakh to small entrepreneurs and act as a regulator for MFI's.

MUDRA is a refinancing institution. MUDRA does not lend directly to the micro entrepreneurs/individuals. MUDRA loan under PMMY can be availed of from nearby branch office of a bank, NBFC, MFIs, etc. Borrowers can also now file online application for MUDRA loans on mudramitra portal (www.mudramitra.in). There are no agents or middleman engaged by MUDRA for availing of Mudra loans.

MUDRA Products and Offerings: Under the PMMY, MUDRA has already created its initial products. Depending upon the category of business, MUDRA scheme provides loans in three categories:-

1. **Shishu:-** If you have just started your small business then you will get loan cover up to 50,000
2. **Kishore :-** If you have set your business than you will get from Rs. 50,000 to Rs. 5 lakh of loan cover from MUDRA
3. **Tarun: -** If you have well established business need more fund to raise business than you will get loan cover up to 10 lakh.

It would be ensured that at least 60% of the credit flows to Shishu category units and the balance to Kishore and Tarun categories. Apart from these products the other products are initially being launched to meet requirement of various sectors.

Lending Process of MUDRA: The lending process of MUDRA is very simple so that the target beneficiaries get the required credit in time without delay. The borrower can be individuals, sole proprietary firms, partnership firms, private limited, public company and any other legal entity. The applicant to avail the credit, should not be a defaulter of any banks or financial institutions and should have satisfactory credit track record and is expected to possess minimum required skills and experiences to undertake the proposed activities and entrepreneurship.

How to Apply: Borrowers, who want to avail the benefits under Pradhan Mantri MUDRA Yojna (PMMY), can approach the local branch of any of the financial institutions in their region. Sanction of assistance shall be as per the eligibility norms of respective leading institutions.

Eligibility: An Indian Citizen who has a business plan for a non –farm income generating activity such as manufacturing, processing, trading or service sector and whose credit need is less than Rs. 10 lakh can avail the benefits of MUDRA.

For all PMMY loans, the following points are to be noted:-

- No processing fee
- No collateral
- Repayment period of loan is extended up to 5 years.
- Applicant should not be defaulter of any banks/financial institutions.

Recovery Method: MUDRA bank will ensure clients are properly protected and will lay down principles and methods of loan recovery in case of a default. The bank will also rigidly follow “responsible financial practices” so deter borrower from indebtedness.

Objectives of the study:

The main objectives of the study are:

- To find out number of accounts opened by MUDRA under different categories
- To find out the total amount which have been disbursed by MUDRA under different categories.
- To find out number of accounts of new entrepreneurs opened under MUDRA.
- To find out the total amount which have been disbursed by MUDRA for new entrepreneurs.

RESEARCH METHODOLOGY:

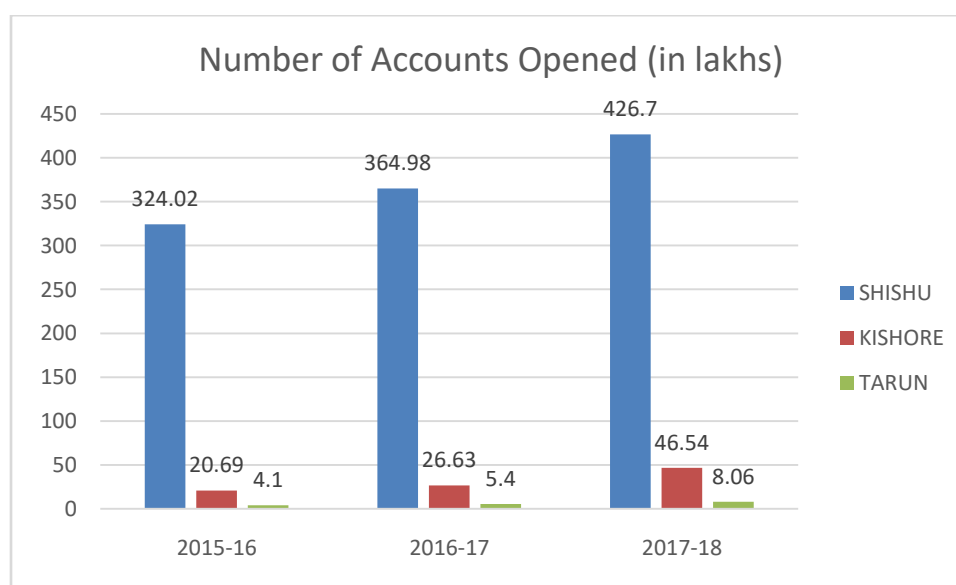
Secondary data for the period of 3 years (2015-16, 2016-17, and 2017-18) has been used for this study. Data has been taken from the official website of MUDRA. A table, graphs and percentage method has been used to find out the contribution of MUDRA in financing of new entrepreneurs.

Data Analysis:

- To find out number of accounts opened by MUDRA under different categories

TABLE: 1 NUMBER OF ACCOUNTS OPENED BY MUDRA

Category	No. of Accounts (in lakh) 2015-16	No. of Accounts (in lakh) 2016-17	No. of Accounts (in lakh) 2017-18
Shishu	324.02	364.98	426.70
Kishore	20.69	26.63	46.54
Tarun	4.10	5.40	8.06
Total	348.81	397.01	481.30

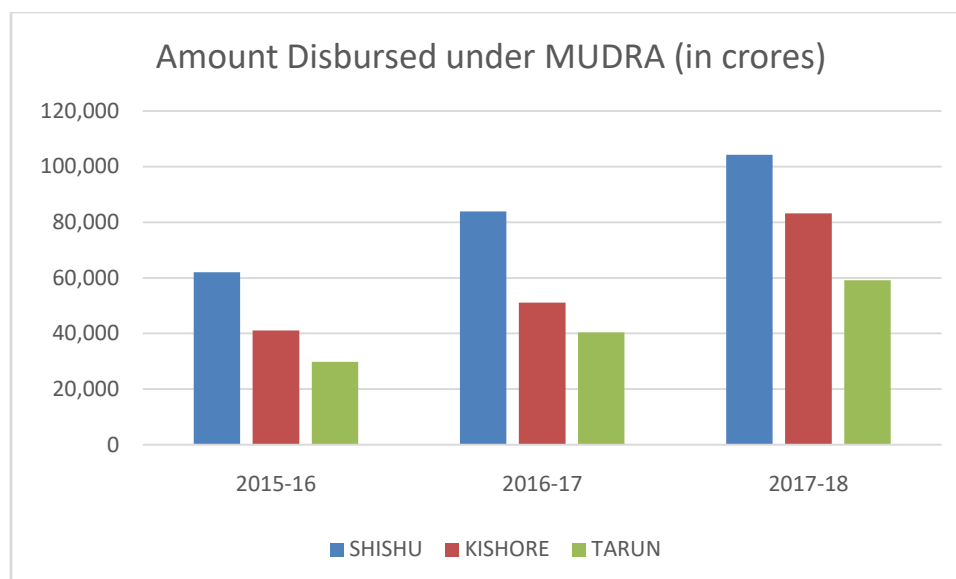


The above table indicates that all the partners' institutions have actively participated in MUDRA scheme. During the period approximately 12 crore accounts were opened by MUDRA under different categories. Out of these accounts 92% accounts are opened by banks under Shishu category.

- To find out the total amount which have been disbursed by MUDRA under different categories.

TABLE: 2 AMOUNT DISBURSED UNDER DIFFERENT CATEGORIES

Category	Amount disbursed (in crore) 2015-16	Amount disbursed (in crore) 2016-17	Amount disbursed (in crore) 2017-18
Shishu	62,028	83,892	1,04,228
Kishore	41,073	51,063	83,197
Tarun	29,854	40,357	59,102
Total	1,32,955	1,75,312	2,46,527

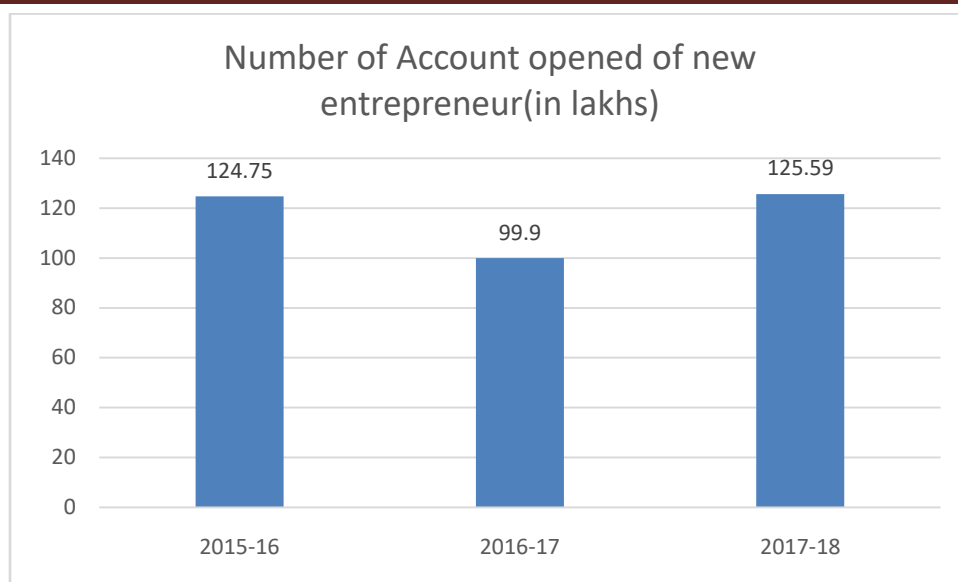


As per the above table, amount of 5.54 lakh crore have been disbursed by the partners institutions under the different categories. Amount disbursed is increasing year by year. Most of the amounts have been disbursed by banks under Shishu (46%) category.

- To find out number of accounts of newentrepreneurs opened under MUDRA.

TABLE: NO. OF ACCOUNTS OF NEW ENTREPRENEURS

Year	No. of account of New Entrepreneurs (in lakhs)
2015-16	124.75
2016-17	99.90
2017-18	125.59
Total	350.24

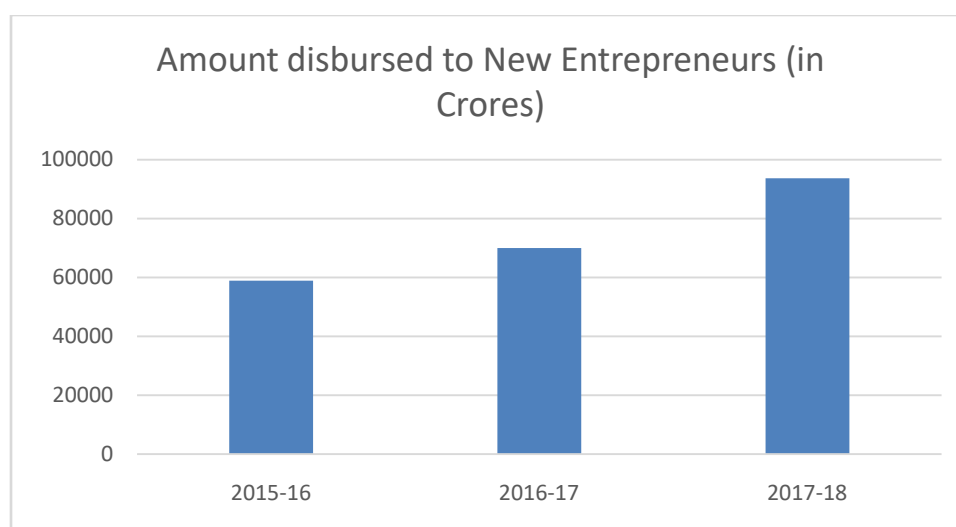


The data of new entrepreneurs supported under PMMY indicates that out of 12 crore accounts financed during the period, 3.5 crore accounts are for new entrepreneurs, which work out to 29%.

- To find out the total amount which have been disbursed by MUDRA for new entrepreneurs.

TABLE: AMOUNT DISBURSED TO NEW ENTREPRENEURS

Year	Amount Disbursed to New Entrepreneurs (in Crores)
2015-16	58,908
2016-17	69,974
2017-18	93,657
Total	2,22,539



The above data shows that amount of 2.22 lakh crore have been disbursed to new entrepreneurs. The amount disbursed to new entrepreneurs are increasing year by year. Out of the total amount disbursed during the period, 40% of the amount have been disbursed to new entrepreneurs.

CONCLUSION:

There are lots of problem for new entrepreneurs but finance is the major one because financial institutions and banks hesitate to provide loans to new entrepreneurs. New entrepreneurs have lack of securities in comparison to existing businesses. Government have taken many steps to provide financial assistance to new entrepreneurs. PMMY and Start-up India are the two main initiatives which encourage entrepreneurship within the country. Under PMMY loans are provided to entrepreneurs without any collateral security. After the establishment of MUDRA an amount of 5.54 lakh crore have been disbursed to 12 crore accounts by the partners institutions. Out of these 3.5 crore accounts are for new entrepreneurs, and approximately 40% of the total amount disbursed goes in the accounts of new entrepreneurs. In conclusion, we can say that MUDRA is significantly contributing in financing of new entrepreneurs.

SUGGESTIONS:

Besides the credit constraints, new entrepreneurs face many non credit challenges, like: Skill Development Gaps, Knowledge Gaps, etc. To address these constraints, MUDRA will have to facilitate other developmental and support services to the target audience, in addition to meeting their credit needs.

REFERENCES:

- Gupta, S. (November 2015). MUDRA: Financial Inclusion of the Missing Middle. Indian Journal of Applied Research, Vol.5 (11), pp: 277-279, ISSN: 2249-555X.
- Vijayaragavan, Dr. T. (June 2015). MUDRA's Time to Lift Micro and Small Businesses. GE-International journal of Management Research, Vol. 3(6), pp: 123-129, ISSN: 2321-1709.
- Sridevi, M. and Manikanta, S. (2015). Financial Inclusion of MUDRA (Funding to the Non-Corporate Small Business Sector-NCSBS) to uplift them into Main Financial Stream. Journal of Communications and Entrepreneurship, Vol. 1(1), pp: 1-4.
- Annual reports of MUDRA 2015-16, 2016-17 and 2017-18
- www.mudra.org.in
- www.smallb.in



DOI NUMBER: 10.5958/2278-4853.2019.00146.0

THE IMPLEMENTATION OF COMMUNITY POLICING IN ADDIS ABABA CITY, ETHIOPIA

Wondem Mekuriaw*; Dr. Rajbans Singh Gill**

*Ph.D. Candidate,
Punjabi University, Patiala, INDIA
Email id: wondemm61@gmail.com

**Professor,
Punjabi University, Patiala, INDIA
Email id gillrajbans@gmail.com

ABSTRACT

Addis Ababa Police Commission has been implemented community policing to achieve its missions and vision. However, there is no study conducted on how far the community policing successfully implemented in the city. Hence, this study was trying to measure the level of implementation of community policing in the city. 252 frontline community policing officers were taken as a sample to measure the objectives. Descriptive statistics were utilized to measure the level of implementation. The findings revealed that the level of implementation of community policing in the city is moderate. Therefore, there should be a compelling law that makes consultative councils and municipal government active participants in the efforts of community policing.

KEYWORDS: *Community Partnership; Community Policing; Implementation; Organizational Transformation; Problem Solving*

1.0 INTRODUCTION

Ethiopia has registered a remarkable economic growth and improvement in human development index in the last decade (Molina, and Purse, 2010). This economic growth enhances the overall welfare of the citizen, but it does not warrant to pursue a decent quality of life (Bekele, *et.al*, 2012). Thus, it is vital to strengthen the capacity of law enforcing institution to promote human security by protecting citizen's entitlements (Bekele, *et.al*, 2012). The absence of peace and order disrupts commerce, provision of public services, and all economic activities; and plunges people into destitution and poverty. Therefore, the efforts to sustain economic growth should be accompanied by building durable institutions to lasting peace and order (Bekele, *et.al*, 2012).

Addis Ababa Police Commission is one of the organizations responsible for the peace and order of the city under Ethiopian Federal Police Commission. the mission of the commission is to maintain peace and security of the city through active public participation (FDRE, 2011). One of the institutional measures was taken to improve the capacity of the commission was implementing community policing. It was implemented in the commission since 2011 to make Addis Ababa city the safest place to live despite there is no empirical evidence that shows the level of implementation at the city level. however, Legesse, *et.al.*, (2016) was conducted research on the specific subpart of Addis Ketema Sub-city of Addis Ababa city. However, they did not clearly show the level of community policing implementation in their specific study area as well as the city.

On the contrary, with the missions and vision of the police, Ethiopian police, particularly Addis Ababa police were engaged in political activities. (Nunzio, (2014) and Woldekidan, (2016) explained, In the previous and current regime, Addis Ababa police were politically partial and advocate a political agenda of the ruling party instead of upholding the constitution. Hence, this unconstitutional experience damaged the image of the police and puts negative memory in the community. Even though the police had such bad experience, community policing was commenced in the city. Therefore, this study was trying to measure the level of community policing implementation in Addis Ababa city.

2. LITERATURE REVIEW

2.1 Community Policing

Community policing is a governance system in the police department that promotes partnership multiple actors; applies problem-solving techniques to address problems that lead to crime and disorder; and changes the organization to support such efforts (Diamond, and Weiss, 2009). COPS (2014) define; it is a philosophy that encourages organizational change which backs the systematic utilization of public partnership and problem-solving practices, to proactively solving problems that compromise the safety of the community. Community policing has three interrelated core elements, namely organizational transformation, community partnership and problem-solving (Lawrence, and McCarthy, 2013). Successful implementation of these elements, make community policing effectively.

2.2 Elements of Community Policing

In community policing, frontline officers are responsible for all policing tasks and deliver police service to the neighborhood. Hence, the enhanced role of the officers requires changes in structure, management, operation and information system (Community Policing Consortium, 1994). One of the changes in the police department is reorganizing the department

geographically and assigning frontline officers for a long period of time at the neighborhood level. It facilitates close and frequent contact with the community. The officers also get opportunities to identify local priorities and problems, and resource available within the community, to address it before the causes of crime and disorder (Lawrence, and McCarthy, 2013). Under community policing, frontline officers are given the discretion to decide what, how, when and where should be done in the area where they are in charge. Thus, community policing requires the devolution of authority and discretion (Community Policing Consortium, 1994).

Community policing officers should be recruited, and hired in the spirit of service provision rather than adventure. Besides, they should be trained and need to have creative thinking, communication, proactive orientation, and analytical skills, and techniques for dealing with community issues. Besides, change in an organization information system is required which facilitate access to quality information. Accurate and timely data make problem-solving effective in proactively addressing issues (COPS, 2014).

Community policing invites the community to participate in the quest for crime control and prevention and exploit the community's resource to address the priorities. Strong community partnership helps to pinpoint and alleviate the underline causes of crime and disorder (Community Policing Consortium, 1994). Besides, the community has the right to participate in community policing since citizens have the right to voice in any decision which affects their lives. Thus, police should develop a positive and strong partnership with the community (community encompasses residents, public and private agencies, Nongovernmental organizations, religious institutions, local government offices, hospitals, schools, etc.)

Problem-solving is a process of systematically identifying and analyzing specific community problems, which can rise to crime, fear of crime and disorder, and providing proactive solutions and evaluating the outcome of the solutions (Diamond, and Weiss, 2009). It transformations the police department from reactive and incidence-driven policing to proactive or preventive policing (Lawrence, and McCarthy, 2013). The assumption of problem-solving relies on minimizing crime and disorder by systematically studying the characteristics of definite geographically area's problems and then providing area-specific solutions (Community Policing Consortium, 1994).

Community policing changes the structure and practices of an organization in terms of organizational transformation, community policing and problem-solving. Therefore, this study has measured the implementation of community policing from the perspectives of such changes.

3 METHODS AND MATERIALS

Descriptive research design was used to measure the level of community policing implementations in Addis Ababa City. The study used frontline community policing officers as a target Population. The sample was taken by two-stage sampling techniques. Five sub-cities were randomly selected and each sub-city divided into "ketena". The respondents were taken from each "ketena" randomly.

Off 260, 252 frontline officers were a usable sample. Krejcie and Morgan, (1970) sample size determination formula was used to determine the sample size.

The formula is

$$S = \frac{X^2 NP(1 - P)}{d^2(N - 1) + X^2 P(1 - P)}$$

Where:

S= required sample size

X= the degree of freedom at the desired level of confidence Z value (1.96)

N= Population Size

P= Population proportion (assumed to be 0.5 which would give maximum sample size)

d=Degree of accuracy marginal error

Descriptive statistics were used to analyse the data. The latest version of SPSS was used.

4 FINDINGS AND DISCUSSIONS

Off 252 frontline community policing officers who participated in the study, 248 are male and rest 4 frontline officers are female. The age of frontline officers falls in the age category between 18 to 29. The experience of frontline officers in community policing is on average 1.58 years.

4.1 The Implementation of Community Policing

The implementation index was adapted from Maguire, and Katz, (2002) and Mwachidudu, and Likaka, (2014) and contextualized into Addis Ababa community policing context. The adopted and developed activities were categorized into organizational change, community partnership and problem-solving.

The respondents were asked to give “1” if the activity is implemented and/or implementing and “0” if the activity does not exist. Based on the response, additive index was performed to measure the level of each category and the overall implementation of community policing.

The additive index is performed by dividing the maximum response given by respondents by the maximum expected response from respondents.

$$IICP = \frac{\sum A1 + A2 + A3 \dots A20}{T}$$

The result falls between $0 \leq LI \leq 1$. The level of implementation is decided by the rule of thumb of Asante, *et.al.*, (2013). The rule of thumb is if “LI” falls between $0 \leq LI \leq 0.33$ Considered as “low”, $0.34 \leq LI \leq 0.66$ categorized as “medium”, otherwise $0.67 \leq LI \leq 1$ level as “High” (Asante, *et.al.*, 2012).

Community policing changes the philosophy of the police department from incidence driven or reactive to proactive policing. Besides, it is empowered frontline officers’ discretion and authority to manage everything concerns policing in the area where the officers are in charge. Thus, it requires organizational structure and practices.

TABLE: 1 THE LEVEL OF ORGANIZATIONAL CHANGE MADE IN ADDIS ABABA POLICE COMMISSION.

Activates regards to organizational change	N	Frequency	Percent
The structure of community policing decentralized to community level i.e. “Ketena” level	252	251	99.6
The commission decentralized decision making power to community policing officers	252	172	68
Community policing officers are assigned in beat permanently	252	240	95
Community policing centres are constructed in each “Ketena”	252	151	60
Frontline officers are recruited, hiring and trained in the spirit of community policing	252	21	08
Community awareness training provides for the last 12 months	252	156	62
Community policing officers have facilities such as a cell phone which helps to communicate with the community.	252	119	47
The commission developed specific evaluation criteria for community policing.	252	233	92

Source: Own survey, 2018

Addis Ababa Police Commission has made successful jobs in restructuring the commission and make community policing closer to the community (99.6 percent), assigning of frontline community policing officers at the neighbourhood level for a long period of time (95 percent), and developing specific performance evaluation criteria for community policing (92 percent) (Table 1).

On the other hand, the commission does not recruit, hire and train officers for community policing. Table 1 reveals that only 8 percent of the officers believed that the commission is recruitment, hiring and training in line with community policing.

Institutional structural transformations are not enough for the effectiveness of community policing. It requires changes in the philosophy and practices in terms of problem solving and partnership.

TABLE 2: ACTIVITIES REGARDS TO PROBLEM SOLVING AND COMMUNITY PARTNERSHIP OF COMMUNITY POLICING.

Activities regard to problem solving and partnership	N	Frequency	Percent
There is a regular meeting with the community to identify problems which need solutions	252	101	40
Community policing officers are encouraged to provide creative and innovative solutions to the problems	252	211	84
Community policing officers’ conduct crime analysis in the assigned areas (e.g. keeping records of crimes and the types of request for help)	252	128	51
Consultative councils regularly held meetings to provide solutions for the identified problems	252	85	34
Consultative councils are formed at each level of community policing	252	182	72
Community policing work with other governmental organizations to solve community problems	252	103	41

Citizens serve voluntarily in patrols coordinated by community police officers	252	141	56
Citizens participate in the neighbourhood watch committee	252	140	56
Develop a partnership with schools to combat crime	252	144	57
Develop a partnership with neighbourhood associations to combat crime	252	142	56

Source, Own Survey, 2018

Table 2: portrays that 84 percent of community policing officers are believed that the commission encourages the officers to utilize innovative and creative solution to the problems. 72 percent of officers also witnessed that consultative councils, which a council of all stakeholders to give solutions to the problems above the jurisdiction of line officers, were formed, but only 34 percent officers are believed that the councils are in regularity in session. In general, the commission has a limitation in the implementation of activities regards to problem-solving and community partnership.

TABLE 3: THE LEVEL OF IMPLEMENTATION OF COMMUNITY POLICING IN ADDIS ABABA CITY.

Indicators	N	Index	Decision
Level of organization change	252	.6662	High
Level of problem solving	252	.5208	Moderate
Level of community partnership	252	.5635	Moderate
Level of community policing implementation	252	.5835	Moderate

Source: Own Survey, 2018

On the other side, the level of problem-solving and community partnership is moderately implemented whereas, the level of organizational transformation implementation is high based on the index of Asante, *et.al*, (2012). Besides, the result shows that the overall level of community policing implementation in Addis Ababa city is moderate (Table 3).

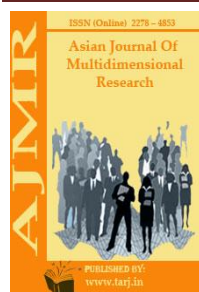
5 CONCLUSIONS AND RECOMMENDATIONS

The study was conducted to measure the level of community policing implementation in Addis Ababa city. Organizational transformation, problem solving and partnership were used to measure the level of implementation. the finding reveals that partnership and problem solving was moderately implemented whereas, the organizational transformation was highly implemented in the city. However, the overall community policing is moderately implemented in the city. Based on the findings the following recommendations are suggested.

- There should be a legal mechanism which compels the councils and local government active participant.
- The frontline officers are a responsible person to handle multiple issues, they need special training which helps them to enhance analytic thinking, predictive, communication, conflict resolution, and other skills.

REFERENCES

- Abebe, M. 2002. Community Policing and Ethics. MA -Thesis, Addis Ababa University, Ethiopia.
- Asante, F. A., Boakye, A. A., Egyir, I. S., and Jatoe, J. B. (2012). Climate change and farmers' adaptive capacity to strategic innovations: The case of northern Ghana.
- Bekele, S., Mekonnen, F., and Ayangafac, C. (2012). *Towards a Comprehensive Peace-building Policy and Strategy for Ethiopia* (No. 4). UNDP Ethiopia.
- Community Policing Consortium, (1994): "Understanding community policing: A framework for action.": Bureau of Justice Assistance Washington, DC
- Denney, L., and Jenkins, S. (2013). Securing communities: The what and the how of community policing. *Overseas Development Institute Background Paper PhD thesis. Dept. of Economics. Adelaide University.*
- Diamond, D., and Weiss, D. M. (2009). Advancing community policing through community governance: A framework document. US Department of Justice, Department of Community Oriented Policing Services.
- Di Nunzio, M. (2014). Thugs, spies and vigilantes: community policing and street politics in inner city Addis Ababa. *Africa*, 84(3), 444-465.
- FDRE, (2011) Ethiopian Federal Police Commission establishment proclamation No.720/2011, Addis Ababa, Ethiopia
- Gray Molina, G., and Purser, M. (2010). Human development trends since 1970: A social convergence story. *UNDP-HDRO Occasional Papers*, (2010/2).
- Legesse, Fitsum Meseret , Mekonen, Kasahun Desyalew ,and Genetu. Yared Paulos. (2016)“The implementation of community policing in slum neighborhoods of addis ababa, ethiopia”, *International Journal of Current Research Research*, 8, (07)
- Maguire, E. R., and Katz, C. M. (2002). Community policing, loose coupling, and sensemaking in American police agencies. *Justice quarterly*, 19(3), 503-536.
- Morgan, K. (1970). Sample size determination using Krejcie and Morgan table.
- Mwachidudu, C. J., and Likaka, L. (2014). Community Policing Implementation by Security Agencies in Njoro Sub-County, Nakuru, Kenya. *International Journal of Research In Social Sciences*, 4(8), 23-31
- Office of Community Oriented Policing Services. (2014) *Community Policing Defined*. Washington, DC (accessed on 19/03/2018) <http://ric-zai-inc.com/Publications/cops-p157-pub.pdf>.
- Woldekidan, W. G. (2016). *An analysis of the influence of politics on policing in Ethiopia* (Doctoral dissertation, University of South Africa).



DOI NUMBER: 10.5958/2278-4853.2019.00147.2

WORK-LIFE BALANCES MODEL FOR WORKING WOMEN: TO DRAW ATTENTION OF THE SOCIETY AND HR PROFESSIONALS

Dr. Deepa Katiyal*

*Associate Professor,
Shri Vaishnav Institute of Management,
Indore (M.P.), INDIA
Email id: deepakatiyal@yahoo.com

ABSTRACT

The work life balance is a very important and sensitive issue which is talked about in every seminar and conference; it requires considerable attention from the society also. Hectic schedules and increasing work demand has made Work Life Balance a very difficult task for men as well as women but women have to struggle more for it. As this study is in Indian context so the researcher found that working women face lot of pressure at home and at profession to perform the best. Women are occupying all type of positions in job and responsibilities for home and society are also increasing. The Role conflict between competing work demands and family needs seem to be the most probable reason for selecting this topic for research. The objective of the study is to construct a Work Life Balance Models which will explain the whole scenario of the working women. It is to draw the attention of HR fraternity to make such policies and strategies which will solve the problems of working women. The Model will cover the Needs, Consequences, Benefits and Coping up strategies/ Techniques to create work life balance in working women. All these factors are divided into two categories: Individual Level and Organization Level. The Models will help in understanding every facets of working women and will be significant across the world.

KEYWORDS: *Work Life Balance, Role Conflict, Work Life Balance Models, Coping Up Strategies, Level And Organization Level.*

INTRODUCTION

India is facing many challenges from past few decades, in which the major ones are of globalization, Information technology and changing business environment. These changes together have brought large amount of change in the demographical structure in the work force, especially women, which have lead to change in the social, financial and economical development. The terminologies like diversity Management, gender equality, sustainable Management has forced the HR Management to think about Work life Balance.

The term 'Work-life Balance' was first coined in 1986 ,when the Americans were giving utmost importance to work place and neglecting family, friends and leisure activities. This was leading to more stress and anxiety in their life. They were having Psychological as well physical problems. Work life balance term was introduced to describe the balance between an individual's personal life and professional life. It is about managing the juggling act of professional life which includes paid work, responsibilities. Liabilities of work with personal life responsibilities including spending time with family, taking part in sport and recreation and taking out time for relaxation. Some Researches have suggested that improving the balance between our working lives and our lives outside work is of high beneficiary employers and employees. It builds strong communities and productive businesses.

A conflict between work and family has real consequences and negatively affects the quality of family and career attainment of both men and women, especially women .A healthy work-life balance leads to great significance for working women. There is enormous pressure on working women as they need to cope with two full time jobs – one at the office and the other at home. In India there is urgent need to understand the psychology of women. They want to fulfill and satisfy the demand of their family members and society but at the same time wants to be competitive in her profession. Research conducted by Rout, Lewis and Kagan (1999) finds that women in India experience considerable pressure, in the morning before going out to work and after work, to do all that is necessary for the family. According to Peters, Montgomery, Bakker and Schaufeli (2005), pressures from the job and family domains are often incompatible, giving rise to imbalance. Van Fleet and Sourage (1984) in their research stated that women can assume the role of a scientist or a technocrat but they do experience difficulty in having a similar role as housewife or mother. Women in India have struggled to establish an identity and create a life space in social as well as work organizations. Considerable research has highlighted the importance of Work-Life Balance for better organizational performance.

Work Life Balance Practices Practiced in India

Flexi Time: the start and end times of their working day are not fixed. Numbers of working hours are provided to the employee and then they work accordingly. This can allow them to meet family or personal commitments/emergencies.

Telecommuting and work from Home: It is becoming more and more common for people to do at least some of their regular work from home instead of going into the office. This type of arrangement is often called 'telework' or 'are telecommuting' and can be advantageous for employees by allowing them: to organize their work day around their personal and family needs. This reduces stress of travelling and expenses also.

Compressed Work Weeks: A compressed work week is an arrangement whereby employees work longer shifts in exchange for a reduction in the number of working days in their work cycle

(e.g. on a weekly or biweekly basis). This can be beneficial for employees in terms of additional days off work (e.g. longer weekends allowing “mini vacations”) and reduced commuting time, whereas employers can extend their daily operating hours, with less need to resort to overtime.

Part-Time Work: Part-time arrangements can also allow people with health problems, disabilities or limited disposable time (e.g. students) to participate in the labor force, develop their skills and obtain work experience. Finally, they can facilitate re-entry into the workforce for those who have had career breaks particularly mothers (or fathers) who have stayed at home to raise their children or provide a gradual exit for employees nearing retirement.

Work sharing: is an arrangement which allows two (or sometimes more) employees to share the responsibilities according to the requirements and need of the hour. It allows employees more time for other commitments, including family responsibilities, job sharing also facilitates the development of partnerships, where job sharers can learn from each other while providing mutual support.

Maternity Leave is leaves of absence for expectant or new mothers for the birth and care of the baby. It is the paid leave vary from three month to six months. It helps to create a work-life balance for families. A family friendly work environment proves benefited for both employees and employer.

On Site Child Care and Elder Care Centre: As a parent, childcare duties don’t always stop when you leave for work in the morning, similarly elder care is also important for the children. Employees feel relaxed and less frustrated if there is provision of babysitting and daycare services. If this is not possible, you may want to offer your employees a childcare service and eldercare service discount to alleviate the stresses of caring for children and elders during the workday and reduce the amount of missed work. If neither one of these options is feasible for your business, try to allow your employees at least some flexibility to care for their children and elders. This can include the ability to take time off to pick up a sick child from school, the ability to see a child’s school play at lunch time, or flexible start/end time for parents who drop off or pick up kids from school.

Employee Wellness Scheme: The employees like their organization to take care of their health and life insurance coverage provisions. Take your employees’ health and wellness seriously, and they will return the respect. Wellness benefits including gym memberships, healthy snacks, and even massage treatments can help all of your employees, but they are particularly important for elderly employees who might not otherwise pursue (or afford) these measures in their downtime. Preventive benefits account for the real human need for increased health intervention after age 50. If your current health insurance policy does not cover measures like colonoscopies or prostate exams, consider adding these benefits. Self-care benefits like personal care, legal services (particularly targeting wills and estate planning), and discount programs can also address the concerns of senior employees and enhance their life.

LITERATURE REVIEW

Thana Whitehead Me Kotze (2003) studied on career and life-balance of professional women; she had taken 24 professional women as a sample from south Africa. She tried to study the in depth concept of life-balance and for that she did qualitative research. She found that life-balance plays a very important role for women and it is cyclic in nature which cannot be ignored.

Babin Dhas, .Karthikeyan (2015) ,explained the Work-Life Balance Challenges and also provided some solutions to it.He emphasized that balance between our working lives and our lives outside work will bring benefits for employers as well as employee. It can build strong communities and productive businesses. The three major factors that force for serious consideration of the topic: Global competition, renewed interest in personal lives, an aging workforce.

Vijaya Mani (2013), did research on the working women of Tamil Nadu ,India. He compared the difficulties faced by working women in different sectors. He found that work-life balance is the major issue. He revealed that role conflict, lack of recognition, organizational politics, gender discrimination, elderly and children care issues, quality of health, problems in time management and lack of proper social support are the major factors influencing the WLB of women professionals in India.

Shobha Sundaresan (2015) also studied Work-Life Balance on working women. She emphasized on factors effecting work life balance and also the consequences of poor work life balance on the life and health of women. Factors which came out of research were: due to excessive work pressure, too little time for themselves and the need to fulfill others' expectations of them, long working hours at home and job. Major consequences of poor work-life balance are high levels of stress and anxiety, disharmony at home, experiencing job burnout and inability to realize full potential.

Tapasya Julka and Urvika Mathur (2017) did a detail study on need and challenges of working women to have proper work life balance. Working women have lot of pressure to be competitive with their male counterparts in developing their career, a tolls on the working women leaving them with less time for themselves. This is affecting their physical, emotional and social well-being. Thus, achieving work life balance is a necessity for working women to have a good quality of life.

Rationale of the study

We believe that an individual's life can be considered unbalanced when the amount of time one works causes some sort of conflict or stress in other areas of life. The choices people make about their priorities can cause conflict with bosses, co-workers and/or family members (Dubey Saxena and Vajpai 2010).

Various studies have been conducted to determine the impact of demographic variables on work-life balance of the employees. But Very little research has been done on the conflict between work and family roles in societies like ours where people are still living in joint families and culture is very strong. The problems of work life balance can be different in small region of Indore than the Metro cities, which encouraged the researcher to study this topic particularly in Indore. In Indore both spouses have started working but how much support they get from their family and society is a big question. Indore is a traditional city where society is in the changing phase so their work family conflicts can be different from Metro cities. The patients of thyroid, depression, diabetes, fatigue, BP are increasing so it was necessary to study the effect of their profession on the health of the employees. The proposed study has been presented with a wide array of factors affecting WLB that can help the individual employee to explore her values, aspirations and goals to understand what he/she expects from work and life and then develop the suitable ways of balancing them. It would help her to negotiate her roles within the organization

and family. It would enable her to introspect on her job ways of coping and relationship management.

OBJECTIVES

The main objective of the study is to construct a Work Life Balance Model. For this a detail study of the topic is important. The Model is divided into four parts: Need, Consequences, Coping Strategies and Benefits. Then a Final concluding Model is prepared. The Purpose of the Model is to understand the psychology of the working women and to formulate HR Strategies accordingly.

RESEARCH METHODOLOGY

The research is Conceptual in nature. Both Primary and Secondary Method are used for collecting data. The Research Papers, journals, case studies, Books, magazines based on Work life balance and also HRM Policies are scrutinized thoroughly. The Discussions and Interviews are also taken of working women from different sectors of Jobs. Set of questions were formulated for interview method and based on that different Models are prepared.

Conceptual Framework

Four Models are prepared to understand the work life balance for working women. In the end the concluding Model is prepared.

1. NEED FOR WORK LIFE BALANCE FOR WOMEN

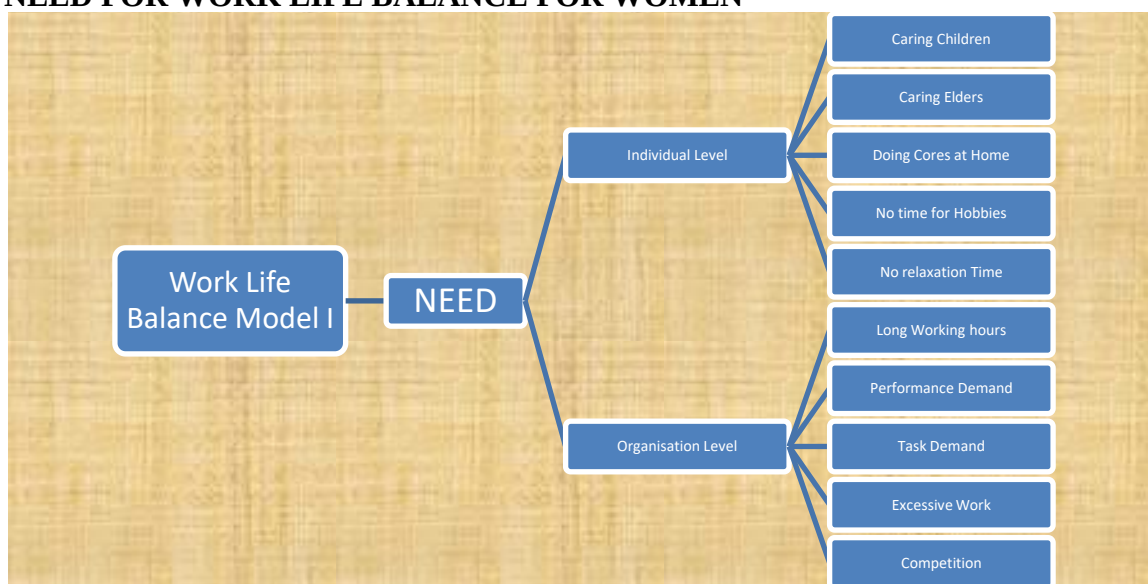


Fig1: Work Life Balance Model I (Author's own)

In every Job Sector the ratio of men and women are equal. Both are working in almost every sector with same salary structure. The question arises that why we need to have work life balance model for women? Woman is the centre of the family, every corner of the house revolves around her. She has to perform not only her job duties but also household duties to the perfection. We are talking mainly about Indian women although in foreign counties also women have to perform more tasks than men, especially after child birth. The need for work life balance is divided into two sections: Individual Level and Organization Level.

Individual level: Women have to do all household chores with efficiency which requires lot of time, efforts and energy. The cooking and kitchen part in India is still a main job of ladies. If some elder or child has to be taken care of, at home then a woman only has to sacrifice her job. After doing so much of work at home and office she does not have any time for relaxation and enjoyment. She does not have time to groom and pamper herself.

Organization Level: For every sector of jobs eight hours are the minimum working hours. Time is also required for travelling. This leads to around ten hours of working. Performance and task demand is so high because of the tough competition. All individuals are in a race to perform best and get promotion. Cost cutting by the companies lead to excessive work load.

2. CONSEQUENCES OF IMBALANCE IN WORK LIFE BALANCE

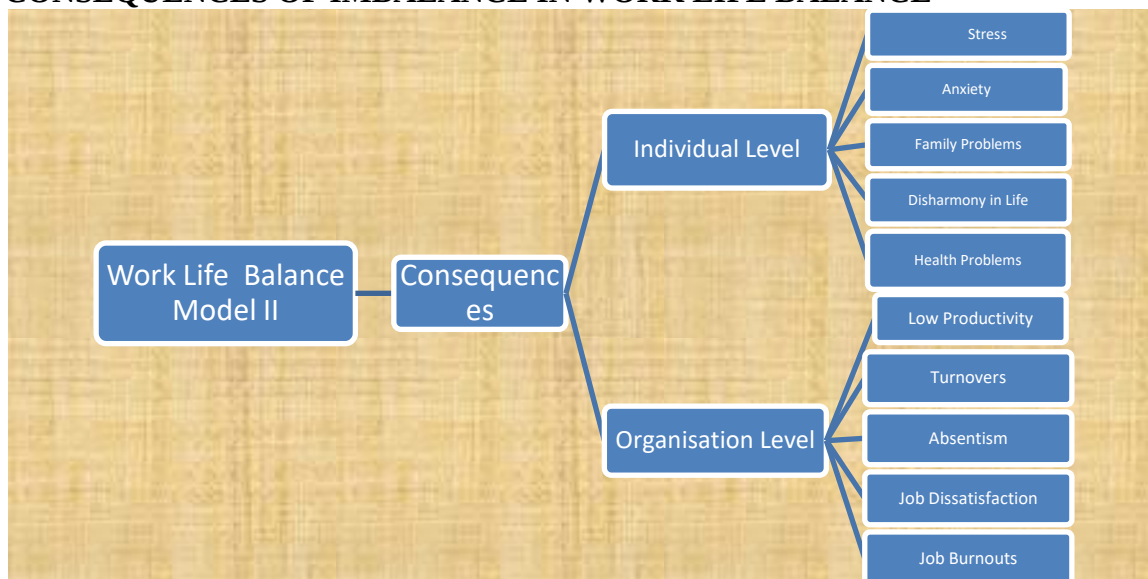


Fig2: Work Life Balance Model II (Author's own)

The problem of working women is increasing day by day. In nineties, number of working women was less. They were generally in such sectors where timings and work load was comfortable e.g. in Teaching Sector, Bank Sector, Govt. Jobs. As the number of working women has increased so consequences of imbalance of work and home are visible.

Individual Level: Symptoms of diseases like hypertension, diabetes, thyroid, arthritis are very commonly found in women. There is increase in cases of stress, depression, anxiety. They have to consult psychologist on regular basis. Dissatisfaction and disharmony in life is the ultimate result which is making everybody unhappy. Divorce, no child policy, live in relations is common terms to be heard.

Organization Level: Role Conflicts leads to turnovers and absenteeism in the organization. Who are not able to manage both roles but are career conscious also, switch to some comfortable jobs or take long leave from their present job. Both have the consequence of low productivity. Women employee is not able to concentrate toward their job which leads to dissatisfaction in not only in job but also in life. The condition arises where she is physically and emotionally tired of doing a difficult job for a long time.

3. COPING UP STRATEGIES/TECHNIQUES FOR WORK LIFE BALANCE



Fig3: Work Life Balance Model III (Author's own)

We have discussed the need and consequence of work life balance, now we are going to discuss coping strategies/ techniques at individual and organizational level.

Individual level: at individual level working women should be given the option of part time job in the same organization. In organizations which are having different shifts at work, women can opt for that according to their needs and requirements. They can go for job sharing. Team work should be appreciated in which women employees can work according to their convenience. All this will help in creating a cordial atmosphere in the organization and also women will be able to separate personal problems from office problems. Main reason for complexity in life is mixing personal life with official life, due to which women is not able to give 100% to any of her responsibilities.

Organizational Level: at organizational level many HR Policies can be adopted to make work comfortable for women. Flexible hour's option is a very good tool which helps in emergency period. Day Care centre for small babies and after school play house helps women to work without tension. Paid maternity leave help ladies financially also. Work from home is very much adopted by the corporate world. In this digital era online assignments can be given to women and virtual meetings can be organized. Now employee caring schemes are formulated like arranging yoga classes, gym facilities, taking for picnic, outdoor excursions, sports week, Giving vacation package etc.

4. BENEFITS OF HELPING WORKING WOMEN IN MAINTAINING WORK LIFE BALANCE

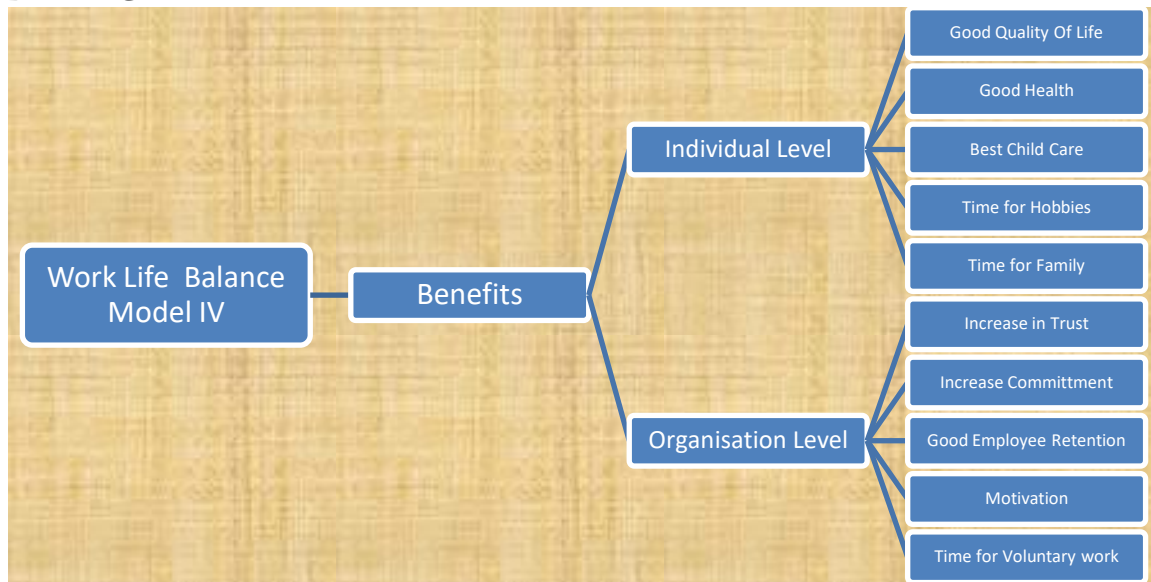


Fig4: Work Life Balance Model III (Author's own)

We have discussed so many techniques to cope up with Work life balance for working women, now the question arises that why we should give so many facilities to the employees. For this we have enlisted some important benefits which we are going to attain after adopting work life balance Model.

Individual Level: It is the moral duty of the organization to look after their employees. If employees are healthy they will give hundred percent to the work. Employees will be able to give time to family, children, spouse, elders' and society which will improve the quality of life. In America extreme cases have been noticed due to negligence so now they are highly sensitive towards this topic.

Organization Level: the ultimate advantage will be to the organizations because they will be getting healthy, satisfied, committed, loyal, honest, motivated, trusted and satisfied employees in their organizations. In this competitive world it is next to impossible to have such type of employees. They will be working voluntarily for the welfare of the organizations.

5. THE OVERALL WORK LIFE BALANCE MODEL FOR WORKING WOMEN

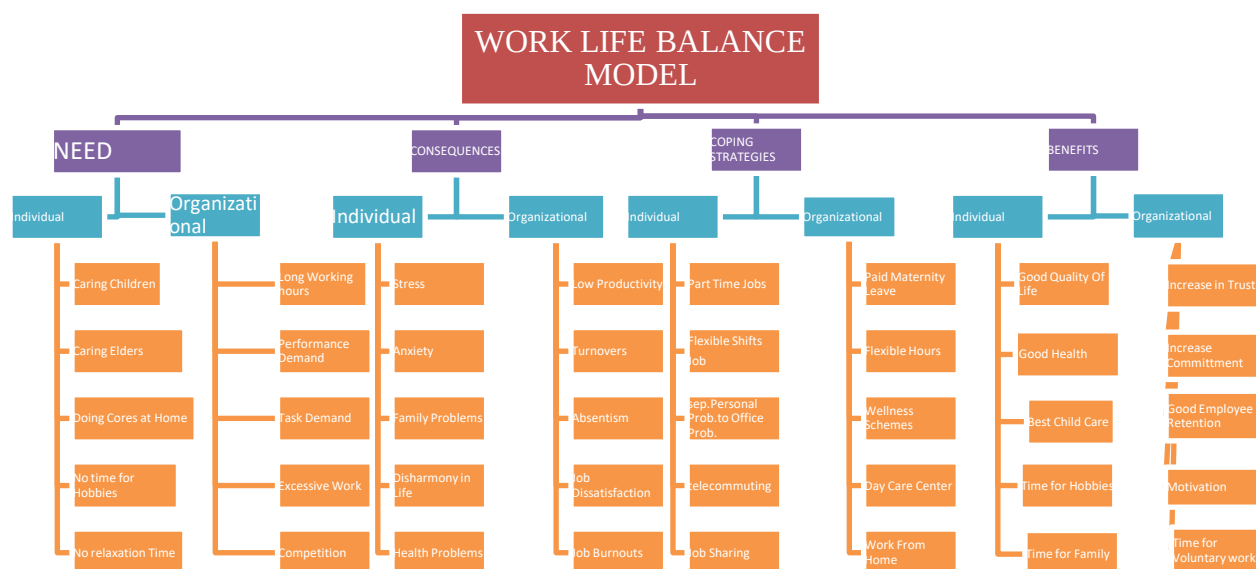


Fig. 5: Work life Balance Overall Model (Author's own)

CONCLUSION

India is undergoing drastic change in the economical and social field. In this changing era the role of men and women are also changing. Still expectations from women in household work are more due to which it is important to understand their real situation. Women are still thought to be the chief house maker and men are the principal providers. Women are considered to be a supplementary income provider. Women are in between the two phases, they are not able to accept traditional concepts and society is not ready to accept the changing role. This is resulting in work family conflicts and disturbing the work life balance.

To understand the importance of work life balance for working women with special reference to India, a Model is prepared. The model is presented in a very simple manner so that everyone can understand its need, consequences, coping strategies and benefits. This will help the HR Managers to formulate and apply good HR Policies and will be able to justify the women role in the Organization. It will improve the working culture and corporate image also.

REFERENCES

- Dhas B. , Karthikeyan P. (2015). Work-Life Balance Challenges and Solutions: Overview. *International Journal of Research in Humanities and Social Studies*. 2(12), PP 10-19.
- Julka T. , Mathur U.(2017) A Conceptual Study of Work- Life Balance among Women Employees. *International Journal of Emerging Research in Management &Technology*.6 (2), 24-30.
- Kumar A, P. Shivakumar P.S. (2011). A Research Study on Managing Work-Life Balance .*International Journal of Knowledge and research in management and E-Commerce*. Vol.1 (2) 41-48.

Mani V. (2013) .Work Life Balance and Women Professionals. *Global Journal of Management and Business Research Interdisciplinary*.13 (5) .

Peeters, M. C. W., Montgemery, J. J., Bakker, A. B. & Schaufeli, W.B. (2005). Balancing work and home: How job and home demands are related to burnout. *International Journal of Stress Management*, 12, 43–61.

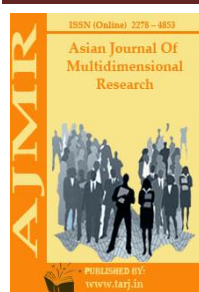
Porter,L.W., Steers, R.M., Mowday, R.T. & Boulian, V. (1974), OC, JS and Turnover among Psychiatric Technicians, *Journal of Applied Psychology*.5: 603-09.

Rout, U R; Lewis, S and Kagan, C (1999). Work and Family Roles: Indian Career Working women in India and the West. *Indian Journal of Gender Studies*, 6(1), 91-105.

Sundaresan S. (2015). Work-Life Balance–Implications for Working Women .Ontario International Development Agency, Canada. © Author Et Al. Retrieved from <Http://Www.Ssrn.Com/Link/Oida-Intl-Journal-Sustainable-Dev.Html>.

Thana Whitehead Me Kotze (2003) .Career And Life-Balance of Professional Women: A South African Study .SA Journal of Human Resource Management, 1 (3), 77-84.

Van Fleet, D.D. and Saurage,J.G.(1984). Recent Research on Women in Management, *Apron in Business and Economics review*, 15(2), p15-24.



DOI NUMBER: 10.5958/2278-4853.2019.00148.4

THE PHILOSOPHICAL AND AESTHETIC MEANING OF ABDULHAMID CHULPAN'S IDEA OF «IF LITERATURE IS ALIVE, SO NATION WILL LIVE

O. J. Urakova*

*PhD,

Head of the Department of Social Humanities,
Andijan State Medical Institute,
UZBEKISTAN

ABSTRACT

Literature is a pattern of beauty appealing emotions. If internal principle, the power of literature and its opportunities are palace of beauty, the importance, role and future of this palace are depend on how it is studied by the nation, how it is related with social environment, religious and philosophical ideas. Therefore, the literature reveals the socio-historical and human characteristics of its epoch with certain people, character and spiritual world, and artistic characters. In this respect it has a great importance as a historical, national artistic aesthetic document. Since the poet lived in a difficult time, his worldview on the question of freedom was of paramount importance, and artistic creativity was translated into the language of art and the destiny of the nation. Etiquette has always been associated with the aspirations and aspirations of the universe. Fitrat wrote a family booklet, and Chulpan tries to shed light on the outer lines of love and saw the fruit of love on the path of the nation and the social environment, either positive emotions or a desire for spiritual impurity. In the literature, the event, cause, and relationship are reflected in the spirit of one's personality, spirit, mind, and worldview. Therefore, the literature reveals the socio-historical and human characteristics of its epoch with certain people, character and spiritual world, and artistic characters. Although the plot and sequence of events, the subjects have reached a very artistic environment, life events, even if the fate of his people in conflict situations, surrounded by local Muslims, and not science, reflected in attempts to increase wealth. Ashmurod's story about Chulpan's story about the "Sacrifice of ignorance": "Does this mean that our Turkestan wakes up in the dark? Either?"

KEYWORDS: Appealing, Emotions, Etiquette, Paramount

INTRODUCTION

In the article, the philosophical and aesthetic meaning of Abdulhamid Sulaimon ugli Chulpan's idea of «if literature is alive, nation will live» has been researched.

The creation, renewal the spirituality and soaking it to people's mind and soul are a socio-historical need. It develops together with the history of the people, their socio-cultural life, outlook and educational activities.

As a researcher Salahuddin Mamajonov in his book 'Our Chulpan' («Бизнинг Чўлпон») notes, in 1914, in the 15th issue of the newspaper called 'Sadoi Turkistan' ('The echo of Turkistan'; «Садои Туркистон»), he (Chulpan – *trans.*) published an article 'What is literature?' («Адабиёт наdur?»), in which he stated: 'So, this problem is vital. As air, water are important so that we can act, literature is necessary to clean and clear our body and soul from mud of the fate.'¹

Based on his memories and scientific sources, academician Naim Karimov considers that the publication of the article was when Chulpan was seventeen years old. The main issue is the spirit and content of the article.

17-year-old Chulpan describes his affection to the land and the nation like that: 'The soil of the motherland like a mother, we mistreat it, that's why we are invaluable. There is no point in regretting in the end.'² Chulpan's article 'What is literature?' is the result of these feelings.

The essence of the article shows its socio-philosophical significance. Chulpan tried to wake up the nation, to get its liberty by extending literature figures and aesthetics.

As Chulpan knew that philosophy of Uzbek nation is close to its literature, literature has been lighting nation's history and ordainment, he felt and knew the nation deeply, he concluded that other nation's history, life can be learnt by its literature, he theoretically prove aesthetic significant of literature. He went on to state that national literature was not just a fun and imaginary game but a complex aesthetic event in the creative process. Literature is a pattern of beauty appealing emotions. If internal principle, the power of literature and its opportunities are palace of beauty, the importance, role and future of this palace are depend on how it is studied by the nation, how it is related with social environment, religious and philosophical ideas. The role and importance of literature in the people, the era, and the social and historical environments are determined by treating it. If the literature does not reflect the problems of the time, of the people, and of the Motherland, it seems like stranger to the land and the nation.

Chulpan in his article 'What is literature?' researched lots of socio-philosophical, artistic-aesthetic and psychological problems. 'As water and air are vital for our active body, literature is also necessary for our sinful spirit. If literature is alive, so nation will live. Nation, who do not have own literature, who do not bring up poets and writers trying to develop their literature, one day, will be apart from their feelings, thoughts, ideas, what leads to gradually crisis. It can not be denied. Nation denying that know that it is already in critical situation.'³

The socio-philosophic, artistic-aesthetic content of the idea of 'if literature is alive, so nation will live' is extensive and profound. The poet expresses deeply meaningful socio-historical and artistic-aesthetic ideas with comprehensive approach to the question 'What is literature?' His article, written a century ago, is still related to literature.

Indeed, there is no a nation whose literature is formed earlier than its social, physical, national environment and being a heir to them.

Initially, every nation forms itself, gathers spiritual wisdoms such as various creatures, lapar (type of folklore), narrations, proverbs, jokes, irony, vocative ones, begging patterns and prays, then folklore and written literature are born. A literature occurs in aesthetic thinking and becomes a spiritual pearl of the history of nation.

There is no outgrowth and progress of literature without folk and nation. But its difference from history is that history points out the place, cause and effects of events through specific examples, signs, and reasons. In the literature, the event, cause, and relationship are reflected in the spirit of one's personality, spirit, mind, and worldview. Therefore, the literature reveals the socio-historical and human characteristics of its epoch with certain people, character and spiritual world, and artistic characters. In this respect it has a great importance as a historical, national artistic aesthetic document. Literature is the art-aesthetic pseudonym of the people's mind and thought. Literature is a kind of aesthetic event combining the past, the present and the future of the nation.

The article by Chulpan creates the following points. In order to live freely, natural condition, national tradition, religious-moral custom are important, and it is also necessary to purify the spirit from dark spots, affectionless sights, concerning attitudes, to develop humanitarian and national relationships. Therefore, the existence and survival of literature is the condition of the existence and survival of the nation.

As the literature has such an artistic and educational power, the people, the nation whose literature has not died, who are not worried about developing their literature, and bringing up writers, step by step lose aesthetic feelings, the power of thought, ideas about world and nation's life.

Literature is nation's and Homeland's image. It gives the spirit of literature to nation, Homeland, social-economic and artistic essence of people living in particular era. If it does not, the life of the nation and its artistic-aesthetic essence is destroyed. The fact not admitting that leads to a crisis not only literature, but national idea and spirituality too.

The poet emphasizes the educational power of the literature and writes following: while the ideological light of the literature extinguishes, it gives moral discriminated and wounded heart, it purifies the human body and ideas which is in his nerve with the water of enlightenment, and does its ideological-artistic, educative function.

Even though the poet was young, he was really busy with thought about the fate of Turkistan, the future of the nation, people's enlightenment. Like all Jadids, he made the conclusion that the first way to save the people from the swamp of ignorance, immorality and poverty is knowledge. According to his outlook, only enlightening knowledge could lead the people to perfection.

Among the measures helping raise the people to the level of enlightenment, literature is initial. That is why Chulpan came to the conclusion that if literature is alive, so nation live too. Because, according to the poet, in human relationships, behaviour and emotions, nothing can be equal to high artistic-aesthetic treasury.

The writer the social, educational function of literature, and he emphasizes its feature of his imaginary interpretation of reality. For Chulpan, literature is a process of artistic dialogue, it is not base of some ideas, but it is a process of artistic communication related to human nature, fate, spirituality, events. Man is an art-aesthetic treasure associated with his own thinking, feelings, nature and destiny, and because of his virtue he does his social duty and creates his own history.

Chulpon at the source of his creativity feels the spirit of the people of Turkestan, protecting the development of the spirituality of this movement begins to feel their differences and lack of critical spirit.

His first verses support the October Revolution, but the time and suffering of the revolution has passed, covering the whole country. In his poetry, the symbolism of the spirit, the fine arts, the increase not only in nature, society, life and changes occurring in the minds of people, paid for by problems, suffering. In his poems, he is for the liberation of the nation, the problem of human life is reflected in regulation social opportunities, such freedom as a result of which, lead to harmony and freedom, which appeared in the poem of the poet, to reach people's hearts. Thus, the problem of freedom began to formulate the content of Chulpan poetry. The heaviness of the period, ideological confrontation, sense of freedom in Chulpan's poetry led to the flight of beautiful works. The killing of Behbudi by the Emirate in Bukhara caused a tumultuous period of the brutal Chulpan era:

That's why she's as bright as a star

I'll stay with your name.

Remember this name and your way

I'll leave without moving.

Dripping drops of "fountains" began to destroy the heart of the poet, the heart of the people. He is more and more worried about living in the tragic pit of a "corrupt country", and he is becoming more and more worried. Every year Chulpan begins to fill scenes of social tyranny, discrimination and debauchery in the country.

Black clouds, blue -

East is a burning curtain.

Autumn Army - Cloud Clouds

In summer there are so many sheepskins! (Autumn).

Freedom, freedom not only for mankind, but also for nature, the universe and all living and nonliving beings become the title of Chulpan's poem. Eastern women of the past and modern life at night, wrapped in poetic things, freedom of relations between man and nature, which is one of the poems in the nature of human society in the cloak of joy of pain, but he went out into the street, because freedom is nature in the hands of man, When the natural environment lies in a natural melt:

The game is a gentle wind,

Stop all life in the world.

It's like talking with birds,

You make a smile -

You sing - play in the world in which you sleep.

In fact, the fruit of freedom of freedom of nature, the noise of the river, trees, flowers, fruits, and the sound of nightingales, sung beauty, the breath of spring, snow, icicles, sun, moon, stars, and

therefore the natural result of freedom, to turn it fly. Chulpan describes this in his poem "Spring Comes!" In a very beautiful, lyrical and romantic spirit:

The skirt of blue silk shirts is creepy,

The black earth shakes its head.

He took strength and strength,

Black earth also gives gold in the chest.

My country and country have a bruise,

Voodoo smells of air,

The souls of the deceased are filled with soul! (Spring is coming)

Naturally, liberation is a natural man by nature, and in this environment a person can lose his free breath. Trauma, depression and the failure of the human spirit is proof of not striving for freedom. The appearance of Chulpan's poetry is explained by the contradiction in social relations, that pain is the light of the heart. There is a certain spiritual, spiritual unity between freedom and loneliness. Jadid Chulpan believes that this movement is the failure of Turkestan, the people's spirit and spiritual development, and that it is inevitable to get rid of black spots, shadows, slander and lies in the way of a new way of life. Does our Turkestan wake up from ignorance? Or not? If we do this, we will end the crisis ... We will not be people. " In Chulpan's works, aesthetic ideas are surrounded by emotions, emotional characteristics. The problem of freedom is one of the most important aspects of a person's relationship to reality, which is manifested in all forms of Chulpan's creativity. The complexity of the time during which Chulpan lived lived in his work, creating a variety of artistic images. The artistic idea of the writer was reflected in his works of different genres. Regardless of how Chulpan creates a song or a poem, his personal, social essence determines the author's philosophical view of reality, nationality and society.

Since the poet lived in a difficult time, his worldview on the question of freedom was of paramount importance, and artistic creativity was translated into the language of art and the destiny of the nation. Etiquette has always been associated with the aspirations and aspirations of the universe. The composition in literature is devoted to freedom, the rule is that in works that begin to defend their differences and lack of creativity, the orientation of content in the form of innovations, strengthens the critical spirit. Although the plot and sequence of events, the subjects have reached a very artistic environment , life events, even if the fate of his people in conflict situations, surrounded by local Muslims, and not science, reflected in attempts to increase wealth. Ashmurod's story about Chulpan's story about the "Sacrifice of ignorance": "Does this mean that our Turkestan wakes up in the dark? Either? We, in this case, the crisis continues, we do not ... We are a resurrection ... "Some prose works prove the problem of freedom to create a new image of reality, people, social habits, the artistic essence of the problem of freedom are formed by an objective reality and aesthetic thinking, where emotional unrest is of an artistic nature, and abstract concepts in the issue of liberation pass to specific artistic aesthetic papers, a tribute to the natural, human and social life of the country and dialectics The contradiction between property and the results described in the works of various colors and images.

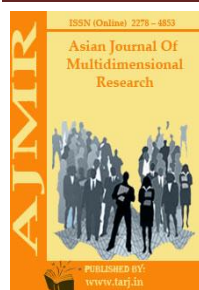
If nature, human and national contradictions, society requires various social, historical, national and political earthquakes. With the spirit of the poet, the poet experienced an expression of the

spiritual outcome of historical, national, social, spiritual events in poetry and prose. Human freedom is one of the eternal stages of freedom. Fitrat and Chulpony created works devoted to the problems of the new spirit. Fitrat wrote a family booklet, and Chulpan tries to shed light on the outer lines of love and saw the fruit of love on the path of the nation and the social environment, either positive emotions or a desire for spiritual impurity. In love of a writer, capture is the seizure of human freedom, the loss of love for lovers in the palace of love. If the lover's love is in the sun, the light shines.

Chulpan worked on aesthetics to develop the problems of the theory of art, he imagined Uzbek literature as a modern one. In the complex ideological struggle held in 20-30s of 20th century, the work of Chulpan demonstrates the theoretical perspective in the formation of new Uzbek literature. He tried to find answers to practical problems of literature and art, to the problems of spiritual renaissance and cultural development, to enrich literature with advanced ideas of his time, to bring the invaluable experience of East and West into new Uzbek literature.

REFERENCE:

1. Karimov N. Chulpan. - Tashkent: East, 2003. - B. 65.
2. Mamajonov S. Our Chulpan. - Tashkent: Writer, 1997. - B. 42.
3. Chulpan. Literature is rude. - Tashkent: Writer, 1994.
4. Chulpan. Works. IV Volume. - Tashkent: Academy, 2016
5. Uraqova O. J. INFLUENCE OF THE JADIDES IDEOLOGY ON THE SOCIO-POLITICAL AND CULTURAL LIFE IN THE TURKESTAN REGION // – 2017. – №. 5. – C. 41-43
6. Ataeva D. P., Abdiramanov S. Kh. National Peculiarities of the Jadid Movement in Turkestan // Young Scientist. - 2016. - №8. - p. 799-801. - URL <https://moluch.ru/archive/112/28778/>
7. B. Kasimov "Milly Uyg'onish." Tashkent. 1997
8. Imamnazarov M. "Improving national spirituality." T. "Economics Finance", Uzbekistan



DOI NUMBER: **10.5958/2278-4853.2019.00149.6**

BUILDING DYNAMIC CAPABILITY WITH BUSINESS MODEL INNOVATION: A NEW IMPERATIVE FOR UAE MARKETS

Dr. Babeet Gupta*; Dr. Ruchi Agarwal**

* Assistant Professor,
City University college of Ajman,
Ajman, PO Box, United Arab EMIRATES,
Email id: b.gupta@cuca.ae

**Associate Professor,
University of Modern Sciences,
Dubai, PO Box, United Arab EMIRATES,
Email id: r.agarwal@ums.ae

ABSTRACT

Purpose: The purpose of this paper is to better the understanding of a key important aspect related to business model innovation that is its dynamic capability. The paper then explores the applicability to UAE business environment. Our paper thus examines the business model terminology from its historical development and then provides a theoretical foundation for the business model using the resource-based view and transaction cost economics as its basis. The paper then explores the conditions in which a business model is an attractive and meaningful managerial philosophy pertaining to the UAE environment. Implications for further research are outlined based on our analysis and findings. **Design/methodology/approach:** This paper investigates research on the dynamic capability related to business model innovation. It identifies key factors associated with the dynamic capabilities of business model innovation and then uses a qualitative, multi-case research design with 3 UAE based organizations to illustrate the relevance of this aspect to the UAE business environment. This paper seeks to contribute toward emerging theory on dynamic capabilities, focusing on identifying the components of dynamic capabilities relevant to business model innovation. Our research takes the position that practices for managing business model innovation are a key component of these capabilities. **Findings:** A business model innovation should involve more than a simple business process redesign. Continually developing and strengthening the company's dynamic capabilities would have a significant impact on executing their Business model. **Research limitations/implications:** Due to our qualitative research approach,

*generalizability of our findings is limited.***Practical implications:** *The description of the business model innovations offers guidance for executives to make their business models financially more sustainable in base-of-the-pyramid markets.* **Originality/value:** *The proposed approach combines insights from multiple theoretical perspectives into an actionable framework for management practitioners.*

KEYWORDS: *Dynamic capability, Performance drivers, Value creation, Business model, innovation, Dynamic perspective*

INTRODUCTION

The aspect of business model innovation is becoming highly relevant for business practice in today's context. Many industries are subject to rapid technological change, market entry from global innovators, and volatility in market demand. In volatile industries, organizations need strategies, structures, and processes that enable agility and responsiveness in a shifting competitive landscape. The dynamic capabilities view of competitive advantage argues that success in volatile industries requires higher-order capabilities that enable companies to anticipate, shape, and adapt to shifting competitive landscapes. The dynamic capabilities view accepts the importance of capabilities like product design and manufacturing, but argues that success in volatile industries requires something more than baseline capabilities. Here it is pertinent to put essential focus on the components of dynamic capabilities relevant to business model innovation. This would enable companies to anticipate shifts in market demand, develop and integrate new technologies, learn from market events, and foresee and capture new market opportunities. We would like to provide with this contribution a further step for the investigation of dynamic capability in the direction of business model innovation.

REVIEW OF LITERATURE

Dynamic Capability

The concept of dynamic capabilities was brought to light by David Teece, in the mid 1980s. Teece et al. (1997) concentrated primarily on the resource-based view of the firm. The ability of an organization to adapt to technological and market change is to a large extent impacted by its dynamic capability. Dynamic capabilities are defined as the capacity to anticipate, shape, seize opportunities and avoid threats while maintaining competitiveness by improving, combining, protecting and, when deemed necessary, rearranging the company's intangible and tangible assets (Teece, 2007). Rapidly changing business environments bring forth a greater demand on the dynamic capabilities of the organizations.

Organizational capabilities provide the means for configuring an organization's resources (Eisenhardt and Martin, 2000). However; dynamic capabilities are distinct from organizational capabilities. Dynamic capabilities enable the firm to innovate outside its current routine and thereby transform the expertise of the organization and its members into products and services (Kogut and Zander, 1992). The aspect of innovation is more closely associated with change and that's where it aligns well with the nature of dynamic capabilities

The dynamic capabilities perspective can provide a useful theoretical lens for examining innovation management practices at the organizational level. Also the aspect of innovation gets reflected in dynamic capabilities since they enable a firm to consider beyond

current routines to solve problems differently (Zahra et al., 2006). The highly patterned qualities of routine operational capabilities are not exhibited by dynamic capabilities (Winter, 2003).

Dynamic capability as an internal process, with the purpose of modifying the resource of a given organization, seems to have been agreed upon generally. (Ambrosini and Bowman, 2009).

Innovation in general refers to the creation of something new, be it a new idea, a new device or a new design that did not exist hitherto in the same architecture, and causes disruptiveness in the existing technology (Shane and Ulrich, 2004; Govindarajan and Kopalle, 2006; and Stieglitz and Heine, 2007). Research literature has emphasized the relationship between dynamic capability of the firm and innovation and contends that a firm's dynamic capability significantly enhances its ability to innovate, especially in the case of radical innovations (Tushman and O'Reilly, 1996; Rodriguez et al., 2006; Mathiassen and Vainio, 2007; and O'Connor et al., 2008). Zollo and Winter (2002) refined and defined dynamic capability as "a learned and stable pattern of collective activity through which the organization systematically generates and modifies its operating routines in pursuit of improved effectiveness". Marsh and Stock (2006) clarify the role of dynamic capabilities in new product development by detailing the role of inter-temporal integration, knowledge retention and interpretation. Zahra et al. (2006) elaborated on the role of dynamic capability in entrepreneurship, and clearly distinguish this from the role of substantive capabilities. Helfat and Peteraf (2003) and Helfat et al. (2007) have explained dynamic capability as the dynamic resource-based view of the firm.

Adner and Helfat (2003) introduced the concept of managerial dynamic capabilities, to underpin the finding of heterogeneity in managerial decisions and firm performance in the face of dynamic external conditions. They contended that managerial dynamic capabilities are rooted in three underlying factors, namely, human capital, managerial social capital and managerial cognition.

Business model innovation

Business model innovation literature review presents a wide range of attempts to develop theoretical and conceptual constructs to better the understanding. Business model innovation can be defined as 'the discovery of a fundamentally different business model in an existing business' (Markides, 2006), or as 'the search for new business logics' of the firm and new ways to create and capture value for its stakeholders' (Casadesus-Masanell and Zhu, 2013). The innovations to the business model are viewed as changes to these decisions: *what* your offerings will be, *when* decisions are made, *who* makes them, and *why*. Successful changes along these dimensions improve the company's combination of revenue, costs, and risks (Karangirotra and Sergueinetessine, 2014). Business model innovation per se is increasingly identified as the real differentiator in conceiving and delivering novelty to the market (Johnson et al., 2008). While the definition of business model itself is articulated in seven components (pricing model, revenue model, channel model, commerce process model, internet-enabled commerce relationship, organizational form, and value proposition) (Linder and Cantrell, 2001) and can also be categorized as an integrative framework for strategy execution based on three blocks: the value proposition (the offering, the target customer, the basic strategy), the value creation and delivery system (resources and capabilities, organization, position in the value network) and the value capture (revenue sources and the economics of the business) (Richardson, 2008) but over time business models have emerged as an important means for firms to 'commercialize new ideas and technologies' (Chesbrough, 2010).

Even some literature on business model innovation mentions with regards to the internationalization of the firms (Ghemawat, 2011) or difference in internationalization of small firms to that of larger firms (Etemad, 2004).

Dynamic capability and Business model innovation

The effects of product market strategy and business model choices on firm performance (Zott and Amit, 2008) link business models to dynamic capabilities. A business model is provisional in the sense that it is likely over time to be replaced by an improved model that takes advantage of further technological or organizational innovations. These aspects of dynamic and transactive nature can be contributory to the development of the framework for dynamic capability of an organisation to the aspect of business model innovation.

Literatures that are helpful for developing new insight into the internal antecedents of BMI are the dynamic capabilities (Teece, 2007; Teece et al., 1997) and open innovation (Chesbrough, 2010; Chesbrough & Crowther, 2006) literatures. Thus, the ability to innovate the BM in response to major changes in the external environment may be a key dynamic capability (Zott et al., 2011). Teece (2007) argues that dynamic capabilities can be decomposed into the “capacity (1) to sense and shape opportunities and threats, (2) to seize opportunities, and (3) to maintain competitiveness through enhancing, combining, protecting, and, when necessary, reconfiguring the business enterprise’s intangible and tangible assets.” The distribution of attention across, and the readiness to take action across, the corporate hierarchy, as captured by sensing, shaping, and seizing opportunities, represent possible antecedents of BMI.

While research literature has explored the impact of dynamic capability on innovation in general, there is no study that has explored the components of dynamic capabilities in relation to Business model innovation. In addition, there is no study that focuses solely on UAE business environment. This forms a research gap which this paper attempts to fill.

Reflections from the markets of Middle East

Over the past decade, MENA oil exporters enjoyed large external and fiscal surpluses and rapid economic expansion on the back of booming oil prices. However, with oil prices plunging in recent years, surpluses have turned into deficits and growth has slowed, raising concerns about unemployment and financial risks. How should the region adjust to the new oil reality? The outlook for lower oil prices implies weak oil revenues for years to come, dramatically reducing the capacity of governments to spend. The ample surpluses of the GCC countries and Algeria have turned into significant deficits, projected to average 12¾ percent of GDP in 2016 and remain at 7 percent over the medium term. (Source: IMF Regional outlook, April 2016). With oil prices projected to remain low and fiscal tightening expected to weigh on economic activity, medium-term growth forecasts have been revised down in most countries. It is to be noted that even a short disruption can lead to financial loss, compensation claims and penalties, direct and indirect business loss and also loss of reputation. Prolonged disruptions can lead to catastrophic losses and eventual closure of the organization. The decrease in the incidence of disruptions can be reduced through an overall higher level of preparedness. However, the lower incidence of disruptions should not be interpreted as the business environment becoming safer. Existing threats continue to cause frequent disruptions, while new types of threats are constantly emerging. While organizations would ideally like to increase their preparedness to any and every kind of threat, this is not always practical or feasible. Hence identifying the components of dynamic capabilities relevant to business model innovation will allow them to respond to and

manage all types of incidents without suffering any catastrophic short-term or long-term consequences.

The framework - linking the aspect of Dynamic capability of a firm to Business model innovation

Based on the discussions in the preceding paragraphs of this paper, and based on extant literature, we explore the following research questions for the companies

- a) What are the managerial practices that relate to Dynamic capabilities of Business model innovation?
- b) What is the extent of innovations that managers conducted that relates to the business model?
- c) What are the results of implementing business model innovations and changes?
- d) What is the relationship between their strategic processes and business model changes?

In the following paragraphs, we explain the various findings related to these UAE based organizations.

- a) Managerial practices that relate to the Dynamic capabilities of Business model innovation mostly involve the deployment of entrepreneurial resources in the organizations.
- b) The setting up of capabilities in the organization that senses, seizes, transforms and manages both opportunities and threats in a dynamic way is still in a nascent stage in these organizations.
- c) In volatile environments alone the aspect of Business model innovation is looked at in the organisations. Hence the results of these changes cannot be fully ascertained.
- d) Business model changes do not form a part of the strategic processes in these organizations as of now. Converging Strategy and Business model innovation will form a new paradigm in strategy.

The research framework thus developed is shown in Figure 1. The research framework presents links of the different components of dynamic capabilities on Business model innovation. The object of strategy is the choice of business model, and the business model employed determines the tactics available to the firm to compete against, or cooperate with, other firms in the marketplace. In the first stage, firms choose a logic of value creation and value capture (i.e., choose their business model). In the second stage, the learning processes coupled with strategy contribute the aspect of value proposition for an organization. One of the components of Dynamic capabilities, the managerial practices, takes input from contingencies and resources of the firm that have the ability to sense and shape the opportunities. Business models are then bounded by the firm's dynamic capabilities.

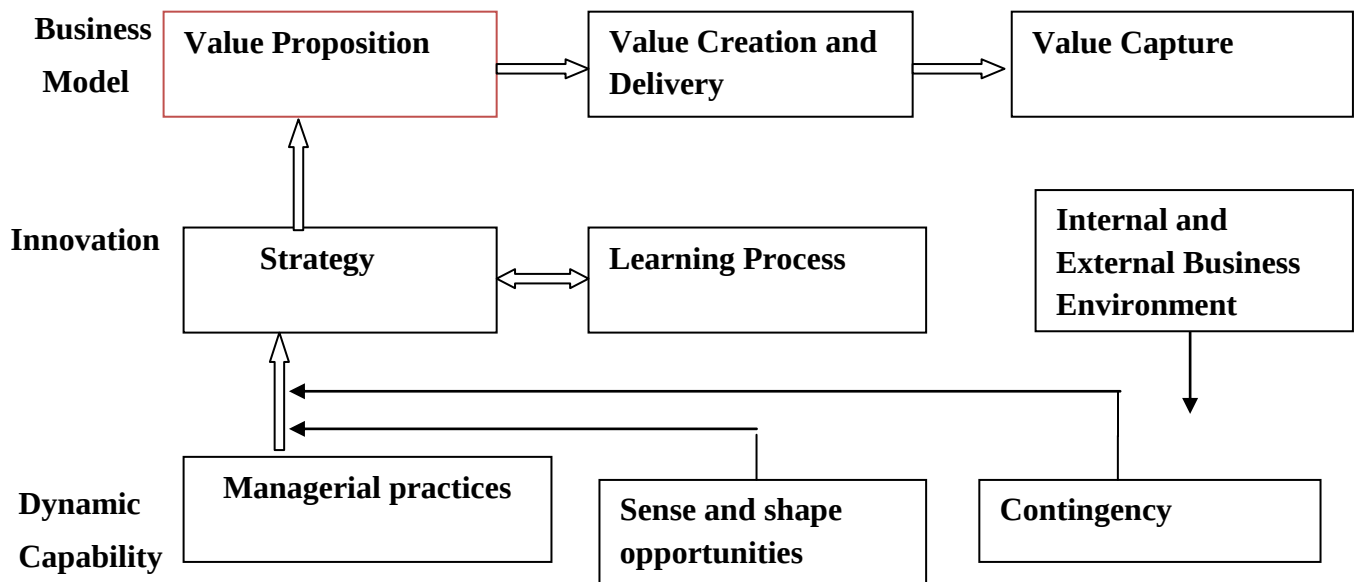


Figure1. Linking the aspect of Dynamic capability of a firm to Business model innovation

CONCLUSION

We have presented a framework that allows a simple integration of the notions of strategy, businessmodel and Dynamic capabilities. We attempted to work on a framework that would link the aspect of Business Model innovation and the Dynamic capabilities. Our study in the UAE based organizations revealed that a business model innovation should involve more than a simple businessprocess redesign. Continually developing and strengthening the company's dynamiccapabilities would have a significant impact on executing their Business model. The aspect of Business model innovation would enable them to effectively and timely modify their business model when an opportunity or threat arises. Specifically, which elements of a business need to be altered in order for a change to be considered a business modelinnovation can contribute to further area of research.

REFERENCES

- Adner R and Helfat C (2003), "Corporate Effects and Dynamic Managerial Capabilities", Strategic Management Journal, pp. 1011-1025.
- Ambrosini V and Bowman C (2009), "What are Dynamic Capabilities: An Exploration of How Firms Renew their Resource Base", British Journal of Management Reviews, Vol. 11, No. 1, pp. 29-49.
- Casadesus-Masanell, R. and Zhu, F. (2013), "Business model innovation and competitive imitation: the case of sponsor-based business models", Strategic Management Journal, 43: 464–482.
- Chesbrough, H. W, 2006, Open business models: How to thrive in the new innovation landscape. Boston, MA: Harvard Business School Press.
- Chesbrough, H. W. (2010), "Business model innovation: opportunities and barriers", Long Range Planning, 43: 354–363.

- Eisenhardt K and Martin J (2000), "Dynamic Capabilities: What are They?", Strategic Management Journal, October-November Special, No. 21, pp. 1105-1121.
- Etemad, H. (2004), "International entrepreneurship as a dynamic adaptive system: Towards a grounded theory", Journal of International Entrepreneurship, 2(1-2): 5-15.
- Ghemawat, P., 2011, World 3.0: global prosperity and how to achieve it. Boston, MA: Harvard Business School Press.
- Govindarajan V and Kopalle P K (2006), "Disruptiveness of Innovations: Measurement and an Assessment of Reliability and Validity", Strategic Management Journal, Vol. 27, No. 2, pp. 189-199.
- Girotra K., &Netessine S.(2014), "Four paths to business model innovation", Harvard Business Review, July-August: 96-103
- Helfat CE, Finkelstein S, Mitchell W, Peteraf MA, Singh H, Teece DJ, Winter SG., 2007, Dynamic Capabilities: Understanding Strategic Change in Organizations. Blackwell: Malden, MA.
- Helfat CE, Peteraf MA. (2003), "The dynamic resource-based view: capability lifecycles", Strategic Management Journal 24(10): 997-1010.
- Johnson, M. W., Christensen, C. M., &Kagermann, H. (2008), "Reinventing your business model", Harvard Business Review, December: 51-59.
- Kogut B, Zander U. (1992), "Knowledge of the firm, combinative capabilities, and the replication of technology", Organization Science 3(3): 383-397.
- Linder, J., & Cantrell, S. (2001), "Changing business models: Surveying the landscape". Accenture: Institute for Strategic Change.
- Markides, C. (2006), "Disruptive innovation: In need of better theory". Journal of Product Innovation Management, 23: 19-25.
- Marsh S J and Stock G N (2006), "Creating Dynamic Capability: The Role of Intertemporal Integration, Knowledge Retention and Interpretation", Journal of Production Innovation Management, Vol. 23, pp. 422-436.
- Mathiassen L and Vaino A M (2007), "Dynamic Capabilities in Small Software Firms: A Sense and Respond Approach", IEEE Transactions on Engineering Management, Vol. 54, No. 3, pp. 522-538.
- O'Conner G C (2008), "Major Innovation as Dynamic Capability: A System Approach", Product Innovation Management, Vol. 25, pp. 313-330.
- Richardson, J. (2008), "The business model: An integrative framework for strategy execution", Strategic Change, 17(5-6): 133-144.
- Rodriguez M A, Ricart J E and Ayuso S (2006), "Using Stakeholder Dialogue as a Source for New Ideas: Dynamic Capability Underlying Sustainable Innovation", Corporate Governance.
- Shane S A and Ulrich K T (2004), "Technological Innovation, Product Development and Entrepreneurship in Management Science", Management Science, Vol. 50, No. 2, pp. 133-144.

Stieglitz N and Heine K (2007), “Innovations and the Role of Complementarities in the Strategic Theory of the Firm”, *Strategic Management Journal*, Vol. 28, No. 1, pp. 1-15.

TeeceDJ, Pisano G, Shuen A. (1997),“Dynamic capabilities and strategic management”, *Strategic Management Journal* 18(7): 509–533.

Tushman M L and O'Reilly III (1996), “Ambidextrous Organizations: Managing Evolutionary and Revolutionary Change”, *California Management Review*, Vol. 38, No.4.

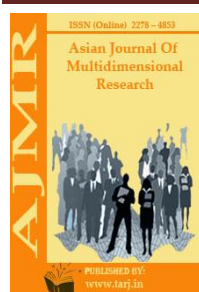
Winter SG. (2003), “Understanding dynamic capabilities”, *Strategic Management Journal* 24(10): 991–995.

Zahra S A, Sapienza H J, Davidson P (2006), “Entrepreneurship and Dynamic Capabilities:A Review, Model and Research Agenda”, *Journal of Management Studies*, Vol. 43, No. 4,June.

ZolloM,Winter SG. (2002),“Deliberate learning and the evolution of dynamic capabilities”, *Organization Science* 13(3): 339–351.

Zott, C., &Amit, R. (2008), "The fit between product market strategy and business model: Implications for firm performance", *Strategic Management Journal*, 29: 1–26.

Zott, C., Amit, R., and Massa, L. (2011), "The business model: recent developments and future research", *Journal of Management*, 37(4): 1019–1042.



DOI NUMBER: **10.5958/2278-4853.2019.00150.2**

IMPACT OF GLOBALISATION ON ECONOMIC GROWTH AND EMPLOYMENT IN INDIA WITH SPECIAL REFERENCE TO KERALA

Ruchi Bhalla*

* Research Scholar,
Dept. of Economics,
Babasaheb Bhimrao Ambedkar University,
Uttar Pradesh, INDIA
Email id: bhallaruchi27@gmail.com,

ABSTRACT

Focusing on the linkage between globalisation and its impact on employment and development Bhalla (2008) mentioned that advent of globalization may result in increased displacement of unskilled or low skilled labour as demand would be more high-skilled centric. Considering it, in this paper, using secondary level data, we have tried to assess the impact of globalisation on economic growth and employment in India with special reference to Kerala. Our data analysis revealed that globalisation had a positive impact on economic growth but the effect on employment is a mixed one. From 1993 to 2000, 24.18 million jobs were added. According to Bhalla (2008) the number of unemployed in India rose from 3.98 million in 1973-74 to 9.15 by 1999-00 and further to 11.21 million by 2004-05. Against this backdrop, we have made an assessment of employment in most literate state of the country viz. Kerala. Data depicted that unemployment levels are highest in Kerala and its prime reason being lack in skills. Kerala has shown a very dismissal picture in terms of higher education enrolment which can be treated as a proxy for skill-based education. As per NSSO 68th around Kerala has only 21% persons enrolled in higher education in 2011. Another reason for high unemployment rates is low participation of females and lack of skill-based education among them. Thus, the study concludes that skill and employability of Indian labour force is quite low and therefore globalisation has proved not been very rewarding. Globalisation and free trade enables countries especially developing ones to utilise their abundant labour and increase flow of trade but this can be done only when labour force is well equipped to compete with world. In order to reap the benefits of globalisation, the study suggests expansion of higher education, reduction in gender disparities in education and promotion of skill development programmes.

KEYWORDS: *Economic Growth, Employment, Globalisation, Higher Education, Skill Development*

1.1 INTRODUCTION

Globalisation is a process of gradual integration of countries or economies through unrestricted movement of goods, services and capital which also involves movement of knowledge, ideas, technology and culture. The economic reforms in India since 1991 are a major contributor to the process of globalization so far as these reforms enabled the economy to progress in varied ways. Economic policy changes since globalisation have been done with the belief that globalisation would help in achieving accelerated economic growth in India and aid in creating employment opportunities by favouring labour-intensive growth. But, did the expected effects take place? The answer is partly 'yes'. The favourable effect of globalization on economic growth probably did occur with a lag and was confined to certain sectors of the economy, while, in terms of inducing a labour-intensive growth path in India and creating immense employment opportunities, globalization could not provide much. In this paper, we have worked on this aspect and tried to address two objectives. Primarily, we have assessed the impact of globalisation on growth and employment by analysing their respective trends from liberalisation period. Further, we explore the varied reasons behind adverse impact of globalisation on employment with special reference to Kerala.

1.2 Globalisation and its Impact on Economic Growth, Employment in India

Indian economy experienced a sharp rise in growth after globalization. Meher & Bhalla (2017) in their study analysed the growth of Gross Domestic Product in various sectors of the country. It has been seen during early fifties, growth rate of GDP was merely 2 to 3 percent. The GDP growth did not pick up even during sixties and seventies in their early years. However, during the period of 1990s growth rate as well as GDP in all the sectors has seen a sharp increase due to the implementation of globalization. Growth rate of the economy reached a peak of 8 percent during 1999-00 and 8.9 percent in 2010-11. But, the benefits of globalisation are reaped more by service sectors such as Financing, Insurance, real estate and business services. Focusing on employment data, it is revealed that (as estimated by Behera 2012) from 1993-94 to 1999-00 24.18 million jobs were added and highest recorded from 1999-00 to 2004-05 where 59.22 million jobs were added. However, in the subsequent NSS periods, net job addition is only 0.55 million. Consequently, employment growth was highest during the period 1999-00 to 2004-05 i.e. it grew at the rate of 2.81 percent and only 0.02 percent from the period 2004-05 to 2009-10 at the all India level. This period experienced a negative growth in employment for both rural female and urban female category. Economic survey 2014-15 noted that annual compound growth of employment during 1999-00 to 2004-05 was 2.8 percent which declined to 0.5 percent during the period 2004-05 to 2011-12. It is further noted that during period 2009-10 to 2011-12 13.9 million workforce were added which did not keep pace with the increase in labour force i.e. 14.9 million during same phase. Our study further manifested that the quality of employment in post globalization era changed rapidly. It could be seen that as on 2009-10 more than 90 percent workers constituted self-employed and casual workers in rural areas. Out of them more than 50 percent workers were self-employed. During 68th round i.e. in 2011-12, there appears to be some rise in the proportion of regular workers. The scenario is almost same for rural female as well, but proportion of regular female workers is somewhat less than male workers. In urban area, however, more than 40 percent workers happened to be regular workers and the proportion of casual labour is less than rural areas. During the latest NSS round, the percentage of self -

employed has increased in both rural as well as urban areas. It may be asserted that percentage of self-employed workers have increased due to the scope arises out of the integration of the economies. As the generation of open trade and increased in exports were facilitated the casual labours saw the remunerative effect of it. Nevertheless, skill and employability of Indian labour force is quite low and it may not be expected that self-employment so created in the advent of globalisation would be so remunerative. A study by Jha (2009) reveals that only 5.06 percent are vocationally trained in total labour force in India compared to 98.8 percent in Korea Republic, 75.33 in Germany 78.11 percent in Canada. The impact of globalisation was also seen in the front of employment and poverty. The period from 1999-00 to 2004-05 seen as a boom for employment growth, but thereafter it declined significantly. Some scholars found reduction in employment elasticity with respect to output (Papola 2012, Behera 2012, Sharma 2007). It has been established that the process of globalization replaced millions of workers with new technology. Globalisation has compelled employers to become efficient in order to sustain competition. As a result, cost reduction techniques were being followed by the employers leading to use of more capital and labour-saving technology. People with adequate skills and training found themselves absorbed in lucrative service sector. Globalisation has further made a clear-cut divide between organised and unorganised sector. Most of the workers took shelter in the informal sector due to structural adjustment programmes initiated and employers found it suitable to use technology to make them competitive resulted in displacement of workers. Poverty ratio also appears to decline during post globalisation. But in absolute terms millions of populations are still in the clutches of poverty. Workers in informal sector and other casual workers are found to be more vulnerable than workers in formal sector. Therefore, it is high time to include the poor and informal workers in the process of globalisation. An integrated policy is required to create adequate employment opportunities to take the advantage of globalisation. Employment generation schemes specially 'gainful self-employment' and wage employment programme with due emphasis on rural asset building must be continued. Skill development training for the unemployed is essential to find gainful employment. Further, a host of social security schemes need to be initiated for the poor and informal workers.

1.3: Globalization and its impact on Kerala

For the purpose of further scrutinizing the impact of globalization on Indian economy we focussed our study on the most developed state in terms of social development. The famed Kerala model is all about social sector development. Till 2001, Kerala focused only upon the first-generation development i.e. attaining a decent standard of living and ignored the employment and growth aspect. Due to this it has largely suffered from unemployment and low per capita income (Human Development Report, 2005). According to the reports of CDS, 1975, Kerala model has always given a higher priority to the development of people in terms of education and health while growth perspective of development has been considered secondary. It can be seen through Table 1 that NSDP has increased during 2001 and 2011 at all India level as well as in Kerala. But, in Kerala this rise is majorly due to rise in service sector share. The era of globalization is said to be beneficial for the Indian economy specially in terms of employment. The question whether the era has been beneficial for the most prosperous state or not is answered in this paper. Kerala is one state in the country, which had to suffer a lot as a result of the process of integration of economy with the international market place much before the advent of globalisation. In fact, for Kerala, globalisation started the moment the colonial raiders set foot on its soil, inaugurating the western conquest of India.

**TABLE 1: PER CAPITA NET STATE DOMESTIC PRODUCT AT CONSTANT PRICES
(IN RUPEES)**

	(1993-94)	(2004-05)	(2011-12)
Kerala	7838	32351	52808
India	7690	24143	38048

Source- RBI, Handbook of Business Statistics, 2017

Subhramanya et.al (1995) mentioned that even though domestic product has increased material base has declined to a large extent. This pattern of growth has posed several employment challenges in the state. Overall, Kerala has tried to accelerate its per capita income but the approach towards expansion is bit questionable. Deeper analysis of the economic profile of Kerala reveals that the state is “human development lopsided”. Thus, considering literacy levels in this context table 2 shows that Kerala has exceeded the national average level in case of literacy rates.

TABLE 2: LITERACY RATES

	1991			2001			2011		
	Female	Male	Persons	Female	Male	Persons	Female	Male	Persons
Kerala	86.1	93.6	89.8	87.9	94.2	90.9	92.1	96.1	94
India	39.3	64.1	52.2	53.7	75.3	64.8	65.5	82.1	74.0

Source-Census,1991,2001 and 2011

Focusing on the education aspect, we assess the enrolment ratios in higher education (table 3) and data reveals that overall enrolment in Kerala (23.1) is higher than the national share of 20.4 percent as per 2011-12. Still, enrolment ratios in higher education in Kerala is low which is a serious matter of concern and a cause for high unemployment rates in the state.

TABLE 3: ENROLMENT RATIO IN HIGHER EDUCATION

STATES	2011-12			2004-05		
	Male	Female	Total	Male	Female	Total
Kerala	19.3	26.9	23.1	8.15	9.96	9.08
All India	21.6	18.9	20.4	11.58	8.17	9.97

Source: All India Survey on Higher Education 2011-12, 2004-05

With higher opportunities in terms of certain basic capabilities, access to school's education the state has made phenomenal progress in human capital formation (CDS-UN, undated). Though human development is one way through which an economy can attain development but this would reap benefits only when implemented in an effective way. In Kerala, these high levels of education have not been matched by employment opportunities and have thus resulted in educated unemployment. Table 4 reveals that unemployment rates are the highest in Kerala for both rural and urban labour force.

TABLE 4: UNEMPLOYMENT RATES (PER1000) ACCORDING TO CURRENT WEEKLY STATUS

	68 th round		61 st round		50 th round	
	Rural (persons)	Urban (persons)	Rural (persons)	Urban (persons)	Rural (persons)	Urban (persons)
Kerala	107	85	156	180	89	129
India	20	24	82	83	29	56

Source: NSSO: 68th, 61, 50th round

TABLE 5: TECHNICAL EDUCATION AND UNEMPLOYMENT RATES IN INDIA

State	% enrolment in Diploma Courses 2011			Unemployment rate as per 68th round		
	Male	Female	Total	Male	Female	Total
Kerala	15.48	26.79	21.16	41	232	98
India	19.57	9.33	14.68	26	39	29

Source* All Indian Survey on Higher Education 2011-12

NSSO 68th round on Employment and Unemployment Rates

Technical education includes diploma courses viz certificate courses, polytechnics, ITI's, integrated courses. Imparting technical and vocational education has been the key focus of Eleventh and Twelfth Five Year Plan. The shifting focus of the government from general education to skill education is due to the low level of quality education among Indian students. The above table depicts the position of technical education in Indian states. It specifies the enrolment rate of persons in the age group of 15-29 years. The All India level specifies a very dismissal picture. As per AISHE only 14% of people got enrolled in diplomas. Figures of female are very depressing only 9% got enrolled in 2011. Kerala which is always appreciated for its general education level has not been able to enrol its population in skill level courses. Only 20% of total population got enrolled in diplomas courses with females again heading with 26% than males. Technical education is a form of higher education and ensuring quality education requires good enrolment in vocational education. Investment in technical education also helps to cure many social evils like that of unemployment, poverty etc. The major drawback in the development of Indian economy is the present of unemployment. One cause of unemployment is the demand and supply gap in the present labour force. At present India is suffering from educated unemployed. One cause of unemployment is the demand and supply gap in the present labour force. At present India is suffering from educated unemployed. As per the Census report 2011 Ten million Indians with graduate, post-graduate and technical degrees were looking for work, meaning that 15% of all Indians with the highest levels of education were seeking job as of 2011 (Economic Survey 2015). According to NSSO 68th unemployment rate is around 30% with Kerala having the highest unemployment rate.

Overall, India's unemployment rate grew from 6.8 percent in 2001 to 9.6 percent in 2011, based on official Census data. The problem India is facing is the lack of skill education that imparts the demand of white collared jobs. Placing cherry on the top of India's unemployment is the state which is appreciated for its human development model. According to the Census 2011, Kerala is on the top of unemployment rates. More than 30% of the total population is educated unemployed. Imparting education is not the only way of development. Imparting quality

education and skilling the masses is one of the remedy to get rid of this serious social evil. The problem with Kerala is of educated unemployment suffering from lack of skill education. Kerala has the highest rate of graduate unemployed at over 30% persons unable to fetch jobs. Considering, gender statistics, literature and data suggests that in Kerala females who are highly qualified are mostly unemployed. The unemployment rates for females according to NSSO 68th round was 23.2 which is highest among all the states. Now the question arises if females are highly qualified then why they are not able to fetch jobs. One of its reasons being lack of technical and vocational education. As per the recent Labour Survey on Labour Force Participation Rate, Kerala women have one of the lowest participation rates in India. Only 23% of women are employed and is economically active. The reason of the low participation is the faulty education system that prevails in the state of Kerala, predominance of arts and science colleges with conventional courses, huge fees charged in the self-financing colleges, lack of professional colleges in the government sector, gender discrimination etc (Anandan and Anchayil, 2015). According to the Hindu Report on unemployment female's unemployment rate is high due to the lack of skills which is required in private companies.

Another reason of high rate of unemployment can be Kerala's low per capita NSDP. Though per capita in Kerala on an average is 7.4 which is quite low as compared to other states. Kerala cannot be placed in the 'virtuous cycle' of development as its Human Development indicators have not translated into good economic growth numbers

1.4: District wise Literacy and Unemployment in Kerala

In this section, literacy and unemployment rates of the districts are studied. As per the data the most literate state of the state has the highest unemployment rate.

Micro analysing the unemployment trends, we have considered district wise data on literacy rates and unemployment rates. From the table 6, we may conclude that globalisation has not impacted employment favourably as unemployment rates are significantly higher even in the most literate state of the country. This is primarily due to lack of skills in our population which is nowadays the need of the hour. All districts have high unemployment rates (depicted in Table 5) Kannur having the highest (16.1 percent) followed by Alappazhuha (15.6 percent), Kottayam (14.2 percent) and Kasaragod (12.6 percent) as of 2011.

TABLE 6: DISTRICT WISE LITERACY RATE, GROWTH RATE AND UNEMPLOYMENT RATE IN KERALA

Districts	Literacy rate	Growth rate	Unemployment rate	Literacy rate	Growth rate	Unemployment rate
	2001-02	2001-02	2001	2011-12	2011-12	2011
Alappuzha	93.4	6.38	21.7	95.7	8.43	15.6
Ernakulam	93.2	6.74	24.5	95.9	6.98	9.3
Idukki	88.7	9.18	9.6	92	2.95	8.3
Kannur	92.6	6.7	25.5	95.1	8.76	16.1
Kasaragod	84.6	9.28	27.7	90.1	10.37	12.6
Kollam	91.2	9.35	15	94.1	7.5	10.9
Kottayam	95.8	6.85	16.5	97.2	7.39	14.2
Kozhikode	92.2	8.78	13.1	95.1	8.02	6.9

Malappuram	89.4	6.61	12.3	93.6	7.3	6.3
Palakkad	84.3	7.46	11.2	89.3	8.42	7.9
Pathanamthitta	94.8	9.49	22.9	96.5	8.37	12.2
Thiruvananthapuram	89.3	8.69	34.3	93	9.63	11.4
Thrissur	92.3	7.98	10.4	95.1	8.55	9.9
Wayanad	85.2	-15.11	13.2	89	6.93	5.7

Source: Kerala economic review (various issues)

A simple correlation technique was performed for the two periods i.e. 2001 and 2011 depicted in Table 7 and 8. The analysis depicts that there is positive relationship between literacy rate and unemployment rate. According to the analysis the more the people are literate the more the unemployment rate. This relationship shows that globalization has not been able to increase the employment opportunities for the people of Kerala. The literate person is not able to find the appropriate job for himself. Various scholars have specified that globalization has not been able to increase the base for formal employment.

TABLE 7: CORRELATION MATRIX OF LITERACY RATES AND UNEMPLOYMENT RATES IN KERALA (2001)

	Literacy rate2001	Unemployment rate 2001
Literacy rate2001	1.000	
Unemployment rate 2001	0.122	1.000

TABLE 8: CORRELATION MATRIX OF LITERACY RATES AND UNEMPLOYMENT RATES IN KERALA (2011)

	Literacy rate2011	Unemployment rate 2011
Literacy rate2011	1.000	
Unemployment rate 2011	0.492	1.000

Overall, the share of total workers in Kerala has not increased to a greater extent and the growth rate at national level is higher (shown in table 9). The era of pre-globalization period (1987-88) to the beginning of the globalization has witnessed a growth rate of just 3.39 and 1.82 in India and Kerala respectively. The period after the reforms witnessed a negative growth till 2004-05 in Kerala economy while just 2% growth rate was witnessed in the overall economy. The reason behind the low participation rate specially among the females in Kerala economy is due to the more importance given to human development indicators and low focus on the skill-based knowledge and also the lack of industries setting up in the economy (T.P Srinivasan 2001). The overall growth rate for the period 1987-88-2011-12 shows a negative participation of people in Kerala as well as India.

TABLE 9: GROWTH RATE OF TOTAL WORKERS IN KERALA AND INDIA

	1987-94	1994-2000	2000-2005	2005-2011	1987-2011
Male(Kerala)	2.76	12.45	0.38	0.93	4.53
India	3.54	2.28	1.69	9.66	5.09
Female (Kerala)	-0.14	0.62	-1.63	1.41	0.19
India	3.10	1.43	2.80	-1.43	1.46
Persons	1.82	-7.75	-2.57	2.64	-1.53
India	3.39	2.00	2.10	-8.71	-0.95

Source*NSSO (Various rounds)

For further analysing the employment trends, we have studied the occupational structure of Kerala. Table 10 divulge that in Kerala the share of other workers is highest with 73.6 percent in 2001 and 80.50 percent in 2011. Other workers are followed by Agricultural labourers (11.39 percent), Cultivators (5.77 percent) and 2.35 percent Household industry workers in 2011.

TABLE 10: OCCUPATIONAL STRUCTURE

2001					2011			
	Cultivat ors	Agricultu ral labours	Househ old industry worker	Other worke rs	Cultivat ors	Agricultur al labours	Househo ld industry workers	Other worke rs
Kerala	7.0	15.8	3.6	73.6	5.77	11.39	2.35	80.50
India	31.7	26.5	4.2	37.6	24.6	30.0	3.8	41.6

Source- Census 2001 and 2011

1.5: CONCLUDING REMARKS

The study concludes that skill and employability of Indian labour force is quite low and therefore globalisation has proved not to be very rewarding. Globalisation and free trade enables countries especially developing ones to utilise their abundant labour and increase flow of trade but this can be done only when labour force is well equipped to compete with the world. From the case of Kerala state, we may also state that not mere increasing literacy levels would help in people to get employment as new-age jobs demand high skills. Thus, in order to reap the benefits of globalisation, the study suggests expansion of higher education, reduction in gender disparities in education and promotion of skill development programmes.

REFERENCES

- Bhalla G.S (2008). 'Globalization and Employment Trends in India'. *The Indian Journal of Labour Economics*. (Vol. 51. No.1); pp. 1-23.
- Bhagwati Jagdish (2001): 'Growth, Poverty and reforms', *Economic and Political weekly*, March 10, 2010; pp. 843-847.
- Balakrishnana P (2010), '*Economic Growth in India: History and Prospect*, New Delhi: Oxford University Press.
- Behera, Deepak Kumar (2012): 'Economic Growth and Employment Trends in India, 1983-2010: What does the Latest Employment Data Reveal'? *Indian Journal of Labour Economics*, (Vol. 55 No.2, 2012); pp. 265-279.

Bentley, J. H. (1999). Asia in World History. Education About Asia 4, (pp. 5-9).

Chandrasekhar, C P, Jayati Ghosh (2007) 'Recent Employment Trends in India and China: An Unfortunate Convergence'? Social Scientist, (Vol. 35, No. ¾ Mar. - Apr., 2007); pp. 19-46

Dasgupta.S; Singh.A (2007). 'Manufacturing, Services and Premature Deindustrialization in Developing Countries: A Kaldorian Analysis in Mavrotas, George and Shorrocks, Anthony (eds.), Advancing Development: Core Themes in Global Economics, Palgrave MacMillan in association with the United Nations University', World Institute for Development Economics Research (WIDER); pp. 435-456

Ezell.S; Atinson.S (2014). 'The Indian Economy at a Crossroads' (Available at: <http://www2.itif.org/2014-indian-economy-at-crossroads.pdf>)

Economic Survey, Ministry of Finance, Department of Economic Affairs, Economic Division, Government of India (2015)

Feenstra, Robert C. (2004). "The Heckscher–Ohlin Model". 'Advanced International Trade: Theory and Evidence', *Princeton University Press*; pp. 31–63.

Frank, A. G. (1998). 'Reorient: Global Economy in the Asian Age'. Berkeley A: *University of California Press*.

Goldar.B.N. N (2014). 'Globalisation, Growth and Employment in the Organised Sector of the Indian Economy'. Working Paper WP 06/2014. *Institute for Human Development*, 2014 ISBN: 978-81-88315-44-4

Himanshu (2007). 'Recent trends in Poverty and Inequality: Some Preliminary Results', *Economic and Political Weekly*, February 10; pp. 497-531.

ILO (2009). 'Towards an Employment Strategy for India' (Available at: <http://www.ilo.org>)

ILO (1999). 'Decent Work. International Labour Organisation'. Geneva

M.McCartney (2009). 'Political Economy, Growth and Liberalization in India, 1991-2008 Routledge'.

Jha Praveen (2009). 'The Well Being of Labour in Contemporary Indian Economy: What's Active Labour Market got to do with it? Employment Sector', Employment Working Paper No.39, *ILO*

Kannan, K.P, and G. Raveendran (2009). 'Growth Sans Employment: A Quarter Century of Jobless Growth in India's Organised Manufacturing'. *Economic and Political Weekly*, (Vol. 44, No. 10 Mar. 7 – 13); pp. 80-91

Kevin H. O' Rourke and Jeffrey G. Williamson (2002) 'When did Globalisation Begin?' *European Review of Economic History*, Vol. 6, (No. 1, April); pp. 23-50, Oxford University Press

Mahendra Dev (2000). 'S Economic Liberalisation and Employment in South Asia: II', *Economic and Political Weekly*, (Vol. 35 No. 3 Jan. 15-21); pp. 135-146

NCEUS (2007). Report on Conditions of Work and Promotion of Livelihoods in the Unorganised Sector. Ministry of Small Scale Industries. Government of India New Delhi.

NSSO (2006). Employment and Unemployment Situation in India 2004-05. Report No. 515(61/10/1)

NSSO (2014) Employment and Unemployment Situation in India July 2011-June 2012, NSS Report No. 554(68/10/1)

Papola, T S (2012); 'Employment Growth in the Post Reform Period, Keynote Paper on the Theme Employment in the Post-Reform India', *54th Annual Conference of the Indian Society of Labour Economics*- 20-22 December, 2012, Varanasi.

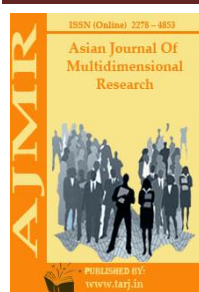
Nayyar Deepak (2006). 'Globalisation, History and Development: A Tale of two Centuries' *Cambridge Journal of Economics*, (Vol. 30, No. 1, January), Oxford University Press Stiglitz, Joseph E. 'Globalization and Its Discontents. New York: W.W. Norton, 2002. Print.

Shyam Sundar, K.R., (2010). 'Emerging Trends in Employment Relations in India', *Indian Journal of Industrial Relations*, (Vol. 45, April, No. 4), Changing International Industrial Relations

Sharma, Alakh N: (2006). 'Flexibility, Employment and Labour Market Reforms in India', *Economic and Political Weekly*, May 27, 2006; pp. 2078-2085

Roy Sumit (1997). 'Globalisation, Structural Change and Poverty: Some Conceptual and Policy Issues', *Economic and Political Weekly*, (Vol. 32, No. 33/34 Aug. 16-29); pp. 2117-2135

Toye, John and Richard Toye (2003). 'The Origins and Interpretation of the Prebisch-Singer Thesis' *History of Political Economy*, (Volume 35, Number 3); pp. 437-467, Duke University Press



DOI NUMBER: **10.5958/2278-4853.2019.00151.4**

SUPPORT OF REFERENCE GROUPS IN PARENT'S CHOICE OF BABY FOOD: AN INDIAN PERSPECTIVE

Ruchi Khandelwal*; Dr. Mohammad Naved Khan; Dr. Mukesh Chaturvedi*****

* Assistant Professor,
Faculty of Management Studies,
Amity University, Noida, Uttar Pradesh, INDIA
Email id: rkhandelwal@amity.edu

**Associate Professor,
Department of Business Administration,
Faculty of Management Studies & Research,
Aligarh Muslim University,
Aligarh, Uttar Pradesh, INDIA
Email id: mohdnavedkhan@gmail.com

***Dean,
School of Business Studies,
Sharda University, Greater Noida,
Uttar Pradesh, INDIA
Email id: prof.mukeshchaturvedi@gmail.com

ABSTRACT

The parent's concern over child-care and health is universal truth and especially the choice of baby food worries them. The research studies on infant feeding practices conducted globally mention a strong role of reference group members. The present study tests empirically the reference group influence on parents' choice of baby food in Indian context. A survey conducted on a sample of 115 parents based in Delhi-NCR through a structured questionnaire proves that primary reference groups-family and friends plays an important role in parent's choice of baby food, particularly for nuclear families and for young parents. It is heartening to see that involvement of fathers in infant care is on the rise though their knowledge on infant feeding guidelines and baby food products is deficient.

KEYWORDS: Baby Food, Indian parents, Reference groups, Support seeking.

INTRODUCTION

Children are an important consuming and influencing segment in the country (Bhushan, 2002; Kaur and Singh, 2008) yet; research focus on children in Indian context is limited. Anxieties about children's care and health are the focal point of any parent's life. This choice becomes more crucial when the parents are deciding about the young infants or are involved in buying food for young children. Research is also scarce in the field of parental decision making towards baby food. The changing paradigms of parental decision-making are marked by the socio-cultural shift in the society like growing consumerism, mounting affluence, growth in double-income and nuclear households, convenient accessibility about global trends to consumers, budding consciousness about health and well-being, nutrition and safety and time paucity.

From the time of conception itself, the bearing mother's concerns center around the 'right' food for the child (Apple, 1987). The influences on making the 'right' choices are numerous; from the most immediate authorities like spouse and family (Robinson et al, 2007) to the medical professionals like doctors (Abrahamsson, 1979) and to the distant inspirations from friends, work colleagues etc. (McLorg and Bryant, 1989).

With growing information exchange on Internet, parents have become more conscious and aware of feeding practices all over the world and convenient choices of baby food. Even if dearth of time has made them supplement homemade meals with packaged baby food, they demand complete conviction about the purchases they do with respect to baby food.

There can be several contributors to influence the decision of parents towards choice of baby food. This conviction may be aided by the opinions of their domestic social group members as well as by other external reference group affiliates. This paper based on empirical research aids to develop an understanding of the role played by these two critical dimensions in the parent's purchase of baby food. It also purposes to understand the relevance of these dimensions for parents working and non-working, belonging to different family set-up, and different age group. Research has pointed out an upward trend in paternal involvement in childcare in India (Saraff and Srivastava, 2009), so this study also attempts to recognize the involvement of fathers towards infant-care and baby food choices.

LITERATURE REVIEW

The role of reference groups in influencing the consumer behavior and product purchase decisions has long been established (Merton and Rossi, 1949; Witt and Bruce, 1970; Burkrant and Cousineau, 1975; Park and Lessig, 1977; Bearden and Etzel, 1982; Escalas and Bettman, 2005). The term, 'reference group' was first coined by Hymen(1942). The influence of reference groups on consumers and hence on marketing strategy is relevant to be understood and has been explored in detail (Peter et al. 1999; Assael, 1995). Social influence is executed by reference groups, comprising of one or more persons or institutions. Reference groups can be categorized as primary or secondary where primary reference groups are described by close personal interactions and recurrent interpersonal relations; and secondary reference groups are styled by weaker emotional relationships and infrequent interactions as compared to primary reference group members (Assael, 1995). It is usually acknowledged that consumer behavior is induced by social settings (Bearden & Etzel, 1982; Belk, 1975). However, in case of food related decisions it has been argued that the part played by individual preferences and nutritional requirements is far higher than that of social groups (Bearden & Etzel, 1982).

Viewing from the risk outlook, reference groups can help in reducing uncertainty and the element of perceived risk from the consumer's decision. As a consumer faces uncertainty, there is a natural redressal by seeking information from those who have credibility and can reduce uncertainty and perceived risk associated with consumption decision (Childers and Rao, 1992). It was also explored that consumers actively seek consumption related information to counter uncertainty in decisions, from those who have the relevant experience or knowledge and are considered to be 'experts' (Bearden et al. 1989).

The choice of baby food being critical decision for parents, their tendency to make a 'safe' decision would drive them to seek support from the people whose judgment can be comforting and helpful in taking decisions. Family and friends play a vital role in guiding mothers about feeding of babies. While influence of close friends and peers have been found to be significant (Alder, et al, 2004; Bodi, 2011); research also suggests an important share of family and tradition in affecting baby food decisions (Savage, et al, 1998; Anderson, et al, 2001). Aubel (2012), discussed about the role the senior women (grandmothers) play in training their young daughter-in laws and how the young mothers need to learn the caring practices as per family traditions. Research also provides evidence on role of spouse in influencing and aiding the baby food decisions between parents (Anderson, et al, 2001; Moryosseff, 2012).

Another reliable support dimension for parents is the advice of health professionals and medical experts. Health visitors and medical officers being experts have been established to influence the parents' decisions of baby food and weaning foods by a number of research studies (Guilkey and Stewart, 1995; Walker, 1995; Savage, et al, 1998; Broadbridge and Morgan, 2000; Anderson, et al, 2001; Yee and Chin, 2007; Tambunan, et al, 2013).

METHODOLOGY

Objectives and Research design

The present study is conducted using descriptive research design and it aims to establish the support seeking behavior of parents in terms of a) support from family and friends and b) support from experts and medical professionals towards their baby food choice decision. It also tries to make an objective assessment of parent's product knowledge that also contributes towards their choice of baby food. The figure 1 provides a schematic representation of proposed research framework.

(Take in figure 1 here)

Table 1 lists the research hypothesis related with the research constructs that are being tested in the present study.

(Take in table 1 here)

Sampling and Data collection

The data has been collected from a sample of 115 respondents from Delhi-NCR using judgment and snowball sampling. The use of non-probabilistic sampling method ensured that the respondent is a parent whose child is in the age of consuming baby food. Table 2 gives an idea of the sample demographics of the responding parents.

(Take in table 2 here)

The data has been collected using a structured questionnaire with statements based on five-point Likert scale where 1 referred to completely disagree and 5 referred to completely agree, along with other information on socio-demographic status. The statements are largely drawn from pre-validated research instruments of various researchers as given in Table 3 and are modified to suit the context.

(Take in table 3 here)

Data Analysis

The data has been analyzed using MS Excel and SPSS (Ver.23). Median has been calculated for judging the average response of parents on the dimensions of support seeking, and product knowledge. For hypothesis testing, *t-test* for Independent sample has been conducted and the results are summated together in Table 7.

RESULTS AND DISCUSSION

The research results prove that fathers are beginning to take an active role in child care and about 47% of mothers reported that their spouse accompany them for pediatrician visits always. The involvement of fathers in decision making towards baby food is also found to be encouraging as more than 60% mothers testified that fathers play an active role by searching, discussing, evaluating and deciding the best option of baby food for kids (Table 4).

(Take in table 4 here)

Further, the findings verify that parents tend to look for reassurance and advice both from their primary reference group, i.e. family and spouse as well as from their secondary reference group consisting of friends and relatives. However opinion of experts and medical professionals rates slightly higher than those of family and friends, which is obviously due to the nature of the product (Table 5). Baby food being a sensitive product category, parents tend to follow the advice of doctors and health visitors as they have expert knowledge about the food alternatives available and the befitting choices as per age, state and nutritional requirements.

(Take in table 5 here)

The knowledge of parents about packaged baby food and feeding guidelines as per research results does not seem to be adequate. Largely, parents are found to be lacking awareness about baby food products available in the market (Table 6). This means an ace for the government in the implementation of the *Infant Milk Substitutes (IMS), Feeding Bottles and Infant Food Act, 1992 (amended 2003)* that prevents the companies manufacturing baby food products to use any mass medium channel to propagate about their brands. But on the other hand, lack of information also risks parental decisions.

(Take in table 6 here)

The hypothesis testing yielded some interesting results. Though all parents tend to pursue advice and opinion from their reference groups, but females (mothers) are found to be more support seeking than males (fathers) from experts and medical professionals. It is though surprising to see that there is no significant difference between support seeking behavior of fathers and mothers from family and friends as previous researches in sociology suggest that sex differences on range and intensity of topic discussions exist with females recording greater depth in issues related with personal and family matters (Aries and Johnson, 1983). This leads to deduction that

both parents (fathers and mothers) consider baby-food decision to be vital and hence would not be reluctant to identify the right outlook with the assistance from their friends and affiliates.

Also, the support seeking behavior of working and non-working parents also was not found significantly different. This means that family is an important influence for all parents.

(Take in table 7 here)

Also, young parents were found to be more support seeking as compared to older parents. This is logical as older parents may have had an experience of previous child and hence obtain less judgments before taking baby food decisions.

Astonishingly, parents belonging to nuclear family set-up were found to be more support seeking from friends and family as compared to parents belonging to joint family set-up. An explanation for this could be that in a joint family setup the support from family is assumed and not clearly distinguishable.

Apparently, the product knowledge as depicted by research results of parents from nuclear families was significantly more than that of their counterparts. As these parents are not living in a joint family set-up, they tend to rely on their own knowledge and as such are therefore more independent decision makers.

Product knowledge varied significantly between fathers and mothers. Mothers were found to be more aware of the baby food products and brands, dietary guidelines for feeding babies and nutritional aspects of the products depicted on labels. This indicates the relatively low level of involvement of fathers in the decision of baby food for infants and young children. Product knowledge was not found to be significantly different among working and non-working parents or young and older parents.

The consistency of result suggest the presence of some other psychographic variable that could perhaps explain how parents belonging to different cohorts may behave differently while making choices of baby food. A non-working parent can be equally knowledgeable as a working parent due to exposure provided through information availability on the click of a button, while two working parents may differ significantly in how they process information, owing to time availability, and influence of family and upbringing.

CONCLUSION

This research study brings to light the most important influence in the parents' decision making towards baby food, i.e. family and friends. Recommendations of close friends and family members matter most when making a choice of the baby food. The expert channels of medical professionals and health visitors are also relied upon. As the product knowledge among parents seemed deficient, these two channels can be relied upon for educating the parents about dietary recommendations and nutritional requirements as per Infant and Young Child Feeding guidelines issued by WHO (2016), implemented by the national governments.

The present study is a part of a larger research focused on understanding parental perception, attitude and preferences towards baby food. Besides, support sought from reference group members and product knowledge, there could be other variables that influence the parents' decision making towards baby food in Indian context, which can be researched further.

Also, this study is having the limitation of a small sample size; if similar studies were to be conducted on a nation wide scale, it would give the broad perspective of the factors that play a

critical role in shaping the decisions of parents. Nonetheless, the study is valuable to researchers as baby food industry is growing exponentially and it has intended to capture the insights about how parental decision-making is influenced towards baby food category.

REFERENCES

- Abrahamsson, L. (1979). The mothers choice of food for herself and her baby.
- Alder, E. M., Williams, F. L., Anderson, A. S., Forsyth, S., Florey, C. D. V., & Van der Velde, P. (2004). What influences the timing of the introduction of solid food to infants?. *British Journal of Nutrition*, 92(3), 527-531.
- Anderson, A. S., Guthrie, C. A., Alder, E. M., Forsyth, S., Howie, P. W., & Williams, F. L. (2001). Rattling the plate—reasons and rationales for early weaning. *Health Education Research*, 16(4), 471-479.
- Apple, R. D. (1987). *Mothers and medicine: A social history of infant feeding, 1890–1950* (Vol. 7). Univ of Wisconsin Press.
- Aries, E. J., & Johnson, F. L. (1983). Close friendship in adulthood: Conversational content between same-sex friends. *Sex roles*, 9(12), 1183-1196.
- Assael, H. (1995). *Consumer Behaviour and Marketing Action* (5th ed.). Southwestern: Cincinnati.
- Aubel, J. (2012). The role and influence of grandmothers on child nutrition: culturally designated advisors and caregivers. *Maternal & child nutrition*, 8(1), 19-35.
- Bearden, W. O., & Etzel, M. J. (1982). Reference group influence on product and brand purchase decisions. *Journal of consumer research*, 9(2), 183-194.
- Bearden, W. O., Netemeyer, R. G., & Teel, J. E. (1989). Measurement of consumer susceptibility to interpersonal influence. *Journal of consumer research*, 15(4), 473-481.
- Belk, R. W. (1975). Situational variables and consumer behaviour. *Journal of Consumer Research*, 2, 157-163.
- Bhushan, R. 2002. “When Tots Call the Shots.”
<http://www.blonnet.com/catalyst/2002/05/09/stories/2002050900050100.htm>
- Bódi, C. (2011). Consumer judgement of baby foods, particularly ecological products. *Élelmiszer, Táplálkozás és Marketing*, 8(1-2), 31-34.
- Broadbridge, A., & Morgan, H. P. (2001). Retail-brand baby-products: What do consumers think?. *Journal of Brand Management*, 8(3), 196-210.
- Burnkrant, R. E., & Cousineau, A. (1975). Informational and normative social influence in buyer behavior. *Journal of Consumer research*, 2(3), 206-215.
- Childers, T. L., & Rao, A. R. (1992). The influence of familial and peer-based reference groups on consumer decisions. *Journal of consumer research*, 19(2), 198-211.
- Escalas, J. E., & Bettman, J. R. (2005). Self-construal, reference groups, and brand meaning. *Journal of consumer research*, 32(3), 378-389.
- Guilkey, D. K., & Stewart, J. F. (1995). Infant feeding patterns and the marketing of infant foods

in the Philippines. *Economic development and cultural change*, 43(2), 369-399.

Hyman, H. H. (1942). *The psychology of status*. Archives of Psychology (Columbia University).

Kaur, P., & Singh, R. (2006). Children in family purchase decision making in India and the West: A review. *Academy of marketing science review*, 2006, 1.

McLorg, P. A., & Bryant, C. A. (1989). Influence of social network members and health care professionals on infant feeding practices of economically disadvantaged mothers. *Medical anthropology*, 10(4), 265-278.

Moryosseff, I. G. (2011). Possible selves and consumer behavior in first time mothers as related to shopping for baby goods. *International Journal of Management Cases*, 13(3), 127-136.

Park, C. W., & Lessig, V. P. (1977). Students and housewives: Differences in susceptibility to reference group influence. *Journal of consumer Research*, 4(2), 102-110.

Peter, J. P., Olson, J. C., & Grunert, K. G. (1999). *Consumer behaviour and marketing strategy* (pp. 329-48). London: McGraw-Hill.

Robinson, S., Marriott, L., Poole, J., Crozier, S., Borland, S., Lawrence, W., ... & Southampton Women's Survey Study Group. (2007). Dietary patterns in infancy: the importance of maternal and family influences on feeding practice. *British Journal of Nutrition*, 98(5), 1029-1037

Rossi, A. (1949). *Contributions to the Theory of Reference Group Behavior*, w: *Social Theory and Social Structure*, red. RK Merton.

Saraff, A., & Srivastava, H. C. (2010). Pattern and determinants of paternal involvement in childcare: An empirical investigation in a metropolis of India. *Population Research and Policy Review*, 29(2), 249-273.

Savage, S. A. H., Reilly, J. J., Edwards, C. A., & Durnin, J. V. (1998). Weaning practice in the Glasgow longitudinal infant growth study. *Archives of Disease in Childhood*, 79(2), 153-156.

Tambunan, F. F., Purwanegara, M. S., & Indriani, M. T. D. (2013). Mothers Perception, Attitude, and Willingness to Purchase towards Baby Formula. *Journal of Economics and Behavioral Studies*, 5(8), 511.

The Infant Milk Substitutes, Feeding Bottles and Infant Foods. (Regulation of Production, Supply and Distribution) Act. (2003). [ebook] BreastFeeding Promotion Network of India. Available at: <http://www.bpni.org/documents/IMS-act.pdf> [Accessed 20 November. 2018].

Walker, C. (1995). When to wean: whose advice do mothers find helpful?. *Health visitor*, 68(3), 109-111.

Witt, R. E., & Bruce, G. D. (1970). Purchase decisions and group influence. *Journal of Marketing Research*, 7(4), 533-535.

WHO. (2018). *Appropriate complementary feeding*. [online] Available at: http://www.who.int/elena/titles/complementary_feeding/en/ [Accessed 20 September. 2018].

Yee, C. F., & Chin, R. (2007). Parental perception and attitudes on infant feeding practices and baby milk formula in East Malaysia. *International journal of consumer studies*, 31(4), 363-370.

Figure 1: Schematic Representation of Proposed Research Framework**TABLE 1: RESEARCH HYPOTHESIS BEING TESTED THROUGH THE PRESENT STUDY**

	Hypothesis
H1	There is no significant difference between support seeking behavior of fathers and mothers vis-a-vis family and friends.
H2	There is no significant difference between support seeking behavior of fathers and mothers vis-a-vis experts and medical professionals.
H3	There is no significant difference between support seeking behavior of fathers and mothers.
H4	There is no significant difference between support seeking behavior of young parents and old parents vis-a-vis family and friends.
H5	There is no significant difference between support seeking behavior of young parents and old parents vis-a-vis experts and medical professionals.
H6	There is no significant difference between support seeking behavior of young parents and old parents.
H7	There is no significant difference between support seeking behavior of working and non-working parents vis-a-vis family and friends.
H8	There is no significant difference between support seeking behavior of working and non-working parents vis-a-vis experts and medical professionals.
H9	There is no significant difference between support seeking behavior of working and non-working parents.
H10	There is no significant difference between support seeking behavior of parents from nuclear families and parents from joint families vis-a-vis family and friends.
H11	There is no significant difference between support seeking behavior of parents from nuclear families and parents from joint families vis-a-vis experts and medical professionals.
H12	There is no significant difference between support seeking behavior of parents from nuclear families and parents from joint families.
H13	There is no significant difference between product knowledge held by fathers and mothers.

H14	There is no significant difference between product knowledge held by young parents and old parents.
H15	There is no significant difference between product knowledge held by working and non-working parents.
H16	There is no significant difference between product knowledge held by parents from nuclear families and parents from joint families.

TABLE 2: DEMOGRAPHIC DETAILS OF SAMPLE RESPONDENTS

DEMOGRAPHICS			
Gender	Male (fathers)	Female (mothers)	Total
	48	67	115
Age	Young Parents (Below 35)	Old Parents (35 and above)	
	73	42	115
Occupation	Working parents	Non-working parents	
	68	47	115
Family set-up	Parents from Nuclear families	Parents from Joint families	
	51	64	115

TABLE 3: QUESTIONNAIRE DEVELOPMENT

<i>Statement Code</i>	<i>Dimension</i>	<i>Scale Derived from</i>	<i>Citation</i>
<i>SS 2.1</i>	<i>Support Seeking (Experts/Medical Professionals)</i>	<i>Consumer Susceptibility to Reference group Influence-Informational influence</i>	<i>Park and Lessig, 1977</i>
<i>SS 2.2</i>			
<i>SS2.3</i>		<i>Opinion Leaders and Opinion Seekers</i>	<i>Flynn, Goldsmith and Eastman, 1996</i>
<i>SS2.4</i>			
<i>SS2.5</i>			
<i>SS1.1</i>	<i>Support Seeking (Family/Friends)</i>	<i>Consumer Susceptibility to Reference group Influence-Informational influence</i>	<i>Park and Lessig, 1977</i>
<i>SS1.2</i>		<i>Consumer Susceptibility to Interpersonal Influence</i>	<i>Bearden, Netemeyer, and Teel, 1989</i>
<i>SS1.3</i>			
<i>SS1.4</i>		<i>Opinion Leadership and Information Seeking</i>	<i>Reynolds and Darden, 1971</i>
<i>SS1.5</i>			
<i>SS1.6</i>		<i>Consumer Susceptibility to Interpersonal Influence</i>	<i>Bearden, Netemeyer, and Teel, 1989</i>
<i>SS1.7</i>		<i>Intergenerational Communication & Consumption</i>	<i>Vishwanathan, Childers and Moore, 2000</i>
<i>SS1.8</i>			
<i>SS1.9</i>			
<i>PK1.1</i>	<i>Product Knowledge</i>		<i>Self Introduced</i>
<i>PK1.2</i>			
<i>PK1.3</i>			

TABLE 4: FATHER'S INVOLVEMENT FOR INFANT FOOD AND CARE

Spouse accompany to doctor	N	Father's role in baby-food decision-making	N
Always	32	Influencer	37
Sometimes	32	Decider	7
Never	3	Purchaser	10
		No role	13
Total	67		67

TABLE 5: SUPPORT SEEKING BEHAVIOR OF PARENTS

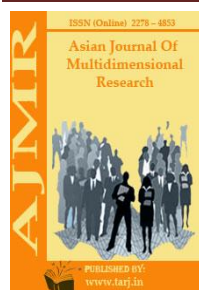
Code	Construct	Statements	Median Score	Overall Avg.
SS 2.1	Support Seeking (Experts/Medical Professionals)	I seek information about various brands and product variants of baby food from medical professionals or pediatricians.	4	4.00
SS 2.2		I seek information from those who work with the products as a profession like the chemists and salespeople at the retail outlet.	2	
SS2.3		The brand of baby food that I select is influenced by observing a seal of approval of an independent testing agency.	4	
SS2.4		When I consider buying baby food , I ask other people for advice.	3	
SS2.5		I feel more comfortable buying baby food when I have gotten other people's opinion on it.	3	
SS1.1	Support Seeking (Family/Friends)	I seek brand related knowledge and experience on baby food from friends, neighbors, relatives, or work associates, who have reliable information about the brand.	4	3.56
SS1.2		If I have little experience with the product, I often ask my friends about the product.	4	
SS1.3		I frequently gather information from friends and family about the food items for my baby before I buy.	4	
SS1.4		I often seek out the advice of my friends regarding which baby food I buy.	3	
SS1.5		I spend a lot of time talking with my friends about what should I feed my baby.	3	
SS1.6		I frequently gather information from family about the food items for my baby before I buy.	4	
SS1.7		I am influenced by my parents'/in-laws' opinion on the brands and baby food products that I purchase.	3	
SS1.8		I am influenced by my parents'/in-laws' opinion on preferences for different types of baby food products.	3	
SS1.9		I discuss baby food recipes with my parents/in-laws.	4	

TABLE 6: PARENTS' AWARENESS OF PRODUCT KNOWLEDGE ABOUT BABY FOOD

Code	Construct	Statements	Media n Score	Overall Avg.
PK1.1	Product Knowledge	I am completely aware about the commercially available baby food products and brands available in the market.	3	3.67
PK1.2		I am aware of dietary guidelines for feeding complementary food to young children and infants.	4	
PK1.3		I fully understand the nutritional information as displayed on the labels of commercially available baby food products.	4	

TABLE 7: RESULTS OF INDEPENDENT SAMPLE T-TEST

	Variables tested		F	Sig.	t	Sig. (2 tailed)	Result
H1:	SS (Family/Friends)	Gender	6.317	0.013	-1.111	0.269	Hypothesis accepted
H2:	SS (Experts/Med.Prof.)	Gender	3.099	0.081	-2.094	0.039	Hypothesis rejected
H3:	Support seeking (SS)	Gender	0.075	0.785	-1.645	0.103	Hypothesis accepted
H4:	SS (Family/Friends)	Age	0.34	0.561	1.127	0.262	Hypothesis accepted
H5:	SS (Experts/Med.Prof.)	Age	0.128	0.721	1.675	0.097	Hypothesis accepted
H6:	Support seeking (SS)	Age	1.708	0.194	2.804	0.006	Hypothesis rejected
H7:	SS (Family/Friends)	Occupation	0.282	0.596	1.613	0.109	Hypothesis accepted
H8:	SS (Experts/Med.Prof.)	Occupation	0.594	0.443	-0.077	0.939	Hypothesis accepted
H9:	Support seeking (SS)	Occupation	0.17	0.681	0.016	0.987	Hypothesis accepted
H10 :	SS (Family/Friends)	Family setup	0.344	0.559	2.287	0.024	Hypothesis rejected
H11 :	SS (Experts/Med.Prof.)	Family setup	0.418	0.519	1.882	0.062	Hypothesis accepted
H12 :	Support seeking (SS)	Family setup	0.469	0.495	0.086	0.932	Hypothesis accepted
H13 :	Product knowledge	Gender	0.109	0.742	-2.363	0.02	Hypothesis rejected
H14 :	Product knowledge	Age	3.857	0.052	1.48	0.142	Hypothesis accepted
H15 :	Product knowledge	Occupation	0.233	0.63	-0.15	0.881	Hypothesis accepted
H16 :	Product knowledge	Family setup	0.005	0.943	3.245	0.002	Hypothesis rejected



DOI NUMBER: **10.5958/2278-4853.2019.00152.6**

BEST PRACTICES OF LOCAL GOVERNMENT IN INDIA

Mohammed Ziaulhaq Lamea*

* Student,

MA Government and Public Administration,
Lovely Professional University,
Phagwara, Punjab, INDIA
Email id: zia_lameh@yahoo.com

ABSTRACT

Best practices expand fruitful and innovative knowledge of policy makers and policy implementations'. India as one of most fast developing country which is following bottom-up approach has plenty of successful promotions in local government. It is a concise and coherent research which helps readers to learn concept of local government, concept of best practice of local government, India democratic local government background and current institutions and what are the lessons of eight top practices of local government that discussed in this paper. Through reading this paper knowledge of readers will improve on best practices of sanitation, water supply management, social security, citizen grievance redress mechanism and service delivery, democratic people participation, accurate accounting, expenditure compression, slum development, and accountability of local bodies. Those practices have selected from both urban and rural local government. Best practices are hints to frame successful policies and construct a rich local government.

KEYWORDS: Local Government, Best Practice, Urban and Rural Local Government

I. INTRODUCTION

Local government root goes back in long history and it's being practiced in many countries in modern world. Strength of local government is not the same in all countries, some started earlier and some are late initiators. According to UN as quoted from French Philosophe Jean Jacques Rousseau at Swiss democracy, democratic development in ground level can be named local government. Another significant aspect of local government goes back with Alexis DeTouqueville's visit of United States when he discovered importance of local citizens and their role in sustaining democracy of North America (1996). The idea of strengthening local government emerges since centric government frustrated in international context. Decentralization and good governance in recent times had been supported not only by grass-roots but many international donors and non-governmental organizations.

In India origins of local government or decentralized democracy refers back to local self-governance (Swaraj). As Mahatma Gandhi insisted India cannot ignore villages, two third of India population belong to rural citizens and one third urban citizens. To have people involvement and citizen's participation in government, devolution of authorities and responsibilities from top to down union government of India divided government into urban and local levels. In order to make this architecture responsive and responsible for people India government divided rural local government into six tiers, which tree tiers for urban local and three other for rural local government.

Best practices are different from community to community, so we cannot give a single definition for it. There are variables such as sustainability, development and other economic and political factors of the society that play role to define best practice. Here, in this research it is not going to review the meaning of best practices in local government context, but the main purpose behind conducting researches on such flexible topic is learning from experiences of different communities and come out with more solutions to shape new policies and successfully implement those. This study skimized top promotions of local government in India some of these schemes are from municipalities' projects and some other from gram panchayats.

A. Objectives of the Study:

This study helps researchers, interested individual, and other academic studies to get familiar with the concept of best practices of local government in a simple way. The study has designed in a coherency model to explain the essential concepts which are relevant to best promotions of local government in India. Best practice assists urban and local governments to get more proves and be successful in achieving efficiency and effectiveness. In addition, it encompasses the mediate agencies who are in touch with government welfare policies and service delivery. Research enables local bodies to be responsive to union government. Study is a hint to identify good practices of local government and transfer those to training centers of governments to teach other bodies and regions of their territory. It does not mean that any good practices is good everywhere and applicable for all local governments, so this research is for learning more solutions from present experiences and share information and spread creativity.

B. RESEARCH METHODOLOGY:

The present study is based on secondary data. The research discussed all relevant concepts of the topic. It is conducted on reference of governmental reports and authentic private organisations researches and reports, such as- UNDP reports, Office of India's Prime Minister, NITI Aayog,

Ministry of Rural Development & National Institute of Rural Development and Panchayati Raj, Ministry of Panchayati Raj Institutions, Financial Management of Urban Local Bodies in India, and other authentic international universities' researches, reports, and compendiums.

II. BEST PRACTICES OF LOCAL GOVERNMENT IN INDIA

Our experience is that decentralization is good both for democracy and for efficiency. We have not experienced even far-reaching decentralization which has created unacceptable differences between municipalities.

Mr. Jörgen Andersson, Minister of the Interior, Sweden

The topic is looking to collect best practice of local government in India. First, the concept of local government explains, then background of local government in India and he constitutional bodies. Next requirement is best practices definition and its meaning. Last, top promotions among 178 best practices has selected and one by one explained.

A. Local government concept: Governance is public policy, decision making and its implementation. Governance is result of interactions, negotiations, and decisions between government, public sector, private sector, and civil society i.e. who gets what, how, and when.

Development, rationale distributing of power, and capacity building in local areas emerged the term "local democratic governance". Local governance or local democratic governance main aim is to bring quality, effectiveness, efficiency in local administration and public service delivery; the quality of local public policy and decision-making procedures, their inclusiveness, transparency, and accountability; and the manner in which power and authority are exercised at the local level (UNDP, 2008). Anwar & Sana defined local governance, "as the formulation and execution of collective action at the local level" (2006, p.1).

While, local government is about building required bodies to carry out local governance (UNDP, 2008) or refers to particular agencies created by national constitution to deliver a set of particular services in a specific geographical territory (Anwar & Sara, 2006). Local governance includes role of formal institutions of government and its hierarchy as well as informal networks, organizations and other collective pressures in decision making, service delivery, people awareness and a friendly interaction of citizen to citizen and state to citizen.

It encompasses all possible functions and responsibilities of central government in local level as like working conditions of society, environmental factors and sustainable development, market led, drinking water and sanitation, street lighting and rural roads (Alok, 2006), conducting of elections (Bulmer, 2017) for local leaders, community dialogue, creating units for the people to negotiate how to ensure their individual interests behind public interests, role of mediate bodies, *capacity building* (Wilson, 2000), and *institutional reforms* (UNDP, 2008) etc. For better understanding of local government and governance concept in international context, chapter five of this research selects a wide range of best promotions of local governance in India.

B. Local Government in India: This part of chapter explains another essential portion of the study to make coherence research of best practices of local governance in India. Local government in India makes it one of the oldest country that had traditional self-governance in world. In pre-Moghul era *panchayat* scheme was on the ground and small villages and towns were headed by *sarpanch* or *numberdar* (local leader of communities and customs). In order to enable towns and small villages' responsibilities of panchayats were law and order, local

services, land management, dispute resolution, administration of justice, provision of basic needs, and revenue collection (Anwar & Sara, 2006). The wars and instability changed the scenario and the decentralized government of India during Moghul Era and British Raj received a major setback.

Till British Era local government for India was *panchayat* but during British Era rural local government replaced to urban local government i.e. major attention of central government replaced on cities. So, rural local government lost its importance and till today almost all the time village level is dependent on state financial support.

Governing setup of India is federal republic. Government responsibilities and authorities has divided into three levels, central or union, state and local. This paper focuses on local government which is being divided into urban local government and rural local government. In 1991 when Congress was in power government introduced a constitutional amendment bill for panchayati raj institutions and finally in 1993 it became 73th constitutional amendment act 1992. In 1993 finally 74th amendment act of 1992 (urban local government) came to force by India government (Misra, 2016).

Local government in rural and urban area of India has recognized by the 73th and 74th constitutional amendment acts. Legislation in local government is locally and the Ministries for Housing and Urban Affairs, Panchayati Raj and Rural Development are also responsible in national level. In summer 2017, total local government of India reported 267,428 which 262,771 are rural and 4,657 urban. In rural local governments, 632 are zila parishad (district level), 6,672 are panchayat samaiti (block level), and 255,466 are gram panchayat (village level). In urban local government municipal corporations are for cities, municipalities for larger towns and town panchayats for smaller towns.

Article 243W of India Constitution defines authorities and responsibilities of urban local government. In general three categories are under this article (Taneja, 2017): municipalities to function as self-government institutions has given powers and authority; for social justice and economic development have authority to prepare plans; to function and implement the schemes they have given performance according to 12th schedule of constitution. Article 243G and 243H enables PRIs to function as self-government institutions under state government. Article in general gives three base functions (Taneja, 2017): Plan making for purpose of bringing social justice and economic development; Implementing plans and schemes; responsible for 11th schedule of India constitution.

III. Best Practices of Local Government in India

Before interring to topic of “best practices of local government” it’s crucial to have a look on meaning and definition of best practice. According to Wilson & Lilly, all partner organizations that support local authorities and local government associations can be best practice (2016). Office of the Prime Minister defines best practice as codes that serve as tools to bring effectiveness and efficiency in local councils. A best practice is an actualized efficient governance to disseminate information, deliver services, and cooperate public decision making (Shafi & Alhomod, 2012). UN declares a successful initiative to improve standard of people’s life is best practice (As cited in Shafi & Alhomod, 2012). Council of Europe counts two criteria for best practice, *effect* that remains on implemented region and the *value* of other local bodies and the Council gives five elements (successful, transparent, adequate, replicable, sustainable) as value factors of best practice (2015). Planning Commission and UNDP define good practice as a

practice which a set of particular features such as innovation, ability to lead a factual change have influence on policy environment, replicability and sustainability (2009). Skim of all definition, best practice is when all communities and private organizations come on factors that make local government authorities and bodies' innovative, effective, efficient, transparent, service provider, citizen centric, sustainable, stable, replicable, and adequate and it standardize people's life.

India is a vast country and its best practices are not limited. Each urban body has its own promotions and in rural institutions almost according to their numbers, good practices are existed. In this research among 178 best practices of urban & rural local government from Ministry of Panchayati Raj & Ministry of Rural Development & National Institute of Rural Development and Panchayati Raj reports, Accenture Corporation, YCADA report to Ministry of Housing and Poverty Alleviation, NITI Aayog and UNDP report, and Department of Drinking Water & Sanitation report, only 15 (as top ones) have selected. The practices belong to different schemes and field as like water supply, social security, service delivery, grievance redress, education, slum development, accountability etc.

A. Social Security Benefits: Bearhatty Gram Panchayat, Nilgiris, Tamil Nadu

This practice if to enable the needy citizens to access and receive social security benefits (pensions). In Nilgiris district of Tamil Nadu the records for social security show very low rate of beneficiaries while Bearhatty GP pensions is one of the highest in whole state. Bearhatty Gram Panchayat designed a system to all eligible beneficiaries can access their entitlement. Amount of these pensions in Tamil Nadu was annex and local citizens reported they are receiving 1000 Rupees monthly. In 2006 Bearhatty had only two individuals who were receiving the pensions. The new GP president finds out a couple of challenges which negatively affects the system, lack of community awareness; and heavy complex procedure. The GP took three steps to come over the gap:

Step1. Awareness Camp: The GP and its members organised a camp in 2007-2008 to mobilize people of the gram panchayat to attending the camps. They were making aware the people about pensions that government has designed for, and the documents which were essential for procedure.

Step2. Application submission & process: Collection, scrutiny and recommendation of applications is responsibility of block development office. The GP was helping people to submit their applications for processing.

Step3. GP resources for fasten of process: in 2007-2009 the number of eligible applicants increased rapidly and the block office could not handle all applications for shortage of staff. The GP recruited a new staff from his own personal charge till the applications overlap get normal.

The impact of this practice encompasses many families and needy people. In 2006 number beneficiaries were 2 and in 2013 it increased to 652 individuals. Aged women, men, widows, destitute persons came to under the social security pension.

B. Water Supply Management: Ghatboral Gram Panchayat, Bidar, Karnataka

There are 3 macro open wells and 8 micro open wells in Ghatboral Gram Panchayat. Public system of water distribution is open and beside that hundreds individual connection on wells is common. About 24 pumps are connected to the wells. Maintenance of pumps are a big challenge

to GP, on other hand there are 10 mechanics in around panchayats. The GP cannot hire a regular mechanic for the maintenance of pumps. The harvests of farmers are interlink to water supply system of the GP. Cost of repairing pumps were 2-2.5 lacks rupees per year for GP. Farmers had complain that mechanics are not repair properly and mechanics were saying earlier mechanic didn't well his task. Later, GP hired a regular mechanic with a small monthly salary plus 800 rupees per each repair. It was not a good solution and problem continued till 2010. The new GP elected and held a meeting to find out alternative strategy. In 2012 the GP asked all mechanics for a meeting. The GP propound that village needs a mechanic. Mechanic is responsible for maintenance and repair of all 24 pumps, no matter if pumps needs more than one time repairing and the pump should fix in two days. GP is responsible for annual payment of repair costs and there is no extra paying beside that i.e. mechanic is responsible for replacing equipment etc. The volunteer person will selected for contract of both the parties. The one who quoted least amount contracted. The complaints reduced and costs get down from 2.15 lakhs to 1.41 lakh. All 24 pumps were managed by a single mechanic to save cost and time.



There is a second example of water supply management from Karung. Source: MPRI, 2012 the Indian Meteorological Department announced, Dindigul district faced with a shortage of rain from 930.5 mm to 636.4 mm. GP took steps as like drilling wells and overhead tanks to cope with drought conditions. It responded not shortage of water but increased accessibility of water for inhabitants. GP introduced following steps to overcome the challenge:

Step1. Social Consciousness: GP used various stakeholders to increase availability if panchayat. GP and ward members were discussing common issue of water supply and they passed 30 resolutions in this regard. Gram Sabah was platform of discussions and meeting to come with solutions.

Step2. Improving water supply infrastructure: Some bore-wells very soon after drilling got dry. GP were looking for

new sites, currently 25 operational wells and 32 hand-pumps are available for head-tanks.

Step3. Funds converging: GP for multiple schemes generated funds from Panchayat General Fund, own source revenue of the GP, Member of Legislative Assembly Constituency Development Scheme (MLACDS) and award money from PEAIS. Out of 9 lacks rupees GP collected 8 lakhs were spent on water supply regard.

C. Grievance Redress Mechanism: Karungal Gram Panchayat, Dindigul, Tamil Nadu.

During week days from 7-11 a.m. and 4-7 p.m. a business correspondent (BC) from India Overseas Bank to provide financial services for inhabitants is available in GP office. A point of sale (POS) machine is present in the office. This machine requires a chip smart card and few authentication steps like finger print. Both BC and village user should insert their cards at same time into two particular slots and do the authentication to get use. Role of the bank for every transition is 1 rupee and 10 rupees for opening new accounts. The scheme contains some basic

financial functions as withdrawal, deposit, and balance checking. Users of the service is certain people right now, Mahatma Gandhi National Rural Employment Guarantee Scheme (MGNREGS) and Old Age Pension (OAP), Widow Pension and Disabled Pension beneficiaries.

Tamil Nadu state government considered one business correspondent in each GP and among GPs of a block one should be selected for pilot of this initiative. In case of Guizilimparai block in Dindigul district a collection of the Gram Panchayat president and secretaries were considered in this regard. So, in establishing Ultra Small Branch role of GP is crucial. To bring transparency, accountability, effectiveness between BC and the community, authority of recommending BC has given to GP president and secretaries. Responsible authorities should recommend a suitable and well prepared candidate as BS of GP. After giving the privilege to panchayat, GP used public announcement to make people of hamlets aware about BC. In case of any corruption and misuse of BC position, GP is responsible for vice of community before it takes to the bank. A set of service users are MGNREGS beneficiaries, sometime confusions are in rendering weekly wages of people since the wages are being collected in GP office, GP is responsible for clarification and submitting the documents to the bank. Sites of POS machine and BC are GP office. The villages' inhabitants are coming for different purpose in GP office, so it's for welfare of people. In addition GP office is a safe, secure and private place for POS machine.

D. Service Delivery under Participatory Democracy, Gerethang – Labing Gram Panchayat, Sikkim

Gerethang and Labing GP took various innovations in administrative system of panchayat. Here, one by one explained:

1. Administrative center: GP office had two rooms which were not sufficient for people meeting, it was only sufficient for GP and members. The GP combined both the rooms under one roof. In 2006 as the best practice of Gram panchayat of Sikkim, GP awarded 15 lakhs rupees. She constructed ground floor of a new site comprising eight rooms through awarded fund, SGRY fund and Twelfth Finance Commission (TwFC) fund. Right now the GP office has 16 rooms where community can get Zila Parishad member, helmet library, media section and photo gallery.
2. Single Window System: In 2010 the GP initiated single window system of service delivery. Inhabitants submit their document plus a nominal charge to the office. It takes 15 days to get done then it issues to applicant. It save time, money, and hazards of people. With establishment of single window system a proper file recording system emerged. Documents of people are being categorized and different fields have separate files.
3. Functional standing committees: The GP formed 12 committees in Gerethang i.e. it's higher than most of state, other panchayats. Along with GP members all villagers



Source: Sikkim Now

Are active members of committees and they hold meetings for taking decisions regarding issues that arise.

4. Improving revenue generation: The GP concentrates mobilizing tax and revenue generation, so she focuses on drinking water, animal transaction, periodic markets, permanent shops, etc sources. The revenue and expenditure of GP are transparent and any time people can visit GP office and ask for information, so the villagers and people pay taxes willingly.
5. Participatory Planning: There are one ward committee in GP and other committees. Mostly plans are made in bottom-up approach, each committee prepares plans and for final confirmation it comes in GP office. Even all committees come to one plan, then GP planning forum which is known as Gram Planning Forum (GPF) confirmation is a must.
6. Gram Sabah Strengthen: The GP has given special attention on fruitful presence in Gram Sabah and if there is any absence the GP informs in written format. The GP constructed a hall for Gram Sabah assembly in 2011-2012. The funds were sponsored through BRGF and 13th Finance Commission plus 2 lakhs rupees of inhabitants. Latest attendance of Gram Sabah is 80%.

E. Resource Mobilization for Up-gradation of School Infrastructure: Greater Visakhapatnam Municipal Corporation, Andhra Pradesh

A wide range of schools in the Greater Visakhapatnam Municipal Corporation (GVMC) suffers from lack of school infrastructure, compound walls, less furniture, security issue cases, sanitation problems and so on. In 2007-2008 shortage of more than 120 teachers in primary schools, and 59 in secondary level have been requested in addition 35 volunteers for the year had requested. Security guards, adequate furniture, rash class rooms and poor sanitary conditions with lack of maintenance and inadequate toilets were needs of schools.

Section 80G of Societies Act exemptions the tax if donor wishes to fund I.T projects. The donor directly remits the fund to Sweekaaram Education Society (S.E.S). SAE was formed by GVMC as solution for schools problems. The program aim was development of schools and stabilizing their infrastructures. SAE is playing role of monitoring receipts and financial affairs of projects that are sponsored. Once a donor wants to funds a public organ as like schools the estimation of funds are taking by GVMC then GVMC return back the proposal to donor. As per government rules, SES is responsible for implementation of project and necessary payment will be paid through government (once the authority approved the project). If the donor is not interested in IT exemptions under section 80G and s/he wants funds a school according to his wish. The donor will be given a "No Objection Certificate" from SES and project is carrying out under supervision of GVMC Engineering Section Heads.

A specific criteria has introduced by the government. If any donor is interested to name a school after his/her name, then a three tier procedure is for. *First*, a Rs. 500,000 donation is eligibility for naming a *primary school* after his/her name. *Second*, donating Rs. 750,000 for an *upper primary school*. *Third*, for a high school donation of Rs. 100,000 is the criterion.

The policy in 2008-2009 was supported by 39 organisation which donated Rs. 7 Crores on development of schools and their infrastructures. In the same year 18 private organisation joined MOUs with GVMC's SES to support development programmes of GVMC schools. The amount that those 18 organizations donated is Rs. 300 lakhs.

F. Maintenance of Street Lighting through Private Service Providers ULB: Vijaywada Municipal Corporation, Andhra Pradesh

Vijaywada Municipal Corporation (VMC) monthly spent Rs. 1 Crore for energy bills for water supply, drainage, pump stations, buildings. Out of that amount Rs. 60 lakhs for lighting streets. In 2005 in a small area a project has experimented to understand the feasibility of using technology in maintenance and control street lighting costs. It was a successful experiment and saved 35% power consumption. Before VMC Bengaluru had the same attempt, but VMC involved private sector to finalize a mutual partnership between government and private corporations. In VMC and that private corporation contract performance based incentives and penalties has included.

Three objectives defined to the project and initiatives were taking towards. Repair the spoilt control system and through a well-defined policy start its strengthening and upgrading that step by step; guarding and maintenance of lights; operation of street lighting system. The policy implemented successfully and as a successful model recommended to state. Energy saving had 41.5 % promotion; the firm announced 92.7 % of share saving energy to be invested on installation new street lights and their maintenance. The 7.3 % rests to VMC annual funds. All the costs for guarding and maintenance of street lighting belong to the private corporation. VMC is free of charges. The firm had contracted as a transparent organization and invests on high qualified street lighting equipment upfront. As outcomes of the project financial findings of the municipality and well management of financial resources increased. Savings in electricity charges reached to Rs. 12 lakhs per annual and Rs. 53 lakhs consumptions in labour and maintenance annually reduced.

G. Adoption of Transparency and Audit Measures through E-Governance: Ahmedabad Municipal Corporation, Gujarat

When people were addressing the municipal for accessing routine services or tax payment, the corruption, redtapism and unnecessary delays, hassle, and complex procedures arose. Citizens had to meet mediate bodies for running simple tasks as calculation of taxes, if they need permission for house building and personal construction a huge corruption and heavy middlemen deals were essential. On other hand, disorganized and spoilt systems of government had a negative effect on revenue collection.

Two bodies joint together for implementation of the policy i.e. AMC and total solution provider (TSP). Implementation started on 2002 and last 8 months. Actually, the project improved System Recruitment Specification (SRS), modified the old flowchart system, and heavy software programs load. Regenerate an easy automatic taxation system that provides all required information about tax payers' requests as like tax calculation. New system supplies 6 city public sites to simplify tax



Source: World Bank

payment procedure. The system became as an automation system for octroi data management and motor vehicle tax pay system. An integration of ICICI bank and system came to exist.

Online complaint registration system and documentation of those information are other benefits of the system. In addition, service delivery became fast and shop license registration and establishment came to place.

An important lesson of this project, in the past municipality was recruiting some external professionals for development of urban local body. The professional staff after installation new approaches were asked to teach municipal staff how to use and continue the new approach. This innovative system involved the municipal staff in process. They became motivated on how they can bring IT through e-government in the municipal. The project were efficiency and reduced costs of hiring external professionals, at the same time inspired the municipal staff to actively participate and prepare the new projects and implement those. This creativity spread feelings of ownership of the system among the municipal staff. The project evaluated as a successful practice to spread e-governance in the municipal and do IT functions through that. The municipal information are out of hassles and citizens trust rebuilt. A transparent system which functions effectively, efficient and citizen friendly has emerged for public.

H. Public Record of Operations and Finance (PROOF): Bangalore Municipal Corporation, Karnataka

The information all the time was hided and the people had not any access on those. The reason/s are not clear why people cannot access information regarding financial and operations of Bangalore municipality. The citizen's disclose effect on the municipal citizen friendly relationship because lack of transparency is the main gap. People were blaming the ULB as a weak on which is hiding information from public eye and this lack of confident of the municipal ensure there is no proper accuracy in the system.

Building a citizen democratic urban local body which is transparent and accountable for people was the motive new project. Accurate information in short possible period of time about financial and operation services or any other category of public services have to be available for public. PROOF by Bangalore Municipal Palike (BMP) in 2001 took an initiative to portraits the municipal objectives in financial needs such as financial statement, performance indicators, and discussion and analysis management. PROOF believed that such disclosure will lead toward a better public system and will build a good relation among government responsible agencies plus citizens to local government relationship. So the Bangalore municipal designed a corporation and coordination with various agencies for example: Janagrah is responsible to make citizen friendly relation and citizen's mobilization through campaigns; VOICES is concerned with network and community communication with the help print media and electronic channels; Akshara Foundation is working for measurements of a system to function in primary schools of BPM; and Center for Budget & Policy Issues which is dealing to involve qualified volunteers in analysis of financial statements.



Source: Justdail

Disclosures in financial performance area covers revenue and expenditure of Bangalore municipal according to origins of budget plan; a balance sheet format with all relevant and essential information about today assessments and long term ones; and all sort of liabilities whether belong to short or long term ones. In operational performance indicators such as inputs, outputs, efficiency indicators, explanatory notes, management discussion & analysis has defined.

An assessment in a half day workshop which people were the main participators conducted after one quarter. The assessment papers with all relevant indicator had designed by Bangalore BMP along with partner agencies. The public representations of the assessment were pre-informed before holding the workshop and they asked to contact the common people and collect public grievances and their opinions about day to day actions and strategic policies as like decision making etc. About the assessment it should be declared that focus was on slum beard and water board initiatives in campaigns. The experts from prestigious organizations as like CRISIL took part in campaign to design feasible inputs and dissemination of project and analysis part of BMP and CRISIL provide a critical view and suggestions on financial management part. Continuous monitoring system prepared and the support of media through dissemination of project among public has forced.

The result of project can be analyzed in post project impacts and financial impacts. According to PROOF experience in last two years state government of Karnataka passed Act 2003 on local funds fiscal. Comptroller and Auditor General (CAG) has passed a note on disclosure which is based what PROOF suggested. World Bank had a strong statement on PROOF supporting as a concept for state government. General Accounting Standards Board has appreciated PROOF campaign and had prompt on assisting the project. In financial perspective, publicity of financial performance created an environment of people centric government among staff of the municipal i.e. the staff is looking for people welfare. The assessment of this project became as a format of evaluating all services and welfare programs that are presenting to public. This project brought close he people and staff of the municipal to work and support a citizen centric government i.e. a high effort of mobilizing of resources and make local government efficient, effective, accountable, and transparent. Finally, the platform portrayed a circumstance of public trust that led people to share their issues with the administration.

IV. CONCLUSION

Best practice is a process when all communities and private organizations come on factors that make local government authorities and bodies innovative, effective, efficient, transparent, good service provider, citizen centric, sustainable, stable, replicable, and adequate to bring welfare to people's life. Majority of research banks and international organizations give the above features to define best practice. We must declare that a single and unique definition for best practice of local government is not finalized till now, because it is matter of social variables which are dynamic from a community to community. Variables of developed urban local government body are different from a developing urban local government body; the features of a developed rural society is not similar to a rural developing community also. The same issue exists in defining of social concepts among highly developed societies and second high developed countries. On other hand inside a developing country such as India, state of one state is not the same as other states. Some states are less developed and some are less developed in conflict. Jammu and Kashmir, Nagaland, Kerala, and Punjab are not in same range of development as their issues are not the same. So, best practice from one society to another cannot be the same

and the reason why a single definition could not shape is this diversity of social variables. Here, we outline a number of lessons that can be useful for readers.

In Vijaywada Municipal Corporation street lighting project, the policy aim was to reduce costs in labor and maintenance of street lights, and save the energy. It was one of successful practices on whole Andhra Pradesh State, but is it applicable for all municipalities? In criticism part and detailed study of this program, we face that such program can be applicable for those municipalities have a huge urban local fund. Municipals that are smaller and have limit funds and resources its implementation may not feasible. In its replication part, the municipal corporations that can complete 5 lakhs population they can replicate same mechanism and generate savings. In addition, those states which already constructed a proper public private partnership (PPP) that means inside the state there is a harmony and corporation among public and private organisations can run same project. In sustainability part, this practice before Vijayawada Municipal in Bangalore, Jaipur, and Nasik municipals with same mechanisms and procedures have experienced. In its M&E and estimation of electricity saving and cost maintenance the project can count as an easy one. The citizen's support in such projects which saves their funds and support the local government funds are high and trustable. The enhancement quality of implementation such programs are high and costly, so the municipal can invest the benefits of this project on sanitation, clean water, school infrastructures, and so on.

VMC is a single example which we have analyzed it here based on certain factors. Same analysis can be done on all eight practices of this research or any other paper. What we learn through this analysis might be concluded that best practice assists urban and local governments to function more successful in achievements of efficiency and effectiveness. In addition, best practice encompasses in carrying good governance, the mediate agencies which are in touch with government welfare policies and service delivery like NGOs, voluntary organizations, civil societies and faith based organizations.

LIST OF ABBREVIATIONS

BC: Business Correspondent

CAG: Comptroller and Auditor General

CoE: Center of Excellence for Local Governance

GP: Gram Panchayat

GVMC: Greater Visakhapatnam Municipal Corporation

ICT: Information and Communication Technology

MCT: Mobile Communication Technology

MGNREGS: Mahatma Gandhi National Rural Employment Guarantee Scheme

MLACDS: Member of Legislative Assembly Constituency Development Scheme

MoRD: Ministry of Rural Development

MPRIs: Ministry of Panchayati Raj institutions

NeGP: National e-Governance Plan

OAP: Old Age Pension

POS: Point of Sale

PRIs: Panchayati Raj Institutions

PROOF: Public Record of Operations and Finance

SES: Sweekaaram Education Society

SRS: System Recruitment Specification

TSP: total solution provider

TwFC: Twelfth Finance Commission

ULBs: Urban Local Bodies

UNDP: United Nations Development Programme

VMC: Vijaywada Municipal Corporation

REFERENCES

Accenture. (2017). Learning from Best Practice Traps in Public Service. USA: Accenture.

Aijaz, R. (2007). Challenges for Urban Local Governments in India. London, UK: Asia Research Centre.

Anwar, S. (Ed.). (2006). *Local Governance in Developing Countries*. World Bank: Washington D.C.

Atreya, S., & Kumar, A.P. (2017). Financing Urban Local Bodies in Karnataka. Vidhi legal policy.

Boex, J. & Simatupang, R. (2015). *A Comparative Overview of Local Governance Systems in Selected Countries*. Local public sector initiative: LLC.

Bulmer, E. (2017). Local Democracy. International IDEA- Institute for Democracy and Electoral Assistance: Sweden.

Centre of Excellence for Local Governance. (2010). Centre of Excellence for Local Governance, Ministry of Panchayati Raj: Government of India.

Council of Europe. (2015). Best Practices in Local Government. Strasbourg: France.

Datta, A. Local Government Finances: Trends, Issues & Reforms.

Department of Drinking Water and Sanitation. (2012). From Dreams to Reality: Compendium of Best Practices in Rural Sanitation in India. Ministry of Rural Development: Government on India.

ICLEI South Asia. (2015). Urban Green Growth Strategies for Indian Cities: Green Growth Good Practices. ICLEI South Asia. 3.

Kumar, P., Kumar, D., & Kumar, N. (2013). ICT in Local Self Governance: A Study of Rural India. India, International Journal of Computer Applications. 83.

Ministry of Panchayat Raj. (2013). Best Practices in Panchayats Management and Service Delivery. Government of India.

Ministry of Rural Development & National Institute of Rural Development and Panchayati Raj workshop report. (2015). Government of India.

Misra, N. (2016). Highlights of 74th Amendment Act, 1992 in India. <http://www.yourarticlelibrary.com/law/74th-amendment-act/highlights-of-74th-amendment-act-1992-in-india/66687>

NITI Aayog & UNDP. (2015). *Social Sector Service Delivery: Good Practices Resource Book*. Government of India.

Office of Prime Minister. Code of Good Practices for Local Government. Government Printing Press: India.

O'Reilly, K. & Louis, E. (2014). *Health and Place*, the toilet tripod: Understanding successful sanitation in rural India. Texas A&M University: USA.

Sapkale, C.S., & Kulkarni-Bhende, R. (2015). Mobile Enabled Governance for Local Governments in India. Maharashtra, India: Indian Journal of Computer Science and Engineering.

Shafi, M. M. & Alhomod, S. M. (2012). Best Practices in E government: A review of Some Innovative Models Proposed in Different Countries. IJECS, Riyadh: Saudi Arabia.

Taneja, M. (2017). Functions & Responsibilities of Local Bodies in India. <http://thelegiteye.in/2017/03/06/functions-responsibilities-local-bodies-india/>

UN. (1996). Local Governance. UNDP & DDSMS: Sweden.

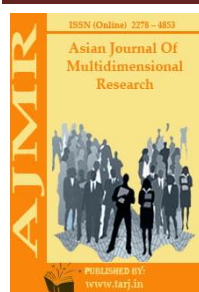
UNDP. (2008). A Users' Guide to Measuring Local Governance. United Nations Development Programme.

Wills, R., Milke, A. J., Royle, S., & Steranka, K. (2015). Best practices for commercial roof-mounted photovoltaic system installation. New York, USA: Springer.

Wilson, S. & Lilly, A. (2016). Commonwealth Local Government Forum – Good Practice Scheme. Institute for Government, London: UK.

Wilson, R.H. (2000). Understanding Local Governance: an international perspective. University of Texas at Austin: USA.

Yashwantrao Chavan Academy of Development Administration. (2009). Best Practices in the Financial Management of Urban Local Bodies in India. YASHADA: India.



DOI NUMBER: 10.5958/2278-4853.2019.00153.8

THE ROLE OF NEW MEDIA IN POLITICAL CAMPAIGNS: A CASE STUDY OF SOCIAL MEDIA CAMPAIGNING FOR THE 2019 GENERAL ELECTIONS

Naresh Rao H*

*Associate Professor,
CHRIST (Deemed to be University)
Bangalore, INDIA
Email id: naresh.rao@christuniversity.in

ABSTRACT

Democracy is the best form of governance. We have tried other forms and concluded that, there may be some flaws but compared to the rest, democracy triumphs. Political process is part and parcel of democracy. Political parties compete with one another through ideology and vision for the people and the country. People evaluate the parties and their programmes and vote for the candidate they think will deliver good governance to them. Whenever their hopes are dashed, they wait to change the government through the ballot. In all of this, media plays a vital role. It not only informs but provides a forum for debate and discussion for the masses on important issues. Media has been credited with the power to influence enough people to bring about change in government. Today, new media or digital media has revolutionized the way we communicate. User-generated content in the form of text, photos, videos and podcast has put the power in the hands of ordinary people. Social media is a ubiquitous means of sharing content by many to many. Political parties are now using Facebook and Twitter to reach and influence voters. Voters on the other hand are not passive but use the social media to inform, comment and forward messages that has the potential to reach millions. The campaign for the April-May 2019 Indian Parliamentary elections will see an increase in the use of social media tools like Facebook, WhatsApp and Twitter. Social media cells of major political parties are gearing up for social media war that will decide the fate of many urban seats in the General Elections. This study examines the social media campaign of the three major political parties in the Karnataka context. BJP has an edge due to the early start, but both Congress and JD(S) are catching up. BJP is on the back foot as it is the ruling party and Congress for a change has the advantage to win the perception battle.

KEYWORDS: *New Media, Facebook, Twitter, political parties, General Elections*

INTRODUCTION

Elections in India happen every year, is not an exaggeration. Indian democracy is vibrant due to the prospect of change every five years. This year we are gearing up for the general elections. All political parties, big and small, regional or national, are plunging into campaign mode as the stakes are high. Every means of reaching the public from mass rallies, press conferences, interviews to news channels to new media will be used. Traditional media has some limitations and political parties are now taking to social media in a big way. New media offers direct contact with the voters very much like the one-to-one communication and an opportunity to tell your story in the way you want to (Gurevitch, Coleman & Blumler, 2009). All this is aimed at influencing the prospective voter to make up his/her mind.

Facebook, Twitter and WhatsApp are the main tools available to political parties. Twitter is considered to be the most sought after media for political communication (Ahmed, Jaidka & Cho, 2016). There are an estimated 40 million twitter users in the country (according to twitter.com); even though it looks like a small number, they can make a big difference in the outcome of the elections in urban areas. All major parties have a social media cell to coordinate the communication through and by social media. Social media is monitored, content is generated, content is liked and forwarded, and individuals are trolled. Hundreds are either employed or volunteer for the party media cell. As the stakes are high in the coming Parliamentary elections of April-May 2019, political parties are busy formulating their media strategies, which include the social media. Social media, it is said, can win elections if consciously planned and judiciously utilized by a political party (Cameron, Barrett & Stewardson, 2016).

Aam Aadmi Party (AAP) showed the way in the Delhi Assembly elections of 2015 when it came to power on the back of a concerted social media campaign (Diwakar, 2016). The sheer use of social media by AAP was five times that of BJP and many times higher than Congress. The results of the elections showed that social media in addition to direct contact with the electorate can win elections. Today, because of this impression, the major political parties are trying to outdo each other on social media. The social media offers an opportunity to say what you want, in the way you want and target the same to the people you want. The mediated communication had a lot of drawbacks for the politician. The media decided what is important and how it should be worded and the interpretation it should have. Social media provides a direct, immediate and powerful means of engaging with the potential voters in a more interactive manner (Xenos, Vromen & Loader, 2014).

In the US context, President Trump uses twitter to talk to his supporters directly as he blames the mainstream media of distorting his messages (Ott, 2017). Media now picks up these tweets and they go on to become stories. Politicians like PM Modi in India are trying to connect directly without potential voters through both traditional media like radio and new media in the form of Facebook and twitter (Arulchelvan, 2014). The success of BJP in the 2014 elections was attributed to some extent to the twitter use by the political party to influence voters to bring in Modi (Sardesai, 2015). The 2019 General election will see a greater use and reliance on new media, especially twitter to engage and convince the voters. What strategies will be used to target the audience may go a long way to impact the voters and the results of the elections.

LITERATURE REVIEW

Ever since electronic mass media were available to large segments of the population, political leaders, political parties, politicians and candidates have increasingly used mass media to inform, communicate with and connect to citizens. Notable examples are F. D. Roosevelt's fireside chats aired on radio in the 1930s and 1940s, Dutch Queen Wilhelmina's broadcasts on Radio Orange from the UK addressing citizens in the occupied Netherlands during World War II, and the televised debates between Nixon and Kennedy in 1960. Even though these examples are from the distant past, the UK, with its longstanding history of democracy, had to wait until 2010 before the first televised election debate between party leaders took place (Chadwick, 2011). This is not to say that television is old-fashioned, but since the mid-1990s the Internet has become an important additional means of political campaigning, and was first used extensively in the United States. Notable examples of Internet campaigns are those by Roh in South Korea in 2002, and Obama in the United States in 2008.

Web 2.0 allows political parties and candidates to produce and increase online visibility and interactivity. It also allows parties and politicians to directly inform citizens, bypassing the Fourth Estate – the press who used to be the agency to mediate, critique and interpret on behalf of the public (Weaver et al., 2009). The Pew Research Center (2011) shows that – even in the Internet era – TV is still the most important source of campaign news. The Internet is gaining in popularity, but not at the cost of television's popularity as a news source. So far there is no convincing evidence that voter turnout is on the rise.

“In western terms, although seldom recognised by politicians, the problem of getting elected is essentially a marketing one. Political parties must determine the scope and the most effective way of communicating its benefits to a target audience.” (Reid 1988). “Democracy is a competitive political system in which competing leaders and organizations define the alternatives of public policy in such a way that the public can participate in the decision-making process” (Schattschneider, 1960).

Adopting the maxim of Schumpeter (1943) that democracy is primarily concerned with parties' “competitive struggle for (the) people's vote”, Gamble contends that: “The main components of the modern political market are three; the existence of a mass electorate; competition between two or more parties for the votes of this electorate; and a set of rules governing this competition.” (Gamble, 1974) Within the political market the key relationship is based around a concept central to marketing theory, namely that of exchange between buyer and seller. Thus citizens give their votes to politicians who, when elected, purport to govern in the public interest (Scott, 1970).

The Internet has become a powerful force in political campaigns. There is little doubt that its importance will continue to grow. Anecdotal evidence suggests that young people are especially prominent in online campaigns. They are often conspicuous participants in “blogs,” chat rooms, and meetings organized via the Internet (Levine& Lopez, 2004).

Habermas derived the notion of public spheres from a study of English salons, French cafes, and German table corners in Western Europe and with an explicit focus on print media. In a Habermasian public sphere, communicative action based on equality in the communication process is a prerequisite. This prerequisite of equality depends on the participation and representation of multiple interests and perspectives in public discourses in egalitarian and multicultural societies (Vatrapu, Robertson and Dissanayake, 2008). This point comes into sharp

relief when we consider civic participation and democratic deliberation in the Internet age. Digital divide and digital literacy are significant factors in determining access to and engagement in online public spheres and discussion forums.

The Internet has clearly taken a significant new position in politics after the 2008 U.S. election. All U.S. Presidential candidates, virtually all candidates for national offices, and most candidates for state-level offices used the Internet extensively as part of their campaigns. The Presidential candidates were not alone in their use of SNS. Almost one third of U.S. Senate candidates and one in ten U.S. House candidates in 2006 updated their Facebook pages (Williams and Gulati, 2008). Candidates were more likely to update their Facebook profiles when they were in competitive races, and interestingly, their Facebook support was correlated with their final vote share.

It was seen that when the twitter use among the candidates in the 2010 elections and the results were compared it was revealed that the twitter uses significantly increased the chances of the candidates winning in the elections (LaMarre& Suzuki-Lambrecht, 2013). Those who used twitter more had better chances of winning the elections than those who used less or did not use twitter for campaigning. Twitter use by the rival candidates Obama and Romney in the 2012 Presidential elections in the US revealed that some strategies work and others don't (Highfield, 2016). Twitter was extensively used by both the candidates but the strategy of Obama to engage the support based worked better than Romney's strategy to take the fight to the rival camp. Reinforcement was seen to be working better than the strategy aimed at converting the voters of the rivals to vote for Romney. In the 2012 elections to the Congress, a study (Evans, Cordova & Sipole, 2016) was undertaken to see the style of the twitter campaign among the candidates. A content analysis of every tweet from each candidate for the House in the last two months of the campaigning revealed differing styles- women, democrats and incumbents twitted differently than men, Republicans and rivals.

A study using traditional method of content analysis in Poland (Koc-Michalska et al., 2014) of the online campaigning by the political parties showed a strategy by main political parties to target supporters rather than covert browsers. The newer parties sought to aim at the browsers to get more support for their candidates. It was found that being online matters for all political parties and it does translate into votes when they personalize the content and update it frequently. The content characteristics of twitter during the Dutch election campaign of 2010 (Kruikemeier, 2014) were analysed to see the connection between campaign technique and electoral support for those candidates. Those candidates who used twitter got more votes than those who did not, and use of twitter in an interactive way had a positive impact as well.

Election campaigns by political parties and coverage of the same by news media are interconnected and influence each other (Baumann, Zheng & McCombs). The agenda-setting effects of the political campaign and media was studied in the Indian context during the general elections of 2014. It was found through content analysis and Ganger's Causality test of newspaper coverage and party campaign messages that the agenda-setting effect does occur but it is bi-directional. Political campaigns had an effect on media coverage and media coverage in turn seems to affect the party campaign.

As the Web continues to move from a unidirectional, read-only environment to one which supports greater interactivity, global public participation, and more diverse forms of content

creation and distribution(O'Reilly, 2009), it is debatable whether these new technologies can inspire greater democracy and heightened civic participation.

Other authors place similar hope in the Internet. Hagen (2000) noted that digital democracy could solve the crisis in political participation and the dysfunctional role of traditional media in the political process. According to Kling, Lee, Teich, and Frankel (1999), the Internet provides a more effective democratic tool when compared to any of the prior information technologies because it is affordable, provides many-to-many forms of communication, has low barriers to entry, and is capable of supporting decentralized organizing because it frees communication from the barriers of time and space. Some scholars advocate direct democracy as a viable alternative to governance as opposed to representative government (Barber, 1984; Budge, 1996; Grossman, 1995).

As a result of blogging, there is a new wave of excitement surrounding the Internet's democratic potential due to participatory technologies like blogs. Ito (2003) believes these participatory tools can further democracy by allowing for the growth of a "functional, more direct democratic system which can effectively manage complex issues." Using a concept called 'emergence' to describe the growth of a complex system through the collective actions of simple parts of the system, Ito sees the promise of technology in its ability to enable citizens to develop a more grassroots democracy through their ability to better "self organize, to deliberate on, and to address complex issues democratically without one citizen required to comprehend and know the whole."

Election campaigns are perceived as a liminal stage in democracies (Herzog, 1987) because they challenge agendas and policies which are usually taken for granted. During such periods of intensive public struggles for power, politicians, as Alexander (2010) notes, 'are compelled to enmesh themselves in a devilishly complex and unpredictable process of symbolic representation ... [and consequently] the struggle for power becomes theatrical'. In this process of becoming a collective representation, the mass media are not only salient in co-constructing and transmitting this representation but also in several further respects: in agenda-setting; in the organization of political debates and interviews; in politicians' use of (new) media for their front-stage activities; and also in, for example, the staging of election campaigns as 'media spectacles' (Kellner, 2003). As Cashmore (2009) rightly claims, such spectacles have a long history: 'We live in the age of social networking rather than mass media, but there is historical continuity: the media was integral to Obama's success and, in this sense, we are still in the era that started in 1960 with the televised debates between presidential candidates: the John F. Kennedy and Richard M. Nixon debate.'

The main objectives of this study are:

1. To study the extent to which the main political parties use Twitter for campaigning purpose.
2. To study the strategies used by the political parties for the coming General Elections 2019.
3. To understand the implications of Twitter as an effective social media for political campaigning.

METHODOLOGY

A content analysis of the twitter posts of the three main political parties in Karnataka will be undertaken with the aim of trying to understand the main strategies of the parties for the General elections 2019. Twitter is a very useful tool for communicating the stand of the party on

important issues and the general information about the credibility of its leader/s and the political party in question. The official twitter handles of the political parties will provide an insight into the way the party wants to approach the elections and in the process influence the masses.

Two types of content analysis are usually attempted to study the twitter posts; one is the sentimental analysis to check what the people feel about a particular issue or person and the other pertains to quantitative analysis that provides data about the number and frequency of the tweets, forwards, likes and reactions to the tweets. The sheer number of tweets gives an indication to the importance attached by the political party to the specific social media in the on-going election campaigning. Similarly, engagement from the voters is important to judge the impact of the tweets.

Data Analysis

Twitter activity of the three main political parties that will be contesting from Karnataka was analysed to find pattern and make sense of the strategies adopted by these parties in the runup to the General Elections 2019. The data threw up some interesting facts and they have been analysed below.

Indian National Congress (INC) (Official Twitter account)- Tweets in February 2019

1. Party plan and Policy – 108 tweets

General	7
#VachanKiPakkiCongress	13
#NewCGBudget	1
#NayiUmeedNayaDesh	2
#JharkhandBachao	1
#CongressForTribalRights	26
#YoungIndiaRising	45
#MeraSamvidhanMeraSwabhiman	13

Congress party through their tweets shows more involvement with the youth of India. About 45 tweets talks about party and the party's President Rahul Gandhi connecting with the young generation of the country. Education, job, business, banking, technology, infrastructure are the main issues discussed here. Another plan that has been emphasized more in the month of February 2019 is Tribal Rights in Chhattisgarh also maybe targeting the young voters with the commitment of Congress for the tribal and other marginalised groups.

These were the positive assertions of the party that could be seen as a way of positioning the Congress as an alternative and Rahul Gandhi as a capable and inclusive leader.

2. Attacking BJP Government – 151 tweets

Attack using specific data/news reports (Swatch Bharat, blackmoney, unemployment, farmers, Rafale, demonetization, budget, fake news, fake data etc.)	13
Attacking with general statements (Fake news, controlling media, Doklam crisis, defence budget, Rafaleetc)	26

Attack using hashtag :	
#ModiSeNaHoPayega	4
#DarpokModi	7
#RafaleCAGReport	6
#PakdaGayaModi	18
#ChowkidarChorHai	30
#ChowkidarChorHai + #PakdaGayaModi	
#NayiUmeedNayaDesh + #ChowkidarChorHai	4
#DaroMat (Citizenship Amendment Bill)	
#Azadi	2
#ModiDestroysNorthEast	
#GoBackModi	1
#AntiNationalModi	1
#ModiFailsNationalSecurity	1
	18
	14
Troll + Sarcasm (via cartoon)	
#JanKiBaat	5

BJP Governemnt was mostly attacked for Rafale deal with hashtag #PakdaGayaModi and #ChowkidarChorHai. Other attacks were on unemployment, farmer's loan, national security, data manipulation, etc. INC through these attacks tried to showcase Modi as a failure.

3. Congress party connecting with people (Rallies, campaigns and talks) – 92 tweets

General	31
Campaigns :	
#MeraSamvidhanMeraSwabhiman	1
#DharmaPorataDeeksha	2
#SevadalAdhiveshan	17
#GujaratJanAakroshRally	16
#NorthEastIndiaWelcomesRahul	22
Talks :	
#ApniBaatRahulKeSaath	3

Mostly information pertaining to the people connect programmes of the Congress party.

4. Responding to BJP's attack – 4 tweets

#LiarRahul (Rafale)	4

Congress responded to BJP's attack through news reports, unedited video clips, counter attack and general statements.

5. Terror Attack – 32 tweets

Terror attack, defence, Indian Army, Airforce, Martyrs, Condolences, Initiatives etc.	28
#Pulwama	1
#MeraJawanSabseMajboot	2

Supporting Govt.	1

There were more condolences and support for the martyr's family and low criticisms. INC offered support to government for whatever action needs to be taken.

However #MeraJawanSabseMajboot is a counter to BJP's #MeraBoothSabseMajboot tagline for PM'S video conference with millions of party workers ahead of the national election. This hashtag by Congress quickly speeded and was used by those supporting the government's decision to launch air strikes on terror camps in Pakistan as well as others not in favour of war. By this Congress also meant that without jawans a country cannot be safer and stronger. The party emphasis is more on safety, protection and development of the jawans which will further lead to safety of the country unlike BJP emphasizing on more votes for winning elections.

BJP (Official Twitter account)- Tweets in February 2019

1. Party plan and Policy – 279 tweets

General	87
#BJP4BetterAndhra	24
#MiddleClassWithModi	31
#BudgetForNewIndia	6
#ModiStopsChitFundScams	3
#Modi4NewIndia	29
#ForTheFirstTime	44
#ModiUnstoppable	34
#EmpoweringNariShakti	1
#TransformingIndia	3
#TripalTalaq	1
#BJPKamalJyoti	7
Namumkin Ab Mumkin Hai!	9

Though tweets with hashtags #ForTheFirstTime and #ModiUnstoppable is maximum all hashtags talked about the similar plan and policies. Party's agenda remained same but with time hashtags changed. Policies on electrification, housing, banking, farmer's loan, women empowerment, etc., were repeated multiple times in a single day. Announcements were more on what they have achieved without any valid data, statistics or report. Tweets mostly targeted middle class people by promising maximum facilities and relaxation on loans, taxes, etc.

2. Attacking opposition – 122 tweets

Attacking Congress :	
Comparing present and previous govt	
#LiarRahulGandhi	60
#LiarRahul	1
#SillyBoy	16
#CongressiLogic	1
Sarcasm	1
	7

Attacking TMC #MamataFreeBengal The Kleptocrat's Club	12
Attacking South India: Karnataka Tamil Nadu Kerala	4 10 7
Attacking AAP : #KejriwalMakingFakeCalls	1
Attacking BSP (Mayawati)	1
Attacking J&K Govt.	1

Congress party was attacked more by BJP through their tweets. Comparison is drawn between previous and the current government for each topic. It appeared that the government is trying to divert people's attention to the opposing party's faults.

States with non-BJP government like TMC, Tamil Nadu and Kerala and coalition government like Karnataka are also attacked by the party.

3. BJP meeting people (Rallies, Campaigns and Talks) – 495 tweets

General	52
Campaigns and Rallies	
#NamoInJK	23
#BJP4BetterAndhra	24
#CGWithNamo	16
#BoothShaktiBJP	20
#Modi4SonarBangla	26
#NorthEastForModi	45
#MeraParivarBhajpaParivar	15
#AmitShahInPune	12
#SouthIndiaForNamo	68
#DeshKaLeaderModi	15
#JharkhandWithModi	7
#NDAToWin45InIndia	1
#BadalRahiHaiKashi	30
#ModiOnceMore	6
#MeraBoothSabseMajboot	42
#VijaySankalpWithModi	12
#BJPForSamridhKisan	17
#PMKisan	19
Talks	
#BharatKeMannKiBaat	18
#MannKiBaat	27

More and more tweets are on party's initiative for South India. Winning elections in South India is seen to be a big challenge for BJP. Second most challenging region is Northeast India because

of the recent protests against BJP bringing in the Citizenship Amendment Bill. Third is Bengal under TMC. Other campaigns emphasized on re-electing Narendra Modi.

4. Responding opposition's attack – 11 tweets

General	4
#HereAreTheJobs	7

Allegations on Modi government failing to create jobs by the opposition, is answered under #HereAreTheJobs. There were also general responses made by party leaders.

5. Terror Attack – 95 tweets

Terror attack, defence, Indian Army, Airforce, Martyrs, Condolences, Initiatives etc.	63
#LabhartiSamparkAbhiyan	13
#NationalWarMemorial	19

Tweets on condemning Pulwama attack, condolences and support for martyr's family is more. Promises for making country's defence stronger, budget for defence, counter attack on Pakistan, future initiatives etc. are also tweeted by the party. Criticisms on no action taken by previous government, BJP government's intolerance policy, free hand to Indian Armed Force, war revenge, etc., are put forward through #LabhartiSamparkAbhiyan and #NationalWarMemorial.

6. Self Praising – 22 tweets

Party tweets dialogues/ statements by Modi and Amit Shah self praising their work in public meetings.

7. Praising public – 15 tweets

There were tweets admiring common people, citizens/voters for supporting the party and their decisions. Attempts to emotionally influence public or warning about upcoming threats were also evident.

8. Advertising App and Merchandise (NaMo mask, cap, t-shirt etc.) – 6 tweets

NaMo merchandise as a means of marketing NaMo Again.

Janata Dal (Secular) (Official Twitter account)- Tweets in February 2019

1. Party Plan and Policy – 2 tweets

Budget – 1

Create Jobs #CompeteWithChina -1

2. Attacking Opposition – 0 tweets

3. Campaigns – 0 tweets

4. Responding to opposition and media attack – 2 tweets

5. Terror attack in India – 3 tweets

Pulwama – 1

#IndiaStrikesBack + #indianairforce - 1

Janata Dal (S) is not much active on Twitter. Party plans and agendas are barely shared through tweets. Announcing the budget for the state it is ruling, creating jobs for unemployed youth are the only agenda revealed by the party before elections in the month of February 2019. Tweets of this political party were mostly about problems within the state such as Bandipur forest fire. The party did not involve in attacking any of the political parties nor was promotion of campaigns done. In response to attacks on them the party warns *Times Now* and demands an apology from the news channel for misinterpreting H D Kumaraswamy's one of the statements in Kannada. In response to terror attack in India the party shows deepest condolences on loss of Indian soldiers, forwarded support for the martyr's family and applauded Wing Commander Abhinandan and Indian Air Force for the air strike.

CONCLUSION

An election is a time for political parties to put everything at stake. Campaigning is an integral part of the election process. Different means and tools are available and are being used to reach the would-be voter with the message. The effectiveness of the campaigning will be known on the day of the results. But, one can get an idea of what would be effective and what would not be effective by studying the process of election campaigning. Twitter is part of the tools available for reaching out to a specific segment of the population. The effectiveness of twitter will depend on the ability to reach the voters directly with messages that carry credible information and views.

Twitter gives the political parties direct access to the twitterati. There is no mediation and effective content can be aimed at segments of the population to have maximum impact. Parties which are open and frank with their assessment of the situation will find the going easy. A political party that is always negative and given to attacking the rival party loses credibility soon. Partisan supporters of the political parties on twitter also have to be targeted from time to time and this can be seen in the personalization of the messages put out with references to the top leaders of the party; pictures, videos and quotes.

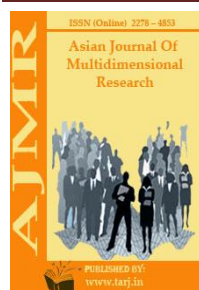
Criticism of the rival political party on twitter is considered to be a negative approach in contrast to the positive approach of providing alternative solutions and ideas from the rivals. All parties give more importance to putting down the rival/s and concentrate less on establishing their credentials as the former is easy than the latter to achieve. It is said that even though a small segment of the population is on Twitter, those who are active users are seen to be influencers and that is the true power of social media. The chances of winning in the General Elections 2019 will therefore rest on the ability to reach out to these influencers, both through social media and grassroots campaigning and convince them. They in turn will then be able to individually influence dozens to vote for the party that they endorse.

Twitter seems to have come of age in the Indian context. Political parties have reluctantly embraced social media today. The virtual campaigning is as important as addressing rallies and meeting people. As increasing number of Indians are missing the real action on the ground, they are therefore being targeted online. The results of an election cannot be determined by any one factor, twitter included. But, each element may add up to working together in the right proportion in securing a political party or a combination victory in the General Election 2019.

REFERENCES

- Ahmed, S., Jaidka, K., & Cho, J. (2016). The 2014 Indian elections on Twitter: A comparison of campaign strategies of political parties. *Telematics and Informatics*, 1071-1087.
- Arulchelvan, S. (2014). New media communication strategies for election campaigns: Experiences of Indian political parties. *Online Journal of Communication and Media Technologies*, 124-130.
- Baumann, H., Zheng, P., & McCombs, M. (2018). First and second-level agenda-setting in the 2014 Indian general election: a time-series analysis of party-media relation. *Asian Journal of Communication*, 205-226.
- Bruns, A., & Highfield, T. (2016). May the best tweeter win: The Twitter strategies of key campaign accounts in the 2012 US election. In C. Bieber, & K. Kamps, *Die US-Prasidentschaftswahl 2012*. Wiesbaden: Springer VS.
- Cameron, M. P., Barrell, P., & Stewardson, B. (2016). Can social media predict election results? Evidence from New Zealand. *Journal of Political Marketing*, 416-432.
- Center, P. R. (2011). *The internet and campaign 2010*. Retrieved March 5, 2019, from Pew Internet: <http://pewinternet.org/Reports/2011/the-Internet-and-campaign-2010.aspx>
- Diwakar, R. (2015). Local contest, national impact: Understanding the success of India's Aam Aadmi party in 2015 Delhi Assembly election. *Representative*, 71-80.
- Evans, H., Cordova, V., & Sipole, S. (2014). Twitter style: An analysis of how house candidates used Twitter in their 2012 campaigns. *Political Science & Politics*, 454-462.
- Foot, K. A., & Schneider, S. M. (2006). *Web campaigning*. MA: MIT Press.
- Gamble, A. (1974). *The conservative nation*. Routledge & Kegan Paul Books.
- Gillespie, M., Sattar, N. A., & Lami, M. (2017). Social media and political participation: BBC World Service and the Arabic Spring. In N. Manning, *Political (dis) engagement: The changing nature of the 'political'* (pp. 77-102). Bristol: The Policy Press.
- Gurevitch, M., Coleman, S., & Blumler, J. D. (2009). Political communication- Old and new media relationships. *The Annals of American Academy of Political and Social Science*, 164-181.
- Hagen, M. (2000). Digital democracy and political systems. *Issues of theory and practice*, 54-69.
- Highfield, T., & Leaver, T. (2016). Instagrammatics and digital methods: Studying visual social media, from selfies and GIFs to memes and emoji. *Communication Research & Practice*, 47-62.
- Kapoor, K., & Dwivedi, Y. (2015). Metamorphosis of Indian electoral campaigns: Modi's social media experiment. *International Journal of Indian Culture and Business Management*, 496-516.
- Koc-Michalska, K., Lillekar, D. G., Surowiec, P., & Baranowski, P. (2014). Poland's 2011 online election campaign: New tools, new professionalism, new ways to win votes. *Journal of Information Technology & Politics*, 186-205.
- Kruikemeier, S. (2014). How political candidates use Twitter and the impact on votes. *Computer in Human Behaviour*, 131-139.

- LaMarre, H. L., & Suzuki-Lambrecht. (2013). Tweeting democracy? Examining Twitter as an online public relations strategy for congressional campaigns. *Public Relations Review*, 360-368.
- Levine, P., & Lopez, M. H. (2004, January 1). *Young people and political campaigning on the internet*. Retrieved from CIRCLE The Center for Information & Research on Civic Learning & Engagement: <https://files.eric.ed.gov/fulltext/ED484025.pdf>
- Narasimhamurthy, N. (2014). Use and rise of social media as election campaign medium in India. *International Journal of Interdisciplinary Studies*, 201-209.
- O'Reilly, T. (2009). *What is Web 2.0*. O'Reilly Media, Inc.
- Ott, B. L. (2017). The age of Twitter: Donald J. Trump and the politics of debasement. *Critical Studies in Media Communication*, 59-68.
- Rahul, K. (2016). Use of new media in Indian political campaigning system. *Journal of Political Science & Public Affairs*, 2332-0761.
- Reid, D. M. (1988). Marketing the political product. *European Journal of Marketing*, 34-47.
- Sardesai, R. (2015). *2014: The election that changed India*. London: Penguin.
- Schattschneider, E. E. (1960). *The semisovereign people: A realist's view of democracy in America*. Chicago.
- Schumpeter. (1943). *Capitalism, social and democracy*. Routledge .
- Scott, A. F. (1970). *The Southern lady: From pedestal to politics*. Chicago: University of Chicago Press.
- Sinha, S. (2018). Fragile Hegemony: Modi, social media and competitive electoral populism in India. *International Journal of Communication*, 4158-4180.
- Vatrapu, R., Robertson, S., & Dissanayake, W. (2008). Are political weblogs public spheres or partisan spheres? *International Reports on Socio-Informatics*, 7-26.
- Vergeer, M. (2013). Politics, elections and online campaigning: Past, present ... and a peek into the future. *New Media & Society*, 9-17.
- Weaver, D. H., Beam, R. A., Brownlee, B. J., Voakes, P. S., & Wilhoit, G. C. (2009). *The American journalist in the 21st century: US news people at the dawn*. Routledge.
- Williams, B., & Gulati, G. (2008). Social networks in political campaigns: Facebook and the 2006 midterm elections and 2008 nomination contest. *Politics and Technology Review*, 11-21.
- Xenos, M., Vromen, A., & Loader, B. D. (2014). The great equalizer? Patterns of social media use and youth political engagement in three advanced democracies. *Information Communication & Society*, 151-167.



DOI NUMBER: **10.5958/2278-4853.2019.00154.X**

HEALTH PROBLEMS OF WOMEN ARTISANS: A CASE STUDY OF SRINAGAR CITY

Nadima Fayaz Prof.*; Dinesh Mandot; Mudasir Ahmad Bhat*****

* Research Scholar,
Department of Sociology Baghwant University,
Ajmer Rajasthan INDIA
Email id: khannadima321@gmail.com

**Professor,
Department of Sociology Baghwant University,
Ajmer Rajasthan INDIA

***Research Scholar,
Department of Political Science,
University of Kashmir, INDIA
Email id: mudapol@yahoo.com

ABSTRACT

The current paper is designed in view of "health problems of women artisans a case study of Srinagar city". The study is conducted to understand the health problems viz, Muscular-disorder Respiratory, Mental and Neurological illness. Besides, there are some problems related to eyesight, ortho problems and vertical and lumbar Spondylitis. The study observed the prevailing conditions of women artisans related to their issues as being associated to their nature of work. The empirical studies reveal that the women artisans experienced general body weakness as they have to confine themselves within the four walls in order to earn their bread and butter.

KEYWORDS: Muscular disorder, Respiratory, Neurological Illness, Lumbar spondylitis

INTRODUCTION

Handicraft industry is the main source of economy in rural areas of India. Mostly, the women folk belonging to the weaker section of the society are engaged with the work. Artisans associated with the informal sector are subject to numerous health issues as per nature of their work. Since they are unorganized, as they are not supported by any occupational health and safety measures. Though reviews are available at small scale level studies on the handicraft sector, a comprehensive information on the strategies used to assess the muscular-disorder, respiratory and defects related to eyesight. The nature of data presentation was not available to give guidance to the scientist and scholars for either to choose a particular technique are for data comparison in the Srinagar city.

Objectives:

The present study is conducted keeping in mind the following objectives:

1. To evaluate the techniques used to judge muscular problems of women artisans in the Srinagar city.
2. To compile the nature of data related to health cum neuromuscular problems.
3. To find the remedial measures advised to relieve neuromuscular.

REVIEW OF LITERATURE:

In most of the enterprises, where the condition of women are very deteriorating. It has been reported that many cases of work-related diseases occur throughout the world such as muscular disorders, respiratory, cardiovascular diseases, neurological illness. Various studies has been conducted on occupational health hazards and the most prevalent health impairments are musculoskeletal disorders and low back pain, allergic reactions and other respiratory disorders, noise leads to hearing loss, physical strain, fatigue and stress. Workers are forced to work long hours since the returns are directly proportionate to production, and also because most of the microenterprises can't afford to employ the required workforce. Workers in the informal sector engage in manual handling such as repetitive working movements, carrying of heavy loads and awkward postures, lifting, twisting, bending, pushing and pulling. Such activities cause much strain on the workers and fatigue, leading to injuries and causes ill health (Ahmad Wani, 2011).

Shabir Ahmad (2012) reviewed on the ergonomic factors in handicraft sector. The study reported that major health problems in women artisans associated with handicraft are due to awkward postures. The women artisans suffer problems related to their neck, shoulder, elbows, wrist/hands, upper back, lower back thigh, knees and ankles. Due to such health-related disorders. It has been observed that the high rate of absenteeism from their work leads to an adverse effect on quality and quantity of production, efficiency of workers and organization of workers, organizational discipline, and more importantly on the organizations intention to fulfill the new demands. Ergonomic intervention and ergonomic redesign of workstations to improve body posture and working conditions helps in reducing workers discomfort and fatigue, increasing productivity and a significant reduction of relief related to musculoskeletal problems of women artisans.

An artisan of Batwina village Suriya said the famed and highly expensive Kashmiri pashmina shawl is our only source of living and but we earn minimal wages by doing needlework to get exquisite designs many skilled workers engaged in the handicrafts sector, which is already

witnessing a decline in the machine age, find it hard to make their ends meet, besides long and unscheduled working hours are also impacting their health. As per the official estimates, 2.50 lakh artisans in the state are directly associated and dependent on the handicraft sector for their livelihood.

Fatima artisan from Drabal village in central Kashmir's Ganderbal district, who ekes out his living by doing needle-work sozniart on pashmina shawls, often feel pain in the knees after long hours of work. The delicate work has also affected his vision as he has been in his profession for the last 10 years.

Therefore there is immediate need to investigate on the scientific lines, techniques and methods so that more insights can be traced related to musculoskeletal problems, eyesight and other health related disorders of women artisans.

METHODOLOGY:

Exhaustive literature survey regarding the topic and related concepts has been conducted. Primary as well as secondary data inclusive of quantitative and qualitative data collected from various sources including books, research papers, newspapers, magazines and websites is used for the purpose of study.

Universe of the Study

Srinagar city is located at an average elevation of 1600 meters mean sea level and it is spread over in the heart of the oval shaped valley of Kashmir. It is situated between 74° 56' and 75° 79' East Longitude and 33° 18' and 34° 45' North Latitude. The city as well as its hinterland is bounded by natural wall of mountains (sub – mountain branches of Pirpajhal Ranges and Zaskar mountains). In the east city is bounded by Zabarwan mountains with lush green vegetation, locating famous Dachigam sanctuary and Mughal Gardens and is environed by the shallow and swampy lakes Dal and Nagin with the eminence of hill locks of Takth-i-Suliman in the east and Kohi-Marran (Hariparbat) in the center adding to its beauty and making surroundings of the city invigorating.

Central Kashmir (Srinagar city) has been selected for the study of health problems of women artisan's a case study of Srinagar city because of the reason that central Kashmir is predominately engaged with handicraft industry. Besides, this region has a strong industrial base and has a rich history of producing handicraft products. This region is especially selected as there are many women artisans who are mostly engaged with handicrafts. After consulting these women artisans and having a discussion with them about various problems faced by them regarding their health while doing this work. These women artisans highlighted the various health problems as muscular disorders, low back pain, allergic reactions, and respiratory disorder, noise leads to hearing loss, physical strain, fatigue and stress. Handicraft is a challenging occupational in which workers many suffer from various work-related problems. Several studies carried out in the past have primarily assessed musculoskeletal disorders (MSDS), physical conditions and physiological factors among handicraft workers. Besides, these factors, the design of hand tools contributes to increasing the risks of carpal tunnel syndrome (CTS) unfortunately, the handicraft industry is a high-risk occupation that may often lead to occupational injuries, respiratory disorders, eyesight problems, noise and vibration exposure, and

skin problems. Despite the wide range of occupation involved in the handicraft sector, long static sitting, awkward posture, repetitive sustained, or forceful movement of limbs, and dexterity are the characteristics that share a common ground.

RESULTS AND DISCUSSIONS:

The different handicraft sectors which were focused in this research paper are embroidery, pottery, stone carving, wood carving, papier mache, metal craft, Jewellery, floor covering, carpet and Patti work.

Table 1 shows that musculoskeletal problems arise due to sitting for a longer time at one place and due to body posture. Lower back pain is 88% and neck pain 86%. Due to Patti work headache is about 98%, back problems 96%, pain eyes 99%, knee pain 62%, shoulder pain 54%, pain in palm 78% and wrist pain 89% problems related to musculoskeletal raised due to pottery work is about 35% in lower lumbs and 33% in back, 9% in shoulders, 9% in hand and wrist and 3.5% in elbows, 22% problems related to eye are created by Dhokra metal work. The artisans engaged with wood work reported that 88% problems were found in their shoulders and 70% in the neck. Now the table I and 2 depicts that the workers engaged with the crafts mentioned were suffering from musculoskeletal problems raised due to their body posture and laborious work.

Most of the artisans were illiterate and only a small percentage were found literate. 89% were found literate and only 11% were found literate among the workers/artisans.

Tools and techniques used in the studies

The various research techniques that were used to assess the health problems of women artisans that is muscular disorders, neurological, respiratory diseases, low vision, musculoskeletal problems are presented below. A case study has been conducted in the night area of Srinagar city. I personally visited one of the centers of shawl making and after through discussion with the embroidery work's a number of problems have been found in these worker's. Fatima about 35 years old have told that, she is suffering from multiple ailments such as low vision, musculoskeletal and joint pain. As such has told that these ailments emerge due to sitting at one place since morning 8:30 Am to 6:00 pm evening. Mostly these problems occur also due to body posture. Another study carried with self-prepared questionnaire. After analyzing the responses obtained from the respondents, it has been found that most of the musculoskeletal, Respiratory, low back pain, problems were associated with the postural assessment obtained from Rapid Upper Limb Assessment (RULA) and rapid Entire Body Assessment (REBA). The quantitative methods to assess the musculoskeletal problems were identified in one study in which handy camera was used to record the blinking rate of eye while working for Jewellery making. As RULA is a tool that is meant to analyze the upper limb body posture and REBA to analyze the whole body posture while at work. These techniques help in associating awkward posture as a reason for the prevailing musculoskeletal problems. Therefore, there is need to fill the research gap by using a common and valid tool in the investigation which reporting

musculoskeletal problems in order that more reliable research information can be complied with conformity.

Empirical Reporting Of Musculoskeletal Problems

The nature of evidence reported on musculoskeletal problems represented in table.

TABLE 1: NATURE OF MUSCULOSKELETAL PROBLEMS REPORTED

Craft	Evidence of Data
Pottery and sculptor	Reported as percentage of prevalence of musculoskeletal pain experienced among population Lower back pain (88%) and neck pain (86%)
Stone Carving	Reported as percentage of prevalence of musculoskeletal discomfort and the work posture rating was associated to the identified problem
Bamboo	Reported as discomfort in lower back region.96% of the workers reported discomfort in low back region every day.
Patti Work	Reported as percentage of musculoskeletal pain as per body parts. Headache (98%), back problems (96%), pain in eyes (99%), neck pain (92%), shoulder pain (45%), and knee pain (62%) and pain in palm (78%) and wrist pain (89%) .
Jewelery making	Reported that there were symptoms of visual problems, ocular surface, asthenia, photophobia and musculoskeletal were more prevalent among the Jewelery manufacturing workers.
Jewelery making	Reported as percentage of people experiencing visual problems. Fifty-two percent of the workers had at least one kind of vision problem that might have affected their work performance, and 48% of the work sites had substandard illumination levels.
Pottery	Reported that 38.5% prevalence of musculoskeletal pain. The most affected locations were lower limbs (35%) and back (33%), followed by neck (9%), shoulder (9%), hand/wrists (9%), elbows (3.5%), and thoracic region (1.5%).
Handicraft	Reported that 50% of workers in the study suffered from pain in at least one of the upper limbs like shoulder, elbow, wrist, and fingers.
Handicraft	Reported that low back and neck ere the body parts that have more pain during body parts.
Dhokra metal work	Reported that musculoskeletal discomfort was prevalent among 85% of the craft men.
Brass metal work	Reported symptoms of muscle ache and fatigue in the body leading to discomfort.
Dhokra metal work	22% reported visual problem such as eye strain as their major discomfort.
Wood work	Prevalence of discomfort in shoulder (88%) and neck (70%) was reported by the workers.
Stone carving	The work process is tiring and long process leading to body pain was reported .
Pottery	Reported as percentage of prevalence of musculoskeletal pain. 28% had

	headache, 22% reported back pain.

The above table revealed that prevalence of musculoskeletal problems in the entire handicraft sector. However, 46% of the studies reported musculoskeletal problems as pain in body parts and evidence of data was presented in percentages. Lower back pain, shoulder, neck, palm and wrist were the most affected body parts leading to muscle pain 55% of the studies have reported the problem as musculoskeletal discomfort and the data evidence was given in percentage. The above feature suggest that very few studies have made an effort to identify the specific musculoskeletal disorders, through diagnostic evidence and musculoskeletal disorders were mostly understood as pain and this discomfort experience in the body parts. It can be inferred here that the nature and magnitude of pain, frequency of its experience if scored would provide an index to musculoskeletal problems for treating further statistically for understanding its relation and association to work. It has been observed that there is recurrence in musculoskeletal problems as handicrafts need rigorous body movements.

Interventions proposed in the studies reviewed

The intervention that were suggested in the studies to reduce the prevalence of musculoskeletal problems were presented in table 2.

Craft	Suggested intervention
Stone carving	Ergonomic intervention in the form of tool, workstation and process design.
Bamboo	Periodical physical examination of the workforce for musculoskeletal disorders, arranging educational programs for prevention of musculoskeletal problems, follow up workers and ergonomic consideration in work organization .
Jewellery making	The workplace should to be modified to enhance the eye health and proper training for eye rest and eye exercise should be given.
Jewellery making	Improvement of lighting condition, the introduction of short breaks and correction of visual performance
Handicraft	Development of workstation and hand tools of handicraft industries by using proper anthropometric data
Dhokra craft work	There is need for free health camps. Health and production insurance should be popularized among women artisans
Stone carving	Design of separate workstation and tools according to ergonomics to facilitate artisans.

CONCLUSION:

The handicraft sector of Kashmir is unique in its richness and beauty. It's an important unorganized sector of economy in Kashmir. The studies conducted shows and evidence that there are innumerable health related problems found in women artisans most

commonly musculoskeletal disorders were prevailing among women artisans irrespective of their nature of work. It has been empirically reported that, it lacks usage of standardized research tools for drawing comparable results. Very few studies attempted to correlate or associate the musculoskeletal disorders such as lower back pain, respiratory disorder, neck pain, general body weakness, etc are related to body postures. Only few studies had suggested remedial measures to reduce the musculoskeletal problems among women artisans.

BIBLIOGRAPHY:

Bhat, BA (2006). Impact of Turmoil on Tourist Industry of Jammu and Kashmir. *International Journal of marketing, Financial services and Management Research* 1: 124-12 (2014) Statistics, Economic Survey 2014-2015. Economics and Statistics. J&K Government. (2014). Directorate of Economics and statistics 2014-2015. Directorate of Economics and Statistics, J&K . Government of J&K

Bhat, FA, Yasmin E (2013) *An Evaluation of Handicraft Sector of J&K- A Case study of Srinagar*.

Ahmad, Wani and Jaiswal, Y.k (2011) Occupational Health Risk Factors in Craft Industry. A Review. *Asian Journal of Expert Biological Science*, 2(1), 135-139.

All India Artisans and Craftwork Welfare association. (2010) Report on Environmental, Occupational health and safety in the craft sector of India. Baseline study of selected craft sectors. Retrieved from http://www.switch-asia.eu/fileadmin/user_upload/research-baseline-study-environment-occupational-health-safety-issues-the-crafts-sector.pdf

Andersson, K, Karlehagen S, Jonsson B. (1987). The importance of variations in questionnaire administration. *Applied Ergonomics*, 18, 229-232.

Katara, A. (2013) An interactive design study of stone craft: need assessment survey report. Design clinic Scheme. MSME. Bihar, 23-36.

Gabe, S. G. (2010) Occupational health and safety survey in small-scale clothing enterprises in Gaborane, Botswana, 12-19. Konark Institute of science & Technology. (2013) Bell & Brass metal work Losing its Shine in Odisha. Bhubaneswar. Retrieved from [http://www.kist.ac.in/data/research/Bell metal.pdf](http://www.kist.ac.in/data/research/Bell%20metal.pdf)

Melzer, A. C. S. and Iguti, A. M. (2010) Working conditions and musculoskeletal pain among Brazilian pottery workers. *Cad. Saude publica*, 26(3), 22-27.

Mukhopadhyay, P. and Srivastava, S. (2010) Evaluating Ergonomic risk Factors in Non-regulated Stone Carving Units of Jaipur . *Work*, 35(1), 87-99.

Parimalam, P Balakamashi, K., Ganguli, A . K, (2006) Musculoskeletal Problems of women Bamboo Workers in Mandurai, India. Human Factors & Ergonomics Society of Australia 42nd Annual Conference, 1-5.

Salve, U.R. (2015) Vision- Related Problems Among the Workers Engaged in Jewellery Manufacturing. *Indian Journal of Occupational and Environmental Medicine*, 19(1), 30-35.

Samanta, R.K. (2015) Socio-economic status of Dhokra Artisans a case study Burdwan District , west Bengal, India. *International Journal of Current Research and Academic Review*, 3(7), 206-214.

Soongkhang, I. and Laohasiriwong, W. (2015) Respiratory Tract problems among Wood Furniture Manufacturing Factory Workers in the Northeast of Thailand. *Kathmandu University Medical Journal*, 3-7.

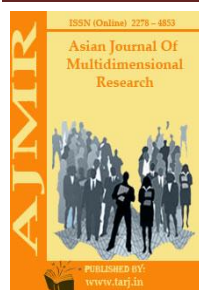
Tadesse and Admassu. (2006) Occupational Health and Safety: Ethiopia Public Health Training Initiative. University of Gondar, 1-6.

Untimanan, O; Pacharatrakul, W; Boonmeepong, K, Thammagarun, L. (2006) Visual Problems among electronic and Jewellery Workers in Thailand. *Journal of Occupational Health*, 48(5), 407-412.

Khan, S., Singh, R. (2015). Health and Diseases among Women working with “ Patti work” Handicraft. (A case study in Srinagar) *IOSR Journal Of Humanities And Social Science*, 20(3), 60-64.

Habibi E., Zare, M., Haghi, A., Habibi, p., Hassanzadesh, A. (2016) Assessment of physical risk factors among artisans using Occupational repetitive actions and Nordic questionnaire. *International Journal of Environmental Health Engineering*, 1(8), 1-6.

Meena, M. L., Dangayach, G. S., Bhardwaj, A. (2013). Measuring anthropometric data for designing hand tools in handicraft Industries. *International Journal of process Management and Benchmarking*, 3(3), 334-351.



DOI NUMBER: 10.5958/2278-4853.2019.00155.1

DEEPENING OF PENSION REFORMS AND IMPROVEMENT OF INVESTMENT ACTIVITIES OF TRANSITION ECONOMIES

Zakirkhodjaeva Sh.A*

*Senior Teacher,
Tashkent Financial Institute,
UZBELISTAN
Email id: zshirinxon@mail.ru

ABSTRACT

In this article said about deepening of pension system reforms and development of investment activities in transition economies, also there are conclusions and suggestions related to current pension system reforms of transition economies and deepening of these reforms as well as development of investment activities. In this direction we should set up proportionality of responsibility and financing between state, employer and employee for social result which come because of old age of employee. Government must guarantee the lowest rate of social standards. In practice, in 2001 funds in Chile were saving 25% of their money in foreign countries. The same situation was with Hungary. In Hungary money in the portfolio of private pension funds limit for savings was 30% last years, but in practice, placing for foreign currency was no more than 5%. If approach and tendencies to reforms are changed regularly, their purpose also will become unclear and effectiveness of results will be inferior. We can see successful and consistent pension insurance experiences in the pension system of Kazakhstan. Usually this success is compared with achievements of Chile pension reform. Financial factors. As a result of equalization policy, low rate differensialization of pension appeared. The amount of salary earned during service year did not affect (excluding limited number of “privileged” pensioners) amount of payable pension.

KEYWORDS: Pension Insurance, Pension System, Pension Fund, Transition Economy, Pension Reform, Portfolio, To Invest, Social Insurance

INTRODUCTION

It is important to consider difficulties of transition period and financial restrictions when reforming pension insurance system of transition economies follow a sequence when carrying out reforms and obey special principles in formation and distribution of insurance funds.

Former Soviet Union Countries have chosen different ways of reforming social insurance system and are in the different stages of its implementation.

Majority of transition economies use general principles of social insurance of 1980s years: including, in these countries still operate pension system, which is fully financed by government. Although there is not high rate of pension supply, amount of pension didn't differ hugely from an average salary in the countries' economy because of free utilities, transportation and medical services.

There are following reasons that require reformation of pension system:

- Changes of political, economic and social relations;
- Demographic factors: According to current demographic situation government pension system based on the principle of the solidarity of generations was not capable of providing future generation of pensioners only with payments of future employees. In all transition economies retirement age was low (for women 55 years, for men 60 years of age),
- In the many transition economies of Europe economic crisis and decreasing of birth rate in the middle of XX century's 90s years and beginning of XXI century will lead to the drop of working-age population by 2020-2025 years.
- Financial factors. As a result of equalization policy, low rate of differentiation of pension appeared. The amount of salary earned during service year did not affect (excluding limited number of "privileged" pensioners) amount of payable pension.
- There were huge number of privileged pensioners and people who had right to get pension before the normal retirement age.
- Due to high inflation state social guarantees and pensions devaluated.
- Regular actuarial calculations and investment planning were not used in regulating pension fund.
- Institutional factors. Necessity of equally allocating social responsibilities and obligations by regional and institutional aspects.
- Absence of necessary organizational, financial and monitoring infrastructure. Because of the usage of government social security instead of social insurance, it is required to form new social insurance system: In transition economies institutional mechanism providing security of whole country's population was constructed for completely other economic system.

LITERATURE REVIEW

Existing institutions and practices in social sector were not suitable for basic mechanism of market economy and pension system was not ready to the pressure that was about to put in market economy. Because of that it became much weaker and in transition period occurred lots of changes.

- Changes of social support and promotion system, encouraging entrepreneurship and growth of personal responsibility

New pension system in transition economies was based on general principles and had similar form, except some distinctions.

Pension system of transition economies consist of following mutual features: Continuance of process of pension system reforms and consequently, advancement of their legislation, three-stage, namely government, insurance and accumulative pension system; establishment of mandatory and voluntary pension insurance fund (governmental, private and mixed) according to the form, formation of unique, private pension accountant sheet.

Main part: Pension insurance reforms of transition economies was directed to solve following problems:

1. Pension reform is full, and its complete accomplishment requires much expenditures. So that in the period of economic crisis this reform costs a lot to the state budget and citizens. Particularly, if in 1999 year (first year of pension reform) there were 10 billion government dotation to the Poland pension fund (budget revenue was 138 billion zloty), by 2002 it exceeded 28 billion zloty (while budget revenue was 194 billion zloty)
2. There was created private system of accumulative insurance. Therefore, it required much effort and attention from local authorities to organize and control over activities of new structures (non-governmental pension funds, heads of companies, special deposits and etc.)

However, inadequate provision of pension reform with information was its main disadvantage. Russian, Poland and Kazakhstan experience show that passivity of citizens in social activities explains their unawareness about functions of pension reform, its directions and results, mechanisms and configurations of new accumulative pension system.

Delivery of information about reforms was not provided. Behaviors of process of transition to accumulative pension system, rights and duties, its positive and probable negative changes were not explained to the insured.

Reason for such shortcoming in information sphere was an urgent implementation of modern pension system. For example, distribution period of information about selection methods of controlling Russian accumulative pension funds and accomplishment of such selections has been changed several times.

3. Macroeconomic factors – inflation, unemployment, methods of calculating barter system. And this, in turn, does not allow to provide financial freedom of state pension fund.
4. In Poland and Kazakhstan several privileged pensions were annulled and again reestablished, In Russia's new pension system old privileges were monetized. Consequently, Pension system that based on accumulative principle was not fair in practice. Moreover, these systems were financially unstable, because they broke saving principles of pension insurance. Because there was not additional dotation from state budget, burden of providing privileged pensioners was on whole population. Nowadays, limited number of pensioners get pension of general insurance fund.

On the other hand, people who work as entrepreneurs, farmers, military, judges are left out of range of pension system.

5. Later amendments in legislations that are basis of pension system didn't correspond fully in all cases of pension reform. Often, government's decision, directed to increase amount of pension, or changing basis of pension reform was dominant. For example, In Poland, Senate put forward suggestion about moving date of assigning privileged pension from state pension fund and date of early retirement for miners to 2012 year. In such situations, if had sufficient

years of service, more than 800 thousand people gained the right of early retirement. However, amendments made in law about payable pension from social funds caused sharp increase in amount of pension payments, therefore stabilization of Poland pension system might last until 2050, also by 2030 deficit of state pension fund might reach 50 billion zloty.

6. Poor development of national financial market and state pension fund, including existence of restrictions on formation of private pension funds and their usage, absence of regular actuarial calculations and monitoring on implementation of pension reform seriously affected on efficiency of reforms.
7. There are some defects at current pension legislation. For example, this condition in Kazakhstan expressed with absence of exact designation of mechanisms of future pension payments, not existence of observation on transection of money to pension funds on time, inexactitudes on preferred pension and professional pension system.

Key analyses

Problems that related with reforming pension insurance will be foundation of making right decisions about deepening and developing reforms, for example:

- 1) Changing primary rules of pension insurance system at the condition of exceptions;
- 2) Developing legislation, informational, methodical bases and implements of pension reformation. Investment attractiveness of accumulated pension system will be implemented by giving complete and open information about mission and tendency of reforms of citizens, its investment attractiveness is related to existence of reliable and profitable investment tools.
- 3) Achieved by the basis of inspiring private pension funds by privileged taxes and existence of state guarantees.

Basic causes of problems of reforming pension insurance in Russia, Poland and in Kazakhstan are following; firstly, effectiveness of reforms of crucial factor is their consistency and complexity: it is expressed in aspiration to tendencies of pension insurance together.

If approach and tendencies to reforms are changed regularly, their purpose also will become unclear and effectiveness of results will be inferior. We can see successful and consistent pension insurance experiences in the pension system of Kazakhstan. Usually this success is compared with achievements of Chile pension reform.

Secondly to establish and control insurance funds must be attended to tendency of insurance. It is required in social insurance to identify to tendency of insurance. In Kazakhstan accumulative pension system based on tendencies of insurance non-governmental pension funds are based on not only financial side but also organizational side.

It is crucial for insurance funds to designate group of payers and group of funding recipients accurately - nowadays they are not proportional to each other and sometimes funds are performing duty of state social provision, still privileged pensions are being used.

In this direction we should set up proportionality of responsibility and financing between state, employer and employee for social result which come because of old age of employee. Government must guarantee the lowest rate of social standards. In lower condition of social provision, the performances of social privatization must be done carefully. In this situation, in other words, in social protection of population of state must not be made any declining.

Thirdly, required to control and coordinate, to be guaranteed the lowest rate of standards, to desire development of competition between performers (intermediates) in the field of social insurance.

RESULTS

To sum up briefly, in transition economy countries to reform social insurance successfully is not considered social or economic and not related with the transition period directly. The first and the second factors are explained with political condition and level of stability, the second tendency is interpreted by organizational and financial elements directly. No doubt, offered tendencies are not limited with bellows but, they can express condition and results of social insurance together with other conditions.

At the beginning of XXI century in transition economy countries happened several alterations by institutions of commodity market funds and by the base of development of commodity market. In transition economy countries assets that managed by institutional investors will increase significantly by the effect of accumulation of pension deposits and by popularity of mutual funds. Low rates of development of insurance business helps increase of assets that are being managed by insurance companies. All of them affect positively to development of internal financial market. However, increasing of coordination from normal rate and not existence of experience of investors bring serious problems and affect negatively to development of stability and effectiveness of internal market.

In several transition economy countries have been started pension reforms and by this, private assets increase. In Latin America assets that are managed by private pension funds increase from 4% of GDP in 1997 and 9% in 2002. In Chile system that has been funded completely achieved 54% of GDP after 22 years. The other countries take accordingly possession by accumulation assets. For instance, in Kazakhstan it was 6% in 2005, in Hungary this indicator is 4,5%. Reason of achievements of Chile are related with establishing long term corporative bonds: in the first half years of 90s years average period of emission of bonds was 10-15 years but in the beginning of XXI century 30 year- bonds are occurred. By the view point of scientists indexed bonds are optimal instrument of investing pension funds. In the next 10 years' assets which are being managed by pension funds will increase. At the end of the 2015-year majority systems may increase their managed assets till 25-30% of GDP. Researches shows that in counties that reformed on pension system, number of financial markets will increase 2 times during 10 years.

Transition economy countries are investing their own assets less then developed countries. In Central Asia at the first place is Poland (28%), at the next place is Hungary (14%) and Czech Republic (11%) by this indicator.

In transition economy countries limitation on investment for foreign securities is more definitely then developed countries. But sometimes managers of funds against to place assets globally. For example, in Chile at the end of the 80s years private pension funds were allowed to invest for foreign assets till 3% of their money. In 1995 year this limit was increased to 9%, in 1997 year to 12%, in 2001 year till 20 %, in 2004 year till 30%. In practice, in 2001 funds in Chile were saving 25% of their money in foreign countries. The same situation was with Hungary. In Hungary money in the portfolio of private pension funds limit for savings was 30% last years, but in practice, placing for foreign currency was no more than 5%.

Decreasing of internal pension funds limit of investing for foreign countries, on the first side, brings to the weakness of controlling on going out of capital to foreign countries, from another

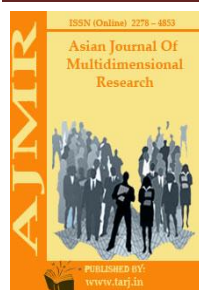
side it will compel intensify its activity to avoid from unpleasant macroeconomic results. Several transition economy countries' experience shows that to transfer main part of money of pension funds to foreign countries altogether brings to inflation of national currency.

CONCLUSION

To sum up briefly, in transition economy countries, increase on assets of pension funds adapt value of assets by the basis of current market prices and shows importance of improvement of internal institutional investors structure. Particularly, such countries' internal investors should decrease designated limits for foreign securities for diversification of portfolio of assets of private pension funds.

REFERENCES:

1. World Bank. 1994. Averting the old age crisis: policies to protect the old and promote growth. Washington DC.
2. Options for reforming the existing pension systems for Kyrgyzstan, Tajikistan and Uzbekistan (April 16, June 3, 2003). Distance learning course for managers and practitioners. World Bank Institute. [www. World bank. Org/pensions](http://www.worldbank.org/pensions)
3. Lindeman David, Rutkowski Michael. The evolution of pension system in Eastern Europe and Central Asia: opportunities, constraints, dilemmas and emerging best practices. August 2000y. [www.world bank.org/pensions](http://www.worldbank.org/pensions)
4. Nazarov V. Future pension systems: parametric reforms or a paradigm shift. Economic issues 9.2012.-s. 67-87.
5. Gurvich E. Principles of the new pension reform // Economical Question 4. 2011.-p.4-31.
6. Gurvich E Pension reform - general principles and necessary measures. Economic Expert Group. February 2011 [www / strategy 2020 / rian / en / g3-docs / 20110516/366064025 / html](http://www.strategy2020.ru/en/g3-docs/20110516/366064025/html)
7. Pensions in Crisis: Europe and Central Asia Regional Policy Note. 12th November 2009 year. www.siteresources.worldbank.org/.../PensionCrisisPolicyNotefinalru.pdf
8. Khmyz O.V. reforming the pension system in the Czech Republic. // Finis. one . 2010. - p. 56-66.
9. Collection of materials of Republic scientific conference on the theme "Perspectives of development of pension provision system" --- Universitet 2014. 272page



DOI NUMBER: 10.5958/2278-4853.2019.00156.3

A STUDY ON THE ORIGIN, ADMINISTRATIVE SETUP AND MAIL ELEMENTS OF GURDWARAS

Harpinder Kaur*

*Research Scholar,
Desh Bhagat University, Mandi Gobindgarh,
Punjab, INDIA
Email id: harpindersidhu44@gmail.com

ABSTRACT

Sikh religion was born on earth of Punjab and here it developed from different phases. Gurdwara is an important component of the Sikh religion. The literal meaning of the Gurdwara is the Guru's door. Gurdwara came into existence with the development of a Dharamshala established by Guru Nanak Dev. Other institutions of Sikhism also contributed to the development of the Gurdwara. Gurdwara is managed by the responsible person of Sikh religion. There are many factors that increase the importance of the Gurdwara's building and those who are connected to the building of the Gurdwara.

KEYWORDS: Dharamshala, Gurdwara, Sikh Religion, Administration, Main Elements

INTRODUCTION

Gurdwaras have an important place in the social, religious and political life of the Sikhs. Gurdwaras are an integral part of Sikh history, tradition and culture. The history of Sikhism revolves around it. Many Gurdwaras in Punjab are big memorial buildings. The main shrines are built on the sites associated with important events of the lives of Sikh Gurus, which are milestones in the history of Sikhism. Many Gurdwaras have also been made to commemorate the martyrs who sacrificed their lives to protect their religion.

THE MEANING AND SIGNIFICANCE OF THE GURDWARA

Gurdwara is the religious place of Sikhism which means 'Guru dwar' i.e., door. According to Mahan Kosh author Bhai Kahan Singh Nabha (The Encyclopedia of Sikh Literature), "The place of education for more than one place for worship a Gurdwara for a religious person, a sick hospital, a place of rest for a visitor. Gurdwara is composed of 'Shabad Guru' (spiritual teacher) and 'Dwar' (gateway or seat) and this is a building construction. These religious shrines of the Sikhs are the buildings associated with the life of ten gurus. Some of these buildings belong to events that have historical significance for the Sikhs. The main requirement of a Gurdwara is a room in which Guru Granth Sahib can be kept and as a sangat people can sit to listen to the reading of the Guru Granth Sahib and sing its verses. In many Gurdwaras, the Guru Granth Sahib, the kitchen, the langar house, the convenience of accommodation for the devotees, sewadar and Granthi. Gurdwara is a source of social unity in the form of a religious place; it protects the basic form of Sikh religion and provides collective worship opportunities by the sangat. Gurdwaras are highly honored by the teachings of the Sikhs because they are spiritually and temporarily indispensable in Sikhism.

ORIGIN OF GURDWARA

Founder of Sikhism, Guru Nanak Dev founded Gurdwaras as place for food and shelter for the poor and needy and as a center for religious and social work. The history of evolution and development of the Gurdwara is very old and important in Sikhism. Guru Nanak, a great traveler, traveled in all directions. According to the Janam Sakhis, they arranged for a congregation wherever they went on the journey and were put behind their pilgrims. He established a Dharamshala with the aim of singing hymns and singing to his devotees. When he came back from his travels and settled in Kartarpur, perhaps the first Sikh place he had established at Kartarpur on the banks of river Ravi, which was then just as a Dharamshala where his followers used to meet in congregation to sing a talk and sing hymns. Gradually, the number of Dharamshalas began to increase throughout the country. These Dharamshalas spread to Southeast Asia. Guru Nanak initiated both the sangat and the Pangat twinge organizations where high and low, rich and poor, men and women can sit together in the sangat, listen to music, listen to reading and sit in the pangat and eat together. These institutions were established to promote unity, equality, brotherhood and denial of caste and caste sections among the people. Dharamshala was the center where sangat used to meet regularly for the purpose of worship. For the establishment of a Sikh Panth, the Dharamshala was a very important step. The Dharamshala soon became a community center, in addition to worship and religious customs, began to play an important role in birth, death and marriage ceremonies. They had a free langar and a school where Granthi singed; music and their daily prayers and Gurmukhi were learned. In fact, Dharamshala was a guiding center, in which the persons included in the Sikh teachings were taught the teachings of Sikh Gurus and in the way of life. Dharamshala has been the most

reliable and continuous center of learning for the students of Sikhism. Historically, the gurdwara has succeeded as a religious place. 1604 Guru Arjun compiled the work of Guru Granth Sahib with the addition of his sacred words, the compositions of the four Gurus before him, and the composition of Bharti Sufi and Bhattas. This Granth was established in Amritsar Harmandir Sahib. After this, continuously writing copies of this Granth started. The followers of Sikhism started keeping those texts in their respective shrines. In the Dharamshala, this Granth was kept. People believed that the Guru resides there which was called the Guru's house as a gurdwara. Guru Gobind Singh added more Bani in this Granth and in 1708, after that, make the Gurgaddi broad enough.

ADMINISTRATIVE STRUCTURE OF GURDWARAS

The creation, maintenance and management of the Dharamshala in history have always been in the hands of the Sikh sangat. The Sikh Gurus instructed their Sikh to honestly earn their living and share it with them. Voluntary donation by Sikh sangat was the financial source of the Dharamshala. The Gurdwaras have existed for more than five centuries, which have passed from different stages of development. Local Dharamshalas were also known for keeping historical facts related to them some of whom received prominence with the name of a prominent Sikh for the care of day to day work. Financially these Dharamshalas are self dependent. After the Manji system and later the Masand System, these religious places were brought under the authority of Manjidar and Masandas. A few religious leaders, who were in charge of them, were well known for their knowledge of Gurbani, Guru Maryada, honesty and dedication. The sangat and pangat institutions were continued by the successors of Guru Nanak. Third Guru Amardas realized that he had learned and taught the thousands of Sikh devotees together. In order to spread the teachings of Guru Nanak, he constructed 22 Manjis which would make the mission of the work more regular. The Guru appointed his representative from the leader of each congregation. Bhai Lalo was appointed to the north state and in the southwest, Shekh Sajjan was appointed. The representatives appointed by the Guru used to meet regularly in the Sangat of their locality. This leader was called Manji. Manji literally means - sofa. It was a tradition for the Gurus, they sat on the bedside and met the guests, and the representatives of the Guru used to preach the teachings of the Guru in the same manner as they sit on the Manji or Beds.

The most important Dharamshala during Guru Period was seen by the local Sikhs of the Guru's other Dharamshalas. Fourth Guru Ramdas, who had looked at the need for money to increase the work of the Holy Srovar and needed money for the new town of Amritsar, started the masand system. At the time of pre-Khalsa period, Masand was the best person to manage the Dharamshala at the field level. Masand was appointed by the Guru and used to go preaching in Sikh places at distant places. Fifth Guru Arjun Dev restructured the Masand system. He ordered that every Sikh should give Daswandh of his income and that he would give Daswandh to the Guru. This practice contributed a lot to the development of Sikhism. But slowly the Masands began becoming corrupt and Guru Gobind Singh abolished this practice. Physically, in June 1699, he appointed Bhai Mani Singh as Head Granthi and restored the status of Harmandir Sahib. Amritsar was recognized by Bhai Mani Singh as the political head of the Sikh religion. He helped to complete the concept of Gurmatta and Sarbat Khalsa in the form of organized resource for the management of religious affairs and institutions. In 1716 after the martyrdom of Baba Banda Singh Bahadur, the management of the Gurdwaras came under the control of the Udasi. In these, the Granthis' post was given to the son after his father.

In the second half of the eighteenth century, Sikhs started using political power. With the establishment of Sikh rule in the 18th century, security and dignity increased more. Ranjit Singh appointed Giani Surat Singh as the manager of Harmandir Sahib. After this, the complexity of the religious rituals of the Sikhs and the new values and rich and powerful Mahantas fluctuations were seen. These Mahantas nominated their representatives in Gurdwaras. Saints have been accepted by their nominees.

With the general awakening among the Sikhs masses in the early twentieth century they began to fade away the widespread mismanagement and rampant corruption in most of the six sikh shrines under Mahants. The Gurdwaras reform movement started because of the desire to refresh the Sikh values and traditions once again. To begin with the agitation for reform was initiated by respective areas but shortly thereafter two representative bodies of the Sikhs the Shiromani Gurdwara Prabandhak Committee (SGPC) and the Shiromani Akali Dal came to existence on 1st November 1925. The Sikh Gurdwaras act was approved. The Mahant and their rituals and ceremonies were removed from the Gurdwaras and Sikhs rituals were restored. The government had to yield and the control of all historical Gurdwaras in the then Punjab state was transferred to a spokesperson body of the Sikhs, the Shiromani Gurudwara Prabandhak Committee under the Gurdwara's act 1925.

ELEMENTS OF GURDWARAS

The needs of the Sikh Sangat have been completed and the buildings of the entire Gurdwara are developed. It includes the sanctum of Guru Granth Sahib, the langar's building, the kitchen, the office complex, the rooms for the devotees (the devotees' living room) and residence for the Granthi and pilgrims. According to the number of devotees in the Gurdwara containing historical significance, other buildings such as libraries and museums etc. can also be added. In the middle of the eighteenth century, the structure of the Gurdwara began to get a definite form. The general elements of a Gurdwara are as follows:

1. **Darbar Sahib:** The main element of Gurdwara is Darbar Sahib. There is a large hall, the Holy Granth is kept on this high platform. An umbrella is applied. A golak is placed before the Guru Granth Sahib in which the devotees offer their devotion (contribution) accordingly. Here devotees can sit together in the form of a sangat to listen to the recitation of Guru Granth Sahib, to meditate and sing the words. This hall is very spacious in most modern Gurdwaras in which hundreds of pilgrims can sit.
2. **Sukh Asan Room:** After completing daily rituals in the Gurdwara, the Guru Granth Sahib is kept in a separate room for the night. This room is also called a Sach Khand or Sukh Asan. This room is available in all the Gurdwaras whether they are big or small.
3. **Nishan Sahib:** Nishan Sahib is an integral part of Gurdwara. Unless the Nishan Sahib is inside the boundary, then that building is not considered a Gurdwara. It is inside the complex of the Gurdwara. The tradition of placing the Nishan Sahib was started by the sixth Guru Hargobind. They established two Nishan Sahibs in front of Akal Takhat in Amritsar. One of them is the stainless steel staple which is yellow or blue wrapped called 'Chol'. The flag bearing is highlighted by Sikh symbols. Due to this, a Gurdwara can be found from the distance.
4. **Sarovar:** The tank or holy tank is found in many Gurdwaras. The temple of Harmandir Sahib is made in the tank. Water has its own importance in every religion. In Sikhism the water of the Sarovars is used on different ceremonies and rituals. Many theories are associated with the history of these Sarovars.

5. **Langar:** The organization of Guru ka Langar is very closely linked to the Gurdwara and is as old as Sikhi. This institution was founded by Guru Nanak Dev, founder of Sikhism, and was promoted by his descendants. This institution has fulfilled the double purpose of caste discrimination and giving food to the poor. Guru Nanak had taken practical steps to break the fatal structure of caste system by introducing the Langar practice from a cooked meal in the kitchen and motivating the devotees to sit together and eat food. Maharaja Ranjit Singh gave land grants to the maintenance of langar in Gurdwaras. Such help was provided by other Sikh rulers. Almost every Gurdwara has an institution of langar that runs 24 hours a day. This institution supports community and equality in society. The establishment of langar has become a tradition of the Sikh community.
6. **Parikarma:** This is a path that leads to the main place on which the Guru Granth Sahib is situated on the platform. A path surrounding the stage is called Parikarma. It is believed that pilgrims are believed to be associated with the Guru. Parikarma is available in all Gurdwaras.
7. **Deodi:** There is a Deodi in many Gurdwaras. This is an entrance door which main door is. This gate is built in a very influential framework. The Deodi is spacious. This makes the Gurdwara's building even more attractive.
8. **Karah Prasad area:** Karah Prasad means religious tributes. It's a flour, sweet and gheo recipe which is called as karah. All the pilgrims who come to the Gurdwara are given in the form of Prashad. It is considered as food by the Gurus.
9. **Joda Ghar:** Before entering the Gurdwara's premises, there is a place for shoes which is called a Joda Ghar. The pilgrims who come to bow down at the Gurdwara drop their shoes and deposit the footwear in the Joda Ghar. Rack is made to store shoes in pairs. Volunteers serve the pilgrims to rack up the shoes of the pilgrims and the retrieval token is given.
10. **Gathari Ghar:** Room made for storage luggage is called Gathari Ghar. In it, precious valuables things of the passengers are kept very securely and they are given back at the time of return.
11. **Sarai:** The rooms which are built in the Gurdwara are made for pilgrims who come from far, they are called Sarai. All the facilities are provided to the passengers to live in the lakes. These sects are made up of most of the historic Gurdwaras.

SUMMARY

Gurdwaras have played an important role in the history and development of the Sikh religion. The community is known as the center of unity. Gurdwaras have given the Sikhs the ability to effectively represent the thoughts of human beings, shared interests by Sikh Gurus. Most of the Gurdwaras represent events related to Sikh history because they are made in places or places associated with the Gurus which are important milestones in history. People of all religions, except caste, class, status and gender discrimination, are welcomed in the Gurdwara. Architectures have been developed from time to time in the Guru's house. The first Gurdwara was in the form of a Dharamshala which was a very simple structure. However, due to the increasing number of devotees along with the increasing number of devotees, its structure also developed. Its elements have been enhanced according to the needs of the people.

REFERENCE:

1. Balwant Singh Dhillon. 2002. *The Dharamsala: An Early Sikh Religious Center, Understanding Sikhism*—The Research Journal, January-June 2002, Vol. 4, No. 1, Pp. 13-17.
2. Dhillon, Balwant Singh. 1995. *Guru Nanak and the Institutionalisation of Sikhism*, Abstract of Sikh Studies.

3. Dhillon, Gurdarshan Singh. 1989. *Singh Sabha Movement-A Revival*, in Jasbir Singh Mann, Harbans Singh Saron (Ed.), *Advanced studies in Sikhism*, Institute of Sikh Studies, Chandigarh, pp 234-262
4. Gurmukh Singh, "*Sikh architecture*" 1998. In Harbans Singh, Ed. 214 *Encyclopaedia of Sikhism*, Punjabi University, Patiala, Vol. 4: 131–33.
5. Jagjit Singh. 1999. *Dynamics of Sikh Philosophy*, Institute of Sikh Studies, 959, Sector 59, SAS Nagar.
6. Kalsi, Sewa Singh. 1997. *Sacred Symbols in British Sikhism*, Internet Journal of Religion.
7. Kavita Singh, Ed. 2003. *New insights into Sikh art*, Mumbai: Marg Publications.



DOI NUMBER: 10.5958/2278-4853.2019.00157.5

DIVINE HUMANISM: THE MANIFESTO

Sutputra Radheye*

* Student/ writer,
INDIA

Email id: sutputraradheyeofficial@gmail.com

ABSTRACT

Divine Humanism is a concept, or a way of life that I came up with, and it considers human being as the supreme power that can sustain life on earth. It derives from humanism, but gives a new dimension to the study of human beings, and ethics. Like every other great idea, it now looks idealistic, but for sure, has a bright future, and can help to make a better place.

KEYWORDS: Humanism, Gods, Divine Humanism, Karl Marx, Divinist, Manifesto

INTRODUCTION

The Manifesto

God. The one. The creator. The protector. And, everything that you've ever heard, recall it, at once. For some, he exists in their religion. For some, he exists regardless of the sect. For some, he exists only in imaginations. For some, he is opportunity. For some, he is the decider of destiny. Whatever, you say or believe, I don't care, as for me, I am a god, the one responsible and accountable. Before going around with the claims of being a God, let's ask a question which has inspired me to write it down, and is somehow, the inception of what I propose to call, ***"Divine Humanism"***.

"Who is a god?" I often used to think. Yes, I know, what the holy books say about his (sometimes, her) existence, and essence (*and all that perplexing, and smoky doctrines, and theories surrounding it*). But, my logic, my rationality, simplifies the definition in three words- ***"who does good."*** God, or the divine soul is the one who does good to his immediate surrounding, the society, and the world. I guess, all the religionists (and fundamentalists) would agree to it, and if they don't, shall we say that god doesn't do good to anyone then? Let's leave it on them.

Now, that we know, who a god is, let's address the elephant in this manifesto: What is Divine Humanism? Divine Humanism is what I came up with (*just kidding*) but to be practical, and honest, it believes that every human being is a God on their own: independent, powerful, and possess all the humanitarian qualities. For it, God isn't a celestial existence, but a state attainable in the human life. It is the path of humanity and liberty. In it, no-one pleases any celestial power, but stay true to their very basic human essence, that is, to help the humankind and live in peace. It forbids you from doing nothing against your liberty, nor has it any holy scripture to believe blindly. Here, every God is answerable, and his state of godhood lies in the hands of good deeds. Any crime committed would lead to his divorce from Divine Humanism. And above all, you don't need to consider anyone else as god except yourself. You are your own god. You are responsible and accountable for yourself. For your sins, you won't be able to blame destiny, or a non-existing force, anymore.

A society is a living body, and it is responsible for the change, as Marxism suggests, but I believe, if society is a living body, then individuals are the organs, and if they don't function properly, the body will collapse. Divine Humanism is the prescription I suggest to the individuals of the society. It is the individuals and their deeds and choices that decides the fortune and time of change. It will make the individuals accountable and responsible to themselves, and the world.

Religion is an outdated, and misinterpreted prescription. Terrorism, and religious dominance, and division are few of the ailments to name. They see the omnipotent being that God is, but not the attainability of Godhood. Every religion has Gods who have shown the humankind that possibility to attain Godhood, who have been born human, and went on to be God. (*Take the incarnations of Hindu deities, Christ, Mahavira, Buddha, and Mohammad, for example, who were born in human flesh, and bone.*) If you think they were Gods before they were born, then my friend, let me tell you, stories can be manufactured with the plot given (*every story you've heard was first written by someone*), and every soul is 'Brahma', or supreme. Even the 'Trident of Hindu theology', The Brahma, Vishnu and Mahesh, can be taken as metaphors for the classes of ancient societies, that is, Shiva for the bohemian, strong, tribal class who possess culture, and

power (*Shakti is his companion, the name means power or strength*), Vishnu for the administrative class, the office-bearers (*Laxmi, meaning wealth or luxury, is his companion*), and Brahma, the creative class, the artist (*and so Saraswati, meaning knowledge, is his companion*). I guess, you can see the pattern that has been followed here. So, I say:

If they can, so can all of us, and that's the spirit of marching forward. And, Divine Humanism is the future of humanity. Now, the question is: *How?*

In India, there is a famous phrase, aging centuries, "*You are a God to me*", often used to describe someone who have helped you to survive in your struggles, so we can connect the dots to my definition, that is, "*who does good.*" So, what is the criteria to be a God as per Divine Humanism? It is to be a good human being in all its senses. Divine Humanism believes in black or white, or Evil or God. So you are either an evil, or a God (*and that too, in your human life*).

You are a God since your birth to your death if you follow the path of truth, honesty, and the qualities that make you human (*like care, affection, kindness, generosity....*). And, as soon as you believe yourself to be your God, and your deeds defining your life, you become responsible for your life, and accountable for your deeds. Like Gods, you are the factor that can scientifically destroy or decorate earth. You are the reason of pollution, deforestation, global warming, crimes, wars, and everything including emotions like sorrow, pain etc. And, only your accountability to yourself, and a sense of responsibility can protect and preserve a hygienic and liveable earth. Your efforts can uphold the flag of humanity. No celestial being comes to start a world war, or waste natural resources. It is you. And, only you.

(I won't feed you facts. You have to enlighten yourself. My path of life doesn't stop one from questioning, and searching for the truth. I would just say that the facts are not far away. Go around, and see how you are the cause of everything, divine and evil.)

Divine Humanism is equality. When everyone is a God, there is no-one superior, and no-one inferior. All are the same. Gods. Your gender doesn't matter. Your caste is also irrelevant. There is no idol. There is no worship. There is nothing sacred. It doesn't divide to rule. Everyone is equal, and can be questioned, be it who are elders, younger or of same age as you. You all qualify to be Gods based on your deed, and your human essence to help, and live good. My idea is not anti-god, or anti-religion, but it believes in the pluralism of it. It seeks a god in human being, for it is us, who have to be questioned and praised for all our deeds. The earth is our heaven. The earth can be our hell. Believe me when I say it.

And, it is the two basic features of Divine Humanism, that is responsibility and accountability, which we in this generation need the most when everyone (*almost*) is selfish, corrupt, and morally ill, even if they pretend not to be. Also, the present humankind being unaware of their divine powers have passed the blame enough on the shoulders of statues and energies. Now, for the world to survive, it has to stop. No police, no force can keep you away from doing harm to earth, and the inhabitants of it, except yourself. And Divine Humanism, is about acknowledging that strength of one's soul. And practicing Divine Humanism will help you save the earth from falling.

My picture of Divinist society is of liberal thoughts, and good character. It shall contribute to build a society where crime is eradicated, morality holds your character together, and discrimination and division are alien ideas. In that society, everyone will act like Gods, and shall

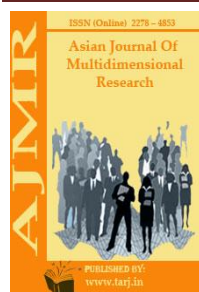
fight to annihilate the evils. There, women and men will be equals, and will have 50% shares of the society. To survive, you don't need to pray to idols but keep yourself healthy, physically and mentally. It's a society of human Gods of peace, love, and kindness, living in acceptance and harmony.

I know, it might sound absurd and utopian, but every great thing was once a utopian concept, an alien jumble of words. I am selling to you a dream of a society of Gods, where everyone will be accountable and responsible for themselves, and the world as a whole. But remember, friends, this is no religion, it is a path of life, a way of living. Thus, shan't be stagnant.

But, 'God' here is a metaphor, and must not be taken literally. It means you are the supreme power who can make a difference to yourself and your world. No-one else, except you individually, who can help you as much as you can. The status of God must bring to you the responsible mind-set needed to inherit the human powers, and the worldly resources. And, as you are your own God, everything else depends on you for survival, and you must not let them down. Misusing your powers shall categorise you as devil, and so, shall bring all your moral essence, that you are born with, to grave.

Now that you've read all of it, I, propose to you, to come and join me, in this side of the world as a God, and help the earth to sustain itself. It's time for you to- ***"Be your own God"***.

May you bless yourself, and the world, for there is no God except you who can save us.



DOI NUMBER: 10.5958/2278-4853.2019.00158.7

RELATIONSHIP BETWEEN PARENTING STYLES AND SELF - ESTEEM AMONG UNDER GRADUATE STUDENTS

Rabia Aftab*; Dr. S Reshma Jamal**

****Research Scholar,**
Department of Psychology,
Aligarh Muslim University, INDIA
Email id: rabeaftab@gmail.com

****Assistant professor,**
Department of Psychology,
Aligarh Muslim University, INDIA
Email id: reshma_shakeel@yahoo.com

ABSTRACT

This study examined the relationship between Parenting style and Self-esteem among under graduate students. The study has been carried out on a sample of 90 students (45 males and 45 females). Two instruments were used in the study Parental Authority Questionnaire (PAQ) to determine the perceived parenting styles and Rosenberg Self-esteem scale to determine the level of self-esteem. Pearson product correlation was used to see the relationship between parenting styles and Self-esteem. The findings of the study found that there is a significant positive relationship between Parenting style and Self-esteem.

KEYWORDS: Parenting styles, Self esteem, Undergraduates Students

INTRODUCTION

Parenting is a complex task which includes lots of certain behaviors and attitude that work individually and collectively on a child's behavior. The parents' role in the growth of self-esteem is studied very much as the personality is developed in a child's very early year of life and it has an impact on development of self-components in adolescents. Parents who interact with their children in positive and friendly way and understand the emotional and the other needs of children in an appropriate way help the children to groom with higher Self-esteem. "Rosenberg described self-esteem as a favorable or unfavorable attitude towards the self" (1965). Self-esteem includes confidence in our ability to think, to cope with basic challenges of life; confidence in our right to be successful and happy; feelings of being worthy, deserving, entitled to assert our needs and wants, achieve our values, and enjoy the benefits of our effort (Hooks, 2003). Researches have shown that individual's with high Self-esteem has high confidence, satisfied with himself, resilient and able to solve problems (Ross & Zeller, 2006). On the contrary, individuals with low level of self-esteem are generally more vulnerable, anxious, lonely and depressed when face problems (Ross & Zeller, 2006).

Parenting style refers to the behavior and attitudes adopted by parents during their child rearing. Parenting styles refers to parents response and attitude towards children which includes beliefs, expectations and the way they show those beliefs and expectations by their action and behavior how they support, care and punish their children. Baumrind (1971) identified two elements of parenting styles Responsiveness vs unresponsiveness and demanding vs undemandingness. On the basis of these elements there are three types of parenting styles that is Authoritarian, Authoritative and Permissive parenting styles. Based on these dimensions Baumrind (1967) identified three categories of parenting styles which are as follows";

Authoritarian Parenting style; parents of authoritarian parenting styles are more demanding and less responsive they sets too much limits and rules for their children and do not allow any argument they are usually harsh and strict and there is one way communication if their children do not follow the rules they simply punish them. They believe that they have full authority towards their children and this is the only best way to control their children otherwise their children will go in wrong directions.

Authoritative Parenting Style; is the best combination of parental responsiveness and demandingness parents of authoritative parenting styles understand their children and make logical demands they try to attach emotionally with their children so that their children can able to share his feelings and emotions with them. They are warm and behave according to the need and demand of situation they control their children in an appropriate way also known as "democratic parenting styles".

Permissive Parenting Style; parents of permissive parenting styles have few demands and are more responsive. They show too much love and nurture and never punish their children as they are very lenient and always pamper their child they are more "friend" than a parent they give whatever their kids want.

LITERATURE REVIEW

Beato et.al (2016) did a study to see the relationship between different parenting typologies in fathers and mothers and children anxiety. The finding of the study concluded that parenting style plays an important role in psychopathology and development of children.

Smith (2007) did a study on the effect of parenting on self efficacy and self-esteem and how these factors impact adjustment. In this study first three months before students completed a questionnaire assessing self-efficacy, self-esteem and parenting styles two weeks after questionnaire assessing homesickness and adjustment in college. The findings of the study found that authoritarian parents had children with high self esteem and self efficacy whereas authoritative parents had children with high self esteem and self efficacy experienced less homesickness and show better emotional and behavioral adjustment in college.

Deshpande and Chhabriya (2013) conducted a study to see the effect of parenting upon adolescents's self esteem. The findings of the study revealed that accepting attitude of parents can contribute to higher Self-esteem than adolescents perceiving concentration and avoidance attitude of parents.

Moghaddam, et al (2017) did a study to see the child self –esteem and different parenting styles of mothers and they found that authoritative parenting style was a significant predictor of children self-esteem.

Malik and Zamir (2016) conducted a study to see the relationship between parenting styles and self esteem among senior secondary school students. Findings of the study revealed that authoritative parenting style is positively related to higher self-esteem and authoritarian and permissive parenting style possesses lower self-esteem.

Rahman ,(2015) also conducted a study on relationship between parenting style and self-esteem and he found a significant relationship between parenting styles and self-esteem and positive relationship between authoritative parenting style and self esteem and negative relationship between authoritarian parenting style and self-esteem.

SIGNIFICANCE OF THE STUDY

The present study aims to see the relationship between Self-esteem and Parenting style. This research helps to find out what type of parenting style is perceived by undergraduate students, and to see the relationship between Self-esteem and Parenting style as Self-esteem is one of the crucial aspects of one's Personality, and how parents provide the environment which helps children to build their Self. Thus, the findings of the current study contribute to our understanding of possible effects of different parenting styles on self-esteem.

OBJECTIVES

- To study the Perceived Parenting Style.
- To explore the relationship between Self-esteem and types of parenting styles.

METHOD:

For the purpose of the study, the data was collected through questionnaire method by using standardized scales as described below:

“ The Parental Authority Questionnaire “(PAQ; Buri 1991))was used in this study It is a 30 items scale having three dimensions and 10 items for each dimension which are Authoritarian, Authoritative and Permissive Parenting style. It is a 5-point Likert scale ranging from strongly disagree to strongly agree. PAQ has strong Reliability .77 to .92 in a test-retest check. Validity of PAQ is .74 to .87 for the subscales.

“Rosenberg Self-esteem scale” was developed by Morris Rosenberg in 1965, it is a 10 items scale, that examines rates on four-point Likert scale from strongly agree (scored 3) to strongly disagree (scored 0). RSE has high internal reliability which is .92 and strong construct validity.

SAMPLE:

Present study consisted of 90 under graduate students of social science faculty having psychology as a main subject from Aligarh Muslim University (AMU) India. The data was collected from 100 sample but was considered only 90 (45 males and 45 females) for the purpose of analysis. Ten were not included for the analysis as they were incomplete. Simple Random sampling technique was used to collect the data.

RESULT AND DISCUSSION

TABLE 1: SHOWS THE PARENTING STYLES AMONG UNDER GRADUATES UNIVERSITY STUDENTS

PARENTING STYLE	Mean	SD
AUTHORITATIVE	31.3	7.1
AUTHORITARIAN	28.3	5.3
PERMISSIVE	27.8	5.5

Table 1 portrays the mean of Parenting style perceived by under graduate's students. Authoritative parenting styles has a mean of 31.3 and SD 7.1, Authoritarian Parenting style has a mean of 28.3 and SD 5.3. Permissive Parenting styles has a mean of 27.8 and SD 5.5.

TABLE 2: SHOWS THE RELATIONSHIP BETWEEN PARENTING STYLE AND SELF-ESTEEM

SUBSCALES	AUTHORITATIVE	AUTHORITARIAN	PERMISSIVE	
AUTHORITATIVE	1			.465**
AUTHORITARIAN		1		-.229*
PERMISSIVE			1	.054
SELF-ESTEEM				1

Significant at 0.01 level and 0.05 level

Table 2 shows the relationship between various dimensions of Parenting styles and Self-esteem, by using Pearson correlation analysis, Authoritarian parenting style has negative correlation with self-esteem ($r = -.229$, $p < 0.05$). In addition, the permissive parenting style has no correlation with self-esteem and an authoritative parenting style has positive correlation with self-esteem ($r = 0.465$, $p < 0.01$).

CONCLUSION

Present research was conducted to explore the relationship between different parenting styles (authoritative, authoritarian and permissive style) perceived by children's and self-esteem in the context of under graduate students. Results revealed that a positive relationship exists between different parenting styles and self-esteem. The result of the study is consistent with findings of the study by (Moghaddam, et al 2017). The results also revealed that authoritative parenting is positively related to higher self-esteem consistent with the study by Malik and Zamir (2016), as Authoritative parents are responsive and demanding in a balanced way, they understand their children which helps to build a positive Self-esteem. The findings also revealed that

Authoritarian Parenting style is negatively related to Self-esteem(Rahman ,2015) as Authoritarian parents are not responsive and are strict which further negatively influence the Self-esteem, and there is no relationship between Permissive Parenting Style and Self-esteem. The findings also revealed that authoritative is the most practiced parenting style by parents of undergraduates' student followed by authoritarian and Permissive.

REFERENCES

- Baumrind, D. (1971). Current patterns of parental authority. *Developmental psychology*, 4(1p2), 1.
- Baumrind, D., 1967. Child care practices anteceding three patterns of preschool behavior. *Genetic psychology monographs*.
- Buri, J.R., 1991. Parental authority questionnaire. *Journal of personality assessment*, 57(1), pp.110-119.
- Beato, A., Pereira, A.I., Barros, L. and Muris, P., 2016. The relationship between different parenting typologies in fathers and mothers and children's anxiety. *Journal of Child and Family Studies*, 25(5), pp.1691-1701.
- Dabiri, S., Delavar, A., Sarami, G. and Falsafi-Nejad, M., 2012. Formulating relationships model of parenting styles, personality, self-Esteem and happiness: Path analysis model. *J Fam Res*, 8(2), pp.141-59.
- Dehyadegary, E., Yaacob, S.N., Juhari, R.B. and Talib, M.A., 2011. Relationship between parenting style and academic achievement among Iranian adolescents in Sirjan. *Asian Social Science*, 8(1), p.156.
- Deshpande, A. and Chhabriya, M., 2013. Parenting Styles and its Effects on Adolescents' Self-Esteem. *International Journal of Innovations in Engineering and Technology (IJIET)*, pp.310-315.
- Grove, G.A., 1980. Parental behavior and self-esteem in children. *Psychological Reports*, 47(2), pp.499-502.
- Hong, O.S., Long, C.S. and Rahman, R.H.A., 2015. An analysis on the relationship between parenting styles and self esteem of students of a university in Malaysia: A case study. *Mediterranean Journal of Social Sciences*, 6(4), p.300.
- Khairunnisa, R. and Trihandayani, D., 2018. Hubungan antara Helicopter Parenting dengan Kesenian pada Generasi Milenial di Masa Emerging Adulthood. *Jurnal Ilmiah Penelitian Psikologi: Kajian Empiris & Non-Empiris*, 4(1), pp.23-32.
- Lee, Y.C., 2011. *A study of relationship between parenting styles and self-esteem: self-esteem's indicator-parenting styles* (Doctoral dissertation, UTAR).
- Malik, M.A. and Zamir, S., Relationship between Parenting styles and Self Esteem among Secondary School Students.
- Martínez, I. and García, J.F., 2007. Impact of parenting styles on adolescents' self-esteem and internalization of values in Spain. *The Spanish Journal of Psychology*, 10(2), pp.338-348.

Moghaddam, M.F., Validad, A., Rakhshani, T. and Assareh, M., 2017. Child self-esteem and different parenting styles of mothers: a cross-sectional study. *Archives of Psychiatry and Psychotherapy*, 19(1), pp.37-42.

Robins, R.W., Hendin, H.M. and Trzesniewski, K.H., 2001. Measuring global self-esteem: Construct validation of a single-item measure and the Rosenberg Self-Esteem Scale. *Personality and social psychology bulletin*, 27(2), pp.151- 161.

Rosenberg, M., 2015. *Society and the adolescent self-image*. Princeton university press.

Ross, R., Zeller, R., Srisaeng, P., Yimmee, S., Sawatphanit, W. and Somchid, S., 2006. Self-esteem, parent-child interaction, emotional support, and self-perception among Thai undergraduate nursing students. *International journal of nursing education scholarship*, 3(1).

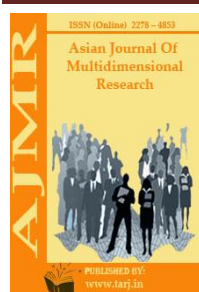
Savitha, K. and Venkatachalam, J., 2016. Perceived Parenting Styles and Personality Factors-A Study.

Soul, R.M., 2003. *Black People and Self-Esteem*. New York: Washington.

Smith, G.J., 2007. Parenting Effects on Self-Efficacy and Self-Esteem in Late Adolescence and How Those Factors Impact Adjustment to College. *Online Submission*.

Tripathi, N. & Pandey, S. (2018). Parenting and Its Role in the Development of Self-Esteem in Adolescents. *International Journal of Indian Psychology*, 6(3), 24-47.

Zakeri, H. and Karimpour, M., 2011. Parenting styles and self-esteem. *Procedia-Social and Behavioral Sciences*, 29, pp.758-761.



DOI NUMBER: 10.5958/2278-4853.2019.00159.9

UNNECESSARY IMAGE EXTRACTION FROM VIDEO SEQUENCES OF CC TV SURVEILLANCE IN THE SMART CITIES FOR TRAFFIC MONITORING

Arindam Pal*

*Assistant Professor,
Mahadevananda Mahavidyalaya, Kolkata, INDIA
Email id: arinpal@yahoo.com

ABSTRACT:

Security and surveillance are important issues in today's world. The recent acts of security have highlighted the urgent need for efficient surveillance in the Smart Cities. Contemporary surveillance systems use digital video recording (DVR) cameras which play host to multiple channels. Video summarization targets to facilitate large video file by producing short, concise summaries that are diverse and representative of original videos. In this paper, I formulate video summarization as a sequential decision making process and develop a deep summarization network (DSN) in the 5th level to summarize videos of a Smart City. Since labels are not required, this method can be fully unsupervised. Video is time-consuming to watch so I adopt a technique which efficiently represents most significant information in a video stream using a combination of still images, video segments, graphical representations and textual descriptors.

KEYWORDS: Surveillance, Graphical, Summarization

INTRODUCTION:**Why video surveillance?**

It is a technique which efficiently represents most significant information in a video stream using a combination of still images, video segments, graphical representations and textual descriptors. Security and surveillance are major issues in Smart Cities. Accidents or Violence have highlighted the urgent need for efficient surveillance. CC TVs use as digital video recording (DVR) cameras which play host to multiple channels. The major disadvantages with this model is that it requires continuous monitoring which is infeasible because cost of manual labour. Moreover, it is virtually impossible to search through recordings for important events in the past since that would require a playback of the entire duration of video footage. Hence, there is required for an automated system for video surveillance which can detect unusual activities on its own. Also, Video is time-consuming to watch so I adopt a technique which efficiently represents most significant information in a video stream using a combination of still images, video segments, graphical representations and textual descriptors.

Why unsupervised?

A system which needs to be programmed according to the location it is to be deployed in, would require lots of initial overheads while installing it. An Finite State Machine (FSM) model which accurately captures routine activities and flags non routine ones. Clearly, this overhead is large and makes a programmed approach unsuitable for large scale deployment. Hence there is a need for unsupervised video surveillance system which is able to learn routine activities on learning data. A system with self learning ability would be easy to deploy and would make it possible to have large scale monitoring.

Input: a set of vectors X (each representing a known object) but NO corresponding set of vectors (or, tags) Y . **Output/Job:** To distinguish different types of X (categorization / clustering).

Objectives:

- The application such as video surveillance for traffic control in smart cities needs to analyze the CC TV footage in order to locate the people who are violating the traffic rules.
- The traditional approaches are unable to analyze such IoT data generated in real-time.
- So, use of IoT data as visual big data analytics that involves processing and analyzing large scale visual data.
- In this work, I propose a framework for visual big data analytics for automatic detection of bike-riders without helmet in city traffic or who violates the traffic.
- I also discuss challenges involved in visual big data analytics for traffic control in a city scale surveillance data and explore opportunities for future research.

The objectives for this paper are as follows

1. Video summarization targets to facilitate large video file by producing short, concise summaries that are diverse and representative of original videos.
2. Formulate video summarization as a sequential decision making process and develop a deep summarization network (DSN) to summarize videos of a Smart City.

Theoretical Background

The notion of unsupervised learning means learning and deducing information from unclassified raw learning videos and to then use this information to classify any new query video into one of the classes that have been learnt.

In the context of this project, this implies looking at a large set of unclassified videos, learning patterns from this data set, and then classifying any new video that is provided as a query. The learning process is such that videos with similar activities are grouped together into the same class. The query video is put into a class with which it shares most of its features. Any routine activity that comes up as a query will easily get mapped to as belonging to one of the learnt classes. But on the contrary, an unusual activity would not get completely classified with any one cluster. This distinction can then be used to classify activities as usual and unusual.

Hence the only supervision that is involved here is feeding in learning data from which usual activity patterns are learnt and whatever is not usual gets classified as unusual, making such an unsupervised scheme for classification possible.

Motivation:

- Automatic systems to catch traffic violators are highly desirable.
- High risk is associated with drivers.
- Observing the usefulness of helmet, Governments have made it a punishable offense to ride a bike without helmet.
- Video is time-consuming to watch
- Much low-quality video
- Huge increase in video generation in recent years

Challenges:

- Real-time implementation
- Occlusion
- Direction of motion
- Temporal changes in weather conditions
- Quality of video feed.

Image Attributes

- Image height
- Image width
- Number of channels

How many numbers are used to specify the color of each pixel is the number of channels each pixel has. In RGB as described above, an image has three numbers for each pixel that directly correspond to the three R, G and B elements in the computer display. Such RGB images have three channels.

- Depth of channel

Image depth means the range of value each channel can have. If you have a channel depth of e.g. 8 bit (unsigned char) one channel can have values from 0 - 255.

Video Attributes

- Frame rate (fps)
- Number of frames
- Frame height
- Frame width
- Number of channels
- How many numbers are used to specify the color of each pixel is the number of channels each pixel has. In RGB as described above, a Video has three numbers for each pixel that directly correspond to the three R, G and B elements in the computer display. Such RGB images have three channels.
- Depth of channel
- Video depth means the range of value each channel can have. If you have a channel depth of e.g. 8 bit (unsigned char) one channel can have values from 0 - 255.

Analysis:

Clustering of a given set of videos

Level 1	Video
Level 2	Scenes
Level 3	Shots
Level 4	Frames
Level 5	Sequence

TABLE: LEVEL OF VIDEO SUMMARIZATION

1. Dividing the video stream in short clips

The video stream is obtained as a regular sequence of frames. The entire video is divided into short 15 frame clips which make up one document. So the entire video gives us a set of documents which we need to cluster into classes based on their similarity.

```
frames_num=15
Count = 0
joint_transfer= []
For i in range (int (len (transfer_values)/frames_num)):
    Inc = count+frames_num
    joint_transfer.append ([transfer_values [count:inc],labels_train[count]])
    Count =Inc
```

2. A frame is a single still image taken at a point in time.

Every video you see on your CC TV is made up from a succession of still images. These images are then played one after the other several times a second which fools your eye into thinking the object is moving. The quicker the images are played, the smoother and more fluid the movement looks.

```
3. import cv2
4. vidcap = cv2.VideoCapture('test.mp4')
5. success,image = vidcap.read()
6. count = 0
7. success = True
8. while success:
9.     success,image = vidcap.read()
10.    cv2.imwrite("frame%d.jpg" % count, image)
11.    if cv2.waitKey(10) == 27:
12.        break
13.    count += 1
```

3. A shot is a set of consecutive frames that have been continuously recorded

An exterior shot taken from CC TV in a Smart City on a very high position. It is a form of filmmaking which consists of photographing individual drawings or inanimate objects by frame, with each frame differing slightly from the one before. When the images are projected at 24 frames per second, they appear to move

Import cv2

Import os

Def extractFrames (pathIn, pathOut):

os.mkdir (pathOut)

Cap = cv2.VideoCapture(pathIn)

Count = 0

While (cap.isOpened()):

Capture frame-by-frame

Frame = cap.read ()

If ret == True:

Print ('Read %d frame: ' % count, ret)

cv2.imwrite (os.path.join (pathOut, "frame{:d}.jpg".format(count)), frame) # save frame as JPEG file

Count += 1

else:

break

When everything done, release the capture

cap.release ()


```
cv2.destroyAllWindows()
Def main():
extractFrames('test.mp4', 'data')
if __name__=="__main__":
    main()
```

4. A scene consists of one or more related shots

SCENE defines the place or setting where the action is laid. A scene may consist of one shot or series of shots depicting a continuous event.

```
width = cap.get(cv2.cv.CV_CAP_PROP_FRAME_WIDTH)
height = cap.get(cv2.cv.CV_CAP_PROP_FRAME_HEIGHT)
print "Video Resolution: %d x %d" % (width, height)

while True:
    (rv, im) = cap.read() # im is a valid image if and only if rv is true
    if not rv:
        break
    # Do stuff with im here.

frame_count = cap.get(cv2.cv.CV_CAP_PROP_POS_FRAMES) # current capture position
print "Read %d frames from video." % frame_count
```

5. A sequence consists of one or more related shots or scene

SEQUENCE is a series of scenes or shots, complete in itself .It may occur in a single setting or in several settings.

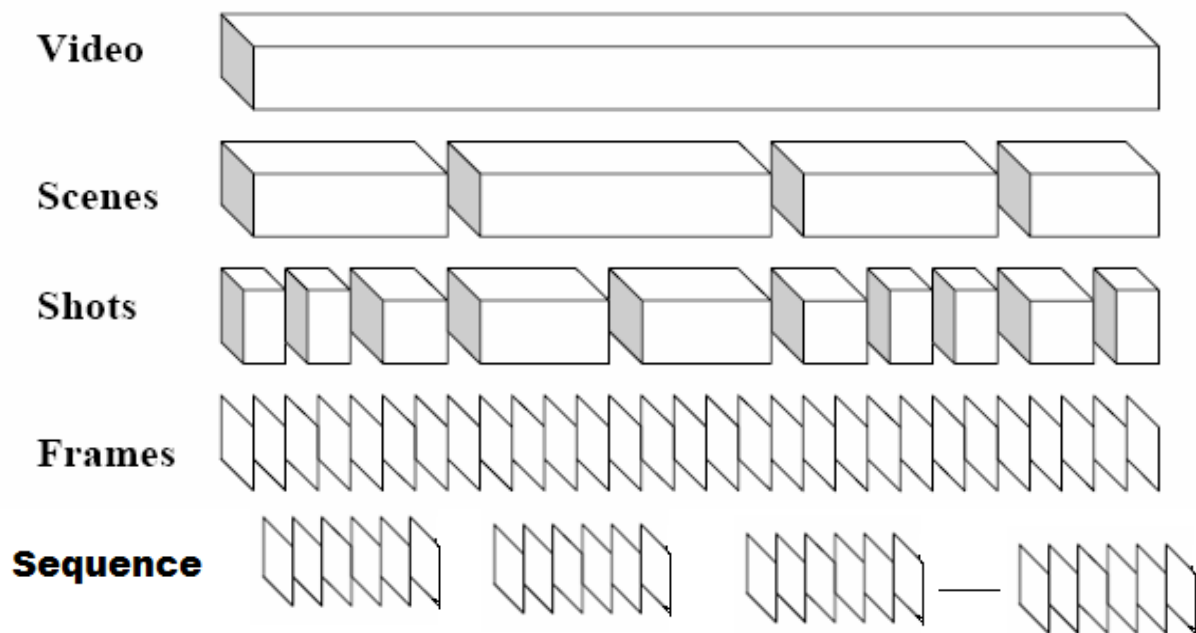
```
import bpy
context = bpy.context
scene = context.scene
sed = scene.sequence_editor
sequences = sed.sequences
# add an image strip
filepath = "/home/batfinger/Pictures/BGLTest.png"
frame_start = 1
frame_end = 90
# add an image strip.
```

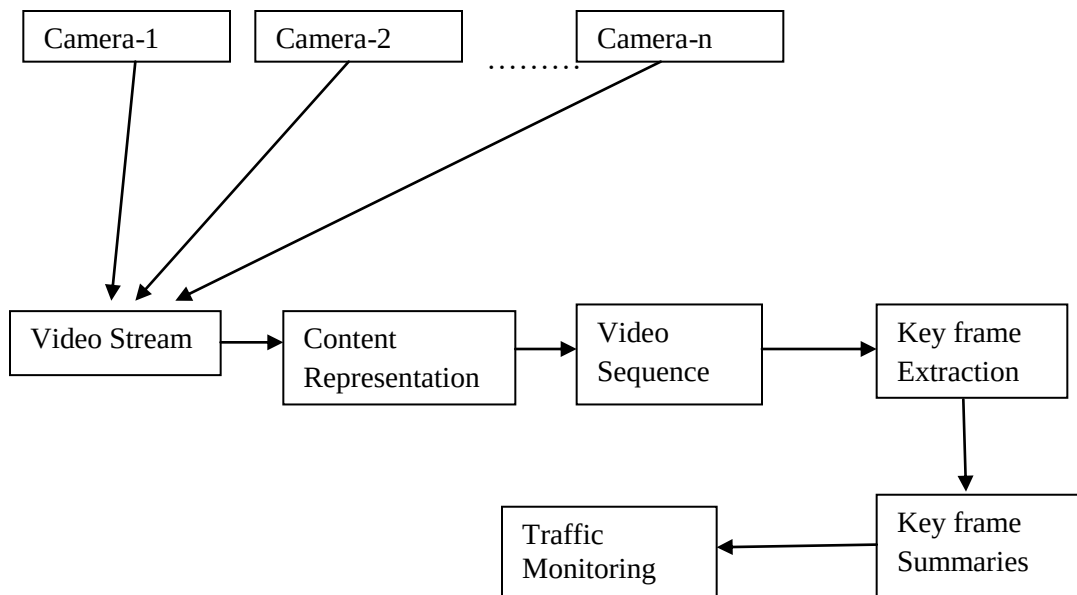
```

image_strip = sequences.new_image("Image", filepath, 1, frame_start)
# give it a duration
image_strip.frame_final_end = frame_end
color_strip = sequences.new_effect("Color", 'COLOR', 2,
    frame_start=frame_start,
    frame_end=frame_end)
color_strip.color = (1, 0, 0)
gamma_strip = sequences.new_effect("GammaX", 'GAMMA_CROSS', 3,
    frame_start=frame_start,
    frame_end=frame_end,
    seq1=color_strip,
    seq2=image_strip)

```

Summary of Video:





Algorithm:

Inputs: Mat: matrix with $N \times N$ dimension

N : number of frames in the sequence

For each sequence

Outputs: Mat: matrix filled with the repeatability values

While sequence [] not NULL

Begin

for (int $i = 0$; $i < N$; $i++$)

for (int $j = 0$; $j < N$; $j++$) // apply matching algorithm for this two images //

compute the repeatability between I and J frames

Mat[i][j]=Repeatability i,j

End

End

End

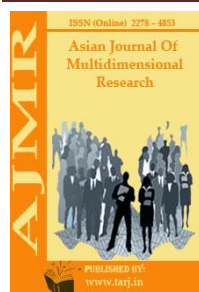
CONCLUSION:

In this paper, I investigated an unsupervised object-level video summarization. By diving into the fine-grained moving object instances residing in each given video sequence, the proposed online approach can learn to summarize the extracted object motion clips in an unsupervised and online manner. Video summarization targets to facilitate large video file by producing short, concise summaries that are diverse and representative of original videos. I also formulate video summarization as a sequential decision making process and develop a deep summarization network (DSN) to summarize videos of a Smart City.

REFERENCES:

1. Yujia Zhanga,__, Xiaodan Liangb, Dingwen Zhangc, Min Tana, Eric P. Xingb
Unsupervised object-level video summarization with online motion auto-encoder
2. Takuya Nanri . Nobuyuki Otsu . Unsupervised Abnormality Detection in Video Surveillance

3. Dinesh Singh, C. Vishnu and C. Krishna Mohan Visual Big Data Analytics for Traffic Monitoring in Smart City
4. W. Juyang, Z. Yilu, and WS. Hwang, “ Candid Covariance- Free Incremental Principal Component Analysis,” *IEEE Trans. Pattern Anal. Mach. Intell.*, vol. 25, no. 8, pp. 1034-1040, 2003.
5. T. Kobayashi, and N. Otsu, “Action and Simultaneous Multiple-Person Identification Using Cubic Higher-Order Local Auto-Correlation,” *Proc. IAPR Int. Conf. on Pattern Recognition*, vol. 4, pp. 741-744, 2004.



DOI NUMBER: 10.5958/2278-4853.2019.00160.5

REVIVING RURAL ECONOMY: A STUDY ON TELANGANA, INDIA

Dr T. Siva Prathap*; Dr Mohd Akhter Ali; M.Kamraju***; P.Manisha******

*Assistant Professor,
Department of Earth Sciences,
Yogi Vemana University,
Hyderabad, Telangana
Email id: kamraju59@gmail.com

**Assistant Professor,
Department of Geography, Osmania University,
Hyderabad, Telangana, INDIA
Email id: drmohdakhterali@gmail.com

***Research Scholar,
Department of Geography,
Centre for Economic and Social Studies,
Hyderabad, Telangana, INDIA
Email id: kamraju65@gmail.com

****M.Sc student,
Department of Geography
Yogi Vemana University, Osmania University,
Hyderabad, Telangana, INDIA

ABSTRACT

Revamping of rural economy is critical for the livelihood of majority people in Telangana. Of the 3.5 crore population in the state, about 2.13 crore population lives in rural areas. While agriculture has been mainstay of rural folk in Telangana, non-farm activities fetch additional income apart from providing direct livelihood to many. Non –farm activities in rural economy include animal husbandry i.e., production of milk, meat, poultry, fishing, agro-processing industries and storage etc. Sizable population also depend on traditional occupations and are engaged as black smith, bronze-smith, carpenter, goldsmith, potter, tailor, toddy tappers, washer man and weavers etc., for their livelihood. The chapter delineates the status of agricultural allied activities in the state along with initiatives undertaken by the Government on livestock, animal husbandry and fisheries. Telangana is one of the 29 states in India, located in southern India. Formed in June 2014 as the newest state in India, from the northern part of Andhra

Pradesh, Telangana has an area of 112,077 square kilometres (43,273 sq. mi), and a population of 35,193,978 (2011 census). It is the twelfth largest state in India, and the twelfth most populated State in India. It's Major Cities. Include Hyderabad, Warangal, Nizamabad, Khammam, Karimnagar and Ramagundam. Telangana is bordered by the states of Maharashtra to the north and North West, Chhattisgarh to the north, Karnataka to the west and Andhra Pradesh to the east and south. Telangana had a history as the Telugu-speaking region of the princely state of Hyderabad, ruled by the Nizam of Hyderabad. It joined the Union of India in 1948. In 1956, the Hyderabad state was dissolved as part of the linguistic reorganization of states and Telangana was merged with former Andhra State to form Andhra Pradesh. Following a movement for separation, Telangana was awarded separate statehood on 2 June 2014. Hyderabad will continue to serve as the joint capital city for Andhra Pradesh and Telangana for a period of not more than ten years.

KEYWORDS: *Revamping, Husbandry, Production, Initiatives, Population, Reorganization*

Introduction

Rural areas have been shedding jobs and population for decades, but the problems are growing worse. Farm consolidation has reduced the number of agricultural jobs, while thousands of factories in rural areas have closed due to automation and overseas competition. Although some rural communities are doing well, hundreds have high levels of poverty and unemployment. Because of the poor economic prospects, rural counties typically lose up to a third of their high school classes within two years of graduation as young adults flee to metropolitan areas where jobs are more plentiful. Those left behind tend to be older, and many have severe health problems. Addiction and suicide are on the rise, and life expectancy is dropping. During the Chief Ministerial campaign, K. Chandrasekhar Rao pledged to bring manufacturing and mining jobs back to such areas, which voted overwhelmingly for him. But some observers warn that his policies on migration, trade and health care, as well as his proposed budget cuts, could hurt rural Telangana.

Objective:

- To study the rural economy of study area
- To study the reviving pattern of rural areas in Telangana state.

METHODOLOGY:

This study is completely based on secondary data collected from various publications and records of the Telangana and Erstwhile Andhra Pradesh, Statistical Abstracts, Crop report, Economic Review and Census Reports.

Location of Study Area

Telangana State is southern part region of India. It has an area of 114,840 sq.kms. It is located with a 17. 36 60 N, 78.47.60 E. (Locational map).



Location map of study area

OVERVIEW OF LITERATURE

Various studies undertaken by distinguished scholars have broadened the understanding of the related issues. For example, Shenggen Fan and Peter Hazell (2000) have made an empirical analysis of Rural India with particular reference to less favoured areas. They concluded that the poverty, food security and environmental problems of many low potential areas are likely to remain serious in the decades ahead as population continues to grow.

Tony Beck and Madan G Ghosh (2000) estimated roughly that the CPRs currently add some US \$ 5 billion a year to the incomes of poor rural households in India, or about 12 % to household income of poor rural households. In Pani (water) panchayats (R.S. Deshpande and Ratna Reddy: 1990), every rural household has an equal share in irrigation and water resources. The water rights are tradable, so that even the landless labourers gain from the irrigation resources generated. Grass roots democracy is used to integrate environmental regeneration and rural development to alleviate poverty.

The poor in this view are perceived as having a short time horizon, discounting the future benefits from conservation rather heavily owing to the urgency to make a livelihood and avoid hunger. Such a time horizon leads to unsustainable use of natural resources (M.V. Nadkarni 2000).

Poor farmers put in a tremendous amount of planning and labour into building and maintaining terraced fields, controlling soil erosion, nurturing tree species for fuel, fodder and soil fixing, and intricate soil and engineering mechanisms responsible for conserving, harvesting and distributing irrigation water (Prakash 1997). When the poor appear to degrade the environment, it is basically

because of lack of incentives and appropriate institutions, including lack of clarity on property rights.

Livestock and Animal Husbandry:

Livestock sector, as an integral part of agriculture and rural economy, is one of the potential and regular incomes –generating activities to the rural and semi –urban community. The nutritional security provided by livestock rearing is enormous. In the last few decades, there has been a paradigm shift from the agricultural farming to the livestock farming, due to uncertainty of returns from agricultural farming. The net output from the unit of investment is comparatively high in livestock farming even under adverse seasonal conditions like severe droughts. Telangana is blessed with rich livestock resource, especially cattle and sheep population account in for 5.52% of country's livestock population. The state stands 10th in livestock population, 2nd in sheep population, 13th in goat population, 4th in poultry, and 13th in bovine population and 15th in pig population in the country, as per the livestock census, 2012. About 29 lakh families are engaged in livestock sector for their livelihood.

TABLE: 1 LIVESTOCK POPULATION IN TELANGANA (AS PER 2012 CENSUS)

category	No. in lakh	Percentage
cattle	44.8	4
buffaloes	41.6	4
sheep	128.35	12
goat	45.77	4
pigs	2.37	0
poultry	807.51	75
total	1070.4	100

Source: social economic outlook 2017

TABLE: 2 NUMBER OF VETERINARY HEALTH INSTITUTIONS IN TELANGANA

Particulars	numbers
Super Speciality veterinary hospital	1
Veterinary poly clinics	8
Veterinary hospitals	99
Veterinary dispensaries	907
Rural livestock units	1102
Mobile veterinary clinics	37
Private AI practitioners	1322

Source: social economic outlook 2017

Cattle and Dairy Development:

Animal Health:

The Department has taken up strengthening of existing institutions to improve quality of animal health services by providing facilities for surgery, disease, investigation and treatment. Polyclinics were established at district headquarters to address this issue. Every Mandal has been

provided with a veterinary graduate to effectively render animal health services, support production programme and for prevention and control of livestock diseases. In this regard, nine Animal Disease Diagnostic Laboratories (ADDDLs) were made functional. So far, 445.05 lakh cases have been treated, 1.74 lakh castrations done and 348.78 lakh vaccinations given by these institutions during the year 2016-17. (up to 30 November 2016). The Veterinary Biological Research Institute, Hyderabad, has been producing bacterial (HS, ET & BQ) and viral (sheep pox, goat pox and PPR) vaccines after obtaining drug licence. During the year 2015-16 (up to November 2016), 578.66 lakh doses of various types of vaccines (mainly Sheep Pox, ET and PPR) were produced and supplied to various states by the institute. World Organisation for Animal Health, Paris has approved and recognized on 26th may, 2015 that India has official control programme for Foot and Mouth Disease (FMD) and endorsed that the FMD control programme is in accordance with OIE Terrestrial Animal Health Code, 2014. The Government of Telangana has issued a notification declaring the state has an FMD free zone and also submitted a dossier for active consideration by OIE, Paris.

TABLE: 3 VACCINATIONS CONDUCTED IN TELANGANA IN STATE DURING 2016-2017(TILL DEC'2016)

Name of vaccination	Target of population	Total vaccination done	Percentage of coverage
Haemorrhagic septicaemia	22,43,787	21,68,630	97
Black quarter	11,13,238	10,79,065	97
Enterotoxaemia	65,24,653	61,86,022	95
First round of FMD vaccinations	75,61,918	69,46,424	92
PPR control programme	60,61,607	54,95,234	94
Sheep pox	1,26,05,544	1,08,99,427	86
Goat pox	45,57,161	38,77,520	85
Second round of FMD vaccinations	75,57,399	70,85,232	94

Source: social economic outlook 2017

The Department organises infertility –cum-total –veterinary health care camps in the state under this programme, the animals having infertility problems are identified at the village level and special camps are arranged with wide publicity.

Apart from this, various other activities like health care of livestock, disease preventive measures like vaccination against endemic disease, deworming, castration, artificial insemination and pregnancy verification are carried out free of cost.

Feed and Fodder Development:

The state has 115.45 lakh cattle units and the requirement of fodder from July 2016 to December 2016 is 96.86 lakh metric tonnes (LMT) and availability from all sources is estimated as 100.44LMT.

The Department has taken up advance action for production of fodder through supply of fodder seed on subsidy to all the farmers to raise the fodder from January 2016 onwards. so far, the department has supplied 1540 tonnes of fodder seed under various schemes and programmes in

Telangana for the year 2016 -17 (up to November 2016). A total of 77,000 acres were brought fodder cultivation which has yield 3.08LMTS of dry fodder matter. The department has supplied 3419 chaff cutters at 50 % subsidy under various programmes like Rashtria Krishi Vikas Yojna (RKVY) and Accelerated Fodder Development Programme (AFDP).

In Order to meet fodder scarcity, 490MTs of silage bales were supplied to Mahbubnagar and Medak districts. In Mahboobnagar 3 cattle's camps were organised for distribution of 305MTs of fodder silage bales. In Medak district, a cattle camp at Narayankhed constituency was organised to distribute 185MTs of fodder silage bales.

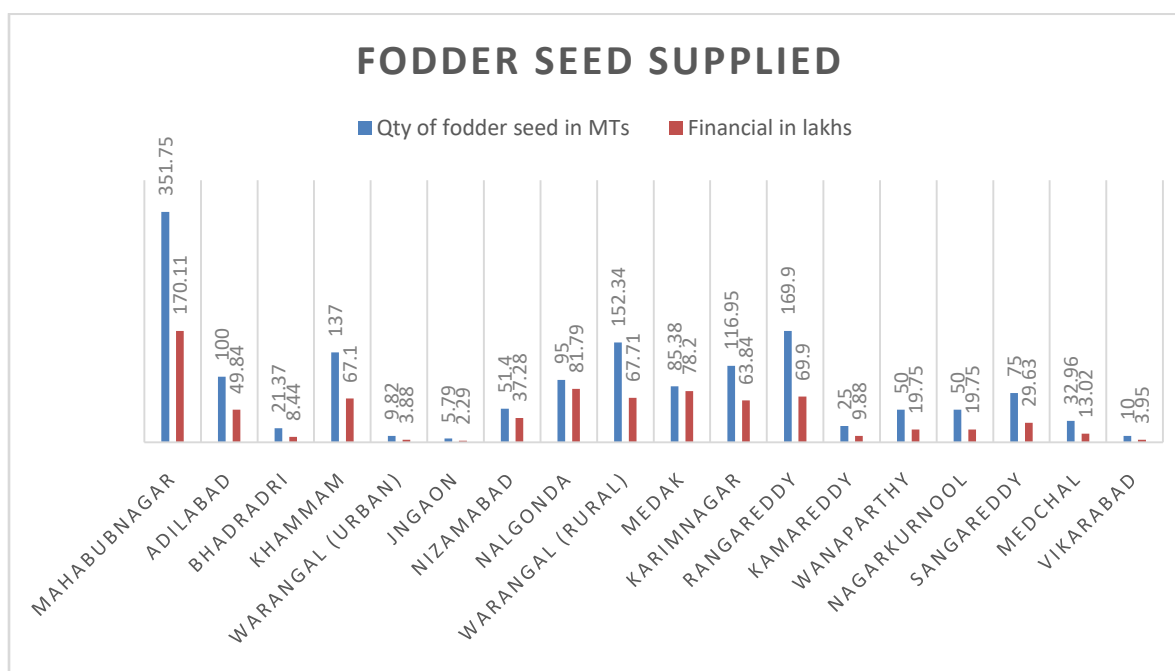


Figure 1 fodder seed supplied under all schemes for the year 2016-17 (up to Dec'2016)

In order to ensure shelter, fodder and health services, cattle camps are organised as a last resort in the needy districts. The animals are registered in the camps and dry fodder, water and health care are provided as per the latest norms by GOI, RS.70 per day for each large animal and Rs. 35 per day for each small animal is being provided. under "sunandini"-female calf feed subsidy programme, and elite female calves born out of artificial insemination /natural breeding were enrolled at the age of 4-5 months during the year 2015-16 and calf feed was provided on subsidy, while insurance and health care were provided at free of cost.

Sheep Rearing:

Small ruminants play a vital role in the rural economic especially of poor and backward class people. About 5.12 lakh families are dependent on small ruminant production in Telangana. Sheep breeding and rearing has the potential to offer employment to the landless labourers, small and marginal farmers, nomadic and semi-nomadic people etc., with little investment and a potential to generate quick returns. The products like skin, wool, various organs, intestines and almost all parts are value generating, if properly collected and used.

The human population of Telangana state is 3.68crore (as per SKS 2014), 98.7% of who are non-vegetarians (NSSO 2014 Food habits), with an annual meat production of 5.42 lakh tonnes, the state stands 6th place in the country. The people of Telangana prefer meat from sheep over goat

unlike north Indians who prefer goat meat. The state of Telangana and Hyderabad in particular, are the places of highest consumption of meat in the country. However, the per capita meat consumption in India is 5.5 kg per year, which is much lower than 10.8 kg per year as recommended by the Indian council of medical research (ICMR).

Although Telangana stands at 2nd position in sheep population, it is not self –sufficient in catering to the meat demand. In the twin cities alone, there is shortage of 60 tonnes of meat every day being met by import of 5,000-6,000 live animals from other states. The demand for ‘mutton’ may be as high as 12,000 -15,000 animals on Sundays /festive days which are met by import of sheep from other states.

Telangana is blessed with primarily 3 breeds of sheep 1) Decani Breed (yields coarse wool, meat is tasty, highly drought and disease resistant); 2) Nellore Brown (yields no wool, but has better carcass weight); 3) jodipi (yields no wool and has good meat yield). The popular coarse wool black Decani sheep was preferred by the shepherds of Deccan over years for its tolerance to drought, fodder scarcity, its capacity to migrate long distances and an ability to endure the large diurnal temperatures and seasonal variations. The wool protects the breed from sun, wind, cold and rain. Deccani wool was ones in great demand from a vibrant local market and the Indian Army, the whom coarse blankets were supplied. Unfortunately, gradually the Deccani Breed was discriminated its wool is not fine, international dumping of wool in the Indian market , preference for synthetic substitutes and the meat production is lower than ‘mutton’ breeds of India.

TABLE: 4 POPULATION OF SHEEP REARING COMMUNITY IN TELANGANA

community	Population	household
yadavas	13,49,048	3,97,409
golla	6,28,320	1,70,942
Kurakula	27,960	7,742
Kuruva	4,80,562	1,25,626
Kurmi	25,627	7,061
kurba	75,550	21,119
Total	25,87,067	7,29,899

Source: Intensive Household survey (SKS) 2014

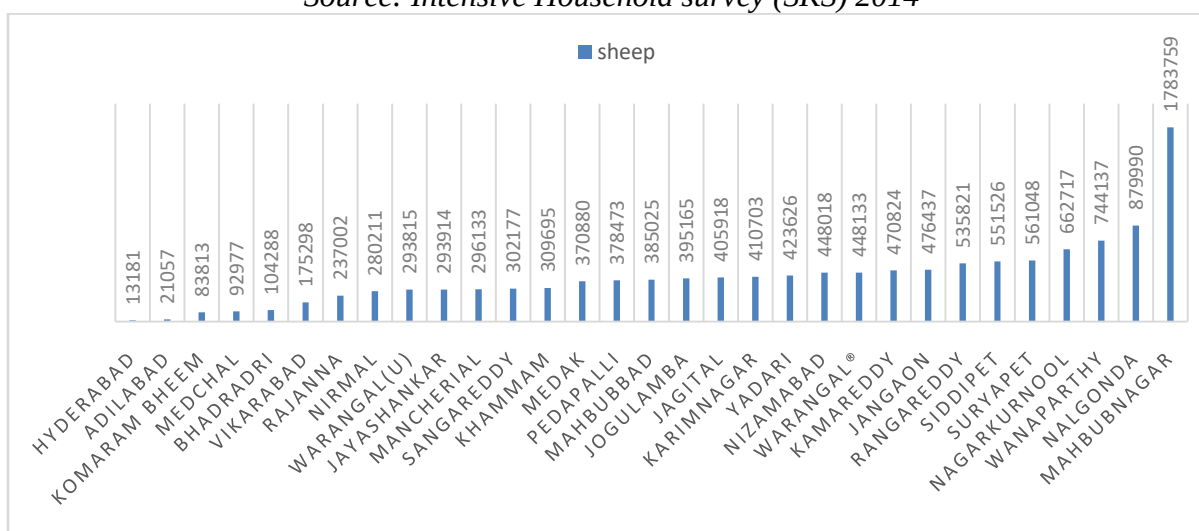


Figure 2: District wise distribution of sheep in Telangana as per SKS, 2014

At state level, Telangana state Sheep and Goat Development Cooperative Federation Limited (TSSGDCFL) has been established to look after the activities of small ruminant development and marketing in cooperative structure and registered on 11th August 2014. The cooperatives of sheep and goat breeders have a well –structured three-tier system. The system Federation in the apex body at state level, District Sheep Breeders Cooperative Unions (DSBCU) at district level and the Primary Sheep Breeders Cooperative Societies functioning at village level with a membership of 2,57,057.

TABLE: 5 NUMBERS OF EXISTING PSBC AND MEMBER IN THE SOCIETIES

Districts	Number of existing PSBCS	No. of members in the societies				
		SC	ST	BC	OC	Total
Rangareddy	187	4295	2709	14734	3954	26322
Nizamabad	395	741	1596	9319	392	12048
Medak	594	14	16	23851	12	23893
Mahbubnagar	949	21	542	59341	0	59904
Nalgonda	465	165	293	13321	161	13940
Warangal	584	0	910	39124	986	41020
Khammam	141	1	1	6944	0	6946
Karimnagar	702	0	0	68140	0	68140
Adilabad	162	75	163	4520	86	4844
Total	4179	5942	6230	239294	5591	257057

Source: social economic outlook 2017

Current interventions carried out by AHD and TSSGDCFL:

- NCDC scheme in Mahbubnagar District:

The outlay of the first spell of assistance was Rs.21.82 crore including 20 percent beneficiary contributions. A total of 1672 sheep units were procured, 44,496 sheep were distributed and 1672 members representing from 142 PSBCSs got benefited from the scheme. The outlay of the 2nd spell of assistance is Rs. 41.50 crores including 20% beneficiary contribution. A total of 82363 sheep will be distributed to 3305 beneficiaries.

- NCDC scheme in eight districts:

The NCDC, New Delhi has sanctioned an amount of Rs. 398.88 crore to the government of Telangana for implementation of NCDC programme in the remaining erstwhile eight districts excluding Hyderabad. The scheme is faced into three years. By utilizing Rs.398.88 crore, 33824 primary sheep breeders Cooperative Societies members will be benefited. The sheep stock added to the erstwhile nine nodal Districts (27 new Districts) is 8,90,921. This results to addition of 7.12 lakh lambs worth of Rs. 338.20 crore every year. In addition, 6,764 tonnes of meat will be produced every year.

The outlay of first spell of assistance for eight other districts is Rs.79.78 crores including 20 percent beneficiary contribution. A total of 6,774 Primary Sheep Breeders Cooperative Societies (PSBCSs) members will be benefited through 2, 44,305 sheep distribution.

- Sheep Health:

At present, Department of Animal Husbandry has been conducting 3 rounds of deworming, although shepherds are requesting to provide four rounds of deworming per year. The

Department is also conducting free vaccinations against ET, Sheep Pox, Goat Pox, and PPR diseases. It is proposed to cover sheep against Blue Tongue also. During the first round of mass free sheep and goat deworming programme, 157.90 lakh sheep and goat were dewormed and 2.25 lakh sheep rearers were benefited. For close monitoring of animal health activities, it is necessary to bring all the veterinary institutions and Gopalmitras under the administrative and technical control of Assistant Director in charge of Area Veterinary hospital.

Disease diagnostic facilities are not available in any of the new districts. The department has taken up construction of buildings for constituency –level Animal Disease Diagnostic Labs. It is planned to introduce 100 mobile veterinary clinics in the state to provide services at farmers 'door step. It is also proposed to bring all the veterinary institutions and Gopalmitra Centres under the purview of a "Call Centre", which can be accessed by any farmer by dialling a toll-free number.

Impact of the Sheep Programmes:

Farmers are being benefited by increased body weights of each sheep in the flock by 1.0 to 1.5 kg and economically they are benefited by Rs.450 to Rs.675 per animal depending on the prevailing market rates. As the programme covers entire sheep and goat population, it is estimated that there will be an approximate increased production of 170 lakh kilograms and income generating of Rs. 76,500 lakhs in the entire state.

There is reduced morbidity and mortality in the flock. The lambing rate and immunity to disease has increased. There has been reduced pasture land contamination by minimizing the workload within the host. The knowledge about the occurrence of important parasitic infestations in the area among the shepherd community has increased.

Need for Integrated Sheep Development for the State:

The growth rates and conversion efficiency is very high in ram lambs during the post weaning period. It is beneficial for the shepherd to sell the lambs after they attain a weight of 20-25 kg (In 9 -12 months) and use ewes to reproduce lambs in an efficient way. Therefore, it is better to encourage rearing units with an aim to increase the profits by selling lambs at appropriate time and weight. The animal traders move over vast tracts and to neighbouring states to get good quality rams or ewes of desired breed and body weight. Further, the lambs arrive at the market or for slaughter at an early age. There is shortage of availability of quality animals for further rearing. Therefore, there is an urgent need to promote breeding units and to supply adequate number of lambs /adult animals of desired weight.

Inland Fisheries Development:

Fisheries are one of the important sectors contributing to 0.5 percent of state's GSDP as well as generating income and employment. The sector aims at exploitation of all the possible resources under capture and culture fishery base for increasing fish production and productivity through sustainable development. The sector contributes significantly towards food security, nutrition, and health, livelihood security of rural population and welfare of fisherman. The State of Telangana ranks third as per the water resources available and ranks eighth as per fish and prawn production (Source: Hand Book on Fisheries Statistics 2015, Gol).

The Major Goals set out by the Government are:

1. Year-round fishing activity and supply of local fish in Telangana throughout the year.
2. Saturation approach for fish rearing in water bodies, reservoirs and tanks.

3. Diversification of fish rearing activities by introducing cage/pond culture and prawn culture.
4. Enroll all fishermen in societies and provide welfare schemes for improved livelihoods.

During 2016-17(up to October, 2016), 0.92 lakh tonnes of fish and prawn were produced in the state as against the target of 3.535 lakh tonnes. The state fisherman population of 19.04 lakh of which 3.20 lakh are active fishermen who depend on fishing for their livelihoods. This fisherman is organized into 3,515. Primary Cooperative Societies at village level. Similarly, 23,053 fisherwomen have been organized into 416 cooperative societies and SHGs working for domestic fish marketing and other livelihood activities. There are seven fishermen marketing cooperative societies having 3,307 members. There are 55 fish markets and 244 community halls sanctioned in the state. The scenario of fish & prawn production in the state during last decade is shown in the table below:

TABLE: 6 FRESHWATER FISH AND PRAWN PRODUCTION IN TELANGANA (IN TONNES):

year	Inland Fish Production	Inland Fresh Water Prawn Production	Total
2006-07	6,04,311	2,221	6,06,532
2007-08	6,88,301	2,296	6,90,597
2008-09	1,49,049	2,242	1,51,291
2009-10	1,33,613	2,008	1,35,621
2010-11	1,33,587	2,206	1,35,793
2011-12	1,96,708	3,774	2,00,482
2012-13	2,14,591	5,037	2,19,628
2013-14	2,43,037	6,596	2,49,633
2014-15	2,60,010	8,352	2,68,362
2015-16	2,28,185	8,567	2,36,752

Source: social economic outlook 2017

A total of 23,874 tanks covering about 5, 63 lakh hectares are suitable for fish growth and 781 hectares of dug-out ponds have been brought under fish culture. About 1,808 km length of rivers and canals also contribute to capture fisheries. Wild capture of 2.28 lakh tonnes of Fish and 0.84 lakh tonnes of fresh water prawn was received during 2016-17. There is scope to increase the production up to 40 lakh tonnes with total seed stocking.

There are 28 seed fish seed farms, in which seven farms are having hatchery facilities to produce fish seed. Due to non-availability of water and lack of farm maintenance, only 3.26 crore is achieved against targeted 10.89 crore. However, the Government has initiated to release 27.85 crore fish seed produced and imported from private farms, which is less than 50% against the requirement of total 54.58 crore fish seed. There are no private seed production farms in the state, hence there is scope to revive seed farms increase seed rearing area and revive carp seed production, both in public and private lands.

TABLE: 7 STATUS OF VARIOUS RESOURCES IN TELANGANA FOR FISH PRODUCTION

1	Reservoirs	No	Water spread area in Ha.	Nos. in Licensing system	Nos. in Lease System
A	Large	8	1,40,074	8	0
B	Medium	17	28,090	10	7

C	Small	55	21,671	8	47
	total	80	1,89,835	26	54

Source: social economic outlook 2017

2	Tanks	Departmental		Gram Panchayat	
		No	Water spread area in Ha	No.	Water spread area in Ha
I	Perennial	628	53,148	176	1,235
ii	Long Seasonal	2,195	1,14,188	967	7,225
iii	Short Seasonal	1,789	73,228	23,067	1,29,685
	total	4,612	2,40,564	24,210	1,38,145
3	Aquaculture ponds	No.		Area in Ha.	
		474		781.30	
4.	Rivers and Canals	-		1808km	

Source: social economic outlook 2017

Current interventions by the Fisheries Department:

- Government is encouraging freshwater aquaculture in the state for farmers. So far, 474 ponds covering an area of 781 hectares have been allotted to farmers and issued with certificate of registration.
- The inland water bodies are being mapped by central Inland Capture Fisheries Research Institute, Barrack pore with Remote Sensing Technology.
- The Government has released Rs.33.67 lakh towards premium of fisheries under Group Accident Insurance Scheme. During the year 2016-17, the lives of 3.26 lakh fisheries had been insured.
- Government implementing a major programme on development of fisheries sector under the Blue Revolution-Integrated Development and Management of Fisheries scheme. The major components of the scheme are:
 - a) Construction of Landing centers
 - b) Construction of new ponds and tanks
 - c) Establishment of fresh water fish brood bank
 - d) Establishment of fresh water fish seed hatcheries
 - e) Fish seed rearing unit
 - f) Input cost of fish seed rearing up to fingerlings
 - g) Installations of cages in reservoirs and other water bodies
 - h) Input cost for fish culture
 - i) Establishment of small fish feed mills

With an objective improve productivity, reduce post-harvest losses, increase livelihood support and welfare of fishermen during capture and culture fisheries, a comprehensive scheme for fisheries development is proposed with a totally outlay of Rs.7015 lakh. In this project, infrastructure oriented schemes, beneficiary oriented programmes, community assests for fishermen SC/ST fishermen are proposed. The details of components are furnished below:

- Supply of fish seed
- Construction of community halls for inland fishermen
- Savings-cum-relief to inland fishermen
- Supply of boats and nets to reservoir /river course licenses

- Establishment of fish/prawn farm or fish seed farm or fish hatchery
- Vending unit with moped
- Vending unit with luggage auto
- Construction of fish landing centers
- Construction of wholesale fish market
- Retail fish markets
- Cage culture
- Setting up of backyard hatcheries for ornamental fish production by fishermen women (SHG)/cooperatives

The fish seed on 100 percent grant is provided to be stocked in all reservoirs /department tanks during 2016-17, for the enhancement of livelihoods of fishermen and to boost fish production. A total of 3,939 reservoirs and tanks have been stocked with 27.853 crore of advanced fingerlings at a cost of Rs.22.46 crore. It is expected to get a yield of 80,000 tonnes of fish production with expected income of Rs.500 crore.

Women Self Help group movement in the state is very strong. Taking advantage of the prevailing favourable conditions, the government has organised fisherwomen into Matsya Mitra Groups (MMGs). There are 383 fisherwomen cooperative societies with a total membership of 1,068. These MMGs prepare their micro business plan and take up income generating schemes for improving their economic condition. A revolving fund is given to MMGs under CM package and RKVY at 25,000 per group of 10 to 15 women. The groups can also approach the banks for taking loans at augment their resources. So far, 868 MMGs covering 8700 fisherwomen are organised in Telangana state and a financial assistance of Rs.138.65 lakh is released to 550 MMGs.

Recently, the fisherman department has undertaken initiatives to improve the fish productions and livelihoods of the fishers. In this context, a brainstorming session was organized with various stakeholders at NFDB conference hall on 16-17 February 2017. A project has also been sanctioned to Centre for good Governance to study the current status of Fisheries sector and provide recommendations and pathways for improvement.

Backyard Poultry Development

India's poultry industry is one of the largest in the world. It employs over 25 million people and feeds millions of people. It contributes Rs. 95,000 crore to the economy each year. Since the turn of the decade, however, the poultry industry has been in severe crisis. The rise in input cost (chicken feed having a mix of maize and soybeans), the inflation in labour and utilities' cost was making the poultry industry to bleed. The Government approved for the reduction in the rate of electricity for poultry industry by Rs. 2 per unit. Poultry industry consumes 24 crore units of electricity per year, hence this subsidy cases the burden by Rs. 48 crore. Orders were passed for a temporary subsidy on maize that reduces the burden on chicken feed by Rs. 12.15 crore.

Government has planned to provide backyard poultry to 14,370 beneficiaries with a unity of 45 birds. Each beneficiary will be provided with chicks in two spells of 20 and 25 chicks, at an interval of 16 weeks after duly verifying the performance. An Amount of Rs.50 per birds will be provided as subsidy for 45 birds. The balance amount over and above Rs.50 per bird will be met from beneficiary contribution. Besides that, an amount of Rs. 1500 will be provided as 100 percent subsidy towards night shelter to accommodate 20 chicks at a given time. This amount can be spent towards cages, feeders etc.

Forestry and Logging

Forests play a major role in supporting livelihood activities of rural poor, contributing to the economy of State, mitigating the threat of “global warming”, besides conserving the fertile soil and wildlife. The ‘forestry and logging’ contribution to state GSDP at current prices is 0.4 percent in 2016-17 (Advanced Estimates). The core objective of ‘forest sector development strategy of the State’ is to enhance green cover by integrating it with livelihood opportunities. The State Government is implementing various development schemes to protect and develop existing forests, to improve its productivity and economic value. One of the flagship programmers of the State in the forest sector is Telangana Ku Haritha Haram (TKHH), which was launched in the year 2015 with the objective of planting 230 crore seedling in next four years, in and outside the forest area to achieve 33 percent of forest cover in the Telangana State.

CONCLUSION

While both farm and non-farm activities are important for the development of rural economy, the later has been relatively less emphasized in the past. The present Government has taken a gamut of initiatives encompassing development of animal husbandry, promotion of fisheries and rejuvenating traditional occupations. There is a need to develop a comprehensive and integrated sheep development policy for Telangana State. The state policy should be built upon the seven fundamental principles for strengthening small ruminant sector which are:

- The sheep programmers should be decentralized and location specific;
- Improve the genetic pool through local selections from the climate- resilient indigenous breeds;
- Streamlining service delivery, disease surveillance and promote local, ethnic- health care service;
- Knowledge enhancement of small ruminant rearers, particularly on best management practice;
- Enhancing natural resource base (fodder, water, shelter) for increased productivity and production;
- Strengthening sheep reares’ institutions and encourage entrepreneurship and
- Value addition, marketing, modernisation, IT- enabled service, research and monitoring.

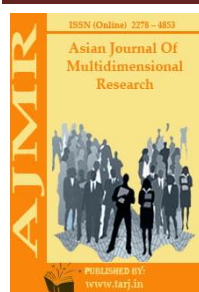
Similarly, the fisheries sector needs to encourage private partnership and rural entrepreneurs to undertake the fish production and marketing in a business approach and profitable venture. The fishers Policy will need to look into the following six aspects nationally they are:

- Develop resources (present & potential) for inland fish and proven productions,
- Attain self- sufficiency its requirements of fish seed, fingerlings etc;
- Develop aquaculture production systems
- Industrial arrangements for entire supply chain/ value chain
- Encourage entrepreneurship; and
- Address HRD, infrastructure and policy issues.

REFERENCE:

- Arun Kumar Sharma -population and society: present scenario and future prospect, concept publication Co., New Delhi,2012

- Bar akade A. J. (2011): A Study of Urbanization in Satara District of Maharashtra. *Geo science Research Journal*, V ol.2, Issue 1, pp-38-44.
- Brockerhoff M. (1999): *Population and Development Review*, V ol.255.No. 4, pp.757-778.
- Beck, Tony. Madan G Ghosh. "Common Property Resources and the Poor: Findings from West Bengal", *Economic and Political Weekly*. 35:3 (January, 2000): 147-153.
- Cox, Peter R. (1957), *Demography*, Syndics of the Cambridge University Press.
- Deshpande, R. and Ratna Reddy, "Social Dynamics and Farmers' Society: A case study of Pani Pandhayats", *Indian Journal of Agricultural Economics* 45:3(1990): 356-61
- Feng Z, Tang Y, Yang Y *et al.*, 2008. Relief degree of land surface and its influence on population distribution in China. *Journal of Geographical Sciences*, 18(2): 237–246.
- Fan, Shenggen and Peter Hazell. "Should Developing Countries Invest More in Less Favoured Areas? An Empirical Analysis of Rural India", *Economic and Political Weekly* 35:17(April, 2000):1455-1464.
- Govt. Of Andhra Pradesh: Census of India 1991, Series-14, and District Census Handbook.
- Govt. Of Andhra Pradesh: Census of India, 2011.
- Handbook of Telangana -2015
- Krishan G. (1971): Distribution and Density of Population in Upper Bari Doab, Punjab. *National Geographer*, Vol. 6 pp. 31-36
- Nadkarni, M.V. "Poverty, Environment, Development: A Many Patterned Nexus", *Economic and Political Weekly*. 35:14 (April, 2000): 1184-1190.
- Prabhakar, V.K., (2001) *Population and Environment*, Anmol Publications Private Ltd., New Delhi.
- Socio economic outlook Telangana -2017
- United Nations (1973): *The Determinants and Consequences of Population Change*. Vol. 1, pp. w162-172 York.
- United Nations (1963), *Methods of Analyzing Census Data on Economic Activities of the Population*, Department of Economic and Social Affairs, Population Studies, No. 43, United Nations, New York.



DOI NUMBER: **10.5958/2278-4853.2019.00161.7**

ACCESS TO MATERNAL HEALTH CARE SERVICES AND SOCIOECONOMIC DISPARITIES IN PRE AND POST NRHM PERIOD IN INDIA: EVIDENCE FROM NATIONAL SAMPLE SURVEY

Sabitri Dutta*

* Assistant Professor in Economics,
DumDum Motijheel Rabindra Mahavidyalaya,
Email id: sabitri.d@gmail.com

ABSTRACT

Objectives: National Rural Health Mission (NRHM) was launched in April, 2005 with a focus to provide accessible, affordable and quality health care to the rural population. Maternal and child health received a major thrust. This paper attempts to assess whether in the post NRHM period the utilisation of maternal care facilities has improved. It also aims to examine the factors associated with the utilisation of maternal care services, both public and private. **Method:** NSS 60th round (2004) and NSS 71st round (2014) unit level dataset have been used for the study. 2004 and 2014 have been chosen as pre and post NRHM period respectively. Cross tabulation, correlation analysis and bivariate LOGIT regression involving selected variables have been done using STATA. **Result:** The study found that the utilisation of maternal care services has increased over the decade. The study also identifies difference in the utilisation of the public and private services across places of residence (rural/urban), educational levels of the mother, social group, age and income. **Implication:** A cent percent institutional delivery should be ensured to reduce the risk of pregnancy and delivery related mortality and morbidity for both of the mother and child. More investment in this area is needed to penetrate the grass root level problems, both in the rural and urban areas. Higher investment ensuring improved infrastructure along with better outreach is likely to pave the way for achieving the goal of cent percent institutional child birth particularly in the rural area. JEL classification: I14, I18

KEYWORDS: National Rural Health Mission, Prenatal And Postnatal Care, Public And Private Facility

INTRODUCTION

The Sustainable Development Goal (SDG) established an agenda for maternal health that aimed at ending of the preventable maternal mortality. The SDG 3.1 targeted a reduction of the global maternal mortality rate (MMR) to less than 70 per 100,000 live births by 2030. Accountability for fulfilling the target of improved maternal health requires well planned and strategic policy within the country that is expected to penetrate the problem at the grass root level. The maternal mortality ratio in India has declined from 556 per 100,000 live births in 298 in 2004 and to 174 in 2014. Globally MMR fell by nearly 44% over the last 25 years. WHO estimates show that approximately 830 women die globally from preventable causes related to pregnancy and child birth. Out of this 99% death occurs in developing countries. India accounted for approximately 15% of total maternal deaths occurred worldwide in 2015.

India has taken a special and sorted initiative with an objective to improve the maternal health mainly through better provision of prenatal and postnatal care delivery system. National Rural Health Mission (NRHM) was launched by the Government of India in 2005 to provide accessible, affordable and quality health care to the rural population of the country. Though the mission had the objective of providing a fully-functional, equitable, affordable and quality health care in general, the maternal and child health received a considerable thrust. NRHM sought to reduce MMR in the country from 407 to 100 per 100,000 live births, Infant Mortality Rates (IMR) from 60 to 30 for every 1000 live births and Total Fertility Rate (TFR) from 3.0 to 2.1 within 7-year period of the mission (2005-2012). NRHM put special focus on 18 states including the north-eastern states Jammu & Kashmir and Himachal Pradesh. These states had been selected because they had weak public health indicators and/or weak health infrastructure (MoHFW, India).

Janani Suraksha Yojana (JSY) is a special motherhood intervention program launched under the umbrella of National Health Mission. It came into existence as an integral part of NRHM with the objective to reduce maternal and infant mortality by promoting institutional deliveries so that skilled attendance can be ensured at the time of delivery and women and infants can be saved from the pregnancy related complications and deaths. Janani Shishu Suraksha Karyakaram (JSSK) is a new initiative taken by Ministry of Health and Family Welfare (MoHFW) in 2011 that ensures provision of completely free and cashless services to pregnant woman including normal and caesarian deliveries. It also includes treatment provided to sick new born in the Government health institutions in rural and urban areas. The primary objective is to reduce high out of pocket expenses that are incurred by the pregnant women for the purpose of delivery and treatment of sick new born.

REVIEW OF LITERATURE

The supply of the care does not necessarily imply utilization. Access to the care is an essential part of the quality of the care. The outreach visits by Auxiliary Nurse Midwife (ANM) vary considerably across geographical regions, with significantly higher visits in states in southern and western India than those in northern India (Nair & Panda 2011). In a study on Orissa, Prusty (2015) found that utilization of maternal health care took place mostly among the economically better-off households. Significant disparities were found in a study by Gupta (2015) in the utilization of maternal care services by caste, place of residence, education, economic status and age of the mother at first birth. The study by Suxena et al. (2013) revealed that there exists significant association between caste, education, wealth and the access to three Ante Natal Care

(ANC) visits. Singh (2014) found that financial reasons and lack of awareness about the ANC were responsible for adequate utilization of ANC. Women's education level and the wealth index show a positive significant association with ANC and delivery care (Digambar A. et al. 2011). National Family Health Survey (NFHS) -3 reports that only 15% of the women receive all types of prerequisite ANC, with widespread disparities among the states. It also indicates that only 55% of the urban women receive the basic ANC, 65% of the pregnant women receive Iron and Folic acid supplement and 59% of the surveyed women found to be anemic. Positive association was observed in the educational attainment of the women and visit to the ANC clinic, administration of tetanus toxoids and the place of delivery (Ishmael Kalule et al. 2014). Health care utilization largely depends on the economic status of the households and the education of the mother (Mahapatro 2012).

SIGNIFICANCE/ NEED OF THE STUDY

SIGNIFICANCE/ NEED OF THE STUDY

SIGNIFICANCE/ NEED OF THE STUDY

SIGNIFICANCE/ NEED OF THE STUDY

Significance of the Study

The lack of proper utilisation of the care affects the efficiency and the performance of any policy taken. The assessment on the basis of its impact is useful for realising any need for further intervention. So, this study is significant as it aims to analyse the condition and utilisation of the prenatal and postnatal care facilities in rural and urban areas of India. Both public and private provided facilities are considered. The analysis of impact of NRHM across different demographic attributes of mothers help to understand the existing loopholes, if any, and probable area to intervene in order to enhance the effect of the policy in question.

Objective and Hypothesis

This paper attempts to assess whether in the post NRHM period the utilisation of health care facilities improved in both rural and urban sectors. Urban area has been considered to compare the improvement in its rural counterpart as exclusive focus of NRHM was on rural part of India. The paper mainly focuses on the maternal health care services that have been provided as a part of the NRHM scheme. Separate analysis has been done for the high-focus and non-high focus states as defined by the National Health Mission. It also aims to examine the factors associated with utilisation of maternal health care services in India. It examines the association between the education of the woman, economic status of the household and the age of the mother with the utilisation of maternal care facilities. The paper hypothesises that NRHM has penetrated the rural sector well and the high focus states have benefitted largely. The utilisation of the public facilities in the maternal care is likely to be less visible as the education level and economic affluence of the household to which expecting mothers belong increases.

METHODOLOGY

In order to assess the impact of NRHM on the utilisation of the maternal health care facilities, two specific periods have been chosen. Accordingly, two rounds of NSSO data namely 60th round and 71st round have been used for the analysis. These two rounds have been chosen as the 60th round was conducted in 2004 which corresponded to the pre NRHM period and 71st round (2014) was matched with the post NRHM period. The paper studies the change in utilisation of

the maternal health care facilities for the high-focus states and non-high focus states as defined by the NRHM. Separate analysis has been carried out for rural and urban areas. Six components of maternal care have been analysed for both of the periods. These include receiving of prenatal and postnatal care (in general and from the government sources), and institutional delivery (in general and in the government hospitals). The present study also assesses the maternal care at two points in time across the place of residence of the pregnant woman (rural/urban), the education of the mother, social group, household expenditure and age of the mother. The codes of the education provided in the NSSO schedule have been recoded and classified into seven categories. They are illiterate, literate with formal schooling, educated up to primary level, up to secondary level, passed higher secondary, graduate and above and others (passed with diploma/certificate course has been termed as 'others'). The same codes for the social group as given in NSSO schedule have been used. Four categories have been formed for the monthly per capita expenditure (MPCE) of the household to which the pregnant woman belonged. These categories are low expenditure (<Rupees 1000/- per month), lower middle expenditure (monthly expenditure is between Rupees 1000/- and Rupees 2000/-), upper middle expenditure (monthly expenditure is between Rupees 2000/- and Rupees 3000/-) and high expenditure (monthly expenditure is more than Rs. 3000/-). As monthly per capita consumption expenditure of Rs. 972 for rural areas was treated as the poverty line income at all India level (Planning Commission, Govt. of India, 2014), MPCE less than Rs. 1000/- has been taken as low expenditure. The subsequent classes have been formed taking Rs. 1000/- as the class range. Mother's age has been put into five groups (<20 years, 20 to 25 years, 25 to 30 years, 30 to 35 years and 35 years and above). Correlation analysis has also been attempted in two levels. Correlation coefficients among maternal care in general (public and private inclusive) and demographic variables like education, expenditure and age have been computed. Same has been calculated for the maternal care provided by the public sources and the demographic variables mentioned in the previous case. The correlation has been tested at 5% significance level. The causal link has been checked by running five separate regressions, with receiving of prenatal and postnatal care, in general, and with public services and occurrence of delivery at Government hospitals as dependent variables respectively. Place of residence, education, expenditure and age of the mother have been used as independent variables in both of the regressions. For all statistical analysis, the statistical package STATA has been used.

RESULT AND DISCUSSION

The study presents a comparative analysis of the maternal care facilities for high-focus states and non-high-focus states, rural and urban sector separately for the two chosen time period. The demand side factors that influence the access to the prenatal and postnatal care facilities, provided by both Government and private sources generally include economic status of the household to which the pregnant woman belongs, their education status and the age. But there are certain latent factors which also affect the decision to access and avail the care. As the voice of the head of the household matters most in taking such kind of decision, the gender of the household is very crucial in this context. If the household head is female then the pregnant woman belonging to that household is likely to get better care, prenatal and postnatal. In addition, there are some customs and cultural belief that sometimes play an hindering role in accessing the formal medical assistance and care during and post pregnancy period. This may happen due to some binding societal norms or even due to the prejudices of the woman herself who needs the care. Ensuring and removal of supply side bottlenecks only in maternal care may

not provide the cent percent solution to the problem of increasing mortality and morbidity due to pregnancy related complications. This study has not considered the gender of the household head. Any future extension may explore that scope. Information on culture and belief were not available from the secondary source used. It is beyond the scope of present analysis.

Utilisation of the Prenatal Care Services

The change in the utilisation of the prenatal care facility over the decades, in both rural and urban areas, indicate the effectiveness of NRHM. The high-focus states as defined by the National Health Mission (NHM) itself are Bihar, Chattisgarh, Himachal Pradesh, Jammu & Kashmir, Jharkhand, Madhya Pradesh, Odisha, Rajasthan, Uttar Pradesh, Arunachal Pradesh, Assam, Manipur, Meghalaya, Mizoram, Nagaland, Sikkim and Tripura. The rest are non-high focus states. The prenatal care services are one of the important aspects of maternal health care services.

In table 1 it is observed that tremendous improvement has taken place in the percentage of pregnant women who have received the prenatal care facilities during 365 days recall period in the rural areas of high-focus states (from 65.09% to 88.2%). The prenatal care in 2014 includes administration of tetanus and iron and folic acid supplement in the pregnant woman. Improvement has happened in the urban counterpart also, though the rural improvement (35.5%) is more pronounced than urban (17.4%). Here the source of care service may be public or private. The non-high focus states were already a good performer, both pre and post NRHM period. However, both of the rural and urban performance have improved in the inter-survey period in this state.

TABLE 1: PERCENTAGE OF WOMEN ACROSS UTILISATION OF PRENATAL CARE IN HFS AND NHFS AND PLACE OF RESIDENCE DURING 365 DAYS REFERENCE PERIOD

	High Focus State						Non-High Focus State					
	2004	2014	% change	2004	2014	% change	2004	2014	% change	2004	2014	% change
	Rural	Rural		Urban	Urban		Rural	Rural		Urban	Urban	
Prenatal care Availed	65.09	88.20*	35.85	77.53	91.01*	17.56	87.28	96.86*	10.97	89.86	97.26*	8.23

Source: NSSO unit record data of 71st round (2014) and 60th round (2004)

*difference is significant at less than 1% level (z-test for proportion difference was conducted)

Utilisation of the Postnatal Care Services

The first six weeks after the delivery are very crucial for both mother and the new born baby. Therefore, postnatal follow-up visit is an important determinant of the quality of the health of the mother and child. NSSO data (Table 2) reveal that the postnatal care is less common among both rural and urban population than the prenatal care. However, over the decade it has also taken a leap in both sectors. The care includes visit by the ASHA or health workers to the place of the new mother or it may be a visit by the mother and baby to the Public Health Centre, Community Health Centre, dispensary or any mobile medical unit. Non-focus states also have improved considerably.

TABLE 2: PERCENTAGE OF WOMEN ACROSS UTILISATION OF POSTNATAL CARE IN HFS AND NHFS AND PLACE OF RESIDENCE DURING 365 DAYS REFERENCE PERIOD

	High Focus States						Non High Focus States					
	2004	2014	%	2004	2014	%	2004	2014	%	2004	2014	%
	Rural	Rural	change	Urban	Urban	change	Rural	Rural	change	Urban	Urban	change
Postnatal care availed	61.36	75.06*	22.38	72.54	80.31*	9.67	67.76	86.81*	28.12	74.53	88.91*	19.29

Source: NSSO unit record data of 71st round (2014) and 60th round (2004)

*difference is significant at less than 1% level (z-test for proportion difference was conducted)

Utilisation of the Prenatal Care Services from the Public sources

The utilisation of public health facilities in the prenatal care services has improved to a large extent in the rural areas of high-focus states. In 2004, only 42% rural women were using the prenatal care services from the Government source. It increased to 77.42% in 2014. The urban women also have increased the utilisation of the public services, but the improvement is much more prominent for the rural receivers. For non-high focus states the trend is opposite. For these states, people have reduced their utilisation of the public services in both rural and urban areas. It may happen due to the fact that, in post NRHM period the health infrastructure in the rural areas of high-focus states have improved and as a result the utilisation has shown a sharp rise. Moreover, the health awareness of the rural women has improved by the grass root level workers. It also has helped in increasing the reporting to and utilisation of the public services by the rural women for general check-ups or for any complications related to pregnancy in the prenatal period.

TABLE 3: PERCENTAGE OF WOMEN ACROSS UTILISATION OF PUBLIC SERVICES IN PRENATAL CARE IN HFS AND NHFS AND PLACE OF RESIDENCE DURING 365 DAYS REFERENCE PERIOD

Source of Prenatal care	High Focus States						Non High Focus States					
	2004	2014	%	2004	2014	%	2004	2014	%	2004	2014	%
	Rural	Rural	change	Urban	Urban	change	Rural	Rural	change	Urban	Urban	change
Govt.	64.57	80.32*	24.39	54.50	58.31#	6.99	60.99	51.06*	-16.28	48.19	37.84*	-21.47
Private	35.43	19.68*	-44.45	45.90	41.69#	-9.17	39.01	48.94*	25.45	51.81	62.16*	19.97

Source: NSSO unit record data of 71st round (2014) and 60th round (2004)

*difference is significant at less than 1% level; # difference is significant at less than 5% level (z-test for proportion difference was conducted)

Utilisation of the Postnatal Care Services from the Public sources

Phenomenal improvement is observed in the utilisation of the postnatal care services provided by the public sources in rural areas of high-focus states (28.51% to 80.32%). The urban sector has also performed well but improvement in the rural sector is outstanding. It is around a 52-point rise in the percentage of women using the public services which amounts to as large as an 181% increase. This improvement can be attributed to the infrastructural development in the rural area

as a part of NRHM program in the high-focus states. The rural sector of the non-high focus states and urban sector of the high-focus states have also shown an upward trend. The performance of the urban part remains more or less same across the time periods chosen. On the other hand, the utilisation of the private health facilities in the urban sector of the non-high focus states have increased over the decade.

TABLE 4: PERCENTAGE OF WOMEN ACROSS UTILISATION OF PUBLIC SERVICES IN POSTNATAL CARE IN HFS AND NHFS AND PLACE OF RESIDENCE DURING 365 DAYS REFERENCE PERIOD

Source of Postnatal care	High Focus States						Non High Focus States					
	2004	2014	% change	2004	2014	% change	2004	2014	% change	2004	2014	% change
	Rural	Rural		Urban	Urban		Rural	Rural		Urban	Urban	
Govt.	46.47	77.42*	66.60	45.90	56.96*	24.09	51.63	49.48^	-4.16	49.36	36.16*	-26.74
Private	53.53	22.58*	-57.81	54.10	43.04*	-20.44	48.37	50.52^	4.44	50.64	63.84*	26.06

Source: NSSO unit record data of 71st round (2014) and 60th round (2004)

*difference is significant at less than 1% level (z-test for proportion difference was conducted);

^not significant

Institutional delivery

Institutional delivery should be the main goal of any maternal health care policy. It is safe for the mother and the new born as well as the delivery is attended by the trained medical practitioner along with medical attendant. The risk of arising complications for the mother and the baby is reduced if the delivery takes place in any medical institution instead of at home. In 2014, NRHM has been able to ensure 79% cases to be delivered in the medical institutions in rural parts of the high-focus states. in 2004, before the launch of NRHM, the picture was very poor, only 31% in rural parts were undergo institutional delivery. Improved infrastructure and more awareness among the females have contributed to this rise. The performance of the non-high focus state is also worth noting. In 2014, 93.39% deliveries take place in health institutions in rural areas. The figure is as high as 96.23% in the urban areas. For the urban parts of the non-high focus states 88.15% deliveries happen in the health centers. It shows the effectiveness of present health care system in terms of quality of delivery care system in India as a whole. The high share of the expectant women preferring for institutional delivery is a fact of hope that cent percent institutional delivery would not be very far to achieve.

TABLE 5: PERCENTAGE OF WOMEN ACROSS DELIVERY PLACE AND PLACE OF RESIDENCE DURING 365 DAYS REFERENCE PERIOD IN HFS AND NHFS

Child Delivery	High Focus States						Non High Focus States					
	2004	2014	% change	2004	2014	% change	2004	2014	% change	2004	2014	% change
	Rural	Rural		Urban	Urban		Rural	Rural		Urban	Urban	
Institutional	31.10	79.13*	154.44	66.33	88.15*	32.89	65.08	93.39*	43.50	87.38	96.23*	9.48
At home	68.90	20.87*	-69.71	33.67	11.85*	-64.80	34.92	6.61*	-81.07	12.62	3.77*	-70.12

Source: NSSO unit record data of 71st round (2014) and 60th round (2004)

*difference is significant at less than 1% level (z-test for proportion difference was conducted)

Institutional delivery: Utilization of Government Hospitals

Except for the urban area of the non-high focus states all other states, both their rural and urban parts, have shown an improvement in the utilization of the Government Hospitals for the delivery of the child. Rural parts of high-focus states, here also, has improved manifold. The rests have also following an upward trend but the change is more pronounced for the rural non-high focus states. It is to be noted that the delivery at home has reduced from 68.91% in rural non-high focus states in 2004 to only 20.87% in 2014. This reduction is large as compared to the other parts, though reduction has been recorded for all the portions. The delivery at home should be reduced to zero in order to avoid more maternal mortality and morbidity.

TABLE 6: PERCENTAGE OF WOMEN ACROSS DELIVERY PLACE WITH PROVIDER OF CARE SERVICE AND PLACE OF RESIDENCE DURING 365 DAYS REFERENCE PERIOD IN HFS AND NHFS

Institutional Child Delivery	High Focus States						Non High Focus States					
	2004	2014	%	2004	2014	%	2004	2014	%	2004	2014	%
	Rural	Rural	change	Urban	Urban	change	Rural	Rural	change	Urban	Urban	change
Availed Govt. facility	56.17	81.78*	45.59	46.34	61.82*	33.40	49.18	55.68*	13.22	45.23	39.89*	-11.80
Availed Private facility	43.83	18.22*	-58.43	53.66	38.18*	-28.45	50.82	44.32*	-12.79	54.77	60.11*	9.75*

Source: NSSO unit record data of 71st round (2014) and 60th round (2004)

*difference is significant at less than 1% level (z-test for proportion difference was conducted)

Demographic Characteristics and Maternal Care

Various demographic variables have been identified that are likely to have influence on the different indicators of maternal care. Table 8 depicts the cross-tab analysis of the variables with the maternal care. The rural India, as a whole (both high-focus and non-high focus states), has been a better performer between the decade (2004-2014) for all the indicators of the maternal care, though urban India has also shown improvement throughout. Improvement in the utilization of the public services in postnatal care and institutional delivery are the largest for rural areas. The urban has also done well in the latter. All of the utilization of prenatal (denoted I in the table 8), postnatal (II), prenatal and postnatal care from Govt. sources (III & IV), institutional delivery (V) and that in Govt. hospitals (VI) have increased for all educational group between 2004 and 2014 except III and IV have gone down for those women who have graduate degree and above. It may signify that they may have a higher expectation and better affordability that drive them to use the private care facility which is believed to provide better service. The utilization of prenatal and postnatal care increases as the educational attainment of the women increases. But the utilization of the government services in both prenatal, postnatal and institutional delivery goes down with the education level of the mother increases (excluding the category 'others'). It again strengthens the belief that better affordability and awareness of the educated women drive them and their family members to use private care facilities. This may happen probably due to the trust of the public on the efficiency and effectiveness of private facilities. Along all the social groups mentioned in the table the use of maternal care has improved from 2004 to 2014. Major

improvement has been found in the institutional delivery category. For them, the use of public facilities has shown an overall improvement with higher improvement in the postnatal care and in institutional delivery. As the expenditure status (used here as a proxy for income) increases the use of pre and postnatal care and the institutional delivery has also increased. The percentage of women who are using different maternal care facilities have increased over the decade for all cohorts. But as the household becomes more and more richer the use of government facilities in the pre and postnatal care and in the institutional delivery fall as they probably switch to the private care facilities. Across the age groups the situation has improved for all types of maternal care. One interesting observation is that the younger mothers are likely to receive more care in both of the time points, only the older mothers (>35 years) receive more care than their immediate younger cohorts (30-35 years) when utilizing public facilities in prenatal, postnatal and institutional delivery care in 2014. Better provision of public facilities in the post NRHM period has helped the older women to handle their pregnancy related complications arising out of older ages.

TABLE 8: PERCENTAGE OF WOMEN RECEIVED MATERNAL CARE BY PLACE OF RESIDENCE AND INDIVIDUAL DEMOGRAPHIC CHARACTERISTICS DURING 365 DAYS REFERENCE PERIOD

		Prenatal care availed I		Postnatal care availed II		Prenatal care from Govt. sources III		Postnatal care from Govt. sources IV		Institutional delivery V		Institutional delivery in Govt. hospitals VI	
		2004	2014	2004	2014	2004	2014	2004	2014	2004	2014	2004	2014
Place of residence													
	Rural	72.77	91.65	63.57	79.58	45.89	68.21	30.82	65.67	43.45	84.58	22.80	59.63
	Urban	84.38	94.48	73.51	84.89	42.98	47.09	35.18	45.31	77.95	92.57	35.57	45.84
Education of the Mother	Illiterate	63.05	83.97	59.19	72.75	41.41	75.21	28.91	70.35	32.92	73.75	18.82	56.98
	Literate with informal schooling	80.65	83.21	55.26	70.37	41.94	72.81	23.68	72.63	39.47	80.00	27.63	60.00
	Upto primary	78.66	92.65	65.36	79.84	53.73	71.82	38.47	72.14	56.33	85.18	35.32	65.85
	Upto secondary	87.02	94.97	73.92	83.57	48.51	61.16	35.05	60.89	71.85	91.05	34.75	59.63
	Higher secondary	90.41	96.20	74.93	85.87	38.72	46.63	29.81	43.14	80.56	95.00	26.39	45.05

	ry												
	Graduation & above	92.09	97.20	81.97	89.60	30.85	28.40	26.23	23.32	91.34	97.49	21.86	25.14
	Others (Diploma)	97.87	97.52	82.14	88.56	28.91	39.83	35.71	37.09	92.86	98.53	17.86	39.00
Social group of the Mother													
	ST	67.07	90.90	56.16	76.00	53.29	82.82	39.07	81.19	38.85	77.91	27.38	64.81
	SC	73.89	90.97	63.56	80.76	49.39	67.62	33.94	66.94	46.68	87.06	29.68	63.41
	OBC	75.90	92.80	67.93	82.36	41.27	55.12	30.01	52.42	54.04	89.24	23.64	51.67
	Others	82.62	95.00	71.43	84.56	43.64	48.63	31.61	45.99	66.86	91.60	29.53	45.53
Household Expenditure group of the Mother	Low income (<1000)	74.71	88.02	65.35	76.80	37.82	76.59	50.18	73.69	50.48	79.48	53.99	64.06
	Lower middle (1000-2000)	89.47	93.41	78.90	82.30	60.58	61.24	62.12	59.42	88.09	88.74	29.79	57.24
	Upper middle (2000-3000)	89.74	96.01	80.52	86.08	61.90	42.97	54.84	39.83	93.51	94.67	23.61	41.19
	High income (>3000)	92.68	97.97	88.00	88.02	68.42	26.91	54.55	24.38	84.00	98.32	19.05	25.20
Age of the Mother													
	Age<20	77.57	90.84	65.35	79.97	49.37	61.66	29.67	60.88	55.62	87.11	28.63	59.45
	20<=age<25	79.28	93.66	68.11	81.76	46.13	59.89	33.07	57.99	57.29	88.83	28.13	56.34
	25<=age<30	78.30	93.57	67.89	82.77	45.57	57.87	33.32	55.27	56.72	88.99	27.49	52.02
	30<=age<35	72.87	91.74	67.79	81.32	42.11	57.51	31.26	54.34	51.87	86.45	24.95	51.15
	Age>=35	61.12	88.40	58.93	79.60	36.93	64.83	28.12	61.44	39.31	81.94	21.56	52.23

Source: NSSO unit record data of 71st round (2014) and 60th round (2004)

Correlation analysis

Attempts have been made to find the correlation between the utilization of the prenatal, postnatal, institutional delivery and education, monthly per capita expenditure (MPCE), and age for NSSO 71st round dataset. Here the variables have been defined in the following way:

Utilization (availing) of the prenatal care: It takes two values. If prenatal care is availed then 1 is assigned, otherwise 0.

Utilization (availing) of the postnatal care: It also takes two values. In a similar fashion, if postnatal care is availed then 1 is assigned, otherwise 0.

Utilization (availing) of the institutional delivery: It also takes two values. if delivery takes place in any health institute then 1 is assigned, otherwise 0.

Education Attainment Index (EAI): The EAI is defined as: (Actual code of the education-Minimum code of the education)/ (Maximum code of the education-Minimum code of the education)

Monthly expenditure (per capita): It is used in its original form as given in the dataset

Age: As given in the dataset

TABLE 9: PAIRWISE CORRELATION BETWEEN CARE SERVICES IN GENERAL AND SELECTED VARIABLES

	Availed Prenatal care	Availed Postnatal care	Institutional delivery	Education	MPCE	Age
Availed Prenatal care	1.000					
Availed Postnatal care	0.2411*	1.000				
Institutional delivery	0.2158*	0.2638*	1.000			
EAI	0.1668*	0.1384*	0.2420*	1.000		
Monthly Per Capita Expenditure (MPCE)	0.0956*	0.0781*	0.1443*	0.3388*	1.000	
Age	-0.0409*	-0.0022	-0.0461*	-0.2876*	0.0844*	1.000

*significant at less than 5% level; Source: Author's calculation

Positive significant correlations are observed between utilization of pre and postnatal care, utilization of prenatal and institutional delivery and utilization of postnatal and institutional delivery. Women who are using prenatal services are likely to use postnatal and institutional delivery care services. Attainment of education by the expecting mother and the use of all three cares (prenatal, postnatal and institutional delivery) are positively (significant) correlated implying education makes a better utilization of the maternal care. Monthly per capita expenditure, which is used as a proxy for income, also has a direct and significant correlation with all the care services. Age has a negative correlation implying that older mother receives less care. These go in line with the observations obtained from table 8.

TABLE 9: PAIRWISE CORRELATION BETWEEN GOVT. PROVIDED CARE SERVICES AND SELECTED VARIABLES

	Availed Govt. services in prenatal care	Availed Govt. services in postnatal care	Delivery in Govt. Hospitals	Education	Expenditure (Monthly)	Age
Availed Govt. services in prenatal care	1.000					
Availed Govt. services in postnatal care	0.6692*	1.000				
Delivery in Govt. Hospitals	0.5196*	0.7806*	1.000			
EAI	-0.2816*	-0.2855*	-0.1706*	1.000		
Monthly Expenditure (MPCE)	-0.2775*	-0.2800*	-0.2223*	0.3388*	1.000	
Age	-0.0062*	-0.0163*	-0.0500*	-0.2876*	-0.0844*	1.000

*significant at less than 5% level; Source: Author's calculation

Table 9 reports the result of correlation analysis between Govt. provided care services and the three selected variables viz. EAI, MPCE and age. Positive significant correlation exists between the care variables which are Govt. provided. A more educated mother is less likely to use the public services. This was the finding from Table 8 as well. Negative significant correlation between EAI and each of the Govt. provided care services strengthens the claim. The same explanation is applicable for the negative significant correlation between MPCE and each of the Govt. provided care services. More income makes a person inclined to the private services as has been observed in Table 8. The use of government provided services falls as the age of the mother goes up. This is found by the negative significant correlation between age and the care services. This result does not support the observation from table 8.

Regression Analysis

Five different regressions have been run taking five different dependent variables using NSSO 71st round data. Utilization of prenatal, postnatal, prenatal with public services, postnatal with public services and delivery at Government hospitals have been used as the dependent variables in regression I to V respectively. The independent variables are place of residence (rural/urban), EAI, MPCE and age for all the regressions. The model used is

$$\ln(p_i/(1-p_i)) = \alpha_0 + \beta_1 RESIDENCE + \beta_2 EAI + \beta_3 MPCE + \beta_4 AGE + \varepsilon_i$$

where, p_i is the probability of utilizing prenatal services during illness in regression I, utilization of postnatal services in regression II, prenatal services with public facility, postnatal services with public facility and delivery at government hospitals in regression III, IV and V respectively. All other independent variables except the place of residence have been defined in the previous section. If the place of residence is rural then the value 1 is assigned and 2 is for urban. The dependent variables are (0,1) type i.e., utilization of the service is assigned with value 1 and 0 otherwise. As the dependent variable in each case is binary in nature LOGIT regression has been

used. The regression result with only the sign of the coefficients of the independent variables along with their respective p-values has been reported in Table 10.

The negative coefficient of place of residence (except for postnatal services) implies utilization of maternal care services is more in rural areas in 2014, though the result is not significant for prenatal care. This establishes the success and achievement of the NRHM in increasing the provision as well as utilization of maternal care services in the rural areas. In the postnatal care urban areas are still doing better than their rural counterpart. The post-delivery follow-up has still room for improvement in the rural part of the country. The coefficients are significant with positive sign in regression II where the utilization of postnatal services has been used as dependent variables. Utilization of both pre and postnatal care increases as education and income (expressed as MPCE) level goes up. The result is significant. Age is behaving in a little spurious manner. Mothers with higher age are using less prenatal care services and more postnatal care though the result has not come significant for utilization of the postnatal services. The use of public services increases with the age implying older mothers use government provided services more than the younger mothers. Again, the result is significant at less than 1% level for prenatal and not significant for postnatal care with public services. On the contrary, aged mothers use fewer public services for their new born to get delivered. The result is significant. Almost all the results which are significant are with less than 1% level of significance.

The result, in a nutshell, finds a significant positive association between educational attainment of the women and the economic status of the household to which the pregnant woman belongs, with the utilization of care, in general. Women with high educational attainment and higher economic status use less public facilities in maternal care services.

TABLE 10: REGRESSION RESULTS FOR CARE SERVICES AND DEMOGRAPHIC VARIABLE

	Regression I		Regression II		Regression III		Regression IV		Regression V	
Dependent Variables										
	Availing of prenatal care		Availing of postnatal care		Prenatal care with Public services		Postnatal care with Public services		Delivery at Govt. hospitals	
	Sign of Coefficient	P - value	Sign of Coefficient	P - value	Sign of Coefficient	P - value	Sign of Coefficient	P - value	Sign of Coefficient	P - value
Independent variables										
Place of residence (rural/urban)	-	0.824	+	0.001	-	0.000	-	0.000	-	0.000
Education (EAI)	+	0.000	+	0.000	-	0.000	-	0.000	-	0.000
MPCE	+	0.000	+	0.091	-	0.000	-	0.000	-	0.000
Age	-	0.00	+	0.87	+	0.00	+	0.13	-	0.00

		0		3		1		8		0
Constant	+	0.00 0	+	0.00 0	+	0.00 0	+	0.00 0	+	0.00 0

Source: Author's formulation

Conclusion and Policy Implication

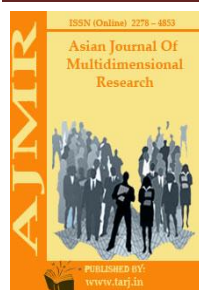
The paper finds that the NRHM has done well in the high focus states. The maternal health of these states has improved to a large extent. The percentage of pregnant women utilizing pre and postnatal care facilities have multiplied in the 10 years of the study period. The use of public provided services has also increased manifold. The major beneficiary from the facilities provided as a part of NRHM has been the rural people. The Mission has been meant for the rural population and served its purpose successfully. National Urban Health Mission (NURM) has been approved in 2013 and would benefit the urban people, especially the poor. Education of the expectant mother, the income class and the age are the factors that significantly influence utilization of the maternal care as came out from NSSO 71st round (2014) data.

Common Review Mission (CRM) has been constituted by the Government of India to assess and review the implementation of NRHM. It is a monitoring and evaluation mechanism in-built in National Health Policy. The 10th CRM report certified that there have been positive developments in the areas like infrastructure, delivery, utilization and quality of the service provided. But there is scope for improvement in the areas of high out of pocket expenditure, health inequalities and inter-sector coverage. Public-private partnerships in ambulance services, diagnostics services, dialysis services and management of health centers have been introduced in some of the states like Maharashtra, Arunachal Pradesh, Bihar, Andhra Pradesh, Himachal Pradesh, Tripura, Madhya Pradesh, Tamilnadu, Gujrat etc. The present study has found that though the postnatal care services have improved to a great extent in 2014 as compared to 2004, it lags behind the prenatal services. Postnatal service is one of the most neglected components of the maternal care. The DLHS-3 reports that there exists a rural-urban differential in the follow-up with postnatal check-up after delivery.

The reduced use of the public facilities by the educated and/or rich section of the population may be altered through increasing the awareness about the efficient supply of the care facilities on the part of the public providers. Community based organizations are needed to promote the quality of care in the maternal services through collaborations with the stakeholders. A need-based literacy and awareness campaign may be effective for spreading of information regarding the public provided maternal services through health activists and government hospitals. A public-private partnership in the area of better provision of the medical and health equipment can reduce the out of pocket expenditure required for successful care services, pre and post-delivery. Mechanisms for efficient procurement, management and monitoring of the supply system of the drugs and equipment essential for maternal care services should be ensured on the part of the Central as well as State Governments. A cent percent institutional delivery should be ensured to reduce the risk of pregnancy and delivery related mortality and morbidity for both of the mother and child. JSY is a commendable step towards it. More investment in this area is needed to penetrate the grass root level problems, both in the rural and urban areas. Higher investment ensuring improved infrastructure along with better outreach is likely to pave the way for achieving the goal of cent percent institutional child birth particularly in the rural area.

REFERENCES:

- Digambar A. Chimankar. & Sahoo H. (2011). Factors influencing the Utilization of Maternal Health Care Services in Uttarakhand. *Ethno Med*, 5(3), pp 209-216
- Gupta A. & Kumar P. (2015): Determinants of Inter and Intra caste Differences in Utilization of Maternal Health Care Services in India: Evidence from DLHS-3 Survey. *International Research Journal of Social Sciences*. 11, 4(1), pp 27-36
- Ministry of Health and Family Welfare (2009): District level household and facility survey (2007–08), International Institute for Population Sciences, Mumbai, Government of India.
- Ministry of Health and Family Welfare (2007): “National Family Health Survey (NFHS- 3), 2005–06: India: Volume I”, Mumbai: International Institute for Population Sciences and Macro International
- Kalule I. Acheampong S. Amoateng Y. and Ngake M. (2014): The Effect of Socio demographic Factors on the Utilization of Maternal Health Care Services in Uganda. *African Population Studies*, 28(1), pp 515-525.
- Maternal Mortality, WHO factsheet, 2016
- Mahapatro M. (2015): Equity in utilization of health care services: Perspective of pregnant women in southern Odisha. *India Indian J Med Res* 142, pp 183-189
- Nair H. & Panda R. (2011): “Quality of maternal healthcare in India: Has the National Rural Health Mission made a difference?” *Journal of Global Health*, 1(1)., pp 79-86
- Ministry of Health and Family Welfare (-): “National Rural Health Mission, Meeting people’s health needs in rural areas, Framework for Implementation 2005-2012” Nirman Bhawan, New Delhi: Government of India
- Planning Commission, Government of India (2014): “Report of The Expert Group to Review The Methodology for Measurement of Poverty”
- Prusty P. K. Gouda J. & Pradhan M. R. (2015): Inequality in the Utilization of Maternal Healthcare Services in Odisha, India, *International Journal of Population Research*, <http://dx.doi.org/10.1155/2015/531485>
- Saxena D., Vangani R., Dileep V. and Thomsen S. (2013) Inequity in Maternal Health Care Service Utilization in Gujarat: Analyses of District-Level Health Survey Data. *Global Health Action* 2013, 6: 19652 - [http:// dx.doi.org/10.3402/gha.v6i0.19652](http://dx.doi.org/10.3402/gha.v6i0.19652)
- Singh J.P., Kariwal P., Gupta S.B., Shrotriya V.P., Singh P.N. (2014): Utilization of Antenatal Care Services in A Rural Area of Bareilly. *International J. of Healthcare and Biomedical research*, 2(3), pp 120 -126
- Trends in Maternal Mortality: 1990 to 2015: Estimates by WHO, UNICEF, UNFPA, World Bank Group and the United Nations Population Division. Geneva: World Health Organization; 2015
- Website accessed: data.worldbank.org (last accessed 30.1.2018)
- nhm.gov.in (last accessed 3.2.2018) rchiips.org/nfhs (last accessed 3.2.2018)
- http://planningcommission.nic.in/reports/genrep/pov_rep0707.pdf (accessed on 20.7.2018)



DOI NUMBER: 10.5958/2278-4853.2019.00162.9

A STUDY ON ROLE CONFLICT IN HIGHER EDUCATION INSTITUTIONS

Ms. Shruti Mishra*; Dr. Amit Jain**

*Research Scholar,
TAPMI School of Business,
Manipal University Jaipur, Rajasthan, INDIA
Email id: mishrashruti1211@gmail.com

**Professor
TAPMI School of Business
Manipal University Jaipur
Rajasthan, India
Email id: amit.jain@jaipur.manipal.edu

ABSTRACT

This paper explores the level of Role Conflict among the members of faculty in Higher Education Institutions and how Role Conflict varies across the demographics. 506 faculty members of educational institutions were taken as the sample of Uttar Pradesh and Rajasthan. The difference across the demographic group in terms of Age, Gender, Marital Status, Designations and Work Experience were analyzed using Analysis of Variance (ANOVA) & T-Test. The Role Conflict Scale of Organizational role stress (ORS) by Udai Pareek 1993 was used to measure of Role Conflict. This study provides insights into the level of Role Conflict experienced by the members of faculty from different demographic groups. Role Conflict plays an important and crucial role in the improving performance, keeping employees motivated, creating a good organizational culture.

KEYWORDS: Role Conflict, Demographics, Higher Education, Institutions, Private, Public

1. INTRODUCTION:

Organizational Role Theory (ORT) focuses on the Role of that individuals enact in the social systems, therefore it forms a vital role in achieving organizational goals (Biddle, 1986). Assigned work-roles prescribes the behavior that is expected to comply so, they can perform in the specified manner (Katz & Kahn, 1966). According to Organizational Role Theory, assigned tasks must be directed by the organization and adopted by everyone in order to work effectively. If the adopted Roles by employees are different from the expectation of employees or the Roles directed by the organization are too much to handle, then a conflict of Roles occurs called Role Conflict. Among the pioneers who talked about the concept of Role Conflict was George Herbert Mead who in 1913 propounded "Role Taking Theory" "It is only by taking the role of the others that we have been able to come back to ourselves" (as cited in Ritzer, 2008, p. 360). , Ralph H. Turner definition on Role-Taking Theory "Role-taking may or may not include adoption of the standpoint of the other as one's own and may or may not be reflexive. Coincidence of certain reference-group meanings with types of role-taking and possibilities for enhancing the usefulness of the reference-group concept are discussed."The term of Role Conflict all started with the different concept with the same soul thought that was 'Role Taking Theory' initiated by George Herbert Mead in 1913. Role Taking theory believes when a person feels fit in other's Role. As previously discussed, different expectations of an employee from different role sender create role conflict. Katz and Kahn (1966) discussed the role of employees differentiated into the perception of colleagues in 'expected' and 'required' roles. Role Conflict is not only talked about expectation and required but it also covers the broad range of overload of work, ambiguity of task and many more. These aspects of Role Conflict lead to growing dissatisfaction, lowering in commitments and productivity.

In today's scenario organizations demand multitasking employees with different capabilities. A person with flexible working skills & capabilities is preferred over one who is specialized in one job. Organization can only survive with adoption of changes. With these changes in business world employees are more tend to stress. The businesses are now a days facing cut throat competition and it is directly transferred to its employees, and it leads to Organizational Role Stress (ORS) (Achhnani, B., & Sinha, N., 2014). ORS then leads to lots of clerical work to the faculties, wrong person at wrong role also leads to the decreased effectiveness and lower job satisfaction, higher absenteeism and workplace bullying. Nowadays Job demands lead to work-holism and this leads to burnout through inter and intra role conflict.

2. LITERATURE REVIEW:

Role conflict is defined in terms of the dimensions of congruency-incongruency or compatibility-incompatibility in the requirements of the role, where congruency or compatibility is judged relative to a set of standards or condition which impinge upon role performance(Rizzo, House & Lirtzman, 1970). There are some studies which have been worked on types of role conflict are they vary from one location to other in this context Biddle, B. J. (1970) has suggested that role conflict does not vary from country to country. Role clarity does not affect the relationship between role ambiguity and all dimensions of job satisfaction discussed by Keller, R. T., (1978) and Stead, B. A., &Scamell, R. W. (1980). Stead also added role conflict and ambiguity is related to overall Job satisfaction. According to a Study on Greek physical education teachers, it is important to mitigate role conflict and ambiguity and increase job satisfaction by redesigning of work (Koustelios, A., et. al., 2004). Effectiveness can be differing from one country to another country. Role conflict and role ambiguity with psychological strain. Job demands lead to work-

holism and this leads to burnout through inter and intra role conflict given by Schaufeli, W. B., et. al., (2009). Another study by Yu, M. C., et. al. (2010) among electronic industry employees in China described that Job stress and Role stress have a significant impact on emotional exhaustion, and work-family conflict shows its positive impact on emotional exhaustion. A study on comparison between Private and Public institutions role overload, role ambiguity, role stress and self-role distance have been felt by Kavitha, P. (2012). Jdaitawi, M. T., et. al., (2014) concluded that there is a positive relationship between role stressors and psychological strain. Brazilian controllers (Companies Executives) perceive ambiguity in performing their duties. Role ambiguity impact job satisfaction of the Brazilian controllers. Present good working conditions make them moderately satisfied discussed by Palomino, M. N., & Frezatti, F. (2016). Conflict management interventions can be used as a potential tool for reducing turnover intentions who strongly experience role ambiguity (Hill, K., Chênevert, D., & Poitras, J., 2015). The moderating effect of political skills reduces the negative effect of Role conflict on all type of strains. Proactive personality mitigates the effect of Role Conflict among middle-level managers. This type of personality influences the job dimensions like- job satisfaction and work-related anxiety in an Organization (Han, Y., Wang, M., & Dong, L. 2014). A study on Information and Technology employees identified the important factor of knowledge seeking and knowledge contributing behaviors are predicted by Role conflict, Role ambiguity and locus of control (Cleveland, S., & Ellis, T. J., 2015). Integrating, obliging, dominating and avoiding have a positive and significant impact on turnover intentions due to Interpersonal conflict and Job stress (Bhayo, A. R., et. al., 2017).

Reasons behind increasing role conflict identified by Coll, K. M., & Freeman, B. (1997) is career development. Rajarajeswari, S. (2010) has discussed that teachers have to do more clerical work, and this makes employees more distressful. Differentiated that male faculties are more stressful than female faculty where inadequate role authority affects male faculty and females are more affected by role overload, added that other stressors like Role stagnation, Role Overload, Self-Role distance, lack of supervisor support and group cohesiveness also affect. Chu, H. C., et. al., (2011) focused that mismanagement between customers and managers also leads to role conflict. Workload and job control lead to job satisfaction and can be useful in mediating work-family conflict discussed by Krush, M. T., et. al., (2013).

Sometimes a positive attitude towards work decrease role conflict. Eisenhauer, J. E., et. al., 1985, added that job robustness is negatively linked with Role conflict and ambiguity. Higher job robustness and lower role conflict. Age is an important factor while we are describing role conflict. According to Smith, J. R., 2013, difference in age creates role confusion and decreases role clarity. Role conflict and role ambiguity were found significantly related to several consequences Senatra, P. T. (1980). Where Schaubroeck, J., 1989, added with Consequences of the same are decreased effectiveness, lower job satisfaction, higher absenteeism and more than these reasons, diversified roles and heavy demands can transform it into role conflict.

3. METHODOLOGY AND MEASUREMENT:

Udai Pareek developed a standardized tool for organizational role stress in the year 1982. That is called as ORS. The role has a natural potential for conflict or stress. Role conflict has been defined in terms of conflicting expectations, Pareek, U., 1983. He added conflict has a characteristic of incompatibility of some variables relating to the role of the individual. Pareek, 1983 quoted, "Although Conflict stress & strain have been given different connotations, we do not find any use in making such finer distinctions & shall be used interchangeably." Similarly,

R.K. Dwivedi and R.S. Dwivedi quoted Udai Pareek Role conflict or stress as same. K. Harigopal book. Organizational Role stress: The study of Role Conflict also mentioned the same constructs of Role Conflict or stress as discussed by Pareek 1993. The scale has updated and modified in 1993. According to Achhnani, B., & Sinha, N. (2014), Each individual resides in and plays several roles. A person 'X' is a son, a father, an executive, member of a club and so on. All these roles create role space. In the Centre of the role space is the self. Role space, thus, can be explained as "the dynamic interrelationship both between the self and the numerous roles an individual occupies, and amongst these roles. It had three main variables: self, the role under question, and the other roles he occupies (Pareek, Purohit, 2011). Any conflict among these is referred to as role space conflict and stress.

The scale comprises of following components: self-role distance (SRD), Inter Role Distance (IRD), Role stagnation (RS), Role Ambiguity (RA), Role Overload (RO), Role Isolation (RI), Resource Inadequacy (Rin), Role Erosion (RE), Role Expectation Conflict (REC) and Personal Inadequacy (Pin).

ORS is a Five-point Likert scale which means it ranges from a minimum of 1 to a maximum of 5. Reliability of the scale was found to be in acceptable range. ORS scale has been validated through several studies including Acchnani, B., & Sinha, N. (2014), Mohan, V., & Chauhan, D. (1997), Nazneen, A., Bhalla, P., & Zafar, S. (2014) and many others.

3.1. Respondents of the study:

This is a Descriptive Research. Survey method is used for the data collection. Sampling Unit was faculty members working on management institutions. The study included respondents from including different age, gender, marital status, work experience, designations. The research has been conducted in Uttar Pradesh & Rajasthan*.

**These both Geographical Location are the largest state in the Republic of India and they are having the largest number of the Pvt. deemed, central, state institutions. (Ministry of Higher Education, 2017)*

3.2. Sampling Design:

Non- probability quota sampling was used. Efforts were made to make sample representation of the population by including respondents from all demographic groups relevant for the study. 506 respondents were collected for the study.

4. Hypothesis:

Hypothesis 1

H_{a1} There is a difference in perceived role conflicts among members of faculty of private and public Business & management Institutions.

Hypothesis 2

H_{a3} Role Conflict of faculty members varies across genders.

Hypothesis 3

H_{a4}: Role Conflict of faculty members is different amongst respondents with different marital status.

Hypothesis 4

H_{a5}: There is a difference in Role Conflict of faculty amongst different Age groups.

Hypothesis 5

H_{a6}: Role Conflict varies at different organization level as represented by designations of the faculty members.

Hypothesis 6

H₀₇: Role Conflict varies at different level of experience as represented by work experience of faculty members.

5. Hypothesis Testing:

Ha1 There is a difference in types of role conflicts found in private and public Business & Management Institutions.

TABLE 5.2 GROUP STATISTICS OF INSTITUTIONS

	Institution	N	Mean	Std. Deviation	Std. Error Mean
MeanRC1	Pvt.	270	14.0689	1.44521	.08795
	Public	236	10.5233	.75038	.04885

Table 5.2 shows group statistics which reveals that there is a major difference between the mean of Role Conflict in the institutions of private & public. According to the above table, mean of the single 14.0689 and married 10.5233 which is almost near to 14.0689. Hence, there is a difference between the mean role conflict and institutions.

TABLE 5.3 T- TEST FOR DIFFERENCE ACROSS INSTITUTIONS

	Levene's Test Equality of Variance								
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence interval of the Difference	
								Lower	Upper
Equal Variance assumed	76.854	.000	33.903	504	.000	.10458	3.34012	3.34012	3.75105
MeanRC1									
Equal Variance not assumed			35.242	415.302	.000	.10061	3.34782	3.34782	3.74334

Looking at the above table 5.3 of Independent samples T-test we can see that the group means of Role Conflict are statistically significantly different because of the value in the "sig. (2-tailed)" row is .000 which is less than ($p < .05$) actual p-value.

Thus, the alternate hypothesis (H_{a1}) that 'There is a difference in perceived role conflicts among members of faculty of private and public Business & management Institutions.' is not rejected.

H_{a2} Role Conflict of faculty members varies across genders.

TABLE 5.4 GROUP STATISTICS OF GENDER

	Gender	N	Mean	Std. Deviation	Std. Error Mean
Mean RC1	Male	290	12.4031	1.81099	.10634
	Female	216	12.4315	2.48653	.16919

The table 4.21 shows group statistics which reveals that there is a minor difference between the mean of Role Conflict in gender of male and female. According to the above table, mean of the single 12.4031 and married 12.4315 which is almost near to 12.4315. Hence, there is a no difference between the mean RC and gender.

TABLE 5.5 T- TEST FOR DIFFERENCE ACROSS GENDER

	Levene's Test Equality of Variance		t-Test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence interval of the Difference	
								Lower	Upper
Equal Variance assumed	98.866	.000	-.149	504	.882	-.02838	.19104	-.40371	.34696
MeanRC									
Equal Variance not assumed			-.142	374.913	.887	-.02838	.19983	-.42131	.36456

Looking at the above table 4.22 of Independent samples T test we can see that the group means of Role Conflict are not statistically significantly different because the value in the "sig. (2-tailed)" row is more than .882, which is found higher than ($p < .05$) actual Sig. value.

Thus, the null hypothesis (H_{03}) is failing to Reject which states 'Role Conflict of faculty members does not vary across genders.'

H_{a3}: Role Conflict of faculty members is different amongst respondents with different marital status.

TABLE 5.6 GROUP STATISTICS

	Marital Status	N	Mean	Std. Deviation	Std. Error Mean
MeanRC1	Single	76	12.3526	2.27329	.26076
	Married	430	12.4263	2.09856	.10120

The table 4.18 shows group statistics which reveals that there is a minor difference between the mean of Role Conflict in marital status of single and married. According to the above table, mean of the single 12.352 and married 12.426 which is almost near to 12.426. Hence, there is no difference between the mean RC and marital status.

TABLE 5.7 T- TESTS FOR DIFFERENCE ACROSS MARITAL STATUS

	Levene's Test Equality of Variance								
	F	Sig.	t	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence interval of the Difference	
								Lower	Upper
Equal Variance assumed	2.047	.153	-.278	504	.781	-.07365	.26448	-.59326	.44597
MeanRC1									
Equal Variance not assumed			-.263	98.902	.793	-.07365	.27971	-.62867	.48137

Looking at the above table 4.19 of Independent samples T test we can see that the group means of Role Conflict are not statistically significantly different because the value in the “sig. (2-tailed)” row is more than .793.

Thus, the null hypothesis (H₀₄) is failing to Reject which states ‘Role Conflict of faculty members is different amongst respondents with different marital status’.

H_{a4}: There is a difference in Role Conflict of faculty amongst different Age groups.

TABLE 5.8 ANOVA SIGNIFICANCE TABLE**MeanRC1**

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	36.105	3	12.035	2.696	.045
Within Groups	2241.128	502	4.464		
Total	2277.233	505			

The above table 4.27 shows the output of the ANOVA analysis and ascertains that there is a significant difference between age groups means. It can be observed that the significance level is $p=.045$, which is below 0.05 ($p<.05$) and therefore there is a significant difference in the level of Role Conflicts among member of faculty who are belonging to different age groups. Thus, it is accepted at 95% of significance level.

TABLE 5.9 MULTIPLE COMPARISONS WITH ROLE CONFLICT

Dependent Variable: MeanRC1						
Tukey HSD						
(I) Age	(J) Age	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
25-35	35-45	.35334	.24943	.157	-.1367	.8434
	45-55	.68991	.28621	.016	.1276	1.2522
	55-Above	.74144	.31336	.018	.1258	1.3571
35-45	25-35	-.35334	.24943	.157	-.8434	.1367
	45-55	.33657	.24943	.178	-.1535	.8266
	55-Above	.38810	.28017	.167	-.1624	.9385
45-55	25-35	-.68991	.28621	.016	-1.2522	-.1276
	35-45	-.33657	.24943	.178	-.8266	.1535
	55-Above	.05153	.31336	.869	-.5641	.6672
55-Above	25-35	-.74144	.31336	.018	-1.357	-.1258
	35-45	-.38810	.28017	.167	-.9385	.1624
	45-55	-.05153	.31336	.869	-.6672	.5641

In table 4.28 shows the multiple comparisons, it is visible that age band 25-35 is significantly difference from age band 45-55 and 55- above with significance value .016 and .018 in terms of perceived Role Conflict. It can be concluded that respondents having various age groups 25- 35, 35-45, 45- 55 and 55- above are different in terms of perceived Role Conflict.

Thus, the alternate hypothesis (H_{a5}) that 'There is a difference in Role Conflict of faculty amongst different Age groups.' is not rejected.

H_{a5} : Role Conflict varies at different organization level as represented by designations of the faculty members.

TABLE 5.10 ANOVA SIGNIFICANCE TABLE

MeanRC1					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	255.657	3	85.219	21.162	.000
Within Groups	2021.576	502	4.027		
Total	2277.233	505			

The above table 4.33 shows the output of the ANOVA analysis and ascertains that there is a significant difference between different position means. It can be observed that the significance level is $p=.000$, which is above 0.05 ($p<.05$) and therefore there is significant difference in the level of Role Conflicts among member of faculty who are holding different positions.

TABLE 5.11 MULTIPLE COMPARISONS

Dependent Variable: MeanRC1							
	(I) position	(J) position	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Tukey HSD	Instructor	Assistant	.53104	.32178	.351	-.2984	1.3605
		Associate	-.98831*	.34152	.021	-1.8686	-.1080
		Professor	.86558	.33893	.053	-.0081	1.7392
	Assistant	Instructor	-.53104	.32178	.351	-1.3605	.2984
		Associate	-1.51935*	.22888	.000	-2.1093	-.9294
		Professor	.33454	.22499	.446	-.2454	.9145
	Associate	Instructor	.98831*	.34152	.021	.1080	1.8686
		Assistant	1.51935*	.22888	.000	.9294	2.1093
		Professor	1.85389*	.25242	.000	1.2032	2.5046
	Professor	Instructor	-.86558	.33893	.053	-1.7392	.0081
		Assistant	-.33454	.22499	.446	-.9145	.2454
		Associate	-1.85389*	.25242	.000	-2.5046	-1.2032

*. The mean difference is significant at the 0.05 level.

In table 4.34 shows the multiple comparisons, it is visible that experience band Instructor is significantly difference from position of associate with significance value .021 in terms of perceived Role Conflict. Assistant is significantly different from the position of associate with significance value of .000. Position of Associate is significantly different from rest of three positions Instructors, Assistant and Professor in terms of significance value respectively .021, .000 and .000. It can be concluded that respondents holding different positions Instructor, Assistant, Associate and Professor are different in terms of perceived Role Conflict.

Thus, the alternate hypothesis (H_{a2}) that 'Role Conflict varies at different organization level as represented by designations of the faculty members' is not rejected.

TABLE 5.12 ANOVA SIGNIFICANCE TABLE

MeanRC1					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	20.390	3	6.797	1.512	.211
Within Groups	2256.842	502	4.496		
Total	2277.233	505			

H_{a6}: Role Conflict varies at different level of experience as represented by work experience of faculty members.

The above table 4.30 shows the output of the ANOVA analysis and ascertains that there is a significant difference between age groups means. It can be observed that the significance level is $p=.211$, which is above 0.05 ($p<.05$) and therefore there is not a significant difference in the level of Role Conflicts among member of faculty who are belonging to different experience band.

TABLE 5.13 MULTIPLE COMPARISONS WITH ROLE CONFLICT

Dependent Variable: MeanRC1							
	(I) WorkExp .	(J) WorkExp.	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
Tukey HSD	0-5	5-10	-.08661	.25705	.987	-.7492	.5760
		10-15	.27075	.27653	.761	-.4421	.9836
		15-Above	.43742	.31631	.511	-.3779	1.2527
	5-10	0-5	.08661	.25705	.987	-.5760	.7492
		10-15	.35737	.24025	.446	-.2619	.9766
		15-Above	.52404	.28513	.257	-.2109	1.2590
	10-15	0-5	-.27075	.27653	.761	-.9836	.4421
		5-10	-.35737	.24025	.446	-.9766	.2619
		15-Above	.16667	.30281	.946	-.6139	.9472
	15-Above	0-5	-.43742	.31631	.511	-1.2527	.3779
		5-10	-.52404	.28513	.257	-1.2590	.2109
		10-15	-.16667	.30281	.946	-.9472	.6139

In table 4.31 shows the multiple comparisons, it is visible that experience band 0-5 is significantly difference from age band 45-55 and 55- above with significance value .016 and .018 in terms of perceived Role Conflict. It can be concluded that respondents having various age groups 25- 35, 35-45, 45- 55 and 55- above are different in terms of perceived Role Conflict.

Thus, the null hypothesis (H₀₇) is failing to Reject which states 'Role Conflict does not vary at different level of experience as represented by work experience of faculty members.'

6. CONCLUSION:

Role Conflict is a problem likely to arise from the conflicting roles and undefined tasks disseminated to the employees. Despite the study has certain limitations, the results are rather clear; Role Conflict found more in private educational institutions rather than public institutions. Some type of Role Conflict found more in public educational institutions than private institutions. The reason behind Role conflict found more in private institutions is the mushroom growth of institutions. Competition raised-up its bar and workload to the faculty members increase. Some expected relationships were not found i.e. No difference has been found among gender, marital status and Work Experience in terms of Role Conflict. Though with Designations it has been found that Role Conflict varies. It was found Role Conflict of Associate was different from the role conflict of other three designations' (Instructor, Assistant, Professor).

7.Implication of Study:

This can be said; Role Conflict is a genuine issue which hampers the organizational growth and productivity of the employees. Thus, Role divisions are important for organizational growth, developing helping relationship and creativity. The Role of Associate level faculty members should be part of the concern. Some strategic decisions need to be undertaken so, Role Conflict can be removed.

REFERENCES:

- Acchnani, B., & Sinha, N. (2014) A Comparative Analysis Between Gender, Age Groups and Levels of Teaching of Perceived Organizational Role Stress Among Faculties of Management Education. *International Journal of Business and General Management (IJBGM)* 3(3), 125-134
- Bhayo, A. R., Shah, N., & Chachar, A. A. (2017). The Impact of Interpersonal Conflict and Job Stress on Employees Turnover Intention. *International Research Journal of Arts & Humanities (IRJAH)*, 45(45).
- Biddle, B. J. (1970). Role conflicts perceived by teachers in four English-speaking countries. *Comparative Education Review*, 30-44.
- Chu, H. C., Yang, Y. F., & Chen, C. Y. (2011). The dyadic effect of leadership and conflict management on trust in the context of life insurance companies in Taiwan. *African Journal of Business Management*, 5(11), 4272-4285.
- Cleveland, S., & Ellis, T. J. (2015, January). The impact of role conflict, role ambiguity, and locus of control on organizational knowledge sharing practices. In *2015 48th Hawaii International Conference on System Sciences* (pp. 3801-3810). IEEE.
- Coll, K. M., & Freeman, B. (1997). Role conflict among elementary school counselors: A national comparison with middle and secondary school counselors. *Elementary School Guidance & Counseling*, 251-261
- Eisenhauer, J. E., Willower, D. J., & Licata, J. W. (1985). Role Conflict, Role Ambiguity, and School Principals' Job Robustness. *The Journal of Experimental Education*, 53(2), 86-90.
- Han, Y., Wang, M., & Dong, L. (2014). Role conflict and the buffering effect of proactive personality among middle managers. *Social Behavior and Personality: an international journal*, 42(3), 473-486.

Hill, K., Chênevert, D., & Poitras, J. (2015). Changes in relationship conflict as a mediator of the longitudinal relationship between changes in role ambiguity and turnover intentions. *International Journal of Conflict Management*, 26(1), 44-67.

Jdaitawi, M. T., Al-Mutawa, A. A., & Talafha, F. (2014). Stress and psychological strain among University Lecturers in Saudi Arabia. ISSN 2168-0612 FLASH DRIVE ISSN 1941-9589 ONLINE, 361.

Keller, R. T. (1978). Boundary-spanning activity, role dynamics, and job satisfaction: A longitudinal study. *Journal of Business Research*, 6(2), 147-158.

Koustelios, A., Theodorakis, N., & Goulmaris, D. (2004). Role ambiguity, role conflict and job satisfaction among physical education teachers in Greece. *International Journal of Education of Management*, 18(2), 87-92

Ministry of Human Resource Development (2017). *All India Survey on Higher Education 2016-2017 (aishe)* Retrieved from <http://aishe.nic.in/aishe/viewDocument.action?documentId=239>

Mohan, V., & Chauhan, D. (1997). Organizational Role Stress as Related to Efficacy Amongst Managers of Government, Public and Private Sectors. *Vision*, 1(2), 71-77.

Nazneen, A., Bhalla, P., & Zafar, S. (2014) A Comparative Study of Organizational Role Stress (ORS), Stress Tolerance Level and Its Management Among the Top Executives of Indian Public and Private Enterprises. *International Journal of Business Management & Research (IJBMR)* 4 (3) 85-94.

Palomino, M. N., & Frezatti, F. (2016). Role conflict, role ambiguity and job satisfaction: Perceptions of the Brazilian controllers. *Revista de Administração (São Paulo)*, 51(2), 165-181.

Pareek, U., (1993). *Making Organizational Roles Effective*, Tata McGraw-Hill, 1994

Rajarajeswari, S. (2010) Role stress among the aided and self- financing college in teachers: A discriminant Analysis. *Global Management Review*, 4(4).

Ritzer, G. (Ed.). (2008). *The Blackwell companion to major classical social theorists* (Vol. 26). John Wiley & Sons. Retrieved From <https://archive.org/details/SociologicalTheory8thEditionGeorgeRitzerUploadedByUniversityOfSargodha..TaimoorAli/page/n381>

Rizzo, J. R., House, R. J., & Lirtzman, S. I. (1970). Role conflict and ambiguity in complex organizations. *Administrative science quarterly*, 150-163. Retrieved From <http://jwalkonline.org/docs/Grad%20Classes/Survey/articles/psychclimate/noted/role%20amb%20and%20con%20scales%201970.pdf>

Schaubroeck, J., Cotton, J. L., & Jennings, K.R. (1989). Antecedents and consequences of role stress: A covariance structure analysis. *Journal of Organizational Behavior*, 10(1), 35-58.

Schaufeli, W. B., Bakker, A. B., Van der Heijden, F. M., & Prins, J. T. (2009). Workaholism, burnout and well-being among junior doctors: The mediating role of role conflict. *Work & Stress*, 23(2), 155-172

Senatra, P. T. (1980). Role conflict, role ambiguity, and organizational climate in a public accounting firm. *Accounting Review*, 594-603.

Smith, J. R. (2013). Students' role confusion when working with older adults: The voices of foundation students. *Journal of Social Work Education*, 49(2), 250-264.

Stead, B. A., & Scamell, R. W. (1980). A study of the relationship of role conflict, the need for role clarity, and job satisfaction for professional librarians. *The Library Quarterly*, 310-323.

Turner, R. H. (1956). Role-taking, role standpoint, and reference-group behavior. *American journal of Sociology*, 61(4), 316-328. Retrieved From

Yu, M. C., Lee, Y. D., & Tsai, B. C. (2010). Relationships among stressors, work-family conflict, and emotional exhaustion: A study of electronics industry employees in China. *Social Behavior and Personality: an international journal*, 38(6), 829-844.



DOI NUMBER: 10.5958/2278-4853.2019.00163.0

“A THEORETICAL FRAMEWORK OF DRIVERS AND CONSEQUENCES OF EMPLOYEE ENGAGEMENT”

Monica*; J.K Gulati**

*Senior Research Fellow
G N D U College, Jalandhar, INDIA
Email id: monicasamyal20@gmail.com

**Associate Professor,
G N D U College, Jalandhar, INDIA
Email id: jagdeepgulati@yahoo.co.in

ABSTRACT

In today's competitive business scenario every enterprise wants to gain profits and success of the organization. The success of the business depends upon the performance and commitment of the employees towards their work. When the employees put full efforts to make themselves engaged in their work only then they can provide excellent better customer service, innovative products, good interpersonal relationships which all are the mantras to get success in this competitive business environment. Because organizations have recognized the importance of employees so they are aligning the human resource strategies, organizational strategies with the business strategy to make them highly committed, involved and engaged. This paper attempts to elucidate the theoretical framework of employee engagement.

KEYWORDS: Employee Engagement, Drivers and Consequences.

INTRODUCTION

Employee Engagement is an initiative of Strategic Human Resource Management application of which is growing rapidly as an assured method of higher productivity, higher retention, less absenteeism, less attrition, employee empowerment and faster growth which is regarded as the hallmark of competitive advantage and corporate excellence. The human resources represent the strength, ability, skill, knowledge, enthusiasm, attitude towards work, competence decision making powers for the achievement of organizational vision, mission and goals. The importance of the effective human resource strategies is also increasing day by day as the importance of human resource is enhancing in the present fast changing socio-economic scenario. Now every organization making their efforts to closely integrate human resources with the planning and decision making of the organization as a part of the strategic human resource management. The organizational sales and profits depend upon the level of employee engagement **Kumar, V., & Pansari, A. (2015)¹**. Today's organizations are competing very extensively and human resources are considered as strategic partner, the innovative and competitive strategies are made to integrate their role and responsibilities with the organizational goal. Therefore, the focus of every organization is to use the capabilities, knowledge and capacity of employees through deploying different strategies taking in view the organizational vision, mission and goals. These strategies help an organization to make their employees satisfied, motivated and engaged in their work.

Definitions of Employee Engagement

- (1) **According to Kahn (1990)²** Employee Engagement is the harnessing of the employees of the organization toward their work roles. People in the organization employ themselves physically, cognitively, and emotionally during their role performances. He defined disengagement as when employees detach and withdraw themselves from the performing their work roles.
- (2) **Macey and Scheinder (2008)³** have proposed the three propositions about the employee engagement i.e psychological state engagement, behavioral engagement and trait engagement they define employee engagement as a key to competitive advantage. They proposed job attribute and leadership as the main factors of behavioral and psychological employee engagement and as moderators among three propositions of employee engagement.
- (3) **According to Corporate Executive Board (2004)⁴** Employee engagement is the extent by which employees commit in the organization, and how long they stay as a result of that commitment
- (4) **Towers Perrin Talent Report (2003)⁵** "The extent to which employees put discretionary effort into their work in the form of brainpower, extra time, and energy."

Significance of Employee Engagement

Employee engagement is an approach by which the employee feels fully absorbed to take positive actions to further organization's reputation and interest. Employee engagement leads to the productivity which results in higher customer satisfaction and ultimately the higher sales and profits in the company. The engaged employee always forward actions in right direction to make their organization more profitable. **Employee engagement is something given by the employees to the organization in terms of commitment, involvement, dedication, advocacy, positive efforts to the fullest of their talent for being supportive to attain the organizational**

goals. An engaged employee invest their knowledge, skills and efforts which impact the organizational productivity positively. Employee engagement is a critical approach to a company's success. Employers can encourage the employee engagement by implementing strategic human resource practices including procurement, development, employee relations, reward and compensation. Employees feel engaged in their work if they know that their managers count their opinion, they are ethically giving their job rights, and they are personally care about them. Employee engagement is the emotional and psychological attachment of employee toward the organization to work by going extra miles and leads to employee loyalty and commitment. Engagement is the combination of commitment, involvement, satisfaction and pride with the organization. Competitive advantage is developing the competencies in terms of quality, price, customer satisfaction and timely delivery which ultimately make organization different from its competitors. The employee engagement is the main source to get competitive advantage as the core capabilities of the organization are underpinned by the employee competencies. Employee engagement is regarded as the strategic initiative because it leads to competitive advantage. Engaged employees are more loyal and they do not want to leave the organization voluntarily than the disengaged employees. So having engaged employee may be a key to competitive advantage **William H. Macey and Benjamin Schneider (2008)**⁶. Employee engagement is a key factor of the dedication and involvement which ensures the commitment and energy that employees bring to work. Today organizational HR experts are involved in formulating sound HR strategies and practices because they discovered that satisfied, involved and committed employees in the organization work to their full potential. Employee engagement is the level of commitment, willingness, and involvement of employees towards their work. The engaged employees do their work beyond their responsibilities to make the customer and organization happy. Employee engagement is the strategy adopted by the organizations to create enthusiasm among employees to make their efforts to align themselves with organizational overall objective. Employee engagement is strong predictor of employee satisfaction, commitment, involvement and finally improved organizational performance **V.T Shailashri and Surekha Shenoy (2016)**⁷.

Employee Engagement: A Bird's Eye View

Name	Year	Place	Contribution
May, D. R., et al.	2004	<i>Journal of occupational and organizational psychology</i>	The psychological meaningfulness, safety and availability have the positive impact in the employee engagement.
Seijts, G. H., & Crim, D.	2006	<i>Ivey Business Journal</i>	They identified 10 C's to make the employees engaged in the work. These ten c's are connect, career, clarity, convey, congratulate, contribute, control, collaborate, credibility, confidence
Saks, A. M.	2006	<i>Journal of managerial psychology</i>	They found job satisfaction, organizational commitment, intention, organizational citizenship behavior as the consequences of employee engagement.

Gill, D. S. (2007).``	2007	<i>Kansas State University.</i>	Had identified that recruitment, selection and work engagement has been significantly linked to employees positive work outcomes. He considered job satisfaction, personnel health, job performance and turnover intentions as the outcomes of work engagement.
Bakker, A. B., & Demerouti, E.	2008	<i>Career development international,</i>	Employee engagement can be achieved through deploying the HRM Strategies like autonomy, performance feedback, social support, supervisory coaching and personal resources, optimism self-efficacy, resilience, self-esteem in the organization
Kompaso, S. M., & Sridevi,	2010	<i>International journal of business and management</i>	They suggested strategies to keep the employees engaged in their work i.e the effective recruitment and orientation program, two-way communication, strong feedback, opportunities for development, satisfying the employee's needs, incentives, appropriate training, building a distinctive corporate culture, developing a strong performance management system.
Tinline, G., & Crowe, K.	2010	<i>Strategic HR Review</i>	They found 6 drivers to the employee engagement i.e. resources and communications, control and autonomy, work relationship work life balance, work load manageable, pay and benefits, for effective leadership 4 competencies should be there i.e. self-development, drive and motivation, leading through people and strategic capacity .
Shankar, T., & Bhatnagar, J.	2010	<i>Indian Journal of Industrial Relations</i>	They identified centrality of works, centrality of family, centrality of personal domain work life balance, work life enrichment leads to emotional consonance leads to employee engagement and reduced turnover intentions.
Bhatnagar, J., & Biswas, S.	2010	<i>Indian Journal of Industrial Relations</i>	They proposed a model to conceptualize procedural justice, distributive justice, relational contact, transactional contact which lead to

			employee engagement and employee engagement in turn leads to reduced intentions to quit the organization which improve the productivity of employees and overall firm performance.
Mone, E. et al.	2011	<i>Journal of Business and Psychology</i>	They classified the performance management in 5 sub activities which lead to employee engagement such as managing performance and development goal, feedback and recognition, employee development, conducting timely appraisals i.e midyear and year end appraisal and building a climate of trust and empowerment.
Simon, L. Albrecht	2012	<i>International Journal of Manpower</i>	They identified organizational resources i.e. culture and climate of organization, team resources i.e. team culture and team climate, supervisory coaching, role clarity, autonomy and career development as job resources. All their resources have positive and significant relation with engagement wellbeing of employee which in turn show the positive outcomes in terms employee commitment, extra role performance and positive attitude.
Malik Faisal Azeem, Rubina., & Adil Tahir Paracha	2013	<i>Applied Sciences Journal</i>	They emphasized on stress management, ethical training and conflict management to enhance employee engagement.
Waqas, Z., & Saleem, S. (2014).	2014	<i>European Journal of Business and Management,</i>	They found that there is a direct and significant relationship between rewards system and employee engagement
Sarti, D	2014	<i>Human Resource Development Quarterly</i>	They argued that job resources play an important role as antecedents of employee engagement i.e. financial rewards, interpersonal relationship and task organization.
Adoko Obicci, P. (2015).	2015	<i>Management Studies and Economic Systems,</i>	They found in their study that there is a strong and positive relationship between the rewards and employee engagement
Kumar, V., &	2015	<i>MIT Sloan Management</i>	They identified the positive impact of

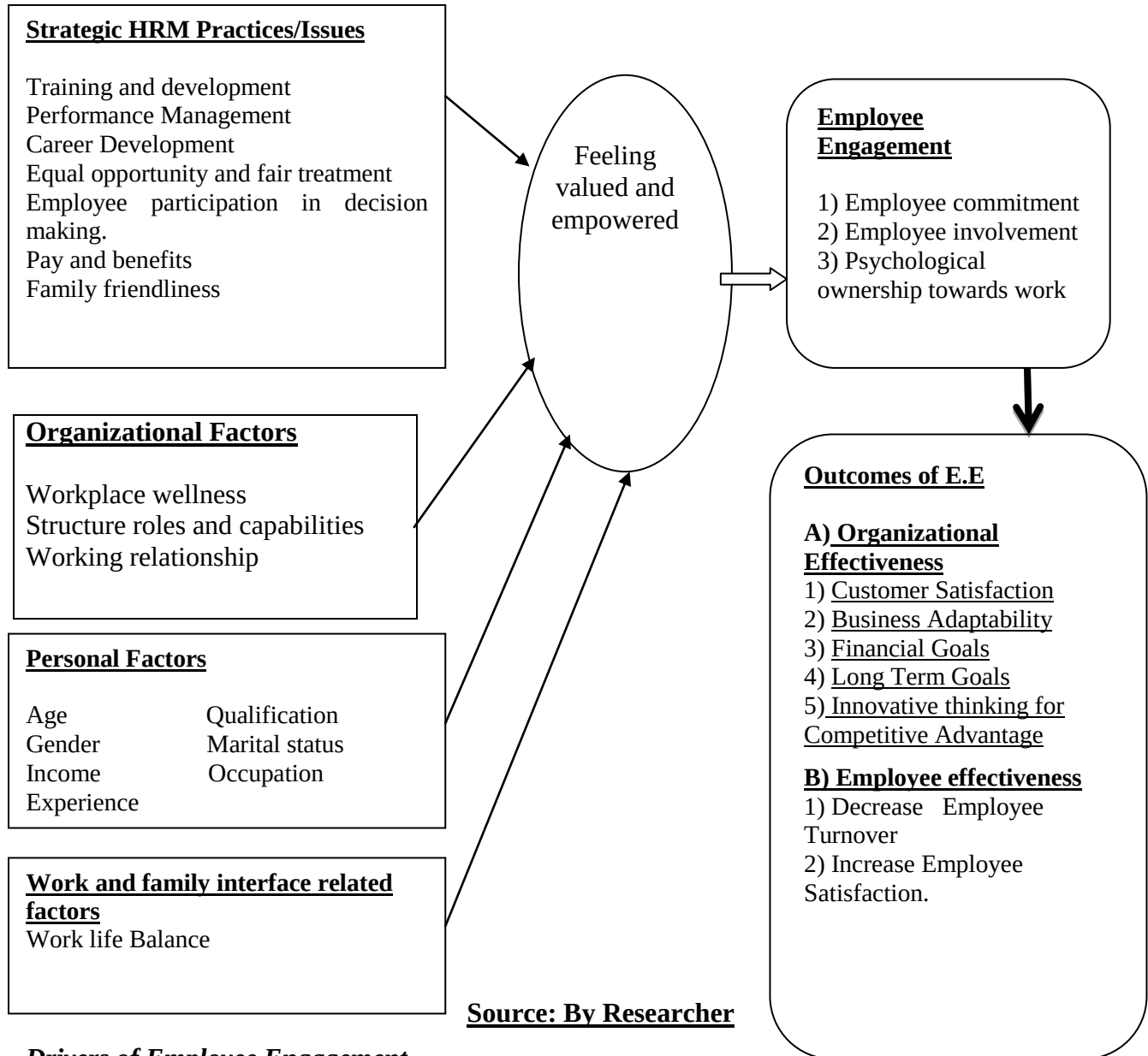
Pansari, A.		<i>Review</i>	employee engagement on the organizational profitability and growth in terms of sales and profits.
Ariani, D. W.	2015	<i>Journal of Business and Management</i>	Had found that coworkers' relations are positively related to employee engagement and psychological conditions
Nada Al Mehrzi., & Sanjay Kumar Singh	2016	<i>International Journal of Productivity and Performance Management</i>	They found that organizational culture, leadership, teamwork and organizational support significantly impact the employee engagement.
Minjeong Kang., &Minjung Sung	2017	<i>Journal of Communication Management</i>	They found that organization's symmetrical internal communication leads to higher level of employee engagement.
Ana Tkalac vercic., &Nina Poloski Vokic	2017	<i>Public Relations Review</i>	They found that there is a positive relationship between internal communication and employee engagement.
Albrecht, S., Breidahl, E., & Marty, A.	2018	<i>Career Development International</i>	They identified that there is a direct relationship of organizational climate with job resources and employee engagement.

From the previous review of literature the various drivers and consequences have been identified and to bring some clarity on the areas of employee engagement, the theoretical framework has been constructed. This paper is based on evidences from different findings of different researches which seek to synthesize the drivers and consequences of the employee engagement in a systematic way. The emphasis is drawn on extracting the drivers of employee engagement which have an impact on the employee as well as organizational effectiveness. A model has been constructed based on these previous findings.

Firstly, an attempt was made to study the various researches on employee engagement then covered those researches which are related as drivers of employee engagement in various organizations and businesses. Secondly, based on these various drivers four main factors were extracted namely Strategic Human Resource Management , Organizational factors, Family related factors and Personal factors and various drivers are clubbed into these main four factors. So in this paper, we have conceptualized a model analyzing specifically these four main factors which lead to employee engagement and employee engagement in turn leads to employee as well as organizational effectiveness which facilitate the competitive advantage of the firm.

A THEORATICAL FRAMEWORK OF EMPLOYEE ENGAGEMENT

Drivers of Employee Engagement



Drivers of Employee Engagement

In today's marketplace employee engagement has emerged as a critical driver of business success. The extensive researches have been come up with the following factors which impact the employee engagement:

- 1) Strategic Human Resource Management Practices
- 2) Organizational factors
- 3) Personal factors
- 4) Work and Family related factors and

Strategic Human Resource Management Practices

Strategic human resource management practices are those which are empirically and theoretically related to the overall performance of the organization **(Delery and Doty, 1996)⁸**. Formulating efficient human resource management strategies is one of the most essential requirements for survival in this competitive world. Strategic HRM defines the process of how the organizations can achieve its mission and goals through deploying the people by HR strategies, policies and practices. SHRM consider the various factors to make the strategic human resource investment decisions and approaches to help an organization to accomplish its strategic overall objectives. In contrast to downsizing, layoffs and cut down the workforce policies the strategic human resource management deals with the policies and practices to improve employee retention, employee satisfaction, commitment, engagement, employee guarantee and to reduce turnover, skill obsolesce, stress among employees. SHRM practices are considered as an investment perspective as it ensures the human resource security and stability which in turn enhance the employee productivity and reduced turnover costs. The strategic issue before all the organization is to get the maximum from its most valuable resource i.e human resource. Strategic human resource management involves in formulating the human resource plan and aligning human resource plans and functions with organizational overall strategy. As the result of Globalization the industries are dominated by the MNC's and the field of management also has been changed from reactive to proactive. The emerging trends come up with the strategic issues to the organization and strategic human resource management ensures their questions by customized human resource strategy. The SHRM practices involved direct responsibility in decision making, knowledge management, career management and development, work life balance, performance management, employee-employer relationships. SHRM leads to integration of corporate and HR strategies. The role of human resource management is very significant in the process of strategic management. Human resource management makes the strategic management highly effective by supplying the competent and committed human resources **K.Aswathapa (2005)⁹**. The implementation of strategic human resource management policies results in competitive advantage for the organization. The following strategic human resource management practices impact the level of employee engagement.

- Employee Recruitment and Selection, Training and Development Employee - Employer relations, Reward and Compensation, Career Development, Employee Empowerment, Knowledge management, Equal opportunity and fair treatment, Pay and benefits, Family friendliness Performance management, Work life balance, Involvement in decision making.

Organizational Factors

Employee engagement can be derived from the multiple organizational factors. Organizational factors consist of the systems, procedures and the structures followed in the enterprise. The number of researches has been conducted to achieve different levels of effectiveness taking in view the organizational structure as a dimension of employee performance **Price (1968)⁹**. The efficiency with which an organization accomplishes its goals and objectives depend upon its structure. There are so many factors which contribute to structure of the organization. The organizational factors include the vision, mission and strategy, internal and external environment, trust, cooperation, interaction and communication. There may have a restricted impact of design of organizational structure on the level of performance **Child, J (1972)¹⁰**. The following organizational factors impact the level of employee engagement.

- Wellness in the workplace, Job characteristics, Structured roles and responsibilities, Effective communication, Working relationships, Organizational values, Positive work and culture.

Personal Factors

Personal factors are the individual factors of employees that strongly influence their behaviors at work. Personal factors such as sex, marital status, father's occupation have a significant impact on the employee commitment toward their work **Hrebiniak, L.G and Alutto, J.A (1972)¹¹**. Personal factors that affect the behavior of the individuals to engage themselves in their work are as follows:

- Age, Sex, Education, Marital Status, Income, No of years' experience with the organization, Occupation, Lifestyle.

Work and Family interface related factors

Conflict arises between work and family results in occupational burnout, job stress, poor negative work commitment and performance. Work-family conflict occurs when individual found themselves incompatible to meet the demands of work and family roles. In order to make the employees more engaged in their work, the organizations should manage the interface between family and work life. As a part of strategic human resource management, every organization making their efforts to outline HR strategies used in workplace to address and promote work-life balance. According to **Greenhouse et al.(2003)¹²** defined Work life Balance ``extent to which an individual is equally engaged in an equally satisfied with his or her work role and family role''

- Positive spillover, Work-family facilitation, Work-family enhancement, Work-family engagement and Work-family enrichment.

Consequences of Employee Engagement

High levels of employee engagement promote retention of talent, foster customer loyalty and improve stake holder value and the performance of the organization. It is believed that an employee engagement results in effective outcomes in individual behaviors as well as in organizational results. Employee engagement is related to the individual intentions, attitudes and behaviors. The driving force behind the implementation of employee engagement strategies is to bring zeal, enthusiasm, empowerment, loyalty, satisfaction and intention to stay which in turn leads to organizational effectiveness in terms of achievement of overall long term objectives. The various factors which are affected by the employee engagement are as:

Employee Effectiveness

Effectiveness is doing the things with efficiency and perfection. The employee effectiveness can be measured through his positive performance. Understanding the relationship between Employee Engagement and Employee Performance is essential to know about the effectiveness of their employees. Researchers are frequently made to know how the employee engagement affects the employee effectiveness. This study is to determine whether the engaged employee leads to the positive behavior in terms of job satisfaction and employee retention.

- Increase in Employee Satisfaction
- Decrease in Employee Turnover

Organizational Effectiveness

Now the human resource management is not only concerned with the traditional activities such as hiring, training, grievance handling etc. In this competitive business era the human resource managers need to take part in strategic management process. Now every sector whether it is Manufacturing sector, Banking sector, IT sector and every organization are integrating the human resource management into the strategic management to realize the people's contribution to the organizational effectiveness **K.Ashwathapa (2005)**.¹³

- Customer satisfaction.
- To adapt changes for the business success.
- To meet its financial goals.
- Contribution to the organizational long term objectives.

CONCLUSION

Employee Engagement is a strategic HR initiative used by the organizations to get a state of competitive advantage. From the literature review the theoretical framework has been constructed in which the drivers and consequences of employee engagement has been given. Employee Engagement contributes to sustainable development by delivering employee effectiveness i.e. employee retention, commitment and satisfaction on one hand and organizational effectiveness on the other hand in terms of customer satisfaction, adaption of changes for business success, to meet financial goals, and contribution to the organizational long term objectives which all leads to benefits for companies' stakeholders. Employees are the essential stakeholders which take care of the functioning of an organization and play a leading role in encouraging competitive advantage at every stage. So integration of human resource strategies with the corporate strategy to achieve a long term organization goal is essential aspect of getting success in the business. Human resource managers play a key role to help an organization to achieve its objectives. Employee involvement and engagement is a critical success factor in the enhancement of employee performance by increasing satisfaction and decreasing turnover. Human resource professionals have the tools and the opportunity by strategically manage their human resources to leverage employee engagement and commitment. Organizations with high performing strategic human resource management foster a culture of fully integrated employees' operations, rewards and incentives. Employees want to work with the organizations which are aligned with their values and culture and it results in employee retention, commitment and engagement. HR strategies facilitate a roadmap for human resource practitioners to follow for the achievement of their organization's sustainability and business aspirations, thereby improving social and environmental conditions locally and globally.

REFERENCES

- Adoko Obicci, P. (2015). Influence of extrinsic and intrinsic rewards on employee engagement (empirical study in public sector of Uganda). *Management Studies and Economic Systems*, 2(1), 59-70.
- Albrecht, S. L. (2012). The influence of job, team and organizational level resources on employee well-being, engagement, commitment and extra-role performance: Test of a model. *International Journal of Manpower*, 33(7), 840-853.
- Ariani, D. W. (2015). Relationship with supervisor and co-workers, psychological condition and employee engagement in the workplace. *Journal of Business and Management*, 4(3), 34-47.

- Al Mehrzi, N., & Singh, S. K. (2016). Competing through employee engagement: a proposed framework. *International Journal of Productivity and Performance Management*, 65(6), 831-843.
- Bakker, A. B., & Demerouti, E. (2008). Towards a model of work engagement. *Career development international*, 13(3), 209-223.
- Bhatnagar, J., & Biswas, S. (2010). Predictors & outcomes of employee engagement: Implications for the resource-based view perspective. *Indian Journal of Industrial Relations*, 273-286.
- Council, C. L. (2004). Driving performance and retention through employee engagement. *Washington, DC: Corporate Executive Board*, 32.
- Child, J. (1972). Organizational structure, environment and performance: The role of strategic choice. *sociology*, 6(1), 1-22.
- Delery, J. E., & Doty, D. H. (1996). Modes of theorizing in strategic human resource management: Tests of universalistic, contingency, and configurational performance predictions. *Academy of management Journal*, 39(4), 802-835.
- Gill, D. S. (2007). `` *Employee selection and work engagement: do recruitment and selection practices influence work engagement?* '' Doctoral dissertation, Kansas State University.
- Greenhaus, J. H., Collins, K. M., & Shaw, J. D. (2003). The relation between work-family balance and quality of life. *Journal of vocational behavior*, 63(3), 510-531.
- Hrebiniak, L. G., & Alutto, J. A. (1972). Personal and role-related factors in the development of organizational commitment. *Administrative science quarterly*, 555-573.
- K Ashwathapa (2005)`` Human Resource Management and Personnel Management Text and Cases'' 4th edition Tata Mc Graw Hill publications pp 54.
- Kahn, W. A. (1990). Psychological conditions of personal engagement and disengagement at work. *Academy of management journal*, 33(4), 692-724.
- Kang, M., & Sung, M. (2017). How symmetrical employee communication leads to employee engagement and positive employee communication behaviors: The mediation of employee-organization relationships. *Journal of Communication Management*, 21(1), 82-102.
- Kompaso, S. M., & Sridevi, M. S. (2010). Employee engagement: The key to improving performance. *International journal of business and management*, 5(12), 89.
- Kumar, V., & Pansari, A. (2015). Measuring the benefits of employee engagement. *MIT Sloan Management Review*, 56(4), 67.
- K Ashwathapa (2005)`` Human Resource Management and Personnel Management Text and Cases'' 4th edition Tata Mc Graw Hill publications pp 59.
- Lardner, S. (2015). Effective reward ensures effective engagement. *Strategic HR Review*, 14(4), 131-134.
- Macey, W. H., & Schneider, B. (2008). The meaning of employee engagement. *Industrial and organizational Psychology*, 1(1), 3-30.

May, D. R., Gilson, R. L., & Harter, L. M. (2004). The psychological conditions of meaningfulness, safety and availability and the engagement of the human spirit at work. *Journal of occupational and organizational psychology*, 77(1), 11-37.

Mone, E., Eisinger, C., Guggenheim, K., Price, B., & Stine, C. (2011). Performance management at the wheel: Driving employee engagement in organizations. *Journal of Business and Psychology*, 26(2), 205-212

Price, J. L. (1968). Rejoinder to Starbuck's Comments on "Design of Proof in Organizational Research" and Organizational Effectiveness: An Inventory of Propositions. *Administrative Science Quarterly*, 13(1), 162-166.

Shailashree, V. T., & Shenoy, S. (2016). Study to Identify the Relationship between Recruitment, Selection Towards Employee Engagement. *International Journal of Scientific Research and Modern Education (IJSRME)*, ISSN (Online): 2455–5630, 1(2), 2016, 149-155

Sarti, D. (2014). Job resources as antecedents of engagement at work: Evidence from a long-term care setting. *Human Resource Development Quarterly*, 25(2), 213-237

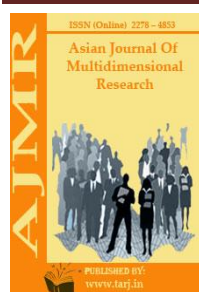
Seijts, G. H., & Crim, D. (2006). What engages employees the most or, the ten C's of employee engagement. *Ivey Business Journal*, 70(4), 1-5

Saks, A. M. (2006). Antecedents and consequences of employee engagement. *Journal of managerial psychology*, 21(7), 60

Shankar, T., & Bhatnagar, J. (2010). Work life balance, employee engagement, emotional consonance/dissonance & turnover intention. *Indian Journal of Industrial Relations*, 74-87.

Tinline, G., & Crowe, K. (2010). Improving employee engagement and wellbeing in an NHS trust. *Strategic HR Review*, 9(2), 19-24.

Verčič, A. T., & Vokić, N. P. (2017). Engaging employees through internal communication. *Public Relations Review*, 43(5), 885-893.



DOI NUMBER: 10.5958/2278-4853.2019.00164.2

MARKETABILITY AND CHALLENGES OF SMALL FARM HOLDERS OF RUBBER – A STUDY AT TRIPURA

Dr. A. N. Vijaya kumar*

* Associate Professor (Finance),
Indian Institute of Plantation Management Bengaluru,
Jnanabharathi campus, Malathalli - Post
Bangalore, INDIA
Email id: v.kumariipmb@gmail.com

ABSTRACT

Remunerative price realisation is the major concern to small farm holders considering uncertain and price volatility of rubber. Tripura being the second largest rubber producing state in India consists around 80000 small farm holders with 194 Rubber Producer Societies. Rubber is a major plantation crop for the people living in rural Tripura for their livelihood. However, the prices of rubber at Tripura is comparatively lower than the prices of rubber at Kerala due to many reasons including quality and marketability. This paper explored issues of marketability and challenges of small farm holders and found poor access to finance, price uncertainty and marketability, issue of transportation etc., are major concerns.

KEYWORDS: Cooperatives, Producer Societies, Agricultural Marketing, Value chain, Small farm holders, JEL Classification: Q13

This paper has been prepared as a part of major research project entitled – “Rubber price uncertainty and Risk management Strategies for Small Farm holders ” Sponsored by ICSSR, New Delhi. Author thankfully acknowledge financial grants received from ICSSR, New Delhi

1. INTRODUCTION

Natural rubber considered as wheels of economy, contributes to the socio-economic development of the country. It is essential raw material in tyre, aerospace, agriculture, chemical, medical, military and transportation industries. It is a source of livelihood to millions of small farmers, tribal, rural people, labourers, processors, traders, exporters etc. In India, rubber is produced in traditional areas of Kerala, Kanyakumari region in Tamil Nadu and non-traditional areas of North Eastern states, coastal area of Karnataka. The development of rubber in North East region is remarkable, especially in Tripura. Tripura is the second largest rubber producing state in India, referred as Second rubber capital by Rubber Board, first being Kerala. Tripura accounts to 70% of area under rubber cultivation in the north eastern region (Kumar.A.K.K, 2014). Indian Rubber sector is dominated by 1306000 small farm holders, with majority, i.e., 80.63% (1053000) located in Kerala followed by Tripura with 80000 small holders. Sepahijala, West Tripura, South Tripura, Gomati and North Tripura are the largest rubber growing districts in Tripura. The total area under rubber cultivation in Tripura as on 31st March 2018, is 84480 hectares, out of which 54441 hectares is matured area. The state produced a total of 65330 mt rubber, with 49230 mt sheet rubber and 13100 mt scrap rubber during 2018. Rubber Board promoted 194 rubber producer societies with 94 group processing centres and 2 rubber producing companies in the state (MR Pvt Ltd, 2018). The major players in the Tripura Rubber Market are Tripura Forest Development and Plantation Corporation Limited (TFDPC) Tripura Rehabilitation Plantation Corporation Limited (TRPC), Manimalayar Rubbers Pvt Ltd. and Tripura Latex Factory Pvt Ltd. The Government of Tripura and Rubber Board are facilitating rubber sector by assisting in financial, techno-managerial services apart from encouraging large scale plantings in small farm holding sector (Kumar.A.K.K, 2014). The prices of rubber in India has fallen from its high level of Rs. 220, Rs. 190, Rs. 160 to Rs. 97. However, the cost of inputs and other components of production has not reduced. In addition, the prices of rubber in the state of Tripura are comparatively lower than prices of Kerala. This study, therefore, made an attempt to review the rubber marketing scenario and understand the challenges and constraints of rubber farmers at Tripura.

This paper has presented in the following sections - Section 2 reviews scholastic studies on rubber sector in Tripura, Section 3 describes Methodology adopted for the study, Section 4 contains data analysis and interpretation and Section 5 presents findings, suggestions and conclusions.

2. REVIEW OF LITERATURE

This paper reviewed the scholastic studies of rubber focussing the state of Tripura. Natural Rubber sector plays an important role in employment generation and contribution to the state GDP of Tripura. The well-coordinated efforts of Rubber Board, Tripura Forest Development and Plantation Corporation Limited (TFDPC) and Tripura Rehabilitation Plantation Corporation Limited (TRPC) have shown remarkable results in the socio-economic welfare of the targeted beneficiaries (Chouhan.P and Bhowmik.I, 2017). TFDPC, TRPC and Rubber Board have encouraged private sector and individuals to emerge as entrepreneurs with their own rubber plantations, thus, leading to Tripura as a largest producing state in the country next to Kerala (Debbarma.R and Purkayastha.S, 2018). Although, Tripura is a second largest producer of rubber, the consumption is very limited. Hence, development of rubber-based industry is vital for rubber growers and country. In addition, to reduce the ill effects of price, quality rubber sheet production should be encouraged (Das.R, 2014). Adikari.S.B and Sharma.A (2018) identified

two marketing channels, first channel passing from producer to trader through processors and wholesaler. The second channel passing from producer to trader through agent and retailer. It was found that first channel was efficient as price spread was more compared to Channel II. The central and state governments have been promoting natural rubber through discriminatory land use policy and crop subsidy system in Tripura. However, being an international commodity, rubber price is volatile threatening relative standard of living of small farmers along with regional food security in Tripura (Mohanakumar.S, 2014). Block Planting Units — Rubber Producers Societies (BPU-RPS) schemes of Rubber Board is effective in minimizing transaction costs of smallholder's in Tripura. The development of a rubber based industrial sector in the state is essential for sustained growth of NR cultivation in Tripura (Sharma.G, George.T.K.B and Deya.S.K, 2014).

The above scholastic evidences focussed on rubber production, role of Rubber Producing Societies and producers' companies in development of rubber sector in the state of Tripura. However, the studies focussing on challenges and constraints of small farm holders of Tripura rubber sector are limited. It is, therefore, this paper intended to overcome limitations in the existing literature with the following objectives –

Objectives

1. To study rubber marketing scenario in Tripura.
2. To understand challenges and constraints of small farm holders of rubber in Tripura.
3. To suggest and recommend appropriate strategies for realisation of remunerative prices.

3. METHODOLOGY

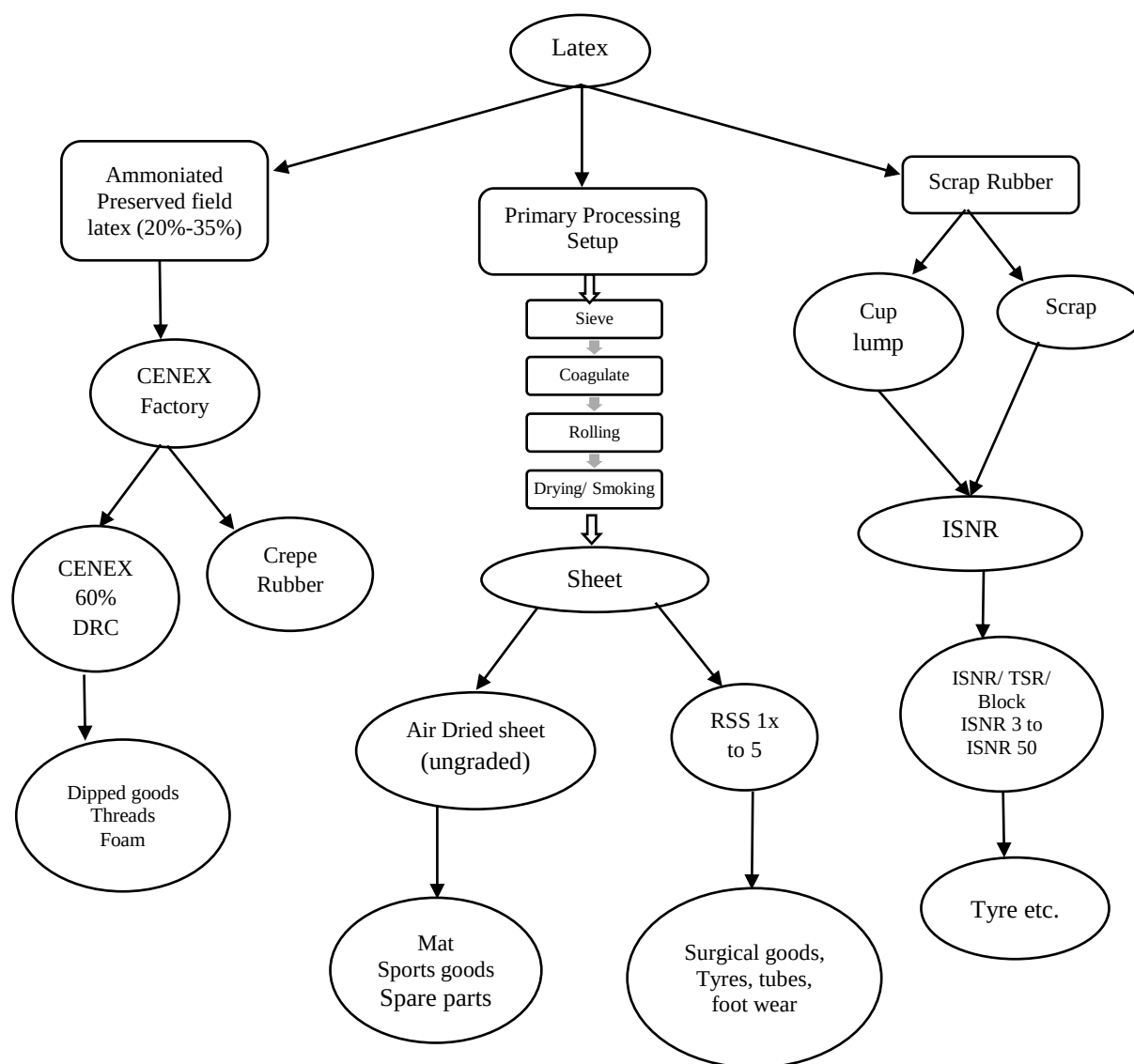
This study with descriptive and exploratory research method focussed on intended objectives. The study used both primary and secondary data. Primary data has been collected through unstructured questionnaires by survey method, Small Farm Holders of rubber is a sample unit. The study collected 105 samples from small farm holders in Tripura. The multi stage convenience and purposive sampling was used as many of the small farm holders are illiterates. The study used descriptive statistics apart from charts, tables to interpret and analyse primary data.

4. Data Analysis and Interpretation

The primary data collected during field visit has been analysed and interpreted as under:

4.1 Value Chain Analysis of Rubber

Latex is a basis for manufacturing soft, hard and scrap rubber. The figure no. 1 shows the value chain of rubber. Field latex, rubber sheets are referred to as soft and hard rubber respectively. Ammoniated preserved field latex is channelized through CENEX factories. Here, based on DRC content of latex, it is used for manufacturing different goods. Latex with 60% DRC is used for manufacture of dipped goods, threads, foam etc, whereas, latex with less than 60% DRC is classified as crepe rubber, used in manufacture of toy tyres, tubes etc. Further, latex primarily processed using four methods of sieving, coagulating, rolling, drying or smoking leads to output of sheet rubber.

Figure No. 1: Value Chain Analysis of NR

(Source: Field Observation)

Sheet rubber is classified as air dried sheets and ribbed smoked sheets based on the primary processing. Air dried sheets are ungraded sheets, whereas ribbed smoked sheets (RSS 1x – 5) are good quality sheets used for manufacture of surgical goods, pharmaceutical industries, tyres, tubes, footwear etc. Air dried sheets are used in the manufacture of sport goods, spare parts etc. The latex not collected on a regular basis at rubber trees are treated as cup lumps and scrap, these are processed at ISNR factories leading to an output of Indian Standard Natural Rubber, Technically Specified Rubber (TSR), block rubber and different grades of ISNR rubber used in manufacturing of tyres etc.

4.1.1 Rubber Production

Rubber plantations at Tripura are spread in 8 regions. The district wise rubber area and production are shown in table no. 1.

TABLE NO. 1: AREA AND PRODUCTION OF RUBBER IN TRIPURA (2017-18)

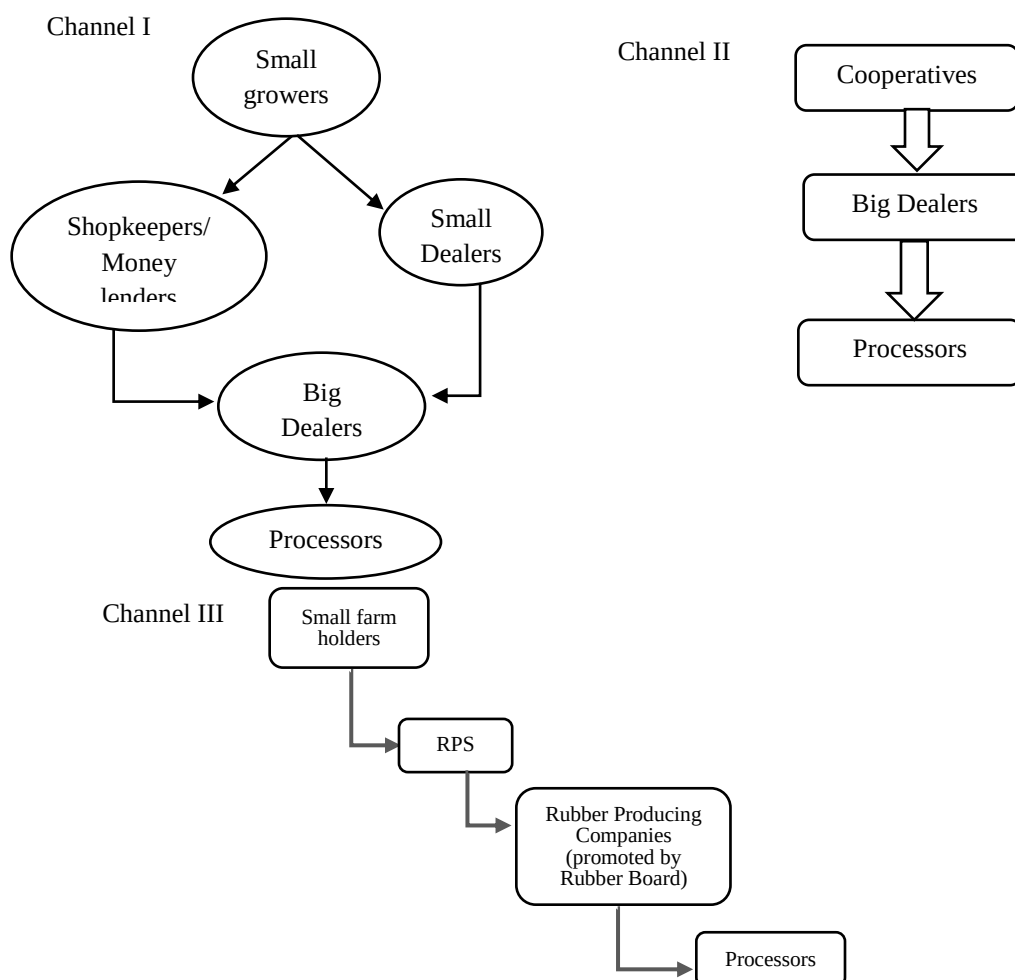
Sl.No	Particulars	Tappable area (ha)	Production (MT)
1	Sepahijala	11297	14121
2	West Tripura	10428	13035
3	South Tripura	10069	12586
4	Gomati	7292	9115
5	North Tripura	5812	7265
6	Dhalai	2960	3700
7	Unakoti	2260	2825
8	Khowai	2146	2683
Total		52264	65330

(Source: MR Pvt Ltd, 2018)

The leading rubber producing districts in Tripura are Sepahijala, West Tripura, South Tripura, Gomati and North Tripura. Sepahijala is the largest rubber producing district in Tripura with 14121 MT.

4.2 Marketing Channels of Rubber

Rubber in Tripura is channelized from small farm holders to processors through three different marketing channels as shown in figure no. 2. The small growers sell their produce to small dealers, who in turn market it to big dealers (Channel I). Big dealers also procure rubber from shop keepers/money lenders. Money lenders provide finance to small farmers in return of rubber. The produce then reaches processors, manufacturers of spare parts, sport goods, tyres and tubes in North, West and Central India. Rubber also reaches the processors through big dealers from rubber farmers cooperatives (Channel II). The small farm holders also market their produce through Rubber Producer Societies to Rubber producer companies promoted by Rubber Board (Channel III). These RPS's have sufficient infrastructure for processing latex into rubber sheet, they facilitate small farm holders in marketing their produce and realize remunerative prices.

Figure No. 2: Channels of Rubber Marketing in Tripura

Small farm holders do not have direct access to a rubber market in the state of Tripura. It is observed that small farm holders, sometimes sell unsmoked rubber sheets to shop keepers to access easy finance for the purpose of meeting daily requirements.

TABLE NO. 2: TYPE OF RUBBER PRODUCE

Sl.No.	Particulars	Number	Percent
1	Latex	59	56.19
2	Rubber sheets	46	43.81
	Total	105	100.00

(Source: Primary Data)

In Tripura, farmers sell latex and rubber sheet as shown in table no. 2. Latex is a major form of rubber processed by 56.19% respondents, followed by 43.81% respondents processing into rubber sheets. However, it is observed that, the price realisation by sale of latex is comparatively lower against selling rubber sheets.

TABLE NO. 3: MARKETING OF RUBBER PRODUCE

Sl.No.	Particulars	RSS	Percent	Latex	Percent	Total	Percent
1	RPS	6	13.04	29	49.15	35	33.33
2	Dealers	24	52.17	23	38.98	47	44.76
3	Sub Dealers	2	4.35	3	5.08	5	4.76
4	Shop keepers / Money lenders	14	30.43	4	6.78	18	17.14
Total		46	100.00	59	100.00	105	100.00

(Source: Primary Data)

The above table no. 3 depicts the marketing of rubber produce by small farmers. It can be observed that majority of rubber is sold to dealers (44.76%). Rubber Producer Societies (RPS) occupies second position with 33.33%, whereas, 17.14% and 4.76% small farmers sell their produce to shopkeepers/money lenders and sub dealers respectively. Further, amongst 46 respondents, processing Ribbed Smoked Sheet (RSS), 6 respondents sell it to RPS, 24 sell it to dealers, 14 sell it to money lenders and 2 sell it sub dealers. Whereas, out of 59 respondents selling latex, 29 sell it to RPS, 23 sells to dealers, 4 to shopkeepers/money lenders and 3 to sub dealers.

4.3 Rubber Producer Societies

The details of existing RPS in Tripura are shown below in the following table no. 4. It is observed that 32% of area under rubber plantations has been covered with RPS. This necessitates promoting formation of new RPS to extend benefits to small farm holders.

TABLE NO. 4: RUBBER PRODUCERS SOCIETIES IN TRIPURA

Sl. No.	Name of district	Number of RPS	Number of Member	Area (ha)
1	North Tripura	9	391	301.37
2	Unakoti	19	828	624.69
3	Dhalai	9	372	492.44
4	Khowai	11	596	497.92
5	West Tripura	39	4193	3607.79
6	Sepahijala	68	6641	7407.19
7	Gomati	21	1288	1543.00
8	South Tripura	22	2144	2253.09
Total		198	16453	16727.49

(Source: MR Pvt Ltd, 2018)

This study based on primary data of respondent small farm holders of rubber analysed the services received from existing Rubber Producer Societies using five-point Likert scale. The facilities available have been ranked based on the mean values and shown in table no. 5.

TABLE NO. 5: FACILITIES RECEIVED FROM RPS

Services available from RPS	Mean	Rank
1. Financial assistance	2.10	10
2. Production/Agri Inputs at reasonable price	4.03	5
3. Marketing of latex/rubber sheets	4.06	4

4. Technical Know-how on processing and quality	3.67	6
5. Capacity building/Knowledge of enhancing productivity	4.21	1
6. Delivery vehicle/transportation	1.98	11
7. Community Smoke houses	2.44	9
8. Group nurseries	3.19	8
9. Capacity building/Knowledge on better price realisation	4.09	2
10. Maximum utility of inputs and Cost reduction in operation	3.32	7
11. Channel of benefits from Govt, RB and other institutions	4.08	3

(Source: Primary Data)

The services available from Rubber Producer Societies has been portrayed in the above table no. 5. It is revealed that Capacity building programs/knowledge of enhancing productivity is most available through RPS to the respondents. Capacity building/Knowledge on better price realisation are available to the respondents. Benefits from Government, Rubber Board and other institutions have been received by the respondents through Rubber producer societies. It is also noticed that respondents are facilitated by Rubber Producer Societies to market their produce. Other benefits received through RPS include Production/Agri Inputs at reasonable price, Technical Know-how on processing and quality, Maximum utility of inputs and Cost reduction in operation, Group nurseries, Community Smoke houses, financial assistance and Delivery vehicle/transportation.

TABLE NO. 6: FINANCIAL ASSISTANCE

Particulars	Number	Percent
1. Never	38	36.2
2. Rarely	30	28.6
3. Sometimes	30	28.6
4. Often	3	2.9
5. Always	4	3.8
Total	105	100.0

(Source: Primary Data)

The availability of financial assistance from RPS to small farm holders are shown in the above table no. 6. It is revealed that, 36.2% respondents have opined that they never received finance assistance from RPS, whereas 28.6% respondent small farm holders have received it rarely.

TABLE NO. 7: PRODUCTION/AGRI INPUTS AT REASONABLE PRICE

Particulars	Number	Percent
1. Rarely	6	5.7
2. Sometimes	17	16.2
3. Often	50	47.6
4. Always	32	30.5
Total	105	100.0

(Source: Primary Data)

RPS assists small farm holders through providing inputs at reasonable price. The respondents revealed that 47.6% receive these inputs frequently and 30.5% opined that they receive it continuously (Table No. 7).

TABLE NO. 8: MARKETING OF LATEX/RUBBER SHEETS

Particulars	Number	Percent
1. Never	4	3.8
2. Rarely	8	7.6
3. Sometimes	10	9.5
4. Often	39	37.1
5. Always	44	41.9
Total	105	100.0

(Source: Primary Data)

The above table no. 8 shows the marketing benefits available to respondent small farm holders from RPSs. It can be seen that 41.9% respondents constantly receive assistance from RPS for marketing their latex/rubber sheets, whereas, 37.1% respondents receive it regularly.

TABLE NO. 9: TECHNICAL KNOW-HOW ON PROCESSING AND QUALITY

Particulars	Number	Percent
1. Never	6	5.7
2. Rarely	8	7.6
3. Sometimes	27	25.7
4. Often	36	34.3
5. Always	28	26.7
Total	105	100.0

(Source: Primary Data)

Quality of rubber produce is a vital for realising remunerative prices. Thus, RPS provides technical assistance on processing and improving the quality of rubber. As shown in table no. 9, 34.3% respondents replied that they receive technical assistance frequently from their RPSs.

TABLE NO. 10: CAPACITY BUILDING/KNOWLEDGE OF ENHANCING PRODUCTIVITY

Particulars	Number	Percent
1. Rarely	1	1.0
2. Sometimes	17	16.2
3. Often	46	43.8
4. Always	41	39.0
Total	105	100.0

(Source: Primary Data)

The table no. 10 depicts that majority of the respondent small farm holders (43.8%) are often facilitated with the capacity building programs of RPS on enhancing productivity.

TABLE NO. 11: DELIVERY VEHICLE/TRANSPORTATION

Particulars	Number	Percent
1. Never	40	38.1
2. Rarely	32	30.5
3. Sometimes	28	26.7
4. Often	5	4.8
Total	105	100.0

(Source: Primary Data)

It is found from the above table no. 11 that, 38.1% respondents never receive any assistance for transporting their produce, 26.7% respondents have replied that they receive such assistance occasionally.

TABLE NO. 12: SMOKE HOUSES

Particulars	Number	Percent
1. Never	31	29.5
2. Rarely	26	24.8
3. Sometimes	28	26.7
4. Often	11	10.5
5. Always	9	8.6
Total	105	100.0

(Source: Primary Data)

Smoke houses are necessary for processing quality smoked sheets. However, it can be observed from table no. 12 that, only 19.1% respondents receive benefits of smoke houses from RPS.

TABLE NO. 13: GROUP NURSERIES

Particulars	Number	Percent
1. Never	9	8.6
2. Rarely	19	18.1
3. Sometimes	36	34.3
4. Often	25	23.8
5. Always	16	15.2
Total	105	100.0

(Source: Primary Data)

Table no. 13 depicts that, 8.6% respondents do not receive any benefits of group nurseries from RPSs, whereas, 18.1% receive it rarely.

TABLE NO. 14: CAPACITY BUILDING/KNOWLEDGE ON BETTER PRICE REALISATION

Particulars	Number	Percent
1. Never	2	1.9
2. Rarely	5	4.8
3. Sometimes	14	13.3
4. Often	45	42.9
5. Always	39	37.1
Total	105	100.0

(Source: Primary Data)

The table no. 14 depicts that assistance of RPS on enhancing the knowledge on better price realisation. It is seen that, 42.9% respondents receive the benefit frequently, whereas 37.1% receive it continuously.

TABLE NO. 15: MAXIMUM UTILITY OF INPUTS AND COST REDUCTION IN OPERATION

Particulars	Number	Percent
1. Never	4	3.8
2. Rarely	18	17.1
3. Sometimes	38	36.2
4. Often	30	28.6
5. Always	15	14.3
Total	105	100.0

(Source: Primary Data)

It can be observed from table no.15 that, the benefit of maximum utility of inputs and cost reduction in operations is availed by 28.6% respondents regularly, whereas, 36.2% receive it occasionally.

TABLE NO. 16: CHANNEL OF BENEFITS FROM GOVERNMENT, RUBBER BOARD ETC.

Particulars	Number	Percent
1. Never	3	2.9
2. Rarely	8	7.6
3. Sometimes	15	14.3
4. Often	31	29.5
5. Always	48	45.7
Total	105	100.0

(Source: Primary Data)

The table no. 16 reveals the opinion of respondent small farm holders on RPS as a channel of benefits from Government, Rubber Board etc. It is seen that, 29.5% respondents opined that RPS acts as a channel of benefits from Government, Rubber Board etc.

4.4 Challenges and Constraints of Small Farm Holders of Rubber

TABLE NO. 17: SOURCE OF INPUTS RECEIVED

Sl.No	Particulars	Number	Percent
1	Local vendors	47	44.76
2	Rubber Producing Society	49	46.67
3	Rubber Producing Company	9	8.57
	Total	105	100.00

(Source: Primary Data)

The table no. 17 depicts the source of inputs to small farm holders. It is found that 44.76% respondents procure inputs from local vendors, whereas, 46.67% respondents procure it from Rubber Producer Societies. Rubber Producing Company is also source of input to 8.57% respondents.

TABLE NO. 18: AWARENESS ON GOOD MANUFACTURING PRACTICES

Sl. No	Particulars	Number	Percentage
1	Aware	48	45.71
2	Unaware	57	54.29
	Total	105	100.00

(Source: Primary Data)

The awareness of small farm holders on good manufacturing practices are shown in table no. 18. It is found that, majority of the small farmers (54.29%) are not aware about good manufacturing practices. The farmers those who are aware about good manufacturing practices are not showing interest to process good quality rubber due to extra effort and time involved.

TABLE NO. 19: CONSTRAINTS OF SMALL FARM HOLDERS

Sl. No.	Particulars	Number	Percent	Rank
1	Access to Smoke houses	26	24.76	4
2	Technical know-how on production of graded rubber sheets	25	23.81	5
3	Issue of transportation	44	41.90	3
4	Price uncertainty and marketability	60	57.14	2
5	Trained tappers	13	12.38	7
6	Access to finance	82	78.10	1
7	Poor access to inputs	19	18.10	6

(Source: Primary Data)

Table no. 19 depicts the constraints of small farm holders. The major constraints faced by respondent small farm lack of access to finance (78.10%), followed by issue of price uncertainty and marketability (57.14%). Transportation, access to Smoke houses are the other challenges faced by 41.90% and 24.76% respondents respectively.

4.5 Suggestions and recommendations

Lack of access to finance is a major concern to Small farm holders in Tripura. The farmers are selling unsmoked rubber sheets to local vendors to meet their daily financial requirements resulting to realise less remunerative prices. Hence, there is a need for linking NBFCs and Banking institutions with Rubber Producer Societies (RPS) to extend financial /credit facilities to small farm holders.

The marketability of rubber and price uncertainty is also another concern for small farm holders. Sometimes, they are also facing issue of delayed settlement of rubber trade by local vendors as they are facing difficulty of transportation. Hence, there is a need to strengthen RPS mechanism to overcome this constraint.

Many of small farm holders were not having smoke houses, neither they have sufficient financial resources to construct smoke houses of their own. Hence, it is necessary to promote setting up of community smoke house and it should be made available at reasonable service cost to small farm holders to manufacture quality rubber sheets in turn, it facilitates in realising remunerative prices.

Quality of rubber sheets at Tripura has been increased over a period of time. However, still there is a need for promoting good manufacturing practices of rubber sheets through RPS.

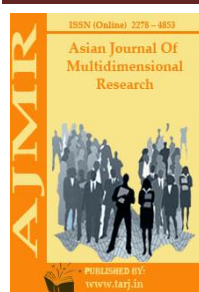
A small farm holder and RPS are not in position to handle GST and other trade related transactions. Hence, there is a need for linking small farm holders with RPSs and RPSs with Rubber Producing companies similar to the existing practice of Manimalayar Rubber Private Limited and Tripura Latex Private Limited.

5. CONCLUSION

The price realisation by small farm holders of rubber at Tripura is comparatively lesser than rubber prices of Kerala due to quality and marketability concern. The Rubber Board and Government of Tripura is working hard to facilitate small farm holders, however, there is a need for further strengthening their focus in promoting production of quality rubber and attract rubberpreneurs to the state. This effort would create demand for natural rubber in turn facilitate to realize remunerative prices to small farm holders.

6. REFERENCES

1. Adikari.S.B and Sharma.A (2018). Marketing Pattern of Rubber Plantation in Tripura, India. International Journal of Current Microbiology and Applied Sciences. Vol.7, No. 6, pp. 847-853. DOI: <https://doi.org/10.20546/ijcmas.2018.706.099>.
2. Chouhan.P and Bhowmik.I, (2017). Labour Market Conditions of Natural Rubber Plantations in Tripura: An Inquiry. Social Change and Development, Vol. XIV.
3. Das.R, (2014). Rubber Plantation: Tripura Scenario. Rubber in Tripura, Souvenir. Rubber Board, Agartala.
4. Debbarma.R and Purkayastha.S, (2018). Contribution by different agencies in the expansion of area under rubber plantation in Tripura, India. IJRAR, Vol. 5, No. 4.
5. Kumar.A.K.K, (2014). Rubber Development Version 2.0 for North Eastern region with a reference to Tripura. Rubber in Tripura, Souvenir. Rubber Board, Agartala.
6. Manimalayar Rubbers' Private Limited (2018). Financial Statements – 2018.
7. Mohanakumar.S (2014). Political Economy of Natural Rubber Cultivation in Tripura. Working Paper 172, Institute of Development Studies, Jaipur (INDIA), pp. 1-16. Retrieved from <http://www.idsj.org/wp-content/uploads/2017/05/WP-172.pdf>.
8. Sharma.G, Joseph.J, George.T.K and Deya.S.K. (2011). Impact of Mahatma Gandhi National Rural Employment Guarantee Act on Rubber Block Plantation Scheme in Tripura. Agricultural Economics Research Review, Vol. 24, pp 525-530
9. Sharmaa.G, George.T.K. and Deya.S.K, (2014). Natural Rubber Sector in Tripura: Role of Institutional Innovations. Agricultural Economics Research Review, Vol. 27, pp 17-24. DOI: 10.5958/0974-0279.2014.00003.2.



DOI NUMBER: 10.5958/2278-4853.2019.00165.4

**CONSUMPTION PATTERN OF SNACKS AMONG URBAN SCHOOL
GOING CHILDREN OF DISTRICT SRINAGAR (JAMMU AND
KASHMIR)**

Nayera Masoodi*; Naillah Irshad; Nusrath*****

^{1,2}Institute of Home Science,
University of Kashmir, INDIA

Email id: ennaarshah@gmail.com, nayeramasoodi@yahoo.co.in

Email id: naillahirshad@yahoo.co.in

ABSTRACT

The study concluded that majority of children were consuming snacks mostly chips, sweet chocolates, samosa, burger, sandwich, toast/bread and ice –cream including some beverages with snacks like fruits juices, coffee and soft drinks. Majority of children buy snacks from local shops. Parent's give money to children to buy snacks because children think snacks are tasty and relish snacks. Most children ate snacks once a day and less twice a day. Children thought that a lot people like snacks eagerly. Children also thought that snacking is not good for health. It has ill effects on health and some children noticed certain health problems like diarrhea, constipation and abdominal pain, overweight and obesity. Children mostly consumed snacks at home because their parents allow them to ate snacks at home and bring for their children. Children were more worried about the extra fat and calories they get from snacking. Children took doctors advice on restriction of consuming snacks. Majority of children avoid bedtime snacking but had snacks before or after meals. Children thought that snacks don't give fullness but makes one obese due deposition of bad fat (trans-fat) inside the body. Children of high income families were most influenced by snacks. They spend more on snacks items as compared to low economic family children. The economic status also influences the child's life style and eating habits. It is seen that obesity is more common in children of high income families.

KEYWORDS: Majority, Consuming, Influences

INTRODUCTION

Snacks are more prevalent among children and mostly eaten in between meals (Piernas and Popkin, 2010). A snack is a portion of food, often smaller than a regular meal, generally eaten between meals. Snacks come in a variety of forms including packaged snack foods and other processed foods, as well as items made from fresh ingredients at home. It is influenced by many factors such as dietary culture, socio-economic status, as well as child age (Wang et al, 2016). Vidya B (2015) overweight and obesity in children can be overcome by nutrition intervention programmes involving school children, their parents and school authorities can help children to eat a healthy diet. Snack consumers are those who reported having at least one snacking occasion according to the described definition on the day of the 24 h recall (Dantong, 2018). Snacking prevalence and the contribution of snacks to total daily energy and nutrients were different among children in the studied countries. Common characteristics could be seen in the foods that were commonly consumed in snacking occasions, but each country faced different issues. Reducing snack consumption and promoting fruit and vegetable consumption are needed across countries, especially among older children. In Australia, Mexico, and the US, limiting the consumption of sugary foods and beverages is needed, whereas in China snacks could be used to improve dairy consumption. To improve the quality of the foods and beverages consumed as snacks, clear snacking recommendations together with nutrition education that involves children, schools, parents, and caregivers, along with food industry engagement are needed (Dantong, 2018).

Foods and beverages consumed as snacks can improve the total diet (Rehm and Drewnowski, 2017), but due to the global epidemic of childhood obesity, there is also a valid concern about the excess amount of energy snacking may bring to the total diet. Increased snacking frequency has been positively associated with energy consumption (Taillie et al, 2015; Evan et al, 2015) and with higher odds of overweight and abdominal obesity in children [9]. Thus the nutritional quality of the foods and beverages consumed in-between traditional main meals and their potential impact on public health should be better understood. Nutrition is critical in young children's optimal growth and development and it impacts children's health in future. The child nutrition module provides nutrition information through five food groups; breads and grains, meat and beans, fruits and vegetables, milk and milk substitutes and fats and oils, the school years are characterized by an improvement of the functioning of most tissues and organ system. Child care providers are encouraged to teach children about the food groups and nutrition. School child refers children from 6-12 years of age. During the school year the rate of growth further slows down. This, however, does not mean that no significant growth occurs. In fact, growth continues at a steady pace. Whereas in a study, children tend to follow a traditional pattern of three meals a day, which was consistent between age and BMI subgroups and between school term-time and holidays (Macdiarmid, 2009).

There is an increase in the Recommended Dietary Intakes (RDI's) 2010 of energy, protein, calcium, thiamine (B1), riboflavin and niacin as age increases. The RDI's for vitamin C, folic acid, vitamin B12 and vitamin A remains unchanged from the age of 7 to the age of 12.

TABLE 1: RECOMMENDED DIETARY INTAKES FOR SCHOOL CHILDREN

Nutrient	1-3 yrs	4-6yrs	7-9yrs
Energy (Kcal)	1060	1350	1690
Protein(g)	16.7	20.1	29.5
Calcium(mg)	600	600	600
Iron(mg)	9	13	16
Vitamin A	400	400	600
Carotene	3200	3200	4800
Thiamine(mg)	0.5	0.7	0.8
Riboflavin(mg)	0.6	0.8	1.0
Niacin(mg)	8	11	13
Vitamin C(mg)	40	40	40
Dietary folate(µg)	80	100	120
Vitamin B12 (µg)	0.2-1.0	0.2-1.0	0.2-1.0

Sources: Revised Recommended dietary Allowances for Indians 2010 ICMR, Hyderabad.

RATIONALE OF STUDY

The changing trends regarding food habit's and food choices among children are more advanced due to globalization in ready to eat foods and snacks. Young children are keen to consume snacks daily and frequently. Faulty eating habits can give rise to non-communicable diseases such as diabetes, hypertension, obesity and cardiovascular diseases. They need to be aware of healthy eating and a balanced diet. Children should be educated on food habits and choices in order to keep their body healthy lifelong. Keeping this in view, the study was carried out in various schools of Srinagar city to know the consumption pattern of snacks among urban school children and further educate them to consume healthy snacks like low-sugar cereals , low-sugar fruit cups, fruits, nuts, cheese, and yogurt, crackers and low-fat chocolate milks and balanced diet and enjoy the healthier life.

OBJECTIVES

The objectives of the study are to

- Asses the consumption pattern of snacks among children of age group 6-10 years.

NUTRITION AND BEHAVIOR

Nutrition and School Life

The effects of dietary intake upon physical development, cognition and behavior have implications for school life. The following section considers some of the direct and indirect outcomes related to nutrition.

Achievement

Iron deficiency in infancy can cause development problems in the central nervous system that later impact upon cognition. Research in the United States found that of 5398 children between the ages of 6 and 16, lower standardized math test scores were found among those with iron deficiency. Children deficient in iron were twice as likely to score below average on math tests even after allowing for potential confounders and this finding was more pronounced among girls (Halterman et al., 2001).

Social inclusion and obesity

Self-esteem and peer-acceptance are related measures of perceived and actual engagement with society and high rating of both are assumed to be universal desires that are particularly important in youth. These measures of social inclusions are often initially tested in the school environment. Over weight and obesity are often seen undesirable conditions, particularly among women. They are believed to limit peer acceptance and damage self-esteem. Such social exclusion in the school environment can inhibit positive school life experience (Philips and Hill, 1998).

Other Behavior

Bellisle (2004) also summarized Bentons work on lack of thiamine (Vitamin B) in the diet and its casual relationship to behavioral problems in adolescence, such as irritability, aggressive behavior and personal changes and personal changes.

From the studies review it appears that although the relationship between nutrition and behavioral outcomes has historically been an important area for research, there are limitations on what is understood due to lack of research with humans, a dearth in rigorous experiments with infants and children conflicting evidence. Nevertheless, what is known provides further support for the importance of managing diets to optimize school outcomes.

CULTIVATION OF PREFERENCES***Biological and genetic factors***

Childhood appears to be important for the cultivation of preferences for a healthy diet in children. There are number of mechanisms through which children acquire their food and taste preferences. Some of these are pre-determined by biological, genetic or innate inclinations. In 2004, Benton conducted a review of how genetic pre disposition, parental style and cultural difference work to define children's food preferences from a very young age.

Environment and parental influence

Although there are innate taste preferences, a number of learning processes can modify these inclinations. For example, exposure to unknown foods increases the likelihood of acceptance of new tastes. There are additionally generally global trends around the meaning of food that influence child (and adult) preferences and intake. Westenhoefer (2001) identified five changes in the wider societal relationship with foods that influence eating. Firstly, abundance and availability of food in industrialized countries may have diminished its value in recent times. Advertising and marketing of food has added emotion to consumption similar to that associated with other non-food products. The development of food production has increased the distance between the origins of food and the product consumed, with consequent potential changes in the way we relate to food. Previously, certain foods were only available anywhere, all year around. Some argue that this has diminished the human relationship with food. Lastly, the social context in which food is consumed has also changed. Presently, food is more often eaten alone than in company.

Nicklas (2003), states that the relationship between snacking pattern, diet quality and risk of overweight and abdominal obesity in children were based on major consumption that snacking pattern were homogeneous. The contribution of this study is that this is not the case when trying to understand the complex nature of snacking patterns. Twelve snacking patterns (including no snacks) were identified in a nationally representative population of children 2-18yrs. The patterns varied in food and beverage selections and their contribution to daily of nutrients and

diet quality. Some snacking patterns may also be inversely associated with weight and abdominal obesity.

Nhanes (2000-2008), states that, snacks, the odds of being overweight or obese were significantly lower for several snacking patterns, with the exception of snacking patterns, soft drinks, and whole fruit and fruit drinks. The odds of having abdominal obesity were significantly lower for several of snacking patterns, with the exception of the snacking patterns, soft drink, whole fruit and fruit drink.

EATING PATTERNS AND PHYSICAL ACTIVITY CHARACTERISTICS

Razalee Sedek et al., (2012), concluded that the consumption of snack on the meal and snacking patterns among adolescents and revealed that majority (23.1%) consumed three main meals with two snacks per day. The most frequently consumed snacks included fruits, sweets, breads, milk, soft drinks and caffeinated beverages. Increasing snack intake is associated with higher energy intake. Besides, the more frequent snack, the more carbohydrate intake from snacks as compared to protein and fat intake. However, there was no significant association between snacking patterns and BMI. In conclusion; snacking patterns have some effects on energy and nutrient intakes, but no relation with BMI among the adolescents. Snack food choices remain a concern, and hence vegetables and fruits as snacks should be encouraged.

Tsitouras (2013), concluded that body weight concerns dieting, food knowledge, parental control, maternal education, family meals, eating with peers, age and gender are factors that affect food choices among Greek children's despite the fact that certain traditions remain strong in rural Greece, globalization seems to be eroding them and to be leading to food modifications that are not compatible with traditional diets and healthy eating. Understanding children's perception towards food and nutrition along with factors that influence children food behavior might help to promote health among children and improve quality of life.

TELEVISION INFLUENCES WHAT CHILDREN TO EAT

Halford et al. (2003), states that, the impact of television (TV) advertisements (commercials) on children's eating behavior and health is of critical interest. In a preliminary study we examined lean, overweight and obese children's ability to recognize eight food and eight non-food related adverts in repeated measures design. Their consumption of sweet and savory, high and low fat snack foods were measured after both sessions. Whilst there was no significant difference in the number of non-food adverts recognized between the lean and obese children, the obese children did recognize significantly correlated with the amount of food eaten after exposure to them. The overall snack food intake of the obese and overweight children was significantly higher than the lean children in the control (non-food advert) condition. The consumption of all the food offered increased post food advert with the exception of the low-fat savoury snack. These data demonstrate obese children have heightened alertness to food related cues. Moreover, exposure to cues include increased food intake in all children. As suggested the relationship between TV viewing and childhood obesity appears not merely a matter of excessive sedentary activity. Exposure to food adverts promotes consumption.

Fall and Robinson (2001), concluded that, the burden of non-communicable chronic disease (NCD) in India is increasing. Diet and body composition 'track' from childhood into adult life and contribute to the development of risk factors for NCD. Little is known about the diet patterns of Indian children. Aimed to identify diet patterns and study associations with body composition

and socio-demographic factors in the Mysore Parthenon Study cohort. We collected anthropometric and demographic data from children aged 9.5 years (n=538). Administered a food frequency questionnaire and measured fasting blood concentrations of folate and vitamin B12. Using principal component analysis identified two diet patterns. The 'snack' and fruit pattern was characterized by frequent intakes of snacks, fruit, sweetened drinks, rice and meat dishes and leavened breads. The 'lacto-vegetarian' pattern was characterized by frequent intakes of finger millet, vegetarian rice dishes, yoghurt, vegetable dishes and in frequent meat consumption. Adherence to the 'snack and fruit' pattern was associated with season, being Muslim and urban dwelling. Adherence to the lacto-vegetarian pattern was associated with being Hindi, rural dwelling and a lower maternal body mass index. The 'snack and fruit' pattern was negatively associated with the child's adiposity. The lacto-vegetarian pattern was positively associated with blood folate concentration and negatively with vitamin B12 concentration. This study provides new information on correlates of diet patterns in Indian children and how diet relates to nutritional status. Follow-up of these children will be important to determine the role of these differences in diet in the development of risk factors for NCD including body composition.

SNACKING AND ORAL HEALTH

EFFECT OF A SCHOOL BASED INTERVENTION ON FRUIT AND VEGETABLE INTAKE AT SCHOOL AND AT HOME

HC Hung et al. (2004), concluded that nutrition education and intervention can be very efficient and will reduce the downfall in fruits and vegetables intake, it is important to increase the intake further. Intervention aimed at increasing intake is imperative, more so than for fruit since the initial intake of fruits are much higher than for vegetables at this age. A good place for that is the lunch at school, but this requires good collaboration with the school staff and the staff in the school canteen. Interventions including nutrition education and stimulation by increased availability in school similar to this intervention are necessary to improve fruit and vegetable intake in school-children.

Vidya B. (2015) concluded that the increasing trend of the modern day epidemic of overweight and obesity in children calls for immediate action through appropriate nutrition intervention programmes involving school children, their parents and school authorities.

METHODOLOGY

The current study entitled "Consumption pattern of snacks among school going children of age group (6-10 yrs) of age in district Srinagar". Children were selected from three schools to participate in the study. Data was collected from 3 schools respectively. In this, children were asked questions with the help of an interview schedules.

Data Collection

A total of 44 children were selected from the schools of Srinagar City. An interview schedule was used to collect information from various schools. The questions were asked to the children and information was collected on the same day. Information regarding name, age, gender, name of school. Certain statements which depict the frequency of snack consumption among urban school children were also included and responses were recorded on a five point scale of "Once, Daily, weekly, occasionally and never". The score for their responses was put as follows:

Once =1

Daily=2

Weekly= 3

Occasionally =4

New =5

Data Analysis

That information collected for the study was carefully interpreted and condensed into a master chart. The data was then arranged, tabulated and discussed upon and was presented with the help of tables and figures were presented bar diagram and pie charts which make the information more tangible. Data was also further presented in percentages. Three schools of district Srinagar which included 44 children of age group 6-10 years were selected for the present study. Schools were coded as SI, SII and SIII in order to maintain confidentiality.

GENERAL INFORMATION

TABLE 2: DISTRIBUTION OF SAMPLES AS PER AGE

Age Group (years)	No.	%
6-8	11	25
8-10	33	75
Total	44	100

Table 2 depicts that majority (75%) of children were in the age group of 8-10 years and (25%) were in the age group of 6-8 years.

TABLE 3: DISTRIBUTION OF SAMPLES AS PER NAME OF SCHOOLS

Name of school	No.	%
SI	14	31.81
SII	19	43.18
SIII	11	25
Total	44	99.99

Table 3 shows that (31%) of children were selected from (SI) whereas 43%,25% were from SII and SIII respectively.

SECTION B

Fig 1:Like to eat snacks

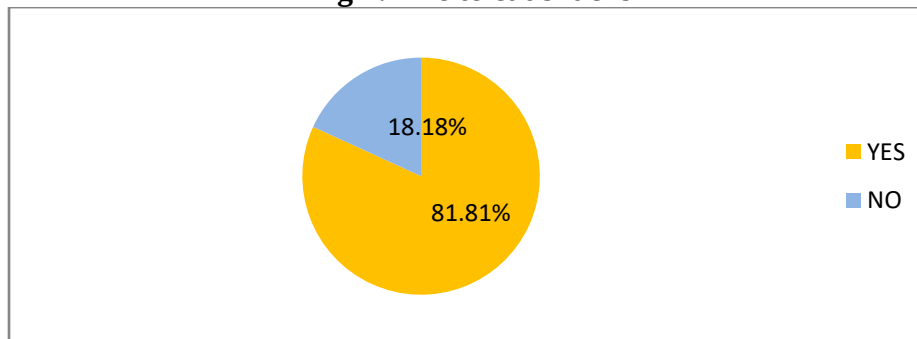


Fig 1 depicts that majority (81.81%) of children were found of snacks and liked to consume snacks and rest (18.18%) of children didn't like to eat snacks. They seem to be very health conscious and had adequate knowledge with regards to health hazards of snacking.

Fig 2: Favorite snack

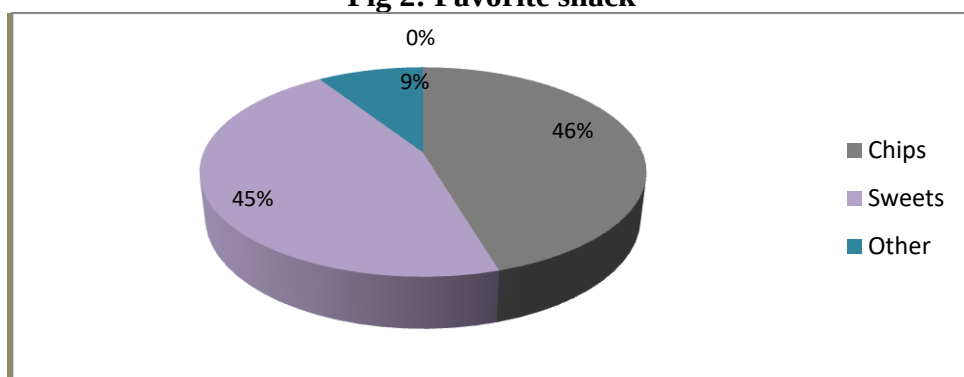


Fig 2 shows that 45% of children's favorite snack was chips, 45% of children's favorite snack was sweet chocolates and 9.09% children's liked other snacks such as ice –cream, sandwich, burger and pakoda. Because children's like and dislikes varies and majority of children liked sugary and spicy snacks.

Fig.3: Snacking frequency

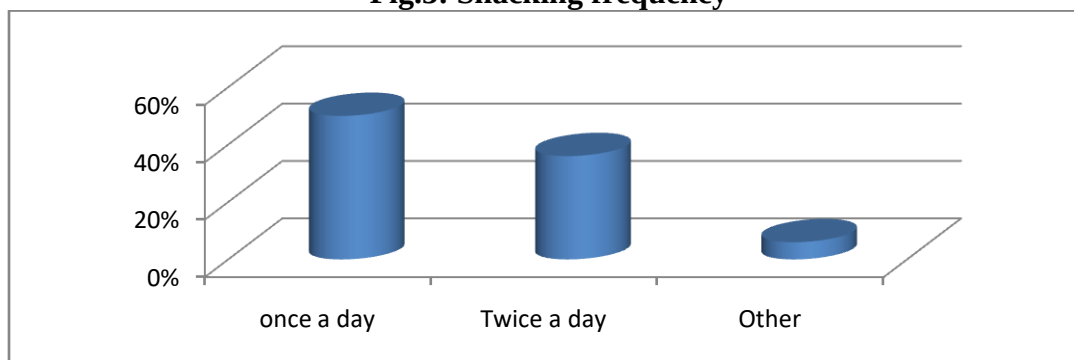


Fig 3 illustrates that 50% of children take snack once a day while as 36% of children consumed snack twice a day and 6% children had at other times. It was revealed that an overall 30-50% of children mostly consumed snacks.

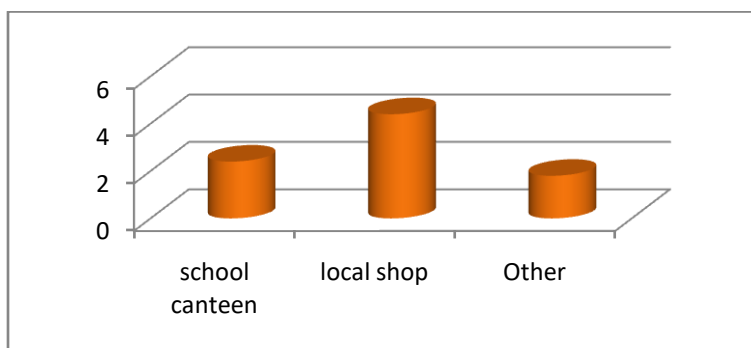


Fig4: Buying snacks

Fig 4 shows that 34% children bought snacks from school canteen, 43% children from local shop and rest 22% children bought them from other places. Because they expressed that children relish snacking.

Fig 5: Buying for children

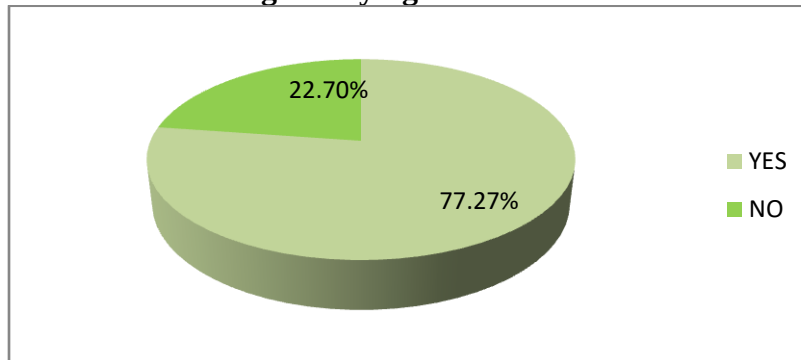


Fig 5 shows that majority (77%) of children's parents bought snacks for their children and rest(22%) parents do not bought snacks for children as they thought that snacks are not good for health.

Majority of parents were in favor to bring snacks for children as they are fond of snacks and like to eat snacks.

Fig 7: Eating snacks is good for health

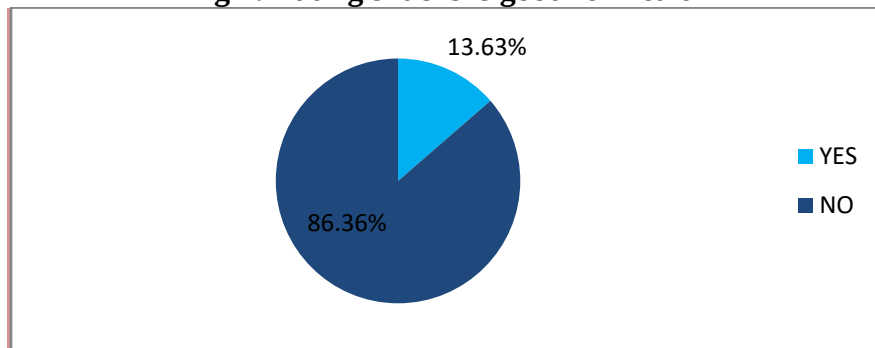


Fig 7 shows that majority (86%) of children thought that eating snack is not good for health because snacks are harmful to health and rest (13%) of children's expressed that snacks are good for health as they contain high calories and gave energy.

Fig 8: Place of having snacks

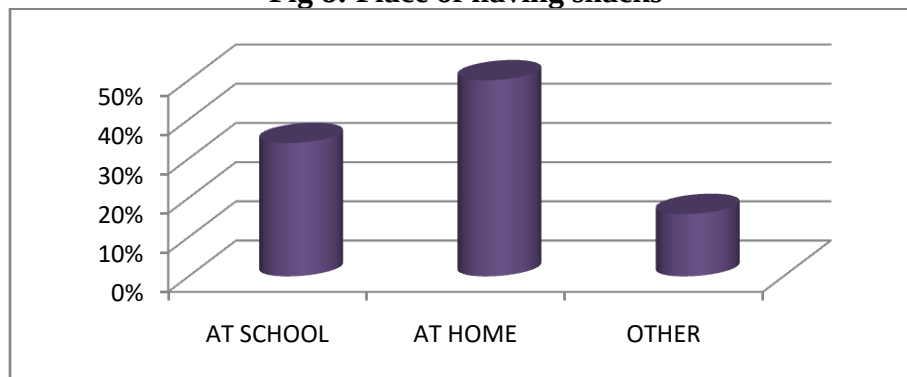


Fig 8 shows that (34%) of children had their snacks at school, 50% of children at home and rest 15.90% of children ate snacks from other places. Because children think that school and home provides a good environment to eat snacks.

Fig 9: Spending on Snacks

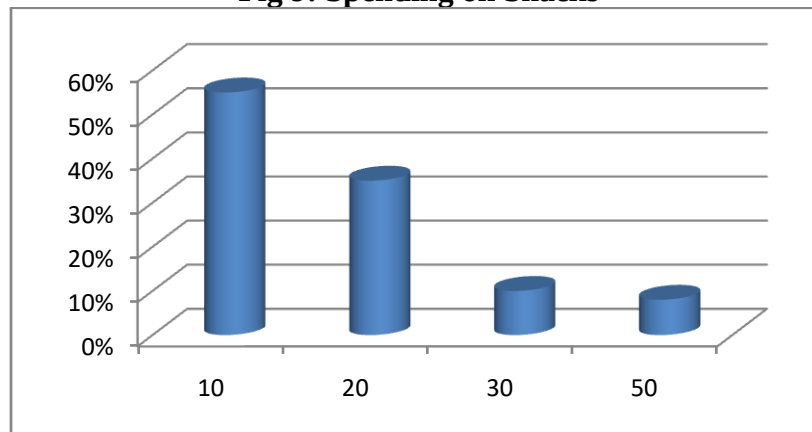


Fig 9 shows the amount of money a children is prepared to spend on buying snacks. Majority of the children were ready to spend Rs 10-50 per day over buying snacks. Also good numbers of children were ready to spend more than Rs. 50 per day over buying snacks.

Fig 10: Enjoy eating snacks

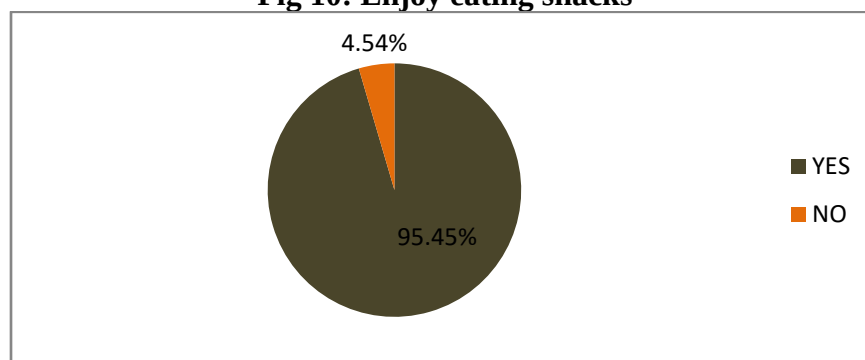


Fig 10 depicts that majority (95%) of children enjoyed to ate snacks because they are fond of snacks and rest 4% of children do not ate snacks.

Fig 11: Like any beverage

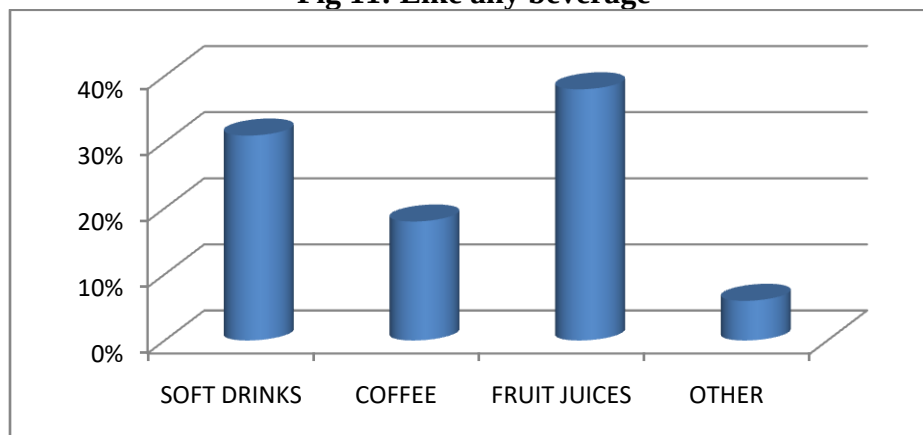


Fig 11 depicts that 50% of children bring snacks daily, 50% sometimes and 0% never ate snacks. Most of the children's parent were ready to give money to their children to buy snacks because their children relish snacking.

Fig 12: Consuming snacks before or after meal

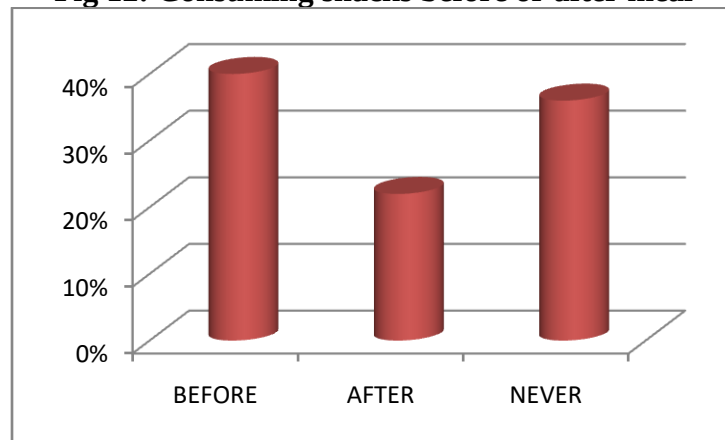


Fig 12 depicts that 40% of children ate snacks before meal, 22% of children ate after meal and rest 36% of children never ate snacks before or after meal.

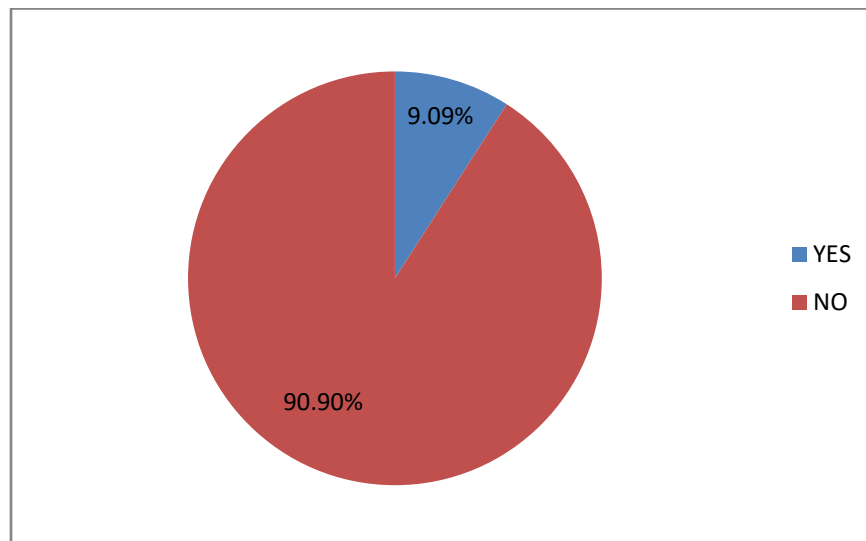


Fig 13 shows that majority (90%) of children refused to eat any bedtime snacks because they knew knowledge about ill health effects of snacking and rest (9%) of children expressed that they ate bedtime snack because they relish snacking.

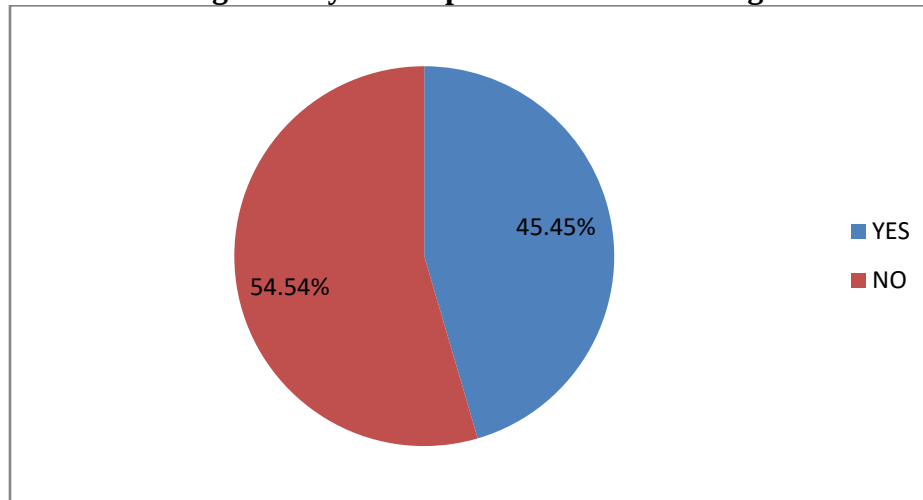
Fig 19: Any health problem after snacking

Fig 19 depicts that 54% of children noticed health problems after snacking like dental caries, diarrhea, constipation and abdominal pain and rest 45% of children said that they don't notice any health problem after snacking.

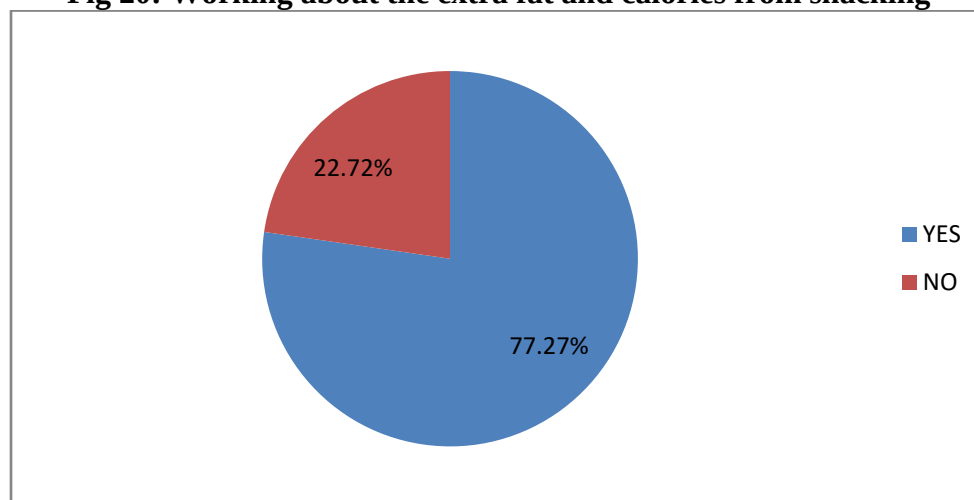
Fig 20: Working about the extra fat and calories from snacking

Fig 20 depicts that majority 77% of children are worried about the extra fat and calories they get from snacking and rest 22% of children express that they wouldn't about extra fat and calories they get from snacking.

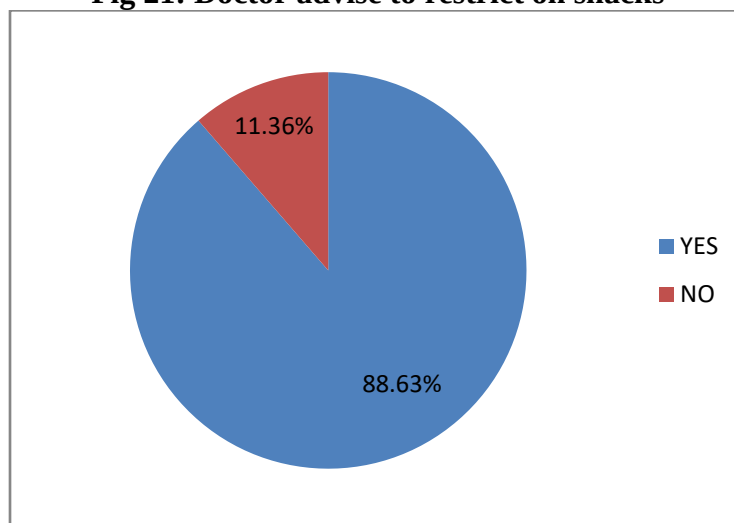
Fig 21: Doctor advise to restrict on snacks

Fig 21 shows that majority 88% of children said that their doctor advice restrictions snacking and rest 11% of children said their doctor don't advise restrictions on snacking.

Majority of children's doctor were not in favor of eating snacks as snacks have health hazards.

SUMMARY AND CONCLUSION

The summary of the present study entitled "Consumption pattern of Snacks among Urban School going children of age group 6-10 years was carried at various schools of district Srinagar at both private and government schools. Diet of school going children of age group (6-10yrs) is very significant because it influences the future nutritional status. The growth of children is more rapid due to development of body. So, the diet of children should be adequate and balanced. Children are highly exposed to under nutrition, micronutrient malnutrition as well as obesity. Majority (70%) of children were in the age group 8-10 years, fifty two of children were females and rest 47% were males. It was seen that 82% of children liked to eat snacks. Mostly forty five percent of children liked to relish chips, sweet chocolates and rest (9.09%) liked to eat sandwich, burger and ice –creams. Fifty six percent ate snacks once a day, thirty six percent twice a day and rest six percent eat other times a day. Most (43.18%) of children buy snacks from local shops and 34.09% from school canteen and rest 22% from other places. Majority (77%) of children said that their parents buy snacks for them. Because their children relish snacking. Children expressed that snacks are tasty and they relish snacks, rest 22% of children think that snacks are not good for healthy as they are injurious to health. Fifty four percent of children think that snacks are small portion of food and are eaten between meals so, snacks can't replace the meal. And rest 45% of children think that snacks can replace the meal because snacks contain more fat and calories. Majority (97.72%) of children expressed that they share snacks with their friends because sharing is good in friendship and rest 22% of children don't share. Majority (95.45%) of children enjoy eating snacks as they think snacks are tasty and rest 4% of children don't enjoy snacking as they think snacks has ill health effects and were conscious about health. Thirty eight percent of children take some beverages with snacks mostly takes fruit juices, rest 31%, 18.18%, 6.18% consumed soft drinks, coffee and other beverages with snacks respectively. Forty percent of children take snacks before meals and 22% of children take after meals and rest 36% of children never consumed snack before or after meals. Fifty four percent of children notice

various health problems after snacking like dental carries, abdominal pain, constipation, infection and diarrhoea. Majority (77.27%) of children were worried about overweight and obesity as they get extra fat and calories after snacking. Majority (88.63%) of children expressed that doctor's advice on restrictions of consumption of snacks has adverse health effects.

RECOMMENDATIONS

The following recommendations suggestions are put forward for maintaining good nutrition of children during (6-10yrs) of age.

1. Adequate well balanced diet should be taken to prevent under nutrition and childhood obesity.
2. Iron rich foods should be included in the diet to prevent anemia.
3. Foods like green leafy vegetables, meat, chicken, eggs, pulses and citrus fruits should be consumed in abundance so as to improve iron stores of the body. Moreover, vitamin C rich fruits should be consumed as vitamin C enhances iron absorption.
4. Milk and milk products should also be taken as calcium helps in the absorption of iron.
5. Children should take enough calcium rich foods in their diet to increase bone density which delays the onset of osteoporosis.
6. No meal of the day should be missed.
7. Physical exercise should be planned and done properly each day.
8. Avoid empty caloric foods such as carbonated beverages.
9. Children's nutrition is a major determinant of the future health of our society, children require special attention.
10. Calorie and protein rich foods should be taken to support growth spurt.
11. Include fruits and vegetables in the diet to meet the vitamins, minerals and fibre requirements.
12. Children are nutritionally vulnerable group for a number of specific reasons, including their high requirement for growth, their eating patterns and lifestyles. Inadequate nutrition of children can potentially retard their maturation, growth and development.
13. Prefer homemade snacks and avoid outside snacks. Only consume healthy snacks.

REFERENCE

- Aggett, P.J. (2004). "Functional effects of food; What do we know in children?" *British Journal of Nutrition*, 92(Suppl.2); S223-226.
- Armstrong, J. Dorosty, A.R., Reilly, J.J., Child Health Information Team and Emmett, P. (2002), 'Co existence of social inequalities under nutrition and obesity in Pre-school children; Population based cross sectional study', *Archives of Disease in Childhood*, 88; 671-675.
- Abuzaid-i-Umar (2004). Prevalence of physical Activity in South Arabia East Mediter health j. Vol.10, PP. 663-670.
- Bauer, K.W Yang, Y.W, and Austin, S.B (2004). "How can we stay healthy when we are throwing all this in front of us?". Findings from focus groups and interviews in middle schools on environmental influences on nutrition and physical activities, *health education and behavior*, (31); 34-46.
- Bell, A.C twin swin burn, B.A 2004 ' What are the key food groups to target for preventing, obesity and improving nutrition in schools?. *European journal of clinical nutrition*, 58; 258-263
- Buijzen, M. and Valkenburg, E.M.(2003)' The effects of Television advertising on materialism ,parent's child conflict, and unhappiness: A review of research', *Applied Development Psychology*, 24:437-456

- Bullen, K.nad Benton, D. (2004) 'Moving to senior school: and under- exploited of opportunity to teach nutrition?' *International Journal of Science Education*, (3)353-364.
- Bullen, K (2004) 'Changing children's Food and health concepts: a challenge for nutrition education', *Education and Health*, 22(4):51-55
- Channel 4(2005) *Jamie's School Dinners*. Online available from: http://www.channel4.com/life/microsites/j/jamies_school_dinners/ (accessed September 2005).
- Coakley, A.(2001) 'Healthy eating: food and diet in low income household's Administration, 49(3): 87-103.
- Cooke, L.j., Wardle, J., E.L., Sapochnik, M., Sheilham, A. and Lawson, M. (2003) 'Demographic, familial and trait predictors of fruit and vegetable consumption by pre-school children', *PublicHealth Nutrition*, 7(2):295-30
- Gupta and Bhat, (1997), Prevalence of disease amongst Primary school children. Indian journal of preventive and social medicine, 28(2&4).Pp.90-94.
- Golub, M.S., Keen, C.L., Gershwin, M.E and hendrickx.A.G. (1995). 'Development zinc deficiency and behavior', *Journal of Nutrition*, 125: 2263S-2271S.
- Halterman, J.S., Kaczorowski, J.M., Aligne, A., Auinger, P .and Szilagyi, P.G.(2001). 'Iron deficiency and cognitive achievement among school –aged children and adolescents in the United states' *Peditrisc* , 107(6):1381-1386.
- Hang, H.C, Joshipora KJ, Jiang, R. et al. (2004). Fruit and Vegetable intake and risk of major chronic disease. *J Nati cancer Inst*. V, 96, Pp1577-1584
- Horne, P.J., Tapper, K., Lowe, C.F., Hardman, C.A., Jackson, M.C. and Wollner, J. (2004) 'Increasing children's fruit and vegetable consumption: a peer-modelling and rewards-based intervention', *European Journal of Clinical Nutrition*, 58: 1649-1660.
- ICMR (1990). Nutrient requirements and recommended dietary allowance for Indians. Maternal and child nutrition, Pp 114-115
- Jason C.G. Halford, Jane Gillespie (2003). Department of Psycology, Kissileff Laboratory for the study of Human IngestiveBehaviour, University of Liverpool.
- Kinra, S., nelder, R.P and Lewendon, G.J. (2000) 'Deprivation and childhood obesity: a cross sectional study of 20 973 children in Plymouth, United Kingdom', *Journal of Epidemiology and Community Health*, 54: 456-460.
- Lewis, M.K. and Hill, A.J. (1998) 'Food adversity on British children's television: a content analysis and experimental study with nine-year olds', *International Journal of Journal of obesity*, 22:206-214
- Linn, S.E. (2004) 'Food marketing to children in the context of a marketing maelstrom', *Journal of Public Health Policy*, 25(3-4):367-378.
- Lowe, C.F., Horne, P.J., Tapper, K., Bowdery, M. and Egerton, C. (2004) 'Effects of peer modeling and rewards-based intervention to increase fruit and vegetable consumption in children', *European Journal of Clinical Nutrition*, 58: 510-522
- McLellen, F. (2002) 'Marketing and advertising: harmful to children's health', *The Lancet*, 360 (9338): 1001.
- Northstone, K., Emmett, P., Nethersole, F. and the ALSPAC Study Team (2001) ' The effect of age of introduction to lumpy solids on foods eaten and reported feeding difficulties at 6 and 15 months', *Journal of Human Nutrition Dietetics*, 14:43-54
- Nicklas (2003), International journal of child nutrition and health, No. 3, Vol. 2
- Nhanes (2001-2008), relationship of snacking pattern and weight in Children. No. 2 Vol.4

Perry C.L., Bishop, D.B., Taylor, G.L., Davis, M., Story, M., Gray, C., Bishop, S.C., Warren Mays, R.A., Lytle, L.A. and Harnack, L. (2004) 'A randomized school trial of environment strategies to encourage fruit and vegetable consumption among children', *Health Education and Behaviour*, 31(1): 65-76.

Philips, R.G. and Hill, A.J. (1998) 'Fat, plain, but not friendless: self-esteem and peer acceptance of obese pre-adolescent girls', *International Journal of Obesity*, 22:287-293.

Petersen PE and Hoerup N. (2001). Oral health status and oral health behavior of urban and rural Schoolchildren in Southern Thailand. *Internal Dental Journal*, 51:95-102

Rogers, I., Emmett, P.M., Ness, A.R., Hebditch, K., Glynn, L.R. and the ALSPAC Study Team (2005) 'The quality of food eaten in schools. School dinners versus packed lunches'. Unpublished paper.

RazaleeSedek and Kasim (2012). Association between snacking patters, energy and nutrient intakes and body mass index among school adolescents and children. *American Journal of food and nutrition*. Vol.9.Pp (152-54).

Robbinson Corrine H. and Lawler Marilyn R. (2001). 16th Edition. "Normal and Therapeutic Nutrition." Macmillian publishing co. inc. (New York).

Tsitouras (2013). Department of Dietetics and Nutritional Science, Harokopio University, Athens, Greece, Vol. 12(2):246-253.

Vidya B, (March 23.2015) "Junk food consumption pattern of obesity among school going Children in an Urban filed practice area". *Journal of Evidence based Medicine and Healthcare*, Vol.2, Pp. 1796-1801.

Weaver, M., Poehlitz, M. and Hutchinson, S. (1999) '5 a day of low income families: evaluation of an advertising campaign and cooking events', *Journal of Nutrition Education*, 31(3): 161-169.

Westenhoefer, J. (2001) 'Establishing good dietary habits- capturing the minds of children', *Public Health Nutrition*, 4(1A): 125-129.

Whincup, P.H., Owen, C.G., Sattar, N. and Cook, D.G. (2005) 'School dinners and markers of cardiovascular health and type 2 diabetes in 13-16 year olds: cross sectional study', *British Medical Journal*, doi: 10.1136/bmj.38618.540729.AE (published 6 October)

WEBSITES

En.wikipedia.org/wiki snack foods

www.childcaremapp.org/01 nutrition.

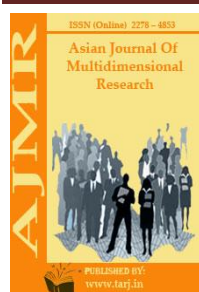
Cspinet.org/nutrition policy/ healthy

Wang D., van der Horst K., Jacquier E., Eldridge A.L. Snacking among us children: Patterns differ by time of day. *J. Nutr. Educ. Behav.* 2016;48:369–375. doi: 10.1016/j.jneb.2016.03.011. [PubMed] [CrossRef] [Google Scholar]

Piernas C., Popkin B.M. Trends in snacking among US Children. *Health Aff.* 2010;29:398–404. doi: 10.1377/hlthaff.2009.0666. [PMC free article] [PubMed] [CrossRef] [Google Scholar]

Taillie L.S., Afeiche M.C., Eldridge A.L., Popkin B.M. Increased snacking and eating occasions are associated with higher energy intake among Mexican children aged 2–13 years. *J. Nutr.* 2015;145:2570–2577. doi: 10.3945/jn.115.213165. [PubMed] [CrossRef] [Google Scholar]

Macdiarmid J¹, Loe J, Craig LC, Masson LF, Holmes B, McNeill G. Meal and snacking patterns of school-aged children in Scotland. *Eur J Clin Nutr.* 2009 Nov;63(11):1297-304. doi: 10.1038/ejcn.2009.87. Epub 2009 Aug 26.



DOI NUMBER: 10.5958/2278-4853.2019.00166.6

CHILD WELFARE: A CONCEPT FROM UNKNOWN TO KNOWN

Dr Sandeep Kaur*

*Assistant Professor,
Department of Public Administration,
SGGS College, Sec 26, Chandigarh, INDIA
Email id: sandeepkaursindhu@rediffmail.com

ABSTRACT

The Convention on the Rights of the Child is an International Treaty that recognises the human rights of children, defined as persons up to the age of 18 years and ensured that the State Parties provided all the rights to all the children without discrimination in any form. In the 17th century probably due to French Revolution, France established free medical care for mothers and children, day care centres for working women, family allowances for poor families and free public education (Baig, 1979). The General Assembly proclaimed that the Child should have a happy childhood and enjoy for his own good and for the good of the society the rights and freedoms given under this declaration. Since India has ratified international conventions and other treaties thus it is obligatory on the part of Indian Government to legislate on the issues related to child welfare in accordance with these International legislations.^{xii} Mainly it was due to the fact that there were no organisations or pressure groups that worked for the welfare of the children so child welfare was not on the agenda of governments almost all over the world. Declaring the children as a Nation's supreme asset, in the National policy for Children 1974, the Government of India reiterated its commitment to secure the rights of its children by ratifying related International Conventions and Treaties. Over the past few years, a child has emerged at the centre of public concern almost all over the world. Leaders and statesman in all parts of the world have begun to identify themselves with family and children's issues (Black, 1996).

KEYWORDS: Proclaimed, Obligatory, Accordance, Legislate

INTRODUCTION

Child is the most important asset of any nation thus needs to be nurtured and cared for in the tender and vulnerable age to enable him to become a healthy and productive citizen. At this stage of life a child is fully dependent on his parents to provide for his protection and welfare. Children being small, without a voice and a vote and under the control of elders did not have any rights for themselves for a long time. Mainly it was due to the fact that there were no organisations or pressure groups that worked for the welfare of the children so child welfare was not on the agenda of governments almost all over the world. Not long ago the idea of statesmen sitting at a conference table to discuss the wellbeing of children would have been greeted with amazement, if not derision (Black, 1996). Child welfare is an area of human development which was not on the agenda of most of the countries for long period of time.ⁱ initially child welfare was undertaken either by religious organisations or individuals rather than the governments. Gradually the need to look after and take care for this important yet vulnerable and neglected section of the society was recognised by the governments. Over the past few years, a child has emerged at the centre of public concern almost all over the world. Leaders and statesman in all parts of the world have begun to identify themselves with family and children's issues (Black, 1996). It has been recognised that only an Integrated and coordinated national and global commitment of the word community can improve the position of the children.

This paper traces the origin of the origin / growth of child welfare in the modern times at the international and national level.

International Level

The earliest known form of service to the needy children in the world began with orphanages attached to early monasteries in Catholic or Islamic countries, the oldest of which probably was the Iranian Mosque of Holy Shrine at Meshad (Baig, 1979). About 300 years ago, the concept of child care began to develop in Europe. In the 17th century probably due to French Revolution, France established free medical care for mothers and children, day care centres for working women, family allowances for poor families and free public education (Baig, 1979).

The evolution of child welfare programmes and subsequently policies in the modern era can be traced back to the nineteenth century when the idea that children need special provisions first arose in France enabling progressive developments of "minor's rights." France enacted laws to protect children at their work place in 1841 and in 1881 it included a child's right to be educated. Movements to save the child from exploitation and abuse started in France and Europe at the beginning of the 20th centuryⁱⁱ as a large number of children were facing child abuse and exploitation at work places during the industrial revolution. The children battling malnutrition and chronic diseases did not have access to even the basic education. Besides the growth of orphanages in some parts of the western world, the development of child protection legislations, schooling and construction of separate institutions including the juvenile courts for delinquent children was undertaken during this time (Bhakhry, 2006).

After World War I

After witnessing the horrors of World War I, an English lady Eglantyne Jebb felt that children needed special protection. In 1919 Jebb, a social worker along with her sister Dorothy Buxton found Save the Children Fundⁱⁱⁱ in London to provide assistance and protection children who had experienced war or have been victims of war. In 1920 with the support of International

Committee of the Red Cross, this Fund was organised and structured around 'International Save the Children Union.' On 23 February 1923, the International Save the Children Union adopted the first version of the Declaration of the Rights of the Child during its fourth general assembly. The draft was later ratified by the fifth general assembly, on 28 February 1924 Jebb then sent this document to the League of Nations, stating that "we should claim certain Rights for the children and labour for their universal recognition."^{iv} Recognising the Rights of the Children for the first time, the League adopted the declaration on September 26, 1924 and titled it as the 'Geneva Declaration.'

Geneva Declaration

The League formulated the Rights of the Child in the form of following five principles and stated that a child:^v

1. needs to be given the means for its normal development, both materially and spiritually;
2. needs to be fed if hungry, helped if sick, reclaimed if erring, sheltered and succoured if orphaned and homeless;
3. needs to be first to receive relief in the times of distress;
4. must be in a position to earn his livelihood, and needs to be protected against every form of exploitation; and
5. Must be brought up in the consciousness that its talent must be devoted to the service of fellow men.

The Declaration thus stated that a child should be given all the rights for its normal development and be first to receive relief in the time of distress. Due to the distress created by war and prevalent social conditions when the society accepted working children, Jebb and subsequently the League felt that working children should be protected from abuse and exploitation. This Declaration gave guidelines which the countries were expected to follow for providing the children their rights. Eglantyne Jebb first through 'Save the Children Fund' and then through 'International Save the Children Fund' brought the focus on the need of the society and world community to recognise the vulnerable position of children and ensure them their rights. It was also recognised that providing care, protection and rights to the children was the responsibility of the whole world community rather than just their parents.

After World War II

The Second World War in 1939 resulted in casualties beyond human comprehension and imagination and brought greater sufferings to the mankind especially the children. As the League of Nations had failed to resolve disputes in the world so in 1945 it was replaced by the United Nations Organisation. In 1946, the Economic and Social Council of the United Nations recommended that the Geneva Declaration be reaffirmed as a sign of commitment to the cause of children. UNICEF was set up as a specialized agency in the same year with a mandate to care for the world's children. Initially it was known as United Nations International Children's Emergency Fund that provided assistance to children who were affected by war. Later on its role expanded and it started providing assistance to children affected by economic and political reasons and is presently known as United Nations Children's Fund.

Child Rights under United Nations

The UN General Assembly adopted the 'The Rights of the Child' on December 10, 1959, through its resolution 1386 (XIV).^{vi} The resolution states the child by reason of his physical and

mental immaturity, needs special safeguards and care, including appropriate legal protection before as well as after birth. The child rights have also been recognized in the Universal declaration of Human Rights.

The General Assembly proclaimed that the Child should have a happy childhood and enjoy for his own good and for the good of the society the rights and freedoms given under this declaration. It called upon the parents, men and women as individuals, voluntary organisations, local authorities and national governments to recognize these rights and strive for the observance by legislative and other measures progressively. Following are the rights of a child under the UN:

Rights of the Child

According to the UN declaration of 'The Rights of the Child'^{vii} every child is to:

1. be entitled to rights without any distinction or discrimination;
2. be given protection to enable him to develop physically, mentally, spiritually and socially;
3. be entitled from his birth of a name and a nationality;
4. enjoy the benefits of social security and have a right to adequate nutrition, housing, recreation and medical services;
5. be given special treatment, education and care if he is physically, mentally or socially handicapped;
6. be given love and understanding for the full and harmonious development of his personality. He should not be separated from his mother in the tender years;
7. be entitled to free and compulsory education at least in the elementary years;
8. be protected against all forms of neglect, cruelty and exploitation;
9. be protected against practices that may foster racial, religious and any other form of discrimination; and
10. not to be admitted to employment before an appropriate minimum age;

'The Rights of the Child' constitutes the legal instrument that was drafted to alleviate the sufferings of the children and provide them their due rights.

Convention on the Rights of the Child

In order to ensure that all the children were given their due rights a body of rights – Convention on the Rights of the Child - was created. The initiative to create a Convention came from the draft document submitted by the Government of Poland to the Commission on Human Rights in 1978. A decade was spent drafting the Convention by an alliance of a number of small NGOs^{viii} who integrated the views of and negotiated with governments, non-governmental organisations, human rights advocates, lawyers, social workers, health specialists, educators, child development experts and religious leaders from all over the world.^{ix} On the basis of the draft the Convention was constituted in 1989. The Convention on the Rights of the Child is an International Treaty that recognises the human rights of children, defined as persons up to the age of 18 years and ensured that the State Parties provided all the rights to all the children without discrimination in any form. This was the International community's first legally binding international instrument to incorporate the full range of human rights-civil, cultural, economic, political and social.^x This was a special convention just for children i.e. people below 18 years of age who need special care and protection.

The Convention drafted by the working group under the UN Human Rights Commission The convention sets out these rights in the form of 54 articles and two Optional Protocols. It spells out the basic rights that children everywhere have: ^{xi}

- The right to survival;
- To develop to the fullest;
- To protection from harmful influences, abuse and exploitation; and
- To participate fully in family, cultural and social life.

The four core principles of the Convention are (Singh, 2001) include non-discrimination; devotion to the best interests of the child; right to life, survival and development; and respect to the views of the child. The Convention has been ratified by 193 countries and the State parties are obliged to provide welfare, care and protection to children by incorporating changes in their policies, legislations and programmes in accordance as per its provisions. It expected the countries of the world to transform standards into reality and ensure that the children enjoyed all their rights besides holding themselves responsible and accountable before the international community. It has proved to be an effective framework for international action and the major accomplishment being converting the child from an 'invisible' entity to a 'visible' one. It has resulted in bringing the issue of child rights from background to the front, from a non-issue to an issue discussed by the world leaders at international and national levels. Since India has ratified international conventions and other treaties thus it is obligatory on the part of Indian Government to legislate on the issues related to child welfare in accordance with these International legislations. ^{xii}

Committee on the Rights of the Child

Committee on the Rights of the Child, ^{xiii} an internationally elected body of independent experts monitors the implementation of the Convention of the Rights of the Child and its two optional protocols - on involvement of children in armed conflict; and child prostitution and child pornography. It consists of 18 independent experts (Blanchfield, 2012) and was established in 1991 under Article 43 of the Convention to examine the progress made by State Parties in meeting their obligations under the provisions of the Convention.

The governments of the Member States that have ratified the Convention are required to submit regular reports on the status of children's rights in their respective countries. The Committee examines each report and addresses its concerns and recommendations to the State parties. The submission of periodic reports by the State Parties enables them and the world community to assess the position of children as well as reaffirm their commitment for the welfare of the child.

International Legislations

A number of international legislations have been enacted by the United Nations and other organisations and the State parties are required to incorporate and integrate the relevant legislations while making laws, rules, policies and schemes for the welfare of the child. Some child welfare International Legislations enacted are:

- United Nations Convention on the Rights of the Child, 1989
- World Conference on Education for All , 1990
- World Summit for Children, 1990
- World Fit for Children, 1990

- Optional Protocol on involvement of children in armed conflict
- Optional Protocol on sale of children, child prostitution and child pornography, 2005
- UN Rules for the Protection of Juveniles Deprived of their Liberty, 1990
- UN Standard Minimum Rules for the Administration of Juvenile Justice (Beijing Rules), 1985
- United Nations Guidelines for the Protection of Juvenile Delinquency (Riyadh Guidelines), 1990
- Hague Convention on Protection of Children and Cooperation in respect of Inter-Country Adoption, 1993
- Millennium Development Goals

National Level

The history of child welfare in India is relatively recent and only evidence of concern for the children's needs and care of the pre-school child, goes back to 1874 with experiments in some missionary schools in Lucknow and Poona (Baig, 1979). Rabindranath Tagore in Bengal and Annie Besant in south of India started new educational movements (Baig, 1979). It was during the period of colonisation that some of the oldest voluntary organizations such as 'The Children's Aid Society' and '*Balkan Ji Bari*' came into being in 1920s in the service of children belonging to the poor, uneducated and helpless families (Bhakhry, 2006). As the country was British colony child welfare was not a priority of the government. Leaders like Raja Ram Mohan Roy, Mahatma Gandhi and others endeavoured to look after the interests of the child. Raja Ram Mohan Roy was a pioneer who advocated for the abolition of child marriages. Consequently, the care of the child came to be viewed upon as a vital element in the resurrection of the nation. Mahatma Gandhi and later Pt. Jawaharlal Nehru inculcated social concern for children - the citizens of tomorrow (Bhakhry, 2006).

After Independence

After independence the following multipronged strategy was adopted by the country for the welfare of the child:

Constitutional Provisions

The main Constitutional provisions for the welfare of the child have been provided for in the Fundamental Rights, Directive Principles of the State Policy and the Fundamental Duties and are as follows:

- **Fundamental Rights**

Fundamental Rights (Constitution of India) given in Part III are the basic human rights for all the citizens of the country irrespective of religion, race, caste, sex or creed or place of birth and subject to certain provisions are enforceable by law. There are general and specific provisions for the rights of the child for instance Art. 14 provides that the State is not to deny to any person equality before law, here the rights of the child are also included; similarly Art. 19 (1) states that every person has freedom of speech, so the child too has the right of freedom of speech and expression; Art. 17 prohibits discrimination of any citizen including a child; likewise Art. 23 prohibit trafficking of human beings and forced labour. The child specific provisions include Art. 15 (3) under which, the State can make special provisions for women and children; and Art. 21 under that provide for free and compulsory education to children. A number of provisions of the

Convention of the Rights of the Child are a part of the Fundamental Rights given in the Constitution.

- **Directive Principles of the State Policy**

The Directive Principles of the State Policy (Constitution of India) given in Part IV has principles that are fundamental in governance of the country and it is the duty of the State to apply these principles in making laws making them effective guidelines to the government in making relevant laws. Though Art 39 does not ban child labour out rightly, but makes sure that children do not enter a vocation that is unsuitable for their age besides ensuring that a child is given all opportunities and facilities to develop in a healthy manner. Art. 45 also directs the government to provide early childhood care and education up to 6 years of age. Art. 46 direct the State to promote the interests of children belonging to the weaker section especially the SCs and the STs. Art. 51 of directs the government to follow International Laws and Treaties that have been ratified by the government while making policies and laws in the country.

- **Fundamental Duties**

Fundamental duties (Constitution of India) as stated in Part IV-A though not enforceable by the courts are the moral obligations for all citizens to follow. Art. 51(A) k provides that a parent or the guardian is to give opportunities for the education of his child or, as the case may be, ward between 6-14 years.

Policies for Child Welfare in India

The government of India realising the need to nurture the child has formed policies and plans for the welfare of the child. Following is a brief review of the same:

National Policy for Children -1974

National Policy for Children – 1974 was the first policy formed by the Government of India for the welfare of the children. According to it the State has to provide adequate services to children, both before and after birth and through the period of growth, to ensure their full physical, mental and social development. The State intended to increase the number of services provided for the children and cover all of them for their balanced and optimal growth.

National Policy for Children, April 26, 2013

The National Policy for Children - 2013, is the second policy made by the government after a gap of 39 years for the welfare of children on April 26, 2013. It provides for the rights based approach for the welfare of the child and reiterates its commitment to safeguard and empower all children within its territory both in their individual situation and as a national asset. This policy (MWCD, 2013) recognises that:

- a child is any person below the age of 18 years;
- childhood is an integral part of life with a value of its own;
- children are not a homogenous group and their different needs necessitate different responses, especially the multi-dimensional vulnerabilities experienced by children in different circumstances;
- A long term, sustainable, multi-sectoral, integrated and inclusive approach is necessary for the overall and harmonious development and protection of children.

This policy also reaffirmed that every child is unique and supremely national asset; special measures are required to eliminate and diminish conditions that cause discrimination; and all children have a right to grow in a family environment. The key priorities of the policy were survival, health, nutrition, development, education, protection and participation the undeniable rights of every child. The new policy has rights based guiding principles for the welfare of the child.

Legislations related to Children

Legislations for the welfare of the child incorporating provisions of the Constitution as well as the international laws and treaties that the country has ratified have been formed by the government. Some child related legislations are as follows:

- The Commissions for Protection of Child Rights Act, 2005 & 2006 provides for setting up of Independent Commissions at the national and state levels to monitor all laws, policies, programmes and administrative mechanisms from a child rights' perspective.
- Juvenile Justice (Care and Protection of Children) Act 2000 (as amended from time to time) to deal with juvenile in conflict with law and juvenile in need of care and protection.
- Amendment of Juvenile Justice Act and Central Model Rules 2011 has been brought to remove discriminatory provisions against children affected by leprosy, hepatitis B and tuberculosis.
- The Child Labour (Prohibition and Regulation) Act, 1986 deals with prohibition and regulation of conditions of work of the children in certain employments.
- Legislations concerning Child Labour that prohibit employment of children below the age of 14 years like The Factories Act, 1948; The Mines Act, 1952; The Plantation labour Act, 1951; The Merchant Shipping Act, 1958; The Motor Transport Workers Act, 1961; The *Beedi* and Cigar Workers (Conditions of Employment) Act, 1966; and The Bonded Labour System (Abolition) Act, 1976.
- Prohibition of Child Marriage Act, 2006 deals with the social problem of child marriages.
- Infant Milk Substitutes, Feeding, Bottles and Infant Foods (Regulation of Production, Supply and Distribution) and its Amendment Act 2003 to regulate the production, supply and distribution of infant milk substitutes, feeding bottles and infant foods.
- The Immoral Traffic (Prevention) Act, 1956 for Suppression of Immoral Traffic in Persons and Exploitation of the Prostitution of others.
- Protection of Children from Sexual Offences Bill (2012) to protect children from sexual offences and also protect the interests of the child at every stage of the judicial process.

Programmes for Child Welfare

The children in India are not only grappling with the multiple problems of malnutrition, anaemia, infant mortality and low levels of immunisation but also child abuse, trafficking, child marriages and child labour. There are a number of child welfare programmes that have been launched by the Central and State Governments over the years. Two major national level programmes for the integrated development and care and protection of the children are the Integrated Child Development Services Scheme and the Integrated Child Protection Services Scheme.

Integrated Child Development Services

Early child welfare programmes in the country were not proving to be very effective and there was a gap between the objectives of the service provided and the actual provision of services. Gradually it was felt that an integrated approach was required to improve the position of the

children. In 1975 Integrated Child Welfare Services (ICDS) Scheme, a programme providing a package of six services to the children belonging to the disadvantaged marginalized and weaker sections of the society. The services include supplementary nutrition; non-formal pre-school education; immunisation; health check-ups; nutrition and health education; and referral services. Later on ICDS was universalized to provide services to all the children in 0-6 years of age in all the habitations in the country. It is probably the world's largest community outreach programme. ICDS is also a platform for providing other national and state level child welfare programmes like Kishori Shakti Yojana, Rajiv Gandhi Scheme for the Adolescent Girls (SABLA), Indira Gandhi Matritva Sahyog Yojana to name a few.

Integrated Child Protection Scheme (ICPS)

Integrated Child Protection Scheme is the second centrally sponsored scheme for the care and protection of the child launched in 2009-2010. It is a Government – Civil Society Partnership Scheme for the care and protection of the child from a perceived or real danger to his personhood or childhood. The basic objective of ICPS has been to contribute to the improvements in the well being of children in difficult circumstances as well as to reduce their vulnerabilities to situations and actions that lead to abuse, neglect, exploitation, abandonment and separation of children. ICPS provides child care and protection services through Children's Homes, Shishu Grehs, Observation and Special Homes, Bal Bhawans and crèches.

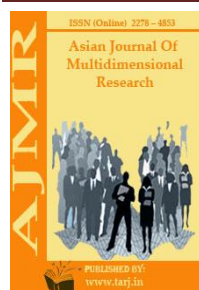
CONCLUSIONS

Welfare of the child has been acknowledged, world over, as one of the most crucial aspect of a Welfare state and for the same reason all the nations are doing their best possible to launch and initiate child-centric policies & programmes and India is no exception to that. Declaring the children as a Nation's supreme asset, in the National policy for Children 1974, the Government of India reiterated its commitment to secure the rights of its children by ratifying related International Conventions and Treaties. The Government of India is accountable to the International Bodies through periodic reports submitted from time to time. Though lot has been done for the welfare of child in the recent past yet we have not reached the standards laid down by the International Bodies. In the times to come there will be need to have more of Child-specific programs to build strong Nation.

REFERENCES

1. Sharma, Vibha "Child Development and Child Protection", 2015, p.23
2. "Children's Rights history," *Children's Rights Portal*,
<<http://childrensrightsportal.org/childrens-rights-history/>>
3. "Geneva Declaration of the Rights of a Child - 1924," *Children's Rights Portal* <<http://childrenrightsportal.org/children-rights-history/ref>>
4. "Geneva Declaration of the Rights of a Child - 1924," *Children's Rights Portal* <<http://childrenrightsportal.org/children-rights-history/ref>>
5. "Geneva Declaration of the rights of the Child – 1924," *League of Nations* <<http://www.un-documents.net/gdrc1924.htm>>
6. "Declaration of the Rights of the Child," *UNICEF*,
<http://www.unicef.org/lac/legal/global/general/declaration_rights1959.pdf>

7. *"The Rights of the Child," World Summit for Children New Delhi: UNICEF, 1990. 9*
8. *"Child Protection & Child Rights," Child Line in India* <www.childline.org.in/United-Nations-Convention-on-the-Rights-of-the-Child.htm>
9. UNICEF, *"Frequently asked Questions,"*
http://www.unicef.org/about/who/index_introduction.html
- 10 *"Convention on the Rights of the Child," UNICEF,* <http://www.unicef.org/crc/>
11. Equality and Human Rights Commission, *"Convention on the Rights of the Child, "*
<http://www.equalityhumanrights.com/>
12. Sharma, Vibha *"Child Development and Child Protection", 2015, p.24*
13. *Office of the United Nations High Commissioner for Human Rights, "Committee on the Rights of the Child,"* <<http://www2.ohchr.org/english/bodies/crc/>>



DOI NUMBER: 10.5958/2278-4853.2019.00167.8

**« MODERNIZATION SERVICE FACTORY AND IMPROVING THE
SECTOR OF SERVICE»**

Kurbanova Rahima Jamshedovna*

*Indipendant Researcher,
Samarkand Institute of Economics and Service,
UZBEKISTAN

ABSTRACT

This paper investigates major points of the service sector development. On this case, service factory term and its deployment possibility were investigated in the given research analyses. Finally, modernization issues of the service sector with the help of service factory were suggested as whole. On these days catering service companies one is considered one of the most important activities of business and it is engaged in many organizations and private entrepreneurs. Development of public supply meets the demand of people on diet and nutrition. In this task, technical equipment catering plays a special role. . " Also, production modernization, technical and technological equipment, changing the leading areas of the economy are also immutable problem. Announcement of 2011 "Year of small business and private entrepreneurship", the Decree show the importance of maintenance and service. Thus, the gradual and progressive development as shown in the Uzbek model, resulting in major reforms and initiatives of small business and entrepreneurship in a short time is developing. Along with this order was passed BM "On usovershtvovanie state registration and accounting of business entities." If you are comparing products with the definition of customer value and social need, it need to be understood as the technical and economic level. That is, on the one way, if it is possible to assess the using and replacement of one another, and to compare it with the other way, the definition of social labor expended in its creation and using [1].

KEYWORDS: Modernization, Service, Service Factory, Improvement the Service, Service Sector Development

INTRODUCTION

In recent years in connection with the restructuring of the Republic and the free development of the economy, the modernization of the country, ensuring macroeconomic stability constant task of constant growth. This, in turn, is the basis of success in market economy, improving the forms of real estate, the drastic changes in the economy, with the share of gross domestic product in the of service and service. On these days catering service companies one is considered one of the most important activities of business and it is engaged in many organizations and private entrepreneurs. Development of public supply meets the demand of people on diet and nutrition. In this task, technical equipment catering plays a special role. They vary in type, size and type of service rendered. However, not all meet modern requirements. Therefore, Catering should be updated with the technical and technological side.

The economic development of Uzbekistan among stages effectively developing industries can see in the existing service small business and entrepreneurship. As you know, the small business and its essence activity which aims to enrich the consumer goods and services, and generate revenue and benefit. It is the creation of new jobs, provide people work, the main income of the population, one of the areas of sustainable solutions to economic reform, is of strategic importance. Initiative of the state in the initial stage in the January 5, 1995 was an order of the President "to take the initiative to private enterprise and encourage" and 50% of the money coming out of the state were directed to a small business. At a later stage the initiative of the State in 1995, December 21 came the law of the Republic of Uzbekistan "On the Development of Small and Medium Enterprises" to enhance its position and role in the economy, to create legal standards, infrastructure development and the circumstances. And we also organized the "Fund support entrepreneurship and small business (Business Foundation)," "House of Uzbekistan production of goods and entrepreneurs" (1996), and to organize their offices in the regions. Business Foundation helped this area over 10 mlrdsumov government investment and action of foreign states. For example: in 2003 was made U.S. \$ 450 million.

Theoretical background

Thus, the gradual and progressive development as shown in the Uzbek model, resulting in major reforms and initiatives of small business and entrepreneurship in a short time is developing. Along with this order was passed BM "On usovershtvovanie state registration and accounting of business entities." Also on the "wholesale" has sold the material and technical resources to 106 billion soums. Komertsionnye banks until 2001 to small businesses was given credit for 144.3 billion soums. This can be seen in Table 1. If in the years 1992-1996, the total 85 thousand, gross domestic product was 1.5%, in developing a landmark in 2010, GDP reached 52.4 in 2011 and intends to increase to 54%. This line of work provides the population and is considered the main source of Doha. State initiative for the development of small business and private enterprise in 2011 was declared the "Year of small business and entrepreneurship," it is a new stage in the development of national notes and entering into livelihoods.

TABLE NO 1 THE GRADUAL DEVELOPMENT OF SMALL BUSINESS AND PRIVATE ENTREPRENEURSHIP IN UZBEKISTAN

YEARS	THOUSAND	ONE THOUSAND GDP	NUMBER OF JOBS, A THOUSAND
1992-1996	85	1,5	
2000	142,9	31,0	296
2001	170,8	33,8	350
2002	240	38	370
2004	277	35,6	417
2005	310	38,2	434
2006	330	45	570
2007	370	45,7	630
2008	400	48,2	700
2009	450	50,1	940
2010	470	52,4	950

Small business development and entrepreneurship is being phased in based on the "Uzbek model". Also, the direction of the service as a small business and entrepreneurship develops in stages in the directions of the Uzbek model. Evolution of service and service in the years of independence can be divided to three main stages of development:

- 1- phase (1991-1997)-service reform, the release of ideology, freedom of the transition to a mixed economy;
- 2- phase (1997-2006) - for service development and service to create a socio-economic conditions;
- 3-phase (after 2006) - usovershstvovanie and development service of social and economic development.

Of course, the release of the ideology of the state economy, as in all directions and in freedom of development, the transition to a mixed economy in the start time has been difficult.

Main parts

Especially, randomly developed part of the economic direction of service in the catering trade. Have effects from the Soviet Union, the lack of funds of the population, the difficulty of the material conditions, the low level of life, getting used to the central administration, etc. Especially as a result of not working for the full large enterprises, centralized communications disorders centralized organizations (trade management, trade press, etc.), the company developed the original chaotic.

As a result of violations of trade with other countries, the arrival of substandard products in markets of Uzbekistan, produce quality goods more expensive. As a result of lack of qualified personnel in the direction of service, arrival of unskilled workers in personal enterprise culture, ethics and etiquette of service is very reduced and these companies did not meet international requirements, etc. (Lack of competition, development of unregistered economy, the default of taxes, etc.).

At this time, the first stage of the initiation of the state with the development of small business and private entrepreneurship: changed property ratio of service ososbenno, service companies out of control gosurastva, developed chastnosobstvennost especially stopped monopoly activities of state and cooperative enterprises, the change of administration economic relations of different extent, adjustment to market-economy (ie, instead of the administrative application of economic methods of planning, economic freedom, independent control, own property, independent use of their resources and economic responsibility, etc.) and other generally positive difference and existing the system.

The second stage of development in Uzbekistan maintenance and service was a step in the socio-economic environment. At this time, to create an environment for legal personnel, regulatory styles, financial and material, etc. As with other sectors of the economy in the direction of maintenance and service up to their 1997 "Education Act" and "National designation training", reform education, free him from the old ideological views, prepare highly qualified specialists in democratic level meeting of a high level of moral and ethical standards. The second phase of maintenance and service is coming to the second phase of the "National guidance training."

In the direction of maintenance and service was compiled hundreds obrazovatel'skikh specialized secondary and higher educational institutions are competing podgotavlivatsya expertise. For example, on the orders of the Council of Ministers of the Republic of Uzbekistan with the BM 26 March 2004 was organized Samarakand'sky Institute of Economics and Service, to impose the duty of preparation towards maintenance and service of highly qualified personnel.

Despite holding many of the cases in the second stage, the share of services in GDP was low. The economy rabotazanyatnosti increase and increase incomes, the local budget take the opportunity to maintenance and service, it became known for its sluggish development in the villages.

Theoretical background

In the third stage of development in a climate of increasing incomes, uvelichivaniya cash, lower inflation, President Islam Karimov at the meeting of the Supreme Council of merging the House and Senate said the law in his report "... should increase the amount and type of maintenance and service, especially for the rural population "and adopted the law" On measures of service lines and service at 206-2010 years in the Republic of Uzbekistan. " At this time, based on the law of the President "On additional measures to accelerate the development and maintenance services in the period up to 2010 in the Republic of Uzbekistan" by the government of Uzbekistan has developed a state decree on the development and maintenance of service and requires consistent action. During this period, to eliminate the negative outcomes of the global crisis in 2009-2012 intending to perform the decree measures against the crisis as the President said, "... maintenance and development of small businesses remain the firm objective in order of increasing amusement and raising the degree of life. " Also, production modernization, technical and technological equipment, changing the leading areas of the economy are also immutable problem. Announcement of 2011 "Year of small business and private entrepreneurship", the Decree show the importance of maintenance and service.

At the heart of the "Uzbek model" for the development of services in Uzbekistan, phased development of service companies should point the strong social policy, social protection of the population.

In particular, in the initial stages of the maintenance and service revenue not only to help, but at the heart of the "National guidance training" free footage prepared or created a favorable economic and financial conditions, regular wage increases, reduced inflation, creating benefits and others too considered as social protection.

After tinning service enterprises, increase cash, financial position lower taxes, favorable conditions are also considered as social protection.

Looking to the basis of the "Uzbek model" of gradual development in Uzbekistan, maintenance and service can will see the flaws in the development stages or steps to develop a rapid pace. These:

- To cover the whole legal framework areas: law on maintenance and service, trade law, the law on nutrition of the population and tourists Code service, serving to develop the requirements of enterprises and put into practice.

- The development of maintenance and service should be introduced national values (especially, show hospitality, wind morality, education, education and courtesy when communicating, shyness, prudence, reliability, endurance, respect for elders, a junior honor, attention to the homeland, customs and privichki, rituals, ceremonies).

- In the direction of sustainable development competition sootvetstvovanie requirements of the consumer goes to the first place with the maintenance, development of technology-service technology service should seek to meet the increasing demands of consumers.

Therefore, the activities of maintenance and service, especially from the standpoint of economic, social and cultural phenomenon should presmotret kontseptsualny it is just a theoretical analysis.

Modernization in service and catering services. Case of Uzbekistan

Modernization of catering – this update enterprises, improvement, equipment for modern requirements, catering services, improving quality of service. Solution to these problems in more efficient foodservice, improving organizational and economic mechanisms, identification of opportunities, development of quality indicators for services catering. Important indicator of software service companies to provide services is a comprehensive modernization of them. In this important technical and technological modernization. Modernization of the enterprise is the first entry in the production of «new technology». In catering our country is now used different equipment. Study the issue of modernization of catering to the scientific, technical and methodological aspect is one of the urgent problems requiring special attention.

First criterion of services in service companies providing services is their comprehensive modernization. In this regard, technological upgrading of enterprises takes an important place. Technical modernization means the introduction of "new (the innovative) technology" in production is the first place.

"New technology" is the result of scientific and technological victories. In the country as compared to the previously known and a prototype or analog using this growing power production and meet the needs of society as a product of high interest.

Therefore, in the enterprise, where services are provided service to a new technology (and new technology), it need to look not only as a new product and a new object of exploitation, but also in a broader sense.

"New technology" if it is a new product in the producing company, the company becomes a new object of exploitation for user. Therefore, from time to time it need to change the pace, power resources of scientific and technological progress and clarify effective rate, which is considered a crucial vehicle for enhancing the process.

To increase the utilization of new technologies in production, of course, the following is important: the optimality of its key indicators, the quality of the structure and technology, the conditions of its implementation and condition are important.

When people talk about the technical condition of enterprise's technology, they understand the assessment of baseline production towards improved by comparison and relativity. The main mission is the relative improvement of products to comply with the intended functional definitions. However, you can learn planning techniques, quality improvement and compliance with international standards. If you are comparing products with the definition of customer value and social need, it need to be understood as the technical and economic level. That is, on the one way, if it is possible to assess the using and replacement of one another, and to compare it with the other way, the definition of social labor expended in its creation and using [1].

At the present, the regulations (GOST, OST, GOST 15467-79) in determining the technical state compare the main technical and economic indicators of production. However, this state indicates that the theory is not improved and this approach is often not possible to compare with samples issued abroad.

If the technical conditions of production economics indiscriminately are characterized as improved, the technical and economic level linked to economic performance and knowing the technical development, then we can compare the technical level with foreign models completely.

At present, in many cases, the method of the experiment, that is, in the opinion of the research team with the exchange of some other equipment remains without solution accurate measurement. Such a state, all the time does not address the issue properly and as a result profitability may be negatively affected.

This task on a large industrial power plants can be solved in modeling and measurements in different ways. Technical grade products in many parameters, seen as a function and is calculated. That is, the j - technical conditions of production is determined by the parameters[2] X_i ($i=1,n$):

$$K_{to_j} = \varphi(x'_{ij}; x'_{i0}; a_i) \quad (1)$$

Here: x'_{i0} – i - basic assessment rate;

a_i - i - Benefit's rate.

If you will assess the technical business degree, then it has to be taken into account and additional economic indicators. The coefficient of the technical and economic level will be:

$$K_{to} = \psi(x'_{ij}; x'_{i0}; 3_{ij}; 3_{i0}), (2)$$

Here: 3_{ij} - industry costs. ($i=1,1$)

In this mathematical model, the degree of technical and techno-economic level of each other is not opposed, but rather can make each other.

We believe in the assessment of modernization should use both models. Because, if the technical level shows enterprise's level, technical and economic level shows a direct link Profitability.

DISCUSSIONS

According to the calculation of technical and techno-economic level there are many views. In the calculation of the technical and economic level, we considered the most widely used method[3]:

- in determining of technical and economic indicators with the help of experts or other means should be to determine the coefficient advantage
- Choose to calculate the main parameters, such as natural indicators (relative material compatibility, relative power consumption) and the estimated value of the relative, the relative real costs. As a general indicator of the degree of technical and economic performance discount is available to take the costs of labor;
- integrated technical and economic indicators of the degree to GOST 15467-70 and integrated quality approach each other;
- lagging performance of the new machine from the average degree of the industry with the expiration of a few years, is understood as the technical and economic level ;
- in determining the technical and economic level to determine the corresponding value of consumption to labor costs;
- In determining the degree of technical comparison with the world advanced manufacturing in this industry.

Similarly, in determining the degree of technical use different methods. For example, in industrial plants for the production of electronic equipment and instrumentation it offers following:

- the calculation using the generalized complex indices;
- when you are choosing integrated indicators with statistical indicators of primary bond or advantage[4];
- in determining the degree of technical $K_{td}(t+t) > K_{td1}(t)$ the conditions determined on the primary;
- in any device, equipment should be selected key parameters;
- for comparing the election and require basic equipment designs;
- If K_{td} overall, the expression to the primary indicators will be $K_{TD}(x_i, a_i)$ and K_{td} , select the largest.[5]

In calculating the overall technical level when compared to the primary, the calculations will be more accurate, that is necessary to take the ratio $K_{td}(x_{ij}, a_i)$ to $K_{tdb}(x_{ij}, a_i)$. If the multiplicative form, K_{tdj} / K_{tdb} the additive function is as follows:

$$\sum_i a_i \frac{x'_{ij}}{x'_{id}} \neq \frac{\sum_i a_i x'_{ij}}{\sum_i a_i x'_{id}} \quad (3)$$

If (4) the device to model the total cost of technical degree, then for determine the actual value of the condition scale is required to be:

$$\frac{K_{tdir}}{K_{tdi\ell}} = \text{const} \forall \quad (4)$$

$$j = \overline{1, m}; r = \overline{1, R} \quad \ell = \overline{1, R}$$

Actually it performs the following relationship:

$$K_{tdi}^* = \alpha K_{tdir} = \beta K_{tdi\ell} \quad (5)$$

Here: - K_{tdi} generalized version of the actual value of the cost

- $\alpha \beta$ characterizing factor of scale models.

Analysis of constructed mathematical models of technical equipment and tool's degree showed that the implementation of the above conditions in relation to the widely used (especially in the sector instrument) qualimetry following models are available:

$$K_{td} = \sum_{i=1}^n a_i \cdot P_i \quad (6)$$

$$K_{td} = \prod_{i=1}^n a_i \cdot P_i^{a_i} \quad (7)$$

$$K_{td} = \sqrt[n]{\prod_{i=1}^n a_i \cdot P_i} \quad (8)$$

$$K_{td} = \sum_{i=1}^n a_i \cdot P_i^{a_i} \quad (9)$$

$$K_{td} = \sqrt{\sum_{i=1}^n a_i^2 (1 - q_i)^2} \quad (10)$$

(6) – (9) function(x_j) the absolute, the same (q_j) for primary relative indicators (10) function is only relative values for (6) functions to implement the terms of scaling is applied (4) is:

$$a_{ir} = \gamma \frac{x'_{ir}}{x'_{i\ell}} a_{i\ell} \quad (11)$$

Here: γ - factor to calculate the value's total cost (K_{td}) of the real technical degree;

In many cases, if $\gamma = 1$, then $K_{td} = K_{td}^*$.

When you are selecting equipment recorded and dynamics of the technical degree (at the time), and therefore the dynamics of technical degree are determined.

To determine the dynamics of the technical degree of tools and equipment, that is, measuring of change in time use the following formula:

$$K_{\tau A}(t) = \frac{1}{1 + \exp[-\alpha(t - t_0)]} \quad (12)$$

Here: if it is time $K_{td}(t_0) = K_{td0}$ will be factor

$$\partial = \frac{1 - K_{td0}}{K_{td0}} \quad (13)$$

The same:

$$\alpha = \frac{\ln\left(\frac{1 - K_{td1}}{K_{td1}}\right)}{t_1 - t_0} \quad (14)$$

To determine and year (time) when a new instrument is used according to expert opinion is determined by K, this factor is determined, and it is concluded. Here sometimes not to improve the accuracy of expert judgment used indicators of multifactor models. For example, they may have the expression

$$\text{For the group A: } K_{td} = 0,98 \cdot q_1^{0,27} \cdot q_2^{0,027} \cdot q_3^{0,039} \cdot q_4^{0,021} \cdot q_5^{0,018}$$

$$R=0,798; \quad \delta=2,91\%; \quad F_1=8,41; \quad F_2=2,14$$

$$\text{For the group B: } K_{md} = 0,90 \cdot q_1^{0,042} \cdot q_2^{0,026} \cdot q_3^{0,018}$$

$$R=0,93; \quad \delta=3,2\%; \quad F_1=10,1; \quad F_2=8,8$$

Here

• Group A: q_1 - Operating temperature; q_2 - voltage operating voltage range; q_3 - changing the voltage on the different states; q_5 - further term.

• For the group: q_1 - Measuring range; q_2 - Accuracy class; q_3 - the rate of change; R - the correlation coefficient; δ - standard deviation; F - coefficient Fisher.

From these it is clear that for each instrument or group of instruments Multivariate regression primary indicators will increase the accuracy of its calculations, but the calculation process is complicated and reduces its effectiveness.

In the same way, this method is used for microprocessors:

$$K_{td} = \left[\sum_{i=1}^l \beta_i \cdot \sum_{j=1}^n \alpha_{ij} \frac{x_{ij}}{x_{i0}} + \Delta S \right] K_{no} \quad (15)$$

Here:

β_i - Weighting element i of the microprocessor;

i - The primary indicator;

l - The element weight to factor;

$l = \overline{1, L_S}$ - The structure of a set S ;

α_{il} - i - a primary indicator; l - weight to the element ratio;

ΔS - Peer-review the development of architecture set S ;

K_{nos} - The degree of programmability of the set S .

In addition, there is a method of cluster analysis, it is calculated proximity indicators comparisons across groups dendogrammy.

We have considered the analysis of the various methods used to update tselyu equipment (tools, equipment, products, etc.) used in various industries.

CONCLUSION

The analysis shows that these methods are suitable only for individual or groups of similar, but their use within the plant equipment in this form for a complex and innovative updates and technical base leads to complex calculations.

Therefore, mainly for services with the use of industrial methods of calculations and computations technical performance of service companies offer the following:

1. Grouping base of the company on key indicators. Each group must calculate the K_{td} - coefficient of technical degree and their average - a mathematical value must be taken as a technical degree of business:

$$K_{\kappa td} = \left[\frac{\sum_{n=i}^j \overline{K_{tdij}}}{n} \right] \quad (16)$$

Here:

n - The number of groups;

3. $\overline{K_{tdij}}$ - The average value of the calculated level of technical objects (machinery, equipment, etc.) from each group.

$$K_{\kappa td} = \left[\frac{\sum_{n=i}^j K_{tdis}}{n} \right] \quad (17)$$

Here:

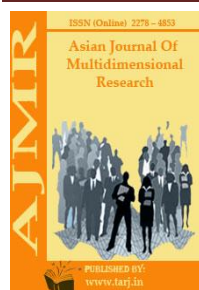
n - The number of objects in the group.

K_{dis} -coefficient of technical degree objects (tools, equipment, products, etc.). To calculate the chosen formula (4), and for the scale of the formula K_{tij} (11), i.e validity will be considered the main indicators of computational objects (tools, equipment, products, and so do you).

4. To determine the dynamics of enterprise technical degree coefficient Ktd calculated on the basis of the formulas (13) and (14) will determine the dynamic coefficients.

REFERENCES:

- 1.Yampolsky S.M., Galuza SG., The economic problems of management of scientific and technical progress. - Kiev: Nukova Dumka. - 1976.p-364
- 2.Terekhin V.I., Improving the Efficiency of the new technology. - Moscow: The Economy. 1987.p-50
- 3.Rozenplenter A.E., Shirokoryadova B. Basics of creating a new technical.-Kiev: Vishcha School, Prague dim, 1984. – P-45
- 4.Pogozhev I.B., “Summary measures of development programs of ACS and Operations Research. - Novosibirsk: Publishing Computing Center, 1976.p-88
5. Abdukarimov B.A., «Trade economics”.Tashkent: 2013.-p-65.



DOI NUMBER: **10.5958/2278-4853.2019.00168.X**

WORLD EXPERIENCE OF FORMATION NATIONAL INNOVATION SYSTEM

Rahmanbaeva R.A*

*D.Sc. Prof. of the Tashkent Institute,
Railway engineers,
UZBEKISTAN

ABSTRACT

The article reveals the essence of the concept of “national innovation system” and reveals a pattern, models of national innovation systems. A great place is occupied by the description of foreign experience in stimulating innovation in different countries of the world. The conclusion is made about the need to form a single innovative space. Indeed, world experience shows that the transition to the path of sustainable development of such highly developed countries as the USA and Japan, a number of states of the European Union and Southeast Asia, was achieved mainly due to the expansion of innovation processes in the real economy. The newest trend is the reduction of direct state participation in the financing of innovation. In addition, the general trends include the integration of various areas of science, technology and production and the development of a system of horizontal links. Horizontal connections such as “industry-industry”, “enterprise-enterprise”, etc. provide inter-branch technology transfer. In the past 20 years, it has become obvious that the level of development and dynamism of the innovation sphere - science, new technologies, knowledge-intensive industries - provide the foundation for sustainable economic growth. In the 1990s. Increased rates of scientific and technological change, the rapid development of knowledge-intensive industries and services gave a new impetus to the acceleration of economic growth in industrialized countries.

KEYWORDS: *National Innovation System, Models Of Innovative Development, Innovative Economy*

INTRODUCTION

In the past 20 years, it has become obvious that the level of development and dynamism of the innovation sphere - science, new technologies, knowledge-intensive industries - provide the foundation for sustainable economic growth. Scientific and technological progress changes the scale and structure of production, has a significant impact on the state of the global economy. In the 1990s. Increased rates of scientific and technological change, the rapid development of knowledge-intensive industries and services gave a new impetus to the acceleration of economic growth in industrialized countries. A new growth paradigm is being formed in the world economy based on the use of knowledge and innovation as the most important economic resources. This predetermined the development of the concept of national innovation systems (NIS), which consider the individual elements of the innovation process as interrelated links of a complex system, the functioning of which is provided by a certain set of institutional factors.

The national innovation system is a complex of legal, financial, organizational and social institutions that provide innovation processes and have strong national roots, traditions, political and cultural characteristics. The innovation system is formed under the influence of a variety of factors objective for a given country, including its size, availability of natural and labor resources, features of the historical development of state institutions and forms of entrepreneurial activity. These factors are the long-term determinants of the direction and speed of the evolution of innovation activity. In addition, each NIS is characterized by a certain structure and a certain degree of orderliness, which implies a sufficient stability of institutional interaction (with each country having a national configuration of institutional elements). Created models of national innovation systems, within which their national characteristics are formed. Such features of NIS can include a large or small role of the state and the private sector in the performance of innovative functions, the relative importance of large and small businesses, the ratio of basic and applied research and development, development dynamics and the sectoral structure of innovation activities. Indeed, world experience shows that the transition to the path of sustainable development of such highly developed countries as the USA and Japan, a number of states of the European Union and Southeast Asia, was achieved mainly due to the expansion of innovation processes in the real economy.

Main part

In the past 20 years, it has become obvious that the level of development and dynamism of the innovation sphere - science, new technologies, knowledge-intensive industries - provide the foundation for sustainable economic growth. Scientific and technological progress changes the scale and structure of production, has a significant impact on the state of the global economy. In the 1990s. Increased rates of scientific and technological change, the rapid development of knowledge-intensive industries and services gave a new impetus to the acceleration of economic growth in industrialized countries. A new growth paradigm is being formed in the world economy based on the use of knowledge and innovation as the most important economic resources. This predetermined the development of the concept of national innovation systems (NIS), which consider the individual elements of the innovation process as interrelated links of a complex system, the functioning of which is provided by a certain set of institutional factors.

The national innovation system is a complex of legal, financial, organizational and social institutions that provide innovation processes and have strong national roots, traditions, political and cultural characteristics. The innovation system is formed under the influence of a variety of factors objective for a given country, including its size, availability of natural and labor resources, features of the historical development of state institutions and forms of entrepreneurial activity. These factors are the long-term determinants of the direction and speed of the evolution of innovation activity. In addition, each NIS is characterized by a certain structure and a certain degree of orderliness, which implies a sufficient stability of institutional interaction (with each country having a national configuration of institutional elements). Created models of national innovation systems, within which their national characteristics are formed. Such features of NIS can include a large or small role of the state and the private sector in the performance of innovative functions, the relative importance of large and small businesses, the ratio of basic and applied research and development, development dynamics and the sectoral structure of innovation activities. Indeed, world experience shows that the transition to the path of sustainable development of such highly developed countries as the USA and Japan, a number of states of the European Union and Southeast Asia, was achieved mainly due to the expansion of innovation processes in the real economy.

DISCUSSIONS

The third model is focused on the distribution and partial borrowing of new technologies and other innovative changes. Such a model of development of the innovation system is characteristic, for example, of Turkey, Poland, Portugal, and Chile.

Despite the diversity of national scientific systems and their features, a number of general trends are traced for the major industrialized countries in the management of innovations. These include:

- strengthening the regulatory functions of the state in the innovation sphere;
- strengthening the target orientation of innovation. Nowadays, the desire of states to use innovations to solve such tasks as the development of biotechnology, electronics and telecommunications, environmental protection is becoming more and more pronounced;
- Use of large national, intersectoral and global science and technology programs;
- Gradual transition to long-term programming of innovation development. Many companies strive to have a long-term innovation program (10 years or more). The same is true for state scientific and technical programs;
- globalization of the innovation sphere, which is manifested in the growing share of foreign funding for scientific research in most developed and new industrial countries, as well as in the creation of innovative organizations (divisions) in regions with a favorable investment climate. The formation of a global innovation sphere based on research networks changes not only the content and priorities of research, but also the nature of corporations, updates the management style and methods, creates the foundations of a new corporate culture;
- strengthening of integration processes - horizontal, regional, vertical, especially in high-tech industries. Scientific and technical development all over the world is carried out not by separate enterprises and firms, but by their associations, groups, clusters, networks;

- Creation of strategic alliances, including international ones, and other forms of changing organizational structures. At the same time, European companies are characterized by faster rates of development of innovations and a higher degree of their novelty.

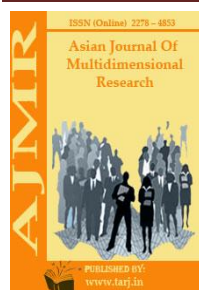
The newest trend is the reduction of direct state participation in the financing of innovation. In addition, the general trends include the integration of various areas of science, technology and production and the development of a system of horizontal links. Horizontal connections such as “industry-industry”, “enterprise-enterprise”, etc. provide inter-branch technology transfer. The experience of the United States and other countries shows that the creation of a “third link” between science and industry within the framework of expanding horizontal links, i.e. systems of organizations (consulting firms, specialized organizations for innovation, customer service), greatly facilitated intersectoral scientific and technical exchange and contributed to the effective implementation of innovations.

CONCLUSION

These trends indicate a combination of a national and global science and technology, innovation strategy in industrialized countries. Although globalization takes a large part of innovation activities outside of these countries, its foundations still remain national. The main reason is the close dependence of the innovation process on the conditions of each country, established relations with the scientific community and consumers, financial capabilities and human resources. All this leads to the development and implementation in every industrialized country of state innovation policy aimed at creating a favorable climate for the implementation of innovative processes.

REFERENCES:

1. Dynkin A. A., Ivanova N. I. Innovative Economics. // M.: Science - 2nd edition - 2004.
2. Mazilov E. A. Foreign Experience in Stimulating Innovation Activities in the Industrial Sector // Young Scientist. - 2014. - № 3.
3. Sergeyev V.M., Alekseenkova E.S., Nechaev V.D. Typology of Innovation Development Models // Politiya. - 2008. - № 4.
4. Dudin M.N., Lyasnikov N.V., Horikov Yu.V. Brain factor and its stating rolle in enterprises' competitive recovery // European Researcher. 2013. Vol. (38), № 1-1. P. 15–19.
5. Freeman C. The economics of industrial innovation. Routledge, 2005



DOI NUMBER: 10.5958/2278-4853.2019.00169.1

INCREASING THE EFFICIENCY OF NON-DESTRUCTIVE METHODS OF THE DIAGNOSIS POWER CABLE LINES UP TO 35 kV

Zubaydullaev Murod Botirovich*; Raksitullaeva Dिल्фуза Ismoilovna;
Atamukhamedova Rano Fozildjonovna*****

^{1,3}Tashkent State Technical University,
Tashkent, UZBEKISTAN

Email id: elyor.saitov@mail.ru

ABSTRACT

Efficient non-destructive methods of the diagnostics power cable lines are considered in the article. Also are presented applicable overseas methods of the diagnostics power cable line by voltage up to 35 kV: measurements and localizations of partial category cable lines; the measurements and analysis of the revocable voltage in insulating the cable; the measurements of the current to relaxations in insulating the stitched polyethylene of the cables; the measurements of dielectric features insulating cables; pulse of reflect meter for fault localizations (low impedance) in power cable lines; checking the wholeness of the power cables shell and determination of faulty places in sheath. It is offered for power cables of the different design and insulation by voltage 6-35 kV as the most economical sparing method of the test by variable voltage over low frequencies 0,1 Hz and equipment's in composition of mobile laboratories.

KEYWORDS: *Diagnostics, Non-Destructive Method, Cable Line, Reliability, Undertaking Repair, Change the Cable, Expired Resource, Insulation, Partial Category.*

INTRODUCTION

In the developed countries of the world, a non-destructive method of diagnostics of power cable lines (CL) is widely used, which provides for improving the reliability of power supply by reducing emergency outages and eliminating the costs of conducting unreasonable repairs of CL. Non-destructive diagnostic methods allow to obtain data on the insulation condition of CL, rationally and reasonably plan the timing of repairs of CL, as well as the replacement of cables with expired insulation resource. Thus, at present, extensive studies of non-destructive diagnostic methods are being carried out under operating conditions in Germany, France, USA, Japan, and other countries of the world. Based on the use of modern technologies, progressive systems, arrangements and devices for non-destructive diagnostics of power CLs embedded in mobile electrical laboratories have been created.

The following non-destructive diagnostic methods for power CLs up to 35 kV are also widely used abroad:

- 1) Measurement and localization of partial discharges (Partial Discharge) CL;
- 2) Measurement and analysis of the return voltage in the cable insulation;
- 3) Measurement of relaxation current in the insulation of stitched polyethylene (SPE) cables;
- 4) Measurements of dielectric characteristics of cable insulation;
- 5) Pulsed reflect meters for the localization of damage (low impedance) in power CL;
- 6) Monitoring the integrity of the sheath of power cables and identifying fault locations in the sheaths.

Main part

At present, the service life of cable lines that have worked in distribution networks is 40 years or more. The reason for their replacement is unacceptably high rates of specific damage (the number of failures per 100 km of lines per year), especially cables in aluminum shells due to their low corrosion resistance. In this regard, the transition to new types of high-voltage power cables is part of the program of technical re-equipment of many cable enterprises, taking into account the existing investment opportunities of Uzbek enterprises. It should also be noted that in the next 5–10 years, cables with Impregnated Paper Insulation (IPI) will be almost completely replaced with cables with SPE insulation (Fig. 1).

Cable enterprises producing high-voltage power cables are focused on the following areas: the use of new technological equipment, taking into account the latest achievements of global manufacturers in this field; manufacture of sealed cable structures (Fig. 2) using the latest generation of insulating and electrically conductive compositions, designed for high service life; cable production in accordance with the requirements of IEC and CENELEC standards with confirmation of cable reliability in two-year tests in a humid environment (water).

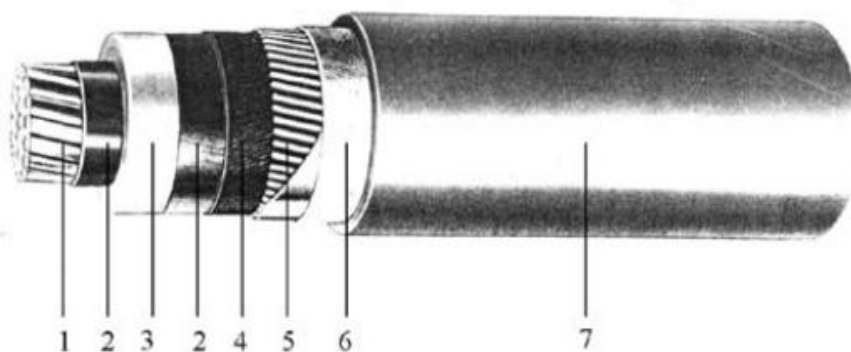


Fig. 1. The design of the cable brand (cable with isolation from stitched polyethylene sheath in longitudinal the sealing) $1 \times 240/35 \text{ mm}^2$ - 10 kV:

1 - Aluminum conductive core with a cross section of $1 \times 240 \text{ mm}^2$; 2 - electrically conductive extruded screens; 3 - insulation made of cross-linked polyethylene with a thickness of 3.4 mm;

4 - Electrically conductive water-swell able tapes; 5 - screen made of copper wires with a cross section of 35 mm^2 (screen section according to the conditions of short circuit currents); 6 - separation winding with alum polymer tape; 7 - outer sheath of polyethylene.

The above methods are intended for testing and diagnostics of cables with polyethylene insulation and are used mainly in distribution cable networks of foreign countries. Power cables with impregnated paper insulation in the CIS countries and in our country remain the main type of cables in electrical networks with voltage up to 35 kV, which are mainly operated to the limit of their condition. The most effective methods of non-destructive diagnostics used for such cable lines can be the method of measuring and locating partial discharges in CL, as well as the analysis of the return voltage in cable insulation.

Defects in isolation have a beneficial effect on the acceleration of aging of insulation, because are the main reason for the formation of water and / or electrical treeing, reducing the electrical strength of cables and the reliability of CL (the actual resource is only 8–15 years instead of the required 30–40). At the same time, channels of incomplete breakdown are formed, in which the developing PD are growing very intensively and for some time they isolate the system (Table 1).

Actual life of high-voltage power cables

TABLE 1

№	Nominal voltage, kV	Pressure	Conductor section, mm^2	Maximum working Tension electric field, kV / mm	The greatest operation by Condition for 2016, years
1	2	3	4	5	6
1	110	Low Pressure	15-625	0,6-8,5	13
2	110	High Pressure	270-500	7,5-8,0	12
3	150	Low Pressure	350-625	10,0	9
4	220	Low Pressure	350-625	8,5-9,5	11
5	220	High Pressure	550-1200	9,5	10
6	380	High Pressure	550	11,5	7
7	380	High Pressure	550	13,0	6

The method of measurement and location of partial discharges in the cable are shown in the table. The experience of operating CLs with a voltage of 6-35 kV, it was found that the main reasons for the decrease in dielectric strength of insulation are the effects of PD and high temperatures. To assess the insulation status of all types of cables using partial discharge characteristics, the PD measurement method is implemented with oscillating damping voltage, which allows determining the magnitude and location of the partial discharge, their number in local CL areas, occurrence and damping voltage, t_{gb} value. According to these parameters, a reasonable conclusion about the technical condition and problem areas of diagnosed PD can be issued. System diagnostics are performed on a cable line that is disconnected from both sides. Localization of PD in CL is carried out using the method of reflectometers, according to the results of the registration of two pulses from the same pulse reflected from the end of the CL. The processed and counted pulses are represented on the map of defective areas of the CL for all three phases and for each phase of the CL separately. The limit values of the PD levels in each country may differ slightly from each other and are expressed in terms of pc. To assess the insulation status of all types of cables with voltage up to 35 kV, the method of monitoring the characteristics of the PD is the OWTS system (Oscillating Wave Test System) of the Seba KMT Company.

The OWTS system consists of a high-voltage unit, a signal processing unit, and a laptop with an adapter for wireless communication with a high-voltage unit, including a DC voltage source and a resonant coil with an integrated switch for generating an alternating test voltage (Fig. 2). The management of the system, storage, analysis and evaluation of the results of measuring the characteristics of PD are performed using a laptop using special software. The most common systems are OWTS 25, OWTS M 29, OWTS M 60 with an output voltage of 25, 28 and 60 kV, respectively. The OWTS system, which is disconnected from both sides of the CL line, is being diagnosed. Before the diagnostics, the system is calibrated to clarify the length of the line and determine the expected amplitude of the CR, and then each of the three phases is charged with a constant voltage of a set value (less than the amplitude of the line voltage CL). After charging, the CL phase is connected via a resonant coil to a grounded cable shield with an electronic switch. When the cable is discharged, damped sinusoidal oscillations occur. The wave initiates a CR in CL isolation, which is fixed and stored in the memory of the OWTS computer for processing and determining the amplitude and location of the PD along the length of the CL. Localization of damage sites of CR in CL is carried out using the method of reflectometers according to the results of registration of two pulses from the same PD-primary pulse reflected from the end of the CL. When using the OWTS system, the difficult stage of diagnostics is to evaluate the results of the process of determining and formulating a conclusion on the results of measuring and localizing PD. It should be noted that 1000 pc was adopted as the limit value of the PD level in the FRG, in Italy - 1200 pc. In the CIS countries, the limiting state of the Czech Republic exceeds 5000-10000 pc, the technical condition is estimated by the worst of the three parameters — the maximum value of the partial discharge, the voltage of occurrence of the partial discharge and the average number of partial discharges in a local place during one measurement cycle [2-5]. So, for example, on CL 6 kV with impregnated paper insulation in Russia, the period of re-diagnosis or repair with PD values up to 1200 pc for 5 years, up to 7500 pc for one year, 15000 pc for a year, followed by diagnostics, over 15,000 pc is not subject to operation.

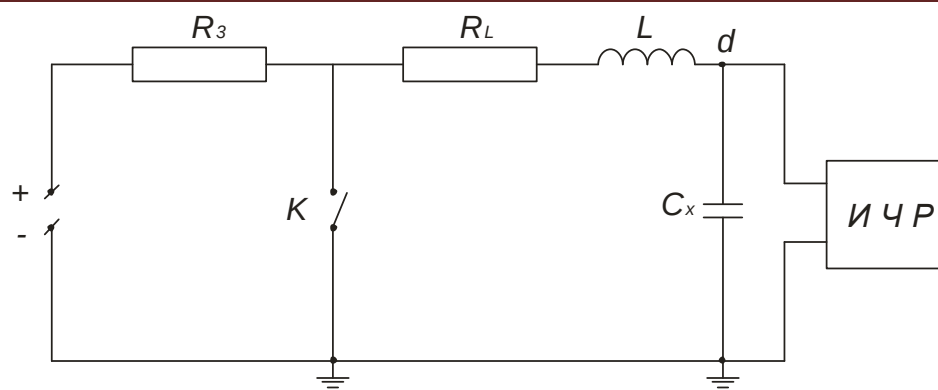


Fig. 2. Diagram of measuring partial discharges in CL:

P_3 - charging resistance; R_L - resistance of the inductor; L - windings of inductor; K - high voltage switch; PDM - partial discharge meter; c_x - cable capacity.

In CIS countries, the application of the limit values of the criteria of European countries seems impractical, since it is characterized by the operation of power cable lines to their limit state. The level of the PD at the same time on the CL can reach 15,000 - 40000 pc. In such cases, the evaluation of the technical condition of a CL may consist of several diagnostic parameters, for example, up to 1000 pc should be diagnosed after 5 years, 2500 pc - after two years, 10,000 pc - after 1 year, and above 15000 - 20000 pc - can be repaired during of the year.

At 2000 enterprises of electric networks of the Russian Federation, a wide experience of using the OWTS system diagnostic method is available at limited liability company "Test" with a voltage of 6–35 kV. From the surveyed more than 65% CL, a conclusion was made about the unsatisfactory state of isolation [1-3]. Problem areas in CL are predominantly noted in the coupling and end sleeves. According to the results of cable lines diagnostics using the OWTS system in the Russian Federation, standard indicators were developed for assessing the technical condition of power CLs operating in Russia with different types of insulation (BMPI, SPE, PVC). Diagnosis of the technical condition of the CL is performed by the worst of three parameters: the maximum value of the PD in a local location; voltage of occurrence of the Czech Republic (on the amplitude value); the average number of PD in a local place for one measurement cycle.

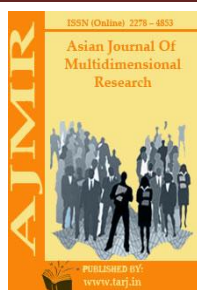
Nowadays, the test of high voltage ultra-low frequency (0.1 Hz) is the most common and most enterprises use it not only for testing the insulation of cables made of cross-linked polyethylene, but also for conventional paper-oil-insulated cables. Due to the lack of standards for testing SPE cable with insulation, each power station enterprise on the basis of accumulated experience selects the value of the test voltage and the duration of the test.

CONCLUSIONS:

For power cables of various designs and insulation with voltage of 6-35 kV, the most efficient and cost-effective one should use the gentle test method with alternating voltage of ultralow frequency of 0.1 Hz and equipment available in mobile laboratories.

REFERENCES

1. Zita Pápay, Ákos Török. Evaluation of the efficiency of consolidants on Hungarian porous limestone by non-destructive test methods. Central European Geology, Vol. 50/4, pp. 299–312 (2007).
2. Schieweck, A., Salthammer, T. (2006): Schadstoffe in Museen, Bibliotheken und Archiven, Fraunhofer, Braunschweig, 173 S.
3. Richard J. Campbell Specialist in Energy Policy. Increasing the Efficiency of Existing CoalFired Power Plants. December 20, years 2013.
4. M.Miskiewicz, J.Lachowicz, P.Tysiac, P.Jaskula and K.Wilde.The application of non-destructive methods in the diagnostics of the approach pavement at the bridges.



DOI NUMBER: **10.5958/2278-4853.2019.00170.8**

IMPROVEMENT OF HOUSEHOLD FOUNDATIONMANAGEMENT IN CONCEPTUAL USAGE OF COST BENEFIT MANUFACTURING PERSPECTIVES

R.I. Nurimbetov*; O.Sh Mamanazarov; S.N. Normuradov*****

*Professor,

Architecture and Civil Engineering Institute Tashkent
UZBEKISTAN

Email id: r.i.nurimbetov@bk.ru

**PhD

Architecture and Civil Engineering Institute Tashkent
UZBEKISTAN

ABSTRACT

This article provides suggestions and recommendations on the management of housing and communal services in the Republic of Uzbekistan, current situation in this sector requires modern concept of economic development to improve of housing management. In the beginning of the article we learned some theories about household principles. Furthermore, we analyzed how modern management system should be applicable for this sector with the various approaches. We used secondary data for statistical analyses. Current status of the household foundation management clearly presented in accordance with the decree of the head of the state of Uzbekistan. However, efficiency in management cannot be achieved by simply introducing new equipment and techniques into practice. In accordance with our research, the introduction of the effective use of modern management methods and technologies is of paramount importance of the relevant topic.

KEYWORDS: *Lean Production, Lean Technologies, Process Optimization, Innovation, Innovation Approach, Customer Satisfaction, Service Quality Management Of A Housing Fund.*

1. INTRODUCTION

The innovation process and innovative activity in modern economic development is one of the key factors determining the development of the national economy of any country and determining the competitiveness of the global market. At the present time, economic growth and development will be provided wherever a good business venture, network, region, or best implementation of innovative management of the country.

However, recent practice shows that the development of enterprises, sectors, regions and the entire national economy is largely associated with technical and technological innovation, with insufficient attention to develop innovations in this field. However, efficiency in management cannot be achieved by simply introducing new equipment and techniques into practice. In accordance with our research, the introduction of the effective use of modern management methods and technologies is of paramount importance of the relevant topic.

As for the F. Taylor, the founder of science management - class of management: "It is always better to have a good job with old equipment.

Updating and development of any activity takes place primarily through the improvement of its implementation. Therefore, there is a need to introduce innovative conceptual approaches to improving the management system that identifies the innovative strategy of any activity. One of the modern ways of improving efficiency and improving its performance is the introduction of the Lean Production concept. Many successful companies on the global market demonstrate their success and effectiveness with this approach [1].

In recent years, despite the fact that the leading foreign companies have been widely used and widely used in the country, this type of government is not applicable in country, and many companies and organizations are generally unaware of it.

2. ANALYSIS OF TOPIC MATERIAL

The concept of Lean Production is based on the principles of management of the Toyota, which is to eliminate all types of loss is to maximize simplification of the main idea and eliminate losses. The term Lean Production was first published in 1988 by John Kraftsik's article titled Lean Production (Triumph), based on his research on the Massachusetts Institute of Technology. He is based on his work experience as a quality engineer at Toyota's Seat of California [2].

The economical production method is an innovative approach that demonstrates quality management that focuses on optimizing production processes, reducing costs, improving product quality, satisfying consumer preferences.

It is necessary to understand the essence and importance of the following principles of this system for the introduction of economically sound production:

- Identify the creator of the value of the product from the ultimate consumer point of view (know exactly what the consumer needs);
- Identify all the necessary actions in the chain of production and loss-making (consistent interpretation of the whole process from receipt of the order to delivery to the final consumer);
- Restructuring the behavior of the production chain to show that they have a flow of work (no expectations, no breaks or other losses);
- Actions that are necessary for the ultimate consumer (make the final consumer only);

- Achieving perfection through continuous reduction of unnecessary actions (continuous improvement through loss and elimination of losses).

It is noteworthy that in any organization there may be large losses that can lead to a reduction in productivity and no benefits to the ultimate consumer.

Generally speaking, "Convenient Production" implies the involvement of all staff in the business process optimization and maximum market orientation.

One of the most popular tools for modern economics is the 5S, Andon, Kaizen, Muda, PDCA and others.

Sometimes it uses the name "JIT" (Just-in-Time, "Net-On-Time") and "Recorded" on behalf of one of the elements of the system to fully understand the concept [3].

For example, the great American scientist U. Shuxart (1891-1967) first developed the PDCA (Concept of Planning, Do, Act and Check, 1939, in the monograph titled "Statistical Methods of Quality Management"). The effective use of the PDCA concept in various fields, in turn, has significantly increased the effectiveness of these sectors.

Another prominent American scientist - consultant on quality management theory, E. Deming (1900 - 1993) actively promoted Shuxart's cycle and subsequently modified the PDCA cycle to PDSA ("study") and made an important contribution to the creation of the Kaizen system in Japan in the 50's of the last century.

Kaizen is a Japanese philosophy or practice that focuses on continuous improvement of production processes, development, auxiliary business processes and governance, as well as all aspects of life, as it is translated from Japanese as "continuous improvement" or "good" [4]. In general, the purpose of the recording is the loss of production.

A.Abolina, E.Byakov, B.Gongolo, E.Dobrovets, A.Dronova, G.Ivanova, L.Konyukhova, A.Kruglikova, A.Kh., O.Lavruxina, N.Maksimov, L.Chernyshov and others. Theoretical and practical aspects of housing and communal services in Uzbekistan: V. Yodgarov, D.Butunov, I.Davletov, T. Khasanov and others had been studied. However, no research has been undertaken in our country to introduce a cost-effective production into the communal housing sector.

3. RESEARCH METHODOLOGY

In this paper work it has been used scientific computational, abstract-logical thinking, comparative and systematic analysis, analysis and synthesis, systematic approach, induction and deduction methods.

4. RESULTS

It is well known that the national economy of Uzbekistan is represented by more than 100 different branches of the material and production sectors, branches and sub-sectors. One of such areas is housing and communal services. In the scientific language, housing and communal services are a type of community-based facility that offers a wide range of community services such as housing, water supply, and overhaul services for residential buildings, for example, homes and others. a complex of engineering infrastructures that provide functioning [5].

This sector plays an important role in the socio-economic development of the republic, as the further development of the economy of the country is closely connected with the increase in the living standards of the population and, consequently, the development of the housing and utilities

sector and the living conditions of the population. This sector will serve to meet the needs of the population for housing and communal services, as well as industrial enterprises' needs for production.

Creation of required conditions for the well-being of the population and their ultimate goal of the reforms in our country. In this regard, effective functioning of the housing and communal services sector has a positive impact on the improvement of the living standards of the population. Particularly, the effective implementation of modern management mechanisms in the practice of advanced management and regulation of the sector. It should be noted that consistent efforts are being made in the country to rationalize the existing opportunities for the formation of a modern public utility market.

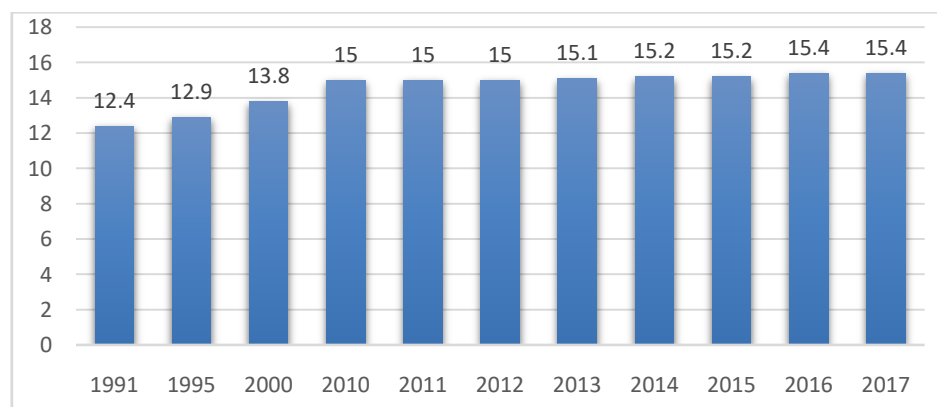
But the quality of the work done in the field is not fully responding to today's requirements. It is worth noting that despite the tendency of constant increase in public utility bills, the quality of services rendered by public utility services, as well as the use of resource-saving and energy-efficient technologies are not at the critical level.

The use of innovative approaches and approaches to raising the level of scientific management of resources is now of major importance [6]. It is not accidental that household housing is one of the most important sources of labor productivity. Resource management is an efficient utilization of electricity, heat, gas, housing and communal services, and so on, taking into account social needs from an innovative point of view.

Based on the above-mentioned, today, the focus should be on innovative development to improve the housing and communal services market. The current status of the innovative management activity and the problems therein provide an objective picture of the realities of housing and communal services reform.

In recent decades, despite the high population growth rates in Uzbekistan (over the years of independence, an increase of over 9.4 million), there has been a steady increase in the population's housing. Today, more than 4,000 private owners of home-based homeowners provide services to more than 32.4 thousand home-based houses. The scale of construction and reconstruction of housing, primarily mortgage, is expanding.

Spite of the steady growth of the population in the past period, the level of housing affordability per person per capita was 12.4 square meters in 1991, and by 2017 it reached to 15.4 square meters has grown to 2-fold [14] (Figure 1).



Picture 1. Settlement of the population for 1991-2017 (1-dwelling space m2)

In 2009-2016 81493 thous. sq m of housing were commissioned in Uzbekistan, of which 59025 thous.sq.m in rural areas and 22468 thous.sq.m in urban areas. From 2009 to 2015, the volume of commissioning of residential buildings has a stable positive dynamics and increased to 1.6, but in 2016 the growth dynamics in this area has decreased compared to the previous year.

**(TABLE 1) DYNAMICS OF HOUSING CONSTRUCTION IN UZBEKISTAN
(THOUSAND SQ. M)**

	2009	2010	2011	2012	2013	2014	2015	2016
Total countrywide	7700	8900	9200	10400	10700	11300	12000	11293
City	2600	2200	2300	2700	2700	3000	3500	3468
The village	5100	6700	6900	7700	8000	8300	8500	7825

Note: all indicators are given in aggregated form.

If the total share of the city in the commissioning of housing was 33.7% in 2009, this figure was 30.7% in 2016. Thus, the share of the total number of residential buildings put into use in urban areas fell by 3 percentage points in the previous period. The main reason for this is that in recent years, typical rural housing is relatively more urban than in urban areas.

At the same time, based on the analysis of the current state of the housing and communal services sector of the republic, it should be urgently addressed, emphasizing the existence of positive problems, along with positive changes, as mentioned above.

The decline in the housing sector has now become one of the most pressing problems facing the state. This is largely due to the depreciation of housing stock, the formation of tariffs for services, disruptions of management companies' obligations to the population, timely current and capital repairs, and removal of homes from emergency situations [7].

For example, local executive bodies do not adequately co-ordinate the activities of private homeowner associations and housing and communal services. The lack of a comprehensive approach to the management and utilization of multi-family housing prevents the population from further improving the quality and guaranteed public utility services and leads to a justifiable objection by homeowners [8].

In Uzbekistan there is no effective system for controlling adequate housing in multi-apartment houses; in many cases, the technical exploitation of the housing fund and the safe living conditions of the population are allowed. The regulations and terms of repair and maintenance of buildings and structures are not respected; work on demolition of old houses is not carried out, the condition of adjacent multi-apartment houses does not fully comply with sanitary norms, rules and hygiene standards. The population is not sufficiently provided with quality drinking water and centralized heat supply.

Moreover, in spite of the consistent efforts to create a modern public utility market in our country in recent years, analysis has shown that a number of laws passed in the past period have not fully funded the legal framework for the development of the sector.

In recent reforms of today's changing period requires further improvement and development of housing and public utility services can be seen as a main tool for the development of the household managerial perspectives of the country. Decree of the President of the Republic of Uzbekistan of April 18, 2017 "On Measures for Further Improvement of Housing and Public Utilities Management System" is aimed at cardinal improvement of the work carried out in the sphere.

According to the decree, the Ministry of housing and communal services of the Republic of Uzbekistan and the Ministry of housing and communal services of the Republic of Karakalpakstan, housing and communal services departments of the regions and Tashkent city housing and communal services headquarters and their districts (cities) and its departments were established.

Also, this Decree envisages radical improvement of coverage of the population of the republic with quality housing and communal services, further improvement of the system of housing use based on the formation of a uniform technological chain of cooperation between all organizations in the sphere of housing and communal services, compliance with the requirements of storing multi-apartment houses it is planned to implement a number of priority tasks in order to create an effective system of technical supervision [9].

One of the objectives is to develop proposals on the improvement of the regulatory and legal framework for housing and communal services, to develop and introduce modern forms and methods of housing and communal services, taking into account the best practices of developed models of foreign countries.

For instance, the issue of introducing a cost-effective production approach to the municipal sector, particularly housing and communal services, is relevant both in foreign and in Russian practice [10]. For the proper adaptation of the cost-effective housing utility, it is important to allocate the following aspects of the process in this area of service:

The importance of information and the fact that the information is complete, clear and reliable; Significant variety of functions; multilayer transmission lines; hidden income and expense resulting from effective services; lack of clear motivation to accelerate the provision of services [11].

According to our estimation, the costs from 30% to 50% in service providers are the costs of meeting customer desires or the low rates of processing [12].

Current analysis shows that problems accumulated in the housing and utility sector of the republic can be counted as follows:

- Incomplete functioning of the system of private housing utility companies, housing fund management and market based wholesale market principles;
- Advantages of administrative methods in economic management in the field;
- High cost of business, a high level of energy and resources loss during production and service delivery;
- Lack of transparency in the formation of tariffs;
- Lack of awareness of the public about expenditure;
- Low investment attractiveness of industry organizations; - an increase in the population's debt burden on communal payments (hot water, cold water, utility bills, electricity, gas, etc.);
- High proportion of people who do not pay utility bills at a timely payment of utility bills;
- High level of depletion (physical and spiritual) of utility infrastructure and fixed assets in general;

- High level of self-governing and self-management of members of private housing and communal associations via lack of knowledge and skills in market conditions;
- Avoiding the full payment of utility services (unauthorized access to resources without setting up counter-points) and preserving the nervousness among the population.

The elimination of these issues above requires a comprehensive approach. For this purpose it is necessary to improve the system of management and regulation of housing fund on the basis of public and private partnership, as the transition of housing and communal services to market relations. General direction of reforming the sector and gradual refinement of budget financing is important to establish effective cooperation between the state, local self-government bodies, business community and community based communities of the country.

Domestic public utility management controls the state and domestic production system of consumer safety, reliability and compliance with technical and sanitary requirements [13].

One of the most important areas of housing and communal services is household. Housing fund - housing, including housing, apartments, residential houses, private houses (dormitories, temporary housing, invalids, veterans, boarding schools for single elderly people, as well as children's homes and other special-purpose houses). Non-residential premises that are designed to meet the needs of households, households and other non-residential households are not included in the housing stock.

Housing fund management includes the maintenance of housing stock, engineering equipment, proper maintenance, servicing and repair of land parcels with elements of adjacent elements, and other activities aimed at creating the necessary conditions for the residence of citizens.

In the Republic of Uzbekistan, there are various forms of management of the state housing fund, management of a private housing fund, managing a multi-apartment house, managing a multi-apartment house with partnerships, and unmanaged multi-apartment houses, features [14].

Improvement of the living conditions depends largely on the increase of the efficiency of the housing stock utilization, improvement of the quality of communal resources supply, the creation of new modern resource and energy saving equipment, and the results of the introduction of new achievements. Increasing the efficiency of housing asset management or improving the living standards of the population depends on the private property of the real estate owners,

- Overhaul of high-density housing units;
- Reducing the cost of housing utilization;
- Establishment of mutually beneficial relations of all organizations in the sphere of housing and communal services;
- Improving the skills of employees of housing and communal services.

5. CONCLUSIONS AND SUGGESTIONS

Taking into account this research shows that economical production is based primarily on the ability of all employees to demonstrate their creative potential in household business sector. In contrast to other management technologies aimed at strict regulation in the organization, this approach will help to involve all levels of staff in the process of optimization.

However, despite the many achievements in implementing cost-effective production still a complexity in implementing these methods in management activity and the philosophy of economical production must be primarily a corporate culture and thinking. When it comes to managing the minds of employees from narrow technological tasks, they can redirect their understanding of economic and financial relationships, and this method of management will be focused on working efficiently in the long term.

In our opinion, adoption of a cost-effective production concept to improve the housing management system following can be achieved:

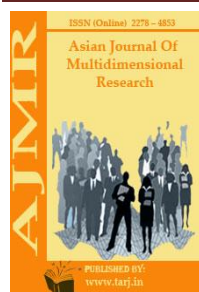
- Formation of the culture and skills of effective and rational use of resources (human, material, financial and time) in the mind of all employees in the field;
- improving the institutional perfect organizational and legal framework conforming to the functioning of private homeowner associations and the market needs of the housing stock.
- maximally simplify the organization of housing and communal services, and overcome the excess costs, as well as provide more service for less time;
- Formation of a systematic approach involving quality control of public service delivery in the area of housing and communal services;
- ensuring the development of innovative methods in the field by introducing modern innovation and information technologies in the service sector and creating the maximum possible consumption value for investors;
- increasing the efficiency of the housing management system based on the formation of a harmonized technological chain of cooperation between all public utility organizations;
- Establishing a cost-effective production (service) system based on the principle of "minimal expenditure on a specific basis" in the repairs of the housing.

Thus, based on the abovementioned opinions, the successful introduction of the concept of economical production, effectively utilized in the sector of the advanced foreign countries, and the successful introduction of the public utility services of the republic. Management of the housing stock system is an important contribution to the increase cost effectiveness and quality services in this sector.

REFERENCE

- [1] Institut kompleksnyx strategicheskix issledovaniy (IKSI) // Website Института комплексных стратегических исследований (IKSI): URL: <http://www.icss.ac.ru>
- [2] Zarubin, V.N., Astakhov, S.V. *InnovativemethodologyupgradingproektamivstroitelstveLearn and BIMtechnology*: учебно-методическое пособие / В.Н.Зарубин, С.В. Astakhov.-М.: Izd-voRAGS, 2001.-100s.
- [3] KirillovaD. I. *Проблемы в сфере жилищно-коммунального хозяйства и пути их решения* // Молодой ученый. - 2014. - №14. - S. 162
- [4] Imai M. *Recorded Gemba: Put k snijeniyu zatrat i povysheniyu kachestva*. M: *Alpina Business Buks*, 2014.
- [5] Abdullina, A. R. *Джилишно-коммунальное хозяйство в России* // Молодой ученый [site] URL: <http://www.moluch.ru/conf/econ/archive/12/1433/>

- [6] Luttseva V.A. Применение принципов бережливого производства в государственных учреждениях // *Методы менеджмента качества*. - 2006.
- [7] Kirillova D. I. *Проблемы в сфере жилищно-коммунального хозяйства и пути их решения* // Молодой ученый. - 2014. - №14. - С. 162
- [8] [http://dia.uz/uz/yenglish/uzbekistan/2017/04/19/uz-jommunal-hizmat-corporation-the Ministry](http://dia.uz/uz/yenglish/uzbekistan/2017/04/19/uz-jommunal-hizmat-corporation-the-Ministry).
- [9] To declare invalid the Decree of the President of the Republic of Uzbekistan "About measures for further enhancement of management of housing and communal services" No. UP-5017. April 18, 2017
- [10] URL <https://moluch.ru/archive/73/12461/> (data as of 17.08.2018).
- [11] Kuznetsov A. Berezhlivoe myshlenie // Cradle. ru. - 2009. - # 8 - URL [http // / www.Kadrovik.ru/modules.php?op=modload](http://www.Kadrovik.ru/modules.php?op=modload)
- [12] Nurimbetov R.I., Davletov I.Kh., TASHasanov Improvement of housing construction in Uzbekistan // *Architecture. Construction. Design of scientifically-practical journal*. 2018, p 122.
- [13] Vumek D.P. Berezhlivoe proizvodstvo: kak isbavitsya at poter i dobitya prossvetaniya vashey kompanii / James P. Vumek, Daniel T. Jons; per s angl. [S. Turko]. - M.: Alpina Business Buks, 2004. - 471 p.
- [14] Tsarenko A.S. «Berezhlivoe gosudarstvo»: perspectiva primenia berezhlivyx texnologiya v gosudarstvennom upravlenii v Rossii i za rubejom // Государственное управление. - Electron vestnik. - No. 45 - 2014. - С. 74-109



DOI NUMBER: **10.5958/2278-4853.2019.00171.X**

DIVERSIFIED PORTFOLIO: EVIDENCE FROM LISTED SECURITIES OF BOMBAY STOCK EXCHANGE (BSE) IN INDIA

Dr. Vivek Chawla* ; Dr. Meenakshi**

*Associate Professor,
Department of Commerce,
Institute of Integrated and honours Studies,
Kurukshetra University, Kurukshetra, INDIA
Email id: vivekchawlauck@gmail.com

**Assistant Professor,
Department of Commerce,
Guru Nanak Khalsa College, Karnal, INDIA
Email id: arya.meenakshi12@gmail.com

ABSTRACT

This paper studies the effect of diversification with the help of analyzing the Markowitz model. It highlights that how many securities should include in a well diversified portfolio. Keeping in view of present study, the main data used in the study is secondary in nature. The present study is for eleven years starting from 1 January, 2008 to 31 December, 2018. The sample size includes a total number of 225 securities and population consists of all securities listed on BSE-500. The study used daily adjusted closing prices of listed 225 securities of BSE-500. The BSE Sensex is taken as the market proxy. The results of the present study suggested that a well diversified portfolio should include 10-15 securities. The results of the study are consistent with the previous studies such as Evan and Archer (1968) and Irala and Patil (2007). In addition the results may be very useful for investors, academicians etc.

KEYWORDS: *Bombay Stock Exchange, Diversification, Investors, Portfolio*

INTRODUCTION

A well-designed portfolio will combine investment assets that have different attributes. The core idea here is expressed in the classic advice “Don’t put all your eggs in one basket.” If you drop the basket, you’re toast. (Technically you would be egged, but you get the point). By diversifying across various unrelated investment assets, your portfolio should be less susceptible to large losses. And if we can avoid or minimize large losses, our overall investment experience should be better (Israelsen 2010, p. 63). It is not surprising that this problem has received a great deal of attention. It has major implications for the structure and very existence of financial intermediaries, as well as for the behavior of all investors (Elton and Gruber, 1977). Diversification is one of the important concepts of finance. Simply it says, Diversification is the technique of reducing risk. Moreover, to determine the exact size of a well diversified portfolio is the core of the field of finance. There have been so many securities available for investors for investing and due to the uncertainty most of the securities are risky. A portfolio selection is a big problem and diversified portfolio how it makes, also a doubtful issue. Much of the early literature on diversification effect in the capital market showed that there is a significant effect of diversification. The study given by Statman (1987) concluded that a well diversified portfolio must include 30 securities. Surprisingly, the study of Gupta and Khoon (2001) concluded that a well diversified portfolio must include up to 27 securities and Evan and Archer (1968) concluded that a well diversified portfolio must include 10 stocks. However, a well diversified portfolio concept is found controversial issue in different markets.

Theoretical Perspective of Markowitz Model

Markowitz pioneered in developing a well defined theoretical structure for portfolio analysis that can be summarized as follows. First, the two relevant characteristics of a portfolio are its expected return and some measure of the dispersion of possible returns around the expected return, the variance being analytically the most tractable. Second, rational investors will choose to hold efficient portfolios, which are those that maximize expected returns for a given degree of risk or, alternatively and equivalently, minimize risk for a given expected return. Third, it is theoretically possible to identify efficient portfolios by the proper analysis of information for each security on expected return, the variance in that return, and the co-variance of return for each security and that for every other security (Farrell, 1976).

In the 2008, Hiriyappa in his book ‘investment management’ explained the diversification concept as “A portfolio that is invested in multiple statements whose returns are uncorrelated will have an expected simple return which is weighted average of the individual instruments returns. Its volatility will be less than the weighted average of the individual instruments volatilities. This is diversification”.

The present paper formulate a well diversified portfolio selection problem, so as to find out how many securities will sufficient for a well diversified portfolio. In the context, the main objective of the present paper is to study that how many securities are enough for a well diversified portfolio. The paper also highlighted that whether the results of the present study are consistent with the results of past studies or not.

REVIEW OF LITERATURE

The two articles which were authored by Markowitz and Roy published in 1952 about the behavioural basis. There is no depth of literature on the issue of diversification effect. The

review of literature shows that there are some studies on diversification effect. But most of the studies showed different results. In the Indian context, very few studies have explained the concept of a well diversified portfolio. Therefore, this present research work has attempted to study a well diversified portfolio concept. A brief review in the context of diversification effect is presented as follows:

Evans and Archer (1968) estimated the relationship between diversification and the level of variations of portfolio returns. The study used 470 of the securities listed on Standard and Poor's Index. The results of the study suggested that a somewhat stable and predictable relationship existed between the number of securities included in a portfolio and portfolio dispersion. The study also explained that for the purpose of concluding portfolio according to their methodology, there is a need to perform on marginal analysis.

Wagner and Lau (1971) conducted a study on the effect of diversification on risk and in their study showed that the rate of return on well diversified low risk portfolios was significantly lower than the return on well diversified higher risk portfolios. The study suggested that the investment performance can often be improved by expanding the list of qualified securities to include higher return, higher risk stocks, while offsetting the increase in market risk through more effective diversification.

Elton and Gruber (1977) presented the formula for determining the effect of diversification on risk and showed that estimating expected variance and total risk seems to be very good but much cruder in estimating variance in variance. **Statman (1987)** conducted a study on how many stocks make a diversified portfolio. The study showed that for borrowing investors, a well diversified portfolio must include 30 stocks and for lending investors there must be at least 40 stocks. The conclusion of this study was that the extensively accepted idea that the benefits of diversification are practically exhausted when the number of stocks reaches 10 to 15.

Another study conducted by **Woerheide and Persson (1993)** on an index of portfolio diversification and also explained that a recurring question in the literature concerning diversification is what is the minimum number of securities required to achieve adequate diversification. The problem is that studies on this topic assume equally distributed holdings. The study examined the relationship between the standard deviation of returns of randomly selected portfolios and the respective indices of diversification. It measured the quality of each index by the closeness of the fit (in regression terms) between portfolio risk (i.e., the standard deviation of returns) and the index number. It recommended that the complement of the Herfindahl index as the measure of diversification for unevenly distributed portfolios based on its simplicity and wide-spread usage. The study concluded that the index values of less than 0.85 implied that a portfolio was probably not adequately diversified. Portfolios with index values greater than 0.91 were probably adequately diversified. It also indicated that the index could be used to define an evenly distributed portfolio equivalency.

A study of diversification in the Johannesburg Stock Exchange by **Neu-Ner and Firer (1997)** questioned how many randomly selected Johannesburg Stock Exchange (JSE)'s shares are required to achieve a well diversified portfolio. The population studied included all securities listed on the main board of the Johannesburg Stock Exchange (JSE) during the period June 1993 to June 1996. The study concurred with the study of Statman (1987)'s findings that a well-diversified portfolio of randomly chosen shares on the Johannesburg Stock Exchange (JSE)

must include at least 30 shares. It also concluded that significant benefits of diversification could be achieved by holding smaller portfolio.

Another study conducted by **Gupta and Khoon (2001)** examined the relationship between the portfolio risk and the number of stocks in a portfolio in the period of September 1988 to June 1997 to determine the optimum size of portfolio of stocks. In the study a sample of 213 stocks traded on Kuala Lumpur Stock Exchange (KLSE) were used. The results of the study revealed that the diversification benefits are available up to the 27 securities.

Statman (2004) expressed that the benefits and costs of diversification under the rules of mean–variance portfolio theory are different from those under the rules of behavioral portfolio theory. The study concluded that the reduction of risk was not always a benefit in behavioral portfolio theory. It explained that the optimal number of individual stocks under the rules of behavioral portfolio theory was the number that balances the chance for uplift into riches against the chance of a descent into poverty. The rules of optimal diversification in behavioral portfolio theory were similar to the rules of suitability that govern brokers and financial advisors. Suitability regulations require brokers to make sure that an investor’s desire for upside potential did not breach the investor’s need for downside protection. It also suggested that the rules of diversification in behavioral portfolio theory were not as precise as the rules in mean–variance portfolio theory, they were clear enough. It expressed that investors, financial advisors, and companies sponsoring 401(k) plans must be careful to draw a line between upside potential and downside protection in such a way that dreams of riches did not plunge investors into poverty.

On the other hand, **Irala and Patil (2007)** also studied the concept of portfolio size and diversification by using a monthly data during the study period of January 1999 to January 2005. The study suggested that a very high degree of diversification was possible in India and also concluded that a portfolio size of 10-15 stocks was found to be appropriate as the reduction in risk was only marginal thereafter.

Goetzmann and Kumar (2008) examined the diversification choices of individual investors during a six-year period in the U.S. capital market history. The present study used a data from U.S. discount brokerage house and found that the sample was under-diversified.

Al Suqair and Al Ziyud (2011) examined the effect of diversification on Amman Stock Exchange during the study period of 2/12/2005 to 13/3/2010. In the study, for the purpose of testing the hypothesis, a sample of 100 companies was used. The results of the study revealed that diversification increase with a decrease rate.

On the other hand **Alekneviene et al. (2012)** in their study measured the effect of diversification on differently-weighted stocks during the study period of 2009 to 2010 on the basis of daily stock prices in the Lithuanian Stock Exchange. The research results showed that forming naive portfolios, the diversification effect was a little larger than forming differently-weighted portfolios by capitalization. The study reported that forming differently-weighted portfolios by capitalization from 22 stocks, 97 percent of diversifiable risk could be eliminated. The study showed that the main reason of both differences was due to the consistence of smaller number of stocks.

In a nutshell, on the basis of above mentioned studies, the present study concluded that there is a continuous need of undertaking the study on diversification effect. Based on these studies, the

present study made an attempt to investigate that how many securities make a well diversified portfolio.

Objective of the Study

The present study is carried out with the following objective:

- To study that how many securities make a well-diversified portfolio?

Data Base and Research Methodology

The present study is empirical in nature which aims to examine the diversification effect with the help of selected securities of BSE-500. Keeping in view of present study, the main data used in the study is secondary in nature. The present study is for eleven years starting from 1 January, 2008 to 31 December, 2018. The sample size includes a total number of 225 securities and population consists of all securities listed on BSE-500. The study used daily adjusted closing prices of listed 225 securities of BSE-500. The selection of securities varies on the basis of the listing in BSE-500, market capitalization, trading volume and the availability of data. This provides with a sample size of 225 securities. The securities were selected from different industry groups. The data for the selected securities were extracted from the various websites such as www.bseindia.com, www.yahoofinanceindia.com and the Centre for Monitoring of Indian Economy (CMIE) prowess database. The studies done in the past used monthly, weekly, quarterly, yearly data for the analysis of risk and return. But this study used daily data for the analysis as suggested by Barua, Raghunathan & Varma (1992) who favoured the daily data. Therefore daily prices data were used in the study. The BSE Sensex is taken as the market proxy.

Daily return: Daily returns on securities are calculated by applying the following formula: -

$$R_{it} = \ln \left[\frac{P_t}{P_{t-1}} \right] * 100$$

Where R_{it} is return on security i in time period t, P_t is securities price at the time t, P_{t-1} is securities price at the time period t-1

Market return: Market returns on securities are calculated by applying the following formula: -

$$X_{it} = \ln \left[\frac{I_t}{I_{t-1}} \right] * 100$$

X_{it} is the return on index, I_t is the closing value and I_{t-1} is the opening value

Portfolio return: Portfolio return has been calculated by using this formula:

$$R_p = \sum_{i=1}^N w_i (\alpha_i + \beta_i R_m)$$

Where R_p is the portfolio return and w_i is the weight give to security i.

Portfolio Variance: Portfolio variance has been calculated by using this formula:

$$\sigma_p^2 = \left[\sum_{i=1}^N (w_i \beta_i)^2 \sigma_m^2 \right] + \left[\sum_{i=1}^N w_i^2 e_i^2 \right]$$

Where σ_p^2 is variance of the portfolio, σ_m^2 is the expected variance of the index, $w_i^2 e_i^2$ is the weighted average of error term of each security in the portfolio.

Portfolio Beta: Portfolio beta has been calculated by using this formula:

$$\beta_P = \sum_{i=1}^N w_i \beta_i$$

Where β_P is the portfolio beta and β_i is the beta of individual securities.

Risk Reduction: Markowitz (1952) in their study explained that the variance of a portfolio of N assets is given by:

$$\sigma_p^2 = \sum_{i=1}^N w_i^2 \sigma_i^2 + \sum_{i=1}^N \sum_{\substack{j=1 \\ j \neq i}}^N w_i w_j \sigma_i \sigma_j \rho_{ij}$$

Where σ_p^2 = the portfolio variance
 ρ_{ij} = correlation between asset i and j
 σ_i^2 = variance of the asset i
 N = number of assets

In other case where σ_i equals the $\bar{\sigma}$ and ρ_{ij} equals the $\bar{\rho}$. After it the equation becomes:

$$\sigma_p^2 = \sum_{i=1}^N w_i^2 \bar{\sigma}^2 + \sum_{i=1}^N \sum_{\substack{j=1 \\ j \neq i}}^N w_i w_j \bar{\sigma}^2 \bar{\rho}$$

Here that be noted for any given w_i , the sum of all w_j for $j \neq i$

That will be equal to $(1 - w_i)$:

$$\sigma_p^2 = \bar{\sigma}^2 \bar{\rho} + \bar{\sigma}^2 (1 - \bar{\rho}) \sum_{i=1}^N w_i$$

In this equation assuming equal weights, after that the equation becomes to:

$$\sigma_p^2 = \bar{\sigma}^2 \bar{\rho} + \bar{\sigma}^2 (1 - \bar{\rho}) \frac{1}{N}$$

Results and Analysis

Results of Portfolio size and portfolio risk (Effect of diversification)

Table 1 presents the result of the diversification effect. Using data for 225 securities over the period of January 2008 to December 2018 showed that as more and more securities increase in the portfolio, the portfolio risk declines. In the current study to examine the diversification effect, securities are randomly selected assuming equally weighted portfolios. The results of the diversification effect have been measured by using the Markowitz model. Table 1 shows that as the number of securities in portfolio increases, the portfolios risk as measured by the standard deviation decreases, which indicates the existence of a negative relationship between portfolio size and portfolio risk. The risk of first randomly selected security came out to be 12.17 percent. After adding one more security, the risk fell to 10.15 percent. The overall risk reduces from 12.17 percent to 4.49 percent. It shows the reduction of 63.11 percent. It also concluded that portfolio diversification is applicable in Indian stock market. It is also very interesting to note that a well diversified portfolio should include 10 to 15 securities. The results are also supported the results of Evan and Archer (1968) and Irala and Patil (2007) but in contrast to the study of Gupta and Khoon (2001).

TABLE 1 RESULTS OF PORTFOLIO SIZE AND PORTFOLIO RISK (JANUARY 2008-DECEMBER 2018) (EFFECT OF DIVERSIFICATION WITH THE HELP OF DAILY DATA)

1	12.17	11.05	90.79
2	10.15	9.05	89.16
3	9.27	8.19	88.34
4	8.69	7.65	88.03
5	8.39	7.29	86.88
10	7.35	6.27	85.30
15	6.84	4.17	60.96
25	6.38	3.70	57.99
35	6.01	3.31	55.07
50	5.79	3.18	54.92
70	5.48	2.92	53.67
90	5.44	2.65	48.71
110	5.14	2.36	45.91
130	4.84	2.15	44.42
150	4.67	2.01	43.04
170	4.51	1.91	42.30
225	4.49	1.89	42.09

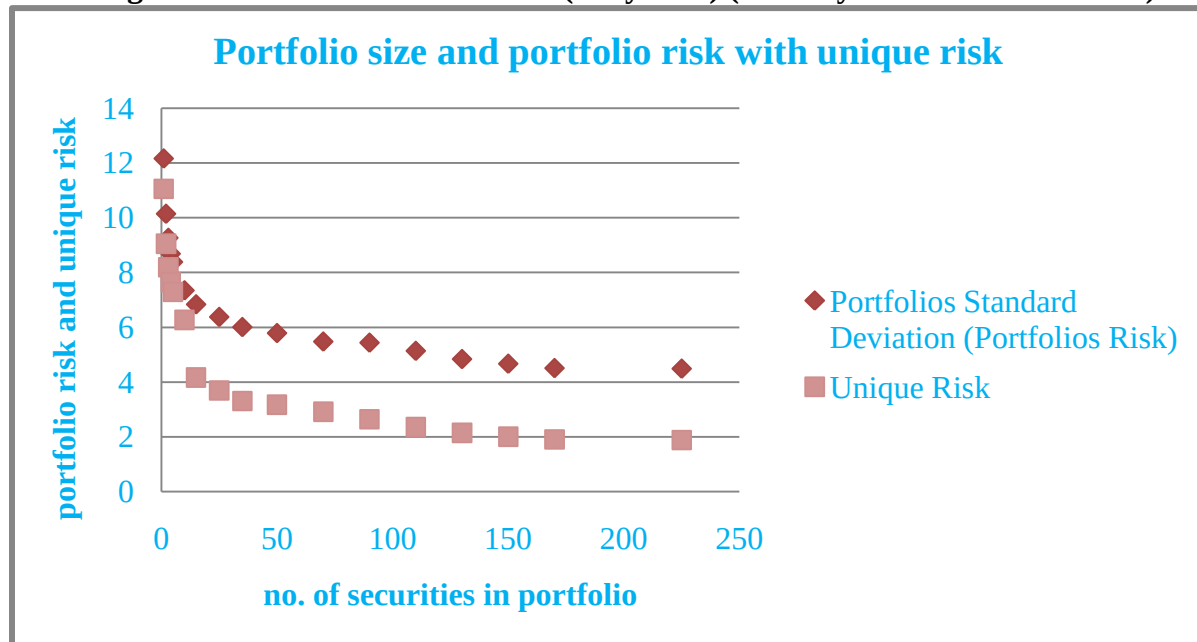
Note: results are based on selected 225 securities of Bombay Stock Exchange (BSE)

Source: Analysis work

Variance and portfolio to locate of Randomly Selected Securities

Figure 1 presents the relationship between portfolio size and portfolio risk. Seeing at the figure 1, it can be inferred that there is an inverse relationship between the portfolio size and portfolio risk. Figure shows that portfolio standard deviation and unique risk both are decreasing.

Figure 1. Effect of Diversification (daily data) (January 2008-December 2018)



CONCLUSION AND SCOPE FOR FURTHER RESEARCH

The study applied the applications of Markowitz model to examine the diversification effect. It is very interesting to note that a well diversified portfolio should include 10 to 15 securities. The results are also supported the results of Evan and Archer (1968) and Irala and Patil (2007) but in contrast to the study of Gupta and Khoon (2001). The present study concluded that portfolio diversification is applicable in the India stock exchange. It revealed that as the number of securities in portfolio increases, the portfolios risk as measured by the standard deviation decreases, which indicates the existence of a negative relationship between portfolio size and portfolio risk. The overall risk reduces from 12.17 percent to 4.49 percent. It shows the reduction of 63.11 percent.

The limitation of this study is that it was carried out in only the Indian stock exchange and the results of the study may not be replicable to other countries stock exchange.

The further study may be attempted to focus on other stock exchanges. Moreover, further research could be made to analyzed the risk and return of different securities on the basis of daily, weekly, monthly, quarterly, half yearly data, yearly data and can check that the mean return and risk of different intervals are equal or not. It should be checked with the help of individual securities and with the help of industries data. The effect of diversification on r-square

values deserves the further analysis. There is a need to carry out more research regarding this study.

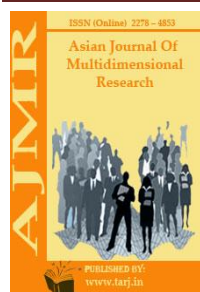
REFERENCES

1. Alekneviciene, Vilija., Alekneviciute, Egle., & Rinkeviciene, Rasa (2012). Portfolio Size and Diversification Effect in Lithuanian Stock Exchange Market. *Inzinerine Ekonomika-Engineering Economics*, 23(4), 338-347.
2. Al Suqaier, Faten Shukri., & Al Ziyud, Hussein (2011). The Effect of Diversification on Achieving Optimal Portfolio. *European Journal of Economics, Finance and Administrative Sciences*, 32, 1450-2275.
3. Barua, Samir K., Raghunathan, V., & Varma, Jayanth R. (1992). Portfolio Management. New Delhi: *Tata McGraw-Hill Publishing Company Limited*.
4. Elton, Edwin J., & Gruber, Martin J. (1977). Risk Reduction and Portfolio Size: An Analytical Solution. *The Journal of Business*, 50(4), 415-437.
5. Evans, John L., & Archer, Stephen, H. (1968). Diversification and the Reduction of Dispersion: An Empirical Analysis. *The Journal of Finance*, 23(5), 761-767.
6. Farrell, James L. (1976). The Multi-Index Model and Practical Portfolio Analysis. Virginia: *The Financial Analysts Research Foundation Charlottesville*.
7. Goetzmann, William N., & Kumar, Alok (2008). Equity Portfolio Diversification. *Review of Finance*, 12, 433-463.
8. Gupta, G., & Khoon, Ch'ng Huck (2001). How Many Securities Make a Diversified Portfolio in KLSE Stocks. *Asian Academy of Management Journal*, 6(1), 63-79.
9. Hagin, Robert L. (2004). Investment Management: Portfolio Diversification, Risk and Timing-Fact and Fiction. New Jersey: *Published by John Wiley & Sons, Inc.*
10. Hiriyaappa, B. (2008). Investment Management. New Delhi: *Published by New Age International (P) Ltd.*
11. Irala, Lokanandha Reddy., & Patil, Prakash (2007). Portfolio Size and Diversification. *SCMS Journal of Management*, 4(1), 1-6.
12. Israelsen, Craig L. (2010). 7 Twelve: A Diversified Investment Portfolio With a Plan. New Jersey: *Published by John Wiley & Sons, Inc.*
13. Leibowitz, Martin L., Bova, Anthony., & Hammond, P. Brett (2010). The Endowment Model of Investing: Return, Risk and Diversification. New Jersey: *Published by John Wiley & Sons, Inc.*
14. Neu-Ner, MA., & Firer, C. (1997). The benefits of diversification on the JSE. *Investment Analysts Journal*, 46, 45-59.
15. Statman, Meir (1987). How Many Stocks Make a Diversified Portfolio. *Journal of Financial and Quantitative Analysis*, 22(3), 353-363.
16. Statman, Meir (2004). The Diversification Puzzle. *Financial Analyst Journal*, 60(4), 44-53.
17. Wagner, W. H., & Lau, S. C. (1971). The Effect of Diversification on Risk. *Financial Analysts Journal*, 27(6), 48-53.
18. Woerheide, Walt., & Persson, Don (1993). An Index of Portfolio Diversification. *Financial Service Review*, 2(2), 73-85.

WEBSITES:

- www.bseindia.com
- www.yahoofinanceindia.com

- www.indianoffline.com
- www.capitalmarket.com
- www.goidirectory.com
- www.cmie.com
- www.sciencedirect.com



**Asian Journal of
Multidimensional
Research (AJMR)**
(Double Blind Refereed & Reviewed International Journal)



UGC APPROVED JOURNAL

DOI NUMBER: 10.5958/2278-4853.2019.00172.1

**ACTION STRATEGY: PRELIMINARY RESULTS OF THE ACTIVITIES
OF JSC "UZBEKNEFTEGAZ" IN 2030 ".**

Inoyatov Mirabbos Mirkomilovich*

*Researcher,
UZBEKISTAN

ABSTRACT

This paper investigates actions strategies of the “Uzbekneftgaz” joint stock company. It makes analyses and predictions for the future decade. Also, research covers analyses of the preliminary results in case of Joint Stock Company. Today, the oil and gas industry of Uzbekistan is not only the extraction of resources from the bowels of the earth, but also the system of complexes for processing raw materials and manufacturing products. The highly developed industry has integrated a whole range of enterprises for the production and sale of products, both in the domestic and foreign markets. The modernization project includes the construction of new gas pipelines and the replacement of worn-out parts of the gas pipeline based on the results of flaw detection, the construction of new and modernization of old compressor stations, as well as the implementation of the SCADA system. In the next two years, in the oil and gas industry, namely, at the production facilities of JSC Uzneftegazdobycha and JSC Uztransgaz, it is planned to implement two investment projects for the utilization of heat from waste gases, gas pumping units with electricity generation up to 5.5 MW per hour. Since the launch of the Program (for 2017 and 10 months of 2018), as a result of the exploration work, 10 new oil and gas fields have been discovered, from which industrial hydrocarbon inflows are obtained.

KEYWORDS: Action strategy, preliminary results, activities, JSC, "Uzbekneftegaz", Uzbekistan

INTRODUCTION

Uzbekistan has a significant hydrocarbon potential to implement long-term projects. According to the results of our study, the country has about a third of all the mineral and raw material reserves of Central Asia, and is among the top 20 world leaders in gas production.

TABLE 1. THE TECHNOLOGICAL STRUCTURE OF INVESTMENT IN JSC "UZBEKNEFTEGAZ" FOR THE PERIOD 2005-2017

№	Index	One size	2005 year	2010 year	2015 year	2017 year	2017 % 2015 year
1	Total investment in fixed assets for Uzbekneftegaz JSC	Mlrd.sum	533	1147,3	3903,4	3766,9	7,06 paz
	From them						
	CMP (SMR)	Mlrd.sum	221,5	346,9	725	768,2	3,45
	cars and equipment	Mlrd.sum	28,4	148,0	1055,9	940,2	33,10
	other	Mlrd.sum	283,1	652,4	2122,5	2058,5	7,27
	including:	Mlrd.sum					
2	JSC "Uzneftegazdobycha"	Mlrd.sum					
	Total investment in fixed assets	Mlrd.sum	317,3	591,0	3666,9	2894,7	9,12
	of them on	Mlrd.sum					
	CMP / (SMR)	Mlrd.sum	52	203,1	700,3	474,8	9,13
	Cars and equipmment	Mlrd.sum	36,9	108,2	903,6	816,9	22,13
	others	Mlrd.sum	228,4	279,7	2063	1603	7,01
		Mlrd.sum					
3	JSC "Uzneftegazdobycha"	Mlrd.sum					
	Total investment in fixed assets	Mlrd.sum	186,1	121,2	195,3	240	1,28
	of them on	Mlrd.sum					
	CMP / (SMR)	Mlrd.sum	146,5	87,0	0	173,8	1,18
	Cars and equipmment	Mlrd.sum	32,2	14,1	139,6	45	1,39
	others	Mlrd.sum	7,4	20,1	55,7	21,2	2,85
		Mlrd.sum					
4	JSC "Uzneftegazdobycha"	Mlrd.sum					
	Total investment in fixed assets	Mlrd.sum	25,4	86,8	41,2	56,1	2,20
	of them on						
	CMP / (SMR)	млрд.сум	18,1	56,7	24,7	34,2	1,88
	Cars and equipmment	млрд.сум	5,9	24,4	12,7	15,5	2,6
	others	млрд.сум	1,4	5,7	3,8	6,4	4,57

The table was compiled by the author on the basis of the material of Uzbekneftegaz JSC.

Table 1 examines the technological structure of investments for Uzbekneftegaz JSC for the period 2005-2017. It can be seen that investments in machinery and equipment increased by 33.10 times, in construction and installation work by 3.45 times, and others by 7.27 times. Accordingly, by Uzneftegazdobichie JSC by 22.18 times, by Uztransgaz JSC by 1.39 times, by Uznefteproduct JSC by 2.6 times (Ley, Krumpelt, Kumar, ..., & 1996, n.d.).

Main part

Today, the oil and gas industry of Uzbekistan is not only the extraction of resources from the bowels of the earth, but also the system of complexes for processing raw materials and manufacturing products. The highly developed industry has integrated a whole range of enterprises for the production and sale of products, both in the domestic and foreign markets. One of the main economic priorities of the industry at the present stage is the deep processing of hydrocarbon raw materials, the production of high value-added products from it, the expansion of export geography, and the attraction of investments (Economics & 2000, n.d.; Szirmai, 2005).

Exploration, the basic part of increasing the potential of the oil and gas industry is exploration. This is a complex of various special geological and other works carried out for the purpose of searching, detecting and preparing for the industrial development of hydrocarbon deposits.

In accordance with the State Program for the Development and Reproduction of the Mineral and Raw Material Base for Uzbekneftegaz JSC for the period 2017–2021, geological exploration is carried out in the oil and gas regions of the Republic of Uzbekistan, which are Ustyurt, Bukhara-Khiva, Gissar, Fergana and Surkhandarya.

Theoretical background

Since the launch of the Program (for 2017 and 10 months of 2018), as a result of the exploration work, 10 new oil and gas fields have been discovered, from which industrial hydrocarbon inflows are obtained. These are two fields in the Ustyurt region (gas condensate - Beskala and Kuyi Surgil); 7 fields in the Bukhara-Khiva region (gas condensate - Shortak, Marvarid, Topichaksai, Chordarbaza, Andakli, Tumaris, Zhanubiy Kulbeshkak) and one in the Fergana region (oil and gas condensate - Uchtepa).

Extraction and processing of hydrocarbons. In 2018, natural gas production is expected to reach 61 billion m³, which is 5.2 billion m³ more than in 2017.

It is expected to process about 3 million tons of crude oil with the production of petroleum products for all sectors of the economy.

Investment projects, investments in the oil and gas industry are considered the most liquid among long-term projects. More than half of the investments in the economy of our country are in the oil and gas industry.

First of all, I would like to mention the construction of a plant for the production of synthetic liquid fuel (GTL) based on purified methane from the Shurtan Gas Chemical Complex. The plant will produce high quality diesel and aviation fuels with Euro 5 quality.

Among other significant projects for the near future is the expansion of the production capacity of the Shurtan Gas Chemical Complex. To date, technology licensors have been selected for this project and an EPC contract has been signed, a detailed project is being developed by the contractor. By 2021, commissioning of additional polymer production facilities is planned.

In addition, projects for the deep processing of hydrocarbons are being considered. These are the production of olefins using MTO technology, the modernization of refineries in order to improve the quality of products, the production of base oils, the processing of pyrolysis distillate to produce aromatic hydrocarbons (BTK) for subsequent processing into more valuable petrochemical products (LABS).

Along with this, in 2018 another 14 investment projects are being implemented.

In particular, over the past period, the construction of a gas processing plant complex and the arrangement of the Kandym group of fields together with PJSC LUKOIL (Russia) was completed in the Bukhara region. In April 2018, the second line of the gas processing plant was launched.

In the Tashkent region, production of liquefied gas cylinders (FEZ “Angren”) was set up in cooperation with Hyundai International (Rep. Korea). At the end of August 2018, the commissioning ceremony took place.

Research implementation

As for international cooperation, the enterprises of Uzbeknefte are working with leading companies Socar (Azerbaijan), British Petroleum (United Kingdom), Total (France), Lukoil and Gazprom (Russia), Exxon Mobil (USA), Mubadala (UAE), ONGC (India) on the organization of participation in geological exploration in Uzbekistan.

Gas transportation, to ensure the supply of natural gas to industries and the population, a feasibility study of the project to upgrade the gas transmission system with the introduction of a monitoring and control system for natural gas flows (SCADA) is being developed.

The modernization project includes the construction of new gas pipelines and the replacement of worn-out parts of the gas pipeline based on the results of flaw detection, the construction of new and modernization of old compressor stations, as well as the implementation of the SCADA system.

Together with the Bureau of Compulsory Execution, the implementation of the ASCS system is planned to be phased in until 2022 in distribution networks. For this purpose, automated counters are installed in pilot regions eg. Kibray district.

Innovations and localization, in the year of active entrepreneurship, innovative ideas and technologies, in the oil and gas industry, special attention is paid to the development of these areas. This year, a new division of LLC Neftegazinnovatsiya was created under LLC Neftegazinvest and a list of research, developmental and innovative needs of enterprises in the industry for 2018–2019 was determined.

It is safe to say that the oil and gas industry of Uzbekistan is rapidly gaining momentum. Structural transformations and large-scale investment projects will allow JSC Uzbekneftegaz to increase the production of highly liquid products necessary to meet the needs of the population, industry, transport and housing and communal services, and remain the leading sector of the economy for many years.

A meeting was held at Uzbekneftegaz with Vice President of Citic Construction, Yan Jianqiang (China).

The meeting presented information on the activities of Uzbekneftegaz JSC, conducted in our country investment policy, implemented projects.

It was noted that the Concept for the development of the oil and gas industry until 2030, which will identify the main directions for reforming the sphere, is currently being developed (Dubovyk et al., 2013; Radnor Zoe (School of Business and Economics, Loughborough University, Loughborough & O'Mahoney (Cardiff Business School, Cardiff University, Cardiff, 2013).

It places particular emphasis on the implementation of investment projects, including the deep processing of natural gas using MTO technology, the modernization of 2 oil refineries of the republic (FNPZ and BNPZ) and the construction of the 4th line of the Uzbekistan-China gas pipeline.

Based on the fact that CITIC Construction has experience in Uzbekistan and is known for its participation in the construction of Kungrad soda and Dekhkanabad potash plants, members of the delegation were invited to consider the possibility of its participation in projects

JSC "Uzbekneftegaz" as an investor and partner.

The Chinese side has expressed interest in investing projects of JSC "Uzbekneftegaz" and participating in them on a parity basis. In turn, representatives of CITIC Construction suggested considering the possibility of co-production of base oils using the Fisher-Tropsch technology.

Following the talks, the parties expressed their willingness to continue the dialogue and consider other options for effective cooperation.

Negotiations were held between the leadership of JSC "Uzbekneftegaz" and the delegation of "Air Products".

The agenda included a discussion of the current state of development of the MTO project of the Air Products project in conjunction with Honeywell UOP, cooperation in the field of industrial gases and their production on the basis of the GTL plant and other issues.

During the talks, representatives of Air Products presented their proposals for the further development of bilateral partnership.

Recall that in October 2018 between Uzbekneftegaz and Air Products signed a cooperation agreement. This event was preceded by the conclusion of a Memorandum of Understanding between the companies, which provided for a partnership in the project on the production of olefins using the methanol to olefins technology. A round table was held in the conference hall of UzLITneftegaz to discuss the results of introducing technologies to reduce losses in the extraction, processing, transportation of natural gas, as well as in the production, transportation and use of energy resources, equipment production and the creation of service centers.

It was attended by representatives of research institutes of the Academy of Sciences of the Republic of Uzbekistan, the Ministry of Innovation Development, other interested departments, enterprises and organizations of Uzbekneftegaz JSC (Bendini, 2013; Williamson, 2000).

It was noted that in accordance with the decree of the President of the Republic of Uzbekistan "On the program of measures for the further development of renewable energy, energy efficiency in the sectors of the economy and the social sphere for 2017-2021" measures are being taken in the oil and gas industry to introduce energy-saving technologies at industrial facilities. In particular, investment projects under the credit line of the International Development Association

(IDA) of the World Bank on installation of variable frequency converters have been implemented in the oil and gas sector today, which, on average, saves electricity up to 58.4 million kWh. in year. In addition, 11.4 million cu. meters of associated gas, which will generate up to 34 million kW? hour per year(Simon & Zhou, 2017).

In the next two years, in the oil and gas industry, namely, at the production facilities of JSC Uzneftegazdobycha and JSC Uztransgaz, it is planned to implement two investment projects for the utilization of heat from waste gases, gas pumping units with electricity generation up to 5.5 MW per hour.

At the event, participants were also introduced to the activities of a foreign manufacturer for the production of energy-saving equipment”(PRC).

REFERENCES

Bendini, R. (2013). Uzbekistan: Selected trade and economic issues. *Directorate-General For External Policies*. Retrieved from [http://www.europarl.europa.eu/RegData/etudes/briefing_note/join/2013/491518/EXPO-INTA_SP\(2013\)491518_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/briefing_note/join/2013/491518/EXPO-INTA_SP(2013)491518_EN.pdf)

Dubovyk, O., Menz, G., Conrad, C., Kan, E., Machwitz, M., & Khamzina, A. (2013). Spatio-temporal analyses of cropland degradation in the irrigated lowlands of Uzbekistan using remote-sensing and logistic regression modeling. *Environmental Monitoring and Assessment*, 185(6), 4775–4790. <https://doi.org/10.1007/s10661-012-2904-6>

Economics, J. S.-R. of W., & 2000, undefined. (n.d.). Globalization and patterns of economic development. *Springer*. Retrieved from <https://link.springer.com/article/10.1007/BF02707644>

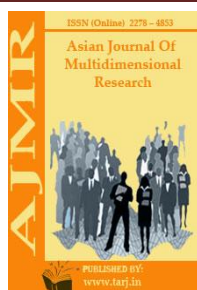
Ley, K., Krumpelt, M., Kumar, R., ... J. M.-J. of M., & 1996, undefined. (n.d.). Glass-ceramic sealants for solid oxide fuel cells: Part I. Physical properties. *Cambridge.Org*. Retrieved from <https://www.cambridge.org/core/journals/journal-of-materials-research/article/glassceramic-sealants-for-solid-oxide-fuel-cells-part-i-physical-properties/5906641B03011878CC797BEB166179C3>

Radnor Zoe (School of Business and Economics, Loughborough University, Loughborough, U., & O'Mahoney (Cardiff Business School, Cardiff University, Cardiff, U. (2013). The role of management consultancy in implementing operations management in the public sector. *International Journal of Operations & Production Management*, 33(11/12), 1555–1578. <https://doi.org/10.1108/IJOPM-07-2010-0202>

Simon, G. R., & Zhou, I. (2017). *American journal of business and management AJBM.American Journal of Business and Management* (Vol. 6). Retrieved from <http://worldscholars.org/index.php/ajbm/article/view/894/pdf>

Szirmai, A. (2005). *The dynamics of socio-economic development: an introduction*. Retrieved from https://books.google.com/books?hl=en&lr=&id=p8NswV8pVI4C&oi=fnd&pg=PR15&dq=uzbekistan+economic+development&ots=upA-avcS1H&sig=evBJH-EQ4Z2JR8_hUaspG04lfyI

Williamson, O. E. (2000). The New Institutional Economics: Taking Stock, Looking Ahead. *Journal of Economic Literature*, 38(3), 595–613. <https://doi.org/10.1257/jel.38.3.595>



DOI NUMBER: **10.5958/2278-4853.2019.00173.3**

PROFITS OF HOUSEKEEPING AND ITS DEVELOPMENT

Jurayev Elyorbek Sobirjon o'g'li*; **Xolmirzayev Ulug'bek Abdulazizovich****

*The Teacher of the Department Economics,
Namangan Engineering Construction Institute,
City Namangan, UZBEKISTAN
Email id: maclaren1988@mail.ru

*The Teacher of the Department Economics,
Namangan Engineering Construction Institute,
City Namangan, UZBEKISTAN
Email id: xulugbek1984@gmail.com

ABSTRACT

In the market economy, household finances are an integral part of each country's financial system. The financial significance of the household is determined by its economic viability. On the one hand, private owners of households are factors such as business, labor, land, capital, business skills. Secondly, households appear as consumers of goods and services in the economy, and hence determine market demands. These types of income include any forms of income generated by the conduct of private business and the absence of property (wealth) accumulated in the household. These revenues will arise within the framework of organized business (registered enterprise) and unorganized forms of business. Overall, the share of natural revenues in households' total revenues is a small fraction. Despite this, the extent (severity) of the subsistence may vary, depending on the particulars of households, priorities, advantages, demographic and social characteristics. It should be noted that the proportion of natural income of the poor and the rural population is traditionally relatively high. Social payments (social transfers) are second in the structure of households' monetary income. They can be classified by classification (classification, classification) on different criteria and bases.

KEYWORDS: households, economy, profit, socio-economic, capital, market, dividends, rentals.

INTRODUCTION

The allocation of households as an independent economic and financial unit should be based on the following criteria: Living together; the existence of a general budget; joint economic decision-making.

For households where they live, they will earn income, and now we will earn in the household, and now we will consider the sources of income in households.

Income from households - The sum of money earned at the disposal of households is called their income. Such incomes are manifested in various forms, measured by the system of quantitative and qualitative indicators, and derives from various sources of economic content.

Most commonly, households' total income can be divided into two groups: natural household income; monetary household income

Natural revenues do not have a commodity form, and they are the result of the work of self-help household members. These may include: products derived from personal subsidiary farms; natural payments received from households and received from agricultural enterprises.

This type of household income can be classified as a natural form of social transfers and natural preferences provided by the employer (according to the form of the formal (form)). However, in terms of financial terms, these funds can not be natural incomes that represent the function of self-sufficiency in households, and they serve as compensation instruments under the deficit of monetary resources.

Overall, the share of natural revenues in households' total revenues is a small fraction. Despite this, the extent (severity) of the subsistence may vary, depending on the particulars of households, priorities, advantages, demographic and social characteristics. It should be noted that the proportion of natural income of the poor and the rural population is traditionally relatively high. At the same time, the naturalization of households is also a mechanism to adapt to the unfavorable conditions of the environment (for example, during wars, systemic transformation processes, etc.).

Main part

The total amount of money transferred to the household at the expense of various sources is called monetary income. Monetary income is a basis for ensuring the viability of households and their development in the conditions of advanced market relations. The basis for the analysis of household income is the personal incomes of the population, which are calculated using the following indicators: nominal earnings; earned revenues; real incomes.

The nominal income of household members in the monetary aggregate of individual (individual) income for a specified period is called. This figure is characterized by incomes, not depending on the level of taxation and the dynamics of prices. The share of nominal income of households in the GNP depends on the level of development of the national economy of each country, and its rate in developed countries varies between 65-75%. At the same time, it is important to understand the difference between the calculated nominal income and the actual nominal earnings. They differ from each other in the same period, but unpaid revenues, as well as the size (amount, amount) of revenue received as a result of repayment of debts for prior periods. The existence of overdue debts is one of the urgent problems for transition economies.

The income statement of households that remain after the payment of taxes and other mandatory payments is referred to as household income. This revenue is designed for ultimate consumption and accumulation. In the case of a massive gain, the earnings are equivalent to the proportion of the YALM that goes to the will of the population. The growth of households' earnings, potentially expands the financial potential of the population, activates market mechanisms for stimulating production. In developed countries, the share of households' earnings in GDP is 70%.

The relatively modest (corrupted) earnings that are earned on a rating are called income from real estate households. This figure reflects real purchasing power of nominal income. Its dynamics depend on the proportion of growth rates of certain period earnings and the CPI (or the purchasing power index versus the CPI). If the growth rate is lower than the growth rate of nominal earnings, real earnings of households will grow. In the case of high growth rates, real incomes reduce. This, in turn, leads to a decline in consumer demand and purchasing power. This process has a negative impact on entrepreneurship activity in all sectors of the economy.

Research background

Monetary income of households is generated from various sources and comes to their budgets. The most important of these are: salary; social payments; Income from entrepreneurial activity; Income from property.

The composition of the work (work) remuneration shall include: cost of work executed, tariff rates and calculated amounts of remuneration for work; incentives and additions; compensation payments related to working conditions and working conditions; prizes and one-time incentive payments; annual and additional labor compensation; travel expenses; the cost of special clothing and special nutrition and so on.

In the structure of incomes of households wages are the main part. Nevertheless, with its transition to market relations, its share of households' revenues slightly decreased. This is due to changes in labor relations and financial relations system. On the one hand, new opportunities (eg, financial sector) and new sources of income (for example, expansion of entrepreneurial activity) have been partly replaced by a single source of salary and survival.

Social payments (social transfers) are second in the structure of households' monetary income. They can be classified by classification (classification, classification) on different criteria and bases. In particular, it is desirable to note the following as the criteria for classification: economic content; by the form of social payments; According to funding sources.

The economic content of the social payments is as follows: labor pensions - payments, social and military pensions; social (characteristic) payments - to low-income families, childcare, pregnancy and childbirth; payments for personal services - payment of health, education and other non-profit organizations' services; payments with limited mobility - unemployment allowances, scholarships.

Social benefits can be as follows: pensions - labor, social and military pensions; pensions - allowances to poor citizens, maternity leave, unemployment allowance and others; scholarships - stipends for students of higher, secondary special and vocational education, courses, postgraduates; subsidies - housing and communal services, transportation services, sanatorium and spa treatments and treatment facilities, subsidies for housing purchase, etc.; insurance indemnities - indemnity payments for unexpected reasons; financial assistance, unemployment benefits, one-off payments to refugees and internally displaced persons and so on.

There are some types of social benefits that are funded by funding sources: social payments funded from all levels of the budgets: measures to support the national budget - veterans of war and veterans of war, veterans of war; regional and local budgets - labor veterans, measures of social support for front-line workers, various modifications and additions; social payments from state budgetary funds: From the budget of the Pension Fund - labor, social pensions, pensions to military personnel and their families; At the expense of the Social Insurance Fund - allowances for temporary disability, family and maternity benefits, etc. social payments, financed by enterprises - allowances for pensions, unpaid pension benefits to retirees and others; social payments funded by trade unions - a monthly allowance based on marital status and others.

As a result, the social benefits of household income are consolidated by pensions, scholarships, and other social and insurance benefits. Social contributions can be divided into three categories:

- cash assistance;
- privileges;
- Natural help.

Data analyses

The legal arrangement of all the benefits in this area involves the attainment of at least the following three objectives: cancellation of many privileges that can not be financed for the modification of the forms of offering of privileges (replacement of natural privileges with money compensations) and budgetary resources; transition to targeted support for the objective needs, occupational and marketing specifications; substantial limitation of funding sources for social support measures.

The fulfillment of the above task requires the use of effective adaptive forms of transition to new models of social transfers (payments).

Incomes from entrepreneurial activity are another important source in the structure of household income. These types of income include any forms of income generated by the conduct of private business and the absence of property (wealth) accumulated in the household. These revenues will arise within the framework of organized business (registered enterprise) and unorganized forms of business.

In recent years, the share of income from property has been increasing in household income. Such incomes are monetary income generated by the use of financial and non-material production assets of households. At the same time, income from financial assets arises from placement of funds into operations with bank deposits, securities and foreign currencies. Non-derivative income arises from the sale or lease of households and land plots belonging to households.

Thus, it can be seen that households' income from the property is valid in the following forms:

- interest;
- dividends;
- Rentals.

The development of the financial intermediation, the stock market, the patent law market, the private property, including the land ownership, have an impact on the further growth of income from the property in the total household income.

The composition, structure, and dynamics of household income can vary dramatically from one another. Thus, the differentiation of income occurs under the influence of many objective and subjective factors. The main ones are: property ownership (its not-for-profit distribution); family socio-economic situation (family origin, size (s), social status, savings (accumulated) wealth; human capital contributions (knowledge, qualifications, professional skills, and their growth potential).

Differentiation of income, which is not dependent on the general welfare level, is typical for all countries. The Gini Coefficient (Revenue Concentration Index) is evident in the distribution of total income distribution in society. Its general upbringing (highness) indicates that society is divided into deep social layers.

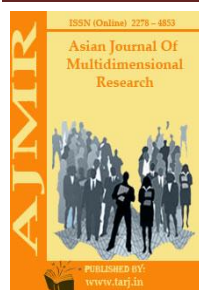
CONCLUSION

The growth of social reproduction, the formation of sustainable positive trends in socio-economic development, the effective tools of government regulation of income, and mechanisms for poverty reduction have an impact on the growth of households' real cash incomes and the problem of income inequality.

Thus, in our opinion, the main source of household income is earnings, income and income from entrepreneurial activity. These include earnings in the form of wages.

REFERENCES

1. Vahobov A. V, Malikov T.S. Finance. Textbook, Tashkent, - 2012, 712 p.
2. Romanovskiy M.V. and others. Finance, money circulation and credit. - M: Jurayt. 2018, 523 p.
3. Yuldashev A., Sirojiddinov I. Husainov M. Financial Management. Tashkent, Boris-Publishing House, -2016. 311 b.
4. Kamalov A.A., Xolmirzayev U.A. Small business and private entrepreneurship in Uzbekistan. Questions of Economics and Management, 2016, 5 (7)
5. Jurayev E.S. Foreign experience in conducting financial policies for small business development. Economy and Society, 2018.
6. Jurayev E.S. World experience in lending to small businesses. High School, 2017.



DOI NUMBER: 10.5958/2278-4853.2019.00348.3

HISTORICAL EXCURSION OF INDIAN'S IN CANADA: A CRITICAL STUDY OF GLOBALIZING ERA

Dr. Amrit Kaur Basra*

*Associate Professor,
Dept. of History,
Delhi College of Arts & Commerce,
University of Delhi, INDIA

ABSTRACT

During 18th century, conflict between Britain and France had its bearing on Canada as well. The treaty of Paris signed in 1763 brought "new France" under the control of Britain. It was in 1887 that a detachment of Sikh soldiers from Punjab attended Queen Victoria's jubilee celebration in England and they returned to India via Canada. By the beginning of 20 century emigration of mostly Sikhs had started from Punjab. When young maluka an ex high school student came to Canada in early 1920s he found home on the bank of river Fraser near the pacific coast of Britain Columbia. He earned his living by working in a lumber mill. The on going process to immigration has led to the making of little Punjab in Canada. The population of south East Asians which was only 2,485 before 1961 has increased to 118,265 between 1991-1960

KEYWORDS: *Emigration, Pacific, Colonialism, Imperialism, Racialism*

INTRODUCTION

The recorded history in present times unfolds the saga of human endeavor in reaching distant parts of earth. In that sense, we have history of globe revolving around the continuous social evolution spanning across time and space. Canada inhabited by immigrant communities has history rooted in global context. The globalization of history at the level of history writing indicates impact of several movements, ideas and trends. The study of Nationalism, Colonialism, Imperialism, Racialism, Socialism etc. Have both particular and general context. The present paper makes an attempt to study both aspects of global history and globalization of history by focusing on the history of Canada. The role of south Asians in Canada at historic graphical level points out the growth of Canada as a Nation. The paper is divided into three segments. The first segment capitulates dominant makers of Canadian history since fifteenth

gentry. The second segment studies the emigration of South Asians in Canada. In the final segment focus is on the impacts revolving around South Asians. It has been shown that the changing historic graphical trends of Canadian history are evident in the works connected with South Asians. The Paper reaches on conclusion that as South Asians have become part of Canadian Diaspora, their identity has made them feel home both in their Canada and India.

Broadly speaking periodization of history into ancient, Medieval, Modern periods is not arbitrary. It is connected with social evolution over the long period of time and space. It was around 25000 years ago that homo sapiens appeared on this earth. In the early stages, historical change was determined by use of resources and interaction of human beings with their environment. The flourishing of civilizations in Africa and Asia indicated multiple changes at socio-economic, political and cultural levels. Initially regions experienced these changes. However, quest for more knowledge places and resources resulted in the "Age of Discovery".

From 14th century onwards, the place of geographical discoveries led to search for new sea routes to reach east and to look for new countries. It was this quest which brought Jacques Cartier in 1534 to St. Lawrence region. At that time, Native Indians were already living in many parts of Canada.

During 18th century, conflict between Britain and France had its bearing on Canada as well. The treaty of Paris signed in 1763 brought "new France" under the control of Britain. By 1812 as Britain was involved in deciding territorial boundaries of Canada with America multiple changes were occurring in Eastern Canada. In western Canada, Hudson Bay Company had penetrated into many parts and had established links with native Indians for the purpose of trade. Along with Britain and France there was inflow of American Scottish and Irish people in western parts of Canada. By 1837 pace of Socio-economic changes political aspirations had resulted in uprisings in both upper and lower Canada". The suppression of these uprisings and publishing of Durham Report in 1841 showed how Britain was playing an important role in deciding policy of Canada. Nevertheless, it were the aspirations of local people which shaped their destiny. The formation of Canadian confederation on 1 July 1867 unleashed significant changes. The territorial integration of Canada brought together distant parts of Canada into one political set-up. The economic growth was connected with notion of Nation making and Canadian identity.

By 20 century issues of regionalism, nationalism, rights of different groups had resulted in emergence of various movements. Alongside the changing nature of Canadian society showed that emigrant communities had entered Canada from almost all parts of the world. Among them were the South Asians who came from India, colonized by Britain. Thus their mobility was determined and influenced by imperial perspective. There was close relationship between British Canadians and Britain in particular Britain was also determined to retain its hold over India. As Punjab was an important part of colony so it was imperial connections between India, Britain and Canada which shaped emigration of South Asians. India became independent on 15 August 1945; However, the immigration policy of Canada still restricted immigration. It was only by 1970s that there was change in immigration policy since then emigration process has also changed.

It was in 1887 that a detachment of Sikh soldiers from Punjab attended Queen Victoria's jubilee celebration in England and they returned to India via Canada. By the beginning of 20 century emigration of mostly Sikhs had started from Punjab. They were few in number and many of them belonged to revolutionary ghadr party. As America and western parts of Canada became centre of their activities they were closely monitored. During World War –I, Britain sought more information about their activities and steps were taken to restrict their mobility. It was in 1908 that Canadian government passed 2 orders in council meant to prohibit East Indian immigration to Canada. Thus when komagata maru a Japanese ship with 376 reached the shores of Vancouver the passengers were not allowed to disembark. In the coming years as issues of economic upheaval French Canadian nationalism, imperial relations and place of Canada in international set up came to dominate Canadian politics was clear that very restricted emigration of south Asians was allowed. The change in immigration policy by early 1970s led to greater emigration. Since then numerical strength of south Asians in Canada has increased. Thus South Asians have become an integral part of Canada. However their experiences over the period of time and their role in making of Canadian society and identity and their place in Canada has engaged the attention of historians".

It is at the historic geographical level that the change in the perspective of host country as exemplified by dominant social groups can be discerned. A perusal of Canadian historic geographical trends indicate how notion of space and geography has engaged the attention of historians. During 19 century there was more focus on British Canadians and notion of Canadian nationalism was intertwined with an urge to presser imperial connections. However by 1960s change was evident, There was growing focus on Natives Indians and French Canadian nationalism. By 1980s issues of regional identity, women movement and social history also engaged the attention of research. A focus on South Asians also passed through several stages. At one level codification of regional history of British Columbia took into account contribution of settled immigrant communities including South Asians. However for a long time focus on them was within the context of imperial policies and Canadian policies. Thus racialism dominated many such narratives. Hugh Johnston professor of History in university of British Columbia has done extensive research on south Asians. In his detailed analysis of events surrounding komagata maru he has shown how imperial policies decided the future of its passengers. Though this experiences has engaged the attention of historians, even in present time but no attempt has been made to make the personal testimonies of its passengers part of historical narratives. There are however several sociological and anthropological work. These works have shown how from the very beginning Sikh identity was defined by religion language and race. The construction of Gurdwaaras showed its place in their socio-religious set up. As south Asians have become part of urban and rural Canada they have negotiated with other social groups and have integrated within Canadian society. But initially they faced segregation. When young Malika an ex high school student came to Canada in early 1920s he found home on the bank of river Fraser near the pacific coast of British Columbia. He earned his living by working in a lumber mill. He had to live in all male Punjabi society and was often baffled by the physical soundings of his place. He often missed his home and family members but this autobiographical narrative of Sadhu Singh Dhama also exhibited change over the period of time". He went on to complete his education in America and eventually served his community and Canadian society in multiple ways. He came to represent Punjabi Diaspora.

One such experience covering twentieth century is evident in the narrative of Tara Singh Bains. Hugh Johnston has documented his testimonies to recount that when Tara Singh Bains was called by his sister to come to Canada he came to British Columbia in the early 1950s. Over the period of time he worked in lumber mill. At familial and community level he retained his identity as baptized Sikh. Thus the central place of religion in the lives of Sikhs wherever they have gone and settled in world has been well Exemplified by him. When he and his wife eventually returned in retirement to their ancestral village Kultham in early 1980s then it was evident that for such south Asians Canadian Identity is not in conflict with their Indian identity The on going process to immigration has led to the making of little Punjab in Canada .The population of south East Asians which was only 2,485 before 1961 has increased to 118,265 between 1991-1960

Presently there is greater interaction among scholars from Canada and India As there is growing interest in Indian history several Canadian historians like MoLeod, Harjot Oberoi have documented the history of colonial Punjab. There is close interaction between academics of both countries.

CONCLUSION:

On the basis of above narrative, it can be concluded that while national histories are sound to remain important but the teaching of history and research activities are turning towards larger issues spanning across countries. The immigrant patterns and documenting of their experiences are part of global history. In that sense history writing has brought several communities and nations including India and Canada together.

NOTES AND REFERENCES:

- 1) For a board survey see K.enneth Menaught, Ahe.pelician History to Canada Penguin Buks Ltd, England reprint 1976
- 2) *ibid*, pp3659
- 3) For board survey see G.M. Craig upper Canada The Fomative tears 1784- 1840, Toronte 1966
- 4) J.M.S Careless The Union of the canadas 1841-1867. Toronte 1967
- 5) R.C.Brown Canada's National Polioy, 1883-1900, Prinoeton, 1964
- 6) See for instanoe, W.Peter Ward,White Canada Forever: Popular Attitudes.amd Public Policy Toward Orientals in British Columbia.Montreal. MoGill.- Queen's University Press 1978
- 7) James G.Chadney, The Sikhs of Vancouver America, Ams Press 1984
- 8) *ibid*
- 9) Sec, Amrit Kaur Basra, Voyages of Jacques Cartier: Narration, History and Historiography, eds Discovering Frenoh Canada Allied Publishers Pvt Ltd, New Delhi 2002, ppl41-144
- 10) There are several works on French Nationalism for a board perspective see, Susan Trofimenkoffl, Dream of a Nation

- 11)** On British Columbia See Robin Fisher and Hugh Johnston eds, *From maps to metaphors: The pacific word of George Vancouver*. UBC Press, University of British Columbia 1993. Also see Hugh Johnston, *Native people, settlers and Sojourners, 1871-1916* in Hugh J.M Johnson, cd, *the Pacific Province: A History of British Columbia*, Simon Fraser University 1996, p-165
- 12)** For a board survey of Canadian Society See, Norman Buchignani and Doran Indra, *Continuous Journey: A social history of South Asians in Canada*, Toronte Moollellant and Stewart, 1985, Toronte Moollellant and Stewart, 1985
- 13)** Hugh Johnston, *the Voyage of the Komagata Maru the sikh challenge to Canada's colour Bar*, Vancouver, university of British Columbia Press 1989
- 14)** See for instance, Peter Campbell. *East Meets West: South Asian Militancy and the Socialist Party of Canada in British Columbia 1904-1914*, *international Journal of Canadian studies*, Fall 20 1999, pp 35-58
- 15)** Gurdit Singh Sanhali who had hired Komagata Maru had written about the entire incident. However in discussing this event such narratives are still not given due place in analysis.
- 16)** James G. Chadney, *the Sikh of Vancouver*. American, Arms Press, pp 4,7
- 17)** Sadhu Singh Dhami, *Maluka: A Novel*, Patiala, Publication Bureau Punjabi University, 1997, pp 1-10, 73
- 18)** Tara Singh Bains and Hugh Johnston, *The Four Quarters of the Night: The Life Journey of an Emigrant Sikh*, McGill Queen's University Press, Montreal 1995
- 19)** *ibid*
- 20)** Archana B. Verma, *the Making of little Punjab in Canada*, New Delhi, Sage Publishers Pvt Ltd, 2002. This work covers the settlement of Manton Rajputs of Paldi Village, Hoshiarpur district in Vancouver.
- 21)** *Statistic Canada Population by Ethnic Origin, 1996, Census*
- 22)** W.H. McLeod, *the evolution of the Sikh Community: Five Essays*, Oxford, Clarendon Press, 1976
- 23)** Harjot Singh Oberoi *Reinventing a Religious Tradition: Ritual Texts and Community among the Sikhs*, Delhi, OUP, 1993

Editorial Board

Dr. SS Narta

Professor
Department of Commerce,
Himachal Pradesh University,
Summerhill, Shimla – 171005,
H.P., India.

Dr. Mamta Mokta

Professor
Department of Public Administration,
Himachal Pradesh University,
Shimla, India.

Prof. Shyam Lal Kaushal

School of Management Studies
Himachal Pradesh University,
Shimla, India.

Dr. Durgesh Nandini

Associate Professor
Department of Public Administration,
IGNOU, Delhi, India.

Dr B. Mohan

Associate Professor in English
S.V. College of Engineering and Technology
Chittoor, Andhra Pradesh, India.

Dr. Dalbir Singh

Assistant Professor
Haryana School of Business,
G.J.U.S & T, Hisar,
Haryana, India.

Dr. Sonia Sharma Uppal

P.G. Department of Commerce and Management
Arya College, Ludhiana,
India.

Nadeera Jayathunga

Senior Lecturer
Department of Social Sciences
Sabaragamuwa University, Belihuloya
Sri Lanka

Mrs. Sabina Dinesh Kumar

Assistant Lecturer
Faculty of Management Studies & Comm.
University of Jaffna,
Sri Lanka

Jumana M. Elhafiz

Assistant Professor
Department of Biochemistry,
Shendi University, Ministry of Health,
Sudan

Dr. Sunil Kumar

Assistant Professor,
Punjab School of Economics,
Guru Nanak Dev University,
Amritsar, Punjab, India

Dr. Ebele P. ifionu

Faculty, Department of Finance and Banking
University of Port Harcourt, Nigera

Review Process

Each research paper/article submitted to the journal is subject to the following reviewing process:

1. Each research paper/article will be initially evaluated by the editor to check the quality of the research article for the journal. The editor may make use of iThenticate/Viper software to examine the originality of research articles received.
2. The articles passed through screening at this level will be forwarded to two referees for blind peer review.
3. At this stage, two referees will carefully review the research article, each of whom will make a recommendation to publish the article in its present form/modify/reject.
4. The review process may take one/two months.
5. In case of acceptance of the article, journal reserves the right of making amendments in the final draft of the research paper to suit the journal's standard and requirement.

