

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.

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

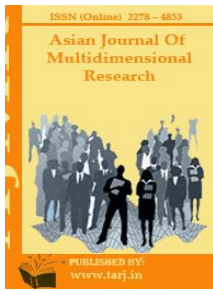
(A Double Blind Refereed & Reviewed International Journal)



SR. NO.	PARTICULAR	PAGE NO	DOI NUMBER
1.	EFFECTIVE USE OF INVESTMENT IN AGRICULTURE OF THE REPUBLIC OF UZBEKISTAN Dadaboev Tulqinjon Yusupjonovich	6-10	10.5958/2278-4853.2019.00252.0
2.	INDIA'S SOCIO-ECONOMIC AND POLITICAL ENGAGEMENT IN AFGHANISTAN Mohammad Yousaf Saqib	11-28	10.5958/2278-4853.2019.00243.X
3.	DIRECTIONS FOR INCREASING PRODUCT COMPETITIVENESS IN INDUSTRIAL ENTERPRISES Dilorom Kosimova Sobirovna, Adashev Azimjon O`rinboyevich	29-35	10.5958/2278-4853.2019.00258.1
4.	IMPORTANCE OF TEACHER AS A TOOL OF COMMUNITY MOBILIZATION AND STRENGTHENING SCHOOL MANAGEMENT COMMITTEE Dr. Alka Singh	36-39	10.5958/2278-4853.2019.00246.5
5.	PEDAGOGICAL BASES OF INNOVATION ACTIVITIES IN HIGHER EDUCATION INSTITUTIONS Najmiddinova Mehriqul Najmiddin Qizi	40-43	10.5958/2278-4853.2019.00251.9
6.	STUDY ON DIRECTION OF INDIAN AUTOMOBILE INDUSTRY Nagamani.K.N, Dr. A. Muthusamy	44-57	10.5958/2278-4853.2019.00247.7

7.	PROGNOSTIC SIGNIFICANCE OF Ki67, Bcl2 AND p53 IN PATIENTS WITH LOCALLY ADVANCED CERVICAL CANCER Nishanov Daniyar Anarbayevich, Mamadaliyeva Yashnar Saliyevna, Karimova Nargiza Sunnatullayevna	58-64	10.5958/2278-4853.2019.00248.9
8.	ECONOMIC DIVERSIFICATION AND THE ROLE OF NON-OIL SECTOR IN THE UNITED ARAB EMIRATES Saima Shadab	65-76	10.5958/2278-4853.2019.00249.0
9.	PRADHAN MANTRI GRAM SADAK YOJANA AND ITS ROLE IN TRANSFORMATION OF RURAL ASSAM: A CASE STUDY IN KAMRUP DISTRICT OF ASSAM Dr. Ajijur Rahman	77-94	10.5958/2278-4853.2019.00245.3
10.	ECONOMIC RELATIONS OF EMPLOYMENT IN THE REPUBLIC OF UZBEKISTAN Ahmedov Oybek Turgunpulatovich, Otamirzaev Olimjon Usubovich	95-100	10.5958/2278-4853.2019.00254.4
11.	A COMPARATIVE STUDY OF JOB INVOLVEMENT AMONG MINORITY AND NON-MINORITY MANAGED SECONDARY SCHOOL TEACHERS Mahfooz Alam, Prof. Nasrin	101-107	10.5958/2278-4853.2019.00242.8
12.	“SANKALP” - INNOVATIVE SKILL DEVELOPMENT IN INDUSTRIAL KNOWLEDGE Dr. D. Selvaraj	108-113	10.5958/2278-4853.2019.00253.2
13.	A COMPARATIVE STUDY OF CHILD LABOUR AND SCHOOL GOING ADOLESCENTS IN RELATION TO THEIR EMOTIONAL MATURITY Rashmi	114-118	10.5958/2278-4853.2019.00250.7

14.	DEVELOPMENT OF INTEGRATED GARDENING BASED INVESTMENT Dadaboev Tulqinjon Yusupjonovich	119-124	10.5958/2278-4853.2019.00256.8
15.	A STUDY ON PERCEIVED STRESS AMONG SPOUSE OF ALCOHOLICS Sujan H.L., L.Ponnuchamy, A.U. Shreedevi	125-138	10.5958/2278-4853.2019.00244.1
16.	USING INNOVATIVE MARKETING STRATEGIES IN RETAILERS Safarov Bahtiyer Djurakulovich	139-146	10.5958/2278-4853.2019.00257.X
17.	A STUDY ON THE PERCEPTION OF SCHOOL TEACHERS ON HRM EFFECTIVENESS IN COIMBATORE CITY, TAMIL NADU Dr. K.C Arunadevi, Dr.Sunitha Kumaran	147-155	10.5958/2278-4853.2019.00255.6
18.	IMPROVEMENT IN MANAGERIAL CONFLICT MANAGEMENT SKILLS THROUGH MANAGEMENT DEVELOPMENT PROGRAM: EVIDENCE FROM NEPALI COMMERCIAL BANKS Dr. Dhruva Raj Pokharel, Ganesh Bhattarai	156-162	10.5958/2278-4853.2019.00351.3

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00252.0****EFFECTIVE USE OF INVESTMENT IN AGRICULTURE OF THE
REPUBLIC OF UZBEKISTAN****Dadaboev Tulqinjon Yusupjonovich***

*Associate Professor,
Namangan Engineering Construction Institute,
Namangan, Republic of UZBEKISTAN

ABSTRACT

The article examines the reforms in the agricultural sector of the Republic of Uzbekistan and the distribution of investments in the sector, conducted an econometric analysis of their effective use, and proposed scientific recommendations for the effective organization of the agricultural economy. A great deal of work has been done in the country in the past period on the use of domestic investment. For this purpose, investment programs are being developed and implemented in the country. In the area of attracting investments in agriculture, the level and condition of agrarian production in the regions is inadequate, and it is difficult to achieve efficiency in direct investment of farms in the micro-district. Nevertheless, the use of investments in agriculture and the allocation of investments have not been studied, which in turn requires research on the subject. Work experience of many farms has proven that in the initial stage of farming, the low level of land plots allocated to them has in many ways hampered the growth of productivity. Consequently, based on the inventory of land plots and critically evaluating the activities of farms, a wide-ranging, yet well thought-out work has been carried out to optimize land parcels. In order to create the necessary conditions for the rapid development of farming enterprises in accordance with the Decree of the President of the Republic of Uzbekistan, in accordance with the Program of transformation of unprofitable, low-profit and unplanned agricultural cooperatives into private farms. An important step forward is the introduction of a livelihood system with high-tech modern equipment. Of course, the scope of the leasing system is not so wide, but obviously, this method of providing technical support to rural workers has a great future.

KEYWORDS: *modernization, investment, investment programs, gross agricultural product, econometric model, profitability.*

INTRODUCTION

In order to develop the directions of improving the efficiency of domestic investment in the development of farming enterprises in the conditions of modernization of the country's economy, it is necessary to study the current state of investments and their condition. A great deal of work has been done in the country in the past period on the use of domestic investment. For this purpose, investment programs are being developed and implemented in the country.

In this regard, the Decree of the President of the Republic of Uzbekistan "On Measures to Maintain the Rights and Legitimate Interests of Farm Owners, Farm Owners and Owners, Effectively Implement the Efficient Use of Agricultural Fields" [1] and "Further Development of Farmer, Peasant Farmers and Farmers" [2], which serves as an important guide to action.

According to the preliminary data provided by the State Statistics Committee of Uzbekistan, the total volume of agricultural, forestry and fishing products in 2017 will reach 69504.2 billion soums. or 2.0% to the corresponding period of 2016. To further enhance these positive outcomes, the Decree of the President of the Republic of Uzbekistan "On the Strategy of Action for the Further Development of the Republic of Uzbekistan" is effective for the effective use of investment in the development of the sector's economy and the following:

- Creating favorable conditions for the promotion and development of multi-purpose farms engaged in the production, processing, storage, sale, construction and rendering of agricultural products, especially agricultural products;
- Implementation of investment projects on construction, reconstruction and modernization of existing new enterprises, equipped with the latest high-tech equipment for the deep processing of agricultural products, semi-finished products and finished food, as well as packaging products. responsibilities.

In the area of attracting investments in agriculture, the level and condition of agrarian production in the regions is inadequate, and it is difficult to achieve efficiency in direct investment of farms in the micro-district. Because agriculture is characteristic, its natural-economic, location, specialization and social conditions are different.

This, in turn, raises the effectiveness of the distribution of agricultural investments and improves the scientific approach to the issues of proper distribution.

LITERATURE REVIEW

P. Osmolovskaya [4] on the methodology for the assessment of investment attractiveness of the region based on investment attraction on the basis of investments in agriculture, A.G.Aganbegyan [5] on sustainable agriculture growth and financial security, and problems with agricultural production risk management O.P. Neyfeld [6].

Our local scientists A.Abduganiev [7] conducted scientific researches on the current state of use of material-technical and labor resources existing in agriculture, scientifically-based analysis of the development, economic efficiency of enterprises, industries, and their factors in the future.

Nevertheless, the use of investments in agriculture and the allocation of investments have not been studied, which in turn requires research on the subject.

RESEARCH METHODOLOGY

The article deals with economic, comparative, analytical and selection observations, statistical and multi-factor econometric analysis, economic-mathematical and other methods of modeling.

Analysis and results

It is important to stabilize the development of the country's economic sectors and pay attention to the agricultural sector in providing the country's population with quality food. It should be noted that, while agricultural products simultaneously are used as raw materials for the operation of industrial enterprises, it is desirable to regularly study and investigate the industry. In this regard, it is necessary to consider the dynamics of statistical indicators in the Republic of Uzbekistan for the period from 2000 to 2017 and its results.

TABLE 1 THE STATE OF THE AGRICULTURAL ECONOMY OF TURKEY

№	Indicators	2000	2005	2010	2017	Change in comparison with 2000, (-, +)
1.	Number of Rural and Forestry Enterprises (thousand)	30,4	22,6	23,8	22,6	-14,3
2.	Number of Employees in the Network (thousand people)	3093,7	2967	3127	3690,3	205,3
3.	Investments in UZS (UZS bn)	42,6	138,2	531	2004,3	1996,8

Source: author's work on the basis of the data from the State Statistics Committee of the Republic of Uzbekistan.

Table 1 shows that in the 2000s, the number of rural and forestry enterprises increased by an average of 7,400 compared with 2005, 2010 and 2014. This is due to the fact that the existence of various collective farms and shirkats in the period before the law of the Republic of Uzbekistan on dehqan and farming in 1999 was determined by the excess of enterprises in the sector. This, in turn, ensured that the number of employed population in the sector increased by an average of 81,000 people over the previous years.

Measures to accelerate the development of farms in 2005-2007 with the aim of eliminating and radically reducing the adverse impacts of agriculture in 2005 and beyond, in 2006, the transformation of agricultural cooperatives (shirkats) into farms and "On Measures for Transformation of Agricultural Enterprises into Farms in 2007", as a result of which the land was transferred to its owners. In 2005, the number of enterprises and employed in agriculture decreased by 143,200 and 518,0 thousand compared to 2000, amounting to 225,600 and 2,967,000.

Work experience of many farms has proven that in the initial stage of farming, the low level of land plots allocated to them has in many ways hampered the growth of productivity. Consequently, based on the inventory of land plots and critically evaluating the activities of farms, a wide-ranging, yet well thought-out work has been carried out to optimize land parcels. Particular attention was paid to the specialization of farms and population density in different regions of the country. As a result, the land plots allocated for farming have grown from 37 hectares to 93.7 hectares or more than 2.5 times in today's cotton and grain growing. This

indicator increased from 10 hectares to 24.7 hectares or 2.5 times from livestock and from 154 hectares to 164.5 hectares in vegetable growing.

As a result of these measures, by 2017, achieving price competitiveness through the development of the agricultural economy, improving the land melioration and intensification of gardens, the establishment of freezing warehouses, increasing fruits and vegetables exported to countries through free economic zones. in the amount of UZS 2004.3 bn. The volume of investments made up UZS 2.9 bn. It can be seen that it increased by UZS.

Economic reforms began in Uzbekistan, primarily in the agrarian sector. This is symbolic because more than 60 per cent of the population, 44 per cent of employed population lives and works in rural areas, 30 per cent of GDP, 55 per cent of foreign exchange earnings, 70 per cent of product product sharing, 90 per cent of food production will come.

Of course, as a result of the rising and rational use of investment in agriculture, the aggregate output of this sector is increasing (Table 2).

TABLE 2 THE MAIN ECONOMIC INDICATORS OF THE AGRICULTURAL SECTOR OF THE REPUBLIC OF UZBEKISTAN

№	Indicators	2000	2005	2010	2017	The change from 2017 to 2000, (-, +)
1.	Agricultural production (UZS bn)	1387,2	5978,3	16774,7	69504,2	68117,0
2.	Net profit, loss (UZS bn)	18,6	-48,9	43,6	44,8	15,8
3.	Network Efficiency,%	1,3	-0,8	0,3	0,07	-1,63

Source: author's work on the basis of the data from the State Statistics Committee of the Republic of Uzbekistan.

According to the data in the table, gross agricultural output in the 2000s amounted to 1387.2 billion soums. During the reporting period, the company sold 18.6 billion soums. and resulted in 1,3% efficiency. However, in 2001, there was a lot of painful cases in the agriculture, which was until 2006 (22.7 billion soums in 2002, 30.6 billion soums in 2003, 16.5 billion in 2004, in 2006 - , 4 billion soums).

In order to avoid such a negative situation, the Decree of the President of the Republic of Uzbekistan "On Measures for the Transformation of Agricultural Cooperatives (Shirkats) into Farms in 2006" was issued on November 8, 2005, PQ-215. In order to create the necessary conditions for the rapid development of farming enterprises in accordance with the Decree of the President of the Republic of Uzbekistan, in accordance with the Program of transformation of unprofitable, low-profit and unplanned agricultural cooperatives into private farms:

- Establishment of production and market infrastructure facilities in the territory of agricultural cooperatives (shirkats) to be reorganized in 2006;
- defining open and transparent competitions among the applicants for the establishment of farms, and ensuring the principles of impartiality and fairness in identifying winners.

As a result of implementation of the tasks outlined in the resolutions, the achievement of achievements in agriculture has been started since 2007. In particular, in 2010, 43.6 bln. in 2017

- 44.8 billion soums. The profitability of the gross agricultural output amounted to 0.3% and 0.07%, respectively.

In sum, the consistent implementation of economic reforms in the country will lead to further development of the agrarian sector and the availability of products in world markets.

CONCLUSION/RECOMMENDATIONS

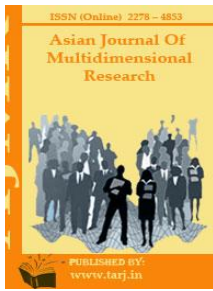
About \$ 4.5 million in various farms in Uzbekistan's rural areas. He is a farmer in the hectare field. The larger and smaller technologies in the cultivation of such widths are the powerful wing of the farmer. The Uzkishlokkhozmashkholding and Uzkishlokhujalikmashlizing companies, based on the peculiarities of the transition to market relations during the years of independence, have identified this vital branch as the key to ensuring the perfect and effective technical equipment.

An important step forward is the introduction of a livelihood system with high-tech modern equipment. Of course, the scope of the leasing system is not so wide, but obviously, this method of providing technical support to rural workers has a great future.

In our view, attracting foreign investment in agriculture, we believe it is important to pay special attention to increasing the demand in the world market for products that are being produced in the country, the formation of a modern system of storage, logistics and consumers, and elaboration of measures to address emerging shortcomings.

REFERENCES

1. Decree of the President of the Republic of Uzbekistan Shavkat Mirziyoev of October 9, 2017 "On Measures for the Protection of the Rights and Legitimate Interests of Farm Owners, Farm Owners and Land Owners, Effectively Using the Agricultural Plants Effectively".
2. Resolution of the President of the Republic of Uzbekistan Shavkat Mirziyoev "On organizational measures for the further development of farmer, dehqan and landowners activity" dated October 10, 2017.
3. The Decree of the President of the Republic of Uzbekistan Sh.Mirziyoev "On the Strategy for the Further Development of the Republic of Uzbekistan" dated February 7, 2017, N UP-4947. // The phrase "People's Word" 28 February (28), February 8, 2017.
4. Osmolovskaya P.S. Investment development of agriculture in the region. // The text of a scientific article on the specialty "Economics and Economic Sciences" <https://cyberleninka.ru/article/n/investitsionnoe-razvitiie-selskogo-hozyaystva-regiona>
5. Aganbegyan A.G. Sustainable growth of agriculture and its financial support. // J. MONEY AND CREDIT. №7, 2017
6. Neufeld, O.P. Assessment of managerial risks in the agricultural sector is an important task of monitoring / O. P. Neufeld // Agricultural and food policy of Russia. - 2016. - № 9. - p. 47-50.
7. Abduganiev A. Agricultural Economics. -T.: Literature Fund. 2007. -340 b.

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00243.X****INDIA'S SOCIO-ECONOMIC AND POLITICAL ENGAGEMENT IN
AFGHANISTAN****Mohammad Yousaf Saqib***

*Faculty,

Member at department of Public Relations,
Shaikh Zayed University, Khost,
AFGHANISTAN

Email id: yousafsaqib10@gmail.com

ABSTRACT

The study focused on India's Socio-economic and Political engagement in Afghanistan. The study is descriptive in nature. It aims to analyze Indian foreign policy for Afghanistan and to find out the reasons behind India's vast engagement in Afghanistan. The study argues that India's engagement in Afghanistan is prioritized in Indian political context in order to play an influential role in the region. This study also explores India's aims of economic interests and access to the Eurasian landmass and Central Asian countries to fulfill its energy deficits through pipelines which convinced Indian government for signing multilateral agreements. It also indicates India's aim of connecting in trade and transit with central Asian countries through Chabahar sea port and to open multiple air corridors which enhances the capability of Indian government to maintain its sustainable development. The study indicates that India's engagement toward Afghanistan has been changed by the three main factors: first; striking a balance between Afghanistan and Pakistan relations, second; changing in domestic politics and the wishes of internal political parties in Afghanistan, and third; changes in the International political environment.

KEYWORDS: *Socio-economic engagement; Eurasian Landmass; Indian political context; Zero-sum game, Striking balance; Domestic politics, International political environment.*

INTRODUCTION

The article aims at analyzing the India's Socio-economic and Political engagement in Afghanistan from 2001 onward. It is a descriptive and analytical study to find out the reasons and causes of India's vast engagement in Afghanistan. The study has analyzed the causes and

purposes of bilateral agreement between India and Afghanistan on socio economic development and Political cooperation from 2001 onward.

India and Afghanistan has ancient historical, cultural and political relations but the new diplomatic relations between these two countries started again in 2001 and they both signed Strategic Partnership Agreement in 2011. In fact, this was the time when India decided to involve in socio economic and political cooperation inside Afghanistan.



<https://www.google.com/search?q=India%27s+development+aid+to+Afghanistan>

Shaida Abdali the ambassador of Afghanistan in New Delhi said during an interview in July 13, 2018; to *The Economic Times of India*, that “today by opening the air trade corridor with India in 2018, the trade has enhanced too much as it is expected to increase from US\$ 900 million to US\$ 2 billion in 2020.” (dailypoineer, 2018)

On the other hand, India is an important key player in development and overall stability of Afghanistan. The number of vast majority of these projects have been implemented from 2002-2013 in the form of grants which implemented according to the Afghan National Development Strategy on infrastructure, community-based development projects, education and capacity building programs. (GSSCORE, n.d.). Based on the bilateral agreements and cooperation with Afghanistan, India has been involved in various rural development projects, dams, infrastructure, roads, food supply, and US\$ 500 million as aid to Afghanistan. The total amount of all these projects and cooperation becomes billions of dollars by Indian government. But, it arises a question that why India gives so much attention to rebuild and maintain socio economic and political relations with Afghanistan? How and what encourages India to participate in development and capacity building of Afghanistan? And what are the reasons behind this much of social and economic cooperation with such geographically untouched land. So, this study is

going to strikethrough the reasons, purpose and goals of the vast engagement of India in Afghanistan.

India -Afghanistan relations: historical background

The relations between India and Afghanistan are based on historical and cultural exchange. During the *British raj* (British Rule) on India, the central and southern parts of the Asian countries were separated from each other which were divided by the two great powers of Soviet Union and Great Britain. During that era geographically; Afghanistan and India were touched on Attock Bridge side by side. After the born of Pakistan in Aug 14, 1947; India and Afghanistan located on a distance from each other. This made Afghanistan as land locked and Pakistan came in middle as a big obstacle for trade and transit between India and Afghanistan which cut the roads and way to sea port to Afghanistan.

The regional situation of Asian countries used to change the overall conditions of the countries. During the Soviet invasion of Afghanistan and all other central Asian countries had to overcome with the idea of communism which proliferated out around the southern region as well. India also affected by political, economic and social system of Communism which leded Indian government to initiate USSR five-year planning under the Planning Commission of India in 1950. And because of the new government of communist party in Afghanistan at the time-period of 1979-1989 due to the ideological and political closeness India deeply engaged with Afghanistan in humanitarian, ideological and political fields. Therefore, this time both Afghanistan and India were vastly connected with each other.

During the Taliban regime in 1990s to 2001, India cooperated with Afghan people through United Nations and other Non-governmental Agencies (NGOs) in humanitarian fields. But after the U.S. invasion of Afghanistan in 2001, India and Afghanistan once again started new era of multiple relations i.e. social, economic, political and humanitarian. Especially, by signing the Security Partnership Agreement (SPA) in 2011, a bunch of large scale projects and infrastructure, social welfare, healthcare centers, political and diplomatic training and police training programs have been initiated. Billions of dollars have been invested in Afghanistan which represents India as fifth largest donor country in Afghanistan.

Strengthening Ties

Since 2001, India has undertaken projects worth over \$2 billion in Afghanistan

India's development partnership can be classified into five sectors--infrastructure development, humanitarian assistance, human resource development and capacity building, economic development, and connectivity

In 2016, India pledged to allocate an additional \$1 billion over the next five years



India says its projects speak for itself and it will continue to stay on course in Afghanistan

<https://economictimes.indiatimes.com/news/defenc>

D' Souza (2016), a member of research and advisory committee - Naval War (Goa), stated that India has been emerged as one of the fifth largest investor and donor country in Afghanistan which proved more than 2 billion of U.S. dollars had been invested by Indian government in various small and large scale infrastructure and other diverse areas of education, training, healthcare and social welfare. (Souza)

The era of withdrawal of NATO forces from Afghanistan by 2014, was a point of review for Indian policy-makers whether to continue India's engagement in large scale project or to limit on small scale development projects. But after transferring the security responsibility to Afghan National Security forces by 2014; Afghan government could maintain to some extent but the economic condition of the country was poor. Gradually, the government of Afghanistan tried to focus on regional and mutual cooperative agreements with regional in order to economically and politically stabilize the country. According to the historical and cultural background and relations with Afghanistan, India got a priority for maintaining such cooperation and mutual relations. Recently both countries have opened air corridor for trade and transiting fresh fruits and vegetables. Chabahar is the other single important sea port of trading which connects India with other central Asian countries through Afghanistan.

IMPORTANCE OF THE STUDY

It is important to know about the links, reasons and purpose of India's social, political and economic engagement in Afghanistan. The focus of the study is to analyze Indian foreign policy towards Afghanistan.

On the basis of current scenario, it is clear that India chased this opportunity of maintaining political and socio-economic relations with Afghanistan. Also historically, India had good relations with Afghanistan but after studying these relations, a question arises that - why India is so interested in Afghanistan? And what are the reasons behind India's current engagement in Afghanistan? Because, the government of India itself has much challenges of reducing poverty, maintaining welfare to handicapped and keeping sustainability in the country. According to the World Bank report in 2012; 270,000,000 Indian people were living Under Extreme Poverty line which shows that one in five of Indian citizens living Below Poverty Line (BPL). But instead of so many challenges, India still continues cooperating with a far neighboring Afghanistan. (India's Poverty Profile, 2016)

The main importance of this study is in finding answers for these questions, meanwhile to focus on important values of Indian foreign policy toward Afghanistan. As there is a big fear for India from Taliban regime; if again they get controlling over Afghanistan then India will be suffered by these fighting groups of Pakistan.

In accordance to the study of Pattanaik (2012) quoted an Indian Officer as he states that during the Taliban rule in Afghanistan, 22 percent of fighting groups in Jammu and Kashmir were either from Afghan origin or had been trained in Afghanistan.

And Pakistan also tries to eliminate Indian influence in Afghanistan. Marvin and Jonathan(2008) pointed out that the big effort of Pakistan is to minimize the Indian influence in Afghanistan and use Afghanistan as safe zone for its military forces during the wide war and conflict with India as well.

This study is also important to know about the economic deficits of India which could be fulfilled by central Asian countries through Afghanistan. The needs for hydro-electric and gas energy is going to be increased several times more by next 2030. Larry and Peter (2012) mentioned the energy deficits of India which is the second fastest growing energy market in the world, which needs to enhance its capabilities to find out long-term energy resources to keep up annually 7% economic growth and development. This rapid growth causes India to import its 80% of gas and fuel energies from Central Asian and other neighboring countries by 2030.

OBJECTIVES OF THE STUDY:

The main Objectives of the study are the following:

1. To analyze Indian foreign policy toward Afghanistan.
2. To find out the reasons and purpose behind India's vast engagement in Afghanistan.
3. To analyze India's Social, Political and Economic engagement in Afghanistan.

RESEARCH QUESTIONS

1. What are the reasons behind India's vast investment in Afghanistan?
2. What would be the impacts of India's Social, Political and economic engagement on the future of Afghanistan?

RESEARCH METHODOLOGY

The study is based on secondary data. It is a descriptive and analytical study to find out the reasons and causes of India's vast engagement in Afghanistan. Relevant books, journals, articles and websites are used as references for the present study.

REVIEW OF LITERATURE

The present study aims at analyzing the purpose of bilateral agreement between India and Afghanistan on socio economic development and Political cooperation from 2001 onward. There are several studies on various aspects of Afghan-India relations. The accessible literature review is presented here as in the following manner.

Kumar (2017) in his article "Indo Afghan relations in current scenario" mentioned Donald Trump's statement to Pakistan about millions of US dollars aid have provided for the destruction of terror groups but it has been used for their recruitment, training, equipping and nurturing unexpectedly. Kumar further stated about the role has been played by Pakistan in destabilizing Afghanistan which opened the way to India's vast contribution in Afghanistan as it expected to play a role of regional power for the betterment of Afghanistan.

But Pakistan has been playing two track policies with U.S. and Afghan government; on one side Pakistan tries to prove himself as a real and honest partner of U.S. by involving in anti-terrorism operations in frontier areas, on the other hand Pakistan provides Taliban military trainings, money and all kinds of support for the battle. By this harsh policy Afghan government shifted its relations from Pakistan and rebuilt new socio-economic and political relations with India.

Sunket, SudhirKulkarani (2016) pointed out the alternatives to meet India's energy deficits as for the rapid growth and industrialization in the country, the government of India preferred to access to neighboring Liquid Natural Gas resources by pipelines. The author further mentioning that government of India have signed TAPI gas pipeline in 2012. The purpose of signing agreement on TAPI is its long-lasting fulfillment of the energy deficits for India to embark its energy needs and maintain sustainable development in the country.

India's engagement in Afghanistan could lead it to access to all energy-rich Central Asian countries in order to fulfill its hunger.

By the International Energy Agency outlook special Report in 2015, revealed that India in current situation of energy deficits is facing with much problems as 240 million people of the population have less access to electricity. According to this report India increased the global energy demand to 10 percent which shows its per-capita energy demand reached to 46 percent as a doubled usage of electricity in India since year 2000. The increasing population and industrial development is the main causes of energy deficit and demand but the government of India has to prioritize industrial development in order to feed up such a growing number of population.

Larry and Peter Chalk (2012) mentioned the energy deficits of India which is the second fastest growing energy market in the world. It needs to enhance its capabilities to find out long-term energy resources to keep up annual 7% economic growth and development. This rapid growth causes India to import its 80% of gas and fuel energies from Central Asian and other neighboring countries by 2030.

India for a long time, has been seeking this opportunity to reach to central Asian countries for the fulfillment of its energy needs; meanwhile India tries to place its various products in Asian market for its economic growth through Afghanistan.

Harsh V. Pant (2010) pointed out that after September 11; Pakistani President Parvez Musharraf had to choose support of U.S. invasion or to join with Taliban against United States. Finally, the situation revealed that the decision made by Pakistan government leded them to support U.S. led invasion for the purpose of enrichment their economy and military budgets. Thus, the Pakistan government was rewarded with heavy military equipment as grants.

On the other hand, India as the second most populated country in the world needs to find long term energy resources to at least 1.35 billion of its citizens in order to maintain sustainable development of the country which is different from Pakistan's influence in Afghanistan on the basis of different Geo-political perspectives.

Marvin and Jonathan (2008) pointed out that all the religious schools (Madrassas) are the important sources of recruitment, training and equipping of new Taliban insurgents inside Pakistan as in 2005, these Madrassas were a prime source of recruiting the suicide bombers to attack on Afghan government settings and NATO bases. Meanwhile the second big effort of Pakistan is to minimize the Indian influence in Afghanistan and use Afghanistan as safe zone for its military forces during the wide war and conflict with India as well.

INDIA'S STRATEGIC GOALS IN AFGHANISTAN

India seeks to overcome with the highest position in economy, social and political influence on neighbors especially, tries to overtake China that enables it to implement all its socio-economic and political strategies in the region. And Afghanistan is important so as an economic hub for India which has potentiality of a bridge to central Asian countries. Therefore, Afghanistan plays role as a gateway for all economic, social, political and trade relations between India and the rest of the countries of this region.

India wants a democratic political system in Afghanistan which would not threaten India's security, relations and interest in the region. It is also believed that a friendly government in Afghanistan would consider about "Indian fear theory" in order to prevent fear and insecurity against Indian government and citizens from Afghan side. Following are the main strategic goals of Indian government in Afghanistan which could refer to or conclude its relevant strategies and policies toward Afghanistan.



Figure 1 <https://newsin.asia/first-afghan-shipment-via-india-built-chabahar-port-in-iran-arrives-in-mumbai/>

1. Preventing Anti-India Terrorism Or To Prevent Indian Threat Theory

As mentioned before, having a friendly and democratic government in Afghanistan is the highest priority for India. This is for the purpose of limiting fear and threats for cultivating the militants groups again in this region. As in 1990s most of the Pakistani fighting groups get used to be trained by ISI either in Afghanistan or inside Pakistan but most of them belonged to Pakistani Islamic groups which had usually sent to Kashmir for fighting against Indian army.

This study found the same finding by Fair (2014) revealed that in 1990s most of the Pakistani terror groups i.e. Harakat-ul-Jihad-Islami, Jaish-e-Muhammad, and etc. have trained in Afghanistan in accordance to the ISI policy and strategy in order to fight against India. So India concerns about its own security which has direct link with the security situation and political system of Afghanistan.

Further more by this study findings Pattanaik (2012) coated an Indian Officer as he stated that during the Taliban rule in Afghanistan, 22 percent of fighting groups in Jammu and Kashmir were either from Afghan origin or had been trained in Afghanistan.

This continuously, increased fear and threats to Indian government and people which came to be known as an expression among Indian politicians. Retired Maj. Gen. S. B. Asthana, in an interview during a "Big Picture round table" called this as "Indian threat theory" which refers to all terrorist activities against Indian government and people.

Finding a friendly government in Kabul is the strategic attempt of Indian government that could sketch a protection wall for India's internal security at first and then maintains its vast engagement in Afghanistan. The study links with relevant study by Fair (2014) stated that when Taliban had full controlled over Afghanistan in 1996, India together with Russia, Iran and Tajikistan assisted the Northern Alliance military under the leadership of Ahmad Shah Masoud by providing weapons, money, military advisors to the battle field and India made a special purpose hospital in Tajikistan for the treatment of injured armies. India strategically wanted to defeat and beat Taliban by supporting the Northern Alliance military in order to secure India's security.

2. Undermining Pakistan Influence in Afghanistan

As Trump announced the policy of "America First" in 2017, in the same manner the engagement of India in Afghanistan means to save and secure India first. Both the Conciliators and Partisans of Indian foreign policy-makers step toward Afghanistan very carefully prioritizing its security first in relations with this country.

The Indian policy-makers find such conditions for India's engagement in Afghanistan which firstly, could eliminate terror activities against India and secondly to marginalize Pakistan both politically and economically. The study refers to Paliwal, Avinash (2017) stated that the Conciliators try to engage India in good relations with whoever comes to power in Kabul even with Afghan Taliban. That means Indian foreign policy toward Afghanistan, prefers first to contribute its goodwill among Afghan people and government and secondly to engage in politically and economically. So the outcome variable of Indian engagement in Afghanistan will definitely undermine influence of Pakistan in Afghanistan. The author further stated about 'Partisans'; the second group of Indian policy-makers who focuses on adopting an anti-engagement approach toward Afghan government which leads India into a multifaceted relations with Afghanistan.

The Partisans policy platform limits Indian government engagement broadly but particularly supports anti-Pakistan ethnic groups, various political parties and local landlords in Afghanistan in order to undermine Pakistan influence in Afghanistan. Therefore, there is no single policy approach by New Delhi toward Afghanistan, which has been undermined by the conditions on the ground in Afghanistan.

INDIA'S SOCIO-ECONOMIC AND POLITICAL ENGAGEMENT IN AFGHANISTAN

1. Social Engagement In Afghanistan

According to the historical relations between India and Afghanistan, the foundation of social and people connection of these two countries push them to renew that social engagement in from of people to people connection. The relation between people of the two countries comes from centuries back and almost of the Afghans believed India as a second home which proved people integration and willingness toward each other. The other important story of Kbuli-wala reflects the notion of people engagement both from India and Afghanistan. This shows that both countries have closer social and cultural relations throughout the history. During 1950, India and Afghanistan signed a mutual Friendship Treaty which paved the way for signing the Strategic Partnership Agreement (SPA) in 2001 between these two countries.

During the communist regime of Dr. Nagibullah; related to Khalq Party, India and Afghanistan had deeply and closer-connected relations which could enhance India's multiple engagement in Afghanistan. Fundamentally, the relationship was based on ideology of communism at that time and the impact of social ideology made both countries to have closer ideological, economic and political relations. After Dr. Nagibullah, the Mujahideen came to force which limited India's social engagement in Afghanistan. Finally, by Taliban regime it reached to an end but India had continued humanitarian cooperation and help with the people of Afghanistan through UN and other few NGOs. These humanitarian and welfare activities were limited to conducting health camps, providing basic needs and nutrition to children and education.

After US led NATO invasion of Afghanistan by 2001, once again India reconnected with Afghanistan having expanded social engagement. Almost 32% of the total US\$ 2.3 billion aid after 2001, have been spent and invested in social, humanitarian and welfare sector which proved India's vast social engagement in Afghanistan. The Self Employment Women Association (SEWA) under the Ministry of Women's Affairs of India, trained 3000 Afghan women in order to learn job related skills in spite of getting academic knowledge. Beside this, India also cooperated with Media TV channels in Kabul and provinces in expanding their coverage and work potentiality. Also Indian government gifted 3 civilian airlines to Afghanistan and 274 of buses have been given as a gift for the use of people transportation. As a healthcare center; Indian government renewed the Indira Gandhi Children Hospital for Afghan people. The Indian government also worked on constructing and repairing of Habibia School in Kabul.

The other important aspect is the expansion of fans of the Hollywood movies in Afghanistan which shows India's social impacts on Afghan society. Furthermore, these movies and films directly introduce Indian culture and living styles which normally, take place in Afghan culture. So Indian social engagement might be in different forms but it improved India's social influence on Afghan society.

2. Economic Engagement in Afghanistan

Historically, Afghanistan remained as a most important trade hub between Eurasian landmass, central Asian and southern Asian countries connecting them by silk-road through Afghanistan. Geopolitically, also Afghanistan was important as a core land for Great Games which made this land as a buffer-state between the two big powers of Soviet Union and Great-Britain. VivekKatju, a former Indian diplomat and ambassador for Afghanistan in 2005-2006 stated about the economic policy for India's engagement in Afghanistan "we are on the right path with the new policy of 'Development' because it is based on the consultation and request of Afghan government and on the other hand the SPA must be followed independently, because it is bilateral agreement between India and Afghanistan.

India since many years, tried to connect with central Asian countries to engage in trade and commerce for the purpose of stabilizing its economy. But the political instability and changing condition of Afghanistan was a big barrier toward this effort for Indian government. And once again Afghanistan entered to new era after 2001 onward which opened the way to Indian government for re-engaging with Afghanistan. India and Afghanistan have been remained closer friend in various dimensions throughout history but the main reasons of newly economic engagement in Afghanistan after 2001, are mentioned here as:

i. Access to Natural Reserves of Central Asian Countries

The purpose of India's economic engagement in Afghanistan is to reach to the permanent natural gas resources located in Central Asian countries including Afghanistan. As mentioned before, India has been trying to connect with Central Asian countries in shape of different bilateral or multilateral relations. And without having access to these long lasting gas reserves it cannot fulfil its energy deficits for maintaining sustainable growth and development in the country. According to the study of Lesourne and Ramsay (2009) stated that India in 2011, after U.S., China and Russia was the largest energy consumer in the World. And for maintaining the 7% annual economic growth doubled its primary energy consumption from 1990s by 2011.

In spite of the biggest consumer and exporter of the Coal energy but according to the International Energy Outlook, 2001; India and China together are the biggest Asian energy demanders by 2035. By the (IEA) outlook special Report in 2015, revealed that currently India is facing with much problems of energy hunger as 240 million people of the population have lack access to electricity. According to this report India increased the global energy demand to 10 percent which shows its per-capita energy demand reached to 46 percent as a doubled usage of electricity in India since year 2000. The study of Prof. Joshi (2018) revealed that in today's globalized World; the powerful and dominant countries try to find overland connectivity across the vast Eurasian landmass. Therefore, India joined TAPI gas pipeline project by signing it in 2003, which could change India's wish on reality by accessing to the Turkmenistan natural gas reserves. Meanwhile this project will bring both economic and political opportunities to India and Pakistan of regional cooperation and mutual relations.

In regard of energy needs of India; TAPI is the richest and long-lasting project that could be sufficient for India's energy demands for its rapid economic growth. According to Ministry of Mines and Petroleum of Afghanistan, India will individually receive 13.8-16 BCMs or 42% of the total amount of gas annually by TAPI project.

Chabahar port after signing a trilateral agreement in 2016 between Iran, India and Afghanistan, was the other option for connecting India in trade and transit with Afghanistan. It facilitates both India and Afghanistan to overcome with their import and export through Iran by this port. Prof. Joshi (2018) stated that Indian cargo ships can bypass through Dubai without giving transit fee which results a win-win deal for both Afghanistan and India. For providing the complete facility of trade and transportation; the study by D'Souza (2014) mentioned that India also constructed 218 kilometers Zarang-Delaram Highway which connects them to Iran Chabahar sea port. And in 2016, Afghanistan and India opened air corridor for facilitating Afghanistan to export its fresh and dry fruits via air. So, all these pipelines, transport and air-corridors expands India's economic engagement in Afghanistan which definitely influence the regional economy in future.

The other aspect of these corridors and trade is to have access to Afghanistan and Central Asian markets in order to find a permanent market for Indian products. The study by Pant (2010) revealed that during each visit, Indian and Afghan governments used to sign bilateral trade agreements of several initiatives of 7 million of US dollars and initiating a Joint Committee or Joint Work Group (GWG) at the level of Commerce ministers in order to promote 50 million dollars business-to-business relations, that imposes Indian dominance role in Afghanistan.

ii. Provide Development Aid and Seek Economic Influence

The India's economic engagement is expanded out in various form after 2001 and then after the SPA in 2011. Indian government largely has focused on development and infrastructural projects of Afghanistan. India also provided vocational enhancement, humanitarian and to a large number of Small Development Projects (SDPs) in rural areas. But beside this, India signed the roads construction, bridges and Haji Gak cooper ore deposit agreements with Afghan government which means that Indian government sought more monetary benefits by its investment in development projects.

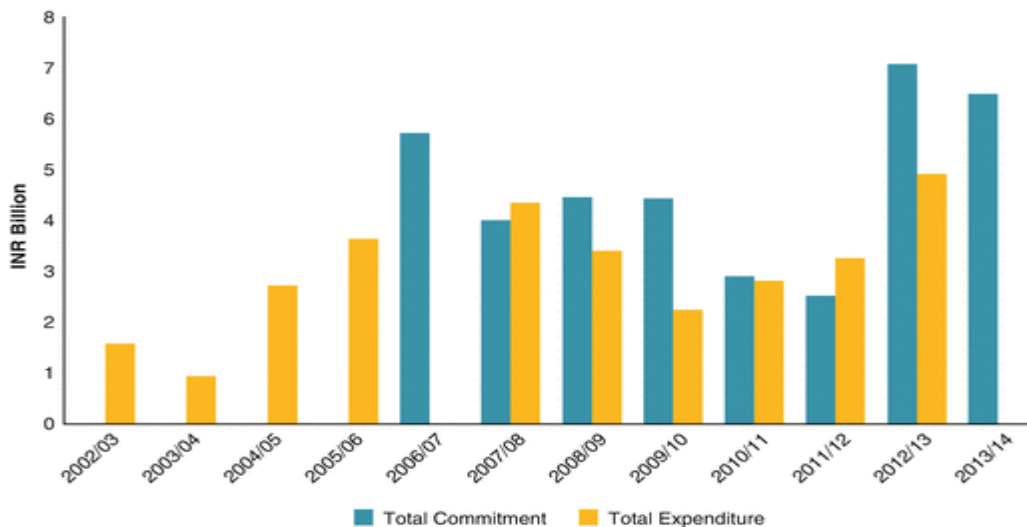


Figure shows India's development cooperation with Afghanistan: commitments and expenditures, 2002/03–2013/14 source:https://link.springer.com/chapter/10.1007/978-3-319-60621-7_7

The paper by D'Souza(2013) mentioned the continuing development programs in terms of poverty, illiteracy, administrative training and skills enhancement can improve Afghanistan's economic, social and political capital which ensures a permanent influence of Indian government in Afghanistan. The author further mentioned India's private sector investment and engagement in Afghanistan which gives Delhi a chance of critical economic presence that proves it as a long-term development stakeholder in the region. All these interpretations argues that India's strategic depth in Afghanistan moving toward an era of zero-sum competition between India and Pakistan.

As in 2017, India invested \$235 million U.S. dollars in second phase of Chabahar sea port and 600 crore INR (Indian Rupees) have spent on construction of Zarang-Delaram highway in order to find out a permanent alternative for long term trade and transit with Afghanistan and the rest of the central Asian countries. Furthermore, huge and high investment facilitates and recruitment of Indian personnel with high salaries in different companies and institutions to carry out the jobs outside the country. It lessens the internal burden of the Indian government by announcing them external vacancies which recycles the investment of the government into economic benefits.

3. India's Political Engagement in Afghanistan

After 2001, India renewed its relations with new Afghan government on the basis of development and reconstructions. Soon after consulates have been opened in Herat, Kandahar, Mazir-e-sharif and Jalalabad provinces to connect with both government and local people for its

diplomatic mission and to manage all these development projects in Afghanistan. Almost \$2.3 billion US dollars have been spent by Indian government on Big Infrastructural Projects (BIPs), Humanitarian assistance, Small Development Projects (SDPs) and Education and capacity building. But mostly this amount has been spent for the purpose of political influence in Afghanistan. As during the Taliban regime; India supported the Northern Allies but after 2001, India changed its policy by providing (SDPs) and Humanitarian assistance to southern-east Pashtuns related provinces in order to gain the goodwill of Pashtuns majority. On the other hand the big infrastructure like; the 42 megawatt Salma dam of US\$ 130 million in Herat province, Parliament Building of US\$ 28 million, Chabahar port and Zarang-Delaram road of US\$ 150 million have been constructed by Indian government have also used as a big political influence over the government and officials of Afghanistan.

The other tool of political influence used; were the SDPs in rural areas which most of them were prioritized on the basis of flexible operation and implementation without being monitored its funds and bureaucratic system. So, this gave very weight to India's political influence in society. The study of Paliwal (2017) quoted Mukhopadhaya (Indian Foreign Service Officer of Ambassadorial rank) that 'it was a need to compensate Pashtuns more than other communities and further he clarified that the aim was to reconnect with Pashtuns around the countryside which we achieved through SDPs by social contacts via the government and different NGOs in operation'.

The other important aspect of India's Political engagement is the process of providing 500 Scholarships annually by Indian Counsel for Culture Relations (ICCR) to those Afghan students whomever recommended by Politician or by a strong man form society. These scholarships have been offering to the political parties, members of the parliaments and other dominant strong persons in society based on independent political judgment of the Indian consulate officials which reflects its political influence in Afghanistan. And the study of Price (2013) refers to the large number of high level of officials and bilateral visits after 2011, between India and Afghanistan which proves India's significant political engagement in Afghanistan.

Military cooperation with Afghan government also expands India's military and political influence after signing the SPA in 2011. Almost 1000 Afghan Police officers and military forces have been trained in India annually which also contributes India's military and political influence in future. The Indian defense expert and retired Major Gen. S. B. Asthana said during interview to Rajya Sabha TV at Big Picture round table, that India should work on the capacity of military training of Afghan forces but he does agree on deploying Indian troops in Afghanistan as he stated four reasons for that. First; it is the intervention without security council resolution sanction and if we go, then we have to go under blueberry, second; sustainability of the troops without land connectivity is a big challenge for India, even it cultivates a vulnerability for India, third; it may create the ethnic hurdles inside Afghanistan. Fourth; our property will face with challenges by Pakistan for which even America won't consider on that. It is also said by Vivek Katju (a former Indian diplomat) at Big Picture round table that "we should continue training the afghan military, arm forces and officers based on the request of afghan government. But if they ask for lethal equipment, I am in opposition and we should not give them".

It means that India is providing assistance to Afghanistan government and people based on the economic and constructive dimensions in order to strengthen its engagement in accordance to the institutional framework of Strategic Partnership Agreement signed in 2011. Joshi (2014) stated that United States should encourage and support India's Political engagement by which India provides equipment to Afghan National Security Forces (ANSF) in order to hold security and make a stable situation which will enhance the prestige of India globally as well. Furthermore, under the NATO security umbrella, India is allowed to expand its Political, Economic and Social engagement in Afghanistan.

Therefore, the study revealed that India is somehow really influencing politically by cooperating the Afghan National Forces in terms of training and technical skills and providing them equipment. On the other hand India also expanding its political strategy in Afghanistan under the NATO security umbrella which might open the way to send its military forces for the purpose of providing security to Indian staff and field agencies in Afghanistan.

FINDINGS

Going through various literatures, the study found very specifically about India's multifaceted and vast engagement in Afghanistan declared that there are some of the mutual benefits between India and Afghanistan but at the same time these relations, convey a message of having influence over Pakistan's role in Afghanistan. It is almost revealed by many literatures that the new approach of Indian government to Afghanistan mostly encourages both Afghan and Indian officials to extract Pakistan from all socio-economic and political relations.

The findings from the study of literatures clarify different rationalities about the new era of Indo-Afghan relations and they support that there are several interdependencies which led these two countries into mutual and bilateral agreements. But according to the study of current prestige of Afghanistan, India has more obligations than Afghanistan for maintaining such bilateral relations with Afghanistan. The findings of the study could be included in the following points very briefly.

As the Indian foreign policy toward Afghanistan has shifted from partisans to conciliators by domestic change in Afghan politics in 2002; the following are the key values of Indian engagement in Afghanistan:

- India seeks to continue good relations and engagement in Afghanistan with whoever comes in power, even the Taliban.
- Indian government strictly deals with the government of Kabul in regards of relations with Pakistan.
- India's socio-economic and political engagement resulted of eliminating Pakistan's influence in Afghanistan. The study of Harsh V. Pant (2010) explored that India's attempted to stop Pakistan foothold in Afghanistan and the Indian approach toward Afghanistan is to prevent Pakistan interference in the affairs of Afghanistan. Furthermore, the author pointed out the main reason of limiting the role of Pakistan for India is to ensure that Taliban and other variety of regime does not come to power again which would be in favor of Pakistan. Thus, Pakistan will again have its strategic depth and dominant position not only in Afghanistan but it will also repeat the same threats and terrors for India as it was faced with in late 1990s.
- The result of vast amount of investment in Afghanistan is the strategy for accessing to Central Asian and Eurasian landmass in future. Apart from that, regional connectivity, trade

and cooperation is the other aspect of India's involvement in Afghanistan. These relations automatically, increase India's interest toward trade, transit and energy imports from Central Asian landmasses through Afghanistan for its energy deficits in the future. The study of D'Souza (2013) stated that for the fulfilment of energy deficits, India under the Connect-Central Asia Policy provides grants individually and signs 'Memorandums of Understandings' with each of the Central Asian countries. Afghanistan plays a role of land-bridge for regional trade and multilateral relations between these countries.

- India's foreign policy toward Afghanistan changes to non-selective engagement policy from the Afghan communities in order to be connected with all communities around the country. After 2001, India brought changes in relations with Afghanistan and broaden them to engage with both the whole citizen and the government of Afghanistan but before India had very limited relations with the Northern Alliance only for the purpose of defeating Taliban regime.
- India's foreign Policy toward Afghanistan simply builds people to people relations in order to have goodwill for India in Afghanistan.
- Overall the India's engagement itself influenced by International political environment and domestic politics of Afghanistan.
- The overall impact of India's engagement on Afghanistan hopes to bring political and economic stability in Afghanistan. India's infrastructural and development policy in Indo-Afghan relations, prioritized to reach to the masses of Afghanistan and achieve goodwill of both political parties and the people of Afghanistan. Thus, on one side India's cooperation enhances the capabilities of Afghan government for long-term stability and self-reliance and on the other hand it encourages Indian government to continue with its pro-active approach to Afghanistan. But meanwhile, it arises Pakistan opposing India's permanent depth strategic involvement and relations with Afghanistan which simultaneously, makes hurdles to Pakistan's interests in Afghanistan.

Therefore, the study explored a clear image about the repercussion and conflict between India and Pakistan in their policies towards Afghanistan. The same way U.S., China and Russia the greater powers of today's world and the other neighboring countries including Iran have the same conflicts of their interests in Afghanistan and it is continuously coming for centuries where the victim of the great game is only Afghanistan throughout the history.

Here, the study explored that India's engagement will insure Afghanistan as a hub for trade and business relations which will further empower Afghanistan toward its self-reliance and stability. Furthermore, India's cooperation will also create opportunity for conducting dialogue or informal tripartite solution for equal and balanced engagement of both India and Pakistan in relations with Afghanistan. The study of Pattanaik (2012) explored that the SAARC membership of Afghanistan will provide an opportunity to convince Pakistan to let Afghanistan for maintaining trade and business with India through its land.

Apart from this, India's economic and political engagement in Afghanistan is expected to create opportunities for investment by national and international actors and it will help in establishing various factories and industries around the country. Meanwhile, it is expected that India's economic involvement will decrease Afghanistan's trade and business with Pakistan, so that India will be expected as a dominant economic power in the region. The same way it will systematically, affect political and social relations between Afghanistan and Pakistan. The study of Pattanaik (2012) quoted Pakistani analysts' views that India's vast and permanent engagement in Afghanistan will further complicate the strategic balance of this region and this will reach to a

zero-sum game for India and Pakistan. But on the other hand the author stated India's former foreign secretary that neither India is seeing Afghanistan as a battlefield for achieving its national interest nor to handle development and infrastructural projects for insuring a zero-sum game in competition with Pakistan.

DISSCUSION

This study specifies major reasons for India's involvement in Afghanistan and it shows both the pros and cons of this bilateral relations for Afghanistan. The study of Avinash (2017) reported about India's interest of good relations with Afghan government anyone who comes in power, even the Taliban. Because, India had the experience of having political and military relations with Northern Alliance based on a treaty jointly with Iran and Russia against the Taliban regime. This involvement was limited with only Northern Alliance and the rest of the country was under the Taliban rule. Thus, after destruction the Taliban regime India associated with the new government with new approach of good relations and mutual cooperation. This was because of the lack of friendly relations or very limited relations during Taliban, India suffered a lot and Pakistan benefited of such situation for the support of any fighting group against India both in Pakistan and Afghanistan.

Therefore, to prevent such experience; India opened ambassadorial relations directly with the new government in Kabul in order to open a new era of good relations with the ruling power of Afghanistan. The study also pointed out that India wanted to continue its socio-political and economic engagement with such friendly approach in order to gain a long-term political will of the Afghan government.

The same way, Indian government is straight forward in relations with Kabul in regards of relations with Pakistan. This is because of the threat of supporting Taliban by Pakistani security establishment, Indian government involved itself in deep relations with new Afghan government to limit Pakistan influence and relations with Kabul. The study of D'Souza (2014) stated that New Delhi worries about Pakistan interest of having strategic depth again with the new government in Kabul as it had with Taliban in 1990s. The influence and dominance which Pakistan had over Taliban regime, was carried out against Indian government by supporting anti-Indian fighting groups of JeM (Jaish -e-Mohammadi) and LeT (Leshker -e- Taiba) in Kashmir. And this happened when an Indian Airline IC 814 hijacked from Kathmandu in 1999, landed in Kandahar which caused to release three of the Pakistani prisoners of the same fighting groups from Indian government in exchange of Indian airline among its passengers.

Apart from that, the international political environment and the domestic politics of Afghanistan itself influencing India's engagement in Afghanistan by many ways. The NATO and U.S. agree on politically and socially engagement in Afghanistan and try to engage Indian government for military deployment. The study of Shashank Joshi (2014) in his article titled "India's role in a changing Afghanistan" stated that now over the past decade, under the NATO security umbrella for Afghanistan allowed India to expand its political, economic and social position in Afghanistan. U.S. is interested to insure aid and support to Afghanistan from Indian government by bilateral agreements and cooperation so that can lessen financial burden for U.S. on one hand. On the other hand it can bring much economic competition in the region among the neighboring states in the development of Afghanistan. Such attempts have been taken for trade and transit by opening Iranian Chabahar port which interlinks South Asian states with Central-Asian and

European states as well. TAPI gas pipeline, CASA1000 and One route-One belt Initiative are the big projects which engage all neighboring states into a union state of trade and independencies.

Also the study of V. Pant (2010) explored that India as regional economic and military power, wants to establish its credentials as a major power in the region by practicing a pro-active Afghanistan agenda. For this purpose, India wants to project itself as major actor of aid and donation to the needy states to bring political and economic stability. But India's strategic capacity and power will be assessed by the International Community to deal with such political and economic instability in the region. The author further stated that India's policy toward Afghanistan is a functional platform of India's regional and global rise in order to reform or restructure the regional strategic environment according to its own interests.

The internal and domestic politics of Afghanistan also prefer India's friendship and cooperation with Afghanistan. Mostly, the political parties and overall citizens have good will toward India's social welfare and infrastructural and development cooperation. And this led India to highlight its presence in the region with much expanded role and power in political and economic fields. Especially, the Strategic Partnership Agreement (SPA) was signed in 2011 for the purpose of maintaining mutual and bilateral relations as a roadmap for long-term investment.

The study of S. Pattanaik (2012) quoted Afghanistan's national deputy security advisor stated as " before withdrawal of foreign troops from Afghanistan, we needs to develop our civil and military institutional capacity which could be achieved the Afghan-India Strategic Partnership Agreement. Thus, we need India's multiple assistance and cooperation in differentfields, especially the training and skill development of the military officers. Generally, Afghanistan wants India to play a pro-active role in helping secure Afghanistan towards our mutualgoals beyond 2014."Therefore, the author further stated that the India's-Afghan constructive and development policy have reached to gain the good will of the people of Afghanistan which could be changed into a political capital for maintaining good relations with future regimes of Afghanistan. Thus, following the same policy, India can chase its long-term goals of socio-economic and political engagement in Afghanistan.

LIMITATIONSOF THE STUDY

Time limitation is one of the problem for the researcher to conduct such a vast and complex research study and there is lack of conducting special interviews with Indian policy experts and politicians. The other important aspect which is not considered in this study is theanalysis of the perspective of Pakistan engagement and policy toward Afghanistan against India's engagement in Afghanistan.

CONCLUSION

India's new relations and comprehensive engagement in Afghanistan is the result of historical and social connectivity of these two countries. After the collapse of Dr. Najibullah's regime in 1992, India had been waiting for almost 10 years without having political and economic relations with Afghanistan but after the US led NATO invasion of Afghanistan in 2001, India adopted the policy of conciliator or "people to people" approach in order to connect with Pashtun's and other communities around the countryside. Multiple big and small development, humanitarian, health and training projects worth of US\$ 2.3 billion dollars have been introduced and implemented for gaining the goodwill of the people of Afghanistan.

India achieved its aim of having goodwill among the people and officials of Afghanistan but apart from this, India's vast engagement also increased fears and threats from Pakistan side because both India and Pakistan have conflict for having greater influence in Afghanistan than the second; and now India by its deep-friendly relations has limited Pakistan's economic and political influence over Afghanistan. This challenging condition has made Pakistan interfering the same way negatively influencing which causes preventing development and stability of Afghanistan.

The aim of India's engagement in Afghanistan is to have a friendly government which does not contribute threats for Indian government and citizens. The other aspect of India's socio-economic and political engagement in Afghanistan is to access to the Central Asian long-lasting gas and energy resources including Afghanistan. Millions of US dollars have been spent and invested in Iran's Chabahar port and air-corridors for the purpose of trade and engaging with Eurasian landmass through Afghanistan. Meanwhile India aims to find a permanent market for its products in this region which could help India in maintaining sustainable development.

Providing 500 special scholarships annually, by Indian Council for Cultural Relations (ICCR) is the other tool of Political influence in Afghanistan which cultivates multifaceted impacts in Afghan society. The new shift from big scale projects to small development projects (SDPs) also represents its political influence over different officials and politicians. India's military training assistance can also be judged as a high level of political and military engagement in future.

REFERENCES

- D'Souza, S. M. (2013). India's Evolving Policy Contours towards Post-2014 Afghanistan. *Journal of South Asian Development*, 8(2), 185-207.
- Fair, C. Christine (2011) Under the Shrinking U.S. Security Umbrella: India's End Game in Afghanistan? *The Washington Quarterly*, 34:2, 179-192, DOI: 10.1080/0163660X.2011.562461
- Fair, C. Christine (2014). *Securing Indian Interest in Afghanistan. The National Bureau of Asian Research (NBR)*. Retrieved from <https://www.nbr.org/publication/securing-indian-interests-in-afghanistan-beyond-2014/>
- Gokarn, Subir, Sajjanhar, Anuradha, Sandhu, Rohan, Dubey, Siddhartha (2013). *Energy 2030, Backgrounder. BROOKINGS INDIA*. Retrieved from <https://www.brookings.edu/research/energy-2030-backgrounder/>
- Harsh V. Pant (2010) India in Afghanistan: a test case for a rising power, *Contemporary South Asia*, 18:2, 133-153, DOI: 10.1080/09584931003674984
- Lesourne, Jacques and C. Ramsay, William (n-d). *Energy's in India's Future: Insight. The Institute Français des Relations Internationales (IFRI)*. Retrieved from <https://www.ifri.org/sites/default/files/atoms/files/energie7.pdf>
- Marvin G. Weinbaum & Jonathan B. Harder (2008) Pakistan's Afghan policies and their consequences, *Contemporary South Asia*, 16:1, 25-38, DOI: 10.1080/09584930701800370
- Michael Kyle (2018) *Book review of (Avinash Paliwal. My Enemy's Enemy: India in Afghanistan from the Soviet Invasion to the US Withdrawal)*, *Asian Affairs*, 49:1, 145-146, DOI: 10.1080/03068374.2018.1416021
- MoMP (2018). Retrieved from <http://mom.gov.af/en/page/1378/shiberghan-gas-project>
- Paliwal, Avinash (2017) *My Enemy's Enemy: India in Afghanistan from the Soviet Invasion to the US*

Withdrawal. HarperCollins Publishers, India.

Paliwal, Avinash (2016) Afghanistan's India–Pakistan dilemma: advocacy coalitions in weak states,

Cambridge Review of International Affairs, 29:2,465-491, DOI: 10.1080/09557571.2015.1058617

Prof. Joshi, Nirmala (2018). Indian Engagement with Afghanistan: An Economic Perspective. Vivekananda

International Foundation. Retrieved from <https://www.vifindia.org/sites/default/files/indian-engagement-with-afghanistan-an-economic-perspective.pdf>

Price, Gareth (2013). *India's Policy towards Afghanistan*. Chatham House 10 St James' Square, London.

Smruti, S. Pattanaik (2012) India's Afghan Policy: Beyond Bilateralism, Strategic Analysis, 36:4,569-583, DOI: 10.1080/09700161.2012.689527

Shawn, Amirthan (2017) what are India, Iran, and Afghanistan's Benefits from the Chabahar Port Agreement? Strategic Analysis, 41:1, 87-93, DOI: 10.1080/09700161.2016.1249184

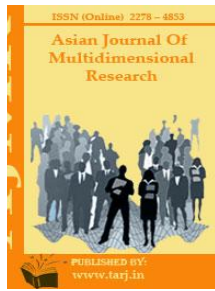
Shanthie, Mariet D'Souza (2007) India's Aid to Afghanistan: Challenges and Prospects, Strategic Analysis, 31:5,833-842, DOI: 10.1080/09700160701662328

https://www.chathamhouse.org/sites/default/files/public/Research/Asia/0813pp_indiaafghanistan.pdf

Shashank, Joshi (2014) India's Role in a Changing Afghanistan, The Washington Quarterly, 37:2,87-102, DOI: 10.1080/0163660X.2014.926211

Web link used:

<https://notes.iasscore.in/wp-content/uploads/2016/10/3.-Indo-Afgan-Bilateral-Relations.pdf>

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00258.1****DIRECTIONS FOR INCREASING PRODUCT COMPETITIVENESS IN
INDUSTRIAL ENTERPRISES****Dilorom Kosimova Sobirovna*; Adashev Azimjon O`rinboyevich***** Professor of TSUE University,
UZBEKISTAN**Senior Teacher of Namangan Engineering,
Construction Institute, UZBEKISTAN**ABSTRACT**

Industrial enterprises are one of the important sectors of the national economy. At the same time, they are of great importance not only in the economy, but also in the social sector. The article discusses some issues of improving competitiveness and offers and recommendations for improving the competitiveness of products. In the capitalist countries, the term "competitiveness" rarely applies to commodities. It is mainly applied to companies, industries, economies of the neighboring countries. Therefore, it is understood that competitiveness is a complex indicator of the average consumer prices, the means of sale and the methods of consumption of consumer goods, produced in the country and abroad of the consumer, as well as its consumer value. In the world experience, it is necessary to pay attention to organizational, economic, material and technical conditions and social conditions as well as ownership to identify competitiveness. As a result of intensive reforms in the country, a number of positive results have been achieved in the field of industrial production and competitiveness. A number of statistical data can be provided as proof of our opinion. In the competitive advantage theory, productivity and competitiveness are achieved through strategic planning, innovation, training of staff, market research, resource-saving technology, information acquisition and other factors. The growth of industrial production in the republic was accompanied by a significant contribution to the high-tech production, with growth of 9.6% compared with the corresponding period of 2017 - 138.8%.

KEYWORDS: *Competitiveness, Quality, Economic Factor, Technological Factor, International Market, Tax Burden, Productivity, Internal Market.*

INTRODUCTION

The sharp development of competition among the producers of today's economy and the effective functioning of the product depend primarily on the reduction of product cost, improvement of its quality and effective sale of products on the consumer market.

President of the Republic of Uzbekistan Sh. Mirziyoev's Decree "On Measures to Improve the Activity of Uzbek Agency for Standardization, Metrology and Certification":

In order to further improve the system of standardization, metrology and certification, systematic introduction of international standards and technical regulations, the competitiveness of local products based on the development of the national standards of the Republic of Uzbekistan, as well as to harmonize the structure of Uzstandart agency with international requirements [1]:

Priority tasks and directions of Uzbek agency of standardization, metrology and certification are as follows:

- Ensuring compliance with modern requirements through accelerated implementation of international standards and technical regulations in the production of domestic products and increasing competitiveness in foreign markets;
- Widespread introduction of modern product quality management systems in exporting enterprises and certification of industrial products in accordance with international standards;
- creation of favorable conditions for exporter enterprises on certification of products, intensification of cooperation with international organizations aimed at recognition of the results of national certifications and conformity assessment on major export markets;
- Further development of technical regulation and metrology systems, increasing their efficiency in ensuring systematic control of the products sold;
- Introduction of modern information and communication technologies, expansion of types of interactive state services provided to businesses and population.

It is possible to understand that the competitiveness of industrial enterprises' products and the identification and analysis of their problems are all-important.

LITERATURE REVIEW

In the context of this topic, a number of researchers conducted research, Sh.Sh.Shodmonov, U.V.Gafurov emphasized that "Competition is a collision of the economic interests of the market subjects, which means struggle for greater benefits and more enthusiasm" [2].

N.J. Yuldashev, V. Nabokov, "The competitiveness is a description of the merits of the commodity in terms of the degree of its correspondence to the particular social need and the need to satisfy it. In the capitalist countries, the term "competitiveness" rarely applies to commodities. It is mainly applied to companies, industries, economies of the neighboring countries." [3]

Therefore, in-depth research of industrial competitiveness enhances the competitiveness of the industry and is not only scientific, but also of practical importance.

RESEARCH METHODOLOGY

The methodology of research as a study of scientists' opinions on the directions of increasing product competitiveness at industrial enterprises was used such as observation, economic analysis, statistical grouping, comparative and systematic analysis.

Analysis and results

Product competitiveness, first of all, depends on its quality. In the context of market relations, the quality of the product should be approached from the consumer's point of view so that it has the ability to choose the best of its products.

Therefore, the competitiveness of the products and raw materials of production should be considered, taking into account several factors:

Economic factor, based on the final product cost and price;

Technological factor, considering the prospective modernization of production;

Social factor, taking into account the social costs of changing the production line;

Therefore, it is understood that competitiveness is a complex indicator of the average consumer prices, the means of sale and the methods of consumption of consumer goods, produced in the country and abroad of the consumer, as well as its consumer value.

Research has shown that in the long run, the increase in the population's income and the increase in purchasing power can increase the demand for products in the country.

At the present stage, the challenge of competitiveness, taking into account the globalization of the economy, will need to be addressed in two ways:

1. Taking into account the sale of domestic products on the territory of the country;
2. Taking into account the export of the product.

The analysis of the competitiveness of products produced in the country indicates that the competitiveness of products at the international market, including the change in the tax burden and transportation costs (for example, technology and technology, cotton fiber, fruit and vegetable) is high. Therefore, the following measures should be taken to improve the competitiveness of products and raw materials produced in the country:

- Use of high production capacities in the national industry, extensive use of high-yielding varieties and their hybrids resistant to climate and weather conditions, establishment of inter-regional exchanges for breed and high-yield crops, strengthening machinery tractor fleet with new techniques, and expanding the range and types of purchases of equipment by leasing;
- Forming ways of selling national products through new channels, such as wholesale markets, auctions, exchanges;
- Restricting imports of products produced by the country and limiting imports by types of products, increasing the amount of customs payments to the amount of excess imported goods;
- Improving the quality, quality and packaging of the range of production and processing of its products to meet the population's demand for food;

- In order to prevent the importation of foodstuffs imported into the health of the population, strict quality control should be established;
- Organize product quality management that meets international standards and develop a system that guarantees food and raw materials quality.

It should be noted that competition is not enough to form a qualification base of a manufacturing company; it should be constantly expanded and perfected.

The Malaka base ensures its competitiveness by maintaining its high level of innovation. In this regard, the process of ensuring competitiveness in industrial enterprises can be divided into two theoretical stages:

In the first stage, the formation of productivity factors (human capital, new knowledge, information, new technologies and so on) should be carried out in such a way that its effectiveness is at the highest (maximum) level.

In the second stage, a broad-based implementation of the emerging productivity factors.

Given the fact that today's production is based on private entrepreneurship, it is important to form and develop their qualitative basis in ensuring the competitive advantage of these forms of farming.

The qualification base of these forms of business is primarily related to the level of knowledge of individual entrepreneurs and private managers and other members of their management. It should be noted that most of today's entrepreneurs do not have higher education. The majority of those with higher education are not specialists in the field. Therefore, raising their knowledge is important not only to increase the competitiveness of the businessman's products, but also to raise the economy in general.

In the world experience, it is necessary to pay attention to organizational, economic, material and technical conditions and social conditions as well as ownership to identify competitiveness. This is not enough for companies to participate in development of one nation's national economy, but also the participation of transnational companies in other countries.

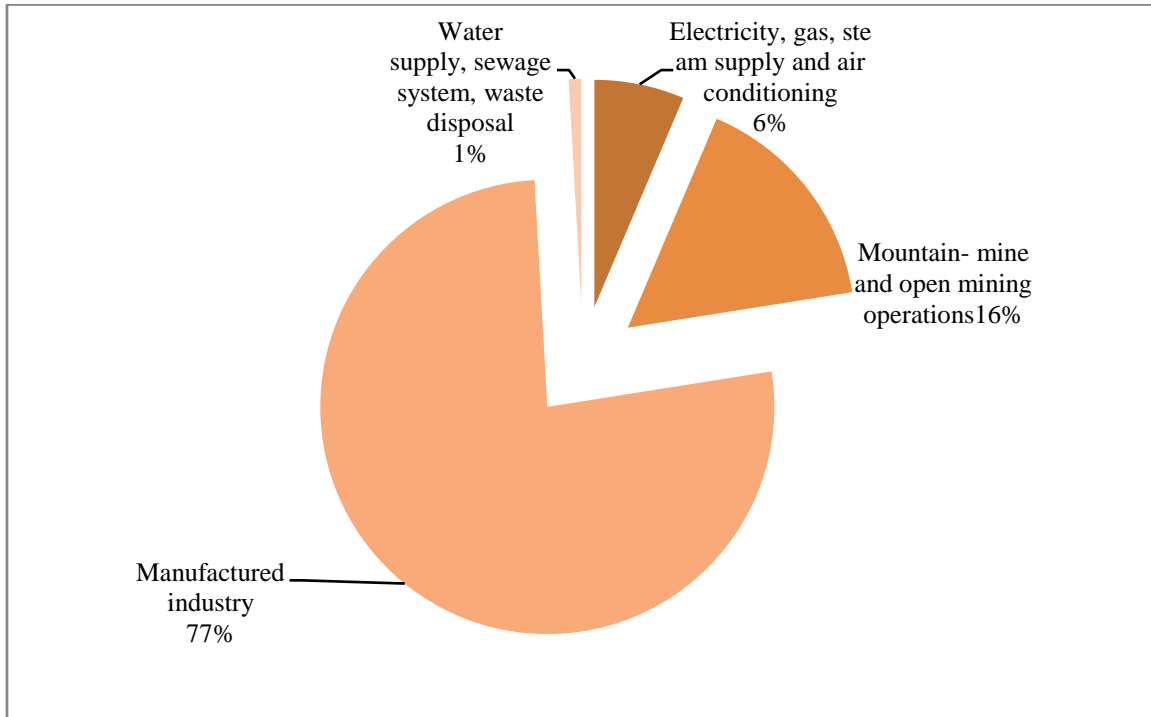
Creating single free economic zones is crucial in raising competitiveness. Establishment of such zones allows to receive additional funds through the introduction of common customs rules, as well as to export competitive products to other countries.

However, it should be noted that the creation of a single free economic zone requires that national standards be adapted to the world standards, and the quality of products grows to meet international requirements, and the need for measures to increase product competitiveness.

Formation of competitive domestic market and development of international economic relations, investment in competitive enterprises are an important factor in raising competitiveness. In this regard, it is necessary to choose the companies capable of producing competitive products and competitive products and investing them. In addition, it is necessary to pay attention to the introduction of an innovative mechanism that will respond to the new economic and social-political movement and ensure that large-scale capital is introduced to modernize the country's businesses.

As a result of intensive reforms in the country, a number of positive results have been achieved in the field of industrial production and competitiveness. A number of statistical data can be

provided as proof of our opinion. According to the data, in 2018 the enterprises of the republic made 228.9 trillion soums. The volume of industrial production made up 114.4% against the corresponding period of the previous year and the index of industrial production was 110.6%. It should be noted that in the industry, the role of production and competitiveness of industrial enterprises has grown from year to year (Diagram 1).



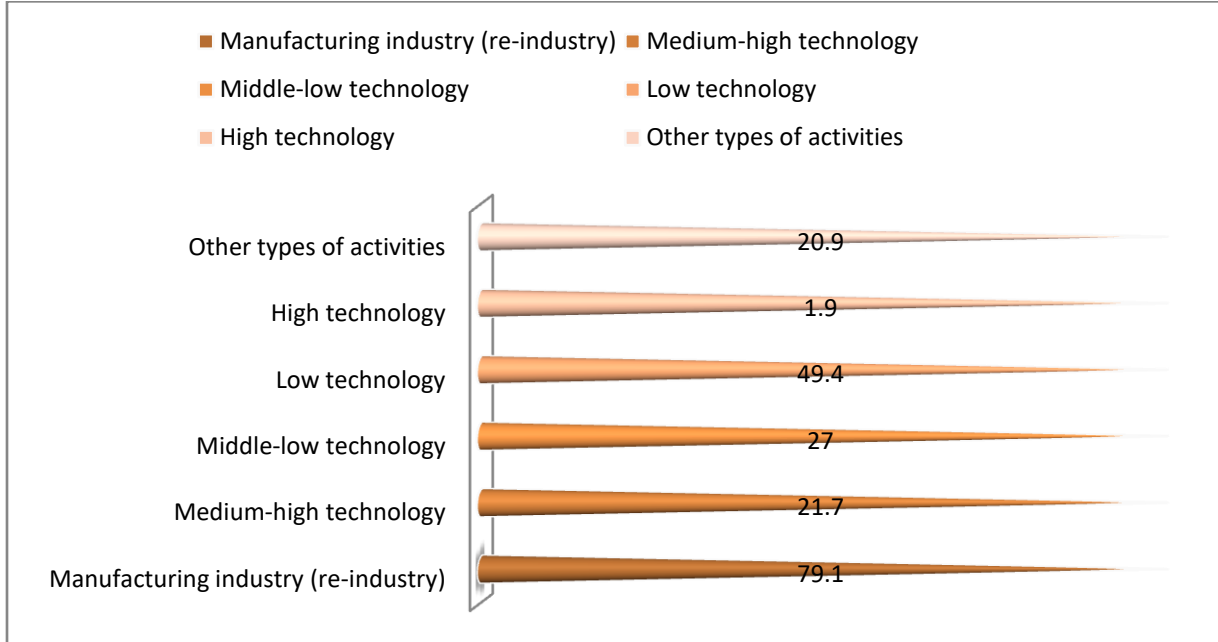
Source: author's work on the basis of the data from the State Statistics Committee of the Republic of Uzbekistan.

Diagram1. Industrial production structure by major types of economic activity in 2018

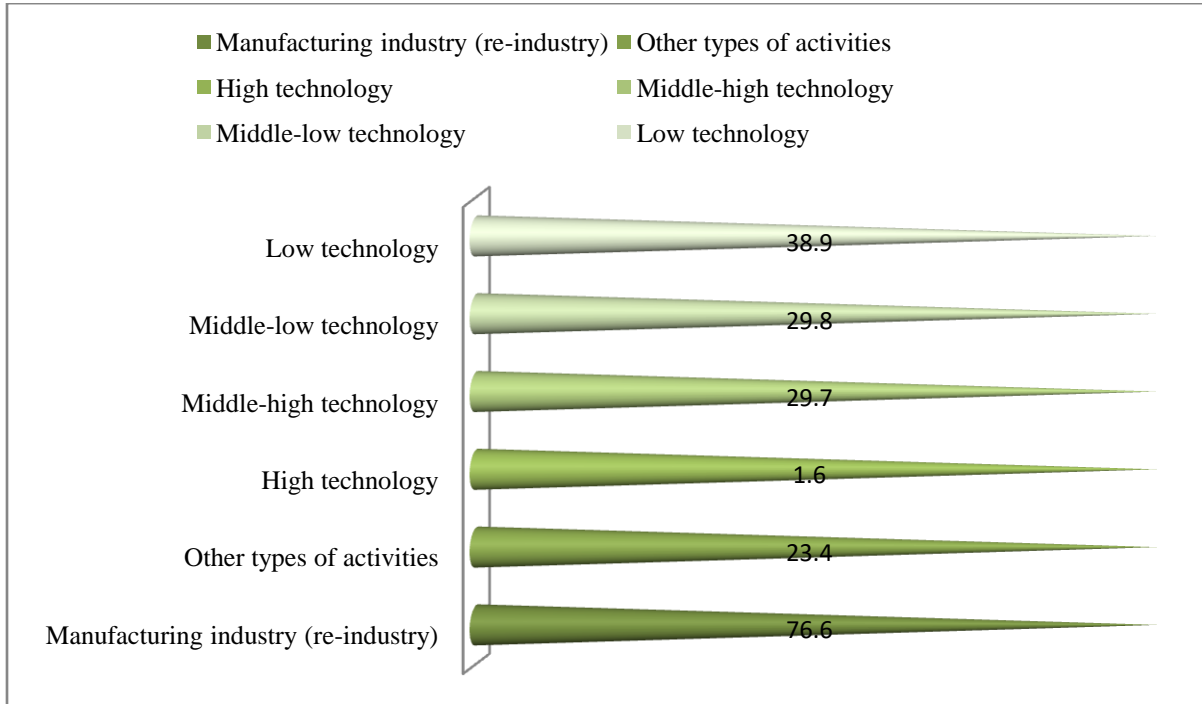
From the diagram 1 it is possible to see that in 2018 the volume of industrial production in the structure of basic economic activity by 2017 will increase by 13.2% in the manufacturing (processing) industry, mining and open pit mining by 25.4% electricity, gas, vapor supply and air conditioning - by 4.1% and water supply, sewage system and waste disposal - by 22.6%. In this case, the highest growth rates in the country were observed in mining and open pit mining.

At the same time, the volume of production by 2018 will reach 175.4 trillion soums. It should be noted that 76.6% of the total volume of industrial goods or UZS was produced. Changes in this direction can be seen in the technological structure of production (Diagram 2).

In 2017



In 2018



Source: author's work on the basis of the data from the State Statistics Committee of the Republic of Uzbekistan

Diagram2. Industrial structure of production, based on technological composition of production for 2017-2018

In the industry, the share of high-tech industries in the manufacturing industry is 1.6% (1.9% in 2017), and high-tech technology - 29.7% (21, 7%), middle-class technology - 29.8% (27.0%) and low technology - 38.9% (49.4%).

The growth of industrial production in the republic was accompanied by a significant contribution to the high-tech production, with growth of 9.6% compared with the corresponding period of 2017 - 138.8%.

CONCLUSION/RECOMMENDATIONS

In sum, we can say that increasing product competitiveness has become a natural factor in today's market. Achieving a consistent and sustainable development of product competitiveness at industrial enterprises is a key to achieving a thorough and comprehensive set of measures, priorities and areas for the upcoming period, development and implementation of economic development at various levels. At the same time, it is also important to make a conclusions by critically evaluating the achievements and results achieved in the previous period and further improving the socio-economic development programs.

Creating a competitive environment based on the effective use of the market mechanism requires the development of a number of scientifically-based measures. These activities include:

Creation of an organizational and legal mechanism to prevent monopolistic situation in the national economy;

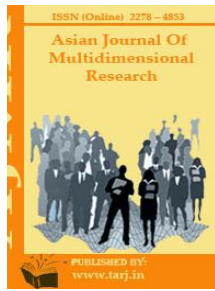
Strengthening relationships with international research institutions in scientific research;

Optimization of a competitive market mechanism of the national economy

In the competitive advantage theory, productivity and competitiveness are achieved through strategic planning, innovation, training of staff, market research, resource-saving technology, information acquisition and other factors. In order to achieve this, the manufacturing enterprise must have a qualified personnel base that can, first of all, lead to a single integrated state.

REFERENCES:

1. on Measures to Improve the Activity of the Uzbek Agency for Standardization, Metrology and Certification Mirziyoev, April 28, 2017, PQ-2935
2. Shodmonov Sh.Sh., Gafurov U.V. Economics Theory (textbook). - T., "Science and Technology" publishing house, 2010
3. N.J.Yuldashev, V. Nabokov, Theory of Management, Textbook, T-2011
4. Economico-mathematical энциклопедический словарь / Gl.red.V.I. Danilov-Danilian. -М.: Bolshaya Rossiyskaya encyclopedia: Izdatelsky dom "INFRA-M", 2003. -688s
5. Ch.G. Dongak "Povyshenie konkurentosposobnosti stroitelnoy organizatsii na osnove razvitiya ee kadrovogo potentsiala" (avtoreferat), Sankt-Peterburg, 2009g. Str 6.
6. <http://www.ziyonet.uz> (official website of the Uzbekistan Educational Information Network)

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00246.5****IMPORTANCE OF TEACHER AS A TOOL OF COMMUNITY
MOBILIZATION AND STRENGTHENING SCHOOL MANAGEMENT
COMMITTEE****Dr. Alka Singh***

*Faculty,

Department of Social Work,

JMI, INDIA

Email id: alkasocial@gmail.com**ABSTRACT**

This paper emphasises upon the importance of teachers as a mediator among various stakeholders who are involved in teaching –learning activities directly or indirectly regarding school related activities and decision making process. This paper tries to understand the role of teachers as an important change maker in the school and as well as in the community. This paper examines the role of School Management Committee and role of community mobilization to bring improvement in the school's functioning. Teachers are the important part of School Management Committee to play their role as crucial partner with parents to bring positive changes in the present school education system . Community also plays an essential role to ensure quality education for its children in schools. Teachers are becoming a bridge between school functionaries, community members and parents to work for the betterment of the students, schools and community.

KEYWORDS: *Teacher, School Management Committee, Student, Community Mobilization***INTRODUCTION**

Education is the most powerful weapon to reduce illiteracy, poverty, unemployment and injustice, inequality in a country. After the Globalization period education is the most important instrument to enhance the competitiveness of a country. The success or failure of a country's development planning depends upon the quality and relevance of the education which is being provided to its citizens. Education plays crucial role to give positive direction to nation's development related activities.

Teacher's role is very crucial to shape and nurture future responsible citizens. When teachers perform their role sincerely then they can bring positive attitudinal and behavioural changes in children's life. Teacher's important effort is to inculcate values in children to lead meaningful life. Teachers provide friendly and conducive environment to children so that learning process can be enjoyable. Children spend maximum time of their life in schools and they see their teachers as role model to get inspired by them. Teachers also put sincere efforts to bring and promote positive disciplined behaviour among students and try to make children more empathetic and responsible so that they can perform their duties as sensible students.

Teachers should understand that teaching is an important mission to build future accountable citizens. Through moral leadership, skills and updated knowledge of teachers it is possible to prepare self-motivated children to understand their responsibility towards society and nation. Mahatma Gandhi has expressed that teachers can touch the hearts of children by being kind hearted and lively. It is important to understand that dynamic, moral and directional leadership of teachers can stimulate the thought process and protect the mental health of students.

Objectives of the paper

This paper examines the role of teachers and also focuses on the teacher's relationship with community members. This paper throws light upon the importance of School Management Committee and role of teacher as a responsible member and partner with parents. It also tries to understand the concept of community mobilization and explores the importance of collaboration between teachers and community members to ensure the betterment of school functioning.

METHODS

This paper is based on secondary data sources. Descriptive research design is used for this paper.

Teachers' role as a change agent

Teachers are the backbone of every educational institution. They are the builder of future generation. They perform their role to transform human beings/population into potential human resources for the economic, social, and cultural development of any country. A good teacher can identify the hidden capabilities of the students to motivate them to utilize their full potential to shape students' present and future life through teacher's positive attitude, behaviour, positive cooperation and participation in school development related activities. Teachers are understood as responsible representative of god because they transform the students' life, they are seen next to parents, who are doing efforts to impart education and life skills in the temple of learning. Dr. Abdul Kalam Azad said that teachers should be considered next to parents in the development related activities of a nation.

Teachers should have some significant qualities to shape young minds. Teachers should be an attentive and empathetic listener; they should practice good sense of humour that will lead to creating joyful learning environment for ensuring students' voluntary learning and this effort of teachers make learning more interesting. Teachers should be able to understand that how to incorporate innovations and creativity in teaching practice to make learning process more joyful experience for learners. They should promote participatory activity based teaching-learning process. Teachers should be a good and sharp communicator and good motivator to boost children's morale. They should be able to understand the diverse cultural background and uniqueness of each student to practice inclusive method to educate students. Teachers' body language should be positive towards students all the times. Teacher should be capable to

understand the mental condition of the students so that they can prepare teaching plan accordingly to address the concerns of each student. Good teachers motivate students to ask questions. Most importantly teachers should make themselves approachable to all students without being rude or biased in nature.

Importance of School Management Committee

Teachers and role of school management committee become very crucial as far as school functioning is concerned. It is essential for teachers to motivate parents and community members to come together to understand their ethical responsibilities to take charge of their children's school functioning with sincere accountability so that improvement of school's condition can be achieved. Right to Education Act, 2009 has made provision to establish School Management Committee (SMC) in each government and government aided schools for the betterment of the situation of school management and governance. SMC is working as a critical mediator between community members and school functionaries to ensure that all the basic needs of school and students are being addressed properly. It's community members' ethical responsibility to strengthen support system and improving the level of involvement of parents and teachers in the functioning and meetings of SMC.

SMC has crucial role to initiate and encourage networking with various stakeholders to bring all of them at the same forum so that planning and execution of School Development Plan can be done effectively on time. Teachers are the important members of School Management Committee to play their role as partner with parents and school functionaries to work for the betterment of students and school. There are several issues which are important for the improvement of SMC's functioning e.g. democratic selection of the members; conducting meetings regularly, unbiased practice of sharing responsibility. Teachers should focus to raise the requirement of capacity building of SMC members on regular basis to inculcate collaborative and supportive qualities among members so that they can work together for improving learning situation for students.

Right to Education Act has given opportunity to parents of school going children to be a part of schools' decision making process by becoming the member of SMC. Through the participation in SMC's meetings teachers and parents jointly can understand and assess the needs of children and can jointly strengthen the relationship between school and community. SMC is also trying to support teachers and assisting principals so that they can do planning and implement the School Development Plan with efficiency.

Community Mobilization and role of Teacher

To achieve common goals members of community come forward to facilitate participatory decision making process. In other words community mobilization is an opportunity through which members of the community initiate dialogue and discourse to understand the important issues, concerns and challenges of the community to explore the external and internal resources to find out the solution of the existing problems. Community mobilization provides an opportunity for every member to be able to participate in decision making process that affects their day to day life.

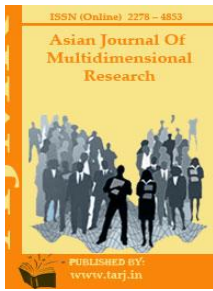
CONCLUSION

Teachers can play their role with community members and parents as crucial member of SMC and functionary of school. For the smooth functioning of school it is essential to get positive

support from parents and the community members. Teachers organize various programmes and activities in school e.g. enrolment drive, celebration of community festivals, children fair, cultural programmes, medical check-up campaigns with the help of government and NGOs, community mobilization programme regarding retention of child in school, campaign to mobilize special focus group like SC/ST/OBC/Tribal/girl child, Meena campaign, Kishori Mela, slogan writing competition, essay writing competition, drawing completion, success story telling issues on drop out, retention and enrolment, community mobilization to make students and all community members aware about sanitation, health and hygiene, mobilizing community to address local problems which can affect school functioning directly or indirectly, conducting regular meetings of SMC members. While organizing all above mentioned activities it is important for teachers to get full support from the community members to motivate the students to perform their role in the best possible way and to ensure the positive and full participation of community members and parents in these above mentioned school related activities. It is also important to understand that parents and community members should visualize their crucial role as a partner to come together to work in collaboration with teachers and school functionaries, government stakeholders to extend their full cooperation to enhance the performance and morale of teachers.

REFERENCE:

- Ambhasat, N. K. & Rath, K. B. (1995). Effect of household community and school factors on enrolment, retention and achievement among tribal students, In Buch, M. B. edited Sixth survey of Research in Education, New Delhi, NCERT.
- Awasthi, K. (2009). Development of an intervention programme to maximize community participation in implementation of SSA in schools of Gujarat, Ph.D. thesis, C.A.S.E., M.S.U., Vadodara.
- Bernstein, A. (2003). "A school, family, community partnership predictor model based on principals communication and action strategy", Dissertation Abstract International 64(2).
- Bray, M. 2003. 'Community initiatives in education: goals, dimensions and linkages school processes, local governance and community participation with governments,' compare, 33(1): Pp.31-45.
- Carvalho, R. O. (2002). "The development of a community-school partnership in Brazilian elementary school: A case study", Dissertation Abstract International 63(2)

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00251.9****PEDAGOGICAL BASES OF INNOVATION ACTIVITIES IN HIGHER
EDUCATION INSTITUTIONS****Najmiddinova Mehriqul Najmiddin Qizi**** Ma Student of Navai State Pedagogical Institute,
Foreign Languages and Literature of Faculty,

Muratova Ma`Rifat Umarovna,

English Language Teacher, Safarova Sitora Asror Qizi,

Navai State Pedagogical Institute,

Foreign Languages and Literature of Faculty, 2 Nd Year Student

Email id: Najmiddinovamehriqul@Gmail.Com

ABSTRACT

This article outlines the issues of introducing innovative approaches to improving learning processes. There are also recommendations for the development of high pedagogical technologies. The plan gives us a project of the future, based on our understanding of the possibilities of its implementation and the needs for it. The forecast is intended to give an objective picture of the future, based on a scientific analysis of the natural historical process of the development of society. The forecast should reflect not only today's ideas about the organization and methods of functioning of systems and innovation activities, but also those changes (development) in this area that are almost imperceptible today. These paths are not so diverse, and therefore the emerging forecast scenarios differ mainly in what resources can be attracted for a radical improvement and development of the republic's innovation activity. From the point of view of the organization, this means the need to involve these bodies in making forecasts for the development of sectoral territorial innovation projects. Therefore, forecasting the development and regulation of innovation activity throughout the Republic turns out to be important organizational and methodological issues that should take their rightful place. This shows a special place of prognostic studies in the development and regulation of innovation activities. They are based on the scientific results achieved and prove to be the level of these results.

KEYWORDS: *Pedagogic technologies, high education, innovation*

INTRODUCTION

Today it is considered recognized that the optimal planning and regulation of innovation activities in the republic should be based on a scientifically based forecast of the relevant areas of science, technology, national economy and public education.

This view is expressed in the relevant guidance documents. Prognostic studies of innovation are important for the development and regulation of the country's economy, for the effective implementation of the scientific, technical and technological revolution. However, the ratio of plans and forecasts is not so simple, and to clarify it one needs to see not only the links, but also the differences between planning and forecasting. The plan gives us a project of the future, based on our understanding of the possibilities of its implementation and the needs for it. The forecast is intended to give an objective picture of the future, based on a scientific analysis of the natural historical process of the development of society.

The plan expresses today's view of the development goals of the relevant area and the means and implementation. The forecast must take into account possible changes in both the goals themselves and the means available to achieve them. Therefore, there may be contradictions between plans and forecasts, the consideration of which is very important for scientific forecasting. This is especially important for such a rapidly developing and changing area as small business and scientific and technical information. The forecast should reflect not only today's ideas about the organization and methods of functioning of systems and innovation activities, but also those changes (development) in this area that are almost imperceptible today.

The problems of state regulation of innovation activity in fact turn out to be broader than it follows only from the practice of scientific information activity. These problems are closely related to the general phenomenon of information in society (the whole world), the functioning of various information services necessary for the development of the national economy and cultural construction.

Theoretical background

Therefore, it is so relevant today that it is broad, designed for the prospect of posing informatics problems for the development of innovative activity.

A serious one, in our opinion, is a judgment about the future development of innovation activity, based on the analysis of the principal difficulties that forecasters have encountered today. It is on the basis of this analysis of difficulties and contradictions that the methodology of scientific forecasting and regulation of innovative activity in the republic should be built. In relation to the triad-based prediction methodology, one can presumably speak of its following structure:

- Identification of an invariant (fundamental) goal;
- Identification of obstacles to its achievement;
- finding ways to overcome these obstacles.

The forecast of development and regulation of innovation activity should ultimately be based on indicating the ways that will allow to overcome existing and emerging obstacles to the harmonious development of scientific and technical information, ensuring the achievement of the fundamental goals of the innovation project. These paths are not so diverse, and therefore the emerging forecast scenarios differ mainly in what resources can be attracted for a radical

improvement and development of the republic's innovation activity. Of course, one of the important sources of information on ways to solve problems of development and regulation of innovation activity is familiarization of foreign experience, which revealed that automated data banks connected to network structures providing remote access for consumers should become the basis of promising information systems.

Main part

Essential importance is the fact that today in the organization and regulation of innovation activities, an increasing role is played by programs (or, in other words, targeted integrated programs). Innovative activities (projects) should focus not only on various areas of science and industry, but also on the current structure of government programs.

The future themes of innovative projects will be to a large extent problem-oriented. To envisage the necessary composition of this network is basically the task of the central sectoral and inter-sectoral territorial scientific and technical information. From the point of view of the organization, this means the need to involve these bodies in making forecasts for the development of sectoral territorial innovation projects. However, there is still no uniform methodology for making forecasts on sectoral and territorial issues on innovation activity. Existing industry forecasts are difficult to integrate into a single system. In any case, there is no uniform methodology for forecasting the development and regulation of innovation activities in the Republic. It seems to us that as a principle basis of such a technique one can choose a scheme according to which the forecast is carried out by analyzing ways to overcome difficulties in achieving the fundamental goal. To formulate this goal, it is necessary to consider prognostic research from the point of view of its national economic significance.

We are interested in the goal of development and regulation of the innovation activity of the Republic, which, as follows from what has been said, consists in increasing the number of people involved in an innovation project at a socially necessary level. If this goal becomes conscious, then it thereby acquires a regulative nature, which allows it to rely on it in the compilation of long-term forecasts. It is in this case that the forecast of development and regulation of innovation activity can be based on the fact that maximum efforts will be made (within the limits of potential resources) to expand the contingent of consumers, who are provided with the socially necessary level of awareness.

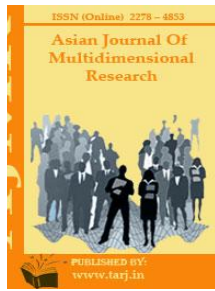
It should be emphasized that the level of development of any science is characterized by its ability to make reasonable predictions of the phenomena under study. This shows a special place of prognostic studies in the development and regulation of innovation activities. They are based on the scientific results achieved and prove to be the level of these results. Meanwhile, the forecast research in the field of regulation of innovation activity is an integral part of the state program. The point is that the structure of the forecast of innovative activity should flow not from the established tradition, not from today's capabilities, but should necessarily be derived from the fundamental properties of the posed problem of the national economy, public education, etc. But in order for this conclusion to be able to really influence the development and regulation of the system by the innovative activity of the republic, it must be quite widely understood. Then the understanding of the necessary structure of innovation activity can influence the setting of specific goals and problems and thus be embodied in specific state plans.

CONCLUSION

Without this, the development and regulation of innovation can get a distorted character that does not correspond to the true interest of the national economy and public education. The lack of a clear understanding of the fundamental goals and criteria makes forecasting impossible, because the future is then much more uncertain. Therefore, forecasting the development and regulation of innovation activity throughout the Republic turns out to be important organizational and methodological issues that should take their rightful place. This is a prerequisite for the success of work on forecasting the development and regulation of innovation activities.

LITERATURE:

1. Score G.A. Theory of educational tasks. Psychological and pedagogical aspect. M., "Pedagogy" 1990.
2. Khalemsky G.A. On the development of creative personality in the process of labor training students of young people. Preparing young people for innovation and inventive activity. M., "High School", 1991.
3. Melhorn H.G. What can and should managers do to create the conditions for creativity? Reserve success - creativity. M., "Pedagogy" 1989.

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00247.7****STUDY ON DIRECTION OF INDIAN AUTOMOBILE INDUSTRY****Nagamani.K.N*; Dr. A. Muthusamy****

*Assistant Professor
Department of Commerce,
Government First Grade College,
KGF, Karnataka, INDIA
Email id: nagamanikn2011@gmail.com

**Professor,
Department of International Business,
Alagappa University,
Karaikudi, Tamil Nadu, INDIA
Email id: muthuroja67@rediffmail.com

ABSTRACT

In this research paper researcher has presented and analysed the directions of Indian Automobile Industry. It is very important to understand to which country Indian Automobile Industry is exporting and quantity of exporting. Because the Indian Automobile Industry held the fifth position in the world and the third position in the Asian Automobile Industry. For analysing the export performance of Indian automobile Industry, the researcher has used the tools like mean, standard deviation, co-efficient variance and compound annual growth rate for ten years from 2008-09 to 2017-18.

KEYWORDS: *Automobile Industry, Direction, Motorcycle, Motor Cars.***INTRODUCTION**

Export is the most essential element for any business unit to get an entry in the global markets. It helps the business firms to grow and expand its scale in an exponential manner. The Indian automobile sector is an integral part of the Indian industrial market. The growth of the automobile industry highly depends upon the export performance of the automobile companies. The governing bodies have also been making efforts and introduced reforms so that the performance of the Indian automotive industry gets improved. The governing bodies have undertaken numerous initiatives like the establishment of NATRiP, the setting of R&D centers, etc. In addition to this, about US\$ 388.5 million has been invested to increase the level of the

automobile industry to match the global standards. The Indian automobile industry held the fifth position in the world and the third position in the Asian automobile industry. The Sports Utility Vehicles (SUVs) market segment is also well captured by the Indian automobile industry as it has been growing at an exponential rate and core exporting of SUVs has increased to regions like Europe, South Africa, and Southeast Asia.

NEED AND IMPORTANCE OF THE STUDY

Auto industry is said to be the engine of growth of any country. Due to the rise in the income of middle-class families and the youth population, the automobile industry is growing at an exponential rate in India. At the beginning of the 21st century, it was a nascent stage, but now the Indian automobile industry has been highly responsible for increasing the revenues and GDP of the country. Additionally, due to better export performance of the Indian automobile companies, the contribution has increased to approximately 7.1% in the year 2015 towards GDP. The increased export performance has also increased the profit levels of automobile companies. As a result, the automobile companies in India had been able to introduce more technological innovations and advantages to the manufacturing process. It has also enabled the automobile industries to gain a competitive edge and establish themselves in India as well as international markets in an influential manner.

SCOPE OF THE STUDY

The researcher has analyzed the overall export performance of Indian automobile Industry for the ten years during the period from 2008-09 to 2017-18. The data for export performance of Indian automobile Industry were collected through the facts of published export and economic data. The export performance of Indian automobile Industry were evaluated on parameters like mean, standard deviation, co-variance and compound annual growth rate.

OBJECTIVES OF THE STUDY

The following are the objectives of the study:

1. To evaluate the country-wise export performance of the Indian automobile Industry.
2. To present findings and offer suggestions for the enhancement of financial performance of the automobile industry in India.

METHODOLOGY OF THE STUDY

This study is based on the analytical method. The data required for the study is secondary. For analyzing secondary data, various statistical tools were used like mean, standard deviation, co-variance and Compound Annual Growth Rate (CAGR).

TYPES OF DATA

The study is mainly about export performance, so it dealt with the secondary data. The required data were collected from the Ministry of Commerce and Industry. The further information needed for the study was also gathered through various magazines, books, journals, published, and unpublished theses.

PERIOD OF THE STUDY

Different categories of the automobile have been exporting from India for a very long time. The present study covered ten years from 2008-09 to 2017-18 of the export performance of Indian automobile Industry.

INDIA'S MAJOR EXPORT MARKET OF AUTOMOBILES DURING THE STUDY PERIOD 2008-09 TO 2017-18

India's major export market of automobiles are Mexico, Saudi Arabia, Bangladesh, Indonesia, Nepal, South Africa, Sri Lanka, the Philippines, Ghana, Cote d' Ivoire, Tanzania, Bhutan, etc. India's export of automobiles posted the growth of 16.12 percent. In this section country-wise export performance has analyzed by using compound annual growth rate and forecasted value for the next five years by using least square method.

COUNTRY-WISE EXPORT OF MOTOR VEHICLES FOR GOODS TRANSPORTS DURING THE STUDY PERIOD 2008-09 TO 2017-18

Table 1 shows the country-wise export of motor vehicles for goods transports for the study period 2008-09 to 2017-18.

TABLE 1 COUNTRY-WISE EXPORT OF MOTOR VEHICLES FOR GOODS TRANSPORT IN INDIA DURING THE PERIOD 2008-09 TO 2017-18

	Bangladesh	Indonesia	Nepal	South Africa	Sri Lanka	The Philippines	Ghana	Cote d' Ivoire	Tanzania	Bhutan	Others	Total Automobile Export
2017-18	1,495.65	1310.89	793.80	609.72	569.28	153.75	148.31	123.76	109.39	107.38	1,312.93	6,734.86
2016-17	1321.57	401.36	708.86	281.79	859.71	108.13	135.04	16.62	61.85	24.51	1,332.25	5,251.69
2015-16	914.68	61.95	352.84	321.04	888.31	106.50	430.5	13.49	60.38	39.09	2,661.15	5,419.43
2014-15	795.73	44.68	282.35	256.51	565.64	32.79	47.27	7.43	91.77	2.22	1,980.77	4,107.16
2013-14	872.29	35.52	207.43	488.25	510.28	13.08	53.62	50.29	139.83	0.24	1,971.14	4,341.97
2012-13	411.86	29.58	30.04	798.64	676.69	86.52	51.22	25.71	132.11	10.55	4,055.40	6,308.32
2011-12	233.60	71.65	14.11	509.27	1,146.79	26.14	75.16	20.22	44.09	91.82	2,693.21	4,926.06
2010-11	104.87	145.51	18.04	241.49	738.05	57.17	51.39	7.13	45.32	20.84	1,389.49	2,819.30
2009-10	174.95	60.59	19.86	80.21	125.54	0.98	15.41	4.34	16.96	15.88	859.40	1,374.12
2008-09	67.20	142.30	26.50	100.28	53.79	17.82	65.55	7.39	20.56	3.54	957.12	1,462.05
Mean	639.24	230.40	245.38	368.72	613.41	60.29	68.83	27.64	72.22	31.61	1,921.28	4279.02
SD	516.21	395.37	294.44	228.73	334.39	50.91	41.46	36.39	43.98	37.88	986.62	1869.58
Co-Variance	80.75	171.60	119.99	62.03	54.51	84.45	60.24	131.65	60.89	119.85	51.35	43.69
CAGR	36.38	24.86	40.49	19.78	26.61	24.05	8.51	32.55	18.19	40.67	3.21	16.50
Rank	III	VI	II	VIII	V	VII	X	IV	IX	I		

Source: Ministry of Commerce and Industry (<http://commerce.gov.in/>)

From table 1 it is clear that the Indian automobile companies exporting of motor vehicles for goods transport had increased over the period of study. Most important destination (country) for exporting is Bhutan followed by Nepal, Bangladesh, Cote d' Ivoire, Sri Lanka, Indonesia. Out of the top ten export destination of Indian automobile companies six countries are Asian countries, it is clearly showing that Indian automobile companies are concentrating more on the Asian

market only. Further Bhutan and Nepal are the most important markets for Indian automobile companies for their goods transport vehicle export.

The mean value of export to Bangladesh Rs.639.24 crore during the study period, in most of the years the actual export was more than the average export value. At the beginning of the study period from 2008-09 to 2012-13 the export value was less than the average value after that it was showing a constant growth in export to Bangladesh with the compound annual growth rate of 36.38 percent. In the above countries, the highest compound annual growth rate i.e. 40.67 percent of export was registered against Bhutan and the lowest was registered against Ghana with a compound annual growth rate of 8.51 percent for motor vehicles for goods transport. In most of the countries except South Africa, Ghana and Bhutan all other countries registered more growth than the overall growth rate of motor vehicles for goods export across the world.

COUNTRY-WISE EXPORT OF PUBLIC TRANSPORT VEHICLES DURING THE STUDY PERIOD 2008-09 TO 2017-18

Table 2 shows the country-wise export of public transport vehicles for the study period 2008-09 to 2017-18.

TABLE 2 COUNTRY-WISE EXPORT OF PUBLIC TRANSPORT VEHICLES IN INDIA DURING THE PERIOD 2008-09 TO 2017-18 (RS. IN CRORES)

	Cote D' Ivoire	Sri Lank a DSR	U Arab EMT S	Ne pal	Ku wait	Tanz ania Rep	Con go P Rep	Qata r	Sau di Ara b	Ban glad esh PR	Other s	Total Autom obile Export
2017-18	405.95	342.60	179.79	156.48	113.81	75.50	70.36	64.76	46.71	38.37	254.88	1,749.21
2016-17	130.75	168.90	109.44	158.79	126.92	90.81	8.16	33.90	187.29	100.41	294.29	1,409.66
2015-16	0.82	297.09	168.64	75.86	121.90	72.99	7.86	149.66	123.23	52.06	483.49	1,553.60
2014-15	0.69	699.13	149.65	68.03	65.31	59.68	243.24	126.31	261.85	11.57	302.02	1,987.48
2013-14	0.00	177.81	140.66	36.40	39.46	31.95	8.39	82.44	137.81	37.63	240.52	933.07
2012-13	0.00	225.36	158.65	4.35	42.19	30.46	14.34	57.74	139.28	109.78	324.93	1,107.08
2011-12	3.19	456.37	149.75	6.82	23.22	18.26	2.33	80.17	81.11	14.57	389.81	1,225.60
2010-11	0.00	370.92	182.66	9.57	28.24	12.11	5.44	39.15	297.58	3.34	283.96	1,232.97
2009-10	0.00	95.62	73.02	21.23	17.71	9.14	0.45	23.59	48.79	7.98	165.79	463.32
2008-09	3.53	112.36	463.59	19.05	24.75	5.34	0.45	129.17	32.34	3.48	389.14	1,183.20
Mean	54.49	294.62	177.59	55.66	60.35	40.62	36.10	78.69	135.60	37.92	312.88	1,284.52
SD	130.05	184.09	105.81	59.07	43.92	31.40	75.66	43.60	90.73	39.14	89.77	427.39

Co-Variance	238.65	62.48	59.58	106.12	72.78	77.30	209.58	55.41	66.91	103.22	28.69	33.27
CAGR	60.72	11.79	-9.04	23.44	16.48	30.33	65.13	-6.67	3.74	27.13	-4.14	3.99
Rank	II	VII	X	V	VI	III	I	IX	VIII	IV		

(Source: Ministry of Commerce and Industry (<http://commerce.gov.in/>))

From table 2, it is clear that the Indian automobile companies exporting of motor vehicles for public transport had increased over the period of study. Most important destination (country) for exporting is Congo P Rep followed by Cote d' Ivoire, Tanzania Rep, Bangladesh PR, Nepal, Kuwait, Sri Lanka DSR, Saudi Arabia, Qatar, and the UAE. Out of the top ten export destinations of Indian automobile companies six countries are Asian countries. It is clearly showing that Indian automobile companies are concentrating more on the Asian market only. Further Congo P Rep, Cote d' Ivoire, and Tanzania Rep are the most important markets for Indian automobile companies for their export of public transport vehicles. The mean value of export to Sri Lanka was 294.62 crores during the study period, and most of the years, the actual export was more than the average export value. At the beginning of the study period from 2008-09 to 2012-13 the export value was less than the average value. After that, it showed constant growth in export to Sri Lanka with the compound annual growth rate of 11.79 percent. In the above countries, the highest compound annual growth rate i.e. 65.13 percent of export was registered against Congo P Rep and the lowest was registered against the UAE with a compound annual growth rate of -9.04 percent for export of public transport vehicles. In most of the countries except the UAE, Qatar, and Saudi Arabia all other countries registered more growth than the overall growth rate of public transport vehicle export across the world.

COUNTRY-WISE EXPORT OF MOTORCYCLES DURING THE STUDY PERIOD 2008-09 TO 2017-18

Table 3 shows the country-wise export of motorcycles for the study period 2008-09 to 2017-18.

TABLE 3 COUNTRY-WISE EXPORT OF MOTORCYCLES IN INDIA DURING THE PERIOD 2008-09 2017-18 (RS. IN CRORES)

	Bangladesh	Sri Lanka	Nepal	Colombia	Nigeria	The Philippines	Argentina	Mexico	Kenya	Guatemala	Others	Total Automobile Export
2017-18	1,786.98	1,395.09	1,198.66	1,034.06	949.83	821.32	542.56	480.98	376.63	370.34	3,946.12	12,902.57
2016-17	1,241.65	1,503.83	1,201.28	1,234.46	709.29	702.74	268.77	461.87	349.15	301.94	3,657.53	11,632.51
2015-16	839.83	1,445.58	732.92	1,512.41	1,398.40	635.28	326.42	575.90	276.20	330.39	2,908.18	10,981.51
2014-15	1,351.72	866.01	690.92	1,675.03	1,371.10	641.24	163.03	386.50	262.60	252.89	3,732.92	11,393.96
2013-14	648.04	647.11	495.08	1,586.80	1,371.26	740.64	258.74	227.87	205.52	182.85	2,872.74	9,236.65
2012-	613.7	563.	205.	1,44	1,15	508.6	98.6	188.	147.	182.	2,21	7,319.

13	1	27	14	0.31	3.39	7	3	47	55	61	8.01	76
2011-12	541.08	856.56	185.49	1,136.34	904.00	417.63	167.15	63.89	103.28	133.59	1,801.45	6,310.46
2010-11	384.08	604.27	154.90	571.62	580.35	261.57	60.83	31.21	141.65	59.06	1,048.99	3,898.53
2009-10	290.99	301.36	166.08	379.13	490.51	191.35	14.61	10.27	116.69	20.64	802.55	2,784.18
2008-09	259.23	291.31	106.09	254.36	400.36	144.02	7.00	7.45	105.07	51.45	630.63	2,256.97
Mean	795.73	847.44	513.66	1,082.45	932.85	506.44	190.77	243.44	208.44	188.58	2,361.91	7,871.71
SD	508.19	456.62	426.93	515.12	380.67	241.71	164.78	217.50	102.17	123.38	1,252.33	3934.61
Co-variance	63.86	53.88	83.12	47.59	40.81	47.73	86.37	89.34	49.02	65.43	53.02	49.98
CAGR	21.29	16.96	27.44	15.06	9.02	19.02	54.5	51.7	13.62	21.82	20.13	19.05
Rank	V	VII	III	VIII	X	VI	I	II	IX	IV		

Source: Ministry of Commerce and Industry (<http://commerce.gov.in/>)

From table 3, it is clear that the Indian automobile companies exporting of the motorcycle had increased over the period of study. The most important destination (country) for exporting is Argentina followed by Mexico, Nepal, Guatemala, Bangladesh, the Philippines, Sri Lanka, Colombia, Kenya, and Nigeria. Out of the top ten export destinations of Indian automobile companies five countries are Asian countries, it is clearly showing that Indian automobile companies are concentrating both on Asian and Non-Asian markets. Further Argentina, Mexico, and Nepal are the most important markets for Indian automobile companies for their motorcycle export.

The mean value of export to Bangladesh was Rs. 795.73 crores during the study period and in most of the years the actual export was more than the average export value. At the beginning of the study period from 2008-09 to 2010-11 the export value was less than the average value after that it is showed a constant growth in export to Bangladesh with the compound annual growth rate of 21.29 percent. In the above countries, the highest compound annual growth rate i.e. 54.5 percent of export was registered against Argentina and the lowest was registered against Nigeria with a compound annual growth rate of 9.02 percent for motorcycle export. In most of the countries except Bangladesh, Nepal, Argentina, Mexico, and Guatemala all other countries registered lesser growth than the overall growth rate of motorcycles export across the world.

COUNTRY-WISE EXPORT OF MOTOR CARS IN INDIA DURING THE STUDY PERIOD 2008-09 TO 2017-18

Table 4 shows the country-wise export of motor cars in India for the study period 2008-09 to 2017-18.

TABLE 4 COUNTRY-WISE EXPORTS OF MOTOR CARS IN INDIA DURING THE PERIOD 2008-09 TO 2017-18(RS. IN CRORES)

	Mexico	South Africa	USA	Italy	Saudi Arabia	Chile	UK	Indonesia	France	Germany	Others	Total Automobile Export
2017-18	10,90 3.57	4,29 6.69	4,21 7.53	1,69 5.73	1,67 8.63	1,50 1.67	1,41 7.64	1,208 .84	1,09 7.57	1,031 .14	13,13 0.86	42,179 .87
2016-17	10,53 3.13	3,51 2.40	23.7 0	2,35 4.81	1,42 1.97	1,38 8.54	2,84 5.18	488.2 3	894. 56	1,276 .19	14,76 3.52	39,502 .23
2015-16	6,841 .93	3,68 6.74	10.3 3	2,05 8.88	1,37 6.32	754. 68	2,07 0.03	147.9 9	644. 54	766.2 8	15,07 0.30	33,428 .02
2014-15	4,817 .81	4,48 6.69	4.54	1,21 1.92	987. 63	715. 30	2,04 1.68	158.7 7	480. 61	481.4 0	15,66 3.53	31,049 .88
2013-14	3,297 .89	4,63 3.60	5.83	811. 93	742. 82	908. 12	3,61 1.63	339.3 6	177. 26	469.7 8	14,18 6.44	29,184 .66
2012-13	1,176 .32	3,60 4.61	3.47	623. 18	191. 69	795. 98	2,83 1.36	302.4 5	166. 19	690.6 5	11,35 8.21	21,744 .11
2011-12	570.0 2	2,14 5.71	13.1 2	665. 96	198. 96	469. 57	1,39 2.40	331.3 8	154. 93	553.2 8	10,42 9.62	16,924 .95
2010-11	177.8 4	1,49 4.30	8.66	822. 89	23.3 9	806. 86	1,43 4.58	1,565 .16	146. 06	680.2 2	10,62 3.26	17,783 .22
2009-10	115.2 7	851. 92	7.56	1,92 7.40	26.4 2	131. 05	2,25 0.01	132.8 0	449. 91	1,104 .48	7,065 .32	14,062 .14
2008-09	220.4 8	407. 40	7.29	745. 61	74.8 3	168. 54	758. 72	66.73	394. 41	1,402 .00	6,753 .71	10,999 .72
Mean	3,865 .43	2,91 2.01	430. 20	1,29 1.83	672. 27	764. 03	2,06 5.32	474.1 7	460. 60	845.5 4	11,90 4.48	25,685 .88
SD	4,257 .29	1,56 0.46	1,33 0.74	656. 52	651. 92	447. 48	856. 23	504.0 6	332. 02	335.5 6	3,216 .30	10,900 .74
CV	110.1 4	53.5 9	309. 33	50.8 2	96.9 7	58.5 7	41.4 6	106.3 0	72.0 8	39.69	27.02	42.44
CA GR	47.71	26.56	88.9	8.56	36.49	24.45	6.45	33.6	10.78	-3.03	6.87	14.39
Rank	II	V	I	VIII	IV	VI	IX	III	VII	X		

Source: Ministry of Commerce and Industry (<http://commerce.gov.in/>)

From table 4, it is clear that the Indian automobile companies exporting of motor cars had increased over the period of study. The most important destination (country) for exporting is the USA followed by Mexico, Indonesia, Saudi Arabia, South Africa, Chile, France, Italy, the UK, and Germany. Out of the top ten export destinations of Indian automobile companies eight countries are Non-Asian countries, it is clearly showing that Indian automobile companies are concentrating more on other than the Asian market only. Further the USA, Mexico, and

Indonesia are the most important markets for Indian automobile companies for their motor car export.

The mean value of export to Mexico is 3865.43 crores during the study period and in most of the years, the actual export is more than the average export value. At the beginning of the study period from 2008-09 to 2013-14 the export value was less than the average value after that it is showed constant growth in export to Mexico. In the above countries, the highest compound annual growth rate i.e. 88.9 percent of export was registered against the USA and the lowest was registered against Germany with a compound annual growth rate of -3.03 percent for motor car export. In most of the countries except Mexico, South Africa, the USA, Saudi Arabia, and Chile all other countries registered lesser growth than the overall growth rate of motor car export across the world.

COUNTRY-WISE EXPORT OF AUTOMOBILE PRODUCTS* DURING THE STUDY PERIOD 2008-09 TO 2017-18

Table 5 shows the country-wise export of automobile products in India for the study period 2008-09 to 2017-18.

TABLE 5 COUNTRY-WISE EXPORT OF AUTOMOBILE PRODUCTS* IN INDIA DURING THE PERIOD 2008-09 TO 2017-18 RS. IN CRORES)

	Mexico	South Africa	The U S A	Banglade sh	Nepal	Indonesi a	Sri Lanka	Saudi Arabia	Italy	Chile
2017-18	11,384.54	4,916.82	4,346.24	3,736.66	2,956.82	2,519.72	2,306.97	1,725.34	1,695.73	1,599.80
2016-17	10,995.00	3,798.73	64.41	2,901.08	3,052.41	889.59	2,532.43	1,609.26	2,354.81	1,510.77
2015-16	7,417.83	4,044.14	74.30	2,101.18	1,660.82	209.95	2,630.98	1,499.55	2,058.88	891.93
2014-15	5,204.32	4,794.22	81.20	2,664.68	1,485.40	203.45	2,130.78	1,248.47	1,211.92	767.31
2013-14	3,525.76	5,180.87	34.15	1,909.30	1,075.13	374.88	1,335.20	880.63	811.93	1,090.92
2012-13	1,364.79	4,436.07	16.47	1,415.45	345.33	332.02	1465.32	330.97	623.18	1048.28
2011-12	633.91	2,679.20	29.66	1,089.53	291.36	403.03	2,459.72	280.07	665.96	592.07
2010-11	209.05	1746.15	18.93	731.63	252.99	1,710.66	1,713.24	320.97	822.89	849.32
2009-10	125.54	940.23	21.76	704.53	330.66	193.39	522.51	75.21	1,927.40	140.06
2008-09	227.93	509.82	15.72	423.77	214.59	209.02	457.46	107.16	745.61	177.60
Mean	4,108.87	3,304.63	470.28	1,767.78	1,166.56	704.57	1,755.46	807.86	1,291.83	866.81
SD	4,225.94	1,631.90	1,292.20	1,033.98	1,048.62	753.81	760.18	627.18	622.83	460.94
CV	102.85	49.38	274.7	58.49	89.89	106.9	43.30	77.63	48.21	53.18

			7			9				
CAGR	47.86	25.44	69.84	18.16	29.99	28.27	17.56	32.03	8.56	24.58
Rank	II	VI	I	VIII	IV	V	IX	III	X	VII

Source: Ministry of Commerce and Industry (<http://commerce.gov.in/>)

* means Motor Cars, Public Transport Vehicles, Goods Transport Vehicles & Motorcycles

From table 5, it is clear that the Indian automobile companies exporting of all automobile vehicles had increased over the period of study. Most important destination (country) for exporting is the USA followed by Mexico, Saudi Arabia, Nepal, Indonesia, South Africa, Chile, Bangladesh, Sri Lanka, and Italy. Out of the top ten export destinations of Indian automobile companies four countries are Asian countries; it is clearly showing that Indian automobile companies are concentrating more on Non-Asian market only. The USA and Mexico are the most important markets for Indian automobile companies.

In the above countries, the highest compound annual growth rate i.e. 69.84 percent of export was registered against the USA and the lowest was registered against Italy with a compound annual growth rate of 8.56 percent for automobile products.

ESTIMATED TREND EQUATION FOR COUNTRY-WISE EXPORT OF VEHICLES FOR GOODS TRANSPORT

Table 6 shows forecasted country-wise export of vehicles for goods transport based on the linear trend equation.

TABLE 6 FORECASTING OF COUNTRY -WISE EXPORT OF VEHICLES FOR GOODS TRANSPORT (RS. IN CRORES)

	2018-19	2019-20	2020-21	2021-22	2022-23
Bangladesh	1,541.85	1,750.35	1,972.67	2,160.21	2,332.57
Indonesia	644.07	877.94	1,185.96	1,658.84	2,325.78
Nepal	724.88	957.05	1,264.39	1,678.20	2,243.40
South Africa	546.22	569.70	540.13	491.37	499.96
Sri Lanka	900.74	897.05	799.92	799.75	1,008.07
The Philippines	132.51	164.31	197.36	259.09	334.08
Ghana	117.85	147.95	173.47	216.76	290.03
Cote d' Ivoire	66.02	83.69	105.30	133.80	177.99
Tanzania	116.88	128.08	132.77	138.26	134.43
Bhutan	58.51	66.27	7712.308	91.56	147.27
Others	2,209.58	2,071.66	1,613.46	863.94	156.38
Total Automobile Export	7,059.10	7,889.25	8,525.71	9349.90	11,242.93

Source: Computed

Table 6 shows the forecasted value of country-wise export of vehicle for goods transport for the next five years from 2018-19 to 2022-23.

ESTIMATED TREND EQUATION FOR COUNTRY-WISE EXPORT OF PUBLIC TRANSPORT VEHICLES

Table 7 shows forecasted country-wise export of public transport based on the linear trend equation.

TABLE 7 FORECASTING OF COUNTRY-WISE EXPORT OF PUBLIC TRANSPORT VEHICLES (RS. IN CRORES)

	2018-19	2019-20	2020-21	2021-22	2022-23
Cote d' Ivoire	205.62	252.48	303.66	358.50	415.87
Sri Lanka DSR	391.18	391.87	347.10	352.38	411.19
U Arab EMTS	98.00	142.69	116.59	110.88	92.89
Nepal	147.22	193.29	257.13	341.10	455.57
Kuwait	132.28	166.19	207.86	265.90	342.05
Tanzania REP	95.07	117.95	147.08	184.87	236.76
Congo P REP	83.17	101.24	121.37	145.13	169.34
Qatar	85.63	106.87	108.15	105.60	112.39
Saudi Arab	161.19	143.06	99.58	124.11	83.41
Bangladesh PR	75.37	87.72	101.12	111.38	121.33
Others	324.25	356.91	334.15	320.79	345.24
Total Automobile Export	1,789.97	292.57	2,234.32	2,611.01	3,143.63

Source: Computed

Table 7 shows the forecasted value of country-wise export of public transport vehicle for the next five years from 2018-19 to 2022-23.

ESTIMATED TREND EQUATION FOR COUNTRY-WISE EXPORT OF MOTORCYCLES

Table 8 shows the forecasted country-wise export of motorcycles based on the linear trend equation.

TABLE 8 FORECASTING OF COUNTRY -WISE EXPORT OF MOTORCYCLES (RS. IN CRORES)

	2018-19	2019-20	2020-21	2021-22	2022-23
Bangladesh	1,634.04	1,826.30	2,012.28	2,195.12	2,384.41
Sri Lanka	1,603.11	1,898.61	2,237.61	2,754.52	3,586.17
Nepal	1,239.52	1,565.57	2,003.42	2,579.59	3,368.66
Colombia	1,731.49	1,868.48	1,951.24	1,973.17	2,105.74
Nigeria	1,339.05	1,420.05	1,466.32	1,456.24	1,476.42
Philippines	921.34	1,064.56	1,225.89	1,420.98	1,714.68
Argentina	459.94	569.97	702.74	881.59	1,167.88
Mexico	615.22	773.16	966.46	1,211.83	1,535.99
Kenya	384.43	461.98	563.67	707.40	885.63
Guatemala	407.04	500.36	602.07	732.63	928.70
Others	4,547.56	5,361.33	6,309.67	7,462.17	9,172.80
Total Automobile Export	14,882.75	17,472.74	20,460.57	24,202.07	29,817.12

Source: Computed

Table 8 shows the forecasted value of country-wise export of motorcycles for the next five years from 2018-19 to 2022-23.

ESTIMATED TREND EQUATION FOR COUNTRY-WISE EXPORT OF MOTOR CARS

Table 9 shows forecasted country-wise export of motor cars based on the linear trend equation.

TABLE 9 FORECASTING OF COUNTRY- WISE EXPORT OF MOTOR CARS (RS. IN CRORES)

	2018-19	2019-20	2020-21	2021-22	2022-23
Mexico	11,107.37	13,032.16	14,973.02	16,845.78	18,585.88
South Africa	5,333.38	6,039.38	6,765.00	7,611.99	8,709.18
The U S A	1,696.54	2,361.42	3,293.08	4,621.23	6,552.68
Italy	1,943.48	2,176.09	2,889.20	3,615.36	4,545.44
Saudi Arab	1,801.76	2,321.38	2,972.75	3,805.30	4,973.48
Chile	1,477.00	1,732.21	1,981.78	2,511.92	3,122.63
The U K	2,598.71	2,502.61	2,670.80	2,554.95	2,133.87
Indonesia	647.51	622.01	521.73	939.50	1,202.38
France	891.32	1,143.35	1,538.87	2005.09	2,650.69
Germany	774.14	914.19	1,130.01	1,346.33	1,605.71
Others	16,972.71	18,481.03	19,818.98	22,219.76	25,110.57
Total Automobile Export	49,889.50	58,267.93	69,000.01	83,923.57	1,03,147.17

Source: Computed

Table 9 shows the forecasted value of country-wise export of motor cars for the next five years from 2018-19 to 2022-23.

ESTIMATED TREND EQUATION FOR COUNTRY-WISE EXPORT OF AUTOMOBILE PRODUCTS

Table 10 shows the forecasted country-wise export of automobile products based on the linear trend equation.

TABLE 10 FORECASTING OF COUNTRY-WISE EXPORT OF AUTOMOBILE PRODUCTS (RS. IN CRORES)

	2018-19	2019-20	2020-21	2021-22	2022-23
Mexico	11,722.59	13,733.17	15,754.36	17,69.912	19,498.72
South Africa	5,913.04	6,641.33	7,333.27	8,121.69	9,214.25
The U S A	1,794.36	2,485.44	3,452.89	4,827.40	6,824.24
Bangladesh	3,676.41	4,442.99	5,445.45	6,711.63	8,502.17
Nepal	3,002.70	3,853.83	5,004.60	6,518.86	8,586.41
Indonesia	1,291.58	1,499.95	1,707.69	2,598.34	3,528.16
Sri Lanka	2,895.03	3,187.53	3,384.63	3,906.65	5,005.43
Saudi Arabia	1,962.95	2,464.44	3,072.33	3,929.41	5,056.89
Italy	1,943.48	2,176.09	2,889.20	3,615.36	4,545.44
Chile	1,639.35	1,901.23	2,14.091	2,645.73	3,235.23
Total Automobile Export	35,841.49	42,386.00	48,044.42	42,875.07	73,996.94

Source: Computed

Table 10 shows the forecasted value of country-wise export of automobile products for the next five years from 2018-19 to 2022-23.

FINDINGS OF THE STUDY

Major findings of the present study are presented which will facilitate to suggest to the various stakeholders and draw a meaningful conclusion.

1. The Indian automobile companies exporting of motor vehicles for goods transport had increased over the period of study. Most important destination (country) for exporting is Bhutan, Nepal, and Bangladesh. Out of the top ten export destination of Indian automobile companies six countries are Asian countries, it is clearly showing that Indian automobile companies are concentrating more on the Asian market only. The highest compound annual growth rate i.e. 40.67 percent of export was registered against Bhutan and the lowest was registered against Ghana with a compound annual growth rate of 8.51 percent for motor vehicles for goods transport export.
2. The Indian automobile companies exporting of motor vehicles for public transport had increased over the period of study. Most important destination (country) for exporting is Congo P Rep followed by Cote d' Ivoire, Tanzania Rep. Out of the top ten export destinations of Indian automobile companies six countries are Asian countries. It is clearly showing that Indian automobile companies are concentrating more on the Asian market only. The highest compound annual growth rate i.e. 65.13 percent of export was registered against Congo P Rep and the lowest was registered against the UAE with a compound annual growth rate of -9.04 percent for motor vehicle for public transport export.
3. The Indian automobile companies exporting of the motorcycle had increased over the period of study. The most important destination (country) for exporting is Argentina followed by Mexico, Nepal. Out of the top ten export destinations of Indian automobile companies five countries are Asian countries, it is clearly showing that Indian automobile companies are concentrating both on Asian and Non-Asian markets. The highest compound annual growth rate i.e. 54.5 percent of export was registered against Argentina and the lowest was registered against Nigeria with a compound annual growth rate of 9.02 percent for export of motorcycle.
4. The Indian automobile companies exporting of motor cars had increased over the period of study. The most important destination (country) for exporting is the USA followed by Mexico, Indonesia. Out of the top ten export destinations of Indian automobile companies eight countries are Non-Asian countries, it is clearly showing that Indian automobile companies are concentrating more on other than the Asian market only. The highest compound annual growth rate i.e. 88.9 percent of export was registered against the USA and the lowest was registered against Germany with a compound annual growth rate of -3.03 percent for export of motor cars.
5. The Indian automobile companies exporting of all automobile vehicles had increased over the period of study. Most important destination (country) for exporting is the USA followed by Mexico, Saudi Arabia. Out of the top ten export destinations of Indian automobile companies four countries are Asian countries, it is clearly showing that Indian automobile companies are concentrating more on Non-Asian market only. The highest compound annual growth rate i.e. 67.84 percent of export was registered against the USA and the lowest was registered against Italy with a compound annual growth rate of 8.56 percent for Indian automobile products export.

SUGGESTIONS

1. For maintaining and getting more profit and growth the automobile companies should create significance presence both in the African and Asian countries. Because Indian automobile companies exporting motor vehicles for goods transport and motor vehicles for public transport are concentrating more on Asian countries. The Indian automobile companies exporting of motor cars and total automobile vehicles are concentrating more on African countries.
2. *To enhance brand image, Indian automobile companies should introduce a new range of vehicles with new technology.*
3. *The Indian automobile companies should set their mission and vision and strategic objectives to identify and tap the target market and consumer segments.*
4. *To the developed countries, India is exporting a small volume of vehicles as those countries are technologically well developed, whereas to other underdeveloped countries and developing countries huge volumes of vehicles are exported from India. At this juncture, it is suggested that the automobile industry should develop their technology to produce automobiles to market even in technologically well-advanced countries.*
5. *For retaining the existing global market, they have to expand or increase the after-sales services and they have to improve the customers' satisfaction.*
6. *The Indian automobile companies should develop their new products on par with the target customer's satisfaction.*

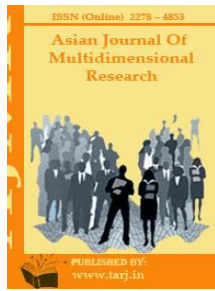
CONCLUSION

The present study carried out by the researcher is a modest attempt to assess the country-wise export performance of Indian automobile Industry for the period 2008-09 to 2017-18. The increasing pressure of competition among the automobile companies, changing Government Auto Policy and New Foreign Trade Policies are changing their marketing strategy. All these changes will definitely have their implications on export.

REFERENCES

1. Burange LG and Yamini S, "Competitiveness of Firms in Indian Automobile Industry", International Conference on Transportation System Studies, Department of Economics, University of Mumbai, Mumbai 2008 Feb.
2. D'Costa A P, "Economic Nationalism in Motion: Steel, Auto, and Software Industries in India", Review of International Political Economy, 16 (4), 2009 Oct 22, 620-48.
3. Dangayach G S and Deshmukh S G, "Practice of Manufacturing Strategy: Evidence from Select Indian Automobile Companies", International Journal of Production Research, 39 (11), 2001 Jan 1, 2353-93.
4. Dangayach G S, Deshmukh S G, "Evidence of Manufacturing Strategies in Indian industry: A Survey", International Journal of Production Economics, 83 (3), 2003 Mar 11, 279-98.
5. *Dr. Saikat Sinha Roy in his Ph.D. thesis titled "Factors in the determination of India's exports" submitted to the Jawaharlal Nehru University, New Delhi, February 2014.*

6. Srinivasan T N, China, India and the World Economy. Economic and Political Weekly. 2006 Aug 26, 3716-27.
7. Sagar MK and Singh D, "Supplier Selection Criteria: Study of Automobile Sector in India". International Journal of Engineering Research and Development, 4(4), 2012, 34-9.
8. Singh RK, Garg SK, Deshmukh SG. Strategy development by small scale industries in India. Industrial Management & Data Systems, 110 (7), 2010 Aug 24, 1073-93.
9. Ministry of Commerce and Industry (<http://commerce.gov.in/>)

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

(A Double Blind Refereed & Reviewed International Journal)

DOI NUMBER: **10.5958/2278-4853.2019.00248.9****PROGNOSTIC SIGNIFICANCE OF Ki67, Bcl2 AND p53 IN PATIENTS
WITH LOCALLY ADVANCED CERVICAL CANCER****Nishanov Daniyar Anarbayevich* ; Mamadaliyeva Yashnar Saliyevna** ;
Karimova Nargiza Sunnatullayevna*****

* Head of the Department of Pathology State Institution,
Republican Specialized Scientific-Practical Medical Center,
Of Oncology and Radiology of Uzbekistan, Dhd,
Tashkent, UZBEKISTAN
Email id: dnishanov@mail.ru

**Head of the Department of Oncology with a course,
Of ultrasound diagnostics at the Tashkent Institute,
Of Advanced Medical Studies, Professor, Dhd,
Tashkent, UZBEKISTAN
Email id: nkarimova87@yandex.ru

***Radiation oncologist Department of Radiotherapy,
Of State Institution Republican Specialized Scientific-Practical,
Medical Center of Oncology and Radiology of Uzbekistan,
Tashkent, UZBEKISTAN
Email id: nkarimova87@mail.ru

ABSTRACT

In biopsy preparations, there are 30 patients with cervical cancer at the IIB-IIIb clinical stages. A study in patients with locally advanced cervical cancer showed that a high expression level of Ki67 proliferation in primary patients, elevated levels of p53 protein before carrying out correlate with an unfavorable prognosis, which makes it possible to use these indicators in monitoring the course of the disease. It was shown that prior to the initiation of antitumor treatment, the expression level of Ki67 was as high as possible in those patients who subsequently showed progression of the disease, and reached 85%. The expression level of Ki67 and p53 protein was shown to correlate with indicators of tumor progression.

KEYWORDS: *Locally Advanced Cervical Cancer, Ki67, Bcl2, P53.*

INTRODUCTION

Cervical cancer is one of the leading places in the structure of the incidence of genital organs [13]. Despite the progress achieved in the diagnosis and treatment of this localization, an increase in the incidence and aggressiveness of its course is noted [12]. Long-term results of treatment of patients with cervical cancer remain unsatisfactory, and relapses after treatment more often occur after 12–20 months and observed from 32% to 78.3% of cases.

Cervical cancer has a tendency to increase in the Republic of Uzbekistan and ranks 3rd in the structure of cancer incidence after breast and stomach cancer in 2018. For the period 2014–2018, the number of women with cervical cancer first registered increased from 1,387 to 1,653, while the incidence rate also increased from 4.6 to 5.0 per 100,000 population over the past 5 years. The mortality rate for 2014 and 2018 amounted to 2.2 and 2.6 per 100,000 of the population, with absolute numbers of deaths in 2014, 666 women, and in 2018 862 women (Kantser registry of the cancer center of the Republic of Uzbekistan.).

Along with the improvement of treatment methods, a significant aspect in the problem of locally advanced cervical cancer is the search and evaluation of disease prognostic factors. Prognostic factors for cancer often are more important in terms of the outcome of the disease than the therapeutic effect. Immunohistochemical indicators are being actively studied as prognostic criteria for the effectiveness of treatment and the course of cervical cancer [5, 7]. Such numerous molecular genetic markers include markers that reflect the activation of oncogenes and suppressor genes, apoptotic and proliferative activity [7]. Defects of genes controlling DNA damage and cell proliferation play a special role in carcinogenesis. Hormone receptors, biochemical markers, expression of oncogenes and antigens associated with proliferation, as well as other molecular markers are recognized as prognostically significant [3, 11]. At the same time, the literature data on the role of such indicators as Bcl2, Ki67, p53 in locally advanced cervical cancer are rather contradictory.

In almost half of the cases of malignant tumors, mutations are detected in chromosome 17 in the region of the p53 suppressor gene localization [9]. Today, there is no consensus in the literature regarding the dynamics of p53 expression during cervical cancer progression. According to some authors, it can either increase or decrease in cervical cancer [4, 8].

The Ki-67 antigen is a nuclear protein whose expression is noted during the active phase of the cell cycle, including mitosis. According to the literature, Ki-67 expression increases with cervical lesions [1, 2].

Bcl-2 protein has an important role in the regulation of apoptosis. A high degree of Bcl-2 tumor cell expression (a protein from the Bcl family, which plays an important role in the regulation of apoptosis and integrating signals for mitochondria) has been shown to correlate with a poor prognosis of cervical cancer [10].

Undoubtedly, knowledge of biological markers will allow us to understand the malignant potential of a tumor, predict the course of the disease, and determine individual treatment tactics.

In accordance with the purpose of the study outlined above, the expression level of molecular biological markers Ki67, Bcl2, p53 and their prognostic value in patients with locally advanced cervical cancer who received complex treatment were assessed.

MATERIAL AND METHODS

30 patients with locally advanced cervical cancer with IIB – IIIA-B stage who received chemoradiotherapy in Cancer Center from 2014 to 2017 were examined. The stages of the disease before the start of treatment were carried out in accordance with the international classification of TNM (7th revision 2009) and in accordance with the classification of the International Federation of Obstetricians-Gynecologists classification (FIGO, 2011). The diagnosis of the disease in all cases verified histological. Morphologically, all women were diagnosed with squamous cell carcinoma. The possibilities of the proliferative activity marker Ki67, p53 protein, Bcl2 in determining the prognosis of the disease, locally advanced cervical cancer were studied. The material of the study was cervical tumor tissue obtained from 30 patients. The age of 72.4% of patients accounted for 4-5 decades of life.

All patients underwent 3 courses of neoadjuvant polychemotherapy with 21 day intervals, according to the scheme: Cisplatin 100 mg 1 day, Fluorouracil 1000 mg 1-4 days. Then, after computerized topometry of the pelvic organs, planning of combined radiation therapy was carried out, including remote gamma therapy and intracavitary brachytherapy. Remote irradiation was carried out on a gamma therapeutic apparatus (TERABALT type 80 model SCS 2012 Czech Republic) in the standard fractionation mode (daily 5 times a week Single Focal Dose 2 Gy to Total Focal Dose 46 Gy). Intracavitary radiotherapy was performed on a BEBIG brachytherapy device - MULTISOURSE Co60 2013. (Germany) in fractional mode Single Focal Dose 5 Gy, eq Total Focal Dose to point A up to 70-90 Gy, to point B 50-58 Gy.

The initial expression of the listed immunohistochemical markers in the tumor and prior to chemo-radiotherapy was evaluated. The immunohistochemical study was carried out according to a standard procedure on dewaxed sections of cervical tissue blocks obtained from resection specimens or cervical biopsies. A pathologist to clarify the histological diagnosis and the correspondence of the blocks to the selected sections reviewed all drugs.

Evaluation of staining results was performed using a Carl Zeiss Microimaging light microscope (Germany). For all markers, the localization of staining in the cell (nucleus, cytoplasm, membrane) was evaluated. The results of immunohistochemical analysis were evaluated quantitatively and qualitatively by the intensity of cytoplasmic staining: 0 — no staining, 1 — weak staining, 2 — medium-intensity staining, 3 — strong staining. The percentage of stained cells (from 0 to 100%) and their content in the most saturated layers of the epithelium were quantified.

In the immunohistochemical assessment of mt p53 expression, mouse monoclonal antibodies p53, clone DO-7, Ig G2b (M7001 DakoCytomation) were used at a dilution of 1: 100 with an exposure time of 60 minutes. Analysis of the expression was carried out with an increase in the microscope 400. In the process of research, up to 300 cells were studied in the field of view of the microscope. The reaction with a brown color of more than 5% of the nuclei of tumor cells was considered positive, and it was slightly positive at 6–30%, moderately positive at 31–70% and strongly positive at 71–100% of cells.

Bcl-2 was detected using monoclonal antibodies to Bcl-2, clone Bcl-2/100 / D5, IgGi (NCL-Bcl-2 Novocastra) at a dilution of 1:80 with an incubation time of 60 minutes. Evaluation of expression was carried out in 6 random fields of view (X400), based on the percentage of cells stained semi-quantitatively in 6 random fields of view (objective 40), based on the prevalence and intensity of the immunohistochemical reaction (no expression or less than 10% of cells were

stained - 0 points, from 10 up to 25% - 1 point, from 26 to 50% - 2 points, from 51 to 75% - 3 points and more than 75% - 4 points.

To assess the proliferative activity of the tumor, the number of Ki67 positive cells per 200-300 tumor cells was counted. The Ki67 index was determined by the formula: Proliferative activity = Ki67 number of positive cells \times 100 / total number of cells.

The immediate results of chemo radiotherapy were evaluated using the RECIST (Response Evaluation Criteria In Solid Tumors) scale. Evaluation of the objective response was confirmed by the results of clinical, ultrasound and MSCT / MRI studies.

RESULTS AND DISCUSSION

In all patients, cervical squamous cell carcinoma was verified, of them 17 (14.16%) was diagnosed with stage IIb, 8 (6.66%) had stage IIIa, and 5 (4.16%) had stage IIIb of the disease (Figure 1).

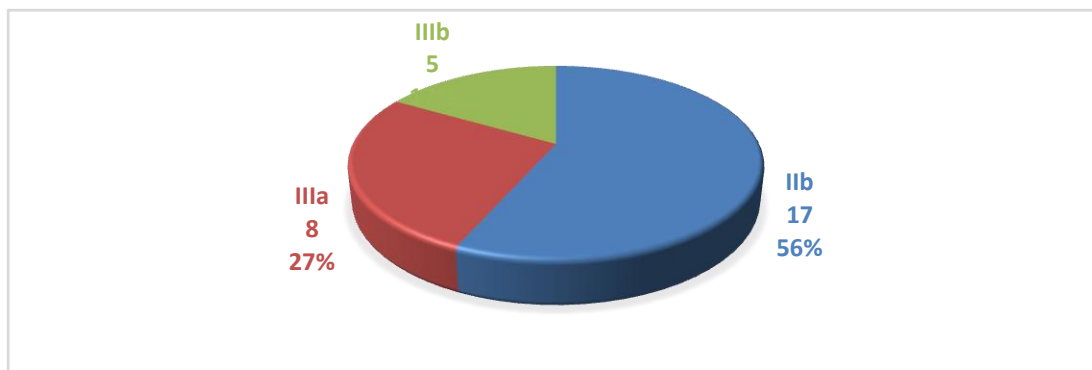


Figure 1. The contingent of patients of the two study groups according to the stages of the disease.

G3 was observed in 17, G2 - in 8 patients (Table 1).

TABLE 1. DIFFERENTIATION OF TUMORS BY LOCALLY ADVANCED CERVICAL CANCER

Total	n- 30		
	IIb	IIIa	IIIb
G 1	0	0	0
G 2	5 (4,16%)	1 (0,83%)	2 (1,66%)
G 3	9 (7,5%)	6 (5%)	2 (1,66%)
G 4	3 (2,5%)	1 (0,83%)	1 (0,83%)
	17 (14,16%)	8 (6,66%)	5 (4,16%)

It was found that the average proliferation index in patients with locally advanced cervical cancer was 60%. A high and very high expression level (more than 50%) was observed in 19 (64%) patients with locally advanced cervical cancer, a weak expression level of Ki67 - in 5 (16%) patients (Figure 2). The obtained results are consistent with the data of the authors, who assert that the level of proliferative activity of squamous cell carcinoma of the cervix uterus

predetermines the long-term results of treatment, and is also a predictive factor for determining sensitivity to chemoradiotherapy [29].

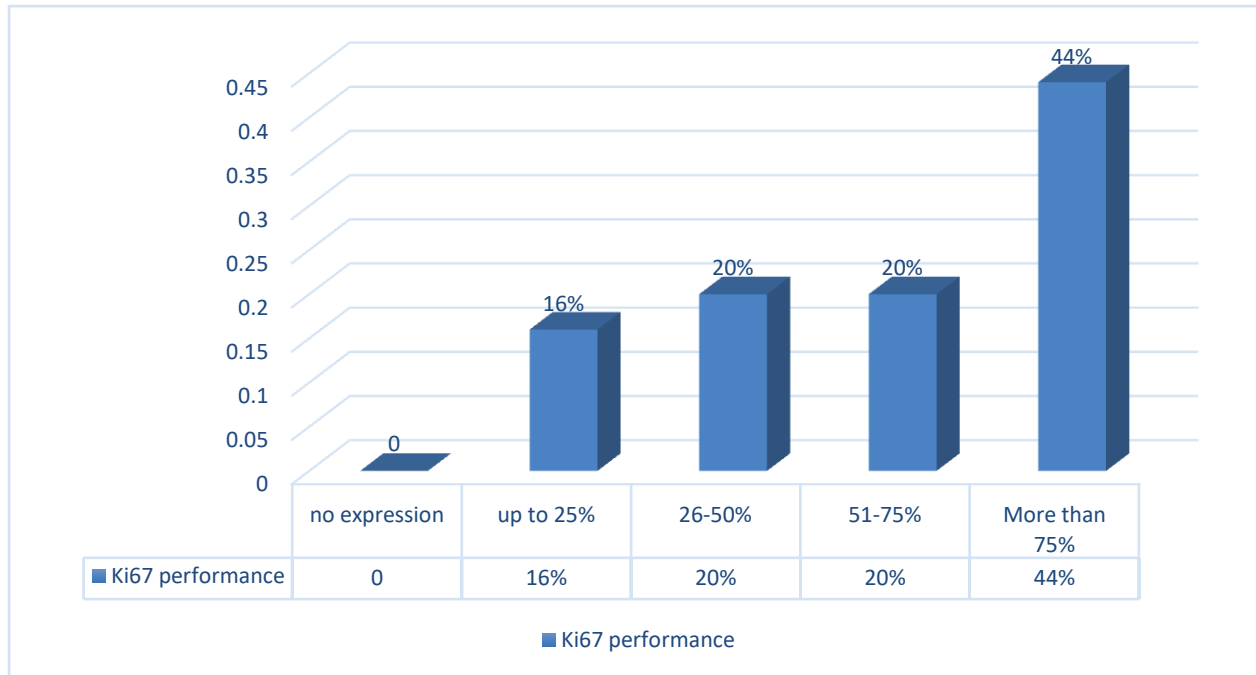
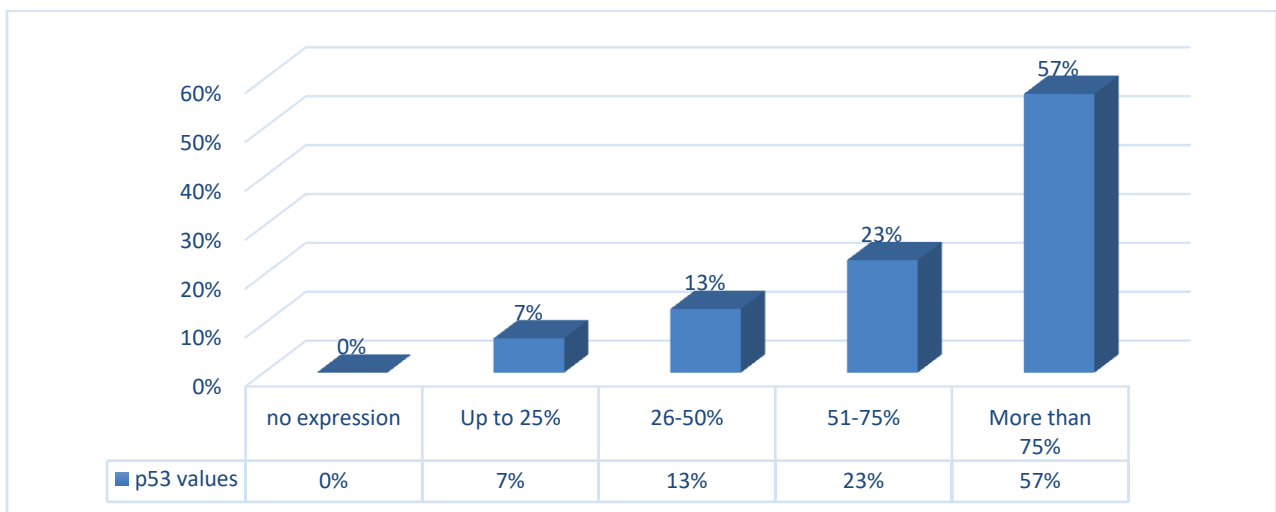


Figure 2. Ki67 expression as an indicator of proliferative activity in patients with MRRM

As a result of the research, an increase in the number of atypical tumor cells expressing p53 in the dynamics of progression tumors was established. Analysis of the obtained data showed that p53 expression was detected in 28 (93%) patients with locally advanced cervical cancer. A high level of expression was observed in 24 (80%), low level of p53 expression - in 6 (20%) patients (Figure 3).

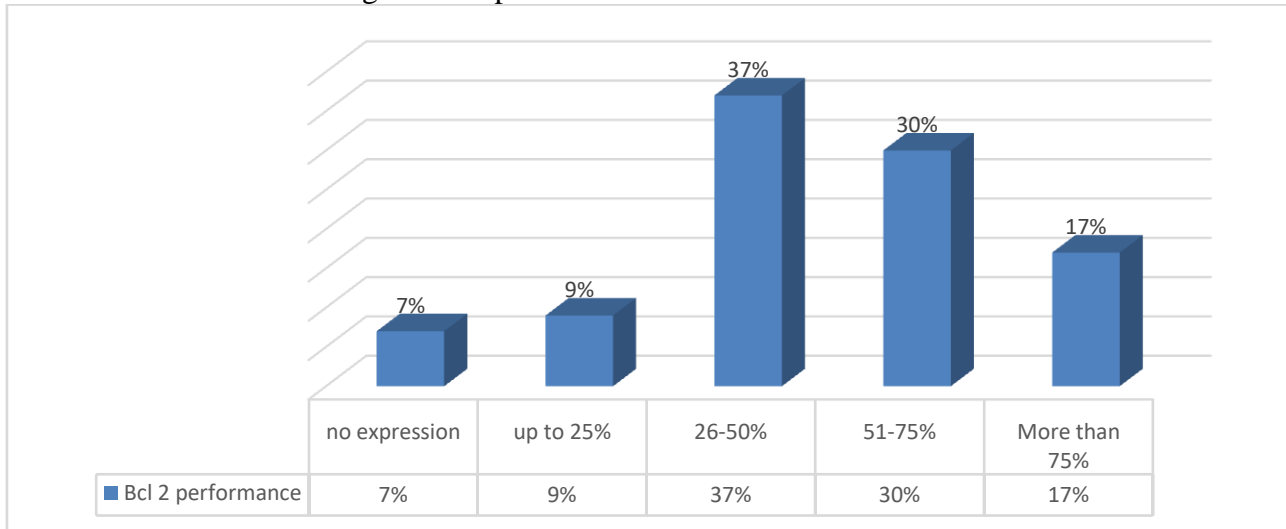
Figure 3. Expression of atypical p53 cells in patients with locally advanced cervical cancer



Along with p53, the role of the Bcl-2 gene is studied most consistently in the carcinogenesis of solid tumors. The product of this gene, Bcl-2 protein, is known to inhibit p53-dependent and independent apoptotic metabolic pathways. In turn, the p53 protein reduces the activity of Bcl-

2, which may trigger apoptosis in cells with damaged DNA. The average expression level in these patients was 37%. In 14 (47%) patients with locally advanced cervical cancer, high and very high expression of this protein was observed; low expression (up to 25%) was observed in 3 (9%) cases (Figure 4).

Figure 4. Expression of Bcl-2 in tumor cells.



Thus, the determination of the expression level of such molecular genetic markers as p53, Bcl-2 and p53 is of undoubted practical significance for the evaluation of a biological portrait of a tumor in locally advanced cervical cancer in the dynamics of tumor progression.

TABLE 2. THE FREQUENCY OF OCCURRENCE OF EXPRESSION OF KI67, BCL 2, P53 IN PATIENTS WITH LOCALLY ADVANCED CERVICAL CANCER

Immunohistochemical indicators			
Expression level	Ki67	P53	Bcl2
No expression	0%	0%	7% (2)
upto 25%	17% (5)	7% (2)	9% (3)
26-50 %	20% (6)	13% (4)	37% (11)
51-75 %	20% (6)	23% (7)	30% (9)
More than 75%	43% (13)	57% (17)	17% (5)

In order to study the prognostic values of the parameters Ki67, Bcl2 and p53, the dynamics of these indicators in patients with MRRM before chemoradiation treatment was analyzed. After chemoradiation treatment, complete tumor regression was observed in 3 (10%) patients, partial regression - in 8 (27%), process stabilization - in 19 (63%) patients. The clinical effect of neoadjuvant chemotherapy in patients with locally advanced cervical cancer was manifested in a statistically significant decrease in tumor volume of the cervix uterus, pain syndrome, contact bleeding.

CONCLUSION

Thus, a high level of proliferative activity of Ki67 in primary patients, overexpression of the p53 protein prior to the onset of neoadjuvant chemotherapy correlate with an unfavorable prognosis. High levels of expression of Ki67 and p53 significantly affect the recurrence of tumors, and the

low level of expression of Bcl2 protein is associated with indicators of p53 protein. The results of the study indicate the importance of the studied parameters and confirm their predictive role in the prediction of locally advanced cervical cancer.

LITERATURE

1. Kondrikov, N. I. The value of immunohistochemical determination of biomarkers of squamous intraepithelial lesions of the cervix / N. I. Kondrikov, M. V. Shamarakova, Yu. V. Gorbacheva // *Obstetrics and Gynecology*. - 2010. - № 6. - P. 44–48.(in Russian)
2. Kuznetsova, M.E. Immunohistochemical assessment of proliferative activity and reparative abilities of squamous cell carcinoma of the cervix uterus as indicators of the effectiveness of radiation therapy: author. dis. ... Cand. honey. Sciences: 14.00.14 / Kuznetcova M. E. E. - SPb., 2008. - 25 p.(in Russian)
3. Okeanov A.E., Moiseev P.I., Levin L.F. Statistics of cancer / Ed. O. G.Sukonko. Belarusian Cancer Register. - Minsk, 2012. - p. 99-105. (in Russian)
4. Petrov, S.V. Expression of cell oncogenes in normal, metaplastic, dysplastic epithelium and squamous cell carcinoma of the cervix / S.V. Petrov, N.N. Mazurenko, N.M. Sukhova, etc. // *Archives of Pathology*. - 1994. - № 4. - P. 22–31. (in Russian)
5. Pozharisky K.M., Leenman E.E. The value of immunohistochemical methods for determining the nature of treatment and prognosis of tumor diseases. *Archivepatol* 2000; 5: 3-11 (in Russian)
6. Pozharisky K.M., Vinokurov V.L., Zharinov G.M., Boldaryan N.A., Kuznetsova M.E., Gasparyan N.A., Samsonova E.A. Immunohistochemical markers as prognostic criteria in gynecology. *Questiononcology*. 2008; 4: 463–470. (in Russian)
7. Samir R., Asplund A., Tot T., Pekar G., Hellberg D. Tissue tumor marker expression in smokers, including serum cotinine concentrations, in women with cervical intraepithelial neoplasia or normal squamous cervical epithelium. *Am J Obstet Gynecol*. 2010 Jun; 202 (6): 579.e1–7. doi: 10.1016/j.ajog.2009.11.034.
8. Samoilova, E. V. Molecular markers of cervical cancer: author. dis. ... Cand. honey. Sciences: 14.00.14 / Samoylova E. V. - M., 1997. - 27 p. (in Russian)
9. Soussi, T. p53 website and analysis of p53 gene mutations in human cancer: forging a link between epidemiology and carcinogenesis / T. Soussi, K. Dehouche, C. Beroud // *Hum Mutat*. – 2000. – V. 15. – P. 105–113.
10. Stoenescu, T. M. Assessment tumor markers by immunohistochemistry (Ki67, p53 and Bcl-2) on a cohort of patients with cervical cancer in various stages of evolution / T. M. Stoenescu, L. D. Ivan, N. Stoenescu, D. Azoicăi // *Rev. Med. Chir. Soc. Med. Nat. Iasi*. – 2011. – Apr.-Jun. – V. 115, № 2. – P. 485–492.
11. Su Mi Kim, JeongUee Lee, Dae Woo Lee, Min Jung Kim, Hae Nam Lee. The prognostic significance of p16, Ki67, p63, and CK17 expression determined by immunohistochemical staining in cervical intraepithelial neoplasia 1. *Korean J ObstetGynecol*. 2011; 54 (4): 184–191.
12. Yuki H. et al. Detection of apoptosis and expression of apoptosis-associated proteins as early predictors of prognosis after irradiation therapy in stage IIIb uterine cervical cancer. *Jpn J CancerRes* 2000;91:127-34.
13. Zalutsky I.V., Kosenko I.A., Khilchenko E.I. et al. Cervical cancer: analysis of contingents of patients registered in the regions of the Republic of Belarus from 1996 to 2005 // *Vopr. organize and informatization. health-ocher* - 2007. - №3. - p. 3-8. (in Russian)

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00249.0****ECONOMIC DIVERSIFICATION AND THE ROLE OF NON-OIL
SECTOR IN THE UNITED ARAB EMIRATES****Saima Shadab***

*Research Scholar (West Asian Economics),
Department Of West Asian and North African Studies,
Faculty of International Studies,
Aligarh Muslim University, INDIA
Email id: Saimashadab@Yahoo.Com

ABSTRACT

The Vision 2021 plan which was implemented by the UAE government is almost near to its completion. The success of UAE in diversifying away from oil is noteworthy and currently, the UAE is a successful and apt model of economic diversification to the rest of resource dependent economies in the world. Although it is the most diversified economy among the six Gulf Cooperation Council countries, the economy is yet to attain self reliance from oil dependency completely. In recent years, the contribution of non-oil sector in the UAE has surpassed that of the oil sector to GDP, however, investments and expansion of the non-oil sector requires huge oil revenues from the government. Therefore, the economy is still highly dependent upon oil and gas exports and is not resilient from oil price volatilities, especially oil price downturns. With the exception of Dubai, rest of the five UAE Emirates is dependent on oil revenues and sensitive to oil price fluctuations. Petroleum and natural gas continue to play a central role in the economy, especially in Abu Dhabi. In this context, this paper examines to what extent the UAE has diversified away from oil dependency. For this purpose, we analyze the pace and success of economic diversification through 1. The Herfindahl-Hirschman (HH) Index over the time period 2001-2016 in the UAE. Apart from HH index, the paper examines the main contributors of diversification by analyzing 2. Percentage Contribution of Oil rents to GDP 2. 3. Percentage Contribution of the Non-Oil Sector to GDP 4. Sector wise contribution to GDP in % 5. The role of private sector and 6. Importance of Human Resource and education. The final conclusion of this case study is that over the years, the UAE economy has successfully diversified and attained significant self-reliance from oil dependency.

KEYWORDS: *Economic Diversification, HH index, Oil dependency, Non-oil sector, Private sector, Human Resources.*

INTRODUCTION

The United Arab Emirates economy, prior to the discovery of oil, was engaged in subsistence activities of pearling and fishing (Ghanem, 1992). Since its discovery, oil has become the major source of government revenue in the UAE. Since the past many years, the negative impact of oil has been in focus. This may be because of a number of reasons; fluctuations in oil prices, its exhaustible nature as a resource, shale oil revolution, drift towards sustainable energy sources and etc. (The Economist, 2014). These are some of the eminent factors that have urged the oil exporting economies of the Middle East to take steps toward attaining self-reliance from oil as the main source of GDP. In view of this issue, the policy of Economic Diversification has been adopted by the six GCC countries¹. This and many other plans such as nationalization, vision plans, initial public offerings and policies been implemented by the GCC countries' governments. Hence, it can be well-observed that these countries are extensively dedicated to drift away from oil dependency.

The importance of diversifying away from oil had been long realized by the six GCC countries and in this regard, enormous research studies have been conducted. For instance, Morakabati, Y., Beavis, J., & Fletcher, J. (2014) are of the view that Qatar can attain self sufficiency from oil dependency through export diversification by investing in service-based sectors such as tourism, education and finance given the availability of capital and shortage of non-oil resources in the Qatari economy. Their study confirms that there is a positive relationship between export diversification and tourism. Similarly, in its pre-oil discovery period, Saudi Arabia was a traditional economy engaged in raising live stock, agricultural activities and production of basic tools by craftsmen. The discovery of oil was witnessed in the year 1938. However, owing to the prevalence of World War 2, development of the oil industries was gradual and took significant pace only during the 1970s. Since then, the economy is engaged in the production and export of oil and is one of the key oil producer and exporter in the world. This dominance has also enabled the Saudi government to reap benefits from oil revenues to channelize the former in various other non-oil sectors. However, till date, the economy is largely dependent upon oil as the main source of revenue. It is in view of the fear of post-oil period in future, that the government realized since the very beginning and implemented various vision initiatives, and diversification plans for future sustenance (El Mallakh, R., & El Mallakh, D. H. 1982).

Currently, the UAE is an apt and successful model of economic diversification for the rest of oil exporting or resource-based economies. Elhiraika, A. B., & Hamed, A. H. (2006) rightly asserted in their study that amidst oil price downturns and fluctuations in government revenues, the UAE has implemented noteworthy steps to diversify since 1980s. Consequently, by 1990s, the contributions of non-oil exports and non-oil sector to the GDP have surpassed the contribution of oil sector in the economy. Similarly, Haouas, I., & Heshmati, A. (2014) accurately states that *“The prosperity of the UAE and its rapid transformation into a booming economy has been made possible by revenues from oil exports. Its resource wealth has contributed to its overall growth; specifically, a rise in oil export prices led to improvements in the terms of trade determinants of the growth rate formula. However, the oil wealth is not the only factor; the macroeconomic stability and financial development of the UAE cannot be ignored.”* Therefore, in simple words, the reason attributed behind this success lies in the government's strategic plans such as UAE

VISION 2021, Abu Dhabi vision 2030, introduction of VAT in 2018, 4th industrial revolution, internationalization of higher education, tourism strategies in each Emirate, and much more. All these plans are proximately related to one central objective of the UAE government i.e. economic diversification.

LITERATURE REVIEW

Research work that focuses on economic diversification in the Middle East region can be broadly classified into the 2 different sets: 1. First, there are research studies that relate economic diversification to export diversification 2. Secondly, studies are on economic diversification and economic growth in the non-oil sector.

Manabu, I., & Kaoru, N. (2012) in their research paper examine the impact of foreign direct investment on export diversification which is imperative for sustainable economic growth in a country. The study states that external relations play a key role for sustainable economic growth and development of a country. Further, for the developing economies, export led growth has contributed immensely in their development and structural transformation. However, for a successful export-led growth, it is imperative to have a diversified composition of export baskets. Most of the developing countries struggle with competition from developed countries in world trade market because they are key exports of only primary commodities. Therefore, transformation of export basket from primary commodities to manufactured, high-technology exports is imperative to sustainable economic growth and diversification in the long run. The paper puts emphasis on FDI as an important contributor to export diversification because multinational corporations indulged in export activities have technology spill-over effects and bring increase in productivity of domestic firms by enhancing the skills of workers. The study has been conducted by building a panel data model for 175 countries from the period 1980-2007. Results have been obtained from GMM analysis on the data and show that FDI inflows have a positive impact on export diversification in developing countries.

In their research paper, Haouas, I., & Heshmati, A. (2014) examine that the UAE economy has failed in diversifying itself away from oil dependency. One of the main reasons to be attributed behind this failure is that the determinants of economic growth in the UAE are more or less exposed to the volatile oil sector. The paper suggests that growth and development of non-oil sector through investment in private sector can help the economy attain sustainable economic growth and stimulate diversification in the country. The econometric model of this study is as follows: the NH index is a proxy for measuring increase/decrease in economic diversification in the UAE over the period 1975 to 2006. This index is dependent upon a number of factors viz. Gross fixed capital formations as a percentage of GDP, exchange rate, per capita GDP, inflation, rate of investment and trade openness. The findings revealed that higher GDP per capita, gross fixed capital formation and investment in human capital reduce the export concentration HH index and lead to diversification. In one such similar paper, Hinlo, J. E., & Arranguet, G. I. S. (2017) state that greater reliance upon a few number of exports and export-import partners could leave any country's economy prone to volatility and instability in the respective domestic market. Therefore, it is imperative to diversify by increasing the number of export products and trade partners as well through geographical diversification. The study measured the success of geographical diversification in the ASEAN countries by examining causal relationship between HH index and economic growth.

The shortcoming with such studies is that they limit diversification to new export products and new export destinations. However, diversification cannot be merely limited to a specific sector. Diversification can be successful via an overall improvement in various economic sectors apart from resource based sector and through structural transformation of the economy.

In this regard, one such study by Alodadi, A. A. S. (2016) analysed that although oil contributes significantly to economic growth, its exhaustible nature makes it incapable of contributing to economic growth in the long run. Therefore, diversifying away from oil is imperative to oil-based economies. The main contribution of this research is that the author has built three econometric models to identify the key determinants of oil and non-oil economic growth in Saudi Arabia and UAE. The author built 2 econometric models to test what are the main determinants of economic growth in KSA and UAE: 1. Oil sector model and 2. Non-Oil Sector Model. These two economies are the largest and most important oil-exporting countries in the Gulf Cooperation Council. The study first analysed which are the significant factors driving economic growth in the KSA and UAE. Further, the study built and empirically tested new models that could contribute to the long run sustainable economic growth in both the countries for diversification. For this purpose, the study employed Johansen and Error Correction Mechanism analysis on the data. In this study, the main factors (independent) that contribute to non-oil GDP growth were exports, public and private investment, international tourism, religious tourism, capital, labour, government spending, and the dependent variable, Gross Domestic Product. The study highlights some very important issues that resonate the oil exporting countries' governments to diversify away from oil – oil price downswings, exhaustible nature of oil as a commodity, future economic instabilities and shortage of demand for crude oil and etc.

The results obtained from this study are note worthy. In the economy of UAE, the contribution of non-oil sector is quite significant to the GDP growth. Non-oil exports stood as the greatest contributor to economic growth, whereas, tourism and private investment secured the second and third position respectively. Therefore, the study has emphasized correctly that tourism in the UAE is and will be an eminent contributor to non-oil GDP growth in the long run.

On the other hand, results for KSA show that overall; oil is the main factor that runs economic growth. While assessing non-oil sector and oil sector growth together, it is found that total exports contribute the most to GDP growth in which the contribution of non-oil exports is negligible. The study further states that the non-oil factor, tourism (religious), has a significant impact on the non-oil economic growth of the Saudi economy. The study observes that in the GCC, UAE's GDP is successfully driven by non-oil sector as compared to the KSA economy, which is still highly oil reliant. Over all, the study concluded that non-oil exports, international tourism and private investment can help Saudi and UAE diversify and grow its non-oil sector.

Similarly, Hendrix, C. S. (2017) investigated progress of forty oil and gas reliant countries towards economic diversification. The author argues that oil and gas resource has contributed immensely by generating massive oil export revenues that have been channelized as investments in non-oil sectors for diversification. However, this has made the oil exporting economies increasingly dependent and exposed to the volatile oil and gas resource as a major source of GDP. The limitation of this study is that it doesn't include US and Canada in the analysis although they are at present significant oil and gas producers and emerging exporters.

Export Led-growth in the UAE is a strategy that the government has given special attention in order to diversify. In their study on causality between exports and economic growth, Kalaitzi and Cleeve (2017) observed that export diversification in the UAE has been attained with an increase in the share of manufactured exports in GDP from 1.6 per cent in 1981 to about 32.3 per cent in 2014. Also, results from causality test in their study reveal that there exists a bi-directional causality between economic growth and manufactured exports in the UAE, which implies that the UAE economy has been attaining export-led growth. In one such similar study, Flamos, A., Roupas, C. V., & Psarras, J. (2013) focus on the success or failure of diversification in the Gulf Cooperation Council economies by comparing it with the economies of Norway, France and Germany by examining the extent of sector concentration in GCC economies that acts as barrier to diversification and leaves them prone to oil price fluctuations. In one such research paper Schiliro, D. (2013) examines diversification in the UAE by examining potential areas such as innovation, research and development, education, entrepreneurship, and tourism which can help UAE diversify and transform into a knowledge based economy.

Economic Diversification refers to development across all the sectors in a country. However, a vast amount of literature relate diversification to “export diversification”, which implies, for the GCC economies, to diversify through non-oil exports. In this paper, we analyse to what extent the UAE has been successful in attaining economic diversification. One of the most important strategies for the UAE government to diversify is through export diversification. In simple words, this implies to drift away from dominance of oil exports and increase the role of non-oil exports. Secondly, the strategy also focuses on expanding and investing in services sector through tourism, banking, private sector development, and education. In this context, this paper examines to what extent the UAE has diversified away from oil dependency. For this purpose, we analyze the pace and success of economic diversification through 1. the Herfindahl-Hirschman (HH) Index over the time period 2001-2016 in the UAE. Apart from HH index, the paper examines the main contributors of diversification by analyzing 2. % Contribution of Oil rents to GDP 3. % Contribution of the Non-Oil Sector to GDP 4. Sector wise contribution to GDP in % 5. The role of private sector 6. Human Resource and education. The final conclusion of this case study is that over the years, the UAE economy has successfully diversified and attained significant self-reliance from oil dependency.

Overview of Economic Diversification in the UAE

1. The relationship between Oil rents and GDP

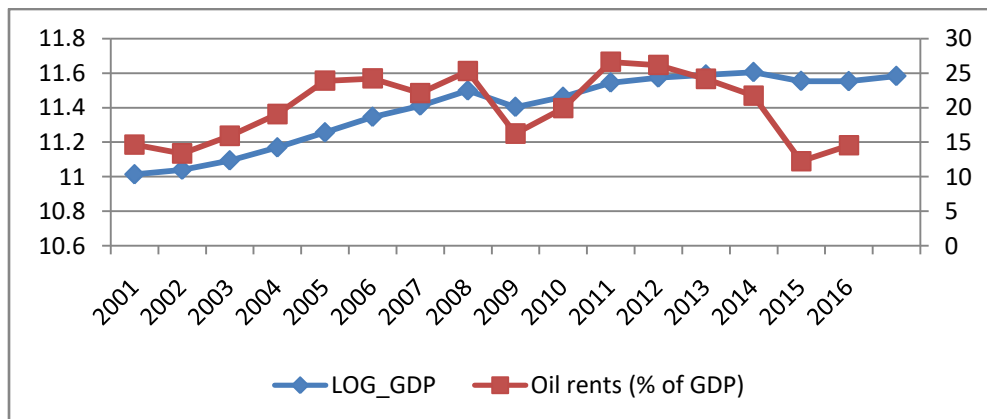


Figure 2 Source: Data obtained from World Development Indicators

It may be observed from figure 1 that the UAE economy's GDP is still open to oil price volatilities despite various efforts and policies to diversify. Oil revenue still forms the most substantial part of the UAE GDP. This is evident from the figure, with ups and downs in oil rents; the GDP also shows similar trend. However, this huge dependence upon oil rents was mainly recorded until the year 2012. In the period of oil price downturn which started taking place in 2014, oil rents as a percent of GDP declined considerably. However, the GDP of UAE as a whole didn't decline much. This is because of the implementation of various diversification strategies and massive investments in non-oil sector.

2. The Role and Contribution of Non-Oil Sector

In terms of contribution of the oil and non-oil sector in the GDP, it may be observed from Table 1 that over the period 2010 to 2017, the contribution of non-oil sector has increased considerably. Over the seven year period, the non-oil sector recorded highest contribution of 80.7 per cent in the 2016. Another noteworthy observation from the table is that despite the continuous decline of oil sectors contribution owing to the oil price downturn in 2013-2015, the contribution of non-oil sector remained more or less the same and unaffected. This indicates that UAE is successfully diversifying through the non-oil sector and drifting away from oil dependency. The contribution of oil sector was the lowest during 2016 as it stood at 19.3 per cent.

TABLE 1 : % CONTRIBUTION OF OIL AND NON-OIL SECTOR IN GDP

Sectors	2010	2011	2012	2013	2014	2015	2016	2017
Mining and quarrying (includes crude oil and natural gas)	31.1	38.9	39.1	36.9	34.1	21.8	19.3	22.3
Non-oil sector	68.9	61.1	60.9	63.1	65.9	78.2	80.7	77.7

Source: 1. Ministry of Economy, Federal Authority for Competitiveness and Statistics, National Accounts, United Arab Emirates. 2. UAE Annual Economic Report 2017

In 2016 and 2017, the contribution of oil sector to GDP to 19.3 per cent and 22.3 per cent as compared to 38.9 per cent in 2011. On the other hand, the contribution of non-oil sector increased significantly from 61.1 percent in 2011 to 80.7 per cent in 2016 and further to 77.7 per cent in 2017.

3. Over all Sector-wise Contribution to GDP

In terms of sectoral contribution to GDP as shown in figure 2, it can be inferred from the following column graph that the contribution of oil and gas to GDP (mining and quarrying) is till date, significant. The revenue obtained from oil and gas exports has helped the UAE economy invest in various other industries such as manufacturing, banking and finance and construction. However, this also implies that high dependence on oil rents has left the economy vulnerable to oil shocks and frequent instabilities in the economy. Apart from oil, the construction sector is the

next biggest contributor to UAE's GDP followed by manufacturing and finance sector securing the third and fourth position. However, investments in such non-oil sectors are dependent upon the stability of oil prices. This is because in periods of oil price downturns, investments in infrastructure, construction and other sectors are cut down by the government to manage increasing deficits.

Assessing the performance of exports from the UAE, both oil and non-oil, is crucial because they are source to substantial amount of export revenues and GDP contributions as compared to the rest of sectors such as agriculture, banking, services and etc as evident from figure 2. Therefore in the next section, we analyse export diversification in the UAE through the HH index of diversification.

BREAKDOWN OF SECTOR WISE CONTRIBUTION TO GDP

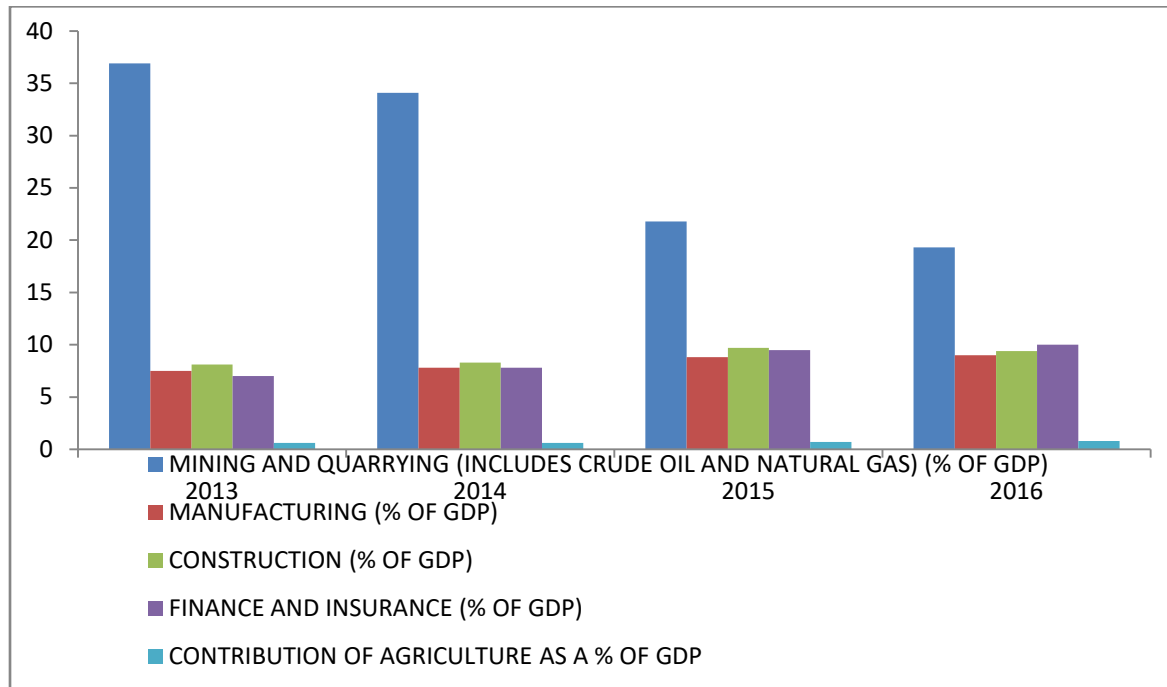


Figure 3 Source: World Development Indicators

4. Performance in terms of export concentration and diversification

We study economic diversification in terms of HH index instead of computing intensive and extensive margin developed by Hummels and Klenow (2005)² because our focus is on the concentration of exports which gives the degree of dependence on a few exports rather than on varieties of new exports or new export destinations.

The HH index is one of the most widely used indices to measure the degree and performance of economic diversification in countries. A higher value indicates greater concentration of sectors in an economy which means that the economy is dependent upon a few industries. In the context of oil exporting economies, this means that industries are more or less concentrated in the oil sector. This implies the presence of high dependency upon oil for economic growth of the respective country. It may be evident from figure 3 that among the six GCC countries, Oman has the greatest degree of export concentration which simply implies that oil sector dominates economic growth in the GCC region. Also, HH index for Oman is more or less near 0.2 and hasn't declined

significantly over the period 2013-2016 as compared to the trend of HH index for the rest of the GCC countries.

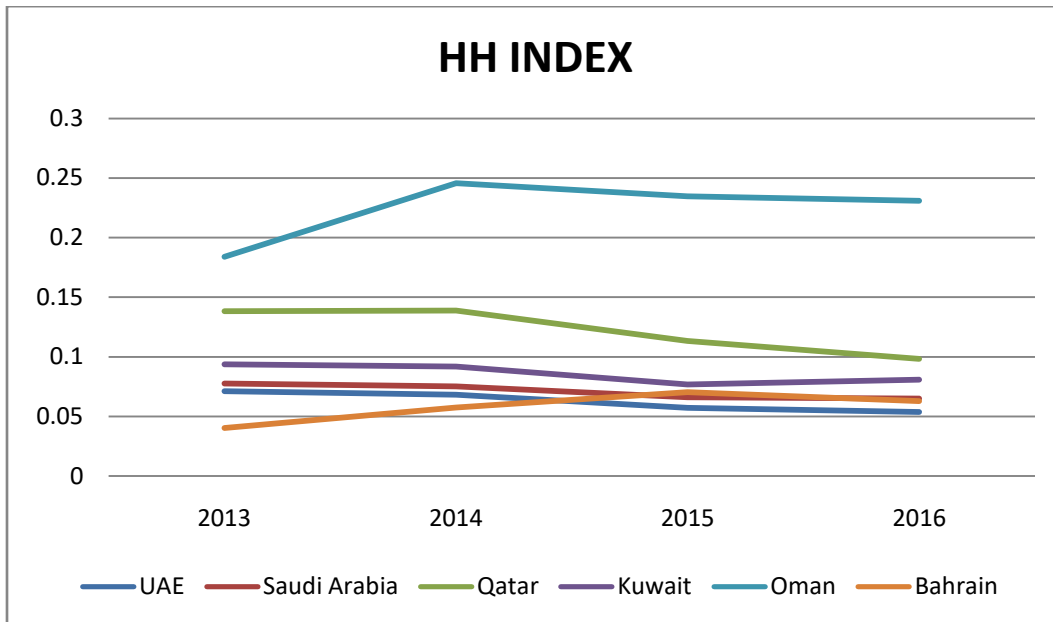


Figure 4 Source: Data derived from World Integrated Trade Solutions (WITS)

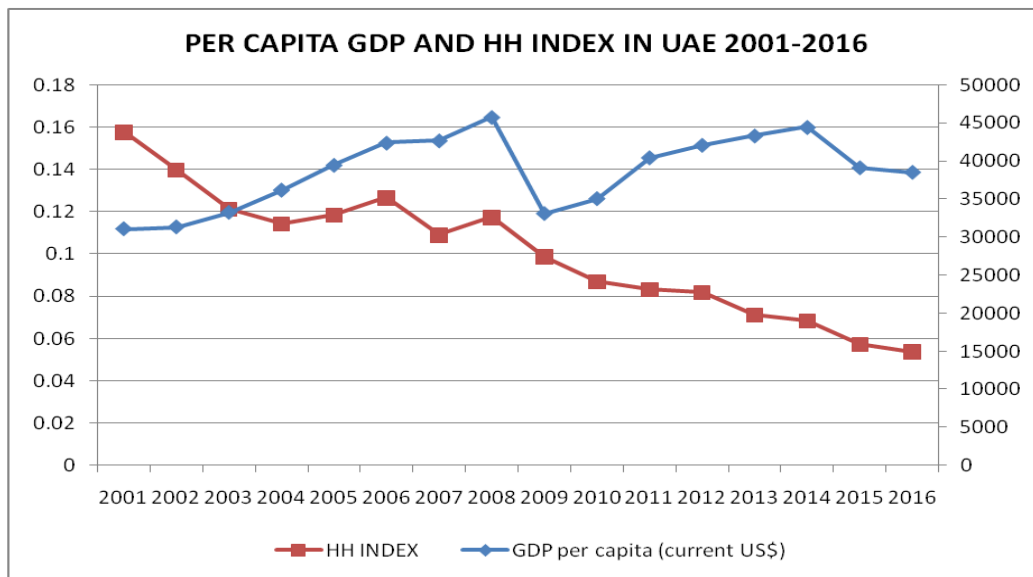


Figure 5 Source: Data derived from WITS for HH index and WDI for GDP per capita

Among the rest of the nations, UAE and Bahrain’s concentration index show good performance of economic diversification. The gradual increase in Bahrain’s HH index over the period 2014-2016 was because of the steep decline in oil prices in 2014-15. Due to this, there was an overall economic slowdown in the GCC region. Over all, for both the countries, the HH index ranges near to 0.05 which indicates less concentration of industries/sectors and hence, successful economic diversification towards the non-oil sectors. The reason behind Bahrain’s appreciable performance is mainly that the country will run short on oil reserves in the coming 10-12 years. (Haouas and Heshmati, 2014). On the other hand, UAE government’s active intervention

through various policies and programmes such as UAE Vision 2020, Abu Dhabi Vision 2030, and introduction of VAT in 2018, FDI reforms, investment on real-estate, tourism and education are some great contributions in UAE's success of diversifying away from oil. As Haouas, I., & Heshmati, A. (2014) rightly assert, "*The goal is for the UAE to try and reduce the concentration index by paying careful attention to the determinants of diversification. The variables that have a negative effect are good for helping to decrease concentration, and the variables with a positive effect will increase concentration and stall diversification. It is explained that a higher exchange rate helps to lower the NH concentration index.*" Saudi Arabia and Qatar have to some extent also attained success in attaining lesser and lesser degree of concentration of industries in the oil sector.

The HH index, as evident from figure 4, shows a declining trend over the years while the per capita GDP has witnessed an overall increase over the period 2001-2016. This comparison indicates that in recent years the UAE economy is successfully transforming its economic structure by diversifying and attaining economic stability in terms of growth.

ECONOMIC DIVERSIFICATION: HH INDEX Table 2

YEAR	UAE	Saudi Arabia	Qatar	Kuwait	Oman	Bahrain	Singapore	Malaysia
2013	0.07	0.07	0.13	0.09	0.18	0.04	0.05	0.08
2014	0.06	0.07	0.13	0.09	0.24	0.05	0.06	0.07
2015	0.05	0.06	0.11	0.07	0.23	0.07	0.06	0.08
2016	0.05	0.06	0.09	0.08	0.23	0.06	0.06	0.08

As shown in Table 2, we also compare the performance of UAE's economic diversification with the rest of the GCC countries to assess which of them are the most successfully diversified economies. Further, we also compare UAE's diversification growth with two selected resource rich, but successfully diversified countries, i.e. Singapore and Malaysia. Singapore is a suitable model of economic diversification to the oil exporting GCC countries because it has had the same resource reliant economic structure in the past and has successfully transformed and diversified away from oil reliance (Cummings, V. 2018). In terms of export diversification in the GCC countries, the UAE secures the top most position, with Saudi Arabia at the second position. The export diversification performance in UAE is also compared with previously resource dependent economies of Singapore and Malaysia which are now successfully diversified economies. As evident from the table, the export concentration in UAE and Singapore is almost the same; both the countries have less concentrated exports which imply greater degree of diversification. However, it may be observed that Oman, Qatar and Kuwait have higher values of HH index which implies that there is concentration of exports in the three countries.

5. The Importance of Human resource and Education

One of the core objectives of the VISION 20213 plan of the UAE government is to transform UAE into a knowledge-driven economy. The participation of workforce in an economy is a significant indicator of human resources and employment conditions for the workforce. However, in 2016, in terms of relative distribution of employment by various economic sectors,

only “extractive industries” was the largest employer with about 31 per cent of workforce in the former followed by 13 per cent in the “public administration and defence, 9 percent in “wholesale and retail trade and repair” and 8 per cent in the construction industry. Moving on to the education sector, the data shows that only 2 percent of the workforce was employed in the former in 2016). Therefore, in terms of employment, education sector in itself forms a very insignificant and small sector in the economy. Further, in terms of compensation to employees, the largest compensation was around 12.7 percent and 11.4 per cent in the Wholesale and retail trade sector and construction and building sector in 2016. On the other hand, workforce in the education sector got only 3.3 per cent of compensation (i.e. size of wages) in 2016. In terms of gross fixed capital formation in the education sector, the contribution of the education sector was only 1.6 percent. Estimates for growth rate of GDP by economic activity also indicate a weak education sector, with only 3.5 and 5.7 percent of growth in 2015 and 2016. This implies that the UAE government strongly needs to invest and expand the size of its education sector in order to bring about an all round development and increase in the quality and skills of its human resources (Annual Economic Report, 2017).

6. The Role of Private Sector

Investment and expansion of the private sector in the UAE is eminent because it not only brings about increase in non-oil GDP growth, but helps in several other ways. Firstly, the UAE economy is already dealing with the problem of an increasingly large number of unemployed young nationals along with an over-utilized public sector. Private sector can absorb this increasing rate of unemployed youth nationals by introducing significant job opportunities. Secondly, the domestic human resource of UAE is unskilled as compared to the skilled expatriates employed in the private sector. Therefore, proper education along with training in the private sector companies can help UAE attain skilled domestic workforce and replace it with the currently working large number of expatriate workers and also reduce unemployment in the country. This will bring a reduction in the number of expatriates’ population and also will lead to less dependency upon foreign skilled workforce. The expansion of private sector will bring about technical efficiency and spill over effects across the economy in terms of improved and better high technology and capital, increase in FDI inflows and skilled labour.

Private sector in the UAE is an important contributor to total capital formation in the country. With around 52.7 per cent and 51.7 per cent contribution to total capital formation in 2015 and 2016, it surpassed the contribution of public sector which was 47.3 percent and 48.3 per cent in 2015 and 2016. As stated in Annual Economic Report, MOE. (2017b) the UAE government, since the recovery of oil prices in 2016, has started channelizing oil revenues in various private investment projects such as World Event Expo 2020, expansion of tourism sector, research and development, education sector and infrastructure.

TABLE 3

Sectors	% Contribution to Total Fixed Capital Formation (2016)
1. Transport and Storage	18.1
2. Extractive Industries (Including Crude Oil and Natural Gas)	12.0
3. Real Estate Activities	16.4
4. Education	1.4

5. Professional, Scientific and Technical Activities	1.8
6. Information and Communication	2.6
7. Construction	3.6
8. Finance and Insurance	1.8

Source: Data compiled from UAE Annual Economic Report 2017

Table 3 indicates that in terms of contribution to total fixed capital formation, transport and storage, real estate sector and extractive industries make the largest contributions. Further, the low percentage contribution by education, science and technology, information and communication and finance sector imply that the government needs to take crucial steps through investment of oil revenues in such sectors for their expansion and development in order to build a strong, oil revenue resilient non-oil sector. In terms of domestic credit to private sector as a percentage of GDP, there is significant improvement. From 34.41 per cent in 2001, the domestic credit to private sector (as a % of GDP) rose to around 83.89 per cent in 2016. Therefore, it can be inferred from the above data discussed that the overall performance of private sector has been increasing positively over the years. However, the government needs to intervene and take initiatives to increase the contribution of important and potential private sectors such as education, science and technology, and finance for achieving its Vision 2021 goals.

CONCLUSION

It can be concluded from this case study that the UAE economy is successful in diversifying among the six Gulf Cooperation Council countries. This is evident in the low concentration values of HH index over the period 2001-2016 as shown in this paper. The GDP growth of the UAE is also increasingly composed of non-oil growth. This success can be attributed to the UAE government's stringent actions and policies aimed at diversification. However, the importance and role of oil sector cannot be completely neglected. Most of the investments and expansion of non-oil based industries still depend largely upon oil price stability. Therefore, it will take more comprehensive action by the UAE government especially in sectors such as education, private sector, and so on to become completely independent of oil dependency.

REFERENCES

- Alodadi, A. A. S. (2016). An econometric analysis of oil/non-oil sectors and economic growth in the GCC: evidence from Saudi Arabia and the UAE
- Cummings, V. (2018). Economic Diversification and Empowerment of Local Human Resources: Could Singapore Be a Model for the GCC Countries?. In *Economic Diversification in the Gulf Region, Volume II* (pp. 241-260). Palgrave Macmillan, Singapore.
- Elhiraika, A. B., & Hamed, A. H. (2006). Explaining growth in an oil-dependent economy: the case of the United Arab Emirates. In *Explaining growth in the Middle East* (pp. 359-383). Emerald Group Publishing Limited.
- El Mallakh, R., & El Mallakh, D. H. (1982). Saudi Arabia: Energy, developmental planning, and industrialization.
- Flamos, A., Roupas, C. V., & Psarras, J. (2013). GCC economies diversification: still a myth?. *Energy Sources, Part B: Economics, Planning, and Policy*, 8(4), 360-368.

Ghanem, S. M. (1992). *Industrialization in the United Arab Emirates*. Averbury, New Castle Upon Tyne, UK.

Haouas, I., & Heshmati, A. (2014). Can the UAE avoid the oil curse by economic diversification?..

Hendrix, C. S. (2017). Kicking a crude habit: Diversifying away from oil and gas in the 21st century.

Hinlo, J. E., & Arranguez, G. I. S. (2017). Export Geographical Diversification and Economic Growth Among ASEAN Countries.

Hummels, D., & Klenow, P. J. (2005). The variety and quality of a nation's exports. *American Economic Review*, 95(3), 704-723.

Manabu, I., & Kaoru, N. (2012). *Can FDI promote export diversification and sophistication of host countries? Dynamic panel system GMM analysis* (No. 347). IDE Discussion Paper.

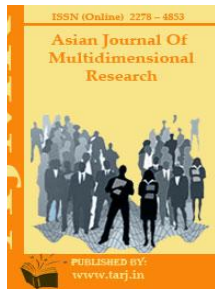
MOE. (2017b). Annual Economic Report 2017, 25th Edition, United Arab Emirates (UAE), Ministry of Economy.

Morakabati, Y., Beavis, J., & Fletcher, J. (2014). Planning for a Qatar without oil: Tourism and economic diversification, a battle of perceptions. *Tourism planning & development*, 11(4), 415-434.

Schiliro, D. (2013). Diversification and development of the UAE's economy.

The Economist. (2014). "Why the oil price is falling", The Economist, 08 January 2014. Retrieved online from <https://www.economist.com/theeconomist-explains/2014/12/08/why-the-oil-price-is-falling>.

Vision, U. A. E. 2021.(nd). *UAE vision 2021-brochure-English-pdf*.

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00245.3****PRADHAN MANTRI GRAM SADAK YOJANA AND ITS ROLE IN
TRANSFORMATION OF RURAL ASSAM: A CASE STUDY IN KAMRUP
DISTRICT OF ASSAM****Dr. Ajjur Rahman***

*Assistant Professor,
Department of Economics,
University of Science and Technology Meghalaya, INDIA
Email id: rahman_ajjur@rediffmail.com

ABSTRACT

Improved rural connectivity is the instrumental for overall development of the rural Economy. Better access to all weather rural connectivity brings positive change to rural economy which in turn leads to better access to social and economic services. PMGSY has been considered one of the important steps towards rural development. Rural connectivity scenario has been improved with the implementation of PMGSY. Improved rural connectivity has impacted the rural economy in terms of employment generation, asset creation and some other major parameters like health, education and agriculture in rural economy. In this paper, attempt has been made to examine the impact of the improved rural connectivity under PMGSY in rural economy. For this purpose, two case studies have been conducted in kamrup district of Assam. Present study tried to capture the impact of improved rural connectivity in five critical areas like Agriculture, Health, Education, Transportation and Employment. It can be said that improved rural connectivity under PMGSY has been playing a key role in transforming the rural economy. Positive change has been observed in all these five areas in the study area after implementation of this flagship Programme.

KEYWORDS: *Parameter, Transformation, Instrumental, Transportation, Asset, Employment etc.*

1. INTRODUCTION

Pradhan Mantri Gram Sadak Yojana is one of the important government interventions towards rural development. In India, one vital component of rural development has been the improvement of rural connectivity. Improvement of rural connectivity has some socio-economic

consequence in rural areas which encourages access to economic and social services and generates increased agricultural incomes as well as strengthens rural livelihood. In spite of numerous efforts at central and state level many eligible habitation in the country are still out of access to all weather roads. It has been found that 70% of villages were not linked to all-weather rural connectivity till 1990 (Govt. of India Report). Transportation accounts 10 percent to 15 percent of Household expenditure. In this regards, PMGSY is key intervention for improving rural connectivity. This programme is working in rural areas which improves the rural connectivity in one hand and have some social and economic consequence on the other hand. With the view of improving rural connectivity, Government of India launched the Scheme on 25th December 2000 under Ministry of Rural Development. This is fully centrally sponsored programme where all the construction costs of new roads and up-gradation of existing roads are being incurred by the central government but the maintenance of roads constructed under PMGSY is the responsibility of the respective state governments. The Scheme has been implemented in two phases. In the first phase, extended from 2000 to 2012 has been significance in terms of improving rural connectivity. Total 3, 99,979 Km roads have been constructed under PMGSY as on 31st March 2014. The year 2013 revealed the launch of PMGSY-II with the aim of consolidating the existing rural network and upgrading existing rural roads that provide connectivity to rural growth centers. Social and economic impacts of Pradhan Mantri Gram Sadak Yojana in rural areas are remarkable due to its poverty alleviation and employment generation opportunities. The Programme has transformed the rural economy during its entire journey since its inception till date. Rural economy is basically based on agriculture sector. But, agriculture production and productivity has linked with better access to agricultural markets, better transportation facilities. Pradhan Mantri Gram Sadak Yojana has enhanced these facilities with the improvement of rural road network. Pradhan Mantri Gram Sadak Yojana (PMGSY) Scheme has some special objectives. The basic objectives of the Scheme are

1. To provide all-weather rural roads to all the villages. It enlarges the rural road network.
2. To ensure easy transportation of goods and services from production centre to market center.
3. It can help rural people by giving better access to basic services throughout the year.
4. PMGSY is also allowed for upgradation of existing rural roads of those districts where all the eligible habitations are provided all-weather rural connectivity.

1.1: PRADHAN MANTRI GRAM SADAK YOJANA (PMGSY) INTERVENTION IN INDIA AND ASSAM

The Ministry of Rural Development is involved with the task of reducing poverty and bringing about rapid sustainable development and Socio-economic transformation in Rural India (2010). Improvement of rural road network has been considered as an important communication infrastructure that gives access to social and economic services. Improvement of rural road network is also working as an entry point of poverty alleviation. It offers better access to basic health facilities, generates agricultural surplus and provide access to school and employment opportunities. In addition to this, new markets come up in rural areas with the improvement of rural road network which provide some added facilities to farmers. It provides better access to market for the agricultural product. As a result of this farmers are able to get the remunerative price for their agricultural products. Pradhan Mantri Gram Sadak Yojana is the unique programme for improving rural road network. New rural roads are constructed and existing rural roads are upgraded under this programme with financial assistance from central government. Although efforts have been made for better rural connectivity since first five year plan but the

overall picture of rural connectivity was not desirable during the period of independence. Only 20% villages were covered under all weather rural connectivity arenas during first five year plan. The surfaced road was only 39% in the country in 1950-51. It has marginally increased to 48.5% in 1990-91(Govt. of India Report).

But the earlier government efforts failed to connect many villages having population below 1000 with all-weather rural roads. National Rural Roads Development Council (NRRDC) was constituted in the year 2000 as an advisory body to Government of India. As per the recommendation of NRRDC, government of India launched Pradhan Mantri Gram Sadak Yojana in 2000. Pradhan Mantri Gram Sadak Yojana is departed from earlier programmes in terms of providing rural connectivity by approving habitation as a unit of selection rather than village. Rural Road connectivity in India has been improved with the launch of Pradhan Mantri Gram Sadak Yojana.

TABLE 1 RURAL ROADS CONSTRUCTION UNDER PMGSY IN INDIA (KM)

Year	Completed Length
2005-06	21101
2006-07	25142
2007-08	34125
2008-09	50183
2009-10	55259
2010-11	46784
2011-12	31615
2012-13	27802
2013-14	27330
2014-15	38057
2015-16	35155
2016-17	47447
2017-18	28844
Total	468844

Source: www.pmgysy.nic.in

Table 1 Shows that rural road constructed under PMGSY have been increased gradually since 2012-13.

Pradhan Mantri Gram Sadak Yojana is also important for improving rural Road network in Assam. All the districts of Assam are not equally benefitted under this programme. Some districts are still lagging behind in terms of all weather rural connectivity. Poor rural connectivity in Assam has restricted the rural habitations from participating in benefits of development. In Assam 88 percent of total population is inhabitant over approximately 25000 villages. The state is one of the disadvantageous states in terms of infrastructure development where 20% of its geographical area is hilly. Poor rural connectivity has been witnessed in the state of Assam.

In this situation, Pradhan Mantri Gram Sadak Yojana is vital one for overall development of the state. Total 1574.97 Km of roads have been approved covering 2589 habitation under this programme in the state of Assam. Table 2 gives the overall scenario of rural connectivity in Assam under PMGSY. District-wise performance of PMGSY has been taken into account from 2010-11 to 2015-16.

TABLE 2 RURAL CONNECTIVITY IN ASSAM UNDER PMGSY

Year Districts	Completed Length (KM)						Connected Habitations					
	2010-11	11-12	13-14	14-15	15-16	16-17	2010-11	11-12	13-14	14-15	15-16	16-17
Barpeta	66.77	27	160.28	89	102.05	51	38.68	14	52.40	28	44.79	15
Bongaigaon	85.34	39	67.53	33	42.69	16	36.32	13	25.07	11	22.11	9
Cachar	35.62	15	52.16	21	115.56	64	85.87	30	93.49	24	74.41	8
Darrang	46.21	21	108.39	69	65.20	19	18.66	12	37.71	21	4.38	1
Dhemaji	56.86	41	136.17	144	125.92	110	27.75	14	45.76	36	30.03	0
Dhubri	155.34	41	188.36	114	25.70	20	41.01	10	46.72	23	45.18	13
Dibrugarh	89.82	56	1.70	1	64.68	32	45.85	26	63.14	25	20.02	8
Goalpara	95.91	246	110.16	245	26.29	245	64.68	245	32.80	246	36.55	15
Golaghat	114.12	48	146.65	73	139.10	56	59.82	24	41.02	20	60.98	23
Hailakandi	21.76	16	39.50	22	40.64	17	69.93	12	3.45	0	7.02	0
Jorhat	108.85	59	33.42	23	143.83	77	67.30	34	53.11	40	70.66	34
Kamrup Rural	140.39	53	275.85	115	121.96	53	73.97	27	66.22	25	21.05	6
KarbiAnglong	20.10	3	24.88	4	6.75	0	34.00	2	35.24	2	47.30	2
Karimgang	22.37	20	57.23	41	50.40	26	32.09	19	63.50	19	20.65	0
Kokrajhar	67.26	56	117.33	62	41.65	29	63.52	42	34.42	29	31.53	12
Lakhimpur	48.45	21	119.41	59	83.64	33	76.69	37	21.43	9	75.94	12
Morigang	20.84	22	48.34	36	71.87	40	61.29	42	47.13	28	13.71	2
N.C Hill	0.00	0	0.00	0	10.00	2	0.00	0	4.72	1	9.10	0
Nalbari	41.91	21	53.03	19	34.17	10	50.94	21	30.01	10	3.65	0
Nowgaon	126.03	54	300.32	112	32.74	52	36.81	56	89.98	37	57.76	21
Sibsagar	23.01	11	40.57	24	176.11	101	102.91	63	90.58	46	56.53	12
Sonitpur	119.25	78	143.54	84	79.62	69	107.89	77	51.71	48	19.03	7
Tinsukia	25.87	17	93.87	60	56.43	22	29.94	9	41.35	23	37.73	7
Baksa	43.84	13	111.34	64	101.13	40	49.67	32	24.07	7	7.16	5
Chirang	3.00	1	95.80	28	61.71	14	74.05	17	25.61	8	46.62	9
Udalguri	27.19	27	43.53	6	62.31	31	6.41	2	30.71	14	20.18	8
Total	1605	1006	2568	1548	1483	1229	1458	880	1150	780	886	229

Source: www.pmgys.nic.in

Table 2 reveals that all the districts are included under PMGSY. The programme is not working in Kamrup Metro district and no work had been done under PMGSY in N.C Hill district till 2012-13. But now the programme is working in N.C. Hill district also. Habitations are connected through roads constructed under the programme. Habitations are also benefited due to rural connectivity improved through this programme. Less work has been done in hill districts of Assam under this programme due to its difficult geographical location. Road constructed under PMGSY in four districts in BTAD area has been found less than other parts of Assam. More works have been done in Kokrajhar district among the districts of BTAD area.

Objective:

Main objective of this paper is to examine the impact of PMGSY in rural areas of Assam

2. Impact of PMGSY in diverse areas of Rural Economy of Assam:

The Scheme has started to change the lifestyle of many villagers as it has resulted in new roads and upgrade of certain inter-village routes of Assam. To fulfill the objective of Role of Pradhan Mantri Gram Sadak Yojana for Transforming Rural Assam, two Case studies have been conducted in selected district of Assam. Kamrup Rural District has been selected randomly for Case study. Two completed PMGSY roads where at least one of the connected habitations had a population of more than 500 are selected from the district for case study. Focus Group Discussion (FGD) was done to collect the important information from the Habitation. Focus Group Discussion was conducted in the two Habitations comprising Health workers, Teacher, Farmers, Small Businessmen, Shopkeeper and Members of Panchayats. Hajo Development Block has been selected in the second stage for the study. Ketkibari- UkhuraGaonPanchayat has been selected under Hajo development Block in the third stage. Finally two Roads constructed under Pradhan Mantri Gram Sadak Yojana with population at least 500 are selected from Ukhura-KetkibariGaonPanchayat for the Case study. Data on length of the road, connected Habitation, total population of connected Habitation, Sanctioned amount of the Road under PMGSY, date of completion of work were collected from secondary sources. The objective is to evaluate the impact of PMGSY on lives of the rural people. It also tries to assess the changed that has brought about at the household level, habitation level and at the village level due to enhanced rural connectivity through PMGSY. The impact assessment of PMGSY is to be done by taking some indicators. These indicators are

1. Impact on Education
2. Impact on Employment Generation
3. Impact on Agriculture
4. Impact on Health
5. Impact on Transportation

2.1: Parameters and approach

The study basically tries to capture the impact of PMGSY where following factors are considered to capture the outcomes.

TABLE 3 FACTORS FOR CAPTURING IMPACT INDICATORS

Sl. No	Indicators	Factors to capture the Outcome
1	Impact on Agriculture	Better access to market for agricultural Produce
		Better access to quality agricultural inputs
		Increased in use of motorized agricultural vehicles and equipments
		Improvements in cropping pattern
2	Impact on Employment Generation	Increased in Numbers of Shops
		Increased in numbers of commercial Vehicles
		Improved all season access to nearby Industries and cities for jobs
3	Impact on Health	Improved all-weather access to the nearest

		PHC/Clinics/Hospitals
		Increase in number of deliveries in Hospitals/ Health Centre under Medical Supervision
		Increase in number of Pharmacies
4	Impact on Education	Improved all seasonal access to educational institutions
		Increased in number of Higher educational enrolment
		Increased in number female enrolment
5	Impact on Transportation	Increased in Numbers of two wheelers/ Cycles
		Increased in number of public and private Vehicles

3. BRIEF SKETCH OF RURAL CONNECTIVITY OF HAJO DEVELOPMENT BLOCK OF KAMRUP RURAL DISTRICT

Kamrup rural district has been selected for case study. Recurring flood in kamrup district cause wide damage to the village roads and creates problem for the rural people during rainy season. Habitations in remote areas of Kamrup Rural district have been suffering many health related problems due to inaccessibility of all weather rural roads. Agriculture is the main occupation of rural people of this district. More than 70 percent people are directly and indirectly associated with agriculture sector for their livelihood. But farmers are facing problems for marketing their locally produced goods due to poor road conditions in remote areas of the district.

Hajo Development Block under Kamrup Rural district has been selected for case study. There are 129 core network Roads in Hajo Block and core network Length is 360.001Km. A core Network is that nominal network of Roads (Route) that is necessary to provide Basic access to social and economic services to all eligible unconnected habitation in the selected areas through at least single all-weather road connectivity. A Core Network consists of Through Routes and Link Routes. Through Routes are the one which basically establish link between Habitations with Marketing Centre either directly or through higher category Routes i.e the District Route, State or National Highways. But Link Routes are the routes connecting single Habitation or Group of Habitations to Through Routs or District Routs to Market centre. Out of 129 Core Network Routes 120 is Link Routes and only 9 are Through Routes under Hajo Block. Total length of Link Route is 271.622 km and length of Through Rout is 97.379 km. Targeted Habitations and Total Population capturing 129 core network under Hajo development Block are 157 and 213829 respectively. Link Routes connecting population and Targeted Habitations are 139 and 182344 respectively. On the other hand Through Routes connecting population and Targeted habitations are 31485 and 18 respectively. Two Rural Roads constructed under PMGSY have been selected from Hajo development Block for case study

3.1: CASE STUDY-I

Name of the Road is Ukhura-Ketkibari under Ukhura-KetkibariGaonPanchayat of Hajo Development Block. Type of the Road is Link Route. Sanctioned length of the road is 6.8 km and Sanctioned cost is Rs. 264 Lacs. Date of completion is 14-03-2012. Road number is L044. The Road is connected from T03 to Ketkibari. Targeted Habitation of the Road is Ketkibari. Total population of targeted Habitation is 2374. Total population served on this Route is 2374. The targeted Habitation was unconnected to all-weather rural connectivity before 2000.

3.2: CASE STUDY- II

Name of the Road is JanataManahkuchi under Ketkibari-UkhuraGaonPanchayat of Hajo Development Block. The length of the Road is 1.4Km and Sanctioned amount is Rs. 55 lacs. Type of the Road is Link Route. Date of completion of the Road is 19-12-2013. Road number is L046. The Road is connected from T03 to Manahkuchi. Targeted Habitation of the Road is Manahkuchi. Total population of the Targeted Habitation is 6290. Total population served on the route is 6290. The targeted Habitation was unconnected to all-weather rural connectivity.

4. Impact on Education:

Improved Rural Connectivity has provided better access to all educational institutions which ultimately improve the educational enrolment in the connected Habitation.

4.1: Improvement in Enrollment of Children for Education

Improve rural connectivity has impacted the enrolment in different levels of education. Since there were at least one primary school within Habitation therefore improve rural connectivity have no any significant impact on primary enrolment. But improved rural connectivity has impacted the enrolment level of children going outside the Habitation to Higher secondary and above level.

TABLE 4 ENROLLMENT OF CHILDREN GOING OUTSIDE THE HABITATION TO HIGHER SECONDARY SCHOOL

Habitation	Before PMGSY Road				After PMGSY Road (Between 2013-14)			
	Nos. of Families Having males of eligible age	(%) of them enrolled to Higher secondary School Outside the Habitation	Nos. of Families Having females of eligible age	(%) of them enrolled to Higher secondary School Outside the Habitation	Nos. of Families Having a male of eligible age	(%) of them enrolled to Higher secondary School Outside the Habitation	Nos. of Families Having a female of eligible age	(%) of them enrolled to Higher secondary School Outside the Habitation
Ketkibari	27	55.56%	22	54.54%	25	88.00%	26	80.76%
Manahkuchi	18	66.67%	20	60.00%	28	85.71%	24	75%

Source: Field Survey Data

TABLE 5 ENROLLMENT OF CHILDREN GOING OUTSIDE THE HABITATION TO COLLEGE

Habitation	Before PMGSY Road (Between 2012-13)				After PMGSY Road (Between 2013-14)			
	Nos. of Families Having a male of eligible age	(%) of them enrolled to College Outside the Habitation	Nos. of Families Having a female of eligible age	(%) of them enrolled to College Outside the Habitation	Nos. of Families Having a male of eligible age	(%) of them enrolled to College Outside the Habitation	Nos. of Families Having a female of eligible age	(%) of them enrolled to College Outside the Habitation
Ketkibari	15	66.67%	12	41.67%	16	87.5%	18	83.33%
Manahkuchi	17	52.94%	16	37.5%	21	85.71%	22	59.09%

Source: Field Survey Data

In the sample habitations the current enrolment has been found to significant improvement in the post road construction. In ketkibari Habitation, 55.56% of male children had enrolled themselves in higher secondary school outside the Habitation before the road constructed which increased to 88.00% after the road constructed. Female enrolment in higher secondary outside the Habitation was 54.54% prior to PMGSY road which had increased to 80.76% after the road came up.

In the Manahuchi Habitation, 66.67% households having male children, had enrolled them in a higher secondary school before the road, which has increased to 85.71% after the road was constructed. Female enrolment in the higher secondary school outside the Habitation was 60.00% before the road was constructed which has increased to 75% after the road was constructed. A higher proportion of Households in Sample Habitations were sending their children in different training institutions outside the habitation attributed to the better connectivity provided by the rural roads.

4.3 Improved All-weather Connectivity of Educational Facilities

Focus Group Discussion with Teachers can be concluded that improved rural connectivity has provided better access to educational institutions both in Ketkibari and Manahkuchi Habitations. 83.33% of respondents in Ketibari Habitation reported that construction of the Road under PMGSY provided better access to educational institutions. Similarly 66.67% respondents in Manahkuchi Habitation reported better access to educational institutions after construction of the road.

Rural connectivity has a relation with education of the connected habitations. The respondents reported that female literacy rate has increased in the study area due to its improved rural connectivity. Now, parents are not hesitant in sending their daughters to school in the study area. Dropout rate has declined in the study area due to improved rural connectivity. More students are enrolled in colleges due good communication provided by the improved rural connectivity. Class attendance was very low during rainy season and now it has increased after this road has come

up in the area. Chance of increase in higher education enrolment in future has been reported by the respondents.

5. Impact on Health:

Improved Rural Connectivity affects the rural lives by giving better access to health facilities.

5.1: Improves Access to Health Facilities

All the Habitation had no any all whether rural connectivity before constructing the sample roads. They were provided better access to nearest Hospital, Medicals, PHCs and Sub-Center after constructing these roads. Respondents from both the Habitation reported that they had no any Pakka road before constructing these roads. They were dependent on this earthen road to reach the nearest Hospitals. The main improvement of better rural connectivity is the reduction of travel time to reach the medical emergencies. Saving time to reaching health facilities will not only reduce time and cost but also can be saving of life. Medical emergency of the people have been categorized into three categories- Maternal emergency, Emergency of Physical injuries or accident and other Medical Emergencies. Focus Group Discussion with the Health workers concluded that construction of these roads under PMGS have made crucial time saving during any medical emergency.

**TABLE 6 SAVING TRAVEL TIME AFTER PMGSY ROAD CONSTRUCTION
KETKIBARI- UKHURA**

SAVING TRAVEL TIME	TYPE OF MEDICAL EMERGENCY		
	% of Respondents Reported	% of Respondents Reported	% of Respondents Reported
	Maternity Emergency	Serious Physical Injuries or Accident	Other Medical Emergency
Nil	0	0	0
Upto 30 Minutes	33.33%	16.67%	33.33%
30 Minute to 60 Minutes	66.67%	33.33%	66.67%
More than 60 Minutes	83.33%	100%	83.33%

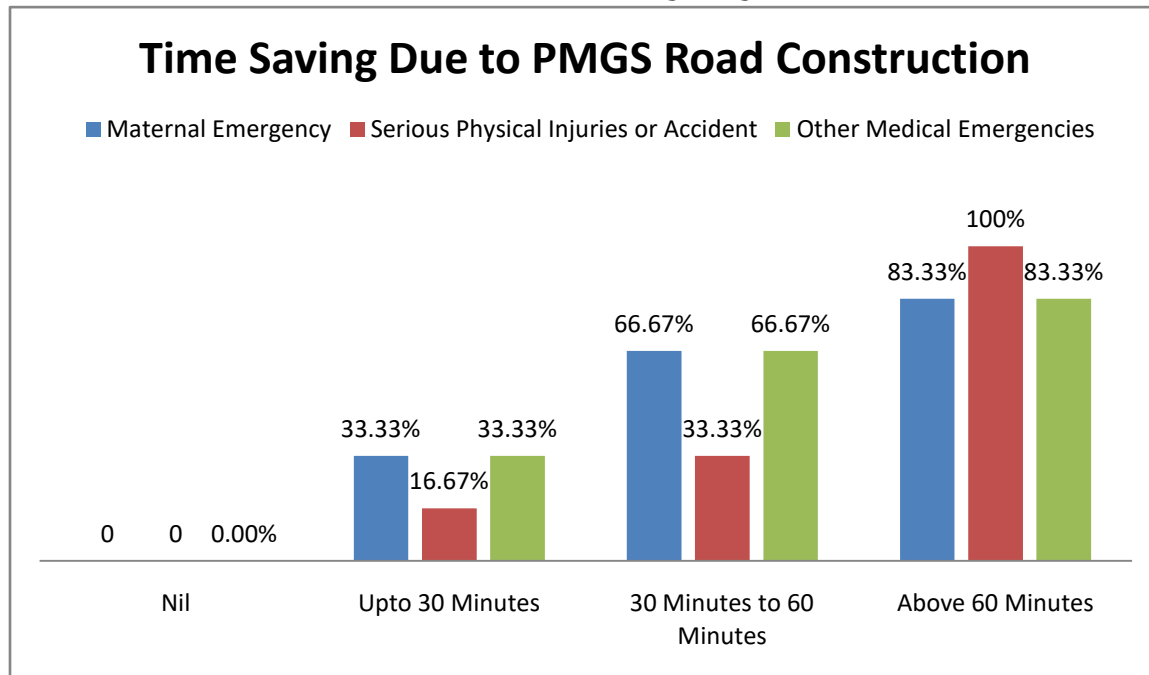
Source: Field Survey Data

**TABLE 7 SAVING TRAVEL TIME AFTER PMGSY ROAD CONSTRUCTION
MANAHKUCHI**

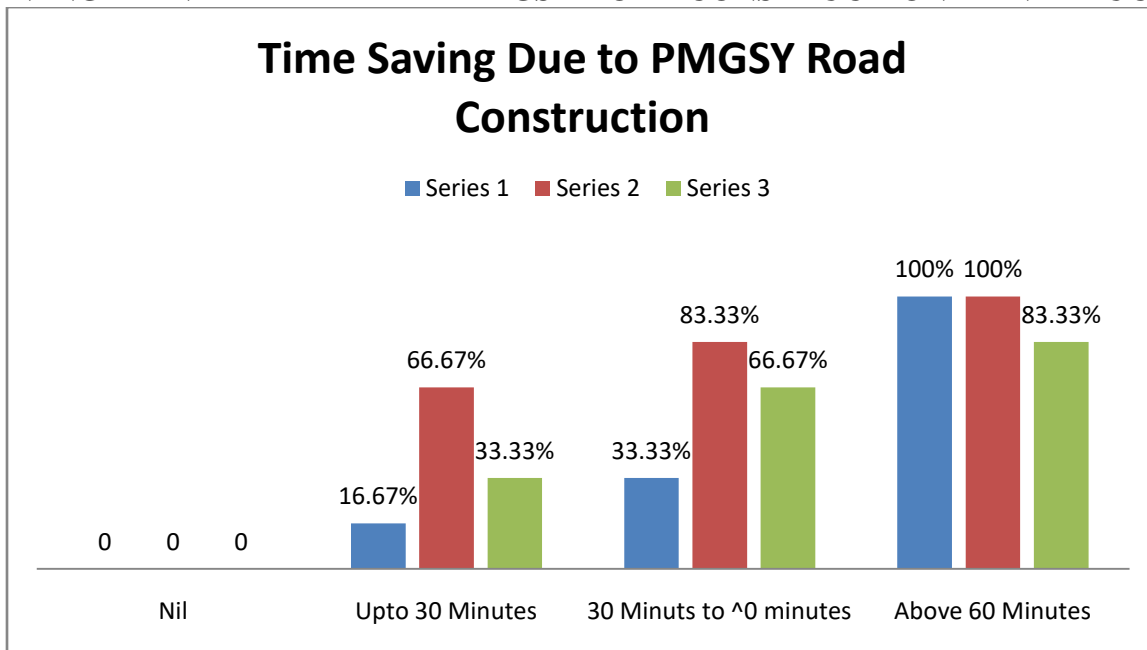
Saving Travel Time	Type of Medical Emergency		
	% of Respondents Reported	% of Respondents Reported	% of Respondents Reported
	Maternity Emergency	Serious Physical Injuries or Accident	Other Medical Emergency
Nil	0	0	0
Upto 30 Minutes	16.67%	66.67%	33.33%
30 Minute to 60 Minutes	33.33%	83.33%	66.67%
More than 60 Minutes	100	100	83.33%

Source: Field Survey Data

FIGURE -1:SAVING TRAVEL TIME AFTER PMGSY ROAD CONSTRUCTION KETKIBARI- UKHURA



**FIGURE 2
SAVING TRAVEL TIME AFTER PMGSY ROAD CONSTRUCTION MANAHKUCHI**



2.2: IMPROVEMENT IN HEALTH FACILITIES

Improvement of Rural Connectivity will also increase the health infrastructure. Improvement of Rural connectivity encourages the health workers to visit the connected habitation frequently.

TABLE 8 IMPROVEMENTS OF HEALTH INDICATORS

Habitations	Health indicators	BEFORE PMGSY	AFTER PMGSY	% INCREASE
Ketkibari	Nos. of delivery in Hospital	30	50	66.67%
	Child immunization (Nos.)	75	120	60%
	Pharmacy (Nos.)	1	5	400%
Manahkuchi	Nos. of delivery in Hospital	38	62	63.15%
	Child immunization (Nos.)	84	135	60.71%
	Pharmacy (Nos.)	1	3	200%

Source: Field survey

Focus Group Discussion with the Health workers revealed that institutional delivery has been increased in the Habitations and child immunization has also increased after the road constructed. Nos. of Pharmacies in the roadside has increased due to improved rural connectivity. There is a relationship between rural connectivity and health sector. Rural connectivity has direct impact on health sector. Health workers frequently visit the study area after the road has been constructed under PMGSY programme. The findings of interviews with health workers revealed that they were facing many problems to visit the sample village especially rainy season before constructing the PMGSY road. But they are now communicate the villagers frequently and guide and prescribe them in health related matters. PMGSY rural connectivity ensured the increase in availability of vehicles for health emergencies. Service rendered by the Emergency 108 Ambulance has been found quick in the study area after the road has been constructed under this programme. These together have improved the Maternal Mortality rate, Infant mortality rate, as well as have increased the numbers of institutional delivery in the study area.

6. Impact on Agriculture:

6.1: Increases in Usages of Fertilizer and improved Seeds

Improved rural connectivity plays an important role in supplying agricultural inputs to the farmers. Access to better quality inputs by the farmers has been increased in the connected Habitation after the construction of the road.

TABLE 9 USAGE of FERTILIZER AND IMPROVED SEEDS UKHURA-KETKIBARI

Period of Assessment	Before PMGSY	After PMGSY
Use of Agricultural inputs		
Fertilizer and Pesticides (As percentage of the Respondents)	33.33%	83.33%
Improved Seeds (As Percentage of Respondents)	50%	83.33%

Source: Field survey

TABLE 10 ACCESS TO AGRICULTURAL INPUTS IN MANAHKUCHI HABITATION

Period of Assessment	Before PMGSY	After PMGSY
Use of Agricultural inputs		
Fertilizer and Pesticides (As percentage of Respondents)	50%	100%
Improved Seeds (As percentage of Respondents)	33.33%	66.67%

Source: Field Survey

It has been found that 33.33% farmer used fertilizer and pesticides before PMGY road but 83.33% farmers reported access to fertilizer and pesticides in ketkbari habitation after construction of the road. Similarly, 83.33% of farmers have reported their access to improved seeds after construction of PMGSY road which was 50% before PMGSY in KetkibariHabitatn.

In the Manakuchi Habitation 100% farmers are using fertilizer and Pesticides after construction of the road and 66.66% of farmers reported access to improved seeds after construction of the road. Fertilizer shops have increased in the connected villages after the road constructed which helped the farmer's easy access to agriculture inputs.

6.2: Better access to Market for Agricultural Produce

Better access to market for agricultural produce has been assessed by recording the shifting the point of sale of production.

TABLE 11 ACCESS TO MARKET FOR AGRICULTURAL PRODUCE IN UKHURA-KETIBARI HABITATION

Period of Assessment	Before PMGSY	After PMGSY
Sale Point away from Habitation (As percentage of the respondent)	25%	66.67%

Source: Field Survey

TABLE 12 ACCESS TO MARKET FOR AGRICULTURAL PRODUCE IN MANAHKUCHI HABITATION

Period of Assessment	Before PMGSY	After PMGSY
Sale Point away from Habitation (As percentage of the respondent)	50%	83.83%

Source: Field Survey

It is shown that in the post PMGSY phase, more farmers are willing to sell their agricultural produce outside their Habitation where the wholesaler easily reach them. In the Ketkibari Habitation, only 25% farmers moved to outside the habitation before the road was constructed but 66.67% have reported their shifting in sale point from habitation to outside habitation after this road was constructed. Farmers in the Ketkibari Habitation reported that they are able to sell their produce in the Singimari and Guwahati market due to improved rural connectivity.

In the Manahkuchi Habitation, 83.33% farmers have now accessed the Chesamukh market which is located outside the habitation due to improved connectivity provided by the PMGSY road. Prior to PMGSY only 50% farmers had accessed the market outside habitation.

Farmers are benefitted due to improved rural connectivity in terms of better access to market and inputs during all the seasons. More than 80 percent people of the habitation of the study area depend on agriculture and allied activities. Farmer respondents reported that their accessibility to basic inputs of agriculture like chemicals, fertilizer and pesticides has been increased due to improved rural connectivity under PMGSY programme. Better transportation facilities provided by the improved rural connectivity have offered market facilities to the farmers. Respondents reported that improved rural connectivity has reduced their transportation cost. Farmers reported increase in price of their agricultural produce, and they are now able to get remunerative price of what they produce. Farmers in the study area are also now able to dispose locally produced vegetables at different parts of Guwahati. Farmers of the connected habitations reported that they had limited access to market during monsoon before construction of the Roads under PMGSY. Access to greater market facility has also resulted in changing cropping pattern in the habitation area, changing from subsistence to accumulative agricultural practices. In particular, farmers have shifted from Food crops, especially from Paddy, to Cash crops.

7. Impact on Employment Generation:

Improved rural connectivity provided by the road constructed under PMGSY will facilitate more business in the villages thereby increasing the employment opportunities as well as helping people to travel outside for job. Improved rural connectivity also provides some employment opportunities to the connected Habitation. Shops, Hotel & Restaurant, servicing and repairing centre will automatically come up. As a result people will get employment opportunities.

TABLE 13 TYPES OF SERVICE INCREASED

Habitation	Type of Service	Before PMSY Road	After PMSY Road	Increased
Ketkibari	Cycle Repair/ Bike Repair	2	6	4
	Construction Materials	1	3	2
	Restaurant/ Dhaba/ Hotel	1	5	4
Manahkuchi	Cycle Repair/ Bike Repair	1	5	4
	Construction Materials	0	1	1
	Restaurant/ Dhaba/ Hotel	2	4	2

Source: Field Survey Data

TABLE 14 INCREASE IN NOS. OF SHOP

Habitation	Before 2013	After 2013	% increase
Ketkibari	7	15	114.28%
Manahkuch	12	18	50%

Source: Field Survey

Data collected from the respondents have shown that shops, Hotel Restaurant, Mobile Repairing centre in the connected Habitation have been increased in the Post road Construction. It absorbed unskilled and Semi-skilled labors in the connected Habitation.

7.1: INCREASES IN NOS. OF DAYS EMPLOYED

Data was collected from the respondents on numbers of days employed to assess the impact of PMGSY connectivity on employment Generation. Data was mainly collected from those respondents, who are working outside the Habitation like carpenter, Daily wage earners, Masons, Hawkers and not collected from those who are working in their own farm. 93.33% respondents in Ketkibari habitation reported increase in nos. of working days after Constructed of this road. But 86.67% respondents have reported increase in nos. of days employed after the road was constructed in Manahkuchi habitation. The reason is that they were lost their working days during rainy Season due to poor rural connectivity but now they can reach their workplace during rainy season also after the road was constructed.

TABLE 15 IMPACT ON EMPLOYMENT IN TERMS OF MAN DAYS

Employment Habitation	% of Respondents		
	Increase in Man days	Decrease of Man days	No impact
Ketkibari	66.67%	13.33%	20%
Manahkuchi	60%	16.67%	23.33%

Source: Survey Data

The table reveals that 66.67% respondents have reported increase in Man days after the road was constructed. Unskilled workers like carpenter, Hawkers and daily wage earners did not find any work during rainy season before the road was constructed but now they can go to their workplace during rainy season also which increased their man days. But 13.33% respondents reported decrease in man days after the road came up. Rikshapuller and Thella puller argued that improved rural connectivity has also improved the transportation system in the area. Induction of more vehicles due to rural connectivity adversely affected their livelihood. However, 20% respondents of ketkibari Habitation have reported that improved rural connectivity has not affected their livelihoods.

In the Manahkuchi Habitation, 60% respondents reported increase in man days after the road was constructed. They argued that improved rural connectivity enlarges their choice of work and enables more employment opportunities to them. But 16.67% o respondents have reported decrease in man days. According to these respondents improved rural connectivity has pushed their present occupation at risk. Induction of more Tempo and other commercial vehicles in the Manahkuchi Habitation threatens the Riskwapuller and Thella puller in their occupation. But 23.33% have reported no impact on the man days due to improved rural connectivity.

Pradhan Mantri Gram Sadak Yojana programme itself generates employment opportunities in rural areas. Road construction under PMGSY programme demands and hires unskilled labors from the villages. It provides employment opportunities to the rural poor. New shops started to come up in the study area due to improved connectivity. Induction of more commercial vehicles has been reported by the respondents in the study area which has created employment avenues for the unskilled rural people. Carpenters, Mason and Hawkers are also benefited from the improved rural connectivity as they are able to work in all seasons. Local markets have been developed in the roadside and more rural people are engaged for selling locally produced agricultural goods in the study area. All these lead to improved employment status in the study area.

8. Impact on Transportation:

Good transportation system is vital for overall development of an area. Improved rural connectivity has provided good transportation facilities in the study villages. More public and private vehicles are inducted in the study villages. Improved connectivity has resulted in economy with respect to time, effort and money. There are also increased numbers of two wheeler vehicle owners in the study villages. The impact of improved rural connectivity on transportation is to be assessed by examining the increase in private vehicles like bicycle/scooters and other to wheelers in the connected Habitation. Secondly, examining improvement in public transport service and thirdly by collecting data from respondents on increase in commercial vehicles in the connected Habitation.

TABLE 16 INCREASE IN NOS. OF BICYCLE AND OTHER TWO WHEELERS AFTER PMGSY PHASE

Habitation	Increased	Not Increased
Ketkibari (As percentage of Respondents)	90%	10%
Manahkuchi (As percentage of Respondents)	86.67%	13.33%

Source: Field Survey Data

More than 80% respondents in both the connected Habitations reported increase in the nos. of two wheelers after the road was constructed. Ketkibari link road was so pathetic condition even riding bicycle was not suitable especially during rainy season. All- weather rural connectivity provided by improved rural connectivity encouraged the people to own two wheelers for their easy transportation. But 10 % respondents in Ketkibari Habitation reported not increase in two wheelers. However, 13.33% respondents in Manahkuchi Habitation reported not increase in two wheelers after the road was constructed.

TABLE 17 INCREASE IN COMMERCIAL VEHICLE IN POST PMGSY PHASE

Habitation	Increased	Not-Increased
Ketkibari (As percentage of Respondents)	93.33%	6.67%
Manahkuchi (As percentage of Respondents)	86.67%	13.33%

Source: Field Survey

Better transportation facilities provided by the improved rural connectivity make easy movement of people from one place to other. Movement of commercial vehicles in the connected Habitation has increased in the post PMGSY phase. Respondents reported that transportation system has been improved as more commercial vehicles are inducted in the study village. Farmers got many troubles to carry their agricultural produce from production centre to market centre due to unavailability of commercial market before the sample road was constructed. Now, induction of more commercial vehicles makes it easy to carry their produce to market centre. 93.33% respondents reported increase in commercial vehicle due to improved rural connectivity but only 6.67% respondents reported not increase in commercial vehicles in the Ketkibari Habitation. However, 86.67% respondents in the Manahkuchi Habitation have reported more induction of commercial vehicles but 13.33% reported not increase in commercial vehicles in the study area.

TABLE 18 IMPROVEMENT IN PUBLIC TRANSPORT SERVICE

Habitation	Increased	Not- Increased
Ketkibari (As percentage of Respondents)	80%	20%
Manahkuchi (As percentage of Respondents)	73.33%	26.67%

Source: Field Survey

Public transportation service is important component of total transportation system in a particular area. Public bus service provided under Assam State Transportation Corporation (ASTC) is the key means of transportation under public transportation service. ASTC bus service was provided in the connected habitation after the sample roads were constructed. 80% of respondents have reported the improvement of public transportation service in the ketkibari Habitation. However, 73.33% respondents have reported the improvement of public transportation service in the Mahnakuchi Habitation.

9. SUCCESS STORIES OF PRADHAN MANTRI GRAM SADAK YOJANA

Success Story of PMGSY

Mr. Robin Kalita, a daily wage earner from the Ketkibari village is living with his two daughters and wife. He is the sole earner of his family. He takes up all kinds of unskilled work and participates in the MGNREGA also. Before construction of this road under the PMGSY programme, it was difficult for him to go to his workplace during rainy season. Now, he has purchased a bicycle to go to his workplace and he can now earn the entire year round. To supplement his income, he has started a small shop at his home and this has added to the family's income. His two daughters are studying in school. This new connectivity has opened up more earning opportunities for him, and today he frequently goes to the roadside daily market to sell the home grown vegetables and purchase the household necessities in the evenings. It is after the road has come up that the Accredited and Social Health Activist (ASHA) visits his home frequently. Now, he has access to the post office and banking services as well. He visits the post office once in a week to collect the MGNREGA payment during for the work rendered under it.

Success Story of PMGSY

Mr. Makib Ali is a driver from Manahkuchi Village. His family consists of six members. He has hired a Tata Magic vehicle which earned him Rs. 250-300 per day before construction of the road. He faced many a problem to manage the large family with his meager income. He took a loan from the Bank and purchased a Tempo vehicle after the road was constructed. Today, his daily income has increased to Rs. 500. His son is now studying in the Damdama College. Prior to the construction of the road, his children had difficulty to go to school during the rainy season. Now, they have access to the educational and medical institutions even during the rainy season. A road side market has come up in the Manahkuchi Chowk post construction of the road. His access to market therefore, has also improved. Emergency Medical Services like that of the 108 Ambulance is available in the village today.

10. FINDINGS

The present study concludes with the following findings

1. Pradhan Mantri Gram Sadak Yojana has provided better access to basic services in the study area.
2. Female enrolment rate in educational institutions has increased significantly as the parents are not hesitant in sending their girl to schools after road was constructed.
3. Overall literacy rate has increased in the study area due to improved rural connectivity. Even in the monsoon season, students have easy and safe access to educational institutions.
4. Farmers have now easy and better access to wider market for their produce. This gives them remunerative prices for their produce while enjoying economy in transportation.
5. Traders and hawkers are benefited due to improved rural connectivity as they are able to run their business during rainy season also.
6. As a result of improved transportation facilities, women work participation rate, especially in the informal sector, has increased in the study villages.
7. Service delivery by the govt. officials and non govt. functionaries have improved in the study area as the office personnel frequently visit the rural areas due to improved rural connectivity. Improved rural connectivity has narrowed down the gap between villagers and administrators. Respondents in the study area revealed that improved rural connectivity has also improved the accessibility to administrative services.
8. People in the study area reported that their accessibility to banking and medical facilities have improved due to roads constructed under PMGSY.
9. Infant Mortality Rate (IMR) and Maternal Mortality Rate (MMR) in the study area have declined significantly in the post PMGSY Phase. It is due to greater numbers of institutional delivery and widespread of child immunization.
10. It has been found in the study area that frequencies of visit to bank by the villagers have increased due to better rural road. Respondents reported that post office service has been quick due to improved connectivity.

11. CONCLUSION:

Pradhan Mantri Gram Sadak Yojana has been recognized as one of the important Schemes for rural connectivity and rural transformation. The scenario of rural connectivity in India has improved since 2000. This is due to the effective implementation of the programme. All the Rural districts of Assam are included under PradhanMantriGarmSadakYojana. Life of rural people is affected by the improved connectivity in villages under the programme. Socio-economic condition of the rural poor in the study area has been found to have improved due to improved rural connectivity. Improved connectivity has brought more benefits to the connected habitations of the study area.

REFERENCES:

- Samanta, K.P. (2015)** ‘Development of Rural Road Infrastructure in India,’ *PacificBusiness Review International*, 7(11): 86-93
- Dr. Tomar, V.K. (2016)** ‘A Prescription Study of Collective Efforts for Inclusive Growth in Indian Economy’ *International Journal of Education and Science Research Review*, 3(2): 15-21
- Basumatary, M. (1993)** ‘Challenges and Strategies of Rural Development in Assam,’ *International Journal of Advanced Research*, 4(10): 141-144.

Samanta, K. P. (2015) 'Development of Rural Road Infrastructure in India' *Pacific Business Review*, 7(11): 86-93

Parida, A. (2014) 'Framework for Quantifying Social and Economic Benefits from Rural Development; an insight into PMGSY Scheme: A case Study of Puri District' *International Journal of Multidisciplinary Research and Development* 1(2): 113-118

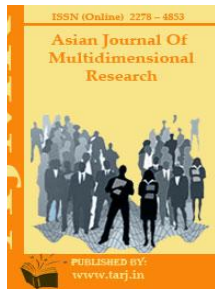
Parida, A. (2014) ' Role of Rural Road Connectivity (Pradhan Mantri Gram Sadak Yojana) in Accelerating Developing and Improving Quality of Life' *International Journal of Innovative Research and Development*, 3(9): 67-72

Sampath R. and Murugan, D. (2013) 'Rural Infrastructure Development through Rural Roads: With Special Reference to Pradhan Mantri Gram Sadak Yojana (PMGSY)' *Research Journal of Economic and Development Studies*, 2(6): 51-56

Upen K. (2014) 'Rural Transportation: A Study of Pradhan Mantri Gram Sadak Yojana in Assam' *Asian Journal of Research in Social Science and Humanities*, 4(8): 223-234

Mukherjee D. (2012) 'Rural Roads: Faster Connectivity for Growth' *Kurukshetra, A Journal on Rural Development*, 60(12):25-27

Dr. Patel A, (2012) 'Rural Infrastructure: Road to Progress' *Kurukshetra, A Journal on Rural Development*, 60(12):21-24

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00254.4****ECONOMIC RELATIONS OF EMPLOYMENT IN THE REPUBLIC OF
UZBEKISTAN****Ahmedov Oybek Turgunpulatovich*; Otamirzaev Olimjon Usubovich*****Namangan Engineering Construction Institute,
Namangan, Republic of UZBEKISTAN**ABSTRACT**

In this article have been described economic relations in the Republic of Uzbekistan in the context of macroeconomic stabilization of the economy, improvement of the labor market, provision of real labor and employment in the workplace. These changes were initially reflected in labor relations and created the need for the formation and development of the labor market. The labor market plays an important role in the system of economic relations. The legislation recognizes unemployment, the right to choose employment, guarantees of social protection against unemployment. These normative documents are an important element of ensuring employment of the population in the improvement of living standards. Studies show that at present, it is important to take into account that there is a large number of unemployed (especially among women) among the average number of graduates of secondary and specialized educational establishments, including those between the ages of 40 and 50 who are employed. This situation can lead to the problem of continuity of activity, with further increase in the number of enterprises, which, in turn, requires paying attention to the fact that the number of enterprises is now relatively high. This, in turn, should be based on the need to create small businesses, crafts and home-based businesses, and to rebuild them in the future, based on the needs of the population. The most important criterion for the qualitative characteristics of the labor market is the fact that it is the level of infrastructure development, the socio-economic nature of the labor market infrastructure, its components, and some of its main functions and functions.

KEYWORDS: *unemployment, specialized, components, socio-economic*

INTRODUCTION

At present, the Republic of Uzbekistan is stepping up to a new level of development in the social, economic and spiritual spheres. Transition of the republic to market relations has created a basis for radical renovation of the economy. These changes were initially reflected in labor relations and created the need for the formation and development of the labor market. The labor market plays an important role in the system of economic relations. The labor market, which is considered as an important component of the system of economic relations, is formed and operates on the basis of certain laws. The development of this marketplace plays an important role in addressing the employment problems of the population.

In this process, the Labor Code of the Republic of Uzbekistan and the Labor Code of the Republic of Uzbekistan [3] are important legal frameworks in the labor market formation process in the country. The legislation recognizes unemployment, the right to choose employment, guarantees of social protection against unemployment. These normative documents are an important element of ensuring employment of the population in the improvement of living standards.

However, despite the guarantees set out in the above-mentioned law and codes, in 2017, employment centers in Uzbekistan employed only 248,000 or 16.5% of the last year. The main reasons for this are the outdated forms and methods of business activities and the formalities in solving employment problems "[1]. The above-mentioned situation highlights the relevance of the chosen topic, focusing primarily on the issue of balancing the labor market balance and infrastructure, reducing the unemployment rate.

It is a condition for improving the labor market in the conditions of macroeconomic stabilization of the modern economy, the solution of employment within the framework of the market relations, ie, the actual demand and supply of labor force, the formation of new mechanisms of regulation of employment and effective labor force, It is crucial to improve the mechanism for creating incentives and effective distribution of labor force in the labor market.

LITERATURE REVIEW

Anderson, B., M. Ruhs, B. Rogaly and S.Spencer [4] studied the importance of contracts in terms of labor force quenching in manufacturing enterprises, and the flexibility of the business due to uncertainty in the workplace. In this study, that is, focusing on demand indicates that the other side of the proposal (that is, knowledge, skills and experience) is forgotten.

A study by S.Altorjai [5] on the impact of labor migration, the creation of favorable conditions for them (living and working rights) and short, medium and long term contracts, employment, and human resources turnover. The fact that local workers do not study the situation in the study limits the possibility of a complete conclusion on this issue.

Roger Lowenstein [6] studied how employment, competition, and wage in the countries with migrant workers and local labor force change employment compared to the employment rate. However, the demand and supply of labor in the country has not been studied, and the importance of these two factors in the labor market is not addressed.

The most important criterion for the qualitative characteristics of the labor market is the fact that it is the level of infrastructure development, the socio-economic nature of the labor market infrastructure, its components, and some of its main functions and functions.

The scientific and theoretical analysis of the interdependence of the labor market infrastructure and its components, the method of complex assessment and prospecting of its development, as well as the main directions of the formation and development of state and non-state employment services, Sh. R. Holmuminov, N.U. It is reflected in the studies of Arabs [8].

The abovementioned research findings suggest that research on the basis of the results of the research and the conclusions and recommendations made on the basis of various theoretical and practical approaches to the in-depth analysis of the labor market mechanism of macroeconomics.

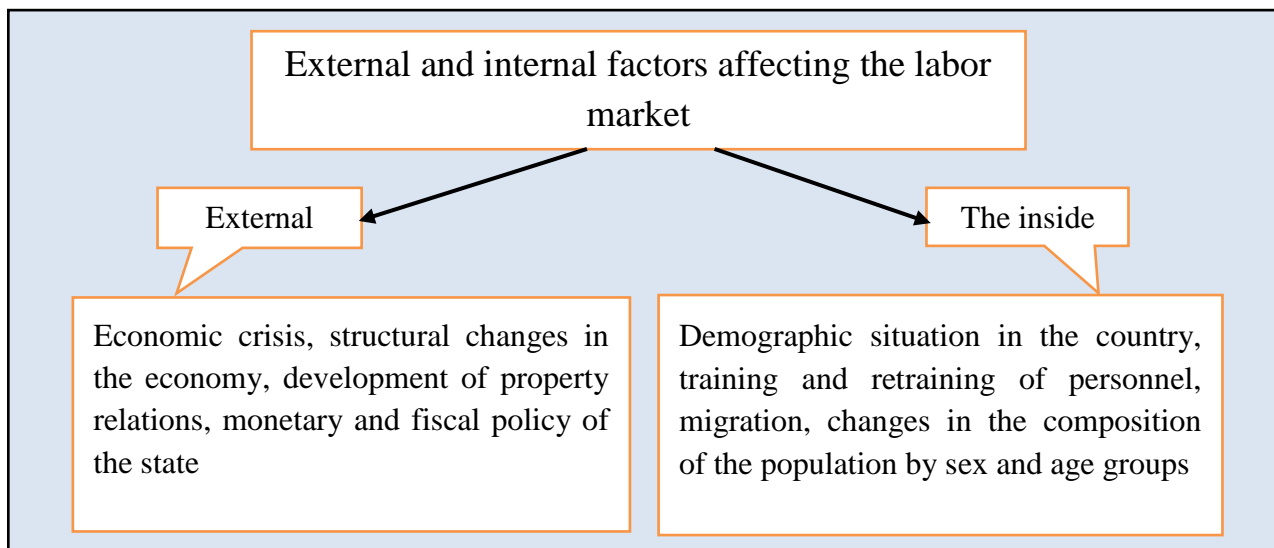
RESEARCH METHODOLOGY

Theoretical-philosophical, objective approach, economical and comparative analysis of scientific results based on the selection of statistical data in a deeper study of the labor market.

Analysis and results

The labor market is based on demand and supply, as well as all markets. Demand for this is the need for a vacancy, and the offer - as an unwanted work force or a desire to change the place of work. The satisfaction of the supply and demand is achieved through a competitive struggle between employers, on the one hand, for employing one or another job, and on the other hand, to attract the workforce with the necessary number of skills and skills for employers. There are a number of conditions that need to be met to justify this fight. The most important of these conditions is the mobility of labor force and the proper location of production forces.

Therefore, it is necessary to take into account the state-run financial, credit, investment and tax policies that encourage the establishment of small businesses, apply changing labor practices, and implement other measures that promote the preservation and development of jobs. This requires a profound study of labor markets, research and analysis of factors affecting it. It is important to note the external and internal factors that affect the labor market (Figure 1).



Source; Author development

Picture 1. External and internal factors affecting the labor market

The analysis of the factors outlined in Figure 1 will help to identify the following trends and trends in the labor market in modern conditions. Including:

- Increased demand for quality of workforce;
- Increased self-employment;
- Unconditional unemployment for hidden unemployment;
- change of general employment to the service industry;
- Reduced population growth rates;
- the share of the most active men in the structure of labor has diminished, and the demographic situation is changing over the last few years.

Transformation of market principles and socio-labor relations into the creation of new mechanisms for the regulation of employment and the effective distribution of labor force has created new trends in the labor market. Here are a few things to do:

- To determine the essence of the labor market as an economic category;
- Explaining the nature of the labor market by studying the theoretical foundations;
- identifying the factors influencing the demand and supply of labor in the labor market and evaluating their place of business;
- Development of the econometric model of the mechanism of the state of the Republic of Uzbekistan to analyze the state of the population employment and achieve effective distribution of labor force;
- In Uzbekistan, young people are required to develop and implement practical recommendations aimed at studying and raising the effectiveness of the labor market.

Due to the resilience of the local population in line with our national capacities, attempts to develop regional labor markets in the country play a special role. First of all, it is necessary to pay attention to the younger generation of the population of the republic (Table 2).

TABLE 2 INFORMATION ON THE AGE STRUCTURE OF THE PERMANENT POPULATION OF THE REPUBLIC OF UZBEKISTAN

Indicators	1991	2011	2017.	Change from 2017 to 1991%
Total population	20607,7	29123,4	32120,5	155,9
Younger than working age	8883,7	9099,3	9665,7	108,8
Working-age adults	10122,5	17804,7	19440,8	192,1
Older than working age	1601,5	2219,4	3014	188,2

Source: State Statistics Committee of Uzbekistan.

If we look at the data of the table, it is possible to see that in 2017 the population increased by 55.9% against 1991. This, of course, has led to a rise in working age in the Republic of Uzbekistan, leading to the problem of employment. This is because statistical data show that this indicator has grown by 92.1% in 2017 to 1991 and reached 19,440,800 people.

This can have a negative impact on demand and supply. It is desirable to develop employment programs for the proper distribution of labor resources between the local and labor market in order to balance the differences between different labor markets and to ensure the social

protection of working people in regions with sufficient labor resources. Of course, the number of enterprises in Uzbekistan is growing with the population growth. However, it is important to ensure the proportionality of the population in this area.

Studies show that at present, it is important to take into account that there is a large number of unemployed (especially among women) among the average number of graduates of secondary and specialized educational establishments, including those between the ages of 40 and 50 who are employed. It is a great achievement for the people of this age to have a certain experience in their specialties and to have the opportunity to teach their teenagers an opportunity to live up to their retirement age. The number of working population between the ages of 40 to 50 years, compared with 1991, increased by 2017 to reach 3693,800, of which 1868,000 were women (Table 3).

TABLE 3 COMPOSITION OF PERMANENT POPULATION OF THE REPUBLIC OF UZBEKISTAN AGED 15-50 (THOUSAND PEOPLE)

Age	January 1, 1991		As of January 1, 2017		Change from 2017 to 1991	
	men	women	men	women	men	women
40-49	614,4	614,3	1825,8	1868	3,0	3,0
15-24	1970,1	1964,7	2981,8	2852,6	1,5	1,5

Source: State Statistics Committee of Uzbekistan

According to the data of the table, in 2017 the number of able-bodied people under the age of 40-49 increased by 1.5 times compared to 1991 and 1.5 times in the age group of 15-24, which, in 1991, amounted to 23.3 years of age by 2017, this figure is 28.5 years, which means that the average age of the population of the republic is 5.2 years old. In this regard, it is necessary to focus on the creation of new enterprises and job creation.

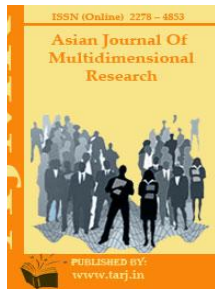
This situation can lead to the problem of continuity of activity, with further increase in the number of enterprises, which, in turn, requires paying attention to the fact that the number of enterprises is now relatively high. This, in turn, should be based on the need to create small businesses, crafts and home-based businesses, and to rebuild them in the future, based on the needs of the population.

CONCLUSION/RECOMMENDATIONS

In summary, a decline in the number of employed people, a significant change in the employment patterns in the sectors of the economy, and the expansion of informal employment volumes. In determining the socio-economic development prospects of the socio-economic development of these processes, it is extremely important that the distribution of local labor resources between the economic sectors and ensuring the proportion to the number of population in the planning of newly established enterprises is of great importance in the development of programs for the transformation of the population's employment. Implementation of these tasks, in turn, plays an important role in the employment of the population of the country.

REFERENCES

1. Report of the President of the Republic of Uzbekistan Shavkat Mirziyoev at the enlarged meeting of the Cabinet of Ministers dedicated to the main results of socio-economic development of the country in 2016 and the most important priorities of the economic program for 2017 // The newspaper "Khalq szhi", January 16, 2017, №11 (6705) .
2. The Law of the Republic of Uzbekistan "On employment of the populationlaw " (new edition) -Tashkent: "Sharq", 1998.
3. Labor Code of the Republic of Uzbekistan. - Tashkent: "Justice", 1996.-256 b.
4. Anderson, B., Ruhs, M., Rogaly, B., and Spencer, S. (2006). "Fair enough? Central and Eastern European migrants in low-wage employment in the UK", COMPAS. http://www.irr.org.uk/pdf/Fair_Enough.pdf
5. Altorjai, S. (2013). "Over-qualification of immigrants in the UK", Institute for Social and Economic Research. University of Essex. <https://www.iser.essex.ac.uk/research/publications/workingpapers/iser/2013-11.pdf>
6. Roger Lowenstein. An excellent description of the academic debate over how to measure the labor market impact of immigration and how this discussion has influenced the U.S. policy debate. "The Immigration Equation," New York Times Magazine, July 9, 2006.
7. Abdurakhmanov Q.X. Labor economics (textbook). -T .: - "Mehnat" - 2009. -512 b.
8. Holmuminov Sh.R., Arabov N.U. Labor Market Infrastructure. Educational manual. -T .: "Science and Technology", 2016. 150-155 b.

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00242.8****A COMPARATIVE STUDY OF JOB INVOLVEMENT AMONG
MINORITY AND NON-MINORITY MANAGED SECONDARY SCHOOL
TEACHERS****Mahfooz Alam*; Prof. Nasrin****

*Research Scholar,
Dept. of Education,
Aligarh Muslim University,
Aligarh, UP, INDIA
Email id: mafoozalam150988@gmail.com

**Chairperson,
Dept. of Education, Aligarh Muslim University,
Aligarh, UP, INDIA

ABSTRACT

The study aimed to compare the Job Involvement of minority and non-minority managed secondary school teachers of western Uttar Pradesh. Descriptive type of research design was used. Simple random sampling technique was used to collect the data. Statistics employed are mean, SD, and t-test. A sample of 200 minority and 200 non-minority managed institution teachers of secondary schools of west U.P. was randomly selected. In this study no significant difference was found between the minority and non-minority managed secondary school teachers as far as their Job Involvement is concerned.

KEYWORDS: *Job Involvement, Minority-managed secondary school teachers, Non-minority managed secondary school teachers.*

I. INTRODUCTION

Education is a powerful weapon in bringing about desired change. Education is the only means that can bring about changes in skills, knowledge, attitudes and understanding things around us. The first and foremost aim of any education system is to make pupils of good character and useful citizens of the universe. This can only be achieved through better education system, quality of teachers, quality of teaching - learning process and better infrastructure. According to the Education Commission (1964-66), the quality, competence, involvement and character of teachers are undoubtedly the most significant factors which influence the quality of education

and its contribution to national development. Teachers play a pivotal role in character building, generating and transferring of new knowledge and experience. Thus, the success of any educational programs solely and most importantly lies on teacher's Job Involvement.

Job Involvement

Job involvement is defined as the degree to which a person psychologically identifies with. Job involvement is related with the work motivation that a person has with a job (Bashaw & Grant, 1994; Hackett et al., 2001; McElroy et al., 1995; Blau, 1986; Blau & Boal, 1987; Balay, 2000). Job involvement is the internalization of values about the work or the importance of work according to the individual. Job involvement may appraise the ease with which a person can be further socialized by an organization. Organizational socialization is the process by which an individual understands the values, abilities, behaviours, and social knowledge indispensable for an organizational role and for taking part in as a member (Ramsey et al., 1995). It is a belief about one's current job and is a function of how much the job can satisfy one's wishes. Highly job involved individuals make the job a central part of their personal character. Besides, people with high job involvement focus most of their attention on their job (Hackett et al., 2001). Job involvement is grouped into four diverse categories. These categories: 1) work as a central life interest, 2) active participation in the job, 3) performance as central to self-esteem, and 4) performance compatible with self-concept. In work as a central life interest, job involvement is thought of as the degree to which a person regards the work situation as important and as central to his/her identity because of the opportunity to satisfy main needs.

II. REVIEW OF RELATED LITERATURE

Ramakrishnaiah (1980) conducted a study on Job Satisfaction, Attitude towards teaching and Job Involvement of college teachers. The analysis of the data revealed that a majority (66%) of the college teachers were involved in their job. Further the teachers working different management did not differ with regard to their job Involvement. Men teachers were found to be significantly more involved in their job than their women counterparts. The senior teachers exhibited more Job Involvement than the junior teachers. Teachers with an experience of 25 years or more exhibited higher Job Involvement than those who had an experience of 16 years or less. Marital status of teachers did not have any effect on their job Involvement.

Kulsum U (1985) conducted a study on the influence on school and teacher variables on the Job Involvement and Job Satisfaction of secondary school teachers in the city of Bangalore. This correlation study had the age, sex, marital status, Teaching experience, medium of instruction job performance, Attitude towards teaching, teacher effectiveness, leadership, behavior of headmaster, school strength as independent variables. The study resulted in the following main conclusions. Teachers salary their job performance their attitudes towards teaching, their effectiveness, their job involvement correlated positively and significantly with their job satisfaction scores. Teachers Job Involvement, their attitude towards teaching headmasters consideration, teacher effectiveness turned out to be significant predictors of teacher's job satisfaction. The interaction effects of sex and nature of job of teachers on their Job Involvement levels were significant.

Venakatachalam and Reddy (1996) conducted a study to find out the impact of job tenure, job level and type of organization on job involvement and job satisfaction among employees working in three organizations viz., banks, schools and government offices. They found that there was significant influence of job level on work involvement and job involvement, but it did

not significantly influence job satisfaction. Type of organizations significantly influenced the job satisfaction but not work and job involvement. The study further showed that the job tenure did not show significant impact on job involvement, work involvement and job satisfaction.

Srivastava (2001) conducted a study to examine job involvement and mental health among 60 executives and 15 supervisors. It was found that executives were more involved in the job than the supervisor. It was also found that there was a significant relationship between job involvement and mental health.

Allam (2002) examined job involvement of bank employees in relation to age, gender, personality characteristics, job anxiety and job burnout. He found that the job anxiety, job burnout, age and gender were significantly related to job involvement.

Mishra and Wagh (2004) conducted a study on job involvement dimension between public and private sector executives. Two groups of executives differed significantly on mean score. Further they pointed out that work culture and environment, reward, delegation of authority and responsibility and challenging job were found to be potential factors for job involvement.

Mishra and Minum (2005) made an attempt to find out the relationship of social support and job involvement in prison officers. The sample consisted of 200 prison officers incidentally selected from different jails in U. P. and Sampoormanand Jail Training Institute, Lucknow (U. P.). Job Involvement Scale developed by Kapoor and Singh and Social Support Scale developed by Cohen et al., were administered on a sample. They found that social support (overall) and its dimensions, viz., belonging support, tangible support and appraisal support have significant positive relationship with job involvement. Stepwise Multiple Regression Analysis showed that overall social support was a significant predictor of job involvement in prison officers.

Ishawara (2007) conducted a study on Job Involvement of university teachers in Karnataka state working in post graduate department. It was found that only round 60 percent of University Teachers perceived and reported to have moderately involved in the job. There is no significant difference in the levels of Job Involvement among the university Teachers irrespective of their cadre. All teachers are perceived to have more or less the same level of Job Involvement.

Liao and Lee (2009) conducted an empirical study on job involvement and personality traits of plastics industry employees in Taiwan. The research population consisted of small and medium-sized enterprises (SMEs) in the plastics industry in Taiwan. They found showed that neuroticism was related negatively to employee job involvement, whereas openness, extroversion, conscientiousness and agreeableness were related positively to it.

Govender and Parumasur (2010) assessed the level of and relationship between employee motivation and job involvement among permanent and temporary employees in various departments in a financial institution. This cross-sectional study was undertaken on 145 employees who were drawn from various departments (acquisitions, automated, client operations, collections, corporate, motor, other) at a branch of a financial institution by using a simple random sampling technique. The result indicated that there were significant inter-correlations among the majority of dimensions of employee motivation (economic rewards, intrinsic satisfaction, social relationships) and sub-dimensions of job involvement (response to work, expression of being job-involved, sense of duty towards work, feelings of guilt regarding unfinished work and absenteeism).

JUSTIFICATION OF THE STUDY

The present study of Job Involvement among secondary school teachers will contribute to the progress, success and the effectiveness of the education system. An understanding of teachers' perception is helpful to promote Job Involvement in school. Teachers who are highly involved in their jobs may discharge their responsibilities well, take interest in their job and strive for the promotion of their organization. Job involvement directly affects teachers' performance. Highly involved teacher is less prone to resign than the one with a low level of job involvement. An increased understanding of the complex interrelationship between Job Involvement and the factors that contribute to the development of these relationships can help to facilitate appropriate measures to counteract the issue of high turnover and low morale within an organization.

This initial study will also provide a theoretical and empirical basis for further study.

OBJECTIVES OF THE STUDY

Objective- To study the difference in Job Involvement of Minority and Non-minority managed school teachers at secondary level.

HYPOTHESIS OF THE STUDY

Hypothesis- There is no significant difference between the Job Involvement of minority and non-minority managed school teachers at secondary level.

III. METHODOLOGY

Research Design

Descriptive type of research design was employed.

Sample

Simple random sampling technique was used to collect the data. A sample of 400 minority and non-minority managed secondary school teachers from the schools of Western Uttar Pradesh was randomly selected. Half of these were from minority managed and half from non-minority managed secondary school teachers.

Statistical Techniques Used

In this study, mean, SD and t-test were used for the purpose of data analysis.

Tool Used

For the present study, Job Involvement Scale (JIS) was employed. This is the latest tool which is developed by Dr. Zaki Akhtar and Dr. Udham Singh. It has 20 statements regarding involvement in the job.

IV. RESULT AND DISCUSSION

Objective - To study the difference between Job Involvement of Minority and Non-minority managed school teachers at secondary level.

In order to achieve the above objective, the following null hypothesis was framed.

Hypothesis- There is no significant difference between the Job Involvement of minority and non-minority managed school teachers at secondary level.

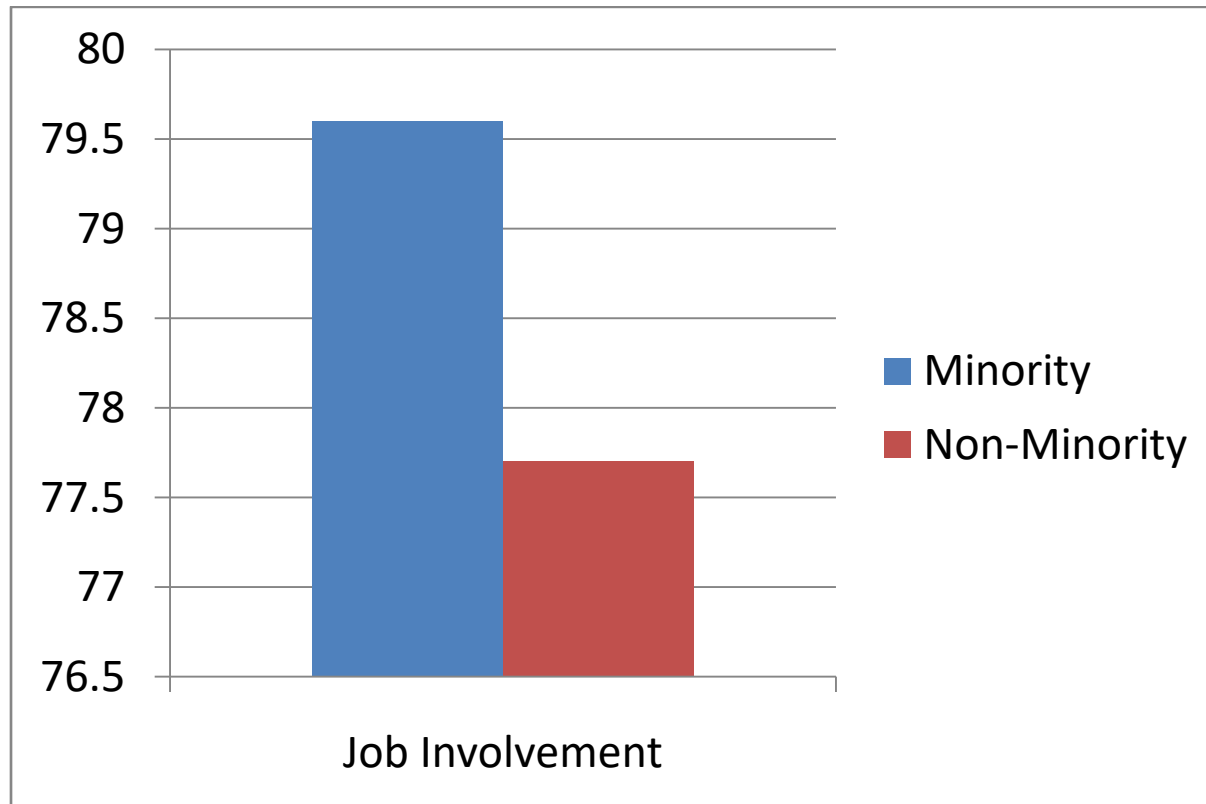
To test the above hypothesis t-test was applied and mean, SD and t-value were calculated.

Table: 1 Showing Mean difference in the Job Involvement between minority and non-minority managed school teachers at secondary level

<i>JOB INVOLVEMENT</i>	<i>N</i>	<i>Mean</i>	<i>SD</i>	<i>t</i>	<i>Sig.(P)</i>
<i>Minority managed secondary school teachers</i>	200	79.60	4.40	0.865	0.398
<i>Non-Minority managed secondary school teachers</i>	200	77.70	5.38		

Table: 1 shows that the mean for minority managed teachers is 79.60 and the mean for non-minority managed teachers is 77.70. SD for minority teachers is 4.40 and SD for non-minority teachers is 5.38. The t value is 0.865 and the P value is 0.398 which is not significant at any level of confidence. Thus the hypothesis is accepted. There is no significant difference between the Job Involvement of minority and non-minority teachers at secondary level.

Figure: 1 showing the difference in Job Involvement of Minority and Non-minority managed school teachers at secondary level



V. FINDINGS AND IMPLICATIONS

Findings- No significant difference was found between the Job Involvement of minority and non-minority managed school teachers at secondary level.

Implications

1. Schools' principal should make efforts to build strong teamwork culture. It will lead to a healthy teaching atmosphere in the school. In such situation, teachers will be highly motivated to work together and achieve higher. This will also increase their involvement levels.
2. Transparency improves the performance of teachers. Schools should share numbers and figures with the staff.
3. Work ethics should be maintained and a positive work culture should be promoted.
4. To increase Job Involvement of teachers, trust should be developed among the teachers and management. Teachers should be encouraged to share new ideas.
5. Teachers should be provided constructive feedback and appreciated for their work to boost their morale. Criticism should be avoided.

VI. REFERENCES

- Allam Z. (2002).** A study of job involvement among bank employees as related to job anxiety, personality characteristics and job burnout. Unpublished doctoral thesis, Department of Psychology, Aligarh Muslim University, Aligarh.
- Bashaw, R.E., & Grant, E.S. (1994).** Exploring the distinctive nature of work commitments: Their relationships with personal characteristics, job performance, and propensity to leave. *Journal of Personal Selling & Sales Management*, 14(2): 1-16.
- Blau, G.J. (1986).** Job involvement and organizational commitment as interactive predictors of tardiness and absenteeism. *Journal of Management*, 12 (4): 577-584.
- Blau, G.J., & Boal, K.B. (1987).** Conceptualizing how job involvement and organizational commitment affect. *Academy of Management Review*, 12 (2): 288-300.
- Govender S. & Parumasur S. B. (2010).** The relationship between employee motivation and job involvement. *SAJEMS*, Vol. 13 (3), pp. 237-253.
- Hackett, R.D., Lapierre, L.M., & Hausdorf, P.A. (2001).** Understanding the links between work commitment constructs. *Journal of Vocational Behavior*, 58: 392-413.
- Ishwara.P and Laxman P. (2007)** Job Involvement among University Teachers; A Case Study of Karnataka State, the *ICFAI Journal of Higher Education*. Vol. 2, pp. 59-65.
- Kulsum, U. (1985).** "Job Satisfaction among Teachers Working in Corporation, Government, Private-Aided and Private Unaided Schools", *Journal of Educational Psychology*, 36(23): 451-459.
- Liao C. & Lee C. (2009).** An empirical study of employee job involvement and personality traits: the case of Taiwan. *International Journal of Economics and Management*, Vol. 3(1), pp. 22-36.
- McElroy, J.C., Morrow, P.C., Crum, M.R., & Dooley, F.J. (1995).** Railroad employee commitment and work-related attitudes and perceptions. *Transportation Journal*. 13-24.
- Mishra A. K. & Wagh A. (2004).** A comparative study of job involvement among business executives. *Indian Journal of Training and Development*. Vol. 34(2), pp. 79-84.

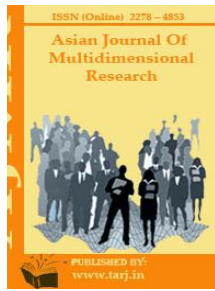
Mishra P. C. & Minum S. (2005). Social support and job involvement in prison officers. Journal of the Indian Academy of Applied Psychology, Vol. 31 (1-2), pp. 7-11.

Ramakrishnaiah, D. (1980) A study of job satisfaction, attitude towards teaching and job involvement of college teachers, M. Phil. Sri Venkateswarauni. In M. B. Buch, Research in education, survey of educational research.

Ramsey, R., Lask, F.G., & Marshall, G.W. (1995). A critical evaluation of a measure of job involvement: The use of the Lodahl and Kejner (1965) scale with salespeople. Journal of Personal Selling & Sales Management, 15 (3): 65-74.

Srivastava S. K. (2001). Job involvement and mental health among executive and supervisors. Journal of Community Guidance, Vol. 18(3), pp. 365-372.

Venakatachalam J. & Reddy K. S. (1996). Impact of job level and job tenure on work involvement, job involvement and job satisfaction in different organizations. Human Relations. pp. 76-81.

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00253.2****“SANKALP” - INNOVATIVE SKILL DEVELOPMENT IN INDUSTRIAL KNOWLEDGE****Dr. D. Selvaraj***

*Assistant Professor,
Department of Commerce,
JP College of Arts & Science,
Tenkasi, Kerala, INDIA
Email id: selvarajd29@gmail.com

ABSTRACT

Indian economy is always in a need of continuous supply of skilled workers, presently more than half of the rural population is unskilled and is engaged in unorganized sector or agricultural activities due to lack of proper education facilities. While innovative ideas of skilled section, in the form of Start-ups finds the same difficulty at their initial stage, to stand with limited resources and semi- skilled workforce. In order , to provide an incentive to its Start-up India Initiative govt in its Budget FY17 announced for start-ups ” a tax rebate of any 3 years out of 7 initial yrs , which was earlier taxed as 3 out of 5, giving a motivational support to them for develop a good base for their business in their initial term. Also, govt took care on aspect of MSMEs which have always been a major employment generator for the country, giving them a due recognition in budget and allowing them” a rebate of 5% in their tax slab” predicting more jobs from this sector. So we can say that , Govt has taken a friendly Sank alp (objective) towards employing this cashless economy with a workforce comprising of effective and skilled population.

KEYWORDS: *Sankalp, STRIVE, Budget, Economic Affairs, Tax benefit, Skill India Mission.***INTRODUCTION**

Finance Minister ArunJaitley today unveiled measures to leverage India's "huge demographic advantage" and maximise the employability potential of the youth, and also announced a Rs 4,000-crore programme 'SANKALP', aimed at providing market relevant training to 3.5 crore youth across the country. Presenting Budget for 2017-18 in Parliament, Jaitley described "energising youth through education, skills and jobs" as one of the government's 10 important focus areas. He said the government proposes to extend Pradhan MantriKaushalKendras to more

than 600 districts across the country, from 60 districts at present. Moreover, 100 India International Skill Centres will be established across the country to offer advanced training and also courses in foreign languages, which Jaitley said, "will help those of our youth who seek job opportunities outside the country".

STRIVE

The next phase of skill strengthening for industrial value enhancement (STRIVE) will be launched in 2017-18 at a cost of Rs 2,200 crore. STRIVE will focus to improve on the quality and the market relevance of vocational training provided in ITIs and strengthen the apprenticeship programme through industry-cluster approach.

Process and Likely Focus

The budget is an important document that decides the course of the fiscal policy of the government over the coming year. This year seems to be no different with the halwa ceremony flagging off the printing of the budget documents on February 19, 2017.

Another unique feature of this year's budget is that some of the key officials have communicated through a series of videos that aim to demystify the budgetary process. These videos also give a flavor about the essential features of the upcoming budget to be presented by FM Jaitley on February 29.

The key officials that have spoken before the budget announcement include the finance minister, the minister of state for finance, and the revenue and the economic affairs secretaries - and all have made some crucial points relating to the budget 2016.

The finance minister, in his interactions, had mentioned the use of technology to the advantage of all taxpayers. Already some 1.4 crore people have been notified of the budget refunds through the technology platforms and their refunds have been processed through the same medium. Roughly 90 percent of the budget filings are done online, and this is where the power of technology is making the tax process smooth and efficient.

The minister of state for finance, in his interaction, has mentioned that the budget will aim to reduce poverty, provide prosperity to farmers, help in job creation for the young people of the country and provide a better quality of life to all citizens. He also expressed his belief that India will continue to be a beacon of growth and stability in a very turbulent global environment

The economic affairs secretary tried to demystify the budget process and mentioned that it is a long-term process as opposed to the common conception. It generally starts in September with a detailed circular being issued to all the ministries. Post this, in November and December, the Department of Expenditure holds meetings with various ministries about the requirements in the current and the next years.

At the beginning of January, the Department of Revenue makes its forecasts for the current year and the next year. There are the revised estimates for the current year and the budget estimates for the next year. Post this once the revenue and expenditure proposals converge, the finance minister holds consultations with various stakeholders and proposals are concretized at the end of January. Decisions are then taken and post this followed by printing of budget documents.

The economic affairs secretary also alluded to the fiscal deficit and how the government is looking at it. He too was upbeat about India's performance amid global turbulence and said that budget has to focus on growth as it leads to job creation and economic development.

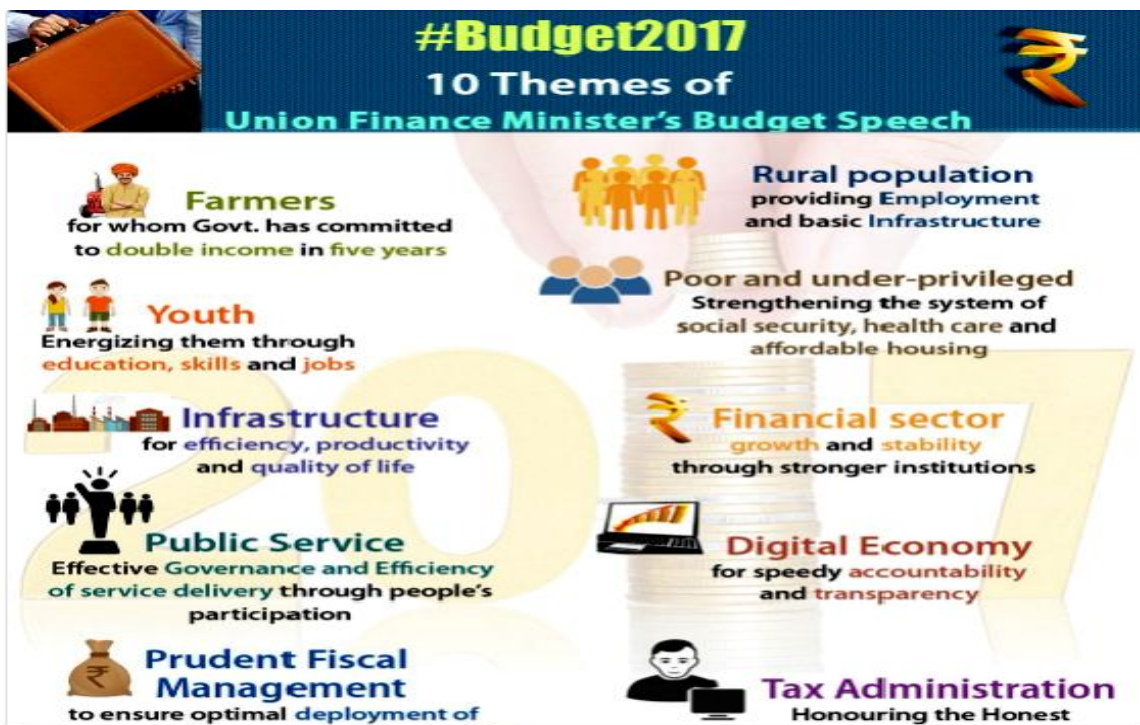
The revenue secretary, in his interaction, mentioned taxation and the broad structure of the budget. He stated that the total tax revenue projection is Rs.14.4 lakh crore. The income tax revenue is close to about Rs.7.9 lakh crore and the indirect tax revenue is close to Rs.6.5 lakh crore.

Within the income tax, there are two components - the corporate income tax and the personal income tax. The corporate income tax is around 59 percent while the personal income tax is around 41 percent.

On the indirect side, there are three major components: excise duties, customs and service tax. Normally these are roughly the same contribution, but this year, due to the oil duty, the excise duties are close to 39 percent while the other two form the remaining indirect taxes.

The service tax structure is diversified, which is a good thing. The direct side seems as having a shortfall of about Rs.40, 000crore as corporate earnings have been low but this will be compensated by the indirect side which is buoyant. The revenue secretary also alluded to ways and means to reduce the litigation that has been seen as a perennial problem for India's corporate sector.

In the week ahead, a lot of haze will get cleared on the issues pertaining to the budget. The new media strategy seems to be a good initiative leading up to the budget. Overall the stage is set for a historic budget. It is also hoped that the government succeeds in the balancing act when Finance Minister ArunJaitley presents the budget in the LokSabha at 11 a.m. on February 29.



Programme Highlights

- ❖ Quality education will energise Indian youth.
- ❖ Annual Learning Outcomes will be the basis for allocation of resources.

- ❖ Emphasis will be on science education.
- ❖ Innovation fund for secondary education to boost local innovation including ICT enabled transformation.
- ❖ Focus on educationally backward areas
- ❖ UGC reform will be taken up.
- ❖ Revised framework will be in place for outcome based accreditation.
- ❖ SWAYAM to online courses access will be widened with Direct to Home channel.
- ❖ National Testing Agency, an autonomous body will be created.
- ❖ AICTE will also focus on administration
- ❖ PM KaushalKendras will be extended to different areas.
- ❖ In 2017-2018, SANKALP programme will be launched with focus will be on vocational training.
- ❖ Industry Cluster Approach will be adopted and 5 Special Tourism zones will be set up.

SANKALP and STRIVE

- The Finance Minister said that in 2017-18, a programme SANKALP (Skill Acquisition and Knowledge Awareness for Livelihood Promotion Programme) will be launched.
- It will be at a cost of INR 4,000 crore.
- SANKALP will provide market relevant training to 3.5 crore youth.
- Next phase of skill strengthening for industrial value enhancement (STRIVE) will be launched in 2017-18 at a cost of INR 2,200 crore.
- STRIVE will focus to improve on the quality and the market relevance of vocational training provided in ITIs.
- It will strengthen the apprenticeship programme through industry-cluster approach.

Skill India Mission

Since its launch in July 2015, Skill India Mission has been the major focus of the Government to skill the youth of the country. Finance Minister while presenting the Union Budget 2017 emphasized that the focus on Skill Development will continue and announced several new initiatives and increased allocation for existing skill development initiatives to further strengthen the Skill India Mission.

Excerpts from the budget speech with various initiatives to be taken in the field of skill development are given below:

1. Increase in budgeted expenditure

The total budgeted expenditure for Employment Generation, Skill, and Livelihood in Budget 2017 is Rs.17273 crore.

2. Increased allocation for DAY-NULM

Increase the allocations for DeendayalAntyodayaYojana- National Rural Livelihood Mission for the promotion of skill development and livelihood opportunities for people in rural areas to Rs.4,500 in 2017-18.

3. Increased allocation for PMEGP

The allocation for Prime Minister's Employment Generation Programme (PMEGP) and credit support schemes has been increased more than 3 times.

4. Mason training to people in rural areas

For imparting new skills to the people in the rural areas, mason training will be provided to 5 lakh persons by 2022, with an immediate target of training at least 20,000 persons by 2017-18.

5. PradhanMantriKaushalKendras(PMKK) in every district

Pradhan MantriKaushalKendras (PMKK) have already been promoted in more than 60 districts. We now propose to extend these Kendras to more than 600 districts across the country.

6. India International Skill Centres

100 India International Skills Centres will be established across the country. These Centres would offer advanced training and also courses in foreign languages. This will help those of our youth who seek job opportunities outside the country

7. Budget for Ministry of Skill Development and Entrepreneurship(MSDE)

The budget allocation for Ministry of Skill Development and Entrepreneurship for 2017-18 is Rs. 3016 crores.as against a budget estimate for 2016-17 of Rs.1804 crores the revised estimate for 2016-17 is Rs.2173 crores.

8. Launch of SANKALP

In 2017-18, we also propose to launch the Skill Acquisition and Knowledge Awareness for Livelihood Promotion programme (SANKALP) at a cost of Rs.4,000crores. SANKALP will provide market relevant training to 3.5 crore youth.

9. Nest phase of STRIVE

The next phase of Skill Strengthening for Industrial Value Enhancement (STRIVE) will also be launched in 2017-18 at a cost of Rs.2,200crores. STRIVE will focus on improving the quality and market relevance of vocational training provided in ITIs and strengthen the apprenticeship programmes through industry cluster approach.

10. Mahila Shakti Kendra

Mahila Shakti Kendra will be set up at village level with an allocation of Rs.500 crores in 14 lakh ICDS Anganwadi Centres. This will provide one-stop convergent support services for empowering rural women with opportunities for skill development, employment, digital literacy, health, and nutrition.

Under the BharatNet Project, OFC has been laid in 1,55,000kms.The allocation for BharatNet Project has been increased to Rs.10,000 crores in 2017-18. By the end of 2017-18, high-speed broadband connectivity on optical fibre will be available in more than 1,50,000 gram panchayats, with wifi hot spots and access to digital services at low tariffs.ADigiGaon initiative will be launched to provide telemedicine, education, and skills through digital technology.

CONCLUSION

Government will launch the programme SANKALP- the skill acquisition and Knowledge awareness for livelihood promotion programme this year at an investment of Rs 4000 Crore. It will provide market relevant training to 3.5 Crore youth. Industry interface and vocational training will provide better career opportunities for students.

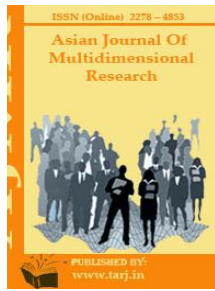
Budget has given more emphasis to entrepreneurship and skill development. Dairy processing infrastructure fund will provide better career opportunities for dairy and food processing sector. More sops to Leather and footwear industry will create more employment opportunities in this sector. Decision to provide autonomy to colleges will create substantial changes in the quality of education at the micro level. 5000 Post graduate medical seats will be created during the next FY.

Private hospitals will get the provision for offering DNB courses in order to popularize specialty cadre. E commerce advanced IT, food processing, dairy processing, entrepreneurship, manufacturing and health sectors will emerge as the potential areas in the coming year. India ranks 6th in the world manufacturing scenario. It will create more job opportunities for engineering graduates and diploma holders.

Clean India- tech India campaign will provide more opportunities in liaison with Make in India, digital India and skill India initiatives.

REFERENCE

1. Budget-2017-Arun-Jaitley-says-jobs-skill-training-among-10.html
2. fm-arun-jaitley-says-jobs-skill-training-among-10-key-focus-areas-of-government/articleshow/56914094.cms
3. <http://www.business-standard.com/article/news-ians>
4. <http://www.newsnation.in/india-news/budget-2017>
5. <http://www.iasabhiyan.com/skill-acquisition-knowledge-awareness-livelihood-promotion-programme/>
6. <http://www.skillapp.in/blog/budget-2017-focus-skill-development/>
7. <http://english.mathrubhumi.com/education/articles/budget-to-boost-innovation-and-skill-development-1.1705753>.

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00250.7****A COMPARATIVE STUDY OF CHILD LABOUR AND SCHOOL GOING ADOLESCENTS IN RELATION TO THEIR EMOTIONAL MATURITY****Rashmi***

* Research Scholar,
Aligarh Muslim University,
Aligarh, INDIA

Email id: resham.nasir89@gmail.com

ABSTRACT

The present study aims to explore emotional maturity among child labour and regular school going adolescents. For the said purpose sample of the study comprises of 80 adolescents out of whom 50 are regular school going and rests 30 were child labour selected purposively from different schools, canteen, shops, and markets of Aligarh city where they are educating and working. Emotional maturity Scale developed by Dr. Yashvir Singh and Dr. Mahesh Bhargava (1991) was employed to collect the necessary data. The data was then analyzed through descriptive statistics and t-test with the help of SPSS 21. The findings of the study revealed no significant difference among the two groups viz, child labour and regular school going adolescents so far as their emotional maturity is concerned. The result obtained is further discussed and interpreted in terms of socio-cultural milieu prevailing in the present Indian scenario.

KEYWORDS: *Child labour, Adolescents, Emotional Maturity, School going***INTRODUCTION**

Emotions plays a significant role in all stages of growth and development but, during adolescence it is more crucial. Adolescence is an age or period which is highly governed by emotions. To become more idealistic, to become more independent, to develop self confidence, and to succeed on academic or career related goals all are some of the common developmental milestones that everyone of us want achieve in our life, which could be achieve only when we are emotionally mature.

One is said to be mature enough when he/she responds to the situation in a consciously designed manner. Finley (1996) defined, maturity as “the capacity of mind to endure an ability of an

individual to respond to uncertainty, circumstances, or environment in an appropriate manner". Maturity also encompasses right understanding of the correct time and place to behave and knowing when to act, according to the circumstances and the culture of the society one lives in (David Wechsler 1950). As we know that youths and adults are facing a lot of difficulties and pressures from the competitive materialistic world, so they are vulnerable to different psychological problems. Therefore, here the study of maturity in emotional aspect of personality is challenging researcher's attention.

According to Smitson (1974) "Emotional maturity is a process in which the personality is continuously striving for greater sense of emotional health, both intra-physically and intrapersonally". Emotionally matured person sees the world as it is without distortion of perception. It is about understanding facts. For an emotionally matured person, there is always a way out in any circumstances.

REVIEW OF LITERATURE

Consistent studies have been conducted on the emotional maturity of the adolescents and adults.

K. Subbarayan, and G. Visvanathan (2011) in their study found that the emotional maturity of college students is extremely unstable.

Pant, Singh and Valentina (2013) compare social and emotional maturity across gender. On social maturity they have found that girls were more socially adequate than boys. However, differences on rest of the components of social maturity viz. Personal and interpersonal adequacy were found to be non-significant. Just like social maturity, there was no significant difference in the overall emotional maturity of adolescents across gender except on the social adjustment component. Boys were observed to be significantly better on social adjustment than girls. Social and emotional maturity was found to be significantly positively correlated under both genders.

Das and Ghosh (2014) examined the relationship between academic achievement and emotional maturity among secondary school students of rural and urban localities. As far as academic achievement and emotional maturity of male-female students is concerned from both localities i.e., urban and rural did not differ significantly. In terms of relationship, it was found that academic achievement and emotional maturity of the students was significantly related in case of urban area while, negligibly correlated in case of rural area.

Mukhtar Ahmad Wani and Aejaz Masih (2015) revealed that majority of the post graduate students and research scholars of the university are emotionally unstable and also females are better in emotionality as compared to male students.

Pant and Singh (2017) studied the influence of educational status of parents on the social and emotional maturity of adolescents. The findings revealed that the educational status of father plays no role in enhancing emotional maturity of adolescents, whereas adolescents whose mothers are highly educated are highly adjusted and more emotionally progressive. On social orientation, adolescents of highly educated parents are more personally stable than those whose parents were either illiterate or educated up to matric only.

After giving the highlights of relevant available literature which is very important in the sense that it provides the information about the nature of studies conducted in the past. It was found that majority of the researches was carried out on educated population, adolescents, even on

gender basis ample of studies were carried out whereas no such study was done taking child labour as a sample of study.

SIGNIFICANCE OF THE STUDY

Adolescents are supposed to be the future responsible citizens of the country, so their level of emotional maturity becomes very vital. This study is of significant value for families, teachers and administrators, as they can be made aware about the level of emotional maturity of their grown up youths. Study will also try to make adolescents to realize that becoming emotionally mature means becoming aware of their choices and their impacts. Majority of the studies was carried out taking school going adolescent as a sample of study whereas no such study was done taking child labour as a sample of study.

OBJECTIVE OF THE STUDY

The objective of the present study was to see emotional maturity among child labour and school going adolescent as the label of child labour is an alarming state even in the present contemporary world of work. So, with this contention the present investigation was carried to see the level of emotional maturity among both child labour and school going adolescent.

HYPOTHESIS OF THE STUDY

Child labour and school going adolescents seems to be different in their emotional maturity, so it was hypothesized that there will be significance of difference among child labour and school going adolescent with regards to their emotional maturity.

RESEARCH METHODOLOGY

SAMPLE

The sample of the study consisted of 80 adolescents out of whom 50 are regular school going and rests 30 are child labour and they were selected purposively from different schools, canteen, shops, and markets of Aligarh city where they are educating and working. The age range of the subject varied from 13-24 years.

INSTRUMENT

For the present investigation Emotional Maturity Scale which was developed by Dr. Yashvir Singh and Dr. Mahesh Bhargava (1991) was used. It consists of 48 statements related to five factors emotional instability, emotional regression, social maladjustment, personality disintegration and lack of independence. It is a self reporting Five Point Scale. The response options available are Very Much, Much, Undecided, Probably and Never and to these scores assigned are 5, 4, 3, 2 and 1 respectively. The reliability and validity coefficient of the scale is 0.75 and 0.64 respectively.

Data was analyzed by using mean, S.D and t-test.

RESULT AND DISCUSSION**TABLE 1 EMOTIONAL MATURITY OF CHILD LABOUR AND SCHOOL GOING ADOLESCENTS**

Group	Extremely mature		Moderately mature		Immature		Extremely immature	
	No.	%	No.	%	No.	%	No.	%
Total sample (N=80)	15	18.75	20	25	15	18.75	30	37.5
Child labour (N=30)	8	26.6	6	20	5	16.6	11	36.6
school going adolescents (N=50)	13	26	6	12	16	32	15	30

The above Table 1 showed that 26% of the school going adolescents were extremely mature on their emotions, 12% were moderately matured in their emotions, 32% students showed immaturity and 30% students were extremely immature in their emotions. The table also revealed that 26.6% of childrens who worked as a labour were extremely matured on their emotions, 20% showed moderate maturity on their emotions and 16.6% were emotionally immature and 36.6% of the child labour showed extreme immaturity on their emotions. It was also concluded from the above table that the regular school going adolescents and adolescents who worked as a labour both are emotionally mature.

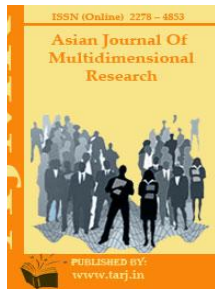
TABLE 2 DATA AND RESULT OF T-TEST FOR THE VARIABLE OF EMOTIONAL MATURITY

Variable	Group	Mean	S.D	t-ratio	Level of Significance
Emotional maturity	Child labour (N=30)	96.74	27.74	0.023	0.05
	School going adolescents (N=50)	110.7	34.25		

From the perusal of the Table 2, it is revealed that t-value between school going adolescents and child labour on emotional maturity is 0.023 which is found to be statistically highly insignificant therefore our hypothesis stands rejected. Obtained result is very logical so far as emotional maturity is concerned among the two groups viz, child labour and school going adolescent because both the groups have their emotional maturity one for their education and other develop from their noxious experiences of life. Child labour is a group of adolescent that does not know the fruits of education but for them money for meeting every day requirements are important in which they are very realistic to have their limited sense of quality of life which provide them to have emotional maturity. On the other hand, school going adolescent develop emotional maturity because of their schooling. Over and above the reasons cited, it is important to mention that family orientation which is common among both the groups is likely to play a vital role in developing the sense of emotional maturity. Therefore, because of the above reasons no difference is founds among the two groups so far as emotional maturity is concerned.

REFERENCES

- Das, M. N., & Ghosh, S. (2014). A Comparative Account of Academic Achievement and Emotional Maturity among Secondary School Students of Rural and Urban area. *European Academic Research*, 2(6), 9392-9401
- Finley, J. (1996). Behavior and Development from 5 to 12. *New York: Harper and Row*.
- Wechsler, D. (1950). Intellectual development and psychological maturity. *Child Development*, 45-50.
- Kaur, M. (2013). A Comparative Study of Emotional Maturity of Senior Secondary School Students. *International Research Wisdom*, 8, 48-49.
- Pant, K. U. S. H. A., & Singh, R. I. T. U. (2017). Educational status of parents as a predictor of social and emotional maturity of adolescents. *International Journal of Environment, Ecology, Family and Urban Studies*, 1, 53-64.
- Smitson, W. S. (1974). The meaning of emotional maturity. *MH*, 58(1), 9.
- Singh, Y., & Bhargava, M. (1990). Manual for emotional maturity scale. *Agra: National Psychological Corporation*.
- Subbarayan, K., & Visvanathan, G. (2011). A study on emotional maturity of college students. *Recent Research in Science and Technology*, 3(1).
- Singh, R., Pant, K., & Valentina, L. (2013). Gender on social and emotional maturity of senior school adolescents: A case study of Pantnagar. *Studies on Home and Community Science*, 7(1), 1-6.
- .Wani, M. A., & Masih, A. (2015). Emotional maturity across gender and level of Education. *The International Journal of Indian Psychology*, 2(2), 63-72.

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00256.8****DEVELOPMENT OF INTEGRATED GARDENING BASED
INVESTMENT****Dadaboev Tulqinjon Yusupjonovich***

*Associate Professor,
Namangan Engineering Construction Institute,
Namangan, Republic of UZBEKISTAN

ABSTRACT

The article deals with the introduction of modern innovative management strategies, the improvement of agricultural production, particularly in the production and processing of horticultural products, the supply of raw materials for the industry, their integration, and the impact of factors affecting the production process. In mountainous areas, at an altitude of 2500 to 2800 meters above sea level, the availability of favorable climatic conditions for habitats creates more convenience than horticulture. Although they are relatively less fertile, they have the potential to use land resources to build fertilizers, walnuts, cherry trees and almonds. Developing proposals and recommendations on the mechanisms of economic, financial support for the development of the horticulture sector and the development of integrated horticulture based on investments, in the development of new sales, storage, transportation systems, as a matter of fact. Writing this article analyzed the scientific works and educational literature of foreign scientists devoted to the formation and development of management in agriculture and archeology. The methodology of the study was used as theoretical and statistical analysis, observation, etc. At the same time, the type and varieties of fruit trees need not only take into account the natural and climatic conditions of the region, but also the characteristics of the soil and its chemical and mechanical properties. Growth in productivity is largely a major factor affecting crop rotation. This is a serious basis for increasing productivity, seeking opportunities for intensive development of the sector, and enhancing the effectiveness of inputs on the basis of integration of enterprises in the industry.

KEYWORDS: Agriculture, Agrarian Economics, Gardening, Integration, Investment, Recycling, Storage.

INTRODUCTION

Stabilization of the agrarian sector development in the country and development of the horticultural sector in providing the population of the country with quality food products play an important role. Presence of nutrients and, in most cases, irreplaceable natural chemical compounds (sucrose, glucose, fructose, organic acids, vitamins, microelements, etc.) necessary for human health and activity in the field of food products increase their importance as food.

The country has long been engaged in horticulture and it has been shown that the natural and climatic conditions in the region are one of the most important factors, especially for the development of horticulture - sufficient sunny days throughout the year, the adequacy of rainfall in the mountain and fishing areas. The rich experience that has accumulated over the years of the ground has expanded opportunities in this area.

Horticulture in the Republic is well developed in irrigated farming zones, but can also be engaged in grazing gardening (in the hilly areas at the altitude of 750-1600 meters above sea level). In mountainous areas, at an altitude of 2500 to 2800 meters above sea level, the availability of favorable climatic conditions for habitats creates more convenience than horticulture. Although they are relatively less fertile, they have the potential to use land resources to build fertilizers, walnuts, cherry trees and almonds.

Nevertheless, it should be noted that the implementation of sector-based reforms in the Republic of Uzbekistan has led to the development of horticulture and the availability of a number of tasks and issues that should be implemented in the sector, although scientific research and researches in the industry have led to the increase in product quality and quantity.

At the same time, most of the country's horticultural crops are being sold without falling into the market, while the major cities are selling apples, pears, fruits and grapes imported from outside the country. Despite the fact that the imported fruits of our country do not compete with the fruits of the taste and the level of their usefulness for the human body, it is distinguished by the appearance, the way of packaging, and the buyer's attractiveness. Therefore, it is necessary to develop recommendations on the development of mechanisms for increasing the competitiveness and competitiveness of the growing gardening products.

It should be noted that intensifying the specialization of farming in the field of gardening will allow for the wider use of natural and climatic conditions of the regions. Developing proposals and recommendations on the mechanisms of economic, financial support for the development of the horticulture sector and the development of integrated horticulture based on investments, in the development of new sales, storage, transportation systems, as a matter of fact.

It should be noted that intensifying the specialization of farming in the field of gardening will allow for the wider use of natural and climatic conditions of the regions. Developing proposals and recommendations on the mechanisms of economic, financial support for the development of the horticulture sector and the development of integrated horticulture based on investments, in the development of new sales, storage, transportation systems, as a matter of fact.

LITERATURE REVIEW

Nowadays, a wide range of issues are being studied in order to meet the global food needs for the population of the world, and to address the problem of famine.

In particular, I.G. Ushacheva, E.S. Ogloblina, I.S. Sandu, AI Trubilina (2006) examined the theoretical foundations of agricultural innovation, its organizational and economic nature, the necessary conditions for development and its impact on the efficient and sustainable development of industry in the case of developed countries [1].

E.M.Chemeris (2014) focused on agricultural development, mainly dependent on regional factors, such as availability of natural resources, some climate, socioeconomic, investment and innovative conditions [2].

A.D. Basiago (1999) has conducted studies to preserve the natural environment in the developing world and to preserve the positive balance of the environment for the development of the environment, including food safety and the worker's nutritional diversity [3].

Also, James McEldowney (2017), along with concerns about future climate change, also raises concerns about food security, including urban disproportionate populations, rural disparities and food security [4].

A.Abduganiyev, a local scientist, on the role and importance of agriculture and its role in the economy [5], A.Jurayev spoke about the economic reforms in agriculture in our country [6], the plan of agricultural development, dehqan and farming activities, R.Husanov, R.Hastmurodov [7], Q.Akhimov, N.Shushmatov. [8] S.Umarov, [9] S.Tuhtaeva, [10] B.Shakhriyrov, [11] G.Makhmudova [12] and others.

RESEARCH METHODOLOGY

In the context of the development of market relations, what happens to the final outcome of investment by the integrated horticultural farms through the production and sale of products is fully dependent on the extent to which microeconomic and macroeconomic organizational and economic mechanisms are set.

Writing this article analyzed the scientific works and educational literature of foreign scientists devoted to the formation and development of management in agriculture and archeology. The methodology of the study was used as theoretical and statistical analysis, observation, etc.

However, in the current stage of the agrarian reform, it is important to study theoretical and practical research of the problems of attraction and efficiency of investments into the economy of the Republic, but the lack of adequate study of the scientific problems in the context of the rapid development of the current economy, will be the basis for research.

In the context of the development of market relations, what happens to the final outcome of investment by the integrated horticultural farms through the production and sale of products is fully dependent on the extent to which microeconomic and macroeconomic organizational and economic mechanisms are set.

The conditions of the Republic are favorable for gardening, and the issue of regional specialization is very important, despite the presence of unlimited quantities of solar energy and heat. Because it is necessary to take into account the factors that make the difference. In particular, it is necessary to take into account that tolerance to soil fertility and moisture content or varied climatic characteristics, fruit trees are differently adapted to different regions.

Horticulture development involves the need to attract investment, to make effective use of them, to fully integrate investments into investment-oriented horticulture and to assess its current

condition, the volume of production, storage, deliveries, investment costs, and cost-effectiveness analysis .

Analysis and results

The development of the horticulture sector should be based on the effective use of agricultural production and regional features. It should be noted that along with the seasonal crop production, some types of horticultural crops should also be ripen from early spring to late autumn (eg, early spring, summer and autumn-winter varieties of berries), as well as very comfortable storage of walnuts (almonds, almonds). These features play an important role in organizing the products on the market and integrating specialized networks.

Today, in the Republic of Uzbekistan, instead of liquidated shirkats, private farms have emerged and operate. Most of these (100%) are farms producing horticultural, vegetable or grain crops. This testifies to the broad range of prospects for the sustainable development of the horticultural network. It can also be tracked through the indicators of the horticulture industry. In particular, the area of gardens has increased in the republic, though very slowly. This figure was 139.2 thousand hectares in 2000, reaching 287.1 thousand hectares in 2017, an increase of 153.5% compared to 2000 (Table 1).

TABLE 1 DYNAMICS OF CHANGES IN GARDENING INDICATORS IN THE REPUBLIC (THOUS. HA)

Indicators	2000	2005	2010	2015	2017	Change from 2017 to 2000, (-,+)
Area (thousand le)	139,2	208,2	235,3	270,3	287,1	147,9
Productivity (ts / ha)	56,8	62,3	72,7	101,6	107,2	50,4
Gross yield (thousand tons)	790,6	949,3	1710,3	2746,1	3076,3	2285,7

Source: author's work on the basis of the data from the State Statistics Committee of the Republic of Uzbekistan

According to the table, in 2000, 790.6 thousand tons of fruits were grown, and by 2017 it increased by 2,285.7 thousand tons to 2,076.3 thousand tons. One of the main reasons for this is the increase in the number of shirkats that specialize in horticulture and the strengthening of farming in the state. Growth in productivity is largely a major factor affecting crop rotation. This is a serious basis for increasing productivity, seeking opportunities for intensive development of the sector, and enhancing the effectiveness of inputs on the basis of integration of enterprises in the industry.

The low yields of gardens lead to the weakening of the financial condition of the horticultural farms, which have the potential to be of great benefit, with a decline in product quality, lower product cost and lower market prices. This, in turn, contributes to the deterioration of the material and technical base of the horticultural network.

Today, the horticulture sector is based on the principles of full free market principles, and industry development is not the methods that are based on inertia from the administrative system of management, but rather the network service systems, mineral fertilizers, fruit trees and various insecticides, horticulture equipments as well as a single-industry event in competitive environment for the production of various equipment and sales to farmers the lack of sufficient financial resources for businesses. As a result, the level of profitability of the network with new

techniques and technologies, improving the quality of its products, and, most importantly, the level of fruit production remains lower than expected.

The development of the gardening products storage system in the republic should be carried out in the following three areas:

- Establishment of private or cooperative forms by agricultural producers of gardening products;
- Organization of fruits and equity funds of agro-firms within agro-industrial firms of fruit and vegetable production;
- Agricultural products can be organized in the wholesale markets, on the basis of investments and markets of wholesale markets.

The main source of funding is the production and services sector, the government's targeted soft loans, bank funds, leasing companies and sponsoring companies, which are directly interested in the development of the product storage system.

During the storage of products, they should be sorted by one-sided sorting and dumping. At the same time:

- By qualitative and quantitative analysis, wholesale and retail buyers save time for their quality and volume;
- Fraudulent product quality deterioration, combined with the need to store products from the storehouse or at the same time, where the loading of their containers to the vehicles requires less costs;
- It is possible to increase the level of mechanization of loading, upgrading and discharging of large warehouses.

It is desirable to develop the following areas of expansion of the gardening products storage system in the long term:

- Building a large volume of fodder storage facilities with controlled airflow, artificial cooling, temperature and humidity;
- Establishment of warehouses for quality control of products using polyethylene masks in frozen food;
- It is necessary to use opportunities to build a small air storage system that allows for storage of temperature and moisture in the normal course of storage of small quantities and fast-breaking fruits.

CONCLUSION/RECOMMENDATIONS

For the sustainable development of gardening it is expedient to solve the following organizational and economic problems in the field:

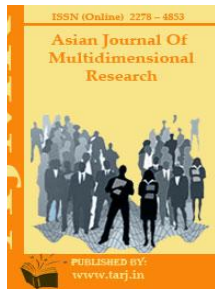
- Increasing the varieties of fruit trees that are resistant to unfavorable natural conditions and which are resistant to diseases and pests; and meeting the market demand, taking into account the level of compliance with the condition of the territories;
- Implementation of incentives for investment in material and technical equipping of the water supply system in the gardening (involving government targeted and concessional loans, various grants, private sector funds and other financial sources);

- Improvement of the system of mineral fertilizers, taking into account scientifically-based agrotechnical rules in the field, taking into account soil composition, types and varieties of fruit trees;
- Optimization of the composition of fruit trees taking into account regional markets and exports;
- To solve the problem of providing the network with horticultural equipments, repair and repair of existing equipment;
- Improvement of irrigation techniques and technologies in the conditions of water shortage (establishment of wide use of micro and drip irrigation methods);
- restoration of existing old gardens, replacement of low-yielding gardens with fruit-bearing fruit trees, using new technologies in creating new gardens;
- Improvement of the professional skills of managers of farms established in the field of gardening, assisting in the implementation of new agro-technical measures for the care of gardens, and improving the economic foundations for the provision of gardening with qualified specialists.

Improving the composition of fruiting gardens should be carried out taking into account the characteristics of the region. At the same time, the type and varieties of fruit trees need not only take into account the natural and climatic conditions of the region, but also the characteristics of the soil and its chemical and mechanical properties.

REFERENCES

1. Ushacheva I.G., Ogloblina E.S., Sandu I.S., Trubilina A.I. (2006) Innovative activity in the agro-industrial complex of Russia. Collective monograph. - M.: "Economics and Informatics", - 374 p.
2. Chemeris E.M. (2014) Competitiveness of agriculture (managerial aspect): Monograph. Bishkek: KRSU, 184 p.
3. Basiago A.D. (1999) Economic, social, and environmental sustainability in development theory and urban planning practice. Kluwer Academic Publishers, Boston. Manufactured in the Netherlands. The Environmentalist 19, 145-161 pp.
4. James McEldowney (2017) Urban agriculture in Europe. Members' Research Service Directorate-General for Parliamentary Research Services, European Parliament. ISBN 978-92-846-2506-2. doi:10.2861/413185
5. Abduganiev A. Agricultural economics. -T.: Literature Fund. 2007. - 340 b.
6. Juraev A.M., Husanov R. Kh. Agrarnaya reforma: theory, practice, problems -T.: Uzbekistan, 2002. - 766 p.
7. Husanov R.X., Dustmurodov R. Experience of Andijan in the development of agriculture // T.: New generation generation. 2008. - 49 p.
8. Choriev Q.A., Hushmatov N.S. Planned dehqan and farm activities. - T.: East, 2002. - 132 p.
9. Umarov S.R. Attracting investment in agriculture and their efficient use: i.f.n. science narrow ol.uchun diss Autoreference: BMA-T., 2008. -22 b.
10. Tuxtaeva S. Efficiency of investment attraction in the conditions of deepening of economic reforms in agriculture. i.f.n. scientific narrow Become diss Autoreference. - T., 2005.-18 b.
11. Shakhriyarov B.T. The main directions of increase of investment activity in agriculture. i.f.n. scientific narrow Become diss Autoreference. - T., 2006.-16 b.
12. Maxmudova GN Directions for increasing the efficiency of investment in the agrarian sector. i.f.n. scientific narrow Become diss Autoreference. - T., 2010.-24 b

Published by: *TRANS* Asian Research Journals**AJMR:**

**Asian Journal of
Multidimensional
Research**

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00244.1****A STUDY ON PERCEIVED STRESS AMONG SPOUSE OF ALCOHOLICS****Sujan H.L.*; L.Ponnuchamy**; A.U. Shreedevi*****

*Project Coordinator,
Department of Epidemiology,
National Institute of Mental Health and Neuro Sciences,
(Institute of National Importance),
Hosur Road, Bengaluru, Karnataka State, INDIA

**Assistant Professor, (Corresponding Author)
Department of Psychiatric Social Work,
National Institute of Mental Health and Neuro Sciences,
(Institute of National Importance),
Hosur Road, Bengaluru, Karnataka State, INDIA
Email id: ponnupsw@gmail.com

***Assistant Professor,
Department of Psychiatric Social Work,
Dr. M.V.Govindaswamy Centre,
National Institute of Mental Health and Neuro Sciences
(Institute of National Importance),
Hosur Road, Bengaluru, Karnataka State, INDIA
Email id: shreedeviau@gmail.com

ABSTRACT

Alcoholism is one of the major health and social problems all over the world. Often the family members of alcoholics suffer intense psychological, physical and social trauma due to the core drinking problem of the family member. The aim of the study was to assess the perceived stress among spouse of alcoholics. This study design was a cross sectional survey. The sample size was 100 persons with alcohol problems. The present study adopted purposive sampling technique and appropriate tools were used to collect the data. The result showed that majority 29 (29.0%) of the respondents are between the age of 36 - 40 year, 39 (39.0%) of the respondents are belong 6 -10th level of education, 39 (39.0%) of the respondents were home maker is their occupational status, 53 (53.0%) of the respondents were in rural domicile background, 87 (87.0%) of the respondent were belong to family type of nuclear family, 28 (28.0%) of the

respondent were report that 11 to 15 years duration of patient consume alcohol, 22 (22.0%) of the respondent were in 21 to 25 year of living with spouses, 55(55.0%) respondents were belong very often difficulties piling up so high that could not overcome of spouse of alcoholics, 86(86.0%) respondents were belong overall moderate stress of spouse of alcoholics. The details of the results would be presented in the conference.

KEYWORDS: *Alcoholism, Spouse of Alcoholics, Problems of Spouse of Alcoholics, Stress among Spouse of Alcoholics.*

INTRODUCTION:

Alcoholism is a major public health problem around the world. An alcoholic is a person while alcoholism is the illness. An alcoholic suffers from alcoholism. Alcoholism is a long-term chronic disease. It should also be acknowledged that there is a growing trend away from using the term "alcoholic" as it is perceived to be a negative label. Instead, you may hear the person referred to as a person who suffers from alcohol use disorder. The families of alcoholics suffer mainly in psychological, physical and social trauma because of the main drinking problem of the family member, it deeply affected are the wives of alcoholics. The problems faced by spouses of alcoholics are physical, psychological and social. Even though maximum are highly reported the emotional problems and least problem is reported of the physical violence (Nagesh, 2015).

Worldwide there are 3.3 million deaths occurred in every year and 5.9% people are lose their life. The addiction of alcohol is a causal issue in more than 200 diseases and it damages the health conditions. The global burden measures that entire 5.1% disease and injury is attributable to alcohol and it as determinate in disability adjustment life years. Alcohol intakes lead to effect on death and disability relatively early in life. The total deaths are alcoholic provenance around 25% in the age group 20-39 years. It is a drug as it is able to produce profound physical and psychological changes in the body. It has been widely used in many cultures for periods. The risky use of alcohol effects on huge disease and also on social and economic burden in societies. The dangerous use of alcohol can also result in detriment to other people, such as family members, friends, colleagues, stranger and also significant health, social and economic burden on society at large (WHO, 2015). India has second largest population in the world with 30% of its population taking alcohol regularly; this is considerable degree of the problem in India (WHO, 2014).

Alcohol addiction has been one of the major portions to family problem. It emphasize that facts of the excessive consumption affects not just the drinker but others in the family and it is problem of the family functioning and relationship between family members (Hurcom et al, 2000). According to World Health Organization (2010) global plan has specified that special consideration to be given to additional concern as drinkers such as husband or spouse, child, relatives, friend, neighbor, co-worker, person living in the same household as they may possibly be use of the dangerous drinking it can be effected. There are growing body of literature that there are detrimental effects of alcohol misuse not only for the drinkers themselves, but also for the families (Rotunda and Doman, 2001).

Many women worry about their partner's or husband's drinking. The negative effects of alcohol are harmful to themselves as well as to other family members. Person with alcoholic spends a

huge amount of earnings on consumption of alcohol. And also they put their jobs at unsafely by the use of alcohol. A person alive with an alcohol user is an emotional rollercoaster. It puts excessive stress on the partner or wife of an alcohol dependent person. Alcoholic may experience massive temperament; mood fluctuates, commonly dependent on the alcohol level in his blood stream. Here the partner and family tolerate the burden. Psychological stress is one of the utmost effects of alcoholism on family. It is more common among family members particularly among spouse of drinkers. Self-blame, irritability, anger outburst, stress, shamefulness, hopelessness and helplessness are all comprehensible emotional replies manipulated by somebody involved with a drinker. This type of emotional stress can lead to medical depression. Partner or spouse of a drinker come to be a kind of smaller help for the alcohol follower and they ignoring the whole thing when he is in drinking for that their own emotional and physical needs. It may lead to further abuses which include vocal, emotional, economic abuses encountered by spouse of drinkers in day to day life (Divyabala, 2015).

MATERIALS AND METHODS:

Spouses of alcohol dependent patients have high levels of perceived stress. The divorce rates are high among wives of alcoholics and the most frequently identified cause is domestic strife in the form of harassment, torture and beating from the husband or in-laws. Avoidance, discord, fearfulness, and sexual withdrawal were the most common coping components used by wives of persons with alcohol dependence (Nanjundaswamy et al 2016). The spouses of alcohol dependent are not affected to the same degree. Practitioners involved in addiction treatment treat these spouses of varied disposition. While some seemingly to cope and survive the husband's alcoholism, other fall apart. To identify where in lies the difference, what help the wife cope with the partner's alcoholism and her distress would be essential to develop specific treatment interventions for spouse of alcohol dependences. Study suggests that adaptive copings such as positive reappraisal, seeking social support and problem solving were used in comparison to escape avoidance (Indrajeetbanerjee et al, 2017).

The aim of the study was to assess the perceived stress among spouse of alcoholics. The objectives were to find out the socio-demographic details of the spouse of alcoholics and to assess the perceived stress among spouse of alcoholics. This study design was cross sectional survey. Cross sectional study is the investigation involving a sample of elements selected from the population of interest that are measured at single point time. The study population was the spouse of patients who gave informed consent from the in-patient and out-patient departments, new and review cases from the de-addiction clinic, department of psychiatry in srm medical college hospital and research centre, potheri, kantankulathur, kanchipuram district, tamil nadu. From the spouse of patients with alcohol use disorders attending general hospital psychiatric unit at srm hospital, sample was drawn by the researcher between November 2017 and January 2018. The sample size was 100. All patients who gave informed consent were taken up for the study from new and review patients and from out-patient and in-patient population. The present study was adopted purposive sampling technique for collecting data of the respondents. The inclusion criteria were spouse of alcohol dependent patients; person consumes alcohol more than 2 years, spouse age range of 20 – 45 years and person diagnosed as alcohol dependent syndrome by the treating psychiatrist according to ICD – 10. The exclusion criterias were alcoholics associated with psychiatric illness and mental retardation.

The tools used in this study were socio demographic data sheet and perceived stress scale. The socio demographic sheet consists of information related to age, educational status, occupation, religion, marital status, family type, domicile, economic background, diagnosis, duration and severity of drinking alcohol. The Perceived Stress Scale (Sheldon Cohen, 1983) is the most widely used psychological instrument for measuring the perception of stress. It was developed by Sheldon Cohen in 1983. It is a measure of the degree to which situations in one's life are appraised as stressful. This scale has 10 items and it is a 5 point scale, it is scored from 0 to 4 point. Scores are obtained by reversing responses to the four positively started items (4,5,7,& 8). Score ranging from 0-13 would be considered as low perceived stress, 14-26 moderate perceived stress, 27-40 high perceived stress.

After getting approval from the institutional ethical committee of srm institute of science and technology, patients with alcohol use disorders who fulfilled the inclusion criteria were taken up for the study. They were recruited from the inpatient and out-patient departments, department of psychiatry, srm medical college hospital and research centre. A brief introduction and verbal explanation about the purpose and objectives of the research study was given to the respondents individually along with written information, and then written consent was taken from the respondents. The statistical package for social science (SPSS) 23 versions was used for statistical analysis. Descriptive statistics calculated for continuous variable and non-parametric was used for categorical variables. Item analysis was done for the collected data and frequency distribution used for socio-demographic sheet and perceived stress scale.

RESULTS AND FINDINGS:

TABLE – 1 SOCIO-DEMOGRAPHIC CHARACTERISTICS OF SPOUSE OF ALCOHOLICS:

Sl. No	Socio-demographic characters	Frequency (N)	Percentage (%)	
1	Age	20 – 25	11	1.0
		26 – 30	20	20.0
		31 – 35	22	22.0
		36 – 40	29	29.0
		41 – 45	28	28.0
		Total	100	100.0
2	Education	Illiterate	11	11.0
		1 – 5	12	12.0
		6 – 10	39	39.0
		11 -12	18	18.0
		Diploma	7	7.0
		UG and PG	13	13.0
		Total	100	100.0

3	Occupation status		
	House wife	39	39.0
	Daily wages	20	20.0
	Self-employ	7	7.0
	Private employ	27	27.0
	Government employ	6	6.0
	Other	1	1.0
	Total	100	100.0

Table -1 reveals that majority (29.0%) of the respondents were age group was 36 to 40 years, majority (39.0%) of the respondents were studied 6th standard to 10th standard of education level, and occupation status shows that majority (39.0%) of the responds were housewives.

TABLE – 2 SOCIO-DEMOGRAPHIC CHARACTERISTICS OF SPOUSE OF ALCOHOLICS:

Sl. No	Social-demographic characters	Frequency (N)	Percentage (%)
4	Income		
	5000 – 10000	14	14.0
	11000 – 15000	35	35.0
	16000 – 20000	24	24.0
	21000 – 25000	11	11.0
	26000 – 30000	6	6.0
	31000 – 35000	4	4.0
	36000 & above	6	6.0
	Total	100	100.0
5	Religion		
	Hindu	80	80.0
	Muslim		
	Christian	4	4.0
	Total	100	100.0
6	Domicile background		
	Rural	53	53.0
	Urban	47	47.0
	Total	100	100.0

Table - 2 shows that majority (35%) of the respondents were belonging to family income between 11000 and 15000, then majority (80.0%) of the respondents were belong to hindu religions, and 53.0% of respondents were in rural domicile background.

TABLE – 3 SOCIO-DEMOGRAPHIC CHARACTERISTICS OF SPOUSE OF ALCOHOLICS:

S. No	Social-demographic characters	Frequency (No)	Percentage (%)
7	Family types		
	Nuclear Family	87	87.0
	Joint family	7	7.0
	Extended family	6	6.0
	Total	100	100.0
8	Duration of consuming alcohol of patients		
	0 – 5	5	5.0
	6 – 10	22	22.0
	11 – 15	28	28.0
	16 – 20	24	24.0
	21 – 25	15	15.0
	26 – 30	2	2.0
	31 & above	4	4.0
	Total	100	100.0
9	Year of living with husband		
	0 -5	7	7.0
	6 - 10	22	22.0
	11 – 15	21	21.0
	16 – 20	17	17.0
	21 – 25	24	24.0
	26 – 30	9	9.0
	Total	100	100.0

Table - 3 reveals that majority (87.0%) of the respondents were belonging to nuclear type of family, then majority (28.0%) of the patients consumed alcohol between 11 and 15 years of duration, and majority (24.0%) of the respondents were in 21 years to 25 years of living experience with husband.

Figure – 1: Perceived Stress Scale – Item 1 (Upset something happened unexpectedly of spouse of alcoholics):

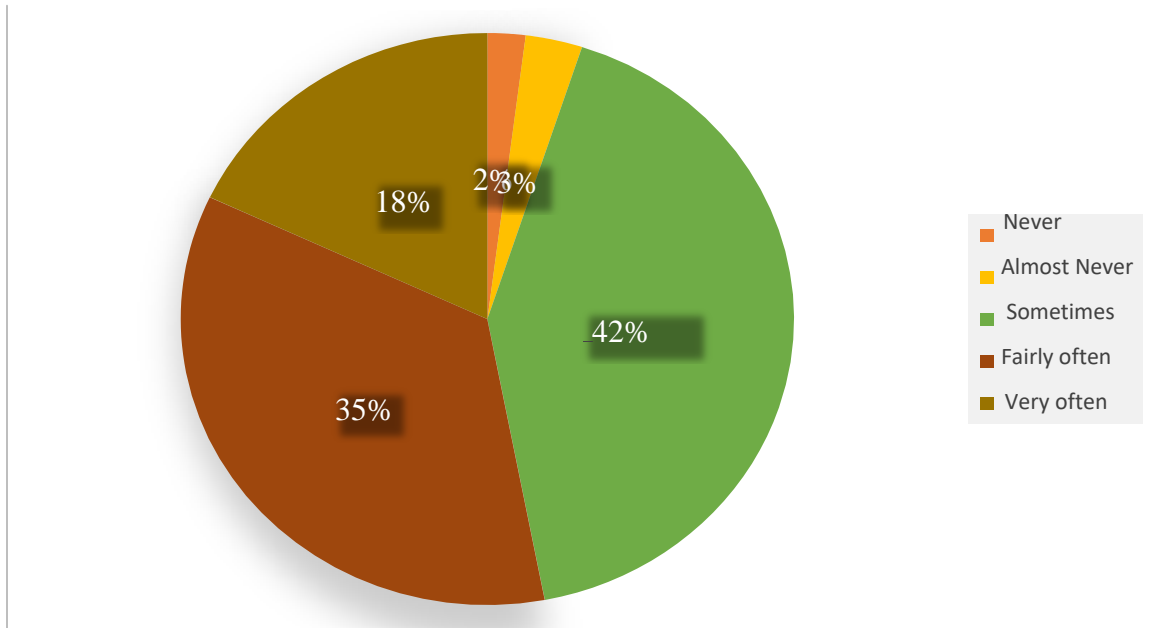


Figure - 1 shows that majority (42.0%) of the respondents were reported about upset was sometimes, followed by fairly often (35%) and very often (18%).

Figure – 2: Perceived Stress Scale – Item 2 (Unable to control the important things of spouse of alcoholics):

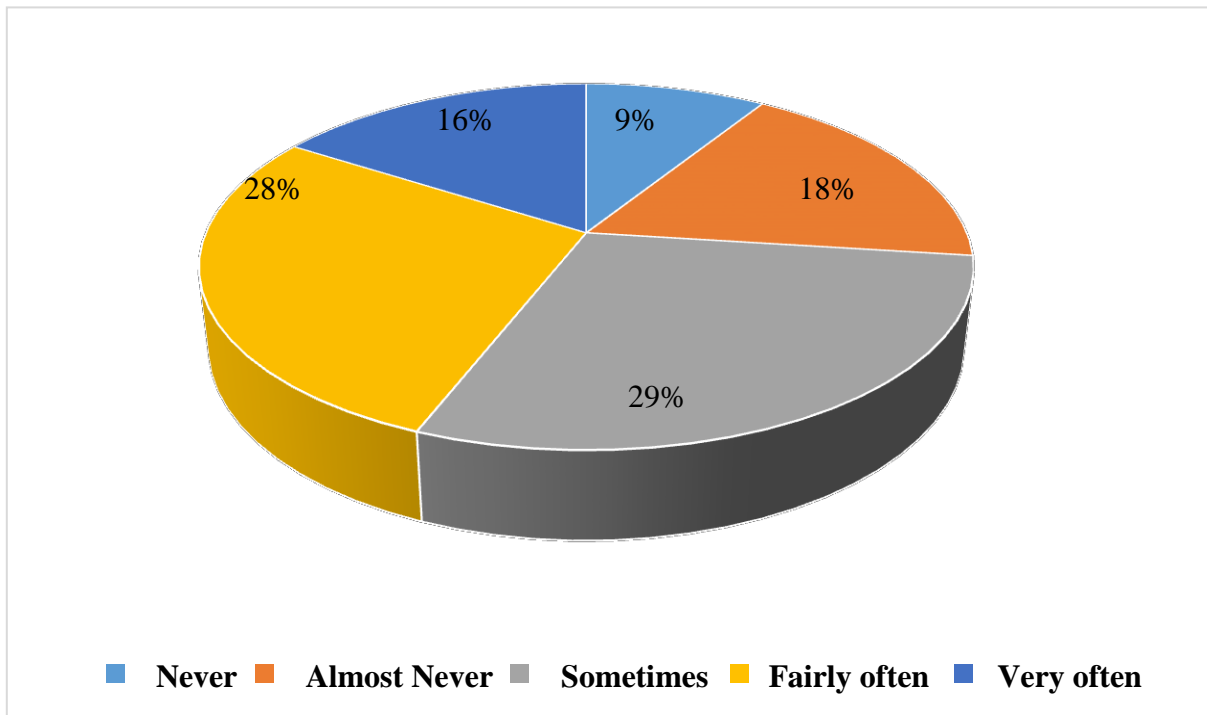


Figure - 2 shows that majority (29.0%) of the respondents were reported that sometimes, followed by fairly often (28%) and almost never (18%).

Figure – 3: Perceived Stress Scale – Item 3 (Felt nervous and stressed of spouse of alcoholics):

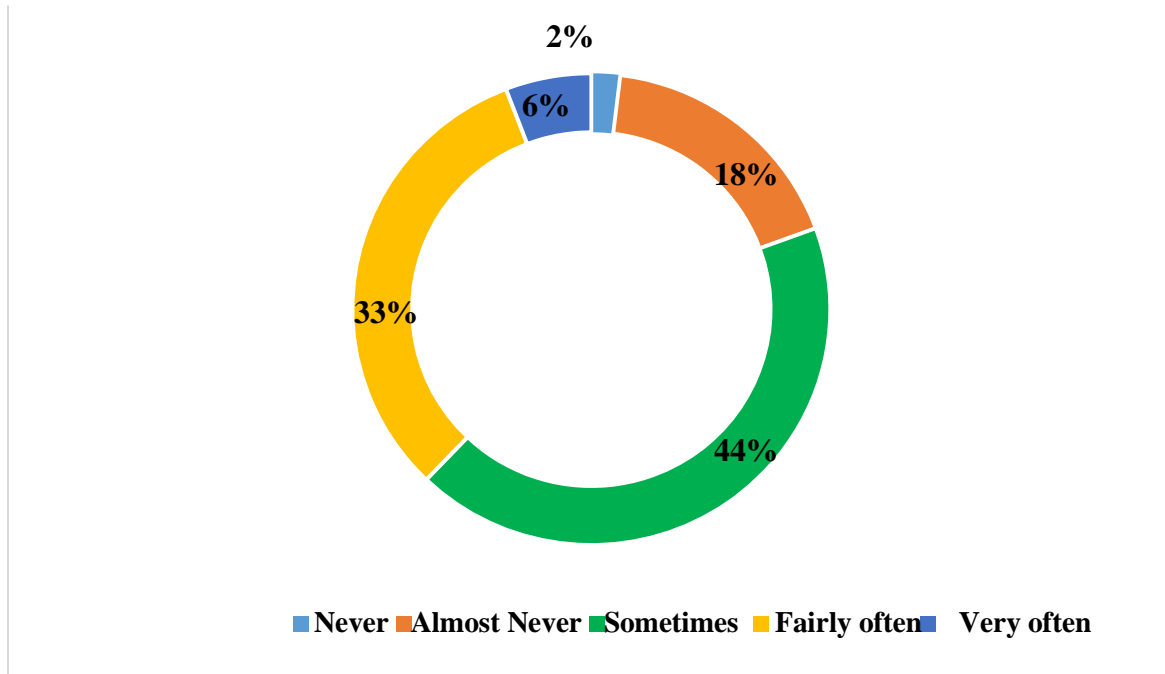


Figure - 3 shows that majority of the respondents were reported that sometimes, followed by fairly often (33%) and almost never (18%).

Figure – 4: Perceived Stress Scale – Item 4 (Confident about handle personal problem of spouse of alcoholics):

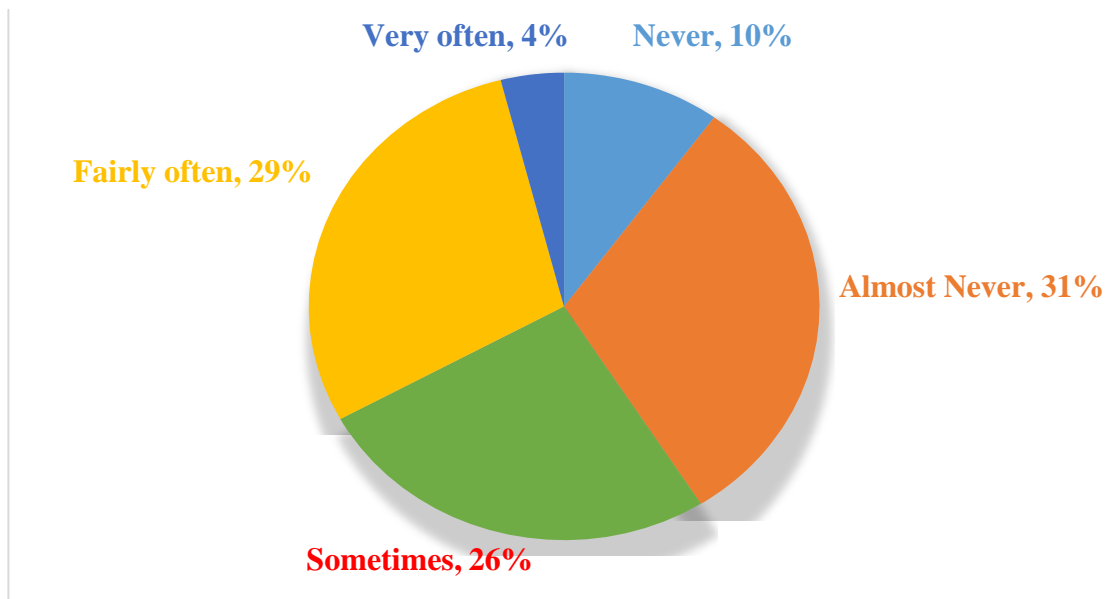


Figure - 4 shows that majority (31.0%) of the respondents were reported that almost never, followed by fairly often (29%) and sometimes (26%).

Figure – 5: Perceived Stress Scale – Item 5 (Things were going your way of spouse of alcoholics):

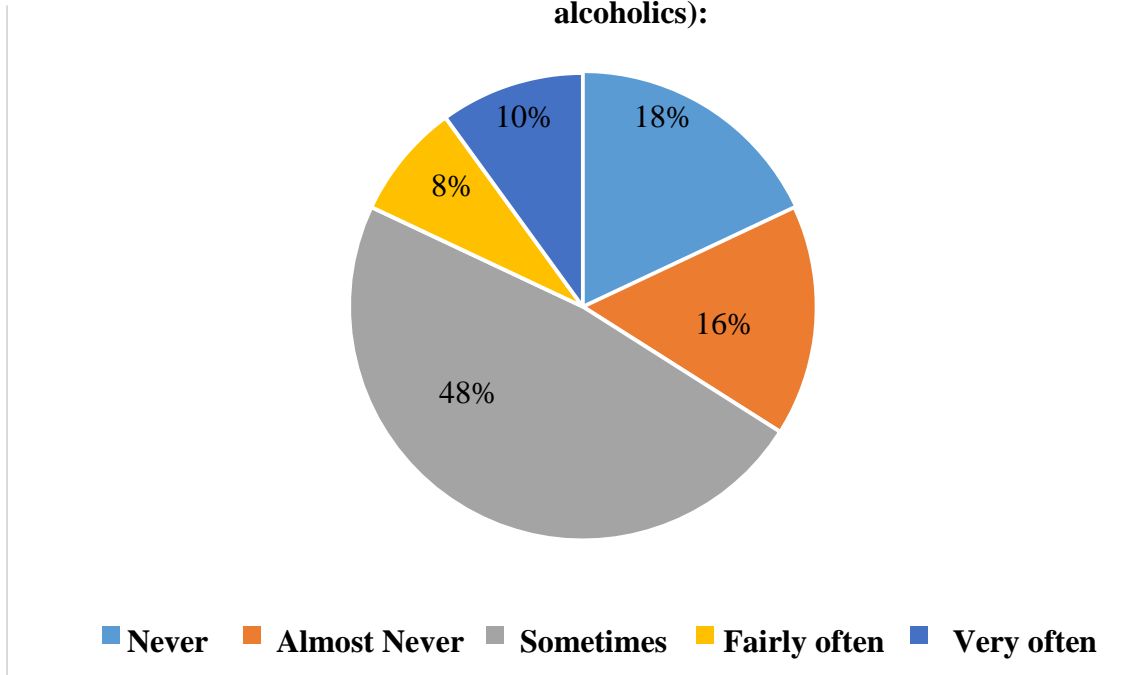


Figure – 5 reveals that majority (48%) of the respondents were belonging to sometimes, followed by very often (18%) and almost never (16%).

Figure – 6: Perceived Stress Scale – Item 6 (Could not cope with all the things of spouse of alcoholics):

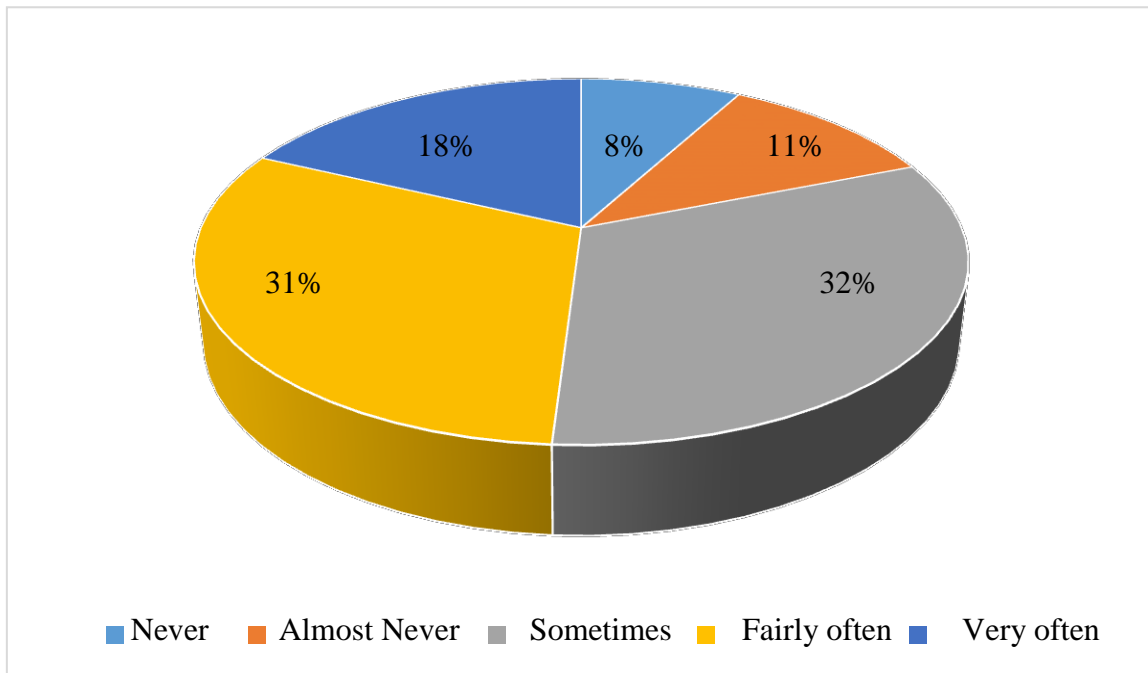


Figure – 6 shows that majority (32%) of the respondents reported about sometime, followed by almost never (31%) and very often (18%).

Figure – 7: Perceived Stress Scale – Item 7 (Able to control irritations in life of spouse of alcoholics):

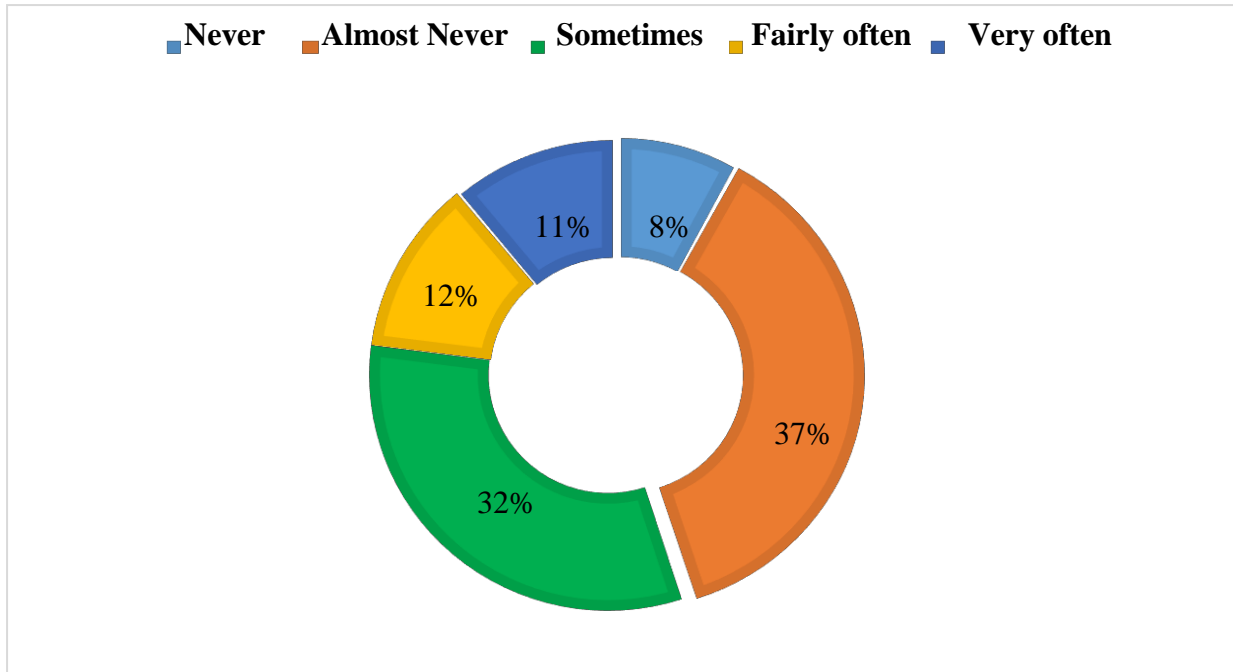


Figure – 7 depicts that majority of the (37%) respondents were belong almost never, followed by sometimes (32%) and fairly often (12%).

Figure – 8: Perceived Stress Scale – Item 8 (You were on top of things of spouse of alcoholics):

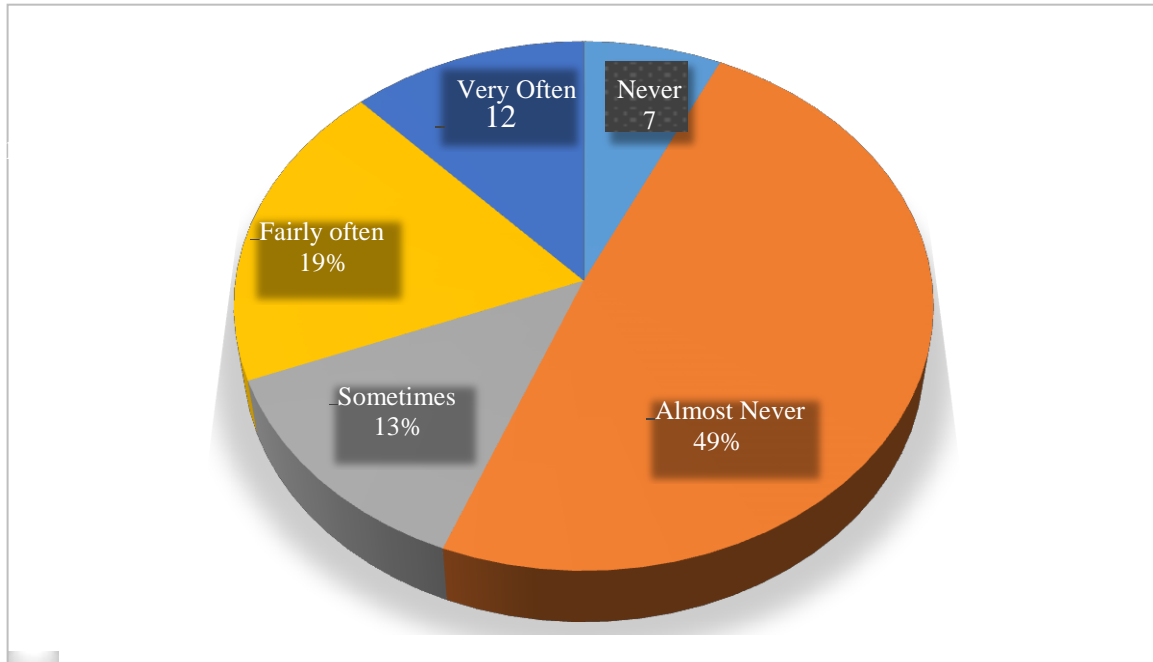


Figure – 8 shows that majority (49%) of the respondents were reported that almost never, followed by fairly often (19%) and sometimes (13%).

Figure – 9: Perceived Stress Scale – Item 9 (Angered because of outside of your control of spouse of alcoholics):

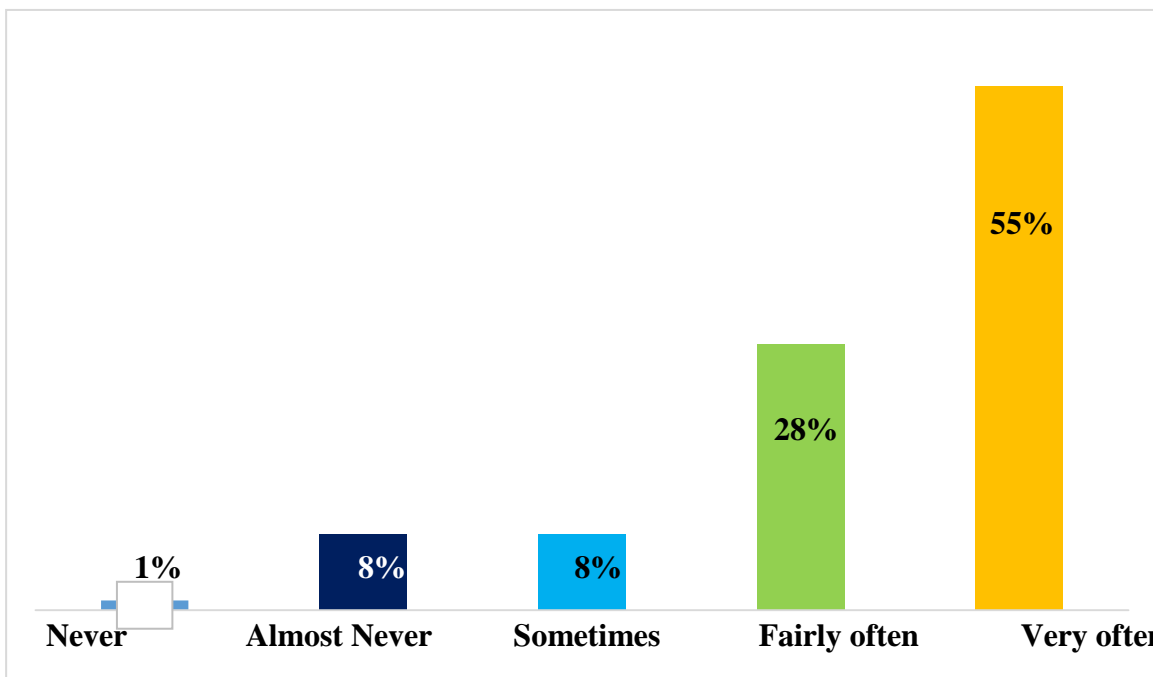


Figure – 9 reveals that majority (55%) of the respondents were reported on very often, followed

by fairly often and sometimes (8%).

Figure – 10: Perceived Stress Scale – Item 10 (Difficulties piling up so high that could not overcome of spouse of alcoholics):

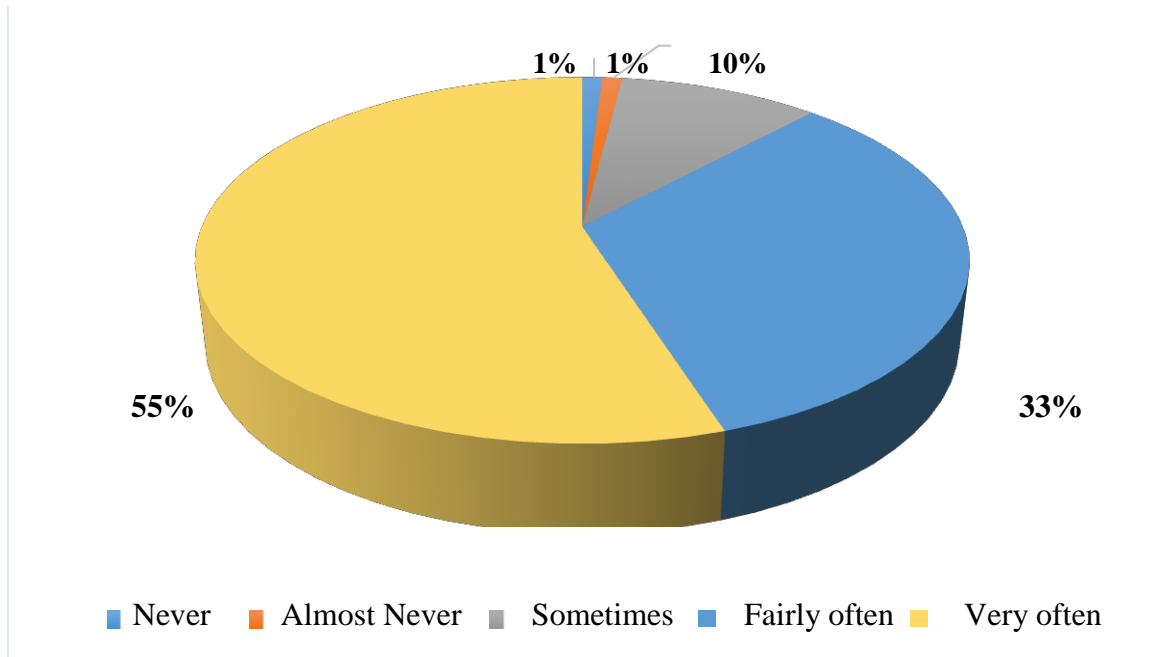


Figure – 10 shows that majority (55%) of the respondents were reported on very often, followed by fairly often 33% and sometimes (10%).

Figure – 11: Overall Perceived Stress of spouse of alcoholic of spouse of alcoholics:

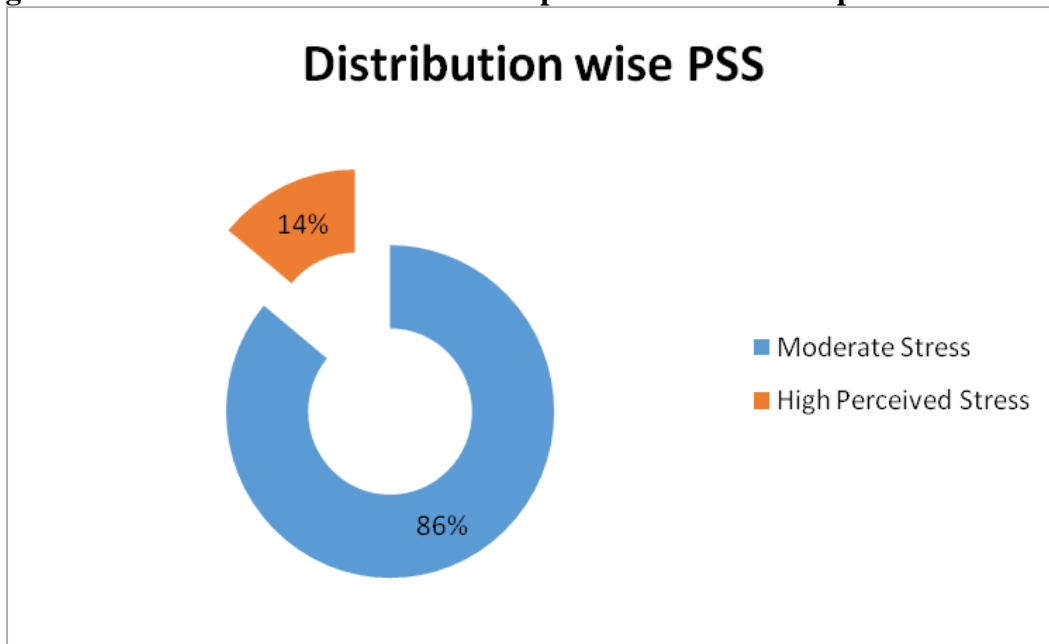


Figure – 11 reveals that majority (86%) of the respondents were reported that they had moderate stress over all.

DISCUSSION:

The aim of the study was to assess the perceived stress among spouse of alcoholics. The findings and results of the present study were discussed with previous studies. The results of the present study revealed that the majority of the respondent's age ranges from 36 to 40 years, 39% of the respondents studied between 6th and 10th standard, and regarding occupation status of the respondents 39% of spouses of alcoholics were homemaker and unemployed. Family income of spouse of alcoholics were Rs.11,000/- to Rs.15,000/- per month, 80% of the respondents were hindus in origin, most of the respondents (53%) were living in rural area and 87% respondents had nuclear family of family types. The duration of patient's dinking was from 11 to 15 years and living with spouses from 21 years to 25 years.

The results of the present study revealed that perceived stress was found to be moderately higher (86%) among the spouse of alcoholics. The finding is similar to the findings of the research studies conducted in Indian settings; Usharani (2016) had reported that 36.6% of the spouses of alcoholics had severe perceived stress. And also Najundaswamy et al (2016) found that 90% of the spouses of alcoholics experienced moderate level perceived stress. Perceived stress among spouse of alcoholics were analyzed based on demographic distribution, as per the findings spouses of alcoholics who were age group between 36 years and 40 years perceived moderate level of stress and spouses of alcoholics who were age group between 41 years and 45 years perceived high level of stress.

LIMITATION OF THE STUDY:

- ✓ Sample size of the present study was small for the descriptive research and results of the findings may not be generalized.
- ✓ Present study focused on spouses only.
- ✓ The present study was a cross sectional survey study and hence the extraneous variable couldn't be controlled.

CONCLUSION:

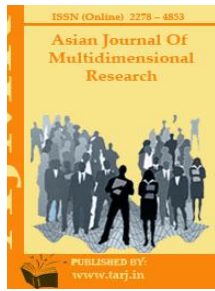
The present study was designed to assess the perceived stress among spouse of alcoholics. The impact of persons with alcohol dependence syndrome is not only on patient, but it also is on the family and society at large. The impact especially on spouses is immense. Few studies only focused on perceived stress among spouse of alcoholics. The result of the present study shows that majority of spouses have moderate level of stress. Most of them have interpersonal relationship issues and financial burdens, physical and psychological issues due to husband's alcohol drinking behaviors. The findings of the present study will be useful in planning awareness programme and will be helpful to develop preventive measures for persons with alcohol dependence syndrome in the community. This study finding also is helpful to plan effective social work intervention strategies for alcohol patients.

REFERENCES:

1. Divyabala,S & Srinivasan,P. (2015). Effectiveness of guided imagery on Stress among Spouse of Alcoholics. *International Journal of Applied Research*, 12(8),565-567.
2. Hurcom,C., Copello,A., and Orford,J. (2000). The family and alcohol: Effects of excessive drinking and conceptualizations of spouses over recent decades. *Substance Use and Misuse Journal*, 35, 473- 502.
3. Indrajeetbanerjee, Debasree Bora, Sonia P. Deuri, (2017). Coping strategies and perceived social support in wives of persons with alcohol dependent syndrome. *Indian journal of psychiatric social work*, 8(1): page 28- 32.
4. Nagesh,V.A. (2015). Stress and Coping among the Wives of Alcoholics admitted in Selected De-Addiction Centers. *Asian Journal of Nursing Education and Research*, 5(3), 373-380.
5. Nanjundaswamy,M,P.A., Sreedevi,H.M., Gangadharaiyah,B., Viswanath,V., Benegal. (2016). A study to assess the stress, coping strategies and domestic violence in wives of alcohol dependent individuals, NIMHANS, Bangalore, India. [https://doi.org/10.1016/S0924-9338\(13\)77350-4](https://doi.org/10.1016/S0924-9338(13)77350-4).
6. Rotunda,R., & Doman,K. (2001). Partner enabling of alcoholic: Critical review and future directions. *American Journal of Family Therapy*, 29(4), 257 -270.
7. Sheldon Cohen, Kamarck,T,, Mermelstein,R. (1983). A Global Measure of Perceived Stress. *Journal of Health and Social Behavior*, 24(4), 385- 396.
8. Usha Rani,M., & Selvadeepa. (2016). Level of Stress and Coping among Spouse of Alcoholics. *Narayana Nursing Journal*, 5(3).
9. World Health Organization. (2010). Global strategy to reduce the harmful use of alcohol. Avenue Appia 20, 1211, WHO, Geneva.
10. World Health Organization. (2014). Global status report on alcohol and health. Avenue Appia 20, 1211, WHO, Geneva.
11. World Health Organization. (2015). Media center, <http://www.who.int/mediacenter/fatsheet/fs349/en>. WHO, Geneva.

Conflict of Interest – Nil

Financial Assistants – Nil

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00257.X****USING INNOVATIVE MARKETING STRATEGIES IN RETAILERS****Safarov Bahtiyer Djurakulovich***

* Head of Marketing Department, Docenttashkent,
Tashkent State University of Economics
UZBEKISTAN

ABSTRACT

The article explores the theoretical aspects of using innovative marketing and its strategies, and the use of innovative marketing strategies for retailers that are crucial for their product and position in world markets today. The development of innovative marketing strategies in the Republic of Uzbekistan has been analyzed and the main problems have been identified. In the Republic of Uzbekistan there are plans for retail marketing to use innovative marketing strategies and proposals and recommendations on increasing the competitiveness of commercial enterprises and their effective management. If the goods have not been sold and the buyer has chosen another product and rejects this product, then the company's low cost and high productivity can not be kept in the competitive market. A number of productive work has been done to develop the trade, to further improve trade mechanisms, to develop a healthy competitive environment in the commodity market, as well as to create the conditions for increasing the efficiency of business entities' activity and reducing costs, ensuring the competitiveness of their products. From international experiences, knowing that commercial enterprises are becoming more and more popular, they can lead to the growth of trade culture, the formation of a competitive environment, and the improvement of trade services. In conclusion, it is crucial to set up management based on contemporary management and marketing principles that provide the population of the country with essential consumer goods and expand the scale of research on scientific-theoretical, methodological and practical issues of increasing the competitiveness of businesses.

KEYWORDS: *Innovative Marketing, Sales, Retail, Wholesale Trade, Competitiveness, Geographical And Geographical Distribution Models, Trade Law, Retail Trade Turnover, Trading Enterprises*

INTRODUCTION

Coming to the external market is always a challenge to the competitive struggle and to have a brand, position, and place. The current markets are extremely saturated with the product, and in the conditions beyond the supply requirement, every product and the manufacturer behind it have to fight for their own consumer. Various products are offered at the same time as the customer needs some or all of the same or different methods to meet certain needs in the same or in part. Under such circumstances, the Consumer is choosing a commodity that is more and more satisfying than the competitiveness of its product. If the goods have not been sold and the buyer has chosen another product and rejects this product, then the company's low cost and high productivity can not be kept in the competitive market.

Therefore, any enterprise should strive to keep the country from losing its role in the competitive struggle and to focus on and develop innovative activities to build the future. In this regard, in the Strategy for Action on the Development of the Republic of Uzbekistan in 2017-2021, in the medium-term perspective, the most important program document that outlines the priorities of the state policy:

- All-round support and promotion of innovative ideas and technologies, active entrepreneurship aimed at introducing modern production;
- create necessary conditions for the accelerated development of science and innovation activities, promoting the sustainable growth of socio-economic potential of the regions and improving the living standards and welfare of the population;
- Particular attention is paid to the comprehensive support of inclusive, initiative and responsible staff and full-fledged citizens [1].

This priority task is to increase the production capacity of industrial enterprises, to improve the quality of products, to meet market competitiveness, to increase the number of clients, to further increase the profitability, and to improve innovative management practices in enterprises. Therefore, the effectiveness of innovation in today's market economy should be further enhanced. Trends in innovation development of the national and world economy, the impact of globalization and integration processes, aggravation of competition between business entities, and the need for efficient management of retail trade competitiveness.

During the years of independence the country has been implementing wide-scale reforms in the development of trade. Adoption of the Decree of the President of the Republic of Uzbekistan "On measures for further liberalization of trade in the commodity markets and the development of competition" became important in the further development of this sphere. A number of productive work has been done to develop the trade, to further improve trade mechanisms, to develop a healthy competitive environment in the commodity market, as well as to create the conditions for increasing the efficiency of business entities' activity and reducing costs, ensuring the competitiveness of their products.

Analysis and results

It is well-known that retail trade is not only a demand for consumer goods in the country, but also one of the most socially important areas, such as macroeconomic development, the shaping of well-being of the population, and increasing the spiritual level of the population.

However, the high level of state-owned share in the authorized capital stock of the Republic over the years, and the obsolete restrictions in the areas of retail trade and service hinder the progressive development of competitive environment in these sectors. From this point of view, it is required to further improve the legal framework necessary for the activity of retailers in the Republic, to apply advanced management methods in the development of retail trade networks with the introduction of modern information technologies and, in general, to manage their competitiveness.

These tasks include the review of the methodological bases of retail trade enterprises' competitiveness management, ensuring their effective functioning, and targeted efforts to address the challenges of forming and maintaining competitive advantages with a long-term sustainable competitive advantage.

In the Republic of Uzbekistan, the total volume of retail trade turnover in 2018 amounted to 13,1768.2 billion soums, an increase of 105.5 percent compared to 2017. According to statistical data, annual growth of retail trade turnover for 2014-2018 on average made up 112.3%. In 2014, the total number of retail outlets was 55,100, and their number reached 116,600 in 2018 (Table 1).

TABLE 1 DEVELOPMENT OF RETAIL TRADE IN THE REPUBLIC OF UZBEKISTAN¹

years	Retail trade turnover, UZS bn	Growth of retail trade turnover in previous years,%	Number of enterprises, thousand units
2004.	4 787,5	102,4	55,1
2005	5 577,4	105,1	57,6
2006	7 453,8	114,7	59,0
2007	9 574,6	115,5	62,2
2008	12 682,3	118,4	66,9
2009	16 874,6	119,3	75,8
2010	21 872,8	113,6	84,5
2011	28 539,0	117,1	94,8
2012	36 946,4	113,9	98,6
2013	47 010,8	113,3	94,3
2014	58 136,6	113,3	97,7
2015	71 184,1	115,3	107,2
2016	88 071,6	114,4	114,2
2017	105 767,8	102,4	115,8
2018*	131 768,2	105,5	116,6

*Preliminary data

Table 1 shows that today, as a result of the steady increase in incomes and living standards of the population of the republic, measures on social protection of citizens, the population's income, wages and pensions and population growth, food and non-food the demand for goods is changing dramatically, and spontaneous retail trade turnover has been steadily increasing over the years.

Over the period of 2014-2018, more than 60 thousand retail trade objects have been commissioned in the country, and the trade area has grown by 1700 thousand m². About 45

thousand of the total number of trade facilities operate in rural areas (36 percent) in rural areas. However, the total area of trade in rural areas is 30 percent of the total trade area.

Effective commercial activity and competitiveness of retailers are largely dependent on the convenience of the retail store for potential customers. This is based on a series of researches carried out by foreign researchers [1]. Particularly, A. Applebaum and S. Cohen are based on the fact that the geographical location of retail trade is the most important factor in attracting consumers and that helps them to compete with commercial organizations. Its principal approach is to recognize that it is essential that the most effective way to manage retail trade is to put high emphasis on the principles of its placement.

Naturally, the price and assortment policy, service life, business hours, and other factors play an important role in attracting consumers. At the same time, most food retail stores have almost the same level of price and service capability, and the competitiveness of the retail business is largely dependent on the region. These are the future market share of traditional commercial enterprises and their competitiveness depends on the geographical location of procurement zones [2].

It is well known that over the past few years there has been a lack of attention to the problem of placement of retail trade in the regions. In our view, the geographical approach to managing competitiveness of retail businesses should be based on certain methodological approaches to the management and regulation of consumer goods market in the Republic.

There are also models for the retail business competitiveness management model, which are models that specify the location of retail outlets, convenience of transportation, availability of parking lots and other features.

The scientific literature has a number of geographical and extraneous modalities for managing retail competitiveness, with the aim of determining strategic trends in retail sales efficiency and competitiveness.

TABLE 2 REVIEW OF GEOGRAPHICAL AND EXTRINSIC POSITIONING MODELS FOR RETAILERS²

Model names and authors	Key Features
Geographical models	
The "Medium point" model Authors: V. Crystals, A. Lyosh [3]	It is a model that focuses primarily on the problem of placement of retail trade in cities, from the point of entry into the city and the next trading space, which is a model that has a hexagonal position relative to the central point of the city.
Gravity model. Written by V. Reyli [4]	Gravitation models provide a solution based on Newton's law of gravity, taking into account the factors such as retailers, retail space and geographical location. Such deployment is based on the fact that retail retailer enterprises are an essential prerequisite for competitiveness.
Model Rule - Convers Written by P. Conversation [5]	The model of "indifferent" factor driven by two sales points. Consumers have two sales points taking into account the same factors, but they are modeled to be the main consumers of the

	store's competitiveness. The point of "fadelessness" is determined on the basis of the data from the sales area.
Oil models in the distance Written by M. Betty [6]	Selecting retailers for consumers is a model that studies the effects of distance-dependent factors.
Extreme models	
Models of Lewis' Consumer Behavior Written by R. Lewis [7]	It is a model for determining the impact of subjective factors on the choice of retail outlets, and the main factor of competitiveness is the attractiveness of retail trade. Comparison of certain commodities with the choice of consumer retail trade is mainly determined by factors of width of assortment.
Xaffa model Author: D. Xaff [8]	Consumer's "x" retailers in "A" area are considered to be merit-based models of "u1" - sales area, "u2" - time of arrival, "u4" - distance from main central lane. At the same time, the competitiveness of a retail enterprise is determined mainly depending on the time spent by the consumer.
Nakanishi-Kupera model Authors: M. Nakanishi, L. Kuper [9]	It is a model for consumers to determine the probability of trade from retail. The main factor of competitiveness is determined by the loyalty and number of consumers in the region.
Makfaddena model Author: D. Makfad [10]	Based on the model of Louisiana, the retail model of consumer attitudes is based on the exponential features. The main criterion for the competitiveness of retail scones is the fact that factors such as the satisfaction of the population of the region
Fotingema model Written by: A Fotingem [11]	Based on the Lyuisa model, the key feature is based on a comparison of the point of sale compared to other commercial merchandise.
Rasta and Dontu model Written by R. Rast, N. Dont [12]	Based on the Lyuisa model, it is based on the comparison of the shop's attractiveness to other merchandise by identifying technological errors.

The models presented in Table 1 allow for the identification and calculation of competitiveness of retail outlets, and provide clear conclusions on the newly created sales points. These models can be used in retail marketing research, increase competitiveness of enterprises, modernize them, reduce consumer spending and reduce future risks.

From international experiences, knowing that commercial enterprises are becoming more and more popular, they can lead to the growth of trade culture, the formation of a competitive environment, and the improvement of trade services.

It is well known that smaller retail sales or open-selling markets (market complexes) all over the world are replaced by major stock exchanges and supermarkets. The idea of establishing and developing supermarkets was born after the American economic crisis in the 1930s and focuses on expanding the range of retail trade. The main feature of supermarkets or large trading complexes is their revenue, not the commodity bills, but the size of the product sales, more precisely, the greater turnover [13].

In spite of the measures undertaken to build and modernize the largest trade objects in the country, over the years, the magnitude of the decline in retail trade remains unchanged (Table 3).

In 2005, the average retail catswitch in the country amounted to 45.01 m², whereas in 2015 this figure was 36.99m², and in 2017, the tendency to decline remains unchanged from 2018 (37.08) can be seen in a certain quantity. This creates an increase in the number of sales points and their crunch. This means that the country's largest network of modern service centers (supermarkets) is underdeveloped. This is especially true in rural areas. This means that the supermarket chain is only growing in urban areas and the rural population is using traditional trading brands.

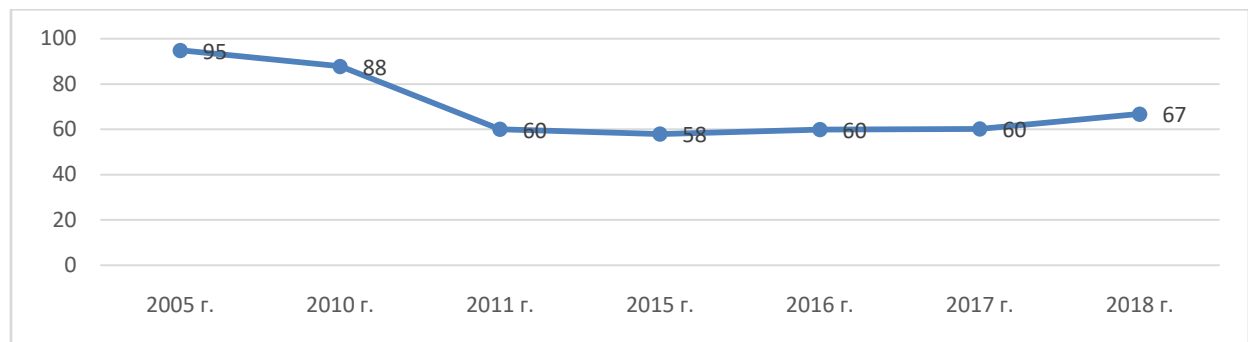
TABLE 3 SITUATION OF RETAIL TRADE IN TURKEY³

Years	Number of retail stores, thousand units	Retail Areas, thous. m ²	The average retail catsworth area suitable for shops, m ²
2005	57,6	2592,4	45,01
2010	84,5	3814,9	45,15
2011	94,8	3379,2	35,65
2015	107,2	3965,1	36,99
2016	114,2	4121,9	36,09
2017	114,8	4214,2	36,71
2018*	115,1	4268,1	37,08

*Preliminary data

In our opinion, one of the strategic directions for the effective organization and management of retail trade in the republic is the need to pay particular attention to their trading areas in the planning of sovereign assets.

The main purpose of retail trade is to fully and timely meet the real needs of the population for consumer goods. Demand for consumer goods is satisfied by retailers. Comparison of the per capita consumption expenditures in the Republic of the retail trade turnover reflects the ability of retail trade to meet the consumer demand (Figure 1).



Picture 2. Share of the population's expenditures on consumer goods in retail trade turnover⁴

Figure 2 shows that the share of consumer goods in the retail trade turnover declines over the years. In 2005, 95 percent of the population's consumption was provided through retail outlets, and a trend towards a decline in 2015 was observed. In 2015-2018, the share of retail trade in consumer goods was 67%. The highest rates were observed in 2005, with a sharp slowdown since 2016.

In our opinion, in 2006 the Decree of the President of the Republic of Uzbekistan № UP-3722 "On measures to liberalize and promote favorable conditions for the development of wholesale and retail trade" was adopted [14]. This decree was signed by the State Property Committee of the Republic of Uzbekistan, the Council of Ministers of the Republic of Karakalpakstan, khokimiyats of regions and Tashkent city, joint stock companies "Uzbeksavdo" and "Uzbekbirlashuv" joint-stock companies "Uzbeksavdo" and "Uzbekbirlashuv", as well as regional trade "Savdo" the proposal of the company to liquidate the stock companies was adopted and it was deemed necessary to establish an association of wholesale trade enterprises. However, the main activity of the "Union of Wholesale Business Enterprises" was created to improve the organization of wholesale trade of consumer goods, and the issues of retail trade activities were neglected.

Another noteworthy aspect of the retail business management issues is that the "Retail Trade Code" of the Republic of Uzbekistan was approved on 13 February 2003 and is not yet adopted in the new edition [15].

CONCLUSION/RECOMMENDATIONS

The above analyzes show that, in our country, there is no legal basis and control that provides wholesale and retail trade integrated services for the market of objectively formed goods and services. Therefore, the need for the establishment and adoption of the new Law on Trade and Services in Uzbekistan, the need to establish the Ministry of Trade and Services of Uzbekistan, is being recognized by leading scientists in this field in Uzbekistan [16].

Taking into account the above, it is recommended that commercial enterprises increase their competitiveness:

Competition in retail leads to the fact that it is important to carry out scientific-theoretical research on the issues of competitiveness of commercial enterprises.

Taking into account the relevance of the direction to be studied, it is necessary to develop conceptual directions and basics of retail marketing marketing competitiveness based on the current state of the Republic of Uzbekistan on the establishment, management and control of commercial enterprises on the basis of modern management and marketing principles.

The main factor of increase of competitiveness of retail enterprises is the development of a rational system of effective placing them in towns and districts. The use of smart resettlement models involves the marketing, logistics, sales and service tasks of commercial enterprises aimed at increasing revenue. From the results of the analysis, it is known that in the Republic of Uzbekistan retail sales are not practically used internationally.

Increase of competition in the domestic consumer market of the republic will help to intensify the process of integration of business entities in the sphere of retail trade. In this context, it is advisable to use the "vertical and horizontal integration strategies", the main focus of which is the formation of a trade and retail trade management system that has historically been formed in the Republic and is based on knowledge and expertise.

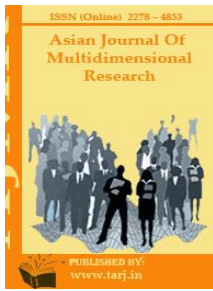
In order to manage the competitiveness of retail enterprises, it is advisable to establish a separate system for the promotion of marketing activities for this area in the regional and city administrations, the strategic management of competitiveness, objective information support on the basis of modern communication technologies.

In conclusion, it is crucial to set up management based on contemporary management and marketing principles that provide the population of the country with essential consumer goods

and expand the scale of research on scientific-theoretical, methodological and practical issues of increasing the competitiveness of businesses.

REFERENCES

1. McFadden D. Conditional Logit Analysis of Qualitative Choice Behavior // *Frontiers in Econometrics*, ed. P. Zarembka, Academic Press, New York. 1974. P. 105-142; Hunt L. M., Boots B., Kanaroglou P.S. Spatial choice modelling: new opportunities to incorporate space into substitution patterns // *Progress in Human Geography* 28, 6; 2004. P. 746-766.
2. Костерин И. Пространственный анализ предпочтений покупателей розничных магазинов на территории города // *Практический маркетинг*. 2007. №10.С. 2-12
3. Christaller W. *Central Places in Southern Germany* // trans. C. W. Baskin (Englewood Cliffs, NJ, 1967). First published in 1933.P.91.
4. Reilly W.J. *The Law of Retail Gravitation* // New York, W.J. Reilly, Inc. 1931. 151-155.
5. Converse P.D. *New Laws of Retail Gravitation* // *Journal of Marketing*, 14; 1949. P. 94-102.
6. Batty M. *Reilly's Challenge: New Laws of Retail Gravitation Which Define Systems of Central Places*. *Environment and Planning A*, 10; 1978. P. 185-219.
7. Luce R. *Individual Choice Behaviour*. New York: John Wiley & Sons. 1959.303-311.
8. Huff D.L. *A Probabilistic Analysis of Shopping Center Trade Areas* // *Land Economics* 39; 1963. P. 81-90.
9. Nakanishi M., Cooper L.G. *Parameter Estimate for multiplicative Interactive Choice Model: Least Squares Approach* // *Journal of Marketing Research*. 11. August. 1974. P. 303-311.
10. McFadden D. *Conditional Logit Analysis of Qualitative Choice Behavior* // *Frontiers in Econometrics*, ed. P.Zarembka, Academic Press, New York. 1974. P. 105-142
11. Fotheringham A.S. *A New Set of Spatial Interaction Models: The Theory of Competing Destinations*. *Environment and Planning a*. n. 15; 1983. P. 15-36.
12. Rust R.T., Donthu N. *Capturing Geographically Localized Misspecification Error in Retail Store Choice Models* // *Journal of Marketing Research*, vol.XXXII, February; 1995. P. 103-110.
13. Perreault W., Cannon J., McCarthy J., (2013), *Pazarlamannın Temelleri: Biz Pazarlama Stratejisi Planlama Yaklaşımı*”, Mc-Graw Hill, 13 Basımdan Çeviri (Nobel Yayını)
14. This Decree has been voided pursuant to the Decree of the President of the Republic of Uzbekistan dated September 16, 2016, No. UP-4841 "On introducing amendments to some documents of the President of the Republic of Uzbekistan and also considering some of them invalid".
15. *Regulations on the Retail Trade Rules of the Republic of Uzbekistan*, approved by the Cabinet of Ministers of the Republic of Uzbekistan "On Approval of Rules of Production and Sale of Foodstuffs and Services in the Republic of Uzbekistan" №75 from Cabinet of Ministers of the Republic of Uzbekistan.
16. Ergashkhodjaeva Shakhnoza Dzhasurovna, Soliev Ahmadzhon, Fattakhov Adhamjon Azizovich, Yusupov Mukhammadamin. *Problems of using the theoretical and methodological foundations of marketing in the process of implementing action strategies*. *International Scientific and Practical Conference Strategy of Action of the Republic of Uzbekistan: Macroeconomic Stability, Investment Activity and Prospects for Innovative Development* "collection of scientific materials and articles. TSUE. 2018. St-286

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00255.6****A STUDY ON THE PERCEPTION OF SCHOOL TEACHERS ON HRM EFFECTIVENESS IN COIMBATORE CITY, TAMIL NADU****Dr. K.C Arunadevi*; Dr.Sunitha Kumaran****

* Associate Professor,
GRD Academy of Management,
Coimbatore, Tamil Nadu, INDIA
Email id: ragugiri98@gmail.com

**Assistant Professor,
Department of Finance and Banking,
College of Business Administration,
Dar Al Uloom University, Riyadh,
Kingdom of SAUDI ARABIA

ABSTRACT

Human capital is considered as the best national resource in today's knowledge driven world. School education plays a major role in creating well disciplined and social conscious citizens of India. Developing countries should understand the importance of education and as should develop a sound educational system. Sustainable development of economy and society is closely related to education. A school should have competent teachers as teachers are responsible for inculcating values in students. The study aimed at measuring the perception of school teachers on HRM Effectiveness. Primary data were collected from 349 teachers working in higher secondary schools located in Coimbatore city. The data were analysed using statistical tools Mean, Standard deviation and ANOVA. The results revealed that focus should be given on improving the quality of teachers by providing appropriate training programmes and by following suitable feedback mechanism.

KEYWORDS: *Human Resource Management Effectiveness, Job Satisfaction, Efficacy***INTRODUCTION**

Role of teachers in nation building is immeasurable. They provide knowledge and wisdom to the student community. Good teachers inspire and makes the children think and act wisely. We cannot think about nation development without the active cooperation of the teachers. The

environment prevailing in schools for the teachers has to be focussed more as they are playing a major role in the development of the country.

HUMAN RESOURCE MANAGEMENT EFFECTIVENESS

Traditional HRM systems establish rules and procedures that promote consistency and fairness throughout the organisation. Thus, an effective HRM system should enhance the firm's ability to attract and retain qualified employees and promote efficiency. Huselid, Jackson, and Schuler (1997) define HRM Effectiveness as the delivery of high-quality technical and strategic HRM activities. Pfeffer (1994) argues that sustained competitive advantage emerges from effective human resource management. The concept of human capital and it being a central component in the intellectual capital of a business and the need to optimally exploit it has further added to the plethora of experiments in developing new metrics for the measurement of HRM Effectiveness.

SCOPE OF THE STUDY

The outcome of the research will enable the researchers and educationists to understand the effectiveness of HR practices at schools and will help to identify the areas of improvement.

RESEARCH GAP

The detailed review of literature reveals that very limited studies were done on Human Resource Management Effectiveness especially pertaining to schools in India. The present study aims to bridge the gap found in the literature.

OBJECTIVES OF THE STUDY

To study the perception of school teachers on effectiveness of Human Resource Management functions existing in Private, Government, Government aided and Corporation higher secondary schools in Coimbatore city, Tamilnadu.

LIMITATIONS OF THE STUDY

1. Some of the respondents were reluctant to answer the questionnaire and there is a chance of personal bias.
2. The sample size was restricted to 349 teachers working in 43 higher secondary schools comprising of corporation, government aided, government and private higher secondary schools located in Coimbatore city.

REVIEW OF LITERATURE

Eisenberger, et al (1990) found that the increased performance and positive work attitudes came from those employees who perceived that the HR department was concerned about them. From a practical point of view, this suggested that job satisfaction can be an important barometer of HRM effectiveness. Patrick M. Wright, et al (2001) compared HR and line executives' evaluations of the effectiveness of the HR function in terms of its service delivery, roles, and contributions to the firm. Survey responses from HR and line executives indicated that HR executives consistently rated the functions' effectiveness higher than the line executives and the greatest differences were observed on the more important and strategic aspects of HR. Yusliza (2012) aimed to study the relationship between Human Resource (HR) competencies (knowledge of business, HR functional expertise, and managing change) and Human Resource Management (HRM) Effectiveness. The sample for this research included HR professionals. The results indicated that all dimensions of HR competencies have a positive relationship with HRM

Effectiveness. Hung-Yu Yang, Chen-Chang Yang (2014) explored the relationship between human capital and Human Resource Management Effectiveness of healthcare organisations in Taiwan. The human capital of healthcare organisations would positively influence its Human Resource Management Effectiveness, and there was significant difference according to different hospital levels.

RESEARCH METHODOLOGY

Sources of Data

For the study purpose, both primary and secondary data were collected. The primary data were collected through a well structured questionnaire personally. The secondary data were collected from the government's official websites and its publications, research publications and books relevant to the study.

Population and Sample Description

The primary respondents for the study include the higher secondary school teachers working in government, government aided, private and corporation schools located in Coimbatore city, Coimbatore District, Tamilnadu. There are 138 schools functioning (Government/Aided/Corporation/Private) across North/South/West/East/Central zones in Coimbatore city. 43 schools were selected based on few criteria. Stratified proportionate random sampling method was adopted in selecting the respondents. Out of 1099 teachers in 43 schools, 419 questionnaires were administered and 349 responses were taken for the study.

Measuring Instrument

Human Resource Management Effectiveness questionnaire developed by - Sosik et al 2000, Spreitzer 1995 was adopted to study the perception of teachers on Human Resource Management effectiveness. The dimensions included in the questionnaire are job stress, efficacy, turnover intentions, job performance and job satisfaction. The demographic portion of the instrument was developed by the researcher to sort out the demographic information. A pilot study was done to test the reliability and validity of the questionnaire.

Mathematical and Statistical tools used

Secondary data were analysed using a set of mathematical and statistical tools like mean, standard deviation and ANOVA.

ANALYSIS AND INTERPRETATION

Overall Perception of School Teachers on Human Resource Management Effectiveness

TABLE: 1 MEAN AND STANDARD DEVIATION OF HUMAN RESOURCE MANAGEMENT EFFECTIVENESS FACTORS

Variables	N	Minimum	Maximum	Mean	Std. Deviation
Job stress	349	1.00	5.00	4.6017	.54396
Self –efficacy	349	3.33	5.67	4.7918	.56670
Turnover intention	349	1.00	5.00	3.8281	1.20545
Job performance	349	1.00	5.00	3.8711	1.09492
Job satisfaction	349	1.00	5.00	4.0602	1.01672
HRM effectiveness	349	2.13	5.13	4.2306	.63454

Job stress indicates the work related stress experienced by teachers. The mean score of job stress indicated that the teachers were less stressed in their job. Teachers faced less tension at work, they did not get upset due to their work and they were not stressed due to work pressure. Efficacy defines an individuals' level of incentive regarding their work, competence and sense of ownership. The mean score of self-efficacy indicated that the teachers were of the opinion that they had capability and ability to achieve organisational goals. Turnover intention is thinking about quitting one's current organisation. The mean score of turnover intention indicated that most of the teachers were comfortable and happy and did not have any intention to leave the schools. The reasons varied among schools. Job performance are the employees' perception of their performance. The mean score of job performance represented that most of the teachers considered their job performance to be much better than their immediate colleagues. Job satisfaction is the end feeling of a person in performing a task. Job satisfaction is an individual's satisfaction. The job satisfaction was influenced by many factors like pay, work promotion, recognitions, working conditions and the like. From the analysis, it was interpreted that the school teachers were highly satisfied with their job.

The mean score of HRM Effectiveness indicated that the Human Resource Management was effective in schools. High degree of self evaluation by the teachers as they were of the opinion that they possessed the talents and skills to achieve organisational goals, less job stress, well structured pay, reduced turnover intentions together created a favourable HRM system at schools.

RESULTS OF ANOVA ANALYSIS

Null Hypothesis Ho1: No significant difference exists in the perception of school teachers on HRM Effectiveness across corporation, government aided, government and private higher secondary schools.

TABLE: 2 TEST OF SIGNIFICANT DIFFERENCE IN THE PERCEPTION OF CORPORATION, GOVERNMENT AIDED, GOVERNMENT AND PRIVATE SCHOOL TEACHERS ON HRM EFFECTIVENESS

Variables	Sum of squares			Df			Mean squares		F	Sig
	Betwe en group s	Withi n group s	Total	Betwe en group s	With in grou ps	Tot al	Betwe en group s	With in grou ps		
Job Stress	4.962	98.010	102.972	3	345	348	1.654	.284	5.823	.001
Self Efficacy	2.104	109.654	111.759	3	345	348	.701	.318	2.207	.087
Turnover Intention	32.891	472.794	505.685	3	345	348	10.964	1.370	8.000	.000
Job Performance	33.238	383.960	417.198	3	345	348	11.079	1.113	9.955	.000
Job Satisfacti on	19.831	339.906	359.736	3	345	348	6.610	.985	6.709	.000

Variables	Sum of squares			Df			Mean squares		F	Sig
	Betwe en group s	Withi n group s	Total	Betwe en group s	With in grou ps	Tot al	Betwe en group s	With in grou ps		
HRM Effectiveness	9.687	130.431	140.118	3	345	348	3.229	.378	8.541	.000

The significant value for the perception of teachers across schools on HRM Effectiveness was less than 0.05 (5% level of significance) hence, the null hypothesis Ho1 was rejected for these variables. The difference in the perception of HRM Effectiveness was caused by factors such as less job stress, well structured pay and reduced turnover intentions.

Ho2 : No significant difference exists in the perception of male and female teachers on HRM Effectiveness across schools.

TABLE:3 TEST OF SIGNIFICANT DIFFERENCE IN THE PERCEPTION OF MALE AND FEMALE TEACHERS ON HRM EFFECTIVENESS ACROSS SCHOOLS

Variables	Mean			Std. deviation			F	Sig.	Result
	Male	Female	Total	Male	Female	Total			
Job Stress	4.7259	4.5833	4.6017	0.39752	0.56059	0.54396	2.707	0.101	NS
Self Efficacy	4.8667	4.7807	4.7918	0.57031	0.56626	0.5667	0.902	0.343	NS
Turnover Intention	3.8889	3.8191	3.8281	1.31809	1.18996	1.20545	0.131	0.717	NS
Job Performance	3.9111	3.8651	3.8711	1.18364	1.08313	1.09492	0.069	0.793	NS
Job Satisfaction	4.0667	4.0592	4.0602	1.03133	1.01626	1.01672	0.002	0.963	NS
HRM Effectiveness	4.2919	4.2215	4.2306	0.66792	0.63009	0.63454	0.481	0.488	NS

The significant values were more than 0.05 (5% level of significance), hence the null hypothesis (Ho2) was accepted for the parameters of HRM Effectiveness.

Ho3: No significant difference exists in the perception of teachers with varied educational qualification on HRM Effectiveness across schools.

TABLE: 4 TEST OF SIGNIFICANT DIFFERENCE IN THE PERCEPTION OF TEACHERS ON HRM EFFECTIVENESS WITH VARIED EDUCATIONAL QUALIFICATION ACROSS SCHOOLS

	Mean										
	DTE	UG	PG	UG Bed	PG BEd MPhil	PG MPhil MEd	PG MPhil	PhD	UG DTM	Other	Total
Job Stress	4.333	4.593	4.542	4.630	4.612	4.8	4.222	5	4.833	4.333	4.601
Self Efficacy	4	4.780	4.752	4.841	4.786	5.066	4.944	5	4.5	4.5	4.791
Turnover Intention	4	3.804	3.771	3.4	3.984	4	3.833	4	3.5	4	3.828
Job Performance	4.5	4	3.857	3.738	3.894	3.4	4.166	4	3.5	3.5	3.871
Job Satisfaction	4.5	4.365	4.057	3.861	4.057	3.8	4	4	5	4	4.060
HRM Effectiveness	4.2667	4.308	4.196	4.094	4.267	4.213	4.233	4.4	4.266	4.066	4.230

	Std. Deviation											F	Sig.
	DTE	UG	PG	UG BEd	PG BEd MPhil	PG MPhil MEd	PG MPhil	PhD	UG DTM	Other	Total		
Job Stress	0.4714	0.6214	0.5118	0.5500	0.5366	0.4472	0.5837	.	0.2357	0.4714	0.5439	0.676	0.731
Self Efficacy	0	0.6351	0.5849	0.5038	0.5807	0.3651	0.3277	.	0.7071	0.2357	0.5667	0.819	0.599
Turnover Intention	1.4142	1.2493	1.0869	1.2845	1.1929	0.7071	0.7527	.	2.1213	0	1.2054	1.325	0.222
Job Performance	0.7071	1.0954	1.0330	0.9727	1.1726	1.1401	0.4082	.	0.7071	0.7071	1.0949	0.45	0.907
Job Satisfaction	0.7071	0.8589	0.9684	1.0588	1.055	1.3038	0	.	0	0	1.0167	0.958	0.475
HRM Effectiveness	0.6599	0.6409	0.6709	0.6364	0.6452	0.5465	0.1873	.	0.1885	0.2828	0.6345	0.501	0.873

The significant values for the perception of teachers with varied educational qualification were more than 0.05 (5% level of significance), hence the null hypothesis (Ho3) was accepted for all the parameters of HRM Effectiveness.

Ho4: No significant difference exists in the perception of teachers with varied income levels on HRM Effectiveness across schools.

TABLE: 5 TEST OF SIGNIFICANT DIFFERENCE IN THE PERCEPTION OF SCHOOL TEACHERS ON HRM EFFECTIVENESS WITH VARIED INCOME LEVELS ACROSS SCHOOLS

Variables	Mean						Std. deviation						F	Sig	Result
	Below 50000	50000-100000	100000-150000	150000-200000	200000 & above	Total	Below 50000	50000-100000	100000-150000	150000-200000	200000 & above	Total			
Job Stress	4.444	4.6276	4.701	4.7593	4.528	4.6017	0.77323	0.48563	0.39958	0.27548	0.63225	0.54396	1.971	0.098	NS
Self – Efficacy	4.8	4.7117	4.7549	4.8333	4.8686	4.7918	0.50079	0.58687	0.56609	0.60768	0.54885	0.5667	1.285	0.276	NS
Turnover Intention	3.8667	3.7027	3.9412	4	3.8467	3.8281	1.35576	1.27632	1.07734	1.13759	1.20593	1.20545	0.551	0.699	NS
Job Performance	3.9333	3.964	4.0294	4.0556	3.6861	3.8711	1.2228	0.99021	0.97691	0.9376	1.21723	1.09492	1.685	0.153	NS
Job Satisfaction	4.1333	4.0541	4.1324	4.3889	3.9781	4.0602	0.83381	1.06034	0.86222	0.77754	1.09455	1.01672	0.798	0.527	NS
HRM Effectiveness	4.2356	4.212	4.3118	4.4074	4.1815	4.2306	0.66755	0.64336	0.55077	0.54444	0.67304	0.63454	0.855	0.491	NS

The significant values for the perception of school teachers with varied income levels were more than 0.05 (5% level of significance), hence the null hypothesis (Ho4) was accepted for all the parameters of HRM Effectiveness.

Ho5: No significant difference exists in the perception of teachers with varied years of experience on HRM Effectiveness across schools.

TABLE:6 TEST OF SIGNIFICANT DIFFERENCE IN THE PERCEPTION OF SCHOOL TEACHERS ON HRM EFFECTIVENESS WITH VARIED YEARS OF EXPERIENCE ACROSS SCHOOLS

Variable s	Mean							Std.deviation							F	Sig.	Res ult
	Belo w 5 year s	5-10 year s	10-15 year s	15-20 year s	20-25 year s	Abo ve 25 year s	Tota l	Belo w 5 year s	5-10 year s	10-15 year s	15-20 year s	20-25 year s	Abov e 25 year s	Total			
Job Stress	4.5148	4.6374	4.5238	4.6329	4.7	4.6212	4.6017	0.72951	0.46629	0.50023	0.50535	0.38507	0.50705	0.54396	0.891	0.487	NS
Self – Efficacy	4.7004	4.8041	4.6667	4.7729	4.9667	5.0758	4.7918	0.54589	0.60449	0.54233	0.54979	0.49789	0.51364	0.5667	2.507	0.03	*
Turnover Intention	3.443	3.7281	4.0286	4.1159	4.2667	3.9091	3.8281	1.25827	1.27803	1.09774	1.0919	0.90719	1.1088	1.20545	3.702	0.003	*
Job Performance	3.7089	3.8421	3.9714	3.913	4.2	3.8636	3.8711	1.2211	1.09366	0.95442	1.06742	1.09545	0.88884	1.09492	0.983	0.428	NS
Job Satisfaction	3.962	4.0175	4	4.1739	4.4	3.9091	4.0602	1.09126	1.08066	1	0.90678	0.77013	1.01929	1.01672	1.155	0.331	NS
HRM Effectiveness	4.0658	4.2058	4.2381	4.3217	4.5067	4.2758	4.2306	0.69696	0.67973	0.5424	0.56707	0.5082	0.51364	0.63454	2.602	0.025	*

The significant value for the perception of school teachers with varied years of experience was less than 0.05 (5% level of significance), hence the null hypothesis was rejected (Ho5) for HRM Effectiveness. The difference in the perception was observed among teachers with less than 5 years of experience as their turnover intention was high and self efficacy was less.

FINDINGS

The analysis revealed that a favourable Human Resource Management Effectiveness system existed at corporation, government, government aided and private higher secondary schools in Coimbatore city. The results indicated that there was significant difference existed in the perception of teachers on the determinants of HRM Effectiveness at schools. The study further revealed that less job stress, well structured pay, reduced turnover intentions were the primary determinants for the significant difference in the perception of teachers. ANOVA analysis revealed that both genders recorded the same perception with respect to HRM Effectiveness. Teachers with varied educational background and with varied income levels across schools recorded the same degree of perception on HRM Effectiveness. Teachers with varied years of experience differed in their perception on HRM Effectiveness.

SUGGESTIONS

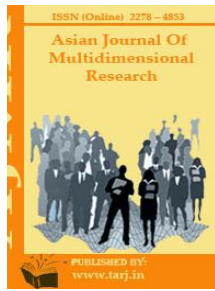
Inviting recommendations and suggestions from the teachers regarding improvement of the schools and implementing their suggestions to the fullest extent possible is the best way of making teachers involve in the development process. A self- assessment of strengths and weaknesses of teachers can be made by them periodically which will help them to work on their strengths and overcome their weaknesses. Teachers should have a reasonable workload so that they can impart quality education to students and can have a work - life balance which will create a positive working environment. Promoting effective communication is important for developing and maintaining positive working relationships.

CONCLUSION

It was concluded that the Human Resource Management Effectiveness at schools is very effective. High degree of self evaluation was given by the teachers. The teachers were very certain that they possess the talents and skills to achieve organisational goals, hold less job stress, happy with the well structured pay and possess reduced turnover intentions. These factors together created a favourable work environment at schools in Coimbatore city.

REFERENCE

1. Eisenberger, Fasolo and Davis-LaMastro (1990), "Perceived Organisational support and employee Diligence, Commitment and Innovation", *Journal of Applied Psychology*, 75: 51-59
2. Hung-Yu Yang, Chlen-Chang Yang, (2014), "Exploring major influencing factors of Human Resource Management Effectiveness for Healthcare", *Modern management*, Vol.4, p-1-8
3. Huselid, M., Jackson, S. and Schuler, R. (1997), "Technical and strategic human resource management effectiveness as determinants of HRM performance", *Academy of Management Journal*, Vol. 40 No. 1, pp. 171-88.
4. Kane, B., Crawford, J. and Grant, D. (1999), "Barriers to effective HRM", *International Journal of Manpower*, Vol. 20 No. 8, pp. 494-515.
5. Kling, J. (1995), "High performance work systems and firm performance", *Monthly Labor Review*, 118(5), 29-37.
6. Ostroff, C. and Bowen, D.E. (2000), "Moving HR to a higher level. HR practices and organisational effectiveness", in Klein, K.J. and Kozlowski, S.W.J. (Eds), *Multilevel Theory*
7. Patrick M. Wright, Gary C. McMahan, Scott A, Snell and Barry Gerhart, (2001), "Comparing line and HR executives' perceptions of HR effectiveness: services, roles and contributions", *Human Resource Management*, 40, 2
8. Pfeffer, J. (1994), "Competitive advantage through people", Boston, MA: Harvard Business School Press.
9. Perrow, C. (1986), "Complex organizations", New York: McGraw-Hill.
10. Wright, P. M., McMahan, G. C., Snell, S. A., & Gerhart, B. (2001), "Comparing line and HR executives' perceptions of HR effectiveness: Services, roles, and contributions". *Human Resource Management*, Vol.40 No.2, 111-123.
11. Yusliza (2012), "The relationship between Human Resource (HR) Competencies (knowledge of business, HR functional expertise, and managing change) and Human Resource Management (HRM) Effectiveness", DOI: 10.7763/IPEDR. 2012. V57. 1

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

(A Double Blind Refereed & Reviewed International Journal)

**DOI NUMBER: 10.5958/2278-4853.2019.00351.3****IMPROVEMENT IN MANAGERIAL CONFLICT MANAGEMENT
SKILLS THROUGH MANAGEMENT DEVELOPMENT PROGRAM:
EVIDENCE FROM NEPALI COMMERCIAL BANKS****Dr. Dhruva Raj Pokharel***; **Ganesh Bhattarai****

*Principal,

Faculty of Management, Tribhuvan University, Kathmandu,
Nepal Commerce Campus, NEPAL
Email id: dhruba@ncc.edu.np**Faculty of Management, Tribhuvan University,
Nepal Commerce Campus, Kathmandu, NEPAL
Email id: ganesh@ncc.edu.np**ABSTRACT**

Conflict in the organizations has become the natural and common phenomenon in the contemporary organizations. For the successful operation of organizations, managers should be capable to manage the conflicts arising in their work settings. Since a long time, management development program has been recognized as a powerful practice to bring timely changes in the managerial behavior to manage the disagreements occurring in their work environment. In the given prevailing context, the present research aims to analyze the impact of management development in improving the conflict management skills among the managers working in private, joint venture, and government and semi government banks in Nepal. The data analysis showed that the managers in all categories of banks were feeling the improvement in conflict management skills from the participation in management development and training programs.

KEYWORDS: *Conflict management skills, management development, commercial bank managers.*

INTRODUCTION

Conflicts may have either positive or negative consequences for the organization; depending on how much it exists and how it is managed. Organizations with optimum level of conflict that can be considered highly functional and helps to generate positive performance. When the level of conflict is too low, performance suffer, innovation and change are less likely to take place, and

the organization may have difficulty adapting to its changing environment. If the low level of conflict continues, the very survival of organization can be threatened. On the other hand, if the conflict level becomes too high the resulting chaos also can threaten the survival of organization (Ivancevich et al., 2006).

The managers in the organization experience the different stages of conflict. The stages consist of perceived, felt and manifest. Perceived conflict exist when cognitive awareness on the part of at least one group that event occurred or that conditions exist favorable to creating overt conflict. The felt stage of conflict represents an escalation that includes emotional involvement. It is expressed behaviorally as anxiety, tension and hostility. In manifest stage of conflict, the conflicting groups actively engage in the action. The present research aims to analyze the improvements in the conflict resolving knowledge, skill, and attitude of the managers after participating in management development program. Managers were asked to rank the degrees of improvement in the variables like understanding the individual differences, ability to express disagreement, influence to get ideas accepted, tolerance power, respect to other, and interpersonal relation. All these constitute the basis for bringing positive changes in the behavior of the managers in order to resolve the conflict in their work situation through the management development program.

REVIEW OF LITERATURE

Jehn (1997) stated the three types of conflict, namely relationship, task, and process conflict. The relationship conflict arises out of personal differences between people differing goals, values and personalities etc. Individuals involved in such conflict often report disliking one another, being angry with or jealous of one another, having problems with each other as enemies. Relationship conflict is likely to result poor performance, creating distrust, misunderstanding and reducing goodwill (Jehn & Manix, 2001). Jehn (1997) substantive or task conflict occur over work contents and goals. Task conflicts do not have to result in poor performance. A moderate level of conflicts have actual been shown to increase in performance (Jehn, 1995). The third type process conflict, concerns responsibilities and how work should be done. Process conflict has been formed to affect the performance negatively (Jehn, & Manix, 2001).

Conflict can be dysfunctional and interferes with the performance (Wall & Callister, 1995). Any conflict can be dysfunctional for several reasons. Conflict among important constituencies can create doubt about the future of organization (Nixon et al., 2004). Conflict can cause people to exercise their own goals at the expenses of attaining organizational goals. Conflict can have negative effect on interpersonal relationships. Conflict takes time, resources, and emotional energy to deal with it, both on interpersonal and organizational levels. In such a way, resources that could be invested in achieving organizational goals are used to resolve conflict.

Conflict that has beneficial results for both the organization and individual is considered as functional. An organization, in absence of functional conflict frequency lacks the energy and ideas to create effective innovation and change (Hitt et. al, 2006). Conflict can have a number of functional consequences for organization like, facilitating the change, improving problem solving and decision making, enhancing morale and cohesion within a group, improving communication, stimulating creativity and productivity (Eisenhardt & Schoonhoven, 1990).

Thompson (1967) in each organization or group existence of conflict is natural; but the causes of conflict may differ. Conflict may be caused from work interdependence (pooled, sequential, and interdependence). Conflict arises from the goal differences (mutually exclusive goals, limited

resources, and differences in time horizon) (Kabanoff, 1991). Conflict may also occur from the perceptual differences like status incongruence, inaccurate perceptions and different perspectives (Ivancevich et al., 2006).

According to Rahim (1996) usually conflicts are managed by using the approaches like, competing (high-assertiveness, low cooperativeness), accommodative (low assertiveness, high cooperativeness), accommodative (low assertiveness, high cooperativeness), compromising (medium assertiveness, medium cooperativeness), and collaborative or problem solving (high assertiveness, high cooperativeness). Managers, consultants and academics generally agree that real conflict resolution can occur only when the underline substantive and emotional reasons for the conflict are identified and dealt with through a solution that allows conflicting parties to win (Brown, 1983) for the purpose of managing the conflict for organizational renewal, use of problem solving or collaborative approach is highly appreciable. This approach can be of high value when the managers can make the environment of win-win, where the integration is achieved.

Slocum and Hellriegel (2007) write the most difficult conflict to resolve is diversity based conflict. Such conflicts are based on the issues of race ethnicity and religion. Leading organizations adhere to the letter and spirit of laws and regulations related to nondiscrimination and affirmative action to reduce diversity based conflict. The managers in the organizations need to be proactive to prevent, minimize, surface, and resolve the diversity based conflicts. The absence of any conflict at all can be a significant sign that the group is not openly generating sufficient varieties of viewpoints and potential approaches for solving problems, bringing innovation and change, and making good decisions (Hitt et. al, 2009). Thomas and Schimdt (1976) suggest that managers and team leader can work as principal actor in conflict management. Lipit (1982) showed that managers spend approximately 25 percent of time dealing with conflict, in some fields like hospitals and municipal organization. Managers also can spend as much as 50 percent of their time managing conflict in other type of organizations. Managers rate conflict management as equal to or higher in importance than planning, motivation and decision making.

Statement of the Problem

Rahim (2001) suggests certain criteria to make conflict management effective. First, conflict management strategy should be designed to improve individual as well as organizational learning so that managers should challenge the status quo. Second, strategy should be designed to find the right skillful persons to solve the problems collectively. Finally, the conflict management should be ethical. Gasline et al. (2001) emphasized that timely training of managers and employees will help to manage the conflicts by making management support to create conducive management culture with fairness, where the people will feel free to express their opinion creatively and critically. Therefore, we feel the need of management education, development and training in Nepali commercial banks to improve the conflict management skills of the managers. The current paper tries to raise the issue and reach the answer to the query whether management development practices were capable enough to develop such human skills for their managers to make conflict management effective.

Objective of the Study

The present research aims to analyze the improvement in the managerial conflict resolving knowledge, skill and attitude after participating in management development program. Managers were asked to rank the degrees of improvement in the variables like understanding the individual

differences, ability to express disagreement, influence to get ideas accepted, tolerance power, and respect to other and interpersonal relation. All these constitute the basis for bringing positive changes in the behavior of managers in order to resolve the conflict and enjoy harmony in their work station.

The Research Methods

This study is based on analytic cum descriptive survey research method design. The study units of bank were in three groups. Out of 25 “A” class commercial bank, 9 banks, 3 from each category was selected (e.g. 3 private, 3 joint ventures, and 3 government and semi government banks). The responses were received from managers working in head/corporate office of the selected banks. Out of 321 total selected respondents 266 usable questionnaire were received. Among 266 usable questionnaires 37 (14%), 55 (21%) and 174 (65%) were from private, joint ventures, and government and semi-government banks. The gender compositions of the respondents were 196 (74%) male and 70 (26%) female. Among 266 responses received, 111 (42%) were from senior and 155 (58%) were from the junior managers working in the head/corporate office of the concerned banks. Purposive and convenient sampling procedures were applied to collect the data. Respondents from all the categories banks were trained managers. The response rate for the research was 83%. Data were analyzed with the help of descriptive statistics like mean and standard deviation to reach the finding and conclusion. A structured unipolar questionnaire was developed and administered to collect the data. The reliability of the questionnaire was 80.30 percent. SPSS version 13 for window was used to process the data.

Data Analysis and Presentation

Following section of the paper presents the perceptual opinions of the managers collected through the questionnaire. The manager views were grouped into three categories of banks for the comparison purposes.

Comparative Analysis of Improvement in Conflict Management Skills through Participation in Management Development Program

The banks, under study were classified according to ownership modality. They were grouped as private, joint venture and government and semi government banks. The managers of all ownership patterns were asked to rank the conflict resolution knowledge, skill and attitude in different degrees as highly improved (1), improved (2), slightly improved (3), remained same (4) or unknown (5). The table 1 presents the mean values and standard deviation computed for the responses received from the managers working in selected banks.

TABLE 1 IMPROVEMENT IN MANAGERIAL CONFLICT MANAGEMENT SKILLS THROUGH PARTICIPATION IN MANAGEMENT DEVELOPMENT: OWNERSHIP MODALITY

Ownership		Understanding the individual differences	Ability to express disagreement	Influence to get ideas accepted	Tolerance power	Respect to other	Interpersonal relation
Private Bank	Mean	2.43	2.49	2.49	3.11	2.68	2.97
	N	37	37	37	37	37	37

	Std. Deviation	.959	.768	.804	.906	.884	1.118
Joint venture Bank	Mean	2.16	2.47	2.67	2.62	2.22	2.31
	N	55	55	55	55	55	55
	Std. Deviation	.834	.604	.818	.933	.854	.610
Government & Semi-government Bank	Mean	2.43	2.46	2.56	2.62	2.33	2.31
	N	174	171	171	172	173	173
	Std. Deviation	.895	.842	.841	.926	.890	.838

The table 1 presents the mean values of the responses of the managers of private, joint venture, and government and semi government banks, in regard to their ranking of conflict resolution attributes. The first attribute understood the individual differences. The computed mean values in this respect were 2.43, and 2.16, and 2.43 for the responses received from the managers working in private, Joint venture and government and semi government banks. According to mean values, there was improvement in the ability to understanding the individual differences from the participation in the management development program. However the managers from joint venture banks were improving in higher compared to managers from other banks.

Ability to express the disagreement was the second attribute given to rank to the respondents. All the managers from all categories of banks found improvement in the ability to express disagreement after the completion of management development program. The corresponding mean values for private, joint venture and government and semi government banks were 2.49, 2.47, and 2.46 respectively. The improvement as reported by all the managers was identical, irrespective of ownership.

The third attribute requested to managers was to give their opinion about the improvement in the skill like influence to get ideas accepted in order to manage the conflict in their respective organizations. The computed mean values in this respect were 2.49, 2.67 and 2.56 for the responses received from private, joint venture and government and semi government banks in the order. Irrespective ownership differences, all the responding managers reported that their conflict management skill was improved. But the degree of improvement was found better in the private banks in comparison to remaining other banks.

The fourth attribute ranked by the managers was tolerance power. The computed mean values in this concern were 3.11, 2.62, and 2.62 for the responses received from the managers of private, joint venture, and government and semi government banks respectively. As revealed by the mean values, the managers from private banks felt low improvement in tolerance power as a conflict management skill when compared to the managers from other banks.

Respect to other was taken for the fifth attribute of conflict management skill to be improved from the management training program in the banks under study. The mean values computed for the responses received from the managers of private, joint venture, and government and semi

government banks were 2.68, 2.22, and 2.33 in the order. According to mean values, the management development program was able to bring improvement in the skill to respect others for participating managers. The improvement reported by the managers working in joint venture bank was little bit higher than the private and government and semi government banks.

The last attribute asked to rank was interpersonal relation as a recognized skill for effective conflict management in organizations under study. The mean values as shown in the table 1 convey that the management development program has been successful to bring the improvement in the interpersonal skill among the participants in management development. The representing mean values were, 2.97, 2.31, and 2.31 for the responses of managers working in private, joint venture and government and semi government banks respectively. The improvement reported by the managers in joint venture and government and semi government banks was higher in comparison to the managers in private banks.

In a nutshell, the managers in all categories of banks were reporting improvement in their conflict management skills from the participation in management development program. But, conventional management development practices were not capable to bring higher level changes in the managerial conflict management behavior among the managers of private, joint venture, and government and semi government banks in Nepal.

Findings and Discussion

On the basis of analysis above, managers irrespective of the ownership modality of their banks reported that their conflict management skills were positively changes by the management development practices. However, the improvements reported were not as high as desired. This study supports the propositions forwarded by Rahim (2001) and Gasline *ET. Al* (2001)

Limitations

This study has been concentrated only in banking sectors. Therefore, it cannot be claimed to be generalized in other business organization sectors. The responses were received from the managers working in head/corporate offices of the concerned banks. Hence, we cannot claim that the research represents the managers' view working in the branches. The statistical tools applied in the study were very simple and descriptive only. Therefore, it also suffers from the statistical limitations.

Implications and Suggestions for Future Research

This research has several implications. It is valuable for the practicing managers who are managing conflicts in the organizations. It also holds its usefulness in the process of designing implementing and evaluating the management development program in the concerned banks. The future researchers are encouraged to conduct the researches with more variables or managerial attributes that can help the practicing managers to solve the disagreements between and among the people working in their respective organizations. It would be highly desirable to conduct the researches in the areas of corporate executive development program in other categories of business enterprises.

REFERENCES

1. Brown, D. L. (1983). *Managing Conflict at Organizational Interfaces*. Reading MA: Additional-Wesley.

2. Eisenhardt, K., & Schoonhoven, C. (1990). Organizational growth: linking funding team, Strategy, environment, and growth among US Semiconductor ventures:1978-1988. *Administrative Science Quarterly*, 35, 504-529.
3. Hitt, M. A., Black, J. & Porter, L. W. (2009). *Management*, Pearson India.
4. Hitt, M. A., Miller, C. & Colella, A. (2006). *Organizational Behaviour: A Strategic Approach*, Wiley India.
5. Ivancevich, J. M., Konopaske, R., & Matteson, M. T. (2006). *Organizational Behaviour and Management*, Tata McGraw-Hill Publishing Company Limited, India.
6. Jehn, K. (1995). A Multimethod examination of the benefits and detriments of intragroup conflict. *Administrative Science Quarterly*, 40, 256-282
7. Jehn, K. A., & Manix, E. A. (2000). The dynamic nature of conflict: A longitudinal study of Intragroup conflict and group performance. *Academy of Management Journal*, 44:238:251.
8. Jehn, K. A. (1997). A qualitative analysis of conflict types and dimensions in organizational group. *Administrative Science Quarterly*, 42:530-557
9. Kobanott, B. (1991). Equity, equality, power and conflict. *Academy of Management review*, 416-441.
10. Lippit, G. L. (1982). Managing conflict in today's organizations. *Training and Development Journal*, 36, 66-74.
11. Nixon, R. D., Hitt, M. A., Lee, H. & Jeong, E. (2004). Market reaction to announcements of corporate downsizing actions and implementation strategies. *Strategic Management journal*, 25, 1121-1129.
12. Rahim, M. A. (1986). *Managing Conflict in Organizations*. Newyork; Praeger.
13. Slocum, J. W. Jr., & Hellriegel D. (2007). *Fundamentals of Organizational Behaviour*. Thompson, India.
14. Thomas, K. W., & Schimdt, W. H. (1976). A survey of managerial interest with respect to conflict. *Academy of Management Journal*, 19, 315-318.
15. Thompson, J. (1967). *Organizations in Action*, in John M. Ivancevich, Robert Konopaske, and Michael T. Matteson, L. (2006). *Organizational Behaviour*. Tata McGraw-Hill Publishing. India
16. Wall, J. A., & Collister, R. R. (1995). Conflict and its management. *Journal of Management*, 515-558.

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, Nigeira

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.

