

ISSN (Online) : 2278 - 4853

# Asian Journal of Multidimensional Research



*Published by :*  
**www.tarj.in**

Editor-in-Chief : Dr. Esha Jain

Impact Factor : SJIF 2020 = 6.882

Frequency : Monthly

Country : India

Language : English

Start Year : 2012

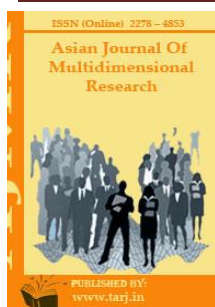
Published by : [www.tarj.in](http://www.tarj.in)

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

E-mail id: [tarjjournals@gmail.com](mailto: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 &amp; Reviewed International Journal)



SR. NO.	PARTICULAR	PAGE NO	DOI NUMBER
1.	EMPLOYEES' HEALTH AND SAFETY FACILITIES AND THEIR IMPACT ON EMPLOYEES' SATISFACTION IN ELECTRICITY BOARD  Mr. Logendran Mayuran, Miss. Thusyanthini Nadarasa	6-14	10.5958/2278-4853.2020.00233.5
2.	THE INFLUENCE OF GROWTH STIMULANTS OF UZGUMI AND MASSUDA ON THE GROWTH, DEVELOPMENT AND PRODUCTIVITY OF SOYBEANS DURING RE-SOWING IN SOUTHERN UZBEKISTAN  Tadjiev Karim Mardanakulovich	15-20	10.5958/2278-4853.2020.00220.7
3.	POSSIBILITIES OF DISTANCE LEARNING IN IMPROVING THE SYSTEM OF ADVANCED TRAINING ON THE BASIS OF ADVANCED FOREIGN EXPERIENCE  Alfiya Zhienbekovna Turekeeva	21-27	10.5958/2278-4853.2020.00221.9
4.	PROBLEMS IN THE ORGANIZATION OF PHYSICAL EDUCATION IN PRESCHOOL EDUCATION  L. Romanova	28-33	10.5958/2278-4853.2020.00222.0
5.	WOMEN EMPOWERMENT: A STUDY ON EMERGING TRENDS IN TAMIL NADU  Dr. V. Kalaiselvi	24-44	10.5958/2278-4853.2020.00217.7

6.	<b>METHODS OF LEARNING MUSICAL WORKS ON THE PIANO INSTRUMENT</b>  Mamirova Odinakhon Karimjon qizi	45-48	10.5958/2278-4853.2020.00232.3
7.	<b>METHODS OF WORKING WITH STUDIES IN PIANO LESSONS AT THE UNIVERSITY.</b>  Ashurov Marufjon Abdumutalibovich	49-55	10.5958/2278-4853.2020.00229.3
8.	<b>THE THEME OF THE KHOREZM LANDIN THE KARAKALPAK FOLK-HISTORICAL SONGS</b>  Kanaatov E.E	56-60	10.5958/2278-4853.2020.00230.X
9.	<b>HUMAN VALUES AT WAL-MART COMPANY</b>  Dr. Norouz Izadpanah	61-70	10.5958/2278-4853.2020.00234.7
10.	<b>PRACTICAL PROBLEMS IN ENSURING PROSECUTOR'S POWERS AT THE COURTS OF FIRST INSTANCE IN CRIMINAL CASES PROPOSALS AND THOUGHTS ON THEIR SOLUTION</b>  Dilzoda Dovudova	71-84	10.5958/2278-4853.2020.00231.1
11.	<b>THE NECESSITY OF ZIYARAH TOURISM IN THE SPIRITUAL PERFECTION OF PEOPLE.</b>  Bakhtiyorovich Umid Sobirov	85-88	10.5958/2278-4853.2020.00223.2
12.	<b>FEATURES OF THE COURSE OF AUTOIMMUNE HEPATITIS IN CHILDREN AS A VARIANT OF AUTOIMMUNE POLYGLANDULAR SYNDROME</b>  Negmatova Gulzoda Shuhratovna, Sabirova Dilnoza Shukhratovna	89-92	10.5958/2278-4853.2020.00228.1
13.	<b>GREEN OPPORTUNITIES OF COVID 19 IN REFERENCE TO INDIA</b>  Prof (Dr.) Suvasis Saha	93-101	10.5958/2278-4853.2020.00218.9

<b>14.</b>	<b>DEVELOPMENT OF THE KARSHI DESERT AND SOCIO-ECONOMIC LIFE OF THE POPULATION</b>  H.O.Kushvaqtov	<b>102-05</b>	<b>10.5958/2278-4853.2020.00224.4</b>
<b>15.</b>	<b>EDUCATION SYSTEM AND IDEOLOGICAL EDUCATION</b>  Gulmurod Abdurazokov	<b>106-09</b>	<b>10.5958/2278-4853.2020.00226.8</b>
<b>16.</b>	<b>JOB STRESS, SOCIAL SUPPORT AND JOB PERFORMANCE: A STUDY ON NURSES</b>  Rakhee Shah	<b>110-29</b>	<b>10.5958/2278-4853.2020.00235.9</b>
<b>17.</b>	<b>TECHNOLOGY FOR FEEDING GOATS IN THE PERIOD OF LACTATION AND CASES</b>  Kholikov Sherzod Abduhamidovich, Davronov Bakhtiyor, Ruziev Rahmon Istamovich, Khidirov Karim Imomnazarovich	<b>130-34</b>	<b>10.5958/2278-4853.2020.00227.X</b>
<b>18.</b>	<b>HISTORY OF POLITICAL CRISES AND FORMATION OF BHARATIYA JANATA PARTY (BJP) GOVERNMENT IN ARUNACHAL PRADESH</b>  Miti Siboh	<b>135-42</b>	<b>10.5958/2278-4853.2020.00219.0</b>



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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00233.5****A STUDY OF IMPACT OF EMPLOYEES' HEALTH AND SAFETY FACILITIES ON THEIR SATISFACTION IN ELECTRICITY BOARD****Mr. LogendranMayuran\*; Miss. ThusyanthiniNadarasa\*\***\*Department Of Human Resource Management,  
University Of Jaffna,  
JAFFNA

Email id: logenmayuran@gmail.com

\*Department Of Human Resource Management,  
University Of Jaffna,  
JAFFNA

Email id: thusyanthini09@gmail.com

**ABSTRACT**

*An organizational culture that places a greater value on speed or saving money than on safety can result in work place accidents – some which involve the loss of human life. To disregard safety and health issues can cause more than legal difficulty for an organization. It can sever the trust between workers and management, irretrievably damage employee commitment and performance, and ruin an organization's reputation. Managers then must understand safety and health issues and take steps to maintain a safe work environment with the help of human resources (HR) staff. The employees' health and safety is determined by mainly five variables; unsafe condition, unsafe act, Alcoholism, stress and burnout and work place violence. The researcher derived the research problem question that is the employees' health and safety facilities determining employees' satisfaction. To conduct this research Ceylon electricity board Jaffna was selected and 200 employees were selected as a sample. The data were collected from selected sample. Three hypotheses were tested using the correlation regression analysis. These analyses showed a high negative correlation between unsafe condition and employees' satisfaction, unsafe act and work place violence have moderate negative correlation with employees' satisfaction. Finally this research concluded that employees' health and safety facilities have a negative impact on their satisfaction. Job satisfaction focuses on employees attitudes toward their job. Job satisfaction reflects the extent to which people find gratification or fulfillment in their work. And Also Locke, (1976) gives a comprehensive definition of job satisfaction as involving cognitive, effective states it is "a pleasurable or positive emotional state resulting from the*

*appraisal of one's job experience". Job satisfaction is a result of employees' perception of how well their job provides those things that are viewed as important*

**KEYWORDS:** *Irretrievably, Alcoholism, Correlation, Regression*

## INTRODUCTION

Nowadays, human resources are considered as an important resource. Since, non organization can achieve their objectives without effective HR. This resource should be handled properly. Therefore, survival of human resource is a vital part in any organization. This can be achieved by managing human resource effectively.

There are so many employment is available and every employment has different nature that may be challenging, dangerous, easy and etc. This means that some employees are facing difficulties in performing their work than others. In this connection that job may destroy employees' health.

Many employees would probably say that they were not healthy if the world health organization definition of health quoted above was used as a benchmark. There are several health problems that are of special concern to today's HRM practitioners; Job stress and burnout, alcohol abuse, smoking, AIDS, video display and work place violence.

Safety is those aspects of the work environment with the potential of immediate and sometimes violent harm to an employee. Examples are loss of hearing or eyesight, cuts, sprains, bruises, broken bones, burns and electric shock. Health is those aspects of the work environment which slowly and cumulatively (and often irreversibly) lead to deterioration of an employee's health. Typical causes include physical and biological hazards, toxic and cancer – causing dusts and chemicals, and stressful working conditions.

Job satisfaction focuses on employees attitudes toward their job. Job satisfaction reflects the extent to which people find gratification or fulfillment in their work. And Also Locke, (1976) gives a comprehensive definition of job satisfaction as involving cognitive, effective states it is "a pleasurable or positive emotional state resulting from the appraisal of one's job experience". Job satisfaction is a result of employees' perception of how well their job provides those things that are viewed as important.

Employees' health & Safety has impact on employees' satisfaction. Research indicates that, there is a strong relationship between employee health & Safety and satisfaction within the organization. The highly satisfied employees tend to have better physical health, learn new job related tasks more quickly, have fewer on the job accidents and file fewer grievances.

Ganster et al (1991) their study stated evidence that better physical health is correlated to higher job satisfaction and other factors such as lower job stress and better psychological well-being (e.g.,. Poor job satisfaction has been associated with a higher likelihood of SBS complaints) and absenteeism due to SBS. Some SBS studies have linked job stressors such as high workload and low levels of support with a higher prevalence of physical symptoms; internal control has proved to be successful in reducing occupational accidents and continuous pollution.

Vischer (2007) argued that traditional research on workplace stress has focused on psychosocial factors, organizational aspects, and job design, and has ignored the potential effect of the physical environment.

Donald and Siu (2001) demonstrated positive links between satisfaction with physical working conditions, job satisfaction, and employee physical and mental well-being. In addition, Wells (2000), using structural equation modeling, found that higher satisfaction with the physical environment predicted higher job satisfaction, which predicted higher employee well-being. A large meta-analysis also supported this relationship (Cass et al., 2003). Other research has indicated that employees with lower job satisfaction and psychological well-being are more likely to be absent (Hardy et al., 2003). Indeed, job satisfaction is sometimes construed as part of well-being (Warr, 1990).

SBS studies have included environmental satisfaction and job satisfaction as predictors of symptoms (Skov et al., 1989; Zweers et al., 1990; Ooi et al., 1998; Brasche et al., 2001; Chao et al., 2003), but with little consideration that the direction of the relationship could be reversed, or that one set of relationships mediates others. In other words, multistage analysis in such studies has been limited.

The Cost-effective Open-Plan Environments (COPE) project, using survey data from 779

Mansell et al. (2006) found lower workplace ‘hassles’, higher recognition and reward, higher job control, and higher supervisory support were significantly correlated with higher job satisfaction across three time points. By comparison, increased pay, staffing levels, and benefits to be the most important factors related to higher job satisfaction.

Wilson et al (2004) in their study found that higher absenteeism and turnover intent to be significantly correlated with lower job satisfaction, lower organizational commitment, and higher job stress in retail employees.

Allen et al (2005) in their study showed that a significant correlation between lower job satisfaction and higher turnover. Meta-analytical studies have also indicated a significant negative relationship between job satisfaction and absenteeism, and between both job satisfaction and organizational commitment, and staff turnover.

Eitch et al. (2005) found no effects of window proximity on job satisfaction, but did find that having access to a window immediately in one’s workstation had a positive effect on satisfaction with lighting and a negative effect on overall environmental satisfaction.

## **PURPOSE OF THE STUDY**

In order to achieve organization objectives, human resources should be handled properly. The effectiveness of human resource may be affected by several factors. Health & safety facility is one of them. In this present research, employee’s health & safety facilities available and impact on their satisfaction will be identified. This study is identified to achieve the following objective.

- I) To examine the problem an employee health & safety that exist in electricity board for the last few years.
- II) To examine causes that create employees health & safety problem
- III) To recommend alternative actions to overcome the problem of employee health & safety.
- IV) To identify possible relationship between employee health & safety & their satisfaction.



## RESEARCH QUESTIONS

The following research questions guided the study;

- What factors cause employee health & safety problem.
- Are the employee health & safety facilities having an impact on their job satisfaction?

## HYPOTHESES

The following hypothesis are formulated for the purpose of this study

**H1:** High level of unsafe condition & other related factors will result in low level of employee satisfaction.

**H2:** High level unsafe act will result in low level of employees' satisfaction.

**H3:** High level of employee health facilities lead to high level of employee satisfaction.

## RESEARCH METHOD

The research was a descriptive survey aimed to find out the result whether employees' health and safety facilities have the impact on their satisfaction in electricity board. For this purpose, 200 employees who are working in electricity board have been selected.

The instrument used for the study was a questionnaire developed through extensive literature and based on the research questions. The questionnaire consists of three part; part A, part B and part C. part A of the instrument sought information on the personal data of the respondents. In the B part of the questionnaire, there are 15 questions are given. The respondent would be asked to mark in suitable box. The respondent can select the answer either yes or no. These section is designed to identify whether organization face the employee health & safety problem or not. Part C consists of 13 questions based on Components of employees' Satisfaction.

The responses were placed on a 6-point rating scale of Disagree very much, Disagree moderately, Disagree slightly, Agree slightly, Agree moderately, Agree very much and were rated 1,2,3,4,5 and 6 respectively

## DATA ANALYSIS TECHNIQUE

The relationship between employees' health and safety and their satisfaction was measured by comparing the results between variables that measure employees' health and safety facilities and variables that measure the employees' satisfaction. This was done by using mean, t test, correlation analysis and regression analysis.

## DATA ANALYSIS

### Correlation analysis

This correlation analysis is used to identify the relationship between two variables (independent and dependent variable). The employees' satisfaction is correlated with employees' satisfaction.

Health and safety Factors	Correlation	Coefficient of determination
Unsafe condition	-0.736**	0.542
Unsafe act	-0.641**	0.411

Alcoholism	-0.392**	0.154
Stress and burnout	-0.292**	0.085
Workplace violence	-0.603**	0.364

\*\* . Correlation is significant at the 0.01 level (2-tailed)

\* . Correlation is significant at the 0.05 level (2-tailed)

**Source:** Survey data

When employees' satisfaction is correlated with unsafe condition, the correlation is -0.736. Since the correlation is strongly, it can be said that there is a negative relationship between two variables. Therefore, hypothesis ( $H_1$ ) is accepted. That is higher level of unsafe condition leads to low of employees' satisfaction.

R Square ( $r^2$ ) 0.5423 explains that only 54% variance of employees satisfaction is accounted for by unsafe condition. In other words, 46% of variance of employees' satisfaction is accounted for by other variables.

Next, when employees' satisfaction is correlated with unsafe act, the correlation is -0.641, since the correlation is moderately strong negative; there is a negative relationship between two variables. Therefore hypothesis ( $H_2$ ) is accepted. That is high level of unsafe act will result in low level of employees satisfaction.

R Square ( $R^2$ ) 0.4116 indicates that only 41% variance of employees satisfaction is accounted for by unsafe acts.

When the employees' satisfaction is correlated with alcoholism the correlation is -0.392. Since correlation is negative, it can be said that, there is a negative relationship between two variables. Therefore hypothesis ( $H_3$ ) is accepted. That is high level of alcoholism problem will lead to low level of employees satisfaction. R Square ( $R^2$ ) 0.1543 shows that only 15% variance of employees satisfaction is accounted for by alcoholism.

When employees' satisfaction is correlated with stress and burnout, the correlation is -0.292. As correlation is negative, there is a negative relationship between two variables. Therefore hypotheses ( $H_3$ ) are accepted. (Stress and burnout is one of variable in health) That is high level of stress and burnout will lead to low level of employees' satisfaction. R square ( $r^2$ ) 0.0855 shows that only 8% variance of employees satisfaction is accounted for by stress and burnout.

Finally, when employees' satisfaction is correlated with workplace violence, correlation is -0.603. Because correlation is negative, it can be said that there is a negative relationship between two variables. As workplace violence is one of the variables in determining employees' health, hypothesis ( $H_3$ ) is accepted. That is high level of work place violence will leads to low level of employees' satisfaction.

R square ( $r^2$ ) 0.3643 shows that only 36% variance of employees satisfaction is accounted for by work place violence. In other words, 64% variance of employees' satisfaction will be attributed to other variable.

### Regression analysis

This regression analysis is carried out to find out the value of dependent variable based on the value of independent variable. That is, it is used to estimate value of “y” while “x” is increased by one. In other words, regression analysis is used to find out nature of relationship between two variables.

The regression equation  $Y = -0.8336X + 116.55$  exhibit the relationship between unsafe condition and employees satisfaction. (This equation is shown on the scatter diagram). If the unsafe condition is  $X=0$ , the average employees satisfaction is to be 116.55. Further, when unsafe condition increased by one, the employees’ satisfaction will be declined by 0.8336. Therefore, it can be said that there is a negative relationship between two variables.

The relationship between unsafe act and employees satisfaction can be found in the regression equation  $Y = -0.5503X + 92.717$ . It means that, if the unsafe act is  $X=0$ , the employees satisfaction will be 92.717. Further, when unsafe act is increased by one, employees’ satisfaction will be reduced by 0.5503. So, it can be found that there is a negative relationship between two variables.

The regression equation  $Y = -0.311X + 81.548$  shows that the relationship between alcoholism and employees satisfaction. If the alcoholism is  $X=0$ , the employee satisfaction will be 81.548. When alcoholism is increased by one, employees satisfaction will be decreased by 0.311. Therefore, it can be said that there is a negative relationship between two variables.

The relationship between stress and burnout can be found in the regression equation  $Y = -0.2214X + 72.309$ . This means that, if stress and burnout is  $X=0$ , the employees satisfaction will be 72.309. In other words, when stress and burnout is increased by one, employees’ satisfaction will be reduced by 0.2214. This regression line shows that there is a negative relationship between two variables.

The relationship between work place violence and employees satisfaction can be found in regression equation  $Y = 0.6226X + 100.27$ . It explains that, if work place violence is  $X=0$ , the employees satisfaction will be 100.27. When workplace violence is enhanced by one, employees’ satisfaction will be reduced by 0.6226. Therefore, it can be said that, there is a negative relationship between two variables.

### RESEARCH FINDING

On the basis of presented and analyzed data regarding with independent and dependent variables, this study indicates some findings.

Regarding with unsafe condition, averagely most of the employees in the Electricity board Jaffna, are working under unsafe condition. That is, 83% of employees’ working is related with unsafe condition [High level 39% and moderate level 44%] Therefore it was found that most of the employees are working under the unsafe condition.

In connection with unsafe act, most of the employees are highly related with moderate level of unsafe act. That is 66% of employees are experiencing their work with moderate level of unsafe act. Only 14% of employees agreed that they are working under the high level of unsafe act. Therefore it was found that most of the employees are working under the unsafe act.

In relation to alcoholism, 73% of employees are related with moderate level of alcoholism problem and 20% of employees are related with low level. Therefore, it was found that most of the employees are experiencing alcoholism problem in that organization.

In connection with stress and burnout most of the employees are related with this problem. That is 70% of employees are experiencing moderate level of stress and burnout and only 16% of employees are related with high level of stress and burnout. Therefore, it was found that averagely most of the employees are related with stress and burnout in the selected organization

Regarding with work place violence, 47% of employees agreed that there is moderate level of work place violence in the selected organization. 26% of employees stated that there is high level of work place violence. Therefore, it was found that averagely most of the employees agreed that work place violence exist in that organization.

Totally, it can be said that employee's health and safety problem exists in the selected organization. Further it also was found that most of the employees' satisfaction regarding with employees' health and safety are related with high, moderate and low level respectively.

### TESTING OF HYPOTHESES

Hypotheses can be tested based on the analyzed data. This research has been carried out on the basis of the following hypotheses.

**H<sub>1</sub>:** -High level of unsafe condition leads to low level of employees' satisfaction.

**H<sub>2</sub>:** - High level of unsafe act will result in low level of employees' satisfaction.

**H<sub>3</sub>:** -High level of employees' health facilities leads to high level of employees' satisfaction.

The hypothesis can be tested with the help of correlation

Based on the correlation table, employees' satisfaction with unsafe condition has higher negative correlation. This means that high level of unsafe condition leads to lower level of employees' satisfaction. Coefficient of determination explains that 54% of employees' satisfaction is accounted for by unsafe condition. Therefore, it can be said, the hypothesis (H<sub>1</sub>) is accepted. That is high level of unsafe condition leads to low level of employees' satisfaction

Employees' satisfaction with unsafe act has highly negative correlation. This means that high level of unsafe act will cut down employees' satisfaction. Coefficient of determination states that 41% variance of employees' satisfaction are accounted for by unsafe act. Therefore, hypothesis (H<sub>2</sub>) is accepted. That is high level of unsafe act will result in low level of employees satisfaction

Next, employees' satisfaction with alcoholism which is one of the employees' health variable, has lower negative correlation. That is 15% of variance of employees' satisfaction is accounted for by alcoholism. That is, if employees are with alcoholic problem, their satisfaction will also be reduced. In this connection hypothesis (H<sub>3</sub>) is accepted. That is high level of employees health facilities lead to high level of employees satisfaction.

Correlation between stress and burnout and employees satiation is at lower negative correlation. Lower negative correlation means that the highly independent variable leads to lower dependent variable. That is, if high level of stress and burnout is in high level, employees' satisfaction will be at lower level. Further, correlation of determination explains that 8% of variance of employees' satisfaction is accounted for by stress and burnout. As stress and burnout one of the employees' health factors, the hypothesis (H<sub>3</sub>) is accepted.

Finally employees' satisfaction with workplace violence has moderate level negative correlation. Coefficient of determination explains that 36% variance of employees' satisfaction is accounted for by workplace violence. Therefore, the hypothesis ( $H_3$ ) is accepted. That is high level of employees health facilities lead to high level of employees satisfaction. This hypothesis is accepted based on the employees' health variable; Alcoholism, stress and burnout and workplace violence.

Furthermore, t test is also used to find out whether this correlation is significant or not. At the 5% of significance level critical value for t (one tail test) is -1.6699, which is lower than calculated value. Therefore, these hypotheses are accepted at 5% of significance level. Even though out of these, the other factors are also have an impact on employees' satisfaction such as working condition, promotion, career development, work sharing, rewards, good employees and supervisor relation.

## CONCLUSION

In most of the Organizations, employees health and safety problem are exists. That is, unsafe condition, unsafe acts, alcoholism, stress and burnout and workplace violence have considerable impact on the employees' satisfaction. When the employees are experiencing high level of unsafe condition, unsafe act (regarding with safety) their satisfaction is also be at low level. That is their feeling of working life is questionable. Then regards with employees health problem; alcoholism, stress and burnout and work place violence are in averagely moderate level. Therefore employees' satisfaction also decreases. Hence, eventually, the employees' health and safety have considerable impact on the employees' satisfaction.

## BIBLIOGRAPHY

- ✍ Allen, A., Horgen, G., Bjorset, H.H., Ro, O. and Walsoe, H. (2001) Musculoskeletal, visual and psychosocial stress in VDU operators before and after multidisciplinary ergonomic interventions: a 6 years' prospective study – Part II. *Applied Ergonomics*, 32(6), 559–571
- ✍ Bernardin John H, Russell A.E, Joyle Human Resource Management An Experiential Approach, third edition ,1993 (Singapore M.G.Grow- Hill Inc)
- ✍ Dessler, Gary, Human Resource Management, seventh edition, 2001 (New Jersey, prentice Hall Inc.)
- ✍ Donald, I. and Siu, O. (2001) Moderating the stress impact of environmental conditions: the effect of organizational commitment in Hong Kong and China. *Journal of Environmental Psychology*, 21, 353–368
- ✍ Eitch, Luis R, Balk in, David B., Cardy, Robert L. Managing Human Resource, third edition, 2002 (New Jersey, prentice Hall Inc.)
- ✍ Greenberg, J & Baron, RA 2008, Behavior in Organisations, Ninth Edition, Pearson Prentice Hall, Upper Saddle River, New Jersey.
- ✍ Ganster, D.C. and Schaubroeck, J. (1991) Work stress and employee health. *Journal of Management*, 17(2), 235–271.
- ✍ Torp, S., Riise, T., Moen, B.E., 2000. Systematic health, environment and safety activities: do they influence occupational environment, behaviour and health? *Occup. Med. (London)* 50, 326–333



- ✍ Vischer, J.C. (2007) The effects of the physical environment on job performance: towards a theoretical model of workplace stress. *Stress and Health*, 23(3), 175–184
- ✍ Wells, M.M. (2000) Office clutter or meaningful personal displays: the role of office personalization in employee and organizational well-being. *Journal of Environmental Psychology*, 20, 239–255.

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00220.7****THE INFLUENCE OF GROWTH STIMULANTS OF UZGUMI AND  
MASSUDA ON THE GROWTH, DEVELOPMENT AND PRODUCTIVITY  
OF SOYBEANS DURING RE-SOWING IN SOUTHERN UZBEKISTAN****Tadjiev Karim Mardanakulovich\***

\*Candidate of Agricultural Sciences,  
Surkhandarya Research and Experimental Station,  
Reserart institute of Selection,  
Seed production and Agrotechnologies of Cotton Growing (NISSAVKH),  
Termez, UZBEKISTAN  
Email id: karimgeobio@mail.ru

**ABSTRACT**

*In the conditions of the Surkhandarya region, the use of growth stimulants Uzgumi and Massuda to obtain an early and high yield of repeated culture of soybean varieties Nafiswas studied. When using the Uzgumi growth stimulator, it is recommended (seed treatment at a rate of 0.6 l / t; spraying plants in a phase of 3-5 leaves 0.2 l / ha, budding 0.3 l / ha and flowering 0.4 l / ha) and the use of the Masuda stimulator, seed treatment at a rate of 3.0 l / t; and spraying plants in a phase of 3-5 leaves of 6.0 l / ha; during budding, 9.0 l / ha) had a positive effect on yield.*

**KEYWORDS:** Soybean, Stimulant, Uzgumi, Masuda, Seed And Plant Treatment, Seedlings, Growth And Development, Productivity.

**INTRODUCTION**

In Uzbekistan, the cultivation of legumes and other crops as a second crop is an important area that can be used in the rotation system of cotton and wheat. They serve, first of all, to maintain and improve soil fertility, and secondly, to provide the population with protein-rich food and valuable livestock feed. In Uzbekistan, legumes and soybeans can be sown in the second crop after harvesting winter wheat and produce 1.5–2 t / ha.

However, due to adverse weather conditions: a changing climate is characterized by an uneven rainfall, cold winters and dry summers, which negatively affects crop yields and it is not always possible to achieve the expected results from sowing wheat.

Therefore, obtaining early and high yields of second crops after winter wheat remains an urgent problem. To obtain an early and high yield of soybean crops, special agrotechnical measures

must be used. To achieve positive results after winter wheat, it is important to use growth regulators in different crops.

However, the technology of using growth stimulants to obtain an early and high crop of soybean re-culture on takyr-meadow soils of the Surkhandarya region is not well understood.

However, the technology of using growth stimulants to obtain a high-quality crop of repeated soybean crops on the takyr-meadow soil of Surkhandarya is not well understood.

The development of scientific theories and theoretical foundations for the use of physiologically active growth regulators, before sowing and during the growing season, is important for creating a scientific basis for improving soybean cultivation after winter wheat.

However, the influence of enzymatic activity, the activity of phytohormones, physiological processes, biochemical reactions on the soybean crop after winter wheat has not been sufficiently studied.

The use of growth stimulants in soybeans as a re-crop is relevant for agricultural production in southern Uzbekistan. Soy is considered the best precursor to many crops and a source of vegetable oil.

Growth stimulators comprehensively affect the physiological and biochemical processes that occur in the plant. The manifestation of their action in extremely small concentrations allows them to be widely used in the practice of agricultural production, and now their use is of particular relevance [2].

The growth regulators of the new generation have a triple effect on plants: stimulation of physiological processes, increase of the plant's own resistance to the action of adverse factors and strengthening of non-specific immunity [4, 5, 6].

Growth regulators - organic compounds of a type other than nutrients, stimulate or inhibit plant growth. Growth regulators include both natural growth substances and chemical growth preparations used in the processing of crops [3, 7].

It has been established that the use of growth substances increases the activity of enzymes and the biosynthesis of nucleic acids and proteins, accelerates seed germination, and intensively develops the root system [1].

### **Research objective**

To develop technologies for the use of growth stimulants Uzgumi and Massuda to obtain a high and high-quality soybean crop during repeated sowing after winter wheat in the Surkhandarya region in southern Uzbekistan, as well as the rational use of land and water resources, increase the volume of food and feed units, and increase economic efficiency.

### **RESEARCH METHODOLOGY**

The experiments were carried out on the takyr-meadow soil of the Surkhandarya experimental station Reserart institute of selection, seed production and agrotechnologies of cotton growing (NISSAVKh) located in the southern zone of the Surkhandarya region of Termez district. The soil is non-saline, the content of humus at a depth of 0-30 cm in the soil was 0.669-0.597%, total nitrogen 0.059-0.054%, phosphorus 0.124-0.100%, exchange potassium 125-125 mg / kg, the occurrence of groundwater at a depth of 1.5-2 , 0 m, heavy loam in terms of mechanical composition.

The average annual temperature is + 21.0 ° C; the average January temperature is + 2.8 ° C, the average July temperature is + 31.4 ° C. The absolute minimum temperature was -21 ° C, the absolute maximum temperature + 48 ° C.

The increase in air temperature begins in March, April, reaches a maximum in July.

On the territory of the region, an average of 440-480 mm of precipitation falls annually (the main part of the precipitation is in spring and autumn). The growing season lasts 225-266 days.

The atmospheric precipitation is unevenly distributed throughout the year: relatively many of them fall in February, March and April; almost none of them occur in June, July, August and September.

In the south of the Sherabad-Surkhandarya depression, the hot and dry wind "Afghan" blows dust and sand in a south-west direction, the wind speed reaches 15–20 m / s. The Afghan wind can blow continuously for several days in a row. This wind has a detrimental effect on flowering trees, agricultural crops.

The object of research is the mid-season soybean variety Nafis. The area of the accounting plot is 24 m<sup>2</sup>, the repetition is fourfold. Sowing seeds was carried out to a depth of 3-4 cm, the seeding rate of 70.0 kg / ha Seed treatment with growth regulators was performed on the day of sowing. The plants were treated using an AIDA hand sprayer.

The experiments were laid according to the methodology of Uzbek Scientific Research Institute of Cotton (UzNIKH) (2007), "Methods of agrochemical, agrophysical and microbiological studies in irrigated cotton areas" (1963), using chemical preparations "Brief guidelines for conducting state tests of plant growth regulators" (1984), "Methodological guidelines for testing of insecticides, ascaricides, biologically active substances and fungicides" (1994).

For the agrotechnical characteristics of the soil, the humus content was determined by the Tyurin method, total nitrogen, phosphorus in one sample by burning according to K.E. Ginzburg, M. Shcheglova and E.K. Wulfius, the content of nitrate nitrogen by the ionometric method, mobile phosphorus according to B.P. Machigin and exchange potassium according to Protasov on a flame photometer. Statistical processing of experimental data was carried out according to the method of B.A. Dospekhov (1985).

Raw material. In the experiments, a mid-early ripe highly productive soybean variety Nafis was sown, the vegetation period of which is 115-120 days, the height of plants is 145-150 cm. The lower beans are located at a height of 14-16 cm, the number of beans on one plant is 120-130 seeds in one bobik 2-4 pieces. Variety Nafis is characterized by high (up to 3.0-3.2 t / ha) potential seed productivity and green mass (25.0-30.0 t / ha). The variety is zoned in 2010.

Soybean and plant seeds were treated with stimulants:

Uzgumi-active substances are humic and sulfonic acids, potassium and sodium humates, amino acids, trace elements and other natural compounds.

Masuda - in its composition contains NPK, humic salts and folic acids, liquid, dark root light.

### Research results and discussion

To obtain high yields of legumes, pre-sowing preparation of seed material is necessary in order to increase their germination and other sowing qualities, reduce seed infection, and accelerate growth.

One of the most promising methods for pre-sowing seed treatment is the treatment of seeds with various physiological active substances, growth regulators and other compounds that affect the growth of seedlings and increase its resistance to adverse environmental conditions and various pathogens.

In 2017-2019, field studies were conducted on the treatment of seeds of soybean varieties Nafis with Uzgumi and Massuda stimulators.

On the options with treatment with stimulants Uzgumi and Matsuda, seed germination increased.

Field germination of seeds in the control without chemical treatment was 60.7%.

Seedlings were higher in all variants treated with growth stimulants compared with the control. It was greatest in the variants when treated with the Uzgumi preparation in the norms of 0.6-0.7 l / t, where it was 67.5-66.8%, which is 6.8-6.1% higher than the control variant. When using the drug Matsuda in standards 2.0; 3.0; 4.0 l / t, seedlings were higher by 4.2; 5.2 and 3.8%, in comparison with the control.

A rather high result of 67.5% was observed in crops treated with Uzgumi stimulants at a rate of 0.6 l / t.

The seed dressing with a Uzgumi stimulator of 0.6 l / t ensures the emergence of friendly soybean seedlings 2-3 days earlier than in the control.

The formation of highly productive crops of crops and, in particular, soybeans, requires the regulation of numerous factors that determine the growth and differentiation of various vegetative and generative organs.

Plant growth and development is a physiological process that combines and reflects almost all aspects of the vital activity of a plant organism.

The growth and development of plants mainly depends on the characteristics of the variety and the soil and climatic conditions of cultivation.

In our studies, we observed the growth and development of plants on August 1, September 1, September 1, October: the height of the plants was measured, the number of branches, leaves and beans was calculated, and the influence of growth regulators on the value of these indicators was studied.

The use of the studied drugs had a positive effect on the growth of soy plants.

On August 1, September 1 and October 1, on all variants with the use of drugs, soy plants were taller than on the variants without treatment. Moreover, the maximum values were noted on the variants with the treatment of Uzgumi growth regulators (seed treatment at a rate of 0.6 l / t; spraying the plant in a phase of 3-5 leaves 0.2 l / ha, in budding 0.3 l / ha, and in bloom 0.4 l / ha), and in the case of seed treatment with a Matsuda stimulator with a norm of 3.0 l / t and spraying in the phase of 3-5 leaves 6.0 l / ha, and in budding 9.0 l / ha.

On October 1, a positive trend was observed. All options with the use of growth stimulants Uzgumi showed a significant increase in growth. So, the maximum height of the soybean plant was achieved on the Uzgumi variants (seed treatment at a rate of 0.6 l / t; spraying the plant in a phase of 3-5 leaves 0.2 l / ha, in budding 0.3 l / ha, and in flowering 0.4 l / ha), where it was 57.7 cm, respectively. Whereas, in the control the growth was 55.2 cm, which is 2.5 cm lower.



When using the Uzgumi stimulator (seed treatment at a rate of 0.6 l / t; spraying the plant in a phase of 3-5 leaves 0.2 l / ha, budding 0.3 l / ha), the height of soybean plants reached 56.8 cm, which is higher version without processing 1.6 cm.

When using the Uzgumi stimulator (seed treatment 0.7 l / t; spraying the plant in a phase of 3-5 leaves 0.2 l / ha, budding 0.3 l / ha, and flowering 0.4 l / ha) plant height soybean reached 57.4 cm, which is 2.2 cm higher than the version without processing.

When using the Uzgumi stimulator (seed treatment 0.7 l / t; spraying the plant in a phase of 3-5 leaves 0.2 l / ha, budding 0.3 l / ha), the height of soybean plants reached 56.6 cm, which is higher than the option 1.4 cm without treatment

When used with the drug Masuda (seed treatment with norms of 2.0; 3.0; 4.0 l / t; spraying the plant in the phase of 3-5 leaves 6.0 l / ha, budding 9.0 l / ha) plant height soybeans reached 56.0; 56.7; 56.1 cm, which is 0.8 higher than the untreated option; 1.5; 0.9 cm

Based on the data obtained, it can be concluded that the use of Uzgumi preparations (seed treatment at a rate of 0.6 l / t; spraying the plant in the phase of 3-5 leaves 0.2 l / ha, in budding 0.3 l / ha, and in bloom 0.4 l / ha) has a stimulating effect on the growth of soybean plants. Moreover, it is important to note that the effect was not only the use of drugs, but also the type of drug and its concentration.

Our studies have found that soybean seed treatment with growth regulators before sowing, in the phases of 3-5 leaves, in budding and flowering had a positive effect on growth, development and yield.

Currently, to increase productivity, great importance is attached to new methods of pre-sowing seed treatment with physiologically active substances, which contribute to increasing yield and seed quality, are distinguished by environmental safety, manufacturability and economy.

Presowing seed treatment and spraying of vegetative plants are the most promising methods of using growth regulators.

On average (for 3 years), soybean yield in the control variant without treatment was 17.1 c / ha. The maximum yield was observed on the options when used with the Uzgumi preparation (seed treatment at a rate of 0.6 l / t; spraying the plant in a phase of 3-5 leaves 0.2 l / ha, in budding 0.3 l / ha, and in flowering 0.4 l / ha) amounted to 21.1 kg / ha, which is 4.0 kg / ha higher than the control option.

**Table-1**

The influence of the growth stimulator Uzgumi and Masuda on the growth, development and productivity of soybean seeds

№	Options	Growth and development (01.X.2019)		Productivity, t / ha	The increase in control, ±
		plantheight, cm	the number of beans		
1	Control (no processing)	55,2	32,8	17,1	-
2	Uzgumi 0.6 l / t; 0.2; 0.3; 0.4 l / ha	57,7	35,3	21,1	4,0

3	Uzgumi 0.6 l / t; 0.2; 0.3 l / ha	56,8	34,9	20,1	2,9
4	Uzgumi 0.7 l / t; 0.2; 0.3; 0.4 l / ha	57,4	35,1	20,6	3,5
5	Uzgumi 0.7 l / t; 0.2; 0.3 l / ha	56,6	34,6	20,4	3,2
6	Masuda 2.0 l / t; 6.0; 9.0 l / ha	56,0	34,6	19,4	2,3
7	Masuda 3.0 l / t; 6.0; 9.0 l / ha	56,7	35,0	20,2	3,1
8	Masuda 4.0 l / t; 6.0; 9.0 l / ha	56,1	34,4	19,3	2,2

When using Uzgumi (seed treatment at a rate of 0.6 l / t; spraying the plant in a phase of 3-5 leaves 0.2 l / ha, budding 0.3 l / ha), the grain yield was 20.1 c / ha, which 2.9 kg / ha above the untreated option.

When using Uzgumi (seed treatment at a rate of 0.7 l / t; spraying a plant in a phase of 3-5 leaves 0.2 l / ha, budding 0.3 l / ha, and flowering 0.4 l / ha) was 20.6 t / ha, which is 3.5 t / ha higher than the control option.

With the use of Uzgumi (seed treatment at a rate of 0.7 l / t; spraying the plant in a phase of 3-5 leaves 0.2 l / ha, budding 0.3 l / ha), the grain yield was 20.4 c / ha, which 3.2 kg / ha above the untreated option.

When used with the drug Masuda (seed treatment before sowing with the norms of 2.0; 3.0; 4.0 l / t; spraying the plant in the phase of 3-5 leaves 6.0; 6.0; 6.0 l / ha, and in budding 9.0; 9.0; 9.0 l / ha) the grain yield was 19.4; 20.2 and 19.3 kg / ha, which is higher than the version without treatment, respectively, by 2.3; 3.1; 2.2 c / ha.

## CONCLUSION

It should be noted that the treatment of soybean seeds with growth stimulants before sowing, in phases of 3-5 leaves, budding and flowering had a positive impact on the yield and quality of the grown products.

## REFERENCES

1. Abdualimov Sh. Kh. Evaluation of the effectiveness of the use of growth regulators on cotton and winter wheat. Abstract of a doctor of agricultural sciences. Tashkent, 2015. -78 p.
2. Evdokimova MA, Solovyova N. I., Danilov A. V., Mikhailova A. G. Growth stimulants on crops of spring barley // Actual issues of improvement, production technology and processing of agricultural products. Mosolov readings: international materials. scientific and practical conf. / Mar. state un-t Yoshkar-Ola, 2015. Issue. Xvii. S. 16-18.
3. Kefeli V.I. Ed. Acad. M.Kh. Chaylakhyan. M., "Ear", 1973.120s.
4. General and molecular phytopathology / Yu.G. Dyakov et al. - M.: Society of Phytopathologists, 2002. 301 p.
5. Fundamentals of chemical regulation of plant growth and productivity / G.S. Muromtsev et al. - M.: Agropromizdat, 1987. -- 383 p.
6. Evaluation of the effectiveness of microbial preparations in agriculture / under. ed. A.A. Zavalina. M.: RAAS, 2000. -- 82 p.
7. "Growth stimulants." Alchemist Publication date: February 7, 2002.

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00221.9****POSSIBILITIES OF DISTANCE LEARNING IN IMPROVING THE  
SYSTEM OF ADVANCED TRAINING ON THE BASIS OF ADVANCED  
FOREIGN EXPERIENCE****Alfiya Zhienbekovna Turekeeva\***

\*Basic Doctoral Student

Nukus State Pedagogical Institute named after Ajiniyaz,  
Nukus, UZBEKISTANEmail id: [turkeeva\\_a@umail.uz](mailto:turkeeva_a@umail.uz)**ABSTRACT**

*The article describes the organization of in-service training courses in distance learning through the system of training for system managers, specialists and teachers in advanced training centres on the basis of advanced foreign experience. American educators themselves explain this, first of all, by the excessive emphasis on techniques and methods, pedagogical techniques, to the detriment of the value-emotional and cognitive-cognitive areas of the personality. The intensification of Russian-American dialogue in all spheres of life in modern society attracts the experience of colleagues in the United States, especially experts in Russia.*

**KEYWORDS:** *Distance Learning, Modern Teacher, Pedagogical Tools, Socio-Psychological, Portfolio, Electronic Resource.*

**INTRODUCTION**

Socio-psychological approach to teacher training in the United States The intensification of Russian-American dialogue in all spheres of life in modern society attracts the experience of colleagues in the United States, especially experts in Russia. Additional training for teachers in the United States is based on a "socio-psychological" approach.

In the United States, as in many Western countries in the 1950s and 1960s, teacher training tasks forced them to be introduced to new curricula, textbooks, manual content, and ideas that formed the basis of new school courses.

In recent decades, the focus has shifted to the practical side of education. Not much attention is paid to the formation of standards of skills necessary for the performance of functional tasks of teachers, the transmission of information. Continuing education programs include student learning diagnostics, formulation of learning objectives, differentiation and individualization of

the learning process, use of modern technologies, new ways of organizing group work in the classroom, and more.

According to experts, heads of educational districts and educational departments, many teachers are becoming professional masters who have really mastered pedagogical technologies after graduating from continuing education courses. However, according to education officials, the current system is not efficient enough. Examples of this are the deterioration of academic performance and discipline, and the school's activism in fostering civic responsibility among young people.

### **Main part**

In this regard, an attempt was made to analyze the results of the preparation for the course. The main conclusion reached by the experts is that the majority of teachers are not able to apply all the knowledge and skills acquired in the courses in their practical work. American educators themselves explain this, first of all, by the excessive emphasis on techniques and methods, pedagogical techniques, to the detriment of the value-emotional and cognitive-cognitive areas of the personality. Second, they ignore the enormous impact that program authors have on a complex social system, such as school, on teachers.

Such an interpretation of the reasons for the ineffectiveness of existing continuing education programs has forced American pedagogical theorists and practitioners to take a new approach to teacher training. In addition, according to U.S. statistics, less than half (41.2%) of teachers in two-year colleges in the United States are in favour of continuing education. Most of them make no secret of the fact that they are taking courses only to increase their monthly salaries, and if they reach the top of the state list, they will stop all work on professional growth.

Therefore, the socio-psychological approach is developing rapidly. As in the UK, its distinctive feature is the desire to reconsider the traditional focus on the teacher's need for a continuing education system. Proponents of a change in the school environment are suggested, which, in the opinion of proponents of the approach, encourages or suppresses the type of self-behaviour.

Proponents of these ideas are not opposed to a convergent approach that involves teaching all teachers the same proven professional skills and behavioural techniques in principle. At the same time, they rightly raise the issue of adapting teachers to the realities of post-course school life. Difficulties in adaptation, in their view, are of a moral-psychological and structural-organizational nature. At the heart of these challenges is the well-known conservatism and traditionalism in the pedagogical mindset of teachers, who do not always accept new ones. The sluggishness and sluggishness of the school system also hinder this.

It is well known that any innovation includes relevant changes in the cultural environment of the school, changes in business and interpersonal relationships between school administration, teachers, students, their parents and staff. They affect the condition of many members of the team, sometimes leading to major psychological difficulties. As a result, new approaches are being adopted with old, traditional lifestyles.

Therefore, teachers who take courses are not always confident that they will be able to put into practice everything they have mastered. This situation does not help to effectively master new forms of behaviour and original teaching methods. In addition, the acceleration of the learning

process in courses can exacerbate the conflict between teachers and the system they need to work with, as adult learners are always trying to apply new knowledge and skills as a means of reforming the system.

## MATERIAL AND METHODS

Proponents of the socio-psychological approach are therefore the main goal of continuing education.

In Canada, along with scientific research in the field of teachers' professional activities, research is being conducted in the framework of the ideas of "quality teacher", "effective teacher". The definition of this concept, which belongs to researchers K. Kaplan and T. Owings, is very common in the international scientific space. They consider two components of a "quality teacher":

1) teacher training, his qualifications (social origin, mental ability, professional training, specialization of high school, level of aptitude tests and professional exam results for a teacher's certificate, professional experience);

2) practical activity of the teacher (quality of teaching, the formation of a positive educational attitude in the classroom; selection of the right educational goals and means for assessment of knowledge; application of methods and forms of the educational process corresponding to the content of preparation and development of students; development of textbooks; contribute to a high level of mastery)

Explaining the concept of teacher competence, L. Darling-Gammond asked, "What should teachers know and be able to do?" Asks the question. The researcher identifies the following knowledge, ability, and skills of a modern teacher:

Must know:

- The subject of students and the organization of its teaching;
- culture, language, family, community, gender and other concepts that may be encountered in the educational process.

Able to:

- Development of a pedagogical repertoire of knowledge that develops as a result of the professional growth of the teacher and observation of students: how to better study them and what motivates them;
- assessment of students' knowledge;
- readiness for professional cooperation;

Skills you need to know:

- pedagogical tools that allow the teacher to present new knowledge in a form that is open to students;
- development of knowledge, demonstration of effective experience in its application;
- teaching technologies;
- creativity in the learning process;
- the ability to express themselves.

Trainee teachers gradually become acquainted with the professional practice, from observing the lessons, then participating in lesson planning, and finally taking full responsibility for managing the class.

Teachers are guaranteed continuous education and training at the local and national levels. At the local level, a special centre for continuing teacher education provides compulsory and voluntary



curricula. There is a national continuing education program at the national level. Schools participate in a three-year cycle, which is supported by a variety of educational institutions, with a network of teachers and institutions, with special emphasis on science content and curricula in programs organized for teachers during the school year or science discipline.

There is an incentive to involve teachers in professional development. By participating in in-service training programs, teachers accumulate credits that help them enter new and old positions where they are paid a new salary.

It is necessary to organize advanced training courses for system managers, specialists and teachers in the centres of advanced training of public educators through the online system of distance learning. Special attention should be paid to the following:

**first**, a distance e-learning database (e-resource) will be created on the e-learning website of advanced education institutions;

**second**, distance (online) training courses, working curricula, training programs and teaching materials will be developed;

**third**, the developed educational products will be posted on the website of the educational institution;

**fourth**, audio, video lessons, test questions and assignments are prepared by professors (tutors) with high experience and potential working in the educational institution;

**fifth**, audio, video lessons, test questions and assignments prepared through various electronic programs, as well as the topic of the dissertation will be presented to the audience.

A working group will be set up to determine the quality of teaching audio, video lessons and teaching materials prepared by the heads of educational institutions and provide them with methodological assistance, which will be examined by this working group. The evaluation criteria developed by the working group are followed in the evaluation of educational products.

The audience is divided into groups in the manner prescribed by law, and tutors are assigned to each group. This process is formalized by the order of the head of the educational institution.

Information about the admitted students is created on the website of the educational institution and entered into the electronic portfolio system.

For the convenience of listeners and easy delivery of audio and video lessons, remote (online) training courses can be created on the telegram messenger and video training channels can be created.

Training schedules for each refresher course are created and placed in the distance e-learning database and on the telegram control channel.

During the course, students will be provided with feedback, chat and webinars, exit tests, methodological advice and methodological assistance in the preparation of assignments and qualifying project work.

At the end of the refresher course, a final attestation (exit test and defense of a qualifying project work) is held. According to the results of the final certification of the refresher course, students are issued a certificate of completion of the course.

Questionnaires are developed by the in-service training institution to evaluate distance (online) in-service training courses and an objective assessment of the activities of tutors.

Also, the mechanism for organizing distance (online) training courses in advanced training institutions is as follows: remote e-learning management and a remote e-learning platform (e-resource) for students will be created on the website of the training institution;

This e-learning platform will include the data of listeners of the online training course by the regional departments of public education and will be provided with ID numbers by the platform; trainees provide ID numbers to the educational department of the educational institution. The training department accepts students for the online training course by dividing them into categories and groups based on their ID numbers.

Login-passwords are provided by the training department to the participants of the online professional development course. The listener uses the personal login-password to do the following through the distance learning window on the platform: enter the order, telephone number and e-mail issued by the Department of Public Education; passes the entrance test; reviews the training materials on the modules in sequence according to the online training curriculum (training materials are placed in the form of text, audio, video, presentation) and passes control tests at the end of the module (the system does not allow the transition to another module until completion of one module); selects qualified graduate work at the beginning of the course. The contact coordinates of the thesis supervisor on the selected topic are provided by the system; prepares the dissertation with the supervisor during the course by means of remote feedback and places it in the relevant part of the system with the conclusion of the supervisor in due time; passes the exit test after mastering all training modules; places the listener's personal information through the system's portfolio section window in order to assess the listener's professional performance.

Telegram Messenger will create channels to manage remote (online) training courses for the convenience of additional listeners. These channels provide announcements, assignments, audio and handouts, and quotes and instructions for accessing the online training platform.

The online learning platform and the control channel on the Telegram messenger are mastered by the ICT department of the educational institution and monitored by the educational quality monitoring and training departments of the educational institution.

On the online training platform, students are evaluated on the basis of the electronic portfolio, the conclusion of the supervisor of the qualifying thesis, the exit test, the conclusion of the SAC as follows.

**Criteria for determining the level of mastery of educational materials by students**

	Listener's mastery of learning materials	Maximum score	Transition score
	Entrance test results		
	Consideration of training materials on modules in sequence		

	according to the online professional development curriculum		
	Submission of control tests at the end of the topics on the modules		
	Output test results	50	28
	Supervisor's conclusion on the dissertation	10	6
	Electronic portfolio results	10	6
	SAC conclusion	30	16
	<b>Total:</b>	<b>100</b>	<b>56</b>

Today, the President of the Republic of Uzbekistan emphasizes the need to organize alternative education options: part-time, evening, taking into account the need for staff in each educational institution. In addition, a distance learning system has been set up to cover all teachers in the regions in the 144-hour in-service training process every 5 years. For example, if a teacher is aware of today's social events, the works of the President, new methods, pedagogical and information technologies, it is necessary to organize distance learning for such teachers. In the process of distance learning, the teacher both acquires new knowledge in his speciality, and acquires the skills and abilities to work with computer tools.

Distance learning should not be organized only for those who have not passed the traditional refresher course for the first time. Unfortunately, such a system exists today. In our opinion, it is expedient to establish a system of distance learning for traditional courses as well. Because the system of distance training is also one of the alternative options for advanced training. Therefore, distance learning for teachers should be widely popularized.

## CONCLUSION

1. The task of a modern training system, which is the most important component of modernization and innovative development, is to cultivate a mature specialist who is able to independently choose the trajectory of individual development in a high-tech competitive environment, taking into account the needs of each trainee
2. The peculiarity of the organization of the educational process in the system of professional development is aimed at ensuring the holistic development of the professional skills of students. This is confirmed by the results of the rating of trainees of advanced training courses.
3. An entirely new task for the teacher is to form the ability of students to consciously choose educational programs, that is, to create individual curricula.
4. On the basis of the study and analysis of the best international practices in the field of teacher training, the technology of professional development of public education staff has been developed.
5. Recommendations for the organization of in-service training courses for system managers, specialists and teachers in the centres of advanced training of public educators through the online system of distance learning.

## REFERENCES:

1. Resolution of the President of the Republic of Uzbekistan dated September 26, 2017 No PP-3289 "On measures to further improve the system of training, retraining and advanced training of public educators." - National Database of Legislation of the Republic of Uzbekistan, 2017.

2. Askarov A.D. Improving the system of distance training of public educators: ped. fan ... (PhD) - Tashkent, 2017. - 51
3. Nishanov M.N. Teacher training. - T.: "Teacher", 1988. - 96 p.
4. Inoyatov U.I. Modern approaches to ensuring the quality and effectiveness of retraining and advanced training of public educators // "Current issues of ensuring the quality and effectiveness of retraining and advanced training of public educators." scientific-practical conf. mat.to'p. - Toshkent, 2017. - B. 11-14.
5. Jiyenbekovna, T. A. (2019). Formation of the system of increasing the qualification of teachers in Asian countries. *European Journal of Research and Reflection in Educational Sciences: Special Issue 7 (10)* pp 58-61. <http://www.idpublications.org/wp-content/uploads/2019/08/Full-Paper-FORMATION-OF-THE-SYSTEM-OF-INCREASING-THE-QUALIFICATION-OF-TEACHERS-IN-ASIAN-COUNTRIES.pdf>
6. AlfiyaZhienbekovnaTurekeeva ., EDUCATIONAL ISSUES IN FOREIGN EXPERIENCE., ACADEMICIA: An International Multidisciplinary Research Journal ., Vol. 10, Issue 6, June 2020, <http://dx.doi.org/10.5958/2249-7137.2020.00528.5>
7. Khurramov , A. M. ugli. (2020). The role and role of digital economy and information technology in the agricultural sector . International Journal on Integrated Education, 3(2), 42-44. <https://doi.org/10.31149/ijie.v3i2.10>
- 8.. Irgashevich, D. A. (2020). Development of national network (tas-ix). ACADEMICIA: An International Multidisciplinary Research Journal, 10(5), 144-151. Article <http://dx.doi.org/10.5958/2249-7137.2020.00254.2>

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00222.0****PROBLEMS IN THE ORGANIZATION OF PHYSICAL EDUCATION IN  
PRESCHOOL EDUCATION****L. Romanova\***

\*Independent Researcher,  
Institute for Retraining and Advanced Training,  
Managers and Specialists of Preschool Education Institutions,  
UZBEKISTAN

**ABSTRACT**

*This article describes the problems in the organization of physical education in preschool education, reforms in this area, the work being done to ensure that preschool children are healthy and well-rounded, the problems, shortcomings and achievements in the field.*

**KEYWORDS:** *Preschool Organizations, Preschool Children, Exercise, International Best Practices, Physical Education Classes, Innovative Methods, Physical And Mental Development, Physical Education Instructors, Educators, Independent Thinking, Imagination, Fatigue, Fatigue, Life Experience, Nervous System, Nervous Cells.*

**INTRODUCTION**

In recent years, special attention has been paid in the country to the education of preschool children, the development of their thinking process. Approval of the Law on Preschool Education by the President, adoption of the Resolution "On Approval of the Concept for the Development of the Preschool Education System until 2030", development of the State Requirements for the Development of Primary and Preschool Children by the Ministry of Preschool Education, Step "On the implementation of the State Curriculum of Preschool Education, as well as the Ministry of Preschool Education and the Ministry of Health of the Republic of Uzbekistan on April 30, 2018" On the organization of protection of life and health of children in preschool

The adoption of joint decisions No. 20/1, No. 10-qq / 1 is a clear proof of our opinion.

In the State Curriculum of the "First Step" Preschool Educational Institution, the support of children with special needs in the Preschool Educational Institution is a team work and the head of the Preschool Educational Institution is responsible for its implementation.



If necessary, the teaching staff and the management of the preschool educational institution, with the involvement of specialists in narrow specialties, develop an individual plan of the educational process for the child (his development).

Therefore, the problem of supporting children with special needs is very relevant today. Therefore, it is necessary to study, analyze international best practices in this area and introduce them into the system of preschool education of the republic, combining them with our national values.

In particular, the experience of developed countries such as South Korea, Japan, France, Germany, in preschool education, special attention is paid to the physical and mental development of children, as well as the formation of freedom of thought, independent thinking. In these countries, innovative methods have been developed and put into practice that serve the physical and mental development of preschool children, which plays an important role in their comprehensive formation. There is a need to use these best practices in maintaining the physical and mental health of preschool children, their comprehensive and sustainable development.

### **Main part**

The issue of maintaining the health of the younger generation, their physical and spiritual development is a broad concept. Therefore, the development of various modern methods, technologies and new methods aimed at preventing the fatigue of preschool children requires fatigue. To do this, first of all, it is necessary to prevent the students from getting tired during the training.

In preschool education, educators must consult with speech pathologists, speech therapists and health professionals when working on child development maps. Most importantly, educators need to provide information to their parents about the daily activities of each foster child.

In the development of preschool children, their physical and mental, socio-emotional development, formation of oral and written speech, literacy, hygiene, cognitive process and understanding of the environment play an important role.

Children's physical and mental development includes: identification of problems in the physical and mental development of children by educators; identification of measures to prevent problems in consultation with parents, medical staff; regularly analyze the physical and mental development of children; to provide parents with conclusions on the results of the analysis.

It is known that a preschool child develops as a result of the direct influence of adults, in the process of independent activity, as well as under the influence of information received from the environment. During this period, children play a lot of toys, move in groups. As a result, they observe the events in the environment with interest, studying them. They gradually begin to develop consciousness: they begin to ask their parents (in the child's language) various questions; they try to hold things with their hands; they try to move fast.

From 3 to 6 years - is the period of preschool age of children. During this period, all motor skills in children continue to develop and improve, but his communication with the world around him is currently limited. Gradually, children become independent, their bodies become stronger, their movements become more precise, confident, fast. Improving the movements performed with household items, toys will help to enrich the life experience. Actions become more precise, conscious, purposeful.

Properly organized physical education classes in preschool education institutions help preschool children to develop thinking, memory, attention, initiative, imagination, independence, basic hygienic skills.

In preschool, children's emotional experiences play an important role in the formation of vivid perceptions of the world around them. During this period, play becomes the leading type of activity, but this is not usually because the child spends a lot of time with fun games, but because the game causes qualitative changes in the child's psyche.

The play activities of preschool children are gradually becoming more complex. In particular, they enrich their life experience, a specific goal becomes clearer, an independent, creative imagination begins to emerge and develop. At the age of 5-6 years, educators, verbal explanations and assignments of adults in the family play an important role in the mental development of children.

One of the most important tools in the upbringing of healthy children, in maintaining their consciousness, mental balance, development is physical activity, national movement games and sports games organized in preschool educational institutions. It is very important that preschool educators and educators monitor their health, appearance, mood, fatigue, appetite, sleep, and mood when they exercise with children.

It should be noted that every child, even a perfectly healthy child, should undergo a medical examination at least 3-4 times a year for his future. At the same time, it is recommended to accurately record the height, weight, chest circumference of the child on the development map, which will allow you to monitor the proper, healthy development of the child.

In the psychological literature, it is conventionally accepted that childhood consists of the following periods: The neonatal (infancy) period is the first 3-4 weeks of life. The child adapts to the new conditions (he breathes through the lungs, the digestive system begins to work, the body regulates heat); his nervous system is not yet developed - only unconditioned reflexes appear due to the imperfection of the cerebral cortex. Breastfeeding is a period of up to one year. The activity of the central nervous system begins to improve; conditioned reflexes are activated, movements are formed, height and weight rapidly increase.

Preschool age - from 1 to 3 years. During this period, height growth slows slightly, movement skills improve; speech is formed; the child acquires some hygienic skills.

Preschool period - from 3 to 6 years. As in the previous period, it is characterized by a slight slowdown in height growth. The child loses excess weight, his muscles are strengthened and his skeleton develops strongly.

By the end of the preschool period, the replacement of baby teeth begins. The child will switch to the food eaten by adults, and will not get sick quickly.

At a pre-school age, children are laid the foundation for seemingly healthy and full physical development. In preschool children, the body is still not stable enough, and mobility is limited. Their nervous system develops rapidly, the skeleton grows, the muscular system is strengthened, movements are improved. Attention becomes more stable, and children acquire the simplest reading and work skills. The general static instability and limited dynamic capacity of the body are typical for 3-4 year olds. In this age group, the upper body, shoulder level muscles and flexor muscles are relatively well developed, and in 3-4 year old children, motor activity is high with

insufficient coordination. large muscle groups are involved in the movements. During this period, if the same condition is maintained for a long time or the same actions are performed, the child will experience rapid fatigue.

By the age of 7 years, the structure of the lung tissue is not yet fully developed; the nasal passages, trachea, and bronchi are relatively narrow, so that it is a little more difficult for air to enter the lungs; the ribs are slightly oblique, the diaphragm is higher, so the amplitude of respiratory movements is not large.

We know that a child breathes shallowly and more often than an adult, that is, the respiratory rate of a 3-4 year old child - 30 times per minute, at the age of 5-6 years - 25 times, in adults 16-18 times. The shallow breathing of children causes relatively poor air circulation in the lungs, causing the air to stagnate in the lungs for a while, and the growing organism requires an adequate supply of oxygen to the tissues. That is why outdoor exercises are so important, they activate air exchange.

The amount of blood in a child's body is higher than in an adult, and the path it takes through the arteries is shorter. For example, if an adult's heart rate is 70-74 beats per minute, a preschooler's average beats 90-100 beats per minute. Cardiac nerve management is not improved, so its excitation is rapid, the rhythm of contractions can be easily disrupted, the heart muscle becomes tired much more quickly under physical load. But with a change of activity, the child's heart quickly calms down and regains its strength.

That is why it is necessary to pay attention to the variety of physical exercises when dealing with children: alternate active games with a few quiet pace games and give the child frequent short breaks. Preschoolers have a better developed nervous system than children under 3 years old. During this period, the process of maturation of nerve cells in the brain is completed, the brain is closer to the adult human brain in appearance and weight, but the nervous system is still much weaker. Therefore, taking into account the hypersensitivity of preschool children, they should be treated with extreme caution: do not give long-term, heavy loads, do not overdo it, because at this age the processes of exposure are superior to the processes of braking.

In children up to the age of seven, although the blood supply in them is better than in adults, the processes of bone formation are not completed. The skeleton is rich in connective tissue, which is why its subsequent development takes place; at the same time the softness of the bones is also explained by this. The growth of muscle tissue occurs mainly due to the thickening of the muscle fibers. However, due to the relative weakness and rapid fatigue of the musculoskeletal system, preschool children are unable to withstand long-term muscle tension. Small school-age children are still unable to move clearly when walking: they are unable to run rhythmically, and often fall, losing balance. Most of them can't push well off the floor or the ground, running with full rest on the soles of their feet. They cannot lift their bodies to even insignificant heights, so they find it difficult to climb heights and perform one-legged jumps. During this period, school-age children play ball with interest, but their movements are not yet coordinated, eye-catching is not developed: it is difficult for them to catch the ball.

Children get tired and distracted from all kinds of movements and exercises. By the age of 4.5-5, children's movements become more coordinated, they learn the skills of jumping, jumping over obstacles, catching the ball. At 6 years of age there is relief, the rhythm of running stabilizes, side oscillations are reduced, they jump to heights, lengths, obstacles, learn to hit the ball on the target, eye targeting is enhanced.

Preschool older children are stronger than younger children and have more developed muscles. During walking and running, the basic movements gradually reach an automatic level, the coordination of movements increases, the ability to do manual labor increases significantly. As stagnation increases in children during this period, simple balance exercises make it easier to perform jogging with agility. Children become more resilient, but they need to change their initial state frequently and perform colorful movements. At this age, their activities gradually become richer and more conscious with content.

Today, there are a number of shortcomings and problems in the effective organization of physical education with children in preschool education.

Including:

1. The need for physical education instructors in preschool education;
2. Lack of gyms, sports facilities for physical education in all preschool educational institutions;
3. Lack of sports equipment, although some urban preschools have gyms for physical education;
4. The mental development of children is not always taken into account in the organization of physical education classes;
5. Non-compliance with the requirements for the use of sports equipment in physical education classes;
6. Failure to take into account the characteristics of age in the development of children's physical qualities and the formation of basic movements;
7. Lack of methodological support for the organization of physical education in preschool education institutions, etc.
8. Based on this, the main tasks of physical education classes with preschool children can be identified as follows:
9. to provide general physical education to preschool children, while achieving their acquisition of intellectual, technological, moral, ethical and aesthetic values related to physical education;
10. Formation of a conscious need in children to learn the values of health, physical education and sports;
11. To achieve sustainable development of the child's physical qualities, motor skills;
12. Individual development in accordance with the principle of naturalness of the child's physical capabilities;
13. To achieve the formation of children as well-rounded individuals in physical education classes;
14. Effective use of new pedagogical technologies in the formation of a healthy lifestyle in children in physical education, etc.

According to educators and psychologists, the purpose of physical education of the younger generation is to form the foundations of physical and spiritual culture of the individual, to increase health resources as a system of active and long-term values of a healthy lifestyle.

**IN CONCLUSION**, there is a need to increase the quality and effectiveness of physical education classes with children in preschool education today. If this need is addressed, there is

no doubt that the younger generation in our country will grow up healthy and strong in all respects, and our society will develop rapidly.

## REFERENCES

1. Physiology of child development / ed. V.I.Kozlova ./, M.Pedagogy. 1999. 23. Maturation of the main physiological systems of the organism of children. Ed. M.M. Koltsova. M. : - 2000.
2. State Curriculum of Preschool Education Institution “First Step” // Approved by the decision of the Board of the Ministry of Preschool Education dated July 7, 2018 No. 4.
3. [www.dates.gnpbu.ru/3-8/Kregomar/kregomar.html](http://www.dates.gnpbu.ru/3-8/Kregomar/kregomar.html)
4. Jiyenbekovna, T. A. (2019). Formation of the system of increasing the qualification of teachers in Asian countries. *European Journal of Research and Reflection in Educational Sciences: Special Issue 7 (10)* pp 58-61. <http://www.idpublications.org/wp-content/uploads/2019/08/Full-Paper-FORMATION-OF-THE-SYSTEM-OF-INCREASING-THE-QUALIFICATION-OF-TEACHERS-IN-ASIAN-COUNTRIES.pdf>
5. Alfiya Zhienbekovna Turekeeva ., EDUCATIONAL ISSUES IN FOREIGN EXPERIENCE., ACADEMICIA: An International Multidisciplinary Research Journal ., Vol. 10, Issue 6, June 2020, <http://dx.doi.org/10.5958/2249-7137.2020.00528.5>
6. Khurramov , A. M. ugli. (2020). The role and role of digital economy and information technology in the agricultural sector . International Journal on Integrated Education, 3(2), 42-44. <https://doi.org/10.31149/ijie.v3i2.10>
7. Irgashevich, D. A. (2020). Development of national network (tas-ix). ACADEMICIA: An International Multidisciplinary Research Journal, 10(5), 144-151. Article <http://dx.doi.org/10.5958/2249-7137.2020.00254.2>

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00217.7****WOMEN EMPOWERMENT: A STUDY ON EMERGING TRENDS IN  
TAMIL NADU****Dr. V. Kalaiselvi\***

\*Asst Prof in Economics,  
Department of Economics,  
Annamalai University, Deputed to Arignar Anna Govt Arts College,  
INDIA

Email id: [kalaiaueco@gmail.com](mailto:kalaiaueco@gmail.com)**ABSTRACT**

*This study focuses on the emerging trends reveal certain significant development in the sphere of women empowerment in Tamil Nadu. With the help of state initiatives and the NGOs the empowerment process assumes positive achievement. The following points are obvious in the process of women empowerment in Tamil Nadu. Both tradition and modernity historically played a significant role in deciding the status of women in Tamil Nadu. Global and national policy decisions had corresponding impact on the policy decisions of the state government. Tamil Nadu has its own social, economic, and political conditions apart from global and national trends for making policy decisions in empowering women. Non-governmental organizations have played a major role in implementing the policies in relation to women's empowerment. Empowerment of women is a level playing of various factors such as individual efforts, social attitude. State's initiative and the work of non-governmental organizations. In this context, Women empowerment to strengthening women's position in social economic and political power structure of the society. It also implies capacity building with the leading role plagued by the State and non-state organizations.*

**KEYWORDS:** *Non-Governmental Organizations, Women Empowerment, Modernity, Strengthening Women's*

**I. INTRODUCTION**

The empowerment of women is one of the central issues in the process of development of countries all over the world. Tamil Nadu has a glorious tradition of recognizing the importance of empowering women over several centuries now. The contribution of writers and social reformers has been well documented. The Government of India has made Empowerment of



Women as one of the principal objectives of the Ninth Five Year Plan (1997-2002) and also declared 2001 as the year of 'Women's Empowerment'. These issues of gender equality. A southern State of India having more than 30 million women had significant developments in the position of women. In ancient times women in general enjoyed dignity. They served as homemakers, literary and spiritual personalities, and Women have a long history in asserting their rights.

It is a commonly accepted view that the male-dominated patriarchal society and power structure would usually keep the position of women low. This powerless situation of women has itself made them to look for a way out and liberation. Reformation thinking, feminist movements, freedom struggle have all contributed in awakening their consciousness. Women empowerment refers to strengthening women's position in social economic and political power structure of the society. It also implies capacity building with the leading role plagued by the State and non-state organizations. Women had a long history in asserting their rights. It is a commonly accepted view that the male-dominated patriarchal society and power structure would usually keep the position of women low. This powerless situation of women has itself made them to look for a way out and liberation. Reformation thinking, feminist movements, freedom struggle have all contributed in awakening their consciousness.

## II. Concept

### Women Empowerment

**Empowerment** is a process that gives a person freedom in decision making. Empowerment provides a greater access to knowledge and resources, more autonomy in decision making, greater ability to plan lives, more control over the circumstances which influence lives, and freedom from customs, belief and practices.

Empowerment is a multi-faceted, multi-dimensional and multi-layered concept. Women's empowerment is a process in which women gain greater share of control over resources - material, human and intellectual like knowledge, information, ideas and financial resources like money - and access to money and control over decision-making in the home, community, society and nation, and to gain 'power'.

## III. REVIEW OF THE LITERATURE

**Nayak (2007)** analyse the empowerment of the poor through SHG and micro finance in the Kalahandi district of Odisha. The questionnaires were prepared and presented to 997 members of sample 80 SHGs. The study found that 89194 families of Klahanie district benefited from SHGs and bank linkage programme and suggested strengthening of cooperative sectors.

**Kumara raja (2009)** evaluates the performance of SHGs in Tamil Nadu. The study highlighted the progress of SHGs in India and in Tamil Nadu. It revealed that there has been a steady progress in the number of SHGs and amount of loan sanctioned. The study concluded that a timely and regular check of the micro credit through SHGs will contribute to a healthy progress and to the overall development of rural women.

**Anitha and Revenkar (2007)** in their study rural development through micro credit, the growth of SHGs from 1992-93 to 2003-04, and agency wise SHGs linked on March 31, 2004. They

concluded that the success of SHGs not only improve the economic status of women, but also brought lot of changes in their social status.

#### IV. Objectives

- **To revealed Women Empowerment and status of women in Tamil Nadu**
- **To examine Women Empowerment Emerging Trends**
- **To suggest the measure to women improving social status in society**

#### V. Women Empowerment in Tamil Nadu

Tamil Nadu, a southern State of India having more than 30 million women, had significant developments in the position of women. In ancient times women in general enjoyed dignity. They served as homemakers, literary and spiritual personalities, and rulers as well. They also performed as good advisers for their spouse-kings. The global and national women liberation thinking have their corresponding impact on Tamil Nadu as well. Apart from the mainstream national movement, the so-called Dravidian Movement stressed women's liberation in broader perspective.

The State extends its welfare activities to women through the Department of Social Welfare. In 1983, a separate Corporation was established for the development of women (TNCDW), with a view to empowering the rural women. Since July 2006, this Corporation has been brought under the administrative control of Rural Development and Panchayat Raj Department in order to bring better coordination in implementing schemes meant for self-help groups. In Tamil Nadu 30 per cent of seats are also reserved for women in education and employment since 1989. Started in 1989 with the assistance of International Fund for Agricultural Development, the number of self-help groups exceeds 3 lakes covering 50 lakes women. Following its success, 'Mahler Thittam' was introduced in 1997 and is being implemented in partnership with NGOs and banks. Under this scheme, SHGs are formed and monitored through NGOs affiliated with the TNCDW. There are at present 638 approved NGOs under Mahalir Thittam. Training for the members and the group is given regularly. This women's development project focuses on the poor and disadvantaged women for providing social empowerment, economic empowerment and capacity building. Entrepreneurship development training programme is also in progress. NABARD has enabled self-help groups have become agents of empowerment promoting agencies in rural India. They have gained the momentum as a movement and they can make sustainable development a reality in rural areas. There should not be any discrimination amount the members based on caste religion or political affiliations. Empowerment among rural women through self-help groups can be significant step and a milestone in the history of rural development in our country suggestions.

#### VI. Status of Women in Tamil Nadu:

**i. Employment and Work Participation Rate:** The status of women is intimately connected with their economic position, which in turn depends on opportunities for participation in economic activities. Education along with participation of women in workforce has been universally recognised as an important element in the adoption of small family norms, which is essential for family planning. There has been a considerable improvement in the entry of women in all sectors of employment in the State. As per the Census results for Tamil Nadu, the Work Participation Rate for females rose from 26.52 per cent in 1981 to 31.32 per cent in 2001, the rate of growth has been faster than for males. However, the number of female workers accounted

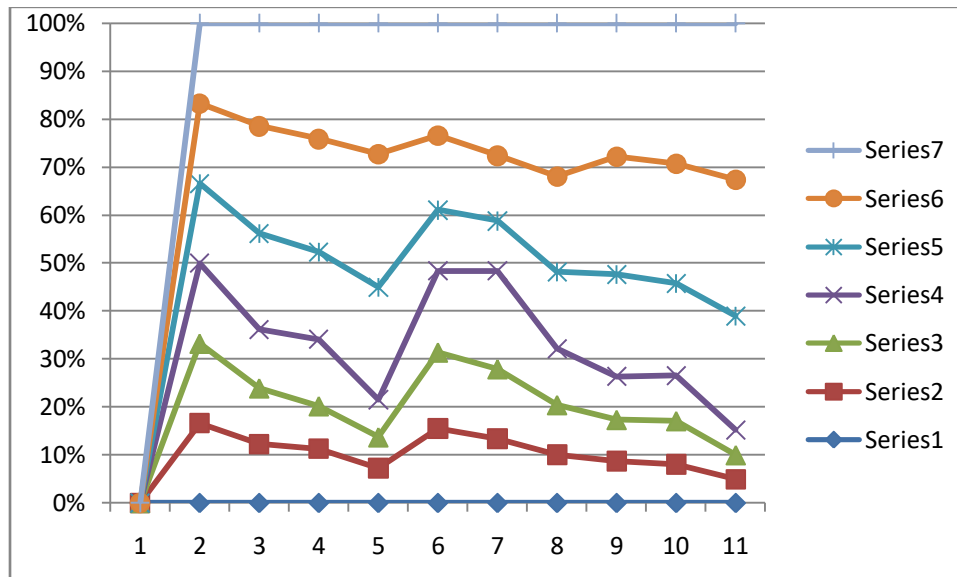
for 34.72 per cent in the total workforce of 278 lakhs in 2001. The corresponding figure for 1991 Census was 34.06 per cent. In the total population, nearly half were females but they accounted for only 34 per cent of the total workers. This proportion has to be improved for ensuring better and all round economic empowerment. Table-1 shows the Work Participation Rate as well as number of workers in Tamil Nadu.

**TABLE -1: WORK PARTICIPATION RATES AND NUMBER OF WORKERS IN TAMIL NADU (CENSUS BASED)**

Variable	WPR (%)			No. of Workers (lakhs)		
	1981	1991	2001	1981	1991	2001
<b>Rural</b>	<b>59.24</b>	<b>56.58</b>	<b>59.38</b>	<b>96.7</b>	<b>108.2</b>	<b>104.0</b>
<b>Male</b>	<b>33.55</b>	<b>26.52</b>	<b>41.33</b>	<b>54.1</b>	<b>70.1</b>	<b>71.8</b>
<b>Female</b>	<b>46.48</b>	<b>41.73</b>	<b>50.39</b>	<b>150.8</b>	<b>178.3</b>	<b>175.8</b>
<b>Persons</b>						
<b>Urban</b>	<b>51.25</b>	<b>52.78</b>	<b>56.37</b>	<b>41.8</b>	<b>51.4</b>	<b>77.6</b>
<b>Male</b>	<b>11.97</b>	<b>13.10</b>	<b>18.42</b>	<b>9.3</b>	<b>12.2</b>	<b>24.8</b>
<b>Female</b>	<b>32.05</b>	<b>33.34</b>	<b>37.59</b>	<b>51.1</b>	<b>63.6</b>	<b>102.4</b>
<b>Persons</b>						
<b>Total</b>	<b>56.58</b>	<b>56.39</b>	<b>58.96</b>	<b>138.5</b>	<b>159.6</b>	<b>181.6</b>
<b>Male</b>	<b>26.52</b>	<b>29.89</b>	<b>31.32</b>	<b>63.4</b>	<b>82.4</b>	<b>96.6</b>
<b>Female</b>	<b>41.73</b>	<b>43.3</b>	<b>44.78</b>	<b>201.9</b>	<b>241.9</b>	<b>278.2</b>
<b>Persons</b>						

Source: Census 1981, 1991 & 200, GOI.

Figure-1



## ii. Women and Political Participation:

The active participation of women in political sphere is integral to empowerment of women and helps to build a gender-equal society as well as to speed up the process of national development. **Women's political empowerment is premised on three fundamental and non-negotiable principles:** (a) the equality between women and men; (b) women's right to the full

**development** of their potentials; and (c) women's right to self-representation and self-determination. In PRI women are increasingly coming to the fore and are providing leadership at the grass root level. This has profound social implications which give a long way in addressing gender related discrimination in development.

### iii. Gender Equality Index (GEI) in Tamil Nadu:

The Gender Equality Index for Tamil Nadu reflects that the status of women in Tamil Nadu had considerably improved between 1981 and 1991. Among the 15 major States in India, Tamil Nadu stood second in GEI in 1991 thanks to the huge investments in the areas of education and health sectors. This summary measure indicates that the gender bias in Tamil Nadu is very low compared to all-India and other major States (Table -2)

**TABLE -2: GENDER DISPARITY INDEX: MAJOR STATES**

States	1981		1991	
	RANK	VALUE	RANK	VALUE
Andhra Pradesh	0.744	2	0.801	3
Assam	0.462	14	0.575	12
Bihar	0.471	13	0.469	14
Gujarat	0.723	4	0.714	6
Haryana	0.526	12	0.714	6
Karnataka	0.707	6	0.753	5
Kerala	0.872	1	0.825	1
Madhya Pradesh	0.664	8	0.662	9
Maharashtra	0.740	3	0.793	4
Orissa	0.547	11	0.639	10
Punjab	0.688	7	0.710	7
Rajasthan	0.650	9	0.692	8
Tamil Nadu	0.710	5	0.813	2
Uttar Pradesh	0.447	15	0.520	13
West Bengal	0.556	10	0.631	11
All India	0.620		-0.675	-

Source: National Human Development Report, 2001

### iv. Gender Development Index (GDI)

GDI is the touchstone of the position of women in society. The GDI (2001) for Tamil Nadu is 0.654. GDI values for the districts in Tamil Nadu vary from 0.766 in Chennai to 0.582 in Dharmapuri and Villupuram. The status of women was the lowest in Dharmapuri in terms of literacy rate, enrolment ratio and Life Expectancy at Birth which are reflected in low GDI (Table-3)

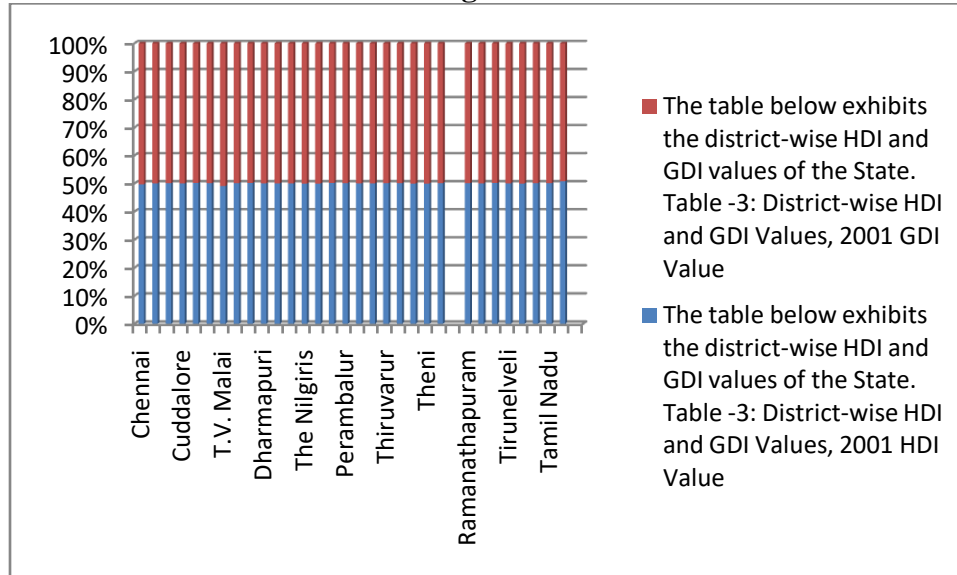
The table below exhibits the district-wise HDI and GDI values of the State.

**TABLE -3: DISTRICT-WISE HDI AND GDI VALUES, 2001**

<b>District</b>	<b>HDI Value</b>	<b>GDI Value</b>
<b>Chennai</b>	<b>0.757</b>	0.766
<b>Kancheepuram</b>	<b>0.712</b>	<b>0.710</b>
<b>Thiruvallur</b>	<b>0.654</b>	<b>0.651</b>
<b>Cuddalore</b>	<b>0.644</b>	<b>0.643</b>
<b>Villupuram</b>	<b>0.587</b>	<b>0.582</b>
<b>Vellore</b>	<b>0.658</b>	<b>0.655</b>
<b>T.V. Malai</b>	<b>0.587</b>	<b>0.608</b>
<b>Salem</b>	<b>0.612</b>	<b>0.608</b>
<b>Namakkal</b>	<b>0.636</b>	<b>0.631</b>
<b>Dharmapuri</b>	<b>0.584</b>	<b>0.582</b>
<b>Erode</b>	<b>0.658</b>	<b>0.656</b>
<b>Coimbatore</b>	<b>0.699</b>	<b>0.697</b>
<b>The Nilgiris</b>	<b>0.685</b>	<b>0.686</b>
<b>Trichi</b>	<b>0.671</b>	<b>0.671</b>
<b>Karur</b>	<b>0.647</b>	<b>0.641</b>
<b>Perambalur</b>	<b>0.596</b>	<b>0.592</b>
<b>Thanjavur</b>	<b>0.630</b>	<b>0.629</b>
<b>Nagapattinam</b>	<b>0.654</b>	<b>0.652</b>
<b>Thiruvarur</b>	<b>0.637</b>	<b>0.633</b>
<b>Pudukkottai</b>	<b>0.618</b>	<b>0.615</b>
<b>Maduri</b>	<b>0.661</b>	<b>0.661</b>
<b>Theni</b>	<b>0.628</b>	<b>0.628</b>
<b>Dindigul</b>	<b>0.641</b>	<b>0.638</b>
<b>Ramanathapuram</b>	<b>0.629</b>	<b>0.626</b>
<b>Virudhunagar</b>	<b>0.651</b>	<b>0.649</b>
<b>Sivagangai</b>	<b>0.640</b>	<b>0.635</b>
<b>Tirunelveli</b>	<b>0.658</b>	<b>0.656</b>
<b>Thoothukudi</b>	<b>0.703</b>	<b>0.703</b>
<b>Kanniyakumari</b>	<b>0.711</b>	<b>0.708</b>
<b>Tamil Nadu</b>	<b>0.657</b>	<b>0.654</b>
<b>All India</b>	<b>0.571</b>	<b>0.553</b>

**Source:** Tamil Nadu Human Development Report, State Planning Commission..

Figure-2



The comparison between the two shows that if the GDI rank is less than the HDI value in a district, the position of women in that district is very poor compared to men. If the GDI is greater than HDI, there will be greater gender equality in human development. In terms of GDI Chennai is well placed, followed by Nilgiris, where the GDI is higher than HDI. In the districts of Tiruchy, Madurai, Theni and Thoothukudi, the HDI and GDI are found to be the same, indicating absence of gender inequality. In the district of Dharmapuri though the GDI is the lowest, in relative terms it is lower in Karur, Villupuram, Namakkal and Sivagangai, where the differences between HDI and GDI is higher. Compared to all-India, the gender bias is very low in Tamil Nadu.

## VII. Women Empowerment Emerging Trends

### i. Empowerment in Progress

The State government has been set in impressive way to empower women through its policies, schemes and its liberal principles in involving non-governmental organizations. The State extends its welfare activities to women through the Department of Social Welfare. In 1983, a separate Corporation was established for the development of women (TNCDW), with a view to empowering the rural women. Since July 2006, this Corporation has been brought under the administrative control of Rural Development and Panchayat Raj Department in order to bring better coordination in implementing schemes meant for self-help groups. In Tamil Nadu 30 per cent of seats are also reserved for women in education and employment

### ii. Regional Spread

In order to reduce the regional imbalances in the spread of the SHG-bank programme, NABARD identified 13 states, which have a large production of the poor for focused attention. The Cumulative member of Shag's credit linked in these 13 states increased from 10.05 lakh in 2005-06 to 13.75 lakh in 2006-07, the number of Shag's credit linked in 13 priority states Constituted 53.9% in the all India credit linkage of 6876408 Shag's. The concept to SHF has fully honoured the needs, wisdom and discipline particularly of low income women, who were living under extreme economic pressure and uncertainties to manage their financial operations according to



their day to day as well as their income generating needs. NABARD has enabled self-help groups have become agents of empowerment promoting agencies in rural India. They have gained the momentum as a movement and they can make sustainable development a reality in rural areas.

### **iii. Women Decision Making Power**

Women's equality in power sharing and active participation in decision making, including decision making in political process at all levels will be ensured for the achievement of the goals of empowerment. All measures will be taken to guarantee women equal access to and full participation in decision making bodies at every level, including the legislative, executive, judicial, corporate, statutory bodies, as also the advisory Commissions, Committees, Boards, Trusts etc. Affirmative action such as reservations/quotas, including in higher legislative bodies, will be considered whenever necessary on a time bound basis. Women-friendly personnel policies will also be drawn up to encourage women to participate effectively in the developmental process.

### **iv. Gender Perspective in the Development Process**

Women's perspectives in all developmental processes, as catalysts, participants and recipients. Wherever there are gaps in policies and programmes, women specific interventions would be undertaken to bridge these. Coordinating and monitoring mechanisms will also be devised to assess from time to time the progress of such mainstreaming mechanisms. Women's issues and concerns as a result will specially be addressed and reflected in all concerned laws, sectorial policies, plans and programmes of action.

### **V. Capacity Building**

NABARD Sponsors capacity building programmes for various partners in the field of micro finance to sensitive and equip them with concept & nuances of SHG-Bank Linkage Programme". Besides it support to Government, NGO partners, NABARD coordinates micro finance efforts. Its other activities are providing Micro enterprise development programme for matured Shag's, Refinance support to banks for financing micro financing in India, Scheme for financing matured Shag's for farm production and investment activates and scheme for Capital/Equity support to Micro-finance institutions from MFDEF.

### **VIII. Strategies Adopted by Government of Tamil Nadu for Women Empowerment:**

The Government of Tamil Nadu have framed various policies, designed specific interventions and implemented many programmes to eradicate poverty and to provide education to the vulnerable sections of the society.

#### **i. Education of Women:**

Education also brings about reduction in inequalities and also acts as a means to improve their status within the family. In order to encourage education of women at all levels and to dilute gender bias in the provision and acquaintance of education, schools, colleges and even universities were established exclusively for women in the State. To bring more girl children, especially from marginalized BPL families, into the main stream of education, Government has been providing a package of concessions in the form of free supply of books, uniform, boarding and lodging, clothing for hostilities, mid-day meals, scholarships, free by-cycles and so on. The

Mother Teresa Women University has been established for the development of Women Studies and to encourage higher education among women and their social mobility.

### **ii. Entrepreneurship Awareness Programme (EAP):**

In order to empower women, Science city has been organising Entrepreneurship Development Programme (EDP) and Entrepreneurship Awareness Programme (EAP) to bring out the talents of women and to make them stand on their own feet. To ascertain the status of women scientists, Science city has embarked upon the task of creating a data-base of women scientists in the entire State of Tamil Nadu. To encourage the women scientists, Science city has instituted Life Time Achievement Award and Young Women Scientist Awards. During 2005, five women scientists were awarded the Young Women Scientists Award. Tamil Nadu Corporation

### **iii. Skill Up-gradation Training Programme:**

Provision of skill training to women in SHG has been given recognition so as to enable them to start their own income generating activities. The duration of the training and the cost depends on the nature of the trade selected by the members. Till March 2006, 60957 women have been provided skill training. The Government have proposed to train another 23000 women in 2006-07.

**iv. Entrepreneurship Development Training Programme for Women (EDP):** EDP training is conducted by TNCDW to expose the SHG women to various business opportunities and to motivate them to start economic activities. Up to March 2006, the Corporation has trained 6,34,991 women in co-ordination with other Government departments such as Rural Development, Agriculture, Industries and Commerce, Backward Classes, TAHDCO, Slum Clearance Board, etc. In 2006-07, 22000 more SHG women will be provided EDP Training by TNCDW.

### **Emerging Issues**

- In today's India, which celebrates empowerment and progress, if you question development's impact on women, you are anti-development. We don't want to ask the really uncomfortable questions about how development impacts women's lives, because doing so will divert the gaze from 'development'—a show that we must celebrate to showcase our 'citizenship'—even when it ignores, hurts, or oppresses women.
- There is a strong feeling within the sector that taking the focus away from the larger issues of the wider community, and focusing instead on specificities, will take away from the larger questions. Therefore, we subsume, dilute, or neglect the specifics. The more we perpetuate this game, the more deeply we are entrenching patriarchy in our thoughts, beliefs, and action.

### **IX. . CONCLUSION**

The Empowerment of Women has become one of the most important concerns of 21st century not only at national level but also at the international level.

Government initiatives alone would not be sufficient to achieve this goal. Society must take initiative to create a climate in which there is no gender discrimination and women have full opportunities of self-decision making and participating in social, political and economic life of the country with a sense of equality.

- Tamil Nadu. With the help of state initiatives and the NGOs the empowerment process assumes positive achievement. Global and national policy decisions have had corresponding impact on the policy decisions of the state government.
- Non-governmental organizations have played a major role in implementing the policies in relation to women's empowerment. Empowerment of women is a level playing of various factors such as individual efforts, social attitude. While institutions at the district level will be strengthened, at the grass-roots, women will be helped by Government through its programmes to organize and strengthen into Self-Help Groups
- Women's issues and concerns as a result will specially be addressed and reflected in all concerned laws, sectorial policies, plans and programmes of action. Tamil Nadu has its own social, economic, and political conditions apart from global and national trends for making policy decisions in empowering women. Non-governmental organizations have played a major role in implementing the policies in relation to women's empowerment.
- Empowerment of women is a level playing of various factors such as individual efforts, social attitude. State's initiative and the work of non-governmental organizations. In order to support better planning and programme formulation and adequate allocation of resources,
- Gender Development Indices (GDI) will be developed by networking with specialized agencies. These could be analysed and studied in depth. Gender auditing and development of evaluation mechanisms will also be undertaken alongside.

## REFERENCES

- **Agrawal, M. (2003).** Women in Grassroot Democracy', paper presented at the conference on Citizenship and Governance: Issues of Identities, Inclusion and Voice, New Delhi: PRIA.
- **Ahmed, W.S.; Nilofer and Parveen, G. (2008).** Women's Political participation and Changing Pattern of Leadership in Rural Areas of U.P., The Indian Journal of Political Science, Vol. LXIX, No. 3, July-Sept., pp. 661-671.
- **Al- Ghamadi and Ahmed, S. (1989).** Leaders' Situational Control in the Public and Private Sectors in Saudi Arabia. Dissertation Abstract international. June 1990, 50 (12): 3791-A.5.
- **Bhargava, B. S. 1972.** Grass Roots Leadership: A study of Leadership in PRIs, New Delhi: Ashish Publishing House.
- **Bhargava, B.S. And Bhaskar, M. (1996)** Women in Grassroots Democracy-A Study of Kerala University of Kerala, ICSSR, New Delhi
- **Bhaskar, K. (1997)** Women Panchayat Members in Kerala: A Profile. Economic and Political Weekly, 7(2): 13- 20.
- **Chattopadhyay, B. (1997).** Diffusion of wheat technology in traditionally rice growing state- An analysis. M.Sc. (Ag) Thesis. Division of Agriculture Extension. Indian Agricultural Research Institute. New Delhi.
- **Chattopadhyay, R. and Esther, D. (2001).** 'Women as Policy-Makers: Evidence from an India-Wide Randomized Policy Experiment', mimeo Department of Economics, Massachusetts Institute of Technology.

- **Chowdhury, D. (2003).** Women in Politics in Bangladesh, Mainstreaming Women in Politics, Study Research Group, Manobik Sahojya Sangstha, Dhaka, Bangladesh. 11.
- **Malhotra, Meenakshi (2004),** Empowerment of Women, Isha Books, Delhi. 12. Pattnaik, Sunan
- **Suguna, M., (2011).** Education and Women Empowerment in India. ZENITH: International Journal of Multidisciplinary Research, 1(8), 19-21.

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00232.3****METHODS OF LEARNING MUSICAL WORKS ON THE PIANO  
INSTRUMENT****Mamirova Odinakhon Karimjon qizi\***Andijan State University,  
UZBEKISTAN**ABSTRACT**

*This article describes how to get to know music and text for the first time, how to use two hands in a row, how to restore memory by dividing the hands into separate parts for a piece of music. We look at everything and immediately pay special attention to fingering and to difficult places - where there are many notes, where there are many signs - sharps and flats, where there are long passages on the sounds of scales and arpeggios, where there is a complex rhythm. So we created a set of difficulties for ourselves, we tear them out of the general text and teach them in all possible and impossible ways. We teach it well - so that the hand itself plays, for this we don't hesitate to repeat difficult places 50 times at the fort (sometimes you need to turn on your brains and divide the difficult place into parts - it really helps).*

**KEYWORDS:** Teacher, Pianist, Note, Key Signs, Composer, Instrument, Play, Arpeggio, Fingers, Learn, Concert, Chords, Fingering, Inertia, Exercises, Dynamics, Discipline.

**INTRODUCTION**

Everything happens in life. Sometimes learning to play a piece of music seems like a matter of incredible complexity. The reasons here can be different - when laziness, when fear of a large number of notes, and when something else else. Just do not need to think that it is impossible to cope with a complex play, everything is not so scary. Indeed, complex, as the laws of logic say, consists of simple. So the process of learning a play for piano or for balalaika needs to be divided into simple stages. This will be discussed in our article.

First - acquaintance with music!

Before starting to learn a musical work, you can ask the teacher to play it several times. It's great if he agrees - after all, this is the best opportunity to get acquainted with a new play, to evaluate the complexity of its performance, pace, and other nuances.

If you study independently, or the teacher doesn't play fundamentally (there are those who advocate that the student be independent in everything), then you also have a solution: you can find a recording of this work and listen to it several times with notes in your hands. However,

this is not necessary, you can immediately sit down and start playing! Nothing will be lost from you!

Next step - introducing text.

## METHODS

This is the so-called analysis of a musical composition. First of all, we look at the keys, key characters and size. And then, it will be: "Yo-mayo, I'm not playing in that vein; yo-mayo, I'm not in that tone." By the way, don't be too lazy to look at the title and at the name of the composer, who modestly lurks in the corner of the sheet of music. This is so, just in case: it's good to still not just play, and play and know what you are playing? And further acquaintance with the text is divided into three stages.

First stage - playing a contract with two hands from beginning to end.

You have sat down at the instrument and want to play. Do not be afraid to play with both hands at once from beginning to end, do not be afraid to pick the text - nothing bad will happen if you play the play for the first time with mistakes and in the wrong rhythm. Another thing is important here - you have to lose the work from beginning to end. This is a purely psychological moment.

After you have done this, you can consider what has already been done. Now you know for sure that you can play and learn everything. Figuratively speaking, you "went around your possessions with keys in your hands" and you know where you have holes to be patched.

Second stage - "Considering text under the band", disassembling with separate hands.

Now it's important to take a closer look at the details. To do this, play separately with your right hand and separately with your left. And there is nothing to laugh, gentlemen of the seventh graders, even the great pianists do not disdain this method, for its effectiveness has long been proved.

We look at everything and immediately pay special attention to fingering and to difficult places - where there are many notes, where there are many signs - sharps and flats, where there are long passages on the sounds of scales and arpeggios, where there is a complex rhythm. So we created a set of difficulties for ourselves, we tear them out of the general text and teach them in all possible and impossible ways. We teach it well - so that the hand itself plays, for this we don't hesitate to repeat difficult places 50 times at the fort (sometimes you need to turn on your brains and divide the difficult place into parts - it really helps).

A few more words about fingering. Please do not be fooled! So you think: "First I will learn the text with Chinese fingers, and then I will remember the correct fingers." Nothing like this! With inconvenient fingering, you will memorize the text for three months instead of one evening, and your efforts will be in vain, because in those places where fingering is not thought out, blots will come out on the academic classification. So, gentlemen, do not be jerky, make friends with fingering directions - then, everything will be fine!

Third stage - assembling the whole of the parts.

Here we are for a long, long time fiddling with the analysis of the play with individual hands, but, anyway, you have to play it with both hands right away. Therefore, after some time we undertake to join both hands. At the same time, we monitor synchronism - everything should



coincide. Look directly at your pens: here I press the keys here and here, and together I get some kind of chord, oh, how great!

Yes, it is especially necessary to say that sometimes we play at a slow pace. The games of the right and left hands must be learned both at a slow pace and in the original. The first connection of two hands will also not be superfluous to drive away in slow motion. You'll have enough time to play enough at the concert.

What can help to learn?

It will be right to initially break a work into parts or semantic phrases: sentences, motives. The more complex the work, the smaller should be the parts that require detailed testing. So, having learned these small parts, then assemble them into one whole - a trifling matter.

And one more thing in defense of what should be divided into parts of the play. Well-learned text needs to be able to play from anywhere. This ability often saves you at concerts and exams - no blots there will take you off the right path, and in any case you will finish the text to the end, even if you do not want to.

What should be considered?

Starting independent work while learning a musical work, a student can make gross mistakes. It's not fatal, and it's even normal, and it happens. The student's task is to learn without errors. Therefore, playing the entire text several times, do not turn off your head! You cannot ignore the blots. You should not get carried away with imperfect playback, since the inevitable shortcomings (failure to get to the right keys, involuntary stops, rhythmic errors, etc.) can now be fixed.

Throughout the entire period of learning musical works, one should not lose sight of the fact that every sound, every melodic construction should serve to express the character of the work or its part. Therefore, never play mechanically. Always imagine something, or set some technical or musical tasks (for example, make bright crescendos or diminuendos, or make a noticeable difference in sound between a fort and a piano, etc.).

Work on the technology of the piano game - at speed.

The technique of playing the piano is a combination of skills, abilities and techniques with which an expressive artistic sound is achieved. The virtuoso possession of the instrument is not just technically competent performance of the work, but also the observance of its stylistic features, character, pace. The piano technique is a whole system of techniques, the main components of this system: large equipment (chords, arpeggios, octaves, double notes); small equipment (gamma-like passages, various melisms and rehearsals); polyphonic technique (the ability to play several voices together); articulation technique (correct execution of strokes); pedalization technique (the art of pedaling).

Work on the technique of playing music, in addition to traditional speed, endurance and strength, implies purity and expressiveness. It includes the following steps: Development of the physical capabilities of the fingers. The main task of novice pianists is the liberation of the hands. The brushes should move smoothly and without tension. It is difficult to work out the correct setting of hands on weight, so the first lessons are performed on a plane. There is a simple exercise to strengthen the fingers: put your elbows on the table, freely extend your arms. Raise your index finger as high as possible and easily tap it on the table. A simple movement must be repeated

alternately with all fingers of both hands, achieving tremors of equal strength. Only the phalangesa restrained, the hands remain relaxed. Game development exercises.

Inertia. The next step will be to play along one line - scales and simple passages. It is important to remember that the faster the pace of the game, the less weight is on hand.

Synchronization. The ability to play harmoniously with the whole brush begins with the study of trills. Then it is necessary to establish the work of two non-neighboring fingers, with the help of thirds and broken octaves. At the final stage, you can move on to arpeggiato - a continuous and full-bodied game with a change of hands.

Chords There are two ways to extract chords. The first - "from the keys" - when the fingers are initially located above the desired notes, and then a short, energetic push the chord is removed. The second - "on the keys" - the passage is made from above, without preliminary fingers. This option is technically more complex, but it is it that gives the light and quick sound of the work.

Fingering. The alternation order of the fingers is selected at the initial stage of learning the work. This will help in further work on the technique, fluency and expressiveness of the game. The author and editorial instructions given in the musical literature must be taken into account, but it is much more important to choose your own fingering, which will be comfortable for performance and will allow you to fully convey the artistic meaning of the work. Beginners should follow simple rules:

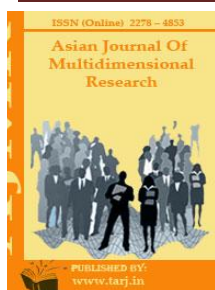
- For any exercise or passage, fingering must be recorded
- The load on the fingers must be uniform. In fast sequences, care must be taken to ensure that repetitions occur as rarely as possible.
- Discipline. Young pianists are tempted to replace the weaker fingers, the ring finger and the little finger, with a strong middle one. It is necessary to pay due attention to the training of harmonious development of the entire brush.

## CONCLUSION

Dynamics and articulation. You need to learn the work immediately at the indicated pace, given the signs of expression. There should not be any "training" rhythms. Having mastered the technique of playing the piano, the pianist acquires the skill of playing music naturally and naturally: the works acquire completeness and expressiveness, and fatigue disappears.

## REFERENCES

1. Feezell M. Music Theory Fundamentals. High-Yield Music Theory, vol.1
2. Muhammadjanova Z. Methods of teaching piano. Textbook. New edition-2006.
3. Schapov A.P. Piano pedagogy / A.P. Schapov. - M., 1960.
4. Sorokina G.A. Piano tutorial. Astrel- 2010.
5. Tsypin G. M. Learning to play the piano / G. M. Tsypin. -M., 1984.

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00229.3****METHODS OF WORKING WITH STUDIES IN PIANO LESSONS AT THE  
UNIVERSITY.****Ashurov Marufjon Abdumutalibovich\***\*Andijan State University,  
UZBEKISTAN

Email id: maruf79@bk.ru

**ABSTRACT**

*This statue often reveals the methodology of work with etudes on piano lessons at the university. In piano - teaching practice occupies a significant place and special work on sketches. It should be noted that the method of learning a particular study is closely related to the material itself, i.e. with the type and structure of the sketch, and also depends on the degree of mobility, age and individual characteristics of the student. Therefore, the teacher should not adhere to any universal stamps and techniques in the methodology of work on sketches. Along with this, the teacher should gradually accustom the student to more and more independent work based on the experience gained. It is very useful, for example, to set for this purpose from time to time etudes similar in type to those previously learned, indicating to the student that this etude should be learned in the same way.*

**KEYWORDS:** *Pianist, Preparation, Technique, Character, Teacher, Study, Exercises, Teaching Practice, Training, Reading From A Sheet.*

**INTRODUCTION**

The achievement of executive mastery is primarily associated with the general musical development of the student, with the upbringing of his artistic taste, with an understanding of the contents of the works performed and the tasks of their interpretation. Performing art, however, requires systematic work on mastering the necessary technical skills, since the accuracy, speed and variety of movements that a pianist must master go beyond the limits of motor skills acquired in the course of everyday life practice. Just as a person who has not been involved in ballet art since childhood cannot perform the movements available to a ballet dancer, so without a special training, especially important during the years of study, a pianist cannot master the technique of playing the piano. Studying only works of art and not engaging in technical work, the student will inevitably lag behind in mastering the technical side of performance. The methodology of teaching the piano includes instructive material (studies and exercises) for

students to master various types of piano texture and prepare for the performance of difficult places in certain works.

Sketches, in particular, serve as a preparation for mastering the texture elements characteristic of various styles of piano literature. At Czerny-Hermer sketches, a student, for example, prepares to perform the sonatas of Mozart, Clementi, Beethoven, Kramer's sketches, Clementi Czerny (Op. 279, 740, etc.), serve as preparation for a wider mastery of the classical style, Moshkovsky etudes and various concert etudes types are the material for mastering the virtuoso works of the romantic style.

Etudes of Russian composers used in music schools and colleges - Alensky, Lyadov, Glazunov and others, which are highly artistic, instructive works, at the same time introduce the student to the style features of Russian piano music. Thus, work on sketches is considered not only as a technical exercise in the narrow sense of the word (i.e., as development of finger fluency, sleight of hand movements, etc.), but also as the accumulation of executive experience, the development of certain elements of performing skills.

In piano - teaching practice occupies a significant place and special work on sketches. It should be noted that the method of learning a particular study is closely related to the material itself, i.e. with the type and structure of the sketch, and also depends on the degree of mobility, age and individual characteristics of the student. Therefore, the teacher should not adhere to any universal stamps and techniques in the methodology of work on sketches.

The first and indispensable task of the teacher is to carefully explain to the student when choosing the study's sketch. The teacher should tell what the main purpose of this study is, as a material for the development of a technical skill, how a study is constructed in the sense of the form and development of the material, what is the general nature of its sound image. The student must be given a clear and precise plan of work on the study, indicate how and in what sequence one or another method should be used to learn individual difficult places, or the whole study as a whole. The degree of detail of such preliminary explanations depends on the mobility and development of the student. Naturally, with novice students, this preliminary stage of work should be given more space than with more experienced and mature students. In the first year of study, it is necessary not only to carefully explain the tasks, but also to devote time to analyzing the study in the lesson, to the exercises and techniques with which the student will have to continue to study this study.

Along with this, the teacher should gradually accustom the student to more and more independent work based on the experience gained. It is very useful, for example, to set for this purpose from time to time etudes similar in type to those previously learned, indicating to the student that this etude should be learned in the same way.

After a preliminary acquaintance with the sketch and determining the plan of work on it, the student must first begin to carefully study the musical text, playing the sketch at a slow pace and observing the maximum accuracy in performing musical notation.

## METHODS

From the very first years of training, the student should be accustomed to attentive and accurate reading of notes, compliance with the necessary fingering, and the fulfillment of all copyright

instructions. Losing a sketch slowly, the student must simultaneously think over and remember its structure, details of the text, fingering. When the study is well disassembled, you should begin to learn it from memory. It is extremely important to demand from the student not the mechanical, basic on motor memory memorization of material, but conscious analytical work.

Realizing the harmony, the structure of the texture pattern, the details of the parties and the left hand, the student will learn the text of the sketch more quickly and more firmly. It is useful to use the advice of A.B. Goldenweiser does not play a sketch or a play as a whole, but dividing it into separate episodes, to learn from small passages.

Pointing to the advisability of such work, A.B. The Goldenweiser recommends not proceeding to the next passage until you have well disassembled and remembered the one that is currently being unlearned. By working in this way, the student can easily remember a sketch in a few days, even without having an exceptionally good memory.

The need to develop memory in relation to sketches is especially important, because, playing for a long time on notes, the student will not be able to focus on the technical side of the performance, on the development of the necessary motor sensations. When working on individual phrases, the student must teach them not only with his hands together, but separately with each hand.

Studying the part of each hand separately, the musical text is fixed in the memory and makes it possible to properly adjust the movement and ensure the desired character of sound. This kind of work, despite the apparent complexity of the process of learning the material, is extremely justified, contributing to greater confidence and accuracy of execution. Students who do not work on the parts of each hand separately often play sloppy, which especially affects the performance of accompaniment voices: for example, in studies based on continuous melodic figuration on the background of chord accompaniment, chord accompaniment can be very inaccurate and uneven in sound.

The first stage of the work should lead the student to confidently perform the etude at a slow pace, and then on average, while observing the required sonority of the dynamic and other instructions of the author. Only after such careful work is it advisable to proceed to various tasks of a training nature for further technical improvement of performance. The aforesaid should be emphasized, because often the opposite can be observed in practice: the student still does not know the text well, and the teacher already requires him to play in various ways, technical options, etc.

When the student can already play the studied sketch at a slow pace for memory, teachers should be advised to pay attention to the dynamic side of the performance. Often in pedagogical practice it is observed that the teacher turns to dynamic shades already at the final stage of work, wanting to achieve more brightness of phrasing. Meanwhile, it is in the initial stage of learning to study an etude that it is extremely important to accustom the student to motor sensations that are associated with the implementation of the dynamic line of the sound pattern. Otherwise, even a well-studied sketch will sound dull and monotonous. Therefore, when playing a sketch at a slow pace, the student should be required to clearly identify dynamic shades. Focusing on the dynamic side and sound quality contributes to the technical mastery of the material and its fixing in memory.



Playing at a slow pace is of great practical importance, since a common mistake is a wrong view of the meaning and tasks of slow playback. Often, teachers are forced to play a student's study slowly, with a distinct sound (and sometimes with maximum force, punching out the necessary keys with each finger), without any phrasing.

This kind of "physical education" is sometimes necessary to strengthen the fingers, but for this it is better to use special exercises. When studying a sketch, it is necessary to play it, as already mentioned, precisely with those movements, with that phrasing and with those dynamic shades that will be needed for its quick performance. A study learned in this way should not be played only at a slow pace, but gradually accelerating the movement, accustom the student to performance at a moving pace. If the exercise is reduced only to slow playback, then when you try to play the sketch quickly, it turns out that the student is not prepared for this. Thus, before playing the sketch at a fast pace, the student must have a good grasp and knowledge of the musical text, to achieve confident performance of the sketch not only at a slow, but also at an average, fairly mobile pace. Practice, however, shows that this rule is far from always respected. It is often observed that the student, not having yet learned the musical text and not having developed the necessary performance skills, tries to play the sketch as quickly as possible.

Somehow coping with the fast pace and knowing how to play the sketch from beginning to end, such students show helplessness and ignorance of the text when playing the sketch in slow motion. In addition, one more usual phenomenon should be noted: the idea of a fast pace in inexperienced students is not understood in terms of the permissible limits of this pace. By a fast pace, a student often means the pace at which he cannot play the sketch smoothly and without errors, and the pace accessible to him and for him extremely fast, he understands how slow. Therefore, it is extremely important to educate the student in the correct understanding of what is slow, medium and fast pace for him and what serves as a criterion for determining the possible speed of execution. This question is important not only for the stage of learning a study, but also for its performance in the evening or exam.

Observing the failure to perform studies in exams, we often hear that the teacher explains such failures by the fact that the student (drove), i.e. from excitement began to play faster than it was in his power. Often such cases are the result of not only excitement, but also the student's insufficiently clear understanding of the pace at which he must play. It can be concluded that the main and main thing when working on sketches (also when working on any other work) is to think over and clarify the general task, the specific goals that you should strive for, and, in accordance with this, carefully study the musical text.

"G.G. Neuhaus - while learning a work, I play it very slowly and accurately with respect to the musical text, imagining how it should sound in its final form and achieving, according to this, a certain sonority, nuance and phrasing. With this work, the musical text gradually "comes to life", and the hands, so to speak, enter the text." The way of work, G.G. Neuhaus points out, should be this: awareness of the structure of the passage, and then finding and adjusting to it comfortable positions of the fingers and hands, the right sensations. Therefore, speaking about how to perform this passage, I'm ready to immediately make the student repeat the same place 20 times until here a chest he desired sound.

One of the common types of technical studies is studies on the development of finger fluency, built on a gamma-like pattern in the part of the right or left hand, accompanied by chord



accompaniment, sometimes with the transition of a figurative movement from one hand to another, or using such movement in both hands.

In the first 1-2 years of training of this type of studies, it is advisable to study studies in a slow and even motion, observe dynamic nuances, achieving good sound quality and gradually increasing the tempo.

It is necessary to pay special attention to the division of the material into separate phrases, a calm and timely transition from one phrase to another without jumping into a new phrase, or “playing” the last sounds of the previous phrase. To strengthen the fingers, it is useful, for example, to play a sketch based on a passive finger technique, clear, loud, or, conversely, light *ctaccato*. It is very advisable to play a sketch at an average pace of *legato* and *pianissimo*, playing “with one finger” and achieving maximum flatness of the sound line. It is also very useful to apply the method of work recommended by Leshetitsky: playing an etude at an average pace in rhythmically free movement. At the same time, the pace slightly slows down in those moments where there are any uncomfortable positions for the hand, or technically difficult combinations associated with a change in the figure pattern or with a change in direction of movement, which contributes to the development of a feeling of freedom of the hand and fingers. This acquires not only the habit of smooth, free and uninhibited movements, but also fosters an attitude towards fast figurative passages as a flexible and rhythmically live *zyukov* line. On the contrary, the passage without any rhythmic deviations and dynamic diversity, dries the performance, leads to bare finger motility. At the same time, the student often involuntarily strains his hands in technically uncomfortable places.

Playing in a more free rhythm, the student should strive for flexible movements of the hand, which should guide the fingers while bringing them to the desired keys. When explaining the meaning and tasks of this kind of execution, you need to pay special attention to the division of the material into separate phrases, a calm and timely transition from one phrase to another, without bumping into a new phrase, or playing the last sounds of the previous phrase.

Pedagogical practice convinces of the need, starting from the first years of learning to play the piano, to pay attention to the systematic work on etudes. This work cannot be limited only to the elementary tasks of performing musical text and a technically clean game at a fast pace. The teacher must approach each sketch with the same exactingness as the work of art with respect to the nuance and sound quality, phrasing, and the general nature of the interpretation of this sketch as a whole.

If a technical study of an instructive type does not represent a truly artistic work in the sense of ideological and emotional content, then in any case, any good study has a certain sound image and sound character (light and elegant, strong-willed and swift, lyrical and melodious, rhythmically emphasized, or on the contrary, calm and smooth in its movement, etc.). To determine and explain to the student the nature of the given study and to achieve its appropriate execution is the task of the teacher. It is precisely this kind of careful work on the sketch that is beneficial, preparing the student for more complex tasks of performing works of art. An equally important role is played by the selection of studies for each student. When choosing studies, the teacher should keep in mind the need for the gradual and consistent development and accumulation of a variety of executive skills in the student. Therefore, it is imperative that, in terms of the educational work of students, sketches of various types and character for various types of equipment be provided. Along with such planned “accumulation” of technical skills, one

or another study should be included in the list of envisaged studies, given in connection with the proposed work on a specific play, where difficulties are encountered that require appropriate preparation to overcome them.

The choice of studies, therefore, should not be random, and, conversely, should be the result of serious consideration of the individual characteristics of each student and the entire plan of work with him for several months. In studies, one should accustom the student to hold learned material in his or her fingers for a more or less long period of time. With regard to studies, this is important not only for accumulating as much as possible learned in the repertoire, but also so that the acquired technical skills are firmly entrenched in practice. In addition, the ability to play four, five sketches for various types of equipment in a row serves as a training for the development of physical endurance, preparing the student for the execution of a relatively large program in exams, and subsequently in concerts.

If, on the contrary, often there is no time for thorough work on sketches, for checking work on scales, in all likelihood the teacher will notice a lag in the student's motor skills over time. The blame will lie in both cases only on the teacher. It is more advisable to start the lesson with work on a work that is currently the most difficult for the student. The teacher should never lose sight of his main goal - ensuring the comprehensive development of the student - and he must also remember that any task of him as a teacher can be solved only through long systematic work in one direction or another.

In addition to working on works, plays, and etudes, which occupy a leading place in the lesson, students also include the performance of the training material of the arpeggio scale, work on reading from the sheet of raler and arpeggio is studied in accordance with the programs of the music school and music school.

In the classroom, the teacher passes gradually with the student all the scales and arpeggios, explaining a particular new type in the lesson, showing the student carefully controlling his work. Good reading skills from the worksheet are of great importance both for the freedom to familiarize the student with musical literature, and for faster mastery of the studied works. Therefore, it is important that the teacher pay attention to this area of the student's development, giving her systematically at least a little time.

For training and reading from a sheet, you can ask simple works to parse at home, checking the tasks in the lesson. It is also useful for students to perform four-handed works from the worksheet with the teacher. Performing four hands with a teacher or with another student of children's plays of a young student will also contribute to his musical enrichment.

## CONCLUSION

If a teacher has a pianist of all the qualities he needs, the success in solving his tasks depends on his ability to organize work with the student in the lesson. In the lesson, the teacher directs the entire musical-pianistic development of the student. In the lesson, in an organic connection with the whole process of classes, the teacher directs his upbringing. Therefore, it is necessary that the teacher not only understands the whole enormous significance of the task of preparing the young pianist assigned to him, but also recognizes the importance for each student of each individual lesson.

**REFERENCES**

1. Alekseev A. "Methods of teaching the piano", State Music Publishing House - M. 1961
2. Hoffman I. "Piano game. Answers to questions about the piano game ", Classic - XXI - M.2002
3. Grokhotov S.V. "Learning to play the piano according to Leiman-Giesecking", Classics - XXI century, Moscow 2009
4. I took out. "The child at the piano."Music - M.1981
5. Neygauz G. "On the art of the piano playing", Music - M.1982

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00230.X****THE THEME OF THE KHOREZM LAND IN THE KARAKALPAK FOLK-HISTORICAL SONGS****Kanaatov E.E\***

\*Doctoral student,

Nukus State Pedagogical Institute named after Ajiniyaz,  
Karakalpakstan, Nukus city, UZBEKISTAN

Email id: awada@mail.ru

**ABSTRACT**

*The article provides information about the Karakalpaks who migrated from Khorezm to Baysun, which was destroyed in the first quarter of the 13th century due to the invasion of Genghis Khan's troops. In the history of this period there is little information about the life of the Karakalpaks. However, folklore works, including historical songs preserved in the mouths of the people, serve as a much richer historical source in this regard. The song "Baysynga" was created almost 800 years ago. In 1221, Genghis Khan conquered Gurganj (Urgench), the capital of the Khorezm state, and flooded the great city. The irrigation system in the area was disrupted, and people were forced to move. Despite the fact that many years have passed, the song is well preserved to this day.*

**KEYWORDS:** Khorezm State, Karakalpaks, Genghis Khan Invasion, Historical Song, Folklore**INTRODUCTION**

Historical songs, which are an important genre of folklore, are born in the midst of difficult times and reflect the views, moods, dreams and aspirations of the people.

The historical song describes certain historical events experienced by the people and it differs from other folk songs by this feature. Historical songs are works created by the people. People sing their songs under the direct influence of the emotions they experience. Where there are no other sources, it is possible to find out the identity of the general public, their way of life, customs, feelings and dreams without an author by looking at folk songs.

Folk historical songs also play an important role in the study of the history of Karakalpakstan. It is true that historical songs cannot be called real history, even if they are born in the context of historical events and appear on the basis of historical reality. The reason is that it is written by talented people - poets, poetesses, bakhshis and storytellers, and depending on the development

of each period, some aspects of life are added or improved, or, conversely, aspects that have lost their significance are forgotten.

"The importance of historical songs is that they are the cultural heritage of the people, they reflect the views of the people on historical events, epochs, their best intentions and dreams for the future, and stand out with their educational features" [1, p. 5], says the scientist A. Qojiqbaev.

### **The theme of the Khorezm land in the Karakalpak folk-historical songs**

The main theme of most of the Karakalpak folk historical songs is that the people say goodbye to the main place when they were destroyed and moved to new places. For example, Edil-Jayik songs are sung in "Ormambet biy" and Turkestan is sung in "Posqan el".

The Karakalpaks are a people who have suffered many losses in their history. Impressions of the difficult days of the nation have come down to us through folklore.

One such work is the song "Baysynga". This song reflects the ruined migration of the people from Khorezm after Genghis Khan's conquest of Urgench, the capital of the Khorezmshahs. There is little information in history about the way of life of the Karakalpaks who lived there during Genghis Khan's conquest of Khorezm, but there are many invaluable works in the folklore of this period.

"It can be said that the Karakalpaks in Khorezm in the XIII-XVI centuries have not been fully studied. Because there are very unique works in Karakalpak folklore about the historical situation during the conquest of Khorezm by Genghis Khan. If the people had not seen these events with their own eyes, they certainly would not have been able to preserve such a legacy. These facts also confirm that the Karakalpaks lived in Khorezm at that time and fought against the invaders in defense of their homeland "[2, p. 51], said K. Mambetov, a researcher on the history of the Karakalpaks.

The folk song "Baysynga" has been passed down by word of mouth for almost 800 years. The song describes how after the destruction of the Khorezm capital Urgench, the people set out for Baysyn, a homeland of kungrads (Baysyn, now a historical place in the Surkhandarya and Kashkadarya regions - E.Q.):

The ruin of the whole Khorezm,  
The end of the world,  
The fullness of our covenant,  
How do we get to Boysun?  
From the toils of violence,  
Our sweet soul will burn,  
Our day goes by crying,  
How do we get to Boysun? [3, p. 325]

The song was actually created at the time of the incident. One of the features of historical songs is that they were born at the same time as the event and express the way of life, dreams and aspirations of the people at that time.

When we talk about the emergence of Karakalpak historical songs, we often think of the Nogai period and the Turkestan period. Examples are the songs "Ormambet biy" and "Posqan el". The Karakalpaks were destroyed in the 15th century along the Edil and Jayik rivers. And leaving these places, they move to Turkestan and Janadarya. This is stated in the poem "Ormambet biy". In the poem "Posqan el" it is sung about the destruction of Karakalpaks from Turkestan and their migration to Khorezm [4, p. 57].

The roots of Karakalpak folk historical songs are closely connected with the poetic works of the ancient Turkic world. In Karakalpak folklore, as in other Turkic peoples, there were small songs that encouraged those who showed courage during historical events. Such songs became a national pain when people were in danger, lost their homeland and moved to foreign lands. It developed steadily in the memory of the people and later began to have an epic interpretation. Its ancient creations have been forgotten, and the latter have been torn apart. The expression of love for the people on behalf of the whole nation, the fact that the creator of the song speaks on behalf of the whole nation took place in historical songs. Historical songs have the ability to create epic works, however, they do not embody the image of a typical hero. In the historical song, the concepts of the fate of the people and the land are given a national character.

In this respect, historical songs are a separate genre. It tells the true story of history.

The events in the song "Baysynga" also show the living conditions of the people in this historical event. For example, the following lines reflect the life of the population during the invasion of Urgench by Genghis Khan's troops:

The enemy surrounded the country,  
May our prayers be answered,  
The poor are ruined,  
How do we get to Baysyn? [3, p. 326]

It is known that in the winter of 1221, Genghis Khan besieged Gurganj (Urgench) with 50,000 soldiers. The people of Urgench defended their hometown for 7 months, despite the superiority of the enemy's military force and armored weapons. In the long battles, the Mongol soldiers also suffered unprecedented casualties. But, Urgench is looted by the invaders. The city's main siege dam will be demolished and the Urgench will be flooded and destroyed.

The Karakalpaks fought hard against the enemy in these wars. "In Western Turkestan, the Karakalpaks and Kipchaks were defeated after fierce wars against the Mongols" [5, p. 222].

The Mongols brutally slaughtered those who resisted. According to Abulgazi, Genghis Khan destroyed most of the Kangli clan [6, pp. 34-35].

After massacring the people of Urgench, Genghis Khan demolished a dam on the banks of the Amudarya that protected it from flooding, and the city was flooded. As a result, many canals in Khorezm were shut down. The waters of the Amudarya began to flow not to the Aral Sea, but to Lake Sariqamish. From Urgench, there was no water supply to the lands between the Aral Sea.

As a result of the fact that the water of the Amudarya did not flow into the Aral Sea, as early as the beginning of the XIV century, the lands where the river flows into the sea became empty. The waters of the Aral Sea recede, creating a desert instead of the sea. Sands flying from the deserts have buried many historic castles. During the period when the Amudarya flowed into the



Sariqamish, through the Sariqamish into the Uzboy stream, that is, for two or three centuries, the population in the lower reaches of the Amudarya was small.

The Karakalpak children's song "Tulkishek" says:

... The sea dried up,

It rotted the white fish [7, p. 474].

Excerpts from these children's songs reflect the ecological situation of the period.

The drying up of the island had a negative impact on the nature of the Amudarya and its livelihoods. That is why in the XIII-XIV centuries a large group of Karakalpaks was forced to migrate from the southern part of the Aral Sea and from the sheep part of the Amudarya. Some of the Karakalpaks went along the Amudarya to Kashkadarya and Surkhandarya (to Jiydeli Baysyn) ... [8, p. 16].

This is stated in the recent folk song "Karakalpak":

Karakalpak landing is large,

Genghis laid siege to the great capital;

Fifty thousand soldiers invaded Konye,

The Karakalpaks did not tolerate oppression.

In the evening the castle was set on fire,

Some days the city of Orda burn,

All those who fought gave their lives.

How many people were martyred, Karakalpak [9].

Konye (Old) is the city of Old Urgench. Thus, the capital of Khorezm was first destroyed by the Mongol invaders. However, the war soon ended and peace was restored. A new fortress was erected near the ruined city.

This rebuilt capital was destroyed for the second time by Amir Temur in 1388. The city was leveled and barley was planted in its place.

Konye-Urgench also known as Kunya-Urgench, Old Urgench or Urganj, is a municipality of about 30,000 inhabitants in north Turkmenistan, just south from its border with Uzbekistan. It is the site of the ancient town of Ürgenç (Urgench), which contains the ruins of the capital of Khwarazm, a part of the Achaemenid Empire. Its inhabitants deserted the town in the 1700s in order to develop a new settlement, and Kunya-Urgench has remained undisturbed ever since.

However, the reason for the Karakalpaks to leave Khorezm was the destruction of Genghis Khan's army in 1221.

Russian scholar P.Ivanov argues that even though Karakalpak was not a name at that time, it was part of the tribes that formed the basis of this nation today [10, p. 35]. In the Khorezm state lived the Kipchak people and Mangit, Kangli and others. It is assumed that the Karakalpaks of that time were part of a large tribe. The names of this period Kipchak, Kangli, Mangit are preserved among the modern Karakalpaks as the names of the previous large tribes [3, p. 57].

Another version of the song "Karakalpak" states that the Karakalpaks who migrated from Khorezm traveled to Boysun for three months:

They suffered from the Amir and the king,  
 Fourty thousand soldiers invaded Konye,  
 The Karakalpaks did not tolerate oppression.  
 Innocent blood was shed,  
 They walked up the Amudarya,  
 Jiydali-Boysun - the place of the Kungrad people,  
 The Karakalpaks reached there for three months[3, p. 321].

The kingdom of Amir mentioned in the song was in Bukhara. The rulers also called the Mongol invaders and the generals of the Samarkand kingdom Amirs. All this indicates that they (amirs) did not live in peace with the Khorezm state at that time. We know this from history. There were constant bloody wars and destructive marches between the Khorezmshah Empire and the Amirs. The period of repeated attacks of the Amirs and the Mongol invaders on the Khorezm state (its center is Old Urgench) dates back to the XII-XIII centuries. At that time, the Khorezm state was also growing stronger.

This means that the songs that have lived in the mouths of the people are consistent with historical information.

## CONCLUSION

It is almost eight centuries since the song "Baysynga", consisting of 20 couplets and 80 lines. According to the form, this song, consisting of 7-8 syllables and 4 lines, resembles modern songs with rhyming a, a, a, b. In terms of form and content, it fits perfectly into the genre of historical song. Thus, it can be concluded that the historical songs of the Karakalpak people appeared in the XIII century.

Of course, the form of the song may have changed over the centuries, but the main content has been preserved. In general, this historical song sets the history, not the dry memory of the people. Although the song does not specify the exact time of the historical events, it appears that the Karakalpaks migrated to Baysyn in the early thirteenth century.

## REFERENCES:

1. Қожықбаев Ә. Тарихый қосықтар. – Нөкіс: Қарақалпақстан, 1989, 55 б.
2. Мәмбетов К. Қарақалпақтар тарихы. – Нөкіс: Қарақалпақстан, 1993, 115 б.
3. Тәжимуратов Ә. Қарақалпақ халық қосықтары. – Нөкіс: Қарақалпақстан, 1965, 399 б.
4. Айымбетов Қ. Халық даналығы. – Нөкіс: Қарақалпақстан, 1988, 489 б.
5. ZiyaKurter. Karakalpak. - İşMatbaacılıkveTicaret, 1974, 248 s.
6. Абулгази. Родословное древо тюрок. Казань, 1906, 245 с.
7. Қарақалпақ фольклоры. – Нөкіс: Илим, 2015, 544 б.
8. Камалов С. Қарақалпақтардың халық болып қәлиплесиўи ҳәм оның мәмлекетлигиниң тарихынан. – Нөкіс, 2001, 75 б.
9. ЎзФА ҚҚБ, Р-1311, Инв.- №184006
10. Иванов П.П. Материалы по истории каракалпаков. М.: Изд-во Акад. наук СССР, 1935, 299 с.

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00234.7****A STUDY OF HUMAN VALUES AT WAL-MART COMPANY****Dr. Norouz Izadpanah\***

\*Faculty member  
Islamic Azad University  
Astara Branch  
IRAN

**ABSTRACT**

*Values, morals and ethics have become increasingly complex in current modern business world and enterprises are guided by the consideration of profits only. Success or failures of business ventures are judged by the amount of profits reported than by the means adopted to achieve such profits. But Wal-Mart has enjoyed success by adhering to basic principles and human values since its founding in 1962. In Wal-Mart the first priority is the concept of providing value and service to the customers by offering quality merchandise at low prices every day. The second is corporate dedication to a partnership between the Company's associates (employees), ownership and management. The third is a commitment by Wal-Mart to the communities in which stores and distribution centers are located. Wal-Mart strives to conduct its business in a manner that reflects these basic principles and the resultant fundamental values. Because Sam Walton, the founder of Wal-Mart, had a simple dream and along this simple dream he had some very firm ideas that empowered by his desire to: Serve people well, build a winning team, work hard, impact people's life, have fun, Support his family, and to honor his God. So he create not only an extraordinary successful company but also a revolutionary business model that impacted the standard of living for millions of everyday people in U.S.A and worldwide. All these events bring to the fore, the significance of long term survival based on ethical values at Wal-Mart company. Wal-Mart always be guided by the ethical aspects in all its doings. (Brenner, A.; Eidlin, B.; and Candaele, K. 2006) So Wal-Mart progress trend is not about stores, clubs, distribution centers, trucks, or computers. Although these tangible assets are important in the company's business plan, but the real fact of success is about people. Wal-Mart has most closely resembled a true family. With many different people in many different locations doing many different things, but they have always worked together to make the company successful and be true to the vision that they share. Wal-Mart by applying open door policy energizes team work, gives recognition to all the associates, and treats with respect and dignity by the people and everyone are equally important. Wal-Mart is not looking simply to make money but to benefit that community as an active and contributing member. Store, club, and distribution center managers, and all associates, are expected to be involved in their communities in a personal way by serving on the*

*local chamber of commerce boards, civic organizations, and school boards. Wal-Mart community involvement and giving are in the forms of, Grants and focus on education, environmental protection and preservation of natural resources (Suderqueist, D. 2005). This case study is discussing the philosophy of Sam Walton's cultural legendary, and core human values such as: Integrity, Respect, Teamwork, and communication, Excellence, Accountability, and Trust that have guided Wal-Mart associates over the years and are woven into the very fabric of its culture. On a deeper level, all of Wal-Mart associates truly believe they can weather the challenges and storms of the corporate world, while maintaining a reverence for small town values and all the while having fun.*

**KEYWORDS:** *Wal-Mart Company, Sam Walton's core values, Integrity, Respect, Accountability and Trust.*

## INTRODUCTION

Wal-Mart Stores, Inc. is an American public corporation that runs a chain of large discount department stores and a chain of warehouse stores. In 2000 it was the world's largest public corporation by revenue, according to the Forbes Global 2000 for that year. The company was founded by Sam Walton in 1962, incorporated on October 31, 1969, and publicly traded on the New York Stock Exchange in 1972. Wal-Mart, headquartered in Bentonville, Arkansas, is the largest majority private employer and the largest grocery retailer in the United States. In 2009, it generated 51% of its US\$258 billion sales in the U.S. from grocery business. It also owns and operates the Sam's Club retail warehouses in North America ([www.Forbes.com](http://www.Forbes.com)).

Wal-Mart has 8500 stores in 15 countries, with 55 different names. The company operates under its own name in the United States, including the 50 states. It also operates under its own name in Puerto Rico. Wal-Mart operates in Mexico as Wal-Mex in the United Kingdom as Asda, in Japan as Seiyu, and in India as Best Price. It has wholly-owned operations in Argentina, Brazil, and Canada. Wal-Mart's investments outside North America have had mixed results: its operations in the United Kingdom, South America and China are highly successful, while it was forced to pull out of Germany and South Korea when ventures there were unsuccessful. Big market, low labor salaries and competitions were main reasons for Wal-Mart's business model success at China where it has to consent for having Union at the outlet level. Wal-Mart's experience in Germany where it has to wind up was: strong competition, poor store locations and basic cross-cultural mistakes. In particular company's three errors stand out as following: First' Wal-Mart failed to take into account Germany's cultural attitudes, especially with regard to such matters as labor law and the role of unions. Second; Wal-Mart failed to appreciate whether and how American consumer habits and expectations might differ from those of consumers in new markets. Third, Wal-Mart entered the German market with a degree of cultural arrogance that undermined its chances for success. ([www.translationdirectory.com/article1122.htm](http://www.translationdirectory.com/article1122.htm)).

Wal-Mart had broadened and accelerates the company commitment to sustainability. It meant sustainability is a priority throughout the entire company with a sense of urgency. Even during the economic crisis, Wal-Mart does not slow down on sustainability or even just stay the course; but redouble and strengthen the company's efforts. Wal-Mart continues sustainability by reducing waste, lowering costs, driving innovation, increasing productivity and fulfilling the mission of saving people money. The credit for Wal-Mart progress goes to leaders in their business and more than 2 million associates around the world. It goes to their suppliers who have

helped company make a difference that extends well beyond what they could do alone. With more than 100,000 suppliers, 2 million associates and 8,500 retail units around the world, they are working to create meaningful and positive change throughout their global supply chain. (walmartstores.com/sites/.../2010/message\_from\_mike\_duke.aspx).

Wal-Mart's operations are organized into three divisions: Wal-Mart Stores U.S., Sam's Club, and Wal-Mart International. The company does business in nine different retail formats: supercenters, food and drugs, general merchandise stores, bodegas (small markets), cash and carry stores, membership warehouse clubs, apparel stores, soft discount stores and restaurants. (Stateman, A. 2004).

Kenneth Stone, Professor of Economics at Iowa State University, in a paper published in Farm Foundation in 1997, found that some small towns can lose almost half of their retail trade within ten years of a Wal-Mart store opening. However, he compared the changes to previous competitors small town shops have faced in the past—from the development of the railroads and the Sears Roebuck catalog to shopping malls. He concludes that shop owners who adapt to the ever changing retail market can thrive after Wal-Mart comes to their community. A subsequent study in collaboration with Mississippi State University indicated that there are "both positive and negative impacts on existing stores in the area where the new supercenter locates." Wal-Mart is consistently listed among Americas most admired companies by Fortune magazine (<http://en.wikipedia.org/wiki/Wal-Mart>).

As in Wal-Mart human values is starting with Sam Walton's dream, so this case study is discussing the philosophy of Sam Walton's cultural legendary, core human values, vision and community involvement and giving.

### **HUMAN VALUES IN WAL-MART**

In Wal-Mart human values are starting with Sam Walton's dream that empowered by his desire to:

- Serve people well
- Build a winning team
- Work hard
- Impact people's life
- Have fun
- Support his family
- Honor his God

He improved his business methods by constantly talking to his associates, his competitors, and his customers. When things didn't work, he changed them. He continued growing of his dream by growing people, and in the way thousand and upon thousands of individuals grew right along with the company. Table 1 shows Wal-Mart growth by decades that indicates approximately more than 25% per years.

**TABLE 1: WAL-MART GROWTH BY DECADE**

<b>By Decade</b>	<b>Total Revenue</b>	<b># of Stores</b>	<b># of Associates</b>
<b>1/31/1970</b>	<b>\$30.8 million</b>	<b>32</b>	<b>900</b>
<b>1/31/ 1980</b>	<b>\$1.2 billion</b>	<b>276</b>	<b>21,000</b>
<b>1/31/1990</b>	<b>\$25.8 billion</b>	<b>1,528</b>	<b>275,000</b>
<b>1/31/2000</b>	<b>\$165 billion</b>	<b>3,985</b>	<b>1,140,000</b>
<b>1/31/2004</b>	<b>\$256.3 billion</b>	<b>4,906</b>	<b>1,500,000</b>

Source: Suderqueist, D. (2005).

### **VALUES ARE BASES OF WAL-MART'S CULTURE**

Everyone knows what separates Wal-Mart from competition. Obviously it is not everyday low prices; it is the unique culture of the company. Wal-Mart culture begins with values that are intrinsically good. Values identify what Wal-Mart stand for. In a sense, these values are the very foundation of Wal-Mart culture, those basic principles on which is unwilling to compromise.

Wal-Mart organizational culture begins with a positive, can-do attitude, which welcomes the customers at the front door in the person of a greeter. But it doesn't stop at being friendly at the front door. The following core values have guided Wal-Mart associates over the years and are woven into the very fabric of its culture:

- Integrity
- Respect
- Teamwork
- Communication
- Excellence
- Accountability
- Trust

Wal-Mart never tolerates a breach in the integrity. From the beginning, it was wrong to lie, cheat, or steal. Wal-Mart did not ignore even small instances of failing to tell the truth. Leadership clearly spelled out disciplinary processes on integrity issues, including the possibility of termination.

Respect means that all employees were to be respected no matter their prostitution, titles, genders, races, or religious beliefs. People point of view's was important even if they disagree with the supervisors.

Teamwork meant that no one could do it alone. Anybody had to depend on others, and others had to be able to depend on team.

Communication is essential at all levels in the company. This means communication in both directions-dialogues. It means listening as well as talking.



Excellence means that Wal-Mart is always striving to improve and had willing to change if it would make company better.

Accountability means that each person is responsible for his or her personal actions. Each was expected to perform at an acceptable level.

Trust is the basis of all relationships. All associates are expected to act in a manner that would engender the trust of those they worked with: customers, suppliers, fellow associates, and member of the community.

Wal-Mart values become its culture. Over time Wal-Mart changed everything but never values, because values are the foundation of everything. On a deeper level, all of Wal-Mart associates truly believe they can weather the challenges and storms of the corporate world, while maintaining a reverence for small town values and all the while having fun.

Wal-Mart three basic beliefs are:

- Treat everyone with respect and dignity
- Wal-Mart is in business to satisfy all customers
- Wal-Mart strives for excellence in all that do

Wal-Mart treat everyone with respect and dignity and follows a culture of respect, a culture of customer satisfaction and a culture of continuous improvement that strives people for excellence and correction of errors.

### **Sam Walton's simple vision**

When Sam looked into the future, he didn't see Wal-Mart as the largest retailer in the world. He simply wanted to provide a better shopping experience for people living in small towns. He wanted to improve their standard of living by providing quality goods at low price in a pleasant shopping environment. He wanted to accomplish this with a team of dedicated people. Sam checked a person's smile before he checked his educational background and strongly believed that if his team of associate felt as if they were part of a family, it would make his vision a joy and a success. And ultimately as a smart businessman, Sam realized that if the stores were successful, he could continue to grow the company and touch more and more customers with his vision.

Sam never articulated a vision of being the biggest and richest. He did have a simple business plan that would make money and that he believed would likewise make the world a better place. And his team embraced that vision.

The customers liked what they saw too. They continued to shop at Wal-Mart, making the vision a reality and helping it to grow beyond anything that Sam ever dreamed of. Sam never wavered in his vision to provide service to small town America, but as success bred success, he began to test his stores in mid-sized markets and then in the major metropolitan centers of America.

The vision grew, but the fundamental premise never changes: improve the standard of living for everyday people by providing quality goods at low prices. So the vision grows Sam's clubs, supercenters and the neighborhood markets are born.

## WAL-MART ASSOCIATES MAKE THE DIFFERENCE

The Wal-Mart progress trend is not about stores, clubs, distribution centers, trucks, or computers. Although these tangible assets are important in the company's business plan, but the real fact of success is about people. It's about Sam Walton and other leaders who have served through the years. It's about middle managers and every single associate who serves the company and customer so faithfully.

Systems, strategies, and infrastructure are all extremely important. But people make things happen. As much as other company, Wal-Mart has most closely resembled a true family. With many different people, and many different kinds of people in many different locations doing many different things, but they have always worked together to make the company successful and be true to the vision that they share. Wal-Mart by applying open door policy, energizes team work, gives recognition to all the associates, and treats with respect and dignity by the people.

Treating people with dignity is a key component of Sam's business plan. On the simplest of levels he just plain liked people. Everyone from all walks of life rich and poor, black and white, men and women, big city and small town he liked them all.

Sam also shrewdly recognized the power of having everyone believe in the same vision and work toward a common goal. He realized early on that he couldn't do it all himself and that the way to be most successful would be to energize all of the team members to do and become their very best. He also accepted the fact that people generally are a lot more capable than they're given credit for, and he embraced the task of encouraging his associates by listening to them and treating them right.

Sam had a great quote on the wall in his office that was a constant reminder to everybody of how to treat everyone you came in contact with:

*If you treat an individual as he is, he will stay as he is; but if you treat him as if he were as he ought to be and could be, he will become what he ought to be and could be.*

(Johann Wolfgang von Goethe)

Sam understood and believed in people. All of the people strategies Wal-Mart developed over the years were founded on the people strategies that developed over the years were founded on the belief that people are valuable and perform best when they are well cared for. As a result, to say "Wal-Mart people make the difference" is not just a nice-sounding motto-it has truly taken wings as a major-the major-component in the Wal-Mart success story. Wal-Mart associates are a group of ordinary people who have valued each other and worked together in a way that has produced extraordinary results.

## THE IMPORTANCE OF RECOGNITION IN WAL-MART

All people deserve to be treated with respect and dignity because, after all, God created them all in his image, and people need to feel that someone cares about them; that someone is listening to their ideas. The return on the investment of a "thank you" is infinite because it costs nothing but what matters most to people are time and attention.

Several years ago, Peter Drucker, a prolific author and incredibly insightful thinker on the subject of leadership, was asked what he thought were the three most important things he had learned about leadership over the years. His response was:

1. Keep it simple; don't overcomplicate anything you do.
2. The two most important phrases are "please" and "thank you."
3. Never ask who is right, but always ask what is right.

Every supervisor, every manager, every officer, every CEO, every leader in any organization could understand those three simple points. They don't sound that sophisticated or significant, but if they were understood and practiced, they would have a profound impact on any organization (Walton, Sam; Huey, John. 1993).

Recognizing someone's efforts may not seem like a big deal in the overall scheme of corporate strategies, but it is a big deal to people. As Ken Blanchard once said, "Who needs encouragement? Anybody who is breathing" I totally agree with that on a personal and a professional level. Therefore we have to accept that everybody wants to be somebody. When people feel good about themselves, then they can feel good about others. When people feel good about each other, they can work together as a team, and when people work as a team, they are able to accomplish exceedingly more than anyone could hope to expect.

A key part of the Wal-Mart success story is the way the associates "go together," the way they work together and support one another. This camaraderie takes place in the stores, the clubs, the distribution centers, and the home office. All of Wal-Mart associates from the department manager at a local Wal-Mart, to the order stockers, to truck drivers, to senior leadership members—all are vital parts of the Wal-Mart team. In Wal-Mart, no one is more important than anyone else everyone equally important.

#### IN WAL-MART LITTLE THINGS MEAN A LOT

One of goals in the early days at Wal-Mart was to unleash the potential in all of associates. Wal-Mart recognized that to have all of the good ideas in the home office, could challenge to find a way to get associates on the front lines involved in company improvements. It wasn't one or two big things but rather many, many little things all combined together to demonstrate company intentions. So Wal-Mart called everyone "associates."

Sam wanted all levels of Wal-Mart associates to be as engaged as possible, including management team. In order to prepare management talent for a growing company, he came up with a simple plan to grow his own management team. He believed in and followed the practice of promoting from within. This does not mean that Wal-Mart didn't hire anyone from outside of the company. Company sprinkled some in to meet specific needs and also recruited from college and university campuses. But company always encouraged hourly associates to consider the opportunity to move into management. Candidates for promotion needed to be ambitious, work hard, learn their jobs, be team players, live out the culture, and demonstrate their leadership ability. Wal-Mart also believed in "cross-pollination." That meant that promotional opportunities weren't limited to one's store or department but included other areas of the company, including logistics, Sam's Club, Neighborhood Markets, or the International Division. This expanded the opportunities for advancement within the company immensely and was a great motivational tool for Wal-Mart associates. Wal-Mart wanted associates to grow and be all that they could be (Gunther, M. 2007).

As a result of company policy of in-house promotion, over three-quarters of the men and women managing Wal-Mart stores today began as hourly associates with the company.

## RESPONSIBILITY FOR SELF-DEVELOPMENT

If an organization plans to promote people from within on a continuing basis, the associates need help in developing their God-given talent. In 1983, Wal-Mart launched the Walton Institute for the purpose of helping all levels of management in all divisions become better leaders. The purpose of institute was not improving job skills but rather helping people to develop leadership and interpersonal skills. In addition, instructors placed a great of emphasis on living out the Wal-Mart culture. Over the years, more trail programs have been developed for this purpose, including a computer-based learning program so that people could be taught the technical skills right their own stores or clubs.

An organization has a responsibility to develop its people, not just technical skills but also in the area of leadership. There is no doubt in mind that some individuals seem to be especially gifted with a natural talent to lead. However strongly there is believes, that leadership skills can be learned and taught.

Wal-Mart provided schooling, mentoring by existing leaders, managers, district managers, regional vice presidents, and so on. Dale Carne Training courses in the home office, evaluations focused on helping individual grow, and a constant reminder and encouragement of the opportunity that existed in Wal-Mart.

## SAM WALTON ON WAL-MART ASSOCIATES

1. If you want a successful business, your people must feel that you are working for them, not that they are working for you.
2. Share profits with all your associates, and treat them as partners. In turn, they will treat you as a partner.
3. I've always enjoyed challenging our people. If you expect great things from people, they all expect it from themselves. Our people have never let us down.
4. Isn't it great to see people do more than they ever dreamed they could do, or you thought they could do? That's the fun of this business as far as I'm concerned.
5. To push responsibility down in your organization, and to force good ideas to bubble up within it, you must listen to what our associates are trying to tell you.
6. What we needed in our stores is ingenuity, morality, and honesty.
7. We get out best results from ordinary people doing an extra ordinary job.
8. There is absolutely no limit to what plain, ordinary working people can accomplish if they are given the opportunity, encouragement, and incentive to do their best.

## CUSTOMER SATISFACTION

Sam created a culture and environment in Wal-Mart, where leadership encouraged every person at every level to serve as the voice of customer. You can't go through a day working at Wal-Mart without someone or something constantly reminding you of whom you really work for. Sam always said that they all had the same boss: the customer. As a matter of fact, that is the only time Wal-Mart associates used the term "boss." It meant they took their relationship with them very, very seriously.

There are three simple business reminders in Wal-Mart:

- Customers know what they want.
- Listen to them.
- Timing is everything, stay in stock.

### **GOOD NEIGHBORS TO THE COMMUNITIES**

Wall-Mart has been involved in its communities and all forms of charitable giving from the beginning, because Sam wanted to. It is the way he thought. It is the way he was. It's the way the company grew. Giving is as much a part of Wall-Mart history and culture as anything else they do. The Wall-Mart's style and philosophy of giving are not separate from its core business practices. Wall-Mart goal has always been first and foremost to serve the customers, not as some faceless corporation, but as a good neighbor, and not because it's a good marketing strategy, but because it's the right thing to do (Reyes, S. 2006).

Wall-Mart wants to be a vital part of every community that has an operating unit and help that community prosper and grow. Wall-Mart is not looking simply to make money but to benefit that community as an active and contributing member. Store, club, and distribution center managers, and all associates, are expected to be involved in their communities in a personal way by serving on the local chamber of commerce boards, civic organizations, and school boards (Barbaro, M. 2007).

Wal-Mart community involvement and giving are in the forms of, Grants and focus on education, environmental protection and preservation of natural resources. In 1996, Wall-Mart began a partnership with the National Center for Missing & Exploited Children (NCMEC) and creating the missing children's Network, patriotic commitment, and so on. Also Wall- Mart supports many organizations and events that present the ethnic diversity of associates, customers, and communities both nationally and at the local level.

### **CONCLUSION**

After all with a SWOT analysis of Wal-Mart extraordinary growth we can conclude that:

- Wal-Mart strengths are its 12 simple principals
- Its weaknesses can be the size of company
- The beneficial opportunities are USA economics & and political stability and
- The threats of company are competitors including existence & rivalry and economic crisis or breakdown.

### **REFERENCES**

- Brenner, A. & Candaele, K. (2006). "Wal-Mart Stores, Inc.1," gmb.org.uk/ \_walmart.
- Soderquist, D. (2005). The Wal-mart Way: The Inside Story of the Success of the World's Largest Company (2nd Ed.).
- Walton, Sam; Huey, John. (1993). Sam Walton: Made in America: My Story. New York: Bantam.
- Stateman, Alison. (2004). "Being Wal-Mart: Despite Challenges and Criticism, the Retail Giant's 'Warriors of Reputation' Keep the Faith."The public Relations Strategist Vol. 10.

Biesada, A. (2006) "Walmart Stores, Inc." hoovers.com. Retrieved on October 13, 2006.

Forbes Global (2000).www.Forbes.com. Retrieved on June 6, 2010

"Wal-Mart Quick Facts" (2010). www.ufcw.org. Retrieved on June 28, 2010.

Staff Writer. (2007). "Fortune 500." money.cnn.com. Retrieved on July 15, 2007.

Berner, R. (2006)."Can Wal-Mart Wear a White Hat?" www.Businessweek.com. Retrieved on July 24, 2006.

Gunther, M. (2007). "Wal-Mart sees green."money.cnn.com. Retrieved on November 8, 2007.

Matt R. and Brad, S. (2008). "Wal-Mart's Movie Download Service Passes into Ignominy.www.iht.com. Retrieved on January 2, 2008.

Longo, D. (2007). "Gasoline a Logical Extension of Wal-Mart's Reach." csnews.com. Retrieved on November 1, 2007.

Wal-Mart shuttering 7-year old Bud's chain - Bud's Discount City | Discount Store, (2009). findarticles.com

"Corporate Profile. (2009)" Wal-Mart. walmartstores.com. Retrieved on December 7, 2009.

Largest Wal-Mart Supercenter In US Finds Home In Albany NY" www.albany.con. Retrieved on December 23, 2008.

Reyes, S. (2006) "Study: Wal-Mart Private Brands Are Catching On." brandweek.com. Retrieved on August 23, 2006.

Barbaro, M. (2007). "It's Not Only about Price at Wal-Mart." www.nytimes.com. Retrieved on April 3, 2007.

Naughton, K. (2007) "The Great Wal-Mart of China." www.newsweek.com. Retrieved on November 1, 2007.

Diguglielmo, J. (2007) "Wal-Mart Sets Record with HRC Ratings Plunge." http//Washblade. Retrieved on December 3, 2007. <http://en.wikipedia.org/wiki/Wal-Mart>, (2010).



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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00231.1**

## **PRACTICAL PROBLEMS IN ENSURING PROSECUTOR'S POWERS AT THE COURTS OF FIRST INSTANCE IN CRIMINAL CASES PROPOSALS AND THOUGHTS ON THEIR SOLUTION**

**Dilzoda Dovudova\***

\*Senior Teacher,

Department of Ensuring Prosecutor's Powers at Courts,  
Academy of the General prosecutor's office of the Republic of UZBEKISTANEmail id: [dovudova.d@proacademy.uz](mailto:dovudova.d@proacademy.uz)

### **ABSTRACT**

*This article highlights the prosecutor's powers in the courts of first instance, the existing problems at this stage, improving the norms for determining the participation of prosecutors in the courts of first instance, the importance of prosecutor's preparation and given the analysis of the experience of developed countries.*

**KEYWORDS:** Court, Judge, Prosecutor, Powers, Recall Of Case From Court, Court Of First Instance, Trial, Subject, Obligation To Prove, Evidence, Initial hearing

### **INTRODUCTION**

Increasing the effectiveness of prosecutor's participation in courts' is specified in the State Program (paragraph 52) on the implementation of the "Year of Science, Enlightenment and Digital Economy Development" of the Actions Strategy for the five priority areas of development of the Republic of Uzbekistan for 2017-2021 adopted by the Decree of the President (dated 02.03.2020). According to it, it is necessary to bring the activities of the public prosecutor in line with international standards and best international practices.

The powers of the prosecutor, as one of the main priorities of the prosecutor's office, are exercised through the participation of the prosecutor in criminal proceedings in courts.

In our opinion, in the pre-trial stage of criminal proceedings in the courts of first instance the prosecutor has the authority to:

- A) recall (withdraw) the criminal case from the court;
- B) review the documents of the criminal case (to prepare for the participation).

There is a stage before the trial begins, called ‘appointment of the criminal case for hearing’, at which the judge is vested with a number of powers, which are decided by the judge alone. This is contrary to the principle of legitimacy of the Criminal Procedure Code (CPC).

## METHODOLOGY

In this article, methods such as analysis, synthesis, comparison, contrast were used. The opinions of national and foreign scientists were analyzed and their opinions and comments were given by the author. Advanced experiments of foreign countries were studied using the method of comparison and contrast.

## RESULTS AND DISCUSSION

**Recall of the criminal case from the court.** According to Article 34 (part 2) of the Law on Prosecutor’s Office of Uzbekistan, a prosecutor or a superior/higher prosecutor (to him/her) who approves the indictment (accusing statement), or a decision to apply compulsory medical measures, has the right to withdraw the case from the court until the case is appointed to be heard [1].

According to judicial reports, 325 criminal cases against 481 individuals were recalled by prosecutors in 2015, 361 cases against 562 individuals in 2016, 433 cases against 627 individuals in 2017, and 95 cases against 132 individuals in 2018 [2].

These figures show that prosecutors are exercising the powers vested in them. However, how and on what grounds do they exercise these powers?

Although the grounds and mechanism for implementing the rule should be regulated by procedural law, the norm ‘on recalling a case from a court by a prosecutor (or a higher prosecutor) until it is appointed to be heard’ has not yet been established in CPC.

Similar norms can be found in the CPC of the Federal Republic of Germany [3] and the CPC of the Republic of Kazakhstan.

In our opinion, it is expedient to include this rule in the CPC of Uzbekistan, and to determine its basis and implementation mechanism.

In this regard, we propose to supplement the CPC with Article 394<sup>1</sup> in the following wording: “*a prosecutor or a superior prosecutor who has approved the indictment (accusatory statement), or decision to apply compulsory medical measures, has the right to withdraw the case from the court until the criminal case is appointed for hearing.*”

*The victim and his/her representative must be notified in writing about the recall of the criminal case. It is not allowed to recall a criminal case after the start of the trial”.*

Moreover, the quality of the exercise of the powers of the prosecutor participating in the trial, first of all, depends on the full acquaintance (of the participating prosecutor) with the documents of the criminal case and one’s knowledge and experience.

Correspondingly, it is very important to properly select and appoint a prosecutor who will be present at the trial prior to the preparatory phase of the trial.

In practice, district (city) prosecutors, their deputies, assistant prosecutors, (when instructed by the prosecutor) investigators of the prosecutor’s office, superior prosecutors and (when instructed

by the superior prosecutor) all other employees of the prosecutor's office acting as "prosecutors" support public accusation in the courts of first instance [4].

There is no norm in the CPC on which employee of the prosecutor's office should be involved in ensuring the powers of prosecutors in courts of first instance within the district (city). This issue is regulated only by the sectoral order of the Prosecutor General.

According to it, when the district (city) criminal courts consider (hear) the cases in another area (which is not the same district or city), as a rule, public accusation is carried out by the prosecutor of the area where the case is being considered.

It is established that in consideration of criminal cases and materials submitted to the district (city) court by the transport and specialized prosecutor's offices as well as the military prosecutor's office, participation (public accusation) is ensured by the staff of the transport and specialized as well as military prosecutor's offices [5].

Nevertheless, in the first instance, criminal cases are considered not only by the district (city) courts, but also by regional and equivalent courts, on the grounds set by the Supreme Court of Uzbekistan and CPC.

The participation of the prosecutor in the appellate, cassation or review proceedings of a criminal case is stipulated in Article 480 of the CPC, which is the participation in multiple-member and Presidium hearings (in the above-mentioned stages).

In our opinion, the CPC should be amended with a norm on the participation of the prosecutor's subject (which prosecutor) in consideration of a criminal case in the court of first instance.

In this regard, we propose to supplement the CPC with Article 408<sup>1</sup> in the following wording.  
*Participation of the prosecutor in the consideration of cases by the court of first instance*

*The prosecutor shall participate at hearing of the case in the first instance.*

*In consideration of the case: in the first instance of district (city) criminal courts - shall participate the authorized prosecutor by the Prosecutor General of Uzbekistan, prosecutors of the Republic of Karakalpakstan, regions, and the city of Tashkent, Military Prosecutor of Uzbekistan, district military, transport and specialized prosecutors (equivalent to district (city) and district prosecutor's offices) respectively; in the first instance of the Supreme Court of Uzbekistan, the Criminal Court of Karakalpakstan, regional and Tashkent city criminal courts, the Military Court of Uzbekistan - shall participate the authorized prosecutor by the Prosecutor General of Uzbekistan, prosecutors of Karakalpakstan, regions, city of Tashkent, the Military Prosecutor of Uzbekistan as well the prosecutor of the Transport prosecutor's office;*

The prosecutor has the authority to review the criminal case file in order to participate in the trial. The quality of the prosecutor's powers in criminal cases is primarily affected by the level of preparation of the prosecutor to participate in the trial. Preparation is reflected in the study of criminal case documents in accordance with the laws of Uzbekistan.

Almost all scholars who have conducted research in this area, which include relevant and important views, have focused on the stage of preparation of the prosecutor for the trial.

For instance, according to B.Kh.Pulatov, the prosecutor, during the preparation for the trial, should receive important information for the case, understand and analyze its meaning, and on the basis of these actions develop a strategy and tactics (direction and methodology) [6]. Only a

prosecutor who is well acquainted with the documents of the criminal case and is thoroughly prepared for the trial can solve all the problems that arise in the trial [7].

In O.M.Madaliev's opinion, poor study of the case materials reduces the quality of public accusation, which in turn has a negative impact on the outcome of the trial [8].

According to N.V.Bulanova, the prosecutor, who is authorized to support the public accusation in a criminal case, has to prepare for the trial [9].

V.A.Lazareva notes that the public prosecutor is obliged to have full knowledge of the criminal case documents [10].

E.Pavlova states that the preparation for the trial is one of the key elements of the methodology of securing public accusation in court. The importance of this stage of the procedural activity of the public prosecutor cannot be overlooked. A full and comprehensive study and analysis of the documents of the criminal case prior to the trial will serve as a guarantee of success in assisting in the adoption of court decisions in a lawful, reasonable (justified) and fair manner [11].

In L.Kurochkina's opinion, "from the moment the public prosecutor receives an order to support the public accusation in court, s/he should start preparing for the trial, for which s/he should objectively assess the available evidence, develop his/her tactical actions, prepare and, if necessary, must ask the court for an additional time to prepare" [12].

Based on the above considerations, the prosecutor is obliged to conduct a thorough study of the criminal case in order to prepare for the trial.

In our opinion, the prosecutor, who is responsible for ensuring the prosecutor's authority in criminal cases, should receive a weekly list of criminal cases from the relevant courts, and organize a sequence of preparation for criminal cases on the basis of the list. By comparing the new list at the beginning of each week with the list of cases scheduled for the previous week, the prosecutor will have opportunity to obtain information on the results of cases not included in the new list and to respond in a timely manner to court decisions on finished cases.

What is more, it is the prosecutor's job to examine the evidence in court, ask questions to the defendant, victim, witness, expert and other persons invited to the court, apply the provisions of the Criminal Code, describe the defendant's actions, prove the guilt or mis-qualification of the defendant's actions and comment on other matters to be decided by the court. This is another reason why a detailed acquaintance with the materials of the criminal case is required.

According to Article 86 of the CPC of Uzbekistan, the burden of proof lies with the inquiry officer, investigator, prosecutor and the court. However, Article 81 of the CPC says that 'any factual information that is the basis for the inquiry officer, investigator and the court to determine in the manner prescribed by law is considered evidence in a criminal case'.

In our opinion, it would be expedient to include the term 'prosecutor' in Article 81 of the CPC. Because the prosecutor is the subject with proving the burden of proof, s/he is directly involved in the collection, investigation, and evaluation of evidence in criminal proceedings.

Sectoral Order of the Prosecutor General (paragraph 6) stipulates that prosecutors must be thoroughly prepared before the trial begins and that the pre-trial investigation, inquiry and preliminary investigation should be thorough, complete and impartial [13].

Order No. 465 of the Prosecutor General of the Russian Federation (Paragraph 4, dated 25 December 2012) also stipulates the same requirements, that is, superior prosecutors must appoint public prosecutors to participate in a court, giving them an appropriate amount of time to prepare for trial, with written instructions to attend the trial [14].

According to I.N.Kojevnikov, a prosecutor who is not well acquainted with the documents of a criminal case, cannot answer the questions that should be reflected in the verdict, no matter to what extent he is talented [15].

Indeed, in order to prepare for participation in a criminal case under consideration in a trial, the prosecutor must analyze whether the guilt of the offender has been proved by evidence gathered, investigated, and evaluated, and decide which tactics will be effective at different stages of the trial. It is very important to know in advance what might happen during the trial.

In O.M. Madaliev's opinion, a crucial aspect of the preparation for the trial is that at this stage the applications and motions are resolved. The presiding judge asks for the opinion of the public prosecutor on the motions first. If errors have been made by the preliminary investigation, the prosecutor who has reviewed the criminal case may apply to the court with a request to ask for additional evidence to remedy the errors identified at the same stage of the criminal proceedings [16].

On condition that the prosecutor fails to examine the criminal case file, this may result in the passiveness and inability to influence the outcome of the trial.

M.F.Gromnitsky says that the criminal case should be thoroughly studied, that is, the prosecutor can be confident in the trial only if s/he knows the preliminary investigation documents. Confidence is a priority condition for the success, the person who knows the case documents in detail can have the predominant power to influence on the outcome [17].

In practice, the prosecutor appointed to participate in the case shall get acquainted with the supervisory cases (control works). It is not difficult to study the control work, because it contains a summary of the necessary information.

Therefore, the most common tactical method of studying criminal case materials is to study supervisory cases documents and then move on to review criminal case documents.

According to Article 402 of the CPC of Uzbekistan, upon the ordering the case to trial, the judge must provide the prosecutor (defense counsel, public accuser, public counsel, as well as the defendant, victim, civil plaintiff, civil respondent, and their representatives) with an opportunity to get familiarized with the whole case file and to write out required information, if they have not been familiarized with it during pretrial investigation.

In practice, after the criminal cases investigated by the republican or regional bodies of preliminary investigation and inquiry bodies are sent to the courts of a particular territory, the control cases on them remain untimely delivered to the prosecutor's office, which is supposed to support the state prosecution. In such cases, in accordance with Article 402 of the CPC, the prosecutor charged with participation in court should make copies of the indictment and other documents relevant to the case and conduct a supervisory case for him/herself in the course of reviewing the criminal case file.

As enshrined in the Article 412 of the CPC, a prosecutor who has started to get acquainted with the case materials should be allocated necessary time to prepare for the trial.



According to legislation, it is the duty of the court to introduce others with the case file, and it is the prosecutor's right to get acquainted with the case documents.

B.Kh.Pulatov points out that there are several ways to study a criminal case. The first is studying the indictment first, in reverse order to the preliminary investigation. The second is the public prosecutor examines the criminal case starting from the decision and the initial documents up to the indictment, in a prescribed order [18].

V.A.Lazereva emphasizes that the most common method of studying a criminal case is a chronological and systematic study. Chronological study is a thorough study of each sheet of the criminal case, while study of the indictment and specific episodes is considered a systematic study [19].

B.Kh.Pulatov considers it appropriate to start the study of the criminal case with the examination of the indictment [20]. On the other hand, V.A.Lazereva says that in any case, no matter how complex the criminal case is, every page of the case should be examined 'word by word' [21]. F.Gromnitsky, like V.A.Lazereva, recommended to study the case materials from first to the last page [22].

We agree in our opinion with the views of V.A.Lazereva and M.F.Gromnitsky, that the prosecutor must thoroughly study each page of the criminal case documents.

However, not all prosecutors understand the significance of this approach. According to the study, 16% out of 167 prosecutors supporting public accusation take time to prepare for a criminal case before the trial in the first instance court, 45% do initial review of the indictment, study the criminal case as necessary, analyze the evidence, 33% review of the criminal case depending on the size and the complexity, using the first or second method, study only the indictment. The above data show a general shortcoming in the prosecution's lack of knowledge of the criminal case in preparation for trial. In addition, it reflects an analysis of the individual evidence of the charges in a private dispute and their generality, and shows that there is no plan to present and support them in the adversarial proceedings [23].

In our opinion, given that the CPC does not contain any norms on the condition of the prosecutor's acquaintance with the criminal case documents, it is necessary to introduce a norm that obliges the prosecutor to review the criminal case documents.

At the same time, in our opinion, the rule in paragraph 6 of the above-mentioned sectoral order of the Prosecutor General that 'the prosecutor should get acquainted with the working documents' should be strengthened with the rule 'prosecutor is obliged to study the criminal case documents'.

More than 100 criminal cases were analyzed in the course of activities aimed at ensuring the authority of the prosecutor in criminal proceedings. Based on the results of the analysis [24] in our opinion, when reviewing the documents of the criminal case, the prosecutor should focus on the following points:

- reasons and grounds on which the criminal case was instituted;
- facts established in the course of the investigation and the available evidence in the case to accuse the person of the crime committed;
- evidence substantiating any information or circumstances identified in the case;



- the fact that all the proven criminal acts of the accused are included in the content of the indictment;
- involvement of all convicted persons (whose criminal act were revealed) in the case as defendants;
- correct or incorrect description of the defendant's actions;
- information on the identity of the accused;
- the measure of restraint chosen for the accused;
- initial explanations given by the accused, the interrogations on the charges against him and the results of their investigation during the investigation;
- the fact that the accused has exercised his rights, the right to defense is ensured;
- pre-conditions that allowed the crime to be committed;
- explanations and interrogation results of the victim, witness and other persons involved in the case;
- the degree of the recovery of the rights and interests of the victim or civil plaintiff, violated as a result of the crime (the level of recovery of material, physical or moral damage), the seizure of property by the investigating authority to compensate for the damage;
- expert opinions, inspection reports, depending on the circumstances of the case;
- material evidence obtained in a criminal case and decisions made on them;
- other decisions made by the body of inquiry and investigation;
- compliance with the terms of the preliminary investigation and inquiry, and the extension of these terms in the cases and in the manner prescribed by the CPC;
- compliance with the procedural order of criminal proceedings of a certain category by the body of preliminary investigation and inquiry;
- the content of complaints, motions filed by the victim, the accused, their lawyers and other participants in the proceedings at the preliminary investigation, inquiry and after the completion of the criminal case, as well as the results of consideration of these complaints and petitions by the investigator;
- the indictment and accusatory statement are drawn up in accordance with the requirements of the law, approved and signed by the competent authority;
- the right of the parties to review the materials of the criminal case upon completion of the investigation is ensured;
- it should be examined whether the indictment or accusing statement and certified copies of the annexes have been sent to the accused and his defense counsel.

As each criminal case has its own characteristics, the prosecutor examines other documents based on the individual characteristics of the criminal case.

Besides that, during the examination of the indictment, the prosecutor should consider the followings:

- by whom the indictment was drawn up and approved;
- circumstances revealed during the investigation - information about the victim, as well as the accused, evidence confirming the guilt of the accused, the arguments of the accused in self-defense and the results of their examination;
- pay attention to the identity of the accused and the content of the indictment in accordance with the articles of the Criminal Code that provide for this crime.

The prosecutor should also take advantage of other information that may be available in preparation for the trial.

For multi-episode and participatory crimes, the prosecutor must examine the circumstances that confirm the defendant's guilt in each episode, the qualification of the act, the role and place of each participant in the crime, and the causal links between the acts and the consequences.

When reviewing the documents of a criminal case, the prosecutor shall pay attention to the observance of the requirements and grounds of the procedural law by the inquiry and investigation body, and shall take measures to eliminate the revealed violations at the court session.

Acquaintance with the documents of the criminal case allows to know in advance the position of the participants in the trial, to be ready to react accordingly in case of change of their position during the investigation.

For example, in practice, in many cases the accused confesses to the crime during the interrogation and preliminary investigation, but during the trial s/he changes his/her mind and declares that s/he did not confess, that s/he was physically and mentally harassed during the investigation. In such cases, the study of the criminal case is of great importance in giving the court an opinion on the determination of the order of examination of the evidence and when asking questions about the situation during the interrogation.

The prosecutor should review the criminal case file, study the legal basis of the crime committed, and then develop his/her own tactical plan for participating in the trial.

The plan should give the opportunity to its 'maker' (the prosecutor) to work freely with the materials of the criminal case, to know them fully, to use them easily, and simply in court, and to serve as a source for the prosecutor in announcing public accusation. In this way, the plan can be supplemented and corrected on a regular basis [25].

The plan should include what questions should be asked to the parties in order to establish the truth, which participants should be confronted with serious discrepancies in their testimony, what additional actions should be taken during the trial (by filing requests/motions), and other issues based on the results of the study.

The staff charged with supporting a public accusation must anticipate, analyze, and determine his/her own tactics in order not to be overwhelmed by the circumstances that may lead to a weakening of the accusation during the trial.

In particular, the prosecutor must clarify in advance his position in preparation for the trial taking into account the following probabilities:

- change of their testimony by the defendant, witness or victim;

- non-appearance of key witnesses or victims in court;
- the defense presents an alibi that was not put forward during the investigation;
- the participants in the proceedings may file a motion to dismiss certain evidence as inadmissible.

The activities of prosecutors participating in the courts are carried out in a public and transparent manner. In this regard, a higher level of professional knowledge and skills are required from those who provide prosecutorial powers in court.

What is more, a prosecutor to participate in a criminal case should not forget that s/he is before the presence of the court participants, that is, the focus is on him; s/he should be dressed neatly, paying attention to everything else, like hairstyle etc.

It should be noted that as a result of the prosecutor's thorough examination of the criminal case documents, s/he will have the opportunity the court to:

- active participation in the trial, reflecting the position, plan, tactics;
- formation of inner self-confidence;
- confirmation of the guilt of the accused by the evidence, availability of other collected, examined and evaluated evidence;
- to know the essence of the content of the initial statements of the participants in the criminal case and compare them in the judicial investigation (trial);
- file requests (motions) or provide a reasoned opinion in the process of resolving them;
- cases of violations committed by the body of preliminary investigation and their elimination in court;
- to facilitate the adoption of court decisions in a lawful, reasonable (justified) and fair manner.

These are the reflections on the importance of introducing a norm that imposes the obligation of the prosecutor to review the documents of the criminal case.

In addition, according to Article 395 of the Criminal Procedure Code, there is a stage of appointment of the case for a trial before the start of the trial, during which the judge is assigned a number of powers.

In this stage, the judge is entitled to a decision to appoint the case for trial, suspend the criminal proceedings, terminate the criminal proceedings and send the case to the prosecutor who approved the indictment to eliminate the technical shortcomings of the preliminary investigation or inquiry (ruling). According to the CPC, in this stage, the judge is a sole decision maker, notwithstanding the type of the case.

According to V.V.Kodirova, it is necessary to increase the responsibility of the prosecutor at the stage appointing a criminal case to court (by participating in a number of criminal cases) [26]. We cannot agree with this view, as there is no provision for the prosecutor's participation in the CPC at this stage.

Apparently, only the judge makes the decision at the stage of appointment to hear the case in court, the participants do not take part in. However, the fact that at this stage the court is empowered to terminate, suspend and refer the case to the prosecutor in accordance with Articles

83 and 84 (1) of the CPC affects the impartiality of the court and contradicts the principle of determination of truth and the rights and interests of other parties.

S.M.Rakhmonova, who conducted a study on the introduction of the initial hearing institute of judicial proceedings in the CPC, says that if a judge has the opportunity to decide a criminal case without the participation of the parties, this leads for the parties deprivation of the opportunity to apply to court and present their evidence. This would be an unacceptable situation. (Imagine, for example, that the victim is preparing for the trial, when suddenly the victim finds out that the judge has already finished the case without asking for his/her opinion) [27].

Or, if spelling errors, or arithmetic errors are found by the court in the appointment of a criminal case for trial, it is absolutely wrong for the court to consider and refer (send back) the case to the prosecutor who approved the indictment without the presence of the prosecutor (who is assigned to participate). In our opinion, when such errors are found, if they do not affect the accusation, the court should remedy them by issuing a ruling clarifying the situation with the participation of the parties.

In this regard, the Russian scientist N.V.Kulik proposed to include a rule that in the case of errors and inconsistencies in the indictment, which can be removed at the first hearing, the judge has the right to decide on the interpretation of the indictment without returning the case to the prosecutor [28].

B.Kh.Pulatov suggests that the prosecutor and the defense counsel could participate in the decision on the appointment or other decision of the criminal case, and the participation of the prosecutor is not superfluous, as long as the proceedings can be terminated or suspended at this stage of the proceedings [29].

## CONCLUSION

Truly, a question arises here as to how a judge can conclude a criminal case with a single indictment by stating that the person did not commit the crime, that there was no criminal element in the act, or that one was not involved in the crime. As the proof of the above opinion, in practice, no decision on termination under Article 83 of the CPC has been taken by the judge at the time of the appointment of the case so far.

According to S.M. Rakhmonova, consequently, when it is not possible to hold a trial and the case needs to be discontinued, terminated, returned to the previous stage, the institute of initial hearing should be introduced in the CPC at the initiative of the court or the parties [30].

Supporting the views of S. Rakhmonova, in our opinion, it is necessary to introduce the institute of the initial hearing in the CPC.

B.Kh. Pulatov suggests that the prosecutor and the defense counsel can participate in the process of decision-making on the appointment or other decision of the criminal case. Since at this stage of the proceedings the case may be discontinued or terminated, the participation of the prosecutor should not be superfluous at this stage. And this stage of the judicial process should be coordinated with the initial hearing stage [31].

In our opinion, the views of B.Kh.Pulatov are really valid, and the statements he made are a confirmation of the above-mentioned views.

The Criminal Procedure Codes of the Russian Federation [32], Kyrgyzstan [33], the Republic of Belarus [34] and a number of other countries (UK, USA, France, Spain, Italy, Germany [35]) the

transfer of a case to another court, discontinuation, termination and referral to a prosecutor, as well as a number of other powers at the stage of appointment of a case for hearing are not provided for. These powers are exercised in the presence of the participants in the proceedings at the initial hearing. This stage is carried out at the request of the parties or at the initiative of the court after the parties have reviewed the documents of the criminal case.

In particular, in the late 80s and early 90s of the twentieth century, some changes were noted in the composition of the judiciary in a number of continental criminal justice systems. For example, in the courts of Italy, Finland, and Russia appeared a preparatory stage in the first instance - the initial hearing. For this "arraignment" in English courts served as an example. The initial hearing is usually intended to summon the parties to a court hearing, to determine their position in the criminal case in advance, to verify the validity of the evidence presented, where the parties may file motions to examine new evidence [36].

In addition, if we look at the history, we can see an element of this trial stage in the Criminal Procedure Codes of Uzbekistan USSR (1923-1959), according to which the trial consisted of several parts: court hearings, preparatory hearings, court investigation (trials), negotiations and sentencing (Article 94) [37]. In some periods, the participation of a prosecutor or investigator in a court hearing was voluntary, but in some periods it was mandatory.

The initial hearing stage is held in closed session with the involvement of the participants. The participation of the prosecutor in resolving all issues arising at this stage allows him/her to have an idea of the problems that may arise in court, to take measures to eliminate them and to correct his position [38].

According to N.V. Bulanova, the Criminal Procedure Code of the Russian Federation divides the powers of the prosecutor in criminal proceedings into four groups:

- 1) the power to initiate a initial hearing by filing a motion, if there are grounds provided by law;
- 2) the authority to participate in the initial hearing: submission and substantiation of motions and denials (for example, acquaintance with the documents of the criminal case, finding the evidence unfounded, taking measures to compensate for material damage caused by the crime, confiscation of property, selection, modification or revocation of measures of restraint, extend the term of detention (house arrest), a motion on returning the criminal case to the prosecutor, etc.; the obligation to express an opinion on all matters to be decided at the initial hearing, including the defense's request to declare the evidence obtained through violation of the CPC requirements inadmissible;
- 3) transfer of the accusation to the mitigating side through the power to resolve the accusation, full or partial renunciation of the accusation, if the prosecutor's request is not related to the examination of the evidence in the criminal case;
- 4) the power to appeal the court decision [39].

According to N.V. Kulik, at this stage the prosecutor will be able to once again check the correctness of the accusatory position of the preliminary investigation. The critical views of the participants in the criminal proceedings, including the court, allow him/her to view the case "from the other side". As a result, the prosecutor who participates in the initial hearing confirms the correctness of the previously chosen position. Alternatively, corrects it (position identified at

the initial hearing) by making some changes, including mitigation of the charge or full/partial waiver [40].

In conformity with N.V.Kulik's views, in our opinion, it is necessary to implement initial hearing into the national legislation. In addition, it is necessary to ensure the involvement of participants in the proceedings and to resolve at this stage some of the powers defined to be resolved at the appointment stage. The introduction of this institution necessitates determining the powers of the prosecutor.

In conclusion, it should be emphasized that the proposals and recommendations in the article will help to eliminate gaps and improve the legislation, improve the quality and efficiency of work.

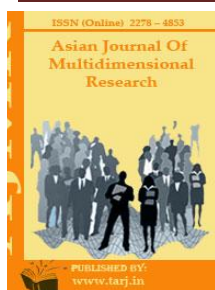
#### REFERENCES:

1. Law of the Republic of Uzbekistan "On Prosecutor's Office". 29.08.2001. No. 257-II [Electronic resource] Access date 22.03.20. <http://www.lex.uz/acts>
2. Supreme Court Annual Report 2015-2018.
3. Boykolke Werner. Criminal Procedure Law of the Federal Republic of Germany: Textbook. 12th edition, with additions and changes. –Tashkent: Tashkent State University of Law Publishing House, 2017. p. 309.
4. O.M.Madaliev. Participation of the prosecutor in the consideration of criminal cases in the courts of first instance. Monograph./ -T.: Tashkent State Institute of Law, 2005. p. 29.
5. Order (Resolution) №126 of the Prosecutor General of the Republic of Uzbekistan "On further increasing the effectiveness of the participation of the prosecutor in criminal proceedings"(dated 27.11.2015).
6. B.Kh.Pulatov. The importance and content of the prosecutor's preparation to support the public accusation. Scientific-methodical manual for the public prosecutor. –T. 2003. – p. 5.
7. B.Kh.Pulatov. Procedural activity of the prosecutor in criminal proceedings in courts. Educational manual. –T. 2004. – p. 93.
8. O.M.Madaliev. Participation of the prosecutor in the consideration of criminal cases in the courts of first instance. Monograph./ -T.: TSIL, 2005. – p. 41.
9. Bulanova N.V. The participation of the prosecutor in the consideration of criminal cases by the courts: monograph / Academy of the Prosecutor General of the Russian Federation. - Moscow: Prospect, 2018. – p. 15.
10. V.A.Lazareva The participation of the prosecutor in criminal proceedings. Scientific and practical manual / -M.: Yurayt Publishing House, 2017. –p.129. - Series: Professional Practice.
11. E.Pavlova. Analysis and evaluation by the prosecutor of the opinions and testimonies of experts in preparation for participation in the criminal case at first instance. Legality. M.: 2020 (1), p 21.
12. L.A. Kurochkina. The prosecutor in the court of appeal: who is he? // Legality. 2016. No. 7.
13. Resolution №No. 126. of the Prosecutor General of Uzbekistan "On further increasing the effectiveness of the participation of the prosecutor in criminal proceedings" dated 27.11.2015.



14. Borisenko I.V. Actual problems of participation by the prosecutor in criminal cases // Series "Economics, Law and Management". 4/2016. p.173.
15. Kojevnikov I.N. Powers of Prosecutor // Russia justice, 2012. -№12. p.12.
16. Madaliev O.M. Participation of the prosecutor in the consideration of criminal cases in the courts of first instance. Monograph./ -T.: TSIL, 2005. – p.42.
17. Gromnitsky M.F. The role of the prosecutor in the criminal court // Pre-revolutionary lawyers about the prosecutor's office. Sat. Art. / scientific. Ed., comp. S.M.Kazantsev. Saint Petersburg: Legal Center Press, 2001, p. 131.
18. PulatovB.Kh. Preparation program of the public prosecutor to trial / Tashkent. 2002, p.4.
19. Lazareva V.A. The participation of the prosecutor in criminal proceedings. Scientific and practical manual / -M.: Yurayt Publishing House, 2017. –p.131. - Series: Professional Practice.
20. PulatovB.Kh. The same book. –p.18.
21. Lazareva V.A.The same book. –p.133.
22. Gromnitsky M.F. The role of the prosecutor in the criminal court // Pre-revolutionary lawyers about the prosecutor's office. Sat. Art. / scientific. Ed., comp. S.M.Kazantsev. Saint Petersburg: Legal Center Press, 2001, p. 131.
23. Pavlova E. Analysis and evaluation by the prosecutor of the opinions and testimonies of experts in preparation for participation in the criminal case atfirst instance. Legality. M.: 2020 (1), p 21.
24. The results of the analysis of criminal cases studied in 2015-2018.
25. PulatovB.Kh. Procedural activity of the prosecutor in criminal proceedings in courts. Educational manual. –T. 2004. – p.101.
26. Kodirova V.V. Assignment of a criminal case to trial / –T., 2000, -p.14.
27. Rakhmonova S.M. Initial hearing of the case as a form of assignment of the case to the trial / Thesis for the degree of Doctor of Law. –T. 2018.– p.159.
28. Kulik N.V. Prosecutor's proving at initial hearing. Diss. for the degree of candidate of legal sciences. St. Petersburg. 2006.
29. PulatovB.Kh. Procedural activity of the prosecutor in criminal proceedings in courts. Educational manual. –T. 2004. – p.93.
30. Rakhmonova S.M. Initial hearing of the case as a form of assignment of the case to the trial / Thesis for the degree of Doctor of Law. –T. 2018.– p.159.
31. PulatovB.Kh. Procedural activity of the prosecutor in criminal proceedings in courts. Educational manual. –T. 2004. – p.92.
32. "The Code of Criminal Procedure of the Russian Federation" dated December 18, 2001 N 174-Φ3 (as amended on August 2, 2019) (as amended and supplemented; entered into force on September 1, 2019) [http://www.consultant.ru/document/cons\\_doc\\_LAW\\_34481/](http://www.consultant.ru/document/cons_doc_LAW_34481/)
33. "Criminal Procedure Code of the Kyrgyz Republic" dated 02.02.2017 No. 20.<http://base.spinform.ru/>

- 
- 34.** “The Criminal Procedure Code of the Republic of Belarus” July 16, 1999, No. 295-3<http://etalonline.by/document/>
- 35.** Rakhmonova S.M. Initial hearing of the case as a form of assignment of the case to the trial / Thesis for the degree of Doctor of Law. –T. 2018. – p.238.
- 36.** Criminal procedure: textbook / A.V.Smirnov, K.B. Kalinovsky; under the general ed. A.V.Smirnova. -7th ed., Revised. –M.: Norm: INFRA-M, 2019. – p.544.
- 37.** The Criminal Procedure Code of the Uzbek Soviet Socialist Republic as amended on January 1, 1930. Samarkand. Edition of the Office of the Council of People's Commissars of the Uzbek SSR. P.25.
- 38.** Lazareva V.A. Proving in criminal proceedings. Textbook for undergraduate and graduate programs / -M.: Yurayt Publishing House, 2017. – p.134.
- 39.** Bulanov N.V. The participation of the prosecutor in the consideration of criminal cases by the courts: monograph / Academy of the Prosecutor General of the Russian Federation. - Moscow: Prospect, 2018. – p. 22-23.
- 40.** Kulik N.V. The participation of the prosecutor in proving at the preliminary hearing: textbook. St. Petersburg. Yurik. Institute (branch) Acad. Gene. Prosecutor's Office Russian Federation. p.11.

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00223.2****THE NECESSITY OF ZIYARAH TOURISM IN THE SPIRITUAL  
PERFECTION OF PEOPLE.****Bakhtiyorovich Umid Sobirov\***

\*Senior Lecturer,

Department of National idea,  
Basics of Spirituality and Law Teaching,  
Bukhara State University, UZBEKISTAN  
Email id: [prezidentus@mail.ru](mailto:prezidentus@mail.ru),**ABSTRACT**

*In the following article the significance of pilgrimage tourism and its role in the ethical- spiritual development of the youth of Uzbekistan. The necessary issues of the tourism in Bukhara are analyzed. In the end of the article the proposal on the development of tourism is recommended. Also, the purpose of visiting the spiritual heritage and shrines of “Seven Pirs” is that the pilgrimage of “Seven Pirs” serves to meet satisfy the spiritual needs of the people, to instill in people a sense of peace and purity, contentment, gratitude. In this process, the role of Bukhara, one of the ancient cities of Uzbekistan, which is one of the tourist centers, is also unique. Especially, the citizens who visited the shrines and markets of ancient Bukhara, saw the impressions and joys of Uzbekistan, and every citizen living here is proud to live in Bukhara.*

**KEYWORDS:** National Tourism, UNESCO, Pilgrimage, Spiritually Richness, Reliquiae, Boundary, Ancestor

**INTRODUCTION**

After gaining its independence, Uzbekistan pays special attention to the preservation and enrichment of the cultural and spiritual heritage of the country, the in-depth study of the history of its national statehood.

The existing pilgrimage sites and shrines in the country are the hearts of spirituality and enlightenment, which tell the younger generation about the difficulties, trials and tribulations of today's peaceful life, prosperity and well-being, and serve to inculcate the national idea of Uzbekistan in their hearts and minds.

Today, due to its rich cultural traditions and active participation in the processes of world culture, Uzbekistan is gaining more and more prestige in the international arena. A vivid

example of this is the fact that Uzbekistan joined the Executive Council of UNESCO in 1997 and 155<sup>th</sup> session of the Executive Council of UNESCO was held in Tashkent on November 6, 1998.

In this process, the role of Bukhara, one of the ancient cities of Uzbekistan, which is one of the tourist centers, is also unique. Especially, the citizens who visited the shrines and markets of ancient Bukhara, saw the impressions and joys of Uzbekistan, and every citizen living here is proud to live in Bukhara. Because Bukhara is an ancient center with a high culture and rich history, it has favorable opportunities for the development of domestic and international tourism in the field of pilgrimage tourism.

### **Main part**

The country has launched a completely new direction of the economy – “Pilgrimage Tourism”, aimed at further development of international tourism and on this basis to promote the great historical and cultural heritage of the Uzbek people.

In this direction, foreign tourists have the opportunity to get acquainted with the architectural and archeological monuments of the ancient land, the ancient cities of the Great Silk Road, as well as the role of religious scholars in the spiritual life of Central Asia, their universal values, ideas of honesty, tolerance, rich historical monuments and culture.

In particular, the visit of the President of the Republic of Uzbekistan Shavkat Mirziyoyev to Bukhara region on March 10-11, 2017 and his proposal on the concept of promoting the spiritual heritage and shrines “Seven Pirs” in Bukhara gave a great impetus to the development of pilgrimage tourism. These proposals of President Shavkat Mirziyoyev were welcomed by the general public.

Indeed, Bukhara region is distinguished not only in Uzbekistan but also in the world by its richness of ancient, medieval and medieval architectural monuments. This can be seen in the fact that today the Bukhara State Architectural and Art Museum-Reserve has 997 historical monuments.

The core values of Islam, such as tolerance in interethnic and interreligious relations, mutual respect and harmony, the pursuit of peace and tranquility in the ideas propagated in the spiritual heritage of the “Seven Pirs” serve to educate the younger generation in the spirit of commitment to universal and national values.

Therefore, it should be noted that the organization of excursions in these areas for foreign and local guests visiting various sites in Bukhara region gives good results. The reason is that the excursion is a tourist service that ensures the satisfaction of the spiritual, aesthetic and information needs of tourists.

Also, the purpose of visiting the spiritual heritage and shrines of “Seven Pirs” is that the pilgrimage of “Seven Pirs” serves to meet satisfy the spiritual needs of the people, to instill in people a sense of peace and purity, contentment, gratitude. As a result, the tour to these places will help the younger generation to develop patriotism, respect for the memory and heritage of ancestors, respect for national, religious and universal values, religious tolerance, a culture of interethnic harmony, youthful destructive, alien ideas, religious extremism and immunity against various currents. teaches possession, diligence, and honest living.

## THEORETICAL BACKGROUND

The significance of the sequence of the pilgrimage “Seven Pirs” is manifested, first of all, in the recognition of the scientific and spiritual heritage of great scholars, as well as the centuries-old traditions of teachers and students, logical evolution and membership in the Khojagon-Naqshbandi chain.

The visit to the “Seven Pirs” in Bukhara has become a tradition to visit the complexes and tombs of the following great scholars in the following order:

- Khazrat Abdukhaliq Gijduvani.
- Khoja Muhammad Arif Ar-Revgari.
- Khoja Muhammad Anjir Faghnavi.
- Hoja Ali Romitaniy.
- Khoja Muhammad Boboi Samosi.
- Sayyid Amir Kulol.
- Hazrat Bohouddin Naqshband.

Of course, this trip will allow foreign tourists to learn about the ancient spiritual, educational, cultural and scientific heritage of the Uzbek people, especially the scholars of the Naqshbandi school and the respect of the local population. The Bukhara shrines inform them about the teachings of sufism and the history of sects. During the visit, foreign visitors will witness the great examples of medieval architectural culture of Central Asian sufism. They will also be provided with all the information on Pilgrimage Tourism.

## Results

Thus, the main directions of pilgrimage tourism “Seven Pirs” can be identified as follows:

- to convey to the younger generation the teachings of the “Seven Pirs”, which include such noble views as honesty, purity, patriotism, devotion to the country, religious tolerance: organization of stands in shrines, publication of books, inclusion in the content of educational literature, installation of posters with exemplary proverbs, preparation of social advertisements;
- establishment of small museums of general information in the shrines “Seven Pirs”, the organization of an exhibition of handicrafts of the Pirs, reflecting the idea of honest work;
- preparation of the encyclopedia of “Seven Pirs”;
- preparation of information on pilgrimage tourism (seven pirs) to travel agencies. To take necessary measures to attract foreign tourists, in particular, from Eastern countries, to improve pilgrimage tourism. Preparation of short - length advertising rolls in order to attract visitors;
- creation of pilgrimage tourism infrastructure (cleaning rooms, canteens, restaurants, hotels and issues related to their activities, repairs, landscaping, etc.);

- organization of advanced training courses and internships for researchers of Islamic sites, history, culture and spiritual values of Muslim countries, historical and architectural complex, as well as for tourism workers and guides.

## CONCLUSION

So, at the end of the tour around the “Seven Pirs” every foreign and local tourist who came to visit comes to the following conclusions:

**First**, they will witness the richness of Uzbekistan in various historical monuments;

**Second**, they are convinced that the ancestors of the country are of high spirituality;

**Third**, they understand the efforts of the Scholars for the happiness and peace of mankind;;

**Fourth**, they enjoy the tolerance and hospitality of the Uzbek people;

**Fifth**, they make sure that the shrines are a spiritual base.

## LIST OF REFERENCES

1. Sadriddin Salim Buxoriy “Bahouddin Nakshband yoki yetti Pir”. –Tashkent, “Yangi asr avlodi” – 1993- 2003.
2. Nusratullo Naimov. Bukhoroi Sharif. –Bukhara, “Bukhara”, 2005.
3. Potaeva G.R., Fedorova T.A. Eksursovedenyie. Uchebno-metodicheskoe posobiye. Minsk: BGU, 2002. – 60 p.
4. Turdiyev Bexruz Sobirovich. The strategy of renewal of the national spirituality of Uzbekistan. // International Journal of Applied Research 2020; 6(5). P.147-151.
5. Turdiyev Bexruz Sobirovich (2019). “The role of national harmony in the Strategy of spiritual renewal”. //“Scientific Bulletin of Namangan State University”: Vol. 1, 2019. Iss.6 , Article 37. P.229-233.
6. Turdiyev Bexruz Sobirovich. O’zbekiston demokratik jamiyat taraqqiyoti rivojida ma’naviy yangilanishlar strategiyasining roli. //“Imom Buxoriy saboqlari”. No.2, 2020. P.118-121.
7. Shirinov A.Q. Socio-political transformation in Central Asia. // European Scientific Journal (Warsaw, Poland) No.1 (41), 2019 part 4. P.4-10.



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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00228.1**

## **FEATURES OF THE COURSE OF AUTOIMMUNE HEPATITIS IN CHILDREN AS A VARIANT OF AUTOIMMUNE POLYGLANDULAR SYNDROME**

**Negmatova Gulzoda Shuhratovna\*; Sabirova Dilnoza Shukhratovna\*\*;**

\*Assistant of the Department of Endocrinology,  
Samarkand State medical Institute,  
UZBEKISTAN

Email id: negmatova.gulzoda@mail.ru

\*\*Assistant of the Department of Endocrinology  
Samarkand State medical Institute,  
Samarkand, Republic of UZBEKISTAN

### **ABSTRACT**

*Autoimmune polyglandular syndrome is characterized by autoimmune damage to several endocrine glands, which can be combined with non-endocrine autoimmune disorders (connective tissue, hematological, gastrointestinal and other lesions). In autoimmune polyglandular syndrome (APS), the incidence of liver damage is 13-20%. Patients with this pathology need lifelong replacement therapy and dynamic observation by endocrinologists to monitor the effectiveness of treatment. Autoimmune hepatitis (AIG) is a chronic liver disease that affects mainly pre - and pubertal girls, characterized by hypergammaglobulinemia, autoantibody circulation, Association with human leukocyte antigens HLA DR3 or DR4, the presence of hepatitis during histological examination of the liver, and a positive response to immunosuppressive therapy.*

**KEYWORDS:** *Autoimmune Hepatitis, Diabetes Mellitus, Glycated Hemoglobin.*

### **INTRODUCTION**

Epidemiology: In Europe, the prevalence is 16-18 cases per 100,000 populations. It is believed that the incidence is significantly lower in Asia and Africa, due to the prevalence of viral hepatitis and genetic features inherent in the Caucasian race.

Epidemiological studies on the prevalence of AIG among children in the Republic of Uzbekistan have not been conducted.

Relevance: the relevance of the problem is due to the difficulty of diagnosis, rapid progression to cirrhosis of the liver, and the lack of a unified treatment strategy for such patients.

Purpose: analysis of the features of the course of autoimmune hepatitis in children.

This article analyzes the features of the course of autoimmune hepatitis in children.

Here is a clinical case.

Patient S., 15 years old, was admitted to the endocrinological dispensary of the Samarkand region on 21.10.19 with complaints of unstable glycemic values (from 6.6 mmol / l to 11.2 mmol/l), frequent urination, rapid heartbeat, weight loss, weakness, dry mouth,

**Anamnesis of the disease from the age of 11 (2016) is observed for type 1 diabetes. The diagnosis was made at the compensation stage. The girl is registered at a dispensary and has been on insulin therapy since her illness. Observed by an endocrinologist at the place of residence.**

The last hospitalization in ODMMC was in February 2019. Upon admission, the insulin therapy scheme corresponds to: 30 min. before breakfast Insulatard 6 units + 3 units. Actrapid. 30 minutes before lunch and dinner 3 units. Actrapid. (According to the mother, the girl had an allergic reaction to Actrapid.) Insulatarda (beforegoingtobedat 22.00).

**The history of life:** According to my grandmother, I was born from the first normal pregnancy. Body weight at birth 3000gr; height at birth 50 cm, breastfed was up to 18 months. All preventive vaccinations were received on time. As a child, she had colds. At 11 years of age, type 1 diabetes, from 14 years - AIT. Heredity for diseases of the endocrine system is not burdened. The parents are closely related. Menstruation is absent.

**Inspection data and physical research::** General condition of moderate severity. Consciousness is preserved, it makes good contact. The skin and visible mucous membranes are dry and pale in color. The PFC is well developed. The peripheral lymph nodes are not enlarged. Body temperature 36.4 C. Normal nutrition: height 144 cm, actual weight 36 kg; BMI=17.3 kg/m<sup>2</sup>. Adequate, calm. In the pose of Romberg is stable. The tongue is moist and clean. Above mild it is percussion - pulmonary sound, auscultative is listened rigid breath. BDD-14 in min. The boundaries of relative cardiac dullness are not extended. The heart tones are muted, rhythmic. Blood pressure 90/60 mm Hg, PS -100 UD. in 1 min., satisfactory quality. The abdomen is soft when palpated. The liver is palpated at the edge of the costal arch, its surface is smooth, the edge is rounded. Pasternatsky's symptom is negative on both sides.. Stool 1 time a day without pathological impurities, frequent diuresis up to 10 times a day. The thyroid gland during palpation is painless, not enlarged, the consistency is soft and elastic. Secondary sexual characteristics are well developed, sexual development according to Tanner-2.: Ah-2 Ps-2 MA-2 Me +. on 21.10.2019, the child had an increase in body temperature to 38.0 C, cough, chills. In the lungs on both sides, dry wheezes were heard against the background of hard breathing.

**Data from laboratory and instrumental research:** AS: Hb-92 g / l, er.- 3.4\*10<sup>12</sup> / l, CP-0.8; L.- 4,9\*10<sup>9</sup> / l; EOS. -1%, P. - 2%, S-56%, Lymph. - 33%, M. - 8%, ESR-15 mm / h . CAM: specific weight -, protein-not found, epit. go to.- in places, microscopy – 1 - 2-4 copies in p./Zr., mucus -; biochemical blood analysis: total protein -59.7 g/l, SRB – otrits., blood sugar -15.0 mmol/l, cholesterol -7.57 mmol/l; bilirubin total-, AST - 158.9 mmol/l, ALT 161.7 mmol/l, creatinine – 58.9 mmol/l, urea – 3.11 mmol/l, TSH - 3.2 Mm/ml; glycemic profile - 11.5; 14.0;

12.6; 10.9; mmol/l. glycosylated hemoglobin -7.9 (№7.5) ; GFR – 118.1 ml / min/ 1.73 m<sup>2</sup>. Titer of antinuclear antibodies, antibodies to smooth muscle cells, or antibodies to liver microsomes is 1: 80.

Ultrasound of abdominal organs: echoprint pronounced hepatomegaly. Kidney pathology was not detected. ECG-the sinus rhythm is correct. no pathology was detected. The child was examined by the following specialists: dentist's Examination: periodontal Disease; cardiologist's Examination: Metabolic myocardiodystrophy.

Clinical diagnosis: Polyglandular dysfunction: in the form of type I diabetes mellitus, moderate severe form, labile course. Autoimmune hepatitis. Concomitant: Acute bronchitis. Metabolic myocardiodystrophy.

Treatment: cefazidim, 0.9 % NaCl, Glucose 5% +PP Potassium chloride +Actrapid 2 ed BB drip, also hormone therapy with prednisone.

**Summary. It is noteworthy that from January to March, the girl had almost constant hypoglycemia, even at low doses of insulin (0.5-1.0 units per day) During the first 2-3 days of hospital stay against the background of adequate therapy, there was an improvement in the General condition of the child, a decrease in weakness.** By the time of discharge from the hospital, according to the anamnesis, the girl was transferred to analog insulin and the glycemia was compensated, the blood glucose at discharge was 6.1 mmol/l. Acute bronchitis was resolved, and the liver shrank in size against the background of hormone therapy. The patient is indicated for life-long hormone replacement therapy (insulin) under the control of blood sugar and carbohydrate metabolism indicators. Their correction and effectiveness will determine the quality of life of the patient. The long-term prognosis for these nosological forms is difficult to predict, which is due not only to the severity of polyendocrine syndrome as such, but also to the patient's attitude to the regularity of therapy.

## CONCLUSION

Thus, the diagnosis of AIG presents some difficulties, perhaps this is due to the low frequency of AIG in the clinical practice of an endocrinologist or the lack of value of complaints and clinical picture in patients with AIG at the initial stages of the disease. Based on the presented case, it can be judged that AIG proceeds with the clinic of acute hepatitis with a significant increase in liver tests, in most patients AIG leads to the formation of cirrhosis of the liver, which dictates the need for earlier diagnosis and the appointment of adequate combined immunosuppressive therapy. Timely hormone therapy improves the sensitivity of the liver to insulin, predicting other autoimmune endocrine diseases in children. This improves the diagnosis of genetic and autoimmune diseases in children.

## REFERENCES:

1. Neufeld M., Maclaun N.K., Blizzard R.M. Two types of autoimmune Addison's disease associated with difference polyglandular autoimmune syndrome. Medicine (Baltimore). 1981; 60(5): 355-62.
2. Tabeeva K.I., Nikonova T.V., Smirnova O. M. Autoimmune polyglandular syndrome type III (DTZ, type 1 diabetes mellitus, autoimmune glomerulonephritis). Diabetes. 2004, 4: 30-2.3.
3. Dedov I.I., Melnichenko G.A. Endocrinology: National guide. Moscow: GEOTAR-Media; 2013.

4. Sperling M.A. Pediatric Endocrinology. 2-nd ed. Philadelphia:Saunders; 2002: 416-7, 423.
5. Orlova E. M. Genetic bases and clinical variants of autoimmune polyglandular syndrome type 1: Diss. .Cand. med.
6. Dedov I. I., Melnichenko G. A., Fadeev V. V. Endocrinology.Moscow: GEOTAR-Media; 2012.
7. Meager A., Visvalingam K., Peterson P., Möll K., Murumägi A.,Krohn K. et al. Anti-interferon autoantibodies in autoimmune polyendocrinopathy syndrome type .

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00218.9****GREEN OPPORTUNITIES OF COVID 19 IN REFERENCE TO INDIA****Prof (Dr.) Suvasis Saha\***

\*Professor,

Department of Business Management,

University of Calcutta, INDIA

Email id: dr.suvasis123@rediffmail.com

**ABSTRACT**

*Covid 19 opportunities for three states of economies are different. One humbly submits that not knowing the source of Corona Virus (new) the semantics of it has not been indulged. One knows that it will stay and will become part of life and therefore economies have to develop behavioural or implementational changes to keep themselves afloat. At the same time business grows out of threats and this is true. Insurance business itself grew because of risk. The author is not coercing the configuration of the academic three categories of the economy, namely market economy, survival economy and nature's economy<sup>1</sup>. With humility having blinkers one would like to think about his own nation. Opportunity for any economy has to be seen in the perspective of three 'P's informally referred as profit, planet and people. Thus in case of India the opportunity lies is realistic optimization of three in term of business. The mirror of all these three is 'Sustainability'. Nature based economies for India will have answers for all the three. Therefore, in the paper the navigational bends to achieve realistic optimizations have been stated by the author).*

**KEYWORDS:** *Nature's Economy, Sustainability, Nature Based Business, Gross Value Added, 'Deep Ecology', 'Social Ecology', 'Eco-Socialist', 'Eco-Feminist', Demassed Market, Balanced Life, Green Product, Designed For Environment( DFE).*

**INTRODUCTION:**

“Covid -19 gives boost to India's IT industry and could clock \$ 467 billion in growth by 2025” was the theme line<sup>2</sup>. This was the Blackrain report which also specified the relevant field. IT will be subset in this future age of Artificial Intelligence. But in a country of digital divide where teachers even do not have android mobiles the truth is slightly different. The high growth has to be accompanied with employment other wise it will be another bubble burst. The author is tempted to look at India's present government's commitment (and the Human Resource Ministry

has rightly stated that it would like lesser of Artificial Intelligence to creep in) to ‘Nature Based Business’, which is core of India’s economy is major source of employment generation and helps in Gross Value Added (GVA).. Contribution of agriculture and allied sector share was 15.87%. The concept of economics in reference to GVA is the summation of Gross Domestic Product and subsidies allocated to the sector. The employment is generated on annual basis was 2.5% in 2015-16 and 4.1% in 2016-17<sup>3</sup>.

Using ‘Nature Based Business’<sup>4</sup> could be viable alternatives as it offers high employment and is suitable for start ups. ‘Nature Based Business’ includes ventures ranging from ecological restoration companies to ecotourism to sustainable commodity production. It is loosely often considered to be part of ‘Green Marketing’.

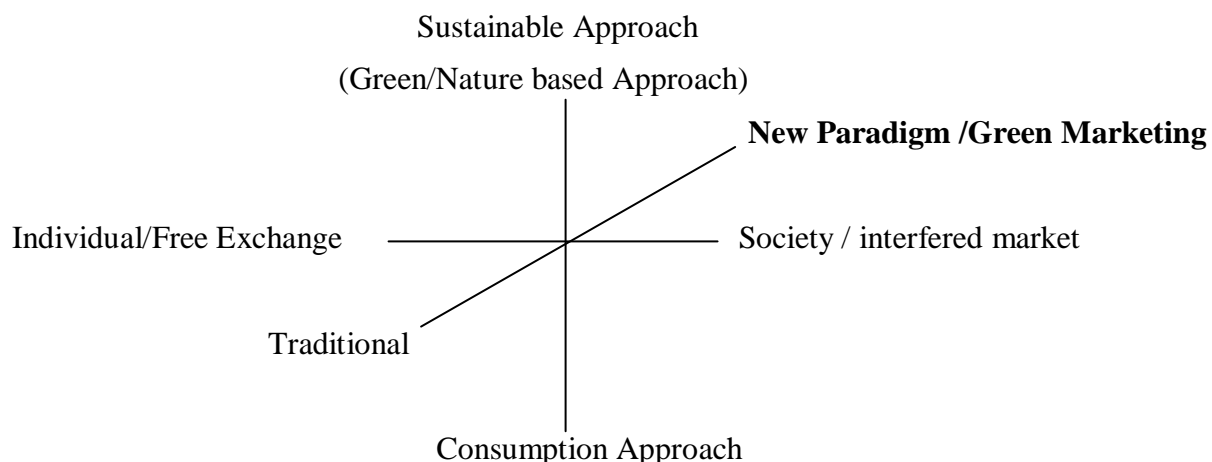
### Green Marketing the New Paradigm

The startup (Nature Based Business) should to have a more holistic and interdependent view of the relationship between the economy, society and environment. The marketing managers have responded to the need with ‘Green Marketing’-developing eco-friendly products, recyclable material and/or biodegradable packaging, better pollution control and more energy efficient operation(s). This is an ongoing process and requires institutions and organisations to have ‘Vision’. Under the circumstance the institution/organisation/government requires an idea of a business with a vision. The business idea should necessarily have the characteristics as stated by Rastogi<sup>5</sup>. This is being stated crisply below.

The business system – the entire chain of activities ( from product design to product utilisation by the final customer) that must be mobilised to meet certain market expectations. The business system consists of structures, resource, organised knowledge, leadership style, cultural values, links with stakeholders and reward patents etc. The author feels that it should include the eco sustainable part and not the carbon intensive and finite resource utilization in it.

But all that is required is a vision along with the business so that the ‘Green Marketing’ as a societal need gets the fill up and organisation pre-occupies itself in a venture that is socially rewarding in terms of employment generation, health safety and profit is also generated.

The new paradigm is having two parameters the market and the approach. The market has two extremes on the horizontal, Society and Individual and the vertical is having two extremes Sustainable Approach and Consumption Approach.





The 'Sustainable Approach' is a Normative Approach where as Consumption Approach is Non-organic. The start up has four options to operate i.e., four quadrants exist, these are namely:-

1. Individual /Free Exchange and Consumption Approach
2. Individual/ Free Exchange and Sustainable Approach
3. Society/Interfered Market and Sustainable Approach
4. Society/interfered Market and Consumption Approach.

The author finds that quadrant 2 and 4 are impossible as neither business will grow nor market will be served. The erstwhile market has been the quadrant 2 where firms have moved from 'Value' to 'Enhanced value' and finally to 'Extreme Customization' or 'One-to-One' and further within 'One' which is typified as Demassed Market. The quadrant '1' is the 'Traditional Marketing'. In this quadrant the finite resources are not ushering a (the) 'Value Innovation'<sup>6</sup> and has stopped. Value innovation means lower of cost and the highest of value. The paradigm has therefore shifted to quadrant '3' the 'New Paradigm/Green Marketing'. Here in as resource are infinite the market will allow employment (less carbon intensive) and at the same time enhanced social value offering. One finds that post Corona market the garments are selling but not the 'Fashion Garments'<sup>7</sup> or the "boutique preparations". The approach of the firms will be normative and bottom of the pyramid(societal/social) which will give thin margin per product but growth will be fast and assured. Thus the author submits to 3 Ps, Planet, People and Profit which will let the new paradigm to grow.

### **The basic objectives of these startups**

The startup have their motivation but as Sigmund Freud said that these motivations are coated in some kind of egos. The motivation theories of the startups could be many, but this author believes that 'Push and Pull' theory oriented reasoning is more appropriate:

1. Developing a strong interest or desire to be independent<sup>8</sup> is a pull orientation for startups.
2. Dissatisfaction with existing employment, unemployment<sup>9</sup> or career setback<sup>10</sup>, these being the push orientation for the startups.

Human beings are political beings and they do have biased approach. These motivations may be capsuled in the politics of 'Deep Ecology', 'Social Ecology', 'Eco-Socialist' and 'Eco-Feminist'. The same lines have been followed by the Green Marketing practitioners.

The 'Deep Ecology' believers have a focus on strong sustainable approach. They tend to give this flavour to their conclusion. Such marketing research will suggest that people who are to use green need to compromise on product features as well as pay more. Those who are in social ecology advocate maximum individual autonomy and give weightages to decentralization of the society. They oppose the concept of nation state. Such marketing researchers would often recommend self-help groups to handle the problem of spreading green. The third group of researchers are those who toe the line of eco-socialist integrate the ecological principles with political theories of socialism. According to them the developed world should pay more for non-eco friendly products than the people of the developing economy and nature's economy. Similarly, some others feel that feminists are better keepers of green and thus they are better trustees of green products. This group of thought advocates are part of or referred as eco-feminist. According to the author world over the successful entrepreneurship of nature based business have gravitated towards the eco-feminist philosophy.

## Opportunities for the Startups

Opportunities for the startups are infinite in green industry but those where they have strikingly appeared are the following:

### A) Reversing Urbanisation

Reversing urbanisation is not nature tourism which been there in India for long say, in the coffee plantations of Karnataka or the stays in Tea gardens of Doars in West Bengal, even the visit to Mukutmanipur. 'Reversing Urbanisation' refers to earning and spending money from and in those reversed zone referred as non-urban/rural. This will happen and has to happen as virus attacks on humans have living beings as carriers. In this case of 'Covid 19' it is largely from one human being to another as animals or pets have recorded very few covid/corona virus new cases. Thus, the solution lies in reducing the density of population in Metropolitan cities and even Tier 1 cities. The classification by 'Tier' is worked out by Sixth Central Pay Commission<sup>11</sup>. 'Tier 1', cities are therein classified as 'X'. The population density and population size were important for the classification. How do we attract citizens to the reversing of urbanization? One has to keep in mind that 'Reversing Urbanization' will be tempting only when two requirements are met;

- 1) Lower cost and
- 2) Well 'Balanced Life'<sup>12</sup>

'Balanced Life' has two domain 'Internal' and 'External'. The internal has three components namely 'Mind', 'Heart' and 'Health'. The 'External' has the components of 'Work', 'Social', 'Family' and 'Fun'. But one has to remember that the offering of 'Reversal of Urbanisation' requires marketing such places. Marketing of sites by the eco-feminist should embrace four activities<sup>13</sup>.

1. Designing the right mix of community features and services
2. Setting attractive incentives for the current and potential buyers and users of its goods and services.
3. Delivering a place's product and services in an efficient, accessible way.
4. Promoting the place's distinct value and images so that potential users are fully aware of the place's distinct advantages.

The cues of selling could be:

- a) Tax benefits for local corporations.
- b) Lesser energy cost
- c) Providing community centres for interaction among members
- d) Cheaper Health facilities
- e) Clean Air and quality water.

### B) Vegetarianism

This is part of social marketing concepts, where, it as food habit can be used by Eco-feminist through startup. The vegetables normally are used as fruits /salads or cooked eatables. The feminist all over the world have their generic role domain in preparing eatables out of vegetables. One knows that earlier the SARs was an outcome of 'Wet –Markets' of China and these 'Wet-Markets' are famous for non-vegetarian foods/inputs for food preparation. Non-vegetarian foods require immense carefulness in their preparations and cooking. Vegetarian food has advantages over Non-Vegetarian food<sup>14</sup>. These are being stated below-

- 1) Lower risk of heart disease.
- 2) Lower risk of weight gain.
- 3) Longevity
- 4) Good for digestion.

This is an age where the below 15 and above 60 are prone to Corona assault. The immunity grows when cells get formed quickly replacing the dead cells and metabolism is steady. The way to lure more persons towards vegetarian food is to cook the same dishes and provide taste of what non-vegetarian food provides. 'Back to God Head' magazine of 'International Society of Krishna Consciousness'(ISKCON) helps in this vegetarian social marketing process by stating the healthy yet tasty vegetarian foods and their preparations. ISKCON devotees many of whom are eco-feminists have opened vegan and vegetarian eateries based on the vedic, non-violent eating principles. There are 'Govinda' food chains, Doughnut Plants, Divya Kitchen NYC, and Om Nom Enlightened Foods<sup>15</sup>.

### C) Community Marketing

Community Marketing is as "strategy to engage audience in an active, non-intrusive prospect and customer conversation".<sup>16</sup> The limitation of offering under the present Covid 19 is safe health , yet physiological need. Community marketing is of two types, namely, organic or natural and the other sponsored. It is said to be organic when it occurs with the assistance of the firm. Yet it is word of mouth where community needs are the super ordinate goal. The other, sponsored community marketing finds a firm investing in the local community for improving the well being as a part of its brand orientation or coporate social responsibility.

The eco-feminist or non-profit organization as agent could act as leader of the influencers resulting to an ownership of deliberations with community in reference to the need of the community in terms of Maslow ( 'Need Hierarchy Theory'), say, the first three steps of physiological, safety and belongingness, thereby preparing and offering 'Green Products',

According to Ellington, Hailes and Makower<sup>17</sup>, the following are the characteristics of green product:

- Are not dangerous to people or animals.
- Do not damage the environment in manufacture, use or disposal.
- Do not consume a disproportionate amount of energy in manufacture, use or disposal.
- Do not cause unnecessary waste.
- Do not involve unnecessary cruelty to animals.
- Do not use materials from threatened species or environment.

The author feels these six characteristics would satisfy the goods and services of the target community, yet community marketers would not be 'Pitching' but 'Participative'.<sup>18</sup>

The road map is that organic farming using community marketing could be a success as in certain European countries. The village community decides the seasonal organic vegetables and the community members grow them and the need of the community vegetables are largely met. The safety of organic vegetable consumption is undisputed but the approach of community marketing stops the 'criticism of carbon miles travelled' and bring the Maslow's benefit in the offering by bringing the elements of hierarchy together physiological, safety and affiliation.

Reinforcement<sup>19</sup> of the community's positive behavior in community marketing is coming from the following;

- 1) Goods marketing begins from 'Listening' to community
- 2) Engage community in conversation
- 3) Reward community loyalty by reward programs such as special coupons and insider access to preparation, participation, production and distribution and sharing of profit.

Loyalty brings trust and the psychological cost of a purchase becomes less.

#### **D) Simple Life Style<sup>20</sup>**

The Eco-Feminists have always insisted on the management aspects of outputs caused because of pollution created from unwise and cruel ways of handling animals. Thus a simple lifestyle that generates lesser of pollution in food habits, keeping scavengers like bats, birds and undomesticated animals from dustbins. The viruses are therefore not carried by vectors to harm human beings.

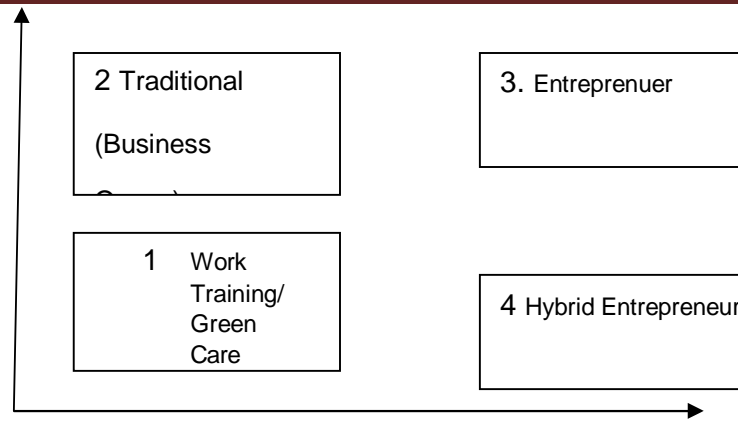
Thus, simple life style if promoted by Eco-feminist using lesser carbon energy intensive product, using architecture of normal house cooling and materials of green housing will have opportunities to grow. At the same time helping the elderly and young population to develop immunity through establishing the yoga and spiritual parlours.

#### **Government should support Green through focused start-ups**

Despite the snap shot of opportunities, unfortunately in India nature based entrepreneurs are less compared to technology and IT based ventures/entrepreneurs. The author is awakening the entrepreneurs by giving them glimpses of possibility of entrepreneurship in this sector of business. True, that start ups in covid-19 and post covid-19 are going to get plethora of benefits in quick process of registration as well as taxation reliefs and investments (including loans). Herein, the author pleads that besides all start ups some 'Nature based businesses' should be given specific and priority in respect of process of registration. 100% reduction and not 80% reduction in filing of patents and trademarks since the 'nature based businesses' normally harp on normative approach contrary to the transactional approach of win-lose. Already the Central Government has allotted Rs 10,000 crore rupee fund but eco-feminists as entrepreneurs expect additional easy access of the fund as it will lead to larger employment generation compared to technology or IT start ups. The 'Tax holiday' of 3 years be increased by '1' year more as eco-feminists do not indulge in carbon intensive process for preparation, production and distribution of the output thus the margin of profit in the final offering is far less than in the case of carbon energy based start ups.

#### **Model for the Start ups in 'Green Business'**

Time in business



Extent of Innovation Model of Entrepreneurs Sourced from Female Entrepreneurs in Nature Based Business<sup>21</sup>

The road map towards green business is further being refurbished by a report of Economic Times 'Rural India Brings Down Unemployment rate to 8.5%'<sup>22</sup> where in one finds that urban employment at 11.2% continues to be higher than pre-covid levels in week ending June 21, 2020. In rural the story is different, India's unemployment rate fell to the pre-lockdown level of 8.5% in the week ending on June 21 from the peak rate of 23.5% in April and May during the period of Lock down. The CMIE conducted the aforesaid study.

The author is considering the entrepreneurs in category (1), (3) and (4). Eco-feminists in India have already got into the category '3' and one famous organization 'Sutrakar Creation'<sup>23</sup> is operating in category 'Cradle-to-Cradle' using the 'DFE'<sup>24</sup> (Designed for Environment) innovative system. This organization combines paper with post-consumer waste to promote fair trade craft empowerment, zero-waste and ethical fashion. The organization uses the eco-textile creations made from paper and natural materials as a step towards a sustainable future.

### Model of Survival

These start ups have used the new tools of marketing mix, the people, programme, process and performance very effectively since being new they enjoy the advantage of size to react to competition. Organisations like Blink Green<sup>25</sup> upcycles tyres scraps to make fashionable and durable footwear that is eco-friendly and sustainable. It wants to scale up its sales using various ecommerce websites. Presently, the footwears sell at a price of Rs 500/- or more. The process is 'digital' technology and the model is 'Push- and -Pull'. As manufacturer it sells to the retailer through 'Push' as offline. As online it uses the 'Digital' technology for the pull.

### SUMMARY:

The paper has tried to coerce the configuration that Covid 19, has opportunities galore in IT and this is the road map for country like India. One here in finds that the goal of employment, health and sustainability can only be reached when Government of India focuses on nature based businesses using eco-feminists. These businesses have the potential to look beyond time provided the government supports them and can also be game changer for the eco-feminists, who always have addressed the three above stated goal, Examples of nature based business to the effect have shown acceptance from intermediaries and the customers towards offering of higher value. The models of these are viable and therefore these opportunities should be embarked upon as a national policy.

**REFERENCES:**

1. Hart, L. Stuart: Beyond Greening: Strategies for Sustainable World; Harvard Business Review on Green Business Strategy, Boston, 2007, pp.103-105.
2. New in Economic Times, Kolkata, June 17, 2020, pp.10
3. Ministry of Statistics and Programme implementation (2018-19) in statistics times.com
4. <https://www.greenbiz.com> ; Benett, Geneviene; ‘ These 8 nature-based start-ups from around the world are going to save it’ June 13, 2018. accessed on 21.06.2020.
5. Rastogi, P.N. Managing constant change. Macmillan India Limited , New Delhi.1999.
6. Kim, Chan, W. and Mauborgne, R.; Blue Ocean Strategy, Harvard Business School Publishing Corporation, Boston, Massachusetts, 2015.
7. This fall, Fashion Retail to suffer a fall. The Economic Times, Kolkata, June 24, 2020, p.p.3.
8. Kirkwood, J.; Is a lack of confidence hindering women entrepreneurs? International Journal of Gender and Entrepreneurship, 1(2) 2009. pp.118-133
9. Brockhaus, R.H.; The effect of job dissatisfaction on the decision to start a business. Journal of Small Business Management, 18(1), 1980. p.p. 37-43.
10. Gilad, B. and Levine, P.: A behavioural model of entrepreneurial supp. Journal of Small Business Management, 24(4), 1986, pp 45-54.
11. <http://en.m.wikipedia.org>. accessed on 21.06.2020.
12. Tanjeloff, J.: Balanced Life, [www. Jasmin Balance.com](http://www.JasminBalance.com)
13. Kotler, P. Haider, H.D. and Rein, I.: Marketing Places, The Free Press, New York, 1993, pp.18.
14. [www.ndtv.com](http://www.ndtv.com). June 14.2020 accessed on 22/6/2020.
15. <https://en.m.wikipedia.org>, ISKCON accessed on 22/06/2020
16. [https// Wikipedia](https://Wikipedia), community marketing accessed on 23.05.2020.
17. Elkington, J., Hailes, J. and Makower, The Green Consumer. Penguin, New York. (1990).
18. [https://www.searchengine journal.com/6 proven strategies for effective community marketing](https://www.searchenginejournal.com/6-proven-strategies-for-effective-community-marketing) accessed on 23/06/2020
19. [https:// study.com-community marketing](https://study.com-community-marketing) accessed on 23/06/2020.



- 
- 20.** Evans, R.J. and Berman, Barry; Marketing Management, McMillan International Publishing, New York.
- 21** Sorenson.A. Dalborg.C.; Female entrepreneurs in nature based business: working conditions, well-being, and everyday life situation. ; Society , Health & Vulnerability, Vol 8, 2017 Article: 1306905, Published online May 09, 2017, sourced through <https://doi.org/10.1080/20021518.2017.1306905> accessed on 24.06.2020.
- 22.** 'Rural India Brings Down Unemployment rate to 8.5%'; E.T. Kolkata, 24.06.2020.p.p.07.
- 23.** [https:// your story com/her story/2019/07/women-entrepreneurs-india-sustainable-starts up](https://yourstory.com/2019/07/women-entrepreneurs-india-sustainable-startups).
- 24.** Fuller.A.D.; Sustainable Marketing, Sage Publication, Thousand Oaks, London, 2008, pp.134-135.
- 25** [https://your story com /her story 2012/07/women-entrepreneurs-indian-sustainable startups?](https://yourstory.com/2012/07/women-entrepreneurs-indian-sustainable-startups?utm_page_load_type=scroll) utm page load type=scroll accessed on 24.06.2020.

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00224.4****DEVELOPMENT OF THE KARSHI DESERT AND SOCIO-ECONOMIC  
LIFE OF THE POPULATION****H.O.Kushvaqov\***\*Associate Professor of TSAU, Doctor,  
of Philosophy in History (PhD),  
UZBEKISTAN**ABSTRACT**

*The article describes the processes of development of new lands in Uzbekistan after the war, including the development of the Karshi desert, the state farms established on new lands and their labor activity, the formation of labor resources. In particular, in the field of agriculture, after the decision of February 2, 1946 "On measures to further develop cotton growing in the Uzbek SSR", [1] the practical policy of further development of protected and gray lands in Uzbekistan intensified efforts in the field.*

**KEYWORDS:** *New land, reserve, appropriation, communist, resource, idea, ideology, migration, kolkhoz, sovkhoz, relocation.*

**INTRODUCTION**

Uzbekistan's natural climate, land and labor resources, as well as the rich experience of centuries-old agricultural culture allow it to become one of the leading sectors of the economy. That is why the Soviet government set itself the goal of compensating for the damage done after the war of 1941-1945 through the colonies. To achieve these goals, he carried out various political and practical work in the colonial republics, including Uzbekistan. In particular, in the field of agriculture, after the decision of February 2, 1946 "On measures to further develop cotton growing in the Uzbek SSR", [1] the practical policy of further development of protected and gray lands in Uzbekistan intensified efforts in the field.

As the First President of the Republic of Uzbekistan I.A. Karimov noted, "During the whole period of organized resettlement of the population in the Karshi desert, only 600 families moved there. To date, 40 of them have survived..." [2].

The resolution strongly demanded a 2.5-fold increase in cotton production in Uzbekistan in five years. The center constantly monitored the implementation of this decision. Failure to comply

with the plans set out in the decision was assessed as a “criminal case” and prosecuted. The implementation of this decision has been carried out on a large scale. In fact, this law provided for the restoration of cotton growing in 1946-53. In particular, after the promulgation of the resolution No. 1141 of March 19, 1949 “On further measures for the development of cotton growing in the Uzbek SSR”, [3] the work on further development of reserves and gray lands was intensified. As a result, the movement to create cotton fields in these areas by developing the reserve and gray lands of the country, including the desert areas of Mirzachul, Karshi, Central Fergana, Surkhan-Sherabad.

It is known that in order to develop new lands, it was necessary to attract people from the densely populated mountainous areas of the republic, which are not engaged in cotton growing. For example, in a number of cities such as Yangier, Gulistan, Zarafshan, Navoi, Mubarek, Marjanbulak, Talimarjan, Pakhtakor, which emerged as a result of the development of the deserts of Mirzachul, Karshi, Jizzakh, migration processes have played an important role in the formation of labor resources. It should be noted that during all periods of development of the reserve lands, the housing issues of the relocated families were in a difficult situation. Because the lack of building materials, the lack of products has led to many problems.

N.S. Khrushchev showed ways to implement the development of protected and gray lands: the development of protected lands is a vital task. Further development of new lands and their introduction into state circulation will bring great economic benefits to the state. But it is not the most difficult to cultivate the land, it is necessary to increase the population, so that the process of development of protected lands will be accelerated [4]. It can be seen that there was a great need to provide labor resources to the newly developed lands.

In pursuance of the resolution on the development of cotton growing in the Uzbek SSR in 1954-1958, the Council of Ministers of the USSR and the Central Committee of the CPSU decide:

1. To accept the proposal of the Council of Ministers of Uzbekistan and the Central Committee of the Communist Party of Uzbekistan to increase cotton production in the collective and state farms of the Uzbek SSR to 3 million tons in 1954, 3.3 million tons in 1955 and 4.2 million tons in 1958 [5].

The Regulation on the medal for development of protected lands is awarded with the medal "For development of protected lands", to the workers and employees who have worked in the area for at least two years, who have developed protected and gray lands. The award is presented on behalf of the Presidium of the Supreme Soviet of the USSR. The list of candidates is signed by the chairmen of the collective farms, as well as the secretaries of the party organizations and the chairmen of the trade unions [6]. The population has also been mobilized through various incentives to develop the reserve lands and provide labor resources to these areas.

One of the largest deserts of the republic, Surkhan-Sherabad deserts, were also developed during this period. Beginning in the mid-1950s, new state farms began to be established in the Surkhan-Sherabad oasis. In the Tallimaron and Beshkotan massifs of the Sherabad steppe, serious development of new lands has begun. This year, 800 young cotton growers were relocated to the newly developed lands of the Beshkotan massif and engaged in cotton growing [7].

The development of the new deserts and hills of Surkhan-Sherabad required a lot of manpower. In 1950-1968, 23.8 thousand farms with a population of 121.3 thousand were relocated. Of these,

7.7 thousand farms and 27.6 thousand able-bodied people were relocated from Fergana region and the rest from other regions of the country [8].

Development of new lands in Central Fergana began in the 1950s. 198 farms took part in this group. As a result, 5 state farms and 24 relocated collective farms were established in Central Fergana. Since 1964, the development of Central Fergana lands has been transferred to the state budget. However, large errors were made in the geographical location of the populated areas. Climate and soil characteristics were not taken into account. As a result, the meliorative condition of the populated areas in the new areas has deteriorated, turned into swamps, and malaria has developed among the population. Necessary conditions were not created for the relocated kolkhozes and sovkhozes. Central Fergana's labor supply depends on how well the population is provided with housing. But so far, the provision of housing to the population has not met the demand at all.

In the development of new lands, the issue of training the labor force and providing the constructions in the protected areas, and then the farms to be established in these areas, with this power was considered urgent. The importance of this, according to experts, is that, for example, the part of the Karshi desert to be developed (more than 1 million hectares) will need 150 thousand people to provide 1 worker for every 6 hectares. The total population will reach 400,000 [9]. Given the severity of the climatic conditions in the newly developed areas, certain benefits were granted to those relocated to these areas, but the locals did not have a more specific right to take advantage of these benefits.

Foreign scholars have also commented on the Soviet government's policy of protecting and developing gray lands in Uzbekistan. For example, the American writer G. Dinerstein (Herbert S. Dinerstein. The Sovietization of Uzbekistan, p.509) [10], the Uzbek people are hypocritically sympathetic to the expansion of cotton fields in Uzbekistan, but the issue of expanding cotton fields will be firmly pursued.

In conclusion, there are a number of challenges to the stability, security and development in the region that cannot be achieved without addressing them. At the same time, the environmental problem is urgent. The Soviet government's policy of over-exploitation and over-exploitation of gray lands has, over time, exacerbated these problems in terms of space. For example, the Aral problem. Analyzing it from a spatial perspective, today it has become a universal problem. While the Aral Sea problem has emerged since the 1970s, it is affecting the health of all people in the region, and changing nature, increasing the amount of salt in groundwater and surface water, is creating new problems. Without addressing them, our tasks aimed at sustainable development, upbringing a comprehensively healthy and harmoniously developed generation will not be possible. A comparison of the living conditions of the population living in the hastily created settlements during the Soviet era with the houses currently being built under the Rural Livelihoods Program has highlighted the need to shed light on the difficulties faced by our people in the recent past. At present, the government of the republic, along with the continuous improvement of living conditions of the rural population, pays special attention to the development of the agricultural sector, economical irrigation of arable land. "There are only 3.3 million hectares of irrigated land in our country, and it is impossible to increase it. Because we have limited water resources. Our population is growing every year" [11].

All this indicates that the resettlement of the relocated population to the newly developed lands and their housing was not carried out by the government in a planned manner. Therefore, while

the return processes of households in these regions have always been high, permanent lifestyles have been low. This policy of the Soviet government led to the displacement of thousands of people, their expulsion to other countries, their alienation from their relatives, and the emergence of a difficult social life of the population.

Today, in the process of development of the desert regions of the republic, taking into account the development of the Karshi desert and its consequences, if we take a scientific-theoretical approach, we should not repeat the mistakes of unscientific practical work in our history. The scientific significance of the information in the article helps to enrich the agrarian aspects of the history of Uzbekistan through the study of materials related to the development of protected and gray lands in Uzbekistan during the Soviet era.

## REFERENCES

1. Қизил Ўзбекистон. 1946 йил.,12март.
2. Каримов И. Ўзбекистон мустақилликка эришиш оstonасида. - Тошкент; "Ўзбекистон". 2012.35 - б.
3. Қизил Ўзбекистон. 1950 йил.,12 март.
4. Хрущев Н.С. Қишлоқ хўжалигини янада юксалтириш учун резервлардан тўлароқ фойдаланайлик. Совет Иттифоқи Коммунистик партияси Марказий Комитети. декабр. 1959й. пленумда сўзлаган нутқи, Тошкент,1960й. 37-б.
5. Қизил Ўзбекистон. 1954. 20 май.
6. Қизил Ўзбекистон,1956й.23 октябр.
7. Истомин М.С. Освоение новых земель в Сурхондарье. Журнал, "Социалистическое сельское хозяйство Узбекистана" №2.1954.7 с.
8. Эргашев Ш. Сурхон – Шеробод водийси.Т.,1976.,39-бет.
9. Партия турмуши. Журнал.,1968 й.№8. 25-бет.
10. Аминова Р. Ўзбекистонда совет хокимиятининг аграр сиёсати ва уни сохталаштирувчилар. Тошкент, 1972, 121-бет.
11. Мирзиёев Ш. Ризқ-рўзимиз бунёдкори бўлган қишлоқ хўжалиги ходимлари меҳнатини улуғлаш, соҳа ривожини янги босқичга кўтариш-асосий вазифамиздир. Халқ сўзи, 2017 йил 10 декабрь.

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00226.8****EDUCATION SYSTEM AND IDEOLOGICAL EDUCATION****Gulmurod Abdurazokov\***

\*Senior Teacher,  
TerSU department of Philosophy,  
UZBEKISTAN

**ABSTRACT**

*The article analyses the importance of the educational system for the formation of educational education of the population in particular young people, methods, forms, means of going education, theoretical foundations of going education. The National Program of Personnel Training gives great meaning to young people: from the strategy of goals and objectives to a set of specific programs on all aspects of the educational process, the human being is a key factor in everything. Formation of creative and civic activism aimed at building a great state of the future. Creating conditions for a healthy lifestyle. Methodological and organizational support of spiritual and moral education and enlightenment at all levels of continuing education.*

**KEYWORDS:** *Educational System Of Education Of Young People Pupils, Teachers Methods, Means, Relevance Of Education.*

**INTRODUCTION**

It is an important issue to inculcate the national idea and ideology in the minds and hearts of our compatriots, and it plays a great spiritual role in convincing people, especially young people, of noble ideas, organizing them and mobilizing them for noble goals. Because the mood of the people is determined by their emotional experiences and readiness to act, their confidence in the national idea, which is the program of action. Such trust forms a strong belief in the members of society, unites them, encourages the citizens of the country to live in harmony, friendship and harmony, to reconcile their interests with the interests of the Motherland.

A person who has such a strong belief, who has clearly defined his way of life on the basis of complete confidence, will never succumb to the influence of foreign and harmful ideas, and will endure transient difficulties. In particular, the spread of the coronavirus pandemic in 2020 to many countries around the world, including Uzbekistan, as the President of Uzbekistan Sh.M. Mirziyoyev has repeatedly noted, once again tested our population, and so did natural disasters. As a result, the campaign of generosity and support has become widespread in our country.



Almost the entire population is actively involved in this area. In this sense, it is no exaggeration to say that the national idea is a program of action of our people to build a new society.

First of all, people are inspired by such important factors as instilling a spirit of confidence in the hearts of the younger generation, the national idea is based on the invaluable heritage and universal values of our ancestors, encouraging young people to become full-fledged people. This idea serves to further enhance the wonderful qualities of our people, such as hard work, willpower, patience, kindness, respect for the great, respect for the small, following the good, avoiding evil. In this regard, the National Training Program, in particular, the new edition, plays an important role in the education system.

At the ninth session of the Oliy Majlis, the First President of the Republic of Uzbekistan I.A. Karimov spoke about the National Program of Personnel Training and the Reform of the Whole Education System: "Radical change of the education system is one of the most important issues in our lives. There are also bills"(9).

The National Program of Personnel Training gives great meaning to young people: from the strategy of goals and objectives to a set of specific programs on all aspects of the educational process, the human being is a key factor in everything. In the system of training, the individual is considered as the main subject, who is both a consumer and a creator of educational services. Society and the state, production, science and continuing education are the guarantee of the formation of a harmoniously creative, individual.

The education of young people and their creative skills should be the main result of the implementation of the National Program. In his speech on the National Program, the first President I.A. Karimov said: "Only a truly enlightened person can selflessly fight for human dignity, national values, in a word, self-awareness, living in a free and independent society, gaining a worthy place in the world community. it is possible"(10). Man's creative skills, on the other hand, determine the competitiveness of the economy, which in turn determines the well-being of man and society.

Education in the education system, especially ideological education, is based on a systematic approach. In this method, several structures are considered as a single system, with one purpose, active participant, independent of themselves and at the same time organically connected within the framework of interaction.

They are most pronounced in the following:

1. Student-teacher-family-society-state chain-linked system and vertical direction;
- 2 Integrated system in the system "Preschool education - general secondary education - secondary special, vocational education - higher education - postgraduate education."
3. To develop the spiritual, moral and ideological qualities of students on the basis of the ideology of national awakening and the priority of universal values in all forms of education.
3. Carrying out psychological and pedagogical research on the problems of measuring and evaluating human intelligence, its development, the development of students' abilities and human qualities, as well as the problems of personal development as a professional in the process of training, education and preparation for work.
- 4 To develop students' cognitive abilities and protect their right to quality education.

- 5 Improving work with gifted and talented youth.
6. Maintaining and improving the competence of personnel in the education system, increasing the prestige of the profession of researcher and teacher, teacher and educator.
7. Improving the economic and legal, cultural and educational professional skills of employees of the education system, scientific and teaching staff.
8. Improving the state social protection of education workers, scientific and pedagogical staff and teachers.

At present, the following strategic tasks have been identified in order to strengthen ideological education in the education system:

1. To study the essence of spiritual and moral, ideological upbringing and personal development of scientific and methodological problems that arise in the process of active human activity and education.
- 2 Identification of methods of enlightenment and spiritual-moral, ideological education, finding effective ways of national antiquity, universal and religious values, heritage.
3. Improving the system of management of educational work and the process of spiritual and moral ideological education, full satisfaction of the spiritual needs of young people.

The following is provided for the ideological education of students:

Self-sacrifice, national pride, deep respect for the mother tongue, respect for the traditions and culture of other peoples, respect for history, sense of responsibility and duty for peace, as well as respect for adults, decency and cleanliness, thirst for work, honesty, obedience to the law, forming a number of qualities such as diligence, entrepreneurship. To cultivate the ethical taste, ingenuity and faith of young people, to make them enjoy the rich material and spiritual heritage of our ancestors and the works of art achieved by the world civilization.

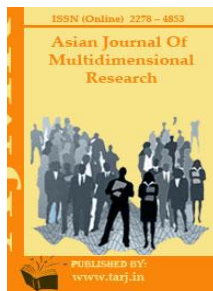
Formation of creative and civic activism aimed at building a great state of the future. Creating conditions for a healthy lifestyle. Methodological and organizational support of spiritual and moral education and enlightenment at all levels of continuing education. In order to promote ideological education in the education system in grades I-IV "Etiquette", in grades V-VI "Sense of homeland", in grade VII "The idea of national independence and the foundations of spirituality", in grades VIII-IX "The idea of national independence: basic principles", Academic lyceums and professional colleges, bachelor's and master's degrees in higher education have been taught since 2001 by the decree of the First President of the Republic of Uzbekistan I.A Karimov. Later, in higher education, in 2017, the subject was renamed "National Idea and Strategy of Action." In secondary education, the subjects taught in grades I-XI were generalized as "Education".

In 2019, the five initiatives put forward by President Sh.M.Mirziyoev set great tasks for the education of young people in the field of education. Much experience has been gained in the field of ideological education over the years, but some shortcomings are still present. However, the main purpose of the work carried out in the education system, in particular, is to educate students to be well-rounded people who will not succumb to the influence of alien, harmful ideas.

The further consolidation of our independence, the radical changes we will make in the ascending phase, the further improvement of the education system, will undoubtedly lead to the full realization of the planned plans in the near future. As a result, our country is one of the great powers. The way of life, well-being and talent of our people will increase.

#### REFERENCES:

1. Ўзбекистон Республикасининг Конституцияси –Т.: “Ўзбекистон”, 2019
2. Каримов.И. Жамиятимиз мафкуриси халқни-халқ, миллатни-миллат, қилишга хизмат этсин. – Т.: “Ўзбекистон”, 1998
3. Каримов.И. Миллий истиклол мафкуриси халқ эътиқоди ва буюк келажакка ишончдир. – Т.: “Ўзбекистон”, 2000
4. Каримов.И. Озод ва обод ватан, эркин ва фаровон ҳаёт – пировард мақсадимиз. – Т.: “Ўзбекистон”, 2000
5. Каримов.И. Баркамол авлод-Ўзбекистон тараққиётининг пойдевори – Т.: “Ўзбекистон”, 2000
6. Мирзиёев.Ш. Она юртимиз бахту иқболи ва буюк келажаги йўлида хизмат қилиш энг олий саодатдир. – Т.: “Ўзбекистон”, 2017
7. Мирзиёев.Ш. Халқимизнинг розилиги бизнинг фаолиятимизга берилган энг олий баҳодир. – Т.: “Ўзбекистон”, 2018
8. Худойбердиева.Т. Миллийлик: кўринишлари, муаммо ва ечимлари. – Термиз: “Сурхон нашр”, 2019

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00235.9****JOB STRESS, SOCIAL SUPPORT AND JOB PERFORMANCE: A STUDY  
ON NURSES IN NEPAL****Rakhee Shah\***\*Asst. Lecturer, Shankar Dev Campus  
Tribhuvan University,  
NEPAL**ABSTRACT**

*The purpose of the study is to examine the relationship between job stress, social support and job performance of nurses at different types of hospitals (public, private and semi government) inside the Kathmandu Valley. A sample of N = 418 working nurses participated in this study. Data is collected by the means of a structured questionnaire for job stress, social support and job performance respectively. Five different major relationships between the job stress, social support and job performance are proposed. The findings support that there is a positive linear relationship between job stress and job performance. However, social support and job stress does not significantly relate. But received support and job performance is significantly related. Hierarchical regression analysis supported for the main effect of social support, but does not support for interaction effect. The findings also suggest the dimensions of the study variables in terms of ownership of the hospitals, types of the ward and demographic variables (designation of the nurses).*

**KEYWORDS:** *Job stress, Social Support, Job performance***GENERAL BACKGROUND**

Stress can be referred as a psychological concept that can impact a person's well-being (Mojoyinola, 2008). Transactional theory argued stressors are only stressful when perceived as stressful. Stress is also defined as a feeling of tension that occurs when a person measures a given situation is about to exceed his or her ability to cope and consequently will endanger his or her wellbeing therefore job stress is the feeling that one's capabilities, resources or needs do not match the demands of the job (Hitt, Miller, & Colella, 2006)

Nursing is taken as among 40 occupations with a higher than expected incidence of stress-related disorders (Lynn, 2008). The several studies report that nursing is one of the stressful occupations even in Nepali context. The major reasons for the nursing stress were physical labour, suffering, emotional demands of patients and families, work hours, shift work, interpersonal

relationships (inter- and intra professional conflict), and other pressures that are central to the work nurses do (Roberts, Grubb, & Grosch, 2012). Nepali nurses are also facing the similar types of stressors. Ghimire (2013) stated that nurses were rude and impolite to the patients at some of the public hospitals in Nepal. The managers at the hospitals showed the reasons for offensive manner of the duty nurses as the lack of nurses at the hospital, long duty hours, not enough time to complete the entire task, insufficient staff in duty time, unable to fulfill the necessary demand of patients and their parents. This situation signified the existence of the stressful situation of the Nurses in Nepal that insists to measure its level and effect.

Job performance is one of the important factors related to stress. It is taken as an activity that an individual is able to accomplish the task successfully assigned to him or her, subject to the normal constraints of the reasonable utilization of available resources. Stress directs toward the reduction of job duties and job values, which makes an impact on individual and organizational performance (Kafashpoor, Sadeghian, Shakori & Kavooosi, 2014).

Most people can cope with stress for short periods, but chronic stress produces long-standing changes in physiological state. The effectiveness of coping behaviors depends on the situation where they are used. Therefore, coping as a strategy helps people to reduce the stress and solve problems (Gholamzadeh, Sharif & Rad, 2011). Social support is a host of positive cognitive, emotional, behavioral, psychological, physiological and tangible factors that leads to better outcomes (Cohen, Gottlieb, & Underwood, 2000; as cited in; Rees & Freeman, 2009).

Over the years, the high job stress associated with the nursing profession has been inadequately reported despite the fact that it exists. The previous studies provided the support for the existing stressful situation of the nurses that was not adequately identified and taken seriously by the health sector of Nepal. The nursing sector employs 0.26% of working population of 53.1% in Nepal (Niroula, 2001). Thus, the significance and critical attention to the nurses cannot be denied as it impacts the health service sector and eventual the health of the patient. The question of whether and how social support relates to performance has therefore been largely neglected especially in Nepali context. Hence, the research tries to assess the significance of this problem of job stress among nursing professionals, its potential impact and the effect of social support on their performance in Nepali context.

The remaining sections are like section II describes overall research methodology, section III describes the results of the study and finally section IV explains the implications of the study .

## RESEARCH METHODOLOGY

This study is based on the non experimental research design. The survey method is used for data collection. The time dimension of the study is cross sectional. Different quantitative analysis and causal approach are conducted to investigate the likely relationships among study variables (stress, social support and job performance).

The total number of the registered nurses in Nepal is 23,022 (Nepal Nursing Council, 2013). The population of this study is the working nurses in the hospitals of Kathmandu Valley. The total number of the hospitals in Nepal is 107 (Economic Survey, 2013). The study includes working nurses (except the volunteer nurses) in the hospitals by using non-random sampling method. The study also includes 6 established hospitals located in Kathmandu valley as per the non- random and convenience sampling method. The selection of the hospitals is based on the stratify and convenience sampling (according to the ownership). The nurses are also stratified in

accordance to their wards and their designation. According to Krejcie and Morgan (1970) at least 379 respondents should be surveyed as optimum sample size for 23,220 registered nurse population. An effort is made to diversify respondents in terms of ownership of the hospitals, designation of the nurses and ward. About 500 questionnaires are administered and 40% have participated.

The following table shows the detail information about the nature of data.

**TABLE 1**  
**NATURE OF DATA**

S.N	Variables	f	%
1	Gender		
	Male	0	0
	Female	418	100%
2	Ownership		
	Public hospital	184	44
	Private hospital	208	49
	Semi government hospital	26	6.2
3	Ward		
	Emergency	40	9.6
	Outside Patient Department (OPD)	26	6.2
	Intensive / Medical Intensive Care Unit (ICU/ MICU)	109	26.1
	Operation Theatre (OT)	53	12.7
	Surgical Ward (SW)	34	8.1
	Others (Maternity ward, Orthopaedic Ward, Neuro Ward, Community Health Service , Medicine Ward such as Dialysis, Nephrology, CSSD, NSTA)	156	37.3
4	Designation		
	Matron	3	.7
	Supervisor (In charge)	19	4.5
	Staff Nurse (Sister)	382	91.4
	Auxiliary Nurse Midwife (ANM)	14	3.3

## METHODS

In order to process the data, each return questionnaire is manually screened for missing data. After manual screening, the responses of each individual respondent are captured into SPSS 16.0 for Windows statistical software.

A reliability analysis, dispersion, central tendency and normality, each instrument are carried out initially in order to measure the appropriateness and purification of the data. Besides the normal distribution analysis is also conducted to see the nature of data.

Frequency distributions are calculated to describe the Ownership, ward and demographic variables (gender and designation) of the respondents. Mean and standard deviation are calculated in order to measure the level of study variables (stress, social support and job performance including its dimensions). F- Test, ANOVA and post hoc test are conducted to measure the significance of the model and to measure the level and differences of the study variables in terms of demographic variables (designation), ownership of the hospitals and wards.



The Pearson correlation is calculated to identify the relationship among the study variables (stress, social support and job performance). Independent variables are centered to reduce the effect of multicollinearity among independent variables in a multiple regression model. Multicollinearity diagnostic is tested to measure the multicollinearity among the independent variables while measuring the interaction effect of independent variables and moderating variables. Hierarchical regression analysis is conducted to measure the moderating effect of social support. The study also uses the stepwise regression analysis to see the control effect of ownership, ward and demographic variable (designation).

Hierarchical regression model (HRM) is conducted to measure the main and interaction (moderating) effect of social support in between the stress and job performance of the respondent nurses.

The model for the moderating effect was:

$$JP = \beta_0 + \beta_1 JS + e$$

$$JP = \beta_0 + \beta_1 JS + \beta_2 SS + e$$

$$JP = \beta_0 + \beta_1 JS + \beta_2 SS + \beta_3 JS \times SS + e$$

- i. Indicates the effect of JS when SS is zero
- ii. Indicates the effect of SS when JS is zero.
- iii. Indicates how much the effect of JS changes as SS changes one unit.

## MEASURES

Already developed measures, especially for the nurses, are used for this study. These measures were used by several researchers in previous studies.

### *Job Stress*

Job stress is measured with the 34-item Nursing Stress Scale developed by Gray-Toft & Anderson, in 1981. Stressors related to patients and families are not included in the NSS. NSS is considered as the stressors that nurses experience (Hartrick & Hills, 1993). The scale has seven dimensions such as death and dying, conflicts with physicians, inadequate preparation, lack of support, conflicts with other nurses, work load, uncertainty concerning treatment. The responses were capture in a 6- point Likert scale never, seldom, occasionally, often, frequently and always.

### *Social Support*

Actual social support is measured by 12-item measure. This measure is a shortened version of the original ISEL (40 items; Cohen & Hoberman, 1983). This questionnaire has three different subscales designed to measure three dimensions of perceived social support. These dimensions are: appraisal support, belonging support, tangible support. Each dimension was measured by 4 items on a 4-point scale ranging from “Definitely True” to “Definitely False”.

### *Job Performance*

Job performance, defined as the effectiveness of the person in carrying out his or her roles and responsibilities related to direct patient care, was measured with the Schwirian Six Dimension Scale of Nursing Performance (Schwirian, 1978). The scale was developed by Schwirian, P. M. in (1978). The purpose of the Instrument is to allow measurement of nursing performance by

nurses themselves, or others, in a quick and easy way. This measure consists of 52 items on a 4-point scale (1 = not very well, Not very well, Satisfactorily, Well, Very Well).

## RESEARCH HYPOTHESES

The following hypotheses are formulated on the basis of conceptual framework in order to address the research question of this study.

1a. The stressors; workload, death and dying, inadequate preparation, lack of staff support, uncertainty concerning treatment, conflict with physicians and conflict with other nurses have association with the job performance.

1b. The dimensions of job performance; leadership, critical care, teaching and collaboration, planning and evaluation, interpersonal relationship and commitment and personal development are related to job stress.

1. Job stress is negatively associated with social support.

2a. The stressors; work load, death and dying, inadequate preparation, lack of staff support, uncertainty concerning treatment, conflict with a physician and conflict with other nurses are negatively associated with social support.

2b. The dimensions of social support; appraisal support, belonging support and tangible support are negatively associated with job stress.

2. Social support is positively associated with job performance.

3a. The dimensions of social support; appraisal support, belonging support and tangible support are positively associated with job performance.

3b. Social support is positively associated with all the dimensions of job performance; leadership, critical care, teaching and collaboration, planning and evaluation, interpersonal relationship and communication and personal development.

3. Social support has a main effect on job performance.

4a. The dimensions of social support; appraisal support, belonging support and tangible support have a main effect on job performance.

4. Social support has an interaction effect on the relationship between job stress and job performance.

5a. The dimensions of social support; appraisal support, belonging support and tangible support have interaction effect the relationship between job stress and job performance.

## RESULTS

### Reliability and Descriptive Analysis

The study conducts the reliability and descriptive analysis to see the consistency of the measures and the level of study variables.

**TABLE 2**  
**CRONBACH ALPHA AND DESCRIPTIVE STATISTICS OF THE STUDY VARIABLES**

		Mean	Std. Dev	Cronbach alpha
1	<b>Job stress</b>	2.6	.6	.93
	Work load	2.5	.7	
	Death and dying	2.7	.8	
	Inadequate preparations	2.5	.7	
	Lack of staff support	2.5	.8	
	Uncertainty concerning treatment	2.6	.8	
	Conflict with physician	2.5	.7	
	Conflict with other nurses	2.4	.7	
2	<b>Social support</b>	<b>2.8</b>	.4	<b>.64</b>
	Appraisal support	2.9	.5	
	Belonging support	2.8	.5	
	Tangible support	2.7	.6	
3	<b>Job performance</b>	3.0	.4	<b>.97</b>
	Leadership	3.0	.5	
	Critical care	3.1	.6	
	Teaching and collaboration	2.9	.5	
	Planning and evaluation	2.9	.5	
	Interpersonal relationship and communication	3.0	.5	
	Personnel development	<b>3.1</b>	.5	

\*Correlation is significant at 0.05 level (2-tailed), \*\* Correlation is significant at 0.01 level (2-tailed)

Regarding the above table, the evidence of reliability test explains the acceptable result of the two major variables job stress (.93) and job performance (.97) but satisfactory result of the social support (.64). The result again reveals the level of study variables where the level of job stress, social support and job performance were 2.6, 2.8 and 3.0 respectively. According to the level of dimensions, the highest level scored by death and dying (2.7), whereas the lowest level is scored

by conflict with the other nurses among the dimensions of job stress. The result on the dimensions of social support reveals the level of appraisal support is high (2.9) but tangible support had only (2.7). Similarly the critical care and personal development are both in high level (3.1) but teaching and collaboration as well as personal development is at low level (2.9). Azizollah et al., (2013) reports that stress happens in every organization, whether it is big or small which is contrast to the finding of the present study. The finding of death and dying situation as prevalent sources of stress is supported by the findings of Hamaideh et al., (2008) in which the study also finds death and dying was the common sources of stress in the healthcare sector. Again Hamaideh et al. (2008) find no relationship between social support with types of hospitals, decision making style and types of hospital wards (0.053, -0.003, -0.039 at p-value 0.26, 0.94 and 0.40) respectively. But Hamaideh et al. (2008) find tangible support is the low preferred support which is similar to the findings of the present study.

### CORRELATION ANALYSIS

The result of the correlations among the study variables is also computed and presented in Table 3. The result depicts the inter correlation between the major and sub variables where it is found that there is significant and positive linear relationship between job stress and job performance; the negative but insignificant relationship between social support and job stress and the positive but significant relationship between social support and job performance.

All the dimensions of the job stress are positively related to job performance except inadequate preparation, which is negatively associated with job performance. Similarly, conflict with the physician and conflict with the other nurses are the dimensions of job stress, which are significant to the job performance of the nurses and remaining others (work load, death and dying, lack of staff support, inadequate preparations and uncertainty concerning treatment) are insignificant with job performance. About the relationship between the six dimensions of job performance and job stress; all the dimensions were positive, but only three dimensions such as leadership, teaching and collaboration and personal development were positively significantly related with the job stress.

The analysis also finds that only three dimensions of job stress examples death and dying, inadequate preparations and lack of staff support are negatively, but significantly associate with social support where lack of staff support has the strong negative association with social support. In the same way among the three dimensions of social support only belonging support is negatively related with job stress. The other two dimensions of the support (appraisal and tangible) have a negative insignificant relationship with job stress. The result also explains the positive relationship between all six dimensions of job performance and social support. Four of the dimensions of job performance (leadership, teaching and collaboration, interpersonal relationship and communication and personnel development) are significantly related to the social support whereas other two dimensions (critical care and planning and evaluation) are insignificantly related to social support. Similarly, regarding the relationship between the three dimensions of social support and job performance only two dimensions of social support (appraisal and belonging) are positively and significantly related but the tangible support is insignificantly related to job performance.

The positive significant relationship between job stress and job performance indicates that the nurses are not taking the situation as extremely stressful rather accepting existing stressful situation as a challenge and motivational factor. They only concentrated on their duties and

responsibilities to give their best to improve their performance. This result was consistent with Yerkes – Dodson Law. Abramis (1994) also agrees that stress and stressors are the challengers and they motivate to perform well by causing positive relationship between these two variables. According 7 out of 52 studies support this positive linear relationship between job stress and job performance (Jamal, 2011). In contrast to these findings, some studies found negative linear relationship between the job stress and job performance (Jamal, 2011; Azizzollah et al., 2013; Bashir & Ramsay, 2010). The present finding contradicts with the finding of AbuAlRub (2004) who found the curvilinear (U- shaped) relationship between the job stress and job performance. About 24 out of 52 studies empirical evidences are based on negative linear relationship between job stress and job performance but 6 out of 52 studies support the no relation between these two variables (Jamal, 2011).

### MEAN DIFFERENCES AND POST HOC ANALYSIS

The Table 4 reveals the result of the mean differences of study variables in terms of ownership, designation and the different wards of the working nurses in the selected hospitals. The result was measured by conducting ANOVA and Post Hoc Test for each variable.

The analysis explains that the level of job stress of nurses at the two hospitals (public, private) are quite similar and low (2.6 and 2.5) than the level of job stress (2.8) at semi government hospital. The F-value (4.67 at p-value .001) also explained that there was the significant difference in stress levels in terms of ownership. In the same way, the stress level of the nurses among their designation shows higher stress level of Matron (2.7) followed by a supervisor (2.6) and staff nurses (2.6) but a low stress level of ANM (2.3), the F-value (1.15 at p-value .327) shows the insignificant differences in stress level in terms of designation. The result of stress level according to the ward reveals that nurses at surgical ward have high levels of stress (2.83) followed by OT (2.72) where the nurses of emergency and OPD have low level of stress (2.4 and 2.4) respectively. The F-value (3.701 at p-value .003) shows the there is significant differences in the stress level according to the ward. The result of social support also illustrated; there are the significant mean differences, F-value (5.592 and 3.153 at p-value .001 and .008) in terms of designation and ward respectively. On the other hand F-test of social support in terms of the ownership of the hospital shows that there is insignificant mean difference (.962 at p-value .383). The level social support of the working nurses is similar among all three types of hospital (2.8, 2.7 and 2.8) respectively. In contrast the social support level of the nurses, according to the designation are at the range from 2.4 to 2.8, where the Supervisor and the Staff nurses had high levels of social support (2.8) in comparison to the Matron and ANM whose level of social support was 2.4 only. Similarly, there is the high level of social support (2.9) of the working nurses at OT and follows by the 2.8 level of social support of the working nurses at ICU, others and emergency ward. But the result explains the nurses working at OPD and surgical ward have low levels of social support (2.5 and 2.7).

Again the F-test result of job performance demonstrates, the significant mean differences (4.127 and 6.400 at p-value .007 and .000) of job performance among the working nurses in terms of designation and ward where the result shows the insignificant mean differences (2.038 at p-value 0.132) of job performance in terms of ownership of the hospitals. The result depicts that both the public and private had same level (3.0) of the job performance of the working nurses where the semi government hospital is quite high level (3.2) of job performance in comparable to the other two hospitals. The result of job performance among the designation of the nurses portrays the level of job performance of the Matron was high (3.4) follows by Supervisor (3.3) than other

designations Staff nurse and ANM. In the same way the result of the level of job performance of the working nurses among the ward describes the OPD has a high level of performance (3.4) and is followed by ICU and OT ward. Other three wards have the same level of job performance (3.0).

**TABLE 4**  
**MEAN DIFFERENCES OF THE STUDY VARIABLES IN TERMS OF OWNERSHIP,**  
**WARDS AND DESIGNATIONS**

	Variables	N	Mean	S.D	F-value	Sig.
<b>1</b>	<b>Job stress</b>					
a	Ownership					
	Public	184	2.6	0.6		
	Private	208	2.5	0.5	4.67	0.01
	Semi government	26	2.8	0.8		
b	Designation					
	Matron	3	2.7	0.4		
	Supervisor	19	2.6	0.7	1.15	.327
	Staff Nurse	382	2.6	0.6		
	ANM	14	2.3	0.6		
c	Ward					
	Emergency	40	2.4	0.5		
	OPD	26	2.4	0.4		
	ICU	109	2.5	0.6	3.701	0.003
	OT	53	2.7	0.7		
	Surgical ward	34	2.8	0.6		
	Others	156	2.5	0.5		
<b>2</b>	<b>Social support</b>					
a	Ownership					
	Public	184	2.8	0.41		
	Private	208	2.7	0.40	.962	.383
	Semi government	26	2.8	0.51		
b	Designation					
	Matron	3	2.4	0.13		
	Supervisor	19	2.8	0.32	5.592	.001



c	Staff Nurse	382	2.8	0.41	3.153	0.008
	ANM	14	2.4	0.25		
	Ward					
	Emergency	40	2.8	0.35		
	OPD	26	2.5	0.25		
	ICU	109	2.8	0.44		
	OT	53	2.9	0.41		
	Surgical ward	34	2.7	0.38		
	Others	156	2.8	0.42		
<b>3</b>	<b>Job Performance</b>					
b	Ownership				2.038	.132
	Public	184	3.0	0.46		
	Private	208	3.0	0.44		
	Semi government	26	3.2	0.33		
	Designation					
	Matron	3	3.4	0.60		
	Supervisor	19	3.3	0.46		
	Staff Nurse	382	3.0	0.44		
	ANM	14	3.0	0.19		
c	Ward				4.127	0.007
	Emergency	40	2.9	0.44		
	OPD	26	3.4	0.43		
	ICU	109	3.1	0.41		
	OT	53	3.1	0.44		
	Surgical ward	34	2.9	0.41		
	Others	156	2.9	0.45		

The study conducts the Post Hoc test to measure the significance effect in mean differences. The result illustrates the mean differences of job stress in terms of ownership happen in between the public and private hospitals by .13 at p-value .03 and in between the private and semi government hospital by .30 at p-value 0.01 level. On the other hand the significance of mean differences of the job stress in terms of wards, the Post Hoc test shows the mean differences are .32 and .42 at the level .01 and .00 level in between the Emergency with Surgical ward and OT, again the mean differences of OPD with Surgical ward and OT are .29 and .40 at the level of p-value .03 and .01, further the result also shows the mean difference of ICU with OT and Surgical

ward are .19 and .30 at the level of p-value .04 and .01 , finally the mean difference of OT with other and Surgical ward with others are .21 and .32 at p-value .02 and .00 .

The result of Post Hoc test conducts for social support in terms of designation shows the mean differences took place in between the Supervisor and ANM by .38 at p-value .01 level, in between the Staff nurse and ANM by .42 at p- value .00 levels. Similarly, the Post Hoc test result of social support in terms of wards showed the mean differences occur in between the Emergency with OPD by.27 at p-value .01, again the mean differences are .29, .36 and .27 at p-value .01, .00 and .00 respectively of OPD with ICU, OT and others, finally the mean difference of OT and surgical ward is .18 at p-value .04.

**TABLE 5**  
**POST HOC ANALYSIS**

Factor	Dependent Variable	(I) Designation	(J) Designation	Mean Difference (I-J)	Sig.		
Designation	Social support	Supervisor	ANM	0.38	0.01		
		Staff nurse	ANM	0.42	0.00		
		ANM	Supervisor	-0.38	0.01		
		Staff nurse	-0.42	0.00			
	Job performance	Supervisor	Staff nurse	0.30	0.00		
			ANM	0.45	0.00		
		Staff nurse	Supervisor	-0.30	0.00		
		ANM	Supervisor	-0.45	0.00		
			Staff nurse	-0.42	0.00		
		Ownership	Job stress	public	private	0.13	0.03
				private	public	-0.13	0.03
				government	semi	-0.30	0.01
	semi government		private	-0.30	0.01		
Ward	Job stress	Emergency	OT	-0.32	0.01		
			Surgical ward	-0.42	0.00		
		OPD	OT	-0.29	0.00		

				3
				0.0
		Surgical ward	-0.40	1
				0.0
	ICU	OT	-0.19	4
				0.0
		Surgical ward	-0.30	1
				0.0
	OT	Emergency	0.32	1
				0.0
		OPD	0.29	3
				0.0
		ICU	0.19	4
				0.0
		other	0.21	2
				0.0
	Surgical ward	Emergency	0.42	0
				0.0
		OPD	0.40	1
				0.0
		ICU	0.30	1
				0.0
		other	0.32	0
				0.0
	others	OT	-0.21	2
				0.0
		Surgical ward	-0.32	0
				0.0
	Social support	Emergency	0.27	1
				0.0
		OPD	-0.27	1
				0.0
		ICU	-0.29	0
				0.0
		OT	-0.36	0
				0.0
		other	-0.27	0
				0.0
		ICU	0.29	0
				0.0
		OT	0.36	0
				0.0
		Surgical ward	0.18	4
				0.0
	Surgical ward	OT	-0.18	4
	Others	OPD	0.27	0.0

				0
				0.0
Job performance	Emergency	OPD	-0.49	0
		ICU	-0.21	0.0
		OT	-0.19	1
				0.0
				3
	OPD	Emergency	0.49	0.0
		ICU	0.28	0
		OT	0.30	0.0
		Surgical ward	0.46	0
		other	0.42	0.0
	ICU	Emergency	0.21	1
		OPD	-0.28	0.0
		Surgical ward	0.18	0
		other	0.14	0.0
	OT	Emergency	0.19	1
		OPD	-0.30	0.0
	Surgical ward	OPD	-0.46	0
		ICU	-0.18	0.0
	others	OPD	-0.42	3
		ICU	-0.14	0.0
				1

Besides the result of the Post Hoc test for the job performance in terms of designation depicts that the mean differences are happening in between Supervisor with Staff nurse and ANM, again Staff nurse with Supervisor ( .30 , .45 and .42 at p-value .00 levels) respectively. Similarly, the mean differences in terms of wards occur in between the Emergency with OPD, ICU, OT by .49, .21, .19 at p-value .00, .01 and .03 respectively, again the mean differences of OPD with ICU, OT, SW and others are .28, .30, .46 and .42 at p-value .00 levels, further the result of mean differences of ICU with SW and others are .18 and .14 at p-value .03 and .01.

### CONTROL VARIABLES

This study also investigates the relationship between the study variables (job stress, social support and job performance) by controlling the other factors like ownership of the hospitals, wards and demographic variable (designations of the nurses) where the job stress and social support are taken as the independent variables and job performance as the dependent variable.

The influence of control variables is measured by using stepwise regression method. The step 1 indicates the relationship between dependent and independent by including the demographic variables where step 2 indicates the relationship by holding and controlling the ownership, wards and demographic variable (designation). In step 1 the result shows the beta coefficient (-.23 and .03 at p-value .00, .01 < 5% level) where the beta coefficient is insignificant (.03 at p-value .34 > 5% level) in the ownership of the hospital. In step 2 when controlling and holding ownership, wards and demographic variable (designation) show the significant result (3.17, 2.78 at p-value .00, .01 < 5% level) of designation and wards where insignificant result (1.27 at p-value .20 > 5% level) of ownership.

**TABLE 6**  
**EFFECTS OF CONTROL VARIABLES**

Model	Dependent Variable	Beta coefficient	t-value	Sig
Step 1	Job Performance			
	(Constant)	3.74	18.03	.00
	Ownership	.03	.96	.34
	Designation	-.23	-3.51	.00
	Ward	-.03	-2.46	.01
Step 2				
	(Constant)	2.89	10.23	.00
	Ownership	.04	1.27	.20
	Designation	.20	-3.17	.00
	Ward	.03	-2.78	.01
	Job stress	.10	2.71	.01
	Social support	.18	3.59	.00

### MAIN AND INTERACTION EFFECTS OF THE SOCIAL SUPPORT

After conducting all the analysis finally hierarchical regression analysis is carried out to investigate the interaction effects of social support in between the relationship between dependent variable (job performance) and independent variable (job stress).

The result of the hierarchical regression analysis is shown in Table 6. The process started with entering the predictor variable job stress and social support into the regression equation to test their main effects and was followed by the interaction term which is generated by multiplying the predictor by the moderator (job stress and social support / dimension wise also). Before the

measurement of the interaction effect on the analysis, it is important to investigate the multicollinearity of the independent variables. The problem of multicollinearity results when the variables being multiplied to generate the interaction term which may bounce the beta (Kim, Kaye & Wright, 2001). When the variables are regressed the result shows the high multicollinearity between the independent variables in this study. Therefore, to reduce the multicollinearity, predictor and moderator variables subtracts from the sample mean of the variable and center the variables (Kim, et al., 2001). Hence, to reduce the high multicollinearity the independent variable (job stress) and moderating variable (social support, appraisal support, belonging, support and tangible support) were subtracted with their sample mean to center these variables.

Finally, in this phase the assumptions of the no multicollinearity are satisfied because the tolerance is (.99) in all models which near to value 1 and the VIF were less than value 10 in all the models after centering the variables. Besides the value for the Durban-Watson statistic (1.3) in all the models which are within the accepted range of above 1 and below 3, also satisfy the assumption of independent errors.

**TABLE: 7**  
**HIERARCHICAL REGRESSION ANALYSIS (CENTERED VARIABLES)**

Independent Variable	Dependent Variable	1	2	3	4	5	6	7	8	9
JS	Coeff.	.115**	.132**	.131**	.126**	.129**	.138**	.140**	.117**	.116**
	t-value	2.37	2.73	.272	2.62	2.68	2.88	2.91	2.39	2.38
SS	Coeff.		.172**	.173**						
	t-value		3.57	3.57						
JS X SS	Coeff.			-.025						
	t-value			-.530						
AS	Coeff.				.166**	.169**				
	t-value				3.44	3.50				
JS X AS	Coeff.					-.069				
	t-value					-1.43				
BS	Coeff.						.203**	.203**		
	t-value						4.23	4.22		
JS X BS	Coeff.							.031		
	t-value							.656		
TS	Coeff.								.046	.044
	t-value								.349	.898
JS X TS	Coeff.									-.027
	t-value									-.558



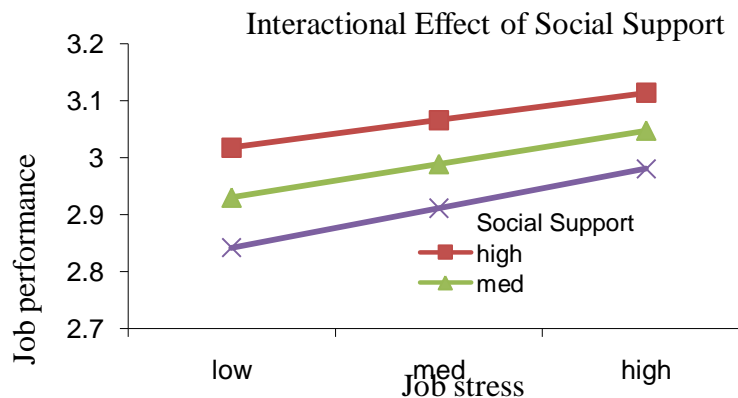
R <sup>2</sup>	.013	.043	.043	.041	.045	.054	.055	.015	.016
Change in R <sup>2</sup>	.013**	.029**	.001	.027**	.005	.041**	.001	.002	.001
F-value	.56	12.75	.28	11.85	2.06	17.93	.430	.880	.312

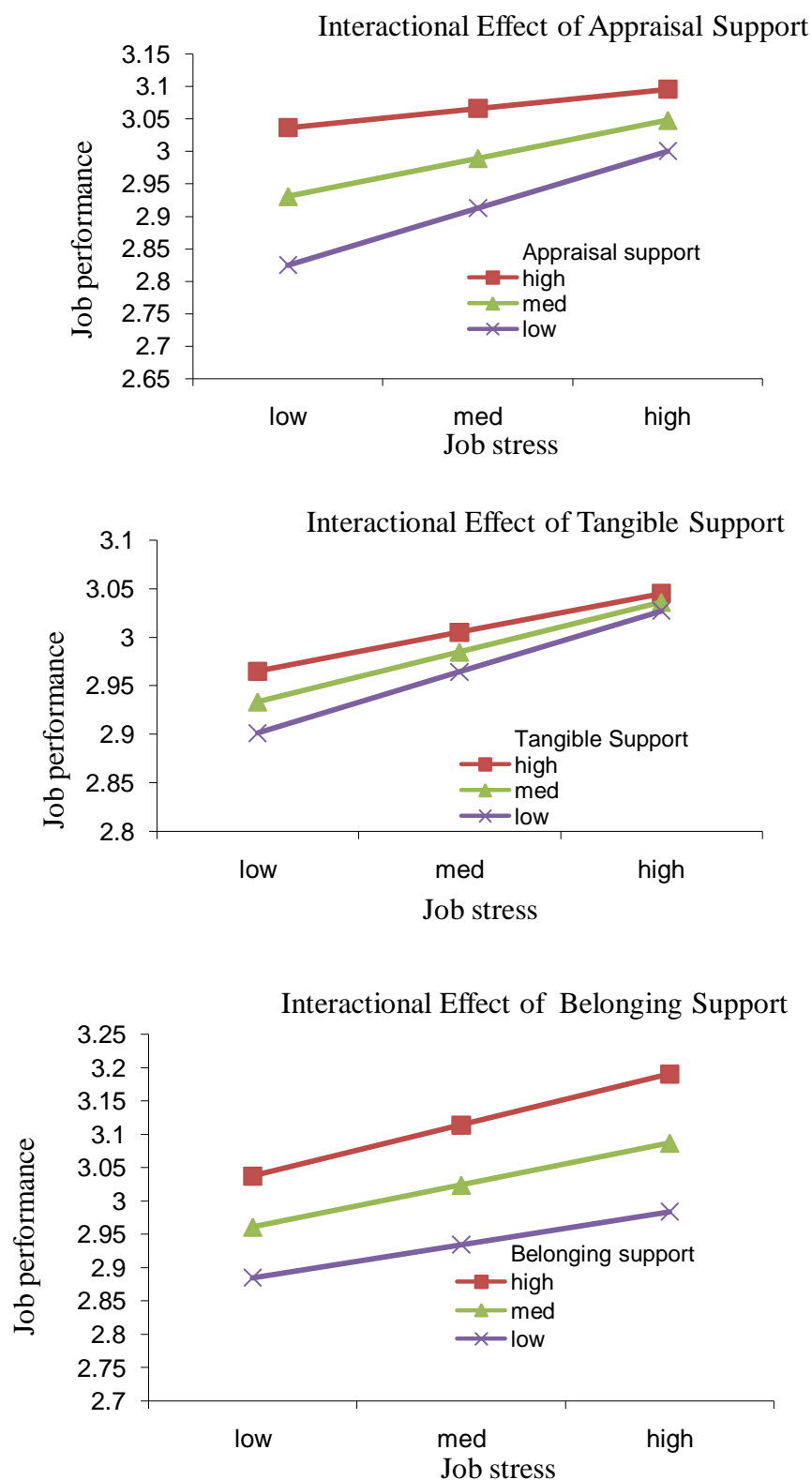
Note: JS – Job Stress, SS – Social Support, JP – Job Performance, AS – Appraisal Support, BS – Belonging Support, TS – Tangible Support

The result explains the significant main effects (change in R<sup>2</sup> .03, .03, .04 at p-value 0.01 level) and (beta coefficient -.17, -.16, .20., at p-value 0.01 level) of the total social support, appraisal support and belonging support upon the job performance on all the test models except the fourth model where the beta coefficient (.04) and change in R<sup>2</sup> (.002) are insignificant at p-value 0.01 level. The result suggests all three models (first, second and third) have main effects of social support only fourth does not support the main effect of social support. Similarly the results of the beta coefficient (-.53, -1.43, .65 and -.56 at p-value 0.01 level) and change in R<sup>2</sup> (.001, .005, .001 and .001, at p-value 0.01 level) are insignificant. The results suggest none of the model has interaction effects (stress-buffering effects) on the relationship between job stress and job performance. The assumption for the main effect is satisfied, but the assumption for interaction (buffering effect) is not satisfied.

The result is consistent with the finding of AbuAlRub (2004) that an inverted U-shaped relationship happens between the perceived stress and job performance. It indicated that the participants with a moderate level of job stress performed better than those with either a low or a high level of job stress. In contrast with the present finding Rees and Freeman (2009) find the significant interaction effect that is moderate (buffer) effect of social support between the sources of stress and performance. Similarly, the findings of Buunk et. al. (1989) is also inconsistent with the present finding that support serves as a buffer against the negative consequences of the sources of stress. Park (2002) finds that social support at work has a significant main effect on the work stress, but social support at work does not produce the interaction effect.

The graph of moderating variable (social support) with its dimensions (appraisal, belonging and tangible) noticeably demonstrates that there are no interaction effects of social support and its dimensions on the relationship between job stress and job performance.





## CONCLUSION

The interrelation analysis between the study variables demonstrates the job stress and job

performance are related. Likewise, social support and job performance are also positively related. However, both negative and no relationship shows between job stress and social support. The result also supports that the ownership of the hospitals makes no effect on the relationship between the dependent (job performance) and independent variables (job stress and social support). But result explains that the designations of the nurses and wards affects the relationship between the dependent variable job performance and independent variables job stress and social support. Similarly, The result of interaction effect of social support on the relationship between job stress and job performance shows the no interaction effect of social support between job stress and job performance.

There are practical implications of the study based on the findings like the positive linear relationship between job stress and job performance. Stress de-motivates an individual during low and high levels of stress. Yerkes Dodson law also adds that in both situations there is a moderate level of stress where performance rises. It is good that the stressors (conflict with the physician and the other nurses) improve the performance. The hospital management and administration should think about how long the nurses will take these stressors as their challenging factors. The study also suggests for maintaining the situation inside the hospital using different intervention approaches such as individual and organizational approaches.

The mean difference analysis proves that a high level of stress and job performance occurred to the nurses working at semi government hospital. The study insists the management of this hospital to measure the relationship frequently and also to incorporate the related theories and the findings of different studies. The significant results of belonging and appraisal supports suggest the management to increase the level of these supports rather than material support to maintain the stress level and performance. The finding suggests the society of the nurses should think and provide the necessary support to motivate the nurses all the time.

Moreover, the study shows the main effect of the social support on the job performance. This suggests that regardless of the level of job stress, social support benefited the nurses in enhancing their performance. This means that overall received support does not affect the stress, but influence the performance of the nurses. The strategies and programs emphasizing various supports should be designed by the hospital management in order to provide sufficient supports to all the levels of nurses.

Likewise the study also has the theoretical implications such as the study extended the knowledge in behavioural areas like stress, support and performance of the nurses. Lazarus Folkman's Model (stress-strain –coping) provides the theoretical background for the study which is not free from biases. Spooner -Lane (2004) states that the model is about the individual differences in experiencing and reacting to the stress. This study suggests to identify other models of stress while conducting further study. The study arrives at the findings of a positive linear relationship between job stress and job performance. It only explains the consequences of this relationship. A detailed research is needed to measure, discuss and analyze the factors for this relationship. The study mentions the coping process in the literature review, but the process is not comprehensively analyzed. Hamaideh et al. (2008) states that according to Lazarus theory coping improves the perceived threat by two behaviours namely problem focused and emotion focused. Hence the study suggests making the brief explanation and analysis under this topic.

The study only includes three types of social support such as appraisal, belonging and tangible.

However, the review suggests other several supports such as emotional support, informational support, work support (supervisor support and co-worker support). Further explanatory research is necessary to incorporate these supports. Similarly the evidences of different studies also suggest to relate the major study variables with several other variables such as self efficacy, personality, commitment, motivation, self esteem and job satisfaction. According to the survey experience, the relevant study to conduct in the future would be the stress and its impact on work family balance.

The study is about the perceive stress, which is psychological in nature. However, the analysis is only based on cross sectional data. The study will be more interesting if it uses the longitudinal data analysis. Therefore, the present study suggests to use the longitudinal data to analyze the individual perception that makes the study interesting and effective. Similarly, studies can be conducted in other various occupations such as doctors, bankers, police, other civil service holders by using their specific scale.

## REFERENCES

- Abramis J. D. (1994). Relationship of job stressors to job performance: Linear or inverted – U? *Psychological Reports*, 75, 547-558. doi: 10.2466/pr0.1994.75.1.547
- AbuAlRub, R. F. (2004). Job stress, job performance, and social support among hospital nurses. *Journal of Nursing Scholarship*, 36(1), 73-78.
- Azizollah A., Zaman A., Khaled O. & Razieh J. (2013). The relationship between Job stress and performance among the hospitals nurses. *World of Science Journal*. Retrieved from [http://www.engineerspress.com/pdf/WSJ/2013-02/a14\\_WSJ-131214\\_.pdf](http://www.engineerspress.com/pdf/WSJ/2013-02/a14_WSJ-131214_.pdf)
- Bashir, U., & Muhammad I. R. (2010). Impact of stress on employees job performance a study on banking sector of Pakistan. *International Journal of Marketing Studies* 2(1), 122.
- Buunk, B. P., Janssen, P. P., & Vanyperen, N. W. (1989). Stress and affiliation reconsidered: The effects of social support in stressful and non-stressful work units. *Social behaviour*, 4, 155-171.
- Cohen, S., & McKay, G. (1984). Social support, stress and the buffering hypothesis: A theoretical analysis. *Handbook of Psychology and Health*, 4, 253-267.
- Economic Survey (2013). Details of health institutions in Nepal. Kathmandu: Government of Nepal, Ministry of Finance.
- Ghimire J., Gupta R.P., Kumal A.B., Mahato R.K., Bhandari R.M., Thapa N. (2013). Factors associated with the motivation and de-motivation of health workforce in Nepal. *Journal Nepal Health Res Council*, 11(24), 112-118.
- Gholamzadeh S., Sharif F., & Dehghan R. F. (2011). Sources of occupational stress and coping strategies among nurses who work in Admission and Emergency Departments of Hospitals related to Shiraz University of Medical Sciences. *Iran Journal of Nursing Midwifery*, 16 (1), 41-46.
- Hamaideh, S. H., Mrayyan, M. T., Mudallal, R., Faouri, I. G., & Khasawneh, N. A. (2008). Jordanian nurses' job stressors and social support. *International Nursing Review*, 55(1), 40-47.

- Hitt, A. M., Miller C. C., & Colella A. (2006). Work place stress. In C. C. Micheal H. Hitt, *Organizational Behaviour: A Strategic Approach* (p. 240). New Delhi: John Wiley & Sons.
- Jamal, M. (2011). Job stress, job performance and organizational commitment in a multinational company: An empirical study in two countries. *International Journal of Business and Social Science*, 2(20), 20-29.
- Kafashpoor A., Sadeghian S. Shakori N., & Kavoosi S. (2014). The impact of job stress on turnover intention mediating role of job satisfaction and affective commitment: Case study, Mashhad's public hospitals. *Applied Mathematics in Engineering, Management and Technology*. 2 (1), 96-102
- Kim, J. S., Kaye, J., & Wright, L. K. (2001). Moderating and mediating effects in causal models. *Issues in Mental Health Nursing*, 22(1), 63-75.
- Lynn, P. (2008). The effect of job stress and social interactions on nursing job performance: A replication study. Retrieved from
- Mojoyinola, J. K. (2008). Effects of job stress on health, personal and work behaviour of nurses in public hospitals in Ibadan Metropolis, Nigeria. *Ethno-Med*, 2(2), 143-148.
- Nepal Nursing Council (2014).. Retrieved from <http://www.nnc.org.np/>
- Niroula P. B. (2001). *Conceptual framework for the measurement of the economic activity of the population of the censuses*. Retrieved from <http://cbs.gov.np/wp-content/uploads/2012/Population/Monograph/Table%20of%20Content%20%28Volume%20I%29.pdf>.
- Park, K. O. (2002). *The effects of social support at work on job demands, job control, depression, job performance, and absenteeism*.  
[http://purl.galileo.usg.edu/uga\\_etd/park\\_kyoung\\_o\\_200208\\_phd](http://purl.galileo.usg.edu/uga_etd/park_kyoung_o_200208_phd)
- Rees, T. I. M., & Freeman, P. (2009). Social support moderates the relationship between stressors and task performance through self-efficacy. *Journal of Social and Clinical Psychology*, 28(2), 244-263.
- Rees T I. M., H. Lew., & Freeman P. (2007). Stressors, social support, and effects upon performance in Golf. *Journal of Sports Sciences*. 25(1), 33 – 42.
- Roberts R., Grubb, L P., & Grosch J. W. (2012). *Alleviating job stress in nurses. public information from NIOSH and Medscape*. Retrieved from <http://www.medscape.com/viewarticle/765974>
- Spooner-Lane, R. (2004). *The influence of work stress and work support on burnout in public hospital nurses* (Doctoral dissertation, Queensland University of Technology).

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00227.X****TECHNOLOGY FOR FEEDING GOATS IN THE PERIOD OF  
LACTATION AND CASES****Kholikov Sherzod Abduhamidovich\*; Davronov Bakhtiyor\*\*;  
Ruziev Rahmon Istamovich\*\*\*; Khidirov Karim Imomnazarovich\*\*\*\***

\*Teacher,

Tashkent State Agrarian University,  
UZBEKISTAN

\*\* Teacher,

Tashkent State Agrarian University,  
UZBEKISTAN

\*\*\*Teacher,

Tashkent State Agrarian University  
UZBEKISTAN\*\*\*\*Livestock and Poultry Research Institute,  
UZBEKISTAN**ABSTRACT**

*The article provides data on the technology of feeding goats of the dairy direction - Toggenburg and Alpine breeds during lactation and mating. Since the early 2000s the demand for goat milk and products from it is constantly growing, which is explained by the global interest in natural and environmentally friendly food. Moreover, in the past 10 years, many pig farmers have redesigned their business under goat science*

**KEYWORDS:** *Goats, Productivity, Mating, Lactation, Feeding, Technology,*

**INTRODUCTION**

In recent years, interest in goat breeding and the products received from it has increased significantly. A general trend in the development of goat science is an increase in the number of goats and the production of goat milk. In the world, goat farming is a common type of farming.

Since the early 2000s the demand for goat milk and products from it is constantly growing, which is explained by the global interest in natural and environmentally friendly food. Moreover, in the past 10 years, many pig farmers have redesigned their business under goat science



It should be noted that goat milk, and especially cheese, are part of the food culture of many countries of the world. The high specialization of goat-keeping farms in milk production is characteristic, which is transferred to processing enterprises. Increasing the productivity of dairy goats is impossible without the development and improvement of feeding standards. However, there are very few scientific studies on feeding goats in this area of productivity.

The biological characteristics of goats that distinguish them from other animal species include the following:

- Good acclimatization. Most goat breeds are successfully bred in all climatic zones except the tundra;

In this regard, of considerable interest are studies aimed at developing technology for feeding goats in different physiological periods.

Therefore, the aim of our research is to develop a technology for feeding dairy goats of the breed Toggenburg and Alpine during lactation and mating.

Research work was carried out in the goat-breeding farm of LLC "INZIM-TEX" of the Syr Darya region, Syr Darya region, specialists of the farm, together with employees of the Research Institute of Livestock and Poultry.

Our studies indicate that the diet of goats subjected to mating naturally should consist of: roughage - 275.38 kg of dry matter in the diets of goats and metabolic energy of 27538 MJ; 18.51 g of crude protein.

In the last month (30 days) of succosis, the diet of goats should consist of 18.0% - roughage; 54.42 - succulent and 28.05% - concentrated feed, which corresponds to 77.19 kg for dry matter and 7719 MJ for exchange energy; crude protein - 5.403 gr.

Thus, there are several innovative elements of the technology of intensive exploitation of dairy goats, which sharply distinguish it from the traditional technology of feeding in various physiological periods, in particular mating and lactation.

**TABLE 1 TECHNOLOGY FOR FEEDING GOATS AFTER MATING (120 DAYS)**

Types of feed	composition					
	Stern	Stern,	Fodder Units., Kg	Dry matter	Exchange energy.	Digest protein, kg
Rude	Mixed grass		15,45	31,19	3119	1,52
	Wheat straw		15,62	60,01	6001	0,355
Succulent	Alfalfa Hay		38,86	60,3	6030	5,23
	Triticale haylage		43,5	77,9	7790	5,19
Concentr ation	Barley (tart)		14,84	12,5	1250	0,88
	Wheat (tart)		11,52	10,2	1020	1,70
	Special feed BCF		17,43	17,9	1790	1,66
	Cottonseed meal		4,92	5,4	540	2,0

			161,89	275,38	27538	18,507
--	--	--	--------	--------	-------	--------

In goat rations, during this period, coarse feed was 18.0% compared to the feed unit, 54.42% root crops, 28.05% concentrated feed, or, in general, only 45.20 feed units in 30 days, dry matter 77.19 kg, metabolic energy 7719 MJ, digestible protein 5.403 kg.

On average, 2.71 kg of dry matter, 271 MJ of metabolic energy, 188.9 g of digestible protein, 1 feed unit an average of 124 g of digestible protein per head of goat were.

In order to increase the milk productivity of goats in the lactation period of 60 days, the milking method was used (table 3). With the milking of goatweed over a period of 60 days, the diet consisted of roughage by 18.62%, root crops by 38.75%, concentrated feed by 42.62%.

**TABLE 2 TECHNOLOGY FOR FEEDING GOATS AT THE END OF 5 MONTHS OF SUCCOSIS (30 DAYS)**

Types of feed	composition					
	Stern	Feed kg	Fodder Units., Kg	Dry matter kg	Exchange energy. MJ	Digest protein, kg
Rude	Mixed grass	11	4,62	9,27	927	0,451
	Wheat straw	17	3,74	14,40	1440	0,085
Succulent	Alfalfa Hay	40	11,6	18,0	1800	1,56
	Triticale haylage	52	13,0	23,4	2340	1,56
Concentra tion	Barley (tart)	3	3,18	2,67	267	0,189
	Wheat (tart)	3	2,88	2,55	255	0,426
	Special feed BCF	6	4,98	5,1	510	0,474
	Cottonseed meal	2	1,64	1,80	180	0,658
Total		134	45,2	77,19	7719	5,403

During the milking of the goat, the consumed feed units amounted to 148.14 kg, dry matter 207.1 kg, metabolic energy 20710 MJ, digestible protein 16.51 kg. The average daily consumption of feed units for goatskin during the milking period was 2.47 kg, dry matter was 3.45 kg, metabolic energy was 345 MJ, on average 121 g of transferable protein was consumed per 1 feed unit. In the diet, concentrated feed was increased by 14% and corn silage was added.

At the time of feeding, the nutritional value of karma per feed units amounted to: roughage 18.8%, root crops 38.7%, concentrated feed 42.5%.

During lactation, 145 days in feeding technology, with the calculation of average daily milk yield, an average of 2.22 kg of feed units, 3.11 kg of dry matter, 311 MJ of exchange energy, 271 g of digestible protein were consumed per day.

During the lactation period of 145 days, a total of 322.0 kg of feed units, 451.33 kg of dry matter, 451.30 MJ of exchange energy and 39.34 kg of digestible protein were consumed. Compared to feed units, the feed mass consumption was 18.8% of roughage, 38.7% of root crops, and 42.5% of concentrated feed.

**TABLE 3 THE TECHNOLOGY OF FEEDING IN THE PERIOD OF MILKING (60 DAYS)**

Types of feed	Feed composition					
	Stern	Feed kg	Fodder units., kg	Dry matter kg	Exchange energy. MJ	Digest protein, kg
Rude	Mixed grass	66	27,72	55,64	5564	2,71
	Wheat straw	46	8,28	11,50	1150	0,640
Succulent	Alfalfa Hay	98	28,42	44,10	4410	3,82
	Triticale haylage	84	21,0	37,80	3780	2,52
Concentra tion	Barley (tart)	23	24,38	20,47	2047	1,45
	Wheat (tart)	14	13,44	11,90	1190	2,0
	BDK special feed	26	21,58	22,1	2010	2,05
	Cottonseed meal	4	3,32	3,60	361	1,32
Total		361	148,14	2087,1	20710	16,51

**TABLE 4 145 DAYS LACTATION FEEDING TECHNOLOGY**

Types of feed	Feed composition					
	Stern	Feed kg	Fodder units., kg	Dry matter kg	Exchange energy. MJ	Digest Protein kg
Rude	Mixed hay	143	60,06	120,6	12060	5,86
	Wheat straw	99	17,82	24,75	24751	1,39
Succulent	Alfalfa Hay	213	61,77	95,85	9585	8,31
	Triticale haylage	181	45,25	81,5	8150	5,43
Concentrat ion	Barley (tart)	46	48,76	40,9	4090	2,9
	Wheat (tart)	30	28,8	25,5	2550	4,26
	BDK special feed	50	41,5	42,5	4250	3,95
	Cottonseed meal	22	18,04	19,9	1990	7,24
Total		784	322,0	450,9	45090	39,34

At the end of the 100 day lactation period, providing for the completion of milk production and preparation for insemination, the feed mass was reduced, the daily feed consumption was 1.78 feed units, 2.49 kg of dry matter, 249 MJ of metabolic energy, 217 g of digestible protein. On average, 121 g of digestible protein per 1 feed unit. During feeding, the percentage of roughage, root crops, and concentrated feed was retained.

**TABLE 5 TECHNOLOGY OF FEEDING AT THE END OF LACTATION (100 DAYS)**

Types of feed	composition					
	Stern	Feed kg	Fodder units., kg	Dry matter kg	Exchange energy. MJ	Digest Protein kg
Rude	Mixed hay		8	9		9
	Wheat straw			5		

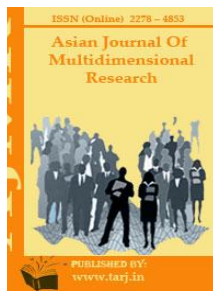
Succulent	Alfalfa Hay		3	5		3
	Triticale haylage					
Concentrati on	Barley (tart)			5		
	Wheat (tart)		2	5		4
	BKD special feed		4			2
	Cottonseed meal			0		
Total			91	30	0	2

## CONCLUSION

Through the application of feeding technologies in goat-breeding dairy complexes, the full frequency of milk production was ensured, as well as the introduction of the developed technology in farms specialized for the production of goat milk was provided.

## REFERENCES

1. Kadyrova Ch.T. Genetic factors affecting the biological and economically useful traits of goats in the dairy sector of southern Kyrgyzstan. Abstract diss. candidate of agricultural sciences, Bishkek, 2013, p. 11.
2. Kiyatkin P.F. Goat breeding in Uzbekistan and ways to improve it. T., 1968.
3. Recommendations for the rational feeding of goats in Uzbekistan. Tashkent, 1989, p. 12.
4. Dvalishvili V.G. Digestibility of nutrients of feed rations and nitrogen use in Saanen goats during the period of succosis / V.G. Dvalishvili
5. Moon M, Draganov I.F. // Actual problems of feeding p. x animals: Mater. International scientific and practical conf. November 21-23, 2007.- Dubrovitsy .- 2007.- P.473-47s.
6. Irgashevich, D. A. (2020). Development of national network (tas-ix). *ACADEMICIA: An International Multidisciplinary Research Journal*, 10(5), 144-151. Article <http://dx.doi.org/10.5958/2249-7137.2020.00254.2>
7. Khurramov , A. M. ugli. (2020). The role and role of digital economy and information technology in the agricultural sector . *International Journal on Integrated Education*, 3(2), 42-44. <https://doi.org/10.31149/ijie.v3i2.10>
8. Ilkhomovich, S. E., & ugli, K. A. M. (2020). The development of electronic trade and its role in general trade activities. *ACADEMICIA: An International Multidisciplinary Research Journal*, 10(3), 128. <https://doi.org/10.5958/22497137.2020.00060.9>

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

(A Double Blind Refereed &amp; Reviewed International Journal)

**DOI: 10.5958/2278-4853.2020.00219.0****HISTORY OF POLITICAL CRISES AND FORMATION OF BHARATIYA  
JANATA PARTY (BJP) GOVERNMENT IN ARUNACHAL PRADESH****Miti Siboh\***

\*Ph.D Scholar,

Department of Political Science,

Rajiv Gandhi University,

Arunachal Pradesh, INDIA

Email id: mitisiboh1992@gmail.com

**ABSTRACT**

*People of India exercised their franchise rights in early 1950s but it did not extend to the people of Arunachal Pradesh till 1977 Lok Sabha election. People of the state carried out their socio-political matter in accordance with the exiting traditional village council. Political party introduced in the state only in 1972 with the formation of Indian National Congress (INC). Since then, INC has been dominating political party in the electoral politics of Arunachal Pradesh. Thus, Arunachal Pradesh was termed as Congress state politically. BJP entered into the electoral politics of Arunachal Pradesh in 1984 but the party has never been to the power by people's mandate until 2019 Assembly election. However BJP has been in the power twice in the state by defection and re-defection in 2003 (which made Arunachal Pradesh, first state in North East region rule by BJP) and 2016. Thus, the study focuses the political crises which led the formation of BJP government in Arunachal Pradesh in 2003 and 2016.*

**KEYWORDS:** *Political Crises, Bharatiya Janata Party, Arunachal Pradesh, Indian National Congress, Etc.*

**I. INTRODUCTION**

India being a democratic country conducted its first election in 1951-52. So, people of India got their franchise rights after four years of Independence but people of Arunachal Pradesh could not exercised their voting rights till 1977 Lok Sabha election because election system was yet to reached the people of the state. North East Frontier Agency (NEFA) Panchayat Raj Regulation 1967 was passed on recommendation of Daying Ering committee of 1964 but its members were appointed on the basis of selection not election. Any social and political matters of the state were functioned as per respective traditional customary law of different tribal groups of the state. No

political party could establish their unit in Arunachal Pradesh (erstwhile NEFA) till early 1970s. It was only in 1972, state unit of INC was formed in the state. Since then, INC was dominating the political scenario of Arunachal Pradesh even after the state having other state and national political parties like People's Party of Arunachal Pradesh (PPA), BJP and Arunachal Congress (AC). It has been observed that people of the state has been voted INC to the power every election except in 1978 (Janata Party was voted to power) and 2019 (BJP was voted to power for the first time) assembly election. Therefore Arunachal Pradesh is termed as Congress state politically.

It is also a fact that the politics of Arunachal Pradesh is influenced by the party ruling at the centre. It is observed that the party formed government at the centre comes to power in the state also. For an example, we can see the above mentioned data that in 1978 Janata Party government was there at the centre and in 2019 BJP government was there at centre so there were only two instances in the politics of Arunachal Pradesh when non-congress party was voted to power in the state. BJP even after being a national political party could not formed government in the state by people's mandate until 2019. However, the party formed government twice in the state by defection and re-defection in 2003 which made Arunachal Pradesh first state in North East to be rule by BJP and 2016. In both cases, the state has witnessed lots of political breakdown and crises almost similar in nature which led the formation of BJP government in Arunachal Pradesh. Thus, history of political crises which led the formation of BJP government in Arunachal Pradesh is discussed below.

## **II. Political crises in Arunachal Pradesh in 2003 and formation of BJP government in the state**

In 1999 assembly election, Gegong Apang then incumbent Arunachal Congress (AC) chief minister had seat sharing alliance with BJP, then ruling party at the centre. He contested from AC. and got elected as lone candidate from his party AC. in the election, Congress party was voted to power in the state and Mukut Mithi became chief minister by breaking Gegong Apang's 19 years long chief ministerial term.

In later part of July 2003, Arunachal Pradesh saw a political upheaval that the congress government suffered a split leading to fall of Mukut Mithi government. A group of 38 congress MLAs led by Kameng Dolo split from congress (I) revolting against Mithi's leadership. Mithi government was left with just 18 MLAs. On 25<sup>th</sup> July, these 38 MLAs formed a separate political party called Congress (D) named after its president Kameng Dolo. They decided to join hands with former chief minister Gegong Apang, the then lone Arunachal Congress (AC) MLA. Consequently, on 27<sup>th</sup> July, 2003 Apang in order to bring them all in one umbrella, formed the United Democratic Front (UDF) consisting of himself i.e.AC, and Congress (D) which consisted of 38 MLAs, an expelled Congress MLA and two Independents candidates making them 42 in number. On 3<sup>rd</sup> August 2003, the UDF unanimously elected Shri Apang as chief minister and UDF remained as a coalition partner of NDA at the Centre. On 30<sup>th</sup> August 2003, Apang left his party AC and joined BJP along with his 41 MLAs in the state by making Arunachal Pradesh first state in the North East to be rule by BJP. He promised to fulfil the dream of Prime Minister Atal Bihari Vajpayee of bringing the north-eastern region into national mainstream. He said, "We will leave no stone unturned to fulfil the dream of Vajpayee to bring the North-eastern state to national mainstream"<sup>1</sup>. He further said that he joined the BJP because he wanted his party to become more than a "coalition partner"



The 14<sup>th</sup> Lok Sabha election was held in 5<sup>th</sup> May 2004, BJP after having long dispute on selection of candidates between newly joined and old cadre party leader, the party nominated Tapir Gao for Arunachal East parliamentary constituency and Kiren Rijiju for Arunachal West parliamentary seat. Both the candidate despite of many contesting candidates got elected. After winning of both the parliamentary seat, the party was preparing for assembly election in the state which was due to held on 7<sup>th</sup> October 2004. The issue of old and new leader for getting nomination of the party grew so much that the party was kin difficult to take a concrete decision as whom to be favor with party tickets. On 27<sup>th</sup> August 2003, a meeting of BJP Pradesh election committee was held by Apang at his official residence to discuss about the selection process of the official candidates of the party for upcoming assembly election. But selection of the candidate could not happen. Therefore, on his suggestion same meeting had to be rescheduled on 29<sup>th</sup> August.

Surprisingly on the morning of 28<sup>th</sup> August 2004, Apang along with his some council of ministers took a flight to Delhi and joined Congress party on the same day just 40 days before the assembly election. So, within one year of his government he decided to re-joined congress and held that "it is a homecoming for all of us". This dramatic move of Gegong Apang was termed as political honeymoon to BJP by Apang<sup>2</sup>.

It was reported by the party insider that Mukut Mithi, the then president of Arunachal Pradesh Congress Committee (APCC) was initially opposed the Apang's return to the party but reconciled later at the intervention of the high command. Mithi in order to show Apang's return was smooth held that "past has been buried and we are looking to the future". Mithi had earlier alleged that the Naga militant group, the National Socialist Council of Nagalim (Isaac-Muivah faction), which has a strong base in Tirap and Changlang districts of the state, hatched a conspiracy to dislodge him from power in 2003 by directing all the 12 legislators from the two Naga-dominated districts to withdraw support to his government<sup>3</sup>. In fact, Mithi gave an "oust Apang cry" with the support of Ministers who had shifted loyalty after Apang dropped them during the exercise of downsizing the Ministry in July 2003.

However, it took Mithi and other APCC leaders only a few days to reconcile with the person they had identified as their enemy No.1. Similarly, Apang within hours of cut off from BJP condemned the party and said "We were with the BJP with great difficulty. It was suffocating because of the differences in ideology. We feel happy now after returning to the Congress, which has a secular outlook,<sup>4</sup> " On the other side, BJP under the president ship of Taba Hare took part in the 2004 assembly election by placing 39 candidates but it could win nine (9) assembly seats only.

### **III. Political crises in Arunachal Pradesh in 2016 and formation of BJP government in the state**

The state witnessed another political dissident within Congress party in early 2014 before the Lok Sabha election which was scheduled to be held on 9<sup>th</sup> April 2014. In March 2014, when rumour of dissidence started making noise, chief minister Nabam Tuki surprised everyone and dissolved the state assembly at midnight of 6<sup>th</sup> March at least 7 months before the completion of his term and demanded election of state assembly along with Lok Sabha election which was to be held on April 2014<sup>5</sup>. Recalling that moment, BJP leader Tamiyo Taga once during an election rally said, "When I went to sleep, I was MLA but when I woke up, I was ex-MLA<sup>6</sup>." The Congress returned with an overwhelming majority of 42 MLAs, and five more legislators joined

it later with the merger of the People's Party of Arunachal which made them 47 in number<sup>7</sup>. However, it did not last very long.

The political upheaval started again in later part of 2014 with the dropping of Kaliko Pul, a chief minister aspirant who was reportedly preparing to dethrone Tuki<sup>8</sup>. He was dropped from the charge of the Health & Family welfare ministry under Nabam Tuki government on 24<sup>th</sup> December 2014, after he alleged fiscal mismanagement in the state and again Arunachal Pradesh Congress Committee (APCC) expelled him from Congress party for 6 years for alleged anti-party activities on 2<sup>nd</sup> April 2015<sup>9</sup>. But Pul took the party to court and got a stay order on the expulsion order.

On 5<sup>th</sup> October 2015, the legislative assembly secretariat issued a notification dated October 1 declaring that two MLAs had resigned from the membership of the assembly<sup>10</sup>. Next day on 6<sup>th</sup> October, the Speaker of the assembly, Nabam Rebia, accepted the resignation letter of the two rebels<sup>11</sup> Congress MLAs Gabriel D Wangsu and Wanglin Sawin (he was elected as PPA MLA but joined congress on 20<sup>th</sup> December 2014<sup>12</sup>). Both the MLA however, denied having resigned as MLAs and claimed that Nabam Tuki hosted a dinner party on 16<sup>th</sup> September 2015 at CM bungalow in which, 18 congress MLAs out of 47 were made to sign a resignation letters as insurance against anti-party activities<sup>13</sup> and they were made to vow to resign from state assembly if they go against Chief Minister Tuki and had accordingly signed a resignation letter and handed over to him<sup>14</sup>. They said they were made to sign undated photocopies of a resignation letter at a dinner party which turned out to be irrevocable resignation letters on 5<sup>th</sup> October as notified by the Speaker. Soon after the resignation notice was issued. Gabriel Wangsu and Wanglin Swain wrote to the Speaker requesting him "not to accept the undated resignation letter if submitted to you by anybody on our behalf at any point of time" and they further said the resignation letters "may be treated as invalid, null and void until and unless we submit them personally", but went in vain. With this, the strength of the congress in 60 member seat has gone down to 45. On the other side, dissident leader Pul claimed the support of more than 30 of them<sup>15</sup>. Wangsu, representing Kanubari assembly seat, and his Khonsa East counterpart Sawin reportedly belonged to the dissident camp led by former finance minister Kalilo Pul<sup>16</sup>. However, their membership was restored by speaker Tenzing Norbu Thongdok in September 2016.

Thus, it is presumed that Tuki, ensuing the dander of inter party rivalry and to prevent the further dissident in Congress party and more importantly to save his chair made them sign an undated resignation letters so that he punish the dissident. This undated resignation letters were also a kind of warn to the legislators that if they go against the direction of Tuki, they will lose their membership of assembly as happened with Kanubari and Khonsa East MLA.

On 8<sup>th</sup> October 2015, Tuki dropped four senior ministers for absenting themselves from office and kicked out four parliamentary secretaries. Though their replacements have been found and inducted, but everybody was not convinced that the crisis was over<sup>17</sup>. On 27<sup>th</sup> October 2015, another minister Pema Khandu, minister of Urban Development (UD) and Tourism resigned from Nabam Tuki ministry. In his scathing resignation letter to the chief minister, Pema wrote "I am to bring to your knowledge that the government under your leadership has miserably failed to live up to the expectations of the general public of Arunachal Pradesh. There is neither democracy within the party MLAs nor political stability due to which governance in the state is at its lowest"<sup>18</sup>. The letter also said that Tuki has "not taken any significant steps towards improving the state of affairs" while the state "is going through the worst and unprecedented financial crisis in its history"<sup>19</sup>.

Khandu made series of allegation on Tuki. In a media statement, Pema Khandu states that "at a time when Arunachal needs to stand together and chart its destiny, what we see instead is self-interest and political ambition take precedence over ideas of democracy and right to question. When on the one hand we had promised greater good in governance, today's leadership appears to be motivated more by personal interest. It is under these suffocating and extremely painful and unacceptable circumstances that I have, therefore, tendered my resignation from the post of cabinet minister in the council of ministers of the present government on moral grounds in the larger interest of the people of Arunachal Pradesh"<sup>20</sup>. He further said, "The adamant attitude of the present leadership and its inability to bring about any change in the deteriorated political scenario has pained me very deeply. And today, my conscience and my sense of responsibility to the public do not permit me to associate myself any longer with this kind of leadership and to be a party in causing any more harm to our state"<sup>21</sup>.

On 8<sup>th</sup> November 2015, 21 congress MLAs led by Kaliko Pul issued a statement against the autocratic rule of Tuki and denounced his legitimacy as a leader of Congress Legislature Party (CLP)<sup>22</sup>. On 20<sup>th</sup> November, 11 BJP legislators along with two Independent candidates led by the leader of opposition party Tamiyo Taga sought an impeachment motion against speaker Nabam Rebia and appealed other legislators to support them. Taga said that no speaker has lowered the dignity of the institution so far as Rebia has done<sup>23</sup>. On December 9 2015, a group of rebel Congress MLAs approached Governor J P Rajkhowa, seeking to impeach legislative assembly Speaker Nabam Rebia. Thus, the Governor advanced the session of legislative assembly from 14<sup>th</sup> January 2016 to 16<sup>th</sup> December 2015 to take up the impeachment motion. On 15 December 2015, the Speaker issued notice disqualifying 14 of 21 INC MLAs who had rebelled against the party but the same day the notice was overturned by the Deputy Speaker T.N. Thongdok.

On 16<sup>th</sup> December, Tuki government locked the assembly building to prevent the commencement of the 6<sup>th</sup> session and save his government. But session was held at a community hall in Naharlagun where 33 MLAs including 20 rebels congress MLAs, 11 BJP legislators and two Independent MLA. The session was presided over by Deputy Speaker T.N. Thongdok. The resolution was passed to remove Nabam Rebia as the Speaker and the T.N. Thongdok was appointed as new Speaker. The next day, the community hall was destroyed however the rebel INC MLAs hold meeting in hotel and voted to remove Tuki as the chief minister and appointed Kalikho Pul as the new chief minister of the state.

On 27<sup>th</sup> January 2016, President's rule was imposed in the state. The President rule lasted for 24 days till 19<sup>th</sup> February 2016. Kaliko Pul became the acting<sup>24</sup> chief minister of INC on 19 February 2016 with support of other rebel politicians of Congress. His government was supported by the opposition party Bharatiya Janata Party. On 3 March 2016, Pul along with 30 dissident Congress MLAs joined the People's Party of Arunachal (PPA)<sup>25</sup>. However, on 13<sup>th</sup> July, Supreme Court restored Tuki government.

On 13 July 2016, the Supreme Court termed the Governor's decision unconstitutional and ordered the restoration of INC government. With this all the dissident legislators of congress returned to the Congress party. The Acting Governor Tathagata Roy asked the restored chief minister Nabam Tuki to prove majority in the assembly on 16 July 2016<sup>26</sup>. Tuki could not prove majority to form government. So he resigns from the chair of chief minister. He was succeeded by rebel INC MLA Pema Khandu, son of former chief minister Dorjee Khandu who had prove majority.

On 16 September 2016, Pema Khandu quit INC along with 43 INC MLAs and joined the People's Party of Arunachal (PPA). Nabam Tuki, Khandu's predecessor, was the only MLA left with INC. PPA was the part of North-East Democratic Alliance (NEDA) which supported BJP-led NDA. On 29 December 2016, Pema Khandu, Chowna Mein and 5 other MLAs were dismissed from the PPA by the party president Khafa Bengia for activities against the party<sup>27</sup>. This made Khandu's position as chief minister in danger. A day later, PPA, a constituent of the BJP-led North East Democratic Alliance (NEDA) selected Takam Pario as the new chief minister but could not ensure the loyalty of its MLAs, most of whom chose to back Khandu. On 31<sup>st</sup> December, PPA suspended four more MLAs; they are Honchun Ngandam, Bamang Felix, Punji Mara and Pani Taram<sup>28</sup>.

On 31<sup>st</sup> December 2016, Khandu along with 33 of the 43 PPA MLAs joined BJP<sup>29</sup>. This is the second time that the BJP formed government in Arunachal Pradesh. Khandu while joining the BJP says "The lotus has finally bloomed in Arunachal. The people of the state will see the dawn of development in the new year under a new government". He further stated "We saw several years of misrule by the Congress. We then joined PPA with the intention of bringing the state on the path of progress and prosperity. There too, we found a similar state of affairs. The party president treated us undemocratically. So our MLAs decided to join the BJP for the overall progress of the state". He held that the decision to join the BJP was a blessing in disguise for the people and the state<sup>30</sup>.

In 2019 simultaneous election, the party was for the first time voted to power by people of Arunachal Pradesh. Thus, BJP formed government in Arunachal Pradesh for the first time by people's mandate as it secured absolute majority by winning 41 seats of legislative assembly.

#### IV. CONCLUSION

It is observed that the politics of Arunachal Pradesh has been influenced by the party ruling at the centre. History of political crises has been witnessed in Arunachal Pradesh when there is a different party government at the centre and the state. Members of legislative assembly (MLA) of the state after he/she get elected tend to join the party ruling at centre as we witnessed in 2003 and 2016 in Arunachal Pradesh. This caused political crises/upheavals in the state. There are two major reason regarding the defection and re-defection of the MLAs in the state. First is that Arunachal Pradesh lacks its own resources to satisfy the needs of its people so they join the party ruling at the centre to draw more financial favour. Second is the opportunistic attitude of the leader. The leader in order to earn more money and be a part of the government joined the party ruling at the centre.

#### REFERENCES

1. The Telegraph, (30<sup>th</sup> August 2003). <https://www.telegraphindia.com/states/north-east/arunachal-cm-formally-joins-saffron-party/cid/808273>. Retrieved on 20th October 2019.
2. Talukdar, Susanta, (September 2004). A volt-face Arunachal, *Frontline*, vol 21, issue 19. <https://frontline.thehindu.com/static/html/fl2119/stories/20040924004102700.htm>. Retrieved on 20th October 2019.
3. Singh, Vikas, The economics Times (8<sup>th</sup> March 2014). *BJP sniffs politics in early dissolution of the Arunachal Pradesh Assembly*, <https://economictimes.indiatimes.com/news/politics-and-nation/bjp-sniffs-politics-in-early-dissolution-of-the-arunachal-pradesh-assembly/articleshow/31685926>. Retrieved on 20th January 2020.

4. Ajum, Taba, The Arunachal Times (11<sup>th</sup> October 2015), Political *unrest plagues Arunachal*, <https://www.arunachaltimes.in/archives/oct15%2012.html>. Retrieved on 20<sup>th</sup> January 2020.
5. Why congress government in Arunachal is looking like revolving door, <https://scroll.in/article/766461/why-the-congress-government-in-arunachal-pradesh-is-looking-like-a-revolving-door>. Retrieved on 20th January 2020.
6. Ibid.
7. CNN-News18 (13th July, 2016). *with this judgement, Nabam Tuki led congress government has been restore in the state*, <https://www.news18.com/news/politics/timeline-of-arunachal-pradesh-political-crisis-1268948.html>. Retrieved on 23th October 2019.
8. Why congress government in Arunachal Pradesh is looking like a revolving door, ob.cit.
9. <https://indianexpress.com/article/explained/arunachal-pradesh-how-a-rebellion-spun-out-of-control>.
10. Hindustan Times (6<sup>th</sup> October 2015). *A costly dinner makes two MLAs quit Arunachal Assembly*, <https://www.hindustantimes.com/india/costly-dinner-makes-2-mlas-quit-arunachal-assembly/story-5DNZFhZJwJZUW3KE6HEFL.html>. Retrieved on 22nd January 2020.
11. Dodum, Ranju, The Telegraph (28<sup>th</sup> October 2015), *Pressure on Tuki as Khandu resigns*, <https://www.telegraphindia.com/states/north-east/pressure-on-tuki-as-khandu-resigns/cid/1526998>
12. Ajum, Taba, The Arunachal Times (11<sup>th</sup> October 2015), ob.cit.
13. Hindustan Times (6<sup>th</sup> October 2015), op.cit.
14. Hindustan Times (6<sup>th</sup> October 2015), op.cit.
15. Why congress government in Arunachal Pradesh is looking like a revolving door, op.cit.
16. Arunachal Times (27<sup>th</sup> October 2015), *Pema Khandu resigns, accuses cm of failing to deliver*, <https://www.arunachaltimes.in/archives/oct15%2028.html>. Retrieved on 22<sup>nd</sup> January 2020.
17. Dodum, Ranju, The Telegraph (28<sup>th</sup> October 2015), *Pressure on Tuki as Khandu resigns*, op.cit
18. Arunachal Times (27<sup>th</sup> October 2015)op.cit.
19. Arunachal Times (27<sup>th</sup> October, op.cit.)
20. CNN-News18 (13<sup>th</sup> July 2016), op.cit.
21. Arunachal Times (21<sup>st</sup> November 2015), *BJP moves impeachment motion against speaker*.
22. *NDTV.COM (11<sup>th</sup> March 2016)"Arunachal Chief Minister Kalikho Pul Allocates Portfolios To Ministers"*, <https://www.ndtv.com/india-news/arunachal-chief-minister-kalikho-pul-allocates-portfolios-to-ministers-1286211>. Retrieved in 25<sup>th</sup> October 2019
23. Singh, Bikas, (5<sup>th</sup> March 2016), "Arunachal Pradesh: Two deputy chief minister in Kalikho Pul's cabinet". *Economic Times*, <https://economictimes.indiatimes.com/news/politics-and->



nation/arunachal-pradesh-two-deputy-chief-minister-in-kalikho-puls-cabinet/articleshow/51270076.cms. Retrieved on 24th October 2019.

24. The Hindu (30<sup>th</sup> December 2016). *Arunachal Political crises: A timeline*, <https://www.thehindu.com/news/national/other-states/Arunachal-political-crisis-A-timeline/article14983750.ece>. Retrieved on 24<sup>th</sup> October 2019,
25. Times of India (1<sup>st</sup> January 2017). "BJP in power in Arunachal after 33 MLAs switch sides", <https://timesofindia.indiatimes.com/blogs/toi-news/bjp-in-power-in-arunachal-after-33-mlas-switch-sides/>. Retrieve 24<sup>th</sup> October 2019



## 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.

## Categories

- Business Management
- Social Science and Humanities
- Education
- Information Technology
- Scientific Fields



## Published by

### Trans Asian Research Journals

SCO 34, 1st Floor, HUDA Market,  
Near Red Cross, Jagadhri - 135 003 (Haryana) INDIA  
Website : [www.tarj.in](http://www.tarj.in)

Our other publications :

Trans Asian Journal of Marketing & Management Research (TAJMMR)  
ISSN (online) : 2279-0667