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Human Resource Planning as an Important Practice to Predict the Organization's Future Needs for Human Resources

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Abstract:

One of the most crucial human resource practices in the company is human resource planning. Organizations heavily rely on human resource planning to assess their existing situation and forecast their future labor requirements. The following steps make up the human resource management (HRM) process: human resource planning, recruitment, selection, professional development, performance evaluation, and remuneration. Human Resource Planning (HRP), the first phase in the HRM process, entails identifying the HR goals of an organization, formulating a strategy for achieving those goals, and creating a comprehensive set of plans to integrate and coordinate operations as part of the HR strategy. This role is essential since organizations are by their very nature purposeful (goal-seeking) entities. To create appropriate HR plans for the firm, large organizations hire specialists and even set up departments that frequently use sophisticated quantitative methods and computer tools. The business manager is in charge of planning the HR strategy in smaller firms. The goal of this research is to explore the significance of human resource planning to the organization by evaluating various human resource planning-related literature. It also looks at the strategic function that HRP plays in the complex Human Resource Management Network (HRMN). The objectives of human resource planning, the process of human resource planning, and the significance of human resource planning to the organization are the main topics of this paper's evaluation of the related literature. The results show a strong correlation between human resource planning and organizational manpower needs as well as between human resource planning and organizational performance. As a result, this paper advises organizations to keep up their effective human resource planning practices because it is crucial to achieving their goals.

Keywords: Human resource practices, related literature, human resource planning, Human Resource Management Network (HRMN)

Introduction:

People create organizations, and those same people are the organization's most valuable strategic resource. Without people, no organization could accomplish its goals. Effective human resource planning is a mechanism for building long-term capacity to meet the workforce challenges (Choudhury, 2007), which is why human resource management has the potential to help organizations survive, grow, and be competitive. According to Lunenburg (2012), organizations must utilize their human resources appropriately in order to achieve high performance standards (Werner, Jackson & Schuler, 2012). Human resource management depends on human resource

planning because it converts organizational goals into the number of employees needed by identifying the human resources necessary for the organization to meet its strategic objectives. An organization must ensure efficient human resource planning if it is to manage its human resources. In order to meet the organization's personnel needs, human resource planning is essential. One of the most crucial components of an effective human resource management program is human resource planning (De Cenzo & Robbins, 1988). According to surveys, around 80% of middle-sized and bigger organizations now regularly do human resource planning, which increases the likelihood that an organization will thrive in a competitive

climate (Craft, 1988). Long-term competitiveness is influenced by a number of crucial success factors, including the effective use of human resources (Zulch, Rottinger & Vollstedt, 2004). Planning for human resources is essential during organizationally turbulent times, such as mergers, consolidations, and studies of the labor market or low unemployment (Mello, 2001). Making sure the appropriate people are in the right place at the right time is a key component of human resource planning, which aims to prepare organizations for their present and future workforce demands (Jacobson, 2010). By comprehending and making plans for people's requirements in the short, medium, and long terms, human resource planning can be used to attain organizational goals (Colley & Price, 2010).

Meaning of Human resource planning (HRP):

Prior to the late 1970s, what is now often referred to as HRP was known as manpower planning. The initial stage of the HRM process is HRP. It involves examining and determining the availability and need for human resources so that the organization can achieve its goals. The goal of HRP is to make sure that the organization has the appropriate quantity of human resources who are available at the appropriate times and locations and have the appropriate competencies. An organization must take into account long-term availability and job allocation in HRP, not simply for the upcoming month or year. Additionally, HR plans may include a number of strategies as part of the analyses. Employees may be moved to different positions within the company, their numbers reduced through layoffs or other means, their existing positions retrained, and/or their numbers increased in specific departments. Knowledge, skills, and talents of current employees as well as anticipated job openings brought on by retirements, promotions, transfers, and discharges are important considerations.

Review of Literature:

The Concept of Human Resource Planning:

Determining the organization's present and future manpower needs that will enable it to achieve its goals is its responsibility. Bulla and Scott (1994) defined human resource

planning as a method for guaranteeing that the organization's human resource needs are identified and strategies are established for meeting those needs. According to Milkovich and Boudreau (1993), the process of gathering and using data—on the basis of which it may be considered as the amount of resources spent on personnel activities—is what constitutes human resource planning. Human resource planning, according to Mondy and Noe (2006), is the first step in human resource management and deals with determining the needs for human resources, job analysis, recruiting, selection, and socialization. Workforce planning, according to Reilly (2003), is the process through which an organization tries to estimate the demand for labor and assesses the quantity, type, and source of supply that will be needed to meet that demand. According to Anyim and Ekwoaba (2012), the first and most fundamental action of the human resource management function is human resource planning. Human resource planning needs to be connected to the organization's overarching strategy, according to Khadka (2009). According to Koubek (2007), personnel planning help a company reach its goals by predicting future development, establishing goals, and putting plans into action that will guarantee that business duties will be carried out with enough staff in the present and the future. All future positions are included in personnel planning, according to Dessler and Varkkey (2009), and planning originates from the company's strategic strategy. According to Mullins (2003), human resource planning is the act of planning for an organization's workforce requirements in order to guarantee that personnel demands are consistently addressed. Demand and supply analysis is used to accomplish this. Human resource planning, according to Dwevedi (2012), is a procedure that aids in carrying out crucial human resource tasks, such as providing accurate and timely information regarding when to conduct staff recruiting. Human resource planning, according to Cascio (1992), is an endeavor to foresee future economic and environmental demands on an organization and to provide the staff necessary to meet those expectations. Human resource planning, according to Walker (2002), is the process of identifying and

addressing the issue of workers as well as laying out new policies, procedures, and programs that will guarantee effective human resource management in light of shifting circumstances. According to Mursi's (2003) theory, human resources management operations are guided by a process called planning. Human resource planning is a process that places an organization in the best possible position by ensuring that it has the right amount and type of human resources to fulfill its objectives (Jahanian, 2009). Forecasting manpower demand entails determining the quantity and kind of human resources needed at various levels and in various organizational divisions (Pradeesh, 2011). According to Randal (2000), human resource planning is the process of creating and putting into action strategies and initiatives to guarantee that the appropriate quantity and kind of people are accessible at the appropriate time and location to meet organizational needs.

Objectives of Human Resource Planning:

According to Reilly (1999), there are a number of reasons why businesses decide to implement human resource planning. According to Michael (2006), the goals of human resource planning in each firm will be greatly influenced by its setting. Identifying the gap between what is needed and what is available is the goal of human resource planning, which forecasts organizational demands for employees while taking into account both internal and external labor supply to meet staffing requirements (Santos, Zhang, Gonzalez & Byde, 2009). Noe (2012) noted that in addition to budgetary constraints, other factors that affect forecasting demand for personnel include turnover brought on by resignations, contract terminations, transfers, and retirement, as well as new technology in the industry, decisions to improve the quality of services offered, and hiring goals for minorities. A mathematical formula is employed in the context of human resource planning to forecast future demands for human resources based on a known relationship between the employment level of an organization and some quantifiable output factors, such as income, sales, or production level. Walker (1980) established that human resource planning plays a crucial part in forecasting

future demands of the organization's business and environmental elements. It also assists in generating and managing the demand for human resources as necessary and as conditions portray. Imison, Buchan, and Xavier (2009) argued that the most typical goal of human resource planning is striking the correct balance between supply and demand for labor. According to Ulrich (1987), human resource planning should be acknowledged as a source for the development of organizational functions based on the goals and purposes of the company. The efficacy of human resource planning depends on the context in which it is used, like most organizational activities (Walker, 1990).

Process of Human Resource Planning:

In order to make sure that the proper kind and amount of human resources are accessible when and where they are needed, human resource planning encompasses all actions including constant environmental scanning and analyzing organizational strategies, objectives, and policies (Randhawa, 2007). According to Dessler (2001), human resource planning is a dynamic, continuing process that involves numerous interconnected tasks that must be updated and modified as circumstances change. According to Randall (2000), human resource planning entails creating an inventory of the current workforce in order to assess the status of the workforce, including its size, type, and work scope. The inventory entails looking at the available workforce's skills, number of employees, experience, and age structure span of control. According to Harbison (1973), human resource planning entails a number of tasks, such as forecasting human resource requirements, taking stock of the current workforce and evaluating its level of productivity, anticipating problems with the use of the workforce by looking ahead and assessing the sufficiency of the current workforce, and planning the necessary programs of requirement. Accordingly, John (2008) argued that a five-step process should be used to link departmental planning with human resource or workforce planning in order to control the present and future needs and demands of the human resource. This process should include setting business goals, scanning the environment, performing gap analyses,

deciding on human resource priorities, and measuring, monitoring, and reporting progress. The prediction of future demand for human resources, the prediction of future supply of human resources, and the narrowing of the gap between the first and second pillars and the development of policies for that were the three pillars of manpower planning outlined by Edwards (1983). Izueke (2009) made the point that human resource planning necessitates a thorough examination of both the present and the future to guarantee that the company has the appropriate amount of people on hand who are skilled enough to carry out the tasks demanded of them when needed. The quality of human resource planning is dependent on personal data, according to Butter (2002). Ghazala & Habib (2012) argued that the human resource planning process should make sure that employees of a business have the necessary skills and competencies for the enterprise's success.

Characteristics of HRP:

1. HRP seeks to achieve business objectives and plans through efficient use of human resources. It effectively aligns with the organization's business strategies as a result.
2. HRP is a collaborative endeavor. Instead, it is a process including a number of connected tasks that are completed continuously.
3. HRP helps a business define its long-term objectives and future directions in addition to addressing its immediate HR needs.
4. HRP is a method for making rational and effective decisions that involves systematically analyzing data that has been obtained through scientific means. As a result, it is neither random nor an ad hoc action.
5. At every level, it highlights the qualitative (kind of personnel) and quantitative (number of personnel) aspects of human resources.

Major merits of Human resource planning (HRP):

1. **Personnel requirements:** HRP aides' management in developing strategies to prevent or address HR issues before they worsen and in foreseeing staff surpluses and shortages.

2. **Recruitment and selection:** The firm can choose the best recruitment sources by properly predicting its human needs. Depending on the requirements of the jobs, the business may also implement an appropriate selection process.
3. **Placement of personnel:** The HRP makes it easier for employees to be placed correctly inside the company. The term "placement" refers to putting the right individual in the correct job. Employee productivity is increased and job satisfaction is brought about by proper placement.
4. **Performance appraisal:** HRP aids in the performance evaluation of the employees in the company by assisting in the identification of the employees' strengths and weaknesses in connection to their job.
5. **Promotions:** By identifying the employees who merit a higher position, more authority, and a greater salary, HRP guarantees that the correct employees are promoted inside the company.
6. **Training:** The HRP determines the staff's training requirements. The organization can make the required arrangements to provide the necessary training if the staff is lacking in knowledge and abilities.
7. **Transfer:** By implementing transfers at the appropriate moment, HRP assists in resolving the scenario when there is an excess of workers in one area and a shortage in the other.
8. **Career development:** The organization's long-term plans are taken into consideration when conducting HRP. Once employees learn the skills and attributes the company needs from them in order to carry out the long-term plans, the plans are made known to the organization's members, which in turn helps the workers plan for their careers.
9. **Organizational development:** When there are better outcomes in the form of greater production or efficiency, organizational development occurs. HRP keeps the organization's workforce from becoming over or understaffed. An organization can easily prevent or resolve issues like low productivity, absenteeism, inter-departmental

conflicts, reluctance to change, etc. if it has the correct amount of competent and capable employees.

10. **Motivation of personnel:** By giving employees positions that are appropriate for their training and skill set, HRP aims to strengthen and motivate its human resources in addition to identifying them in terms of quality and quantity.

Importance of Human Resource Planning to the Organization:

According to Armstrong (1992), one of the most important objectives in business is to increase productivity, and human resource planning is crucial to achieving this productivity. Parker and Caine (1996) noted that having the appropriate labor levels is crucial for businesses to avoid unfavorable situations like the issue of excess and shortage of people. Planning is linked to the nature of organizations, according to Cole (2002), and it is essential to the achievement of an organization's strategy. Reilly (2003) agreed that employing human resource planning procedures enables a company to gauge the amount and type of workers that will essentially be needed to satisfy demand. Craft (1980) noted that human resource planning has an impact on the standard and kind of candidates that choose to work for a company. Companies that use HRP are more likely to be aware of the exact qualities they are seeking in candidates, which improves the quality of their decisions. According to research by Katua et al. (2014), human resource planning strategies can improve a company's performance. Businesses should establish and document their human resource planning strategies with the goal of improving both employee and organizational performance. According to Hassan (2003), failure to properly articulate and implement the three core responsibilities of human resource planning, including managing employee demand, managing market supply, and maintaining a balance between labor supply and demand forecasts, will be a major challenge for businesses in terms of cost and expertise, which will ultimately hurt their ability to compete. Walker (1990) claimed that, as competitive advantage is sought through better service, quality, cost control, and organizational effectiveness, planning for human resources is more crucial than ever. Executives now understand that, in order to

balance attention to the financial and technological side of business, attention must be paid to planning for human resources. The process of corporate planning now must include more emphasis on the requirement for human resource planning (Meehan et al, 2002). According to Aslam et al. (2013), organizations that view human resource planning as a significant and integral component of their human resource management are highly useful in managing their human resource capital and may help them stand out from the competition in the market. Additionally, a study by John (2009) revealed that by supplying team players, human resource planning has a significant effect in organizational performance. According to a study by Chand and Katou conducted in the Indian hotel industry in 2007, manpower planning has a significant impact on organizational performance and is strongly correlated with productivity. According to a study by Amaratunga (2012) on how human resource planning may ensure enough staff levels, one of the main purposes of this process is to ensure that various company departments have enough staff to carry out all the work necessary to achieve the organization's objectives. In their study of human resource planning and organizational performance in oil and gas companies in Port Harcourt, Nigeria, Anya, Umoh, and Worlu (2017) discovered that HRP has a significant impact on organizational performance in predicting future business and environmental demand, which aids in managing the demand for human resources as necessary. Employee resourcing strategies have a significant positive impact on the performance of the aforementioned banks, according to a study by Ngui et al. (2014). The study also found that banks should develop and document human resource planning strategies in order to improve employee and organizational performance. Leng (2005) looked at the significance of human resource planning on a construction project and discovered that it significantly improves project performance, addresses skilled labor shortages, a transient workforce, and a lack of efficient training and performance evaluations. Human resource planning strategies can improve a firm's performance, according to Katua et al. (2014). The researchers' conclusions led them to

advise businesses to create and record HRP strategies with the goal of improving both employee and organizational performance. According to Chan et al. (2006), accurate projections of the demand for labor can help decision-makers avoid unnecessary expenditures, achieve efficient and balanced industrial growth, and advance the economy.

Conclusion:

Typically, businesses plan for their upcoming requirements for funding, construction capacity, supplies, and equipment. Additionally, organizations need to make plans to guarantee that their needs for human resources are met. In order to retain a staff of the desired amount and quality to meet the organization's goals, human resource planning entails assessing staffing needs, forecasting available workers, and figuring out what additions or replacements are necessary. The role of human resource planning incorporates at least three different components: job analysis, demand and supply forecasts, and regulatory constraints. HRP is crucial to the development and success of any firm. It is a crucial component of the company and has a direct bearing on the creation and application of business strategy. Establishing plans to guarantee that the organization satisfies these personnel requirements and determining the future extent and character of the work that needs to be done in the organization are both parts of HRP. It is clear that the importance of human resource planning in the organization cannot be understated since the heart of the organization relies on successful human resource planning based on the fact that the literature review focused significantly on effective supply and demand of people. It is advised that human resource managers keep valuing and putting human resource planning into practice in their businesses because it helps the latter reach its goals in an effective and efficient manner.

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Insightful conclusion, focus on values and a deterministic approach related to a study on the significance of physical education in the modern day

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Abstract:

In today's society, physical exercise is crucial. People can only live healthier and better lives through physical activity. There are brand-new ailments plaguing people nowadays that have seriously harmed their bodies. Man's existence has become medically dependent. For instance, medications for digestion, excretion, sleep, etc. As a result of these drugs, man today resembles a walking robot. Is it appropriate to waste this kind of body in this state? How awful that people have time to fix equipment like automobiles, freezers, and TVs but no time to take care of their own bodies. People can live their daily lives in a healthy manner thanks to physical training. The improvement of one's physical, mental, social, emotional, and spiritual well-being is facilitated by physical education, which plays a significant role in human development. The author's goal in this passage is to illustrate the need of physical education for modern life. Education in values is crucial for guiding and supporting the attitudes and actions that people are born with and change as a result of their environment. After family, the teachers are the most useful in providing this support, particularly physical education instructors who are in frequent contact with the kids. Therefore, it is important to ascertain how teachers perceive and understand this notion. The study was put together using a qualitative research method to accomplish this goal. Nine physical education teachers make up the study's sample group, which was selected using an accessible case selection technique, one of the purposive sampling techniques. Physical education teachers were interviewed separately using a semi-structured interviewing style for a total of 30 minutes on average. After obtaining the required consents, the interviews were taped after informing the participants that their voices would be recorded and afterwards their facial expressions would be recorded. In order to assess the phrases that were turned into text, descriptive and content analysis techniques were applied.

Keywords: Values, qualitative research method, physical education, facial expressions, content analysis techniques

Introduction:

Students are required to take physical education, often known as Physical Education, PE, gym, and physical training or PT training in several Commonwealth countries. It encourages motor learning to enhance health and physical fitness in a setting for playing or movement exploration, and is taught throughout primary and secondary education. Furthermore, the term "physical literacy" is a 21st-century invention that was first used in sports literature before being applied to physical education. Various student circumstances are included in the

concept of physical literacy. Whether it is motivation, faith, physical ability, wisdom, and student comprehension. In order to educate and develop their students to their individual achievements and education effectively and suitably, teachers incorporate a variety of ideas into their lesson plans. If a lesson has positive effects on students' health, behavior, and performance, it relies on the sort of program being taught. Programs for physical education vary across the world. International organizations, however, are better able to understand how much practice a child should receive on a

regular basis. The most popular PE games are football, netball, hockey, rounder's, athletics, and cricket. We all know what a healthy mind is like. With one day of video and computer games, we have now held our traditional games. People no longer have the spare time to play indoor or outdoor games thanks to modern technologies. Sport is crucial for the whole development and healthy life of man. There have been some incredibly quick breakthroughs in the field of physical education. Man receives social and physical education in that order. Human social education is thus the cornerstone of physical education. Technical education has advanced in recent years. As a result, incredibly significant changes in education are seen. Technology is used so much in education that people don't spend enough time caring for their bodies, which is a crucial natural gift. Due to technological devices and other comforts, man has stopped engaging in physical activity. Through games and physical exertion in various outdoor activities, man used to be in good health. Currently, life is idle while people play computer games. Many diseases are now stored in the body. Physical education boosts our bodies' natural defenses, which enhances their beauty. The values people hold or strive to cultivate are one of the most significant factors defining a person's character and the structure of society. According to Ozsoy (2007), in the recent past, principles that are crucial to upholding the continuity and peace of society started to get too much attention. Aslan claims that a value is typically anything that individuals adopt, strive to, care about, favor, or that is significant or valid for them. Additionally, anything's worth, value or the belief about whether something is wanted or not is an abstract metric that is used to determine the significance of something. Values are the guiding principles in a person's life, a constant, cherished purpose beyond circumstances whose relevance can alter, and people's sensitivity to any individual, thing, event, or situation that can take on moral, cultural, mental, social, or universal dimensions. The system of values is a subject of education because it is crucial to the lives of people, communities, and society. This is because education is a value-based process

and values are present at every level of the educational process. Therefore, education plays a significant role in carrying out tasks like motivating people or fostering the development of values.

Technology use in physical education:

Technology is used extensively in physical education classes to assist the pupils. One of the most affordable and well-liked equipment is a basic video recording device. In this way, students could pick up on mistakes made when swinging or making throwing motions. According to studies, this is more useful to youngsters than trying to explain and then correct what they're doing. Pedagogues can help students reach their step and heart rate goals by using technologies like pedometers and cardiac monitors. Other pieces of technology that could be used in the physical education setting include video projectors, GPS, and games and gaming consoles like Dance Revolution, Wii Fit, and Kinect. Projectors can be used by students to play particular activities or display the right form. Teachers can use physical activity to show students how to stay fit in the classroom and GPS devices to engage students in an outside learning environment. Simulators can be a useful tool for encouraging active use in certain contexts. Simulators with goggles are useful, as are GPS, video projectors, and game consoles like the Wii and Kinect. One common technique for the old to help the young is through a horse-riding simulator. The user of this simulator can navigate across several fields in a rural setting. It has been demonstrated that the simulator helps with stability and balance. Better cognitive performance is made possible by brain relaxation, which also correlates to better testing in the classroom. Another type of equipment that is frequently used in physical education is the pedometer. This enables them to know how many steps they take but does not necessarily track how far they go.

Need and importance of physical education in the modern society:

Modern research has demonstrated that Aristotle and Socrates' perceptions of Greek philosophers who saw sports as a complete education are realistic. The discipline of one's intellect has been discovered to require enough physical activity of the limbs. Regular exercise and other activities help

your mind and body deal with modern-day silent killers including stress, strain, worry, anxiety, and tension. There are several ways to define the many types of demands on various facets of society and to comprehend the importance and necessity of physical education. The importance and relevance of physical education for every aspect of modern society can be realized from

The following points:

1. Optimum development of child's physical growth
2. Intellectual development
3. Emotional development
4. Social development
5. Personal development
6. Character building
7. Physical fitness
8. Development as a disciplined citizen of the country
9. Neuromuscular development
10. Cultural development
11. Developing leadership qualities
12. Healthy and safe environment
13. Development of national integration
14. Better international understanding
15. Sports and other hobbies have an impact on how a person develops their personality. It is equally as important as food and clean water. It's interesting to note that there are several kindergartens and gaming training facilities in most industrialized countries.

Importance of physical education:

Helpful for Natural Development:

Natural growth occurs in the human body from the prenatal period through old life. The body's energy level is raised by this natural development in addition to various physical exercises. This is why even particular body exercises are advised for pregnant ladies. Similar to this, a variety of workouts are available for people of all ages, including kids, teens, adults, and the elderly. This exercise feels like a scientific supplement to how things naturally grow. Only exceptional physical health and development allow for healthy emotional development. Physical education may be considered to be crucial.

Body Charm:

The attractive figure is the first step to success in life. So people go to great lengths to maintain a well-shaped physique. Healthy muscles are essential to the body's

appearance. Physical activity can shape the body properly, much as a skilled sculptor can build a beautiful idol by carving a simple stone framework. The key to a desirable physique is found in the body's muscles. Early sculptures gave the value of a person's physical beauty. We can also shape our bodies by working our muscles enough, keeping in mind the idea of the gorgeous and attractive physique. This enables us to reap the full benefits of our physical training.

Strong and Healthy Body: Our bodies can be strengthened and improved through physical education. The key to a strong body is the satisfaction we feel after exerting ourselves physically or mentally. In other words, hard work is not tiring for a strong individual. Because of the physical weakness in civilization, man is not physically robust and healthy. Man feels weak and exhausted even after minimal physical effort. Man has no physical exercise as a result, which has a psychological effect. As a result of inefficiency and a lack of ambition, society must suffer greatly. But in actuality, only a lot of effort can bring about the calm and joy of a new life. We can fulfill all of our basic needs thanks to physical labor and effort. A heavy body is always healthy. Robust, healthy bodies can fight off numerous diseases since their immunity is also strong. Regardless of the season, whether it is hot, cold, or damp, healthy people may experience difficulties. He might like everything in the wild, to put it briefly.

Boosts the Self Confidence:

Without a doubt, physical exercise has many advantages for building healthy, sturdy bodies. Therefore, it is also argued that a healthy intellect exists in a healthy body. A sound body is the entrance to the Supreme Soul. Strength and self-confidence may increase with a fit and healthy body. And for the confident guy, even the problems are a game. He can live his life in total bliss and tranquility. If this psychological trick, which has positive effects on physical education, is made known and attracts interest, it will serve humanity.

Development of Discipline: Exercise not only encourages internal discipline but also aids in exterior human discipline. The need for discipline is as fundamental as the need for food. Unrestrained behavior rejects all

forms of restriction and management. However, they are unaware that genuine freedom has its bounds. The joy of freedom is the misery of restriction. A discipline that never fails is built on a foundation of physical education. When players concentrate on and follow the numerous game regulations, self-discipline develops in them. This discipline is applied through a variety of interests and artistic endeavors, sparking a passion for life. People can live a quiet and contented life by maintaining an organized lifestyle.

Character Building in Life:

The presence of the three qualities energy, nature, and beauty in life is crucial for developing fully into an Indian human being. Energy and attractiveness are the immediate advantages of physical training, but it also develops an indirect character. Character may be effectively cultivated through exercise. Character development through physical training is a gradual process that can be felt rather than seen. All of man's weaknesses tumble to the ground like wilted leaves. Excellent character in any nations or community's culture and civilization shapes the ideal shape. All of the vices, including violence, war, jealousy, unhealthy competitiveness, hatred, etc., change the character.

Constructive Use of Time: Man's instinct is to want to take a break from work. The man does not work extensively or fully when in a relaxed condition; instead, he balances labor with rest. By combining work and rest, the majority of people waste time chatting, playing cards, and engaging in other meaningless pastimes. The new substitute for such pointless activities is physical education. And it's always a wise decision. Today, there are enjoyable games and skills to play. When people benefit physically and socially from physical education, the adage "One way for two" is appropriate. Therefore, engaging in physical education is the best way to pass the time or enjoy leisure time.

Helpful for Awareness in Society: The development of social ties can be aided by physical education. In the physical education team, spirit is crucial. A team is similar to a family. It is a very small social form. Teams serve as the hub where people can learn the importance of cooperating with others. The adage "With One Hand No Clap" holds that a

person cannot fully gain from physical training themselves. People are motivated to collaborate because of this restriction. Man grows to trust the feelings of belonging and oneness in this way. This religion bonds people to their families, societies, countries, and the world and is an inherent component of human nature. Physical education unintentionally and unintentionally produces a perfect citizen. And this ideal citizen breathes freely in the confined, narrow-minded society. He produces enjoyment for both himself and the wider community. People who are dedicated to society, the nation, and the world may be prepared through physical education.

Physical education in the context of schooling: The theme of physical education in schools was introduced around the start of the 19th century (in the shape of German and Swedish gymnastics). His impact on human health was quickly acknowledged. Personal hygiene and exercise for physical health were the key learning goals for students at the turn of the 20th century. Thomas Wood, a teacher, questioned the single focus on health as being overly restrictive and detrimental to the overall development of the kid. The education community then adopted Wood's inclusive approach to physical education and incorporated fundamental movements and physical abilities for activities and sports into the primary educational curriculum. In the past 15 years, physical education has once more evolved into a connection between physical activity and its impacts (for instance, physics and health), the science of healthy living, and the skills required to encourage youngsters to lead active lives. By using "comprehensive yet physically active techniques, including teaching social, cognitive, and physical capacities as well as achieving other objectives through movement," Sallis and McKenzie (1991) wrote a pioneering piece on the subject of physical education as material for education (p. 126). This idea is also emphasized in Siedentop's (2009) argument that physical activity is equivalent to physical education. Sallis & McKenzie (1991) highlight the two main goals of physical education as 1) preparing children and youth for physical activity and 2) physical activity throughout

physical formation. These goals are in line with the long-term benefits of better physical education, which enables kids and teenagers to become active adults for the rest of their lives. Major reasons as to why physical education is very **important**:

2. aid in the formation of a person's strong moral character.
3. To take part in any event, all competitors must be proficient in the game's fundamental techniques and rules. If they don't play by the rules, they might also be kicked out of the game.
4. The muscular and neurological systems that make up the human body must be kept in high physical condition in order to keep the body in good form. If there is some form of coordination, these systems will function properly. It is possible to develop this coordination through a variety of physical activities. Thus, exercise encourages the growth of the neuro-muscular systems in the human body.
5. For all team sports and activities involving many players, one person must be designated as the main captain. A player develops diverse traits of self-confidence, intelligence, and loyalty when he serves as a leader at the school level. These traits will aid him not only in school but also in the rest of his life.
6. Children or anyone else is first instructed to participate in all sports or physical activities so they can do well rather than just win. Physical education instructors claim that the state, followed by families, friends, and educational institutions, has the most obligations. With family education, the state should organize, direct, and support the development of more conscious households. The state has a duty and responsibility to foster an atmosphere where values can be consistently experienced. When thinking about schools, it is believed that administrators, assistants, physical education instructors, guidance counselors, elementary school teachers, and teachers of religious culture and moral knowledge play crucial roles in the development of values. Teachers also

Need and importance of physical education in modern era are as follows:

1. Participating in physical activities can help people develop strong bonds, teamwork, and group traits. These traits

saw higher education as another area of responsibility. However, a lack of communication between the university and the ministry of education leads to a concentration on distinct values, which makes it difficult to work together and reduces the effectiveness of values education.

Conclusion:

The research has proved that physical education is the only school subject that may improve one's overall wellness and is a better preventer of serious health issues related to many chronic disorders, hence it is urgently needed (e.g. obesity, high blood pressure and high cholesterol). Participation in physical education fosters general well-being, according to the most recent study from the National Sports and Practice Association (NASPE, 2012) and the American Heart Association. Schools should offer physical education, teach it by qualified instructors, and emphasize healthy behavior in order to positively impact our children's health. The (mostly positive) effects of sports and exercise on physical health, growth, and development in terms of physical education and health issues in child and early development are the subject of a vast amount of research. More items that focus on the development of the whole person rather than just technical skills Sport and physical activity can have major educational benefits, in addition to the well-known and numerous scientifically supported physical benefits of participation.

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**Proposition, Value orientation, insights and viable aspects
with reference to role of NGO's in rural development in
present context**

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Abstract:

The scope of development in India is broad rather than narrow, including not just economic development but also social development, quality of life, empowerment, women's and children's development, education, and public awareness. To do this, it is necessary to have a comprehensive vision and to coordinate the actions of many different departments, organizations, and even NGOs. Non-governmental organizations, or NGOs, have an advantage over governmental organizations when working in rural areas because NGOs are more adaptable, focused on a particular location, and dedicated to helping the public and community as a whole. The knowledge that little was known about the roles played by non-governmental organizations (NGOs) in rural development gave rise to the idea for this study. This paper primarily examines the function of NGOs in rural development from a conceptual approach. It looks at what non-governmental organizations (NGOs) are, how they are classified, what they do, how they operate, and where they get their money from. These non-governmental groups have a significant impact on how society develops, how communities are improved, and how civic involvement is promoted. The report concluded by advising NGOs to do a thorough assessment and establish criteria to make sure that necessary standards of management quality and skill are reached when carrying out initiatives in rural areas.

Keywords: Non-Governmental Organizations, social development, quality of life, citizen engagement

Introduction:

The term "non-governmental organization" is hardly ever used consistently, and NGOs are challenging to define. There are many different categories in use as a result. Concentration is most frequently placed on "degree of operation" and "orientation." An NGO's direction refers to the kinds of activities it pursues. Examples of these endeavors include development, environmental, and human rights work. The degree of an NGO's operation which may be local, regional, national, or international—determines the scale at which it operates. The term "non-governmental organization" was first used in 1945, when the United Nations (UN) was established. Select designated specialized international non-state agencies, often known as non-governmental organizations, were given observer rights by the United Nations, an

intergovernmental organization, at some of its assemblies. The word was used more frequently in the future. As long as it is non-profit, non-criminal, and not only a political opposition party, any private organization that is independent of governmental control is now referred to as a "NGO," according to the United Nations.

Non-governmental organizations (NGOs) are a sort of organization that is distinct from government and business groups, according to (Pearce et al, 2020). They stand out because they were started as alternatives to and enhancements of government-led development initiatives. The United Nations defines an NGO as "any non-profit, voluntary citizens' group organized on a local, national, or international level and led by people with a shared interest" (United Nations, 2014). NGOs are so complicated that they defy simple classification. They include a wide

range of institutions and organizations that are totally or largely independent of the government and typically pursue cooperative or humanitarian objectives rather than profit-oriented ones. Private institutions from developed countries that support global development; regional or national indigenous groupings; and village member-groups (Linda and Frik, 2004). Non-governmental organizations (NGOs) include charitable and religious groups that raise private funds for development, provide food and family planning services, and support community organizing (NGOs). They include independent cooperatives, neighborhood associations, water-user societies, women's groups, and pastoral associations. Non-governmental organizations (NGOs) are citizen-based groups that influence policy and raise public awareness. NGOs are now an integral element of the development process in the developing countries and are frequently seen as having a growingly important role in it. On occasion, they are even referred to as the "third sector" (Issa, 2005). Lembani (2019) contends that, depending on the circumstances, various organizations may have varied interpretations of what an NGO is. According to him, an NGO is a self-governing, voluntary group of individuals who regularly work together for a shared goal other than achieving political objectives, generating income, or engaging in illegal activity (Hinzen, 2000).

Lembani (2019) and The World Bank Group (2017) define NGOs as for-profit organizations that work to reduce suffering, advance the rights of the underprivileged and vulnerable, safeguard the environment, offer fundamental social services, and/or promote community development. The aforementioned definition of NGOs describes them as non-governmental organizations (NGOs) that support activities geared toward social development for underprivileged groups in society and are independent, voluntary, non-profit, and charitable. An NGO is a non-profit organization that supports a common purpose, such as the provision of housing, health care, training, education, and paved roads. As previously said, their objectives are nearly invariably related to issues of growth rather than financial gain. They only use the funds they

raise for the projects they are engaged in. Additionally, they receive a sizable percentage of their money from donors who are both individuals and organizations (Linda and Frik, 2004). Non-governmental organizations, or NGOs, are apart from the government apparatus. It is operated entirely by volunteers and works to fulfill development-related objectives (Sundaram, 2020). NGOs can refer to groups that actively advocate community movements or organizations that serve primarily as bridges between donor institutions and their target populations. Lembani (2019), who concurs with Todaro (2004), claims that NGOs act as resource groups that help the government bureaucracy recruit local organizations and the general public to participate in development programs. Because of this, NGOs are adept at organizing resources for community development. They focus their efforts on the needs that have been stated and identified by the population. They put a lot of focus on teaching the public so that it can develop its own capacity for comprehension and problem-solving.

NGOs are taking part in a campaign to raise awareness and coordinate activities for social and economic development. They do their business without official approval from the government. All NGOs in a number of countries are governed by the Department of Social Welfare and Community Development. The majority of it is based on laws regulating NGO registration, such the 2009 Zambia NGO Act. The department provides regulations and procedures for the activities and operations of these NGOs. They make sure that NGOs' activities are in line with government priorities and demand that they inform government agencies about all of their programs, give them plans, and submit annual reports. The department is always willing to assist NGOs with any kind of community development effort because its objective is to speed up community development (Lembani, 2019). Non-governmental organizations (NGOs) were established to support government initiatives and fill up service gaps. NGOs, on the other hand, are starting to influence decision-making in countries like India (Fowler, 1988). They periodically find themselves caught up in a maze of NGOs, political parties, business associations, and key

collaborating partners, making decisions that have immediate but short-term effects. Non-governmental organizations (NGOs), for instance, are subject to strict regulations, are politicized, and get significant funding from the government and foreign donors. Non-governmental organizations (NGOs) are very effective because they are non-partisan, enabling them to connect with a range of political groups, project-specific, manageable in terms of size, able to attract funding from international development organizations like The World Bank Group (2017), which harnesses the right resources to carry out their project, both financial and social resources, and most importantly, they enable the grass-roots level to participate in their projects.

Classification of NGOs:

Non-governmental organizations (NGOs) come in a wide variety of forms, sizes, and objectives. There are religious and non-religious people who are internal and external, local and foreign, and both religious and non-religious both religious and agnostic based on the nature of their development and the degree to which local people are active in their operations, religious and nonreligious NGOs can also be categorized or grouped. Examples of internal NGOs include Community Aid, Rural Water Action, and various secondary organizations like cooperatives, associations, women's clubs, and other religious organizations (Lembani, 2019). Examples of external non-governmental organizations include Heifer International, The Hunger Project, Plan International, Oxfam GB, Catholic Relief Services (CRS), Restless Development, Care International, World Vision International, and SOS Children's Villages International. According to the World Bank's topology, NGOs have both advocacy and operational tasks. The planning and carrying out of tasks related to development are referred to as "operational." The process of defending or supporting a cause while also spreading knowledge of it is called advocacy (Edwards, 1995). NGOs have two distinct characteristics, claims Fowler (1988). First of all, unlike governments, NGOs build their ties with their intended beneficiaries on volunteers rather than through control. As a result, there is a higher chance that the programs will be successful since they are

more likely to be interesting and relevant to the target beneficiaries. Task-oriented organizational growth is used by NGOs to foster change and diversity rather than control and homogeneity, which can impede progress (Fowler, 1988). Depending on the nature of their work, NGOs can be classified in three different ways. Transnational non-governmental organizations fall into the first category because they exploit their non-governmental status to work for questionable private or public groups in third-world countries. On a national scale, NGOs have representatives who were created by business people and who solely use their local context and facilities to undertake programs that use the unemployed cheap labor of the poor, particularly "Interns" from colleges and universities. The second is not hesitant to offer assistance for standard development. The target groups rarely collaborate with them or participate in their activities in rural areas. They interact directly with the receivers and involve them in their endeavors. According to IFAD (2016), NGOs in this category are especially helpful when it comes to issues with rural development. The interaction that the third type of NGOs seeks to develop with the directly impacted community may represent true cooperation in and of itself, according to Lembani (2019) and Pressler (2017). cooperation that is legal, innovative, and beneficial to both parties at the same time. World Vision International is the study's NGO. It is a global non-governmental organization that actively engages and works directly with rural residents. The community's perceived needs and difficulties are addressed by World Vision International, and their involvement is very valuable.

NGOs in India:

Since ancient times, social service has been a part of Indian civilization. Soon after India gained independence, a number of non-governmental organizations (NGOs) were established. Mahatma Gandhi even called for the Lok Seva Sangh to take the place of the Indian National Congress once it was disbanded (Public Service Organization). Mahatma Gandhi's supporters created a variety of nonprofit organizations in response to the nation's many social and economic problems even though his proposal was turned down. This was the early stage of non-

governmental organizations in India. When it became apparent that government programs alone would not be adequate to accomplish the goal of rural development, the second phase of NGO development got underway in 1960. Many organizations were started with the intention of doing grassroots activity. Additionally, during the time, supportive state policies had a big impact on the creation of NGOs and what they were responsible for. Over time, NGOs have become more significant in India's rural development. Similar to how the government's policies have changed significantly over the past few years as a result of various programs, so has their position. In the sixth five-year plan, the government created a new position for NGOs in rural development (1980-1985). In its seventh five-year plan, the Indian government envisioned nongovernmental organizations (NGOs) actively fostering communities that are self-sufficient (1985-1990). These organizations were created to show how villages may use their untapped resources, such as people, skills, and local knowledge, for their own development. NGOs did not have a tough time bringing about this change because of their tight relationships with the community. As a result, NGOs were given a higher priority for rural development in India's eighth five-year plan. As part of this plan, a network of national NGOs was created. These groups were given responsibility for low-cost rural development. According to the ninth five-year plan, NGOs are anticipated to be crucial in the growth of the public-private partnership model. Through its policies and implementation strategies for agricultural development, the government has granted NGOs more freedom in terms of rural development. With each new five-year plan, NGOs' importance to India's rural development grows, and they are now enlisting the help of specialists in various fields. NGOs develop and carry out development plans. They support the mobilization of neighborhood resources for growth. NGOs support the growth of a long-lasting, self-sufficient society. These groups act as a conduit between the public and the government. NGOs help to facilitate professionalization, education, and development.

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Hurdles in the way to rural development:

Reliance on public funds or outside donations is one of the greatest problems NGOs in India confront. NGOs are less adaptable in achieving their goals because the majority of their tasks depend on money. Additionally, non-governmental organizations (NGOs) are becoming less effective at advancing development because of their increasingly bureaucratic organizational structures. Then there are the issues that NGOs have with individuals, such as rural people's conventional ways of thinking, their lack of comprehension and education needed to understand new projects and technologies, as well as their ignorance of these issues. Additionally, villages lack infrastructure like power, water, educational facilities, and communication services, which slows down their development. Aside from these, obstacles to India's rural development include those related to economics, such as high-cost technology, underdeveloped rural industries, social and cultural diversity, conflicts between different groups, administrative problems, such as political interference, and a lack of motivation and interest. Despite the challenges, NGOs will keep working to advance rural development in India. NGOs developed and used local talent in a chosen manner for rural development. However, the success of rural development depends on the willingness and active participation of rural residents in development processes and initiatives.

Impediments in the way to Rural Development:

One of the major operational challenges that NGOs face is a lack of skilled workers willing to work in rural areas. Another significant issue confronting NGOs in India is their reliance on government funds or foreign donations. Because most responsibilities are financially dependent, NGOs are less adaptable in carrying out their mission. Furthermore, non-governmental organization (NGOs) structures have become bureaucratic in nature, resulting in a decrease in overall development effectiveness. Then there are rural people's traditional beliefs, their inability to comprehend new technology and initiatives due to illiteracy, and a lack of public awareness of the challenges that NGOs face. Villages are also underserved in

terms of infrastructure, such as water, power, educational institutions, and communication services, causing them to develop slowly.

Major role seen for NGO's in rural development:

In the same way that economic reform and liberalization saw the government relinquish control of several areas to allow private sector entrepreneurship to thrive and contribute to the country's recent high growth rate, a similar paradigm shift is required to free NGOs from their reliance on aid and grants from within and outside the country in order to transform the country's rural situation. This is hoped to be accomplished for non-governmental organizations (NGOs) by involving them in microfinance, micro insurance, and micro-entrepreneurship activities for the overall development of rural areas and the welfare of rural Indians.

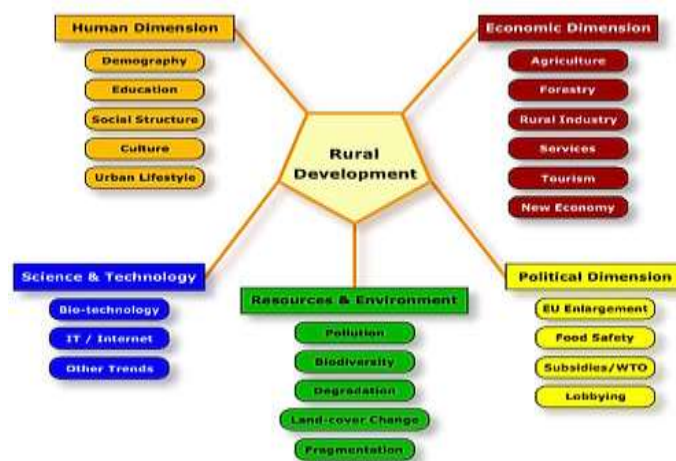
Better credibility:

NGOs can raise funds as a result of their own operations. Their credibility grows exponentially, and their dedication to rural residents is reaffirmed. The CNRI is an apex body with over 2,000 member NGOs engaged in activities ranging from self-help group formation, income generation, marketing, and agency work for life and non-life insurance companies, as well as banks and financial institutions, to environmental protection, watershed management, handicrafts, textiles, traditional medicinal plants, and human resource development.

Role and Effectiveness of NGOs in Rural Development work:

Among the major NGOs' rural development initiatives were agricultural, health, human

resource development, community development, and industrial and trade development programs. The majority of beneficiaries, non-beneficiaries, NGOs' workers, and workers from other development organizations believed that NGOs' rural development efforts were effective. Non-governmental organizations (NGOs) have been shown in studies to play an important role in development. The role of the state in the planning process, as well as political parties, participation, active participation of grassroots organizations, and the role of donor agencies, is all critical for ensuring people's participation and socioeconomic development. Poverty eradication, human resource development, health care, environmental protection, human rights protection, empowerment of women, children, and the weaker sections, ushering in a silent revolution, and other important goals of non-governmental organizations (NGOs). This study was based on the functions of NGOs, such as villager socioeconomic changes, health and sanitary conditions, economic security, education, and self-employment status, increase in irrigated area, animal resources, and cropping intensity, increase in yield of crops under demonstration and changes in crop management practices, operational constraints in the functioning of NGOs, and beneficiary perceptions. This study does, however, point out that expecting significant societal transformation through voluntary effort is a form of daydreaming, and that the socioeconomic structure and states' positive attitudes toward NGOs play a role in NGOs' expanding role in the development process.



Above image showing Role of NGO in rural development (RESDO)

Interaction Process, Mode of Intervention and People's Participation: Major,

Ambiguities and Dilemmas:

The frequency and nature of interactions between the leadership and the people have a significant impact on people's perceptions of the organization. This is evident in the nature and quality of people's participation in the organization's activities, as well as the level of cooperation they contribute. Projects are a popular intervention modality because they bring not only the opportunity to work with people, but also new concepts, infrastructure, roles, relationships, and interaction patterns. In the workplace, project management, project monitoring, and formal reporting have all become commonplace. A strict bottom-up accountability system emerges. Professionals are accountable to grassroots workers, who are accountable to Leadership, who are accountable to donor agencies. The process for ensuring people's accountability is essentially ambiguous. Furthermore, the project-based intervention style fosters a wide range of perspectives on these phenomena among various collectivities. Creating images of voluntarism is a lengthy process. It's an ongoing process based on a wide range of experiences gained from working with non-governmental organizations. Initially, the grassroots workers (who are community members) develop an emotional bond with the people and their cause. Despite the fact that they are paid employees, they place a high value on their work. They are aware that others regard their work with admiration and veneration. Instead of a job, the idea of assisting and benefiting others gives them a sense of purpose. They interact with people at the grassroots level in addition to organizational operations. Members of the target groups communicate with them about personal and collective issues. The pressing issues confronting their community are constantly discussed, and organizational personnel are expected to cooperate and lend a hand in resolving them. The grassroots workers share their experiences with members of the target group and recognize the importance of dealing with such issues. Specialists, on the other hand, do not provide them with adequate encouragement and

support. Experts prioritize project-based tasks. Their expectations and demands of grassroots workers are restricted to project-related activities. As a result, a process of meaning construction and revision occurs. A grassroots worker's interpretations of NGOs appear to be influenced by his social background, early expectations, and experience with formal and informal NGOs relationships. Because of the leadership and professionals' repeated disregard for the workers' voice, the organization's worker image has shifted. They gradually come to see NGOs as organizations that, like any other private company, serve the interests of leaders. This viewpoint becomes even stronger when workers fail to cover numerous inputs and training provided to them in their day-to-day tasks. They do not understand how a plethora of project-based managerial and technical training inputs will increase their capacity to play their role as a rural development agent effectively. For them, the project-specific requirements are too mechanical, routine, and uninteresting. They are expected to complete a task within a specific time frame. They are involved in a lot of paper work, just like any other bureaucratic organization, whether government or corporate, such as drafting weekly/monthly progress reports, reviewing reports, filling out various types of paperwork, and so on. These things, in the opinion of grassroots workers, are insufficient to address the context concerns and growing demands of the people. And they do not receive the insights and support that they expect from leaders and specialists. As a result, their perception of NGOs as for-profit businesses grows, and they begin to see themselves as paid 'employees.'

Professionals, on the other hand, have a different perspective on the intervention process. They are in charge of a particular project. The goal of the project is to complete a set of objectives within the time frame specified. They see their jobs in the context of the project and work hard to meet the project's objectives as quickly and effectively as possible. Their preoccupation with achieving the project's short-term objectives, on the other hand, leaves them with insufficient time to engage in other activities, even if they are urgent and important to the people. They are oblivious to the fact that

field trips are highly unpredictable. Because of their alien origin, they lack emotional engagement and long-term commitment to these peripheral needs of the people and the place. They will leave if they find a better job opportunity with another NGO. They frequently discourage grassroots workers from participating in popular mobilization. That is not the worker's role for them. They are opposed to the notion that relying on them creates dependency. However, their professional approaches (as they see it), which primarily regard people as objects of intervention; overlook the people and the environment. They also ignore the fact that the moral mental framework of people is what elevates social service to such a high status. This narrow-minded profession opposes voluntarism, which reduces effort to a mechanical process with no emotional or personal attachment to the task.

On the one hand, all kinds of programs are implemented and justified in the name of people development and empowerment; on the other hand, the leadership sees no alternative to the professional approach, resulting in increased alienation of the people. Even the leadership is more concerned with meeting project deadlines than with meeting people's needs. They identify and hire qualified individuals to supervise and coordinate the projects. They must keep donors regularly informed of project progress. The requirements of the project gradually establish a formal organizational structure and increase infrastructural capability. Due to management, security, and sustainability concerns, the Leadership is mostly absent from the field. The Leadership's casual involvement with the people is limited to project-specific activities and their direct contact and presence in the field is greatly reduced. People struggle to understand that the projects are tools for achieving the ultimate goal of rural development.

Conclusion:

Rural development is a dynamic process that mostly focuses on improving rural communities (Lembani, 2020). Agricultural development, the construction of economic and social infrastructure, fair pay, housing and housing sites for the landless, village planning, public health, education and functional literacy, communication, and other

issues are among them. Rural development is a national imperative and is extremely important in India for the reasons listed below. The findings confirmed that residents in a variety of areas had high expectations of NGOs' role in rural development, owing to the fact that people expect significant improvements in their lives and the lives of the communities in which they live. Individuals and families anticipate a variety of things from their communities, ranging from jobs to infrastructure development to social upliftment. People, on the other hand, anticipate the following from rural development NGOs: Job and livelihood opportunities are created. Poverty reduction leads to an improvement in living standards. Upliftment in both the economic and social spheres. Infrastructural Development and Industrialization. The role of non-governmental organizations (NGOs) in rural development has led to a better knowledge of NGOs and development. Rural development may also be defined as an improvement in people's living standards in rural and underdeveloped areas. The role of non-governmental organizations (NGOs) in bringing about development in terms of educational development, economic empowerment, healthcare delivery and service provision, and finally, local people's participation in development planning has been explained to demonstrate how development can be brought about in a very effective and efficient manner.

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A Study On Ecocriticism: A Bridge Between Man And Nature

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Human beings live in the realm of nature; they are constantly surrounded by it and interact with it. Man's behaviour towards nature has been different down the centuries. Man being a dominant figure shows his potential over environment by exploring earth's resources continuously and causing destruction without any precaution. The annihilation of nature would result in the eradication of mankind. When this perception is understood, one can understand the aspects of ecocriticism which deal with the relationship between literature and nature and which has been readily accepted worldwide. Man is constantly aware of the influence of nature in the form of the air he breathes, the water he drinks, the food he eats and the flow of energy and information. Many of his troubles are a response to the natural processes and changes in the weather, intensified on radiation of cosmic energy and the magnetic storms that rage around the earth. In short, man is connected with nature by blood and he cannot live outside nature. Nowhere does nature affect humanity in exactly the same way as is done on earth. Its influence varies. Depending on where human beings happen to be on the earth's surface, it reveals its various aspects in the form of light, warmth, water, precipitation, flora and fauna. At any point of time, a person comes under the influence of both subterranean processes and the cosmic environment. In a very subtle way he reflects the slightest oscillations occurring in nature.

Man and nature interact dialectically in such a way that, as society develops, man tends to become less dependent on nature directly, while indirectly his dependence grows. While he gets to know more and more about nature, and on this basis transforming it, man's power over nature progressively increases, but in the same process, man comes into extensive and profound contact with nature.

All living organisms, except man, are naturally oriented to fend for their survival automatically. Man has no automatic means of survival, he must solve the problem of survival by using not only his perceptual level of consciousness but also his conceptual level of consciousness, which is his ability to think. Man cannot survive by living certain cycles over and over again.

In the primitive age, the environment consisted of only physical aspects of planet earth, land, air and water as biological communities. As time passed man extended

his environment through his social, economic and political functions. Certain elements of today's ecological crisis reveal its moral implications. At present a great number of environmental issues have grown in size and complexity day by day, threatening the survival of mankind on earth.

First among these is the indiscriminate application of advances in science and technology. Many recent discoveries have brought undeniable benefits to humanity. Unfortunately, it is now clear that the application of these discoveries in the fields of industry and agriculture have thus produced long-term harmful effects. This has led to the painful realisation that human beings cannot interfere in one area of the ecosystem without paying due attention to both the consequences of such interference in other areas and to the well-being of future generations.

The most profound and serious indication of the moral implications underlying the ecological problem is the lack of 'respect for life'. It is evident in many

aspects of environmental pollution. Delicate ecological balances are upset by the uncontrolled destruction of animal and plant life or by reckless exploitation of natural resources. It should be pointed out that all of this, even if carried out in the name of progress and well-being, is ultimately to the disadvantage of mankind. Many factors are involved for the unprecedented rate of extinction of plant and animal species worldwide. Although extinction is a natural process, the rate at which current extinction takes place is not clear and scientific evidences indicate that the activities of mankind are the primary engine behind most recent and present extinction of the flora and fauna.

At present the interaction between man and nature is determined by the fact that there has been a change in the biosphere for millions of years. As a result, the previous dynamic balance between man and nature and between nature and society as a whole has shown ominous signs of breaking down. Modern critics emphasize the fact that all human beings must be thankful and recognize everything that interlinks nature and environment. Man must develop a smooth communication with nature to maintain environmental balance and to preserve nature. Living in an age of ecological anxiety has made man to realise that he is in a position to support the other lives on this planet. In the current scenario, it is necessary to understand diverse environmental patterns which offer systems of endurance.

Over the past centuries, ecocriticism has developed into a prominent aspect of literature. While criticising factors like race, identity, class and culture are becoming outdated in literature, dealing with environment remains untouched by critics. The issues of class and gender seem to be minor when compared to that of the larger environmental issues impending man. In literature, the aspects of nature dealt by various writers, which otherwise is called as ecocriticism, helps in bringing the interrelatedness between nature and human life. This, of course, is claimed to be a new dimension in literary criticism. There are numerous literary works that deal with environment and issues related to it. Human activities are the major reasons for the loss of natural resources. These natural resources serve man's needs by providing him food,

shelter, clothing and energy. Taking these for granted results in environmental consequences that will affect all life forms on this planet. Humanity's survival is at risk, which is brought about by the continuing depletion of natural resources. When natural resources run out, can one foresee what will happen to man?

Today, issues on why the earth is losing its natural resources have become the foremost agenda in many world conferences. Sometimes, its results lead to blaming the development of science and technology but man never realises that he is the only reason for the loss of natural resources.

Man's selfishness and assault towards nature propels the earth towards ecological catastrophe. Natural resources are rapidly being degraded and exhausted on a global range. Industries and factories pollute the atmosphere by letting out chemicals that contaminate water and air. Acid rain is caused by the emission of poisonous gases like carbon monoxide and sulphur dioxide from automobiles and automobile industries. Chemical herbicides, pesticides and fertilizers pollute the air, water and atmosphere. Discharge of chemical waste into the environment causes severe impairment to human health which also results in genetic mutation. The vanishing ozone layer threatens the future generation with diseases such as cancer and blindness and even leads to death. Hence, it is the urgent need of the hour to preserve the biodiversity of nature. Environmental studies study about the importance of protection and conservation of the environment. It has become significant for the following reasons: problems that have cropped due to technology development, explosive increase in pollution and need to save humanity from extinction. Environmental issues like global warming, ozone depletion, acid rain, marine pollution and preservation of biodiversity are not merely national issues but are global issues and hence must be tackled with international efforts and cooperation.

Human shortsightedness and selfishness have landed in ecological crises of immense proportion. Natural resources are being depleted and degraded rapidly on a global scale. Industries pollute the atmosphere, releasing chemical wastage in water and using up non-renewable energy resources without considering posterity. They are not only harmful to human health and

welfare but also cause genetic damage. The disappearing ozone layer threatens children with cancer, blindness and death. Global environmental problems make the existence of both human and non-human beings in the earth questionable.

The natural world has always been an important subject for poets and prose writers. Nature in poems and essays is truthfully a living character through which human identity is constructed either through the characters aligned with the natural world or their struggle against it. In the works of art, nature generally functions as a background and also as a theme.

This natural world has always been an important subject for poets and prose writers. Nature has been truthfully portrayed in all genres in literature. It is not a lonely island but has close proximity with different aspects of human knowledge and experiences. A cursory glance at literature across the globe will bring to light that nature/environment has been a vibrant one among the diverse thematic aspects in various works. Of late, strengthened by the concern for environmental protection many authors have brought out successful novels and poems sharing the need for harmony between nature and man.

Ecocriticism is a rapidly expanding area of research and covers wide range of texts and theories which study the relationship of man and nature. Environmental studies in literary texts through images of nature, gender construct, feminism, man-woman relationship, tourism, culture etc., have wider meanings than what is portrayed through their literal expressions. In Indian writings in English, too there are many literary books, which reflect the theme of ecocriticism in them. There are many ways by which authors have explored environmental issues. While they are central to the plot in some books, they are secondary to the narrative in other works.

There has been a close relationship between nature and literature. This relationship has been reflected through writers and poets throughout different cultures across the world. A variety of novels, poems and other expressions of literature has been depicted on the backdrop of issues concerning nature. Today, environmental issues have become a matter of concern for many departments and disciplines of knowledge for development. It is an

interesting study for a literary critic to study the texts of writers who have discussed the close relationship between man and nature. Ecology and ecocriticism have become important terms in today's literary expressions.

Nature and literature have always shared a close relationship as is evidenced in the works of poets and other writers down the ages in almost all cultures of the world. Today the intimate relationship between the natural and social world is being analysed and emphasised in all departments of knowledge and development. The literary critic tries to study how this close relationship between nature and society has been textualized by the writers in their works. In this context two terms have become very important today - ecology and ecocriticism. India is a country with variety of ecosystems which range from the Himalayas in the North to plateaus of South and from the Sunderbans in the East to dry Thar of the West. These ecosystems have been adversely affected due to increasing population and avarice of mankind. Literature could not remain unaffected from this depletion and this study concerns with the change of nature from reverence to destruction.

Literature, well known for reflecting the contemporary issues could not have remained unaffected from this theme. The world of literature throngs with works dealing with beauty and power of nature. However, the concern for ecology and the threat that the continuous misuse of our environment poses on humanity has recently caught the attention of the writers. It is this sense of concern and its reflection in literature that has given rise to a new branch of literary theory namely 'ecocriticism'.

The term ecocriticism was first coined by William Rueckart in 1978. Glotfelty views ecocriticism as "... the study of the relationship between literature and physical environment" and that "ecocriticism takes an earth-centered approach to literary studies" (*The Ecocriticism Reader: Landmarks in Literary Ecology* 18). Further Greg Garrard says that ecocriticism is the "...study of the relationship of the human and non-human, throughout human cultural history and entailing critical analysis of the term 'human' itself" (*Ecocriticism* 5). Ecocriticism states that nature and man are equally important and are interdependent. Glotfelty says that it

is “concerned specifically with the science of ecology, ... which includes all possible relations between literature and physical world” (XX).

Rashmi Attri in her article “An Aesthetics of Earth: An Ecocritical Reading of Ruskin Bond’s Short Stories”, describes the relationship between nature and man through ecocritical perspectives. Ecocriticism is an interdisciplinary attempt and the other terms used to represent ecocriticism are Environmental Criticism and Green Studies. Attri quotes Laurence Coupe’s definition of ecocriticism as an approach to literature which “considers the relationship between human and non-human life as represented in literary texts and which theorizes about the place of literature in the struggle against environmental destruction” (28).

Ecocriticism is the study of the interconnection between man and nature. It reveals man’s relationship with nature and earth. Ecology is a part and parcel of nature. Lives on earth have been sustained whenever there has been a good rapport between the elements of nature and of the environment. Here, one can observe the aspects of interconnectivity and interdependency between nature and its objects. Decades ago, researchers proved that lack of contribution by humans in safeguarding the aspects of nature had led to natural calamities. Man’s overdependence on nature has led to pollution and has affected the ecosystem to a great extent. Environmental problems and issues can be regulated through its safe usage by human beings.

Ecocriticism which originated in the USA, focuses on environmental issues discussed in fictional works. Many of the literary discourses, in which nature has been the primary issue, attribute the colonial attitude towards materialism as the prominent reason behind environmental devastation. Further, communities and cultural environments across the world have wholly changed man’s attitude towards nature.

Ecocriticism tries to correlate nature and human beings by recognizing human contribution to environment. It also enhances and expands the intellectual vision of human mind towards nature. Ecocriticism is a positive development in terms of nature writing and it also creates awareness amidst people who are the major destructors of

nature. Man gets food, water and shelter from nature; hence he is bound to nature for all the benefits he receives.

Environmental values need to be inculcated in the minds of the students along with the idea of compulsory human responsibility to save the planet. A strong curriculum has to be developed for this purpose. Of late, Environmental Studies as a subject has been introduced at the tertiary level of education, though not with the expected kind of seriousness. These courses should not just stop with teaching concepts but enable them a firsthand practice of the problems and challenges facing the environment. As probable environmental managers, students have to be educated to understand their environment, respect nature, local people and their culture and in turn sensitize others on this.

Everything that nature does is meaningful and necessary. It must be seen as a necessary part of existence and accepted just like the cycle of life and death. On the other hand, the changes one witness today due to global warming, pollution, population explosion and modernisation have worse consequences not only on the human species but also on the entire ecosystem affecting plants, animals and other non-human elements that form a vital part of the ecosystem. The conflict between man and nature arises only when man refuses to fall in tune with the principles of nature and tries to alter things on which he cannot have control.

The prime motive of this paper is to bring out the limitations of human beings and highlight the view that if nature thinks of revenge for the cruelties of human beings towards her, then human beings will be washed away from the face of the earth. Human beings must cultivate a relationship with the environment through work in order to live a peaceful life. Nature can exist without man but man cannot exist without nature and nature plays a major role in elevating man from the status of an animal to a *human* being by providing awareness to safeguard the nature.

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Impact in Human Rights and Rule of Law

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Introduction

Covid-19 is a new experiment at a global level. It is originated by a virus called coronavirus. The first time was found at Wuhan which is located in China. Some are saying that it was created by scientific methods but some are saying that it is a natural virus. what is right or wrong, it will be cleared after research. covid-19 was declared as a Pandemic by the WHO. Now a days a number of E-conference have been conducted at a various level. so that some reasons may be concluded. This topic is one of them. in this paper we will discuss following points:-

- (i) Meaning of human rights in respect of covid-19,
- (ii) How human rights are Being affected by covid-19,
- (iii) the impact of the covid-19 Pandemic on human rights and the rule of law,
- (iv) Human Rights under quarantine.
- (v) Control covid-19 etc.

In this paper all efforts are made to clear all above mentioned heads. covid-19 is not anew concept for the whole country. Because it is said that this is a Natural activity. That always comes after hundred years. Nature always balances itself through. Such type of activity.

1. Torture Activities-

It was related to treatment of persons deprived of their liberty in various place of detention including quarantine zones, social care homes, hospitals etc in context of the covid-19 pandemic. In this matter we have seen that on name of covid-19 persons were tortured degrading conducted in human activities. That was not right according to Law it was against human Right. On name of Covid-19 or protective measures inhuman or degrading treatment of persons deprived of their one not allowed in Law of Human Rights.

2. Health Rights-

Covid-19 poses a specific risk to persons deprived of their liberty and to those deprived of their liberty and those who are in daily contact with them. The Covid-19 was a brutal reminder of the importance of ensuring lasting progress with respect to social rights enjoyment. The pandemic shows in practical terms the indivisibility of human

rights. During the Covid-19 on name of protective measures human dignity and human rights are upheld.

The During this period when all nation not only India facing the largest lockdown. The billion people were locked inside their homes. Some one is saying that lockdown decision of the Indian Government was hasty. There for Government is failure to protect Health Rights to Indian citizens. India is a state party to the International Convention on Economic, Social and Cultural Rights, which recognises the right of everyone to the enjoyment of highest attainable standard of physical and mental health. But Right to health is not absolute rights during this pandemic time. Government may make all efforts. Which may be done pandemic is on emergency time period. We can not say that Government is failure to provide us Human Right, Right to Health.

Human Rights are needed now

more during the Covid-19 pandemic than ever, Says united Nations. United Nations told that is not a time to neglect Human Rights, it is a time when, more than ever, if possible, human rights are needed to navigate this crisis in a way that will allow us. This is more important for us. But our central or state Government were not aware about this. They were doing politics on Covid-19 and laborer were facing problems. While certain restrictions on movement are permitted under Indian and International Law for security and National Emergency. But should be based on reasonable and justified. They should be only for that purpose, Proportionate and non-discriminatory. But our state Government cannot maintain this standard.

3. Right to Education-

Right to education is also part of Human Rights. Apart from restrictions on movements the U.N. Document says, education has been affected with 191 countries closing schools, impacting about 1.6 billion students which are 91.3% of the world's total enrolled learners. It is also big challenges for Government of the various nations. One side our developed and developing countries are claiming that they have got first place innovation arrears. But during covid-19 mostly countries were failing to protect Right to Education. They could not develop proper infrastructure for providing Proper Education to our students. In mostly coaching institutions were also failing to protect. Students to save from pandemic. They could not continue study of the coaching students. Students have to go their state/home.

Instead of all problems some effective action to mitigate the worst impacts, on jobs, livelihoods, access to basic services and family life, protect people lives, enable people to comply with public health measures and ease recovery once these can be lifted. It observe, given examples of good practices water supply to slums suspending evictions for unpaid rent and protecting jobs and support for employers. All action to be taken to protect Human Right of person by the

central Government as well as the state Governments.

Role of WHO-

A pneumonia of unknown cause detected in wuhan, china was first reported to the WHO country office in china on 31 December 2019. Who is working from 24/7 to analyze data related to Covid-19, provide advice, coordinate with partners, help country prepare, increase supplies and manage expert networks. The outbreak was declared a public Health Emergency on International concern on 30 January 2020.

On 11 February 2020, WHO announced a name for the new coronavirus disease Covid-19. World Health Organization is playing very important role in this matter. All countries are following instructions of the WHO issued new illustrated guide Lines. The Guide was developed by the inter-Agency standing committees mental Health and psychosocial Support Reference group. In this guidance it was told that countries can take at national Sub-regional and local levels to recognize and safely maintain access to high-quality, essential health services in the pandemic context. Lockdown is also part of this issued guidelines.

Present Position Of Human Rights-

After advice of WHO and to spread of Covid-19, the order prescribing lockdown has been issued by the Central Government on 24-03-2020. The orders were issued in terms of the provision of the National Disaster management Act, 2005 in tandem with the Epidemic Disaster Act of 1897. Therefore the issued orders were under section 6 (2) (i) of the Disaster Management Act, Under this orders the ministers, Departments of Government of India and effective measures for ensuring social distancing so as to prevent the spread of Covid-19 in the country. Definitely issued orders may be violates Rights of human beings. But steps which was taken by the Government are in internist of the human beings.

As per the said orders, offices of the Government of India, offices of the

state/union territory were to remain open. The Commercial and private establishments and industrial establishments were also closed down. But office and all essentials related shops, dairy and milk booths, banks, media, Telecommunications, Pharmaceuticals stores were exempted from lockdown. It is also function of the Government to protect Human Rights. We cannot say that our control or state/union territory Government were not aware about Human Right or Rule of Law. The Disaster management Act provides for the effective management. What is the meaning of Disaster ? Under section 2 (d) of Disaster Management Act, as a catastrophe, mishap, calamity or grave occurrence in any area, arising from natural or man-made causes. Therefore Covid-19 is also a Disaster. But it is debatable that coronavirus is a natural or man-made. It to be cleared after research or study on this matter. All members of international community are trying to find out reasons. But some time Disaster may be arisen due to accident or due to negligence of any which results in substantial loss of the life all human beings suffering or damage to property or environment of the affected area. In that situation NDMA/SDMA Authorities have been empowered to make plan, policies and guidelines for disaster management to prevent losses. But policies should be according to law.

Public health and sanitation, hospitals and dispensaries are part of the state. According to schedule seven to the constitution of India, Which empowers the state to enact law with the subjects as per their will. But in this area, if the disaster has spread of likely to spread than central Government resorted to complete lockdown, ignoring. The plight of common man Covid-19 is likely dangerous disease in the world. The DM Act provides power to central Government resorted to complete lockdown to Covid-19. Two acts to curtail the movement of the people according to the framework of the

DM Act and ED Acts, it is clear that there are no promises in the two Acts to clear that there are no provisions in the containment curtail the movement of the people, except in the containment and hotspot zones, and to issue directions to the companies with regard to payment of wages in both cases pandemic or during natural calamity if employees are lay-off. Their wages cannot be deducted. After observing all above facts related to Covid-19. We can say all provisions which been prescribed under the Act, are constitutional and not against Human Rights. It is not matter of politics, but it is matter of cooperation. Not only Government but also Human beings are liable to follow direction which issued under the various laws.

Suggestions-

After observing all above mentioned facts we can say that it was very typical to make balance between Rule of law and Human Rights. Because Covid-19 was a pandemic disease during this Authorities need to be open and transparent in their decision-making and willing to listen to and respond to criticism. It is important to Government, ensure that international human Rights, humanitarian and refugee law and standards are the center of all Covid-19.

If we want to face such a type of pandemic, we have to follow some conditions.

1. We (Our Governments) have to pay Attention on hospital infrastructures and education structures more than weapon deals and Tenders of other activities.
2. Coordination between states and central Government should be better. During Covid-19 we have seen. That Central Government and states are totally different on many issues. It is not good for our country.
3. We have to apply the Rule of Law to maintain Human Rights. We have to remove differences as of sex, religions, Region and caste etc.
4. Government should ensure accessible and quality healthcare to all without discrimination, make stimulus packages and other economic measures people centric, Ensure income security and

availability of food,water,sanitation and housing.

5.3.62 lakh migrant workers arrive in Rajasthan.If we want to solve such types of problems,the Central and states Government will have to increase employment and industries in its own arrears.

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Integration Of 21st Century Skills In Teacher Education Programme Teacher's Perspective

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Abstract

In this 21st century education the most important element is to focus on improving the quality of teaching learning process rather than improving knowledge. The role of a teacher is not only to transmit knowledge in classroom but also integrating 21st century skills in teaching. Hence this study was conducted to determine the integration of 21st century learning skills in Secondary Pre-Service Teacher Education Programme of Bihar. 40 teachers from four B.Ed. colleges of Magadh University participated in this survey. After analyzing the data result shows that among the five 21st century skills i.e. Creativity, Critical thinking, Collaboration, Cooperation and Information Media and Technology (IMTS) skills, only two skills - Collaboration and Communication skills were partially integrated. But the Creativity, Critical Thinking and IMT Skills were poorly integrated. These results can help the policy makers and educators to analyse the teacher education curriculum so that the New Education Policy 2020 can be fully implemented in our Indian Education. The study provides valuable reference for pre-service teacher's training and experiences on 21st century skills. The teacher education curriculum planning and implementation should be reform with a view of providing a holistic educational experience among Pre-service teachers in Bihar.

Keywords: 21st century skills, Teacher Education Programme, Teachers

1. Introduction

The new education policy gives more emphasis on acquisition of 21st century skills so that our future students can cope up with the fast changing world. These skills are very essential. The new education requires innovative and adaptive teachers with life-long skills to promote 21st century skills among learners (Tomas, Maria & Nelly, 2022). The teachers who have all these skills are more capable of delivering these skills to the learners to create a responsible, goal oriented and healthy society. As the pre-service teachers are the next future teachers and the leaders in the educational environment so it is more important to integrate these 21st century skills in the teacher education programmes (Cretu, 2017). In the context of Bihar most of the schools are following the old teaching- learning practices. Students activities are mainly

individual and very seldom for collaboration. The student's achievement and learning is assessed by only formative and summative exams which are described by using numerical or percentage. Still the classrooms are teacher-centric with less emphasis on creative and innovative strategies/ method of teaching and learning. So if we want to improve the quality of education in Bihar we should work on the teacher education programme which is envisioned by NEP-2020.

The new education policy-2020 clearly says that the educational goals must be designed to meet changing social demands. If the world of work has changed due to our interconnected digital society, then young students must be armed with the necessary tools and skills to compete and succeed. Thus the initiatives should be taken for developing necessary skills for learners to be prepared in

real-life situation.

2. Objective Of The Study

This study mainly aims to find out the integration of 21st century skills among the

1) Determine the integration of 21st century skills among the Secondary Pre-Service Teacher Education Programme in terms of-

- 1.1) Critical Thinking Skills
- 1.2) Creativity Skill
- 1.3) Communication Skill
- 1.4) Collaboration Skill
- 1.5) Information Media and Technology Skill

2. Method

Context- This study was conducted in the four B.Ed. colleges which was under the Magadh University in Bihar.

Respondents- 40 teacher educators were taken as the sample for the study. That is, 10 teacher educators from each selected B.Ed. colleges were included in the survey.

Tools- researcher made standardized survey questionnaire was used for collecting data. The questionnaire was having five 21st century skills in five domains. Total 30 questions were given to be answered on 3-point rating scale (integrated, partially integrated, not integrated).

Data Collection- the data was collected by using the questionnaire in the form of Google form. After approval of HOD's the Google form was sent to the 40 teachers of each selected B.Ed. colleges and the data was collected.

Data Analysis- the data gathered were analysed using the mean to determine the integration level of 21st century skills in five domains of Secondary Pre-Service Teacher Education Programme of Bihar.

3. Results

Table 5: Integration of 21st century skills in Secondary Pre-Service Teacher Education Programme:

Domain	Mean	SD
Creativity Skill	12.32	2.01
Critical Thinking Skill	14.65	3.15
Communication Skill	21.16	4.36
Collaboration Skill	24.62	3.98
IMTS Skill	16.52	2.31
Overall	71.28	5.6

Secondary Pre-Service Teacher Education Programme of Bihar. Specifically the study sought to explore the following areas-

The results and the discussion of this study were supported by relevant data, tables and graphs. The result gives the overall integration of 21st century skills in Secondary Pre-Service Teacher Education Programme along with five domains.

Integration of Skills in Secondary Pre-Service Teacher Education Programme

The overall integration of 21st century skills in Secondary Pre-Service Teacher Education Programme was found to be moderately high (M=71.28, SD=5.6) in the range of scores (Min-30,Max.-90) and it was positively skewed (Mean= 71.28> Mode 66) which indicates that the maximum scores gained by the teacher educators were from the lower side of the scale and very few of them got the higher scores. The distribution of the scores is close to normal distribution.

After analyzing the data for the integration of 21st century skills in Secondary Pre-Service Teacher Education Programme, we found partial integration of skills in certain domain like Communication skill (M=21.16, SD=4.36) and Collaboration skill (M=24.62, SD=3.98) and very poor integration of skills like Creativity (M=12.32, SD=2.01), Critical Thinking (M=14.65, SD=3.15) and IMTS (M=16.52, SD=2.31). When this data was analysed graphically the pi- diagram in Figure-1 shows that the integration of skills have highest level in Communication skill (25%) followed by Collaboration skill (26%), Critical thinking (16%), IMTS skill (18%) and Creativity skill (15%).

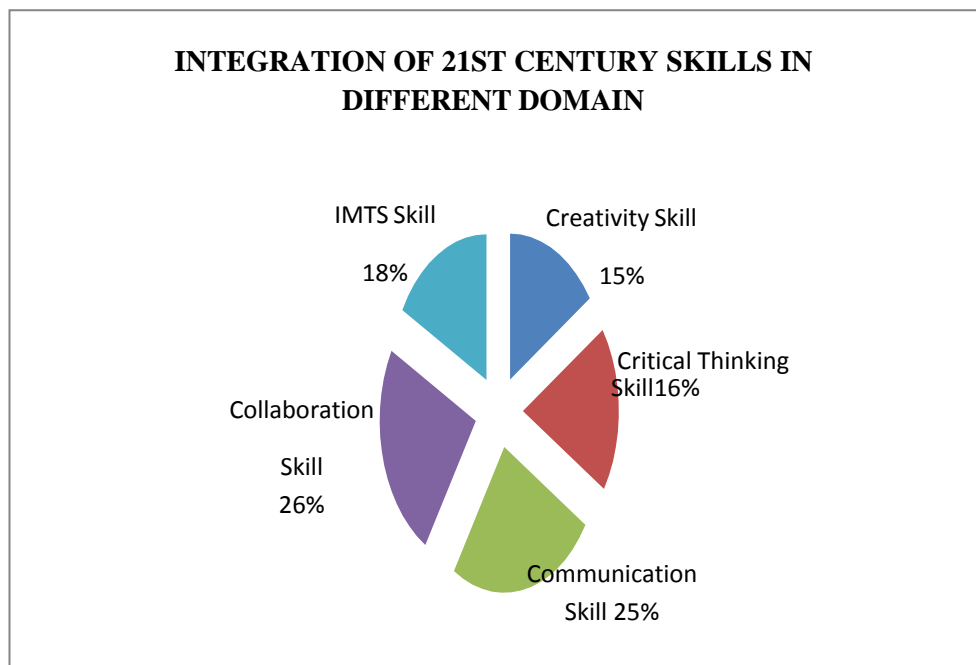


Figure 1: Pie-diagram of integration in different domains of 21st century skills

4. Discussions And Conclusion

The findings of this study reveal that the secondary pre-service teacher education program is not integrated with the 21st century skills up to the satisfactory level. Out of the five discussed skills in this study, Communication and Collaboration skills were shown getting moderate level of success in respect of their integration whereas Creativity, Critical thinking and ITMS skills were found to be poorly integrated. The acquisition of such skills would enable the teacher trainees to be able to deal with the ever changing terrain of the contemporary teaching profession (Msiska & Salik, 2016). There are many challenges which hinders the pre-service teachers in acquiring these 21st century skills such as, age-old exam oriented curriculum, lack of motivation on the parts of all stakeholders, lack of infrastructure and a reactionary mindset towards technology integration in teaching. In the context of Bihar the lack of resources and infrastructure are the major factors. The teacher education program of Bihar needs to improve that should include nurturing creativity skill, technology skill and other important 21st century skills. Only practice teaching is not enough to cultivate these skills, there should be more practicum classes for the holistic development of the future teachers by adopting interactive and innovative approach adapting to new collaborative, team-centered methods that appeal to the 21st century learning

environment (Arnab, Tripti & Kedar, 2021).

5. Implications And Recommendations

Thus this study will provide sufficient information which will be the base for development of secondary pre-service teacher education curriculum in such a way that it will promote 21st century skills and influence the students to view their profession seriously. The teachers will plan their teaching strategies for fostering various 21st century skills among the secondary pre-service teachers and proper training, guidance and counseling can be provided for the students having poor 21st century skills. This study will also provide the base for future researcher who wants to conduct research on 21st century skills of secondary pre-service teachers in relation to their pedagogy subject, socio-economic factors and parents' occupation etc. These results can help the policy makers and educators to analyse the teacher education curriculum so that the New Education Policy 2020 can be fully implemented in our Indian Education. The study provides valuable reference for pre-service teacher's training and experiences on 21st century skills. The teacher education curriculum planning and implementation should be reform with a view of providing a holistic educational experience among Pre-service teachers in Bihar.

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**To Study of Self-Confidence Of Students In Marathi And English
Medium School**

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Abstract:

The study was conducted to assess the self-confidence of students in Marathi and English medium school. The sample consisted of total 64 students, 32 students in Marathi medium school (16 boys & 16 Girls) and 32 students in English medium school (16 boys & 16 Girls) were selected from Junnar city. The age of range of participants was between 14 to 16 years. Simple random sampling method for used for data collection. For this study self-confidence scale for Dr. (Smt.) A. Pandey was used to assess the self-confidence of the selected respondent. Mean, SD, 't' value etc. statistics techniques were used for data analysis and interpreting. The findings were significant difference of self-confidence of students in Marathi and English medium school, no significant difference of self-confidence of boys in Marathi and English medium school and significant difference of self-confidence of girls in Marathi and English medium school. This means, the self-confidence of English medium school students is higher than that of Marathi medium school students. The self-confidence of boys in Marathi and English medium school are similar. The self-confidence of English medium school girls is higher than that of Marathi medium school girls.

Introduction:

The early development of a child's personality depends on the attitudes of his parents and family. Parents who treat their children too protectively, who do not allow their children to take any action according to their preferences, such children tend to be more dependent on others. These children do not believe that we can do something or that we have the ability to do it. These children are more likely to trust other people. Such children show a lack of confidence.

If the parents accept the wishes and aspirations of the children, know their interests, identify the mistakes and lack of capacity in the children and guide them in a sensible and tolerant manner, then the confidence of the children increases. In the personality development of children, the influence of these factors is very much on whether the parents accept them or not. If the parents are accepting, they are effective in creating good feelings of the children. Children who receive such acceptance are adjusted, cooperative, friendly, trustworthy, happy, sensitive, stable and confident. If parents do not accept their children, it has an adverse effect on the children, it also hurts

their self-esteem. As a result, they are more affected by factors such as anxiety, non-cooperation, anti-social behavior, aggression etc., and their self-confidence decreases.

Self-confidence:

Self-confidence is one such personality trait. Self-confidence is an attitude which allows individuals to have positive yet realistic views of themselves and their situations. Self-confident people trust their own abilities and knowledge. Self-confidence is not necessarily a general characteristic which pervades all aspects of a person's life. Many factors affect the development of self-confidence.

"Self Confidence is the ability of a person to successfully overcome obstacles in any task." Basavanna (1971), "Self confidence is a phenomenological construct and no chain is stronger than its weakest link is an unequivocal truth in the field of characters." Good (1973), "Self confidence is a faith in one's own ability."

A self confidence person is defined as one who perceived himself as socially competent, emotionally mature, intellectually adequate, successful, satisfied, decisive, optimistic, independent, self reliant, self-assure,

straightforward, fairly assertive, having leadership qualities and in general as having positive and constructive self feeling evaluation.

Rationale of study:

Considering both the above Marathi and English medium, students and the environment, does lack of confidence lead to some adjustment problems in these students resulting in educational backwardness? This topic has been chosen for the purpose of getting the attention of the parents, society and teachers and for the progress of the children.

Objective of Study:

1) To study the self-confidence of students in Marathi and English medium school.

2) To study the self-confidence of boys in Marathi and English medium school.

3) To study the self-confidence of girls in Marathi and English medium school.

Hypothesis:

1) There is no significant difference in the self-confidence of students in Marathi and English medium school.

2) There is no significant difference in the self-confidence of boys in Marathi and English medium school.

3) There is no significant difference in the self-confidence of girls in Marathi and English medium school.

Result & Discussion:

Table No. 1 showing the significant difference in self-confidence of students in Marathi and English medium school.

Variable	Type	Mean	SD	N	't'	Sign.
Self-Confidence	Marathi medium school Students	29.44	5.67	32	2.12	0.05
	English medium school Students	32.25	4.86	32		

The table no. 1 it is shows that, the Marathi medium school Students mean value is 29.44 and standard deviation value is 5.67. Like the English medium school students mean value is 32.25 and standard deviation value is 4.86. The English medium school students mean value is more than Marathi medium school students. Obtained 't' value of

Table No. 2 showing the significant difference in self-confidence of boys in Marathi and English medium school.

Variable	Type	Mean	SD	N	't'	Sign.
Self-Confidence	Marathi medium school boys	29.81	5.58	16	0.99	NS
	English medium school boys	31.5	3.83	16		

The table no. 2 it is shows that, the Marathi medium school boys mean value is 29.81 and standard deviation value is 5.58.

Method:

1) Sample: In this study, researcher has select total 64 students, 32 students in Marathi medium school (16 boys & 16 Girls) and 32 students in English medium school (16 boys & 16 Girls). Sample was select from Junnar city through simple random sampling method for used for data collection. The age of range of participants was between 14 to 16 years.

2) Variable: Independent Variable:- Marathi and English medium school students.

Dependent Variable:- Self-Confidence

3) Research Tools: The Self Confidence Scale developed by Dr. (Smt.) A. Pandey. This scale was designed for secondary school and degree college students between the ages of 12 to 22 years. The Inventory has a total of 50 statements. Every statement has two alternative answers 'Yes and 'No'. High Score indicate to high level of self confidence. Coefficient of reliability was determine by K-R formula .606 & Split half method .785, validity coefficient of this scale was .752.

4) Statistical Analysis:

In the present research Mean, SD, 't' value etc. Statistical techniques were used for the data analysis and interpretation.

the difference between the mean of these two groups was found to be 2.12. This is significant at 0.05 levels. So the null hypothesis was rejected. That is, there was a significant difference in self-confidence of students in Marathi and English medium school.

Like the English medium school boys mean value is 31.5 and standard deviation value is 3.83. The English medium school boys mean

value is more than Marathi medium school boys. Obtained 't' value of the difference between the mean of these two groups was found to be 0.99. This is no significant at 0.05

Table No. 3 showing the significant difference in self-confidence of girls in Marathi and English medium school.

Variable	Type	Mean	SD	N	't'	Sign.
Self-Confidence	Marathi medium school Girls	29.06	5.28	16	2.04	0.05
	English medium school Girls	33	5.61	16		

The table no. 3 it is shows that, the Marathi medium school girls mean value is 29.06 and standard deviation value is 5.28. Like the English medium school girls mean value is 33 and standard deviation value is 5.61. The English medium school girls mean value is more than Marathi medium school girls. Obtained 't' value of the difference between the mean of these two groups was found to be 2.04. This is significant at 0.05 levels. So the null hypothesis was rejected. That is, there was a significant difference of self-confidence of girls in Marathi and English medium school.

Conclusion:

There is significant difference of self-confidence of students in Marathi and English medium school, no significant difference of self-confidence of boys in Marathi and English medium school and significant difference of self-confidence of girls in Marathi and English medium school. This means, the self-confidence of English medium school students is higher than that of Marathi medium school students. The self-confidence of boys in Marathi and English medium school are similar. The self-confidence of English medium school girls is

higher than that of Marathi medium school girls. So the null hypothesis was accepted. That is, there was a no significant difference of self-confidence of boys in Marathi and English medium school.

higher than that of Marathi medium school girls.

Suggestions:

- 1) A large number of samples can be taken in future research.
- 2) The study area for further research will come from a wide area.
- 3) Various techniques should be used to analyze the scores.

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Performance Evaluation Of Himachal Pradesh Gramin Bank

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ABSTRACT

Present study examined the performance of Himachal Pradesh Gramin Bank. Study found that HPGB (formed by merger of HGB & PGB) has achieved success in channelizing the savings of rural people into productive purpose. The amount of outstanding loans and advances has been significantly increased at a faster rate. The ratio of loans & advances over deposits of bank significantly improving from 29.03 percent in 2016-17 to 36.94 percent in 2021-22. Study shows that the CAGR of provisions & contingencies of HPGB has been revealed more as compare to the CAGR of operating profits during the study period. Therefore, the net profit of HPGB has been declined from ₹ 51982 thousand in 2016-17 to ₹ 45692 thousand in 2021-22 showing negative compound growth rate of 2.5 percent. NPA ratio shows that there is inconsistency to make provision against NPA. Hence, study suggested that HPGB should make provision consistently against NPA. Further, interpretation of data shows that the balance with other bank & money at call as well as short notice of HPGB found negative trend and negative CAGR during the study period. Hence, study suggested that the bank should keep close supervision on it.

Key word : Himachal Pradesh Gramin Bank (HPGB), Non Performing Assets (NPA), Credit/Deposit ratio (C/D Ratio),

INTRODUCTION

In accordance with section 21 of the RRBs Act, 1976, Himachal Gramin Bank (HGB) (153 branches) and Parvatiya Gramin Bank (PGB) (35 branches) were combined to form Himachal Pradesh Gramin Bank (HPGB) as of February 15, 2013. According to section 5(b) of the Banking Regulation Act of 1949, the Bank is entitled to carry out banking operations. From 2012-13 to 2021-22, HPGB's branches has been increased to 266 branches with a 3.9 percent annual CGR. The main goal of HPGB is to provide basic banking services and improve financial inclusion by mobilising deposits and distributing credit to the state's remote and rural populations. Financial inclusion can be defined as "the process of ensuring access to financial services and timely and enough credit where needed for vulnerable communities such as depressed classes and low-income people at a reasonable cost" (Rangarajan, 2008). The HPGB primarily offers productive loan for agriculture, small-

business, retail, dairy development, and other closely linked ancillary industries. Additionally, it enabled public consumer loans and funding for housing, education, transportation, and other purposes under various bank-approved schemes.

REVIEW OF LITERATURE

Joshi & Jain (2015) found that the bank has adequate capital in terms of total assets and recommended that it should increase more profits in place of loan disbursement, borrowings, and investment in various areas. It should also, from the perspective of the customers, reduce the bank's external liabilities. They also recommended that rural banks give their personnel incentives or benefits based on their success based on an increase in consumers and long-term customer retention. They place a strong emphasis on providing training and development to their staff members so that they may learn how to keep clients while also managing customer relationships. According to Baral (2016) agriculture is extremely important and holds a key place in the

Indian economy. The fact that agricultural exports generate 50% of the nation's total income lends credence to this idea. The bulk of the people of the nation also relies in some way on agriculture. Currently, investments in seeds, fertilisers, insecticides, irrigational facilities, and labour costs for labour-saving equipment have increased significantly as a result of agricultural modernization initiatives. According to the results of his analysis, the farming community's financial demands have been increasing yearly. In light of the dynamic nature of credit to farmers, his study analysed the development and effectiveness of the "Poovarany Service Co-operative Bank of Kerala." **Deep (2015)** evaluated the performance of regional rural banks in Himachal Pradesh and found that the performance of RRBs in Himachal Pradesh had exhibited remarkable growth in the post-merger years with respect to branch expansion, deposits, loans and advances, recovery performance, and profitability growth. According to **Manjhi (2015)** Regional Rural Banks in Uttar Pradesh are using a number of alluring programmes to achieve the financial inclusion program's goal. Their numerous financial inclusion initiatives will undoubtedly draw in and keep banking clients. Technology advancements have also enhanced the efficient operation of financial inclusion and other crucial banking operations. In his study, he came to the conclusion that the Indian government's five financial inclusion initiatives—the Aadhar Enabled Payment System, Pradhan Mantri Jan Dhan Yojana, ATAL Pension Yojna, Pradhan Mantri Jeevan Jyoti Bima Yojna, and Pradhan Mantri Suraksha Bima Yojna—generate a significant demand for affordable banking and financial services. **Kopra (2017)** stated that Regional Rural Banks are an integral part of Maharashtra's rural credit structure. The study indicated that RRBs in Maharashtra are working for the holistic development of the state's rural areas, indicating that "Growth with Social Justice" is a reality. **Kopra & Shrivastava (2018)** examined the performance of the Maharashtra-based Vidharbha Gramin Bank and its sister institution, the Maharashtra Gramin Bank, both of which provide financial support to agriculture. These banks put an emphasis on rural revitalization, serving the underbanked, and

accommodating local farmers. **Chakraborty & Das (2018)** found that Tripura Gramin Bank (TGB) has 144 branches and helps the state achieve financial inclusion. These branches span the state's eight districts and rural, semi-urban, and metropolitan areas. Tripura Gramin Bank operating performance was assessed from 2003-2004 to 2016-2017. Deposit mobilisation, credit deployment, CD ratio, and NPAs determine TGB's performance. TGB enhanced its savings deposit, current deposit, term deposit, priority sector lending, non-priority sector lending, C/D ratio status, and non-performing assets during the research period. **Tiwari et al. (2019)** found that KGSGB's net profit is lower than other RRBs'. High capital costs may explain KGSGB's low profitability. The study revealed KGSGB loan distribution equivalent to PRB, PUB, and SUPGB. AUPGB has loaned the most. KGSGB disburses fewer loans than other RRBs. KGSGB's low default rate suggests poor credit management. KGSGB has the lowest C/D ratio ever. Banking programme implementation may explain KGSGB's low C/D ratio. RRB officials should boost the C/D ratio by providing services in unbanked areas. **Kumar et al. (2019)** examined RRB investment credit, deposit, C-D ratios, non-performing assets, investment-deposit ratio, and outstanding credit for agricultural and non-agriculture between 2009-10 and 2017-18. In their study, they found that the RRB achieved its goals of bringing banking to rural households, especially in banking-deprived areas, providing easier and cheaper credit to rural sections dependent on private lenders, encouraging rural savings for productive activities, generating rural employment, and lowering rural credit costs. **Selvakumar & Abima (2020)** examined the short & long term solvency and profitability of Assam, Maharashtra, and Karnataka Gramin Vikash Banks'. Based on financial statement analysis using financial measures including short-term solvency, long-term solvency, and profitability, Assam Gramin Vikash Bank, Maharashtra Gramin Bank, and Karnataka Gramin Bank performed well. **Niazi, A., & Mulla, N. A. (2021)** said that Ellaqui Dehati Bank's (EDB) capital adequacy performance is adequate except for 2020. J&K Grameen Bank has struggled with capital sufficiency and asset quality.

The data also shows that profits are low because the bank has lost money for several years. They advised these banks to improve their finances to avoid burdening the government. Access to financial services for the underprivileged is the main goal of financial inclusion (FI). In Kerala, **George & Rashmi (2021)** looked into the financial inclusion of local rural banks. The results of their study showed that independent and dependent variables have a positive relationship, and people were aware of the recently added and customised bank features. On a nationwide level, regional rural banks offer their services in every state. According to **Barot & Japee (2021)**, there are 36 RRBs in Uttar Pradesh, followed by 19 in Madhya Pradesh and 16 in Bihar, out of the 26 states. The RRBs in these three states make up 36% of all RRBs in India. However, there are different numbers of banks in each state. Uttar Pradesh has the most banks, 36, while Delhi, Goa, Sikkim, and other Union Territories have yet to open RRBs. Additionally, RRBs in India do not have a very good reputation overall. RRBs' capacity to function as planned continues to be hampered by subpar credit-deposit ratios. They emphasised that management and the sponsoring bank must take steps to improve the bank's credit-deposit ratio. Rural India will gain from rural credit policy if commercial banks and RRBs have similar C-D ratios. **Chaudhary & Kaur (2021)** examined Indian regional rural bank profitability before and after the merger. The research examined the profitability of merged RRBs using a paired t-test and panel data analysis. Their analysis proposes that the government pick a dominant bank before the merging of regional rural banks. Diversification and credit risk were positively and statistically significant associated with RRBs' profitability, whereas cost inefficiency was negatively associated.

STATEMENT OF PROBLEM

The year 2013 saw the merging of HGB and PGB, which resulted in the formation of HPGB. The provision of financial services to those living in rural areas of the state is the primary focus of this organisation. The only way the HPGB bank will be able to provide its services to rural residents and contribute to the social and economic development of rural areas is if the

bank's own financial situation is kept stable and healthy. Following an in-depth analysis of the relevant published material, it has become clear that very little research has been done on the subject of the financial performance of regional rural banks in the state of Himachal Pradesh. As a result of this, the present study analysed the results of the Himachal Pradesh Gramin Bank's financial operations.

Objectives of study

- To study the financial performance of HPGB
- To study the trend and growth of deposit mobilisation, Loans & Advances and profitability of the HPGB

Research Methodology

This research paper's foundation is secondary data that was gathered from a variety of books, magazines, and research journals. The information used to produce the financial statements and ratios was taken from HPGB's balance sheets for the years 2017 through 2022. Financial ratios such as the Operating Profit to Total Income, Net Profit to Total Income, Gross Provisions to Total Income, Credit to Deposit Ratio, and NPA to Advances Ratio have been calculated for analysis and understanding of the data. Additionally, this study made use of the Liner Trend for 2025 and the compound annual growth rate. Additionally, line charts and histograms are shown in this research report.

ANALYSIS & INTERPRETATION :

Resource Mobilisation: The resources of HPGB consist of combination of owned fund, deposits and borrowings. The resources mobilised by HPGB has been Shown by Table 1 & Figure 1. The aggregate resources of HPGB increased from ₹ 45195897 thousand in 2016-17 to ₹ 84634184 thousand in 2021-22 showing an annual compound growth rate of 12.7 percent. If this trend continue then the resources of HPGB will be ₹ 106881963 in 2024-25. The aggregate own funds consisting share capital and reserve funds shown by table 1. Share capital of HPGB was found constant ₹ 154362 thousand during the study period. Reserve and Surplus of HPGB has been increased from ₹ 1130359 thousand in 2017 to ₹ 1365992 thousand in 2022. Aggregate owned fund has been increased from ₹ 1284721 thousand in 2016-17 to ₹ 1520354 thousand in 2021-22 showing an

annual compound growth rate of 3.43 percent. As per the Liner trend shows that it would be estimated ₹ 1653265 thousand in the year 2025. It is interesting to note that

Borrowings of the HPGB has been showing 25.48 percent annual compound growth rate and trend analysis estimated that it would be ₹ 14066919 thousand up to the year 2025.

Table 1: Resources Mobilisation of HPGB

Amount in "000"

Year	Owned Fund	Deposit	Borrowings	Total
2017	1284721	40569453	3341723	45195897
2018	1321655	44683831	3554978	49560464
2019	1373462	50979228	3930569	56283259
2020	1387692	58111331	4223510	63722533
2021	1474662	64781586	9266237	75522485
2022	1520354	72717530	10396300	84634184
CAGR	3.43	12.38	25.48	13.37
2025	1653265	91161778	14066919	106881963

Figure 1: Resources of HPGB

Source: Annual Reports of HPGB from 2017 to 2022.

ASSETS OF HPGB

The Assets of HPGB has been shown by table 2 & Figure 2. The Cash & Balance with RBI of HPGB is increased from ₹ 1875082 thousand in 2016-17 to ₹ 3061168 thousand in 2021-22 showing an annual compound growth rate of 10.23 percent and if this trend will continue than it is estimated that it would be ₹ 3571282 thousand at the end of year 2025. A close examination of Balance with Other Bank & Money at Call as well as Short Notice of HPGB found negative trend and negative annual compound growth rate of 31 percent. If this trend will continue than this bank may face adverse situation with particular to Balance with Other Bank & Money at Call & Short notice, so there is need to keep close supervision on it. Investment of HPGB significantly increased from ₹ 16412910

thousand in 2016-17 to ₹ 51664038 thousand in 2021-22 showing an annual compound growth rate of 25.78 percent. Liner trend estimated that investment of HPGB would be ₹ 67360745 thousand up to 2025. The fixed assets of the bank have minimum proportion among all the assets and registered 1.98 percent annual compound growth rate. The liner trend shows that there is no significant improvement in fixed assets and it may decrease to ₹ 82017 thousand in 2025. On the other hand, other remaining assets of HPGB was noted worth ₹1047376 thousand in 2016-17, which further increased to worth ₹ 1756237 thousand in 2021-22 with annual compound growth rate of 10.90 percent. Liner trend shows that remaining other assets of the HPGB would be worth ₹ 1590318 thousand in 2025.

Table 2: Assets of HPGB Amount in "000"

Year	Cash & Balance with RBI	Balance with Other Bank & Money at Call & Short Notice	Investment	Fixed Assets	Other Assets
2017	1875082	14296708	16412910	75792	1047376
2018	1929859	16987970	14796438	104953	1177705
2019	2191630	15556393	19650139	107412	1713745
2020	2520215	8859803	31130416	95802	1443093
2021	2457085	3685216	44682895	89577	2500079
2022	3061168	2237035	51664038	83601	1756237
CAGR	10.23	-31	25.78	1.98	10.90
2025	3571282	-5221964.107	67360745	82017	1590318

Source: Annual Reports of HPGB from 2017 to 2022.

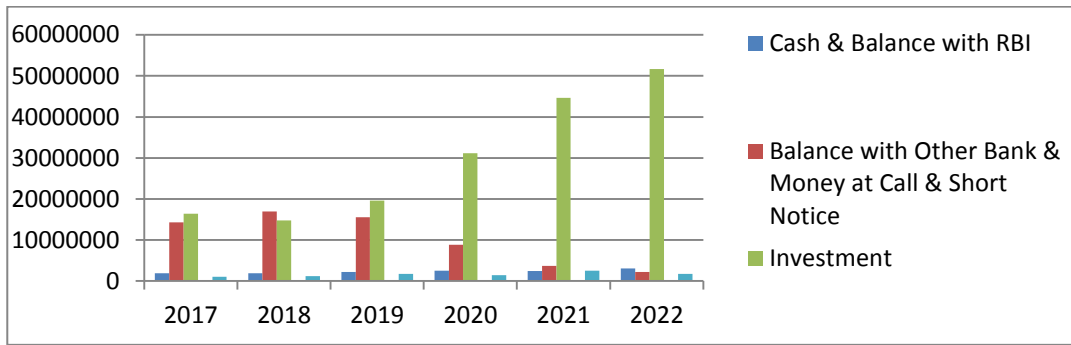


Figure 2: Assets of HPGB

DEPOSIT MOBILISATION AND LOANS & ADVANCES OF HPGB

The growth of deposit mobilisation and outstanding loans & advances of HPGB has been shown in the Table 3 and Figure 3 from 2016-17 to 2021-22. The aggregate amount of deposit with HPGB by the people of state has been increased with annual compound growth rate of 12.38 percent. Averagely per branch wise deposit mobilised by HPGB has been increased from ₹ 152516 thousand in 2016-17 to ₹ 100988 thousand in 2021-22. A close examination of outstanding

amount of loans and advances has been significantly increased at a faster rate showing an annual compound growth rate of 17.93 percent. Per branch wise amount of loans and advances has been increased from ₹ 44269 thousand in 2016-17 to ₹ 100988 thousand in 2021-22. Liner trend shows that per branch wise amount of deposit and loans & advances will be estimated ₹ 341643 and ₹ 132604 respectively during 2025. The ratio of loans & advances over deposits of bank significantly improving from 29.03 percent in 2016-17 to 36.94 percent in 2021-22.

Table 3: Deposit Mobilisation and Loans & Advances Amount in “000”

Year	Deposit	Loans & Advances	Deposit Per Branch	Advances per Branch	Advance to Deposit Ratio
2017	40569453	11775634	152516	44269	29.03
2018	44683831	15008725	167984	56423	33.59
2019	50979228	17719967	191651	66616	34.76
2020	58111331	20488146	218463	77023	35.26
2021	64781586	23502076	243539	88353	36.28
2022	72717530	26862896	273374	100988	36.94
CAGR	12.38	17.93	12.38	17.93	0.05
2025	91161778	35401182	341643	132604	41.76

Source: Annual Reports of HPGB from 2017 to 2022.

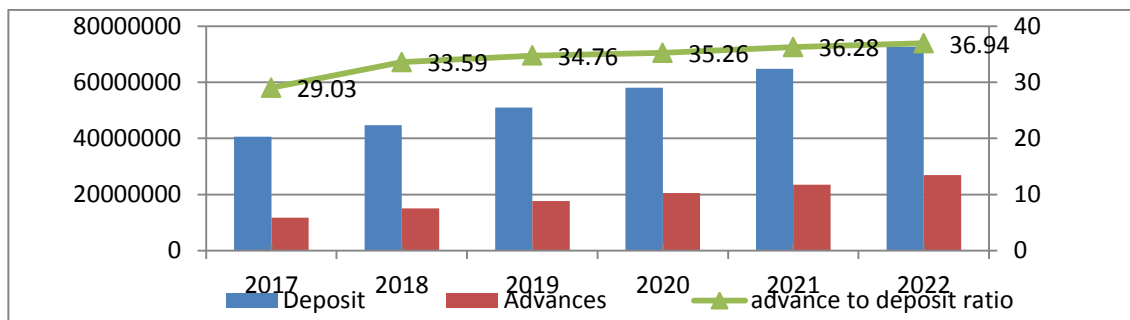


Figure 3: Deposit Mobilisation and Loans & Advances

INCOME AND EXPENDITURE OF HPGB

Statement of Income and expenditure of HPGB has been shown by table 4 and

figure 4. It shows that HPGB earned ₹ 3256437 thousand interest income and ₹ 292863 thousand other incomes in 2016-17, it's Interest income as well as other incomes

further rise to ₹ 5738533 thousand & ₹ 406299 respectively in 2021-22 with annual compound growth rate of 12 percent and 6.76 percent respectively. Liner trend estimated that interest income and other incomes will be ₹ 7321062 thousand & ₹ 469429 thousand respectively at the end of 2025. The interest expended by HPGB on their deposits was noted ₹ 2573171 thousand in 2016-17. It has been increased to ₹ 3541059 thousand in 2021-22 showing an annual compound growth rate of 6.6 percent. Further, operating expenses has been risen from ₹ 817666 thousand to ₹ 1369681 thousand during

study period with annual compound growth rate of 10.87 percent. If this trend will continue then estimated operating expenses will be increased to ₹ 1667182 thousand at the end of 2025. A close examination of table 4 shows that provisions & contingencies of HPGB has been growing at faster rate of CAGR at 65.10 percent as compare to CAGR of operating profit is 50.75 percent. Therefore, the net profit of HPGB has been declined from ₹ 51982 thousand in 2016-17 to ₹ 45692 thousand in 2021-22 showing negative compound growth rate of 2.5 percent.

Table 4: Income and expenditure of HPGB

Amount in "000"

Year	Interest Earned	Other Income	Interest Expended	Operating Expenses	Operating Profit	Provisions & Contingencies	Net Profit after tax
2017	3256437	292863	2573171	817666	158463	94881	51982
2018	3531804	112766	2590808	818666	235096	188807	46289
2019	4181293	104133	2797802	980727	506897	434091	51806
2020	4884112	233046	3075644	1214002	827512	807525	7887
2021	5213482	347419	3308419	1122013	1130469	998000	86969
2022	5738533	406299	3541059	1369681	1234092	1164000	45692
CAGR	12	6.76	6.6	10.87	50.7592	65.1029	-2.5
2025	7321062	469429	4123597	1667182	1999712	1894732	55771.51

Source: Annual Reports of HPGB from 2017 to 2022.

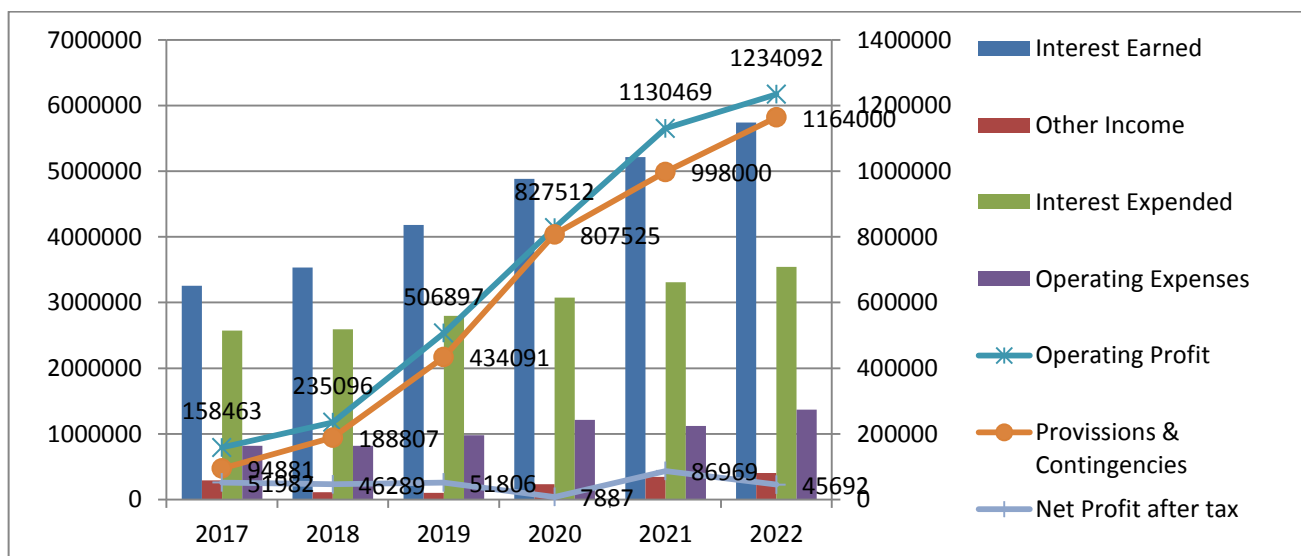


Figure 4: Income and expenditure of HPGB

RATIO ANALYSIS

Profitability ratio of HPGB has been shown and presented by Table 5 and Figure 5 for the period of study. It is depicted from the

table & Figure that operating profits ratio of HPGB has been increased from 3.89 percent in 2016-17 to 17.36 percent in 2021-22. The satisfactory growth has been seen in its

operating profits. On the other hand, Gross Provision ratio also increased in similar trend 2.33 percent to 16.38 percent in study period. Hence, it impact that net profits of HPGB always remain minimum which varied between 0.13 percent to 1.37 during study period. Net NPA of HPGB found highest 5.9

percent in the year 2018-19 and lowest 0.41 percent in year 2019-20. NPA ratio noted 4.12 percent in the year 2021-22. NPA ratio varied between 0.41 percent to 5.90, which shows that there is inconsistency to make provision against NPA. Hence, HPGB should make provision consistently against NPA.

Table 5: Ratio analysis

Year	Operating Profit to total Income	Gross Provision to total income	Net profit to total income ratio	Net NPA to Total Income ratio
2017	3.89	2.33	1.28	2.33
2018	5.40	4.34	1.06	2.25
2019	9.82	8.41	1.00	5.90
2020	13.57	13.24	0.13	0.41
2021	17.84	15.75	1.37	3.70
2022	17.36	16.38	0.64	4.12

Source: Annual Reports of HPGB from 2017 to 2022.

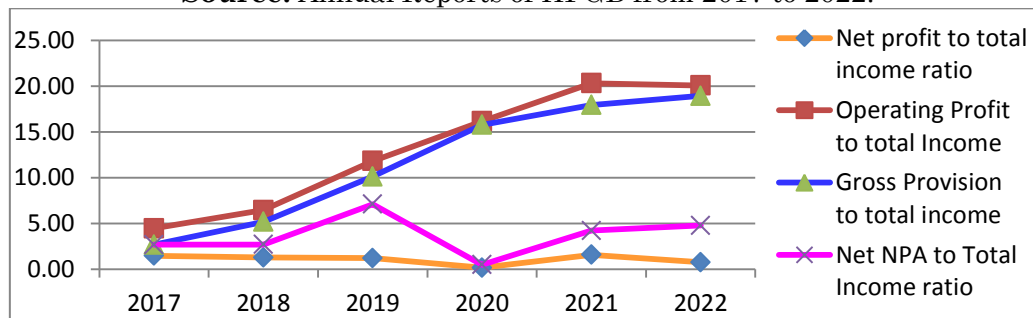


Figure 5: Ratio analysis

FINDING AND CONCLUSION

The performance of the Himachal Pradesh Gramin Bank was investigated in the current study. According to the study, HPGB, which was created by the merger of HGB and PGB, has been successful in using rural residents' money for beneficial purposes. The total quantity of unpaid loans and advances has grown dramatically and more quickly. The bank's loan-to-deposit ratio increased dramatically from 29.03 percent in 2016-17 to 36.94 percent in 2021-22. According to the analysis, HPGB's CAGR of provisions and contingencies over the study period was higher than its CAGR of operational profits. As a result, HPGB's net profit decreased from 51982 thousand in 2016-17 to 45692 thousand in 2021-22, reflecting a negative compound growth rate of 2.5%. The NPA ratio demonstrates the discrepancy in making provisions for NPA. As a result, the study recommended that HPGB implement consistent provisions against NPA. Further analysis of the data reveals a negative trend and negative CAGR for the balance with other banks, money on call, and short notice of HPGB during the

study period. As a result, the report recommended that the bank maintain careful monitoring over it.

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Participation Of Women Entrepreneurs In Digital Business

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Introduction

even if half of the population is female. For Indian women, participating in business activity is difficult, if not impossible, due to the strain of domestic chores like housework, child care, and medical care. Nonetheless, the astounding success of widespread e-commerce aids many women in realising their long-held dream of starting their own business. gives women the much-needed flexibility to adopt the recently developed but well-established concept of "working from home" in information technology. Women entrepreneurs may now create fresh concepts and work according to their own schedules thanks to the expansion of e-commerce. It is important to conduct a microscopic examination of the opportunities and barriers that exist for female entrepreneurs in e-commerce. Therefore, an effort is made in this paper to examine the various difficulties encountered by female business owners who use online platforms to launch, develop, and maintain their enterprises, as well as to inform them of the opportunities that are available to encourage them to make a widespread use of online platforms in order to reap a rich harvest in their vision. Women can now work from the comfort of their homes because to the highly developed information technology (IT). With the aid of telecommunications networks, e-commerce is enhancing the business environment across the entire nation. Through the use of technological gadgets, the manufacturer, marketers, middlemen, and customers interact to meet their demands without the need for a direct personal enrichment.

REVIEW OF LITRATURE:

The article by Meeta Jethwa and Chhaya Mishra, (2016), entitled "A Study on Status of Women Entrepreneur in E-Commerce Environment in India" highlights the role of E-commerce in the growth of women entrepreneurs by generating new idea sand work from their home. Today e-commerce offer saconduciv eatmosphere for highly educated, technically sound and well qualified women to gain entrepreneurial values to asto start and succeed in the business of their enrich and interests. The present study finds that E-commerce has facilitated women entrepreneurs to save time in every step of their business cycle, like identifying business opportunities, raw materials procurement and even finding sales leads online.

Tanjela Hossain, (2014) is study "Empowering Women through E-Business: A Study on Women Entrepreneurs in Dhaka City, evaluates the impact of e-business on women empowerment through a survey

the author identifies thee facts of Women Entrepreneurship through-business on Women Empowerment related attitudes. Although starting an internet business is easier than starting any other type of business, the survey, which was based on information gathered from 100 respondents in the study area, revealed that Bangladeshi women are interested in doing so.

T. Charulakshmi, and M. Thaiyalnayaki, (2019) his paper entitled "A Study on Problems Faced by The Women Entrepreneurs in Kancheepuran District", examines the problems faced by women entrepreneurs in general and Tamilnadu women in particular according to them the socio cultural norms, male domination, family responsibility are the major problems of they encounter analysing the primary data with the hell of technical and scientific tools such as Chi-square and ANOVA the author arrives at the conclusion that Government has to improve some schemes to help the

women entrepreneurs.

STATEMENT OF THE PROBLEM

The idea of "minimal investment, maximum return" underpins e-commerce businesses, and the ability to work from anywhere at any time has been a huge boon to female entrepreneurs who were formerly excluded from the corporate world on the grounds that they should be at home with their families.

Several women have joined e-commerce platforms to offer goods in a variety of categories, including jewellery, home decor, handicrafts, home utility items, fashion accessories, and more. Additionally, the wall gets even lower due to the potential for electronic media contracts between buyers and sellers and the requirement for demand fulfilment. Its adaptability and technology enable female business owners to run their operations totally online. The e-commerce industry is thriving in India thanks to the country's high internet penetration and the country's rapid increase in online users. In India, where women's economic contribution is estimated to be 18% of the GDP, the expansion of women-owned enterprises may ultimately have a significant impact on the country's economy.

Many female business owners from groups like MAVIM (MahilaArthik Vikas Mahamandal) have used the ability to sell online to quickly expand their customer base. In addition to the initial rise in sales, exposure to new markets and clientele has encouraged innovation within these companies.

The national economy is currently being greatly boosted by women, partly as a result of e-commerce, which is essential to women's empowerment. which society purposefully paved the way for women's independence. E-commerce enables female business owners to operate from home and come up with new ideas. Nowadays, e-commerce offers the ideal environment for highly educated, technically competent, and possibly qualified women to enter the entrepreneurial world and actively engage in business. Many internet platforms give prospective female entrepreneurs access to virtual workspaces and a digitally mobile lifestyle, giving them the flexibility they need to accomplish their business goals. The current study aims to define the role of female entrepreneurs in the e-commerce sector as well as the types of difficulties they encounter.

WOMEN ENTREPRENEURS

Any woman who organises and manages any venture, particularly a business, and who accepts a hard role in order to achieve economic independence so as to meet their needs is considered a woman entrepreneur. A woman entrepreneur is someone who contributes to society by helping to uplift other women who are economically and socially disadvantaged. Women entrepreneurs are defined by Go's as "an enterprise owned and operated by women and generating employment for women in the enterprise."

WOMEN ENTREPRENEURS IN E-COMMERCE

Online trade is now more commonly referred to as e-commerce, the abbreviation for electronic commerce, which refers to conducting business using electronic means like computers, the internet, etc. E-commerce is a relatively new term that refers to the buying, selling, or exchanging of goods, services, or information using a computer and the internet. In other terms, e-commerce is the exchange of goods and services through electronic channels.

ROLE OF E-COMMERCE IN THE DEVELOPMENT GROWTH OF WOMEN ENTREPRENEURS

E-commerce is expanding quickly in India, partly as a result of cutting-edge technology and rising social media usage. It has provided women entrepreneurs in India with new opportunities. E-commerce is special in that it makes it possible for a buyer and seller to meet at any time and place without having to personally know one another, which is bringing the world closer together. Due to its adaptability and advancements in technology, women entrepreneurs can operate their businesses totally online. It has helped female entrepreneurs expand enormously by breaking through the barriers of foreign marketplaces, opening up new vistas of potential. Women now feel much more financially independent and satisfied with their level of independence thanks to the e-commerce boom. E-commerce is expanding quickly in India, partly as a result of cutting-edge technology and rising social media usage. It has provided women entrepreneurs in India with new opportunities.

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Top 10 Female Entrepreneurs Boosting E-Commerce Growth

1. Harini Sivakumar (Founder & CEO, Earth Rhythm)
2. Naomi Leon (Co-Founder & Director, Rapid Delivery)
3. Michelle Lau (Founder & CEO, CliqNship)
4. Ghazal Alagh (Co-founder and Chief Innovation Officer, Mamaearth)
5. Malini Singhal (Co-founder & Director, Zink London)
6. Vineeta Singh (CEO, SUGAR Cosmetics)
7. Shivani Poddar (Co-founder and CEO, FabAlley)
8. Bela Gupta D'Souza (Founder, Edamama)
9. Ainara Kaur (Co-founder, Belora Cosmetics)
10. Zaiba Sarang (Co-founder, iThink Logistics)

Sources: secondary data (unicommerce.com)

OBJECTIVES

1. To investigate the contributions and successes of female entrepreneurs in the e-commerce industry.
2. To look into the types of obstacles that women business owners in the e-commerce and internet industries face.

METHODOLOGY

The current study is descriptive in nature and is based on both primary and secondary data that was gathered through an interview schedule and literature review, as well as journals and research papers.

Study area

The present study conducted in Meerut city from where 104 respondents are selected and interviewed.

Women in the e-commerce sector face a number of issues and obstacles.

Traditional Challenges:

1. **Family opposition:** The largest barrier to putting ideas into effect is family

opposition.

2. **Unwelcome Continuous Pressure:** Women business owners experience constant pressure. - The dual responsibility of juggling family and business obligations - discouragement comes from critical criticism of failure.

3. **Mental Block:** The traditional male-dominated culture makes overt and covert attempts to undermine women's efforts, upsetting their minds and causing them to experience an unrecoverable and incurable mental block.

4. **More of a push than a pull component:** Women are forced into business for two reasons, including the need to support their families by augmenting their income and the unavoidable and inevitable factor brought on by difficulty in the family due to illness or the death of the breadwinner.

5. **A lack of female role models and mentors:** Mentors are crucial for professional and personal development. Only 17 women will be running businesses in India in 2022.

6. **Lack of resources:** Women frequently require financial assistance in order to launch and operate businesses. The largest obstacle to beginning a new firm or growing an existing one is a lack of rising cash at the appropriate time.

E-popularity commerce's and demand continue to grow throughout time. Thanks to their e-commerce company ideas, many female entrepreneurs are making their mark in the sector. Although online transactions are relatively new, storage and the way they are carried out are not. Many e-commerce companies have popped up in the market in recent or previous years, proving that it draws many aspirants, especially women. Yet, they will encounter many difficulties along the route, and anyone who overcomes these challenges with pride can advance towards their objective. Even though this particular industry receives a lot of attention, every entrepreneur must overcome some enormous obstacles. The following list includes the top five challenges.

1. **Finding Suitable Market:** Finding a niche market of customers who are all eager to conduct business online for whatever item they wish is what many business owners believe is the secret to

success in the e-commerce industry. Every proprietor of an online store must perform the task of choosing an acceptable specialty.

2. **Retaining Customer:** not just the group of repeat customers Every e-commerce business faces substantial challenges in acquiring customers. For e-commerce enterprises to be successful, consumers must give them the attention they deserve, and each business must invest a sizable sum of money in marketing and other promotional activities. which, in order to survive, needs a steady, timely supply of vast sums. Without dependable investors or effective money raising techniques, it is impossible for entrepreneurs to prosper and be successful in business. This is
3. **In order to attract clients, one industry must spend a lot of money on marketing and promotion. Market analysts regard this as the biggest challenge that the majority of starting businesses must face.**
4. **Lack of Trust:** Another critical element of a woman entrepreneur's e-commerce

business is reliable supply chain and logistics. Failing in this area has negative consequences and harms the company's reputation going forward.

5. **Inadequacy of Funds:** Every e-commerce business owner has difficulty finding enough funding.
6. **Good and effective customer service:** It's crucial for online business owners to uphold their positive reputation by always providing top-notch services. The products that are delivered can occasionally be subpar. Client happiness is the first objective in this industry, something that all business owners must guarantee. In order to succeed and maintain customer happiness, a team effort that is properly dedicated to meeting each customer's demands is required.

DATA INTERPRETATION

Age of Women Entrepreneur

Most of the women in the research areas out of all the respondents that were interviewed for the study entrepreneurs followed by 20 to 30 years (31%) 31-40 years (44%) , 41-50 years (17%) and above 50 years (8%)

Table1 ProblemsofWomenEntrepreneur

Particulars	Number of Respondent	Percent
Lack of Trust	31	29.81
Problem of Funds	29	27.88
Marketing problems	24	23.08
Problems of skill	20	19.23
Total	N=104	*100

Source: Primary data

*Multiple answers

Of the respondents selected for the study, 29.81 per cent of them confronted the problem of lack of trust closely followed by problem of funds (27.88 percent), problems of skill (19.23 per cent) and marketing problems (23.0 per cent)

So, it can be concluded that generating money and trust issues are the two main issues that usually hinder female entrepreneurs.

Due to push and pull elements that motivate them to work independently and support themselves, women entrepreneurs are involved in business. Every woman business owner succeeds in creating action fashion clothing and other things. The growth of an online market place as a favourable platform for women entrepreneurs may be attributed mostly to its low startup costs, convenience of

working from remote locations, worldwide reach, and the empowerment that comes with financial independence.

FINDINGS

According to the current study, women entrepreneurs tend to be between the ages of 31 and 40.

According to the current report, most female business owners struggle with a lack of trusting relationships and mounting debt.

Conclusion

In today's world, women are crucial to entrepreneurship. Women are able to work from home on online and e-commerce jobs. The role of women is crucial for online marketing and product sales. Every woman entrepreneur only succeeds in her endeavours after overcoming all obstacles

and difficulties. The main factor that makes the online market a favourable and appropriate platform for female entrepreneurs is financial independence.

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A Study On Problems Of Women Entrepreneurs In Business Start

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Abstract

Due to deeply rooted customs and a historically male-dominated social environment, it is difficult for Indian women to gain the same rights and functions as men. In India, women's entrepreneurship is becoming more significant as a result of monetary liberalisation and globalisation. The scope for women's financial empowerment has been expanded by the institutional and policy framework for developing entrepreneurial skills, providing vocational education, and providing educational opportunities. Women only make up about one-third of the financial institutions, nevertheless. The extended academic success of women and the various aspirations for a better life caused the social fabric of Indian society to change, necessitating a change in the way Indian women lived their lives. This study delineates the idea of female marketers and looks into several issues. The material provided by us is presented within a conceptual framework.

Introduction

The term "women entrepreneur" refers to a woman or group of women entrepreneurs who take the initiative to start a business or enterprise. Women have a different control style than men because they are more goal-oriented, objective, adaptable, tolerant, creative, realistic, energetic, and enthusiastic. Women's participation in the equity and employment of a business organisation is how the Indian government defines women entrepreneurs. Hence, a company that is controlled by women must be owned and managed by them, have a minimum financial share of 51% of the capital, and give women at least 51% of the new positions that are generated within the company. Women business owners account up 10% of all business owners in the United States. In the past, they were restricted to the home and performed family duties, but in contemporary society, they might leave the house to participate in all sports. Traditionally, women's business ventures centre on growing their culinary businesses, especially when it comes to selling pickles, Papads and powder. The service industry, which includes jobs in hospitality, catering, educational programmes, consultancy, public relations, beauty salons, etc., is one that not

many of them pick. Women became entrepreneurs as a result of monetary incentives that compelled them to be independent and take action on their own. Due to their choice for working from home, difficulty in finding suitable roles, and desire for social prestige, women are more likely to choose self-employment. There are many female experts in engineering, medicine, law, and other fields. Also, they are building hospitals, schools, and other infrastructure. "A corporation owned and managed by women with a minimum economic interest of 51 percent of the capital and providing at least 51 percent of the jobs produced by the organisation to women."

Statement of the problem

India is a developing nation that has had a severe and ongoing unemployment issue. The strong entrepreneurial skills of women must therefore be fully utilised, resulting in their successful employment and their contribution to the social and economic advancement of the kingdom. Several of those packages failed to empower the intended recipients—capable women marketers—because they did not arrive at the target organisations on time. The high cost of female illiteracy is one of the main causes of any such circumstance. Inadequate financial resources and working

capital are a continual problem for women in marketing. Due to the fact that finance is the lifeblood of all business activity, the majority of women marketers struggle owing to inadequate financing options. Without the support and cooperation of family members, the female entrepreneur cannot succeed.

OBJECTIVES OF THE STUDY

1. To Find The Problem Faced By Women Entrepreneurs In Starting Business
2. To study Development of Women Entrepreneurs.

METHODOLOGY OF STUDY

The study's primary focus is a general analysis of secondary data gathered from a variety of books, national and international journals, and publications from a variety of websites that were specifically devoted to various facets of women's entrepreneurship.

CHALLENGES AND PROBLEMS OF WOMEN ENTREPRENEUR IN MEERUT

Even while the number of women entrepreneurs and networks of women-owned businesses is steadily increasing, there are still some difficulties and obstacles that female marketers must overcome. The impact that traditional gender norms in society may still have on women is a key challenge that many female marketers encounter. Many challenges relating to their businesses are faced by female entrepreneurs.

1. Problem of Finance

For women, raising money is a significant undertaking. Women don't own or use any real estate or stocks in their own names. Most likely, men are the ones on whom women depend physically, financially, and morally. They must rely on their own money and little loans from friends, their spouse, and their children.

2. Male Domination

Men are in charge of her family and business, and women are underrepresented. Women still need the consent of men before participating in any sport; if this practise continues, women may not have the same rights as men.

3. Technology governance

Technology governance plays a crucial role in the development and advancement of India's society, media, non-governmental organisations, business institutions, and government (both central and local). Women who are unable to use technology effectively are still not provided women's education in India.

4.Lack of Infrastructure development

India needs an increasing number of infrastructure facilities, including those for raw materials, finance, and many other things. Women may not have access to enough infrastructure facilities to launch and grow a business. Bank for New Development. Asian Development Bank and Asian Infrastructure Investment Bank offer additional resources for infrastructure and sustainable development in the United States of America.

5.Lack of Education

Women's have decrease price of literacy. At present the significance of women training is most want in our u. S...

6.Low hazard bearing potential

Women are obviously meant to protect themselves from danger from a young age, so their parents make decisions for them, and after marriage, her spouse makes the decisions about what she needs to do. So, they are frequently unable to accept any threat to her life or her business.

7.Social Recognition

Women marketers are no longer given much value by society, which is a result of the perception that women should only be doing domestic tasks like cooking. washing and caring for her family and extended family members.

8.Religion

Due to religious traditions, certain religions no longer give precedence to women.

9. Marketing

Women are unable to fully market their products and services to men. The market is not fully covered by a girl because she no longer travels frequently or likes guys.

THE GOVERNMENT'S PART IN SUPPORTING WOMEN ENTREPRENEURS

Because female participation isn't always possible in the development of the entrepreneurial sector, it was necessary to boost the number and quality of women entrepreneurs. Thus, a welcoming environment is desired to enable women to actively participate in the entrepreneurial sports. Government, non-Government, promotional, and regulatory organisations must step forward and perform a supportive role in helping women entrepreneurs in India succeed. In order to help women launch their businesses, the Indian government has also developed a number of education and development programmes.

These programmes are as follows:

1. Steps taken in Seventh Five-Year Plan:

The government introduced a specific chapter on the "Integration of women in improvement" to the seventh five-year plan with the following idea:

(i) Specific target institution:

The seventh five-year plan recommended including women as a special goal group in all US government programmes for economic development.

(2) Arranging education centers:

This five-year plan is proposed to offer women training facilities to meet their evolving requirements and abilities.

(iii) Developing new equipments:

The government makes efforts to increase production and efficiency by using the right technologies.

tools and procedures

(iv) Marketing help:

It was decided to provide the necessary assistance for promoting goods made by women marketers.

(v) Decision-making method:

It was also advised to involve the women in the decision-making process.

2. Government actions throughout the Eight Five-Year Plan:

The Indian government developed special programmes to expand the number of profitable sports and jobs for women in rural areas. The Eight-Five Year Plan includes the following plans that are launched:

EDPS and the Prime Minister Rojgar Yojana were introduced to encourage rural women to be more entrepreneurial.

In order to train women farmers with small and marginal holdings in agriculture and related sports, the "Women in Agriculture" scheme was developed.

KVIC takes specific measures in remote areas to increase the employment opportunities for women.

To aid women in agro-based businesses including dairy farming, poultry, animal husbandry, horticulture, and so on, women co-operatives schemes have been established. with full financial backing from the government.

Several programmes to combat poverty have been launched, such the Training of Rural Youth for Self Employment (TRYSEM) and integrated Rural Development Programs (IRDP). Women are given a 30%–40% reserve under these programmes.

3. During the ninth five-year plan, the following actions were conducted with government assistance:

Without the advancement of female entrepreneurs, economic progress and growth cannot be fully realised. Because that the future of small scale enterprises depends on women entrepreneurs, the Indian government has implemented the following programmes to encourage women's entrepreneurship:

(a) The Trade Related Entrepreneurship Assistance and Development (TREAD) programme was established by the Ministry of Small Industries to increase the number of women business owners in rural, semi-urban, and metropolitan areas.

(b) Women Component Plan is a novel strategy the government has adopted to assist female marketers.

(c) The government launched the Swarna Jayanti Gram Swarozgar Yojana and the Swaran Jayanti Sekhari Rozgar Yojana to provide reservations for women and encourage them to start their own businesses.

(d) The government introduced new initiatives called Women Development Companies to help women business owners set up financing and advertising facilities.

(e) State Industrial and Development Bank of India (SIDBI) has added following schemes to help the women entrepreneurs. These schemes are:

(i) Mahila Udyam Nidhi

(ii) Micro Cordite Scheme for Women

(iii) Mahila Vikas Nidhi

(iv) Women Entrepreneurial Development Programmes

(v) Marketing Development Fund for Women

4. The Consortium of Women Entrepreneurs of India provides a venue to help female entrepreneurs develop cutting-edge industrial, financial, and marketing strategies. There are unique organisations, such as NGOs, charitable organisations, self-help businesses, institutions, and male or female corporations from rural and metropolitan areas, which support female athletes in their sports.

5. Training programmes:

Authorities have added the following training programmes, which are primarily for women who work for themselves.

Support for Training and Employment Programme of Women (STEP).

(ii) Development of Women and Children in Rural Areas (DWCRA).

Small Industry Service Institutes (SISIS)

(iv) State Financial Corporations

(v) National Small Industries Corporations

(vi) District Industrial Center (DICs)

6. Mahila Vikas Nidhi:

This fund was developed by SIDBI for the advancement of female entrepreneurs, particularly in rural areas. In accordance with Mahila Vikas Nidhi, loans are provided to women so they can begin working in fields including spinning, weaving, knitting, embroidery items, block printing, handloom crafts, bamboo products, etc.

7. Rashtriya Mahila Kosh:

Rashtriya Mahila Kosh was established in 1993 to provide women with reasonable microcredit rates, little transaction costs, and straight forward procedures.

Suggestions

Women entrepreneurs are very attractive for operating any kind of business in our nation, but the researcher has made only a few recommendations based on their difficulties. This recommendation will benefit those who desire to start their own business and do future research.

1. Families and society graciously permit women to launch a business.
2. Men can encourage women and assist them in conducting commercial tasks.
3. The government and banks financial organisations lend money to women to help them launch businesses.
4. The government must offer a women's awareness programme.
5. Non-governmental groups can support female entrepreneurs based on new business strategies and technological advancements.
6. Higher education for women in our nation is greatly needed, so kindly supply it.
7. To prevent child marriage, which harms the physical development of women's business skills.
8. The government can take on the products and services provided by female entrepreneurs.
9. Women business owners set up a welfare group for them.

Conclusion

It genuinely demonstrates that we are living in the 21st century, since female participation in all disciplines, particularly entrepreneurship, is increasing at a rapid rate. Indian Charter is working to create

equal opportunities everywhere, the same rights to political involvement, and the same rights to education and employment. Since there are only a small number of women entrepreneurs in India (48% of the population), the government must provide entrepreneurial focus, direction, and skill-improvement programmes for women.

This analysis demonstrates unequivocally that women are excellent marketers and choose to prioritise their families, allowing you to maintain a healthy balance between your personal and professional lives. Even though we have several legitimately successful female entrepreneurs in our country, others are unable to succeed due to male dominance and our traditional culture. Women in marketing from family and society are tasked with dealing with these difficult conditions.

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“A Scrutiny on Role of Human Resource Manager in the Silicon Era”

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Abstract:

In every organization, in business, service, industry, or government, human resource management (HR) is viewed as a set of activities that create value for both the organization itself final and paid outcomes related to well-being and working/contractual conditions. organizations have more or less adopted digital technologies and thus human resources It impacts the business in terms of speed, accuracy, quality, cost innovation, and flexibility. The goal is a theoretical study that aims to shed light on HRM in the age of digitization and emphasizes the role of HRM managers in modern organizations and discusses the impact of technological changes on human resources practices. In order to achieve our goals, we proceed conceptually. Our results in brief Contemporary definitions of human resources management, discussion of the impact of digital technologies on specific areas of human resources, and highlights the new digital role of the Human Resources Manager (d-HRM).

Keywords: Human Resource Management, Role, Digital Worker, Digital Work, Digital Worker Management.

Introduction:

Employees have been seen as a long-term investment and a key factor in the fortunes of the company the success of each enterprise and the profitability of the enterprise. The most dominant HRM models attach great importance to the strategic and structural alignment with the company's goals, and it does focus primarily on organizational rationality and control goals (Pennington et al., from 2007). On the other hand, "old-fashioned" HRM models are associated with societal values. HR leaders continue to be influenced by the emphasis on and promotion of workplace well-being in their decisions and actions (Greenwood, 2013; Simoes et al., 2019). As "a means to a human aim," technology (Brian, 2009). Digital technologies have led to the fact that current time can be described as the "digital age" or the age of Industry 4.0. The revolution and technological evolution have created a situation ahead of individual and organizational adaptability, and this situation can only get worse (Deloitte, 2017). Many of the most popular Industry 4.0 roles didn't even exist 10 years ago. As such, the

skills required for these roles are not yet in place. Proof findings suggest that advanced/digital technology is blurring the lines between work and personal life (Strohmeier, 2009, Parry and Tyson, 2011, CIPD, 2017, IEEE, 2018, Gikopoulos, J., 2019). Most employees check their phones/emails outside of work hours and 15% say they never or rarely stop working.

Remote access workplace (via work equipment, mobile technology etc.) helps them to work flexibly, to control their workload, be more productive and empower them (CIPD, 2017). The fourth revolution is based on digital technologies, physical, digital and biological worlds, generate transformative changes in the business environment and particularly in relation to the work environment and the systems and practices developed and used by Human Resources leaders for effective and efficient leadership. Inevitably the role of the HR manager changes what, and more importantly, how its work gets done. To better understand existing HR management concepts, the impact of digital technologies technology and the evolving role of HR

managers, a conceptual approach was taken. Asley (1985) argues that a better understanding of concepts and ideas than theory Testing is the premier research product in the social sciences. This article is written as follows: First, a brief overview of the definition of human resource management and analyzed the term HRM. Second, traditional and contemporary roles HR Manager hired and made aware of the new Digital HR Manager role. Third, map the trends and impact of digital technologies on HR practices discussion section of this article. Finally, we draw conclusions and present some of their suggestions for further research.

Objectives:

- To study the overview of human resource management.
- To study the traditional and contemporary roles of human resource managers.
- To know the trends and impact of digital technologies on human resource practices.

Research Methodology:

The paper is sensible in nature, to encourage major comprehension with respect to the thought, the expert used the assistant data. The exploration suggested different digital books, diaries, magazines besides, and papers in expansions to this visit to various locales.

Concept of Human Resource Management:

The old-fashioned or traditional term "people management" was the best way (for executives) to deploy employees. Proponents of this concept saw employees primarily as a cost, a resource to be managed in such a way that associated expenses (such as salaries, benefits, bonuses, and social security contributions) were minimized and closely related to job performance, while the behavior of employees was monitored and controlled. Since 1980, this ideology and the staff's accompanying duties have come under fire for not being intelligent enough for addressing environmental risks, shifting organizational requirements, and the extraordinarily complex nature of people (Senyucel, 2009; Alzola, 2018; Simoes, 2019).

The term Human Resource Management (HRM) is a term used to refer to management activities in the organization of work and the employment of people. HRM is a multidisciplinary organizational function

based on theories and ideas from different fields such as management, economics, sociology, and psychology. Researchers, academics, and professionals have many definitions of human resource management according to their philosophy, the work context being studied, and management ideas accepted. Due to the complex nature of people, the specificity of each work context, and the characteristics of the external environment (i.e. social, economic, technological) no definition indicates the "best way" to lead people and there is still no universally accepted definition of what People management means (Beardwell and Thompson, 2017).

Review of Literature:

The accompanying HRM definitions assist with characterizing how individuals the board is perceived has changed over the long haul and what truly characterizes HRM:

"HR the executives is a special administrative strategy that utilizes a scope of social, basic, and individual cycles to fundamentally use an exceptionally gifted and enthusiastic labor force for its greatest benefit." (*Sun, 1995*)

"Anything relating to the administrator's professional connections inside the affiliation is covered by HRM. Board individuals are not completely dedicated to the mind-boggling work of dealing with the model, to a specific style of drive, or conviction framework". (*Boxall, P., Purcell, J., 2000*).

To supplement the association's technique, an incorporated arrangement of HR approaches should be laid out, as indicated by the administrative point of view of the human asset board (HRM). (*2004 Buchanan and Huczynsk.i*)

"Human resource the board is a fundamental method for managing directing specialists that pressure that handling relationship fabricating capacities' is basic to achieve a high ground, which can be achieved through a lot of composed procedures, undertakings, and practices for the calling." (*Bratton and Gold, 2007*)

To deliver individuals in a legitimately planned human endeavor under a business award (or rather, a fixed-term contract) to perform errands in a way that empowers the venture to go on from here on out, HRM (human asset the board) is the administration utilization of exertion,

information, abilities, and serious ways of behaving. **Wilson (2010)**

Worker enlistment, determination, learning and improvement, pay, award, correspondence and commitment, cooperation, and execution of the executives are points covered by HRM. **2017 (Beardwell and Thompson)**

"As said, HRM connects all group leaders and is concerned with the selection, movement, and compensation of people in affiliations as well as the support of the center's professional affiliations. There are HR specialists to fix processes. **(2019, Leatherbarrow and Fletcher)**

The term HRM has its beginnings in the way of thinking of the workforce on the board and despite the fact that is containing the hard word "asset" isn't simply a contemporary or extravagant term. The word "asset" is meaning the source that makes esteem and additionally is meaning the section/the means by which worth is accessible or coming through. Whatever is portrayed by:

- esteem (the ability to take advantage of chances or kill dangers),
- extraordinariness,
- blemished imitability and
- non - substitutability, is considered an asset.

In the most recent twenty years HRM is getting more digitalized. Man-made reasoning machines upgrade individuals' examination and broaden human mental capacities. AI helps in critical thinking and normal language handling (NLP) combined with great individual examination alters the manner in which representatives can be made due. Mechanization is reshaping work and the abilities requested for work. In advanced time mental and socio-conduct abilities are in lack, while versatility, innovativeness, and decisive reasoning are without a doubt key credits of contemporary workers (Korn and Pine, 2011) In the meantime representatives are broadened by age, race, computerized abilities, and sexes, are more conditional and require a balance between serious and fun activities, adaptability and proceeding with training. Bosses and especially HR administrators must be delicate to social distinction, morals, and change to make due and stay serious (Gulliford what's more, Dixon, 2019). By utilizing innovation, a human asset professional's primary obligation is to help

business pioneers towards settling on the most ideal choices, while he will get free of dull assignments and work on human-driven undertakings (Hogg, 2018).

Human Resource Manager's Role:

As indicated by job hypothesis, a job alludes to an example of ways of behaving, of any work tenant, expected by others (Winship and Mandel, 1983, Allen and van de Vliert, 1984, Bracket et al., 2002, Briggs, 2005, Pritchard, 2010). In an association setting partners (for example administrators, representatives, proprietors, laborers' association, society) characterize expressly (for instance, as set of working responsibilities) or certainly their assumptions for the inhabitant of the HR supervisor position. These assumptions are a bunch of ways of behaving that reflect obligations and obligations of the job of the jobholder (Nadiv et al., 2017).

In his powerful model of HR capabilities in 1997, Ulrich characterized four jobs of HR directors, by joining centers around individuals and on HR action. He recommended the jobs of the (a) vital accomplice, (b) work association master/architect, (c) change specialist, and (d) representative's agent. This structure pulled in a great deal of consideration and acknowledgment as well as analysis, as enveloping a secret struggle: Human asset directors are, by and by, separated among bosses and representatives; whom they ought to fulfill (Lawler and Mohrman, 2003, Bhatnagar and Sharma, 2005, Lemmergaard, 2009, Pritchard, 2010, Caldwell, 2011, Yusoff, 2012).

Ulrich and a large portion of different scientists propose that this contention can be settled if HR professionals recognize the interest of each party and foster the imperative ability to adjust their cases (Andolsek, Primožic, and Stebe, 2013).

In 2012 Ulrich, et al. fostered another structure of HR trough's jobs by renaming some of them and recognizing two more to be embraced by HR chiefs, to confront the difficulties in the new business and workplace. These six jobs (Ulrich really utilized the term "abilities") are as per the following (Beardwell and Thompson, 2017):

- **Vital positioner:** Serves to improve and carry out business techniques.
- **Valid extremist:** Goes with sound business choices and finishes things.

- **Capacity manufacturer:** Helps assemble and guarantee that abilities reflect authoritative qualities.
- **Change specialist:** Creates hierarchical limit, conquers protection from change, and guarantees the fundamental assets
- **Human asset integrator:** To start and coordinate HR rehearses with business targets
- **Innovation advocator:** Applies long-range interpersonal communication innovation to help individuals and adds to the compelling administration of data.

The nonstop and fast changes in the outside climate of associations due to advanced advances have expanded the significance of HRM, as a compelling method for executing business methodology, accomplish objectives, stay serious, and be adaptable. Subsequently, HR chiefs are confronting new difficulties in performing successfully the old-designed exercises (authoritative jobs) as well as to perform new essential jobs that mirror the requirements of contemporary associations.

Traditional and Contemporary Roles of Human Resource Managers:

The necessities of contemporary associations are really figuring out the jobs of their HR chiefs, the fundamental targets of whom are (Torrington et al., 2017):

Staffing targets (vital job): Enlisting and holding the staff with the right qualities and the important abilities to perform, in a work market where contenders are likewise searching for, is one of the fundamental obligations (job) in later years. They likewise need to plan hierarchical construction and alluring work contracts as well as to embrace a technique of separation and situating in the work market to address the issues of staffing targets.

Execution goals (key job): Any association, to meet its execution targets needs to be prepared, created, enabled, committed, roused, and agreeably compensated workers. Those being liable for overseeing HR have the substantial to establish such a climate, where workers won't just be capable to fulfill execution guidelines yet they will likewise prefer to exhibit optional exertion. In the meantime, disciplinary arrangements and activities are important for the HR chief's job to guarantee a powerful and evenhanded treatment of those representatives who miss the mark in execution.

Change-the executive's targets (vital job): Change is inescapable, persistent, and lethal for most associations. For an association to get by and stay serious, it needs to adapt effectively to future difficulties and embrace change (Bodla and Ningyu, 2017). The HR administrator's job is to take vital choices, plan and engage in extraordinary HR rehearses, all together overseeing successfully the change process, as far as worker response, change specialists, and execution processes.

Organization goals (Functional job): This job of HR trough isn't key in any case, it assists an association with smoothing running. Keeping worker records of execution, participation/nonappearance, planning and carrying out preparing programs following and executing fulfilling/installment processes, and so forth help an association to take judicious and fair choices. Consistency with regulation (for instance, about maternity pay/leave, debilitated pay, well-being framework, and conditions) is additionally important for this job. Making due expertly and really the conveyance of the managerial undertakings can add to the

upper hand, contrasting with different associations less effective in managerial cycles.

Reputational goals (Functional job): Data Correspondence Technologies (ICT), specifically Web and online entertainment gadgets, make it exceptionally simple for individuals, either workers, viewpoint representatives, clients or providers to systems administration and change data (positive, negative, valid, phenomenal) about associations. This data is all the time about approaches, practices, and morals on business, fulfillment, representative relations, variety of the board, and work-life balance. HR director's job is to make and keep a corporate standing by acting furthermore, acting morally, following regulations, and advancing the government assistance of its representatives. To the extent that HRM is viewed as it is HR trough's liability to progress, what's more, safeguards corporate standing and fabricated a brand of good for pioneer managers?

Notwithstanding the previously mentioned customary jobs of HR chiefs, in contemporary associations, another job is arising. The job of pushing, taking on, and dealing with the results of advanced

advancements, to do the functional assignments of HRM, to lessen cost, increment observing, and advance the availability to representatives. The utilization of such advancements is occurring, frequently, in the space of HR arranging, enrolling and choosing, preparing and improving, compensation, and execution/worker assessment.

Computerized HRM targets (for the most part essential job): Data advances are utilized by associations to shape work (for example virtual groups, reevaluating, organizing, and individual people working as associated people) (Taylor and Bain, 2015). Programmed A call Conveyance Framework is utilized to get to, gather, recover, and dissect information on individual and group execution. Human Asset Data Frameworks (HRIS) is the compelling method for gathering, putting away, and investigating data information connecting with most parts of HR, to introduce frameworks and apply HR rehearses that increment efficiency, hold ability, foresee staffing needs, and most frequently enlist and select individuals. Most organizations use systems administration and web advancements through organizing gadgets and sites to gather information about their representatives and increment their commitment to the association. Man-made brainpower and AI are upgrading individuals' investigation. In the meantime, large numbers of associations are uncertain about how to deal with these advances actually (Wilkinson, et al., 2017). Web-based entertainment is frequently utilized in the HR elements of enrollment and choice, however administrative and legitimate issues emerge and should be confronted, ordinarily by HR supervisors, for example, moral, lawful, reasonableness, protection, digital loafing segregation/issues. (Thorntwaite, 2013, 2015, Slovensky and Ross, 2012).

The previously mentioned mechanical advances characterize the new role(digital defender) of HR supervisors: to survey the effect of these progressions on arranging work, on execution and efficiency, on HR commitment and responsibility, and on relations among representatives and association, among applicants and enrollment specialists and between line directors and their subordinates. Their obligations are to become key colleagues by raising the HR capability from routine errands towards a more complex

methodology (Wilkinson et al., 2017). They ought to likewise take the drive and introduce practices to further develop correspondence between the HR office, line directors and current and future representatives, and other partners.

Trends and Impact of Digital Technologies on Human Resource Practices:

Computerized innovations establish another workplace by playing an undeniably unmistakable job in playing out the gig, on the association's construction, and on the existence of representatives. The fundamental Human Asset The executive's (HRM) capabilities are likewise enormously and in more than one way impacted. The computerized changes in HRM concern three central regions: "advanced representatives", "advanced work" and "computerized representative administration" (Strohmeier et al., 2009).

a. **"Advanced workers":** The collaboration with computerized innovations has molded another age of individuals with unmistakably various perspectives, capabilities, ways of behaving, and assumptions (Lancaster and Stillman, 2002; Prensky, 2001). This age's kin - forthcoming new contestants in associations - are more multi taskers, have advanced abilities/capabilities, like the quest for more data and organizing they are advancing by doing and requesting more and moment delights and rewards. Clearly, HRM ought to change and adjust its methodologies and exercises to this new work market associated with such "computerized workers". The age of more youthful workers who experienced childhood in an advanced climate is both extensively more mind-boggling and impressively more heterogeneous (Helsper and Eynon, 2010). The vital and usable variation of HRM to an evolving labor force is a stage important to help associations further on (D' Netto and Ahmed, 2012), through new, unique, and robotized practices of enlisting, choosing, and initiating practices. Computerized reasoning (machines), for instance, can save time for scouts and empower them to zero in erring on the human perspective or recruiting, as well as get to the next level the competitors' insight (for example less

reaction time, standard interchanges, planning interviews).

- b. **"Advanced work"**: An incredible part while perhaps not the work content has been all digitalized. Considering that, [...] all data today is either advanced, has been computerized, or could be advanced (Bawden, 2008,) data work of workers increasingly more relies upon advanced instruments and media. As result, to perform successfully a task, another arrangement of specialized as well as mental abilities to deliberately gain, interaction, produce and use data is required (Nawaz and Kundi, 2010; Bawden, 2008). Computerized innovations have empowered new types of putting together work that reaches from single virtual work environments to virtual gatherings, groups, or networks, and even to virtual associations (Hertel et al., 2005; Powell et al., 2004). For instance, E - spearing sorts out work by means of the web - based commercial centers where associations offer specific assignments to specialists. E - spearing replaces ordinary representatives and changes and now and again questions "exemplary" HR capabilities (Aguinis and Lawal, 2013). Overseeing such individuals plainly contrasts with overseeing traditional representatives in a ton of perspectives like initiative, execution criticism, or improvement, while still a ton of reasonable angles are not adequately handled (Hertel et al., 2005). Human Asset supervisors, then, at that point, past perceiving the prerequisites of these computerized changes on the word association. Face the test to foster comparing techniques and arrangements supported via robotization. For instance, to arrange work (for example task, re-appropriating work), to prepare and foster staff or e - lancers/accomplices, to gather and expound a ton of data (Large Information investigation), to repay staff, and make connections with workers.
- c. **"Advanced representative administration"**: "Computerized worker the executives" is tied in with arranging and carrying out advanced advancements to the backing and organizing the HR call. Functional elements of HR, for example, payroll handling, yet in addition, administrative capabilities like

pay, execution of the board, or improvement are "carefully" upheld. The positive functional impacts of this computerized worker on the executives, for example, less expense, higher speed and nature of HR processes, expanded enterprise and trust among HR partners, more essential direction, and so on are self-evident (Repel, 2011; Strohmeier, 2009). A few adverse issues like absence of client acknowledgment, dangers to protection, loss of individual contacts, scaling down the HR - division, or troubling HR experts with specialized execution, organization, and application errands, ought to not be out of thought. Man-made reasoning (artificial intelligence) morals are another - vital - an issue that should be tended to by HR directors, with respect to developing joblessness (scaling down), recruiting predisposition, improper representative information use, and straightforwardness. The keen machines/frameworks worked by Huge Nine Organizations [(G-MAFIA), Google, Microsoft, Amazon, Facebook, IBM, Apple, and (BAT), Baidu, Alibaba, Tencent], make man-made reasoning conceivable and adaptable the selecting and recruiting instruments utilized are just as evenhanded as the people who program them. As a potential outcome, the human inclination can spell huge separation issues and moral issues enhanced by the scale at which computer-based intelligence instruments work (Charles, 2019). The test of the HR calling is to recognize, create and use the positive possibilities of digitalization while staying away from or if nothing else diminishing the going with disadvantages. It is perceived that the destiny of associations and the outcome of any business, aside from innovation, is not entirely settled by: the nature of its human resources and how its HR is made due. Digitalized HR exercises are the most significant method for guaranteeing these determinants, which assist any association with executing really its system and accomplishing its functional and vital objectives. This implies that HR chiefs should change their job, from symptomatic and elucidating about the labor force to prescient and prescriptive, in others words to change their job from

functional to vital. This change requires enrolling mechanically instructed individuals, filling the abilities hole, and holding representatives. As an outcome, HR chiefs need to obtain the capacity (information and abilities) and to be given the limit (by the association) to control - the profundity of labor force examination and use computerized advances for HR capabilities.

Conclusion:

Computerized innovations clearly influence HR exercises and change the job of HR chiefs from static to dynamic and key. The difficulties and open doors for HR administrators are quite a large number to increment representative efficiency and at last benefit, by connecting really computerized representatives to mechanized positions and the new computerized structures and association structure. New HR procedures are expected to fill the advanced abilities hole, assemble dependability and commitment, oversee variety, empower work-life incorporation, and hold the ability pool of computerized representatives. In request to satisfy effectively their new job HR supervisors need to act principally as key positioners (need to know the business setting and the overwhelming outside factors), as change specialists, and as innovation advocates (need to know how to get to, examine, survey and offer data and how to apply new innovations of data). Human asset administrators themselves need to obtain advanced abilities and increment their computerized smoothness. To expand our knowledge about HRM jobs more exploration is expected to examine how and to what degree these jobs are impacted by word-related and authoritative attributes. The moral components of utilizing computerized innovations to get to store and utilize worker information need to be significantly more experimentally analyzed.

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“An Outline towards Patterns and Challenges of Rural Urban Migration with reference to Karnataka”

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Abstract:

The issue of financial advancement in any nation lies in the slow redistribution of the workforce from the conventional rural area to the developing current metropolitan modern area. This interaction is considered to be socially valuable since work will be moved from low-efficiency, low-pay occupations, and regions to high-efficiency, big-time salary occupations furthermore, regions. The current concentrate likewise examines on the patterns in movement worldwide, public and furthermore at the state level. This study features the new patterns in provincial metropolitan movement at the entomb area level as well as across authoritative blocks of Karnataka state. To examine the patterns in provincial metropolitan relocation in general and to investigate the significant difficulties of provincial metropolitan relocation in Karnataka, India. The current review depends on auxiliary information assembled from evaluation reports, research diaries, and papers and from the important sites. The review is geologically limited to Karnataka state. The extent of the review is to break down the patterns in the rustic metropolitan movement and factors answerable for rustic to metropolitan movement.

Keywords: Movement; Rustic; Metropolitan; Comprehensive Turn of Events.

Introduction:

The job of inside relocation, characterized as far as the development of individuals across the more modest units inside a country, during the time spent on monetary improvement is broadly perceived. The issue of financial advancement in any nation lies in the slow redistribution of the workforce from the customary horticultural area to the developing present-day metropolitan modern area. This interaction is viewed as socially helpful since work will be moved from low-efficiency, low-pay occupations, and regions to high-efficiency, top-level salary occupations and regions. Consequently, industrialization is expected to increment at a quicker rate. In this unique situation, the rustic metropolitan movement expects unique importance. Provincial metropolitan relocation is both a side effect of changes in useful designs and a contributing component to such changes. Social researchers who have endeavored to evaluate the peculiarity are partitioned in their perspectives on the effect of movement. One view is that versatility is an essential piece of

financial development; it is an equilibrating drive; it works with industrialization; it gets to the next level pay conveyance and it prompts mechanical changes in horticulture. As against the former view, it is contended that the takeoff of nearly more clever, talented, and instructed individuals from country regions is a deficiency of scant enterprising and imaginative ability. Their development includes a sizeable exchange of human capital out of the provincial area and this could unfavorably influence agrarian creation and earnings and hence increment rustic imbalances.

The examinations on provincial metropolitan relocation in non-industrial nations show that the paces of the rustic metropolitan movement proceed to surpass the paces of metropolitan modern work open doors. The unabated and impromptu provincial metropolitan movement in low-pay nations has made various issues, for example, among others, high paces of metropolitan joblessness, metropolitan destitution, issues of transportation, lodging, sterilization, water supply, and natural

contamination. The metropolitan neighborhood states, with their restricted assets, can't adapt to these issues. In that capacity, numerous states of these nations, have been chasing after the strategies and projects of country advancement and metropolitan modern dispersal all the while, decreasing the force of provincial metropolitan movement. The previous is pointed toward setting out work open doors and social conveniences in the provincial region itself, though the last option is focused on de-clog of urban areas. These endeavors have met with just restricted achievement. To make the projects more compelling, a comprehension of the elements of the course of inward relocation turns into an essential. At the end of the day, the information on the course of the rustic metropolitan movement, essentially, who relocates, why they relocate, also, what they do, accepts basic significance.

Objectives and Research Methodology:

The target of the current review is to break down the patterns in the rustic metropolitan movement overall and to investigate the significant difficulties of the provincial metropolitan movement in Karnataka, specifically. The current review depends on auxiliary information accumulated from statistics reports, research diaries, papers, and furthermore from the site. The review is geologically confined to Karnataka state in India. The extent of the review is to examine the patterns in rustic metropolitan movement and variables answerable for provincial to metropolitan relocation.

Literature Review:

It uncovered that relocation is an equilibrating factor, which prompts the move of work from the work overflow area to the work shortage area and achieves uniformity between the two areas. In analyzed the push-get speculations in Egypt through counting factors, for example, populace size, the distance between the area of beginning and objective, level of urbanization, instruction level, and so on. His investigation discovers that instructive offices accessible at the beginning go about as a deterrent in out-movement while such offices at the objective draw in the in-movement. It concentrated on the variables influencing country metropolitan movement. They track down that growing work opens doors in the developing city, consolation by direct relations in the city, the proposition of work

by the work project worker in the city, social unfairness endured by the minimized gathering in the provincial region, the assumption for a better life in the metropolitan region are the vitally propelling elements in rustic metropolitan movement. In tracked down that the contributing variables for provincial metropolitan relocation may either be "push" or "pull", with the previous directed forcibly of inner conditions and the last option by the bait of outside attractions or motivations. Their review recognized the significant to and fro factors answerable for rustic out-movement. What's more, this analyzes the effect of different determinants on rustic metropolitan relocation. It has been tracked down that improvement of instructive offices as well as water system offices in country regions and speed increase of industrialization process here are huge factors to country metropolitan relocation. In recommending that the critical expectation of the Lewis model uncovered the rustic metropolitan relocation as affected by the presence of excess work and a person, whose degree of training is low, is more averse to moving to metropolitan regions. In dissected that relocation serves the low-pay householders to get to a task in metropolitan regions and where the traveler individuals are encountering great versatility at the spot of objective. The outcomes in view of a ghetto overview in four urban communities of India. The read-up recommends further development of the metropolitan work programs. In examining the issue of movement for remote provincial regions and constant neediness in India. The paper uncovers that the pace of relocation is high among the very poor. In chiefly centered around the back-and-forth factors of relocation. He further examined that destitution is the primary push factor for the country's metropolitan movement of work. The creator directed that movement primarily happens due to the distinction in local turn of events. So the public authority ought to acquaint the arrangements with decreasing the destitution level. It uncovered that travelers are denied fundamental offices and are underestimated to get a few social privileges. They further expressed that the transients ought to be perceived as a weak gathering that necessities designated mediation by the public authority.

It uncovered that unemployment, destitution, and the dream for a better way of

life as the significant explanations behind the work movement. Nonetheless, the creators have featured viable execution of PURA (Providing Urban Amenities in Rural Areas) to alleviate the issue of rustic to metropolitan relocation. It demonstrated that Kerala's Bay association and quick segment progress have prompted a critical decrease in neighborhood supplies of work, along these lines drawing in additional travelers from different states in India because of better open positions, higher wages, and fair installment frameworks. Networks inside traveler gatherings, particularly companions' circles, are viewed as the most grounded calculations supporting this relocation interaction. However the above examinations have zeroed in on the causes and financial ramifications of work relocation at different levels, they have not created any important commitment in that frame of mind of entomb area relocation particularly drifts in movement across the authoritative blocks. Karnataka is the eighth biggest state in India and prevailed in a variety of geological, and financial characteristics. Because of this variety, it is vital to concentrate on the movement design in Karnataka at the local level. Inter district relocation connects with those transients who move starting with one region and then onto the next locale inside the state. This development is advanced due to financial variables like the development of industry, horticultural turn of events, and urbanization. Subsequently, research on late patterns in relocation at the bury locale level as well as across regulatory blocks has not

been tended to. Hence, the current review expects to envelop those issues.

Confabulation and Interpretation:

Urbanization has been a verifiable cycle connected to the degree of monetary development and social change. Demographically, it is estimated as a level of the populace living in metropolitan communities that developed extra time in shifting sizes. Metropolitan regions are perceived as motors of financial development since monetary exercises, correspondence administrations, instructive and well-being administrations, and logical and mechanical developments are amassed in them. Metropolitan focuses additionally give significant connections to the provincial regions furthermore, are instrumental in the rustic turn of events.

Indian Framework:

One huge part of concentrating on the populace is the investigation of movements emerging out of different social, financial, or political reasons. In an immense nation like India, the investigation of the development of the populace the nation over helps in understanding the elements of the general public better. At this point of financial turn of events, in the country, particularly when many states are going through a quick financial turn of events, especially in regions, for example, fabricating, data innovation, or administration areas, the information movement profile of the populace has become more appropriate. Table 1 gives data about the top objective of travelers from various states.

Table 1: The top objective of transients from different states

State	Destination		Share of migrants from states(%)
		North & East	
Uttar Pradesh	Maharashtra		23.00
Bihar	Jharkhand		17.60
West Bengal	Jharkhand		19.80
		South	
Karnataka	Maharashtra		56.80
Tamil Nadu	Karnataka		36.90
Andhra Pradesh	Karnataka		43.50
Kerala	Tamil Nadu		36.90
		West	
Maharashtra	Gujarat		32.70
Madhya Pradesh	Maharashtra		28.20
Gujarat	Maharashtra		66.60
Rajasthan	Gujarat		20.40

According to the information introduced in the Table, Delhi being the capital of the nation, and its rural areas and Maharashtra were the top objections for transients from Uttar Pradesh while it was Jharkhand for travelers from Bihar, and Gujarat for those from Rajasthan. According to registration information on statistics relocation of 2011, while around 5.63 crore individuals resided in states other than that of their introduction to the world, individuals will generally move to states that offer lines with their home state.

In this way, of the almost 129.9 lakh individuals who had relocated out of Uttar Pradesh, 22.4 percent lived in Delhi in 2011 while 9.1 percent and 8.8 percent in Haryana and Madhya Pradesh separately. Uttar Pradesh was the fundamental wellspring of state travelers. Moreover, in every way that really matters, 79.50 lakh people who had migrated out of Bihar, 17.6 percent were obliged by Jharkhand while 14.5 percent and 14.1 percent were by West Bengal and Uttar Pradesh separately. It is likewise intriguing to take note that, Gujarat, Haryana, and Madhya Pradesh were among the top objections for Rajasthani travelers. Comparable movement patterns were seen the nation over.

In peninsular India, relocation was for the most part inside the area. For 36.9 percent of the wanderers from Tamil Nadu and 43.5 percent from Andhra Pradesh, Karnataka was the top objective. Nonetheless, for the greater part of the travelers from Karnataka(56.8%), Maharashtra was the top objective.

For over 33% of the between-state displaced people from Kerala (36.9%), Tamil Nadu was the proffered decision. Another 23.6 percent had moved to Karnataka. Travelers from Tamil Nadu likewise made

Kerala(15.5%) and Andhra Pradesh (13.4%) their home.

The 2011 evaluation information shows that Maharashtra was the favored objective for transients from the adjoining states as well as for those from Uttar Pradesh, and West Bengal, because of its modern area which incorporates material plants. Around 23% of the migrants from Uttar Pradesh, 16% of the travelers from Rajasthan, and 13.5 percent from West Bengal were living in Maharashtra in 2011. The state was home to 98.08 lakh highway transients during the 2011 statistics. In any case, travelers from Maharashtra favored Gujarat (32.7 percent), Karnataka (19.1 percent), and Madhya Pradesh (16.7 percent). Similarly, as individuals in Karnataka, around 66% of the exiled people from Gujarat moved to Maharashtra with pretty much 12% siding to live in Rajasthan.

Hence, it is obvious from the above information that the propensity of movement is more towards those states or where the force of urbanization is more. It is likewise evident that the higher the pace of feasible and comprehensive metropolitan advancement more prominent will be the pace of movement, as well as the other way around, is the situation.

Migration Outline of Karnataka:

Karnataka is the eighth biggest state in India and prevailed in a variety of topographical, and financial characteristics. Because of this variety, it is critical to concentrate on the movement design in Karnataka at the regional level. Between regions, relocation connects with those transients who move starting with one locale and then onto the next area inside the state. This development is advanced due to financial elements like the development of industry, farming turn of events, and urbanization.

Table 2: Area-wise relocation in Karnataka according to 2011 statistics

1. Belagavi	Rural-Urban	259,566	6.50	5.63	7.30
	Urban-Rural	197,474	10.60	10.74	10.50
2. Bagalkot	Rural-Urban	105,377	2.64	2.11	3.12
	Urban-Rural	61,881	3.32	3.32	3.32
3. Bijapur	Rural-Urban	86,244	2.16	1.96	2.34
	Urban-Rural	53,798	2.90	2.70	3.01
4. Bidar	Rural-Urban	68,715	1.72	1.39	2.02
	Urban-Rural	32,278	1.73	1.12	2.14
5. Raichur	Rural-Urban	63,385	1.60	1.41	1.74
	Urban-Rural	39,561	2.12	1.74	2.38
6. Koppal	Rural-Urban	42,708	1.07	0.94	1.18
	Urban-Rural	41,722	2.22	2.05	2.36
7. Gadag	Rural-Urban	70,565	1.77	1.43	2.07

	Urban-Rural	40,025	2.15	2.27	2.06
8. Dharwad	Rural-Urban	140,570	3.52	3.27	3.74
	Urban-Rural	60,506	3.25	3.61	3.00
9. Uttara Kannada	Rural-Urban	65,380	1.64	1.39	1.86
	Urban-Rural	146,928	7.90	9.20	7.00
10. Haveri	Rural-Urban	75,369	1.90	1.64	2.11
	Urban-Rural	54,763	2.94	2.81	3.02
11. Bellary	Rural-Urban	133,378	3.34	3.10	3.57
	Urban-Rural	53,429	2.87	2.45	3.15
12. Chitrdurga	Rural-Urban	60,906	1.53	1.48	1.50
	Urban-Rural	35,306	1.90	1.73	2.00
13. Davangere	Rural-Urban	100,669	2.52	2.38	2.64
	Urban-Rural	46,071	2.47	2.37	2.54
14. Shimoga	Rural-Urban	102,465	2.57	2.44	2.68
	Urban-Rural	75,431	4.05	4.10	4.01
15. Udupi	Rural-Urban	74,678	1.87	1.64	2.08
	Urban-Rural	119,643	6.42	7.55	5.66
16. Chikmagalur	Rural-Urban	44,085	1.10	0.99	1.21
	Urban-Rural	51,424	2.76	2.74	2.77
17. Tumkur	Rural-Urban	119,786	3.00	2.80	3.18
	Urban-Rural	74,176	3.98	3.80	4.10
18. Bangaluru	Rural-Urban	1,459,747	36.58	42.86	30.9
	Urban-Rural	115,911	6.22	7.68	5.24
19. Mandya	Rural-Urban	60,208	1.51	1.32	1.67
	Urban-Rural	54,855	2.94	2.73	3.08
20. Hassan	Rural-Urban	91,258	2.29	2.14	2.42
	Urban-Rural	42,170	2.26	2.04	2.41
21. Dakshina Kannada	Rural-Urban	225,369	5.65	5.09	6.15
	Urban-Rural	123,106	6.61	7.46	6.03
22. Kodagu	Rural-Urban	16,032	0.40	0.39	0.41
	Urban-Rural	46,461	2.49	2.79	2.29
23. Mysuru	Rural-Urban	160,305	4.02	3.97	4.05
	Urban-Rural	63,085	3.39	3.24	3.48
24. Chamarajanagara	Rural-Urban	28,656	0.72	0.55	0.87
	Urban-Rural	23,048	1.24	1.08	1.34
25. Kalaburagi	Rural-Urban	103,319	2.59	2.38	2.77
	Urban-Rural	46,731	2.51	1.69	3.06
26. Yadgiri	Rural-Urban	36,140	0.90	0.70	1.09
	Urban-Rural	20,195	1.08	0.81	1.26
27. Kolar	Rural-Urban	59,146	1.48	1.40	1.55
	Urban-Rural	31,424	1.69	0.99	2.15
28. Chikkaballapura	Rural-Urban	52,871	1.32	1.21	1.42
	Urban-Rural	31,914	1.71	1.35	1.95
29. Bangaluru Rural	Rural-Urban	45,199	1.13	1.12	1.14
	Urban-Rural	47,282	2.54	2.34	2.67
30. Ramanagara	Rural-Urban	38,536	0.96	0.88	1.03
	Urban-Rural	32,226	1.73	1.48	1.90
Karnataka	Rural-Urban	3,990,632		1,893,247	2,097,385
	Urban-Rural	1,862,824		749,754	1,113,070

To be familiar with patterns in rustic metropolitan and metropolitan provincial movement in Karnataka, area-wise information on relocation in light of spot of the last home has been gathered from the Evaluation report 2011 which is introduced in Table 4. Alongside all out people relocated, the table likewise presents a level of male and female relocation among rustic and metropolitan regions. As indicated by the 2011 enumeration, the level of provincial metropolitan relocation of each area when contrasted with the complete rural-urban relocation of Karnataka express, the most elevated provincial metropolitan movement is found in Bengaluru Metropolitan locale with 36.58 percent followed by Belagavi area with 6.50 percent and Dakshina Kannada region with 5.65 percent, while Kodagu locale has recorded the most minimal with 0.40 percent.

The patterns in metropolitan country movement show that the Belagavi area has recorded the most noteworthy metropolitan provincial movement with 10.60 percent followed by the Uttara Kannada area with 7.9 percent and the Dakshina Kannada locale with 6.61 percent. The information additionally uncovers that, aside from Bangaluru Metropolitan, Kalaburagi, Hassan, Bellary, and Davanagere regions, any remaining areas have somewhat more metropolitan provincial relocation than country metropolitan movement. Subsequently, it is obvious from the information that, Bengaluru Metropolitan locale has drawn in more travelers than different regions in the state and a greater part of the transients moved to Bengaluru fundamentally for work potentially opening doors. The portion of male and female country metropolitan travelers altogether provincial metropolitan movement of the state demonstrates a similar pattern i.e., The Bengaluru metropolitan locale with 42.86 percent and 30.90 percent male and female transients individually.

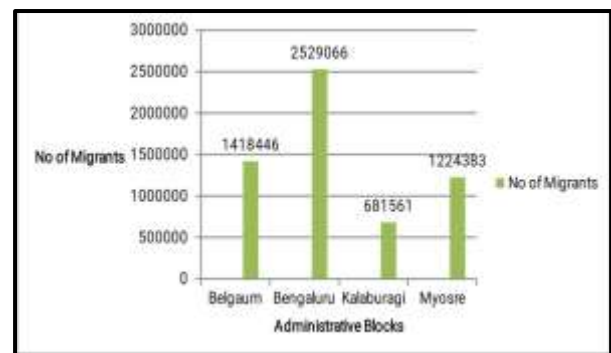
Patterns in movement across the authoritative divisions of Karnataka:

Karnataka has dignified status in southern India on November 1, 1956, for the sake of Mysore state, and on November first, 1973 The Mysore state was renamed Karnataka. To empower managerial decentralization, the state is partitioned into 4 divisions, to be specific, Bengaluru, Belagavi, Kalaburagi, and Mysuru. To look at

the relationship between relocation and regulatory divisions of Karnataka, information on movement across the four authoritative divisions of Karnataka has been accumulated for 2011 which is introduced in Figure 1.

Figure. 1: Patterns in Movement across the Authoritative Divisions of Karnataka Controlled information

According to the information introduced in figure 1, Bengaluru authoritative division has the most noteworthy in-transients with 2529066 travelers followed by the Belagavi division with 1418446 in-travelers. Mysuru and Kalaburagi divisions have next place with



1224383 also, 681561 in-travelers separately. Consequently, it is obvious from the above data that the Bengaluru managerial division has drawn in more in-travelers than different divisions. It obviously portrays territorial variations in the development of urbanization. Bengaluru division has been developing as the major metropolitan agglomeration and the advancement of urbanization in the excess managerial divisions of Karnataka is seen to be somewhat sluggish. Thusly, there is a need to survey the urbanization strategy of the Public authority of Karnataka to decrease unevenness in the relocation drifts and empower adjusted advancement of all the areas across the state.

Significant Obstacles and Strategy Issues:

Despite the fact that movement overall and country to metropolitan relocation specifically is favorable for monetary and metropolitan agglomerations, there are many difficulties standing up to transients in metropolitan regions.

- However metropolitan populace has been on the rising pattern, and there is an absence of focus on feasible and comprehensive metropolitan

improvement in metropolitan urban areas of India including Bengaluru.

- Super durable and semi-long-lasting travelers with advanced education and abilities can endure the difficulties and prevail in becoming individuals from the metropolitan citizenship. Then again, travelers with low training and abilities, along with the occasional and impermanent nature of their business, are more powerless and dependent upon different sorts of prohibitions in metropolitan regions.
- The uninformed travelers are prohibited from federal retirement aide projects, for example, public dispersion of food, admittance to training and medical services, and, above all, the privilege to lodging at the spot of the objective because of the shortfall of personality and private verification. Government-backed retirement programs are place-bound and the execution of those projects fall under the domain of the state legislatures. The between-state travelers bring about additional difficulties as the compactness of social security programs is beyond the realm of possibilities; they additionally face antagonism from local occupants ingrained with the philosophy of the children of the dirt.
- Movement is dealt with more as an issue of administration instead of advancement.
- Town arranging has been basically a disappointment in India as it scarcely reflects worries for transients. Then again, transients are frequently focused on the declining municipal conveniences and practically every one of the hardships of the city. They are even made dependable for the rising crime percentage as well as the rule of peace and law issues in the city.
- There is likewise a sizable presence of destitute travelers in numerous huge urban communities and the arrangement of night covers furthermore, the development of lodgings for working people transients could be an answer whenever consolidated into the city improvement plans.
- The current concentrate obviously portrays territorial aberrations in the development of urbanization. Bengaluru division has been developing as the major metropolitan agglomeration and the

advancement of urbanization in the leftover managerial divisions of Karnataka is seen to be moderately sluggish. Subsequently, there is a need to audit the urbanization strategy of the Public authority of Karnataka to decrease irregularity in the relocation drifts and empower adjusted advancement of the relative multitude of districts across the state.

- An extensive movement strategy covering all parts of travelers is to be outlined by the public authority which is deficient today.
- Alongside metropolitan regions, country regions should likewise be upheld by the public authority by presenting more feasible and comprehensive formative projects. For the achievement of this, Giving Metropolitan Conveniences to Country Regions (PURA), an idea created by A P J Abdul Kalam, discusses four significant networks (Actual Availability, Electronic Availability, Information Network, and Monetary Availability) could be a compelling apparatus.

Conclusion:

The rustic metropolitan movement has a positive pattern while metropolitan provincial relocation has a negative pattern. It is fundamentally due to different infrastructural offices created in the metropolitan region. In this manner, metropolitan agglomeration is the main consideration liable for expanding the rustic metropolitan movement. This outcome in a few issues in metropolitan regions across India like the absence of city conveniences, weakening climate, gridlock, local aberrations, and so on. In this way, alongside metropolitan regions, country regions should likewise be upheld by the public authority by presenting more maintainable and comprehensive formative projects. The current review lays the scope for understanding the patterns in relocation at the state level, public and global levels moreover.

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“A Perspective towards Human Resource Accounting Practices in India”

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Abstract:

The HR of the endeavor is its unmistakable resource, without these individuals different elements of creation can't be used. Working on bookkeeping strategies in HR is known as HR Bookkeeping. In this manner, an investigation of Human asset bookkeeping was assessed in the 16 century and planned to make, improve, and valuation of HR in financial terms. By and by around the world, on one hand, there is a period slip by driving the economy and business towards the cutting edge time and on another hand, numerous business undertakings are perceiving and valuing HR as a resource. This concentrate just spotlights on HR bookkeeping rehearses inside the chosen topographical region and time is a limitation. The review is absolutely founded on optional information.

Keywords: Human Resource Bookkeeping, Human Resource Bookkeeping Practices, Techniques, Difficulties and Issues.

Introduction:

HR is one of the conspicuous elements of creation without which we can't lead an effective association despite the fact that we have others as materials, machines, and cash. Here any remaining parts of organizations like M' and P' are connected inside its presence. HR bookkeeping is an assessment of the significant worth and cost caused by HR inside the association. It is the most common way of distinguishing and estimating costs brought about by enrollment, choice, employing, preparing, and advancement of HR and conveying similar information to closely involved individuals.

Sir. William Trivial was a trailblazer and made the first endeavor to esteem people in quite a while in mid-1691. He regarded people as components of public abundance as they are key job players in each area. Many years after the fact it took the voice towards the improvement of systems and procedures that must be produced for tracking down the worth and cost of individuals to the association. Throughout some time, numerous researchers have chipped away at it. In such a heading a few eminent researchers are Shultz (1960), William C

Pyle (1967), Flam Holtz (1971-1975), Morse (1973), and some more.

'Cheerful representatives lead to blissful clients which prompt more Benefits'. Abilities, type, Imagination, insight, and fulfillment of HR go about as the mounting achievement for Progress factors for any proficient Organization.

The meaning of Human Resource Bookkeeping:

HRA is "Representing individuals as an authoritative asset. It includes estimating the expenses brought about by associations to enlist, select, recruit, train, and foster human resources. It likewise includes estimating the financial worth of individuals to the association". (*Flamholtz*)

"HRA is characterized as the assessment and assessment of human various leveled data sources, like liability, experience, arrangement, and choice". (*Stephen Knauf*)

"HR bookkeeping" is a word used to describe a variety of recommendations that highlight the value of educated, ready, and steadfast employees in an organization's overall resources and profit cycle". (*Sidney Davidson*)

Objectives of the Review:

The review has focused on the accompanying targets:

- To concentrate on Human Resource Bookkeeping Practices.
- To concentrate on the meaning of Human Resource Bookkeeping.
- To analyze and distinguish the difficulties and issues.

Prominence of Human Asset Bookkeeping:

- Human Asset Bookkeeping helps the administration in choosing work, finding, and usage of HR.
- It likewise helps in the exchange, advancement, preparation, and conservation of HR.
- It gives a ground study to the preparation of actual assets against HR.
- It aids the assessment of costs caused by preparing, advantages, and improvement of individuals of the organization.
- It benefits from distinguishing the issues of high work turnover and going to preventive lengths to contain them.
- It will manually for finding the reasons for low profit from speculation, either because of underutilization of actual assets or HR, or both.
- It directs the organization in understanding and surveying the inward strength of the association and assists the board with canning steer the organization well through disgusting and doomful conditions.
- It gives significant data to people keen on making long-haul interests in the firm.
- HR bookkeeping helps individual workers in working on their presentation and dealing power.

Hence the reception of human asset bookkeeping in an association will assist the administration with arriving at choices connecting with:

- Valuation of HR as hierarchical resources;
- Recording the valuation in the books of records; and
- Introducing the data in the fiscal reports.

Research Methodology:

The concentrate on human asset bookkeeping rehearses in India mostly centered around auxiliary information. Distributed information gathered from sources such as exploration papers, articles, books, Online pages, and diaries. The

concentrate chiefly centers on learning the acts of Human Asset Bookkeeping inside Indian regions and States. The review has requirements such as periodicity, information assortment, and revelation.

The Act of Human Resources Bookkeeping in India:

In spite of, many blessings that have been contributed by HRA, yet its turn of events and application in various ventures have not been empowering. The Indian organization's act of 1956, gives no degree to showing any data about HR in a budget summary. Because of the improvement of business and enterprises, a portion of Indian organizations, both public and private, esteem their HR and report this data in their yearly report. The organizations, who are as of now detailing human resources valuation, include:

(A) The well known public area organizations:

- Incorporated Cochin Refineries (CRL)
- Weighty Electricals Bharat Limited (BHEL)
- India's Cement Corporation Limited (CCI)
- Lighting India Limited (EIL)
- Engineers India Ltd. (EIL)
- Indian Oil Corporation Limited (HPCL)
- Limited by Hindustan Shipyard (HSL)
- Indian Machinery and Tool Limited (HMT)
- Indian Zinc Corporation Limited (HZL)
- Incorporated Madras Refineries (MRL)
- Maruti Udyog Ltd. (MUL)
- National Thermal Power Corporation Limited (NTPC) and
- Minerals & Metals Trading Corporation of India Ltd (MMTC)
- Energy Company Limited, Oil and (ONGC)
- India Petroleum Limited
- India's Project and Equipment Corporation (PEC)
- Steel Authority of India Restricted (SAIL)

(B) The well-known private area organizations:

- Related Concrete Organizations Restricted (ACC)
- Southern Petro-Substance Ventures Company (SPIC)
- Infosys Innovations Restricted (ITL)
- Goodbye Designing and Train Works (TELCO)
- Satyam PC Administrations Ltd.

- Dependence Businesses Ltd.
- D.S.Q Programming Ltd.

Techniques for Human Resource Bookkeeping:

Compounding and concluding the valuation of HR took numerous evaluations and strategies. The models for the assessment of HR can be ordered into two significant gatherings for example Cost-Based Models and Worth Based Models. Cost-Based Models comprise of Verifiable Expense Model, Substitution Cost Model, Opportunity Cost Model, Standard Expense Model, and Worth Based Model Incorporates Lev and Schwartz Model, Flamholtz Model, Jaggi, and Lau Model, Gills And Robinson's Model, Morse Model, Ogan Model, Chakraborty Model. Dasgupta's Model, Watson's Model, Dave's Model, and Maheshwari's Model.

- **Cost-Based Model:** This technique estimates the association's interest in workers utilizing the five boundaries: enrolling, procurement; formal preparation and, acclimation; casual preparation, Casual acquaintance; experience; and advancement. The accompanying strategies are additionally ordered in this significant grouping.

a) Verifiable Expense Model:

This model of human asset executives has been recommended by William C Pyle and others in the year 1967. As per this strategy, the genuine costs caused by worker help are promoted and those will be discounted on the expected existence of HR. This strategy is an expansion of the idea of matching the expense and income". $HRV = AC - L + R$.

b) Substitution Cost Technique:

This technique was created by Rensis Likert and Eric G. Flamholtz in 1973. The model focused the valuation of HR on current costs under this strategy HR of an association is to be esteemed on suppositions of the assessed cost of supplanting existing human assets with others of comparable ability and experience.

c) Opportunity Cost Technique:

This model of HRA has been proposed by Hekimian and Jones'. In this approach worth of the human asset is intensified in view of a representative's worth for elective purposes. This strategy connects the essential connection between "shortage and decision". The open-door cost of a representative or a gathering of workers in a

single division is determined in view of the proposals by different divisions for these representatives.

d) Standard Expense Technique:

This model has been proposed by David Watson. Rather than verifiable expense or substitution costs, the model purposes standard costs which are related to the selecting, recruiting, preparing, and improvement per grade of a representative or decided yearly.

- **Esteem-Based Models:**

This technique joins HRM with the cash perspective engaged with it and how much cash that can be saved utilizing it.

a) The Lev and Schwartz Model Present Worth of Future:

Branch Lev and Aba Schwartz suggested the methodology in 1971. That's what they proposed "the valuation of human resources encapsulates in an individual old enough X is the Current Worth of his excess profit from business" as the such division of the association's workforce significantly relies on homogeneous gatherings like talented, untalented, semi-gifted, specialized staff, administrative staff, and so forth and following various classes and age gatherings. Coming up next is the equation $VX = \sum \{1(T) \div 1+R\} 1-X$

b) Flamholtz Stochastic Prizes Valuation Model:

Eric Flamholtz introduced the model in 1971. The model backers that a representative creates an incentive for an association as he is involved and performs various jobs and delivers administrations to the association. The model recommends a five-step way to deal with surveying the worth of a person to the association, which are:

- Representatives expected assistance life position he could possess.
- Administration status of an involved position.
- Likelihood of periodicity in which he will remain in a specific job.
- Likelihood of possessing every conceivable totally unrelated assistance state at determined future times.
- Limiting the normal assistance prizes to his current worth.

c) The HR Multiplier Model by Giles and Robinson:

In 1972, Giles and Robinson's recommended valuation of HR ought to be

made in as same as other physical and monetary assets in a going concern approach. The workers will be grouped into grades then their valuation of each grade will be aggregated and aggregated worth will be recorded.

d) Morse's Net Advantage Model:

Morse (1973) has presented this net advantage model. The worth of a human asset is assessed as comparable to a current worth of net advantages by the association from the administrations of its workers. Coming up next are 4 stages

- Gross Worth administrations delivered from here on out.
- Assurance of immediate and circuitous future installments.
- The contrast between the worth of HR and the worth of not entirely set in stone.
- The present worth of the net is not set in stone by applying a pre-decided markdown rate.

e) Jaggi and Lau Human Asset Valuation:

The model was recommended by Jaggi and Lau in the year 1974 and it focused on the valuation of HR as gatherings as opposed to people. A gathering suggests homogeneous workers who might possibly have a place with a similar division or division, and that gathering is evaluated the jobs that every one of those individuals might possess during administration life in the association. Television = (N)r" (T)" (V).

f) Organ's Limited Positively Comparable Net Advantage Model:

Pekin ogan (1976) has propounded the model and it is an expansion of the net advantage model given by Morse. The methodology the assurance with which the net advantages, later on, will happen ought to likewise be thought about while deciding the worth of HR.

g) Chakraborty's Total Installment Approach:

S K Chakraborty (1976) is the primary Indian to propose a model for the worth of HR of an association. As per this model, the gathering of workers needs to survey as opposed to people in the valuation of HR. Coming up next are moves toward estimation:

- The gathering of HR is delegated to administrative and non-administrative workers.

- The typical residency of business is assessed on experience.
- The typical compensation the still up in the air on the premise of the pay and pay structure taken on by that firm.
- The worth of HR X normal compensation of that gathering with a typical residency of the workers.

h) Dasgupta's Absolute Expense Idea Model:

N. Dasgupta (1978) recommended that the worth of the Human Asset of a country is not entirely set in stone and comprises utilized and jobless people inside it. Likewise, he recommended that the complete expense caused by a person in getting him up to that position in the association ought to be taken as the worth of an individual on the day he begins serving the association. Be that as it may, he procures the worth of the new jobs will in general be expanding. Appraisals of people or gatherings are expectable.

i) Dave's Changed Present Worth Model:

Shivkumar Dave (1987) consolidates in its pointers to impact of five factors that frequently influence the commitment of workers to the association and consequently, the determined worth of HR. The five elements are reflected involvement, effectiveness, work turnover, work distress, and result per representative which frequently adds to workers in the association.

j) Maheshwari, Rana, and Krishnamoorthy Differential Network Utility Model (2002-2003):

Maheshwari, Rana, and Krishnamoorthy have proposed the model. The fundamental information for this model will come from the gig title or occupation obligations of that position. Distinguish the fundamental basic variables pertinent to the company's productivity, achievement, and portion of the overall industry, and so forth connected with the singular work title or position. Foster a differential network of the person for those elements. The differential framework depends on a 1:1 proportion for a similarly viable possibility for substitution.

Difficulties and Issues of HRA Practices:

The review discovered a few difficulties and issues raised against the HRA practice as following

- 1) None of the techniques satisfies the general necessities of an OK model.
- 2) The help residency of the presence of a worker is questionable and subsequently,

the valuation of them in such conditions in what's to come is by all accounts unbelievable.

- 3) There is no fitting strategy that demands the division of human assets with regard to their worth of them.
- 4) As HR is not equipped for being claimed, held, and used not at all like different resources there might be the issue of compelling expense.
- 5) The idea of human asset bookkeeping isn't yet acknowledged by charge specialists and regulations except if ASB makes it compulsory.
- 6) Unseemly HRA data in fiscal reports twists the monetary picture and furthermore calculation of the pace of return on capital utilized.
- 7) Techniques for the valuation of HRA in light of specific suspicions might disprove any time from now on.
- 8) HRA prompts dehumanization control of HR in the association.
- 9) Yet conversations are going on the point that human asset is an association's risk, not a resource.
- 10) Estimation of HR is emotional as various firms utilize different a strategy for this reason till is no technique generally acknowledged model for HRA.
- 11) Rate at which imminent stream of commitment is to be ceased and accumulated to ascertain present worth and future worth.
- 12) The charge of the amortization rate isn't settled.
- 13) Worker's guild might deal with their worth.
- 14) Absence of drive from the confidential area.

Suggestions:

Coming up next are a few ideas:

- In India more organizations need to take on human asset bookkeeping thinking about them as a resource of their firm.
- The Indian Demonstration 1956 needs to make arrangements for the assessment and revelation of HR in each association.
- Over the area of study, the colleges need to foster enormous numbers of research in regard to HRA.

Conclusion:

HR bookkeeping is another part of bookkeeping. In excess of 50 years has slipped by rehearsing it around the world. The investigation discovered that many examination strategies must be created in

the future as to widespread acknowledgment of HR as a one and soul. India is a creative, work-serious country. For a long time, the nation has been rehearsing the conventional strategy for bookkeeping. The reception of another technique i.e., human asset bookkeeping is yet a creating stage in India. A review uncovers that most open area associations are acknowledged and rehearse the strategies which are OK and helpful to them. In any case, on in spite of this couple of quantities of private-based associations are not embraced, which might prompt some unacceptable supposition of HRA. To conquer these cons and geniuses Indian colleges need to ask for more examinations on creating HR.

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Happiness Surveys: A Review of Its Secrets

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Abstract

There are several surveys available to help us in discovering the keys to happiness. This research article will present best-in-class questionnaires, quizzes, and applications that use various questions, objects, and scoring methods. A large number of these surveys were developed by psychologists who saw the need to quantify happiness.

Keywords- Measurement, Indicators, Happiness, Questionnaire, Quizzes, Application

Introduction

Happiness constructs and measures vary considerably in content, but all share a core of pleasantness. Many work-related happiness constructs focus strongly on hedonic experiences of pleasure and liking, as well as positive beliefs about an object (e.g., job satisfaction, affective commitment, the experience of positive emotions while working). Hedonic and eudaimonia content are among the other constructs, with the latter incorporating learning/development, growth, autonomy, and self-actualisation.

Furthermore, happiness constructs and measures differ in terms of whether they emphasise "cold cognitions" like beliefs and evaluative judgments or "hot" affective events like moods and emotions. The target of the constructs also varies. Moods are affective states that are relatively free-floating and may or may not have a known origin or aim; emotions have specified targets; and attitudes are judgments about attitude objects by definition. When happiness constructs have an object, it can be a very broad object (e.g., the organisation or occupation), a slightly less broad object (the job as a whole), a slightly more specific object (facets of the job such as co-workers, supervisors, or the work itself), or a very specific object (facets of the job such as co-workers, supervisors, or (a particular work event)). The following paragraphs look at both traditional and modern workplace variables that are part of the family of happiness constructs.

A large proportion of happiness indicators are self-report assessments. Most of us may conclude that happiness cannot be quantified scientifically. This self-assessment is frequently developed scientifically through research, testing, and norming. Items are often tested on sample populations, and the assessment is further researched and developed to guarantee that it tests what it is supposed to test.

Self-reports allow us to repeat the assessment, particularly after specific interventions. The specific self-report test allows us to quantify our happiness and see whether the changes we have made in our lives have had an impact. It also shows us particular instances where we are succeeding and how we might continue to succeed.

Another method to scientifically evaluating happiness is to focus on biological factors. Mark Holder (2017), also known as the Happiness Doctor, studies happiness by examining various biological indicators. They collect saliva and urine samples from their participants to analyse changes in neurotransmitters and hormones.

Happiness can also be measured by monitoring our different behaviours. Smiling and laughing are more obvious behaviours. The Duchenne smile, which means "smiling with your eyes," is believed to be a genuine smile. Studying the presence of a Duchenne smile is also another behaviour, which has previously been associated with positive feelings and happiness.

Surveys Quizzes and Applications that Reveal Happiness's Secrets

Numerous surveys, quizzes, and applications available to help us in discovering the keys to happiness. These questionnaires use a variety of questions, items, and scoring methods. A large number of these surveys were developed by psychologists who saw the need to measure happiness. Is there a standard test that we can consider "the true happiness scale"?

Happiness, with its numerous definitions, is a highly subjective topic. The multiple available tests measure happiness in a variety of ways. These tests also consider many elements that influence happiness. Even the way these surveys evaluate happiness might differ significantly. Some tests are complex and contain a variety of questions, however, others are so brief that you may be able to memorise them.

One thing these happiness surveys have in common is that they all seek to help you figure out what happiness looks like for you. These happiness tests might also help you focus on certain aspects of your life. Below are a few surveys, quizzes, and application that would determine happiness.

Survey/Questionnaire

1) The Penn Authentic Happiness Survey and Test

This survey, also known as the Authentic Happiness Inventory, is available on the University of Pennsylvania's Authentic Happiness website. Christopher Peterson, a psychologist and professor at the University of Michigan, created the survey in 2005. (Faletto, 2018). This checklist is one of several contributions Peterson made to the discipline of positive psychology. This self-evaluation examines how you experience good emotions, how engaged you are in your daily work, and how you feel about the meaning and purpose of your life. The inventory contains a total of 24 item groups. Each group consists of five statements that describe how you perceive various parts of life.

2) The Yale Happiness Test

Laurie Santos, a Yale University psychology professor, began teaching Psychology and The Good Life in January 2018. It drew a lot of attention, with more than 1,200 students signing up for the class. Students were asked to take a happiness test at the start of the course. Santos uses the University of Pennsylvania Authentic Happiness Inventory to assist her participants in developing a

better understanding of their personal happiness.

3) The Oxford Happiness Questionnaire

This questionnaire was named after Michael Argyle and Peter Hills of Oxford University who designed it. According to Argyle and Hills (2002), the questionnaire is an upgraded version of its predecessor, the Oxford Happiness Inventory. You can take the Oxford Happiness Questionnaire by downloading the PDF (OHQ). There are 29 statements in this happiness quiz. The items are a mix of positively and negatively framed comments on various aspects of well-being. The questionnaire is valuable in terms of providing a picture of your own happiness. You can retake the survey at any time to check if your happiness has improved or not. It is also possible to look at specific items and find exercises or activities to help you improve your score in that area.

4) The Subjective Happiness Scale

The Subjective Happiness Scale (SHS) is a brief and straightforward questionnaire. Lyubomirsky and Lepper invented it in 1999. You can register for it on Lyubomirsky's website or download this PDF. This scale is also known as the General Happiness Scale. The SHS consists of only four items, each of which is scored on a 7-point Likert scale that differs per item. Items were validated in 14 separate studies with more than 2,700 people and found to be correlated with other well-being scales (Lyubomirsky & Lepper, 1999). After item number four has been reverse-scored, you must determine your average score. The average score is between 4.5 and 5.5. The average score of students was less than five, whereas the average score for the working adults is 5.6.

5) Happiness Scale: For Yourself

All of the happiness questionnaires out there use a lot of 1-10 scales. There are many of them. The most common feature shared by all of the 1 - 10 happiness scales is that it seeks to assist you in assessing your present level of happiness in life. Happiness scales can range from ten to twenty items. Each item is typically a category related to a particular aspect of your life. Family, work, spirituality, communication, sleep, health, and even sobriety are all examples of this.

6) The Happiness Test by Psychology Today

Psychology Today, a well-known magazine and website, is dedicated to bringing you the latest updates and studies in the field of

psychology. They developed their own Happiness Test, which is available for free on their website. The free version only displays a snapshot of your results. You can also pay their price to have access to your complete report. The test has 47 items and takes approximately 20 minutes to complete. Items are a mix of hypothetical and self-assessment statements. Each item is graded on a 5-point scale, with different connotations based on the answer. The Happiness Test results indicate how pessimistic or optimistic you are. The free version calculates your score on a scale of 1 to 100 and includes an explanation of what your result implies. To view more than that, you must pay their charge. Based on the sorts of question asked and the information possible offered through the paid complete report, the Happiness Test appears to be a comprehensive examination. Psychology Today urges its users to use the exam as a beginning point or for personal progress.

Recommended quizzes

1) Be Happy Index (BHI)

Dr. Robert Holden created this survey, which is used in his Be Happy programme, which was featured in the BBC documentary How to Be Happy. The exam is available on Dr. Holden's website. BHI comprises of 10 items which are scored on a 5-point scale, ranging from "not true" to "very true". The exam asks you to score each item based on how accurately the statement represents you. Each remark is about a different area of life, such as relationships, employment, or one's own self.

2) The Happiness Skills Quiz

A nonprofit group called The Pursuit-of-Happiness.org developed its own happiness questionnaire. The quiz is designed to assess your unique life skills related to happiness. It focusses on how you learn to enhance your happiness, behaviours, and even your lifestyle. You can take the assessment by visiting their website. The quiz consists of 12 items that are graded on a 5-point scale. The scale's values change based on the thing you are responding. The overall score for all things is 115 points. Your findings are sent together with your score and a brief report.

3) Tests and Surveys for Students

Although most of the available surveys may be used for students, the Subjective Happiness Scale (SHS) may be the ideal one to use as it is straightforward to comprehend and administer. The SHS also offers

standards available to pupils, which can help explain scores for younger participants. The 1-10 Happiness Scale is also useful for teaching students how to evaluate certain aspects of their lives. The learner can benefit from knowing how to discern between categories and investigating strategies to boost their enjoyment in this area.

4) Middle-Year Development Instrument (MDI)

The Middle Years Development Instrument is another exam accessible to pupils (MDI). The exam was created by a collaboration of individuals from the University of British Columbia Human Early Learning Partnership (HELP). The MDI, like most other happiness surveys, is a self-assessment that the child completes. The students are asked about their physical health, support networks and connections, social development and emotional functioning, school experiences, and extracurricular activities in the questionnaire.

5) Happiness at Work Survey Questions for Employees and Staff (+ Team)

Employee engagement is another term for workplace happiness. Many organisations specialise in gauging engagement and provide this service to their clientele. Various evaluations are available, such as The Happiness At Work Survey and the Happiness At Work Quiz.

Here are some common questions asked among happiness-at-work or engagement surveys:

- On a scale of 1 to 10, 10, 10 being the highest,
 1. How happy are you at work?
 2. How engaged are you at work?
 3. How would you rate your work-life balance?
 4. How satisfied are you with your job?
 5. How comfortable are you giving feedback to your peers/colleagues/managers?
- Below are some questions that you can also ask when measuring engagement. These questions are often rated using a 5-point scale, with each option having an equivalent value. The questions may also be asked in a different way or presented in a statement format.
 1. Do you find your job fun?
 2. Do you have what it takes to do your job?
 3. Do you know what your job requires of you?
 4. Do you feel valued at work?

5. Do you believe in your company's values/vision/mission?
6. Do you think your contribution at work is valuable?
7. Do you have access to the training programs for you to do your job well?
8. Do you have the opportunity to grow within your company?
9. Do you feel optimistic about your future in your company?
10. Do you have the opportunity to do what you do best at work?

Keep in mind that the terminology and words you choose in your survey must be carefully considered. The way you ask questions and score your scale can have an impact on the quality of the data you collect. When choosing the survey to utilise, you should also consider your company's culture.

Apps that Measure Happiness

The accessibility makes them a great medium not only measuring happiness, but also to assist with the continued encouragement to be happy. Here are a few well-known and popular applications.

1) Happify

Happify was established with the cooperation of numerous happiness specialists. The software offers science-based tasks that you can complete on a computer or mobile device. It encourages you to participate in games and writing activities that have been shown to boost happiness. At the beginning of the app, you are provided with a quiz designed to assess your satisfaction. Based on your findings, the app will recommend various activities to help you change your mindset, better deal with stress, and focus more on the good aspects of your life. Happify is available on a Web browser and for iOS and Android.

2) Track your happiness

The Harvard University researcher developed this app. The app asks you questions about what you are doing and how you feel throughout the day. You will obtain a happiness assessment after answering 50 questions. Track Your Happiness is currently only available for iOS.

3) My Gratitude Journal

Writing down things that you are grateful for might help you to become happy, since gratitude is proven to enhance pleasant feelings and happiness. My gratitude journal helps you in keeping note of five things that you are grateful for each day. The app may also send you reminders to make sure you log

in and finish your list. Although the app does not provide a quantitative measure of happiness, you may notice fluctuations in what you write down. This app is available only for iOS.

4) Daylio

Daylio is a straightforward software that allows you to track your mood with emojis and symbols. Your mood may be visualised on a calendar. In addition, the app can give statistics and information to help you in better understanding your behaviours. This app is available for both iOS and Android devices.

Summery

There are several surveys available to help us in discovering the keys to happiness. These questionnaires use a variety of questions, items, and scoring methods. A large number of these surveys were developed by psychologists who saw the need to quantify happiness, but questions still remain 'Is there a single test that we can call "the real happiness scale"?

According to in-depth literature review, the author suggested that happiness has numerous definitions, is a highly subjective issue. The different available tests assess happiness in a variety of ways. These tests also include many factors that contribute to happiness. Even the manner in which these surveys assess happiness can differ greatly from each other. Some assessments are extensive and contain a variety of questions; however, others are so brief that you may be able to memorise them.

These happiness questionnaires all have one thing in common: they want to help you figure out what happy looks like for you. These happiness tests can also help you focus on specific areas of your life.

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Green Marketing Strategies, Ideas And Practices Of Green Marketing: An Overview

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Abstract:

Green Marketing is the need of today's global market. Green products and practices will help us to save our environment and it will establish sustainable development. Companies should start following green marketing in their day to day production.

In current business scenario environmental issues plays an important role in business. In most of the countries government is concerned about the environmental problems. In today's business environmentally sustainable development has become a key issue. Thus, Green marketing is one of the strategies a firm can adopt to achieve this. This paper gives brief idea about green marketing and green marketing strategies.

Key Words: Green marketing, Strategies, Matrix.

Introduction:

Green Marketing is a relatively new concept, which involves the promotion of products and services which are safe for the environment. It involves development, manufacturing, promotion, distribution, consumption, and disposal of the products and services in a sustainable fashion so that least damage is caused to nature.

In simple terms green marketing refers to the process of selling products and/or services based on their environmental benefits. Such a product or service may be environmentally friendly in itself or produced and/or packaged in an environmentally friendly way.

It is a fact that the natural environment is the basis of all activity. Natural environment and ecosystem services provide us with food, water and material for living. Since the economic activities directly depend upon the natural resources and the environment, the protection of natural environment is the duty of all stakeholders.

Objectives Of The Study:

- 1) To understand the concept of green marketing
- 2) To know the benefits and strategies of green marketing.
- 3) To know the green marketing ideas and principles

Research Methodology: The paper is based on secondary data published in journals, books, websites. Based on available literature and research material, the present paper gives clear picture regarding green marketing.

Meaning Of Green Marketing:

Green marketing (or environmental marketing) is the **promotion of environmentally friendly products, services, and initiatives.** More specifically, green marketing refers a broad range of environmentally friendly practices and strategies.

Green Marketing refers to the practice of developing and advertising products based on their real or perceived environmental sustainability. It is a holistic concept, consisting of all activities designed to generate and facilitate any exchanges intended to satisfy human needs.

Why Green Marketing Is Important?

Our planet is facing a lot of threats such as air and water pollution, food waste, plastic pollution, and deforestation. Chemicals manufactured by factories can be found anywhere, and that is why many companies consider producing their goods in a more environmentally friendly manner. Moreover, the level of ecological awareness among consumers is increasing, and people are

eager to purchase eco-friendly products despite their higher prices.

Many brands try their best to address the wishes of their customers and have started the production of such goods with respect to their responsibilities as residents of this planet. Green marketing has a positive influence on people's health and the state of the environment. This type of marketing entails every stage of a business, from packaging to public relations.

Purposes Of Green Marketing:

The objectives of green marketing are boiled down in the points given below:

- To adhere to corporate social responsibility.
- To reduce expenses.
- To showcase how environment-friendly the company's offerings are.
- To communicate the brand message
- To implement sustainable and socially accountable business practices

Example:

- **Whole Foods:** An American supermarket chain, owned by Amazon, known for selling organic products, which does not contain hydrogenated fats, flavours, preservatives, sweeteners, flavours and artificial colours.
- **Starbucks:** Starbucks is the largest coffeehouse chain in the world with a presence in more than 70 countries. It promotes sustainable practices to grow coffee.
- **The Body Shop:** A British cosmetic and skincare giant, which offers products which are cruelty-free, and use natural ingredients.

Green Marketing Strategies:

You can find a lot of strategies related to green marketing that can help you create a sustainable brand to help our planet. Let's review some of them.

1. **Sustainable design:** It's not just about a recycling logo on your product packaging, it's about a full life cycle of your product in mind. You should pay attention to the details like sources of your materials or workers involved in the process. Moreover, your company should control the amount of waste generated and how your products are packaged and delivered.

2. **Responsibility:** If you're giving a thought to going green, your brand should be ready for a profound change. Green marketing is about becoming conscious of pollution. If you want to prove the sincerity of your intentions, rethink your company in terms of ecological and social responsibility and show customers that you care about our planet.
3. **Green pricing:** Environmentally friendly products usually have a high value due to the increased cost of sustainable design. However, customers are still willing to pay for them despite the high costs. Therefore, if you charge high prices for your eco products, ensure to communicate specifics to prove that your goods are worth their price. Keep in mind that the greater your mission, the greater your opportunity to gain exposure for your brand's goods.
4. **Sustainable packaging:** The number one reason for the pollution of our planet is the excessive use of plastic. According to Greenpeace, 8.3 billion tones of plastic have been produced since the 1950s, while only around 9% have been recycled. Nowadays, consumers are more responsible and try to avoid plastic packaging. That's why it's advisable to create recycled or no-plastic packaging for your brand.

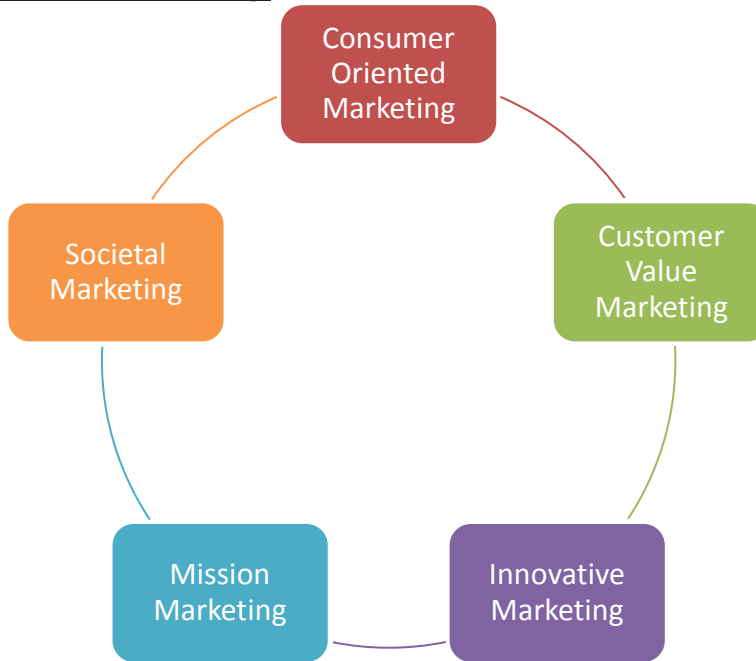
Green Marketing Practices:

It involves a wide spectrum of activities, to create an eco-friendly image of the company, to its target audience, such as:

1. Using recycled and renewable material for production.
2. Use of green energy to produce products, such as solar energy, geothermal energy and wind energy.
3. Reduce product packaging or use eco-friendly packaging.
4. Not using toxic materials, which are harmful to the environment.
5. Making products which are reusable as well as recyclable.

So, basically, green marketing is all about developing and promoting products and services that fulfill customer requirements, in terms of quality, performance, affordability, availability and safety.

Principles Of Green Marketing:



- **Consumer-Oriented Marketing:** The notion says that the firm should perceive the marketing activities from the consumer’s viewpoint, so as to develop a lasting and profitable relationship with them.
- **Customer Value Marketing:** As per this notion, the company should allot its resources that add value to the product or service they offer, rather than simply changing the product packaging or making a huge investment on the advertisement. This is because, when the value is added to the product, they will be valued by the customers also.
- **Innovative Marketing:** To strive for real product and marketing improvements, says the third principle, i.e. innovative marketing. We all know that the world is ever-changing and so does the tastes and preferences of the customers. therefore, the company should always look for new and improved methods, to not lose customers easily.
- **Mission Marketing:** The company’s mission should be broadly defined, in social terms and not in the product. This is due to the fact that if a company states the mission that has some social welfare hidden in it, the employees feel proud to work for a good cause and work in the right direction.
- **Societal Marketing:** As per this principle, the marketing decisions made by the company must take into account the wants and interest of the consumers, company’s requirements and the social welfare. Therefore, green marketing demands products and services which are not only eco-friendly but also beneficial for society.

GREEN MARKETING STRATEGY MATRIX:

	Low Differentiability on Greenness	High Differentiability on Greenness
Low Substantiality of Green Market Segments	LEAN GREEN	SHADED GREEN
High Substantiality of Green Market Segments	DEFENSIVE GREEN	EXTREME GREEN

1. **Lean Green :** These firms try to be good corporate citizens; however, they do not publicize or market their green initiatives. On the other, hand, they want to reduce their cost, environmental impact and improve

efficiencies through environmental-friendly activities. This strategy helps to increase productivity while decreasing the environmental impact and the costs associated with

productivity. Therefore, this strategy can help to make savings. An example: of a lean green company is Coca-Cola.

2. Defensive Greens : These firms use green marketing as a tool to respond to a catastrophe or to competitors' actions. They seek to improve their brand image and diminish damage, recognizing that the green market segments are important and money-spinning sectors that they cannot afford to lose.

3. Shaded Greens : These firms invest in long-term environmentally friendly processes that involve a considerable financial and non-financial commitment. They can differentiate themselves on greenness, but they do not do so because they work in markets in which they can gain more money by stressing other attributes. **Toyota implements this strategy in marketing their Prius.**

4. Extreme Greens : These firms are contoured by holistic philosophies and values. In these firms, environmental issues and

responsibility are fully incorporated into the business and product life-cycle processes. The Body Shop, Patagonia, and Honest Tea are examples of extreme green firms.

CONCLUSION:

Earth provides enough to satisfy every man's needs but not every man's greed.

Marketing is very wider term and a vast concept to understand. Green marketing is a part of the marketing which is very important from the social, economical, and ethical point of view as it has motive of spreading awareness among people about environmental issues. This is helping to maintain the environment clean and green by producing eco-friendly.

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“An Outline towards the Innovations, Obstacles and Applications of Artificial Intelligence”

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Abstract:

Machine Intelligence sometimes referred to as artificial intelligence, emphasizes the simulation of intelligence based on human and animal nature. They are programmed to think and act like living bits of intelligence. The definition fits any machine that can behave and think like a human while solving and learning a specific problem. The ability to take specific actions while solving a problem and achieving a goal is the ideal principle of AI. In this work, we will provide technical insights into the technology, its challenges, and its applications.

Keywords: Artificial Intelligence, Innovations, Applications, Obstacles, Technology, Machine Learning.

Introduction:

Machines are gradually expanding their capabilities as various tasks and activities that require "intelligence" are regularly dropped from the definition of artificial intelligence (AI). Instead, the phenomenon is introduced as an AI effect. Tesler's theorem states that artificial intelligence is everything that has not yet been completed. For example, technologies like optical character recognition have become routine technology and are excluded from what is commonly considered AI. Today's machines have modern capabilities and are considered AI. They have the ability to drive autonomous cars, simulate military services, voice recognition, interactive gaming systems, and intelligent routing through the network.

In 1955, AI was recognized as an academic discipline. Gradually, this gave rise to optimism. However, a cessation of funding, a new hit rate approach, and then a renewed funding strategy has also been undertaken since then. Within the field of historical AI, AI research falls into subcategories; however, they often fail to establish theoretical communication among themselves. Subcategories highlight technical issues affecting implementation tools, goals, and deep philosophical key points based on social factors.

At the beginning of the 1980s, research activities in the field of artificial intelligence were revived by the expert system. It is an AI-based program that uses the analytical skills and knowledge of mankind. By 1985, the artificial intelligence market gradually reached the billion-dollar mark. At that time, a fifth-generation computer system project in Japan resulted in funding being restored. Therefore, the importance of investing in AI research was gradually recognized by the UK and US governments. However, in the market crash for Lisp machines hit the field of artificial intelligence research. Therefore, the importance of AI was underestimated by funding organizations.

The development of Artificial Neural Networks (ANN) has been influenced by the development of Complementary Oxide Semiconductor (CMOS) and Large-Scale Integration (VLSI) technologies. AI research started from the late 1990s to the 21st century in medical diagnostics, logistics, data mining, and other related fields. The importance of the field of artificial intelligence has been confirmed by scientists through the use of higher computing power, the collaboration between artificial intelligence and business, statistics and mathematical models, methods of solving specific problems, and scientific standards.

The world-famous chess champion Garry Kasparov was defeated by the computer program Deep Blue in 1997. In general, the AI analyzes the configuration of the environment and takes the necessary actions to increase the success rate of the problem-solving task. AI purpose and utility functions can be simple for a specific purpose or complex in execution.

AI can have goals that can be explicit or implicit. Once the goal for reinforcement learning is set, it can be set indirectly by awarding reward points or penalizing other factors. Similarly, a scalable system can be developed with goals and functions to achieve goals and replicate an AI system for a model based on animal feed activities. In contrast, an AI system like its closest neighbor has no goals or follows common sense, and a training data set. Developing a model for such a non-objective system, in which the task is to arrive at a classification of problems, is becoming increasingly popular in the scientific community. AI runs on algorithms. An algorithm for an AI system is a set of instructions that a machine executes. Complex algorithms are developed, followed by a simple problem-solving algorithm. An example of a simple game algorithm using a tic-tac-toe player is discussed elsewhere in. The various phases of the calculation are as per the following:

- (1) When an agent holds a "gem" (i.e., two in a row), he captures the remaining space. On the other hand,
- (2) If the action involves forks to prepare two treats at once, make a move. On the other hand,
- (3) When free, go to the central square. On the other hand,
- (4) Taking the opposite corner when the opponent is in the corner. On the other hand,
- (5) If there is one, keep the empty corner. Otherwise, go to the empty field.

Artificial intelligence-based algorithms are able to process and learn from data. They can solve problems by learning new things or by developing an algorithm themselves. Some implementation methods through decision trees, Bayesian networks, and nearest-neighbor networks can theoretically learn to approximate mathematical functions that improve the problem-solving process. You can get the knowledge you need through all sorts of assumptions and data mappings. In practice,

due to the combinatorial explosion phenomenon, it is never possible to estimate all possibilities for solving a problem, with the time to solve the problem increases exponentially. The study of Artificial Intelligence is about finding a viable solution from a variety of possibilities by avoiding possibilities that are not conducive to solving the problem.

A relevant example would be the scenario where you find the shortest travel route by looking at a map from Denver to East New York. Here the traveler can avoid looking for an underground route through San Francisco or the Wild West. Thus, the AI can implement the algorithm as a direct and short search engine for the traveler.

Objectives:

- To study the concept of artificial intelligence.
- To know the innovations and obstacles of artificial intelligence.
- To perceive the applications of artificial intelligence

Research Methodology:

The method used for the paper is a helper data-based research paper additionally, it is a hypothetical investigation paper on the idea of man-made consciousness. Various journals, e-books, websites, etc are referred to in this research article.

Innovations:

Discover the powerful algorithms that enable AI to interpret a wide variety of data and perform complex tasks. Explore advanced AI applications like machine learning and unsupervised learning that enable systems to learn, anticipate the unknown, and beat the game masters. Like a carpenter selecting the right tool for the job, engineers building AI systems are faced with many options to develop these versatile and sophisticated creations. Solid-compatible hardware, software, and payloads are certainly important, but they're secondary when you know the problem you're trying to solve. A clearly defined goal is the key to determining which AI approach is best suited for your task. Sometimes a solution only requires issuing a recommendation based on a fairly fixed data set and a set of logical rules written by human programmers. This type of AI, officially known as symbolic AI, has been the most commonly used type of AI for 50 years. These systems are not designed to be learned or otherwise programmed; all

they do is quickly provide an answer to the question. For other problems, however, you may need a system that can make predictions or quickly adjust its behavior based on changing or poorly structured data streams. A subset of AI known as machine learning uses mathematical models, probabilities, and statistics to derive results for this class of problems. Machine learning is used in self-driving vehicles, computer vision, fastest route planning, carpooling apps, bank fraud prevention, and spam filters. Once the problem is known and a goal in mind, it's time to choose the right approach. It all depends on the algorithm.

Obstacles:

The whole principle of artificial intelligence is based on algorithms, science, and technology that most people have no idea about. Very few researchers or workers are involved in the development of AI-based algorithms and applications. This is due to the requirement for new technological metrics when implementing an AI-based system. The development of data science and analytical skills among researchers can improve the use of the field of AI. Driven by the demand for AI-powered system implementation in the industry, business units are hiring data scientists and analysts for various business needs and advancements. The business units are training their own specialists to make better use of the artificial intelligence-based system. Because the AI-based system requires expensive hardware resources such as graphics processor (GPU), FPGAs, and machine learning model, especially for computing power, which the general business units cannot afford with their available financial resources.

While the adaptability of implementing AI in business units is high, it is not integrated at points that are intended to be connected in a business chain. In addition, business units that have already implemented an AI-based system are not yet able to sufficiently exploit the functional properties of machine learning models. After decades of arguing about the pros and cons of implementing an AI-based system for the black box problem and humanity, investors are deeply skeptical about investing in commercial units.

Integrating algorithms and machines to control AI-based tools will incrementally improve decision-making and problem-

solving ability when using black-box tools. The automation system brings with it difficulties in evaluating irregularities and errors in functional implementation. Additionally, due to limited human resources to learn and understand how these tools work, business units have little or no control over this implementation, which can result in complex go-to-market strategies.

AI also has limited task-solving limitations or is unable to solve all the complex business logic. However, the field of artificial intelligence can provide excellent job profiles for industries around the world. The AI research community includes a variety of experts, scientists, and technologists with different motivations, goals, and interests. However, the focus is on studying human intelligence in order to solve tasks and implement strategies for machines that can closely follow the human process. A functional artificial intelligence and machine learning decision strategy is based on the processing of classified, personal, and often sensitive data sets. Sometimes it becomes difficult for people to understand. Hence, sensitive issues like identity theft and privacy breaches can occur. Most of the time, many governmental organizations and corporations strive for power and profit by using AI-based systems that are connected globally.

The AI-powered system involves processing pieces of data using algorithms. The accuracy measurements of an AI decision-making system are evaluated solely on how well the system is trained on unbiased and authenticated data. Unfair and unethical consequences can create problems when making important decisions. An AI-powered system trained on bad data can lead to problem-solving bias.

The capabilities and performance of the AI-based system and tools depend directly on the accuracy of the used supervised datasets, which are prepared to train and train a machine learning model. A serious problem in the scientific community is the lack of high-quality data and its availability. Despite deep learning, active learning, and unsupervised learning, along with the scarcity of high-quality data, multiple efforts are being made to develop a strategy to implement AI models. However, this only makes the lens worse.

Implementation:

There are numerous utilizations of AI. Some of these are discussed below:

- **AI for astronomy:**

AI can be applied to solve universal problems. Artificial intelligence tools and techniques can help us understand the workings and origins of the universe.

- **Artificial Intelligence for Health:**

(a) In recent decades, healthcare systems and tools based on AI have become increasingly common. An important service is created through the provision of health services.

(b) AI-based system algorithms can provide better diagnostic services than a human. It can help doctors to understand critical cases of patients and give them a signal for emergency medical treatment.

- **Game AI:**

AI-based systems can participate in games. A chess AI can develop an algorithm to find different pass possibilities for a given pass from another player.

- **Artificial Intelligence for Finance:**

Artificial intelligence and financial institutions can work together to provide better services by achieving financial goals. Implementing algorithms for chat bots, trading, automation, and machine learning can play a key role.

- **Artificial Intelligence for Data Security:**

The implementation of data security is becoming an essential element in industries around the world. Using an AI algorithm to detect errors in software processing and find a cyber attack is gaining more and more popularity in the business field.

- **Artificial Intelligence for Social Media:**

social networking sites contain many profiles of users and products. The organization of such a data set is a real problem for humanity. Artificial intelligence is able to manage and organize data according to the latest market trends and needs.

- **Artificial Intelligence for Travel and Transportation:**

In the travel and transportation industry, the implementation of artificial intelligence is gaining popularity. Systems based on artificial intelligence are able to manage orders, suggest hotels and flights, and find the best route for users. Business units

implement an AI-powered chatbot to provide a better interactive session with customers.

- **Artificial Intelligence for the automotive industry:**

(i) Many leading industries implement virtual assistants to help users. TeslaBot by Tesla provides users with a real-time assistance service

(ii) Many organizations are involved in the development of self-driving cars, which offer more safety and safer travel than traditional driving.

- **Artificial Intelligence for Robotics:**

(a) With the help of artificial intelligence, robotics can solve a problem based on past experience. However, conventional general-purpose robots perform repetitive tasks. However, the integration of artificial intelligence could increase the thinking ability of these robots.

(b) Another example of an AI service is the implementation of an AI algorithm for humanoids. A humanoid robot named Sophia and Erica can act and speak like a human.

- **Artificial Intelligence for entertainment:**

In entertainment, machine learning and artificial intelligence algorithms can provide better customer experiences. In applications like NetFlix and Amazon Prime, these algorithms provide recommended programs based on users' search fields.

• **Artificial intelligence for agriculture:** Traditional agricultural methods require different resources such as money, labor, and time for better cultivation. However, the implementation of AI tools can improve the predictive analytics and crop monitoring mechanism of the farmer.

• **Artificial intelligence for e-commerce:** In the e-commerce units of the industry, AI-powered tools can better associate products with size, color, and brand. Reviewers comment and analyze what can predict a product's usefulness for a particular user on the Internet.

- **Artificial Intelligence for Education:**

(a) Implementing an AI algorithm in developing a chatbot can perfect a better teaching assistant for students.

(b) You may henceforth act as an accessible personal guardian.

Conclusion:

Artificial intelligence and machine learning are both scientific and mythical

products. The possibility that machines can think and perform errands like people is millennia old. Cognitive truths expressed in artificial intelligence and machine learning systems are also not new. Perhaps it is best to think of these technologies as the implementation of powerful and proven cognitive principles through engineering. We should accept the tendency to treat all great innovations as a Rorschach test, upon which we impose hopes and fears about what makes a good or happy world. But the positive potential of AI and AI does not lie solely or even primarily in their technologies. It is mainly found in its users. If we trust (for the most part) how our societies function today, we have no reason not to trust ourselves to do good with these technologies. And if we can abandon presenters and accept that the ancient tales warning us not to play God with powerful technologies are instructive, we will likely rid ourselves of unnecessary anxiety about their use.

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Challenges of Digital Enterprises in Karnataka

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Abstract

The industrial world is facing rapidly changing challenges. Our resources are finite, and we all need to do more with less. Digitalization and automation are the game changers to meet these challenges on the way to industry 4.0. It is essential to collect, understand and use the massive amount of data created in the Industrial Internet of Things (IIOT). The Digital Enterprise is doing exactly this by combining the real and the digital worlds. AS a result, the infinite amount of data allows us to use our finite resources efficiently and with that make the industry more sustainable.

Key words: Digitalization, Enterprise, Challenges, Industry.

Introduction

Digital transformation presents organizations with the opportunity to re-imagine the way their business is run through new digital processes and tools. However, as with any change management initiative, there are challenges businesses will face throughout the transformation processes, ranging from people – centric issues, structural problems, technical barriers, and everything in between. There are many roadblocks in the way of its successful implementation like digital illiteracy, poor infrastructure, low internet speed, lack of coordination among various departments, issue pertaining to taxation. These challenges need to be addressed in order to realize the full potential of this programme. Inadequate access to the latest technology, sophisticated telecommunications infrastructure, low computer literacy as well as numerous cultural and socio-economic factors are just some of the challenges that developing countries have to face. According to analysts, the Digital India plan could boost GDP up to \$1 trillion by 2025. It can play a key role in macro economic factors such as GDP growth, employment generation, labor productivity, growth in a number of businesses and revenue leakages for the Government.

Objectives Of The Study

The prime objective of this study is to analyze and evaluate the Challenges of

Digital Enterprises in Karantaka. However, the specific objectives of the study have been stated below:

1. To Study the Difficulties of Digital Transformation
2. To know the Critical Digital Transformation Challenges
3. To identify the Remedial Measures to overcoming the Challenges of Enterprise Digital Transformation

Review Of Literature

This paper is an attempt to critically analyses of Challaenges of Digital Enterprises in Karnataka. In this literature review a body of text that aims to review the critical points of current knowledge including substantive findings as well as theoretical and methodological contributions to Science and Technology in the Challenges of Digital Enterprises in Karnataka through secondary sources. Many academicians, many practitioners of law and many social activists have done good amount of research and have reported them. Now it is pertinent to analyze, evaluate and review of such studies before finding the research gaps. This part identifies the main issues related to Challenges of Digital Enterprises in the Global Business world. Based on I have try to identified some challenges related to Karnataka State .

- 1 **Emanuela Reale, Dragana Avramov 2018¹** “Evaluating the scientific and technological impact on economic and

social changes” in his study he focuses to understand the need to contribute to the evaluation of the scientific and technological impact on economic and social changes in global market. This article reviews the existing scientific knowledge on evaluation tools and techniques that are applied to assess the scientific impact of economic and social research.

- 2 **Norman B Ryder 2019²** “The cohort as a concept in the study of social change” in his observation he identified society persists despite the mortality of its individual members, through processes of demographic metabolism and particularly the annual infusion of birth cohorts.
- 3 **Giovany Cajaiba-Santana 2020³** “Moving the field forward. A conceptual framework” Research on social innovation has gained momentum over the last decade, spurred notably by the growing interest in social issues related to management, entrepreneurship, and public management.
- 4 **Giustina Secundo, Pierluigi Rippa, Roberto Cerchione 2020⁴** “Digital Academic Entrepreneurship: A structured literature review and avenue for a research agenda” This paper reviews the Academic Entrepreneurship literature according to the emergence of powerful Digital technologies, providing an overview of the state of research and outlining a future research.

Methodology Of The Study

Type of Research of the study is Exploratory & Descriptive in nature. The major Criteria for the validity of any research study lies in the methodology adopted to get relevant and accurate data, analysis and interpretation of data and to end up with proper results, However, in this study I referred only secondary data, all possible periodicals, journals, printed leaflets, books on abridged case collections, newspapers etc

Study The Difficulties Of Digital Transformation

Digital transformation is not only adopting new software, technologies, and processes that are more efficient and automated than traditional business practices and processes; it's an entirely new, innovative way of doing something that is core to business. That means organizations must consider everything when talking on a digital transformation initiative-from how people

will react to the change, how it will impact customer relations, the cost, how it will align to business goals, and so forth. Digital transformations empower organizations to take their business into the future, and position companies to withstand competition and grow into new areas. Lack Of Proper IT Skills To succeed in transformation efforts, it need a skilled, high – performing IT team. And that is difficult to put together – especially in the current tech worker shortage. According to an enterprise study, 54% of organizations said that they're not able to accomplish their digital transformation goals because of a lack of technically-skilled employees. Budget Constraints Digital transformation is not a cheap investment. For organizations that have a less-than-stellar transformation strategy, scope creep can slowly start to push back deadlines and add in new work-all adding to the cost of a project. Add in any consultation work, changes in customer needs or IT errors, and the cost of digital transformation continues to increase. Understand what long-term goals are, and what ROI plan to achieve from transformation process.

To Know The Critical Digital Transformation Challenges

While digital transformation presents unique opportunities for organizations to innovate and grow, it also forces critical thinking and potentially reimagining aspects that are core to the business. Here are the 5 most important challenges to consider when undertaking digital transformation projects in 2022

Lack Of Management Skill To Adapt Changing Strategy Organizations with a thorough change management strategy are 6 more likely to meet or exceed digital transformation objectives. Having a strong change management culture is vital for any organization's success. A lack of a change strategy sets up any new project or implementation plan up for failure. 1 **Driving Adoption Of New Tools And Processes** New processes and technologies often present challenges in the form of resistance to change from tenured employees who feel there is nothing wrong with the way they're currently doing things. For new software implementations, organizations must provide comprehensive on boarding training, as well as continuous employee performance support to help employees

become productive and proficient with a tool quickly, allowing them to understand the value of these new processes. 2 Continuous Evolution Of Customer Needs Organizations are always evolving-and COVID-19 accelerated this. Consider what a customer wants. That changes as the world evolves and industries change. Digital transformation is not an easy project, and intensive transformation efforts can take years to accomplish. What happens if, during that time, customers needs change? Evolution of customer problems will happen. Don't be surprised, and plan to be agile when it comes time to adopt new digital technologies. 3 Lack Of A Digital Transformation Strategy Replacing legacy systems and manual processes for new digital systems? Does organization have a plan to implement advanced and complex systems? These are all questions that should be answered before implementing a digital transformation process. There is no such thing as a successful transformation project without a predetermined strategy.

To Identify The Remedial Measures To Overcoming The Challenges Of Enterprise Digital Transformation

Here are three strategies enterprises can implement to overcome the challenges of digital transformation and reach their potential with the empowerment of new digital systems and technologies. Invest in a Digital Adoption Platform A new digital application or process will not automatically be more effective-it need to provide proper on boarding, training, and support to employees or end-users to empower them to use these systems better. To ensure the success of digital transformation project, invest in a digital adoption platform(DAP) Create a change Leadership Team Workforce and find those that are influential, innovative, and trustworthy. Bring together a cross-functional team consisting of these high performers to create a change leadership team. This team will help create a vision for digital transformation process that aligns with business goals and is created by those who are connected to the inner workings of organization. This allows organizations to take a proactive approach to digital transformation initiatives that focus on the people aspect of change.

Conclusion

Successful Digital Transformation requires not only the right set of tools but the right expertise and guidance to drive the process for the best result.

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Agrarian Law

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Abstract :

This entry discusses agrarian and land reforms. What are the purposes of agrarian and land reforms, and what circumstances provoke or enable them. How do agrarian reforms around the world differ from one another? Is the issue of agrarian reform still current in circumstances of globalization. The entry provides an overview of several themes. The first section analyses theoretical and political perspectives, including definitional disputes and political rationales for agrarian reforms. The second discusses some empirical questions, and reviews relevant evidence: topics include economic and environmental reasons for agrarian reforms and the debate over optimum size of farms. The third section examines current issues and controversies, including gender 'disruptions', neoliberalism and land 'reform' and whether agrarian reforms are still a necessity. The terms 'land reform' and 'agrarian reform' often overlap but are not precisely the same. 'Agrarian reform' is considered to have a wider meaning than 'land' reform. A situation of 'agrarian' reform covers not only a wide redistribution of land but also the provision of infrastructure, services and, sometimes, a whole programme of redistributive and democratic reforms. 'Land' reform refers to a narrower redistribution of land, usually to a limited group of beneficiaries. However, in practice, the two are often used interchangeably. Theoretical and political perspectives What is agrarian reform The classic definitions of agrarian and land reform belong to the 'moment' of developmental states. Particularly after the Second World War and decolonization, it was assumed that the state and state policy could be a motor of development and societal restructuring. Agrarian reforms are one example of such developmentalist policies. The assumption was that the state would provide support services, and that redistribution of income and property would provide overall social benefits.

i) compulsory takeover of land, usually by the state, from the biggest landowners and with partial compensation, and ii) farming of that land in such a way as to spread the benefits of the man-land [sic] relationship more widely than before the takeover. ... Land reform, so defined is an equalising policy, at least in intention. (Lipton, 1974) Land reform entails change in agrarian structure Agrarian reform Susie Jacobs Manchester Metropolitan University, UK abstract This article explores key issues around land and agrarian reforms. Beginning with definitions, it land agrarian smallholders have different resource endowments – land, inputs, livestock and capital. In Lenin's formulation, the peasantry could n

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- **Food and Agriculture Organization of the United Nations (FAO).** India has been a member of the FAO since 16 October 1945 and was one of its founding members.
- **International Plant Protection Convention (IPPC).** India signed the IPPC on 30 April 1952 and ratified it on 9 June 1952.
- **Office International des Epizooties (OIE)/World Animal Health Organisation.** India has been a member of the OIE since 30 May 1924.

The latest national agricultural policy of India was announced on 28 July 2000. Its core goal is equitable inclusive growth and sustainability in terms of efficient use of resources. Its objectives also include scientific and technological advancement to compete globally. The policy encourages the use of biotechnology for growing plants that:

- Consume less water.
- Are drought-resistant.
- Are pest-resistant.
- Are more nutritious.
- Provide higher yields.
- Are environmentally safe.

The policy places an emphasis on the conservation of bioresources through ex situ preservation in gene banks and in-situ preservation in their natural habitat (for example, biodiversity parks). Biomass, organic and inorganic fertilisers, pesticides and pest management are also promoted. The policy encourages the application of frontier sciences, for example:

- Biotechnology.
- Remote sensing technology.
- Pre-harvest and post-harvest technology.
- Energy-saving technology.
- Developing a digital agri-stack enabling online marketplaces and smart agriculture.

To encourage agriculture marketing and commodities trade reforms in the country, the Indian Government passed the following new regulations in September 2020 new regulations (which were introduced in June 2020):

- The Essential Commodities (Amendment) Act 2020, which removes the existing restrictions on stocking food produce and provides freedom to farmers to produce, hold, move, distribute and supply food produce.
- The Farmers' Produce Trade and Commerce (Promotion & Facilitation) Act 2020, which aims to ease the restrictions imposed by the Agriculture Produce Marketing Committees (APMCs) (which required farmers to sell produce to government-licensed agents at specified market places and promotes a barrier-free trade by allowing farmers to sell their produce to other buyers outside these The Act also proposes the creation of an electronic trading transaction platform.
- The Farmers (Empowerment and Protection) Agreement on Price Assurance and Farm Services Act 2020, which provides for a national framework on farming agreements (contract farming) that:
 - protects and empowers farmers to engage with agri-business firms, processors, wholesalers, exporters or large retailers for farm services and sale of future

farming produce at a mutually agreed price, by entering into direct contracts; and

- enables farmers' access to modern technology and better inputs.

Agriculture remains a highly regulated sector in India, with various government agencies having supervisory powers. Regulatory controls are imposed by both central and state governments. Schemes for supporting agriculture are provided at both the central and state level through subsidies for:

- Fertilisers.
- Irrigation water.
- Power (electricity) used for irrigation and other agricultural purposes.
- Seeds.
- Credit.
- Export.
- Crop insurance.

Additionally, agricultural income benefits from tax concessions and the indirect taxation of farm products is nil or low.

India has the largest land area under irrigation (about 48%) and diverse agro-climate conditions that support the cultivation of different crops. However, Indian agriculture continues to be fundamentally dependent on rainfall/weather conditions.

The link between agriculture and the environment is slowly gaining recognition. Government policies, schemes and reforms have started promoting environmental sustainability, with a focus on climate-resilient agriculture and appropriate adaptation strategies. For example, the National Mission on Sustainable Agriculture, one of the eight missions under India's National Action Plan on Climate Change, seeks to address sustainable agriculture in the context of risks associated with climate change by devising appropriate adaptation and mitigation strategies, with a special emphasis on:

- Soil and water conservation.
- Water use efficiency.
- Soil health management.
- Development of rainfed areas.

Other ongoing government schemes also address adaptation measures, including the following:

- National Initiatives on Climate Resilient Agriculture, a network project of the Indian Council of Agricultural Research (ICAR) that aims to enhance resilience of Indian agriculture to climate change and

climate vulnerability through strategic research and technology demonstration.

- Pradhan Mantri Krishi Sinchayee Yojana, a national scheme that aims to achieve convergence of investments in irrigation at the field level, expand cultivable areas under assured irrigation, improve on-farm water use efficiency to reduce wastage of water, and encourage the adoption of precision-irrigation and other water-saving technologies.
- District Agricultural Contingency Plans, which aim to manage serious weather events and are useful for implementing sustainability agriculture production system in preparation for these events.

India also encourages post-harvest processing through various incentives.

To achieve the national goal of eco-security, India's National Forest Policy 2018 also mentions that India should have at least one-third of its total land area under forest and tree cover.

The National Agricultural Innovation Project aims to promote sustainable rural livelihood for people living in disadvantaged areas through technology-led innovation systems covering the following broad areas:

- Crops.
- Livestock and poultry.
- Aquaculture.
- Natural resource management.
- Agro forestry.
- Farm mechanisation and value addition.
- Other income-generating activities, such as mushroom cultivation.

The Ministry of Agriculture's Department of Agriculture and Co-operation and Farmers' Welfare has also implemented various development schemes to alleviate farmers' poverty improve the production and price of various agricultural products.

The Constitution of India defines the powers of the central and state governments. Agriculture is governed at state level. Therefore, each state can draft its own agricultural policy. However, as agriculture is of national significance, the central government assists in the development and implementation of these policies. The central government's Ministry of Agriculture and Farmers' Welfare provides broad guidelines for agricultural policies. The state governments are responsible for the implementation and administration of their policies through their departments for agriculture. Agencies of the central

government directly administer central schemes and state government agencies administer state schemes. The state governments also adopt state-specific legislation (for example, on contract farming).

Ownership

The procedure for the sale and purchase of land differs from state to state. For example, the sale and purchase of agricultural land in the state of Maharashtra is governed by the Maharashtra Tenancy and Agricultural Lands Act 1948 (MTAL Act).

Under several state laws (including in Maharashtra and Karnataka), only individuals can acquire agricultural land. In other states (including Delhi, Goa, Bihar, and Tamil Nadu), both individuals and companies can acquire agricultural land for the purpose of carrying out agricultural activities. Recently, the Karnataka Government proposed to amend the Karnataka Land Reforms Act to allow anyone to own agricultural land.

Foreign companies and foreign citizens cannot directly buy or own real estate in India, except in certain permitted circumstances or with prior permission of the Reserve Bank of India (RBI). This restriction does not apply to the acquisition of agricultural land by Indian companies with foreign investment, where acquisition is for undertaking an activity that is consistent with the

Non-resident Indian citizens cannot buy and transfer agricultural land, farmhouses or plantations, but can inherit agricultural land from Indian residents. However, a person residing outside India who has established a branch, office or other place of business (excluding a liaison office) in India to carry out activities in accordance with the Foreign Exchange Management (Establishment in India of a branch office or a liaison office or a project office or any other place of business) Regulations 2016 can acquire immovable property in India that is necessary for, or incidental to, carrying on its activities. To do so, the person must file a declaration with the RBI no later than 90 days from the date of acquisition. The declaration must be made on Form IPI and include:

- Details relating to the immovable property.
- The purpose for which it was acquired.
- Details on the seller and sources of funding.

Land tenure and usage rights

The approval procedures and approval authorities for the sale and purchase of agricultural land vary from state to state.

A common provision found in state laws is that the sale, gift, exchange or lease of any agricultural land must be in favour of an agriculturist to be valid. An "agriculturist" is a person who cultivates the land personally.

Under the MTAL Act (Maharashtra), the sale and purchase of agricultural land requires prior approval of the Collector (that is, a person authorised by the state government under the MTAL Act). No prior approval is required to sell agricultural land to any person for the purpose of bona fide industrial use or for the development of integrated township projects, if the land is located in:

- An industrial zone under a draft plan, final regional plan, or draft of a final town planning scheme prepared under the Maharashtra Regional and Town Planning Act 1966.
- An area that is not covered by any such plan or scheme.
- An area taken over by a private developer for the development of an integrated township project.

The procedure for the sale of agricultural land in Maharashtra can be summarised as follows:

- The landlord must apply to an agricultural land tribunal established under the MTAL Act, which determines the reasonable price of the land payable either as a lump sum or in annual instalments.
- The landlord must make an offer in the prescribed manner to any tenant or such other persons and bodies mentioned in the priority list issued by the Collector, giving due regard to the needs of agricultural labourers, artisans, persons carrying on ancillary agricultural activities, and any other person in the village.
- The persons to whom the offer is made must inform the landlord within the date of receipt of the offer as to their willingness to buy the land at the reasonable price fixed by the agricultural land tribunal. If more than one person are interested in buying the land, the person with the highest priority under the above priority list has a preferential right to buy the property.
- The buyer must deposit the reasonable price with the agricultural land tribunal

within a reasonable period, as set by the landlord.

There are no regulations on the sale of agricultural land by the government.

The Right to Fair Compensation and Transparency in Land Acquisition, Rehabilitation and Resettlement Act 2013 applies to land acquisitions carried out for public purposes either by the government or private companies. The government proposed a few amendments to the Act in 2015, but these are not yet in force.

The government can expropriate land in favour of:

- Public private partnership projects that serve a public purpose, provided prior consent of at least 70% of the affected landowners is obtained.
- Private companies that serve a public purpose, provided prior consent of at least 80% of the affected landowners is obtained.

Water controls

The Central Ground Water Authority (CGWA) is the main organisation of the Ministry of Water Resources dealing with ground water and related issues. The CGWA regulates ground water development in various ways, including:

- The grant of no objection certificates (NOCs) for the abstraction of ground water.
- Issuing advisories, directions, notifications, and so on, as and when necessary.

On 24 September 2020, the Government of India issued Guidelines to regulate and control ground water extraction in India. These Guidelines provide, among other things, that since the livelihood of farmers is dependent on agriculture, agricultural users are exempted from obtaining a NOC from the CGWA for ground water withdrawal/abstraction. However, competent state departments (agriculture/irrigation/water resources) should take suitable measures to ensure the sustainability of ground water sources.

Tax

Stamp duty is charged on documents and not on transactions. Stamp duty is governed by state law and varies from state to state. For example, in Punjab, the transfer of agricultural land is not subject to stamp duty. However, in Maharashtra, stamp duty at 0.5% applies to the partition of agricultural land.

A sale and transfer of immovable property for INR100 or more must be effected by registered deed, which may trigger stamp duty liability.

Land revenue tax

Land revenue tax is a state tax governed by state law that is payable on a yearly basis on the gross proceeds of agricultural land. The applicable rates vary in each state. In Maharashtra, agricultural land is subject to land revenue tax except if it is covered by a special contract with the state government (*section 64, Maharashtra Land Revenue Code 1966*). Land revenue tax payable in relation to agricultural land is generally minimal.

Taking security

- **Seeds (Control) Order 1983 (Order 1983).** This provides that no person can carry on the business of selling, exporting or importing seeds at any place except in accordance with a licence granted under the Order.
- **Plant Quarantine (Regulation of Import Into India) Order 2003 (PQ Order).** This provides that no consignment of plants or plant products can be imported into India without a valid permit. Under the PQ Order, plant species mentioned in Schedule IV cannot be imported, and the plant species and plant varieties mentioned in Schedules V, **Consumer Protection Act 2019**
- was adopted to strengthen consumer safeguards in India, with certain provisions being notified in July 2020. The CPA expressly introduces the concept of product liability and allows any injured consumer to bring a product liability action before a district commission, state commission, or national commission.

The CPA defines product liability as the responsibility of the manufacturer or seller of any product or service to compensate any harm caused to a consumer by the defective product or service.

A product manufacturer will be liable if the product:

- Contains a manufacturing or design defect.
- Deviates from manufacturing specifications.
- Does not conform to an express warranty.
- Fails to include adequate instructions for correct use to prevent harm, or any warning regarding improper or incorrect use.

A product seller (who is not a product manufacturer) will be liable if:

- They exercised substantial control over the design, testing, manufacturing, packaging or labelling of a product that caused harm.
- They altered or modified the product, and such alteration or modification was the substantial factor in causing the harm.
- They provided an express warranty, independent of any express warranty made by a manufacturer, and the product failed to conform to such warranty.
- The identity of the product manufacturer is not known, or if known:
 - the service of notice or process or warrant cannot be effected on the manufacturer;
 - the manufacturer is not subject to Indian law; or
 - the order, if any, passed or to be passed cannot be enforced against the manufacturer.
- They failed to exercise reasonable care in assembling, inspecting or maintaining the product.
- They failed to disclose the warnings or instructions of the product manufacturer regarding the dangers or proper use of the product, and such failure was the proximate cause of the harm.
- **Food and Agriculture Organization of the United Nations (FAO).** India has been a member of the FAO since 16 October 1945 and was one of its founding members.
- **International Plant Protection Convention (IPPC).** India signed the IPPC on 30 April 1952 and ratified it on 9 June 1952.
- **Office International des Epizooties (OIE)/World Animal Health Organisation.** India has been a member of the OIE since 30 May 1924.

The latest national agricultural policy of India was announced on 28 July 2000. Its core goal is equitable inclusive growth and sustainability in terms of efficient use of resources. Its objectives also include scientific and technological advancement to compete globally. The policy encourages the use of biotechnology for growing plants that:

- Consume less water.
- Are drought-resistant.
- Are pest-resistant.
- Are more nutritious.
- Provide higher yields.
- Are environmentally safe.

The policy places an emphasis on the conservation of bioresources through ex situ preservation in gene banks and in-situ preservation in their natural habitat (for example, biodiversity parks). Biomass, organic and inorganic fertilisers, pesticides and pest management are also promoted. The policy encourages the application of frontier sciences, for example:

- Biotechnology.
- Remote sensing technology.
- Pre-harvest and post-harvest technology.
- Energy-saving technology.

The policy also promotes environmental protection technology through public research and proprietary research.

Agriculture remains a highly regulated sector in India, with various government agencies having supervisory powers. Regulatory controls are imposed by both central and state governments. Schemes for supporting agriculture are provided at both the central and state level through subsidies for:

- Fertilisers.
- Irrigation water.
- Power (electricity) used for irrigation and other agricultural purposes.
- Seeds.
- Credit.
- Export.
- Crop insurance.

Additionally, agricultural income benefits from tax concessions and the indirect taxation of farm products is nil or low.

- Soil and water conservation.
- Water use efficiency.
- Soil health management.
- Development of rainfed areas.

Other ongoing government schemes also address adaptation measures, including the following:

- National Initiatives on Climate Resilient Agriculture, a network project of the Indian Council of Agricultural Research (ICAR) that aims to enhance resilience of Indian agriculture to climate change and climate vulnerability through strategic research and technology demonstration.
- Pradhan Mantri Krishi Sinchayee Yojana, a national scheme that aims to achieve convergence of investments in irrigation at the field level, expand cultivable areas under assured irrigation, improve on-farm water use efficiency to reduce wastage of water, and encourage the adoption of precision-irrigation and other water-saving technologies.

- District Agricultural Contingency Plans, which aim to manage serious weather events and are useful for implementing sustainability agriculture production system in preparation for these events.

India also encourages post-harvest processing through various incentives.

To achieve the national goal of eco-security, India's National Forest Policy 2018 also mentions that India should have at least one-third of its total land area under forest and tree cover.

4. Briefly outline how disadvantaged areas such as uplands are treated within agriculture.

The National Agricultural Innovation Project aims to promote sustainable rural livelihood for people living in disadvantaged areas through technology-led innovation systems covering the following broad areas:

- Crops.
- Livestock and poultry.
- Aquaculture.
- Natural resource management.
- Agroforestry.
- Farm mechanisation and value addition.
- Other income-generating activities, such as mushroom cultivation.

This project also promotes:

Land revenue tax

Land revenue tax is a state tax governed by state law that is payable on a yearly basis on the gross proceeds of agricultural land. The applicable rates vary in each state. In Maharashtra, agricultural land is subject to land revenue tax except if it is covered by a special contract with the state government (*section 64, Maharashtra Land Revenue Code 1966*). Land revenue tax payable in relation to agricultural land is generally minimal.

Agriculture is governed by state laws. Each state has its own laws on mortgages of agricultural land.

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Thermal block copolymerization of polyurethane with acrylamide.

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Abstract : Poly(ether- urethane) macroiniferters based on diphenyl methane- 4,4'-diisocyanate (MDI), polypropylene glycol(PPG), M.W 1000 and 1, 4- Butanediol(BD) and 1,1,2,2- Tetraphenyl ethane diol(TPED) as chain extender have been synthesized using methyl ethyl ketone(MEK) as solvent. The reactions were catalysed by dibutyl tin dilaureate(DBTDL). Several polyurethane macroiniferters(PUMI) were synthesized by varying the amount of TPED in the mixture of chain extender diols. These polyurethane macroiniferters were then used to synthesize polyurethane – block – polyacrylamide copolymers (PUMI-b-PAM) through thermally induced living radical polymerization. The homopolymers, polyacrylamide (PAM) were also removed by soxhlet extraction with methanol-water mixture and finally with acetone. Polyurethane macroiniferters and the corresponding block copolymers were characterized by FTIR, ¹H- NMR and SEM measurements. The thermal behaviour of the resultant polymers was also studied by TGA.

Key words : Block copolymer, Chain extender, Iniferter, Living polymerization, SEM, TGA.

1. Introduction

There is a good deal of current interest in the chemistry and technology of linear, branched, grafted, network polyurethanes and number of review articles have appeared (Otsu & Kuriyama, 1985; Adibi, & George, 1979). Polyurethanes are a broad class of polymers having only one aspect in common, the presence of urethane linkage. But the urethane linkage may constitute only a portion of the total number of linkages in the polymer chain. By changing the nature of the diisocyanate, low molecular weight diol and macrodiol, a variety of hard and soft segments, having different compositions and chemical structures can be attained. This results in the alteration of the physical properties and morphology of the polyurethanes. It is this potential for tailoring the properties of polyurethanes to suit a specific purpose, has made it a highly versatile class of polymer. Due to the different polarity and chemical nature of these segments, they tend to separate into two phases usually referred to as soft and hard phases. Hard segments usually associate into hard domains because of the rigidity of the molecules and their intermolecular hydrogen bonding. The properties of segmented polyurethanes are

strongly affected by the degree of phase separation into hard domains and the soft phases. The soft segments of segmented polyurethanes are usually derived from linear polyether or polyester macrodiols having molecular weights between 600 and 3000, while the hard segments are formed from diisocyanate chains extended with low-molecular weight diols or diamines. The extent of application of polyurethanes can be made wider by its modifications. Linear segmented polyurethanes, which are essentially block copolymers made up of hard and soft chain segments in an alternating fashion, exhibit many of the properties of crosslinked elastomers and are of particular importance.

In recent years, a number of polymeric system based on reversible termination of growing radicals were reported in order to improve the radical polymerization, such as iniferters (Otsu & Yoshida, 1982) where the some species served the purpose of initiator, transfer agent and/or terminator. The term iniferter described a class of initiators with the following attributes-

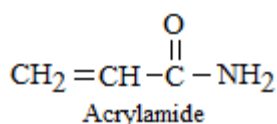
- a) One (or both) of the radicals formed on initiator decomposition is long lived and unable (or slow) to initiate

polymerization. Thus, primary radical termination is the major pathway for the cessation of chain growth. The initiator may additionally be susceptible to radical-induced decomposition (transfer to initiator). Ideally, these will be the only termination mechanism.

- b) The bond to the end group formed by the aforementioned mechanism is thermally or photochemically labile and undergoes reversible homolysis to generate the propagating radical.
- c) Primary radical termination occurs exclusively by combination and transfer to initiator occurs exclusively by group transfer.

Iniferters may be activated both by thermal and photochemical means. When an iniferter is used as an initiator, living radical polymerization can be carried out using the same mild reaction condition as in general radical polymerization reaction. Recently, polymethacrylic acid and polymethyl methacrylate prepared with the polyurethane iniferter have been reported (Bhuyan & Kakati, 2005; Bhuyan & Kakati, 2009). Most of the thermal iniferters containing carbon-carbon bonds are symmetrically disubstituted tetraphenylethane derivatives which were reported in the earlier work (Chen, Qiu & Swift, 2000). The living radical nature of a kind of polyurethane iniferter prepared from diisocyanate and 1,1,2,2-tetraphenyl-1,2-ethanediol (TPED) was reported by some workers (Tharanikkarasu & Radhakrishnan, 1994).

In this paper, we describe the synthesis of variety of polyurethane macroiniferter (PUMI) by varying the percentage of 1,1,2,2-tetraphenyl-1,2-ethanediol (TPED) and 1,4-butanediol (BD) with 4,4'-diphenylmethanediisocyanate (MDI). Tetraphenyl ethane and its derivatives having a sterically hindered carbon-carbon single bond are known to act as thermal iniferters in free radical polymerization. The living radical nature of PUMI is confirmed by the successful synthesis of its block copolymers with acrylamide (AM) and characterization of polymeric materials are also described.



2. Experimental

A. Materials and methods

1,1,2,2-tetraphenyl-1,2-ethanediol (TPED) was prepared from benzophenone and 2-propanol and recrystallised from ethanol. 4,4'-diphenylmethanediisocyanate (MDI; Aldrich), acrylamide (AM; E. Merck), 1,4-butanediol (BD; E. Merck), polypropylene glycol, M.W. 1000 (PPG; Aldrich), were distilled under reduced pressure before their use. Dibutyltin dilaurate (DBTDL; E. Merck) was used as received. Dimethylsulphoxide (DMSO; E. Merck), N,N-dimethylformamide (DMF; E. Merck) were dried over barium oxide, distilled under reduced pressure and stored at 0-4°C. Ethylmethylketone (MEK; E. Merck) was also distilled before its use. Other analytical grade reagents were used as received.

B. Synthesis of polyurethane thermal macroiniferters based on MDI, PPG, BD and /or TPED

A series of polyurethane thermal macroiniferters (PUMI) represented as PU-100% to PU-20% were synthesized by changing the amount of BD and / or TPED. For its synthesis MDI (2.0013 g), PPG (2.66 g), BD (from 0.05 g to 0.19 g) and/or TPED (from 1.95 g to 0.19 g) were taken in the molar ratio 3: 1: 2 respectively. MDI and PPG were reacted at 70°C for 1.5 h under dry nitrogen atmosphere. The reaction mixture was cooled to 50°C and TPED dissolved in 25 ml MEK was added drop wise through the pressure equalizing funnel into the flask with a magnetic stirring bar at 50°C. This was followed by the addition of catalyst DBTDL (two drops). After 5 h, the resultant polymer was precipitated from water and it was then dried in a vacuum oven at 40°C for several days.

C. Synthesis of polyurethane-block-polyacrylamide copolymer

The block copolymers were synthesized with thermal polyurethane macroiniferters (PUMI) by thermal free radical polymerization of acrylamide (AM). The polyurethane macroiniferters having different percentage of TPED were taken in a 100 ml round bottomed flask and dissolved in DMF (25 ml) under nitrogen atmosphere. The acrylamide (2.2501 g) was added to the above mixture and heated at 50°C for 8 h, in constant agitation. At the end of reactions, the polymers were precipitated by pouring the mixture into methanol and then filtered.

The polyurethane – block – polyacrylamide (PUMI-b-PAM) copolymers were then freed from polyacrylamide (PAM) homopolymers by washing with hot water, methanol and finally soxhlet extraction with acetone. The purified products were dried under vacuum for several days.

3. Results And Discussion

The polyurethane macroiniferters (PUMI-X%) having varying percentage of the tetraphenyl ethane moieties were synthesized. All the synthesis were carried out by the prepolymer method where MDI and PPG were reacted first followed by chain extension with short-chain diols BD and TPED. Polyurethanes with tetraphenylethane moiety are known to act as thermal iniferters in free radical polymerization and these thermal

macroiniferters were then used to synthesize a series of polyurethane-b-polyacrylamide (PUMI-b-PAM) copolymers by free radical polymerization process. The vinyl monomer used was acrylamide (AM).

The conversion (%) AM during the block copolymerization with polyurethane macroiniferters (PU-X%) was calculated (Tharanikkarasu & Radhakrishnan, 1997) as follows.

$$\text{Conversion (\%)} = M / (X+Y) \times 100$$

Where, X and Y are the weights of polyurethane macroiniferters (PU-X%) and monomers respectively and M is the weight of block copolymers after the removal of homopolymers. The results are in shown in table I.

Table I Conversion % of AM with polyurethane macroiniferters (PU-X%)

Sl. No.	PUMI-b-PAM	PU-X%	Amount of PU-X% (g)	Amount of AM (g)	Weight of dry (A) product (g)	Conversion (%)
1	PU ₁₀₀ -b-PAM	PU – 100%	0.8101	2.2501	1.6104	52.62
2	PU ₈₀ -b-PAM	PU – 80%	0.8101	2.2501	1.4202	46.41
3	PU ₆₀ -b-PMA	PU – 60%	0.8101	2.2501	1.1998	39.21
4	PU ₂₀ -b-PAM	PU – 20%	0.8101	2.2501	0.9105	29.75

PU – X%= Polyurethane macroiniferters

A= Weight of dry product (PUMI-b-PAM copolymers) after removal of homopolymer (AM).

It was observed that the conversion (%) of acrylamide(AM) was directly proportional to the number of initiating sites present in the polyurethane macroiniferter(PUMI).

A. Spectroscopic analysis

The Fourier transform infrared (FTIR) spectra were recorded in Perkin Elmer spectrum RX1 FTIR spectrophotometer. The ¹H-NMR spectra were recorded in a Varian FT NMR AS 400-MHz spectrometer. Fig.1 indicates the FTIR spectrum of PU₁₀₀-b-PAM copolymer. The presence of broad peak at 3433 cm⁻¹ is because of overlapping of N – H stretching from the urethane groups and polyacrylamide. The nature of the peaks due to C = O groups were different from that in the polyurethane macroiniferter (Momtaz, Razavi-Nouri & Barikani, 2014; Patel &

Mequanint, 2007). The peak due to hydrogen bonded carbonyl group (1728 cm⁻¹) was observed to be more prominent in the PU₁₀₀-b-PAM than in the polyurethane macroiniferter (PU-100%). This is because of additional hydrogen bonding with the NH₂ group of PAM block. The characteristic peaks at 1668, 1604 and 1445 cm⁻¹ are assigned to the carbonyl group (C=O) stretching vibration, C = C stretching of all the benzene rings contributed from MDI and the NH bending of amide groups on PAM chains (Abou, Reash, Abdelghany & Elrazak, 2017; Xiong, Siekkinen, Wang & Yin, 2007) respectively. The peaks appeared at 1093 cm⁻¹ and 1026 cm⁻¹ were due to C – O – C stretching in the polyether segment and C – H out of plane bending in the benzene ring.

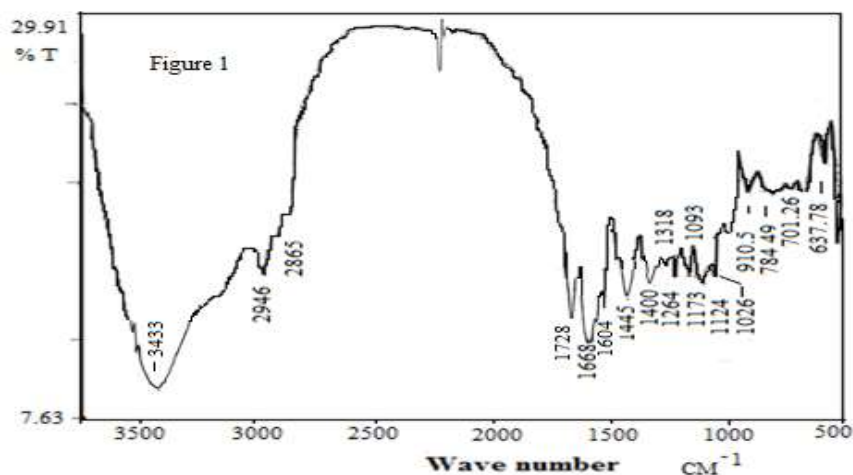


Fig. 1 FTIR Spectrum of PU₁₀₀-b-PAM copolymer

The fig. 2 shows the ¹H-NMR Spectrum of PU₁₀₀-b-PAM copolymer. The peaks resonated at around δ 4.8 ppm, δ 2.4 ppm and δ 1.8 ppm were due to $-\text{NH}_2$, $-\text{CH}-\text{C}=\text{O}$ and $-\text{CH}_2-$ protons from polyacrylamide respectively. The spectrum shows the expected resonance for the aliphatic ($-\text{OCH}_2-$,

CH_3) protons from the PPG unit at δ 3.5 ppm and δ 1.0 ppm respectively. The fig. 2 also shows the characteristic peaks for urethane N - H protons (around δ 8.7 ppm) and aromatic protons (in the range δ 7 - 7.4 ppm) from the polyurethane segments in the resultant block copolymer.

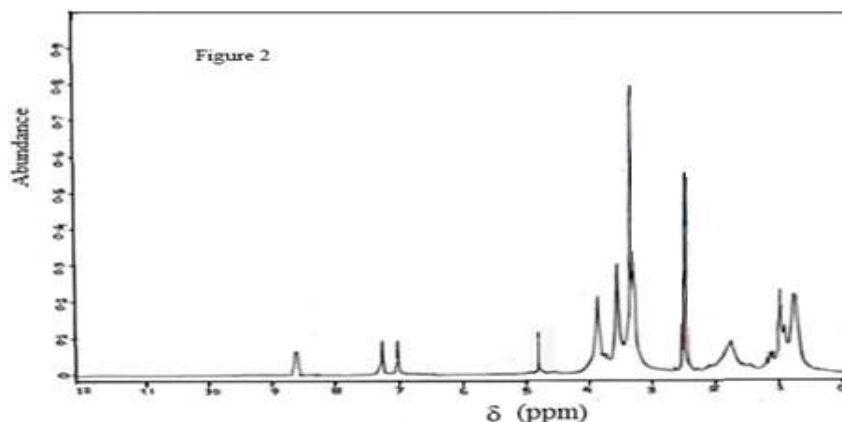


Fig. 2 ¹H-NMR Spectrum of PU₁₀₀-b-PAM copolymer

B. Analysis of Scanning electron micrographs (SEM)

Scanning electron microscopic(SEM) studies were done with a Leo 1430 VP electron microscope (Cambridge, UK). Electron microscopy is an indispensable analytical instrument for investigating the morphology of multiphase polymers. Multiphase polymers contain a soft elastomeric or rubbery phase and a hard glassy or thermoplastic phase. Scanning electron microscopy (SEM) offers a possibility of directly viewing the surface morphology of bulk specimens. However, in SEM the image contrast depends largely on variations in surface topography. In case of solution cast or melt cast multiphase polymers and copolymers fractured surface study is found to be more useful in evaluating the surface morphology of the polymer. The features of

major interest have been the two phase morphologies including the size, shape and complexity of the phase within a phase structure. spherulitic structure size depended on hard segment content. When a polyurethane with higher hard segment content was blended with another sample of lower hard segment content, greater coalescence among the spherulites was observed leading to marring of well defined spherulitic boundaries.

Fig. 3 shows the scanning electron micrograph of polyurethane macroiniferter(PU-100%). The use of TPED as chain extender diol should increase the size of the hard domain structure in comparison to polyurethane hard domains from MDI and BD (Bhuyan, 2021).

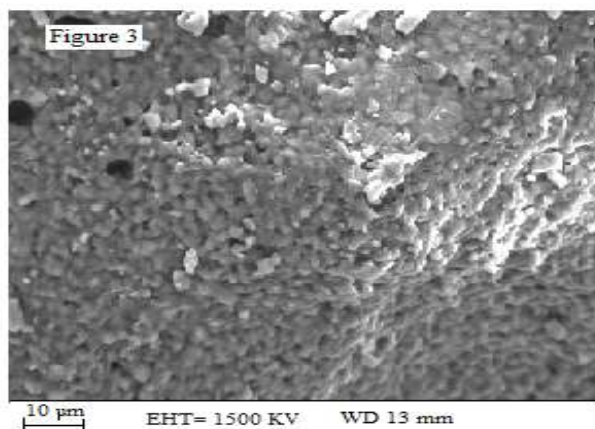


Fig. 3 Scanning electron micrograph of PU-100%

Fig. 4 shows the scanning electron micrograph of PU₁₀₀-b-PAM copolymer. The scanning electron micrograph of PU₁₀₀-b-PAM copolymer (shown in Fig. 4) is different from that of the polyurethane macroiniferter (PU-100%) which indicated a change in morphology as a result of block copolymerization. The surface appeared to have a layer of spherulites of various sizes superimposed on a larger coalesced

spherulitic underlying material. As a result the growing PAM chain undergoes complex interactions (Guan, Gao, Feng & Shen, 2004) with the soft and hard segments of the polyurethane macroiniferter. Such interactions appeared to augment the domain formation as well as the coalescence among the spherulites leading to the observed morphology.

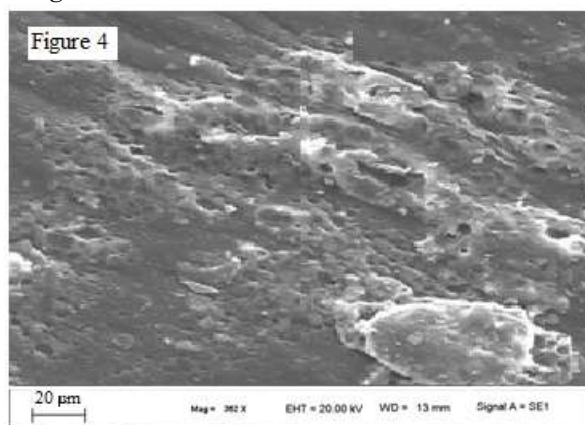


Fig. 4 Scanning electron micrograph of PU₁₀₀-b-PAM

C. Thermogravimetry analysis (TGA)

The thermogravimetric analysis (TGA) was carried out with a TA instruments series STD 2960 (Switzerland) in a nitrogen atmosphere at a heating rate of 10 °C/min. Thermogravimetric analysis is an important technique in polymer characterization. In this analysis, the mass of a sample is continuously recorded as a function of temperature. Reactions or changes that occur within the same temperature range give thermogravimetric curves that appear to consist of one continuous mass loss. A derivative mode of thermogravimetric curve termed as DTG is useful in detecting partially overlapping reactions involving the formation of weakly stable intermediates. In such cases the DTG plots give distinct peaks

corresponding to each mass loss. The thermogravimetric analysis results can be used for diagnostic purposes as no two polymers will have the same thermogram. Further, the weight loss curves may be used as a proof of the formation of copolymers. This is because the weight loss curves of random copolymers, block copolymers and graft copolymers tend to be different from each other and also from the homopolymers.

The TGA- thermograms of polyurethane macroiniferters PU-100% and PU-b-PAM copolymer are shown in Fig. 5 and Fig. 6 respectively. The difference in the nature of the thermograms indicated differences in their chemical composition which was the result of block copolymerization of PAM

(Hezma, Elashmawi, Rajeh, & Kamal, 2016) on polyurethane backbone. In case of polyurethane macroiniferters PU-100%, the weight loss was found to be a three-step process. The initial weight loss was about 14%, which occurred at 196.67 °C, which was followed by another weight loss at around 309.99 °C. The final weight loss occurred at around 363.32 °C. Since it has been indicated

that the initial degradation occurs in the hard segments (Ferguson & Petrovic, 1976), this may imply that the hard segment which is composed of TPED in place of BD degrade much before the over all degradation of the polyurethane. The two weight loss may be due to degradation of segments of different lengths containing the TPED units.

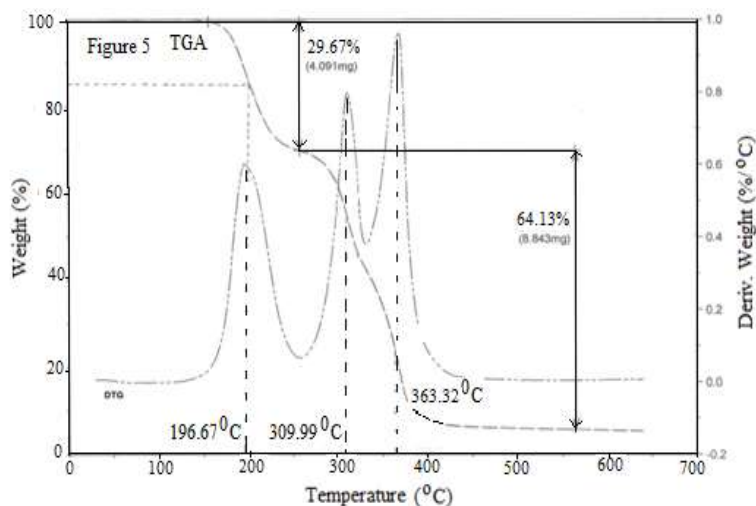


Fig. 5 TGA -Thermogram of polyurethane macroiniferters (PU-100%)

The TGA-thermograms of PU-b-PAM (Fig. 6) based on polyurethane macroiniferters PU-100% indicated two major weight losses at around 305°C and 408 °C respectively. The weight loss patterns were distinctly different from that of the macroiniferters which showed a three-step weight loss process. The differences in the nature of thermograms again can be considered as a proof of different chemical

nature of the polymers which was the result of copolymerization process. Due to the presence of the amide group, it can interact with both the hard segment and soft segment of the polyurethane through hydrogen bonding and this will affect the thermal behaviour. The block copolymer appeared to have a better thermal stability than that of the polyurethane macroiniferters.

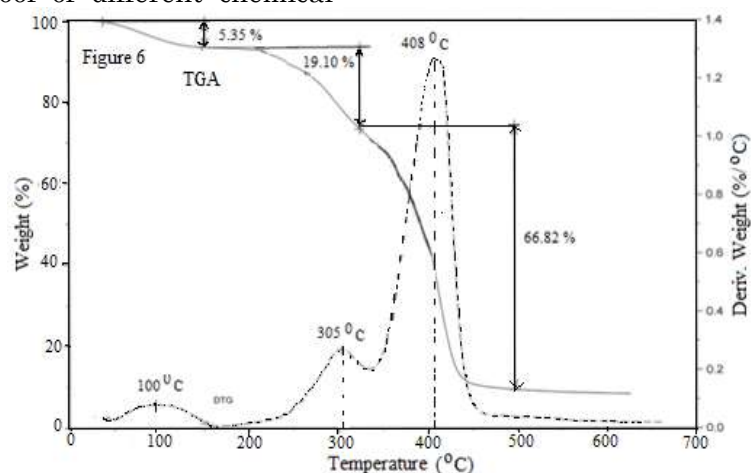


Fig. 6 TGA -Thermogram of PU₁₀₀-b-PAM copolymer

Conclusion

Polyurethane-b-polyvinyl copolymers constitute an important class of copolymers that is both academically and commercially important. The polyurethane macroiniferters having varying percentage of tetraphenyl

ethane moieties were synthesized and these were also used to synthesize PU-b-PAM copolymers. The conversion (%) AM during the block copolymerization with polyurethane macroiniferters (PU-X%) was calculated. The resultant polymers were successfully

characterized by FTIR, ¹H-NMR, SEM and TGA. The TGA-thermogram of PUMI-b-PAM copolymer indicated a better thermal stability than that of the polyurethane macroiniferter (PUMI). The scanning electron micrograph of PU₁₀₀-b-PAM copolymer showed different surface morphology from the macroiniferter. These compounds may be widely used to control the stability of disperse systems, as compatibilizers for improving the compatibility of polymer mixtures, thickeners, film forming coatings, protective coatings and so on.

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“An Analysis on Impact of Urbanization on Environment”

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Abstract:

Urbanization is the term used to describe both the general rise in population and the degree of industry in a community. There has been a growth in both the quantity and size of cities. It represents how people travel from rural to urban places. The size and density of urban areas are growing, which leads to urbanization. In India, unchecked urbanization has resulted in rapid environmental degradation, which has led to a number of issues including land insecurity, declining water quality, excessive air pollution, noise, and issues with garbage disposal. This essay focuses on how urbanization affects several aspects of the environment, including the climate, biosphere, land, and water resources. A case study of urbanization in India and large cities was conducted in order to draw conclusions about the current environmental damage caused by urbanization and preventive methods to control it. Even while it is impossible to stop urbanization, it must be ensured that it advances in a way that has the least possible negative effects on the environment.

Keywords: Urbanization, Environment, Components, Impacts.

Introduction:

Urbanization is a process that causes cities to expand owing to industrialization and economic development. It also causes changes in specialization, labor division, and human behaviors that are unique to urban environments. About 17 million people are added to the population every year, which translates to 45,000 births every day and 31 births per minute. India's population would increase to 1620 million people by the year 2050 if the current trend continues. In India, unchecked urbanization has resulted in rapid environmental degradation, which has led to a number of issues including a housing shortage, deteriorating water quality, excessive air pollution, noise, dust, and heat, as well as issues with the disposal of solid waste and hazardous waste.

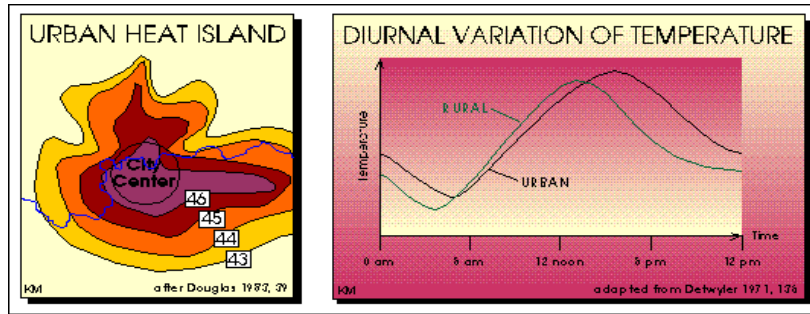
Impacts of Urbanization on a Range of Environmental Components:

Most of the significant environmental issues of the twenty-first century will likely be caused by the persistence and escalation of current issues that are not receiving enough political attention at the moment. In many nations, the issues may not be

observed at all, or they may be noticed but nothing is done. Climate change, freshwater scarcity, deforestation, freshwater pollution, and population growth are the most recent problems. These issues are extremely complicated, and it is challenging to specify how they interact. Examining issues through the lens of the social, economic, and cultural systems is crucial. Even while the linkages between environmental challenges are more understood now, we still lack precise knowledge about how the problems are related, to what extent they interact, and what the best solutions are. Integrating land-and water-use planning to provide food and water security is one issue (UNEP 1999).

A). Impacts on Climate and Atmosphere:

1. **The development of heat islands:** Materials like flora and soil absorb and reflect energy differently than materials like concrete, asphalt, bricks, etc. At night, when the countryside has already cooled, cities are still heated.



2. **Alterations to Air Quality:** A variety of emissions caused by human activity are released into the environment, including lead, carbon monoxide, ozone, sulphur oxides, nitrogen oxides, and carbon dioxide.
3. **Modifications to Precipitation Patterns:** Since dust can cause water vapor to condense into raindrops, cities

frequently get more rain than the countryside around them.

B). Impacts on Land Resources and the Atmosphere:

1. **Land erosion and other modifications:** Rapid growth can cause river channels to experience extremely high levels of erosion and sedimentation.



2. **Pollution:** Pollutants are frequently distributed throughout urban areas or gathered in industrial hubs or landfills. One such instance of a widely spread toxin that made its way into soil is lead-based paint, which was used on buildings, roads, and highways. dumping massive volumes of garbage into municipal and industrial landfills.

C). Factors that affect the Atmosphere and Water Resources:

1. **Waterflow into Streams:** Concrete, asphalt, brick, and other impermeable surfaces are used to replace natural vegetation and undisturbed soil. This indicates that when it rains, water will likely run directly into river channels rather than being absorbed by the earth.
2. **Water Movement in Streams:** Peak flows that are higher and faster alter the channels of streams that have naturally changed over generations. As cities expand and stream channels try to keep up with these changes, flooding may be a serious issue.
3. **Deteriorating Water Quality:** Urbanization has caused the water quality to deteriorate over time, which in

turn causes run-off pollution to rise due to increased sedimentation.

D). Consequences for the Biosphere:

1. **Habitat modification:** The fertilizers that are applied to lawns find their way into waterways where they encourage plant growth at the expense of fish. As the garbage in streams decomposes, it lowers oxygen levels and kills out a lot of plants and animals.
2. **Destroying habitat:** As a result of urbanization, habitats are completely destroyed and native animals are driven from cities.
3. **The development of new habitats:** For some native and non-native species, new habitats are also being created. Additionally, several animals that are considered pests, such as pigeons, sparrows, rats, mice, flies, and mosquitoes, find homes in cities. For instance, urbanization has destroyed many bat colonies in caves but has also given them places like bridges.

Urbanization in Indian and large cities: a case study:

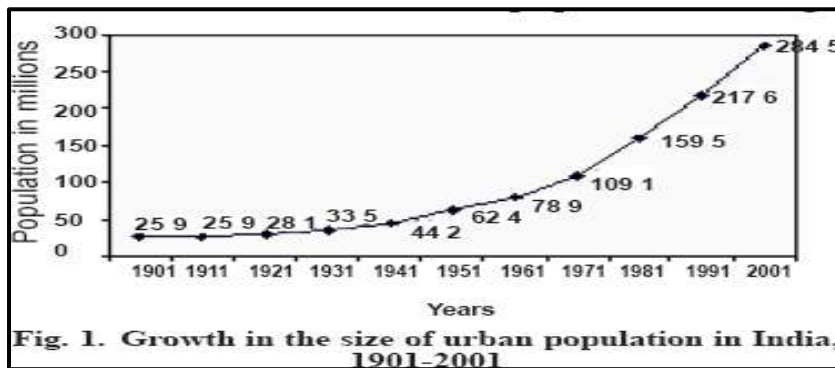
1. ***Pattern and Trend of Urbanization from 1901 to 2001 in India:***

According to the pattern and trend of India's urban population and town count from 1901 to 2001, the total urban population expanded more than ten times, from 26 to 285 million,

whereas the country's overall population increased less than five times, from 238 to 1027 million (Mohan. R, 1996).

Table 1: Pattern and trend of urbanization in India, 1901-2001¹

Cen- sus Years	Number of Towns ²	Urban Population (in millions)	Percent Urban	Annual Exponential Growth Rate	Rate of Urbanization
1901	1916	25.9	10.8	-	-
1911	1908	25.9	10.3	0.0	-0.46
1921	2048	28.1	11.2	0.8	0.87
1931	2220	33.5	12.0	1.7	0.71
1941	2422	44.2	13.8	2.8	1.50
1951	3060	62.4	17.3	3.5	2.54
1961	2700	78.9	18.0	2.3	0.40
1971	3126	109.1	19.9	3.2	1.06
1981	4029	159.5	23.3	3.8	1.72
1991	4689	217.6	25.7	3.1	1.02
2001	5161	284.5 ³	27.8	2.7	0.82



2. Ratio of the population living in urban areas in India, 1961-1991

Table 2: Percentage of urban population in India by size-class of urban centers, 1961-1991¹

Size Class	1961	1971	1981	1991
Class I (100 000+)	51.4 (102)	57.2 (148)	60.4 (216)	65.2 (296)
Class II (50000-100000)	11.2 (129)	10.9 (173)	11.6 (270)	11.0 (341)
Class III (20 000-50 000)	16.9 (437)	18.0 (558)	14.4 (738)	13.2 (927)
Class IV (10 000-20 000)	12.8 (719)	10.9 (827)	9.5 (1053)	7.8 (1135)
Class V (5000-10 000)	6.9 (711)	4.5 (623)	3.6 (739)	2.6 (725)
Class VI (< 5000)	0.8 (172)	0.4 (147)	0.5 (229)	0.3 (185)
Total	100 (2270)	100 (2476)	100 (3245)	100 (3690)

3. Growth in the Number of Cities in India with One Million or More People Between 1901 and 2001:

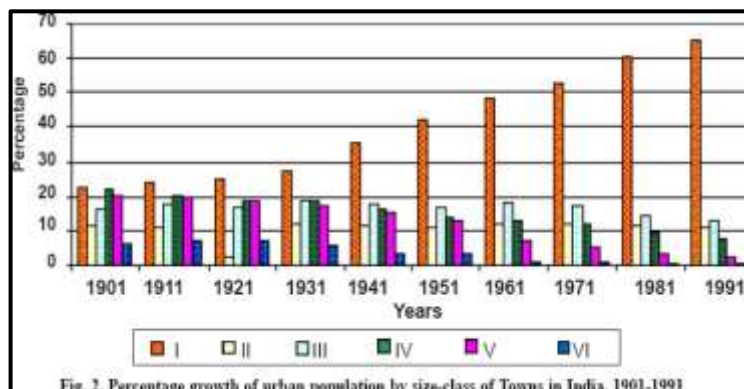


Table 3: Growth in the number of million plus (1,000,000 population or more) cities in India 1901-2001¹

Cen- sus years	Number of cities with popu- lation more than one million	Popu- lation (in million)	Percent increase	Population of million cities as percent of India's	
				Total Popu- lation (in million)	Urban popu- lation (in million)
1901	1	1.51	-	0.6	5.8
1911	2	2.76	82.8	1.1	10.7
1921	2	3.13	13.4	1.3	11.1
1931	2	3.41	8.95	1.2	10.2
1941	2	5.31	5.71	1.7	12.0
1951	5	11.75	21.3	3.3	18.8
1961	7	18.10	54.0	4.1	22.9
1971	9	27.83	53.8	5.1	25.5
1981	12	42.12	51.3	5.2	26.4
1991	23	70.67	67.8	8.4	32.5
2001	35	107.88	52.8	10.50	37.8

India had just one city with a population of more than a million people in 1901. (Kolkata). It increased to two in 1911 (Mumbai was added), and it remained that way from 1911 until 1941. Million-plus cities grow to five in 1951, continue to grow beyond this decade, reaching 23 in 1991, and now total 35 according to the 2001 census. Additionally, the population of cities with a population of one million or more climbed

from 1.51 million in 1901 to 107.88 million in 2001, nearly a fifty-fold rise.

Urbanization's Effects on Metropolitan Cities' Environmental Quality:

- ***Slum Conditions in India and its Major Cities:*** According to the size/class of towns, the overall number of slum dwellers in India in 1991 was 41%, with 27% of the country's population living in cities with a population of one million or more.

Table 4: shows the percentage of people living in slums in India's four major cities between 1981 and 2001.

<i>Metropolitan Cities</i>	<i>1981</i>	<i>1991</i>	<i>2001</i>
Greater Mumbai (UA)	30.8	43.2	48.9
Kolkata (UA)	30.3	36.3	32.6
Delhi Municipal Corp. (UA)	18.0	22.5	18.9
Chennai (UA)	13.8	15.3	17.7

Sources: Census of India 1981, 1991 and 2001

- ***Status of Civil strong waste age and assortment in Metropolitan Urban communities of India:*** Mumbai produces the biggest measure of Metropolitan strong waste in 1996, which is 5355 tons/day followed by Delhi (4000 tons/day), Kolkata (3692 tons/day), and

Chennai, which is 3124 tons/day (Sunil Kumar, et al., 2009). In any case, assuming that we consider the per capita age of strong waste, it is the biggest in Chennai, which is around 700 gms/day. The least per capita squander age is in Kolkata, which is around 350 gms/day.

Table 5: Status of Municipal solid waste generation and

collection in Metropolitan Cities of India, 1996

<i>Metro- politan cities</i>	<i>Municipal Solid Waste¹ (tones/day)</i>	<i>Per capita Generation¹ (Kg/day)</i>	<i>Collection in percent²</i>
Mumbai	5355	0.436	90
Kolkata	3692	0.347	-
Delhi	4000	0.475	77
Chennai	3124	0.657	90

Source: ¹Central Pollution Control Board, Status of Solid Waste Management in Metro Cities India, 1998

² World Resources, 1996-97

- **Development in engine vehicles in India and in Metropolitan Urban areas:** In no less than a long time from 1990 to 2000, there has been very nearly a three-overlap expansion in the number

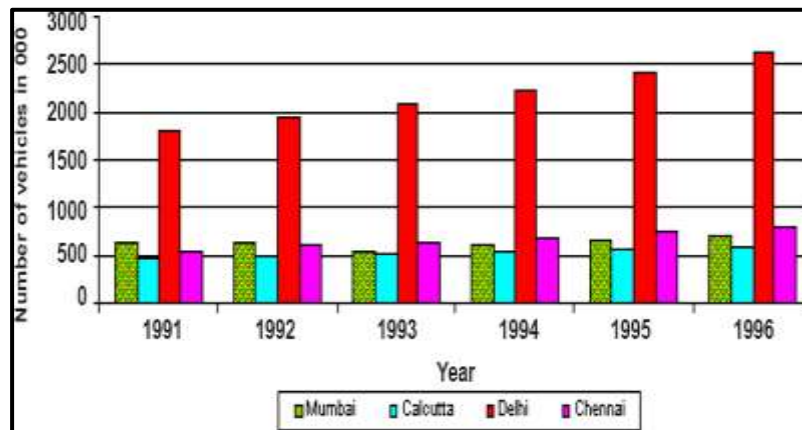
of engine vehicles in India. A normal 10% expansion has been tracked down every year, which is a serious worry for air contamination.

Table 6: shows India's motor vehicle growth between 1990 and 2000.

Years	Number of vehicles (in thousands)	Percent increase
1990	19152	-
1991	21374	11.6
1992	23507	10.0
1993	25505	8.5
1994	27660	8.4
1995	30287	9.5
1996	33850	11.8
1997	37231	10.0
1998	43159	15.9
1999	48240	11.8
2000	53100	10.1

Source: Center for Pollution Control Board, Ministry of Environment and Forests, Government of India, New Delhi, 2000

Figure 3: shows the increase in the number of motor vehicles in four major Indian cities between 1991 and 1996.



- **Squander Water Age, Assortment and Treatment in Metropolitan Urban areas:** Water assets are decreasing as a direct result of enormous populace numbers as well as due to inefficient

utilization and disregard for preservation. With fast urbanization, what's more, industrialization, and tremendous amounts of wastewater entering waterways.

Table 7: shows the production, collection, and treatment of waste water in metropolitan Indian cities from 1997 to 1998.

Metropolitan cities	Volume of wastewater generated (mld)			Wastewater collected			Treatment		Mode of disposal
	Domestic	Industrial	Total	Volume (mld)	Percent	Capacity (mld)	Pri- mary	Secon- dary	
Mumbai	2228.1	227.9	2456.0	2210.0	90.0	109.0	Y	Y	Sea
Kolkata	1383.8	48.4	1432.0	1074.9	75.1	-	-	-	Hugli river Fish farm
Delhi	1270.0	-	1270.0	1016.0	80.0	981.0	Y	Y	Agriculture Yamuna river
Chennai	276.0	-	276.0	257.0	93.1	257.0	Y	Y	Agriculture Sea

Note: Y-Yes Source: Control of Urban Pollution Series: Cups/42/1997-98, CPCB, 1997

Conclusion:

- From this, we can presume that certain purposes of harm to the climate due to urbanization lies in the regulation and

the controlling organizations of the country.

- Disappointment of administration in the present urban communities has brought about the development of casual

settlements and ghettos that comprise undesirable living and workspaces.

- Serious consideration ought to be given to the requirement for working on metropolitan systems, which advance proficiency in asset use.
- Vehicular contamination control in metropolitan urban communities and different urban areas merit top needs.
- Earnest consideration ought to be given to decrease the age of strong waste at the sources through required norms and guideline charge and expense motivations, and schooling and willful consistency.
- In the event that sufficient advances are not taken to forestall contamination and to work on personal satisfaction by giving more friendly conveniences, the existence of the metropolitan tenants of India might turn out to be more hopeless this might be the reason for well-being perils, and most horrendously terrible decimation.

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Search for a New identity in Bharati Mukherjee's *Jasmine*

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Abstract

Diaspora literature persistently discusses the opinion of colonizer experience, or the feelings and motives of accomplishment experienced by those integrating into a new country. Bharati Mukherjee is one of the most creative writers of Diaspora Literature. Her writings are chiefly sparkled by the several disorders of her personal life, which itself has been described as a text in a kind of determined immigration. Search for new identity in the novel of Bharati Mukherjee's *Jasmine*; examine how post-colonialism affects identity configuration in contemporary women's Diaspora literature. Diaspora literature is increasingly concerned in the global experiences of its protagonists and is not merely about migrating to and making it in America, but connect with the accurate and symbolic crossing and re-crossing of borders. The protagonist Jasmine finds herself occupying both identities; national identity and personal identity. Bharati Mukherjee prefers showing other women acquiring empower in organize to control their fates. She offers role models for several migrant women.

Key Words: Diaspora, colonize, immigration, identity, and migrate.

Introduction

Search for new identity refers to the existential effort of man/woman in categorizes to achieve meaning and worth in his/her life. It is innermost crossing, which is also a journey for survival, a search for deep roots and resist for self-expression. It proposes that the search for identity may guide individuals to pursue many opportunities: while some individuals might insist their natural affiliations and customs, others may continue within their society of origin and endeavor to modify its ways, or chose to depart their social group and opt for relationship in a new one. This examination suggests that choice, characteristic of the moderate conception of the human being, and rootedness, characteristic of the communitarian commencement of the human being, both play an important role in the development of personal identity. This study offers an analysis of the notion the search for a new identity. The study discussion emphasizes the importance of frequent belonging, but discards the view that one ought to belong to the society one was born to

survive in the unconditional situation surroundings. Search for identity fiction explores in a magnificent approach a woman's *search for identity* to begin her, to fulfill her dreams as a human being, to survive with the new place, environment and people.

The present study takes up Bharati Mukherjee's *Jasmine*. The study analyses how the search for a new identity in the alien land to survive the life with plenty of desire to fulfill dreams in the modern world. Bharati Mukherjee examines the new identity of the protagonist Jasmine in the stranger environment and over come out from the unawareness of self-expression of identity.

Bharati Mukherjee emphasizes throughout the novel *Jasmine* that the ability to expresses one's thoughts and feelings is think to develop a search for a new identity. Bharati Mukherjee being a witness of immigrant and alienation of Diaspora women writer, she vividly portrays the life condition of her eponymous protagonist, Jasmine in famous third novel *Jasmine*.

Monika Devi states “Bharati Mukherjee delves with the themes related to Indian women particularly the problem of cross – cultural crisis and ultimate search for identity. She also depicts the cultural clash between the East and the West. In the novel *Jasmine*, Bharati Mukherjee takes up the theme search for identity. She writes how the female protagonist Jasmine tries to tackle the problem of loss of cultural and hard works to assume a new identity in America and she begins to struggle hard to achieve it and at last she realizes that self-Independence is not to be an Indian or American but to be at peace with herself”.

The eponymous protagonist was born as Jyoti in the small village of Hasnapur in the district of Punjab, India to Jalandhar, to Florida, to New York, and finally to Iowa, inhabiting a special character for every stop along the way. Jasmine is measured with identity and the alienation experience in the post-Vietnam United States. In the novel *Jasmine* Bharati Mukherjee portrays the story of human being stressed for his/her identity. One personality's identity can be studied in this story from the point of view of an immigrant. The protagonist Jasmine immigrates to United States by herself in order to fulfill the dreams of her husband. She moves one place to another, she undergoes extreme changes to attain her own recreated new identity. At the end of the novel, the protagonist Jasmine came to understand that she needed to murder herself to create a new identity in the alien land.

Jasmine has given unlike names which the journey starts from name Jyoti, a small village girl to Jasmine a big city woman. Jyoti, Jasmine, Jane and Jase all these names has been called to her according to immigrant one place to another for identity. The novel *Jasmine* is set in 1980 and rotates around a young Indian woman trying to adjust to the United States culture and survive. “The story and the protagonist are related to Bharati Mukherjee's own experiences of immigration and expatriation. In this novel, the self-identity of women characters has been evaluated with great depth of knowledge and importance” (Parekh, 111).

A new identification is given to Jasmine by altering her old name by her husband, Prakash; this indicates her first step from her archetypal Indian custom and

traditions. Jyoti wonders, “if I had been a boy, my birth in a bountiful year, would have marked me as lucky, a child with a special destiny to fulfil.” (72) Jyoti's family belongs to a patriarchal society and her life is restricted and guided by her brothers and father. The change of Jyoti's identity begins after her marriage with Prakash Vih, a progressive - minded and luminous young man, who wants to change her from a modest village girl to a modern city woman. “He wanted to break down the Jyoti I'd been in Hasnapur and make me a new kind of city woman. To break off the past, he gave me a new name: Jasmine. He said; ‘You are small and sweet and heady, my Jasmine. You'll quicken the whole world with your perfume’. Jyoti, Jasmine: I shuttle between identities.”(78)

Bharati Mukherjee portrays that the identity creation of a person is a very multifaceted development. It is reliant not exclusively upon the action of an individual, but also upon the social and cultural environment. The new name Jasmine symbolizes a new idea of herself. She is no longer the small modest village girl, but is forced into a new role of a modern city woman. Her renaming is a suggestion of her early journey away from Indian ethics. Jyoti and Jasmine are two different selves, yet Jasmine feels herself occupying both identities; cultural identity and personal identity. Prakash wishes them to be able to accomplish something better than what their lives can offer in India. However, he is killed by a spiritual extreme just before they set out for America. This disastrous event shattered Jasmine's dream and made her heartbroken and annoyed. Although the terrible death of her husband, Jasmine wants to realize her husband's dreams. She casts sideways the darkness of widowhood and leaves India for the United States on a fake passport. This step from Jyoti to Jasmine can be observed as her first step away from the plan of a conventional Indian wife and into a more global Western woman. She sets off for America as an unlawful migrant to Florida. Her unlawful transmigration begins with the opinions that they are the deportees, weird pilgrims who are visiting outlandish shrines in old army trucks where, they are approximately handled and brought to the waiting rooms where ritual guards ask for their inducement.

The protagonist Jasmine, her identity and life are defined by different

names in each phase of her life. Through the journey, life is reflected as a religious being under a woman searching for a new identity through a non-linear and non-chronological fashion. "Jasmine has grown through restrictive cultural as well as religious Indian aspect, and after that, she has immigrated to America illegally". (Mishra, 2698). She has been suffered a lot in the unknown place.

"Indian novels have traditionally depicted the Indian life and culture by resembling several types of problems generated and determined by society" (Dayal, 70). In this story, the depicts of woman characters and the search for a new identity of the perspectives have reflected through classic feminine awareness and emotional arrays. *Jasmine* deals with the concern of search for a new identity as well as female suppression through which the new identity of modern times to the woman has been given victim the surrounding critical situation.

Jasmine begins to understand and accept the ways of American life and culture. "Walk American, she exhorted me, and she showed me how. I worked hard on the walk and deportment. Within a week she said I lost my shy side... I checked myself in the mirror, shocked with the transformation. Jazzy in a T- shirt, tight cords and running shoes. (103) Jasmine's journey is very exciting and it is comprehensible how she openly changes her new identity and look according to the situation. Bharati Mukherjee also portrays how the immigrants are forced to change themselves very significantly to be able to begin their new lives in the alien land.

Taylor Hayes is the after that transformer in the life of Jasmine. She is employed as a caretaker for Duff, the adopted daughter of Taylor and Wylie Hayes, an American family. Taylor Hayes calls her 'Jase'. In Taylor Hayes 's residence, Jasmine internalizes the educational codes of the New World and blossoms into 'Jase' an American. Jasmine begins falling in love with Taylor Hayes and the proposal of herself as Jase.

This is the best stage of Jasmin's keep on in the States. She Starts loving herself as Jase, a bold American woman who is proficient of anything. She begins seeing herself an importance something and begins enjoying her new life. Jasmine shows to be very pleased with her new identity: "For

every Jasmine the reliable caregiver there is a Jase, the prowling adventurer. I thrilled to the tug of opposing forces." She sees her life as an adventure where anything is possible. She enjoys the woman that she has made by Taylor: "I liked everything he said or did. I liked the name he gave me: Jase. Jase was a woman who bought herself spangled heels and silk chartreuse pants."(113)

Jasmine adjusts herself normally to fit the image of an American woman. She starts getting entrenched and absorbed. It emerges as if there was no symptom of the old Jyoti or the old Jasmine left in her, and she has been able to "rebirth" herself.

Jasmine happily allows her new identity as Jane because she feels that the name Jane makes her vigorous into the American society. She is not authentically transformed into what she pretends to be, and she needs to vigorously pass up her past, as her manifestation is already unfamiliar enough in the small town. In Iowa, she is competent to stay down and even though Bud becomes crippled and almost dies, she settles by his side and takes care of him. An immigrant's life is in reality a series of srecreation. He lives through many lives in a single life-time. This accuracy describes the condition of Bharati Mukherjee and Jasmine. As Mukherjee confides, "I have been murdered and reborn at least three times, the very correct young woman I was trained to be, and was very happy being, is very different from the politicized, shrill, civil right activist I was in Canada, and from the urgent writer that I have become in the last few years in the United States". (121)

Conclusion

In the novel protagonist, Jasmine makes new identity with every new set of acceptance. However, her new identities are not completely removed, but appear in significant positions and makes inferior the conflict between different selves. Throughout her life, jasmine moves from one place to another and from one person to another in search for a new identity for survive, but she has not realized that she cannot transform herself entirely or let others make a decision on her identity for the protagonist. She needs to transform and grow her identity herself in order to transform and adjust to a changing location.

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Monkeypox disease on the way to spread around the world

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Abstract

The progressing 2022 multinational epidemic of monkeypox is the largest in history to occur outside of Africa. Monkeypox is an arising zoonotic disease that for decades has been observed as an infectious disease with remarkable epidemic potential because of the increasing incidence of human epidemic in recent years. As public health entities work to contain the current outbreak and healthcare professionals extensively are aiming to familiarize with the various clinical presentations and management of this infection. We present in this review a recap of monkeypox for healthcare based on the progressing outbreaks around the world.

Introduction

Monkeypox is a virus transmitted to humans from animals with symptoms similar to those seen in the past in smallpox patients, but it is clinically less severe. Monkeypox virus belongs to the *Orthopoxvirus* genus of the *Poxviridae* family.¹ Earlier this month, the World Health Organization (WHO) declared the recent monkeypox epidemic a global health emergency. There are about 16,000 reported cases of monkeypox within 75 countries and territories. The current fatality rate is between 3-6%. A recent study found 95% of monkeypox cases between April and June 2022 occurred during sex between men. Two vaccines are available currently to help against monkeypox. Human monkeypox was first identified in humans in 1970 in the Democratic Republic of the Congo in a 9-month-old boy in a region where smallpox had been eliminated in 1968. Since then, most cases have been reported from rural, rainforest regions of the Congo Basin, particularly in the Democratic Republic of the Congo and human cases have increasingly been reported from across central and west Africa.² Globally, more than 16,000 monkeypox cases have been detected prompting the World Health Organization (WHO) to declare the Monkeypox outbreak as a global health emergency. Monkeypox is a viral zoonotic disease with symptoms similar to smallpox, although with less clinical severity.³

Etiology

Subfamily: chordopoxvirinae

Genus: orthopoxviru

Species: Monkeypox virus

On electron microscopy, the monkeypox virus is correspondingly large (200-250 nm). Poxviruses are looks like brick-shaped, surrounded by a lipoprotein envelope with a linear double-stranded DNA genome.⁴ Monkeypox virus is an enveloped double-stranded DNA virus that belongs to the *Orthopoxvirus* genus of the *Poxviridae* family. There are two marked genetic clades of the monkeypox virus: the central African (Congo Basin) clade & the west African clade. The Congo Basin clade has historically caused more acute disease and was considered more communicable.⁵

Epidemiology

Monkeypox (MPX) is a zoonotic disease (the disease that are spread between people and animals) and is currently the most widespread orthopoxvirus infection in humans after the eradication of smallpox and the halting of universal smallpox vaccination.⁶ Monkeypox developed into a disease of global public health importance after 2003 due to the first outbreak in the USA allied infected pet prairie dogs.⁷ Since 2003, numerous cases of monkeypox have been noted in various countries with the largest outbreak experienced in Nigeria in 2017⁸ The Center for Disease Control and Prevention (CDC) cases of monkeypox,

distributed in 52 different countries around the globe⁹

Cases of monkeypox in world (Table No 1)

COUNTRY	CONFIRMED CASE	COUNTRY	CONFIRMED CASE
Benin	3	Uk	793
Cameroon	3	Israel	13
Congo	2	Singapur	1
Nigeria	41	Denmark	13
Brazil	11	France	277
Germany	511	Hungary	7
Italy	85	Mexico	11
The Netherlands	167	America	142
Portugal	317	Lebanon	1
Slovenia	8	Ireland	24
Spain	520	Belgium	77
Sweden	13	Chile	3
Total			3,043

Taxonomy of monkeypox virus

Taxonomy Table No 2

Microorganism	Virus
Kingdom	Bamfordvirae
Realm	Varidnaviria
Phylum	Nucleocytoviricota
Class	Pokkesviricetes
Order	Chitovirales
Family	Poxviridae
Genus	Orthopoxvirus
Species	Monkeypox virus

Transmission

Monkeypox virus which is believed to have different modes of transmission, all of which are related with direct contact with infected animals or the with infected humans. Human infections have been associate to contact with animals, but the accurate exposure of a human case can be difficult to pinpoint in areas where contact with animals via household rodent infestations and the hunting or preparation of livestock from a variety of species is common.¹⁰

Exposure to excreta of infected animals can be an important risk factor in native regions of Africa where resources and infrastructure are in short, causing individuals to sleep outside, on the ground, or live close or visit the forest where infected animals are much more widespread.¹¹

The pathogenesis and pathophysiology of monkeypox start from the transmission of the virus, whether it be human-to-animal transmission or human-to-human transmission.

Signs and Symptoms

Common (Nonspecific) Symptoms

Fever, Headache, Myalgia, Backache, Lymphadenopathy, Chills, Exhaustion, Rashes, Mouth and throat ulcer etc.

Complications

Bacterial Superinfection, Corneal infection / Permanent scarring, Bronchopneumonia, Sepsis and Septic Shock, Cellulitis, Respiratory Distress, Encephalitis, Dehydration¹²

Monkeypox can be proliferate from the time symptoms begin until the rash has healed, all marks have fallen off, and a fresh layer of skin has formed. The illness typically lasts 2-4 weeks.¹³

Diagnosis

It is main to have a high index of speculation for monkeypox infection and sometimes unusual presentations of the infection that have been described in the continuing 2022 epidemic. When there is clinical speculation of monkeypox, clinicians should have to inquire sexual history and about any contacts with people with a confirmed monkeypox infection. Behaviors such as close contact like sleeping in same the room, drinking or eating from same container, living in the same place, etc.¹⁴ The

Monkeypox can be diagnosed by PCR test on a viral swab removed from one or more vesicles or ulcers. Swabs should be sent in viral transport media. ¹⁵

Antigen Rapid Test Procedure for Monkeypox

1) Screw up the cap of the bottle of buffer, precisely dispensing all buffer into the extraction tube.

2) After the collection of sample from skin lesions with thin swab, the swab inserted into the extraction tube, the swab dive up and down in the fluid for a minimum of 10 seconds. the swab holded against the bottom of the tube, three times turned. The liquid should not be soaked out of the tube.

3) The swab taken out while pinching the sides of the tube to extract the liquid from the swab.

4) The nozzle cap pressed tightly onto the extraction tube. Mixed thoroughly by swirling or flicking the bottom of the tube.

5) softly squeezed the tube's hard body, two drops were disputed of the buffer-specimen mixture into the sample well on the monkeypox antigen test cartridge.

6) Read the test results between 15 and 20 minutes. Do not check the results after 20 minutes.

Monkeypox Antigen Negative

A coloured band appears on the control line (C line); no coloured band shows up on the

test line. A negative result indicates there is no presence of monkeypox antigen in the specimen, or the level of monkeypox antigen is below the detection limit.

Monkeypox Antigen Positive:

A coloured band become visible on the control line (C line), a second coloured band shows up on the test line (T line). A positive result specify the presence of monkeypox virus antigen in the patient sample. Invalid Result: No coloured band appears on the control line (C line). An false test result suggests there might be inadequate buffer volume or wrong operating procedures. Cautiously check the test procedure and test the same patient once more with another monkeypox antigen rapid test cassette. Contact your distributor if the problem persists. ¹⁶

Treatment

Currently, there are no any specific clinically proven treatments for monkeypox infection. The treatment is supportive symptom management. There are, precautions that can help prevent an outbreak. The oral DNA polymerase inhibitor brincidofovir, oral intracellular viral release inhibitor tecovirimat and intravenous vaccinia immune globulin have unspecific efficacy against the monkeypox virus. ¹⁷

Therapy	Mechanism of Action	Formulation & Typical Dosing	FDA Approval Status	Side Effects and Adverse Events
Cidofovir	Blocks viral DNA synthesis through competitive inhibition of DNA polymerase	IV; off-label: topical, intravesicular 5 mg/kg per dose once weekly for ≥ 2 doses (with concomitant probenecid)	CMV retinitis in patients with AIDS [1] (1996)	Nephrotoxicity; neutropenia; decreased intraocular pressure, nausea, vomiting
Brincidofovir	Lipid conjugate prodrug of cidofovir	Oral; 4 mg/kg once weekly for 2 doses (max 200 mg/dose)	Smallpox (2021) [2]	Abdominal pain, nausea, vomiting, diarrhea, elevated liver transaminases and bilirubin
Tecovirimat	Inhibits activity of the protein VP37, which prevents creation of virions that can be	IV: 35 to <120 kg: 200 mg q12 hours ≥ 120 kg: 300 mg q12 hours Oral: 40 to <120 kg: 600 mg q12 hours	Smallpox (2018) (3)	IV: pain and swelling at infusion site; extravasation at infusion site; headache [86] Oral: headache, abdominal pain,

	released from an infected host cell, thereby preventing replication and dissemination within the host	≥120 kg: 600 mg q8 hours All regimens for 14 days		nausea, vomiting
VIGIV	Passive immunity through OPXV-specific antibodies collected from pooled human plasma of persons immunized with smallpox vaccine	Iv; 6000 units/kg as a single dose (up to 9000 units/kg) Dose can be repeated depending upon symptoms	Complications of vaccinia vaccination (progressive vaccinia, severe generalized vaccinia, etc) (2005) [4]	Infusion reaction; local injection-site reaction (contraindicated in persons with IgA deficiency and possible IgA hypersensitivity)

Patient Education

1) Avoid skin-to-skin contact with people who have a rash, avoid contact with objects and materials that a person with monkeypox has used. ¹⁸

Do not use eating utensils or cups used by a person with monkeypox.

Do not handle or touch the bedding or clothing of a person with monkeypox.

3) Wash your hands often

Washing hands frequently with soap & water or use an alcohol-based hand sanitizer, especially before eating or touching your face and after using the bathroom.

Contact contact with bed clothes and other materials contaminated by the person infected with the virus can be avoided.

Monkeypox symptoms, mainly among individuals with pertinent travel history. Disseminate and incubation

Specimen collection. Infection control

procedures in the home and in the hospital

Clinical recognition, and the property rash associated with monkeypox. Prophylaxis and possible treatments for monkeypox.

Monitoring of those exposed to monkeypox. Public health messages should share the information that one must have on protective gloves and other equipment when they come in contact with an infected animal or human.

Individuals should always wash their hands thoroughly after touching infected animals or individuals. People should make sure that the meat is cooked completely to avoid any contamination or infection. ¹⁹

Conclusion

Monkeypox is not yet widespread but its warning signs are alarming. Since there is no vaccine against this disease till date, we have to understand its seriousness.

Monkeypox is a viral zoonosis (a virus spread to humans from animals) with symptoms similar to those seen previously in smallpox patients, where it is clinically less severe. With the elimination of smallpox in 1980 and subsequent cessation of smallpox vaccination, monkeypox has appeared as the most important orthopoxvirus for public health. Monkeypox firstly occurs in central and west Africa, often in proximity to tropical rainforests, and has been increasingly seems to be in urban areas. Animal hosts comprises a range of rodents and non-human primates.

The features of this disease, its consequences, and how dangerous it is to human life, as well as its virus and its species, are given in depth. Scientists have also predicted that this disease will be cured soon by newly define vaccine

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E-Learning Challenges in Remote Areas in India: An Empirical Study from Teacher's Perspective

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Abstract

Although the introduction of Covid-19 and the ensuing nationwide lockdown triggered the process, Information and communication technology was destined to change learning pedagogy. COVID -19 led to a transformation in how people worked, lived, and put ideas into practice, much like everybody had been doing during the past few years. India's educational system needs reform as well, particularly in rural areas. The COVID-19 epidemic prompted a lengthy shutdown of every region of the world economy. However, despite this, this was the most severe downturn of the decade and slowed total growth. As with other businesses, the Indian educational system was severely impacted. The number of rural students who attended classes soon decreased, even though urban universities could still offer online courses. Since every child has a right to ongoing education that should not be restricted, providing online learning in rural India was the most significant issue. The purpose of this study is to collect information regarding the difficulties that students in rural areas experience. Samples of 197 respondents were considered to find the result of the study.

Keywords- E-Learning, Rural Areas, Covid -19, Education System, Growth, Challenges, Colleges, Students, Classes.

Introduction:

Changes in the education sector will inevitably occur, given the rapid advancement of technology.

Numerous studies are being conducted to determine the advantages and disadvantages of online learning compared to traditional classroom instruction. There are numerous chances and difficulties for online education in India. In this research, we have highlighted critical characteristics that will enhance online education in India using a thorough literature review. A virus that threatened everyone around the world heralded in the year 2020.

A significant number of people have died as a result of the disease, which is currently circulating.

Both rich and emerging countries searched for a cure even though the condition was at its most severe stages and cases were multiplying exponentially. India launched a lockdown in March to safeguard the people, halting factories and organizations that provide significant sectoral revenues.

The installation of security precautions for sizable meetings, especially those involving kids, such as schools and universities, was another problem. The peak time for all session starts and final examinations was in peril since there were no other possibilities (Prabakaran & Saravanakumar, 2020). The problems were pervasive and grew in an unsettling way. Hunger and unemployment grew in importance as the large assembly dispersed. Instead of illnesses, daily wage and minimum wage employees were passing away from starvation. One solution cannot be adequate to stop the spillover, given the nation's size and the number of recipients. Leakages were growing as people moved back to their hometowns from the metropolis. Rural India was the safest location to live despite having little access to food, transport, or education as the illness moved quickly across urban areas (Radha, 2019). Since rural regions in India still need to catch up to metropolitan areas in many sectors, including the availability of necessities, there is a considerable imbalance between rural

and urban growth in India. The COVID era witnessed the creation of this comprehensive approach, which encompasses all elements required for a country's progress. Indian education tends to do well in terms of the gap between rural and urban regions, as seen by high levels of literacy, low household bills, simple access to technology, etc. Many bright kids' prospects have been wrecked (Saravanakumar & Padmini, 2020). Resuming academic work after a break caused by personal concerns is challenging, not just in Indian societies. How much they can afford to spend for their school while still trying to make ends meet depends on the number of children in the household. This was a reality for many street sellers who left their families in the countryside to work and give money. The difference between urban and rural India is the issue here Saravanakumar et al.,2019). The educational system has also experienced a significant transformation toward online courses and some alternatives that can eliminate the primary obstacles both temporarily and permanently.

Literature Of Review:

In the western world, e-learning has transformed the teaching and learning process from teacher to student-centric. Numerous studies conducted in the west have repeatedly concluded that information and communication technology improves the efficacy and usability of teaching and learning for pupils. Although India joined the internet revolution later than other countries, COVID-19 has made adopting technology necessary in India. As seen in the west, the value and benefits of student-centered learning over teacher-centered learning approaches have been recognized by both the central and state governments. Technology is a fantastic facilitator for promoting this process within our country's teaching and learning community.

Nandal, N. (2020). A new conception of teaching and learning were introduced by the tools and approaches that information and communication technology brought into the field of education.

The learning management system is one of the most important instruments used in educational institutions to support e-learning. Urban and rural communities have a striking digital divide. In order to support and facilitate contemporary education, we provide a concept for delivering e-learning

services to remote and rural locations in this study. E-learning centers are made possible through the Internet by a specialized resource center that hosts the learning management system.

This model's overarching objective is to create a technologically advanced, cost-effective learning environment that allows students to learn about new information and communication technologies online.

Marti & Bolliger (2018). E-learning has been declared compulsory for all academic institutions because of the COVID-19 pandemic concern. E-learning is an emerging trend. Its scope has been expanding. Online learning is the best method for everyone. Many people choose to study when it is most convenient, depending on their comfort and availability. Now, the learner has unlimited access to fresh material. Due to the many benefits, it provides for children. The study's findings show how effective online learning is, how interested students are in using these tools, and how well they succeed. In conclusion, our study demonstrated that E-learning has grown in popularity among students worldwide, especially during the COVID-19 pandemic lockdown period.

Jadhav et al. (2020). The school-level education sector in a country like India is divided into three main categories: primary, secondary, and upper secondary education, followed by higher education, which includes graduation and above. The government has partnered with numerous private technologies infrastructure companies in several states to launch an eLearning effort in various rural areas of India. Both the corporate and governmental sectors in Rural India are implementing eLearning projects. In addition to meeting their basic educational demands, the model the author, developed also addresses their desire for future professional advancement. It is necessary to connect rural Indian education and job options rather than keep them apart.

Cohen et al. (2020). Traces the development of e-learning to the day when the information will be widely available, incredibly abundant, and available in various media. Distance learning is acknowledged and accepted as a means of LIS education. It is explored the idea of open and distance learning. The abilities that LIS workers need to have are also identified in the context of the changing social environment. The article also addresses how the Internet has changed the

teacher's job and what abilities and methods educators will require to be successful and productive in online learning environments. The study gives readers a glimpse into the cutting-edge multi-channel distribution methods used by several universities and how well they work for LIS-distant learners.

Kaplan et al. (2016). The development of internet technology has been seen throughout the last few decades and has been instrumental in education. In particular, in distant places where the situation is worse, e-learning can increase India's literacy rate. According to the report, e-learning has become more prevalent in rural areas due to the less expensive and easy access to the Internet, laptops, PCs, and smart phones. Additionally, with practically every industry being digitalized, it is essential for today's young to be familiar with a variety of digital technologies in order to survive.

Rural youth should be encouraged to use e-learning more frequently so that everyone in the nation, even those living in the most remote locations, may access education.

Jena (2020). We can learn or acquire knowledge, skills, and habits through education. E-learning has expanded the possibilities for the education sector. It offers pupils a new method of learning that will help them advance their knowledge and abilities. We'll also talk about the barriers to e-growth learning's and the variables driving them. The effectiveness of e-learning as a method of education has been examined in this essay. This essay's goals are to comprehend the idea of e-learning and examine the effects of the COVID19 epidemic on the educational system. Rural residents struggle in Covid 19 because they lack the necessary equipment to participate in online sessions, and many locations are plagued by poor internet connections and low capacity.

Jindal & Chahal, (2018) The Indian educational system has been working to adapt to the crises with a new approach and digitize the challenges to remove the threat of the pandemic. This particular essay will analyze the state of internet education in rural India at the moment. This study focuses in particular on the significance and impact of COVID-19 in rural India. According to the pupils' responses, lockdown and COVID-19 appear to have had an impact on rural schooling in India. Due to the lack of competent technology handling instruction for students who reside in rural regions, the

majority of pupils believe that offline education is the best method of learning. I believe that the Government of India should implement certain significant measures for successful education, particularly in rural area.

Alvi & Gupta (2020) . After carefully examining all of the study's findings, it can be said that even if e-learning came to India a little later than it should have, users there undoubtedly accept it.

Similar educational levels to those found in more densely populated places are frequently difficult to reach in rural locations. Though the usage of e-learning is quite low, new technologies are nevertheless making their way to rural areas. All government actions done to ensure that education is available in every part of the nation and to brighten the overall image must be well planned and carried out. It is not just the responsibility of government institutions; a number of commercial sectors also need to change the way they think, foresee problems, and start working to encourage e-learning.

Cohen & Dull (2020). Today, we're discussing India's whole illiteracy rate. Despite a legislation protecting the right to education being established by the government, there is a severe shortage of trained instructors in the nation. If combined with traditional classroom instruction, the E-learning environment can not only augment but also assist the Indian educational system. The Using information and communication technology, interaction between students and teachers can be established in situations when it is impossible to do so (ICT). One-to-one and one-to-many interactions are not obstacles (Stalin et al., 2016). The ever-expanding telecommunications network and the Next Generation Network (NGN) promise to relieve a lot of the pressure on educators and help India become a self-sufficient and educated nation that competes on a global scale.

Objectives:

1. To identify how e-learning impact education system in rural areas.
2. To ascertain problems faced by students in Indian rural regions.

Methodology:

Nature of study is empirical. 197 teachers of various courses belonging to different levels of education were included in study. Structured questionnaire was used to

collect data. To identify outcome of the Mean and t-test were applied. Sampling method was convenience sampling.

Result of demographic:

Table 1 displays gender of participants, male are 55.84%, and female are 44.16%. Age of participants is, below 30 years are 36.04%, 30 - 45 years are 28.93%, and more than 45

years are 35.03%. Regarding the courses or programme levels they teach, Below Intermediate is 24.87%, Intermediate / Graduation is 14.21%, Post-Graduation is 34.01%, and others is 26.91%. Looking at educational institutions the teachers are serving, Schools is 30.96%, Colleges is 31.98%, and Universities is 37.06%.

Table1. Demographic Details of participants

Variable	No. of participants	%
Gender		
Males	110	55.84%
Females	87	44.16%
Total	197	100 %
Age		
Below 30 years	71	36.04%
30- 45 years	57	28.93%
More than 45 years	69	35.03%
Total	197	100 %
Courses / Programmes you are teaching		
Below Intermediate	49	24.87%
Intermediate / Graduation	28	14.21%
Post-Graduation	67	34.01%
Others	53	26.91%
Total	197	100 %
Educational Institution you belong to		
Schools	61	30.96%
Colleges	63	31.98%
Universities	73	37.06%
Total	197	100 %

Table2. Impact and difficulties of e-learning on Indian rural regions

SN	Survey Statement	Mean Value	T- Value	Sig.
1.	Lack of digital infrastructure and skilled faculty	4.33	18.996	0.000
2.	During pandemic students in rural areas faced problems due to closer of schools	4.12	16.098	0.000
3.	Lack of knowledge among teachers in rural regions about e-learning system	4.21	17.668	0.000
4.	Less availability of computers and internet	4.00	14.307	0.000
5.	High cost of internet in rural regions	4.19	17.305	0.000
6.	Introduction of e-learning had made it essential to have proper and complete infrastructure needed	4.10	15.727	0.000
7.	Government and other agencies must provide all the required facilities to support e-learning	3.15	2.165	0.016
8.	Educated and skilled teachers must be appointed to provide e-learning in rural areas	3.12	1.740	0.042
9.	Blended learning must be adopted in rural regions	4.97	28.214	0.000
10.	e-learning is helpful for students to access study material at any time, and at any place	4.31	19.090	0.000

Table 2 shows, mean values of the “Impact and difficulties of e-learning on Indian rural regions” the first statements of T-test is about “Lack of digital infrastructure and skilled faculty” scored the mean value of 4.33, next statement is about issues during pandemic “During pandemic students in rural areas faced problems due to closer of schools” it has scored the mean value of 4.12, third statement is about lack of knowledge “Lack of knowledge among teachers in rural regions about e-learning system” with the mean value of 4.21, next statement tells about unavailability of computers “Less availability of computers and internet” mean value is 4.00. Fifth statement is about high costs “High cost of internet in rural regions” mean score is 4.19, next statement is “Introduction of e-learning had made it essential to have proper and complete infrastructure needed” scored the mean value of 4.10. Seventh statement is “Government and other agencies must provide all the required facilities to support e-learning” mean value is 3.15, next statement is about appointment of skilled teachers “Educated and skilled teachers must be appointed to provide e-learning in rural areas” mean value is 3.12, ninth statement is about blended teaching approach “Blended learning must be adopted in rural regions” with the mean value of 4.97.

Last statement is “e-learning is helpful for students to access study material at any time, and at anyplace” with the mean score of 4.31. T-value of each statement of the survey in the context of Impact and difficulties of e-learning on Indian rural region are significant because t-value of statements are positively significant as the value is less than 0.05.

Conclusion:

Since every advantage of online learning has a disadvantage as well, it is difficult to completely eliminate all of its flaws. However, the future of education is digital. India needs to keep up with developed nations' technological advancements. Indian pupils want improved supplies and ongoing educational updates. This is the ideal time to act and include rural students in the advancement process in order to close the gap between rural and urban areas. Rural India has great potential and aspirations; they just need much more than they currently have. Many things would have changed if the policy framework had been implemented effectively, but the pandemic has created a fresh test and opportunity to create a solid path for kids to travel on and reach success. To overcome the problems and incorporate both rural and urban counterparts in building a great country, the

government requires a comprehensive strategy. Every youngster needs equal distribution when they are granted the right to an education. The fundamental spirit of moving forward depends on overall socioeconomic progress. To find outcome of study mean and t test was applied.

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समाज पर शराब का प्रभाव और सियासत

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सार:

भारत ही नहीं बल्कि पुरे विश्व मे नशा सभी जगह अपना पांव फैलाये हुए है। नशे के बहुत प्रकार है। व्यसन की विशेषता है कि व्यक्ति जानते हुए भी इसकी ऐसी लत लगा लेता है जिसका परिणाम बड़ा ही भयानक होता है। मादक पदार्थ का सेवन करने वाला लगभग इस बात को समझता है कि यह उसके लिए जानलेवा भी हो सकता है। बावजूद वह नशे के सेवन से खुद को नहीं रोकता। नशा मे तो कई प्रकार के है मगर उनमें समय तथा क्षेत्र दोनो के हिसाब से माहौल के हिसाब से अपनी अपनी जगह बनाये हुये है। शराब बियर गांजाए हहेरोइनए चरसए अफीमए रम हडिया कोकीन सिगरेट तम्बाकु गुटखा बीडी जर्दा इत्यादी । इनमें से ऐसे कोई भी नशा मादक पदार्थ नहीं है जो स्वास्थ्य के लिए लाभदायक हो सभी से हानि ही हा होना निश्चित है। मादक पदार्थ के सेवन के सिर्फ बही व्यक्ति जो नशा करता है को नुकसान नहीं है, बल्कि उससे जुड वे सभी को वहीं उसके परिवार उसके संबंधी तथा अन्य गैर लोगो को भी नुकसान है। आये दिन हमें प्रत्यक्ष या समाचार अखबारो के माध्यम से पता चलता है कि अभुक्त व्यक्ति का नशा के चलते मौत हो गयी या अमुक्त व्यक्ति ने नशे में धक्का मार दिया परिणाम हादसे के शिकार हो गय है। आये दिन तरह-तरह के समाचार आखबारो के माध्यम से पता चलता है हम हमेशा देखते सुनते है कि आये दिन जितने हादसे होते है उनमे तकरीबन २० से २५ प्रतिशत उस वक्त होते है जब गाडी चलाने वाला व्यक्ति नशे में धुत था। इस नशे के चलते वह खुद तो जाता ही है सामने वाला राहगीर हमेशा इसका शिकार होता रहता है चाहे गलती किसी की है हादसे में अक्सर नशे में धुत व्यक्ति को खुद की होश नहीं होती परिणाम वह हादसे का शिकार हो जाता है।

कीवर्ड - मादक पदार्थ , शराब , सियासत व्यक्ति , समाज

मादक पदार्थ के सेवन का कारण:- इसका कोई कारण विशेष तौर पर नहीं होता ये एक प्रकार का लत है। जब लत लग जाती है तो बड़ा ही मुश्किल होता है इस लत से खुद को अलग करनाए हालांकी मनुष्य चाहे तो कुछ भी असम्भव नहीं है। लेकिन नशा ऐसा मानसीक विकार है की इनसान मरते दम तक इस नशे को अपने में अलग नहीं करता। इसके पिछे अगर हम वास्तविक स्थिति के तरफ रूका कर देखे तो समझ आयेगा। वर्तमान समय में नशा करने में सबसे १ ज्यादा संख्या युवाओं की है। लोकसभा मे सरकार ने आंकडा दिया कि किस उम्र के कितने लोग नशे के आदि हो रहे है। नशा नाबालिक बालिक १०.१७ साल १८. ७५ साल अल्कोहल ३० लाख १०.१५ करोड केनाविस २० लाख ०२९० करोड कोकीन ०२ लाख १० लाख एटीएस ०४ लाख २० लाख सेडेटिव २० लाख ०१७१० लाख हैलु सिनौजे ंस ०२ लाख २० लाख ओपियाड ४० लाख ०१७९० लाख इनहेलेंट ३० लाख ६० लाख ये अल्कोहल को छोडकर अधिकतर वैसे नशे है जो इंसान किसी प्रकार के दर्द को दूर करने के लिए इन गोलियाँ का इजेक्शन का सेवन करता है। कुछ वर्षा से जो बडे जोडो पर प्रचलित हुआ है वह नशा है व्हाइटनर थिनर जुता या चमडे से बनने वाले समान मे प्रयोग होने वाले एक प्रकार का गोंद सालयुशन का किसी कपडे समान इत्यादी मे डालकर (स्पेर) कर उसका सेवन

करना। ये सेवन करने वाले युवा वर्ग ज्यादा है। जिनकी उम्र १७ से तकरीबन ३२ तक है। समय के साथ हर दिनों में बदलाव होना लायजी हैए ऐसे में नशा करने वाले की उम्र में भी गिरावट हुई है। एक सर्वे के मुताबिक नशा करने में २० साल पहले जहाँ ३० वर्ष औसत उम्र हुआ करती थी अब वा घटकर २० वर्ष हो गयी है। यह जानकारी निर्वाण नशा मुक्ति केंद्र की रिपोर्ट से खुलासा हुआ है। ऐसा नहीं है कि ये सिर्फ युवा वर्ग ही जिसमे है पुरुष भी शामिल है। बल्कि नशा करने के मामलो में दिन पर दिन महिलाओं की संख्या में बढ़ोतरी हो रही है। बडे-बडे शहरो में पबए बियर बार साथ-संगत हाई फाई सोसायटी १ के नाम पर नंगा नाच होना ये सभी समाज में कुरूतियां को बढ़ावा दे रहे है। पब के मुख्य दरवाजे पर खडा होकर देखने के बाद पता चलता है कि बडे बडे घरानो के लडके ही नहीं लडकियां भी जब बैठकर अपने सहकर्मी या ब्यावफेड के साथ पार्टनर के साथ अल्कोहलए को किन व्हाइटनर इत्यादी का बखुबी सेवन करती है। बडे शहरो मे इसे आधुनिकीकरण का नाम दिया जा रहा हैए मगर ये आधुनिकीकरण का बढ़ावा हो न हो लेकिन भारतीय सभ्यता के मुंह पर कालीख पोतने का काम जरूर है। भारत में ऐसे कितने जगह है जहां अफीम की खेती होती है। अफीम एक मादक पदार्थ है। इसकी खेती के लिए किसानों को नारकोटिक्स विभाग से अनुमति लेनी

पड़ती है। जब तक विभाग द्वारा बिना अनुमति के कोई खेती करता है तो सरकार द्वारा उसपर सख्त एवं दण्डानात्मक कारवाई की जा सकती है। दरअसल अफीम की खेती का मकसद मादक पदार्थ के रूप में नहीं बल्कि औषधी के लिए जाना जाता था। अफीम रोमन बोनो की देन है। लगभग ३४०० ई० पू० में सुमेरिया द्वारा इसकी खेती की गई। बगदात के दक्षिण में एक सुमेरियन अध्यात्मिक केन्द्र निष्पुर में मिली गोलियों में सुबह में अफीम के रस को मिलाने की तथा बात सामने आयी थी। भारत में उपज होने वाली अफीम बहुत ही उच्च नस्ल की होती थी। एक बार तो भारत के अफीम के लिये ब्रिटेन और चीन आपस में भीड़ गये थे। दरअसल वो दौर था जब ईस्ट इंडिया कम्पनी भारत में अपना पैर पसार रही थी। उस समय भारत का मुख्य व्यवसाय जीविका का साधन खेती था। उस वक्त खेतों में मक्काएँ गेहूँ एज्वारएँ जुटएँ धान इत्यादी की ही खेती की जाती थी। कपास तथा गन्ना की भी खेती प्रचलित मात्रा में होती थी। अंग्रेजों के आगमन तथा उसकी मांग के देखते हुए किसान इन सभी फसलों के अलावे अब अफीम की खेती पर जोड़ दिये। साथ ही साथ नील की खेती को बढ़ावा मिला। हालांकि ये फसले नई थी ब्रिटिश हुकूमत ने किसानों को प्रोत्साहित किया कि वे मदद करेंगे आपलोग अफीम और नील की खेती को भरपुर में उपाजा और अन्य फसलों की अपेक्षा इसपर ध्यान दीजिए। अफीम की मांग जैसे ही बढ़ी ब्रिटिश हुकूमत ने किसानों को प्रताड़ित करना शुरू किया। इसके पीछे का मुख्य कारण था कि किसानों के पास बहुत थोड़े कृषि के लिए खेत होती थी। और उस खेत में जुटएँ गेहूँ मक्काएँ धान इत्यादी की रोजाना उपयोग होने वाले मुख्य अनाज की बुआई समय होता था और यही समय अफीम के खेती का होता था अब किसान को समझ नहीं आता था कि वो किसकी खेती करे मुख्य अनाजों की या अफीम और नील की। क्योंकि अंग्रेजों को तो अफीम की जरूरत होती थी और म मुख्य अनाज उन्हें मिल जाते थे मगर आम किसानों के रोजाना खादय पदार्थ के लिए गेहूँ और मक्का की मुख्य जरूरत पड़ती थीएँ ऐसे में किसानों की चिंता होना आजमी था। इसी समय भारतीय अफीम के लिये ही ब्रिटेन और चीन के बीच अफीम के लिए युद्ध हुआ। दरअसल ब्रिटेन ने चाय के बदले चीन में अफीम का निर्यात करना चाहा। चीन में पुर्तगाल के किसान अफीम का व्यवहार करते थे लेकिन वे नशे के तौर पर कम दर्दाइयाँ के लिये ज्यादा लेकिन धीरे-धीरे चीनी लोग इसे नशे के रूप में सेवन करने लगे। ऐसे में ब्रिटेन ने चीन को अफीम बेचने का फैसला किया और भारतीय किसानों को अफीम की खेती के लिए अब बाध्य करने लगे। हालांकि चीनी सरकार ने अपने जनता को नशा नहीं करने के लिए अनुरोध किया बाद में सख्त कानून भी लगा कर दिया मगर जनता नहीं मानी तो १७२९ में अफीम पर प्रतिबंध लगा दिया। यहीं से अफीम भारत में नशे के रूप में प्रचलित हुआ भारत में अलकोहल का सेवन:- भारत ही नहीं विश्व में ये आदी अनादी काल से चली आ रही एक प्रकार की राजसी पेय के रूप में उपयोग आने वाली मादक पदार्थ रही है। हम भारतीय धर्मग्रंथों में माहाभारत रामायण इत्यादी में पढ़ते हैं तो वहाँ मदीरा शब्द मिलता

है। धर्मग्रंथों में बहुत जगह राजाओं तथा इन्द्र को मदीरा सेवन करते हुए मिलता सुनने को मिलता है। हिन्दुओं की धार्मिक पुस्तक जो देवी भगवती के व्रत (नवरात) हाती है उस पुस्तक दुर्गा सप्तशती में भी राक्षस के राजा महिषासुर शुम्भ निशुम्भ द्वारा मदीरा पान करने का वर्णन मिलता है पहले राजाओं को मदीरा पिलाने के लिए उन्हें परोसने के लिए कितनी ही दास दासियों नियुक्त किये जाते थे जो राजा के अति प्रिय होते थे। उस वक्त मदीरा बड़े-बड़े राजा माहाराजा जम्मीदार के लिए होता था। मुगल काल में भी लगभग हर शासक मदीरा का भरपुर सेवन किया करते थे। बाबर की अस्मकथा बाबरनामा में कई ऐसे किस्से का उल्लेख मिलता है जहाँ बाबर द्वारा शराब के सेवन से जुड़े किस्से हैं। बाबर की मंत्री तथा मंडली में शराब का सेवन करने वालों में सिर्फ पुरुष ही नहीं बल्कि बाबर की खास महिलाएं भी शामिल हुआ करती थी। बाबर अपनी पुस्तक १ बाबरनामा में जीकू किया है की २१ वर्ष तक मैं इन सभी से दूर रहा मगर जब छोटा था तो अपने पिता को शराब का सेवन करते हुए देखता था। उसके पिता शराब और अफीम के बहुत शौकिन थे। बाबर ने लिखा है कि एक समय वो हर वक्त शराब के नशे का सेवन करता था। मगर एक समय ऐसा आया कि हमेशा के लिए उसे शराब इत्यादी से दूरी बना ली। इसके पीछे कहा जाता है कि जब बाबर और राणा संग के बीच लड़ाई हुई और बाबर की सेना आधी बची तो उसका दिमाग इस बात पर जोड़ दिया उसने सलतनत बचाने के लिये शराब का त्याग कर दिया। बाबर की एक बहुत बड़ी खाजीयता यह थी कि वह किसी भी व्यक्ति से उसकी अच्छाई को जल्दी सीखने की कोशिश करता था। भारत में शराब का सेवन लगभग हर जगह गांव से लेकर शहर तक हर उम्र के नाबालिक से लेकर युवा और वृद्ध तक द्वारा किया जाता है।

भारत में शराब व अलकोहल - शराब का कारोबार भारतीय अर्थ व्यास्था में एक अच्छा योगदान बनाए हुए है। शराब खरीदने वालों की बात करे तो जहाँ २००० के पहले ४०५ के उम्र के लोगो द्वारा खरीद ज्यादा हाती थीएँ वहीं २००८ से २० से २९ वर्ष के युवाओ द्वारा खरीद ज्यादा होती आ रही है। बाजार शोध संस्था यूरोपीय इंटरनेशनल की रिपोर्ट के अनुसार २००८ के बाद शराब के कारोबार में दुगुना वृद्धि हुई है। आज के समय शराब के ही एक प्रकार व्हिस्की और वेदका जैसे अलकोहल का सेवन युवा द्वारा जिस तरह किया जा रहा है उसमें खासकर २० से २९ वर्ष के युवाओं की संख्या ज्यादा से ज्यादा है। हम इसी बात से अंदाजा लगा सकते हैं की भारत में शराब की खपत २००८ में १६७०९८ लाख ली० से बढ़कर दिन पर दिन बढ़ते हुए लगभग दुगुना महज १० सालों में बढ़कर २७९३८२ लाख ली० हो गईएँ जबकी इस बीच दे राज्यों में इसमें बिक्री पर रोक है। बिहार में तो बिल्कुल शराब बंदी है। शराब के इस कारोबार में बीयर और वाइ न जो ये भी एक प्रकार की किस्म ही है इसको सम्मिलित नहीं किया गया है।

बड़े बड़े शहरो में शराब की तरह तरह की उच्च किस्म है जिनके प्रति युवाओं का झुकाव सबसे ज्यादा होती है। अलकोहल के प्रकार की बात करे तो इनमें बोडकाएँ वाईन

बीयर एं ब्रांडी व्हिस्की रम जिन ए इत्यादी शामिल है। अल्कोहल की ये किस्मो का प्रकार १९९० के बाद ज्यादा प्रचलन में आया। १ भारत म बीयर के कारोबार की बात करें ता े २०१८ में २४ए२५० लाख ली० बढ़कर होने वाली बीयर की खपत २००८ में महज १०००० लाख ली० थी। इसमें अंदाजा लगाया जा सकता है की स्थिति किस कदर बढ़ती जा रही है। और बियर की खपत युवा वर्ग में ज्यादा लेकिन वोदका से कम है। एक नजर सभी प्रकार के अल्कोहल की किस्म २००८ २०१८ वियर १०ए००० लाख ली० २४ए २५० लाख ली० वाइन ११३ लाख ली० ३०७ लाख ली० शराब १६ए०९८ लाख ली० ८०३ लाख ली० वोदका ३६२ लाख ली० ८०३ लाख ली० ब्रांडी २९३० लाख ली० ५६५० लाख ली० व्हिस्की ९१९० लाख ली० १६ए७९० लाख ली० रम ३३१० लाख ली० ३८८० लाख ली० जिन ३०४ लाख ली० २४९ लाख ली० भारत के राज्यों सबसे ज्यादा शराब की खपत छत्तीसगढ़ में है। शराब पीने के मामले में छत्तीसगढ़ के लगभग ३७ प्रतिशत लोग इसका सेवा करते है। वहीं त्रिपुरा में शराब का खपत सेवन करने वाले की संख्या भी ३४७७ फीसदी है। पंजाब और अरुणाचल प्रदेश में लगभग २८ प्रतिशत अल्कोहल का खपत होता है तो गोवा में २६ ,४ फीसदी शराब के खपत करने में भारत के टॉप १० राज्यों में अपनी जगह बनाये हुए है। लोगो द्वारा शराब पीने के मामले में उतर प्रदेश शीर्ष पर मौजूद है। उतर प्रदेश में लगभग ४७२ करोड़ लोग शराब का सेवन करते है। जबकी इसमें गांवो मे बनने वाले स्थानीय शराब ए मह ुआए या महुआ से तैयार पादार्थ की जिक्र नहीं है। वहीं पश्चिम बंगाल मे शराब पीने वालों की संख्या मे १,४ करोड़ लोग है तो मध्य प्रदेश में १७२ करोड़ लोग शराब का सेवन करते है। शराब से एक साल मे ३० लाख लोगो की मौत का मामलाप आया। ँभ्व ने अपनी रिपोर्ट में बताया है। शराब से एक साल में ३० लाख से ज्यादा लोगों की मौत होती है। शराब का सेवन महिलाओं की अपेक्षा पुरुष ज्यादा करते है। परिणामस्वरूप मौत के आंकड़ो में महिलाओं से ज्यादा १ पुरुषो की संख्या होती है। शराब से २०० से ज्यादा बीमारिय पकड़ लेती है। जिनमें किडनी फेलए कैसरए तथा आदी रोग शरीर में शामिल है। जहां भारत में उतर प्रदेश ए बंगाल ए छत्तीसगढ़ जैसे राज्यों में शराब की इतनी खपत हैं वही भारत के कुछ राज्यों में शराब पीने और बेचने पर पाबंदी है। जैसे गुजरात ए बिहार ए त्रिपुरा ए लक्षद्वीप ए मिजोरम और नागालैण्ड में शराब बेचना और पीना सख्त मना है। गुजरात में जरूर कुछ दुकानों पर शराब मिलता है लेकिन लेने के लिए डाक्टर से अनुमति वाली पत्र देनी पड़ती है। जैसे नींद नहीं आना ए मेडिकल संबंधित कार्यों के लिए आज खरीद सकते है। गुजरात ने १९६५ से शराबबंदी शुरू की १ मई १९६० को गुजरात का जब गठन हुआ तब से शराब बंद करने को लेकर मंथन चल रही थीए जो कि १९६५ में आकर लागु हो गई। महात्मा गांधी का सपना था की शराब का सेवन हर कोई बन्द करे। उन्हे आदी प्रकार के सभी मादक पदार्थ से सख्त नफरत थीए परिणाम स्वरूप गांधी के सपनों के लिए गुजरात मे शराब बंदी की गई जो अब तक बंद है। लेकिन बंदी के बाद भी लोगों का

मनना है कि शराबबंदी सिर्फ कागजो पर ही है। सरकारी आकड़ो के मुताबिक पिछले पांच सालो मे वहां २५०० करोड़ रूपये की अवैध शराब जब्त हुई है। गुजरात मे शराबबंदी को सख्त से लागु हो और सुचारू रूप से बंदी रहे इसके लिये ६००० पुलिसकर्मी पर इसकी जिम्मेवारी है। इसके बावजूद पीछले ४ महीना पकदीनों में जब छापा मारा गया तो ८०० से ज्यादा जगहों पर अवैध शराब की ठिकाने मिले। दरअसल गुजरात में शराब दूसरे राज्यों से चोरी छुपे आते है। पंजाब ए राजस्थान ए मध्यप्रदेश हरियणा से गैरकानुनी ढंग से कहीं न कहीं प ्रशासन की मीली भगत और प्रशासन की लयर व्यवस्था से शराब का गुजरात में प्रवेश होता है और अवैध कारोबार को बढ़ावा भी मिलता है। विजय मामला मामला जो किंगफिसर का मालिक यह शराब के कारोबार से ही इतना आगे बढा है। जहरीली शराब पीने से समय समय पर लोगों की जान भी जाती रही है। २००८ में अहमदाबाद में लगभग १५० लोगों की जान इस जहरीली शराब पीने से हुई थी। सरकार ने सख्त नुन बनाते हुए संशोधन किया और जहरीली शराब से मौत होने पर जो भी संल्पित और दोषी पाये जायेगे उन्हें सजा ए मौत को प्रावधान किया गया। मगर सबके बाद प्रशासन की मिली भगत से लोग बच १ जाते है। और शराब की अवैध बिक्री आज भी चलती ही है। लुका छुपकार। क्योंकि राज्य में अबतक शराब बेचने वाले या पीने वालो को सजा हुई ऐसा सुनने में न देखने को मिला। गुजरात में स्वास्थ्य के हवाला देते हुए लगभग ६० दुकानों को शराब बेचने के लिए लाइसेंस प्राप्त है। और स्वास्थ्य का हवाला देते हुए लगभग ५५००० लोगों के पास परमिट प्राप्त है लेकिन शराबबंदी से राज्य सरकार को बहुत बड़ी क्षति भी होती है।

इसके लिए केन्द्र सरकार राज्य को हर साल १२०० करोड़ रू० १९६० से देते आ रहा है। गुजरात मे सख्त शराबबंदी की बात कही जा रही है मगर २९ जुलाई २०२२ के आज तक रिपोर्ट मे जहरीली शराब से मौत की कहर ऐसी टुटी की बोटाद और अहमदाबाद में शराब पीने से ५० मे पाया लोग की मौत हो गई और उसमें बढोतरी भी हो रही है। वोहाद नगर में रविवार से मंगलवार तक लगभग १२ लोगों की जान जो एक ही गांव के थे मर गये और अबतक कितने लोग अस्पताल में भर्ती है। इसपर जमकर राजनीति भी हुई विपक्ष इसे आई हाथो लिया। अरविंद केजरीवाल तथा कांग्रेस के आया नेता गुजरात पहुचकर पीडित परिजनों से मिलकर अपनी राजनीति की रोटी सेकने में लगे है।

बिहार में शराबबंदी एवं राजनीति:- बिहार मे एक समय ऐसा था जब हर सड़क हर गली में आसानी से शराब मिल जाते थे। मगर अप्रैल २०१६ में बिहार मुख्यमंत्री श्री नीतीश कुमार ने एक साहसीक फैसला उठाया। उन्होंने बिहार में शराबबंदी कानून को सख्त से लागू करने का प्रास्ताव पारित किया। इसमें राज्य सरकार को मिलने वाले टैक्स तकरीबन ४००० करोड़ रू० की हर साल छति का सामना करना पड़ता है। २००५ में जब नीतीश कुमार सता में आये तो उन्होंने शराब नीति का उदार किया शराब नीति के उदार के चलते बिहार सरकार का खजना तो भर रहा था

मगर भ्रष्टाचार को बढ़ावा मिला। एक्सीडेंट से लेकर हर तरह से समाज में एक डर का महौल जरूर कायम था। क्योंकि आये दिन रोजना अखबारों के माध्यम से या पुलिस डायरी से पता चलता कि शराब के नेशे में या तो एक्सीडेंट हुआ या रोज पति शराब पीकर अपनी पत्नी तथा परिवार को प्रताडित करता है। नीतीश कुमार द्वारा शराबबंदी चालू करने से सोशल इंपैक्ट के लिहाज से ये कदम सही रहा। बिहार के लोग हर साल १.४१० लाख ली० शराब पी जाते थे। जिनमें देशी तथा विदेशी दोनों तरह के शराब मौजूद होते थे। शराब सख्त में मिले इसलिए बिहार में महुआ से तैयार शराब की बिक्री जोड़ो पर थी। जिसमें जहरीले शराब पीने से मृत्यु हर साल होती थीए पुरे १ बिहार में तब तकरीबन ६ हजार देशी तथा विदेशी दुकान मौजूद थी। रिपोर्टर मुताबिक शराब बिहार सरकार की टैक्स में एक बड़ा साधन था। शराब में अच्छे मुनाफे होते थे। २००५.०६ में शराब से जहां २९५ करोड़ रूपये सरकार के खजाने में गये वहीं २०१४ में ये आमदनी बढ़कर ३ हजार करोड़ रू० तक पहुंच गयी। २०१५.१६ में यह ४ हजार करोड़ तक मार पार कर गयी। अंदाज इसी बात से लगाया जा सकता है कि जब पूरे देश में शराब पीने वाले मे ३३७६४ प्रतिशत सिर्फ बिहार के लोग थे। बिहार में शराबबंदी कानून को लागू हुए ६ वर्ष हो गये मगर इन ६ वर्षों मे पूर्ण रूप से शराबबंदी तो नहीं हो पाई ए ये बात जरूर है कि अब सामने से नहीं बिक रहा है। मगर चोरी छिपे धडले से बिक रहा है। आये दिन लोग जहरीली शराब पीकर मरते रहे है।

शराबबंदी और सियासी:- शराबबंदी को लेकर बिहार की राजनिती में बड़ा व्यापक असर पड़ा है। हालांकी महिलायें शराबबंदी के पक्षधर है। लेकिन राजनितिक रूप से जो स्थिति विपक्ष द्वारा लगाया जा रहा वो भी पूर्णत सत्य है। विपक्ष का कहना है कि जब शराबबंदी पूर्ण रूप से है तब कैसे लोग जहरीली शराब से हमेशा मरते आ रहे है। आकडे की बात करे तो २०२१ में जहरीली शराब पीने से १०० से ज्यादा लोग की मौत हुई थी। ये तब हुआ जब बिहार मे शराबबंदी कानून लागू है। दरअसल जब शराबबंदी हुई है तो पिने वाले लोगों को मुश्किल हुआ तो वे उसे स्थानिय तौर पर तैयार किये जा रहे शराब दारू को पीने लगे। न्च से मंगवाकर दारू का सेवन करने लगे। विपक्ष को मौका मिल गयाए विपक्ष सहन में भी ये प्रश्न उठाया की पूर्ण शराबबंदी कानून लागू है तब फिर शराब कैसे आसानी से उपलब्ध हो जा रहा है। दरअसल इसमें कहीं न कहीं प्रशासन या छोटे बडे पदाधिकारियों की कहीं न कहीं लापरवाही कही जा सकती है। हम पिछले पांच-सालों मे देखे तो ५०० पुलिस कर्म चारीयों पर कारवाई हो चुकी है। पिछले साथ ३० पुलिस पदाधिकारियों को बखास्त और विभागीय कारवाई तथा कुछ के खिलाफ थ्स् तथा थाना प्रभारी को सस्पेंड किया गया। दरअसल शराबबंदी के बावजूद कुछ शराब माफिया अभी भी सक्रिय है। वे दुसरे राज्य से शराब लाते है और ऐसे में रूपया पैसे की लालच मे स्थानिय पुलिस की मिलीभगत या लापरवाही शराब माफियाओं के बढ़ावा देती है गोपालगंज और पश्चिमी चम्पारण में शराब पीने से हुई मौतो के बाद नीतीश कुमार

ने सख्त रवैया अपनाया। उन्होंने प्रशासन को सख्त आदेश दिया। अगर १ शराबबंदी में गिरफ्तारी की बात करे तो पिछले साल शराब पीने बेचने के जुर्ममे लगभग ११०८९ लोग की गिरफ्तारी हुई। ये सीधे नवम्बर का आकडा है। अक्टुबर मे उसमें ७८ प्रतिशत कम मामल े थे। जबकि पिछले साल की बात हो तो इस कानून के तहत ६६२५८ मामले दर्ज गये नये और कुल ८२९०३ लोगो के गिरफ्तार किया गया। रोजना तकरीबन ३५० से ज्यादा लोगो की गिरफ्तारी हुई हैं पिछले साल। इसका सबसे ज्यादा प्रभाव जेलो पर पड़ा। शराबबंदी पीने वालों के मामले देखते हुए उच्च न्यायालय भी काफी सख्त हुआ। उसके अनुसार पहले से ही इतने केस पेडिंग पड़े हैए और इस स्थिति में शराब के मामले रोज कितना देखने को मिलता है। जेलो में कर्मियों को रहने की जगह नहीं है। और ये किस प्रकार शराबबंदी है कि रोजना इतने लोगो की गिरफ्तारी हो रही है। और लोग पीकर मर रहे हैए लेकिन इन सबके विच ऐसे भी लोग है जो गलत नहीं होते हुए भी फंस गये है। और न्यायालय के निर्णय के इंतजार में बैठे है। क्योकि न्यायालय मे केस पेडिंग पड़े है की उनके केस के नम्बर आने मे वक्त लग जाता है। इनके परिजनो ं का आरोप है कि पुलिस न े झूठा मुकदमा कर उन्हें फंसा दिया है। इन सबके बाद अगर हम शराबबंदी कानून को समझने की कोशिश करे तो समाने य े परिणाम आते है कि शराबबंदी कानून की राजनितिक रूप नहीं दिया जाय सामाजिक स्तर पर सोचा जाये तो समाज पर इसका असर साकारात्मक पड़ा है। वरना मादक पदार्थ शराब पीकर रोज सड़को पर घरो मे हंगामा तथा मारपीट होती रहती थी। घरेलू हिंसा को बढ़वा मिलता था। लेकिन शराबबंदी होने से इसमें गिरावट आई है। अब शराब पीकर बहुत कम जगह मारपीट और घरेलू हिंसा की खबर सुनने को आती है। महिलाओं के खिलाफ अपराध कम हुये है। छव्ठ के आंकडों के अनुसार २०२० में १९५३ मामले में आये थे जिसमें महिलाओं द्वारा पति तथा उनके परिजनो पर आरोप लगे थे जबकि २०१९ में ऐसे े मामलो की संख्या २३९७ थी। हांलाकी इस सब मामलो शराब ही नहीं अन्य तरह के भी मामले व आरोप थे। पहले चुनाव में शराब का बोलबाला थाए पार्टी के तथा प्रत्याशियों के द्वारा लोगों के बीच शराब भेट देकर में बड़ा अजमाया जाता था। लोग शराब की बोटलों के लिए किसी हद तक चले जजो थे। ये एक चुनाव १ भावना अस्त्र था जिसके चंगुल में थोडे वे लालच में आकर लोग नेताओ के प्रति आकर्षित होने लगते थे। बडे बडे शहरों में आधुनिकीकरण के नाम पर जिस तरह शराब परोसे जाते है। उसका वर्ण न करना बड़ा ही कठिन है। ये समाज के लिए सही नहीं रहा है। सभ्यता के साथ कडी भारतीय सभ्यता शराब पीने को गलत नहीं बल्कि हद को पार करते हुए शराब पीना नशा करने के खिलाफ है। आये दिन बडे-बडे शहरों के लडके इस शराब के लत के चलते अपनी जान गवा देते है। बावजूद इसके सुधार नहीं आ रही है। वर्तमान समय में बिहार मे शराब पीने पर जो पकड़ा जायेगा उसपर ५००० रूपया जुर्म ना लगाये जाते है। बिहार मे अब शराब बेचने या पिने वालो पर सरकार ने कडी कारवाई करने का निर्णय ले रही है। होलीए दीपावली के

गांवों पर जिस तरह नकली शराब की शराब की तस्करी हो रही है उसपर हर तरह से पाबंदी लगाने को सरकार तैयार हो गयी है। राज्य में जहरीली शराब पीने से होने वाले बुरे परिणाम जो सामने आ रहे हैं। उससे विपक्ष को बोलने का मौका मिल जा रहा है। लोगो का कहना है कि नीतीश कुमार गुजरात की तरह करने की बात कहते हैं। मगर कागज तक ही सीमा जा रहे हैं। गुजरात की तरह पूर्ण शराबबंदी कानून कभी नहीं कर सकते। गुजरात की तरह रोड मांडल बन सकते हैं। गुजरात में ६० दुकाने हैं जहां हेल्थ परमिट दिखा स्वास्थ्य कारण हेतु आपके दवा के तौर पर थोड़ा शराब मिल सकता है। जबकि बिहार में पूर्ण बंदी है और गली गली शराब यहां तक की आपके घर तक पहुंचा जा रहा है। आप पूर्ण प्रतिबंध रहता तो इतनी मौत शराब पीने से आये दिन नहीं होती। बिहार सारण जिला में जो कांड हुआ जिसमें मरने वालों की संख्या १०० के करीब पहुंच गयी है। बिहार के लिये तथा यहां अन्य पार्टियों विपक्ष में है उनके राजनीति के लिये बड़ा मुद्दा बन गया है और सभी नीतीश को घेरे के चक्कर में बताया जा रहा है कि छपरा में अबतक ७३ लोगों की मौत तथा २५ को आंखों की रौशनी गया है।

निष्कर्ष :- हम देख रहे हैं कि जो स्थिति नशे को लेकर लोगो के अंदर एक गलत लत लगती जा रही है ज्यादातर युवाओं के अंदर रवह समाज के लिए बहुत ही भयानक और समाज के लिए अच्छा संकेत नहीं है। युवा जिस प्रकार हरेडन शराब गंजाए की सेवन कर रहे हैं उससे उनकी तथा कितनी जिंदगीयो बर्बाद हो रहा है। इसके लिए परिवार को अपने बच्चे के साथी समाज कहा जाता है कैसे समाज में रह रहा

इसका विशेष ध्यान देने की जरूरत है। समय समय पर बच्चों के साथ खुलकर मित्र की तरह उसे समझाने की जरूरत है। ऐसी स्थिति आया तो समझे जो चिकित्सक से राय भी लेना चाहिए। जहां तक राजनीति की बात है तो ये कभी खत्म नहीं होगा। सभी अपनी राजनीति के कद्र को ऊंचा करने के लिए तरह तरह हथकड़े अपना रहे हैं। कोई सही कोई गलत कह रहे हैं। इसलिए राजनीति की धंधा पनपते ही जायेगा और तबतक नहीं रूकेगा जबतक समाज इसपर सुनकर सामने नहीं आये और विरोध नहीं करे।

संदर्भ ग्रंथ सूची

१. हिन्दुस्तान समाचार पत्र विक्रमगंज ०५१२२३०२२
२. दिनारा- हिन्दुस्तान अखबार १२ अक्टूबर २०२२ पेज नं ० २
३. पटना- वही २३ नवम्बर २०२२ पेज नं 2
४. २१ मई २०२१ को बड़हरा थाने क्षेत्र में। अपना आरा पेज नं०. ०४
५. वही २७ नम्बर २०२२ पेज
६. वही नं०. ०३ २६ नवम्बर २०२२
७. वही २७ दिसम्बर २०२२ को पेज ८ पर उत्पाद विभाग द्वारा ज्वत वाहन की निलामी (६० वाहनों का)
८. वही १८ दिसम्बर २०२२ पेज नं० संख्या ७५ हो गयी।
९. वही २० दिसम्बर २०२२ पेज नं० १
१०. वही पेज नं 3



वीरेंद्र जैन की कहानियों में यथार्थ-बोध

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'यथार्थबोध' शब्द दो शब्द, यथार्थ और बोध के संयोग से बना है जिसका अर्थ है वास्तविकता का ज्ञान कराना, सत्य से परिचित कराना। यह जीवन की सच्ची अनुभूति है, जिसमें हम अपने जीवन में घटित होने वाले सुख-दुःख और अन्य भावनाओं का अनुभव करते हैं। अपनी इंद्रिय के माध्यम से समाज में होने वाली गतिविधियों का अनुभव करना ही यथार्थ है। इस बोध में हम स्वयं को *मधुमती की भूमिका* के साँचे में ढलकर समाज में घटित होने वाली घटनाओं का सम्यक आकलन करते हैं। यथार्थ वह है जो भौतिक पदार्थों का वास्तविक रूप दिखाता है। यथार्थ का कोशगत अर्थ सत्य, प्रकृत, उचित आदि है। यथार्थ के संबंध में डॉ. अजबसिंह कहते हैं "यथार्थ का अर्थ किसी चीज को यथावत चित्रण करना नहीं होता, चाहे वह नृत्य हो, संगीत, कविता हो, चाहे उपन्यास। उसमें समाज से जुड़ी हुई जीवन एवं संस्कृति होती है। जो जैसा है, वैसा ही चित्रण करना यथार्थ नहीं है, बल्कि यथार्थ में संभावनाओं का संकेत होता है। कला इसकी माँग करती है।" साहित्य हमेशा से समाज का दर्पण रहा है और साहित्यकार उस दर्पण का निर्माता। अपने इसी कर्तव्य का निर्वहन करते हुए वीरेन्द्र जैन जी ने अपनी रचनाओं के माध्यम से समाज के यथार्थ का नंगा रूप प्रस्तुत किया है। इन्होंने अपने आस पास के परिवेश को बड़ी गहराई और सूक्ष्मता से पकड़ा और परखा है।

वीरेन्द्र जैन ने उपन्यास के साथ-साथ कहानी पर भी बखूबी लेखनी चलाए हैं। इनकी कहानियों में यथार्थ-बोध स्पष्ट रूप से देखने को मिलता है। इनकी सभी कहानियाँ पाठक को कुछ न कुछ संदेश जरूर देती हैं। क्रोध, लोभ, स्वार्थ और निःस्वार्थी, प्रेम, ढोंगी वृत्ति, दिखावे की भावना आदि पहलुओं को वीरेन्द्र जैन ने अपनी कहानियों में यथार्थ रूप में गढ़ा है। गाँव के किसानों का शोषण, शहरी समाज का नया रूप, और स्त्री-जीवन में व्याप्त विभिन्न समस्याओं का चित्रण इनकी कहानियों में यत्र-तत्र भरा पड़ा है। व्यक्ति मन के उलझनों का चित्रण इनकी कहानियों का प्रमुख बिंदु रहा है। इनकी कहानियों की भाषा सीधी, सरल, सुबोध, पात्रानुकूल और प्रभावोत्पादक दिखाई देती है। वीरेन्द्र जैन की रचनाएँ पाठक के अंतर्मन को छू जाती हैं। कहानी में जीवनगत यथार्थ सामाजिक सत्य को अत्यंत संक्षेप किन्तु सघन रूप से उभार सकने की क्षमता होती है। समकालीन जीवन की विसंगति, मानवीय रिश्तों का बदलता स्वरूप, विघटित मूल्यों, सामाजिक स्थितियों इत्यादि को वीरेन्द्र जैन ने अपनी रचनाओं में रूपायित किया है। शतानंद श्रोतिय ने कहा है- "वीरेन्द्र जैन अपने वक्त की पीड़ा, बदहाली और उसके बावजूद जिंदा रहने की ललक की कथा बारीक तंतुओं से बुनते हैं, इसीलिए इनकी कहानी विषय के कारण नहीं, बल्कि मानवीय प्रश्नों के कारण महत्वपूर्ण हो उठते हैं, जो

विसंगत उपेक्षित निरीह पात्रों के सामाजिक अस्तित्व के बारे में सोचने को विवश करते हैं।" वीरेन्द्र जैन का रचना संसार स्वयं उसकी अनुभूति एवं भोगे हुए यथार्थ पर केन्द्रित है। उन्होंने जो कुछ भी लिखा है, वह स्वयं उसे जीया है। जो भी सिद्धत से महसूस किया उसे समाज से जोड़ने की भरपूर कोशिश अपनी लेखनी के माध्यम से की है। इनकी रचनाओं में आज के समाज में रिश्तों का विघटन टूटते-बिखरते संस्कारजन्य विश्वासों और मानवीयता के बदलते चेहरों का वर्णन है। 'साक्षात्कार' मासिक पत्रिका के अनुसार- "वीरेन्द्र जैन का नाम गद्य साहित्य के उन लेखकों में शुमार है, जो बगैर किसी भाषागत कलाबाजी के अपना कथ्य सहज और सौम्य ढंग से पाठकों के समक्ष परोस देते हैं। उनकी छवि लोकप्रिय कथाकार के रूप में बन चुकी है।" 3

वीरेन्द्र जैन की 'और मैं बेनाम हो गई' कहानी में आज के समाज में तेज गति से फैल रही सोशल मीडिया के दुष्प्रभाव को दिखाया गया है। आज के समय में सोशल मीडिया किस तरह बच्चों पर गलत प्रभाव डालती है। वह अपने नैतिक मूल्य व संस्कारों से कटते जा रहे हैं। लड़कियाँ फिल्मी जगत के आकर्षण का शिकार बनकर लड़कों से धोखा खाती हैं और अपने इज्जत का सौदा करती हैं। लड़के शादी के नाम पर उसका शारीरिक शोषण करते हैं। इस कहानी के माध्यम से लेखक ने समाज में व्याप्त सोशल मीडिया और फिल्म से पड़ने वाले कुप्रभाव का नग्न चित्रण किया है। लड़कियाँ शोहरत पाने की चाह में किस तरह अपनी अस्मत् तक लुटा देती हैं,

इसका वास्तविक रूप इस कहानी में देखने को मिलता है। अंत में उसके पास कुभ नहीं बचाता है और वह कहानी के शीर्षक के अनुसार 'और मई बेनाम हो गई', माधवी कहानी की नायिका बेनाम हो जाती है। वह कहती है- "आप ही बताओ, कोई पूछे तो मैं उन्हें क्या नाम बताऊँ अपना? मेरा तो कोई नाम ही नहीं, मैं तो बस इतना जानती हूँ कि लखनऊ की माधवी गौरव के सम्पर्क में आई और बेनाम हो गई।"⁴ प्रस्तुत कहानी में हम आज के समाज का वास्तविक रूप को देख सकते हैं। रिश्तों का खोखलापन, मानवीय रिश्तों का सामाजिक विघटन इत्यादि को लेखक ने उक्त कहानी में चित्रित किया है।

'शील और शील', कहानी में आज के समय में भोगवादी पुरुषों की मानसिकता को दिखाया गया है। यह कहानी नौकरी पेशा वाली महिलाओं पर केन्द्रित है। आज की स्त्रियाँ स्वतंत्र हैं। कहानी की नायिका मिस मुखर्जी, सुशिक्षित, सुशील, सुंदर और स्वभाव से मिलनसार लड़की है। वह पुरुषों की घिनौनी मानसिकता के कारण उसके चरित्र को भ्रष्ट किया जाता है। यह कहानी आज के समय में प्रासंगिक है। कहानी के अंत में यह दिखाने का प्रयास किया गया है कि मिस मणि मुखर्जी का चरित्र का हननकर उसके शील को भ्रष्ट करने वाले भोगवादी पुरुष से दफ्तर के सभी लोग सावधान हो जाते हैं। वह यहाँ कार्यभार संभालने से पहले ही शील और सील के अंतर से परिचित हो जाता है। इसका प्रत्यक्ष उदाहरण हम इन पंक्तियों में देख सकते हैं- "यहाँ आते ही न केवल वह स्वयं शील और सील के अंतर से परिचित हो लेता है, बल्कि अपने परिचितों को भी परिचित करा देता है।"⁵ इस कहानी में पुरुषों की कुलमित मानसिकताओं का पर्दापाश किया गया है।

वीरेन्द्र जैन की अधिकांश रचनाएँ आम जीवन से जुड़ी हुई हैं। वह समय की नब्ज को पकड़कर अपनी लेखनी चलाई है। आज के समय में परायणपन, बेगानापन, अकेलेपन, अजनबीपन इत्यादि की छटपटाहट उसका वास्तविक रूप इनकी कहानियों में देखने को मिलता है। 'मैं वही हूँ' कहानी के माध्यम से लेखक ने समाज में अनाथ बच्चों की जिंदगी का करुण और मार्मिक चित्र प्रस्तुत किया है। अनाथ बच्चे किस तरह प्रेम पाने के लिए तरसते रहते हैं इसका गाथा इस कहानी में निहित है। अनाथ बच्चों की दयनीय दशा को इस कहानी के माध्यम से दिखाया गया है। कहानी का नायक अनुज दीदी से मिलने के लिए छटपटाते रहता है, लेकिन वह मिलना नहीं चाहती है। उसकी छटपटाहट भरी पीड़ा को इस पंक्ति में देख सकते हैं- "मैं बड़ा करता है, फिर अपने सब स्वजनहीन बंधनों की ओर से अपनी दीदी रूप गोविंद को, हा तुम्हें दीदी तुम्हारे द्वारा दिए इस सेह अपनत्व और अस्तित्व-बोधक दान को, जिसे संभाल कर रख पाना कठिन है, हमारे लिए, इल भावना के साथ तुम्हीं को अर्पण कर दूंगा।"⁶ इस कहानी में अनाथाश्रम की भ्रष्ट प्रशासन व्यवस्था और अनाथ बच्चों को अपनत्व वाली प्रेम पाने की घटपटाहट को दिखाया गया है।

'तब' कहानी आज के समय में किस तरह समाज में धनलिप्सा के कारण अपनों की हत्या कर ही है उसका किया चित्रण गया है। इस कहानी का नायक संजय है। संजय के पास बाप-दादाओं द्वारा अर्जित अपार संपत्ति थी। इसी संपत्ति के कारण उसके पिता जी की हत्या कर दी जाती है। पिताजी की हत्या की बात सुनकर उसकी माँ पागल हो जाती है। बाद में संजय की नौकरी फ़ौज में लग जाती है। बाद में जब वह गाँव आता है तो गाँव के सब लोग उसे भूल चुरा रहता है। उसके पिता का हत्यारा इसकी भी हत्या करना चाहता है लेकिन संयोग से उसी वक्त युद्ध की संभावना के कारण इसे फ़ौज में दाखिल होने का आदेश आता है। इस तरह इसकी जान बच जाती है। प्रस्तुत कहानी में फौजी भाई के जीवन का यथार्थ चित्रण प्रस्तुत किया गया है।

'संन्यास सुख' कहानी के माध्यम से लेखक वीरेन्द्र जैन ने आज के समय को घृणित और विकृत रूप पर करारा तंज कसा है। यह एक व्यंग्यात्मक कहानी है। आज के समय में किस तरह आदमी साधु होने का ढोंग रचकर आदमी को चलता है, उसका चित्रण 'संन्यास सुख' में लेखक ने बखूबी किया है। साधुओं के ढोंगी प्रवृत्ति का पर्दापाश इस कहानी में किया गया है। साधु लोगों की श्रद्धाओं का फायदा उठाकर अपना उल्लू सीधा करने के चक्कर में लगा रहता है। इस विषय पर भी प्रस्तुत कहानी के जरिए विचार किया गया है।

वीरेन्द्र जैन ने सामाजिक यथार्थ को कलागत ईमानदारी के साथ यथार्थबोध से संपृक्त कर अपनी वैचारिकता को व्यक्त किया है। जीवन और समाज के सूक्ष्म-से-सूक्ष्म पहलुओं पर उसके यथार्थ स्वरूप के माध्यम से अपनी वैचारिकता को उद्घाटित किये हैं। 'थे रक्षक' कहानी में पुलिस व्यवस्था पर इन्होंने करारा तंज कसा है। इन्होंने इस कहानी में आज की भ्रष्ट पुलिस शासन प्रणाली की बखिया उधेरकर रख दी है। पुलिस माहौल का प्रत्यक्ष रूप इस कहानी में हमें देखने को मिलता। जनता के रक्षक ही जनता के भक्षक बन जाते हैं। पुलिस आम लोगों के साथ अच्छा व्यवहार नहीं करती है। वह अभद्र वाणी का स्तेमाल आम लोगों के लिए करती है। पुलिस की तानाशाही प्रवृत्ति औरतों के साथ बदसलूकी, उसकी भ्रष्ट प्रवृत्ति आदि का वास्तविक रूप इस कहानी में हमें देखने को मिलता है। कहानी का नायक अपनी पत्नी और दो बच्चों के साथ दादर से अमृतसर रेल एक्सप्रेस से दिल्ली आने के लिए में रेल सवार होता है, उसी रेल में पुलिस आम आदमी को अपनी जगह से उठाकर दूसरे आदमी से पैसा लेकर उनकी सीट पर दूसरे आदमी को बैठा देते हैं, औरतों के सामने पैर आगे कर उसके शरीर को सताते हैं। वृद्ध पुरुष के साथ अभद्र गाली का प्रयोग करते हैं। एक औरत का गहना चोरी हो जाने के बावजूद भी वह कुछ नहीं करती है, इस प्रकार हम देखते हैं कि वह जनता के रक्षक होकर, वह भक्षक बन बैठे हैं। आज के समय में यही स्थिति पुलिस की बन गई है।

वीरेन्द्र जैन की कहानियों में नारी जीवन के सभी कोणों से चित्र खींचे गए हैं। इन्होंने नारी जीवन के हर पक्ष

को अपनी लेखनी से चित्रित किया है। 'वही दीवार' कहानी एक पीड़ित और असहाय नारी की कहानी है। कहानी का नायक अर्जुन और नायिका, दोनों का प्रेम-विवाह होता है। उसके घरवाले इसका विरोध करते हैं फिर भी वह लड़की अर्जुन के साथ ही रहने को तैयार रहती है। लड़की के भाई अर्जुन के साथ मारपीट करता है। सिपाही द्वारा एक दिन थाने में अर्जुन को हाजिर करने के लिए कहा जाता है एवं उसके साथ वहाँ मारपीट की जाती है, नायिका यानी की मैं जब पुलिस के सामने हाथ जोड़कर खुद को सजा देने को कहती है तो मजबूर औरत की मजबूरी का फायदा उठाकर उसके साथ बालात्कार किया जाता है। यह सारी घटना एक लाचार और बेवस नारी की शोषण की स्थिति को दर्शाती है। समाज के रक्षक उसके जिस्म को भेड़िए की तरह नोंचने के लिए तैयार रहते हैं। परिस्थिति के चक्रव्यू में उसे फंसाकर उसका शोषण किया जाता है। इस कहानी में आज के समाज का वास्तविक रूप हमें देखने को मिलता है। आज के समाज में नारी को असहाय और अबला समझकर उसके आवरू से खेला जाता है, उसके साथ ज्यादती की जाती है। इस कहानी के माध्यम से वीरेंद्र जैन समाज के गंदी मानसिकता वाले लोगों का स्वरूप दिखाने का प्रयास किए है।

आज के समय में अहम की भावना हर एक रिश्ते में कड़वाहट पैदा कर रही है। अहं के कारण ही परिवारों का विघटन हो रहा है। जब तक परिवार के सदस्यों के महत्वपूर्ण उद्देश्यों में एकता है, तब उसमे एकता बनी रहती है, परन्तु जब उद्देश्यों में भिन्नता पाई जाती है तो तनाव उत्पन्न हो जाता है। उद्देश्यों में भिन्नता से उत्पन्न यही तनाव पारिवारिक विघटन का कारण बन जाता है। वीरेंद्र जैन ने अपनी कहानी 'पहल कौन करे' के माध्यम से पति-पत्नी की बीच बिगराते संबंध को दिखाए है। छोटे-छोटे कारणों को लेकर दाम्पत्य जीवन में तनाव उभरते रहते हैं। पति-पत्नी दोनों अगर एक दूसरे को समझने लगेंगे तो यह समस्या आसानी से दूर हो जाएगी। इस कहानी में आदर्शोन्मुख यथार्थवादी को दिखाया है।

आज के समय में बेरोजगारी चरम सीमा पर है। हर आदमी इसकी मार से पीड़ित है। ऐसे में वह समाज में ठगी-चोरी का काम करने लगता है। वीरेंद्र जैन ने 'शह और मात' कहानी के माध्यम से रोजगार की तलाश में शहर पहुंची भोली-भली जनता के शोषण का यथार्थ चित्रण किया है। यहाँ सबलों द्वारा दुर्बलों का शोषण दिखलाया गया है। इसमें बेरोजगारी की दंश से गाँव में विद्यमान असंतुलन को भी दिखाया गया है। वीरेंद्र जैन ने पाठकों के अंतर्मन को इस कहानी से झझोर कर रख दिया है।

निष्कर्ष:- वीरेंद्र जैन की कहानियाँ यथार्थबोध के निकष पर बिलकुल खड़ी उतरती है। यथार्थ से अभिप्राय समाज की यथास्थिति को चित्रण करना या यूँ कहे कि समाज जैसा हो वैसा ही उसका यथार्थ चित्रण करना। यथार्थबोध की यह परिभाषा वीरेंद्र जैन की कहानियों पर बिलकुल सटीक बैठती है। सामाजिक विषमता, पिछड़े वर्ग पर होने वाले अन्याय, अत्याचार, शोषित लोगों की वेदना, भ्रष्टाचार, अंधविश्वास, धार्मिक, गरीबी आदि विषयों से संतुलित समाज का चित्रण इन्होंने अपनी कहानियों में किये हैं।

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अमरकांत की कहानी 'दोपहर का भोजन' में निम्नमध्यवर्गीय परिवार

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सारांश :

अमरकान्त कहानीकार के रूप में सन 1956 में प्रकाशित, 'कहानी' के वार्षिकांक में प्रकाशित पुरस्कृत कहानी 'डिप्टी कलकटरी' से अपनी पहचान बनाई। वैसे तो अमरकान्त जनवादी कहानीकार के रूप में जाने जाते हैं मगर इनकी कहानियाँ वाद की सीमाओं को तोड़ती दिखाई पड़ती हैं। अमरकान्त की कहानियाँ कुछ पात्रों और स्थिति के माध्यम से देश के मर्म को छूती हुई दिखाई दे रही हैं। वह देश की स्थिति और उसमें तमाम मुसीबतों से जी रहे निम्नमध्यवर्गीय परिवारों की मार्मिक जिन्दगी को देश के सामने लाने का सफल प्रयास किया है। इनके समकालीन रचनाकारों में धर्मवीर भारती, रेणु, राजेन्द्र यादव, मोहन राकेश, निर्मल वर्मा तथा कमलेश्वर आदि शामिल हैं। मगर अमरकान्त की कहानियाँ, विषय-वस्तु और चित्रित वर्ग आदि में भिन्नता है। वह स्त्री-सौन्दर्य की बात न करके निम्नमध्यवर्गीय परिवारों और देश की यथास्थिति को अपनी कहानियों में रखना ज्यादा उचित समझते हैं। इनकी कहानियों में भारत की असली तस्वीर देखने को मिलती है।

बीज शब्द:- निम्नमध्यवर्गीय परिवार, बेरोजगारी, भुखमरी, अभावग्रस्त जिंदगी, मोहभंग, ताना-बाना, मानवीय मूल्य, बिखराव, वास्तविक यथार्थ, त्रासद जिंदगी आदि।

अमरकान्त जनवादी लेखक के रूप में अपने समय के शीर्ष लेखकों में शुमार है। इनकी कहानियाँ इनके विचारों का प्रमाण देती हैं। इनके द्वारा लिखित कहानी 'डिप्टी कलकटरी' एक चर्चित कहानी के रूप में उल्लेखित हैं। कहानियों में जमीनी स्तर की पकड़ और स्थिति का वास्तविक मर्म इन्हें ऊँचा स्थान प्रदान करती है। अन्य कहानीकारों से भिन्न इनकी कहानियाँ परिस्थिति का वास्तविक और तल्ल सत्य से पाठक वर्ग को परिचय कराता है। 'दोपहर का भोजन' कहानी एक निम्नमध्यवर्गीय परिवार में घट रही मार्मिक घटनाओं का जीवंत चित्रण है। मधुरेश अपनी रचना 'हिन्दी काफ़ी का विकास' में 'दोपहर का भोजन' कहानी की विशेषताओं को रेखांकित करते हुए लिखते हैं- "दोपहर का भोजन" में जिस निमर्म तटस्थता के साथ, एक परिवार के माध्यम से, समूचे निम्नमध्यवर्गीय के त्रासद अभावों को अंकित किया गया है, अपने समय की मूलधारा को अतिक्रमित कर पाने के कारण आज भी उस कहानी का ऐतिहासिक महत्व है।¹ मधुरेश में उनकी कहानियों की विशेषता को ही अंकित नहीं किया, बल्कि अमरकान्त की कलाबाजी और रचना धर्मिता को भी रेखांकित किया है। इनकी कहानी 'दोपहर का भोजन' में अभावग्रस्त परिवार की दैनीय व बदहाली से समूचे मध्यवर्गीय परिवारों की स्थिति से अवगत कराती है।

'दोपहर का भोजन' कहानी के केन्द्र में मुंशी रामचन्द्र प्रसाद बाबू का परिवार है जो अभावों के साये में अपनी जिन्दगी काट रहे हैं। मुंशी रामचन्द्र प्रसाद पैताली वर्ष के है

मगर नौकरी से छाँट देने के कारण अभी भी बेरोजगार है। पत्नी सिद्धेश्वरी अपने तीन बच्चे रामचन्द्र, मोहन और प्रमोद के भरण-पोषण में ही व्यस्त रहती है। घर को संभालना तथा जिम्मेदारी का सही निर्वहण करना कितना कठीन होता है, वह सिद्धेश्वरी की स्थिति देखने से पता चल जाता है। घर में हर प्रकार के अभाव होने के बावजूद वह अपना कर्तव्य निभाना अच्छी तरह से जानती है। भारतीय नारी का स्वरूप और अभाव की पीड़ा में भी वह कैसे खुद को दुःख झेलते हुए अपना मम्मत्व बनाए रखी है, वह इस पंक्ति से स्पष्ट होता है- "सिद्धेश्वरी ने खाना बनाने के बाद चूल्हे को बुझा दिया और दोनों घुटनों के बीच सिर रखकर शायद पैर की अंगुलियों या जमीन पर चलते चीटें-चीटियों को देखने लगी। अचानक उसे मालूम हुआ कि बहुत देर से उसे प्यास लगी है। वह मटवाले की तरह उठी और गगरे से लोटा भर पानी लेकर गटगट चढ़ा गयी। खाली पानी उसके कलेजे में लग गया और वह 'हाय राम' कह कर वहीं जमीन पर लेट गयी।"² जीवन में अभावों का आना और जाना लगा ही रहता है मगर उन अभावग्रस्त जिन्दगी में भी जो अपने कर्तव्यों से डिगे नहीं, उसका साक्षात्कार प्रस्तुत कहानी में सिद्धेश्वरी के रूप में देखने को मिलता है। अमरकान्त ने इस कहानी में चित्रित मुंशी रामचन्द्र प्रसाद बाबू की परिवार के माध्यम से सम्पूर्ण भारतीय मध्यवर्गीय परिवारों की अभाव और त्रासद से जूझती जिन्दगी को यथार्थ के घरातल पर उपस्थित करने की सफल कोशिश किये हैं।

अमरकांत की कहानियों का रचना-स्वरूप उनके आसपास घटी वास्तविक घटनाओं की काली सच्चाई से सनी हुई है। लेखक ने अपनी रचना कौशल से वहाँ के परिवेशों में घूले आबों-हवा तक को अपने कहानी के माध्यम से आकार देने में सफलता दिखलाई है। मधुरेश ने अमरकान्त की कहानियों में झाँकते पारिवारिक स्थिति को परिवेश के अनुकूल प्रस्तुत करने की जरूरत को महसूस किया। वह उपर्युक्त विशेषताओं को ध्यान रखते हुए लिखते हैं- "उनकी कहानियों का रचना-संसार अपने आस-पास के परिचित और जीवंत परिवेश से निर्मित है। जीवन का वैविध्य, उसकी ताजगी और अनगढ़ता ही उनकी कहानियों का सबसे बड़ा आकर्षण है। अपने समय-संदर्भों की पहचान की दृष्टि से अमरकांत की कहानियाँ, उनके किसी भी समकालीन दूसरे लेखक की न तो फार्मूलेबाजी की शिकार हैं और न ही प्रचारवाद की।"³ समकालीन लेखकों में अमरकांत का महत्व क्या था, इस बात की पुष्टि उपर्युक्त पंक्तियों से हो रही है। इनकी कहानियाँ पाठक को निम्नमध्यवर्गीय परिवार के यथार्थ को दिखलाता है। इनकी कहानियाँ किसी फार्मूला या प्रचारवाद से प्रभावित नहीं हैं, बल्कि उन लेखकों में शामिल हैं जिनकी विचारधारा और मानसिकता गरीबों और असहाय परिवारों से प्रत्यक्ष संबंध रखती है।

मुंशी रामचंद्र प्रसाद के परिवार में तीन बच्चे हैं। बड़ा लड़का स्थानीय दैनिक समाचार पत्र के दफ्तर में प्रूफरीडरी का काम सीखता था और मँझला लड़का इस साल हाई स्कूल का प्राइवेट इन्तहान देने की तैयारी कर रहा था। छोटा बेटा अभी मात्र छः वर्ष का है। घर में खाने-पीने की डिक्कत है। मुंशी रामचन्द्र प्रसाद की पत्नी सिद्धेश्वरी घर और बच्चों को सँभालने तथा उनको खुश रखने के लिए कभी-कभी झूठ भी बोलती है। शायद यह सब उस परिस्थिति की देन है, जो उनके परिवार के साथ स्थाई रूप से जुड़ गया है। वह अपने पति का इंतजार करती है, ताकि वह सबको खाना खिला सके और खुद को भी भोजन से अवगत, यह किस हालात का सामना कर रही है, यह पहले भी दिखाया जा चुका है। घर की परिस्थिति को प्रस्तुत पंक्ति स्पष्ट कर देती है- "उसकी दृष्टि ओसारे में अध-टूटे खटोले पर सोये अपने छः वर्षीय लड़के प्रमोद पर जम गयी। लड़का नंग-धड़ंग पड़ा था। उसके गले तथा छाती की हड्डियाँ साफ दिखाई देती थीं। उसके हाथ-पैर बासी ककड़ियों की तरह सूखे तथा बेजान पड़े थे और उसका पेट हँडियाँ की तरह फूला हुआ था, उसका मुँह खुला हुआ था और उस पर अनगिनत मक्खियाँ बैठ-उड़ रही थीं। वह उठी, बच्चे के मुँह पर अपना एक फटा, गंदा ब्लाउज डाल दिया और एक-आध मिनट सुन्न रहने के बाद बहार के दरवाजे पर जा कर किवाड़ की आड़ से गली निहारने लगी।"⁴ कहानी का यह दर्दनाक और भयावह रूप आत्मा को सीधा झकझोर देती है। यह उपस्थित घटना कोई कोरी कल्पना नहीं, बल्कि एक निम्नवर्गीय परिवार का वह काला सच है, जो जिन्दगी की वास्तविकता के रहस्य को उद्घाटित

करती है। यह एक निम्नमध्यवर्ग के परिवार का यथार्थ परक वस्तु-स्थिति से अवगत कराता है।

घर की स्थिति कुछ ज्यादा अच्छी नहीं है। दो वक्त का खाना भी मुस्किल से बन पाता है। कहानी में इस करुण दृश्य को साफ़-साफ़ दिखलाया गया है। आजादी के बाद का भारत अमरकांत की कहानियों में स्पष्ट रूप धारण की हुई है। बेरोजगारी का दंश धीरे-धीरे निचले पायदान पर अवस्थित समाज को किस तरह अपना चारा बना रही है, जहाँ लोग बीमारी से कम, भूख से ज्यादा मर रहे हैं। वह अपनी परिस्थितियों में उस परिन्दे की भाँति फरफरा रहा है, जो पिंजरे से उड़ने की कितनी भी कोशिश कर ले मगर वह उस पिंजरे को तोड़ कर आजाद नहीं हो सकता। सिद्धेश्वरी खाना बना चुकी है। दोपहर का समय हो चला है मगर वह खाती नहीं है। वह अपने बड़े बेटे रामचन्द्र और अपने पति का इन्तजार कर रही है। भोजन पर पहुँचे सभी की दृष्टि रसोई घर पर एक बार जरूर जाती है, शायद सभी के लिए प्राप्त भोजन नहीं है। कहानी की पंक्ति भी उसी ओर इशारा करती है। निम्न पंक्ति से हम समझ सकते हैं- "सिद्धेश्वरी ने चौंकेते हुए पूछा, "एक रोटी देती हैं?" मोहन ने रसोई की ओर रहस्यमय नेत्रों से देखा, फिर सुस्त स्वर में बोला, "नहीं।" सिद्धेश्वरी ने गिड़गिड़ाते हुए कहा, "नहीं, बेटा, मेरी कसम, थोड़ी ही ले लो। तुम्हारे भैया ने एक रोटी ली थी।"⁵ सिद्धेश्वरी कभी-कभी झूठ भी बोलती है, जैसा की पहले बताया गया है। एक माँ का हृदय कितना विशाल हो सकता है, उसका वास्तविक प्रतिरूप अमरकांत ने 'दोपहर का भोजन' कहानी में सिद्धेश्वरी जैसे आदर्श पात्र के रूप में दिखलाया है। घर में भोजन पर्याप्त रूप में मौजूद नहीं रहने पर भी वह अपने बच्चों को भूखा रखना या देखना नहीं चाहती है। वह मोहन से झूठ बोलती है कि तुम्हारे भैया ने भी एक रोटी और खाया था, मगर मोहन स्थिति को भाँप लेता है और रोटी लेने से यह कहते हुए मना कर देता है कि उससे अब और नहीं खाया जायेगा। यहाँ पर कहानी का उदात्त रूप सामने आता है। अमरकान्त अपनी रचनात्मक कौशल से समय के आगे-आगे कदम रखते नजर आते हैं। वह समकालीन समाज की मार्मिक और वास्तविक नब्ज को पकड़ना अच्छी तरह से जानते हैं।

मध्यवर्गीय परिवारों की अपनी एक विशेष तरह की समस्याएँ होती है, जिसे वह जीवनपर्यंत जूझता रहता है। भूखमरी, बेरोजगारी, और त्रासद जिन्दगी से परेशान यह वर्ग दो वक्त का रोटी तक सही से नहीं कमा पाता है। बच्चे अगर बीमार नहीं पड़े, उन्हें किसी तरह की महामारी ने चपेट में नहीं लिया तो ठीक, अगर चपेट में ले लिया तो खेल खत्म। सभी लोगों का पेट भरना भी परिवार के लिए एक चैलेंज की ही बात है। सब को खाना खिलाने के बाद अंत में जब सिद्धेश्वरी खाने जाती है, तब वह दृश्य कैसा कारुणिक है, प्रस्तुत पंक्ति से पता चलता है। एक माँ की ममता क्या

होती है, वह यहाँ देखा जा सकता है। अमरकांत ने कहानी में लिखा है- "रोटियों की थाली को भी उसने पास खींच लिया। उसमें केवल एक रोटी बची थी। मोटी भद्दी और जली उस रोटी को वह जूठी थाली में रखने जा ही रही थी कि अचानक उसका ध्यान ओसारे में सोये प्रमोद की ओर आकर्षित हो गया। उसने लड़के को कुछ देर तक एकटक देखा, फिर रोटी को दो बराबर टुकड़ों में विभाजित कर दिया। एक टुकड़े को तो अलग रख दिया और दूसरे टुकड़े को अपनी जूठी थाली में रख लिया। तदुपरान्त एक लोटा पानी लेकर खाने बैठ गयी। उसने पहला ग्रास मुँह में रखा, और तब न मालूम में कहाँ से उसकी आँखों से टपटप आँसू चूने लगे।"6 सिद्धेश्वरी की आँखों से निकल रही आँसू उनके दर्द, पीड़ा, बेबसी, अभाव-ग्रस्त जीवन, और विकट, त्रासद और जीवांतक समय की है जो उन्हें चारों ओर से घेर रखी है। अमरकांत गरीब और पीछड़े समाज के कहानीकार है। इन्होंने अपनी कलात्मक अनुभव से निम्नमध्यवर्ग परिवार की एक ऐसी स्पष्ट रेखा खींची है कि वहाँ सब कुछ सत्य से बना हुआ ताना-बाना मालूम पड़ते हैं। लेखक ने अपनी विद्वता का प्रमाण इस कहानी में दिया है।

निष्कर्ष:- अमरकांत की कहानियाँ वस्तुतः एक ऐसे कहानीकार की कहानियाँ हैं जो अपने कहानी के लिए सारा जरूरी आबो-हवा और त्रासद जिंदगियों की परिस्थियाँ सीधे लेने में विश्वास करता है। वे एक पक्षधर लेखक हैं- लेकिन कहानी के कलात्मक एवं संदर्भ वैविध्य को ध्यान में रखते हुए रचाव की शर्तों पर। 'दोपहर का भोजन' कहानी इस बात का प्रमाण है कि अमरकांत कलात्मक रचाव के खिलाड़ी है, मगर अपनी शर्तों पर बनी विचारधारा के, शायद इसलिए इनकी यही विशेषता इन्हें अपने समकालीन कहानीकारों में विशेष बनाता है। प्रस्तुत कहानी में निम्नमध्यवर्ग की उन सारी पारिवारिक घटनाओं, उतार-चढ़ाव, विषम परिस्थितयां टुटते-बनते मानवीय मूल्यों का वैशिष्ट्य, सब कुछ एक साथ समाविष्ट कर दिये है। यही कला अमरकांत के तेवर को प्रमाणित करता है। वर्तमान समय में यह कहानी और भी प्रासंगिक मालूम पड़ते हैं।

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वेदेषु स्वरस्वरूपम्

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ईश्वरकृदपौरुषेयाश्च वेदाः धर्मणः संस्कृतेः सभ्यतायाः आधारस्वरूपाः साहित्यजगति च प्रसिद्धाः। धार्मिकावसरे सामाजिकसमारोहेषु च गृहेषु वेदमन्त्रोच्चारः वेदतत्त्वगौरवं च सश्रद्धा संश्रूयते। वेदनिन्दकाः नास्तिकाः इति मनु। वेदतत्त्वज्ञानाय स्वजीवनं समर्पितवन्तः मैक्समूलर-विण्टरनिट्ज-राथ-कोलब्रक-मैकडॉनलादयः। वेदार्थतत्त्वज्ञस्य भूयसी प्रशंसा शास्त्रेषूपलभ्यते विशेषेण ब्राह्मणानां वेदार्थज्ञानं परमं कर्तव्यम् –

ब्राह्मणेन निष्कारणो धर्मः षडंगो वेदोऽध्येयो ज्ञेयश्च। प्रधानं च षट्ष्वंगेषु व्याकरणम्।

प्रथमे हि विद्वांसो वैयाकरणाः, व्याकरणमूलत्वात् सर्वविद्यानाम्।

विद् ज्ञाने, विद् विचारणे, विदललाभे विद् सत्तायामित्यादिधातुभ्यो ज्ञानं सत्ता लाभश्चेति त्रयोऽप्यर्थाः सिद्धयन्ति। प्रथमेऽर्थे सर्वविधज्ञानसाधनत्वं ज्ञानरूपत्वम्। 'वेद' शब्दस्य प्रयोगः सामान्यतया ज्ञानस्य विद्यायाः वार्थे भवति तादृशी वेदसम्पदा भारतवर्षे प्रादुर्भूता। वेदसम्पदायाः प्राचीनकालतः एवाध्ययनाध्यापनं प्रचलन्नस्ति परन्तु खेदाभिव्यक्तिः यदद्यतनीये काले जनाः वेदविमुखाः दृश्यन्ते। वेदाध्ययनाध्यापनं विलुप्तप्रायोऽनुभूयते।

केचन जनाः एव अस्मिन् कार्ये प्रयासरताः परन्तु तत्राप्यशुद्धिव्याप्ता। ऋषिभिः वेदरक्षार्थं वेदपाठस्य नानाप्रक्रियाः रचिताः यथा पदपाठः जटादिविकृतिज्ञानं स्वरसाधना चाल्पसंख्येषु ब्राह्मणजनेष्वेव दृश्यते। अद्यत्वे पावनावसरे विवाहावसरे च वेदमन्त्रोच्चारः श्रूयते परन्तु मन्त्रोच्चारकर्तुः उच्चारणे नैकाः अशुद्धयः दरीदृश्यन्ते। श्रूयते यदसम्यक् वेदमन्त्रपाठी पापकर्मभाक् भवति, तथापि यत्र-तत्राशुद्धोच्चारः वेदमन्त्राणां प्रचलितः। यथा महाभाष्ये वर्णितम्

दुष्टो मन्त्रः स्वरतो वर्णतो वा मिथ्या प्रयुक्तो न तमर्थमाह।

स वाग्वज्रो यजमानं हिनस्ति यथेन्द्रशत्रुः स्वरतोऽपराधात्।।

वेदेषु स्वरप्रक्रिया

वेदभाषा संगीतात्मकोच्यते। वेदमन्त्राणां पाठः विशिष्टस्वरैः विशिष्टाक्षरबलाघातैः सम्पद्यते। स्वरौच्चारणेन शब्दार्थः निर्णयते। स्वरपरिवर्तनेनैव शब्दार्थोऽपि परिवर्तनं प्राप्नोति। यथा इन्द्रशत्रुः अस्मिन् शब्दद्वयं इन्द्रः शत्रुश्च। प्रथमशब्दं यदि उदात्तरूपे तर्हि

शब्दस्य विग्रहः बहुव्रीहिसमासे इन्द्रः शत्रुः यस्य सः भवति यस्यार्थः इन्द्रः कस्यचिज्जनस्य हन्ता इति भविष्यति। यदि अन्तिमं पदमुदात्तरूपे तर्हि अर्थः 'इन्द्रस्य शत्रुः' इति। इत्थं स्वराघातेनैवार्थपरिवर्तनं भवति।

वेदार्थज्ञानाय स्वरज्ञानमावश्यकम्।

तैत्तिरीयोपनिषदि यथोक्तम्- "वर्णः स्वरः मात्रा बलम् इत्येतज्जिज्ञासितव्यम्"। स्वरबन्धवेदमन्त्रस्यैव महत्ता वर्तते। एतस्माद् मन्त्रोच्चारस्य शुद्धाशुद्धावबोधोऽपि ज्ञायते। ऋग्वेदप्रातिशाख्यानुसारम् - "उदात्तानुदात्तश्च स्वरितश्च त्रयः स्वराः"। पाणिनिना ह्रस्वदीर्घप्लुतानां स्वरवर्णनानन्तरं तेषामचां त्रिधाभिव्यक्तिः कृता- उदात्तः अनुदात्तः स्वरितश्चेति।

उदात्तः - उच्चैरुदात्तः - ताल्वादिषु सभागेषु स्थानेषूर्ध्वभागे निष्पन्नोऽजुदात्तसंज्ञः स्यात्।

अनुदात्तः - नीचैरनुदात्तः - ताल्वादिषु सभागेषु स्थानेष्वधोभागे निष्पन्नोऽजनुदात्तसंज्ञः स्यात्।

स्वरितः - समाहारः स्वरितः - उदात्तानुदात्तत्वे वर्णधर्मो समाह्रियेते यस्मिन् सोऽच् स्वरितसंज्ञः स्यात्।

त्रिधा ह्रस्व	ह्रस्व उदात्त	ह्रस्व अनुदात्त	3. ह्रस्व स्वरित
त्रिधा दीर्घ	दीर्घ उदात्त	दीर्घ अनुदात्त	6. दीर्घ स्वरित
त्रिधा प्लुत	प्लुत उदात्त	प्लुत अनुदात्त	9. प्लुत स्वरित

इत्येतेषां नवविधानामचामनुनासिकाननुनासिकत्वाभ्यां द्विधा भेदवर्णनं कृतम्। इत्थम् – अ, इ, उ, ऋ एषां वर्णानां प्रत्येकमष्टादशभेदाः।

'अ' के 18 भेद	'इ' के 18 भेद	'उ' के 18 भेद	'ऋ' के 18 भेद
ह्रस्व उदात्त अनुनासिक अँ	ह्रस्व उदात्त अनुनासिक ईँ	ह्रस्व उदात्त अनुनासिक उँ	ह्रस्व उदात्त अनुनासिक ऋँ
ह्रस्व अनुदात्त अनुनासिक अँ	ह्रस्व अनुदात्त अनुनासिक ईँ	ह्रस्व अनुदात्त अनुनासिक उँ	ह्रस्व अनुदात्त अनुनासिक ऋँ
ह्रस्व स्वरित अनुनासिक अँ	ह्रस्व स्वरित अनुनासिक ईँ	ह्रस्व स्वरित अनुनासिक उँ	ह्रस्व स्वरित अनुनासिक ऋँ
दीर्घ उदात्त अनुनासिक आँ	दीर्घ उदात्त अनुनासिक ईँ	दीर्घ उदात्त अनुनासिक ऊँ	दीर्घ उदात्त अनुनासिक ऋँ
दीर्घ अनुदात्त अनुनासिक आँ	दीर्घ अनुदात्त अनुनासिक ईँ	दीर्घ अनुदात्त अनुनासिक ऊँ	दीर्घ अनुदात्त अनुनासिक ऋँ
दीर्घ स्वरित अनुनासिक आँ	दीर्घ स्वरित अनुनासिक ईँ	दीर्घ स्वरित अनुनासिक ऊँ	दीर्घ स्वरित अनुनासिक ऋँ
प्लुत उदात्त अनुनासिक आँ३	प्लुत उदात्त अनुनासिक ईँ३	प्लुत उदात्त अनुनासिक ऊँ३	प्लुत उदात्त अनुनासिक ऋँ३
प्लुत अनुदात्त अनुनासिक आँ३	प्लुत अनुदात्त अनुनासिक ईँ३	प्लुत अनुदात्त अनुनासिक ऊँ३	प्लुत अनुदात्त अनुनासिक ऋँ३
प्लुत स्वरित अनुनासिक आँ३	प्लुत स्वरित अनुनासिक ईँ३	प्लुत स्वरित अनुनासिक ऊँ३	प्लुत स्वरित अनुनासिक ऋँ३
ह्रस्व उदात्त अननुनासिक अ	ह्रस्व उदात्त अननुनासिक इ	ह्रस्व उदात्त अननुनासिक उ	ह्रस्व उदात्त अननुनासिक ऋ
ह्रस्व अनुदात्त अननुनासिक अ	ह्रस्व अनुदात्त अननुनासिक इ	ह्रस्व अनुदात्त अननुनासिक उ	ह्रस्व अनुदात्त अननुनासिक ऋ
ह्रस्व स्वरित अननुनासिक अ	ह्रस्व स्वरित अननुनासिक इ	ह्रस्व स्वरित अननुनासिक उ	ह्रस्व स्वरित अननुनासिक ऋ
दीर्घ उदात्त अननुनासिक आ	दीर्घ उदात्त अननुनासिक ई	दीर्घ उदात्त अननुनासिक ऊ	दीर्घ उदात्त अननुनासिक ऋ
दीर्घ अनुदात्त अननुनासिक आ	दीर्घ अनुदात्त अननुनासिक ई	दीर्घ अनुदात्त अननुनासिक ऊ	दीर्घ अनुदात्त अननुनासिक ऋ
दीर्घ स्वरित अननुनासिक आ	दीर्घ स्वरित अननुनासिक ई	दीर्घ स्वरित अननुनासिक ऊ	दीर्घ स्वरित अननुनासिक ऋ
प्लुत उदात्त अननुनासिक आ३	प्लुत उदात्त अननुनासिक ई३	प्लुत उदात्त अननुनासिक ऊ३	प्लुत उदात्त अननुनासिक ऋ३
प्लुत अनुदात्त अननुनासिक आ३	प्लुत अनुदात्त अननुनासिक ई३	प्लुत अनुदात्त अननुनासिक ऊ३	प्लुत अनुदात्त अननुनासिक ऋ३
प्लुत स्वरित अननुनासिक आ३	प्लुत स्वरित अननुनासिक ई३	प्लुत स्वरित अननुनासिक ऊ३	प्लुत स्वरित अननुनासिक ऋ३

वेदपाठसमये केचन ध्यातव्याः बिन्दवः –

- पदं दीर्घं मा भवेत् – उच्चारणसमये ध्यातव्यं यत् पदं दीर्घत्वं न व्रजेत्।

- विलम्बेनोच्चारणनिषेधः कृतः – द्वयोर्पदयोः उच्चारणमध्ये समयाधिक्यं न भवितव्यम्।
- पदग्रहणे त्यागे च शीघ्रता न कर्त्तव्या।

- पाठसमये मनसा सह स्वरहस्तयोः तादात्म्यमपेक्षितम् ।
- हस्तमुष्टिका न योजयितव्या ।
- हस्तप्रसाराधिक्यं निषिद्धम् ।
- उच्चारणानुसारमेव हस्तपरिचालनमपेक्षितम् ।
- हस्तोत्तोलनसमयेऽंगुल्यः साक्षात्स्फुटाः भवेयुः ।
- स्वरिते करचालनं त्र्यंगुलपरिमितं भवेत् ।
- अनुदात्ते षडंगुलपरिमितं करचालनमपेक्षितम् ।
- उदात्तस्वरे नवांगुलपरिमितं करचालनं भवितव्यम् ।
- मकारोच्चारणे मुष्ट्याकृतिः नकारोच्चारणे नखाग्राकृतिः अनुस्वारोच्चारणे च अंगुष्ठपातः इति नियमः ।
- श्लुच्चारणे (श्, ष्, स्, ह्) अंगुलिमोक्षणं भवेत् ।
- उदात्तोच्चारणसमये नासिकां प्रति प्रचयोच्चारणे नासिकायाः अग्रभागं प्रति करस्थितिः ।
- अवशिष्टे स्वरे षडंगुलपरिमितं हस्तमधोमुखी कर्तव्यम् ।
- जात्यस्वरे षडंगुलपरिमितं करपरिचालनमुचितम् ।
- चतुर्थभागमात्रेण हस्तेनानुपथस्वरो बोध्यः ।
- ककारटकारयोरन्ते डकारणकारयोरुच्चारणेऽंगुल्यः नताः भवितव्याः ।
- पकारोच्चारणे सर्वांगुलिमेलनम् ।
- तकारोच्चारणे कुण्डलाकारः भवेत् ।
- उदात्तस्वरे हस्तोत्तोलनमनुदात्ते करपतनं स्वरितस्वरे चोभयत्यागं कर्तव्यम् ।

वेदेषु वर्णोच्चारणसमये यस्य स्वरोपरि यादृशः बलाघातः भवति तदनुसारमेव तस्यार्थः भवति । यथा 'मा' इति शब्दस्यार्थद्वयम् — माम् इत्यर्थे निषेधार्थे च । यदि मा उदात्तः तर्हि निषेधार्थकः भवति यदि मा अनुदात्तः तर्हि माम् इत्यर्थः ।

वेदेषु स्वराणां संकेतः चिह्नांकनेन कृतः । उदात्तनिमित्तं नास्ति कोऽपि चिह्नः, अनुदात्तप्रदर्शनाय स्वरितप्रदर्शनाय च वर्णोपरि उत्तुंगरेखांकनं क्रियते । उदात्तवर्णात् परः वर्तमानस्यानुदात्तस्यापि स्वरितसंज्ञा भवति ।

उदात्तः — अ इ उ — चिह्नांकनाभावः । अपूर्वो अनुदात्तपूर्वो वा अतद्धितः उदात्तः । अस्य स्वरस्य वैदिकसंहितासु मन्त्रांशे चिह्नांकनाभावः दृश्यते ।

अनुदात्तः — अ इ उ — अधोरेखया अनुदात्तः । वर्णस्याधः रेखांकनं भवति ।

स्वरितः — अ इ उ — ऊर्ध्वरेखया स्वरितः । उदात्तानुदात्तस्य स्वरितः । वर्णोपरि उत्तुंगरेखांकनं भवति ।

उदात्तस्वरे शरीरावयवानां निरोधः कर्तव्यम् । शब्दोच्चारणं ससंकोचं भवेत् । कण्ठस्य स्पष्टभावः संकोचयुतः भवेत् । स्वरप्रक्रियायां सामवेदे स्वरांकनप्रक्रिया किञ्चिद् भिन्ना वर्तते । ऋक्प्रातिशाख्ये आयामविश्रम्भाक्षेपैश्चोदात्तानुदात्तस्वरितादयः भेदाः क्रियन्ते ।

उदात्तः — गात्रप्रकम्पनं स्वरस्य रुक्षता कण्ठस्य संकुचनं चेत्येतदुदात्तस्वरोच्चारणे ध्यातव्यः ।

अनुदात्तः — गात्रशैथिल्यं स्वरमाधुर्यं कण्ठविकासश्चानुदात्तस्वरोच्चारणे ध्यातव्यः ।

स्वरितः — गात्राणां तिर्यक् गमनेन सह स्वरितस्वरोच्चारणं कर्तव्यम् ।

स्वरितभेदाः — प्रातिशाख्यशिक्षादिग्रन्थेषु

स्वरितस्याष्टभेदाः उक्ताः । जात्यः अभिनिहितः क्षैप्रः प्रश्लिष्टः तैरोव्यंजनः तैरोविरामः पादवृतः भाव्यश्च ।

अनुदात्तात्परा जात्यक्षैप्रप्रश्लेषाभिनिहिता अधोवक्ररेखया । तन्निमित्तं केचिद् नियमाः वर्णिताः इत्थम् —

1. कस्मिन्नपि पदे प्रथमो वर्णः अनुदात्तः तदुपरान्तः अकारः वकारः वा यदि भवेत्तर्हि तत्स्वरूपं जात्यः भवति । तैत्तिरीये प्रातिशाख्ये नित्यस्वरितरूपे ज्ञायते ।
2. एकारोकारयोः उदात्तस्वरयोः परे ह्रस्वः अकारः बोध्यते अथवा सरेफः लुप्यते तदा तत्स्वरूपम् अभिनिहितः भवति ।
3. यत्रेकारोकारवर्णावुदात्तः भूत्वा अनुदात्तपदे स्थितौ तत्स्वरूपं क्षैप्रस्वरितो इति कथ्यते । अथवा इकः स्थाने यण् भवेत्तर्हि सन्धिः क्षैप्रेति नाम्ना ज्ञायते इति प्रातिशाख्यम् । पाणिनिविरचिताष्टाध्यायीमध्येऽप्युक्तं यदुदात्तस्थानीययणनन्तरं विद्यमानमनुदात्तस्वरं स्वरिते परिणमते ।
4. इकारेण सह इकारस्य सन्धिगते प्रश्लिष्टस्वरितः इति । अर्थात् उदात्तह्रस्व+अनुदात्तह्रस्वेत्येतयोः सन्धिः प्रश्लिष्टनाम्ना ज्ञायते ।
5. एकस्मिन्नथवा नैकेषु पदेषु उदात्तस्वरात् पूर्व व्यंजनव्यवधानविशिष्टः स्वरः तैरोव्यंजनस्वरितः भवति ।
6. यदा एकस्मिन् पदेऽवान्तरपदविरामः भवति तदाभ्यन्तरपदक्रमपाठेष्वेकमात्रिकविरामः तैरोविरामस्वरितः कथ्यते ।
7. यदा स्वरस्वरितयोर्मध्ये विवृतस्वरः भवेत् तदा तत्स्वरः पादवृतः ।
8. उदात्तमध्येऽनुदात्तावग्रहः भाव्यस्वरितः भवति ।

स्वरदृष्ट्या देवताविचारः

सामवेदस्य ऋचासु स्वरदृष्ट्या गानानुसारं देवतोल्लेखः प्राप्यते ।

ऋष्ट-प्रथम-द्वितीय-तृतीय-चतुर्थ-
मन्द्र-अतिस्वार्येषु सामगानं क्रियते। एषां

देवतानामुल्लेखः निम्नानुसारं -

क्रमाक्षरः	स्वरगानम्	देवताः
1	ऋष्टस्य	प्रजापतिः विश्वेदेवा ब्रह्मा च।
2	प्रथमस्य	आदित्यः।
3	द्वितीयस्वरस्य	साध्यदेवताकः।
4	तृतीयस्वरस्य	अग्निः।
5	चतुर्थस्वरस्य	वायुः।
6	मन्द्रस्वरस्य	सोमः।
7	अतिस्वार्यस्वरस्य	मित्रावरुणः।

सामवेदे स्वरांकनम्

ऋग्वेदस्य ऋचासु यत् स्वरांकनं दृश्यते तद् किञ्चित् भिन्नं सामवेदे। ऋग्वेदे यथा -

- उदात्तस्वरः यदा ऋचामध्ये अन्ते वा भवति सः सामवेदे स्वरितरूपे भवति।
- ऋग्वेदे उदात्तात् परेऽनुदात्तः आगच्छेत्त्परमुदात्तः स्वरितो वर्णः भवति परन्तु सामवेदे तत्स्वरः स्वरितरूपे परिवर्तयति।
- अनुदात्तात् पूर्वस्थितेषूदात्तेषु स्वरेषु प्रथमः उदात्तः स्वरिते परिवर्तयति।

ऋक्-यजु-अथर्ववेदेषूदात्तः चिह्नरहितः। अनुदात्तः वर्णस्याधः रेखांकनम् ()। स्वरितः वर्णोपरिरेखांकनम्। परन्तु सामवेदे प्रक्रियेयं नास्ति। अत्र वर्णोपरि अंकमाध्यमेन चिहनीक्रियते। उदात्तः वर्णोपरि 1 इति अंकेन प्रदर्श्यते। उदात्तपश्चादनुदात्तः यदि आगच्छेत्तर्हि उदात्तवर्णः 2 इत्यनेनांकेन प्रदर्श्यते। उदात्तपरः वर्णः बाहुल्यं यदा भवति तदा प्रथमोदात्तः द्विसंख्यात्मकेनांकेन चिहनीक्रियते। शेषाः उदात्ताः चिह्नरहिताः। नैकेषूदात्तेष्वुदात्तेषु परः अनुदात्तः वर्णः भवेत्तर्हि प्रथमोदात्तः द्विसंख्यात्मकेनांकेन चिहनीक्रियते। अन्ये चिह्नरहिताः भवन्ति। उदात्तबाहुल्यात् परः स्वरितः आगच्छेत्तर्हि प्रथमोदात्तः स्वरः एकसंख्यया सह 'र' (1र) इति योजयामः। अन्ये चिह्नरहिताः भवन्ति। अनुदात्तः - सामवेदेऽनुदात्तवर्णोपरि त्रिसंख्यात्मकेनांकेन चिहनीक्रियते। स्वरितपूर्ववर्ती अनुदात्तः '3क' इत्यनेन चिहनीकुर्मः। यदि द्वौ वा अधिकाः अनुदात्ताः नैरन्तर्येणागच्छन्ति तदा प्रथमानुदात्तवर्णोपरि '3' इत्यंकेन चिहनीक्रियते। शेषाः अन्ये अचिह्निताः एव। स्वरितः - स्वरितस्वरांकनाय द्विसंख्यात्मकः '2' अंकः प्रयुज्यते। द्वावुदात्तौ वर्णावगच्छेतां तत्पश्चात् स्वरितः भवेत्तर्हि तं '2र' इत्यनेन चिहनीक्रियते।

कम्पस्वरः - स्वतन्त्रस्वरितपश्चादुदात्तः स्वरितो वा यदा भवति तदा पूर्ववर्तीस्वरितोत्तरवर्तिनः अनुदात्तांशोच्चारणे कम्पः भवति। उदात्तपराः कम्पन्ते। कम्पचिह्नांकनाय '3' इत्यंकेन प्रदर्शयामः कामं ह्रस्वः दीर्घः वा। स्वतन्त्रस्वरितः निश्चयेन दीर्घः एव। स्वरितपूर्वं यद्यनुदात्तः तर्हि स्वरितवर्णोपरि '2' इत्यंकेन योजयामः। स्वरितपूर्वोदात्तः '2' इत्यंकेन प्रदर्श्यते।

शिक्षा-प्रातिशाख्य-पाणिनीयव्याकरणग्रन्थेषु वैदिकस्वरविषये चिन्तनं प्रामुख्येन क्रियते। शिक्षाग्रन्थेषु सामान्यवैदिकस्वराणां स्वरूपचिन्तनं प्रातिशाख्यग्रन्थेषु च स्वरमीमांसावर्णनं दृश्यते। व्याकरणशास्त्रेषु वैदिकस्वराणां वैज्ञानिकता वर्तते।

यज्ञेषु प्रयुक्तः स्वरवर्णहीनः मन्त्रः यजमानस्य सर्वनाशं करोति। वर्णितमपि च - प्रहीणः स्वरवर्णाभ्यां यो वै मन्त्रः प्रयुज्यते। यज्ञेषु यजमानस्य रुषत्यायु प्रजां पशून्।।

सन्दर्भसूची -

1. वेदांग समीक्षा
2. महामुनि पतंजलि कृत महाभाष्य 1.1.1
3. आनन्दवर्धन कृत ध्वन्यालोक
4. महाभाष्य 1.2.29
5. अष्टाध्यायी 1.2.29
6. अष्टाध्यायी 1.2.30
7. अष्टाध्यायी 1.2.31
8. अष्टाध्यायी 8.4.65
9. ऋक्प्रातिशाख्ये 3.1
10. अष्टाध्यायी- 8.2.4
11. नारदीय शिक्षा 1.6



सम्राट अशोकाच्या काळात महाराष्ट्रात झालेल्या बौद्ध धर्म प्रसाराचा सामाजिक व सांस्कृतिक परिणाम

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वैशाख पौर्णिमा हा दिवस (बौद्ध पौर्णिमा) बौद्ध धर्मात अत्यंत पवित्र मानला जातो. कारण या दिवशी भगवान गौतम बुद्धाच्या जीवनातील तीन महत्वाच्या घटना घडल्या. गौतम बुद्धाचा जन्म, त्यांना झालेली ज्ञानप्राप्ती व त्यांचे महापरिनिर्वाण या असून दरवर्षी या दिवशी भारतात व अन्य ठिकाणी बौद्ध जयंतीचा उत्सव फार मोठ्या प्रमाणात साजरा केल्या जातो. महाराष्ट्रातसुद्धा हा उत्सव खूप मोठ्या प्रमाणात साजरा केला जातो. प्राचीन काळात बौद्ध धर्माचा महाराष्ट्रात केव्हा प्रसार झाला व त्याचे महाराष्ट्राच्या सामाजिक व सांस्कृतिक जीवनावर काय परिणाम झाले याचा परामर्श प्रस्तुत शोधनिबंधातून घेण्याचा प्रयत्न केला जाईल.

बिजशब्द — धर्म, ज्ञानप्राप्ती, महापरिनिर्वाण, उत्सव, अहिंसा

शोधनिबंधाची उद्दीष्टे —

- १) प्राचीन काळात बौद्ध धर्माचा महाराष्ट्रात केव्हा प्रसार झाला याचा अभ्यास करणे.
- २) बौद्ध धर्माच्या प्रसारानंतर महाराष्ट्रातील सामाजिक व सांस्कृतिक जीवनावर काय परिणाम झालेत याचा अभ्यास करणे.

शोधनिबंधाची गृहीतके —

- १) महाराष्ट्रात बौद्ध धर्माच्या प्रसारात सम्राट अशोकाची भूमिका महत्वाची आहे.
- २) बौद्ध धर्माच्या प्रसारामुळे महाराष्ट्राच्या सामाजिक व सांस्कृतिक जीवनावर त्याचे चांगले परिणाम झाले. भगवान गौतम बुद्धाच्या महापरिनिर्वाणानंतर जवळपास तीनशे वर्षे बौद्ध

धर्माचा प्रसार महाराष्ट्रात झालेला नसावा कारण प्राचीन बौद्ध साहित्यात महाराष्ट्राचा उल्लेख आढळून येत नाही. प्राचीन पाली साहित्यामध्ये ज्या सोळा महाजनपदाचा उल्लेख येतो, ती सर्व उत्तर भारतातील राज्य आहेत. त्यामुळे दक्षिण भारतातील महाराष्ट्राचा संबंध आढळून येत नाही. महाराष्ट्रात बौद्ध धर्माचा प्रसार मौर्यकाळात झालेला आढळून येतो. लंकेतील बौद्ध साहित्य दिपवंश व महावंश या ग्रंथात सम्राट अशोकाच्या काळात तीसरी बौद्धधर्मीय परिषद पाटलीपुत्र येथे आयोजित करण्यात आली होती. या परिषदेचे अध्यक्षस्थान मोगलीपुत्र तिस्स या बौद्ध पंडीताने भूषविले होते. परिषद संपन्न होवून बौद्ध धर्माचा

प्रसार संपूर्ण भारत आणि भारताबाहेर करण्यासाठी धर्मप्रसारकांची नियुक्ती करण्यात आली. त्यानुसार महाधर्मरक्षिताकडे महाराष्ट्रात धर्मप्रसार करण्याची जबाबदारी देण्यात आली. ही धर्मपरिषद सम्राट अशोकाच्या कार्यकाळात सतराव्या वर्षी संपन्न झालेली होती, याचा अर्थ अशोकाच्या कारकीर्दीच्या सतराव्या—अठराव्या वर्षी महाराष्ट्रात बौद्ध धर्म प्रसाराला सुरुवात झाली असे म्हणता येईल.

अशोकाच्या तेराव्या शिल्पलेखामध्ये असा उल्लेख आहे की, चोल, पांड्य, यवन, कंबोज, भोज, पेतनीक, आंश्र हे सर्व देवनामप्रियाच्या (अशोक) धर्मउपदेशाचे पालन करित आहे. यातील भोज म्हणजे विदर्भ नरेश व पेतनीक म्हणजे पैठणजवळचा प्रदेश यांचा उल्लेख अत्यंत महत्वाचा आहे. या शिलालेखाचा काळ अशोकाच्या राज्याभिषेकापासून बारावे किंवा तेरावे शतक वर्ष असावे. यावरून ख्रिस्तपूर्व तिसऱ्या शतकाच्या मध्यात महाराष्ट्रात बौद्धधर्मप्रसारास सुरुवात झाली असे म्हणता येईल. सोबतच चंद्रपूर जिल्हयातील देवटक या ठिकाणी ब्राम्ही लिपीतील एक खंडीत शिलालेख आढळून आला. या शिलालेखात प्राण्यांची हिंसा करू नये अशी स्वामीची आज्ञा आहे, असे जाहीर करण्यात केलेले दिसून येते. या लेखाच्या शेवटी १४ व्या वर्षाचा उल्लेख आहे. अशोकाने विदर्भात धर्मप्रसारासाठी नेमलेल्या धर्ममहामात्राने राज्याभिषेकाच्या चौदाव्या वर्षी ही राजाज्ञस प्रसारीत केली होती. यावरून महाराष्ट्राच्या इतर प्रदेशात व विदर्भात बौद्ध धर्माच्या अहिंसातत्वाचा कसा प्रसार सुरू होता हे समजते.

महाराष्ट्रात बौद्ध धर्माचा वेगाने प्रसार होवून अनेक लोकांनी त्याचा स्वीकार केला. सोबतच भिक्षुंची संख्या वाढल्याने त्यांना राहण्याकरीता विहार, पूजेकरीता स्तूप व चैत्यगृहे मोठ्या प्रमाणात निर्माण करण्यात आली. महाराष्ट्रात अनेक ठिकाणी लेणी व त्यावरील कोरीव लेख निर्माण करण्यात आले. हे सर्व प्राचीन काळात महाराष्ट्रात झालेल्या बौद्धधर्म प्रसाराचे पुरावे आहेत. अशोकाच्या कार्यकाळात भारतात अनेक ठिकाणी लेणी, विहार व स्तूप निर्मातीचे कार्य मोठ्या प्रमाणात झाले. महाराष्ट्रात ज्या अनेक लेण्या निर्माण केल्या गेल्या त्यातील स्थापत्यकला, शिल्पकला व चित्रकला अतिशय सुंदर व सुबक आहेत. या लेणी तीन प्रकारच्या असून त्यातील काही स्तूप आहेत. स्तूप म्हणजे बौद्धधर्मातील पूज्य व्यक्तींच्या अवशेषांवर उभारलेले अर्धगोलाकार स्थापत्य. बौद्धधर्मातील हिनयान पंथ हा प्राचीन असून या पंथाच्या अनुयायांनी उभारलेले स्तूप हे साधे असायचे. पुढे बौद्ध धर्मात महायान पंथ स्थापन झाल्यावर या पंथीयांनी अनेक सुंदर व सुबक लेणी निर्माण केल्या. स्तूपामध्ये दर्शनी भागात गौतम बुद्धाची मूर्ती कोरण्याचा प्रघात सुरू झाला. बौद्ध स्थापत्याचा दुसरा प्रकार विहार हा असून हे बौद्ध भिक्षुंना राहण्याकरीता बांधले गेले. भिक्षुंना एकत्र राहता यावे याकरीता मोठे मंडप तयार करून त्याच्या छताला आधार देण्याकरीता खांब कोरण्यात आले. या खांबांना विविध प्रकारच्या शिल्प चित्रांनी सजविण्यात आले, याचे सुंदर उदाहरण म्हणजे अजिंठा, वेरूळ, नाशीक, कार्ले येथील लेणी आहेत. महायान पंथाच्या उदयानंतर मूर्तीपूजेला महत्व

येवून गौतम बुद्धाच्या वेगवेगळ्या ध्यानमुद्रेतील भव्य मूर्ती कोरण्यात आल्या. बौध्द स्थापत्याचा तीसरा प्रकार चैत्यगृह हा असून त्याचा उपयोग भिक्षुंच्या प्रार्थनेकरीता केल्या जात होता. सुरुवातीचे चैत्यगृह चौकोनी व लांबट आकाराचे असून त्याच्या दारासमोर मागील भिंतीत चैत्य किंवा स्तूप कोरलेला असायचा. पूढे चैत्यगृहाचा आकार वाढल्यामूळे खांब्याच्या दोन्ही रांगा दोन्ही बाजूस भिंतीशी समांतर कोरण्यात येवू लागल्या. तसेच चैत्य किंवा स्तूपाभोवती प्रदक्षिणा घालण्याची सोय करण्यात आली. विहार व चैत्यगृहाजवळ भिक्षुंच्या पिण्याच्या पाण्याची टाकी खोदली जात होती. विहार व चैत्याप्रमाणे ही टाकीसुध्दा भिक्षुसंघास दान केली जायची.

महाराष्ट्रात लेणी निर्मातीची प्रक्रीया अशोकाच्या काळात सुरू झाली हे भाजे येथील लेण्यातील लेखावरून स्पष्ट होते. या लेखाची लिपी ब्राम्ही असून भाषा प्राकृत आहे, जी अशोकाच्या कार्यकाळात वापरली जात होती. महाराष्ट्रातील लेण्यांमधील हे लेख केवळ बौध्दधर्मीयांचे नाहीत तर वैदिकधर्मीय लेखसुध्दा प्राकृतमध्ये आहेत. इ.स. तिसऱ्या चौथ्या शतकामध्ये गुप्त, वाकाटकांचा उदय झाल्यानंतर अजिंठा, वेरूळ, कान्हेरी इ. लेण्यांमध्ये संस्कृत भाषेमधील लेख आढळून येतात. बौध्दलेणी महाराष्ट्राच्या कान्हेरी, पितळखोरे, नाशिक, जुन्नर, भाजे, कार्ले, अजिंठा व वेरूळ भागात कोरलेली आढळून येतात. या लेणी एकतर अरण्याच्या ठिकाणी किंवा पवित्र ठिकाणी कोरलेल्या आढळतात. अशोकाच्या काळात बौध्दधर्माला राजाश्रय मिळाल्याने त्याचा प्रसार फार मोठ्या प्रमाणात झाला. अशोकानंतर

महाराष्ट्रात सातवाहन साम्राज्य स्थापन झाले. सातवाहन शासकांनी वैदिक धर्मासोबतच बौध्द धर्माला उदार आश्रय दिला. अनेक सातवाहन शासकांनी नाशिक परिसरात बौध्दसंघासाठी लेणी कोरून उत्पन्नासाठी गावे दान दिली. सातवाहनानंतर विदर्भातील वाकाटक शासकांनीसुध्दा बौध्द धर्मासाठी काही प्रमाणात कार्य केल्याचे दिसून येते. राजे, सरदार यांच्यासोबतच सामान्य जनतेनेसुध्दा बौध्द धर्माच्या प्रसारात हातभार लावल्याचे दिसून येते. महाराष्ट्रातील अनेक लेण्यांमध्ये त्यांच्या नावाचा उल्लेख आढळून येतो. यामध्ये समाजातील सर्व स्तरातील लोकांचा सहभाग होता. यामध्ये भिक्षु, ब्राम्हण, माळी, सोनार, कास्यकार, गंधीक असे अनेक जाती जमातींचा सहभाग असल्याचे आढळून येते. महाराष्ट्रातील डोंगर लेणी कोरण्यास उत्कृष्ट असल्यामूळे तिथे लेणी कोरून त्या भिक्षु संघास दान देण्याकरीता अनेक दुरच्या प्रदेशातील लोक तयार होते.

महाराष्ट्रातील या बौध्द लेणींवरून व त्यातील लेखांवरून आपल्याला त्यावेळचा राजकीय, सामाजिक, आर्थिक, धार्मीक व सांस्कृतीक इतिहास कळण्यास मदत होते. लेणींमधील अनेक लेखांमध्ये तत्कालीन शासकाची व त्याच्या कार्यकाळाची माहिती मिळते. ख्रिस्तपूर्व दुसऱ्या शतकापासून ते इ.स. च्या आठव्या शतकापर्यंतचा म्हणजेच एक हजार वर्षांचा इतिहास आपल्याला माहित होतो. त्यावेळेस अनेक व्यापारी संघांनी या लेणी निर्मातीमध्ये महत्वाचे योगदान दिलेले आढळून येते. हे व्यापारी संघ किंवा श्रेणी त्यावेळेस बँकांसारखे कार्य करीत होत्या. त्याच्यांकडे

अनेक दानशूर व धार्मिक प्रवृत्तीचे लोक दानाची रक्कम जमा करित व त्यावरील व्याजाचा उपयोग बौद्ध भिक्षुंच्या चरितार्थाकरीता खर्च व्हावा अशी व्यवस्था करण्यात येत होती.

या लेणीप्रकारावरून प्राचीन काळात स्थापत्यकलेची प्रगती होत गेली असे आढळून येते. प्राचीन काळात सुरूवातीला मंदिरे व चैत्यगृहे ही लाकडापासून तयार केली जायची. त्याचे अनुकरण सुरूवातीच्या लेण्यांमध्ये व मंदिरांमध्ये केलेले आढळून येते. कालांतराने पहाडे खोदून लेणी निर्माण करणे सुरू झाले. मंदिरांमध्ये गर्भगृह, अंतराळ, सभामंडप व प्रदक्षिणापथ असे स्थापत्य विकसीत होत गेल्याचे दिसून येते. हे सर्व स्थापत्य बौद्ध लेणींरून घेतल्याचे दिसून येते. स्थापत्याप्रमाणेच शिल्पकला व चित्रकला यामध्ये सुध्दा प्रगती होत गेली, हे या बौद्ध लेण्यातील शिल्पावरून व चित्रकलेवरून लक्षात येते. तसेच महाराष्ट्रात वेशभूषा, अलंकार व केशरचना हे सुध्दा काळानुसार बदलत गेल्याचे आपल्याला दिसून येते. याचे उत्तम उदाहरण म्हणजे अजिंठयाच्या चित्रकलेमध्ये स्त्रीयांची विविध प्रकारची वेशभूषा व केशरचना आपल्याला दिसून येते. महाराष्ट्रातील या प्राचीन परंपरा व रितीरिवाज समजून घेण्यास बौद्ध लेणींसारखे दुसरे साधन नाही.

महाराष्ट्रात जवळपास हजार वर्ष बौद्ध धर्माचा प्रसार प्रगतीवर होता. या काळात बौद्ध धर्मांमध्ये नामांकीत साहित्यिक व तत्वज्ञ निर्माण झालेले. त्यांनी बौद्ध साहित्यामध्ये महत्वाचे योगदान दिलेले आढळून येते. परंतू काळाच्या ओघात त्यांची नावे लुप्त झालीत. पूढे बौद्ध धर्माला

फारसा राजाश्रय न मिळाल्याने भारतातून बौद्ध धर्म मागे पडला. तसेच बौद्ध धर्माची काही तत्वे हिंदू धर्मांने स्विकारल्याने या दोन धर्मांतील अंतर लोकांना कळेनासे झाले. त्याचा परिणाम होवून भारतात बौद्ध धर्माच्या न्हासाला सुरूवात झाली. बौद्ध धर्म भारतातून मागे पडल्यानंतर त्या धर्माच्या लेण्यांविषयी व त्यातील मूर्तींविषयी लोकांमध्ये वेगळ्या समजूती प्रचलीत झाल्या. तरीपण भारतात हिंदू धर्म व बौद्ध धर्म सलोख्याने नांदत होते. अनेक हिंदू विद्वानांनी बौद्ध धर्मग्रंथांचा तर बौद्ध धर्मीय विद्वानांनी हिंदू धर्मग्रंथांचा अभ्यास करून त्यावर टिकात्मक विश्लेषण केलेले दिसून येते. अमरकोषाचा रचनाकार अमरसिंह हा बौद्ध धर्मीय असला तरी त्याचा ग्रंथ सर्वधर्मीय साहित्यिक अभ्यासत होते. हिंदू व बौद्ध विद्वानांमध्ये अनेकदा वादविवाद होवून विचारांची देवाण घेवाण झाल्याचे दिसून येते. अश्याप्रकारे भारतात व महाराष्ट्रात सम्राट अशोकाच्या काळात बौद्ध धर्माचा प्रसार होवून चांगले सामाजीक व सांस्कृतीक परिणाम झाल्याचे दिसून येते. आजही भगवान गौतम बुध्दांनी सांगितलेल्या चांगल्या तत्वांचा समाजाकडून स्विकार केला जातो. त्यामुळेच भारत हा देश विविध जाती, धर्म, पंथ, भाषा, संस्कृतीचा देश असला तरी बुध्दांनी सांगितलेल्या तत्वांमुळेच ती मूल्ये टिकून आहेत असे मला वाटते. यामुळेच भारतात व महाराष्ट्रात आपल्याला सामाजीक व सांस्कृतीक एकता पहायला मिळते. हे सर्व भगवान गौतम बुध्दाने सांगितलेल्या तत्वांमुळे व सम्राट अशोकाने केलेल्या त्या बौद्ध धर्मीय तत्वांच्या प्रसारामुळे झाले असे म्हणता येईल.

सारांश —

भगवान गौतम बुद्धांनी संपूर्ण जगाला सत्य, अहिंसा व मानवतेचा संदेश देण्यासाठी बौद्ध धर्माची स्थापना केली. त्यांच्या महापरिनिर्वाणंतर बौद्ध धर्मीय अनुयायांनी व शासकांनी त्यांचे तत्वज्ञान व उपदेश यांचा प्रचार व प्रसार केला. यामध्ये सम्राट अशोकाचे योगदान सर्वश्रेष्ठ आहे. अशोकाने आपली संपूर्ण राज्ययंत्रणा बौद्ध धर्माच्या प्रसाराकरीता लावली. यामुळेच संपूर्ण भारतात व जगाच्या अन्य प्रदेशात बौद्ध धर्माचा वेगाने प्रसार झाला. त्यातही महाराष्ट्रात अशोकाच्या अगोदर बौद्ध धर्माचा प्रसार झालेला नव्हता असे दिसून येते. सम्राट अशोकाच्या प्रयत्नांमुळेच महाराष्ट्रात बौद्ध धर्माचा शिद्यतेने प्रसार होवून त्याचे सामाजिक व सांस्कृतिक परिणाम महाराष्ट्रात झाल्याचे दिसून येते. महाराष्ट्रात अनेक ठिकाणी बौद्ध लेणी, चैत्यगृहे, स्तूप व विहारांची निर्माती झाली.

अजिंठा, वेरूळ, नाशिक, कान्हेरी, भाजे, कार्ले येथिल जगप्रसिद्ध लेण्या याचीच उदाहरणे आहेत. या लेणींमधील स्थापत्यकला, शिल्पकला व चित्रकलेची संपूर्ण जगाने प्रसंशा केली. अश्याप्रकारे सम्राट अशोकाच्या प्रयत्नांमुळेच महाराष्ट्रात बौद्ध धर्माचा प्रसार होवून त्याचे चांगले सामाजिक व सांस्कृतिक परिणाम आजही दिसून येते.

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