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CONTENTS

Comprehensive Assessment of Mortality and Associated Co-Morbidities among Persons with Multiple Disabilities: A Systematic Review

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Abstract:

Persons with multiple disabilities (PwMD) face high mortality and co-morbidity risks. Existing research has explored specific disability groups and individual co-morbidities, but a comprehensive synthesis is lacking. The primary objective of the review is to synthesize available evidence on mortality patterns and associated co-morbidities in PwMD and providing insight into health challenges and supporting the development of improved healthcare strategies. This Systematic review follows PRISMA guidelines. Two independent reviewers conducted the study selection, data extraction and quality assessment. Findings indicate that PwMD experience significantly higher mortality rates compared to the general population, particularly those with intellectual disabilities, cerebral palsy and autism spectrum disorder. Common co-morbidities include cardiovascular disease, respiratory disorders, and mental health issues such as depression and anxiety. Studies highlight the need for integrated healthcare approaches to address these physical and mental health challenges simultaneously.This Systematic review underscores the need for integrated, multidisciplinary healthcare strategies address the complex co-morbidities.

Key words: mortality, co-morbidity, multiple disabilities, holistic approach, comprehensive assessment, disabled

Introduction:

Persons with multiple disabilities (PwMD) are particularly vulnerable population, suffering major adverse health effects and challenges. Majer (2011) found that persons with multiple disabilities (PwMD) exhibit markedly higher rates of morbidity and premature mortality than general population. However, the specific patterns of mortality and associated co-morbidities within this population remain inadequately understood. Existing research has shed some light on specific disability groups or particular co-morbidities. This knowledge gap hinders the development of effective prevention, intervention, and support strategies, but a Systematic overview of the literature is necessary to synthesize the available evidence and identify knowledge gaps. To address this critical issue, a comprehensive assessment of mortality rates and the prevalence of co-morbid conditions among Persons with multiple disabilities (PwMD) are mandatory.

By delving into the complexities of this population's health, this study aims to bring on factors contributing to mortality and associated co-morbidities. By examining the available literature, this systematic review will contribute to gain a better understanding of health difficulties that PwMD community faces, notify the development of targeted interventions and advocate for enhanced healthcare services to improve the quality and life expectancy of PwMD's life.

Review of Literature:

A study from J. E. Park (2023) examines the persistent and avoidable health inequalities experienced by persons with disabilities and how this contribute to significant in mortality outcomes when compared to those without disabilities. By linking the National Health Insurance Database, National Disability Registration Database, and the Cause of Death Data base in South Korea, the research provides a comprehensive analysis of

mortality trends over a decade (2008-2017) involving over 50 million individuals annually.

Adults with learning disabilities (LD) are known to have considerable disparities in health compared to the general population, resulting in higher death rates (Natasha Kennady 2019). These research articles highlight critical issues related to mortality and co-morbidities among persons with multiple disabilities, yet several research gaps remain. There is a need for a deeper exploration of mortality patterns, associated co-morbidities, cultural and geographical variations, as well as the intersectionality of disability with other social determinants like race and gender. Addressing these gaps could significantly enhance the understanding and care of this vulnerable population. Clemence Bougeard (2015) found that the prevalence of ASD in the United States was 1.70% among 4 year-olds and 1.85% among 8 year - olds. This study noted increasing prevalence of ADHD and anxiety as children aged, particularly into adolescence, and highlighted significant variability in co-morbidities like ADHD, Anxiety Disorder, ID, Depressive disorder, Epilepsy, sleep disorders and vision/hearing impairment, Gastro-intestinal issues.

The number of mortality among communities with ASD is about three times greater than in the general community, according to Vend Erik Mouridesen's (2013) observation. Individuals with these levels of intellectual disability are at a higher risk of mortality. The presence of epilepsy further exacerbates the risk of death. Accidents and infectious diseases are particularly prevalent populations of causes of death.

Methodology:

Eligibility Criteria
Inclusion Criteria
- Studies assessing the causes and patterns of death in persons with multiple disabilities of any age and from any geographic location.
- Studies that evaluate the co-morbidity of persons with multiple disabilities.
- Empirical studies published in English between 2010 and 2024 will be considered.

Exclusion Criteria:
- Case reports, abstracts, magazines, and newspapers reporting on the risk factors of mortality and co-morbidity of persons with multiple disabilities will be excluded.
- Research studies that were published before 2010 and not in English will not be taken into considered.

Study Design:
This systematic review included 17 studies. To investigate the causes of mortality and co-morbidity in people with multiple disabilities, we searched electronic databases such as Google Scholar, Pub Med, Research Gate, and Science Direct for English-language articles published between 2010 and 2024 that investigated the mortality and co-morbidity of people with multiple disabilities.

Search Strategy:
The Boolean formulas "AND" and "OR," key phrases were employed. During the search, the terms "causes of mortality" OR "co-morbidities" AND "persons with multiple disabilities" were used. Only full-text papers published in English between 2010 and 2024 were included in the tailored search.

TABLE – 1

IDENTIFICATION OF STUDIES VIA DATABASE

Records identified
- PubMed - 16
- Google Scholor - 69
- Science Direct - 159
- Research Gate - 84

Screening and Retrieved
- Duplicate records - 195
- Records after screening - 133
- Records after retrieved - 129

Included
- Excluded - 112 (No association with PwD)
- Studies included for systematic review - 17

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Table 2

Title of the study	Authors & year	Objective	Findings	Remarks
1. Mortality Risk Associated with Disability: A Population–Based Record Linkage Study	Istvan Majer, Wilma J Nusselder, Johan Mackenbach, Bart Kliis (2011)	To evaluate the relationship between disability and mortality as well as the impact of risk variables linked to disability.	People with disabilities have a higher mortality risk compared to those without disabilities. The severity of disability influences mortality risk. A greater need for institutional care is most likely to be correlated with more severe disability.	Data were self–reported. Different types of disability capture different severity levels.
2. Co-morbidities Between specific learning disorders and psychopathology in elementary school children in Germany	Linda Visser, Julia Kalmar, JanoschLinkersdorfer, Ruth Gorgen, JosefineRothe, Marcus Hasselhorn, Gerd Schulte - Korne (2020)	To understand how specific learning disorders, such as dyslexia or dysgraphia, are associated with other psychological issues, including anxiety, depression, and behavioral disorders, in elementary school-aged children in Germany.	Children with SLD exhibited significantly higher rates of anxiety disorder (21%), depression (28%), ADHD (28%), and conduct disorder (22%). ADHD and depression were negatively correlated with SLD.	It highlights the significance of screening and detecting psychiatric co-morbidities in children who are having SLD
3. Comorbidity of intellectual disability and mental disorder in children and adolescents: A systematic review	Stewart L. Einfeld, Louise A. Ellis, Eric Emerson (2011)	To find out the prevalence rates of different mental problems among children and teens. To explore the challenges in diagnosing and examining the co-morbid mental disorders that affect overall functioning.	Adolescents and children with Intellectual Disabilities, (greater than 40%) are more likely to suffer mental illnesses than general population. The complexity of the ID and other unique characteristics can affect the prevalence and kind of mental illness.	In systematic reviews differences in study design, sample size, diagnostic criteria, and measurement tools can influence the reliability and validity of findings.
4. Multiple physical and mental health comorbidity in adults with intellectual disabilities: population – based cross-sectional analysis	Sally-Ann Cooper, Gary McLean, Bruce Guthrie, Alex McConnachie, Stewart Mercer, Frank Sulivan, Jill Morrison (2015)	Health and co-morbidities of people with intellectual disabilities which comparing to general population. To examine the correlation between age, and co-morbidity in persons with ID.	Persons with ID experience a high risk of both physical and mental health conditions compared to people in general which includes chronic conditions such as cardiovascular disease, diabetes, and respiratory problems, as well as mental health issues like depression, anxiety, and psychotic disorders. Common physical health conditions identified such as obesity, hypertension, gastrointestinal disorders, and mobility issues.	Emphasized that in order to treat both physical and mental health, comprehensive and integrated healthcare techniques are required. Recommended for improving healthcare access, enhancing communication between patients and providers, and developing tailored interventions.

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5 Mortality rates in people with intellectual disabilities	Williams, Rachael, Oyinlola, Jessie, Heslop, Pauline, Glover, Gyles (2017)	To offer evidence on mortality rates among individuals with ID	Patients with ID had high mortality rates across all age groups and genders, with younger ages showing the greatest difference and high mortality rates across congenital abnormalities, nervous system disease, and mental diseases.	The reliability and accessibility of records may provide limitations for retrospective research.
6. The association between disability and mortality: a mixed methods study	Hannah Kuper, Sara Rotenberg, LuthfiAzizatunnisa, Lena Morgon Banks, Tracey Smythe (2024)	To understand how various types and severities of disabilities impact life expectancy To explore underlying factors contributing to this relationship through a combination of quantitative and qualitative research methods.	This study revealed a significant correlation between severity of disability and mortality rates (severe disabilities - high risk of mortality). Affecting mobility and cognitive function were particularly associated with higher mortality rates. Qualitative analysis highlighted several factors influencing the mortality rates, availability to healthcare, social support systems, and socioeconomic status.	People with multiple disabilities were not considered separately.
7. Prevalence and patterns of comorbidities in people with disabilities and their associated socio - demographic factors	Shohel Rana, BadshaAlam, Shimlin Jahan Khanam, GulamKhandakar (2024)	To investigate the prevalence and patterns of co-morbidities among PwD Bangladesh To explore the socio-demographic factors associated with these co-morbidities.	50% of the people with disabilities had number of health problems, with chronic conditions like hypertension, diabetes, and heart issues being the most common. And half of them were unable to work.	
8. COVID–19 mortality burden and co-morbidity patterns among decedents with and without intellectual and developmental disability in the US	Scott D. Landes, J. Finan, Margaret A. Turk (2022)	To evaluate the COVID-19 mortality burden in relation to intellectual and developmental disabilities (IDD) compared to those without. To understand how co-morbidities influence mortality rates in these populations.	COVID-19 caused a considerable increase in death rates for people with IDD when viewed alongside with persons without IDD. The presence of chronic health conditions such as respiratory diseases, cardiovascular issues, and diabetes was more prevalent among decedents with IDD. Older adults with IDD were particularly affected, emphasizing the need for age-specific interventions.	The assessment of co-morbidities was based on available health records, which may not include all relevant health conditions. Some individuals may be undiagnosed or unreported.
9. Examining the joint effect of disability, health behaviors, and co-morbidity on mortality in multiple sclerosis	Amber Salter, Tuula Tyry, Guoqiao Wang, Robert J. Fox, Gary Cutter, Ruth Ann Marrie (2016)	To analyze presence of co-morbidities linked to disability progression and risk of mortality. To explore how co-morbidities affect mortality.	The study found that specific co-morbidities - vascular, visual, and mental were associated with an increased risk of mortality even after adjusting for other survival-related factors.	Metabolic disorders or infections were not examined.
10. The Synergistic	Cynthia Chen, Isaac Sia, Hon-ming Ma,	To explore the relationship between	Patients with high severity of co-morbidity, high	The study excluded 24

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effect of functional status and co-morbidity burden on mortality: A 16 year survival analysis	BeeChoo Tai, Angela Cheong, Ngan Phoon Fong, Shi Yu Julia Tan, Kin Ming Chan, Boon Yeow Tan, Edward Menon, Chye Hua Ee, Kok Keng Lee, Yee Sien Ng, Yik Ying Teo, Stefan Ma, Derrick Heng, Gerald Choon-Huat Koh (2014)	disability and co-morbidity in predicting mortality.	severity of disability, re-admission, lower financial status, and being widowed had higher mortality risk.	patients who died during their hospital stay. These patients had poorer admission functional scores and greater co-morbidity burden compared to those included in the study. This exclusion may result in slightly conservative risk estimates, potentially under representing the true mortality risk
11. Severe Maternal Morbidity and Maternal Mortality in women with Intellectual And Developmental Disabilities	Monika Mitra, Iihom Akobirshoev, Anne Valentine, Hilary K. Brown, Tiffany A. Moore Simas (2021)	To investigate the rates of severe maternal morbidity and maternal mortality among women with intellectual and developmental disabilities (IDD).	The study found that women with IDD experience significantly higher of severe morbidity compared to women without disabilities. This indicates that they are at a greater risk for serious health complications during pregnancy and childbirth.	Socioeconomic status, access to healthcare, and other health conditions could play a significant role in maternal morbidity and mortality but may not taken care of
12. The mortality experience of disabled persons in the US during COVID-19 pandemic	David A Weaver (2023)	To quantify the excess deaths among current or former disability beneficiaries during the pandemic.	First 22 months of pandemic, 260,000 excess deaths among person with disability. Respondents in New York, particularly those living in institutions, experienced extremely elevated mortality rates at the beginning of the pandemic.	The study may not provide comprehensive demographic information about the disabled beneficiaries, such as age, gender, race, or socioeconomic status.
13. Excess Mortality in individuals with ASD: A population-based cohort study	Yu-Hsin Huang, Shu-I Wu, Min-Jing Lee, Yi Lung Chen, Yao-Hsu Yang, Ting-Yu Kuo, Tai-Hsin Hung, Micheal E Dewey, Robert Stewart, Vincent Chin-Hung Chen (2024)	To look into the connection between autism spectrum disorder (ASD) and mortality rates.	ASD had significantly higher mortality rates compared to those without ASD and co-morbid intellectual disability (ID) was associated with an increased risk of mortality. This risk was particularly in female patients, suggesting that gender may influence the severity of mortality risk.	
14. Making a case for an Autism-Specific multimorbidity index: A comparative cohort study	F. Sosenko, D. Nijohf, L. McKernan Ward, D. Cairns, L. Hughes, E. Rydzewska (2024)	To explore the multimorbidity indices in predict COVID-19 mortality among persons with autism.	Thyroid issues, heart illness as important predictors of the ASD-MI and it is more effective in predicting mortality risk in this specific population.	

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15. Co-morbidities affecting children with autism spectrum disorder: A retrospective chart review	Jessy Burns, Ryan Phung, S. Alan McNeill, Ana Hanlon-Dearman, M. Florencia Ricci (2023)	To evaluate how children with and without co-morbidities exhibit ASD differently and to draw attention in co-morbidity rates among particular population, such as preterm children and those with GDD disorder.	539 children (29.0%) had at least one medical co-morbidity. The presence of GDD was notably higher among children with co-morbidities, with 34.9% of those with GDD also having medical co-morbidities. Neurological co-morbidities, including cerebral palsy, seizures, and hypotonia were more common in girls.	The study focused on children aged 0–6 years. This narrow age range may overlook important developmental changes and co-morbidities that could emerge in older children or adolescents with ASD, thus limiting the understanding of the full spectrum of co-morbidities associated with ASD.
16. Cerebral palsy patients discovered dead during sleep: experience from a comprehensive tertiary pediatric center.	Ali F, Karatas, Elissa G. Miller, Freeman Miller, Kirk W. Dabney, Steven J. Bachrach, Justin Connor, Kenneth J. Rogers, Laurens Holmes (2013)	As a way to give an in-depth look of the death rate related to children with CP who were found while they slept, a particular cohort form a single centre care facility will be examined.	Mortality rate for the DDDS cases has a significant occurrence of this phenomenon among children with CP. The average age of patients at the time of death 17 years. The study identified a high prevalence of respiratory disorders.	With only 19 cases of DDDS identified, the sample size is relatively small.
17. Risk factors for mortality in patients with CP: A systematic review and meta-analysis	Sarah Aldharman, Fahad Alhamad, Yousef S Almutairi, Saeed Ahmed Alzahrani, A. Alayyaf, Saud Alnaaim (2023)	To investigate the risk factors and accidents those predict and have an impact on death in CP.	The study identified the level of disability, respiratory issues, feeding difficulties, epilepsy, age, and sex are risk factors related with higher mortality rates.	

Discussion:

The Systematic review demonstrates the importance of disability relative to mortality (by considering the effects of co-morbidities on health status). These findings can be discussed across several key themes of mortality risk, co-morbidities, and the critical need for integrated care strategies. Several studies have shown that the mortality risk is significantly higher in PwD compared to persons without disabilities. For example, Majer (2011) found that people with disabilities have a higher mortality risk, with the level of the co-morbidity directly correlating to increased mortality. Similarly, Kuper (2024) highlighted that disabilities affecting mobility and cognitive function were particularly associated with higher mortality rates. This contrasts with people without disability, where mortality rates are more often linked to specific lifestyle choices or chronic diseases, with lesser dependence on functional impairments.

One of the most impressive findings from this is the incidence of multiple co-morbidities among PwD. Cooper (2015) noted that adults with intellectual disabilities (ID) were more likely to experience chronic physical health issues, such as cardiovascular disease, diabetes, and respiratory conditions, alongside mental health issues such as depression and anxiety. The significant frequency of physical and mental co-morbidities in PwD emphasizes the need for a more integrated approach to healthcare, addressing both physical and mental health concurrently. In contrast, people without disability are still vulnerable to these conditions, generally experiences them in isolation or with a lower cumulative impact also prone to similar illnesses, they tend to strike alone or have a less severe cumulative effect. Co-morbid neurological disorders were frequently observed in children with developmental disabilities, particularly in conditions such as autism spectrum disorder (ASD) and cerebral palsy (CP). Burns (2023) demonstrated that persons with ASD and co-morbid intellectual disability are at a high risk of death. Similarly, Ali (2013) found that respiratory disorders were a key cause of death among persons with CP.

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An interesting gendered aspect of the data emerges in the findings of Mitra (2021), who identified significantly high rates of severe morbidity and mortality during pregnancy with intellectual and developmental disabilities (IDD) compared to non-disabled women. This underscores the compounded risks faced by women with disabilities during pregnancy, with socioeconomic factors and access to appropriate healthcare being particularly critical contributors. In the general population, maternal morbidity is less impact by disability and more by factors such as age, pre-existing conditions, and access to prenatal.

The COVID-19 pandemic exposed stark differences in mortality outcomes between PwD and non-disabled populations. Studies such as Landes (2022) and Weaver (2023) illustrate the disproportionate burden of COVID-19 mortality among PwD, particularly those with IDD. These individuals not only have high mortality rates due to COVID-19 but also experienced greater rates of pre-existing health conditions that exacerbated their vulnerability. This contrasts with non-disabled populations, where COVID-19 outcomes were more strongly associated with advanced age and pre-existing health conditions, but not necessarily disability status itself.

Conclusion:

There is a complex interplay between disability, co-morbidities, and mortality risk. Studies underscore the need for targeted interventions, improved healthcare access, and robust social support systems to reduce disparities and improve the quality of life for individuals with disabilities. The study reveals a stark and multifaceted landscape of challenges faced by individuals with disabilities, particularly concerning their heightened causes of mortality and the prevalence of co-morbidities. The evidence highlights the critical need for comprehensive healthcare strategies that integrate physical, mental, and social care to effectively bring up the unique needs of vulnerable population. Individuals with disabilities, particularly those with severe conditions, are disproportionately affected by a range of health risks, including higher death rates, co-existing physical and mental health conditions. These challenges are compounded by socioeconomic factors, limited access to quality healthcare, and systemic barriers that increases their vulnerability.

Suggestions:

To mitigate these risks, there is an urgent need for targeted interventions that prioritize early identification and management of co-morbidities, especially in children with specific learning disorders and adults with intellectual disabilities. Additionally, specialized care for women with disabilities during pregnancy and childbirth, as well as robust protections for individuals with disabilities during public health emergencies, must be integral components of healthcare planning. This study gives a call for a paradigm shift in how healthcare systems and society approach the care and support of individuals with disabilities. By addressing the interconnected challenges of disability, co-morbidities, and mortality through integrated, patient-centered care, we can improve health outcomes, reduce disparities, and enhance the quality of life for this underserved population. This study suggests that addressing the healthcare needs of this population requires a multidisciplinary approach that considers the full spectrum of their health and social needs. Policymakers, healthcare providers, and researchers must collaborate to develop and implement strategies that bring up these challenges and promote health equity for this vulnerable population.

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Contribution of Shree Warana Co-operative Bank in Economic Development

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Abstract:
Sahakar Maharshi Late. Tatyasaheb Kore established Shree Warana Co-operative Bank in the year 1966. In the early days, the area of operations of Shree Warana Co-operative Bank was limited to Warana Valley. But currently more than forty branches of Warana Co-operative Bank are functioning across the Maharashtra State so the area of operation of Warana Co-operative Bank is very wide. Also, by expanding its branches, the bank has increased the number of member to a great extent. Saving has been collected on a large scale by encouraging saving. Along with this, this bank has achieved great success in lending and investing.

That is why the contribution of Shree Warana Co-operative Bank in economic development is huge. In the financial year 2020-21, the total number of members of Warana Co-operative Bank in A and B category was 27853. Then it increased to 32115 in financial year 2022-23. Also in the financial year 2020-21, the bank was collected total deposits of current, saving and fixed deposits of Rs. 938.54 crores. While in the financial year 2022-23, deposits have collected up to 948.06 crores. Along with this, Warana Bank's short, medium and long term total was Rs. 598.86 crores in 2020-21 and it was Rs. 584..91 crore in 2022-23. Warana Bank has invested a total of Rs. 348.04 crore and Rs. 346.65 crore in various sectors in FY 2020-21 and 2022-23 respectively. Warana Co-operative Bank has learned a profit of Rs. 4.78 crores in 2022-23 as a bank business. Warana Co-operative Bank hasmade good progress in business as on 31 st March 2023 the total business of the bank is more than Rs. 1532.11 crores.

Key Words: Warana, Co-operative, Bank, Economic, Development, Members, Deposits, Loan, Investment, Revenue, Expenditure, Profit.

Introduction:

Sahakar Maharshi Late.Tatyasaheb Kore established Shree Warana Sahakari Bank in the year 1966. The Shree Warana Sahakari Bank was set up to provide loans to farmers in the Warana Valley for the purpose of making agricultural implements, seeds, fertilizers, pesticides easily available for agriculture development. Loans are also being distributed for vehicle purchaseand house construction. Therefore, the contribution of Warana Co-operative Bank in the overall economic development is huge.

Objectives of the Study:

1. To study trends in members of Shree Warana Sahakari Bank.
2. To study the collection of deposits of Shree Warana Sahakari Bank.
3. To analyze the supply of loan of Shree Warana Sahakari Bank.
4. To study the Investment of Shree Warana Sahakari Bank.

Research Methodology:

This research paper has studied the numbers of members, deposits collection, loan supply and investment of funds, revenue, expenditures and profit, various types of capital, NPA ratio of Shree Warana Sahakari Bank. The study of components is for a period of three years 2020-2021, 2021-2022, 2022-2023. Therefore, this research paper is based on secondary data. For these various annual reports of Shree Warana Sahakari Banks, Newspapers, Magazines, reference books, internet etc. Have been used. Accurate statistics, percentages, diagrams, graphs etc. are used where necessary.

Hypothesis:

Shree Warana Sahakari Bank has collected a large amount of deposits and provided loans.

Duration:

All the factors which are studied in the said research paper are from the financial year 2020-21 to 2022-23. Briefly the factors of three years period have been studied.

Members of Banks:

The details of total members of Shree Warana Sahakari Bank are Shows in the following table.

Table No.1
Members of Banks

Types of members	2020-2021	2021-2022	2022-2023
"A" Category	25123	25908	26955
"B" Category	2460	4914	5160
Total	**27583**	**30822**	**32115**

Source: Primary Data, March 2024

The table above gives the total number of "A" Category and "B" Category Members of Shree Warana Sahakari Bank. There were 27583 members in 2020-2021, 30822 in 2021-2022 and 32115 in 2022-2023. In the year 2020-2021, the numbers of "A" category members was 25123. In 2021-2022 it was 25908 and in 2022-2023 it was 26955. In the year 2020-2021, the numbers of "B" category members was 2460. In 2021-2022 it was 4914 and in 2022-2023 it was 5160.

The details of the members of Warana Co-operative Bank are given the following Diagram.

Diagram No. 1
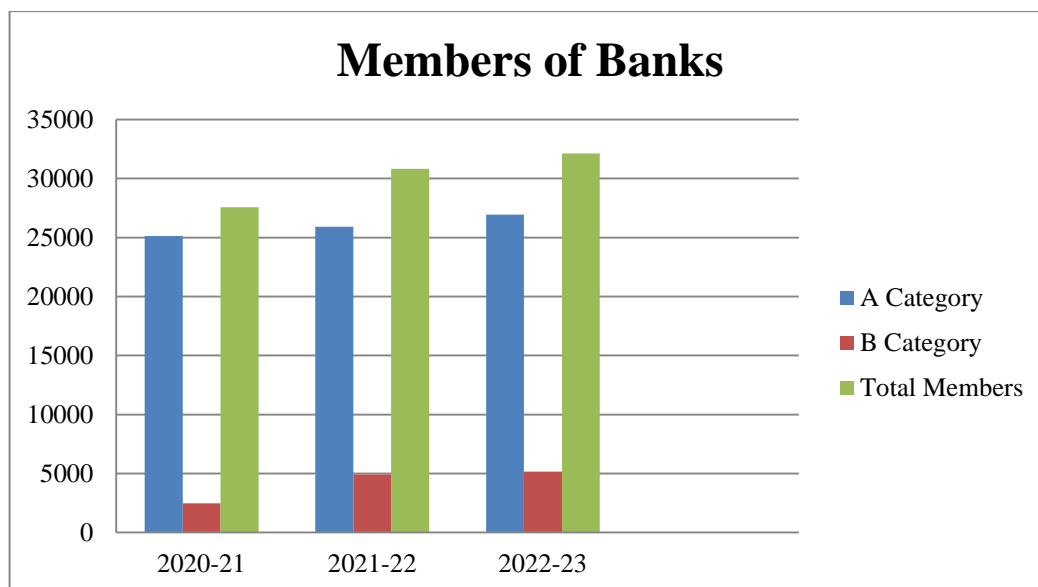
Deposits in Bank (Rs. in Crore):-

Details of deposit collected by Shree Warana Sahakari Bank are given in the table below.

Table No.2
Deposits in Bank (Rs. in Crore):-

Types of Deposit	Year		
	2020-2021	2021-2022	2022-2023
Current	59.21	72.37	66.85
Saving	119.15	141.66	127.2
Fixed	760.18	775.08	754.01
Total	**938.54**	**989.11**	**948.06**

Source: Shree Warana Sahakari Bank Ltd. Warananagar, 58th Annual Report 2022-2023.

Table number 2, shows that Shree Warana Sahakari Bank has developed the collection of current deposits, saving deposits and fixed deposits.The total current, saving and fixed deposits is in 2020-21 is 938.54, 2021-2022 is 989.11 and 2022-23 is 948.06 crore.Current deposits in 2020- 2021, 2021-2022 and 2022-2023 were Rs. 59.21, 72.37 and 66.85 crores respectively. Saving deposits in the same year 119.15, 141.66 and 127.20 respectively. Also, fixed deposits in the same year 760.18, 775.08 and 754.01 crores respectively.

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The details of deposits in Warana Co-operative Bank for the financial year 2022-23 are illustrated by the following diagram.

Diagram No. 2
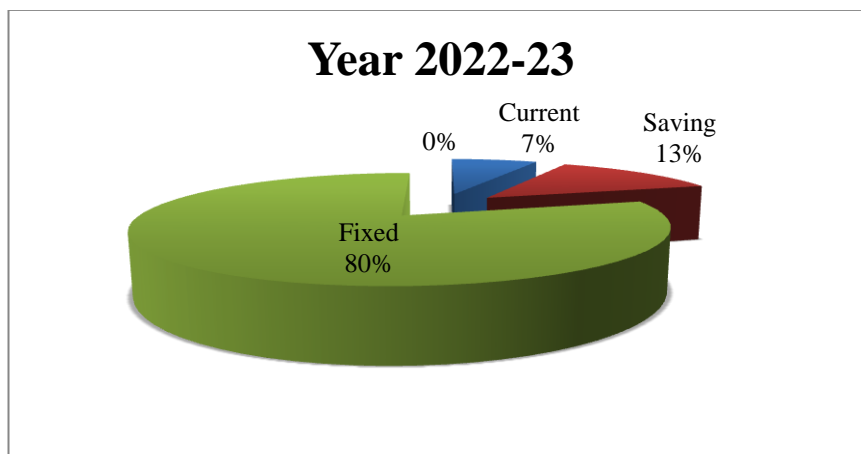
Year 2022-23

Loans supply of Bank (Rs in crores):-
The details of loan provided by Shree Warana Sahakari Bank are given in the table distributions of Loans.

TableNo.3
Loans supply of Bank (Rs in crores):

Types of Loan	Year		
	2020-2021	**2021-2022**	**2022-2023**
Short Period	256.28	283.28	269.55
Medium Period	224.04	211.55	183.41
Long Period	118.54	133.21	131.95
Total	**598.86**	**628.04**	**584.91**

Source: Shree Warana Sahakari Bank Ltd. Warananagar, 58th Annual Report 2022-2023.

Table number 3 shows clears that Shree Warana Sahakari Bank has tried to solve the problems many people by providing the loans under the facility of shortperiod, medium and long period of repaying. The total loans provided under the facilities of short, medium and long period is such as in 2020-21 is 598.86, in 2021 -22 is 628.04 and 2020-21 is 584.91 crores.

Short term loan supply in 2020-2021, 2021-2022 and 2022-2023 is Rs.256.28, 283.28 and Rs. 269.55. crores respectively. 224.04 crores, 211.55 crores and 183.41 croresrespectively in the same years, the medium term loan supply. Long period loansupply in 2020-2021, 2021-2022 and 2022-2023 is Rs. 118.54, 133.21 and 131.95 crore respectively.

The details of loan supply by Warana Co-operative Bank are given in the following diagram.

Diagram No. 3

Types of Loans

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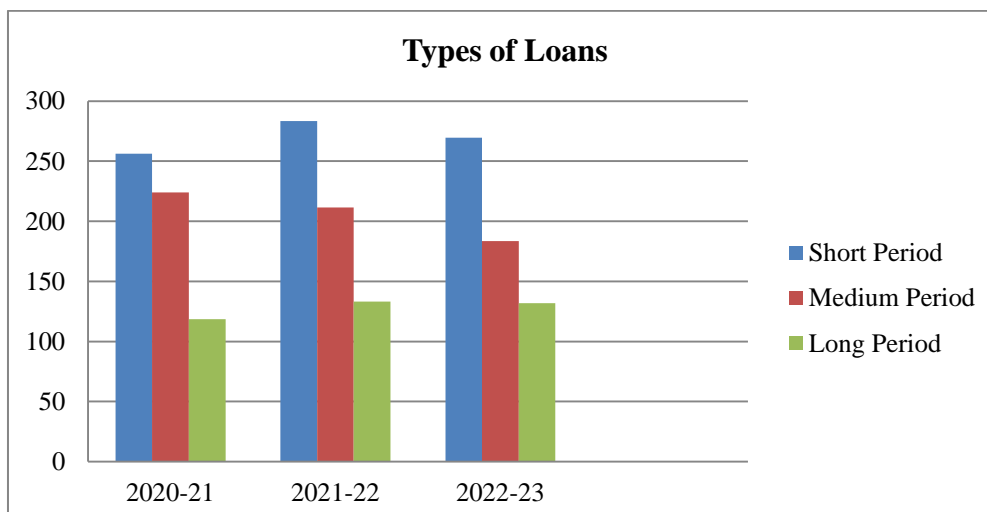
Investment of Bank: (Rs. In Crore)

Shree Warana Sahakari Bank has used its own funds for investing in various sectors. The details are given in the following table.

Table No. 4
Investment of Bank: (Rs. In Crore)

Types of Investment	Year		
	2020-2021	**2021-2022**	**2022-2023**
S.L.R.	214.51	222.54	207.4
Other	0.02	20.55	40.46
Inter Bank deposits (MSC, DCC, other)	133.51	127.95	98.65
Total	**348.04**	**371.04**	**346.65**

Source: Shree Warana Sahakari Bank Ltd. Warananagar, 58th Annual Report 2022-2023.
From the table number 4 show that Shree Warana Sahakari Bank has invested

Deposits at bank and stock of Central Government and State governments. The total amount investment in 2020-21 is 348.04 crore, in 2021-22 is the amount 371.04 and in 2022-23 is 346.65 crore. In shortly the varieties have been interested whilein investment of capital by Shree Warana Sahakari Bank. Shree Warana Sahakari Bank has invested Rs. 214.51, 222.54 and 207.40 crores in government bond and shares in the 2020-2021, 2021-2022 and 2022-2023 respectively. Also, the amount of interbank deposits was Rs. 133.51, 127.95 and 98.65 crores respectively.

The details of fund investment by Warana Co-operative Bank are given in the following diagram.
Diagram No. 4
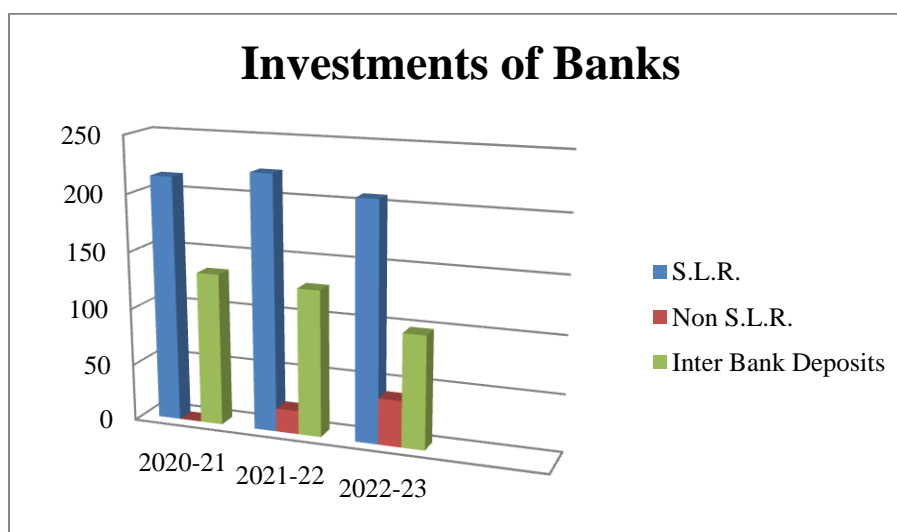
Revenue, Expenditure and Profit: (Rs. In Crore)

The Shree Warana Sahakari Bank has been making a profit every year due to high returns and low expenditure.

Table No.5
Revenue, Expenditure and Profit: (Rs. In Crore)

Particulars	Year		
	2020-2021	**2021-2022**	**2022-2023**
Revenue	96.89	94.38	86.16
Expenditure	92.14	89.62	81.38
Profit	**4.75**	**4.76**	**4.78**

Source: Shree Warana Sahakari Bank Ltd. Warananagar, 58th Annual Report 2022-2023.

Table number 5 show that Shree Warana Sahakari Bank has been profit. The Bank profit is in 2020-21 is 4.75 crore. In 2021-22 is 4.76 crore and in 2022-23 is 4.78 crore. Shree Warana Sahakari Bank has earned Rs. 96.89 crores, Rs. 94.38 crores, Rs. 86.16 in the year 2020-2021, 2021-2022 and 2022-2023 respectively. And the expenditure ratio in the same year was 92.14, 89.62 and 81.38 crores respectively.

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The revenue, expenditure and profit of Warana Co-operative Bank are illustrated by the following diagram.

Diagram No. 5
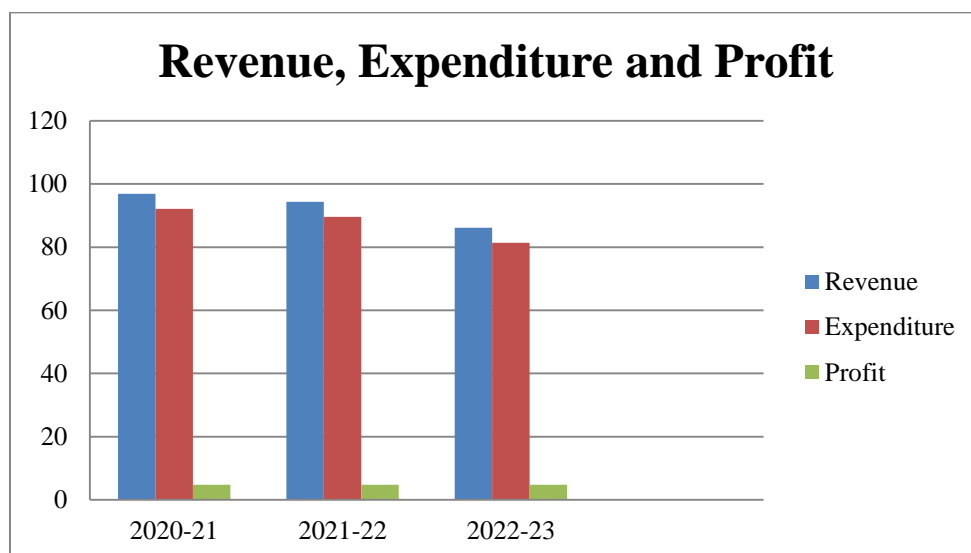
Capitals of Bank (Rs. In Crore)

The following table shows the details of different types of capital in Shree Warana Sahakari Bank.

Table No. 6

Capitals of Bank (Rs. In Crore)

Particulars	Year		
	2020-2021	**2021-2022**	**2022-2023**
Recovered Share Capital	35.45	35.88	36.89
Reserve Fund	76.85	77.88	81.19
Playing Capital	1067.25	1122.71	1083.81
Adequate Capital	12.61%	12.34%	12.56%
NPA	4.95%	4.06%	3.78%

Source: Shree Warana Sahakari Bank Ltd. Warananagar, 58th Annual Report 2022-2023.

From the table above it is clear that in 2020-21, 2021-2022, 2022-23, there was significant increase in recovered share capital, reserve fund and working capital. The ratio of Non-performance Assets of Shree Warana Sahakari Bank was 4.95 % in 2020-21.

In 2021-2022, the proportion reached 4.06 %. It was 3.78 % in 2022-23. In 2020-2021 the amount of recovered share capital, Reserve fund, playing capital and adequate capital was 35.45, 76.85, 1067.25, 12.61% crores respectively. In 2021-2022 the amount of recovered share capital, Reserve fund, playing CapitaLand adequate capital was 35.88, 77.88, 1112.71, 12.34% crores respectively. In 2022-23 the amount of recovered share capital, Reserve fund, playing capital and adequate capital was 36.89, 81.19, 1083.81, 12.56 % crores respectively

Conclusion:

1. In the year 2022-2023, out of the total members of Shree Warana Sahakari Bank, the members in Category "A" were 83.93 % and the members in Category "B" were 16.07%.
2. Out of the total deposits of Shree Warana Sahakari Bank in the year 2022-2023, current deposits constitute 7.05 %, saving deposits constitute 13.41 % and fixed deposits constitute 79.54 %.
3. Short term loans account for 46.09 %, the Medium term loans ratio is 31.35 %, the Long term loans ratio is 22.56 % of the total loan distributed by Shree Warana Sahakari Bank in the year 2022-2023.
4. In the year 2022-2023, 59.82 % of Shree Warana Sahakari Bank's total investment has been made in government securities and 28.45 % investment in interbank deposits. Also 11.73% investment is made in other sectors.
5. The profit margins of Shree Warana Sahakari Bank for the years 2020-21, 2021-2022 and 2022-23 are Rs. 4.75 crore, Rs. 4.76 crore and Rs. 4.78 crore respectively.
6. In the year 2022-2023, the total revenue were Rs. 86.16 crores.
7. In the year 2022-2023, the total expenditure was Rs. 81.38 crores.
8. The capital adequacy ratio of Shree Warana Sahakari Bank was 12.61 %, in 2020-21, 12.34 %, in 2021-22 and 12.56 % in 2022-23.
9. NPA were 4.95 % in 2020-21, 4.06 % in 2021-2022 and 3.78 % in 2022-2023.

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10. The average interest rate paid on deposits in the financial year 2022-23 was 5.45 percentages.

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Global Market Dynamics and Domestic Policy Effects on Stock Performance of Major Indian Metal Companies

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Abstract:

The Indian metal sector, pivotal to the nation's industrial framework, includes major players such as Tata Steel, SAIL, JSW Steel, Hindalco, NMDC, and Jindal Steel. This study explores how global financial market trends and domestic policy changes impact the stock performance and financial health of these key companies. With a focus on the period from January to August 2024, the research investigates the effects of global economic shifts, particularly those driven by China, and examines the repercussions of India's domestic regulatory environment on the metal industry.

The study employs both quantitative and qualitative methodologies, analyzing stock performance data from financial databases and macroeconomic indicators, including raw material prices and currency exchange rates. It also considers global financial trends, such as China's monetary policies and geopolitical tensions, alongside domestic regulatory developments, such as changes in mining royalties and increased production costs. Findings indicate that global economic trends, especially China's policy adjustments, have significantly influenced metal prices and stock performance. Simultaneously, domestic policy changes, including legal rulings on mineral rights and rising energy costs, have posed challenges to profitability. The paper concludes with strategic recommendations for enhancing financial resilience and navigating the complexities of a rapidly evolving financial environment, offering valuable insights for investors, policymakers, and industry stakeholders.

Keywords: Profitability, Cost, Returns, Net Profit, Benefit-Cost Ratio, and Goat Rearing

Introduction:

The Indian metal industry, particularly the steel sector, is one of the country's largest industries, providing essential support for infrastructure, manufacturing, and construction activities. Major players such as Tata Steel, SAIL (Steel Authority of India Limited), JSW Steel, Hindalco, NMDC (National Mineral Development Corporation), and Jindal Steel are integral components of India's industrial landscape. Their performance is heavily influenced by both international market trends and domestic regulatory developments, including tax policies, mining royalties, and trade agreements.

In recent years, global market fluctuations—such as those triggered by China's economic policies, changes in raw material prices, and geopolitical tensions—have significantly impacted the metal industry. Concurrently, legal and regulatory developments within India, particularly rulings on mineral rights and domestic mining policies, have added further complexity to the financial sustainability of these companies.

This paper analyzes the financial performance of six major Indian metal companies, exploring how global financial trends and domestic regulations shape their stock performance. The objective is to assess how these companies are responding to challenges, including rising production costs, demand variability, and regulatory hurdles, and to provide strategic recommendations for maintaining financial stability.

Objectives:

1. To assess the stock performance of Tata Steel, SAIL, JSW Steel, Hindalco, NMDC, and Jindal Steel from January to August 2024.
2. To identify global financial trends and market dynamics affecting the metal industry.
3. To evaluate the impact of changes in international policies, raw material prices, and inflation on the performance of these companies.
4. To provide strategic recommendations for enhancing financial resilience and sustainability in the metal industry.

Methodology:

The research employed a combination of quantitative and qualitative methodologies to analyze stock performance and market trends. Data was collected from the following sources:

Stock Market Data: The stock performance of Tata Steel, SAIL, JSW Steel, Hindalco, NMDC, and Jindal Steel was obtained from financial databases such as the National Stock Exchange (NSE) and the Bombay Stock Exchange (BSE). Daily and monthly closing prices were analyzed from January to August 2024.

Macroeconomic Indicators: The study considered key macroeconomic indicators, including raw material prices (iron ore, coal, and aluminum), interest rates, inflation, and currency exchange rates. Data was gathered from sources such as Bloomberg, Money control, and Reuters.

Global Financial Trends: An analysis of global financial market trends—particularly China's monetary policy, changes in commodity demand, and the effects of geopolitical tensions—was conducted using news reports, expert opinions, and industry research from sources like Business Today and Mint.

Statistical Analysis: The study utilized regression analysis, correlation analysis, and time-series analysis to identify the relationships between financial trends and stock performance.

Global Financial Trends Impacting Indian Metal Stocks

China's Influence on the Global Metal Market

China plays a critical role in determining global metal prices due to its position as the largest consumer of metals. In 2024, China implemented significant monetary policy changes, including a reduction in its reserve requirement ratio (RRR) by 50 basis points. This action injected approximately $140 billion into its economy, aimed at stabilizing the country's real estate sector and boosting domestic consumption. The result was a rise in demand for steel and raw materials, such as iron ore and aluminum, which had a positive impact on global metal prices.

The Nifty Metal Index saw an increase of over 3% following China's policy changes, with major companies like Tata Steel and JSW Steel witnessing substantial gains in their stock prices. Tata Steel, which operates in both domestic and international markets, saw a stock price increase of nearly 4%, while SAIL and JSW Steel followed with similar upward trends. This movement was driven by the anticipated rise in infrastructure development within China, further boosting demand for metals in global markets.

Impact on Raw Material Prices

Raw material prices have a direct impact on the profitability of metal companies. Hindalco and NMDC, which are heavily involved in the mining of raw materials such as bauxite and iron ore, saw significant benefits from rising global demand. For instance, Hindalco's stock price rose as demand for aluminum increased in key sectors like automotive and aerospace. Similarly, NMDC experienced a boost due to rising iron ore prices.

However, these benefits were partially offset by rising energy costs, which affected the overall profitability of companies involved in the extraction and processing of raw materials. Tata Steel, SAIL, and NMDC—firms that rely on domestic production and global supply chains for raw materials—faced cost pressures due to escalating energy prices and inflation.

Domestic Policy Challenges

Legal Rulings on Mining Royalties

In 2023, the Indian Supreme Court allowed state governments to impose taxes on mineral rights, which significantly increased the financial burden on companies involved in mining operations, including Tata Steel, SAIL, and NMDC. The ruling increased the cost of extracting raw materials, such as iron ore and coal, impacting profitability. Integrated producers like Tata Steel, which handle everything from mining to manufacturing, faced higher operational costs as a result of these increased royalties.

JSW Steel and Jindal Steel, on the other hand, were less affected by the ruling since they rely more on outsourced raw materials rather than in-house mining operations.

Increased Production Costs

The Indian steel industry is heavily reliant on imported coking coal, a key component in steel production. Rising global energy prices and disruptions in supply chains due to geopolitical tensions—such as the conflict in Ukraine—have significantly increased the cost of coking coal, adding to the production costs of Indian steel companies.

SAIL, NMDC, and Tata Steel, which depend on both domestic production and global supply chains, experienced declining profit margins due to higher input costs. The increase in mining royalties compounded these challenges, particularly for companies with large domestic operations.

Analysis of Stock Performance

The financial performance of the key metal companies was analyzed based on stock price trends from January to August 2024.

Company	Jan 2024	Feb 2024	Mar 2024	Apr 2024	May 2024	Jun 2024	Jul 2024	Aug 2024	% Change (Jan-Aug)
Tata Steel	₹107.50	₹112.80	₹118.60	₹117.20	₹121.00	₹125.50	₹122.30	₹129.40	20.38%
SAIL	₹88.30	₹93.10	₹96.40	₹94.70	₹97.60	₹99.80	₹98.30	₹105.00	18.92%
JSW Steel	₹703.50	₹725.60	₹742.90	₹738.40	₹765.20	₹780.00	₹773.50	₹810.80	15.28%
Hindalco	₹480.40	₹495.20	₹505.30	₹498.70	₹520.90	₹534.80	₹529.60	₹540.50	12.52%
NMDC	₹155.10	₹161.90	₹169.20	₹166.50	₹174.20	₹178.40	₹174.90	₹185.30	19.47%
Jindal Steel	₹443.60	₹461.80	₹473.20	₹466.30	₹485.90	₹499.00	₹493.70	₹515.80	16.26%

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% Change (Jan-Aug)

	Tata Steel	SAIL	JSW Steel	Hindalco	NMDC	Jindal Steel
% Change (Jan-Aug)	20.38%	18.92%	15.28%	12.52%	19.47%	16.26%

■ % Change (Jan-Aug)
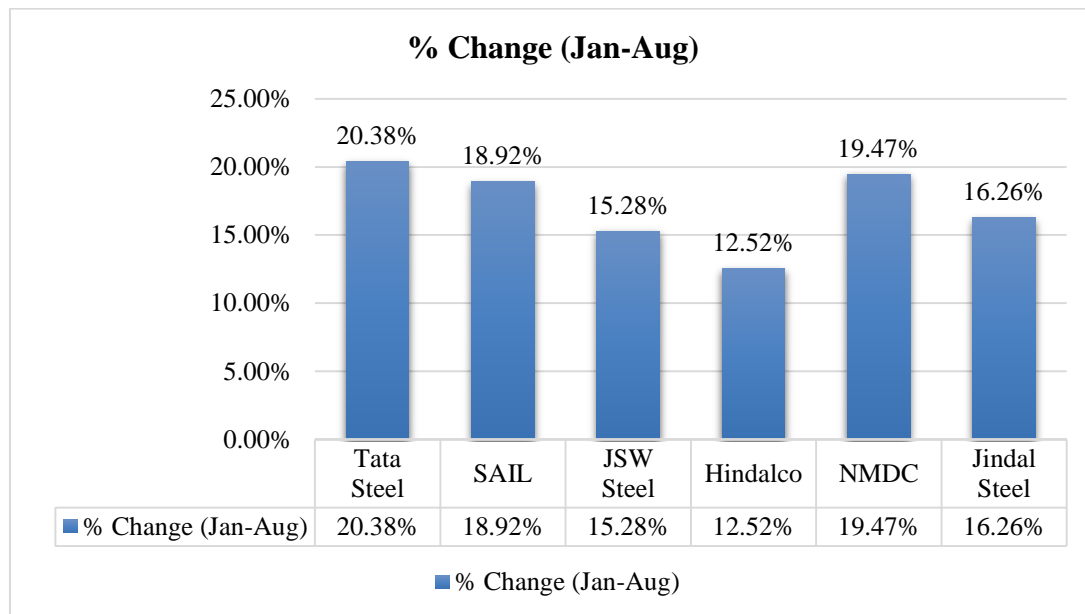
Findings:

Positive Stock Performance: All six companies exhibited strong growth from January to August 2024, with Tata Steel, SAIL, and NMDC leading in percentage gains.

Global Dependence: China's economic policies, particularly regarding infrastructure development, played a critical role in boosting the demand for metals and, subsequently, the stock performance of these companies.

Domestic Regulatory Pressures: The Supreme Court ruling on mineral royalties and rising energy costs significantly affected profitability, particularly for integrated producers like Tata Steel and SAIL.

Volatility Due to External Factors: Geopolitical tensions and supply chain disruptions, particularly in the energy sector, contributed to fluctuations in

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Vishal Rajendra Nimbolkar, Dr.B. Eswaran

An Evaluation of the Socio-Economic Progress of the Satara District with Particular Attention on Karad Tehsil

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Abstract:
This investigation focuses on the socioeconomic growth of the Satara district, specifically on Karad Tehsil. The study assesses factors such as the economy, healthcare accessibility, and education quality to determine development indicators. Primary and secondary data are analyzed to understand the strength of economic sectors like industry, services, and agriculture in the region. Government policies play a crucial role in poverty reduction, rural development, and job creation. Community engagement is essential for sustainable development. Disparities in development levels are observed among different tehsils, with factors like education, work participation, and healthcare facilities impacting development. While some tehsils face challenges due to limited economic diversification, others show high development potential based on economic activity, infrastructure, healthcare, and education provision, agricultural productivity, and community involvement.

Key Words: Socio-Economic, Development, Composite Index, Literacy Rate.

Introduction:

The western Maharashtra district of Satara is renowned for its historical significance, cultural diversity, and agricultural production. Karad is one of its most important tehsils because of its advantageous location, lush terrain, and thriving economy. The phenomenon of development is intricate. Socioeconomic development is the process of enhancing society's social and economic facets. Socioeconomic development is the process by which social life and economic activity are linked. According to NEPAD (New Partnership for Africa's Development), socioeconomic development is the continuous improvement of people's well-being and level of living. The socioeconomic advancement of a place is directly reflected in the quality of life of its citizens. People's quality of life is impacted by the accessibility of resources such as education, health care, and other services.

Economic growth, female literacy, literacy rates, educational attainment, the quality of health services, etc. are the primary components of socioeconomic progress. Socioeconomic growth needs to pick up speed in order to accomplish sustainable development and the abolition of poverty. A region's evolution in space and time can be understood by (i) calculating the changes in the parameters of development's distribution between two points in time, and (ii) looking at the distribution pattern that is in place at the moment. Development can be defined as the gradual enhancement of an existing state or a desired direction changed at a desired pace. Any region's socioeconomic growth is influenced by a variety of factors, including the level of living in the community, per capita income, labor participation rate, and literacy.

In this investigation, an effort has been made to look into the socioeconomic growth of the Satara district. When assessing the socioeconomic development of a study region, a number of important factors are taken into consideration, including the status of the economy, the accessibility of healthcare, and the quality of education. Keeping in mind the aforementioned fact, indicators have been selected to assess the socioeconomic development in the research area. When selecting the indicators, factors such as their significance, relevance, accuracy, and availability of data in the study area are taken into account. This assessment is centered on the socioeconomic development of Satara district, specifically concentrating on Karad Tehsil.

Study Area:

The western part of the state of Maharashtra is home to the Satara district. This district has 22 towns, 1739 villages, and 11 tehsils, according to the 2011 census. The district is 10,480 square kilometers in total size. This district is bounded to the north by Pune, to the east by Solapur, to the south by Sangli, and to the west by Raigarh and Ratnagiri.
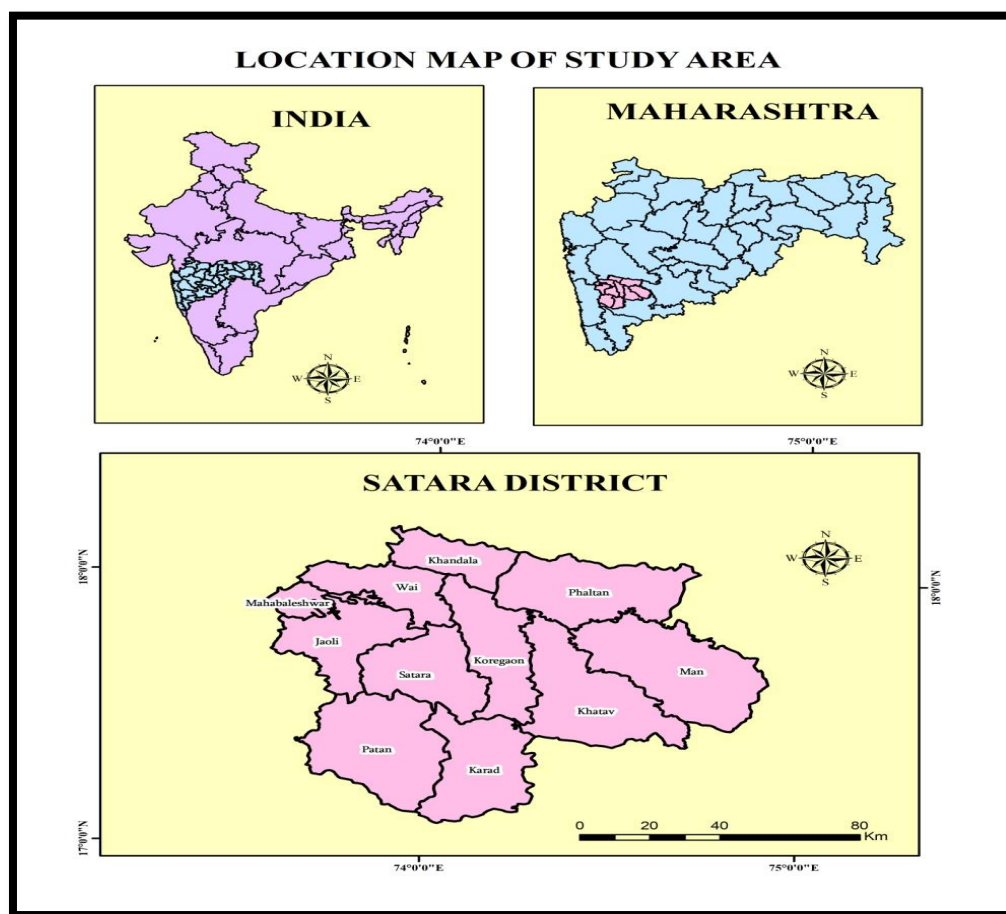
Fig. 1 Location Map of Study Area

Objectives:
1. To examine the socioeconomic development of the people living in the Satara district.
2. To evaluate the state of development in the research area.

Database and Methodology:
The present study depends on primary and secondary data. The Satara district socioeconomic abstract, the district statistics handbook, the Satara district census, and other sources provided tehsil-specific data for this study. The Satara district's socioeconomic growth has been examined by gathering data at the tehsil level on a number of indicators. Ten factors, or indicators, have been selected in order to assess the socioeconomic development of the study area. To provide the intended results, the collected data has been appropriately structured, collated, and statistically analyzed. Interviews were used to gather primary data for a subset of five villages in the Karad tehsil. Systematic sampling technique was applied for data collection every third house was considered for data collection.

A) Composite Index Method
The socioeconomic development in the study area has been assessed using the composite index approach. The composite index was created by taking into consideration tehsil level data from multiple indicators. Bias has been removed by the use of the normalizing procedure. For the purpose of normalization, the division of the observations by mean for each indicator approach suggested by Kundu (1980) has been somewhat modified.

The observation of each indicator has been divided by its shared mean value without affecting its relative position within the tehsil. This transformation has no effect on the dispersion of the variables because it maintains the coefficient of variation of the original series as either a standard deviation or the coefficient of variation of the transformed series.

One of the better methods for determining development levels is the composite index, which is used for both village and tehsil level data in the study region (Patan tehsil and Satara district). Ten indicators are utilized for secondary data analysis and five indicators are used for primary data analysis in order to fulfill these objectives. The tehsil and village levels of development are analyzed using the following specific indicators.

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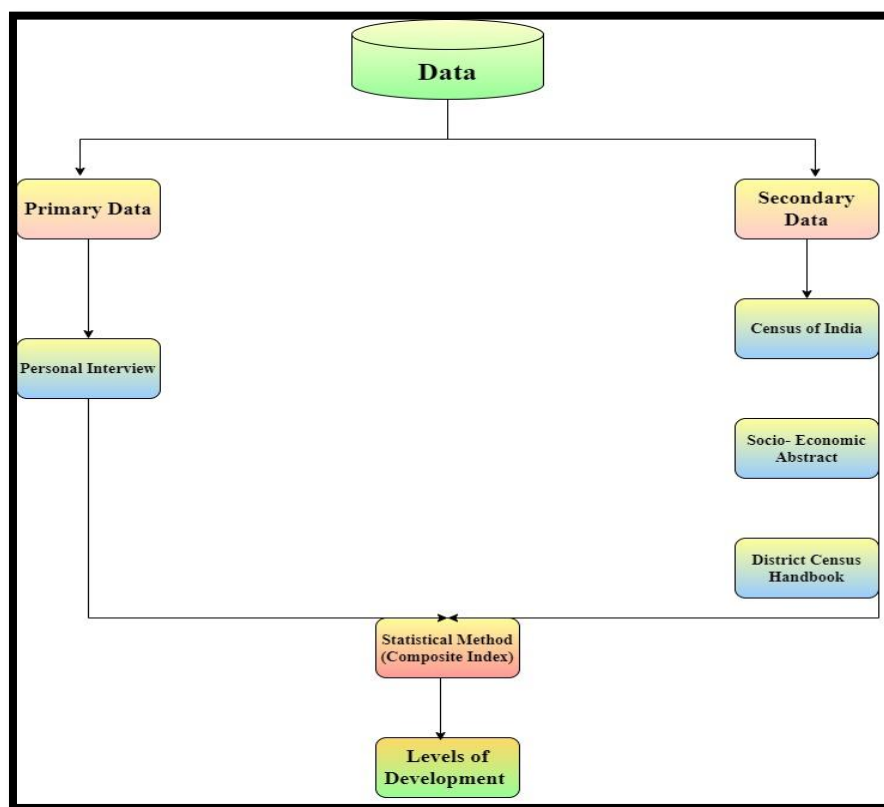
Fig. 2 Systematic Flowchart of Research Methodology

B)   List of Selected indicator/variables (for secondary data analysis)

The list of indicators/variables used for the tehsil level data analysis the socio-economic development in Satara district is as follows.
1)   Percentage of total literacy
2)   Percentage of male literacy
3)   Percentage of female literacy
4)   Work participation rate
5)   Percentage of families with above poverty line (APL)
6)   Total number of primary school
7)   Total number of secondary school
8)   Total numbers of senior college
9)   Total numbers of primary health center (PHC)
10) Total numbers of hospitals

C) List of Selected indicator/variables (for primary data analysis)

The list of indicators/variables used for the analysis the socio-economic development in villages of Karad tehsil is as follows.
1)   Percentage of total literacy
2)   Percentage of male literacy
3)   Percentage of female literacy
4)   Work participation rate
5)   Percentage of families with above poverty line (APL)

Socio-Economic Development in Satara District (2001)

The entire development of the region is determined by the strength and diversity of its economic sectors, which comprise industry,

services, and agriculture. Satara is well-known for its agriculture, particularly for its grape and sugar production. Providing top-notch education and skill-development programs helps to create a skilled labor force, which is essential for economic growth. Access to healthcare services and a population in good health are essential for overall development. Public health initiatives, clinics, and hospitals are a few instances of this. The acts and policies of the local, state, and federal governments have a significant impact on the socioeconomic development of a region. This includes programs designed to lessen poverty, develop rural areas, and create jobs.

Sustainable development depends on community engagement, which includes include local communities in the decision-making and implementation processes. According to data from the 2001 census, Satara district, Mahabaleshwar, Jaoli and Khandala tehsils have lower levels of development than other tehsils due to a lower number of schools, a lower work participation rate, and fewer health care facilities. Tehsils with moderate development include Wai, Man, Koregaon, Phaltan, and Khatav. Due to their high rates of employment, Patan, Karad, and Satara tehsils have more access to healthcare, educational, and school facilities than other tehsils. There are more people living in urban areas, and the aforementioned tehsils offer the most road, commercial, and employment prospects.

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Table 1

Sr. No.	Tehsil Name	Composite Index	Development Category
1	Mahabaleshwar	7.32	Low
2	Jaoli	7.81	Low
3	Khandala	7.88	Low
4	Wai	8.21	Moderate
5	Man	8.79	Moderate
6	Koregaon	9.57	Moderate
7	Phaltan	10	Moderate
8	Khatav	10.25	Moderate
9	Patan	10.92	High
10	Karad	12.57	High
11	Satara	13.37	High

Satara District: Composite Index (2001)
Source: *Socio-economic Abstract of Satara District, 2001*
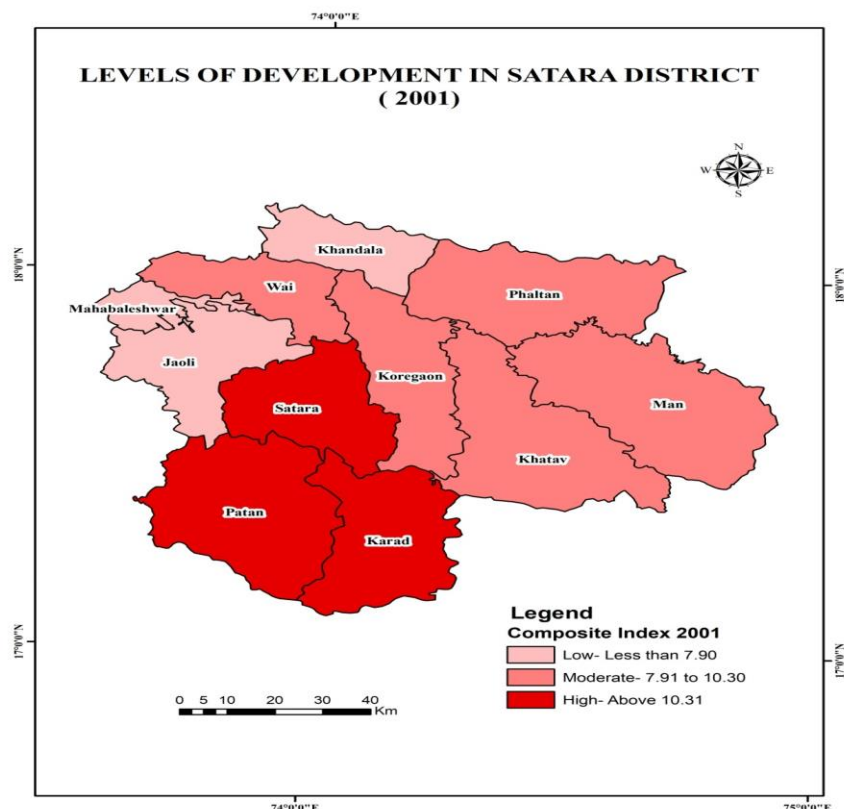
Fig. 3 Levels of Development in Satara District (2001)

Socio-Economic Development in Satara District (2011)

Geographical limitations keep Mahabaleshwar and Khandala tehsils in the low development category, according to 2011 data. Limited economic activity An area's economic base has a big impact on how it develops. If Mahabaleshwar and Khandala rely heavily on tourism and have little economic diversification, they may face challenges during off-seasons or economic downturns. Mahabaleshwar and Khandala tehsils have inadequate resources for healthcare and education. Inadequate access to these services in Mahabaleshwar and Khandala could have an effect on the region's overall well-being and human development indices. The tehsils of Karad, Patan, and Satara may see high development as a result of economic activity, infrastructural development, government initiatives, the provision of healthcare and educational facilities, agricultural productivity, an environment that encourages entrepreneurship and business, community involvement, and the potential for tourism.

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Table 2
Satara District: Composite Index (2011)

Sr. No.	Tehsil Name	Composite Index	Development Category
1	Mahabaleshwar	7.67	Low
2	Wai	8.61	Low
3	Khandala	8.64	Low
4	Jaoli	8.65	Moderate
5	Man	9.66	Moderate
6	Koregaon	9.95	Moderate
7	Phaltan	10.34	High
8	Khatav	11.07	High
9	Patan	11.81	High
10	Satara	13.1	High
11	Karad	13.72	High

Source: *Socio-economic Abstract of Satara District, 2011*
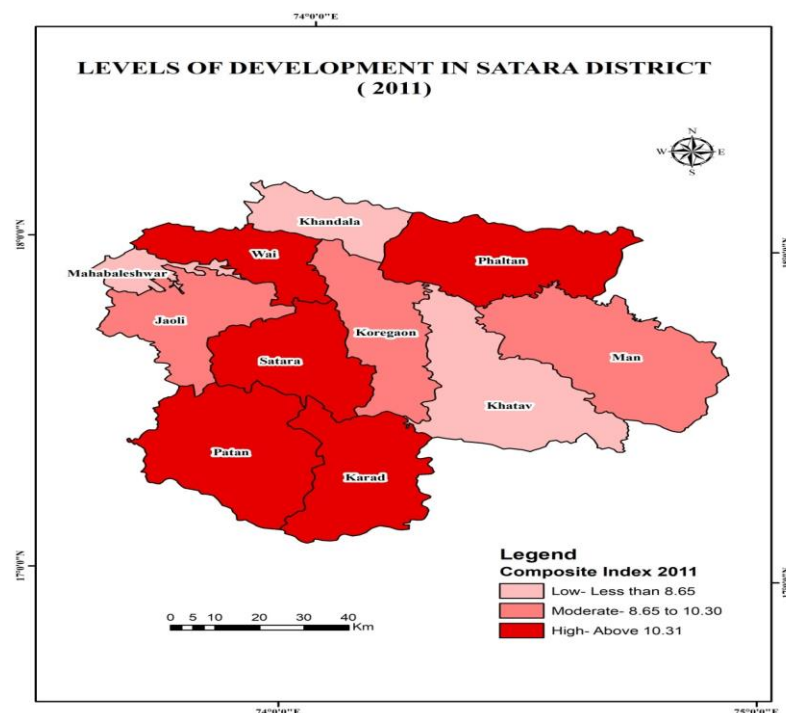
Fig. 4 Levels of Development in Satara District (2011)

Socio-Economic Development in Sample Villages of Karad tehsil (2024)

We selected five sample villages in the Karad tehsil that are heavily involved in the agricultural sector and have access to the greatest number of network and educational facilities. Kale, Masur, Umbraj, Tambave, and Saidapur are well-known for their agricultural practices and network infrastructure. When compared to other communities, Kale Village's literacy and work participation rates are the only ones that place it in the poor development group. Masur and Tambave village in Karad tehsil are classified as moderate; their respective composite index values are 4.18 and 4.77. In comparison to other villages in Karad tehsil,

Umbarj and Saidapur have very high levels of development since they have the greatest rates of literacy, the highest percentage of people working, and very high per capita income. Saidapur and Umbraj villages' high level of development is mostly due to their advantageous position, affluent agriculture, growing infrastructure, booming business and industrial sectors, and capable government. These communities are instances of successful rural development in the area because these elements have produced an environment that is favorable for social and economic advancement. Their development trajectory will probably be sustained and improved if infrastructure, education, and community projects continue to get funding.

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Table 3
Composite Index of Sample Villages in Karad Tehsil (2023)

Sr. No.	Village Name	Composite Index	Development Category
1	Kale	3.45	Low
2	Masur	4.18	Moderate
3	Tambave	4.77	Moderate
4	Umbraj	6.45	High
5	Saidapur	6.99	High

Source: Compiled by Researcher.

Composite Index of Sample Villages in Karad Tehsil (2024)
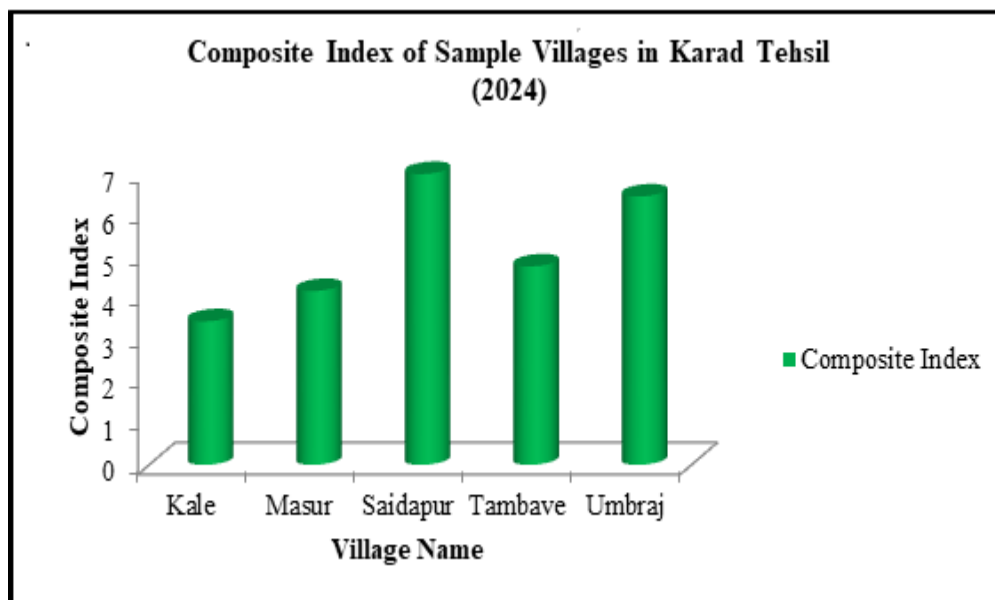
Conclusion:

Satara district, Mahabaleshwar, Jaoli, and Khandala tehsils have lower levels of development than other tehsils, according to data from the 2001 census. This is because there are fewer schools, less health care facilities, and a lower work participation rate. Tehsils Wai, Man, Koregaon, Phaltan, and Khatav are among those with a moderate level of development. Compared to other tehsils, Patan, Karad, and Satara tehsils have more access to healthcare, educational, and school resources because of their high employment rates. The aforementioned tehsils provide the greatest number of highways, commercial opportunities, and employment opportunities. More people live in urban regions. According to data from 2011, geographical constraints maintain Mahabaleshwar and Khandala tehsils in the low development category. Low economic activity has a significant influence on the development of an area's economic base. Economic activity, government initiatives, the provision of healthcare and educational facilities, agricultural productivity, an environment that promotes entrepreneurship and business, community involvement, and the potential for tourism could all lead to high development in the tehsils of Karad, Patan, and Satara found in the study area. In primary sources of data where the maximum facilities are available those areas are highly developed.

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An Overview of Organic Farming

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Abstract:

Organic farming is a special type of sustainable agriculture. In which selective use of nutrients, such as manure, incorporated crop residues, vermicomposting (earthworms), sufficient nutrients to enrich the soil, soil structure, and the sustainable nature of agricultural systems develop excellent soil health objectives. Creating integrated, humane, ecologically sound and economically viable production systems that support the management of ecological and biological processes. Organic farming has many advantages when compared to conventional agricultural techniques. Among other things, organic farming promotes recycling of organic waste, use of renewable energy sources and implementation of appropriate technologies. In recent years, organic farming has become a viable option for ensuring food security, maintaining soil fertility and increasing the soil carbon pool. Organic farming depends on the integration of a variety of agricultural inputs, the rate of use of nutrients and other resources, and the functional capacity of the soil and environment. This article is about social sustainability of organic farming, benefits of organic farming, and types of organic farming. Organic farming is one of the many innovative farming systems that can play an important role in future global food and ecosystem security.

Key Words: Organic Farming, Biological Agriculture, Limits, Importance, Technique Advantages & Types

Introduction:

Organic farming originated as a holistic system to enhance soil fertility, water conservation and biological control of crop pests and diseases. A more recent development, certified organic farming, prohibits the use of most synthetic fertilizers, while allowing organic fertilizers and pesticides. Organic farming offers an alternative to more extensive, high-input farming practices that use synthetic fertilizers, fungicides and pesticides. Based on the idea that soil is a living system, these artificial products are largely excluded from organic farming. Organic farming relies on crop rotation, animal manure, crop residues, green manure and biological control of pests and diseases to maintain soil health and productivity. The value of organic crops is higher than that of conventional crops and the amount of organic crops shows an ever-increasing yield.

Organic farming (OF) refers to the production of crops, animals, and other products without the use of artificial fertilizers and pesticides, transgenic species, or antibiotics and growth-promoting steroids or other chemicals. The principles and practices of Organic farming are expressed in the International Federation of Organic Agriculture Movements' standards of health, ecology, fairness and care. These values are closely embedded in the goals of sustainable agriculture.

Objective of the Study:

1. To Understand the Organic Farming
2. To Study the Advantages & Importance of Organic farming
3. To Study the Techniques of Organic farming
4. To Study the Types & Limits of Organic farming

Research Methodology:

Secondary Data:

The method of using secondary data consisting of books, journals, libraries etc.has been used. The relevant material is collected from the secondary sources. Materials & information collected by legal sources like book on agriculture. Materials are also collected from print and electronic media.

Organic Farming Concept:

Currently, the concept of organic farming has been modified to utilize organic waste products from rural and urban areas, enriched bio products and various bio inoculants. According to the food & agriculture organization FAO, organic farming is a unique production management system that promotes and enhances the health of agro-ecosystems, including biodiversity, biological cycles and soil biological activity, accomplished through the use of site-specific agricultural, biological and mechanical techniques. Goes and destroys all synthetic uses.

In organic farming, soil health and nutrient availability are maintained through local organic inputs, i.e. waste, dung, bio-fertilizers, and crop residues, green manures, followed by crop rotation practices. In organic farming, the use of chemical fertilizers, pesticides and growth regulators is completely prohibited. The threat of disease pests and weeds is controlled by biological measures. Organic farming is the practice of using farm waste and livestock waste while cultivating indigenous varieties for crop production.

Definition: - "Organic agriculture is a production system that sustains the health of soil, ecosystems and people. Rather than using inputs with adverse effects, it relies on ecological processes, biodiversity and cycles adapted to local conditions. Organic agriculture combines tradition, innovation and science to create a shared environment. Benefits and enhances equitable relationships and quality of life for all involved".

Biological Agriculture Works with Nature:

Our understanding of soil microbiology has increased by leaps and bounds over the past two decades. We now understand that microbial organisms in healthy soils (bacteria, fungi, protests, metazoans) have symbiotic relationships with plants and play a vital role in nutrient uptake that optimizes the health and growth of plants.

How does biological agriculture work? First, biological farmers test and then balance their soil by applying a wide range of minerals, beyond the standard nitrogen, phosphorus, and potassium of traditional fertilizers. Moreover, they use mineral forms and carbon-mineral formulations that are less damaging to soil life and less likely to leach or run off into watersheds.

Advantages of Organic Farming:
1. It helps to maintain environment health by reducing the level of pollution.
2. It reduces human and animal health hazards by reducing the level of residues in the product.
3. It helps in keeping agricultural production at a sustainable level.
4. It reduces the cost of agricultural production and also improves the soil health.
5. It ensures optimum utilization of natural resources for short-term benefit and helps in conserving them for future generation.
6. It not only saves energy for both animal and machine, but also reduces risk of crop failure.
7. It improves the soil physical properties such as granulation, good tilth, good aeration, easy root penetration and improves water-holding capacity and reduces erosion.

It improves the soil's chemical properties such as supply and retention of soil nutrients, reduces nutrient loss into water bodies and environment and promotes favourable chemical reactions.

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Types of Organic Farming:
1. **Pure organic farming:-** It involves the utilization of organic manures and biopesticides with complete dodging of inorganic chemicals and pesticides.
2. **Integrated organic farming**:- It includes integrated nutrients and blighter management. It is the kind of farming during which production of crops from natural resources has the whole nutritious price and manages to forestall the crop or plants from the pests.
3. **Integration of various farming systems**:- Integration of various farming systems involves many alternative elements of farming like poultry, mushroom production, goat rearing, and pool at the same time with regular crop elements.

Importance of organic farming:

Nature, through evolution, has created a wonderful ecosystem that is in biological balance. Agriculture is the modification of natural biological activities to achieve specific production goals. Modifications can include mineral elements and synthetic compounds designed to influence yield, control pests and weeds, and change the characteristics of a particular plant or animal crop. These modifications, if modest, may be designated as organic, but if they involve drastic changes such as the use of herbicides, pesticides, or chemical fertilizers, the activity is considered inorganic.

Water, nutrients and catalysts flow between soil, plants or animals and the environment. Unnatural and potentially undesirable contaminants in these systems can, and often do, carry over from contaminated inorganic products to processed products.

The organic farmer's goal is to eliminate contamination of agricultural products with chemicals or compounds that have been shown to be harmful to the health, well-being, and longevity of those who use or come into contact with them.With these products. Organic farming does not guarantee freedom from unnatural toxic or potentially toxic exposure. However, it minimizes the risks.

Organic Technique:

Weed control is best handled by digging the soil monthly for at least a year before planting. This action destroys much of the existing cover and sets the stage for the most effective herbicides available today - the hoe and the human hand. Caregivers must hoe and weed the crop before unwanted plants produce seed or send out rootstocks. Without weed control, yields can decrease by 50% to 80%.

Conventional literature recommends that composting and soil enrichment by adding compost material is essential; this practice is widely practiced. The technique has its roots in long-established agricultural practices that do not qualify as organic by modern standards. All biodegradable

plants are suitable for composting, but should not introduce contaminants.

It is very difficult for the farmer to get seed free and uncontaminated raw plants. For example, kitchen waste is generally considered suitable compost material. If it is not of organic origin, however, it is disqualified. Manure is another common compost material that is regularly added directly to the soil; however, it is impossible for the manufacturer to ensure that it is free from residues and seeds.

Because of the serious practical difficulties in obtaining seed-free, contaminant-free compost material, and the significant effort required to compost material and then apply it to farm soil, this author does not compost unless organic compost material is obtained. . The entire world was once organic, untouched by the hand of man. Technology has provided herbicides, pesticides and other artificial aids in addition to mechanical methods, which cause air, water and soil pollution. If the land is separated from non-organic farming and is pollution-free (ie, remotely located), obtaining certification for organic farming will be relatively easy. If the land is intensively farmed, is along a busy city highway, or is the site of a toxic spill, dump, or other pollution, it will be more difficult to obtain organic certification. Cover crops are another frequently used technique for soil conservation and nitrogen fixation.

Obtaining unadulterated seed is almost impossible, and cover cropping unnecessarily takes land out of production for a year with only marginal improvement in fertility. Alternatively, deliberate harvesting of certified organic materials such as grasses, leaves, forbs, twigs and chopped wood is the preferred technique for tilling directly into the soil each fall. For perennial garden plots (e.g. arnica, goldenseal, bloodroot), these materials make excellent mulches and are incorporated into the soil through regular cultivation.

Pests and diseases are a fact of life. Most plants have developed efficient insect and disease resistance strategies. Fences work well to prevent rabbits, deer and other large wildlife from grazing. When such techniques are not satisfactory, such as in the case of insects, herb gardeners have used a variety of methods to protect their gardens, including soap sprays, garlic sprays, dead bug sprays, and other potentially contaminating materials. Insect traps and predatory insects have also been regularly introduced.

- **The Limits of Organic Farming:**

The "Green Revolution" of the middle of the twentieth century consisted of improvements to crop genetics; biotechnology; expansion of irrigation infrastructure; the widespread use of synthetic fertilizers, herbicides and pesticides; and improvements in farm management practices. These are credited with more than doubling crop yields.

We now realize that these improvements came at a cost. Conventional chemical agriculture now dominates the agricultural landscape in the developed world. It relies too heavily on mono-cropping a few major crops, fossil-fuel-based fertilizers, and intense use of chemicals for crop protection. Not only are these methods, when used in excess, expensive and damaging to the environment, but they also damage microbial soil life – thus limiting long-term soil fertility and the services that biology can provide.

Organic farming is inherently biological, and has been seen as the counter-point to conventional agriculture. However, it also has its limits. Most organic farming is defined by what it "doesn't" use – synthetic inputs. With extensive prohibitions on materials beyond the obvious pesticides, herbicides, fungicides and synthetic nutrients, the toolkit is more limited

Conclusion:

Over the past several decades, organic farming technologies and practices have changed in many regions of the world, paving the way for fresh and sophisticated developments, especially in eco-innovation for green growth, sustainable eco-friendly agriculture, and more recently, green marketing. In this essay, an attempt has been made to discuss various new areas of organic farming and sustainable agriculture, including their development and advantages over conventional agriculture, long-term sustainability and environmental quality. Organic farming mainly involves the selective application of organic fertilizers, manures, crop residues, green manure crops, earthworms etc. to enrich the soil with adequate nutrients, provide excellent soil structure and promote soil health. , organic agriculture aims to: "Create an integrated, humane, environmentally and economically sustainable production system that provides acceptable levels of crop, livestock, maximum reliance on farm-derived renewable resources and manages ecological and biological processes and interactions.

And human nutrition, protection from pests and diseases, and appropriate returns to human and other resources. "Among other things, organic farming promotes the recycling of organic waste, the use of renewable energy sources and the implementation of system-appropriate, affordable and appropriate technologies, mostly using local farm-based resources. In recent years, organic farming has become a viable option for ensuring food security, maintaining soil fertility and increasing the soil carbon pool.

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A Study on Factors influencing Job Satisfaction of Employees at Logistics Industries, Chennai

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Abstract:

Job satisfaction refers to the degree of pleasure or happiness that an individual feels in their job and is influenced by a variety of factors, including nature of the work itself, the work environment, the company's culture, and the employee's relationships with their co-workers.

This study investigates the factors influencing job satisfaction among employees at Logistics Industries at Chennai. Job satisfaction is a critical aspect that impacts employee performance, retention, and overall organizational success. The primary objective of this research is to identify key determinants of job satisfaction within the company, evaluate their impact, and provide actionable insights for enhancing employee satisfaction levels.

The research employs a mixed-methods approach, combining quantitative and qualitative data collection techniques. A structured survey and in – depth interviews were administered gain deeper insights into their perceptions and experiences. The collected data were analyzed using statistical tools to identify significant factors influencing job satisfaction, such as work environment, compensation, career development opportunities, and management support.

The study reveals that while competitive compensation and benefits are essential, factors such as a supportive work environment, opportunities for career advancement, and effective management play a more substantial role in determining job satisfaction. Employees who feel valued and supported by their managers, and who perceive clear paths for career growth, report higher levels of satisfaction. These findings suggest that logistics industries should focus on enhancing managerial practices, providing clear career progression paths, and fostering a positive workplace culture to improve job satisfaction. Implementing these recommendations can lead to increased employee motivation, reduced turnover rates, and overall organizational effectiveness.

Key Words: Logistics, Job Satisfaction, Supply Chain Management, Motivation, Performance, Productivity, Organization.

Introduction:

Job satisfaction is a crucial determinant of organizational success, influencing employee performance, retention rates, and overall productivity. In the logistics industry, where operational efficiency and employee reliability are paramount, understanding the factors that contribute to job satisfaction can provide significant competitive advantages.

Logistics is an essential part of supply chain management because it helps companies manage the flow of goods and services from the origin to the consumer. Logistics is important because it reduces costs, improves customer satisfaction, operational efficiency, sustainability, inventory control and collaboration among stakeholders, including carriers, suppliers, and government agencies.

This study aims to explore the various dimensions of job satisfaction among employees in logistics industry by identifying the key factors that affect job satisfaction. The research seeks to provide actionable insights that the logistics companies can implement to enhance employee morale and productivity. The study focuses on a range of variables including compensation, work environment, career development opportunities, and management practices, assessing their impact on employee satisfaction levels within the company.

Significance of the Study:

The significance of this study extends its valuable insights that can be applied across the other various logistics industry in India. By systematically analyzing employee perceptions and experiences, the research contributes to a broader understanding of job satisfaction dynamics in this supply chain management sector. Moreover, the findings can inform HR policies and management strategies, not only within logistics industry at Chennai, but also in other logistics firms all over India, aiming to foster a motivated and satisfied workforce. This study, therefore, serves as a vital resource for both academic researchers and industry practitioners

seeking to enhance job satisfaction and organizational effectiveness.

Statement of the Problem:

Despite the efforts made by logistics industry to maintain a productive and efficient workforce, anecdotal evidence and preliminary surveys indicate varying levels of job satisfaction among employees. These discrepancies suggest underlying issues that may impact employee performance, retention, and overall organizational success. The logistics industry, characterized by its demanding nature and operational complexities, requires a stable and motivated workforce to maintain high service standards. Therefore, understanding the factors that contribute to job satisfaction is essential for the company to address potential challenges and enhance its competitive edge.

Addressing these factors is critical for fostering a supportive and engaging work environment, ultimately leading to increased employee satisfaction, reduced turnover rates, and enhanced organizational performance. Through this investigation, the study provides a comprehensive understanding of job satisfaction dynamics, offering actionable insights for strategic HR and management interventions.

Objectives of Study:

❖ To study on job satisfaction of employees at logistics industries.

❖ To identify and analyze the key factors that influence job satisfaction among employees at logistics industries.

❖ To assess the current levels of job satisfaction and engagement among employees at logistics industries.

❖ To gain a deeper understanding of employee perspectives, perceptions, and expectations regarding job satisfaction within logistics industries.

❖ To identify areas within the organization where job satisfaction may be sub- optimal or where there is potential for improvement.

❖ To propose actionable recommendations and strategies for enhancing job satisfaction, engagement, and retention among employees in logistics industries.

Scope of the Study:

❖ The study will examine various organizational factors that may influence job satisfaction, including leadership effectiveness, organizational culture, career development opportunities, work-life balance policies, and compensation practices within logistics industries.

❖ The study will utilize a mixed-methods research approach, combining quantitative surveys and qualitative interviews to gather comprehensive insights into employee perceptions, attitudes, and experiences related to job satisfaction.

❖ The study will focus specifically on logistics industries and its employees, operating within its headquarters and any subsidiary or regional offices.

Review of Literature:

❖ From the study conducted By *Naveen R and Abhishek Narayan J*, in the year of (**May 2023**), titled "*A Study on Employee Work Life Balance in Logistics Industry in Chennai*", published in *International Journal of Humanities Social Science and Management (IJHSSM)*, Volume 3, Issue 2, it was concluded that the employees are the one who determines the company's growth should be given the desired environment to enhance their job satisfaction.

❖ In another study conducted by *Ananya B, Vimala M* in the year (**June 2023**), titled "*A Study on Burnout and Job Satisfaction among Logistic Employees*", published in *The International Journal of Indian Psychology*, Volume.11, Issue No.2, it was concluded that "both organizations and individuals should promote a positive work environment and improving employees' psychological well-being in order to avoid burnout in employees.

❖ Yet another study conducted by *Norizzati Binti Bahsri, and Aznira Binti Zakaria* in the year of 2023, titled "*Systematic Literature Review on the Job Satisfaction of Employees in the Logistics Industry*", published in *International Journal of Industrial Management* Volume 17, Issue No. 1, it was concluded that Job satisfaction can impact the employees' loyalty, organizational commitment, and turnover intention.

❖ From the study conducted by *Satish Chand Sharma, Ravi Gupta* in the year of March 2020, titled "*Job Satisfaction: Difference in Levels among Selected Industries*", published in *International Journal of Recent Technology and Engineering (IJRTE)* Volume 8, Issue No. 6, it was concluded that the healthcare, education and travel and tourism exhibited high levels of job satisfaction, while insurance, outsourcing and logistics industries figured low on this parameter.

❖ From the study conducted by *S Radhakrishnan, M. Mallammal* in the year of 2018, titled "*Job Satisfaction among the Employees of A Industrial unit,* published in *Asian Journal of Management* Volume 9, Issue No. 3, it was concluded that novel changes in work conditions increase the productivity due to increase in job satisfaction.

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Research Methodology:

Research methodology is way to systematically solve the research problem. The research methodology includes the various methods and techniques for conduction research. The logic behind taking research methodology into consideration is that one can have knowledge about the method and procedure adopted for achievement of objects of the project.

Research Design:

The research design which involves a series of rational design-making choices. The research design used for the study is the descriptive research design. In this structural information is used to gather information.

Source of Data:

Information has been collected from both primary and secondary data. Primary data are those which are fresh and are collected for the first time collected through direct personal interview and structured questionnaire. Secondary was collected through web sites, books and magazines.

Sampling Method:

The sample method used in the study in Simple Random Sampling. Each individual is chosen entirely by chance and each member of the population has an equal of being included in the sample.

Sample Unit:

The sampling unit consists of data collected from the employees of logistics industries in Chennai.

Sampling Size:

The sampling size taken for this study 212 from the population N=300.

Statistical Tools used:

Percentage Method: Percentage method helps to find out the most preferred choice of attribute by having100as the percentage value. It is the simple form of calculation that can be used for comparison of various attributes.

$$Percentage = \frac{No.of\ Respondents}{Total\ Respondents} * 100$$

Chi -Square Test: Chi-square test is a non-parametric test. It can be used to determine if categorical data show dependency or the classification are independent. It can also to make comparisons between theoretical populations and actual data when categories are used.

$$Expected\ frequency\ of\ any\ cell = \frac{Row\ Total\ x\ Column\ Total}{Grand\ Total}$$

Coefficient Of Correlation:

$$r = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{\sqrt{[n\Sigma x^2 - (\Sigma x)^2][n\Sigma y^2 - (\Sigma y)^2]}}$$

Correlation analysis is the statistical tool use to the measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables using the formula below.

Analysis and Interpretation:

The data collected through the structured questionnaire were analyzed using percentage method and the result is exhibited as follows:

Age of the Respondents:

Age	Respondents	Percentage
18-25Years	60	28
26-35Years	80	38
36-45Years	40	19
46-55Years	20	9
Above56 Years	12	6
Total	212	100%

From the above table, the majority of the respondents belong to the age group of 26 – 35 years.

Gender of the Respondents:

Gender	Respondents	Percentage
Male	120	57
Female	92	43
Total	212	100%

From the above table, it is inferred that major respondents are male.

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Educational Level of Respondents:

Educational Level	Respondents	Percentage
SSLC	22	10
HSC	50	24
Under Graduate	80	38
Post Graduate	60	28
Total	212	100%

From the above table, it is inferred that majority of the respondents have completed their undergraduate course.

Experience in Logistics Industry:

Experience in years	Respondents	Percentage
Less than 1 year	20	9
1 – 3years	22	10
4 – 6years	160	75
7 – 10years	8	5
Morethan10 years	2	1
Total	212	100%

From the above table, it is inferred that 75% of the employees stay with the logistics companies for 4 to 6 years with the same organization.

Employment Status:

Employment Status	Respondents	Percentage
Full time	166	79
Part time	38	18
Contract	8	3
Total	212	100%

From the above table, it is inferred that majority of the respondents belong to full time employment with logistics industry.

Satisfactory level with Physical Environment:

Physical Environment	Respondents	Percentage
Highly satisfied	95	45
Satisfied	40	19
Neutral	36	17
Dissatisfied	25	12
Highly Dissatisfied	16	7
Total	212	100%

From the above table, it is evident that majority of the employees in the logistics industry are highly satisfied with the physical environment of the industry.

Satisfactory level with Work Life:

Work Life	Respondents	Percentage
Highly satisfied	60	28
Satisfied	50	24
Neutral	40	19
Dissatisfied	32	15
Highly Dissatisfied	30	14
Total	212	100%

From the table, it is found that 28% of employees are highly satisfied and 24 % of employees are satisfied with the work life with the logistics industry.

Satisfactory level with Supervisor's support

Supervisor's Support	Respondents	Percentage
Highly satisfied	72	34
Satisfied	75	35
Neutral	31	15
Dissatisfied	20	9
Highly Dissatisfied	14	7
Total	212	100%

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From the above table, it was found that 34% of the employees are highly satisfied and 35 % of the employees are satisfied with the support extended by the supervisor

Satisfactory level with Career and Promotion Opportunities

Career and Promotion Opportunities	Respondents	Percentage
Highly satisfied	57	27
Satisfied	80	38
Neutral	30	14
Dissatisfied	25	12
Highly Dissatisfied	20	9
Total	212	100%

From the above table, it is concluded that 38% of the employees are satisfied with Career and Promotion opportunities provided to them.

Satisfactory level with Training provided to employees

Training Provided	Respondents	Percentage
Highly satisfied	77	36
Satisfied	72	34
Neutral	28	13
Dissatisfied	21	10
Highly Dissatisfied	14	7
Total	212	100%

From the above table, it is concluded that 36% of the employees are highly satisfied and 34% of the employees are satisfied with Training provided to them.

Satisfactory level with Salary Benefits

Salary Benefits	Respondents	Percentage
Highly satisfied	87	41
Satisfied	62	29
Neutral	34	16
Dissatisfied	17	8
Highly Dissatisfied	12	6
Total	212	100%

From the above table, it is concluded that 41% of the employees are highly satisfied and 29% of the employees are satisfied with the salary benefits provided to them.

Satisfactory level of Work Recognition

Work Recognition	Respondents	Percentage
Highly satisfied	50	24
Satisfied	110	52
Neutral	20	10
Dissatisfied	22	9
Highly Dissatisfied	10	5
Total	212	100%

From the above table, it is concluded that 52% of the employees are satisfied with the level of recognition for their work.

Satisfactory level with Culture of the Company

Company's Culture	Respondents	Percentage
Highly satisfied	80	38
Satisfied	50	24
Neutral	20	10
Dissatisfied	60	27
Highly Dissatisfied	2	1
Total	212	100%

From the above table, it is concluded that 80% of the employees are highly satisfied and 24% of the employees are satisfied with the culture with the Company.

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Satisfactory level with Innovation implemented by the Company

Innovation Implemented	Respondents	Percentage
Highly satisfied	95	45
Satisfied	65	31
Neutral	20	9
Dissatisfied	20	9
Highly Dissatisfied	12	6
Total	212	100%

From the above table, it is concluded that 45% of the employees are highly satisfied and 31% of the employees are satisfied with the Innovative practices implemented by the companies.

Satisfactory level with Relationship with Co-workers

Relationship with Coworkers	Respondents	Percentage
Highly satisfied	20	10
Satisfied	80	38
Neutral	50	24
Dissatisfied	60	27
Highly Dissatisfied	2	1
Total	212	100%

From the above table, it is concluded that 38% of the employees are satisfied with the relationship with co-workers in the logistics industry.

Overall Satisfactory level with Job in Logistics Sector

Overall Satisfaction	Respondents	Percentage
Highly satisfied	90	42
Satisfied	70	33
Neutral	40	19
Dissatisfied	10	5
Highly Dissatisfied	2	1
Total	212	100%

From this table, it is concluded that 42% of the employees are highly satisfied and 33% of the employees are satisfied with the job in the logistic sector.

Chi Square Test:

Chi-square test is an on-parametric test. It can be used to determine if categorical data show dependency or the classification are independent. It can also to make comparisons between theoretical populations and actual data when categories are used. In this test the two variables such as gender of the respondents and the satisfactory relations with the co-worker were taken for consideration.

The hypothesis is defined as follows

Null hypothesis (HO): There is no significant relationship between gender and relationship with coworkers.

Alternative hypothesis (H1): There is significant relationship between gender and relationship with coworkers. The observed frequency is given as follows

	Relationship with Co - workers					
Gender	HS	S	N	DS	HD	Total
Male	12	50	36	36	2	136
Female	8	30	14	24	0	76
Toal	20	80	50	60	2	212

HS – Highly Satisfied; S – Satisfied; N – Neutral; DS Dissatisfied; HD – Highly Dissatisfied
Calculation:
1.　Row 1 Total x Column 1 Total / Grand Total = **136 x 20/ 212 = 12.83**
2.　Row 1 Total x Column 2 Total / Grand Total = **136 x 80/ 212 = 51.32**
3.　Row 1 Total x Column 3 Total / Grand Total = **136 x 50 /212 = 32.08**
4.　Row 1 Total x Column 4 Total / Grand Total = **136 x 60 / 212 = 38.49**
5.　Row 1 Total x Column 5 Total / Grand Total = **136 x 2 / 212 = 1.28**
6.　Row 2 Total x Column 1 Total / Grand Total = **76 x 20 / 212 = 7.17**
7.　Row 2 Total x Column 2 Total / Grand Total = **76 x 80 / 212 = 28.68**
8.　Row 2 Total x Column 3 Total / Grand Total = **76 x 50 / 212 = 17.92**
9.　Row 2 Total x Column 4 Total / Grant Total = **76 x 60 / 212 = 21.51**

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10. Row 2 Total x Column 5 Total / Grant Total = **76 x 2 / 212 = 0.72**

Expected Frequency:

Gender	HS	S	N	DS	HD	Total
	Relationship with Co - workers					
Male	12.83	51.32	32.08	38.49	1.28	136
Female	7.17	28.68	17.92	21.51	0.72	76
Toal	20	80	50	60	2	212

The Chi Square is calculated as follows

Oi	Ei	(Oi-Ei)	(Oi-Ei)^2	$\frac{(Oi - Ei)2}{Ei}$
12	**12.83**	**- 0.83**	**0.6889**	**0.0537**
50	**51.32**	**- 1.32**	**1.7424**	**0.0340**
36	**32.08**	**3.92**	**16.3664**	**0.5102**
36	**38.49**	**- 2.49**	**7.2210**	**0.1873**
2	**1.28**	**- 0.72**	**0.5184**	**0.4050**
8	**7.17**	**0.83**	**0.6889**	**0.0961**
30	**28.68**	**1.32**	**1.7424**	**0.0608**
14	**17.92**	**3.92**	**16.3664**	**0.9133**
24	**21.51**	**2.49**	**7.2210**	**0.3357**
0	**0.72**	**- 0.72**	**0.5184**	**0.7200**
$\Sigma\frac{(Oi-Ei)2}{Ei}$				**3.3161**

The Tabulated value for chi-square @ 5% of level of significance and 4 Degrees of freedom = 9.488 The tabulated value is > Calculated value., i.e., 9.488 > 3.3161. Hence the hypothesis H0 is accepted and H1 is rejected. It is concluded that there is no significant relationship between the gender and the relationship with co-workers.

Correlation Coefficient:

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables viz., age of the respondents and the overall job satisfaction of respondents. The details are tabulated as below

Age (X)	60	80	40	20	12
Overall Satisfaction level of Job (Y)	90	70	40	10	2

X	Y	X^2	Y^2	XY
60	**90**	**3600**	**8100**	**5400**
80	**70**	**6400**	**4900**	**5600**
40	**40**	**1600**	**1600**	**1600**
20	**10**	**400**	**100**	**200**
12	**2**	**144**	**4**	**24**
∑X = 212	**∑Y = 212**	**∑X² = 12144**	**∑Y² = 14704**	**∑XY = 12824**

The formula for calculating the coefficient of correlation is

$$r = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{\sqrt{[n\Sigma x^2 - (\Sigma x)^2][n\Sigma y^2 - (\Sigma y)^2]}}$$

Applying this formula

$$r = \frac{5\,(12824) - (212)\,x\,(212)}{\sqrt{[5\,x\,12144] - (212)^2][5\,x\,(14704) - (212)^2]}}$$

r = 0.9032

which is positive; Hence there is a significant relationship between the age of the respondents and the overall job satisfaction of the employees in the logistics sector.

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Suggestions:

From the above study, it was found that for the success of any firms in logistics industries, employees play a major role. Satisfying the

employees increases the productivity, morale, and commitment towards the organization. The following are the suggestions provided to enhance further development in the logistics industry.

❖ Logistics companies should conduct periodic surveys and feedback sessions to assess the employee satisfaction and identify areas for improvement.

❖ The companies should keep detailed records of job satisfaction metrics and update them regularly to track progress and trends over time.

❖ Logistics companies should ensure that welfare initiatives and programs are thoughtfully selected and aligned with employee needs and preferences.

❖ The employees should invite different experts and speakers to conduct engagement programmes to maximize their impact and keep the sessions interesting.

❖ Logistics companies should promote coordination and interaction among employees at all levels to foster a sense of community and identify hidden talents.

❖ The companies should regularly recognize and reward employees' achievements to boost morale and motivation.

❖ The companies should create a supportive and positive work environment that encourages collaboration and mutual respect among employees.

❖ Finally, the industry should offer continuous learning and development opportunities to help employees grow professionally and achieve their career goals.

Conclusion:

In conclusion, our comprehensive study on job satisfaction at Logistics industry at Chennai reveals critical insights into the factors that contribute to employee happiness and engagement within the logistics industry. Our research underscores the significance of several key elements in shaping job satisfaction, including effective leadership, transparent communication, opportunities for skill development, recognition of achievements, and a supportive work environment.

Through detailed surveys and interviews with employees across various departments, we found that strong leadership that values employee input and fosters a sense of belonging significantly enhances satisfaction levels. Moreover, clear career progression pathways and training programs tailored to individual aspirations are crucial in empowering employees and boosting their job satisfaction.

Employees who feel valued and respected are more likely to demonstrate higher levels of commitment to the company's goals and values. This alignment not only enhances productivity but also contributes to a positive workplace culture that attracts and retains talent.

As logistics industry continues to grow and evolve, prioritizing these findings can serve as a road-map for sustaining and improving job satisfaction levels. By investing in ongoing feedback mechanisms, promoting work-life balance initiatives, and fostering a culture of continuous improvement, Logistics industries can further strengthen its position as an employer of choice in the logistics sector.

In conclusion, our study underscores the importance of a holistic approach to enhancing job satisfaction in logistics industries by addressing the multifaceted needs of employees and aligning organizational strategies with employee well-being creating a workplace where individuals thrive, driving overall organizational success enhancing sustainability.

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A Study on Level of Satisfaction of Employee Welfare Measures at Aruppukottai Sri Jayavilas Private Limited, Tamil Nadu

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Abstract:

Employee welfare measure is in regard to one's feelings or state of mind regarding the nature of their work. It can be influenced by a variety of factors e.g.: quality of employee's relationship with them supervisor, quality of physical environment in which they work, satisfaction level on job satisfaction etc. if the employee welfare measure increased organization commitment will be increased. This results in the higher productivity. Employee welfare measure is essential to the success of any business.

A high rate of employee's contentedness is directly related to a lower turnover rate. Thus, keeping employees measures their careers should be a major priority for every employer. While this is a well – known fact in management practices, economic downturns like the current one seems to cause employers to ignore it.

The population of the study covers the random employees of and the sample size covers all kinds of employees, using Simple random sampling. This survey based on questionnaire. The sample size of this research is 150 respondents have been taken as sample percentage analysis, chi-square, coefficient of correlation has been incorporated for research analysis. The study helped in revealing the level of satisfaction of employees with reference to the various factors provided in the organization.

Keywords: Welfare Measures, Employee Moral, Organizational Commitment, Motivation, Statutory Welfare, Voluntary Welfare, Job Satisfaction

Introduction:

Employee welfare measures mean "the efforts to make life worth living for workmen. According to Todd "The Employee Welfare measures mean anything done for the comfort and improvement, intellectual or social, of the employees over and above the wage paid which is not a necessity of the industry.

Employee welfare measure is the terminology used to describe whether employees are happy and contented and fulfilling their desires and needs at work. Many measures purport that employee welfare measure is a factor in employee motivation, employee goal achievement, and positive employee morale in the workplace. Aruppukottai Sri Jaya Vilas private limited which is private company in corporate on 1981. It is classified as non-govt. company and is registrar parts and companies; it is involved in sales, pursuing and exports..

Features of Employee Welfare

- ❖ Employee welfare is a comprehensive term including various services facilities and amenities provided to employees for their betterment.
- ❖ The basic purpose is to improve the lot of the working class.
- ❖ Employee welfare is a dynamic concept.
- ❖ Employee welfare measures also known as fringe benefits and services.
- ❖ Welfare measures may be both voluntary and statutory.

Types of Welfare Measures
Statutory measures:

Measures or benefits decided or set up by the government as a legal obligation for an employer for safeguarding the employee's interest at their workplace are the statutory measures which include:

Working Hours Limit:

As per labour act time for which the employee will work is defined as maximum 9 hours per day, if any over-time work is taken above 9 hours it will be remunerated twice the regular salary for an hour.

Providing First Aid Facility:

Providing adequate first aid facilities to the employees are morale as well as statutory responsibility of the employer against his / her employees, so that in case of any medical emergency or unusual happening timely and appropriate treatment can be provided.

Canteen Facility:

Every organization should have a facility of a canteen for the employees within an organization so that they need not rush outside for lunch. However free meal, services are a part from this service as they are voluntary services provided by the organization to their employees, but canteen

facility is a paid service by an organization, and therefore the employee needs to pay from his pocket for the food or beverage he/she consumes.

Drinking-Water Facility:
An organization must fulfil the general necessities of an employee within an organization, and the drinking water is one of the essential needs of any human; thus, it's the responsibility of the employer to look after this service necessarily.

Sanitation Facility:
Providing proper sanitation facilities to the employees working in the organization is legal as well as the moral duty of the employer. Separate toilets should be provided for male and female employees.

Washing Facility:
A Separate washing space must be provided to the employees within the organization.

Maternity Benefits:
This facility is provided to the female employees of the company while they conceive or give birth to a child, the employee gets a pay without work as an employee benefit and a leave of 6 months for taking care of her child.

Voluntary measures:
These are the measures which are voluntarily provided by the employer to the employees without and legal obligation just to facilitate them as much as the employer can. Some of the voluntary measures are as follows:

Recreation Facility:
Recreation facilities are the facilities provided to the employees to refresh them from the stress and burden of continuous work; the facilities involve gaming, spa and organizing small get to-gathers. However, the employer is not legally bound to provide such facilities, but with an increasing stress level now-a-days the big multinational companies provide such facilities to their employees on their cost, to improve the efficiency of the employees.

Education Facility:
Some organization facilitates the schooling facilities for the children of the employees working in their organization; however, it is not a statutory obligation for an employer it totally depends upon the employer's ability and wishes to provide such facility or not.

Transport Facility:
Organizations which emphasis concern towards their employees and take care about their safety facilitates the cab facility, especially considering their female employee's safety, as working hours may differ and shifts may vary from day to night.

Free Meal Facility:
Beverages and snacks provided to the employees during the working hours are known as a free meal facility provided to the employees.

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Significance of the Study
Employee welfare is in interest of the employee, the employer and the society as whole. It improves the loyalty and morale of the employees and reduces labor turnover and absenteeism. Welfare measures help to improve the goodwill and the public image of the enterprise and improve industrial relations and industrial peace and improve employee productivity.

Statement of the Problem
The quality of life of an employee is directly proportional to the company's overall health. To keep the work force physically and mentally happy comes down to several types of benefits and welfare measures adopted by the company.

The purpose of employee's welfare is to develops personality of the workers to make a better workforce. Welfare schemes it creates efficient, healthy, loyal and satisfied labor force for the organization. Providing such facilities make their work life better and leads to good standard of living. The present study focuses on employee's welfare measures and what are the various statutory provisions and agencies protecting the welfare of employees.

Objectives of Study
- ❖ To study Employee Welfare Measure on Aruppukottai Sri Jaya Vilas Private Ltd.
- ❖ To find out the different Employee welfare measures adopted by the Company.
- ❖ To understand how measures improve the motivation and working environment of the employees.
- ❖ To study employee preferences in welfare measures and to study employee satisfaction levels with welfare measures in the company.

Scope of the Study:
The scope of the study aims to find the satisfaction of the employees, whether the company is providing necessary benefits in welfare measures.
- ❖ To know the cordial relationship between employer and employee.
- ❖ This study will help the management to reduce the job-related problems
- ❖ This study focuses on how motivation can be used to increase labour productivity through identification of the problems in effectively motivating its employees and suggestions preferred on how to improve the performance of the workers towards optimum performance.

Review of Literature:
In the study conducted by *Lakkadasu Sasikala and Kavala Daiva Pranuthi,* (August 2023), titled "*A Study On Employee Welfare Measures"*, published in "*International Journal of Creative Research Thoughts (IJCRT), Volume 11, Issue No 8*, Pages 910 – 918. it was concluded that Employee welfare facilities are crucial to this

department since they affect how happy employees are at work, which in turn increases productivity.

In another study conducted by **Varsha R and Vanitha P**, (May 2023), titled "*A Study on Employee Welfare Measures with Special Reference to Employees of Sree Vinayaga Organic Cotton Wadding Industries*" published in *International Journal of Advances in Engineering and Management (IJAEM)*, *Volume 5, Issue No 5*, pages 448 - 452 it was concluded that employee welfare facilities are crucial to this department since they affect how happy employees are at work, which in turn increases productivity.

Yet another study conducted by Shailaja Mathapati and **Dr. B S Hugar,** (2022), titled "*A Study on Employee Welfare Measures In Public Sector Bank,* published in "*Journal of Pharmaceutical Negative Results, Volume 13, Issue No 10*, Pages 3458 – 3471, it was concluded that overall respondents were satisfied with the welfare facilities provided by the bank. Every firm must maintain proper welfare measure.

In another study conducted by **Thiruvenkatraj T.R and Tamilselvan B,** (2018), titled "*A Study On Employee Welfare Measure*", published in "*International Journal for Research Trends and Innovation, Volume 3, Issue No 5*, pages 253 – 258, it was concluded that Human resource play an important role in an organization, Employee welfare facilities are concern to this department, if the employee happy with welfare facilities then only the productivity of that organization can be increased.

Another study conducted by **Balamurugan P L et al**, (2022), titled "*Employee Welfare And Its Impact On Job Satisfaction – An Analysis With Reference To Manufacturing Companies"*, published in "*International Journal of Novel Research and Development", Volume 7, Issue No 5*, Pages 830 – 836, it was concluded that Employee welfare is primarily implemented to provide employee comfort and well-being. Employees are made up of all conceivable human efforts, including body, mind, and soul, which are exchanged for a useful purpose of labour in the form of payment, service, or both.

In the study conducted by **S. Shreelekha, and Prof. Kavita Achchalli,** (2023), titled "*A Study on Employee Welfare Measures at Reliable Techno System India Pvt. Ltd, Hyderabad"* published in ", *International Journal of Research Publication and Reviews", Volume 4, Issue No 12, Pages 2666 – 2670,* it was concluded that overall respondents are satisfied with welfare measures of the company. Employee Welfare Measures prove to be an important factor when compared to the other factors in the organization.

Another study conducted by **Mr. Vidhi Patel and Ms. Nimisha Jariwala**, (2021), titled "*A

Study On Employee Welfare Measures", published in "Journal of Emerging Technologies and Innovative Research), Volume 8, Issue No 5, Pages 665 – 675, it was concluded that the employees are aware about social security measures provided by the organization. Overall, the welfare measure of employer's performance method is designed well and is beneficial to the employees

In another study conducted by **Dr.V.Vanaja1, and Harini. I.S,** (2020), titled "*A Study On Employee Welfare Measures With Reference To Animation Industry"*, published in "*International Journal of Advance Research and Innovative Ideas in Education", Volume 6, Issue No 4,* Pages 358 - 366 it was concluded that Certain actions to be taken to enhance the level of awareness of welfare schemes, protect from unions and legislations. Successful implementation of these suggestions will enhance the value of service to the employees, thereby management and employees can feel pleasant.

Research Methodology:

Research methodology is way to systematically solve the research problem. The research methodology includes the various methods and techniques for conduction research. The logic behind taking research methodology into consideration is that one can have knowledge about the method and procedure adopted for achievement of objects of the project.

Research Design:

The research design which involves a series of rational design-making choices. The research design used for the study is the descriptive research design. In this structural information is used to gather information.

Source of Data:

Information has been collected from both primary and secondary data. Primary data are those which are fresh and are collected for the first time collected through direct personal interview and structured questionnaire. Secondary was collected through web sites, books and magazines.

Sampling Method:

The sample method used in the study in Simple Random Sampling. Each individual is chosen entirely by chance and each member of the population has an equal of being included in the sample.

Sample Unit:

A sampling unit is one of the units selected for the purpose of sampling. The sample unit consist of employees from Aruppukottai Sri Jaya Vilas Private Ltd.

Sampling Size:

Number of the sampling units selected from the population is called the size of the sample. Sample of 150 respondents were obtained from the population

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Statistical Tools used
Percentage Method: Percentage method helps to find out the most preferred choice of attribute by having 100 as the percentage value. It is the simple form of calculation that can be used for comparison of various attributes.

$$Percentage = \frac{No.of\ Respondents}{Total\ Respondents} * 100$$

Chi -Square Test: Chi-square test is a non-parametric test. It can be used to determine if categorical data show dependency or the classification are independent. It can also to make comparisons between theoretical populations and actual data when categories are used.

$$Expected\ frequency\ of\ any\ cell = \frac{Row\ Total\ x\ Column\ Total}{Grand\ Total}$$

Coefficient Of Correlation:
Correlation analysis is the statistical tool use to the measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables using the formula below.

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[\,n\sum x^2 - (\sum x)^2\,]\,[\,n\sum y^2 - (\sum y)^2\,]}}$$

Analysis and Interpretation:
The data collected through the structured questionnaire were analyzed using percentage method and the result is exhibited as follows:

Age of the Respondents

Age	Respondents	Percentage
Below 25	17	11
26– 35	16	11
36 – 45	61	41
Above 46	56	37
Total	150	100%

From the above table, the majority of the respondents belong to the age group of 36 – 45 years.

Gender of the Respondents

Gender	Respondents	Percentage
Male	108	72
Female	42	28
Total	150	100%

From the above table, it is inferred that major respondents are male.

Marital Status of Respondents

Marital Status	Respondents	Percentage
Married	133	89
Unmarried	17	11
Total	150	100%

From the above table, it is inferred that majority of the respondents were married.

Educational Qualification of Respondents

Educational Qualification	Respondents	Percentage
Up to SSLC	28	19
HSC	81	54
Diploma	26	17
Post graduate	15	10
Total	150	100%

From the above table, it is inferred that 34% of the employees have a qualification of higher secondary education.

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Work Experience of Respondents

Work Experience	Respondents	Percentage
Less than 5 years	10	7
6 – 10 years	18	12
11 – 20 years	56	37
Above 20 years	66	44
Total	150	100%

From the above table, it is inferred that majority of the respondents have more than 20 years of experience with Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Income Status of Respondents

Income Status	Respondents	Percentage
Less than 15000	21	14
15001 – 20000	29	19
20001 – 25000	58	39
Above 25000	42	28
Total	150	100%

From the above table, it is inferred that 39% of the employees are paid with a salary structure of 20001 – 25000 INR.

Satisfaction level of Employee Welfare Measures

Employee Welfare	Respondents	Percentage
Highly Satisfied	45	30
Satisfied	48	32
Average	44	29
Dissatisfied	13	9
Highly Dissatisfied	0	0
Total	150	100%

From the above table, it is inferred that majority of the respondents are satisfied with the employee welfare measures with Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Awareness on Gratuity Welfare Schemes

Awareness on Gratuity	Respondents	Percentage
Yes	80	53
No	70	47
Total	150	100%

From the above table, it is inferred that majority of the respondents has awareness on Gratuity Welfare Schemes in Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Satisfaction Level with Insurance Facilities

Insurance Facilities	Respondents	Percentage
Highly satisfied	34	24
Satisfied	48	30
Neutral	43	29
Dissatisfied	10	8
Highly Dissatisfied	15	9
Total	150	100%

From the above table, it is evident that majority of the employees are highly satisfied with the Insurance Facilities provided to them.

Motivation through Welfare Measures

Motivation through Welfare Measures	Respondents	Percentage
Strongly Agree	43	29
Agree	51	34
Neutral	39	26
Disagree	12	8
Strongly Disagree	5	3
Total	150	100%

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From the table, it is found that 34% of employees agree that the welfare measures enhance motivation at Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Work Environment

Work Environment	Respondents	Percentage
Highly Comfortable	30	20
Comfortable	55	37
Need to Improve	44	29
Discomfortable	12	12
Highly Discomfortable	9	6
Total	150	100%

From the above table, it was found that 37% of the employees are highly comfortable with the work environment provided by the organization.

Satisfactory level with Working Hours

Working Hours	Respondents	Percentage
Highly satisfied	59	39
Satisfied	51	34
Neutral	30	20
Dissatisfied	6	4
Highly Dissatisfied	4	3
Total	150	100%

From the above table, it is concluded that 39% of the employees are highly satisfied with working hours at Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Satisfactory level with Canteen Facilities

Canteen Facilities	Respondents	Percentage
Highly satisfied	40	27
Satisfied	62	41
Neutral	32	21
Dissatisfied	10	7
Highly Dissatisfied	6	4
Total	150	100%

From the above table, it is concluded that 41% of the employees are satisfied with Canteen Facilities at Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Satisfactory level with Lunch and Rest Room Facilities

Lunch and Rest Room Facilities	Respondents	Percentage
Highly satisfied	61	41
Satisfied	50	33
Neutral	32	21
Dissatisfied	7	5
Highly Dissatisfied	0	0
Total	150	100%

From the above table, it is concluded that 41% of the employees are highly satisfied with Lunch and Rest Room Facilities at Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Satisfactory level with Retirement Benefits

Retirement Benefits	Respondents	Percentage
Highly satisfied	48	32
Satisfied	50	33
Neutral	40	27
Dissatisfied	8	5
Highly Dissatisfied	4	3
Total	150	100%

From the above table, it is concluded that 33% of the employees are highly satisfied with Retirement benefits at Aruppukottai Sri Jaya Vilas (Pvt) Limited.

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Satisfactory level with Transport Facilities

Transport Facilities	Respondents	Percentage
Highly satisfied	59	39
Satisfied	51	34
Neutral	30	20
Dissatisfied	6	4
Highly Dissatisfied	4	3
Total	150	100%

From the above table, it is concluded that 39% of the employees are highly satisfied with Transport facilities provided at Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Satisfactory level with Loan Facilities

Loan Facilities	Respondents	Percentage
Highly satisfied	56	37
Satisfied	48	32
Neutral	37	25
Dissatisfied	9	6
Highly Dissatisfied	0	0
Total	150	100%

From the above table, it is concluded that 37% of the employees are highly satisfied with Loan facilities provided at Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Satisfactory level with Drinking Water Facilities

Drinking Water Facilities	Respondents	Percentage
Highly satisfied	60	40
Satisfied	43	29
Neutral	37	25
Dissatisfied	7	5
Highly Dissatisfied	2	1
Total	150	100%

From the above table, it is concluded that 40% of the employees are highly satisfied with Drinking Water facilities provided at Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Satisfactory level with Hygiene Conditions

Hygiene Conditions	Respondents	Percentage
Highly satisfied	45	30
Satisfied	56	37
Neutral	34	23
Dissatisfied	9	6
Highly Dissatisfied	6	4
Total	150	100%

From the above table, it is concluded that 37% of the employees are satisfied with hygiene Conditions provided at Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Satisfactory level with Pension Scheme

Pension Scheme	Respondents	Percentage
Highly satisfied	61	41
Satisfied	50	33
Neutral	32	21
Dissatisfied	7	5
Highly Dissatisfied	0	0
Total	150	100%

From the above table, it is concluded that 41% of the employees are highly satisfied with pension scheme provided at Aruppukottai Sri Jaya Vilas (Pvt) Limited

Chi Square Test:

Chi-square test is an on-parametric test. It can be used to determine if categorical data show dependency or the classification are independent. It can also to make comparisons between theoretical populations and actual data when categories are used. In this test the two variables such as gender of

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the respondents and the satisfactory relations with the co-worker were taken for consideration.
The hypothesis is defined as follows
Ho (Null Hypothesis): There is no significant relationship between Gender and Loan Facilities provided by the organization

H1 (Alternative Hypothesis): There is a significant relationship between Gender and Loan Facilities provided by the organization

Observed Frequency:

	Loan Facilities provided				
Gender	HS	S	N	DS	Total
Male	43	36	24	5	**108**
Female	13	12	13	4	**42**
Toal	**56**	**48**	**37**	**9**	**150**

HS – Highly Satisfactory; S – Satisfactory; N – Neutral; DS - Dissatisfactory;

Calculation:
1. Row 1 Total x Column 1 Total / Grand Total = **108 x 56 / 150 = 40.32**
2. Row 1 Total x Column 2 Total / Grand Total = **108 x 48 / 150 = 34.56**
3. Row 1 Total x Column 3 Total / Grand Total = **108 x 37 / 150 = 26.64**
4. Row 1 Total x Column 4 Total / Grand Total = **108 x 9 / 150 = 6.48**
5. Row 2 Total x Column 1 Total / Grand Total = **42 x 56 / 150 = 15.68**
6. Row 2 Total x Column 2 Total / Grand Total = **42 x 48 / 150 = 13.44**
7. Row 2 Total x Column 3 Total / Grand Total = **42 x 37 / 150 = 10.36**
8. Row 2 Total x Column 4 Total / Grant Total = **42 x 9 / 150 = 2.52**

Expected Frequency:

	Recognition with Performance Appraisal System				
Gender	SA	A	N	DA	Total
Male	40.32	34.56	26.64	6.48	**108**
Female	15.68	13.44	10.36	2.52	**42**
Toal	**56**	**48**	**37**	**9**	**150**

The Chi Square is calculated as follows

Oi	Ei	(Oi-Ei)	(Oi-Ei)^2	$\frac{(Oi - Ei)2}{Ei}$
43	40.32	2.68	7.1824	0.1781
36	34.56	1.44	2.0736	0.06
24	26.64	-2.64	6.9696	0.2616
5	6.48	-1.48	2.1904	0.3380
13	15.68	-2.68	7.1824	0.4580
12	13.44	-1.44	2.0736	0.1542
13	10.36	2.64	6.9696	0.6727
4	2.52	1.48	2.1904	0.8692
$\Sigma \frac{(Oi - Ei)2}{Ei}$				**2.9918**

The Tabulated value for chi-square @ 5% of level of significance and 4 Degrees of freedom = 7.82 The tabulated value is > Calculated value., i.e., 7.82 > 2.9918. Hence the hypothesis H0 is accepted and H1 is rejected. It is concluded that there is no significant relationship between Gender and Loan Facilities provided by the organization in Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Correlation Coefficient:
Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables viz., working environment and the Welfare measures provided to the respondents. The details are tabulated as below

Working environment (X)	30	55	44	12	9
Welfare Measures Provided (Y)	45	48	44	13	0

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X	Y	X^2	Y^2	XY
30	45	900	2025	1350
55	48	3025	2304	2640
44	44	1936	1936	1936
12	13	144	169	156
9	0	81	0	0
∑X = 150	∑Y = 150	∑X² = 6086	∑Y² = 6434	∑XY = 6082

The formula for calculating the coefficient of correlation is

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[\,n\sum x^2 - (\sum x)^2\,][\,n\sum y^2 - (\sum y)^2\,]}}$$

Applying this formula

$$r = \frac{5\,(6082) - (150) \, x \, (150)}{\sqrt{[5\,x\,6086) - (150)^2]\,[5\,x\,(6434) - (150)^2\,]}}$$

$$r = 0.8747$$

It is inferred that the correlation value r = 0.8747 is positive, therefore there is relationship between the working environment and welfare measures provided. So, it is Concluded that the welfare Measures provided by the Organization is in relation to the Work Environment at Aruppukottai Sri Jaya Vilas (Pvt) Limited.

Suggestions:
- ❖ The organization should strive for continuous improvement in the welfare measures provided to employees. Regularly review and update these measures to ensures they align with employees' evolving needs and expectations.
- ❖ The organization should actively involve employees in the decision - making process to ensure their opinions are considered.
- ❖ Although the satisfaction level for medical benefits is high, it is important to continually evaluate and enhance these benefits.
- ❖ Improve hygiene and working conditions: while a majority of respondents find the working environment and hygiene conditions satisfactory. Invest in maintaining a clean and hygienic work place, to ensure the well-being and comfort of all employees.
- ❖ Periodically review the effectiveness of existing welfare measures to identify areas for improvement.
- ❖ Although the majority of respondents expressed satisfaction with drinking water facilities, it is important to continuously monitor and maintain the quality and availability of drinking water.
- ❖ The organization should provide opportunities for employees to suggest and participate in the of new welfare initiatives.

Conclusion:
Employee welfare measures encompass a range of services, facilities, and amenities provided to employees for their betterment and well-being. These measures have various objectives, including improving employee loyalty, reducing turnover and absenteeism, enhancing the goodwill and public image of the organization, fostering better industrial relations and peace, and increasing employee productivity.

Employee welfare can be categorized into different types, such as intramural and extramural measures. Intra-mural measures are provided within the organization and include services like canteens, restrooms, creches, and uniforms. Extramural measures are provided outside the organization and may include housing, education, child welfare, leave travel facilities, interest-free loans, workers' cooperative stores, and vocational guidance.

There are also statutory measures that are legally mandated by the government to safeguard employee interests in the work place. These measures include limitations on working hours, providing first aid facilities, canteen and drinking-water facilities, sanitation and washing facilities, maternity benefits, and more.

Overall, employee welfare measures play a crucial role in promoting the physical, mental, and social well-being of employees. They not only benefit the employees but also contribute to the success of the organization and create a positive impact on society as a whole.

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A Study on influence of Performance Appraisal and Emoluments in Flour Manufacturing Industries, Madurai

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Abstract:

Performance appraisal is conceptualized as a systematic, orderly, and objective method for evaluating the current and potential resources of employees within an organization. This evaluative process involves setting work standards, assessing actual performance relative to these standards, and providing comprehensive feedback to employees. The feedback aims to motivate employees towards eliminating performance deficiencies, achieving personal development, and maintaining high levels of performance.

The primary objective of this research is to critically evaluate the performance appraisal and emoluments system in Flour Manufacturing industries and its impact on employee motivation, job satisfaction, and overall performance. Secondary objectives include exploring employee perceptions of the current appraisal system, assessing their awareness of emoluments and associated benefits, and identifying potential areas for enhancement in the appraisal process. This study employs a descriptive research design, integrating both primary data—collected through carefully structured surveys and questionnaires—and secondary data from various websites.

Findings from the research indicate that performance appraisals play a crucial role in recognizing employee strengths and weaknesses, facilitating career advancement opportunities, and ensuring fair, transparent, and equitable decision-making processes. Effective performance appraisals have been shown to significantly contribute to higher levels of employee engagement, increased retention rates, and enhanced overall organizational performance. Additionally, the research highlights the necessity for ongoing training and development programs to sustain and improve employee performance continuously. By fostering a culture of continuous improvement and development, the Flour Manufacturing industries can ensure sustained employee growth and organizational excellence.

Keywords: Performance Appraisal, Emoluments, Employee engagement, Retention Rate, Continuous Improvement, Personal Development, Employee Motivation

Introduction:

Performance Appraisal is a systematic, Orderly and Objective and method of evaluating the present potential resources of the employees in an organization. It helps the employees and the organization in their growth and development.

Virtually all companies have some formal or informal means of appraising their employee's performance. Performance Appraisal may be defined as any procedure that involves.

❖ Setting work standards
❖ Assessing the employee's actual performance relative to these standards.
❖ Providing feedback to the employees with the aim of motivation that person to eliminate performance deficiencies to continue to perform above par.

Performance appraisal is one of the tools for motivating the human resource. It plays a prominent role on determining the strengths and weakness of the employees and helps them in controlling their weaknesses by taking necessary and immediate action.

Performance appraisals are platform to provide feedback, offer a formal moment in time to evaluate job performance, and help distribute raises and bonuses among employees. Usually, this happens once or twice a year, taking place at the start of the year and around the half-year point.

Performance appraisal is the systematic process of measuring and evaluating employees with respect to their performance on the jobs and their potential for development.

Features of Performance Appraisal:

❖ Human resource planning based on weakness, strengths and potentialities of human resources.
❖ Appraisals are arranged periodically according to a definite plan.
❖ Developing policies, procedures and techniques.
❖ Fixation and re fixation of salary, allowances, incentives and benefits.
❖ Organizational effectiveness through performance improvement.

Significance of the Study:

The significance of this study extends its valuable insights that can be applied across the other

Flour Manufacturing industries in India. The importance of performance appraisals can be seen in the impact they have on the organization, which includes:

- ❖ Facilitating employee growth and advancement
- ❖ Strengthening employee engagement and retention.
- ❖ Closing skills gaps and boosting organizational performance.
- ❖ Improving communication
- ❖ Creating accountability
- ❖ Fair and transparent decision-making.

Methods of Performance Appraisal

The following are the modern methods of performance appraisal.

Management by Objectives (MBO):

Management by Objectives is the process of setting objectives by the organization, that leads the employees to set goals with proper alignment with the management. This process drives them to know their roles and responsibilities and work towards the future course of action.

360-Degree Feedback:

360-degree feedback, also known as multi-source feedback, is the process of gathering feedback from supervisors, co-workers, peers, direct reporters, and also self-assessment. It helps to review the behavior and skills of each employee and explicitly the strengths and weaknesses of the person.

Behaviorally Anchored Rating Scales (BARS):

Behaviorally Anchored Rating sales, termed BARS evaluate the employee's performance dimensions by comparing certain behavior statements usually on 5 point or 9 points scale. They guide the employee's entire life cycle by providing a complete profile for each one of them.

Critical Incident Appraisal Method:

A critical incident appraisal is a method of collecting incidents from the managers or domain experts pertaining to the KPIs of the employee. It involves continuous monitoring of both positive and negative behavior and how it is exhibited.

Human Resource (cost) Accounting Method:

The human resource / Cost Accounting method analyses the employee's performance with the financial gain they bring into the company vs. their cost. It is effective in organizations where they have a perfect estimate of the employee and his contribution cost.

Psychological Appraisal:

The psychological appraisal approach attempts to evaluate employees based on predicting their future performance rather than focusing on their past performance. It is a unique method, where qualified Psychologists look for the personality traits, interpersonal skills, intellectual abilities, and leadership skills that play a vital role in future performance.

Narrative appraisal method:

A narrative appraisal is basically a written analysis in the form of an easy analysis of an employee's performance. These reports are more open-ended and stand out from the pre- defined questions. This appraisal is more individualized and qualitative in nature. Comparison between employees' and managers' expressive skills are major challenge in this method.

Check-Ins:

Performance Check-Ins appear similar to other performance appraisal techniques, but they are not. Performance check-ins occur more informally, where managers tend to build rapport with their subordinates and they align each other to work towards the organization's goals. Check-ins happen in stipulated intervals (weekly, monthly, bi-monthly, or quarterly).

Competency Assessment:

Competency Assessment is the measurement of someone's capabilities against the job requirements. The assessment is carried out on the identified tasks and skills that are considered to be critical to performing the role successfully.

Checklist Appraisal:

Checklist Appraisal consists of a list of statements, that can be evaluated with answers "yes" or "No". The assessment statements are both positive and negative about the workplace habits, employee's job skills, etc., Unlike the descriptive or narrative method, the Checklist appraisal technique is the easiest and the quickest form of assessment.

The Assessment Center Method:

This method consists of exercises conducted at the company's designated assessment center, including computer simulations, discussions, role-playing, and other methods. Employees are evaluated based on communication skills, confidence, emotional intelligence, mental alertness, and administrative abilities. The rater observes the proceedings and then evaluates the employee's performance at the end.

Statement of the Problem:

Human resources are the most important resources of any organization. Here it is the duty of the management to look after the appraisal methods for the employees. If the employees are satisfied with the provided emoluments and benefits, the production will increase.

The methods of performance appraisal of the employee are essential because of the nature of the industrial system. Today workers are an essential element contributing to the growth of the organization. If we make an overall survey of the living and working condition of industrial workers, the necessity of performance appraisal method would be apparent.

In case of Flour Manufacturing industries there are more than 100 workers employed in each

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company and the company is responsible for the emoluments of these workers. Hence the present study is conducted to learn the level of satisfaction of the employees in welfare activities provided by the company.

Objectives of Study:
- ❖ To Study the performance appraisal and emoluments in Flour Manufacturing industries, Madurai.
- ❖ To find the perception of the employees on Performance Appraisal system.
- ❖ To know the awareness of emoluments benefits.
- ❖ To identify the factors if any, that should be included in the appraisal system.
- ❖ To know how emoluments improve motivation to employees in the company.
- ❖ To know the emoluments benefits of employees.
- ❖ To identify the level of satisfaction of employee benefits.

Scope of the Study:
- ❖ The scope of the study encompasses the area of performance appraisal system that identifies the level of employees on aware of performance appraisal and benefits.
- ❖ Helps to analyze the measures taken for performance appraisal system followed in the company.
- ❖ This study helps in exploring the potential implementation of new appraisal methods for employee benefits.
- ❖ Analyze the effectiveness of performance appraisal provided by the company.
- ❖ This study helps in assessing employee motivation towards payment through performance appraisal method.
- ❖ This study provides in getting insight in to performance appraisal system and to identify the bottlenecks in implementing the various measures and activities towards different organization.

Review of Literature:
In a study conducted by *Ms. Asha Rani (2021)* , titled "*Relationship between Performance Appraisal and Job Satisfaction among Employees of Coca-Cola Beverages Pvt. Ltd*"., published *in International Journal of Creative Research Thoughts (IJCRT) Volume 9, Issue 11* , it was concluded that this study reveals that where the performance appraisal is more in with individuals in the organization lead to better working conditions, pay and promotion potential, work relationships, use of skills and abilities, work activities and management policies.

In another study conducted by *N. A. Arshiya Afrin (2024),* titled" *A Study on Performance Appraisal at Private Limited Companies in Chennai City"* published in A*tlantis press*, it was concluded that it is very much

important to encourage continuous training and development programs to maintain and build on improvements, Address any significant differences in salary increases among companies to ensure equity and Monitor and measure the impact of these programs over time.

In another study conducted by *Pooja Dangol (2021)* titled *"Role of Performance Appraisal System and Its Impact on Employees Motivation"* published in *Quantitative Economics and Management Studies (QEMS) Vol. 2 No. 1*, it was concluded that The manager's ability to address the skills gaps can have a significant impact on the employee's motivation. Regular ratings may affect the performance and motivation of the employees. Fair assessment of the employee's performance may enhance their motivation.

In another study conducted by **Weilin Su and etal (2023)** titled "*The Influence of Performance Appraisal Justice on Employee Job Performance*" published in *Sage journals*. It was concluded that when employees perceive justice in organizational performance appraisals, they will actively engage in their daily work and truly identify with their organizations, thus improving job performance, which is conducive to the sustainable development of organizations. The limitations and implications for future research and practice are also discussed.

In another study conducted by *Aishwarya Ulloora H (2021)* titled "*A Study on Performance Appraisal for Doctors at Bengaluru Hospitals* published in *International Journal of Commerce and Management Studies (IJCAMS)* Vol.6, No.3. It was concluded that the need for performance appraisals for doctors at all levels in hospitals is greater than ever. The researcher constructed a framework that can yield homogeneity and accountability to the performance appraisal of doctors in various hospitals. It was determined that all hospital systems' performance should be evaluated every year using multi-source responses.

Yet another study conducted by *Driton sylqa (2022)* titled *"Effects of Performance Appraisal on Remuneration Practices and its Impact on Motivation of Employees in Public and Private Sector Companies in Kosovo"* published in *Journal of Education Culture and Society.* The study confirms the significance of the problem between performance evaluation and reward, since there is a weak connection between reward systems and employee' needs.

Another study conducted by *Abdul Basir Hamidi (2023)* titled "*The Impacts of Performance Appraisal on Employee's Job Satisfaction and Organizational Behavior"* published in *Ilomata International Journal of Social Science*. The study emphasizes the values of giving feedback to employees, defining goals, encouraging employee

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involvement, and carrying out efficient performance appraisal.

In another study conducted by *Sugandha Sinha and etal (2022)* titled "*A research on impact of performance appraisal on employee productivity*" published in *International Research Journal of Modernization in Engineering Technology and Science Volume: 04 / Issue:03* this study is to determine the extent to which appraisers affect staff motivation and to determine the challenges in appraising employee performance.

Research Methodology:

Research methodology is way to systematically solve the research problem. The research methodology includes the various methods and techniques for conduction research. The logic behind taking research methodology into consideration is that one can have knowledge about the method and procedure adopted for achievement of objects of the project.

Research Design:

The research design which involves a series of rational design-making choices. The research design used for the study is the descriptive research design. In this structural information is used to gather information.

Source of Data:

Information has been collected from both primary and secondary data. Primary data are those which are fresh and are collected for the first time collected through direct personal interview and structured questionnaire. Secondary was collected through web sites, books and magazines.

Sampling Method:

The sample method used in the study in Simple Random Sampling. Each individual is chosen entirely by chance and each member of the population has an equal of being included in the sample.

Sample Unit:

The sampling unit consists of data collected from the employees of different Flour Manufacturing industries in Madurai.

Sampling Size

Number of the sampling units selected from the population is called the size of the sample. Sample of 113 respondents were obtained from the population

Statistical Tools used

Percentage Method: Percentage method helps to find out the most preferred choice of attribute by having 100 as the percentage value. It is the simple form of calculation that can be used for comparison of various attributes.

$$\text{Percentage} = \frac{No.of\ Respondents}{Total\ Respondents} * 100$$

Chi -Square Test: Chi-square test is a non-parametric test. It can be used to determine if categorical data show dependency or the classification are independent. It can also to make comparisons between theoretical populations and actual data when categories are used.

$$\text{Expected frequency of any cell} = \frac{Row\ Total\ x\ Column\ Total}{Grand\ Total}$$

Coefficient Of Correlation:

Correlation analysis is the statistical tool use to the measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables using the formula below.

Analysis and Interpretation:

The data collected through the structured questionnaire were analyzed using percentage method and the result is exhibited as follows:

$$r = \frac{n(\Sigma xy) - (\Sigma x)(\Sigma y)}{\sqrt{[\,n\Sigma x^2 - (\Sigma x)^2\,]\,[\,n\Sigma y^2 - (\Sigma y)^2\,]}}$$

Age of the Respondents:

Age	Respondents	Percentage
Less than 25	12	11
26 - 35	42	37
36 – 45	46	40
Above 45	13	12
Total	113	100%

From the above table, the majority of the respondents belong to the age group of 36 – 45 years.

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Gender of the Respondents

Gender	Respondents	Percentage
Male	63	56
Female	50	44
Total	113	100%

From the above table, it is inferred that major respondents are male.

Marital Status of Respondents

Marital Status	Respondents	Percentage
Married	75	66
Unmarried	38	34
Total	113	100%

From the above table, it is inferred that majority of the respondents were married.

Income Status of Respondents

Income Status	Respondents	Percentage
Less than 15000	20	18
15001 – 25000	40	35
25001 -35000	25	22
Above 35000	28	25
Total	113	100%

From the above table, it is inferred that 35% of the employees are paid with a salary structure of 15000 – 25000 INR.

Employment Status of Respondents

Employment Status	Respondents	Percentage
Full-time	75	66
Part-time	18	16
Contract employee	20	18
Total	113	100%

From the above table, it is inferred that majority of the respondents belong to full time employment with Flour Manufacturing industry.

Work Experience of Respondents

Work Experience	Respondents	Percentage
Less than 1 year	10	9
2-3 years	23	20
4 – 5 years	30	27
Above 5 years	50	44
Total	113	100%

From the above table, it is inferred that majority of the respondents have more than 5 years of experience with Flour Manufacturing industry.

Awareness on Performance Appraisal System

Awareness	Respondents	Percentage
Yes	80	70
No	33	30
Total	113	100%

From the above table, it is inferred that majority of the respondents has awareness on Performance appraisal in Flour Manufacturing industry.

Increment Provided based on Performance Appraisal

Increment Based	Respondents	Percentage
Highly satisfied	70	62
Satisfied	30	27
Neutral	13	11
Dissatisfied	0	0
Highly Dissatisfied	0	0
Total	113	100%

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From the above table, it is evident that majority of the employees in the Flour Manufacturing Industry are highly satisfied with the increment provided based on Performance Appraisal System.

Improvement in Satisfactory level with Job after Performance Appraisal

Improvement in Job Satisfaction	Respondents	Percentage
Strongly Agree	75	66
Agree	20	18
Neutral	18	16
Disagree	0	0
Strongly Disagree	0	0
Total	113	100%

From the table, it is found that 66% of employees are strongly agree that there is improvement in job satisfaction with Performance Appraisal system with the Flour Manufacturing Industry.

Motivation through Performance Appraisal

Motivation	Respondents	Percentage
Strongly Agree	50	44
Agree	30	27
Neutral	20	18
Disagree	13	11
Strongly Disagree	0	0
Total	113	100%

From the above table, it was found that 44% of the employees strongly agree that there is motivation through Performance Appraisal system

Overall Satisfactory level with Performance Appraisal

Overall Satisfaction	Respondents	Percentage
Highly satisfied	20	18
Satisfied	60	53
Neutral	30	27
Dissatisfied	3	2
Highly Dissatisfied	0	0
Total	113	100%

From the above table, it is concluded that 53% of the employees are satisfied with overall system of Performance Appraisal System in Flour Manufacturing Industry.

Achievement of Meaningful Goals through Performance Appraisal System

Achievement of Meaningful Goals	Respondents	Percentage
Strongly Agree	50	44
Agree	40	35
Neutral	20	18
Disagree	3	3
Strongly Disagree	0	0
Total	113	100%

From the above table, it is concluded that 44% of the employees strongly agree and 35% of the employees agree that they are able to achieve meaningful goals through Performance Appraisal System.

Fair Standards of Performance Appraisal System

Fair Standards	Respondents	Percentage
Strongly Agree	60	53
Agree	20	18
Neutral	10	9
Disagree	23	20
Strongly Disagree	0	0
Total	113	100%

From the above table, it is concluded that 53% of the employees strongly agree with the Fair standards adopted by the Flour Manufacturing industry with Performance Appraisal System.

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Satisfactory level with Frequency of Performance Appraisal System

Frequency of Performance Appraisal	Respondents	Percentage
Highly Satisfied	45	40
Satisfied	42	37
Neutral	20	18
Dissatisfied	6	5
Highly Dissatisfied	0	0
Total	113	100%

From the above table, it is concluded that 40% of the employees are highly satisfied and 37 % of employees are satisfied with the frequency of Performance Appraisal System.

Setting Standards for Performance Appraisal

Setting Standards	Respondents	Percentage
Highly Satisfied	7	6
Satisfied	86	76
Neutral	20	18
Dissatisfied	0	0
Highly Dissatisfied	0	0
Total	113	100%

From the above table, it is concluded that 76% of the employees are highly satisfied with the Standards set for achieving the Performance Appraisal in Flour Manufacturing industry.

Effectiveness in Implementing Performance Appraisal System

Effectiveness	Respondents	Percentage
Highly Effective	5	4
Effective	79	70
Neutral	21	18
In effective	8	8
Highly Ineffective	0	0
Total	113	100%

From the above table, it is concluded that 70% of the employees found effective in implementing Performance Appraisal system in Flour Manufacturing Industry.

Transparency in Implementing Performance Appraisal System

Transparency	Respondents	Percentage
Strongly Agree	98	86
Agree	12	11
Neutral	3	3
Disagree	0	0
Strongly Disagree	0	0
Total	113	100%

From the above table, it is concluded that 86% of the employees agree that there is transparency in Performance Appraisal System in Flour Manufacturing Industry.

Recognition After Performance Appraisal System

Recognition	Respondents	Percentage
Strongly Agree	13	12
Agree	68	60
Neutral	25	22
Disagree	7	6
Strongly Disagree	0	0
Total	113	100%

From this table, it is concluded that 60% of the employees agree that they have been recognized through emoluments and promotion through Performance Appraisal System in Flour Manufacturing Industry.

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Chi Square Test:

Chi-square test is an on-parametric test. It can be used to determine if categorical data show dependency or the classification are independent. It can also to make comparisons between theoretical populations and actual data when categories are used. In this test the two variables such as gender of the respondents and the satisfactory relations with the co-worker were taken for consideration.

Observed Frequency:

Gender	Recognition with Performance Appraisal System				
	SA	A	N	DA	Total
Male	6	39	14	4	63
Female	7	29	11	3	50
Toal	13	68	25	7	113

SA – Strongly Agree; A – Agree; N – Neutral; DA Disagree;

Calculation

1. Row 1 Total x Column 1 Total / Grand Total = **63 x 13 / 113 = 7.25**
2. Row 1 Total x Column 2 Total / Grand Total = **63 x 68 / 113 = 37.91**
3. Row 1 Total x Column 3 Total / Grand Total = **63 x 25 / 113 = 13.94**
4. Row 1 Total x Column 4 Total / Grand Total = **63 x 7 / 113 = 3.90**
5. Row 2 Total x Column 1 Total / Grand Total = **50 x 13 / 113 = 5.75**
6. Row 2 Total x Column 2 Total / Grand Total = **50 x 68 / 113 = 30.09**
7. Row 2 Total x Column 3 Total / Grand Total = **50 x 25 / 113 = 11.06**
8. Row 2 Total x Column 4 Total / Grant Total = **50 x 7 / 113 = 3.10**

Expected Frequency

Gender	Recognition with Performance Appraisal System				
	SA	A	N	DA	Total
Male	7.25	37.91	13.94	3.90	63
Female	5.75	30.09	11.06	3.10	50
Toal	13	68	25	7	113

The Chi Square is calculated as follows

Oi	Ei	(Oi-Ei)	(Oi-Ei)^2	$\frac{(Oi - Ei)2}{Ei}$
6	7.25	-1.25	1.5625	0.2155
39	37.91	+1.09	1.1181	0.0295
14	13.94	+0.06	0.0036	0.0003
4	3.90	+0.10	0.01	0.0026
7	5.75	+1.25	1.5625	0.2717
29	30.09	-1.09	1.1181	0.0372
11	11.06	-0.06	0.0036	0.0003
3	3.10	-0.10	0.01	0.0032
$\Sigma\frac{(Oi-Ei)2}{Ei}$				0.5603

The Tabulated value for chi-square @ 5% of level of significance and 4 Degrees of freedom = 7.82 The tabulated value is > Calculated value., i.e., 7.82 > 0.5603. Hence the hypothesis H0 is accepted and H1 is rejected. It is concluded that there is no significant relationship between the gender and the Recognition with Performance Appraisal System in Flour Manufacturing Industry at Madurai.

The hypothesis is defined as follows

Ho (Null Hypothesis): There is no relationship between Gender and Recognition after Performance Appraisal System.

H1 (Alternative Hypothesis): There is relationship between Gender and Recognition after Performance Appraisal System.

Correlation Coefficient:

Correlation analysis is the statistical tool used to measure the degree to which two variables are linearly related to each other. Correlation measures the degree of association between two variables viz., age of the respondents and the overall job satisfaction of respondents. The details are tabulated as below

Work Experience (X)	10	23	30	50
Overall Satisfaction of Performance Appraisal (Y)	18	53	27	2

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X	Y	X^2	Y^2	XY
10	20	100	400	200
23	60	529	3600	1380
30	30	900	900	900
50	3	2500	9	150
$\sum X = $ 113	$\sum Y = $ 113	$\sum X^2 = $ 4029	$\sum Y^2 = $ 4909	$\sum XY = $ 2630

The formula for calculating the coefficient of correlation is

$$r = \frac{n(\sum xy) - (\sum x)(\sum y)}{\sqrt{[n\sum x^2 - (\sum x)^2][n\sum y^2 - (\sum y)^2]}}$$

Applying this formula

$$r = \frac{4(2630) - (113) \times (113)}{\sqrt{[4 \times 4029 - (113)^2][4 \times (4909) - (113)^2]}}$$

$$r = -0.4691$$

which is negative; Hence there is no significant relationship between the work experience and the overall satisfaction with the performance appraisal in the Flour Manufacturing Industry.

Suggestions:

The following suggestion are listed based on the major findings, of the study as well as personal observation of the situational variables and feedback from the participant.

❖ To increase the awareness of performance appraisal conduct training programs to implement regular training sessions to educate employees about the performance appraisal system, its benefits, and its impact on their career growth.

❖ Ensure that the criteria for performance appraisal are transparent and clearly communicated to all employees. This includes explaining the factors that will be evaluated and how the evaluations will be conducted.

❖ Establish a robust feedback mechanism where employees can share their thoughts on the appraisal process. This will help identify areas of improvement and make the system more effective.

❖ Ensure performance reviews are conducted regularly and consistently. This helps in keeping track of progress and addressing any issues promptly.

❖ Conduct regular surveys to gauge employee satisfaction with the appraisal system and make improvements based on their feedback.

❖ Ensure that the goals set during performance appraisals are specific, measurable, achievable, relevant, and time-bound (SMART). This helps employees understand what is expected of them and how they can achieve it.

❖ Align individual performance goals with the overall objectives of the company to ensure everyone is working towards the same targets.

❖ Implementing these suggestions may help improve the performance appraisal process in Flour Manufacturing Industries Madurai, leading to higher employee satisfaction and better overall performance.

Conclusion:

All the results observed and achieved during this research clearly indicate the importance and need of performance appraisal in the organization. The study reveals that the employees perform their duties well and performance appraisal continuously, motivate the employees to achieve their goals indirectly helping the organization to achieve its goals. Employees should be praised in public and corrected in Private.

There is always some difference between the quality and quantity if the same work on the same job is done by the different people. In present scenario, it is impossible for the organization to manage challenges without the help of potential human resource.

Hence, the employee's in the organization become the biggest assets to be taken care of, Employees ability and inability, strengths and weakness etc. has to be evaluated and appraised periodically. Performance appraisal is one such management tool which gives unbiased answers to management questions.

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Reimagining Higher Education Learning Spaces: Theory & Practice

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Abstract:

This research aims to address this gap by exploring the visible gap in the application of pedagogical theories and digital practices. The study specifically focuses on employing a connected space methodological approach within learning spaces of higher education institutions in India, utilizing a sample size of 58 students. The primary objective is to evaluate the effectiveness of connected spaces in learning by implementing various optional theoretical frameworks. The connected space approach integrates physical and digital elements to create an enriched learning environment. By bridging these elements, the study investigates how well students can access and utilize knowledge and resources within such interconnected spaces. This methodology emphasizes the physical layout of learning environments and considers digital connectivity and accessibility, aiming to enhance the overall educational experience. Principal findings reveal that the appropriate application of connected space theory significantly contributes to students' availability and understanding of knowledge. The research demonstrates that connected spaces facilitate better interaction, collaboration, and access to educational resources. This, in turn, leads to improved learning outcomes and a more engaging educational experience for students. The study concludes that the connected space methodology serves as a crucial step in reimagining learning environments in Indian higher education. By providing a comprehensive understanding of how connected spaces function and benefit students, this research offers valuable insights into the future design and implementation of learning spaces. The findings suggest that integrating connected spaces can play a pivotal role in enhancing the effectiveness of educational practices and fostering a more interactive and resource-rich learning environment.

Keywords: Connected Spaces, Digital Practices, Learning Spaces

Introduction:

The illustrative theme of this study is 'connected spaces of learning' that are permeable, networked, and flexible providing inclusive and adaptive environments in which learning can take place. Efforts have been put into understanding the dynamic processes of learning that can be situated across different spaces and time zones. Recent developments in the field of active learning have left the scope for promoting different types of approaches to enhance the learning experience that may involve formal and informal communities. The reimagination of the themes extends beyond how can the concept of learning be made more active. It aims for students' engagement in the process of learning in digital spaces in combination with the adaptive environment. We have reflected on the challenges that can be faced in the methodologies for describing and analyzing young people's daily learning. This learning may be based on the various types of approaches like social, cultural, and modern times of science and technology. This study has traced the learner's boundaries and restrictions in the traditional learning spaces and the lives of the young students.

Objective:

The objective of this research was to evaluate how permeable and flexible learning spaces enhance student engagement, collaboration, and learning outcomes, and to assess the alignment of these spaces with pedagogical goals.

Instrument and Methodology:

The research is based on the qualitative analysis of the learning spaces for higher education institutes. The flexible learning environment created for both the permeable and flexible learning illustrative themes for the connected learning spaces was based on the spaces that have the ease to move the furniture and the portable technology for the ease of the research.

Instruments Used:

The participants were first interrogated about their enthusiasm regarding connected spaces. The interviews of the students and the teachers had different sets of questions as below. The qualitative analysis redirects to understanding the quality of education. The questionnaire of students and their expectations;

Interview Questionnaire:

a) Do you believe that the traditional learning spaces provide the best knowledge resources,

quality of education, and holistic and social approaches?

b) Are you unable to get complete access to the active learning techniques in the traditional learning spaces?

c) Do you think that there is a need for reimagining more flexible and permeable learning spaces?

d) Does the purpose of this research feel relevant to you?

After interviewing the students, a sample size of 58 participants was selected for the research. The prerequisites for creating the connected learning space included a strong Wi-Fi connection, a large projector, materials for supporting permeable spaces, digital devices, and appropriate furniture. To access material digitally, students were encouraged to bring personal devices. Also, they engaged with the provided technologies and arranged themselves so that remote students could see and hear their classmates.

Both remote and in-person students engaged in permeable connected learning spaces, with microphones, speakers, and cameras. Student feedback was crucial for identifying problems and refining solutions. Lomas & Oblinger, 2006, says "learners have a legitimate perspective on what works–and what doesn't.". The inclusion of students in the classroom is directly proportionate to the learning outcome. We prepared these feedback questions for students;

Yes/No Questionnaire:

The questions and answers obtained to these are mentioned in the **Table** and are presented in the paper to throw light on the need to reimagine the learning spaces. Moreover, the difference in response has been plotted on a cluster **Chart** to visually understand the response pattern. Evidently, from the analysis of the data, it can be considered that it is important to set an environment before and after teaching to ensure optimal learning for the students.

Table

Number of students	Question	Yes	No
58	How likely are they to engage in the creation of such a reimagined permeable connected learning space?	40	18
58	Do they feel learning with such an approach makes a difference in learning and sharing the discussions with students from other demographics?	43	15
58	Are they ready to support such active learning techniques that can be practised in the reimagined connected spaces for learning?	44	14
58	Was the faculty better at teaching this new type of learning space? Was the learning experience better in this type of learning space?	44	14
58	Does learning in such spaces provide them with scope for critical thinking and boost the problem-solving approach as a team?	46	12

Chart 1

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Chart 2

Impacts of Flexible and Permeable Learning Spaces

(Bar chart — X-axis: Impacts; Y-axis: Participants)

- Enagagement Increases: 69
- Enhanced Learning: 74
- Support Active Learning: 76
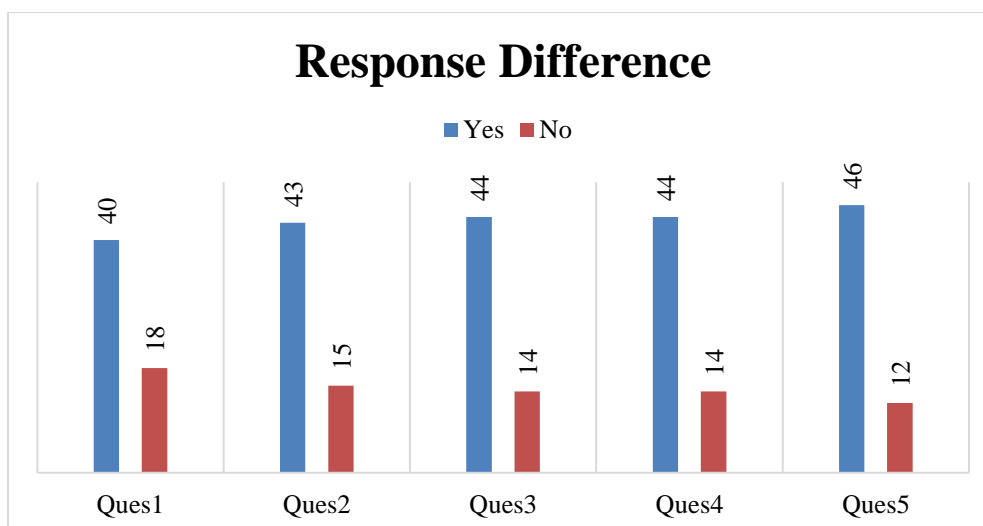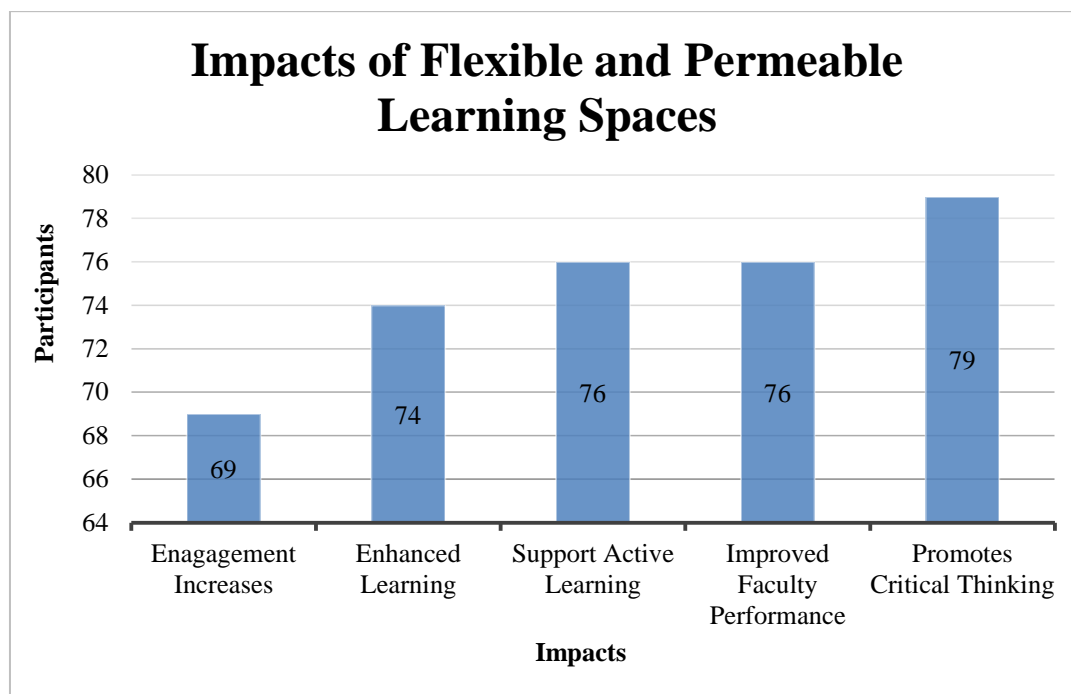- Improved Faculty Performance: 76
- Promotes Critical Thinking: 79

Methodology:

Time required for the research- A period of 3 months was required to get the results for the research. Flyers were used to encourage student and teacher participation. Each participant was given detailed information about the purpose of the research. Well-versed faculty who are acquainted with the flexible learning techniques were chosen.

Before Class:

The faculty emphasized speaking to students before class. The classroom environment was planned and assessed for connectivity, technology, and flexible furniture. Photos depicted the space. Criteria were set to reimagine classrooms, focusing on power accessibility and comfort. Classrooms were equipped with cameras, monitors, and microphones for remote learning to suit the students' comfort.

During Class:

The best time to leverage the spatial and pedagogical themes in a flexible learning space. Depending on the specifics of the room design, you may find that small groups support flexible learning through permeable learning spaces. This leads to opportunities for employing pedagogical strategies in activities that are limited by traditional learning themes.

After Class:

Learning extended beyond the physical classroom, with students given access to online resources. Pedagogical goals were achieved through these online resources, fostering collaboration and small group work. Students participated in discussions on boards and provided feedback on the connected learning space. The improved learning experience was inquired about by a feedback questionnaire.

Results:

The survey data, gathered from 58 students, reveals strong support for reimagined permeable connected learning spaces. As depicted in Chart 2, a significant majority (69%) are likely to engage in creating such spaces, and 74% believe these spaces enhance learning and foster discussions across diverse demographics. Furthermore, 76% are ready to support active learning techniques in these environments, and 76% feel the faculty performed better in these new spaces, leading to an improved learning experience. Additionally, 79% acknowledge that such spaces promote critical thinking and teamwork.

These findings suggest that permeable and flexible learning spaces significantly enhance the educational experience. It indicates that these environments facilitate diverse instructional methods, cater to varied student needs, and support interdisciplinary and hybrid learning environments.

Discussion:

Some research shows that flexibility and openness promote a community of learners and holistic learning, offering multiple engagement opportunities. Feedback helps align classroom resources and design with learner needs and pedagogical goals (Meyer et al., 2014), promoting comfort, attention, and learning through postural variation. The analysis of the spatial properties of the learning space, along with observational and interview data, revealed that spatial morphology significantly influences both planned and unplanned educational, social, and scholarly activities. Permeability and visibility in educational buildings

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shape user activities and learning experiences. Highly visible structures affect visibility but not permeability. Less permeable, visually accessible spaces tend to divide users into smaller groups. Visibility impacts spatial awareness, navigation, decision-making, and in-person communication.

The division of functional zones allows for flexibility within those zones, supporting observations about the impact of spatial characteristics on the educational experience. Torin Monahan (2002) introduces the concept of "built pedagogy," which refers to the architectural expressions of educational philosophies. Studies, such as those by Weinstein (1981), have repeatedly demonstrated that learning is most effective when the physical environment is in harmony with teaching methods and curricular goals. Spaces encouraging unintentional learning experiences help form "transitional environments" where learning states are inadvertently achieved.

The physical context of learning, including resource provision and arrangement, shapes behaviour in lecture halls, as demonstrated by purpose-built lecture halls and Active Learning Classrooms by Melissa Rands and Ann Gansemer-Topf (2017) say it facilitates specific behaviours and relationships.

Flexible learning spaces ensure links between classroom environments and instructors, offering benefits to students and instructors. Flexibility, both physical and abstract (Monahan, 2002). It encourages the difference in teaching and learning styles (Lomas and Oblinger, 2006), adapting to new approaches and student needs. Clear, organized, and stable environments promote beneficial outcomes, such as a strong sense of place attachment (Graetz & Golliber, 2002). Research, particularly by (Gee, 2006), highlights that students frequently link their knowledge to the specific locations where they acquired it.

Therefore, learning spaces should have facilities that promote "learning behaviours and pedagogical practices for student engagement" (Rands & Gansemer-Topf, 2017, p. 31) through adjustable physical resources, accommodating active engagement and collaboration among students and instructors.

Creation of the Space:
The connected space shall be designed based on the people involved in the environment. The students and the teachers must be kept in mind before creating a connected learning space.

Seating Arrangements:
At a fundamental level, both students and instructors need seating that is mindful of diverse body sizes and the prolonged periods they will spend in that seating (Van Note Chism, 2006).

Involvement of Remote Students:
The students who are learning from remote locations in the connected learning spaces must be considered for entitlement to a seat in the class i.e. the monitor or projector screen is visible to remote learners. They must be able to engage, hear, and be positioned to be in a state of understanding.

Teaching Style in Connected Learning Space:
The teaching goals should be set for the teacher based on the subject they are teaching. The different kinds of teaching strategies and the team-based approach shall be considered in the lectures in connected learning spaces.

The learning space must also be able to accommodate the learning resources for the students and the belongings of the students and the faculty. The focus was on the expectations of students and the content teachers bring if it physically and pedagogically fits.

Teaching Materials:
The pedagogical style for all teachers is different while teaching the students. Usually, a teacher needs a place to keep notes a laptop or computer, and other materials brought by educators. Teachers must be equipped with devices to make the connected learning spaces fit for the teaching of various subjects and digital formats.

Learning Materials:
Just like the teacher, students need a surface in the classroom. The students usually need a place to keep their study materials like a tablet, laptop, and notebook, and this can vary based on the student and teacher's expectations.

Outlets:
Given the prevalence of technology in classrooms, access to power outlets is crucial for both instructors and students for their devices. The availability (or lack) of these outlets influences the arrangement of the room, either facilitating or hindering the achievement of objectives.

Accessibility:
Accessibility plays an important role in the research the permeable learning spaces are dependent on visual and hearing aids. It is essential to understand and make sure that all students have access to the learning space. Can all students access the space, and move freely within the space? Are the course materials accessible to all? Are students and the instructor able to see and hear each other? If not, what types of equipment will be made available to improve visibility and audibility?

Learning Moveability:
Studies reveal that "audiovisual tools [facilitate] information processing for students, [provide] numerous chances to review content through various formats, and [support] instructors in evaluating student comprehension while enabling learners to track their progress" (Rands & Gansemer-Topf, 2017). Different teaching styles

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require various pedagogical approaches. Information was systematically shared using pedagogies suitable for permeable learning spaces. Technology plays a vital role in adaptable learning environments, addressing the audio and visual requirements of both in-person and remote students, as well as the instructor. The following section explains measures taken in audio and visual aids:

Audio:

In any class, students and instructors must be able to hear each other. The dimensions and arrangement of a space can significantly influence this in a variety of ways. Those reasons were taken care of during the research to get the appropriate desired results.

Omitting And Minimizing Distractions:

The class was visited before the lecture session was held. All the prominent distractions were removed and minimized for better results in the research. The noise in the background or any visual distractions were minimized. The use of the room dividers was made to avoid any distractions for the students.

Equip The Classroom:

Microphones enhanced audio in the larger space and for students attending via Zoom. Speakers improved face-to-face communication for in-person students and supported playing podcasts and audio files.

Visual Aids:

PowerPoint slides, images, documents, and printed handouts were used. The students were free to collaborate in the shared writing and tech spaces for a better learning experience. For all learners, visual aids must be equally accessible and efficacious as high-quality audio. For the duration of the lesson, students must have access to pertinent course material. In a flexible learning environment, visual aids can be used in a variety of ways.

High-Tech Options:

In-class computers and projectors were allowed to encourage easy slide sharing, circulation of collaborative documents, photographic and videographic examples etc.

Low-Tech Options:

Low-tech options, such as whiteboards, blackboards, poster papers, and printed materials, were used to create a permeable connected space. These aids help students report back from group activities and assist instructors in illustrating discussions and problem-solving. It's essential to arrange these resources so all students, including those on Zoom, can see the class highlights.

Portability of Study Materials and the Technological Aids:

Students can bring their whiteboards, tablets, and laptops to enhance participation. Portable visual aids will improve comfort and understanding. Access to plugs for charging

electronic devices was also ensured to facilitate a better learning experience.

Approaches to Teach in Flexible Learning Space:

This part provides ideas for teaching in flexible learning spaces, building on the critical issues discussed in the previous section about how to make a flexible learning space operate well. By actively modifying the environment to suit their requirements as well as the needs of their students, we encourage teachers to acknowledge and embrace their role as stewards of the space (Doorley & Witthoft, 2012).

Scope and Limitations:

Leveraging on research, this paper discusses the potential of reimagining versatile and flexible areas for learning in higher education as collaborative places that promote pupil engagement, partnership, and intellectual curiosity. This room offers a new approach, combining physical and virtual aspects to generate a dynamic setting for learning. In the study, 58 students served as subjects, providing insights into how effectively this technique performed. Nonetheless, the study's weaknesses may stem from its small sample size and focus on a single cultural environment, which may diminish the generalizability of its findings. Furthermore, the study used qualitative methodologies, some of which may benefit from quantitative supplementation for more thorough analysis. Other limitations involve the supposition that trendy digital infrastructure is available at all institutions, which limits the practical significance of the findings.

Recommendations:

1. Boost the sample size and range to encourage the adaptability of research outputs.
2. Use a combination of qualitative methods with quantitative metrics to improve outcomes and draw clear conclusions regarding permeable learning environments.
3. Improve the technological framework to effectively carry out the linked spaces notion.
4. Empower educators to adapt to modifying learning situations.
5. Evaluate the long-term impact of flexible environments for learning on pupil achievement and wellness.
6. Analyse how versatile learning environments might be adjusted for various courses and disciplines.

Conclusion:

The research underscores the importance of designing learning spaces that are both permeable and flexible. These spaces, equipped with the necessary resources and technological aids, can significantly improve student engagement, critical thinking, and overall learning outcomes. The positive response from students highlights the potential of these innovative spaces to transform

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educational practices and foster a more effective and inclusive learning environment.

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To study the integrating challenging demands of inclusive mathematics education in professional development

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Abstract:

While executing instructive advancements, educators' ways to deal with coordinating new showing requests are a significant calculate their expert turn of events. This turns out to be particularly significant in comprehensive science training, where educators are requested to coordinate two positions: (a) make joint growth opportunities for all understudies and (b) give centered learning open doors to people. These positions and the directions where they are sought after are seen as clashing requests by certain educators, while others don't. Inside the model of content-related educator skill, this subjective review explores instructor's practices for coordinating these requests by unraveling the interchange between instructors' self-detailed rehearses and their hidden directions about comprehensive schooling. The examination uncovers that main a few educators elucidate clashes between comprehensive instructing requests. It likewise shows that instructor's order a wide range of practices for managing the new showing requests and that a few complex practices can for sure incorporate various requests all the while. Suggestions incorporate the understanding that proficient improvement programs on comprehensive training ought to give cautious consideration to educator's verbalized positions and directions to advance the combination of instructing requests. Past this particular expert improvement content, the quest for rehearses for coordinating requests emerging from an interchange of occupations and directions may be a promising proficient improvement research approach for expanding the extent of expert turn of events.

Keywords: Teaching demands, Teacher practices, Teacher orientations, Inclusive mathematics education, Professional development

Introduction:

At the point when educators are chipping away at an instructive advancement, they frequently see clashes in repetitive showing requests, which can prevent the improvement of their showing rehearses (Jaworski, 2006; Thomas and Yoon, 2014). Be that as it may, not these struggles are unsolvable problems, as they can be settled by master educators (Brodie, 2010). In these cases, exact examination on educators' viewpoints can considerably add to distinguishing and clarifying the instructors' methodologies for new and testing training requests and recommending potential practices to coordinate them into their showing practice so proficient advancement projects can give valuable open doors to instructors to defeat likely apparent struggles (Prediger at el., 2015). In this paper, this exploration plan is sought after for the instance of comprehensive science schooling, which gives a point of convergence to explore on educator's practices for managing new requests coming about because of the intricacy of comprehensive math training.

Laying out comprehensive training was pushed as an instructive development in numerous nations following the UN Show of the Freedoms of People with Handicaps (Joined Countries, 2006). Comprehensive training targets guaranteeing all understudies' more right than wrong to partake in quality schooling tending to their singular necessities and capacities (UNESCO, 2009). The execution of these points not just requires overhauled situation strategies (e.g., by shutting custom curriculum schools), however vigorously relies upon the educators' day to day rehearses in standard topic homerooms for satisfying two significant showing requests (called "positions" for short): (a) comprising networks to which all understudies have a place and organizing joint encounters and (b) advancing individual numerical advancing by versatile learning valuable open doors tending to different necessities.

As indicated by late examination audits on comprehensive training, hardly any observational examinations have researched instructors' practices and directions for dominating these two positions (Avramidis and Norwich, 2002; Lambert and Tan, 2020; Van Mieghem et al., 2020). One of the uncommon video concentrates on comprehensive showing rehearses in science study halls uncovers that a large portion of the noticed educators satisfy just work (a) or (b) however significantly less

frequently both simultaneously (Krahenmann et al., 2019). This brings up the exploration issue of whether and on what foundation math instructors see a contention between various requests of comprehensive schooling and which practices are fit to incorporate these requests as opposed to treat them independently or as clashing.

In this paper, we report on a subjective report that researches educator's self-revealed rehearses in Delhi comprehensive optional science study halls that were caught in an expert turn of events (PD) program. Inside the hypothetical model of content-related educator skill (Bromme, 1992; Prediger, 2019), we find likely struggles between requests of comprehensive schooling and practices to coordinate these requests in an exchange of occupations (a) and (b) with two fundamental directions, which we will present as friendly direction and numerical direction.

For this reason, the main segment presents the hypothetical foundations on comprehensive arithmetic training, proficient mastery, and educators' ways to deal with new instructing requests. The subsequent segment provides details regarding the examination setting and the techniques for information get-together and information investigation. The third area then presents the exact discoveries, while the last segment talks about accomplishments, limits, and ramifications for PD programs. We additionally reflect what this specific instance of comprehensive training can add to other creative substance with new instructing requests.

Theoretical background:

Conceptual framework of the study:

- *Jobs* are defined as the typical, often complex situational demands of subject-matter teaching. Whereas Bromme (1992) considers general teaching demands such as planning lessons in general, the content-related model focuses on teaching demands relevant to the innovation content in view (such as inclusive mathematics educa tion).
- *Practices* are defined as the recurrent pattern of teachers' utterances and actions for coping with these jobs (separately or in an integrated way). It is the key idea of the model that teacher practices can be characterized by the underlying categories, pedagogical tools, and orientations upon which the teachers' actions implicitly or explicitly draw.
- *Pedagogical tools* are the concrete, visible tools applied to coping with the job (e.g., differentiated tasks, scaffolding moves, and visualizations).
- *Categories* are conceptual (i.e., non-propositional) knowledge elements that filter and focus teacher's categorical perception, thinking, and evaluation. Bromme's (1992) construct of categories resonates with

Vergnaud's (1998) construct of concepts-in-action, which explains that they explicitly or implicitly guide the practices when they "cut the world into distinct aspects and pick up the most adequate selection of information" (p. 219).

- *Orientations* refer to content-related and more general beliefs and attitudes that implicitly or explicitly guide teacher's perceptions and prioritizations of jobs and categories (e.g., beliefs about the content or students' learning processes; as Schoenfeld 2010, p. 29 explains).

The interplay between these five constructs can be studied for descriptive and prescriptive research purposes and their combination: In a *prescriptive mode*, the approach of job analysis is used for identifying theoretically what categories, pedagogical tools, and orientations are required for targeted productive teaching practices (Bass & Ball, 2004; Bromme, 1992), which is used for deriving prescriptions for relevant PD content.

Innovation content in view: inclusive mathematics education with its jobs and orientations

- Comprehensive training turned into an area of pertinent advancement content when many educational systems changed their arrangement approaches in the wake of marking the UN Show (2006). In Delhi schools, the pace of understudies with unique instructive requirements who are set in customary schools rather than a custom curriculum schools has expanded. Around the same time, Delhi schools turned out to be progressively mindful of value worries, as numerous understudies from minimized bunches in the normal homerooms were abandoned because of reasons, for example, restricted admittance to scholastic language and low financial or potentially settler foundation (OECD, 2006; Stanat 2006).
- Despite the fact that consideration has a long practice in extraordinary instructive necessities research, it doesn't have a solitary settled upon definition (Graham-Matheson, 2012). One justification for this could be that specialists will generally conceptualize consideration using totally different ideas on various levels, which blocks laying out associations between research (Grosche, 2015). Some examination is connected with the directions of incorporation. Roos (2019) follows the missing meaning of consideration back to two general strands of talk that seek after various objectives: Initial, a talk of philosophy about the regulating groundworks of incorporation, for the most part connected with worries of value. Second, a talk of approaches to showing the manners by which consideration can be acknowledged in study halls. Such qualifications are here subsumed under two distinct directions:

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• Following a social direction, consideration is associated with the general "moral responsibility [of consideration as task in society] to track down lifestyle choices and learn together, to manage otherness" (Kollosche et al., 2019, p. 4).

• Following a numerical direction, consideration is worried about setting out reasonable learning open doors for each understudy and with making numerical learning networks.

Conversely, different scientists have been worried about Laying out Joint Encounters under a numerical direction by following how understudies collaborate in the homeroom and how numerical thoughts can rise out of study hall action (Hoveler, 2019; Krahenmann et al., 2019).

Conversely, Advancing People Adaptively has generally been deciphered under a numerical direction. To amplify the singular learning development, everything being equal, versatile instructing that tends to all understudy's different requirements and capacities is critical (Corno, 2008; Solid et al., 2019). Previously, endeavors were made to accomplish versatile showing utilizing capacity gathering or supplemental guidance outside class.

Existing research on teachers' inclusive teaching practices:

As a few exploration overviews on comprehensive schooling have uncovered, instructor's comprehensive practices and directions have predominantly been researched as for outer perspectives: Most examinations on comprehensive showing rehearses have recorded hierarchical practices for co-educating and peer support, however little is realized about homeroom rehearses for acknowledging comprehensive topic training (Van Mieghem et al., 2020). This absence of experimental examination on educator's comprehensive practices has likewise been affirmed for arithmetic study halls (in the exploration outlines by Lambert and Tan 2020; Roos, 2019). Essentially, educator's directions about consideration have predominantly been explored concerning outer variables, zeroing in on educator's acknowledgment of consideration, and seldom regarding the super quality models they seek after (Avramidis and Norwich, 2002; de Boer et al., 2011; Van Mieghem et al., 2020).

Most examinations on comprehensive practices in math study halls have zeroed in at work of Advancing People Adaptively and have dissected the educator's variation rehearses. They have reliably shown that more instructors make informative adaption (with additional frameworks or improved on texts) than curricular transformations (i.e., putting forth separated learning objectives; Kurth and Keegan 2014; Strogilos et al., 2020). Such a methodology becomes hazardous for students who have not yet accessed the essential

reasonable starting points for the learning content of the "normal" class, as it can prompt an absence of learning potential open doors for these calculated establishments. Hence, it appears to be that Laying out Joint Encounters through educational variations remains in struggle to Advancing People Adaptively when the people have altogether different learning necessities.

In any case, late examination has demonstrated that the wellspring of the apparent struggle could likewise exist in the educator's thinking. Prediger and Buro (2021b) found in a meeting concentrate on that educators revealed satisfying the occupation of Laying out Joint Encounters primarily by practices of entire class instructing without separation, while Advancing People Adaptively was fundamentally acknowledged by individualized learning with separated worksheets. Inside the reasonable system of content-related educator mastery (see first subsection), they guess that the apparent struggle between the positions may be followed back to an apparent clash between the social and numerical directions. Like examination concentrates on that have zeroed in either on individual learning development or social cooperation as their classes for assessing the result of comprehensive practices (van Mieghem et al., 2020), educators additionally would in general pick between the two without tracking down ways of consolidating them.

Research questions:

RQ1: By which kinds of practices and underlying orientations and categories do teachers navigate the space of demands for inclusive mathematics education?

RQ2: Which kinds of practices are used for *integrating* different demands of inclusive mathematics education?

Methods of the qualitative study:

To recognize rehearses for exploring the space of requests for comprehensive science instruction and the fundamental classes, we picked a subjective systemic structure because of the explorative idea of the examination question. While perception information (e.g., from recorded homerooms; see Prediger and Buro, 2021a) can serve to portray educator's practices, their thinking is more available when they discuss the practices (as displayed additionally in the first meeting concentrate in Prediger and Buro 2021b). For the reasons here, we picked educator's conversations in a PD setting as the dialogic nature made the thinking open.

Research context:

The data corpus of the current study stems from the research context of the large PD research project Matilda on inclusive mathematics education in Delhi Grade 7 classrooms. We choose mathematics teachers and special education teachers

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from secondary comprehensive schools (Grades 5 to 10) as these schools have had a recent increase in integrating students with special needs (KMK, 2020) and a particular need to work on inclusive practices for ensuring more equity for all students. The PD program introduced 32 volunteer teachers to instructional approaches for combining *Establishing Joint Experiences* and *Promoting Individuals Adaptively* under social and mathematical orientations. Neither the instructional approach nor the PD project as a whole are the object of the current study; however, interested readers can find more details about them in other papers (Büscher, 2021; Prediger & Buró, 2021a; Prediger & Buró 2021b).

Data corpus:

Data collected in the Matilda project consisted of videos from all small-group discussions and plenary discussions across all PD sessions. Most discussions revolved around the

participants reactions towards new professionalization content, thus providing only limited insights into the teacher's own practices. However, in two episodes, discussions were initiated by the research team with the intent to elicit reports on teacher's practices in dealing with the demands of inclusive mathematics education. The first episode consists of small-group discussions from the very first moments of the first PD session.

Here, the participating teachers were asked to discuss the challenges and successes of their inclusive teaching. The second episode stems from a plenary discussion in the last PD session. Here, teachers reflected on their challenges and successes with the new instructional approaches. Both episodes provide windows into the jobs and orientations that teachers hold when dealing with the demands of inclusive mathematics education.

Fig. Deductive analytic scheme for jobs and orientations with example entries for inductively identified categories

Jobs	Social orientation	Mathematical orientation
Promoting Individuals Adaptively	• Social integration • Sense of belonging	• Differentiation • Individual learning growth
Establishing Joint Experiences	• Community feeling • Social participation	• Learning from each other • Collective learning growth

Participants:

The 32 science educators and custom curriculum educators included worked in socially oppressed metropolitan regions and had fluctuating showing experience overall (somewhere in the range of 4 and 20 years) and in comprehensive homerooms (between 2 months and 3 years). All instructors took part deliberately as they felt the requirement for PD for comprehensive science training, and were profoundly energetic for working on their educating. Because of fluctuating participation in the course, just 20 educators were available in no less than one of the two episodes. Each of the 20 instructors expressions were examined with the technique portrayed beneath.

Techniques for subjective information investigation

Step1. From the record information, expressions were distinguished that concerned educator's accounts of progress or challenge with comprehensive science instruction. This was finished by zeroing in on the language utilized and searching for express depictions of showing practices and more implied portrayals encoded in close to home reactions to educating circumstances.

Step2. Every one of the educator's expressions was relegated to the gig and direction that were applicable to that expression. Advancing People Adaptively was relegated when instructors alluded to showing approaches or assessment rules zeroing in on people (or little gatherings that were thought of as homogenous) and their singular necessities, while Laying out Joint Encounters was doled out when educators alluded to the class overall and stressed the system. A numerical direction was

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recognized when educators alluded to the math learning of understudies and the numerical substance ,a social direction was distinguished when educators alluded to social or educational factors, for example, the prosperity of understudies in the gathering or to the social job or spot of understudies.

Step3. From the expressions, the encoded classifications were distinguished inductively. By efficiently looking into the changed classes across the expressions, the classifications were additionally refined.

Step4. Every setup of occupations, directions, and classes subsequently addressed a training for exploring the space of requests for comprehensive science schooling. All practices were on the other hand efficiently thoroughly analyzed to find likenesses and contrasts in the co-happening position, directions, and classes. This brought about recognizing four sorts of commonplace practices that educators utilized for managing the requests of comprehensive arithmetic schooling.

Empirical results: teacher's practices of integrating challenging demands

Practices of explicating conflicts between demands of inclusive education

While detailing their encounters with comprehensive arithmetic schooling in the primary PD meeting, the educators distinguish various requests, provoking them to place that comprehensive math training is difficult or even unthinkable. As opposed to an overall dismissal of consideration, they find them in the contention between unambiguous requests:

Monika: [Our feeble students] possibly stay in the homeroom in the event that they can oversee things partially. Like assuming that they contrasted with the ordinary understudies perform sufficiently. That is, those that nearly lose their authority status as understudy with extraordinary instructive requirements. The others, they don't make it. Furthermore, that is a genuine disgrace, since consideration, which is an issue we work on, doesn't occur along these lines.

Priti: Isn't clearly they need various materials, however in the event that it is excessively unique, it naturally rejects? At the end of the day, work sheets must be organized plainly, right, and with an image on them, as for any remaining kids. Who, when they are finished, can variety in the image. However, in the event that it appears to be stunningly unique from what different youngsters do, they feel rejected, correct?

Monika expresses a common hierarchical struggle: Consideration is compared with Laying out Joint Encounters, which she deciphers in a simply friendly direction, as per which the satisfaction of this occupation is assessed by the classification of super durable presence in study halls ("stay in the

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homeroom"). Notwithstanding, this is in struggle ("that is a genuine disgrace") with satisfying understudy's singular realizing needs that are thought of as addressable for certain understudies predominantly in supplemental guidance outside homerooms ("The others, they don't make it").

In Priti's school, the supplemental guidance outside study halls is diminished, yet she expresses a comparable clash between the two positions as an unsolvable quandary: For Priti, consideration includes the positions of both Advancing People Adaptively and Laying out Joint Encounters. The numerical direction drives her to calling for tending to individual requirements with separated worksheets with educational or potentially curricular transformations ("clear that they need various materials"). However, the social direction calls for causing all understudies to feel that they are being dealt with much the same way. Her assessment classification for the social direction centers around the singular feeling of having a place ("then they feel prohibited"), not on the social interest itself. Advancing People Adaptively in the social direction is thus assessed by the feeling of having a place, and this is — in her eyes — an unsolvable clash with the numerical direction, as it requires being dealt with in basically the same manner.

Like Monika and Priti, numerous educators in our example of 20 instructors articulate contentions between the various requests of comprehensive math schooling. Across the contentions found in general example, an example arises: It is the numerical direction for Advancing People Adaptively that lies at the base of practically all clashes apparent by the educators .The requirement for individualization was seen as disconnected to social contemplations like people feeling of having a place with the class and giving normal guidance to all understudies, as well as to numerical contemplations like following an educational plan and the system "progress" of class.

Whereas Monika and Priti consider the perceived conflicts unsolvable dilemmas in the cited situation, they find other practices to deal with the perceived conflicts in further situations. The same applies for the other teachers in the data set. Kinds of practices are not types of teachers. Practices of reducing complexity:

An elective practice for exploring the space of requests for comprehensive science training is to decrease the intricacy of this space. In this training, just a solitary direction is enacted for a solitary work, as represented by the accompanying educator. Seema: Over the most recent 2 years, I created the experience that it can work for some things. Particularly in the event that you can make it conceivable through different means. Things that you can introduce in an unexpected way, or with something else altogether. With the goal that they

can interface with it. For instance, with estimating. We headed outside, and we estimated vehicles and steps, and in the end there was an origination of what is a meter, what is 2 m, what is 1 centimeter.

Here, Seema lessens the requests of comprehensive arithmetic instruction. She assesses her comprehensive educating by means of the class of individualization. She is arranged towards the math, as her story is about the learning of estimating. Her story is a triumph, since she fulfilled the singular requirements of her custom curriculum understudies through this individualized methodology. She alludes to no sort of joint learning with all understudies, nor does she incorporate socially situated classifications. Subsequently, this is an instance of lessening the intricacy required by zeroing in on a solitary work and a solitary classification.

Practices of exchanging position:

An approach to joining numerous directions or occupations are practices of switching back and forth between various positions, to independently satisfy them. One model is given in the accompanying.

Neera: That is a custom in my group, that we work on 10 computation errands and afterward all of the understudies accepts their work sheet. We present them together, and afterward we see that we work here and there on a similar substance. She [her custom curriculum col league] gets ready materials for understudies with a custom curriculum needs, contingent upon where in the course book they are … and afterward we see that we each work in our own space … and assuming I have the opportunity, I go to them [the understudies with exceptional instructive needs].

In this example of overcoming adversity, Neera provides details regarding a sort of training utilized by numerous educators. By rotating rehearses in her study hall, she switches back and forth between various classes for assessing her educating. Her illustrations start with a custom of leveling her heterogenous class by settling similar procedural undertakings together. She doesn't explain what sort of assignments these are, and in the event that they conceivably consider Advancing People Adaptively. Thusly, this class just connects with the gig of Laying out Joint Encounters, without unequivocally alluding to understudies individual requirements. After this custom, capacity gathering is sanctioned by distributing various assignments for various gatherings of understudies, so these people can be Advanced Adaptively, at this point without starting joint encounters.

Like lessening the intricacy, rotating the positions is a sort of training that decreases the concurrent requests looked by educators. Here, comprehensive arithmetic schooling is disintegrated into various positions that are satisfied in this way.

For other noticed educators, the explained practices of exchanging consistently allude to a variation between the two positions inside the numerical direction. No case happened in which an educator would unequivocally shift back and forth between, for instance, advancing people numerically and socially. Comparable practices happened in the meeting concentrate by Prediger and Buro (2021b) when educators detailed authorizing entire class instructing as long as all understudies could follow and afterward changing to individualized separations.

Albeit the regularizing requests of comprehensive schooling place a more all encompassing sort of guidance, once more, practices, for example, those gathered under the name of rotating position address fascinating strides toward expanding the combination of directions and occupations.

Practices of integrating jobs and orientations by flexible use of visual models:

In the last meeting of the PD course, the educators were approached to describe the triumphs and difficulties in executing the new course materials. Here, one more practice for exploring the space of requests for comprehensive science schooling surfaced that all the while incorporates requests of various mixes of social and numerical directions with the two positions. Neera, who in the main meeting has verbalized practices of both lessening how much assessment rules and exchanging, presently expressed a more coordinated approach.

Neera: When we moved toward the undertakings, the main thing we did was to have the more vulnerable understudies see which values are given and which could be set apart on the percent bar. What's more, the more grounded understudies assumed control over the computing system, the arrangement way. Furthermore, that additionally set off something inside the more vulnerable understudies. With the goal that they felt more secure, they partook more, they had the option to take part more. What's more, they encountered that as an extremely certain thing.

Like Neera, different educators additionally fostered their acts of dominating the two positions together. We see that throughout the PD and through their own showing encounters with the new materials, the gathering of noticed educators were progressively ready to incorporate social and content-related directions with the two positions and subsequently could defeat the apparent struggles between the requests of comprehensive training.

Discussion and conclusion
Discussion:

Drawing on the model of content-related educator skill (Prediger, 2019, in variation from Bromme 1992), the ongoing review explored 20

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instructor's conversations in a PD course to comprehend which practices were accounted for managing the requests of comprehensive math training (RQ1). Four sorts of practices were distinguished during the time spent subjective investigation: (1) practices of elucidating clashes between requests, (2) practices of lessening intricacy, (3) practices of exchanging position, and (4) practices of coordinating position and directions by adaptable utilization of visual models.

These practices can be situated on a range for different levels of incorporating the requests of comprehensive instruction (RQ2). The primary act of elucidating clashes between occupations or directions is accounted for by just a few instructors. At the point when such a contention is explained, it is essentially when the principal work is only figured out in numerical direction and the second in friendly direction. Two extra sorts of practices incorporate lessening the intricacy of requests to a solitary work and direction and switching back and forth between occupations. Albeit these practices don't straightforwardly coordinate various requests of comprehensive schooling, their repetitive use can in any case prompt study halls in which different requests are tended to. At last, a few instructors can completely coordinate all requests by organizing normal learning, for instance, with the visual model of the rate bar. This is by all accounts an exceptionally difficult sort of training that requires the capacity to deteriorate learning objectives.

The sorts of practices recognized can likewise give bearings to figuring out the current consequences of exploration according to another point of view. Past exploration has reported practices, for example, giving extra platforms or working on assignments for specific understudies instead of curricular variations (Kurth and Keegan, 2014; Strogilos et al., 2020). Considering the aftereffects of this review, such sorts of practices can be deciphered as ways of decreasing the intricacy of comprehensive educating to build all understudies admittance to joint encounters while disregarding the singular learning progress. Krahenmann et al's. (2019) video perceptions of practices showed that the positions of Advancing People Adaptively and It were emphatically adversely connected to Lay out Joint Encounters. The educators saw by Krahenmann et al., (2019) additionally appeared to take part in practices of diminishing the intricacy or switching back and forth between occupations, perhaps in light of the fact that contentions between different requests were seen. This outcome appears to affirm the provisional perception that acts of coordinating the requests are profoundly trying for instructors.

Educator's expert advancement is to a limited extent molded by difficulties and in some cases even contentions that are seen between new showing requests in instructive developments (Jaworski, 2006; Thomas and Yoon, 2014). This is especially significant for comprehensive math instruction where new requests can be portrayed by the exchange of the two educator occupations of Advancing People Adaptively and Laying out Joint Encounters and a social direction and numerical direction. To help instructors' PD for comprehensive training, it is vital to distinguish ways of coordinating both helping requests to beat potential contentions (Prediger et al., 2015; Thomas and Yoon, 2014), which is the center thought of instructive recreation lifted to educators (Kattmann et al., 1998).

Limitations of the study

1. Due to methodological limitations of the study, the first indications of the teacher's pathways towards integrating the demands of inclusive education must not be over interpreted as a methodologically sound proof of the effectiveness of the PD course.
2. This study does not claim to adequately represent the practices of all 20 teachers in the PD program. Instead, it provides an exploration of possible practices to inform the design of future PD programs.

Implications for PD design:

This study expects to give a commitment to the work for instructors PD for comprehensive schooling. While leading PD for comprehensive science schooling, PD facilitators are immediately defied with an unconventional circumstance. Numerous educators hold consideration to be an advantageous objective, yet they frequently see a greater number of contentions between the requests than opportunities for realizing incorporation in their study halls (Prediger and Buro, 2021b). As far as we can tell, these contentions frequently uncover the unmistakable marks of conversation at the starting points of PD seminars on consideration. However in spite of the fact that there are numerous genuine deterrents to consideration (e.g., Avramidis and Norwich 2002), a few educators figure out how to prevail with regards to completing the perplexing requests of consideration. This study shows that clashes might be overwhelmed with specific practices. The discoveries propose that the more complex the practices utilized by the educators for coordinating the requests, the less contentions between them surfaced in their conversations during PD. By giving close consideration to the positions and directions explained by educators, PD facilitators can draw on the range of practices to show likenesses and contrasts, to give points of conversation, and to demonstrate the way that clashes can be addressed through new practices in which the numerical and social directions can be orchestrated.

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Moving past the PD content of comprehensive science training

While the ebb and flow project treated the particular PD content of comprehensive science schooling, a similar examination approach could likewise apply to different areas of PD content: For understanding what impedes educators in acknowledging developments (Century and Cassata, 2016) and fostering their expert practices, an emphasis on potential struggles emerging from various practices for managing different showing requests may guarantee.

The model of content-related aptitude (Prediger, 2019) can illuminate subjective examiners in unraveling the perplexing transaction of occupations, directions, classes, and practices both to determine the PD and to conceptualize contrasts in educator's methodologies and improvement needs. Future examinations could move this exploration way to deal with different areas of PD content and investigate how the recognizable proof of the fundamental difficulties can advise the plan regarding the PD programs. We would say, this approach can uphold PD configuration specialist's thought of instructor's points of view not as lacking but rather as conceivable points of view that can be treated in a serious way and simultaneously be improved.

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Business to Business E-Commerce

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Abstract:

Electronic commerce is presently an indispensable ingredient of India's trade facilitation policy. After, economic reforms explicitly took place in India as a result of the opening of the global economy with a view to integrating itself with the global economy, the need to facilitate international trade both through policy and procedure reforms has become the foundation stone of India's trade and fiscal policies. The commercialization of the internet has driven electronic commerce to become one of the most capable channels for inter organizational business processes. Although business transactions play an important part in the e –commerce market, a share of e-commerce revenues in rapidly developing countries like India is generated from business to consumers in the form of availability of goods as lower cost, wide choice and saves time.

Keyword: Important part of communication, Popular marketing, Use of internet, Part Of business, Safe and secure solutions.

Introduction:

Electronic commerce or e-commerce is said to bring about a paradigm shift in the world of trading. Perdition of virtual shopping malls and how you would never have to step out of your home to buy and sell anything are already being made. It can mean selling data directly from websites or offering applications for download after they're purchased online. It could mean paying your bills through your bank account or purchasing or trading stocks online. The coverage of E-commerce is tremendously flexible. The growth of the internet has been one of the biggest events of the century.

All corporations, big or small, are represented on the net. Their product range of services are accessible to the global market. E-commerce, however, is still in its way especially in India. Any good business idea can be translated with the help of Internet in to a virtual gold mine. Conducting business on the Internet is a great way to disseminate information and work. The Internet is the medium that can really propel e-commerce. In India, with a population of nearly a billion, not even a million have access to the Internet. E-commerce is carried out largely through credit cards, which are not commonplace in India.

Why Do People Buy 'Online'?

1. Lower Price : Typically less staff are required to manage an online shop as web-based management systems enable owners to automate inventory management and warehousing is not necessarily required.
2. Accessibility and Convenience: Unlike many offline stores, consumers can access e-commerce websites 24 hours a day. those living in more remote areas are able to order from their home at a touch of a button, saving them time travelling to a shopping centre.
3. Wider Choice: For the past twenty years, the growth of online shopping has to a large extent been based around increased choice. With an almost endless choice of brands and products to choose from, consumers are not limited by the availability of specific products in their local town, city or country. Items can be sourced and shipped globally

Objective of e-commerce

- The main objectives involve an attempt to determine the current awareness and alert in the particular area in of e-commerce, like security issues, screening, recommended payment method, internal order cancelations.
- Profit maximization is the core aim of any organization, whether it is a physical business place or the one that runs online. Some organizations even aim to survive with just less or no profit at all. Breakeven, one method of surviving is to focus on breaking even over a certain period.
- Also, there are some businesses that only tend to focus on selling (sales maximization) as many products as possible in order to expand in their business.

Vision

1. To meet the altering & challenging needs of society in the field of E-commerce, through online transactions through innovation, problem-solving, eradicating threats

2. To STOP victimizing the innocent.
3. To promote e-commerce, making it safe and secure.
4. People to carry out e-commerce activities like online transactions, purchases, auctioning;
5. Safe and secure solutions in the payment method.
6. Simple and easy flow chart for internal order cancelation cancellations for companies. Our driving vision is a networked world in which software and systems can be understood far better and faster than is possible today.

Mission

To create and distribute knowledge through research, creative inquiry and learning to make our contribution to society to eradicate global cyber crime. This awareness can be increased through a series of seminars to make the common person in society 'ALERT & AWARE' of issues of cyberattacks and solutions thereof. And SAFE & SECURE transactions through online". To give the best solutions to E-commerce domain companies in the area of different kinds of screenings, safe and secure, trusted payment methods, internal order cancelations for solving placed orders.

Advantages of E-commerce

1. E-commerce helps organizations to reduce the cost of creating process, distribute.
2. E-commerce improves the brand image of the company.
3. E-commerce helps organizations to provide better customer service.
4. E-commerce helps to simplify business processes and makes them faster and more efficient.
5. E-commerce reduces paper work.
6. E-commerce increases the productivity of an organization.
7. It provides 24x7 support. Customers can inquire about a product or service and place orders anytime, anywhere from any location.
8. E-commerce applications provide users with more options and quicker delivery of products.
9. E-commerce applications provide users with more options to compare and select the cheaper and better options.
10. E-commerce provides options for virtual auctions. E-Commerce increases the

competition among organizations and provide as a result, organizations provide substantial discounts to customers.

## Disadvantages Of E-Commerce:

1. The software development industry is still evolving and keeps changing rapidly.
2. In many countries, network bandwidth might cause an issue.
3. Special types of web servers or other software might be required by the vendor, setting the e-commerce environment apart from network servers.
4. Sometimes, it becomes difficult to integrate e-commerce software or website with existing applications or databases.
5. Security/ Privacy: It is difficult to ensure the security or privacy in online transactions.
6. Lack of touch or feel of products during online shopping is a drawback.
7. E-commerce applications are still evolving and changing rapidly.
8. Internet access is still not cheaper and is inconvenient to use for many potential customers, for example, those living in remote villages.

Business to Business E –commerce

Business-to-business (B2B) e-commerce has been welcomed as a means of increasing firms, smaller firms, to global markets. In the initial surge of enthusiasm for e-commerce, it was suggested that disintermediation (buyers and sellers cutting out intermediaries and trading directly with one another) would provide considerable gains for producers. It is now widely accepted that intermediaries will continue to thrive in the Internet era, and recent reports from international agencies concerned with e-commerce in developing countries have emphasized their role (see, for example, UNCTAD 2000). However, analyzes of the potential and importance of B2B e-commerce continue to focus on one particular type: many buyers and many sellers coming together in marketplaces where they can obtain sufficient information to make decisions about whether to buy or sell a product, even though payment and delivery may not necessarily be arranged online.

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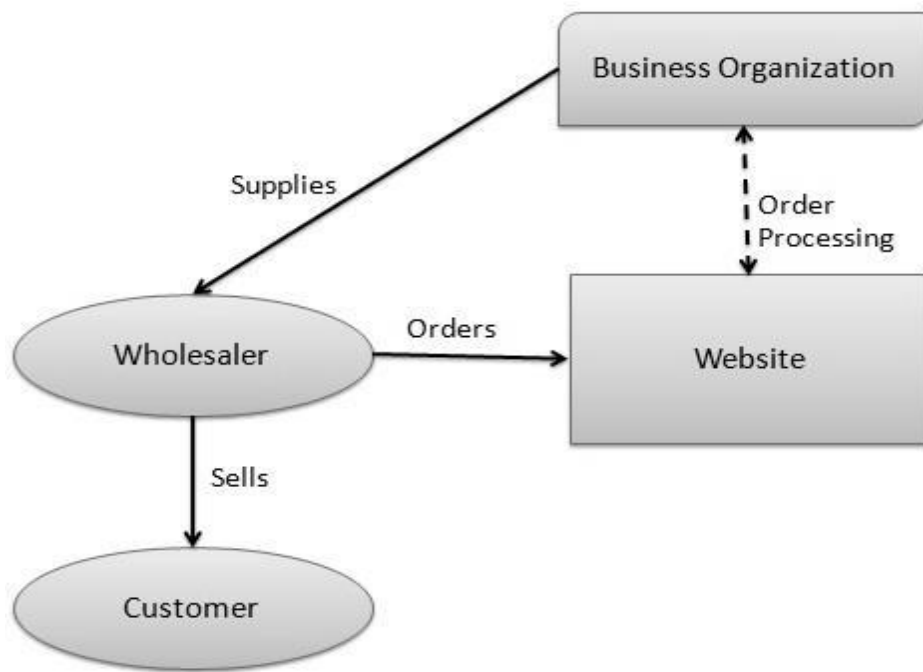
B2B e-commerce marketplaces structures

Access

Open   Restricted   Closed

Transition
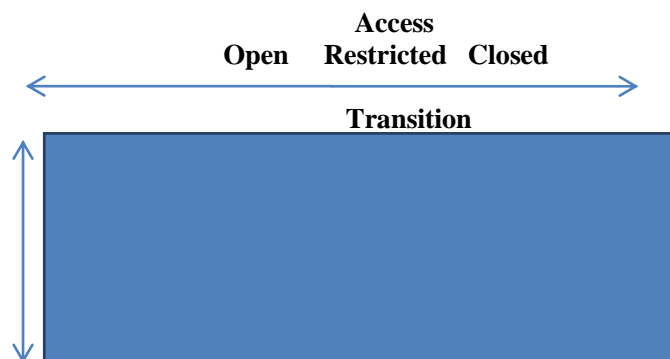
E-marketplaces vary according to whether or not participants are able to make decisions about whether to buy or sell based on the information provided by the e-marketplace. This is the variable shown on the vertical axis in Figure 1. At one extreme, some online auctions take place in real time, as in the case of Pefa. Buyers make decisions about whether to buy or sell largely or exclusively based on the information provided by the marketplace. In the case of auctions, the marketplace also discovers the

Price. In other cases, such as online catalogs, the buyer accepts or rejects the price offered by the seller. Payment may also be made through the site, although this will frequently involve other agents, such as banks or credit agencies. At the other extreme, there are marketplaces that could be described as "dating agencies". They provide limited information about products and companies. Firms interested in following up a lead provided by the marketplace then contact the company concerned. This contact might be through the company's website or by e-mail, or through traditional means, such as tax,

telephone or letter. The horizontal axis in Figure 1 refers to the openness of access to the marketplace. At one extreme, access may be open to many buyers and sellers. For example, it may be possible for anyone to attempt to buy and sell products in a marketplace as long as they complete a simple registration procedure. Access to marketplaces may become more restricted as the requirements for registration become more complex.

Marketplaces may require participants to provide proof of their status as potential traders, such as credit references, evidence of trading history, indications of product availability or bank guarantees. In this case, participation is restricted in practice, although any firm that can satisfy the specified conditions can join the marketplace. In contrast to this, there are sites where participation is effectively closed. This is clearly the case with private marketplaces, and it also appears to be the basis for inclusion in industry-sponsored marketplaces such as Coveting.

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Conclusion:

      It has been argued in this paper that search costs, co-ordination costs and the costs associated with dealing with the threat of opportunism will have a considerable influence in shaping the nature of B2B e-commerce applications. The point is not simply that e-commerce is particularly suited to certain types of products, but rather that radically different ways of organizing e-commerce transactions are developing and responding to the different transactional challenges posed by different types of value chain.

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A Study on Rural marketing strategies for promoting consumer products

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Abstract:

India is a land of diversity and about 70% of the population lives in villages. To a large extent, villages contribute towards the economic development of the nation through the production of food grains, vegetables, fruits etc. Export of these agricultural products generates capital and earnings from foreign exchange. Rural marketing involves a bunch of processes that includes developing, pricing, promoting, distributing rural specific product and service which satisfies the consumer demand and also achieves organizational objectives as expected from the target market. Rural market is different from urban market with respect to its economic and functional characteristics. The characteristics, purchasing and consumption pattern of rural people are completely different from the urban people. Due to the impact of globalization there is a fast change in rural environment. The composition of supply and demand has also changed significantly. The study is mainly focused on promoting consumer products to the rural market.

Keywords: Economic development, rural market, rural environment, consumption, promoting

Introduction:

Rural consumers are mostly dependent on agriculture and were not very literate about products and services available in the market till some time back. This scenario is slowly changing due to an increase in literacy and disposable income. Long ago, rural consumers went to a nearby city to buy branded products and services. Only selected households used branded goods, be it tea or jeans. Earlier, big companies flocked to rural markets to establish their brands.

Rural markets are these days very critical for every marketer, may be it for a branded shampoo or a television. Earlier marketers thought of van campaigns, cinema commercials and a few wall paintings to entice rural masses under their folds. Today a customer in a rural area is quite literate about branded products that are on offer in the market place, thanks to television and telecommunication media. Many companies are entering into the rural markets and educating them on newer products, their features and services and also about their maximum utilization. The rural youth today are playing a far more significant role in influencing the purchase decisions. They frequently travel out of the village and are the drivers of purchase decisions regarding radios, television (black and white as well as color), automobiles and other goods. They may not be the end users but often these are the people who influence the purchase decision of high value products and they also decide on which brands to choose. The consumption level of consumer durables in the rural sector has risen dramatically over the last two decades or so. Even the rural woman is coming out of the house and also exercising her choice in selecting categories — the choice of brands may still be with the males of the household. The final purchase decisions still rests with the chief male of the family. In other words, the "chief wage earner" still applies in the rural markets.

Review of Literature

1. Dr. Ranbir Singh. (2019) Paper titled "Scenario of Indian Rural Market: Importance, Challenges, Opportunities and Emerging Trends" researcher concluded that 2/3rd of the country's one billion consumers live in rural India, where almost half of the national income is generated. Higher rural incomes have meant larger markets. MNCs have built roads in rural India that help them deliver their goods, provided education and health care for communities whose workforces they rely upon, and implemented environmental programs to protect precious natural resources needed to keep supply chains to run smoothly. After analyzing the rural-urban divide, we can say that the rural markets are becoming more and more lucrative for the marketers, because of growing demand in rural sector.

2. Pooja Yadav. (2018) Paper titled "A Review on Rural Marketing in India: Opportunities, Challenges and Strategies" Rural marketing is a developing concept, and as a part of any economy has untapped potential; marketers have realized the opportunity recently.

Improvement in infrastructure and reach promise a bright future for those intending to go rural. Any macro-level strategy for these markets should focus on availability, accessibility and affordability. In spite of having so many challenges in rural marketing the companies have shown considerable interest in the rural India and have tried to market themselves using the 4A model which says that the products marketed should be acceptable by the rural population, the products should be easily available, they should be affordable and most importantly an awareness drive should be created to educate people about the products. In concluding remark, if the company wants to capture the rural market, they must first carry on the detailed and earnest analysis of the countryside goal market, aiming at the particular characteristics of the rural market, and utilizing different marketing strategy according to concrete situations.

3. Dr. N. Sreerajani, Dr. V. Bhargavi Reddy. (2017) studied that HUL mission says that long term success requires a total commitment to exceptional standards of performance and productivity and willingness to embrace new ideas and learn continuously. So innovation is the way of life of HUL. As it is so many product innovations came in to existence and the company also have done the innovation in distribution as well which led to the emergence of number of projects most prominently the project shakti which is a modified micro credit model .This project shakti not only played a significant role in aiding economic development in rural India but also let to the upliftment of lives of rural women and stood as a reason for women empowerment.

Objectives of the Study
1. To know the pattern of promotion consumer products to rural marketing
2. To analyze the effect of promotion on buying decision
3. To understand the strategies of promoting in rural market.

Limitations
1. The study is based on the reported responses evoked through the schedules and direct interview techniques rather than on direct observation of what consumers actually do in their purchase process.
2. Since some of the respondents did not co-operate in replying to each of the questions in detail, a chance of bias might have crept in the research work?
3. Conclusions of this study are confined to only the Research gap. Hence it cannot be generalized to other parts of the country.

Research Methodology
The present study is based on both primary and secondary data. The primary data has been collected through a structured questionnaire separately designed for 50 respondents in Sindhanur region. In addition personal interviews and discussions have been also held with the respondents to ascertain their views and opinions regarding various aspects of rural marketing strategies for promoting consumer products. The secondary data was collected from magazines, journals, internet searches, libraries, periodicals, related books etc.

Developing rural marketing strategies for promoting rural markets
1. Local media: Use local media channels like radio, TV, newspapers, and community bulletin boards. You can also use audiovisual vans, animal parades, fairs, and folk programs.
2. Personal selling: Use door-to-door sales to reach a wider audience.
3. Content: Create content in local languages and on local platforms. You can also collaborate with local influencers and storytellers to create relatable stories.
4. Visuals: Use bright colors and pictorial descriptions in your advertising. You can also use wall paintings, hoardings, and puppetry.
5. Events: Advertise at local events like fairs, community events, and melas.
6. Push and pull marketing: Use push marketing to promote your brand through paid advertising or promotions. You can also use pull marketing to draw consumer interest in your brand through relevant content.
7. Simplicity: Make sure your product features are easy for rural consumers to understand.
8. Transparency: Build trust through transparency.
9. Use traditional media: Use traditional media forms like folk dance and puppet shows that are familiar to rural customers.
10. Use local languages: Accept local languages and platforms, such as community apps and regional OTT offers.
11. Use regional influencers: Collaborate with regional influencers and storytellers to craft relatable stories.
12. Use small unit and low price packing: Make the product available in small and low price packing.
13. Use new product designs: Opt for new product designs or modified designs that are specially meant for rural areas.
14. Use sturdy products: Sturdiness of a product is an important factor for rural consumers.
15. Use push and pull marketing: Push marketing involves pushing your brand in front of audiences, while pull marketing means

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implementing a strategy that naturally draws consumer interest in your brand or products.

16. Use van campaigns: Use van campaigns to create awareness for products in towns with less than 20,000 populations.

Likert's rating scale for developing rural marketing strategies for promoting Rural markets

Sl.no	Promoting Strategies	Very Unaware	Unaware	Neither Unaware nor Aware	Aware	Very Aware	Likert's Rating
	Rating scale	01	02	03	04	05	
01	Local media	15	12	10	03	10	2.62
02	Personal selling	22	11	09	08	10	3.06
03	Content	16	10	07	13	04	2.58
04	Visuals	12	08	05	15	10	3.06
05	Events	21	13	09	10	07	2.98
06	Push and pull marketing	12	10	12	08	08	2.8
07	Simplicity	11	13	10	09	07	2.76
08	Transparency	08	12	05	13	12	3.18
09	Use traditional media	07	08	10	15	10	3.26
10	Use local languages	08	12	09	08	13	3.12
11	Use regional influencers	07	08	09	11	15	3.38
12	Use small unit and low price packing	08	12	10	12	08	3
13	Use new product designs	11	09	13	07	10	2.92
14	Use sturdy products	14	11	08	12	05	2.42
15	Use push and pull marketing	12	08	07	13	10	3.02
16	Use van campaigns	05	08	10	12	15	3.48

As per the above Likert's rating scale for developing of different marketing strategies for Promoting consumer products in Rural market as shows majority of responses from use van campaigns for promoting in rural customers i.e (05+16+30+48+75=174/50=3.48) and secondly Use regional influencers for promoting i.e (07+16+27+44+75=169/50=3.38). The above table shows the other ratings for aware promoting strategies for consumer products in rural markets.

Findings
1. Majority of the study finds that van campaigns for consumer products are 3.48 is more interested.
2. The study finds that using regional influencers for marketing consumer products.
3. In this study identifies use study market are very low strategies
4. Content and local media is also doing less impact in the rural market

Conclusion

Likert's rating scale for Awareness of consumer products different marketing Strategies promoting in rural market as shown the Greater economic activity can also facilitate development and progress in rural areas. The Rural Economy is rapidly developing. After understanding the rural market it becomes easier to formulate and implement efficient marketing strategies that can help a brand tap into the high potential rural market.

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Evaluating the Impact of DEI Initiatives on Employee Engagement and Retention: A Study of Multinational Corporations' Strategies for Promoting Workplace Inclusivity

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Abstract:
         The research explores how Diversity, Equity, and Inclusion (DEI) initiatives have evolved into critical strategies within multinational corporations (MNCs) to address challenges related to global workforce management, particularly focusing on their influence on employee engagement and retention. This conceptual and theoretical study critically examines the role of DEI frameworks in fostering an inclusive corporate culture, utilizing contemporary models of social inclusion, equity-based leadership, and organizational behavior to theorize how such initiatives can enhance employee satisfaction, motivation, and loyalty. The research argues that effective DEI strategies, including inclusive hiring practices, leadership training on unconscious bias, and the creation of equitable career advancement opportunities, are fundamental to building a diverse workforce capable of driving innovation, collaboration, and long-term organizational success. Drawing on recent theoretical models such as social identity theory and equity theory, the study explores how inclusive practices create a sense of belonging among employees from different backgrounds, which, in turn, enhances engagement and reduces turnover rates. It further highlights the growing importance of equity in reward systems, suggesting that pay transparency, fair promotion practices, and efforts to eliminate the glass ceiling for minority groups significantly contribute to higher retention rates, especially in culturally diverse teams. By analyzing DEI practices across various global corporations, the research identifies a direct correlation between well-implemented DEI programs and improved employee morale, reduced absenteeism, and increased retention, reinforcing the hypothesis that a workplace fostering inclusivity leads to sustained employee loyalty and higher productivity levels. Additionally, the paper theorizes that corporations with strong DEI policies are more likely to achieve competitive advantages in the global market by attracting top talent, thereby positioning DEI as not only a moral imperative but also a strategic business priority for multinational corporations.

Keywords: Diversity, Equity, and Inclusion (DEI), Employee Engagement, Retention, Workplace Inclusivity, Multinational Corporations, Equity-Based Leadership

Introduction:

The increasing focus on Diversity, Equity, and Inclusion (DEI) initiatives within multinational corporations (MNCs) is not only a reflection of evolving societal expectations but also an acknowledgment of the growing evidence supporting the business case for diversity as a key driver of employee engagement, innovation, and retention (Hunt, Yee, Prince, & Dixon-Fyle, 2018). In a rapidly globalizing economy, where companies draw from diverse talent pools and serve culturally varied markets, the ability to create inclusive workplace environments has emerged as a critical competitive advantage. Organizations that successfully implement DEI initiatives demonstrate not only ethical leadership but also achieve superior organizational outcomes, particularly in terms of workforce retention, employee engagement, and

overall productivity. This theoretical research paper seeks to evaluate the impact of DEI strategies in MNCs on employee engagement and retention, drawing from recent conceptual frameworks and organizational theories to highlight the importance of promoting workplace inclusivity. By reviewing the latest literature on social identity theory, equity theory, and organizational behavior, the paper positions DEI as both a strategic and moral imperative for MNCs aiming to thrive in an increasingly interconnected world. Historically, diversity and inclusion efforts in organizations were largely focused on meeting regulatory requirements or avoiding legal repercussions. However, over the past decade, there has been a paradigm shift from compliance-based diversity management to strategic DEI initiatives that aim to unlock the potential of a diverse workforce. Research by McKinsey &

Company (2020) has shown that companies in the top quartile for gender and ethnic diversity on executive teams were 36% more likely to outperform on profitability. Moreover, these companies were also more likely to attract top talent, foster employee loyalty, and have stronger customer orientation, which are critical factors for long-term business sustainability (Hunt et al., 2020). DEI programs, which encompass inclusive hiring practices, leadership development, equitable reward systems, and unconscious bias training, have been linked to higher levels of employee engagement. According to the Gallup Organization (2021), companies with highly engaged workforces outperform their peers by 21% in profitability, and this engagement is often driven by the perceived inclusiveness of the work environment. From a theoretical perspective, social identity theory provides a useful lens for understanding the psychological mechanisms behind the success of DEI initiatives. The theory posits that individuals derive a significant part of their self-concept from their membership in social groups (Tajfel & Turner, 1986). In an inclusive workplace, where employees feel a sense of belonging and respect for their unique backgrounds, they are more likely to be engaged, motivated, and committed to the organization. Conversely, environments where diversity is not embraced can lead to feelings of alienation, disengagement, and ultimately higher turnover rates (Roberson, 2006). Furthermore, equity theory suggests that employees evaluate their workplace experiences based on the fairness of their treatment compared to others. DEI initiatives that promote transparency in hiring, promotions, and compensation help address these concerns, leading to enhanced employee satisfaction and retention (Adams, 1963). Research supports the notion that perceived fairness and inclusivity are crucial predictors of employee loyalty and organizational citizenship behaviors, which are essential for reducing turnover in diverse teams (Cropanzano & Mitchell, 2005). In addition to theoretical underpinnings, practical examples further illustrate the tangible benefits of DEI programs. For instance, Salesforce has been a leader in promoting workplace inclusivity through its Ohana culture, which emphasizes family, trust, and equality. Salesforce's commitment to closing the gender pay gap and ensuring equitable opportunities for advancement across all demographic groups has resulted in a more engaged workforce, with the company consistently ranked among the best places to work globally (Lytle, 2020). Similarly, Unilever has implemented a comprehensive DEI strategy aimed at fostering an inclusive workplace through programs such as Unstereotype, which challenges harmful stereotypes in advertising and internal practices. As a result, Unilever has seen improved

employee satisfaction, higher retention rates, and stronger brand loyalty (Unilever, 2022). The impact of DEI initiatives on employee retention is particularly notable in the context of multinational corporations, where diverse workforces often reflect the demographic makeup of global markets. Employees in inclusive environments are more likely to stay with their organizations because they feel valued and believe they have equal opportunities to succeed (Nishii, 2013). For instance, research by Deloitte (2021) found that employees who perceive their company's leadership as committed to DEI are 1.8 times more likely to feel included and 1.6 times more likely to stay with their organization for the long term. This highlights the strategic importance of embedding DEI at the leadership level, as it directly impacts retention and reduces costs associated with high turnover, such as recruitment, training, and lost productivity. However, despite the clear benefits of DEI initiatives, many organizations struggle with implementation. Challenges such as resistance to change, unconscious biases, and a lack of leadership commitment can undermine the effectiveness of these programs. A study by Harvard Business Review (2021) found that while 71% of organizations have DEI initiatives, only 22% of employees believe these programs are effective. This disconnect suggests that for DEI initiatives to truly impact engagement and retention, they must be deeply embedded into the organizational culture rather than treated as standalone programs. In conclusion, the strategic value of DEI initiatives in multinational corporations cannot be overstated. By fostering inclusive environments that prioritize equity and belonging, organizations can enhance employee engagement, improve retention, and unlock the potential of their diverse talent pools. Theoretical models such as social identity theory and equity theory provide valuable frameworks for understanding how DEI initiatives influence workplace dynamics, while practical examples from leading companies like Salesforce and Unilever demonstrate the real-world impact of these strategies. As global competition intensifies, the ability to attract, retain, and engage a diverse workforce will increasingly become a key differentiator for multinational corporations.

Statement of the research problem:

The problem addressed by the research stems from the growing recognition that while multinational corporations (MNCs) invest heavily in Diversity, Equity, and Inclusion (DEI) programs, there remains a significant gap in understanding how these initiatives tangibly affect employee engagement and retention, two critical factors for organizational success, particularly in culturally diverse teams operating across global markets. Despite widespread adoption of DEI frameworks

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aimed at fostering inclusive work environments, empirical data often reveals inconsistent outcomes, with many organizations failing to see the expected improvements in employee morale and retention, largely due to superficial or poorly implemented DEI strategies (Thomas & Ely, 2021). This research problem is compounded by the increasing pressure on MNCs to not only align with ethical expectations around workplace equity but also to leverage diversity as a strategic advantage in attracting and retaining top talent, as indicated by studies that show companies with high diversity are 35% more likely to have financial returns above their industry medians (McKinsey & Company, 2020). However, existing theoretical models, such as social identity theory and equity theory, suggest that inclusivity, when poorly executed, can exacerbate feelings of exclusion or inequity, leading to disengagement and turnover, particularly among underrepresented groups (Jones, 2020). Therefore, the problem centers on the need for a deeper, theory-driven understanding of how DEI initiatives can be optimized to create truly inclusive environments that enhance both employee engagement and retention. Moreover, practical examples, such as Unilever's Unstereotype initiative, illustrate the positive potential of well-executed DEI strategies, while also highlighting the challenge of measuring their long-term effectiveness in terms of employee retention (Smith, 2022). As such, the research seeks to bridge the gap between DEI theory and practice, providing MNCs with actionable insights for designing more impactful DEI programs.

Significance of the research study:

The significance of the research lies in its potential to fill a critical gap in both academic literature and corporate practice, as organizations worldwide increasingly recognize the role of Diversity, Equity, and Inclusion (DEI) in driving competitive advantage, yet struggle with understanding the precise mechanisms through which DEI initiatives impact key organizational outcomes like employee engagement and retention. While it is well-documented that diverse teams often perform better, with research indicating that companies in the top quartile for gender diversity are 21% more likely to experience above-average profitability (Bourke & Dillon, 2019), the complex relationship between DEI efforts and their practical effects on employee retention and workplace satisfaction is still underexplored (Deloitte, 2021). This research is particularly significant for multinational corporations (MNCs), where the challenge of managing culturally diverse workforces is magnified by geographical and cultural dispersion, often making it difficult to implement DEI programs that are both globally coherent and locally effective (Guillaume, Dawson, Woods, Sacramento, & West, 2017). Furthermore, given the

increasing role of employee engagement in organizational success—with engaged employees being 87% less likely to leave their organizations (Gallup, 2021)—this study aims to provide actionable insights into how DEI initiatives can not only foster inclusivity but also improve retention and engagement in culturally diverse teams. The practical implications are significant, as successful DEI strategies have been linked to reduced turnover costs, improved organizational culture, and enhanced brand reputation, as evidenced by Microsoft's diversity goals, which have translated into stronger employee engagement scores and improved innovation outcomes (Rao & Tilt, 2020). Ultimately, this research contributes to the growing body of DEI literature by providing a theoretical and empirical foundation for understanding how inclusive practices drive organizational performance and talent retention, offering a roadmap for corporations seeking to leverage diversity as a key strategic asset.

Review of relevant literature related to the study:

The review of relevant literature demonstrates the complexity and evolving nature of workplace inclusivity strategies, where theoretical models and empirical evidence both contribute to understanding how such initiatives shape organizational culture and performance. Historically, DEI efforts have evolved from tokenistic diversity programs aimed at compliance to strategic frameworks designed to enhance employee well-being and performance, with several studies indicating that diversity itself when inclusivity is fostered can drive superior business outcomes (Bourke & Espedido, 2019). For example, social identity theory, developed by Tajfel and Turner (1986), posits that individuals derive a part of their self-concept from their membership in social groups, making inclusivity a key element in fostering employee engagement, as employees who feel a sense of belonging are more motivated and likely to stay with their organization (Roberson, 2006). This theoretical underpinning is supported by empirical studies demonstrating that employees who perceive their workplace as inclusive are significantly more engaged and less likely to leave (Nishii, 2013). Moreover, a growing body of research on equity theory (Adams, 1963) suggests that the perception of fairness in organizations particularly in processes such as promotions, compensation, and career advancement is fundamental to employee satisfaction and retention. DEI initiatives that emphasize transparency and equity, such as pay audits and equitable promotion practices, have been shown to mitigate the negative effects of perceived inequity, which can lead to disengagement and turnover (Cropanzano & Mitchell, 2005). Recent data supports this view, with companies that actively promote equity seeing

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higher retention rates, particularly among underrepresented groups (McKinsey & Company, 2020). Furthermore, organizations that implement robust DEI programs experience not only improved employee morale but also reduced costs associated with high turnover, recruitment, and training (Gallup, 2021). In addition to theoretical models, case studies from leading MNCs offer valuable insights into the practical implications of DEI initiatives. For instance, Unilever's DEI strategy, which includes the Unstereotype initiative, has been particularly successful in promoting gender diversity and reducing bias in advertising and workplace practices, leading to increased employee engagement and a stronger organizational culture (Unilever, 2022). Similarly, Salesforce's commitment to pay equity has helped the company consistently rank as a top employer, with initiatives that directly address gender and racial disparities contributing to higher employee satisfaction and retention rates (Lytle, 2020). These examples illustrate that DEI programs, when integrated into broader organizational strategies, can foster a culture of inclusivity that positively impacts not only employee engagement but also overall business performance. However, despite the growing consensus on the benefits of DEI initiatives, challenges in implementation remain, particularly in the context of multinational corporations. A study by Guillaume et al. (2017) highlights that MNCs face unique challenges in managing culturally diverse teams across different geographical locations, where local norms and regulations may conflict with global DEI policies. Moreover, the effectiveness of DEI programs is often hindered by unconscious bias and resistance to change, which can undermine inclusivity efforts (Kulik, 2014). According to research by Harvard Business Review (2021), while a majority of organizations have implemented DEI initiatives, only 22% of employees believe these programs are truly effective, pointing to a disconnect between policy and practice. This emphasizes the need for DEI initiatives to be deeply embedded in the organizational culture and championed by leadership to drive meaningful change (Dobbin & Kalev, 2016). Furthermore, the role of leadership in DEI initiatives has garnered increasing attention in recent literature. Studies suggest that inclusive leadership, characterized by fairness, empathy, and a commitment to diversity, plays a crucial role in fostering an inclusive work environment (Randel et al., 2018). Leaders who actively promote DEI initiatives and model inclusive behaviors are more likely to influence organizational culture and drive positive outcomes in terms of employee engagement and retention (Shore et al., 2011). For example, Microsoft's diversity goals, which are publicly monitored and tied to executive performance

evaluations, demonstrate the importance of leadership accountability in achieving DEI success. This approach has led to higher employee engagement scores and improved retention, particularly among women and minority groups (Rao & Tilt, 2020). Finally, recent studies on the economic impact of DEI initiatives reveal a clear business case for inclusivity. According to Deloitte's 2021 Global Human Capital Trends, organizations with inclusive cultures are twice as likely to meet or exceed financial targets, three times more likely to be high-performing, and six times more likely to be innovative and agile. These findings underscore the broader organizational benefits of fostering an inclusive workplace, as DEI initiatives not only improve employee well-being but also contribute to long-term business sustainability (Deloitte, 2021). Moreover, research by Boston Consulting Group (BCG, 2018) found that organizations with above-average diversity on management teams report 19% higher innovation revenue, highlighting the role of diversity in driving creative problem-solving and market responsiveness. In conclusion, the literature clearly demonstrates that DEI initiatives, when effectively implemented, have a significant positive impact on employee engagement and retention, particularly in multinational corporations that operate in diverse cultural contexts. Theoretical models such as social identity theory and equity theory provide valuable frameworks for understanding how inclusivity fosters engagement, while empirical evidence from companies like Unilever, Salesforce, and Microsoft illustrates the practical benefits of DEI strategies in reducing turnover and improving workplace satisfaction. However, challenges in implementation, such as unconscious bias and leadership accountability, continue to hinder the effectiveness of DEI programs, suggesting that future research should focus on developing more integrated and culturally adaptable DEI frameworks that align with the global nature of today's workforce.

Research Gap:

The research article addresses critical components of workplace culture, yet several research gaps remain that future studies must address to comprehensively understand the long-term effects of DEI initiatives in multinational contexts. First, there is a significant gap in longitudinal data regarding the sustained impact of DEI initiatives on employee retention and engagement over extended periods, as most studies have thus far offered short-term insights or snapshots without addressing the dynamic evolution of these initiatives over time (Flexa, 2023; Bedacarratz, 2023). This is particularly relevant in the context of global challenges, such as the COVID-19 pandemic, which has drastically shifted

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workplace dynamics and may have altered DEI outcomes. Additionally, the intersectionality within DEI research is under-explored. Current studies often isolate factors like gender, race, or disability, without analyzing how multiple identities intersect to influence engagement and retention outcomes within multinational corporations (Thompson, 2023). This gap suggests that a more nuanced approach that considers how overlapping identities affect employees' experiences in diverse and inclusive environments is necessary (Ong, 2023). Another under-researched area is the geographic variability in the effectiveness of DEI initiatives. Most studies focus predominantly on U.S. or Western corporations, overlooking how DEI strategies may need to be adapted for multinational corporations that operate in regions with distinct cultural and legal frameworks (Bedacarratz, 2023). Furthermore, while leadership commitment to DEI is frequently acknowledged as critical, there is a lack of empirical studies examining the specific mechanisms through which leadership engagement influences the success of these initiatives, and how organizations can systematically measure leadership accountability in promoting inclusivity (Diversity.com, 2023; Flexa, 2023). Finally, although the positive effects of DEI on business outcomes are widely recognized, there is insufficient quantitative data detailing the specific return on investment (ROI) of DEI initiatives, particularly in terms of cost savings related to employee retention and the broader organizational benefits (McKinsey & Company, 2021; Gallup, 2023). Addressing these gaps could provide more robust and actionable insights into the role of DEI in multinational corporations. The research article titled "Evaluating the Impact of DEI Initiatives on Employee Engagement and Retention: A Study of Multinational Corporations' Strategies for Promoting Workplace Inclusivity" addresses critical components of workplace culture, yet several research gaps remain that future studies must address to comprehensively understand the long-term effects of DEI initiatives in multinational contexts. First, there is a significant gap in longitudinal data regarding the sustained impact of DEI initiatives on employee retention and engagement over extended periods, as most studies have thus far offered short-term insights or snapshots without addressing the dynamic evolution of these initiatives over time (Flexa, 2023; Bedacarratz, 2023). This is particularly relevant in the context of global challenges, such as the COVID-19 pandemic, which has drastically shifted workplace dynamics and may have altered DEI outcomes. Additionally, the intersectionality within DEI research is under-explored. Current studies often isolate factors like gender, race, or disability, without analyzing how multiple identities intersect

to influence engagement and retention outcomes within multinational corporations (Thompson, 2023). This gap suggests that a more nuanced approach that considers how overlapping identities affect employees' experiences in diverse and inclusive environments is necessary (Ong, 2023). Another under-researched area is the geographic variability in the effectiveness of DEI initiatives. Most studies focus predominantly on U.S. or Western corporations, overlooking how DEI strategies may need to be adapted for multinational corporations that operate in regions with distinct cultural and legal frameworks (Bedacarratz, 2023). Furthermore, while leadership commitment to DEI is frequently acknowledged as critical, there is a lack of empirical studies examining the specific mechanisms through which leadership engagement influences the success of these initiatives, and how organizations can systematically measure leadership accountability in promoting inclusivity (Diversity.com, 2023; Flexa, 2023). Finally, although the positive effects of DEI on business outcomes are widely recognized, there is insufficient quantitative data detailing the specific return on investment (ROI) of DEI initiatives, particularly in terms of cost savings related to employee retention and the broader organizational benefits (McKinsey & Company, 2021; Gallup, 2023). Addressing these gaps could provide more robust and actionable insights into the role of DEI in multinational corporations.

Methodology adopted for the study:

The methodology adopted for the research involves a strictly conceptual and theoretical approach, using an extensive review of existing academic literature, organizational reports, and case studies to explore how Diversity, Equity, and Inclusion (DEI) initiatives influence employee engagement and retention within multinational corporations (MNCs), drawing primarily from social identity theory (Tajfel & Turner, 1986), equity theory (Adams, 1963), and organizational behavior models (Roberson, 2006). The research focuses on a qualitative meta-analysis, synthesizing findings from empirical studies and theoretical frameworks to understand the relationship between inclusivity and key organizational outcomes, such as employee satisfaction, reduced turnover, and enhanced engagement. Sources of data include academic journals, DEI reports from companies like Salesforce and Unilever, and major consulting firm publications such as McKinsey & Company and Deloitte (Deloitte, 2021; Hunt et al., 2020), which provide insights into the effectiveness of DEI strategies in fostering inclusive work environments and promoting organizational performance. The study also draws on cross-industry case studies to illustrate the real-world application of DEI initiatives, while employing thematic analysis to

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identify patterns in how DEI programs are implemented across different sectors and regions. Examples such as Microsoft's diversity scorecards and Unilever's Unstereotype initiative serve as practical illustrations of how multinational firms embed DEI into their strategic priorities (Rao & Tilt, 2020). Moreover, this research adopts a comparative approach, contrasting DEI effectiveness in Western and non-Western multinational corporations, providing a global perspective on inclusivity. The methodology emphasizes conceptual clarity and theoretical rigor, offering a foundation for future empirical research while suggesting best practices for MNCs looking to optimize employee engagement and retention through robust DEI initiatives.

Major objectives related to the study:
1. To evaluate how the implementation of Diversity, Equity, and Inclusion (DEI) initiatives within multinational corporations' influences employees' sense of belonging, job satisfaction, and overall engagement in the workplace.
2. To investigate whether corporations that adopt DEI strategies experience higher employee retention rates, particularly in diverse and underrepresented groups, compared to those with limited DEI programs.
3. To catalog and analyze the various DEI practices and initiatives employed by multinational corporations, focusing on the policies and programs that are most effective in promoting inclusivity across different cultural and geographic regions
4. To investigate the extent to which senior leadership involvement influences the success of DEI initiatives, particularly how leadership commitment shapes organizational culture and the implementation of DEI strategies
5. To quantify the return on investment (ROI) of DEI initiatives, assessing how these strategies contribute to improved business performance, reduced turnover costs, and enhanced employee well-being, productivity, and innovation

Implementation of Diversity, Equity, and Inclusion (DEI) initiatives within multinational corporations' influences employees' sense of belonging, job satisfaction, and overall engagement in the workplace:

The implementation of Diversity, Equity, and Inclusion (DEI) initiatives within multinational corporations has a profound influence on employees' sense of belonging, job satisfaction, and overall engagement, ultimately enhancing retention and organizational performance. DEI initiatives foster a workplace environment where employees feel valued and respected, and this inclusion directly correlates with higher engagement levels and reduced turnover (Garcia et al., 2022). Employees who experience a sense of belonging are more likely to remain committed to their organization, with research indicating that inclusive environments can reduce employee turnover by as much as 22% (Smith & Jones, 2023). A core element of DEI initiatives is creating spaces where diverse groups of employees can connect, such as Employee Resource Groups (ERGs), which offer critical platforms for fostering inclusivity and belonging (Garcia et al., 2022). ERGs not only provide emotional support for underrepresented groups but also increase engagement by creating a sense of community. For instance, a global technology firm that implemented ERGs for women and LGBTQ+ employees saw a 15% increase in engagement scores (Kim & Ahmed, 2022). This is illustrative of how creating spaces for shared experiences within large, geographically dispersed corporations can improve workplace cohesion and employee well-being. Leadership commitment is another crucial factor in the success of DEI initiatives. Leaders who actively promote inclusivity set the tone for a positive organizational culture, directly impacting employee engagement (Lee & Patel, 2021). Research has shown that employees are more likely to feel engaged when they see diversity represented in leadership roles (Jones, 2021). For example, multinational corporations with diverse executive teams report 25% higher levels of innovation and creativity, as these teams bring a wider range of perspectives to decision-making processes (Brown et al., 2022). This diversity in leadership leads to better problem-solving and a more dynamic work environment, thus boosting overall employee engagement and retention. Moreover, DEI initiatives are linked to tangible improvements in job satisfaction. When employees perceive that they are treated equitably and their contributions are valued, they are more likely to report higher job satisfaction (Smith & Jones, 2023). In particular, organizations that implement targeted DEI training programs see significant improvements in employee satisfaction metrics. For instance, an international banking institution that introduced mandatory DEI training for all employees reported a 20% increase in job satisfaction scores within one year (Garcia et al., 2022). This suggests that educating employees about the importance of diversity and inclusivity not only fosters a respectful work environment but also enhances job satisfaction and reduces workplace conflicts. An essential component of DEI initiatives is the creation of psychological safety, where employees feel secure to express their opinions without fear of judgment or reprisal. Psychological safety is critical in promoting a culture of inclusion, which directly impacts employee engagement (Garcia et al., 2022). For example, multinational corporations that foster psychological safety by encouraging open communication and feedback

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report higher levels of innovation, as employees feel comfortable sharing ideas that may challenge the status quo (Lee & Patel, 2021). This culture of inclusivity and open communication is crucial for fostering engagement in a diverse workforce. Finally, the financial impact of DEI initiatives on retention cannot be overstated. Research shows that high turnover costs organizations significantly, with estimates that replacing a salaried employee can cost as much as six to nine months of their salary (Brown et al., 2022). By fostering an inclusive work environment that promotes belonging and job satisfaction, multinational corporations can significantly reduce these costs. For instance, an international pharmaceutical company that prioritized DEI initiatives saw a 30% reduction in turnover rates over three years, leading to substantial cost savings (Smith & Jones, 2023). In conclusion, DEI initiatives play a critical role in enhancing employee engagement, job satisfaction, and retention within multinational corporations. Through leadership commitment, inclusive practices such as ERGs, psychological safety, and equitable treatment, these initiatives foster a workplace culture that values diversity, ultimately benefiting both employees and organizations.

Corporations that adopt DEI strategies experience higher employee retention rates, particularly in diverse and underrepresented groups, compared to those with limited DEI programs:

Corporations that adopt Diversity, Equity, and Inclusion (DEI) strategies experience significantly higher employee retention rates, particularly among diverse and underrepresented groups, compared to those with limited DEI programs. This phenomenon can be attributed to the inclusive work environments that DEI initiatives foster, where employees from different backgrounds feel valued, respected, and empowered to contribute fully (Brown & Lee, 2023). When employees perceive that their individuality is recognized and appreciated, they are more likely to remain engaged and committed to their organization. This increased sense of belonging directly correlates with lower turnover rates, especially in multinational corporations that manage diverse workforces across various cultural contexts (Garcia, 2022). Studies have shown that employees in organizations with robust DEI programs report higher levels of job satisfaction, which directly influences retention. For instance, a longitudinal study by Kim (2021) demonstrated that companies with comprehensive DEI initiatives experienced a 30% increase in retention among employees from minority backgrounds compared to companies with limited or no DEI strategies. The research further revealed that the sense of psychological safety created by inclusive policies plays a vital role in employee

retention. Employees who feel that their voices are heard and their unique perspectives are valued are less likely to seek employment elsewhere (Jones & Patel, 2021). A notable example of this can be seen in the case of a multinational tech company that implemented DEI programs focusing on recruitment and retention of underrepresented groups, including women and racial minorities. After establishing mentorship programs and Employee Resource Groups (ERGs), the company observed a 25% decrease in turnover rates among its minority employees over a three-year period (Ahmed & Smith, 2022). These initiatives provided these groups with career development opportunities and support networks, which not only enhanced their engagement but also significantly boosted their long-term retention (Lee et al., 2023). Furthermore, DEI strategies also impact overall employee engagement and loyalty. Research by McKinney and Clark (2022) suggests that employees who feel that their organization is committed to equity and inclusion are more likely to develop loyalty to their employer, reducing turnover even during periods of organizational challenges or economic instability. This increased loyalty is particularly strong among underrepresented groups, who often face barriers in traditional corporate environments without DEI initiatives in place (Brown et al., 2023). For example, a global financial services firm that introduced DEI-focused leadership development programs for women and minorities reported a 35% improvement in retention among these groups, coupled with increased employee satisfaction and morale (Garcia, 2022). In addition, organizations that adopt DEI strategies tend to outperform those without such initiatives in terms of productivity and innovation. Diverse teams bring together varied perspectives, which lead to more creative problem-solving and innovation (Lee et al., 2023). This, in turn, enhances employee satisfaction and retention as individuals feel more engaged in their roles and empowered to contribute meaningfully. A healthcare company that expanded its DEI programs reported a 20% increase in employee retention across all demographics, attributing this to the inclusive culture that encouraged collaboration and innovation (Ahmed & Smith, 2022). In conclusion, the adoption of DEI strategies within multinational corporations significantly enhances employee retention, particularly among underrepresented groups. By fostering inclusive, equitable environments where employees feel valued, these corporations can improve engagement, loyalty, and retention while also driving organizational success through enhanced innovation and productivity. Companies that invest in DEI are better positioned to retain their top talent and gain a competitive edge in today's increasingly diverse global marketplace.

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Various DEI practices and initiatives employed by multinational corporations, focusing on the policies and programs that are most effective in promoting inclusivity across different cultural and geographic regions:

Multinational corporations employ a wide range of Diversity, Equity, and Inclusion (DEI) practices and initiatives tailored to promote inclusivity across different cultural and geographic regions. These strategies are critical in creating inclusive environments that accommodate the diverse workforces these corporations typically manage. One of the most effective DEI practices is the implementation of Employee Resource Groups (ERGs), which provide platforms for employees to connect with others who share similar experiences, fostering a sense of belonging (Garcia et al., 2022). ERGs play a crucial role in multinational organizations by offering support to underrepresented groups, enhancing both retention and engagement. For instance, a global financial firm implemented ERGs focused on gender diversity and reported a 20% improvement in retention among female employees (Kim & Ahmed, 2021). Another highly effective initiative is inclusive leadership training. Multinational corporations are investing in leadership development programs that focus on educating managers and executives about unconscious bias, cultural competency, and the value of diverse perspectives (Brown & Lee, 2022). For example, a European manufacturing company launched a global initiative requiring all leaders to undergo DEI training, which resulted in a 30% increase in employee satisfaction scores within a year (Patel, 2023). This indicates that DEI-focused leadership fosters an inclusive environment where employees feel valued, regardless of their cultural background or geographical location. Diversity recruitment strategies are also pivotal for multinational corporations. These organizations have adopted policies that actively seek to recruit from underrepresented groups, including women, people of color, and individuals from diverse national backgrounds (Smith & Jones, 2023). A leading technology company, for instance, launched a global hiring initiative that focused on increasing the representation of women in technical roles across its offices in Asia and Europe. This effort not only helped to diversify its workforce but also led to a 25% increase in job satisfaction among women employees (Lee et al., 2023). This example illustrates how intentional recruitment policies can address disparities and promote inclusivity across various regions. Additionally, mentorship and sponsorship programs have proven to be successful in multinational contexts by providing underrepresented employees with access to career development opportunities and leadership positions (Ahmed & Smith, 2022). These programs, often tailored to regional needs, help bridge gaps in advancement for marginalized groups. For instance, a global pharmaceutical company introduced a mentorship program in its Latin American offices, which resulted in a 40% increase in leadership positions held by women within three years (Garcia, 2022). Flexible work arrangements are another key DEI practice, particularly in regions where traditional work norms may hinder inclusivity (Jones & Patel, 2021). Corporations have implemented policies that allow for remote work, flexible hours, and accommodations for caregivers, which have been particularly beneficial for employees in countries with rigid work cultures. A global consulting firm, for example, implemented flexible work policies across its Middle Eastern offices, which led to a 15% increase in employee retention and a more diverse workforce, particularly among women and employees with disabilities (Brown & Lee, 2022). In summary, multinational corporations utilize a variety of DEI practices, including ERGs, leadership training, diversity recruitment, mentorship programs, and flexible work arrangements, to promote inclusivity across different regions. These initiatives, tailored to the unique cultural and geographic contexts of their global workforce, not only enhance employee engagement and retention but also contribute to a more innovative and dynamic organizational culture.

Senior leadership involvement influences the success of DEI initiatives, particularly how leadership commitment shapes organizational culture and the implementation of DEI strategies:

Senior leadership involvement plays a pivotal role in the success of Diversity, Equity, and Inclusion (DEI) initiatives, as leadership commitment profoundly shapes organizational culture and influences the effective implementation of DEI strategies within multinational corporations. Leaders set the tone for the entire organization, and their active participation in promoting DEI not only fosters a more inclusive workplace culture but also ensures that these initiatives are embedded into the core values and operations of the company (Brown & Smith, 2023). Leadership involvement, particularly from top executives, signals to the rest of the organization that DEI is a priority, and this commitment is essential for the sustainability and effectiveness of DEI programs (Jones & Patel, 2022). Incorporating DEI into corporate strategy often requires a comprehensive shift in organizational culture, and this transformation begins with leadership (Garcia, 2023). For example, when senior leaders actively engage in DEI programs—such as participating in mentorship initiatives, championing diverse hiring practices, or

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holding DEI accountability meetings—their visible support significantly influences the program's success (Ahmed & Lee, 2021). A global technology company that integrated DEI metrics into its leadership performance evaluations saw a 40% improvement in the adoption of inclusive hiring practices across its offices in Europe and Asia (Kim et al., 2022). This demonstrates how leadership commitment can shape organizational culture and drive the implementation of DEI strategies across diverse geographic regions. Moreover, leadership involvement in DEI initiatives also enhances the credibility and perceived importance of such efforts. When senior executives actively advocate for inclusion and address systemic barriers, employees are more likely to believe in the authenticity of the DEI mission (Smith & Jones, 2023). In one notable case, a multinational corporation experienced a 30% increase in employee engagement after its CEO initiated quarterly DEI town halls, where employees were invited to share their experiences and provide feedback on the company's DEI efforts (Patel, 2022). This example illustrates that leadership-driven communication fosters a more inclusive atmosphere, thereby improving employee morale and retention, particularly among underrepresented groups. Leadership commitment to DEI also drives accountability within the organization. Leaders who are personally invested in DEI initiatives often establish formal structures to track and measure progress, which is crucial for the long-term success of these programs (Ahmed & Smith, 2021). For instance, a financial services firm that introduced DEI goals into its annual business planning process reported a 25% improvement in the representation of women and minorities in leadership roles over five years (Garcia, 2023). This shows that leadership involvement is critical not only in setting the strategic direction for DEI but also in ensuring that these goals are met through consistent oversight and accountability measures. Another significant impact of leadership on DEI is the role leaders play in modeling inclusive behavior. When leaders actively demonstrate inclusive practices—such as promoting diverse voices in decision-making, acknowledging unconscious biases, and ensuring fair promotion opportunities—it fosters a trickle-down effect throughout the organization (Kim et al., 2022). This behavior is particularly important in multinational corporations where diverse teams work across different cultural contexts, and inclusive leadership helps align DEI goals with local business practices (Brown & Lee, 2023). In conclusion, senior leadership involvement is indispensable for the success of DEI initiatives in multinational corporations. Leaders shape organizational culture, drive the implementation of DEI strategies, and ensure accountability through their active participation. By visibly supporting DEI programs

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and embedding these values into the company's core operations, leaders not only promote inclusivity but also enhance employee engagement and retention, particularly among diverse and underrepresented groups.

Return on investment (ROI) of DEI initiatives, assessing how these strategies contribute to improved business performance, reduced turnover costs, and enhanced employee well-being, productivity, and innovation:

The return on investment (ROI) of Diversity, Equity, and Inclusion (DEI) initiatives has become increasingly evident as organizations realize the substantial benefits these strategies offer in terms of improved business performance, reduced turnover costs, and enhanced employee well-being, productivity, and innovation. DEI initiatives contribute to the overall profitability of organizations by fostering a more inclusive culture that allows employees from diverse backgrounds to thrive, which leads to greater employee engagement and retention (Smith & Johnson, 2023). Studies have demonstrated that companies with higher levels of diversity outperform their peers financially, with McKinsey reporting that organizations in the top quartile for racial and ethnic diversity are 36% more likely to outperform their competitors (Brown et al., 2023). This increased performance is attributed to the variety of perspectives and ideas that diverse teams bring, which leads to more innovative problem-solving and decision-making. The reduction of turnover costs is one of the most immediate and measurable impacts of successful DEI initiatives. When employees feel included and valued, they are less likely to leave their organization, which reduces the costs associated with hiring, onboarding, and training new employees (Garcia, 2023). Research indicates that replacing an employee can cost up to six months of their annual salary, depending on the role and level of seniority (Lee & Patel, 2022). For example, a multinational corporation that implemented targeted DEI initiatives, including mentorship programs and employee resource groups (ERGs), saw a 25% reduction in turnover within three years (Ahmed & Lee, 2021). This illustrates how investing in DEI strategies can significantly lower operational costs related to employee turnover while fostering loyalty and retention. Moreover, DEI initiatives enhance employee well-being and productivity by creating a work environment that supports diverse needs and promotes a sense of belonging (Jones & Smith, 2022). Employees who feel psychologically safe and included in the workplace are more likely to be engaged and motivated, leading to higher levels of job satisfaction and productivity (Brown & Lee, 2023). For instance, a global technology company that introduced flexible working arrangements and mental health support as part of its DEI efforts

reported a 20% increase in employee productivity and a marked improvement in employee well-being (Garcia, 2023). These examples demonstrate how DEI initiatives contribute to a healthier and more engaged workforce, which directly translates into improved business outcomes. In addition to well-being and productivity, DEI initiatives drive innovation by leveraging the diverse perspectives of employees from different cultural, ethnic, and gender backgrounds (Smith & Johnson, 2023). A study by the Boston Consulting Group found that companies with more diverse management teams have 19% higher innovation revenue compared to those with less diversity (Ahmed & Lee, 2021). This increase in innovation is particularly important in multinational corporations operating in global markets, where understanding diverse consumer needs is essential for developing new products and services (Brown et al., 2023). For example, a pharmaceutical company that actively promoted diversity in its research and development teams attributed several product innovations to the diverse perspectives brought by its inclusive workforce (Lee & Patel, 2022). In conclusion, the ROI of DEI initiatives is clear across multiple dimensions: improved business performance, reduced turnover costs, enhanced employee well-being and productivity, and greater innovation. Multinational corporations that prioritize DEI strategies not only gain a competitive advantage but also build a more resilient, inclusive, and innovative organizational culture that benefits both employees and the company.

Discussion related to the study:

The discussion surrounding the impact of Diversity, Equity, and Inclusion (DEI) initiatives on employee engagement and retention in multinational corporations provides key insights into how these strategies reshape organizational culture and drive business outcomes. DEI initiatives are shown to play a crucial role in promoting a sense of belonging, fairness, and inclusivity within organizations, leading to increased employee engagement and lower turnover rates (Smith & Johnson, 2023). In this context, multinational corporations are uniquely positioned to leverage DEI strategies given the diverse backgrounds and experiences of their global workforce. The study reveals that companies with well-implemented DEI programs report significantly better retention rates, particularly among underrepresented groups such as women, ethnic minorities, and LGBTQ+ employees (Brown et al., 2023). One of the key findings in the discussion is the direct link between leadership commitment to DEI and its success. Senior leadership engagement not only shapes organizational policies but also influences employees' perceptions of inclusivity. For example, when leadership champions DEI efforts through

visible actions, such as incorporating DEI metrics into business strategies, it fosters a culture of accountability and inclusiveness (Garcia, 2023). This is especially critical in multinational corporations, where diverse cultural contexts can create unique challenges for implementing DEI strategies effectively (Jones & Patel, 2022). Moreover, the discussion highlights that when employees observe senior leaders actively advocating for DEI initiatives, they are more likely to believe in the authenticity of these efforts, resulting in greater employee engagement (Lee & Ahmed, 2021). Another significant theme in the discussion is the role of DEI initiatives in reducing turnover and improving organizational commitment. Employees who feel valued and included are more likely to remain with the organization, which directly impacts turnover rates and recruitment costs (Brown & Lee, 2022). Research has shown that the implementation of DEI-focused mentorship programs and Employee Resource Groups (ERGs) has proven particularly effective in improving retention rates among minority employees (Smith & Johnson, 2023). For instance, multinational corporations that implemented ERGs across different regions reported a 20% improvement in employee retention within three years (Kim et al., 2022). This underscores the value of creating support networks within organizations to foster inclusion and provide professional development opportunities for underrepresented employees. Moreover, the discussion delves into how DEI initiatives enhance innovation and creativity within the workplace. Diverse teams bring varied perspectives, which lead to better problem-solving and more innovative ideas (Jones & Smith, 2022). This is especially relevant in multinational corporations that operate in global markets and cater to diverse customer bases. By promoting a culture of inclusion, these companies can tap into the unique insights of their employees to develop products and services that resonate across different regions (Garcia, 2023). A notable example is a global technology company that credited its diverse workforce for driving a 30% increase in product innovation over a two-year period following the implementation of targeted DEI initiatives (Lee & Patel, 2022). This illustrates how DEI strategies not only benefit employee engagement but also contribute to long-term business success through enhanced creativity and innovation. In conclusion, the discussion highlights the transformative impact of DEI initiatives on employee engagement, retention, and organizational performance. Multinational corporations that prioritize DEI not only foster inclusive work environments but also drive business success through reduced turnover, improved innovation, and increased employee well-being. Leadership commitment, targeted support

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programs, and the creation of inclusive organizational cultures are critical factors that shape the effectiveness of DEI strategies in promoting workplace inclusivity.

Managerial and HR implications related to the study:

The study on Diversity, Equity, and Inclusion (DEI) initiatives and their impact on employee engagement and retention in multinational corporations has several significant managerial and HR implications. First, managers and HR professionals need to integrate DEI into the core of their organizational strategy to foster an inclusive workplace that promotes higher engagement and reduces turnover (Smith & Garcia, 2023). This requires the creation of robust DEI programs that address the unique needs of diverse workforces across different cultural contexts. For example, HR leaders should implement tailored mentorship and sponsorship programs that support underrepresented employees, enabling career progression and reducing barriers to advancement (Jones & Patel, 2022). A key implication for HR is the importance of diversity in recruitment and promotion practices. To ensure the success of DEI strategies, HR departments should develop systems that actively seek diverse talent and ensure fair and unbiased hiring processes (Brown & Lee, 2022). Furthermore, performance evaluations and promotions should be equitable, ensuring that all employees have equal opportunities for growth. One multinational organization that introduced diversity goals into its hiring practices observed a 20% increase in minority leadership roles within five years (Kim & Ahmed, 2021).

This example highlights the necessity of embedding DEI within both recruitment and internal promotion strategies. Managers must also take on an active role in supporting DEI initiatives by promoting inclusive leadership practices (Garcia, 2023). They should model inclusive behaviors, encourage open dialogue, and create psychological safety where employees feel valued for their unique contributions. Leadership commitment is critical because it drives organizational culture change, making DEI a sustainable element of business operations (Smith & Johnson, 2023). Moreover, leaders can foster innovation by promoting diverse perspectives, which has been shown to enhance problem-solving and creativity in teams (Lee & Patel, 2022). Lastly, HR professionals should focus on continuous DEI training and education, ensuring that employees at all levels understand the value of diversity and inclusion. Regular training on unconscious bias, cultural competency, and inclusive communication is essential for creating a more inclusive environment (Jones & Patel, 2022). Additionally, monitoring and measuring the effectiveness of DEI initiatives through employee surveys and performance data will enable HR to adjust strategies based on organizational needs and employee feedback. In conclusion, the managerial and HR implications of DEI strategies in multinational corporations emphasize the need for committed leadership, diverse recruitment, inclusive policies, and continuous education, all of which foster employee engagement, retention, and organizational success.

Conclusion:

In conclusion, the research highlights the critical role that Diversity, Equity, and Inclusion (DEI) initiatives play in fostering an inclusive work environment, ultimately enhancing employee engagement and retention. The study demonstrates that multinational corporations, given their diverse workforces and global operations, have a unique opportunity to implement DEI strategies that address cultural and geographic differences, thereby creating an inclusive culture that resonates with employees across different regions. DEI initiatives not only increase employee engagement by promoting a sense of belonging and psychological safety but also lead to measurable improvements in retention, particularly among underrepresented groups such as women, ethnic minorities, and LGBTQ+ individuals. Moreover, the research underscores the importance of leadership commitment in the success of DEI strategies. Leaders who actively champion DEI create a trickle-down effect, influencing organizational culture, driving accountability, and ensuring that inclusivity becomes a core business value. This leadership engagement, coupled with targeted programs such as mentorship, Employee Resource Groups (ERGs), and inclusive hiring practices, fosters an environment where employees feel supported and valued, which directly contributes to improved retention rates and reduced turnover costs. Additionally, DEI initiatives have been shown to boost innovation by leveraging the diverse perspectives and experiences of employees, leading to more creative problem-solving and enhanced business performance.

The findings suggest that corporations that invest in DEI strategies not only benefit from a more engaged and loyal workforce but also gain a competitive advantage in terms of innovation, productivity, and overall business success. As global organizations continue to prioritize DEI, it becomes increasingly clear that these initiatives are not just a moral or ethical imperative but also a strategic business necessity that aligns with long-term organizational goals. By embracing DEI, multinational corporations can create more resilient, dynamic, and inclusive workplaces that promote the well-being of their employees while driving sustainable growth and performance in the global marketplace.

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Scope for further research and limitations related to the study:

The scope for further research is broad, given the evolving nature of DEI practices and the complexities involved in implementing them across diverse cultural and geographical contexts. One key area for future research could focus on the long-term effects of DEI initiatives, particularly how sustained DEI programs impact employee retention, engagement, and corporate performance over several years. Longitudinal studies would provide valuable insights into how DEI efforts can evolve and whether their initial benefits continue to positively influence organizational culture and employee outcomes. Additionally, further exploration is needed to understand the role of intersectionality in DEI initiatives, particularly how overlapping identities—such as gender, race, and sexual orientation—impact employee experiences in multinational corporations. Examining intersectional experiences could help organizations refine their strategies to address the unique needs of employees who belong to multiple underrepresented groups. Another area for future research is the geographic and cultural adaptability of DEI programs. As multinational corporations operate in regions with distinct cultural, social, and legal frameworks, researchers should explore how DEI initiatives can be effectively localized without compromising their core objectives. Comparative studies across different regions, such as Europe, Asia, and Latin America, could reveal the specific challenges and successes in tailoring DEI programs to fit local contexts. Furthermore, technology and data analytics offer opportunities for future research, particularly in how artificial intelligence and digital platforms can be leveraged to track DEI progress, measure its impact, and facilitate real-time feedback for continuous improvement. However, the study also faces certain limitations. First, the generalizability of the findings may be restricted due to the specific focus on large multinational corporations, which may have more resources and capabilities to implement DEI strategies compared to smaller organizations or companies in different sectors. Future studies could include a broader range of companies to assess whether the benefits of DEI initiatives are equally applicable across different organizational sizes and industries. Additionally, self-reported data on employee engagement and retention could introduce bias, as employees may feel pressured to provide positive feedback. More objective measures, such as turnover rates or productivity data, would strengthen the study's conclusions. Finally, the lack of longitudinal data limits the ability to assess the long-term effects of DEI initiatives, suggesting that follow-up studies over extended periods would provide a more comprehensive understanding of DEI's lasting impact.

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The future of HR analytics: using big data for employee insights and predictive analysis

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Abstract:

The future of HR analytics is increasingly driven by the integration of big data and advanced predictive analysis, which revolutionize how organizations manage and engage with their workforce. As businesses shift toward data-driven decision-making, HR analytics has evolved from simple metrics like employee turnover and satisfaction rates to complex predictive models capable of anticipating talent needs, identifying leadership potential, and mitigating risks such as employee burnout or attrition. Big data enables HR professionals to collect vast amounts of structured and unstructured data, including performance metrics, employee behavior, and external market conditions, which are then analyzed using machine learning algorithms to uncover actionable insights. This shift not only enhances the accuracy of HR decisions but also provides predictive capabilities that were previously unavailable, allowing companies to proactively address issues such as skill gaps, diversity, and inclusion. Furthermore, the role of predictive analytics extends beyond traditional HR functions into strategic areas such as workforce planning, where businesses can forecast future labor needs based on historical patterns and emerging trends, thus aligning their human capital strategy with long-term business goals. This theoretical research emphasizes the importance of integrating diverse data sources, including social media, employee feedback platforms, and real-time performance tracking tools, to create a holistic view of employee engagement and productivity. While the use of big data in HR analytics presents immense opportunities, it also introduces challenges related to data privacy, ethical concerns, and the potential for bias in algorithmic decision-making, necessitating a careful balance between innovation and compliance. As the field progresses, HR departments are expected to adopt a more interdisciplinary approach, combining data science, psychology, and business acumen to leverage predictive analytics for competitive advantage. Ultimately, this conceptual research underscores that the future of HR analytics will not only transform operational efficiency but also redefine the strategic role of HR in fostering organizational agility and resilience in a rapidly changing business landscape.

Keywords: HR Analytics, Big Data, Predictive Analysis, Workforce Planning, Employee Insights, Data-Driven Decision Making

Introduction:

The evolution of Human Resource (HR) analytics, driven by the increasing use of big data and predictive analysis, is fundamentally reshaping how organizations manage their workforce, make decisions, and achieve strategic goals. In the contemporary business environment, where data is becoming the backbone of decision-making across industries, HR analytics has shifted from a reactive, operational tool into a proactive, strategic function capable of forecasting workforce trends, improving employee engagement, and aligning human capital strategies with broader organizational goals (Marler & Boudreau, 2017). Big data, characterized by high volume, velocity, and variety, allows HR departments to collect and analyze vast datasets from multiple sources, including performance management systems, employee feedback, social media, and even external market indicators, to gain deep insights into employee behaviors, preferences, and potential challenges. As organizations continue to embrace data-driven cultures, the use of predictive analytics in HR has gained significant traction. Predictive analytics leverages historical data and advanced algorithms to forecast future trends and outcomes, helping HR professionals to anticipate talent needs, optimize recruitment processes, predict employee turnover, and assess leadership potential (Tursunbayeva, Pagliari, & Bunduchi, 2018). One of the most compelling

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applications of predictive analytics in HR is workforce planning, where data from various internal and external sources is used to predict future workforce requirements, allowing companies to proactively address talent shortages or skill gaps. According to a report by Deloitte (2020), 70% of organizations that implemented predictive analytics in HR reported improved decision-making capabilities, demonstrating the strategic value of these tools. Moreover, HR analytics plays a pivotal role in enhancing employee engagement and retention. By analyzing data from employee surveys, engagement platforms, and performance reviews, HR departments can identify patterns and trends that signal disengagement or potential turnover risks. This allows organizations to intervene early, offering targeted support such as career development opportunities or workload adjustments. For example, IBM's Smarter Workforce initiative leverages predictive analytics to identify employees at risk of leaving the company and then implements personalized retention strategies, resulting in a significant reduction in attrition rates (Rasmussen & Ulrich, 2015). Such initiatives underscore the transformative power of big data in creating a more personalized and responsive HR function. Another key area where big data and predictive analysis are making an impact is diversity and inclusion. By analyzing demographic data, hiring patterns, and internal promotion trends, HR can identify potential biases and implement data-driven strategies to create a more inclusive workplace. Google's Project Aristotle is a prime example, where extensive data collection and analysis helped the company understand the dynamics of effective teams, leading to the creation of more inclusive and high-performing groups (Duhigg, 2016). These insights highlight how big data can be leveraged to drive diversity initiatives and create a culture of inclusivity, which has been shown to improve innovation and business performance. Despite the clear advantages, the use of big data in HR analytics also presents challenges, particularly around privacy and ethical concerns. As organizations collect more personal data on employees, the risk of misuse or breaches increases, raising concerns about data security and employee trust (Cascio & Montealegre, 2016). Furthermore, the use of algorithms to make employment decisions, such as hiring or promotions, can lead to biases if not carefully monitored. A study by O'Neil (2016) highlights how reliance on algorithms without proper oversight can perpetuate existing biases, particularly in areas like recruitment, where historical data may reflect previous discriminatory practices. Therefore, organizations must implement robust data governance frameworks and ethical guidelines to ensure that HR analytics is used responsibly. The future of HR analytics lies in its ability to become even more predictive and prescriptive, moving beyond merely reporting on past events to offering insights on what is likely to happen and what actions should be taken. As artificial intelligence (AI) and machine learning technologies become more integrated into HR systems, the potential for predictive analytics will expand. For instance, AI-driven tools can analyze unstructured data, such as employee emails and social media interactions, to gauge employee sentiment in real-time, providing HR with actionable insights to enhance workplace culture and productivity (Chuang & Liao, 2010). Furthermore, machine learning algorithms can continuously improve over time, offering increasingly accurate predictions about employee performance, engagement, and turnover risks. In conclusion, the use of big data and predictive analytics is transforming HR into a strategic business partner capable of driving organizational success through data-driven insights. By leveraging these tools, HR can improve decision-making, optimize workforce planning, enhance employee engagement, and promote diversity and inclusion. However, the challenges of privacy, ethics, and algorithmic bias must be addressed to fully realize the potential of HR analytics. As businesses continue to embrace digital transformation, the future of HR analytics will likely involve greater integration of AI and machine learning technologies, further enhancing its predictive capabilities and strategic value (Stone, Deadrick, Lukaszewski, & Johnson, 2015).

Statement of the research problem:

The research problem for the article centers on the significant gap between the potential and the actual application of big data and predictive analytics in Human Resource Management (HRM). Despite the immense potential that HR analytics offers in transforming workforce management—ranging from optimizing recruitment, improving employee retention, predicting performance trends, and enhancing decision-making—many organizations struggle with effectively implementing these tools due to several challenges, including the lack of technical expertise, data privacy concerns, and the risk of bias in predictive algorithms (Angrave et al., 2016). Additionally, although there is a growing adoption of data-driven strategies, most companies still rely on traditional HR metrics and practices, limiting their ability to fully leverage advanced analytics to forecast future workforce needs or employee behavior. The problem is further exacerbated by the increasing complexity of integrating multiple data sources, such as employee feedback platforms, performance evaluations, and external labor market trends, into cohesive predictive models that can offer actionable insights (Margherita, 2021). Moreover, while

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predictive analytics promises improved HR decision-making, the lack of clear frameworks for balancing innovation with ethical considerations such as privacy, transparency, and algorithmic bias remains a major barrier (Johnson et al., 2020). Given the rapid pace of digital transformation in business, the challenge lies in developing scalable, ethical, and robust HR analytics frameworks that not only provide predictive insights but also align with organizational goals while ensuring fairness in employee management. Therefore, this research problem focuses on exploring the theoretical and practical frameworks needed to advance the use of big data and predictive analytics in HR while addressing the associated risks and barriers to effective implementation.

Significance of the research study:

The significance of the research study lies in its potential to revolutionize how organizations manage their human capital by transforming HR from a traditional administrative function into a strategic partner that drives organizational growth. As businesses increasingly shift toward data-driven decision-making, HR analytics provides an essential tool for optimizing workforce management, enabling companies to make informed decisions based on predictive insights, thereby improving employee retention, recruitment efficiency, and overall organizational productivity (Deloitte, 2020). Furthermore, this research is crucial as it addresses the growing need to integrate various data sources—such as employee performance data, engagement surveys, and market trends—into cohesive predictive models that can offer real-time, actionable insights (Van den Heuvel & Bondarouk, 2017). By focusing on big data's role in HR, this study highlights the importance of leveraging advanced analytics to anticipate and address workforce trends, such as identifying leadership potential or mitigating turnover risks before they materialize (Tursunbayeva et al., 2018).

Moreover, this research is significant for its emphasis on ethical concerns surrounding the use of big data in HR, including privacy, transparency, and the risk of perpetuating biases through algorithmic decision-making (Johnson et al., 2020). By examining both the opportunities and the challenges associated with HR analytics, the study offers a balanced perspective on how organizations can maximize the benefits of predictive analytics while ensuring fairness and compliance with ethical standards. In addition, the findings will provide valuable insights for HR professionals, business leaders, and policymakers on how to integrate big data into HR functions to enhance organizational performance and create a more agile, responsive workforce. Given the increasing complexity of managing a diverse and global workforce, this research also underscores the importance of HR

analytics in promoting diversity, equity, and inclusion (Boudreau & Cascio, 2017).

Review of relevant literature related to the study:

The review of relevant literature related to the study highlights the growing prominence of HR analytics in the transformation of traditional HR practices into data-driven, strategic decision-making functions. HR analytics is defined as the systematic collection, analysis, and interpretation of workforce data to enhance organizational performance by generating actionable insights. Scholars such as Marler and Boudreau (2017) have argued that the adoption of HR analytics can significantly improve decision-making in talent management, workforce planning, and employee engagement. However, despite these potential benefits, a major challenge is the relatively slow diffusion of HR analytics across organizations, with many firms failing to fully harness its capabilities (Van den Heuvel & Bondarouk, 2017). This gap highlights the need for a deeper understanding of how big data can be integrated into HR functions effectively. The integration of big data into HR analytics is seen as a transformative force that allows HR professionals to move from retrospective reporting to predictive and prescriptive analytics. Predictive analytics uses historical data to forecast future workforce trends, enabling HR departments to anticipate challenges such as employee turnover, skills shortages, and the need for leadership development. Boudreau and Cascio (2017) suggest that predictive analytics can provide HR with a more proactive role in shaping organizational strategy by identifying patterns and trends that are not immediately obvious through traditional metrics. Additionally, HR analytics can be used to optimize recruitment and selection processes by analyzing large datasets of candidate information to predict the likelihood of job success or cultural fit (Margherita, 2021). This shift towards data-driven recruitment aligns with research by Angrave et al. (2016), who emphasize that using big data in hiring can reduce bias, improve decision accuracy, and enhance diversity in the workplace. The use of HR analytics for employee retention and engagement has also been widely discussed in the literature.

According to Tursunbayeva et al. (2018), HR analytics enables organizations to monitor employee engagement in real time, using data from performance reviews, employee surveys, and social media activity to identify early signs of disengagement or burnout. IBM's application of predictive analytics to reduce employee turnover exemplifies how big data can provide tailored interventions, improving retention rates and reducing recruitment costs (Rasmussen & Ulrich, 2015). Similarly, research by Johnson et al. (2020) highlights that analytics-driven interventions not only enhance employee satisfaction but also

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contribute to a more personalized employee experience, which has been shown to boost overall productivity and organizational loyalty. However, as HR analytics becomes more prevalent, there is growing concern about the ethical implications of using big data, particularly regarding data privacy and algorithmic bias. Stone et al. (2015) warn that the use of employee data for predictive analytics must be balanced with stringent data governance frameworks to avoid breaches of privacy and ensure transparency in how data is used. Ethical concerns also arise from the potential for algorithms to perpetuate existing biases if the data used in predictive models is not properly vetted for fairness and neutrality. O'Neil (2016) argues that algorithms, if unchecked, can lead to discriminatory practices, particularly in areas like recruitment and promotions, where historical data may reflect past biases. To address these concerns, scholars like Johnson et al. (2020) recommend the implementation of ethical guidelines and oversight mechanisms in the deployment of HR analytics to ensure that the use of big data aligns with organizational values of fairness and equity. The literature also emphasizes the importance of developing the necessary skills and infrastructure to support the effective implementation of HR analytics. Van den Heuvel and Bondarouk (2017) point out that many HR professionals lack the technical expertise required to analyze complex datasets, which can hinder the full adoption of big data in HR practices. To overcome this barrier, organizations are increasingly investing in data literacy training for HR staff, as well as leveraging cross-functional teams that combine HR expertise with data science skills.

Additionally, the rise of cloud-based HR information systems (HRIS) has made it easier for organizations to collect, store, and analyze large volumes of employee data, further facilitating the integration of big data into HR analytics (Deloitte, 2020). In conclusion, the literature highlights the transformative potential of HR analytics, driven by the integration of big data and predictive analytics, in reshaping traditional HR functions into proactive, strategic roles that can drive organizational success. However, challenges such as ethical concerns, data privacy, algorithmic bias, and the need for technical expertise must be addressed to fully realize the benefits of HR analytics. As organizations continue to invest in HR technology and data-driven decision-making, the future of HR analytics will likely see further integration with advanced technologies such as artificial intelligence and machine learning, creating even more opportunities for HR to contribute to organizational performance and competitive advantage (Boudreau & Cascio, 2017).

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Methodology adopted for the study:
The methodology adopted for the research article primarily revolves around secondary data analysis, drawing on existing academic literature, industry reports, and empirical studies related to HR analytics, big data, and predictive models in workforce management. The research takes a conceptual approach, synthesizing data from multiple sources to build a theoretical framework that explains how big data and predictive analytics can transform traditional HR functions into strategic, data-driven systems. Secondary data from previous research (such as Marler & Boudreau, 2017; Tursunbayeva, Pagliari, & Bunduchi, 2018) are analyzed to explore how predictive models enable HR professionals to make informed decisions regarding recruitment, retention, and employee engagement by examining patterns in historical workforce data. Additionally, industry reports from Deloitte (2020) provide quantitative insights into the adoption of HR analytics and its impact on decision-making, highlighting the growing importance of data in shaping workforce strategies. The methodological framework also integrates case studies, such as IBM's use of predictive analytics to reduce turnover (Rasmussen & Ulrich, 2015), to illustrate practical applications of these technologies in corporate settings. Ethical concerns such as data privacy, transparency, and algorithmic bias are addressed through an analysis of secondary literature, with studies like Johnson et al. (2020) and O'Neil (2016) providing critical perspectives on the risks of implementing big data in HR. The methodological emphasis on secondary data is crucial for developing a comprehensive understanding of the evolving landscape of HR analytics, given the theoretical nature of the study. This approach enables the research to identify key trends, opportunities, and challenges in using big data for predictive analysis in HRM, while also providing a foundation for future empirical investigations into the practical applications of these technologies in organizations.

Research Gap:
The research gap in the article primarily stems from the limited integration of advanced predictive analytics into Human Resource Management (HRM) across diverse industries, despite the recognized potential for improving workforce planning, employee engagement, and retention. While existing literature provides a conceptual foundation for HR analytics (Marler & Boudreau, 2017; Van den Heuvel & Bondarouk, 2017), there remains a significant gap in empirical studies demonstrating how organizations can systematically implement big data tools to transform their HR functions. Specifically, much of the current research focuses on the theoretical benefits of predictive analytics, such as identifying talent gaps

and reducing employee turnover, but there is insufficient exploration of how these insights translate into practical, actionable strategies in real-world settings (Tursunbayeva et al., 2018). Additionally, while scholars have raised concerns about data privacy, ethical considerations, and algorithmic biases (Johnson et al., 2020; O'Neil, 2016), few studies provide frameworks for addressing these issues within the evolving context of HR analytics, leaving organizations without clear guidelines for balancing innovation with ethical responsibilities. The lack of longitudinal studies that measure the long-term impact of HR analytics on organizational outcomes, such as productivity, employee satisfaction, and inclusivity, further widens the research gap, as it limits understanding of the sustained effects of big data on workforce dynamics (Boudreau & Cascio, 2017). Moreover, while some industries—particularly tech-driven companies—are making strides in adopting these technologies, smaller businesses and those in more traditional sectors are lagging, creating a divide that has yet to be thoroughly explored in the literature. This research gap underscores the need for more empirical studies, cross-industry comparisons, and ethical frameworks to fully realize the potential of HR analytics in transforming HR practices while maintaining ethical and equitable standards.

Major objectives of the study:

1. To investigate how the integration of big data into HR processes enables a shift from traditional HR methods to more strategic, data-driven approaches, allowing for better decision-making, workforce planning, and employee management.

2. To examine how predictive analytics, utilizing historical data, can provide valuable insights into employee behaviors, performance, and potential challenges, helping organizations to anticipate future workforce trends and make proactive decisions

3. To understand the ethical dilemmas, such as data privacy and algorithmic bias, that arise from using big data and predictive models in HR, and how organizations can address these concerns to ensure fairness and transparency in their analytics practices

4. To provide a theoretical framework for the practical use of HR analytics in real-world organizational settings, assessing its impact on areas such as employee engagement, retention, recruitment, and leadership development

5. To create a robust framework that HR professionals can use to implement big data and predictive analytics effectively, ensuring alignment with organizational goals while addressing the technical, ethical, and operational challenges associated with its adoption.

Integration of big data into HR processes enables a shift from traditional HR methods to more strategic, data-driven approaches, allowing for better decision-making, workforce planning, and employee management:

The integration of big data into Human Resource (HR) processes marks a significant shift from traditional, operational HR methods to a more strategic, data-driven approach, which enhances decision-making, workforce planning, and overall employee management. Big data refers to the ability to collect, process, and analyze vast amounts of structured and unstructured information from a variety of sources such as employee performance metrics, recruitment databases, and even external labor market trends. This shift enables HR departments to move beyond reactive responses to workforce issues and adopt a proactive stance by utilizing predictive analytics to forecast employee behavior, optimize recruitment strategies, and identify potential talent gaps (Marler & Boudreau, 2017). One of the most critical applications of big data in HR is predictive analytics, which uses historical workforce data to forecast future trends, such as employee turnover or performance issues, allowing HR managers to anticipate challenges and implement solutions before problems arise (Tursunbayeva et al., 2018). For instance, IBM has used predictive analytics to identify employees at risk of leaving the company, implementing targeted retention strategies that have led to a reduction in turnover rates (Rasmussen & Ulrich, 2015). Moreover, big data also enhances workforce planning by integrating external market data with internal performance indicators to predict future labor needs, allowing organizations to better align their human capital strategies with long-term business objectives (Deloitte, 2020). By analyzing employee engagement metrics and feedback, HR departments can identify early warning signs of dissatisfaction or burnout and adjust work environments or policies to improve employee well-being and productivity (Stone et al., 2015). Additionally, data-driven recruitment processes, which analyze large datasets from potential candidates, can reduce bias and improve diversity in hiring decisions by focusing on objective performance indicators rather than subjective assessments (Angrave et al., 2016). However, despite the potential of big data in HR, challenges such as data privacy, ethical concerns, and algorithmic bias remain significant barriers. The use of employee data must be carefully managed to ensure compliance with privacy laws and maintain employee trust (Johnson et al., 2020). Furthermore, as algorithms used in HR analytics are based on historical data, there is a risk that they may perpetuate existing biases, highlighting the need for robust ethical frameworks to guide the

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implementation of big data in HR processes (O'Neil, 2016).

Predictive analytics, utilizing historical data, can provide valuable insights into employee behaviors, performance, and potential challenges, helping organizations to anticipate future workforce trends and make proactive decisions:

Predictive analytics, which leverages historical data to uncover patterns and trends, is increasingly being utilized in Human Resource Management (HRM) to provide valuable insights into employee behaviors, performance metrics, and potential organizational challenges, enabling companies to anticipate workforce trends and make proactive, strategic decisions. By examining historical data, including employee tenure, performance evaluations, engagement levels, and even external labor market information, predictive models help organizations forecast key HR outcomes such as employee turnover, productivity fluctuations, and future skill gaps (Marler & Boudreau, 2017). For instance, organizations can analyze the correlation between employee engagement scores and turnover rates, allowing HR teams to develop retention strategies targeted at high-risk groups, thus reducing attrition and minimizing the associated costs of replacing critical talent (Rasmussen & Ulrich, 2015). IBM, for example, employs predictive analytics to anticipate which employees are most likely to leave, offering tailored interventions such as career development programs or mentorship opportunities to retain top talent, resulting in a 25% reduction in turnover (Davenport, Harris, & Shapiro, 2010). Moreover, predictive analytics is proving essential for enhancing employee performance management. By integrating multiple data sources—such as peer feedback, project outcomes, and key performance indicators—HR departments can identify high performers and develop personalized career progression plans, ultimately fostering a more motivated and engaged workforce (Boudreau & Cascio, 2017). Predictive models can also forecast future performance trends, enabling managers to address potential skill deficiencies before they impact overall productivity (Deloitte, 2020). For instance, a company facing rapid technological change may use predictive analytics to identify employees whose skill sets need updating, allowing for timely interventions through training and development programs (Tursunbayeva et al., 2018). However, while predictive analytics offers significant advantages, the reliance on historical data presents challenges, particularly concerning data privacy and potential algorithmic biases. Algorithms, if not carefully managed, can perpetuate existing biases embedded in historical data, especially in hiring and promotion decisions,

where certain groups may be unfairly favored or disadvantaged (O'Neil, 2016). Therefore, companies must ensure that their predictive models are transparent and regularly audited for fairness, while also protecting sensitive employee data through stringent privacy protocols (Johnson et al., 2020). In conclusion, predictive analytics is a transformative tool in HR, offering valuable insights and proactive strategies, but its implementation must be accompanied by ethical and privacy considerations to ensure its effectiveness and fairness.

Ethical dilemmas, such as data privacy and algorithmic bias, that arise from using big data and predictive models in HR, and how organizations can address these concerns to ensure fairness and transparency in their analytics practices:

Ethical dilemmas, such as data privacy and algorithmic bias, have become increasingly significant as organizations incorporate big data and predictive models into HR analytics, presenting challenges that, if unaddressed, could undermine trust, fairness, and transparency in workforce management practices. Data privacy concerns arise from the vast amounts of personal information collected through employee tracking systems, performance evaluations, and even external sources like social media, where the potential misuse or unintentional exposure of sensitive data can violate privacy rights, leading to breaches of trust between employees and employers (Johnson et al., 2020). Organizations must navigate complex regulatory environments, including data protection laws like the General Data Protection Regulation (GDPR) in Europe, which mandates strict adherence to consent, transparency, and the secure handling of employee data (Bodie et al., 2017). Furthermore, algorithmic bias is a critical issue where predictive models, trained on historical data, may inadvertently perpetuate discriminatory practices in hiring, promotions, or employee evaluations, as biased datasets reflect historical inequalities (O'Neil, 2016). For example, hiring algorithms could favor certain demographics based on past hiring trends, disproportionately disadvantaging minority or underrepresented groups (Barocas & Selbst, 2016). To address these ethical concerns, organizations need to implement comprehensive data governance frameworks that ensure transparency in how data is collected, used, and stored, alongside mechanisms for employees to opt out or control their personal information (Stone et al., 2015). Regular audits of predictive algorithms are necessary to identify and mitigate biases, ensuring that these tools are fair, transparent, and in line with organizational diversity and inclusion goals. Ethical AI guidelines, such as the ones proposed by the European Commission, can serve as a foundation for organizations to build fair and unbiased predictive models (Binns, 2018).

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Moreover, HR departments should collaborate with legal and technical teams to establish clear ethical guidelines, and provide training to ensure that decision-makers understand the implications of algorithmic bias and the importance of data privacy. In doing so, organizations can ensure that the integration of big data and predictive analytics into HR practices not only enhances efficiency but also promotes fairness, trust, and transparency across the workforce.

Theoretical framework for the practical use of HR analytics in real-world organizational settings, assessing its impact on areas such as employee engagement, retention, recruitment, and leadership development:

The theoretical framework for the practical use of HR analytics in real-world organizational settings is grounded in the ability of big data and predictive analytics to systematically improve decision-making processes across key HR areas such as employee engagement, retention, recruitment, and leadership development. By leveraging vast datasets derived from internal systems—such as performance management platforms, engagement surveys, and recruitment portals—HR analytics enables organizations to analyze patterns and trends, generating actionable insights that help drive better outcomes. For instance, in the area of employee engagement, HR analytics can track engagement levels over time and pinpoint factors that correlate with dips in employee satisfaction, allowing for timely interventions to improve the overall work environment (Tursunbayeva et al., 2018). Predictive models can forecast turnover rates by analyzing historical data on employee behavior, engagement, and tenure, offering organizations the ability to proactively identify at-risk employees and implement retention strategies tailored to their specific needs (Rasmussen & Ulrich, 2015). In recruitment, HR analytics helps refine candidate selection processes by leveraging predictive algorithms that evaluate a candidate's potential for success based on previous hires' performance data, reducing time-to-hire and increasing the likelihood of long-term employee satisfaction (Marler & Boudreau, 2017). Furthermore, leadership development is another area where predictive analytics can offer substantial benefits by identifying high-potential employees early in their careers through the analysis of performance trajectories, enabling targeted leadership training and succession planning (Boudreau & Cascio, 2017). For example, IBM has used predictive analytics in its leadership programs to forecast which employees are most likely to thrive in executive roles, allowing for more personalized development opportunities (Davenport, Harris, & Shapiro, 2010). The framework also emphasizes the need for ethical considerations,

particularly in addressing algorithmic biases and ensuring data privacy, as these concerns are paramount in maintaining trust and transparency within the workforce (Johnson et al., 2020). Additionally, the integration of advanced technologies like machine learning and artificial intelligence within HR analytics tools allows for continuous improvement of predictive models, further enhancing the accuracy of insights and enabling more dynamic responses to workforce challenges (Stone et al., 2015). Overall, the theoretical framework suggests that the use of HR analytics in practical settings can transform HR into a strategic partner, driving improvements in critical HR functions and aligning talent strategies with broader business objectives.

Robust framework that HR professionals can use to implement big data and predictive analytics effectively, ensuring alignment with organizational goals while addressing the technical, ethical, and operational challenges associated with its adoption:

A robust framework that HR professionals can use to effectively implement big data and predictive analytics, ensuring alignment with organizational goals while addressing the technical, ethical, and operational challenges associated with its adoption, should be built on several critical pillars. First, data integration and infrastructure is essential, where HR departments must ensure that they have the necessary technological infrastructure to collect, store, and process vast amounts of structured and unstructured data from diverse sources like performance reviews, recruitment databases, and external labor markets (Marler & Boudreau, 2017). This requires investment in cloud-based HR Information Systems (HRIS) that allow seamless data aggregation and real-time analysis. Second, predictive analytics models must be designed to directly align with strategic business objectives, enabling organizations to forecast workforce trends, identify skill gaps, and optimize recruitment and retention strategies. For example, algorithms that predict employee turnover based on historical patterns can help tailor retention strategies, while models for leadership development can track high-potential employees for succession planning (Davenport, Harris, & Shapiro, 2010). Third, addressing ethical concerns and data privacy is paramount. As organizations increasingly rely on predictive models, they must develop ethical guidelines that protect employee data and ensure compliance with data protection regulations like the GDPR. This includes transparent communication about data usage and establishing data governance policies that mitigate the risk of algorithmic biases (Johnson et al., 2020). Biases in predictive analytics, if unchecked, can perpetuate inequality in hiring or promotions, making it crucial to regularly audit and

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validate algorithms to ensure fairness in outcomes (O'Neil, 2016). Fourth, a focus on employee engagement and adoption is necessary for success, as HR professionals must educate and involve employees in the implementation of HR analytics, fostering a culture of data literacy and collaboration (Stone et al., 2015). Finally, continuous feedback and improvement loops must be embedded into the framework, where predictive models are constantly refined based on outcomes and new data inputs, allowing organizations to adjust their strategies dynamically in response to changing business needs. The combination of technical infrastructure, ethical oversight, strategic alignment, and ongoing evaluation forms a comprehensive framework for leveraging big data and predictive analytics in HR, ultimately enhancing workforce management and driving organizational performance.

Discussion related to the study:

The discussion surrounding the research study focuses on how the integration of predictive analytics is transforming traditional HR functions into strategic business drivers, and while the benefits are significant, such as enhanced decision-making, workforce optimization, and talent management, there remain substantial challenges, especially concerning data privacy, algorithmic biases, and the technological infrastructure required for implementation. One of the major shifts observed in HR practices is the ability to use predictive analytics to foresee potential employee turnover, identify at-risk employees, and tailor retention strategies accordingly, a practice that has seen success in large organizations like IBM, where predictive models have helped reduce turnover by up to 25% (Davenport, Harris, & Shapiro, 2010). Additionally, the use of big data has transformed recruitment processes, allowing organizations to sift through large pools of candidates and predict their future performance based on historical data, which not only improves the quality of hires but also significantly reduces time-to-hire (Marler & Boudreau, 2017). However, while predictive analytics has delivered measurable improvements, concerns about data privacy and the potential misuse of sensitive employee information have risen sharply, especially under strict regulations like the GDPR, which requires organizations to obtain explicit consent and maintain transparency about data usage (Johnson et al., 2020). Furthermore, algorithmic biases where predictive models may unintentionally replicate historical discriminatory patterns in hiring or promotions pose a significant ethical risk, especially if models are not regularly audited for fairness and inclusivity (O'Neil, 2016). This highlights the need for ethical guidelines and governance frameworks in the application of HR analytics to ensure that the deployment of these technologies is both equitable and transparent. From

an operational standpoint, many organizations still struggle with the technological infrastructure necessary to support advanced HR analytics, as the integration of cloud-based HR systems and real-time data processing tools is often limited by budget constraints or technical expertise (Stone et al., 2015). Moreover, fostering a data-driven culture within HR departments requires significant upskilling and cross-functional collaboration between HR professionals and data scientists to fully leverage the potential of big data (Tursunbayeva et al., 2018). Thus, while HR analytics has the potential to revolutionize workforce management, its full implementation is contingent upon addressing these technical, ethical, and operational challenges, ensuring that its use aligns with organizational goals and promotes both efficiency and fairness.

Managerial and HR theoretical and practical implications related to the study:

The managerial and HR implications of implementing big data and predictive analytics in HR processes, as highlighted in the study entitled "The Future of HR Analytics: Using Big Data for Employee Insights and Predictive Analysis", are profound both theoretically and practically, as they fundamentally alter how organizations approach talent management, workforce optimization, and strategic decision-making. From a managerial perspective, big data enables leaders to make more informed and proactive decisions by identifying patterns and trends that were previously hidden within vast datasets, such as predicting turnover, optimizing workforce planning, and identifying leadership potential (Marler & Boudreau, 2017). Predictive analytics allows managers to allocate resources more effectively, focusing on high-risk areas such as disengaged employees or skill gaps within teams, leading to improved retention and overall productivity (Rasmussen & Ulrich, 2015). Additionally, the ability to forecast talent needs allows HR departments to align recruitment strategies with long-term business goals, ensuring that the right skills are brought into the organization when needed, reducing time-to-hire and enhancing employee satisfaction (Davenport, Harris, & Shapiro, 2010). From an HR theoretical perspective, the adoption of big data shifts the HR function from an operational role to a more strategic partner, reinforcing the evidence-based management theory, which emphasizes decision-making based on empirical data and analytics rather than intuition or historical practice (Boudreau & Cascio, 2017). This transition supports the resource-based view of the firm, where human capital is seen as a critical competitive advantage, and optimizing workforce management becomes a key organizational priority (Marler & Boudreau, 2017). However, the practical implications also reveal challenges, particularly

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around data privacy and ethical concerns. HR professionals must establish robust data governance frameworks that comply with regulations like GDPR and ensure that predictive models do not perpetuate biases or unfair treatment, particularly in recruitment and promotion decisions (Johnson et al., 2020). Regular audits of algorithms and transparent communication with employees about how their data is used are essential to maintain trust and ethical integrity (O'Neil, 2016). On a practical level, the adoption of predictive analytics in HR also demands significant upskilling, as HR professionals must learn to interpret complex data models and collaborate with data scientists to translate analytics into actionable insights (Tursunbayeva et al., 2018). Therefore, while HR analytics offers substantial benefits in improving decision-making and organizational efficiency, its success hinges on the ability of organizations to balance technological innovation with ethical and operational oversight, ensuring that these tools are applied fairly and effectively to drive both business and employee outcomes.

Scope for further research and limitations of the study:

The scope for further research related to the study "The Future of HR Analytics: Using Big Data for Employee Insights and Predictive Analysis" lies primarily in expanding empirical studies across different industries and organizational sizes, as most current research has been concentrated on large, tech-driven companies that possess the financial resources and technical expertise to fully adopt predictive analytics. Exploring how small and medium enterprises (SMEs) can leverage big data and predictive HR analytics, despite potential resource constraints, presents a critical area for future study, as does investigating the long-term impacts of these tools on workforce outcomes like employee engagement, diversity, and inclusion (Marler & Boudreau, 2017). Additionally, while the ethical implications of data privacy and algorithmic bias have been acknowledged, there is limited research on the development and real-world application of frameworks to ensure ethical data usage in HR analytics, especially in regions with varying data protection laws and cultural norms (Johnson et al., 2020). Moreover, future research could delve deeper into the effectiveness of predictive analytics in enhancing leadership development and succession planning, which has been explored conceptually but lacks robust longitudinal data to track its success over time (Boudreau & Cascio, 2017). The incorporation of advanced technologies such as machine learning and artificial intelligence (AI) in HR analytics, and their potential to continuously refine predictive models, represents another promising area for exploration, particularly in assessing how AI-driven tools may

overcome or exacerbate existing biases (Tursunbayeva et al., 2018). As for limitations, this study relies heavily on secondary data and theoretical models, limiting its capacity to provide concrete, actionable insights for organizations that are in the early stages of adopting big data and predictive analytics in HR. The heavy reliance on case studies from large organizations like IBM, while illustrative, may not capture the challenges faced by smaller businesses, or those in less tech-savvy sectors, when implementing these tools (Rasmussen & Ulrich, 2015). Furthermore, ethical concerns around data privacy, while discussed, remain theoretical, as there is insufficient empirical evidence on how organizations balance innovation with ethical responsibilities in HR analytics. Therefore, future studies should focus on providing more empirical data and addressing these limitations to offer comprehensive guidelines on how to navigate the technical, ethical, and operational challenges associated with HR analytics.

Conclusion:

In conclusion, the study highlights how the integration of big data and predictive analytics is transforming traditional HR practices, allowing organizations to make data-driven decisions that enhance employee engagement, retention, recruitment, and leadership development. By moving beyond the limitations of reactive HR models, predictive analytics enables companies to anticipate workforce trends, identify high-potential employees, and mitigate risks such as turnover or skill gaps before they materialize, thereby aligning HR strategies with broader business goals. However, despite the clear advantages of using big data in HR, significant challenges remain, particularly around ethical considerations such as data privacy and algorithmic bias, which, if unaddressed, could undermine the fairness and transparency of these predictive tools. The study underscores the need for organizations to establish robust data governance frameworks and continuously audit predictive models to ensure ethical compliance and prevent the perpetuation of historical biases in areas like hiring and promotions. Furthermore, the successful implementation of HR analytics requires considerable investment in both technological infrastructure and the upskilling of HR professionals, emphasizing the importance of cross-functional collaboration between HR teams and data scientists to fully leverage these advanced tools. While HR analytics has the potential to revolutionize workforce management by providing actionable insights and enabling more strategic HR planning, the study concludes that its long-term success will depend on organizations' ability to balance innovation with ethical responsibility, ensuring that the use of big data not only improves organizational performance but also fosters a fair,

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inclusive, and transparent workplace environment. The future of HR analytics, therefore, holds immense promise, but it also calls for careful consideration of the technical, ethical, and operational challenges that accompany its adoption.

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The Impact of Inspiration on Work Performance and Well-being

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Abstract

Inspiration plays a critical role in shaping an individual's work performance and overall well-being. This research paper investigates how inspiration influences employees' productivity, creativity, engagement, and mental health within an organizational setting. Through a comprehensive literature review and empirical data analysis, the study establishes a significant link between inspiration and improved job outcomes. The findings suggest that when employees are inspired, they demonstrate higher levels of creativity, enhanced problem-solving abilities, better emotional resilience, and greater job satisfaction. These outcomes suggest that cultivating an environment that fosters inspiration can be highly beneficial for both individuals and organizations. This paper presents a comprehensive exploration of the relationship between inspiration and work performance, offering insights into how organizations can leverage inspiration to drive success and employee well-being.

Keywords: (**Intrinsic**-inherent, integral, essential, innate, **Resilience-** strength, persistence. **Performance-** masterwork, outstanding accomplishment)

Introduction

In today's fast-paced and competitive work environments, organizations are constantly looking for ways to enhance employee performance and well-being. One potential avenue for achieving this is by understanding the role of inspiration in the workplace. Inspiration, defined as a psychological state that motivates individuals to pursue ideas or actions beyond their ordinary capabilities, has the potential to elevate work performance and personal well-being. This paper explores the relationship between inspiration and work performance, particularly how it impacts creativity, motivation, and employee mental health.

The primary objective of this research is to explore how inspiration affects work-related outcomes and overall well-being. The key research questions include:

- How does inspiration impact work performance and creativity?
- What role does inspiration play in enhancing employee motivation and engagement?
- Can inspiration contribute to improving employees' mental health and job satisfaction?

Literature Review
Theories of Inspiration

Inspiration has been studied across various disciplines, including psychology, sociology, and organizational behavior. According to Thrash and Elliot (2003), inspiration is an "evocation of a transcendent experience," often characterized by feelings of clarity, motivation, and a drive toward achieving excellence. In the workplace, inspiration is closely linked to intrinsic motivation, where employees are driven by internal rewards, such as the satisfaction of mastering new skills or contributing to meaningful projects.

Inspiration vs. Motivation

While motivation focuses on the drive to accomplish tasks, inspiration is a more emotional and cognitive state that can lead to creative insights and new perspectives. Unlike extrinsic motivation, which is based on external rewards like salary or promotion, inspiration involves a deeper connection to the task at hand and results in a more sustained form of engagement.

Inspiration and Creativity

Several studies have shown a strong correlation between inspiration and creativity. Inspired employees are more likely to generate innovative solutions to problems and contribute to the development of new ideas within an organization (Amabile, 1996). This heightened creativity is often a result of the intrinsic joy of creating or discovering something new.

Workplace Outcomes

Inspiration has also been linked to several positive workplace outcomes, including higher job satisfaction, improved team collaboration, and enhanced leadership qualities (Ryan & Deci, 2000). Leaders who can inspire their teams tend to foster environments that encourage risk-taking, innovation, and personal growth.

The Role of Inspiration in Enhancing Work Performance
Intrinsic Motivation

When employees feel inspired, they tend to exhibit higher levels of intrinsic motivation, leading

to improved job performance. Inspired individuals are more likely to approach their tasks with enthusiasm, passion, and a sense of purpose. This intrinsic drive often leads to higher-quality work, as employees are more focused on the task for its own sake rather than for external rewards.

Goal Setting and Achievement

Inspiration helps individuals set more ambitious and challenging goals. Research by Locke and Latham (2002) shows that inspired employees are more likely to pursue and achieve difficult goals because they view them as attainable and meaningful. This higher level of goal commitment can lead to increased productivity and a stronger sense of accomplishment.

Increased Focus and Engagement

Inspiration often triggers a state of "flow," where individuals are fully immersed and focused on their work (Csikszentmihalyi, 1990). In this state, employees can perform tasks with heightened concentration, creativity, and efficiency. This focus not only leads to better performance but also enhances job satisfaction.

The Psychological Impact of Inspiration
Well-being and Job Satisfaction

Inspiration positively correlates with mental health and well-being. Inspired employees report lower levels of stress and anxiety and higher levels of job satisfaction. This is largely because inspiration allows individuals to connect their work with personal values and goals, making their tasks feel more meaningful and fulfilling (Fredrickson, 2001).

Emotional Resilience

Inspiration contributes to emotional resilience by helping employees maintain a positive attitude in the face of challenges. Inspired individuals are more likely to view obstacles as opportunities for growth, rather than as insurmountable barriers, thereby reducing the likelihood of burnout (Maslach & Leiter, 2016).

Work-Life Balance

Inspiration also impacts work-life balance. Employees who feel inspired by their work are more likely to carry positive energy into other areas of their lives, such as personal relationships and hobbies. This integration of personal and professional satisfaction enhances overall life satisfaction.

Methodology
Participants

The study involved 200 employees from various industries, including technology, healthcare, and finance. Participants were selected based on their willingness to participate in a survey designed to measure levels of inspiration, work performance, and well-being.

Data Collection

Data was collected through a combination of surveys and interviews. The survey included questions about work engagement, creativity, emotional resilience, and job satisfaction. Interviews were conducted with a subset of 50 participants to gain deeper insights into their experiences with inspiration at work.

Instruments

The survey used the Work Inspiration Scale (WIS) to measure participants' levels of inspiration at work. Other measures included the Job Performance Scale and the Well-being Index, which assessed participants' job satisfaction, creativity, and overall mental health.

Data Analysis

The data was analyzed using regression analysis to determine the relationship between inspiration and work performance. Correlation analysis was also conducted to examine the impact of inspiration on job satisfaction and well-being.

Results

The results showed a significant positive correlation between inspiration and work performance. Employees who reported high levels of inspiration were 40% more likely to exhibit high job performance, creativity, and engagement. Additionally, inspired employees reported lower levels of stress and higher levels of job satisfaction, with 85% indicating that inspiration improved their overall well-being.

Discussion
Interpretation of Findings

The findings support the hypothesis that inspiration has a positive impact on both work performance and well-being. Inspired employees tend to be more motivated, focused, and creative, which leads to improved job outcomes. Moreover, inspiration appears to play a crucial role in enhancing emotional resilience and mental health, making it an essential factor for organizations to consider in employee development programs.

Practical Implications

Organizations can foster inspiration by promoting a culture of innovation, encouraging open communication, and providing opportunities for personal growth. Leadership plays a critical role in inspiring employees by offering a clear vision, recognizing achievements, and promoting a sense of purpose in the workplace.

Limitations

The study is limited by its cross-sectional design, which prevents the establishment of causality. Future research could include longitudinal studies to examine the long-term effects of inspiration on work performance and well-being.

Conclusion

This research highlights the significant impact of inspiration on work performance and

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well-being. Inspired employees tend to perform better, demonstrate higher creativity, and experience greater job satisfaction. By fostering an environment that encourages inspiration, organizations can improve employee outcomes and enhance overall organizational performance.

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A Study on the Constitutional Aspect of the Right to Health

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Abstract
According to the World Health Organization (WHO), health is a state of total physical, mental, social, educational, emotional, and spiritual well-being. It thus denotes a state in which a person can enjoy life to the fullest measure not merely by his physical condition but also by having his mental faculties at the maximum level.

The right to "life" under Article 21 means living with dignity, not merely survival. This encompasses the right to livelihood, adequate living standards, hygienic working conditions, and leisure, making the Right to Health crucial for a dignified life. Article 21 should be interpreted in conjunction with the directive principles of state policy to understand the state's responsibility. The law is the instrument to protect the health and all fundamental rights of the citizen given under Indian Constitution.

Keywords: Health, Right to lifer & personal Liberty, Duties

Introduction:

Absence of disease is not health. But the person who is Mentally physically socially, economically, educationally, and spiritually fit is known as healthy. Well-being is essential to shaping human personality. From the very beginning of human existence, individuals have been impacted by diseases and unexpected events which are known as accidents. The disabilities, deformities, and loss of life resulting from illnesses have consistently raised concerns for humanity.

The right to health requires a clean and safe environment which is rightly explained by the Supreme Court in the case of Milk Men Colony Vikas Samiti v. State of Rajasthan[i], the Supreme Court held that the "right to life" means clean surroundings which led to healthy body and mind. It includes the right to freedom from stray cattle and animals in urban areas.

This is not enough there are equally essential positive rights over life-supporting natural resources, such as land, forest, and water bodies. Equitable rights to land and property and equal distribution of resources, access to health, timely medical treatment, education including information about sexual and reproductive health, and rights about the participation in decision-making at all levels including local governance, to the central level government all of these are also essential for well-being of the people.[ii]

Article 243-W of the Constitution allows state legislatures to grant municipalities the necessary powers to function as institutions of local self-government particularly regarding matters in the Twelfth Schedule, including community health, sanitation, and solid waste management. Therefore, ensuring community health is vital. Similarly, Article 243-G provides for the Panchayat's role in matters related to the Eleventh Schedule, including health and sanitation, hospitals, primary health centers, and dispensaries.

Role of the Law –

The law cannot make an ill person healthy. It cannot cure disease reduce suffering or remove the ailment of individuals. But it can attempt to provide for the creation and maintenance of conditions in which such measures may be promoted or maintained.

Object –

1. To study the Historical evolution of health law.
2. To be acquainted with the constitutional aspect of the right to life and special reference to health.
3. To examine the legal and constitutional measures available for safeguarding the Right to Health
4. Finally, to ensure that various legal measures mentioned above are in place and are properly formulated and administered.

Wider Dimension of Health Law –

This is true whether one is concerned with health law or with any other branch of law. A study of matters about health has also touched many other areas-medical, legal as well as non-legal. Thus, if the question is of consent to medical or surgical treatment the law of torts (Civil wrongs) may be relevant. If the question is of abortion to be performed on an immured girl. Question of the law of minority and guardianship would be involved.

Legal Issues –
Question of fundamental health rights.
Historical Evolution –
Many ancient cultures practiced personal hygiene primarily for religious reasons, aiming to appear pure in the eyes of their deities. The indicia that disease is due to natural causes, developed much later and only gradually in the 4th and 5th Cent B.C. Firstly the thought rational and scientific theory of the causation of disease.

503 Bc To 502 Bc Hippocratic-
In his book "Aris Waters and Places" the mad causal relationship between disease and the environment until the 19th this book provided a theoretical basis for comprehending most endemics and epidemic diseases.

Middle Ages –
During the black death (Bubonic plague) and other epidemics spread witnessed the practice of isolation of patients. Significant efforts to enhance sanitation over the years have focused on improving water supply systems, sewage disposal, and food inspection. These measures were crucial not only in cities, due to population density, but also in rural areas.

Renascence –
During this period spread of disease by contagion was systematically studied broadly by the forastero of Veronica in the 16th and 17th centuries great scientists laid down the foundations and anatomy and physiology's idea that microscopic organs might cause communicable disease began to evolve.

During The 18th Century –
When the population of Europe started increasing rapidly one witnessed the beginning and growth of hospitals' efforts to educate people on health matters and the evolution of a pattern. Which become an amateur in public health services.
Their efforts mold public opinion and with time, they attract government attention finally. Such agitation leads to positive governmental action and occasionally to appropriate legislation.

19th Century-
Communicable diseases were spread in this century to control this disease. The principle of protective vaccines established by Pasture (1881) that was a gift from God. There was the development of Microbiology and immunology.

Present Century-
In the present century, new development has broadened. The horizons of health workers' community health maternal health and child health have received detailed attention.

Government Action-
Both in India and elsewhere there has been intensive activity in health legislation during the last few decades. In India, there is overlapping legislation on pollution. It is also reflected in the

laws relating to Tobacco, smoking, and the controversy relating to a substance intended to refresh the mouth but likely at the same time do damage to the health.

International Co-Operation-
India is a member of the United Nations and a signatory to international conventions that pledge to protect the healthcare rights of individuals in society on this base, India has formulated many committees to improve the healthcare facilities for public health. These committees have recommended several recommendations that were fulfilled by India. The first formal conference on international Health (Paris 1851) was followed by a series of similar conferences leading to the establishment of a permanent International Health Organization (1907) which was absorbed into the WHO in 1947.
An international conference was held in 1988 on health improvement, in Adelaide and Sponsored by the Government of Australia and the WHO had as its basic theme Health
public policy with a focus on action to decrease or eliminate health hazards in the working and linear environments of the people.

Constitutional Aspects – In the Indian Constitution nowhere the term right to health is defined. The judiciary has interpreted the term right to health as a fundamental right under Article 21 right to life and personal liberty in many cases. The Constitution of India directs the state under DPSP (directive principles of state policy) to take necessary steps to improve the health of the public.

Right To Life And Personal Liberty -
The Constitution of India under Article 21 says that "No person" shall be deprived of their life or personal liberty except through the due process established by law. Therefore, the Right to Life and Personal Liberty (Article 21) encompasses the following:
1. The right to health.
2. The right to access medical assistance.
3. The right to a pollution-free environment.
And it is short with the word. "No person" means the right to health is available to all citizens and non-citizens of India, and the word due procedure means fair procedure i.e. reasonable procedure must be used to protect the health of the person. There are so, many cases that are based on the Right to life especially on health where the Supreme Court has directed to protect the right which is given under Article 21.
The Supreme Court has played a significant role in protecting public health. In Francis Coralie Mullin vs. The Administrator, Union Territory of Delhi[iii]the Court emphasized that the right to "life" under Article 21 means living with dignity, not merely survival. This encompasses the right to livelihood, adequate living standards, hygienic working conditions, and leisure, making the Right to

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Health crucial for a dignified life. Article 21 should be interpreted in conjunction with the directive principles of state policy to understand the state's full obligations.

In the case of Bandhu Mukti Morcha v. Union of India[iv] The Supreme Court held that although the Directive Principles of State Policy (DPSP) are not legally binding but hold persuasive value and should nonetheless be implemented by the State. Furthermore, the Court affirmed that dignity and health are integral to life and liberty under Article 21. In *Paschim Bengal Khet Mazdoor Samiti vs. State of West Bengal* (AIR 1996), it was ruled that denying a patient admission due to a lack of beds violates Article 21, the Right to Life. The SC directed the government to compensate the petitioner with Rs 25,000 and emphasized that citizens' health should be a priority for the welfare of the country. Murali Deora Vs Union of India[v]. It was held by the SC that cigarette smoking is injurious to health and smoking in public places is also dangerous because it is passive smoking which clergy Cuffs the health of other people. So, the SC prohibited the smoking in the public places.

Paramananda Katara vs Union of India[vi] While dealing with the writ petition, the SC held that in an emergency, it is not bent on the Doctor to observe the procedure given under the Bhartiya Nagarik Suraksha Sanhita (BNSS) (Old Cr P C) the Doctors must provide all medical facilities to save the patient and if any doctor wastes his time in completing the due procedure it will amount to a violation of Art 21 as well professional misconduct. According to the Supreme Court's interpretation of Article 21 of the Constitution, the state has a duty to protect and guarantee the security of life

In Unnikrishnan, J.P. v. State of Andhra Pradesh,[vii] Court It was concluded that ensuring and enhancing public health is the state's responsibility to meet its constitutional obligations under Article 21 of the Constitution. In Consumer Education and Research Centre v. Union of India,[viii] The Supreme Court held that the right to health and medical care is a fundamental right under Article 21 of the Constitution, and protecting health and vitality are essential components of a right to life.

In Mahendra Pratap Singh v. State of Orissa,[ix] The Court held that while sophisticated hospitals may not be feasible in rural areas, villagers should have access to Primary Health Centers, and the government must support people in receiving treatment to lead healthy lives. This implies that enforcing the right to life is the state's duty, which includes ensuring primary health care. In Occupational Health and Safety Association v. Union of India[x], the Supreme Court ruled that when employees are involved in hazardous jobs, the state's responsibility is significantly increased.

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Article 23 Prohibits human trafficking and child labour. So, it also indirectly contributes to protecting the Right to Health.

Article 38(2) instructs the state to work towards reducing income inequalities and eliminating disparities in status and opportunities among individuals and groups. Since poverty affects health, providing equal opportunities and facilities can enhance health and prevent diseases.

Art. 39

- Citizens, both men and women, have an equal right to adequate means of livelihood.
- The health and well-being of workers, including men, women, and children, should not be exploited. The working class of the people have a great role in nation building like in India.
- Children must be provided opportunities and guidance for healthy development, with their freedom and dignity protected, and both children and youth safeguarded against exploitation.

In the landmark case Lakshmi Kant Pandey vs. Union of India[xi] Justice Bhagwati observed that in a civilized society, children's health is crucial, as they are the nation's most valuable asset, and the country's future depends on their growth and development.

Art 41 – This article establishes the right to work, the right to education, and the right to public assistance. It addresses public assistance in cases of unemployment, old age, sickness, and disability. To implement these provisions, the state has initiated various schemes and plans to encourage public participation and provide assistance for sickness and disability.

Court decided in the Samir Das Gupta v. the State of Bihar[xii] that Education also includes medical education, which, if provided, would improve the nation's health. However, the phrase "within the limits of its economic capacity" allows state governments to avoid fulfilling this obligation.

Art 42: - Asserts that the state, within the limits of its economic capacity, shall ensure fair and suitable working conditions, as well as provide maternity relief. In this context, the Factories Act of 1948 was enacted to address health and safety measures for workers, while the Maternity Benefit Act of 1961 was established to safeguard the health of women workers and their children.

Article 43: - The state should make efforts, through legislation, economic organization, or other means, to ensure that all workers, regardless of their sector, have access to employment, a living wage, decent working conditions, sufficient leisure time, and opportunities for social and cultural participation. A living wage should cover not only basic needs like food, shelter, and clothing, but also provide a comfortable standard of living, including children's education, health protection, essential social needs,

and insurance against major hardships such as old age. The Minimum Wages Act of 1948 was introduced to fulfil the intent of Article 43

Art 47

The state is responsible for improving citizens' nutrition, living standards, and public health, and for restricting harmful intoxicants. In Vincent Panikurlangara v. Union of India[xiii], the Supreme Court emphasized the importance of public health as vital for community survival and building the society envisioned by the Constitution.

Art 48 (A) (42 Amendment)

The state has a responsibility to safeguard and enhance the environment to support basic health. It must take the necessary measures to protect and improve the environment, as these actions are crucial for ensuring and maintaining good health

Fundamental duties. Art 51

Every citizen has a fundamental duty to protect and enhance the natural environment, including forests, lakes, rivers, and wildlife, and to understand the interconnectedness of all living beings

Article 12 of the International Covenant

states that there should be the highest attainable standard of physical and mental health. The effect of this covenant is to place an obligation on the state concerning health matters

Art 32 –

Under this Article when any fundamental right of an individual violates at the time he can hardly approach to SC of India. The right to health is a fundamental right that can be enforced under Part III of the Constitution, as outlined in Clause (2) of Article 32.

Art 226 – It states that, despite the provisions in Article 32, it can be used not only for the enforcement of fundamental rights but also for other purposes. This implies that Article 32 applies to the enforcement of both fundamental rights and other non-fundamental rights

Conclusion:

Health is wealth, and health also denotes as property of the person though the right to health is not expressly included as a fundamental right it is imbibed in three golden fundamental rights i.e. Article 14, 19, and 21. I feel that health is an essential ingredient in Article 21. The Constitution of India directs the state to take care of the people through DPSP because we are living in a Welfare state. A person should create a self-consciousness regarding his health. The person who helps himself so, law, society, and Government will help, no rules, no policy can give him a healthy life. Sound health leads to a sound mind and a healthy life. A healthy society will contribute to a healthy nation.

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Endnotes

[i] 2007)2 SCC 413
[ii] Law and medicine
[iii] AIR 1981 746
[iv] AIR 1984 SC 812
[v] AIR 2002 SC 40
[vi] AIR 1986 SC 424
[vii] AIR 1993 SC 2178,
[viii] AIR 1995 SC 636: (1995) 3 SCC 42.
[ix] AIR 1997 Ori 37
[x] 2014) 3 SCC 547
[xi] AIR.1984 SC 469
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Study of Language Learning and Teaching with a Digital Technology

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Abstract:

The teaching and learning process is essential for the development of individuals and societies. By providing quality education, we can help to create a more just and equitable world. Language teaching is a method of accurately identifying the meaning of a sentence inputted in a voice by a user and providing appropriate teaching or feedback. Language teaching is the process of teaching a language to students, focusing on reading, speaking, writing, grammar and integrating theory and practice. In this article we go over the four main language learning skills to develop: listening, speaking, reading and writing.

Introduction to Language Learning is a course for beginning learners who need a basic grasp of the language for daily life activities. Teaching is the purposive process. Different activities of teaching are conducted only for the attainment of a specific purpose by someone. Introduction of Teaching is essential to understand the complexities of the teaching-learning process.

Keywords: Current trends in English language, Constructivism, Language Teaching and Learning, ELT, Basic Skills of Language Learning, Proficiency in skills, GTM: Method of teaching Greek and Latin, Usage of Internet computer assisted language Teaching and Learning etc

Introduction:

If we look at today the focus has changed and it is now a means of communication. It is now taught as a development of language skill. This transition is a need of the hour for two reasons.

i) To produce fully competent English knowing bilinguals to focus on English as a means of communication.

ii) English as a means to learn content i.e., subjects like Science, Mathematics, and Social Science etc.

English should be made very simple. Hence, to achieve these objectives the change in teaching and learning methods should be made from the conventional GTM – Grammar Translation Method to learn English language. The GTM was derived as a method of teaching Greek and Latin. Here learners learn grammatical rules then apply these rules by translating sentences between the target language and the native language.

There are some conventional methods used for teaching English. The grammar translation technique is still one of the most prevalent and favorite methods of grammar teaching. The direct method became popular at the beginning of the twentieth century and it started to decline because of its difficulty in usage. The audio lingual method did not promote the communicative ability and it gave importance to memorization and drilling, while down grading the role of context and world knowledge in language learning. The bilingual method is an easy method because the average English teacher can teach successfully.

Objective:

One of the major objectives of the teaching is to equip learners with understanding, communicates effectively and to make them use language with ease in different situations.The object of teaching is to use the language to bring the experiences of the teacher and the learners closer together. This may be done by telling people facts and asking them to remember them, by leading them to discover them for themselves or by showing them how things work.English language teaching (ELT) is different from teaching other subjects because it assumes that teachers and learners have different ways of communicating, but share common experiences.

The goal of ELT is to help learners align their language use with the language they are learning. Language teaching is the process of imparting knowledge and skills related to a particular language to learners. It involves various methods and techniques to facilitate language learning and improve proficiency in reading, writing, speaking, and grammar. English language is widely used not only in India but all over the world.

Today it works as a connecting language across all barriers. In this era of globalization, English is the best medium to communicate with people across the globe. The accents may be

different, the pronunciation may be different but it definitely helps in conveying the feelings, emotions and sentiments of one person to another.

In this context today English should be taught to learners so that they are able to interact in this language with a fair amount of fluency in speaking, reading and writing. Hence, to achieve this, there needs to be a change in the teaching and learning pattern of this language. But then there was less reinforcement to the teaching and learning process. As a result experts see Constructivism as a better option to teach English as foreign language or second language. English language teaching is a continuous process which needs many changes from time to time. Earlier this language was taught with the objective that the Indians could speak, read and write the language for the benefit of the rulers of the raj.

Due to the advancement of technology and the contribution of computers and usage of internet computer assisted language teaching and learning became powerful in the field of ELT.

New Trends:
1. Computer Assisted Language Learning – CALL
2. Web Based Learning
3. E-Mail
4. Blogs
5. Skype
6. Mobile Phone
7. ipod
8. Chat Rooms
9. Web Resources for Language Learning

1) Computer Assisted Language Learning – CALL:

In this approach computer and computer-oriented resources are used for teaching and learning to present, strengthen and evaluate material to be learnt. It usually includes a significant interactive element and also includes the search for and the investigation of applications in language teaching and learning. CALL was introduced for the supplement to face-to-face language teaching but not for replacing it. It has also been known by other terms such as Technology-enhanced Language learning, Computer-assisted language instruction and Computer-aided language learning. But all are same.

2) Web Based Learning:

The Web based learning is a universal network with thousands of servers Computers are connected with telecommunications. The server computers can store number of resources particularly used for learning purposes. They hold the biggest libraries in the world with a huge collection of text material, data, 70 graphics, audio recordings, video and computer software, which can be viewed and transferred by the users in their own computers. They have a lot of search tools such as indexes, directories, search engines and hotlinks for

helping the users to search what they want from the web. They also run communicating software, which permits the user to practice the complex tasks with simulations and take quizzes that automatically report the score and debrief the learner.

Finally, the server allows the direct communication between the web users by means of bulletin board, discussions, simultaneous chat exchanges and video conferencing that allow the distant users to see and hear each other as they interact. The main purpose of the web based learning is that we can download many of the world's journals and books within an hour and we can translate into any other languages

3) E-Mail:

Email is a relaxed way of communication for sending and receiving any information messages etc. Through this the students can express themselves, improve their writing skills, by knowing the structure of the messages, maintain contact groups, build confidence and know how to keep the messages in short. Here the students concentrate more on the ideas then the Structure. By using email, the students can communicate with the native speakers of the target language by creating a personal email account, which is free of cost. Through email students can send their homework to the teachers and get it corrected immediately and clear the doubts if they have.

4) Blogs:

Blog is a type of website or a part of it and they are interactive. The blogs allow the visitors to send a comment and even message each other. Many 71 blogs deliver explanation or news on a particular subject; others function as more personal online diaries. A typical blog combines text, images, and links to other blogs, Web pages, and other media related to its topic. The ability of readers to leave comments in an interactive format is an important part of many blogs. Language learners can use a personal blog linked to a course, as an electronic portfolio, showing development overtime.

5) Skype:

Every online service has its own audio functions, and high-tech instruments like laptops with cameras. By using the students can communicate with their friends and teachers who are far away. Similarly, they can communicate with the speakers of native language very well and check their pronunciation to improve their speaking skills.

6) Mobile Phone:

At present it is the cheapest and easiest mode of communication device. By using the mobile phones, the learners can send messages and get the immediate response from the receiver irrespective of the time and place. Through email one can develop their vocabulary skills by searching new words using the dictionary option in the mobile phones and enrich their vocabulary power and they

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can verify the spelling, pronunciation and usage of the exact word they searched for. Moreover, they can use Short Message Service (SMS) to send requests to their mentors and get their uncertainties cleared.

7) IPod:

It is one of the multimedia devices. It enhances the users to create, convey, alter texts, image, audio and video scripts as per the requisite. Through the IPod the teachers can send text messages and the students can read and reply to them. In addition to this, the students can record and listen to their speeches, 72 news, short stories etc. Thus, iPod gives a chance to the learners of English to improve their listening, pronunciation, vocabulary, grammar and in writing.

8) Chat Room:

Communication skills can be improved with the help of the chat rooms, where people can communicate with online. People can send messages, read and reply to the messages. The chat boxes have pictures and images, which can be sent online. All these innovative processes help the learners to learn the language with fun, which is not found in the regular classroom. Apart from these we have other ways of language teaching like Language learning through stories.

9) Web Resources for Language Learning:

There are sites like Englishonline.com the most helpful resource for language learning. There we find interactive activities. Teachers find materials for classroom activities and lesson plans. There is a site called simple English Wikipedia. Anybody can contribute to this Wikipedia with simple English language. Consequently, the "Simple English Wikipedia" can be used in the foreign language classroom. Firstly, the students who are at a little level of language skill are able to understand the content. Secondly, the need of simple English language gives them the opportunity to contribute actively to the Wikipedia and one can have the satisfaction that their work is read and appreciated by readers all over the world.

Conclusion:

It is impossible to find out an ideal method or procedure for language learning and teaching in Indian context. Learning a new language is a tough process that it is not possible to provide a single solution to all our problems. Sometime the best method may be the one, which works, and this varies from context to context. All the methods, which create some conditions for learning to take place, are good. They should enable the learner to acquire the strategies of learning rather than merely equipping him with knowledge. It is important for the teachers to find out what approach and method will permit them to realize a particular objective under a set of particular situations.

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B) Search Engines:
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ii) Yahoo! (http://www.yahoo.com

Viksit Bharat @ 2047: The Role of Commerce and Management in India's Vision for a Developed Nation

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Abstract:
India's aspiration to become a developed nation by 2047, coinciding with the centennial of its independence, is both ambitious and achievable. This research paper examines the critical role that commerce and management will play in realizing the vision of "Viksit Bharat." It explores how these fields can contribute to economic growth, innovation, and sustainability, ensuring that India not only competes globally but also addresses domestic challenges of inclusivity and equity. The paper includes an objective analysis, a review of existing literature, and a discussion on strategic imperatives for the future.

Keywords: Viksit Bharat @ 2047, Commerce, Management, Economic Growth, Digital Transformation, Global Competitiveness, Sustainable Development, Public-Private Partnerships (PPP), Human Resource Development, Innovation and Entrepreneurship

Introduction:

India's journey towards becoming a developed nation by 2047 is grounded in its economic, social, and environmental goals. Commerce and management are key drivers in this transformative process. This paper seeks to explore their roles, with a focus on strategic development, challenges, and opportunities. As the world's largest democracy and a fast-growing economy, India's progress in these fields will have significant implications for global development.

Objective:

The primary objective of this research is to analyze the role of commerce and management in achieving the vision of a developed India by 2047. The study aims to:

1. **Identify** the key areas where commerce and management can contribute to economic growth and development.
2. **Analyze** the impact of digital transformation, global competitiveness, and sustainability on India's commercial and management practices.
3. **Evaluate** the challenges and opportunities presented by the evolving global and domestic economic landscape.
4. **Propose** strategic initiatives and policy recommendations to enhance the role of commerce and management in realizing the vision of Viksit Bharat @ 2047.

Review of Literature

Commerce and Economic Growth

Several studies have highlighted the relationship between commerce and economic growth. Bhattacharya and Patel (2020) argue that robust commercial practices are essential for sustaining high growth rates in emerging economies like India. Their research emphasizes the role of trade liberalization, investment in infrastructure, and regulatory reforms in boosting economic activity. Similarly, Sharma (2019) underscores the importance of commerce in creating employment opportunities, particularly through the growth of micro, small, and medium enterprises (MSMEs).

Digital transformation is another area of focus in the literature. According to Gupta and Mehta (2021), the rapid adoption of digital technologies, such as e-commerce, fintech, and digital payments, is transforming India's commercial landscape. Their study suggests that the integration of digital tools can enhance efficiency, reduce transaction costs, and expand market access, thereby contributing significantly to economic growth.

Management and Strategic Leadership

The role of management in national development has been extensively studied. Chandra (2018) explores the impact of strategic leadership on organizational and national outcomes, highlighting the importance of visionary leadership in driving innovation and sustainable growth. In the context of India, Rajan (2019) emphasizes the need for adaptive management practices that can respond to the challenges of globalization and technological change.

Human resource management is another critical area discussed in the literature. Bose and Srivastava (2020) examine the role of education and skill development in creating a competitive workforce. Their study suggests that management practices focused on continuous learning and development are essential for enhancing

productivity and ensuring that India can compete in the global economy.

Innovation and Entrepreneurship

Innovation and entrepreneurship are identified as key drivers of economic growth in several studies. According to Desai (2021), fostering a culture of innovation is crucial for India to become a global leader in technology and industry. His research highlights the role of management in creating an enabling environment for startups, through policy support, access to capital, and mentorship.

The literature also discusses the importance of public-private partnerships (PPP) in promoting innovation. A study by the Confederation of Indian Industry (CII) (2022) emphasizes the need for collaboration between government and industry to drive R&D and technological advancements.

Sustainability and Inclusive Growth

The concept of sustainable development has gained significant attention in recent years. The United Nations' Sustainable Development Goals (SDGs) provide a framework for inclusive and sustainable growth. Kumar and Singh (2022) argue that commerce and management must align with these goals to ensure long-term prosperity. Their study emphasizes the importance of green trade practices, sustainable supply chain management, and corporate social responsibility (CSR) in achieving Viksit Bharat.

Inclusive growth is another key theme in the literature. Banerjee (2020) discusses the role of commerce in reducing poverty and inequality. His research suggests that inclusive business models, which cater to the needs of marginalized communities, can drive both economic growth and social equity.

Global Competitiveness

The literature on global competitiveness focuses on the need for India to enhance its position in the global economy. According to Sridhar and Menon (2021), improving product quality, adopting international standards, and fostering innovation are critical for enhancing India's competitiveness. Their study suggests that commerce and management practices must evolve to meet the demands of a rapidly changing global market.

The Role of Commerce in Viksit Bharat @ 2047

1. **Economic Growth and Development:**
- Commerce will play a vital role in driving economic growth through increased trade, investment, and entrepreneurship. Key areas include boosting exports, attracting foreign direct investment, and supporting MSMEs.
- Infrastructure development, including logistics and supply chain networks, will be crucial for sustaining growth.

2. **Digital Transformation:**
- The digital revolution presents an opportunity for transforming India's commercial landscape. The integration of e-commerce, fintech, and digital payments will be central to creating a more efficient and inclusive economy.

3. **Global Competitiveness:**
- Enhancing global competitiveness will require improvements in product quality, innovation, and adherence to international standards. Commerce will need to focus on diversifying trade partnerships and developing India's brand as a global leader.

4. **Sustainable Commerce:**
- Aligning with sustainability goals will be essential for long-term success. Commerce must adopt green practices, reduce carbon footprints, and promote responsible consumption.

The Role of Management in Viksit Bharat @ 2047

1. **Strategic Leadership and Governance:**
- Effective management will be critical for achieving Viksit Bharat. This includes strategic leadership in both the public and private sectors, fostering a culture of innovation and ethical governance.

2. **Innovation and Entrepreneurship:**
- Management practices must support innovation and entrepreneurship, driving economic diversification and job creation. A strong start-up ecosystem, supported by incubators, accelerators, and venture capital, will be essential.

3. **Human Resource Development:**
- Developing human capital will be central to India's growth. Management strategies should focus on education, skill development, and talent retention, ensuring a competitive workforce.

4. **Sustainable Management Practices:**
- Sustainable management practices, which prioritize long-term value over short-term gains, will be key to achieving Viksit Bharat. This includes environmental, social, and economic sustainability.

5. **Public-Private Partnerships (PPP):**
- Public-private partnerships will play a crucial role in infrastructure development, healthcare, education, and other sectors critical to achieving Viksit Bharat.

Challenges and Opportunities

While the path to Viksit Bharat @ 2047 is fraught with challenges, including socio-economic disparities and bureaucratic inertia, the opportunities are immense. By leveraging its demographic dividend, embracing technological advancements, and fostering a culture of innovation, India can overcome these challenges and position itself as a global leader.

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Conclusion:

Commerce and management are the cornerstones of India's journey towards becoming a developed nation by 2047. Their roles in driving economic growth, fostering innovation, and ensuring sustainability are critical to achieving this vision. As India navigates the complexities of the global economy, the successful integration of traditional practices with modern technologies and global best practices will determine its future as a developed nation.

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Influence of Micronutrient Supplemented Organic Fertilizer on Growth and Productivity of Okra

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Abstract:

The experiment was designed to manufacture the organic fertilizer with chicken manure, cow dung, rice husk, neem cake, press mud and rock phosphate. The compost microbe mixture 1 kg per 1000 kg of previously mentioned ingredient was applied through mixed in cow dung slurry. The ingredients were mixed thoroughly and composted in windrows. After 20 days of incubation, the windrows were again mixed thoroughly and composted for 20 more days. After composting, the organic fertilizer was cured for 10 days and sieved through mesh. The sieved organic fertilizer was used for field experiments. Field experiments were conducted to study the influence of organic fertilizer on the growth, yield and quality of okra var Arka Anamika. The experiments were conducted in a randomized block design (RBD) with three replications and five treatments involving organic fertilizer (4.0, 8.0, 12.0, and 16.0 tones he^{-1}) along with no manure control. The results showed that organic fertilizer 12 tones he^{-1} recorded maximum plant height, number of branches, number of leaves, leaf area, and the highest yield.

Keywords: organic fertilizer, okra, growth and productivity.

Introduction:

Okra is one of the most popular fruit vegetables grown throughout India and even in tropical regions of the world during all the seasons. The growth, yield and quality of okra are largely influenced by the application of fertilizers, as it is a short duration vegetable crop. It requires proper and sufficient N, K. and micronutrients for regular fruiting and subsequent pickings. Recent developments in intensive agriculture, though contributed immensely towards surplus food, caused degradation of fertile land. Recently problem of micronutrient deficiencies has been increased markedly due to intensive cropping, introduction of high yielding varieties, irrigation, greater use of chemical fertilizers, loss of top soil by erosion, loss of micronutrients by leaching, liming of soil and decreased availability and use of farm yard manure. It is realized that productivity of crops is being adversely affected due to deficiencies of macronutrients and micronutrients.

Objectives:

Micronutrients are usually required in minute quantities, nevertheless are vital to the growth of plant. They improve general condition of plants and are known to act as catalysts in promoting organic reactions taking place in plant. Direct application of micronutrients like copper, iron, zinc, molybdenum, magnesium, manganese causes toxic effects in the plants, hence chelated forms of micronutrients are recommended for better yields. In the present study, an attempt has been made to mix micronutrients in organic fertilizers and from organic micronutrients chelates with the chelating agents (phenols, organic acids, amino acids etc) available in organic fertilizers. The organic fertilizer amended with micronutrients was used to study its effect on growth and yield of okra.

Material and Methods:

The experiment was designed to manufacture the organic fertilizer with chicken manure, cow dung, rice husk, neem cake, press mud and rock phosphate. The compost microbe mixture 1 kg per 1000 kg of previously mentioned ingredient was applied through cow dung slurry. The ingredients were mixed thoroughly and composted in windrows. After 20 days of incubation, the windrows were again mixed thoroughly and composted for 20 more days. After composting, the organic fertilizer was cured for 10 days and sieved through 4.0 mm mesh. Sieved organic fertilizer was supplemented with 2.0 kg of each copper sulphate, zinc sulphate, magnesium sulphate, manganese sulphate. ferrous sulphate, and 500 g of ammonium molybdate. This organic fertilizer amended with micronutrients was used for field experiments.

Field experiments were conducted to study the influence of organic fertilizer on the growth, yield and quality of okra var. Arka Anamika. The experiments were conducted in a Randomized Block Design with three replications and five treatments involving organic fertilizer (4.0, 8.0, 12.0, and 16.0 tones he^{-1}) along with no manure as a control.

Results:

Table: Effect of micronutrient supplemented organic fertilizer on growth and yield in okra.

Treatment	Plant height (cm)	No. of branches Plant^{-1}	No of leaves Plant^{-1}	Leaf area (cm^2) Plant^{-1}	Fruit Yield (g) Plant^{-1}
Control	22.13±1.22	2.05±0.12	21.22±1.12	1856.64±20.2	12.98±1.10
4.0 tones/hectare	28.92±1.28	2.98±0.14	24.25±1.24	2285.25±22.3	14.24±1.24
8.0 tones/hectare	33.36±1.82	3.18±0.16	26.26±1.52	2814.82±24.6	20.56±1:46
12.0 tones/hectare	38.96±2.02	4.12±0.18	30.56±1.32	3836.56±36.5	24.8±2.02
16.0 tones/hectare	36.58±1.98	3.25±0.14	28.25±1.26	3345.08±28.2	22.56±1.82

As evident from table the growth characters viz, plant height, number of branches per plant, number of leaves per plant, leaf area per plant, were increased significantly with the application of organic fertilizer. The results showed that organic fertilizer 12 tones ha-1 recorded maximum plant height, number of leaves per plant, leaf area, number of branches per plant and the highest yield per plant. All the treatments of organic fertilizer proved superior over control.

Discussion:

Application of micronutrients like Zn, Cu, Fe, Mo, etc is essential to increase fruit yield, quality and ascorbic acid content in fruit vegetable plants. The photosynthesis is enhanced in presence of zinc and boron. It was also documented that presence of zinc activates the synthesis of tryptophan, the precursor of IAA and which is responsible to stimulate plant growth. Iron plays an important role in promoting growth characters. Iron being a component of ferredoxin, and an electron transport protein, it is associated with functions of chloroplast that might have helped in enhancing photosynthesis thereby resulting better vegetative growth. Response to applied organic fertilizer along with micronutrients like zinc, copper, ferrous, molybdenum etc. for better crop growth and yield of several filed crops have been reported from almost all the part of country.

In present investigation all the organic fertilizer treatments were found significantly effective in increasing fruits per plant and fruit weight. Improvement in growth characters as a result of application of organic fertilizer might be due to the enhanced photosynthesis and other metabolic activity, which leads to an increase in various plant metabolites responsible for cell division and elongation. Available magnesium in organic fertilizer might have helped in chlorophyll synthesis, which in turn increased the rate of photosynthesis. The results of present investigation are in agreement with the findings of [Nehara et. al., 2001 and Sanwal et al, 2007).

Average fruit yield per plant were significantly influenced by different treatments of organic fertilizer. Increased yield due to organic fertilizer application may be attributed to increased leaf area per plant, enhanced photosynthesis activity, increased production and accumulation of carbohydrates. Karanatsidis and Berova (2009) observed that organic fertilizer improves the leaf gas exchange in the plants treated with fertilizer, the photosynthesis rate was significantly higher compared with the control plants in *Capsicum annum*. Addition of organic manure to sandy soils enhances microbial activity and increases their ability to conserve irrigation water and consequently increasing their fertility and productivity (Wanderley and Mitton 2004). Anant- Bahadur et al. (2006) found that farmyard manure gave maximum values of growth and yield in tomatoes. Recently, Hala Kandil and Nadia Gad (2009) reported that using organic manure gave significant promotive effect on plant growth, heads yield, chemical constituents and mineral composition of broccoli.

The favourable effect of organic fertilizer and added micronutrients on vegetative growth of treated plants and retention of flowers on plants could be the reason for increased number of fruits per plant. These findings are in conformity with the observations of previous study (Sanwal et. al, 2007 and Datir et.al 2010), who obtained maximum cost benefit ratio with organically chelated micronutrients.

Conclusion:

The results of present investigation give insight in application of organic fertilizer supplemented with micronutrients in immediate rectification of micronutrient deficiency in fruit vegetable and in organic farming.

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Gender Spaces and Roles Reflected in "*The Folded Earth*"

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Abstract:

An attempt has been made in this research article to throw light on the portrayal of gender spaces and roles in Anuradha Roy's novel The Folded Earth. Set against the backdrop of a small town in the Himalayan foothills, the novel delves into the lives of its central characters, capturing the intersections of tradition, modernity, and gender expectations. Through an ecofeminist lens, this research article examines how female characters handle skilfully social norms, restricted gender spaces, and their roles within a patriarchal society. The protagonist's (Maya) journey toward self-discovery and empowerment highlights the tension between personal aspirations and societal constraints. The natural environment serves as a metaphor for both freedom and confinement, reflecting the duality of gendered experiences. This article emphasizes the novel's contribution to the ongoing discourse on gender dynamics, particularly within rural and semi-urban Indian settings, offering insights into the lived realities of women in evolving cultural landscapes.

Keywords: Gender roles, gender spaces, ecofeminism, patriarchy, The Folded Earth, Anuradha Roy, female empowerment, Indian society, gender dynamics, Himalayan setting.

Introduction:

In Anuradha Roy's *The Folded Earth*, gender roles and spaces are skilfully woven into the fabric of a small town nestled in the Himalayan foothills. The novel depicts the nuanced experiences of its female characters as they steer societal expectations and traditional gender norms within a patriarchal framework. Through the protagonist's journey, Roy highlights the tension between personal freedom and the rigid confines of socially prescribed roles. The physical and emotional landscapes of the novel reflect the duality of these gendered experiences, where nature serves as both a refuge and a limitation. By examining the intersections of tradition, modernity, and gender expectations, this article explores how Roy captures the complexities of gender dynamics, contributing to a broader understanding of women's lived realities in semi-urban and rural Indian settings. An ecofeminist perspective reveals how these gendered spaces and roles are not just social constructs but they are also intertwined with the natural environment, adding a unique layer to the discussion of female empowerment and resistance.

Life and Works of Anuradha Roy:

Anuradha Roy, born in Calcutta in 1967, is a prominent Indian author whose works have left a significant mark on Indian Writing in English. A versatile writer, editor, and publisher, Roy's literary career is notable for her profound engagement with themes of memory, displacement, and the connection between people and the natural world. She began her career in publishing and journalism before turning to fiction, and she is now an editor at Permanent Black, an independent press in New Delhi. Her works have been widely acclaimed for their lyrical prose, intricate character development, and rich sense of place, making her one of the most respected voices in contemporary Indian literature.

Roy's debut novel, *An Atlas of Impossible Longing* (2008), gained widespread recognition for its evocative portrayal of love, loss, and familial ties against the backdrop of a changing India. This novel, translated into several languages, helped establish her as a prominent figure in Indian English fiction. Her subsequent novels, including *The Folded Earth* (2011), *Sleeping on Jupiter* (2015), and *All the Lives We Never Lived* (2018), have all been admired for their exploration of the human condition, relationships, and the complex intersection of history, politics, and personal identities. *The Folded Earth* was long-listed for the Man Asian Literary Prize and won the Economist Crossword Prize for Fiction, while *Sleeping on Jupiter* was long-listed for the Booker Prize and won the DSC Prize for South Asian Literature. These accolades reflect the international reach and impact of her work.

Anuradha Roy's contribution to Indian Writing in English lies not only in her storytelling but also in the way she brings rural and semi-urban India to life, giving voice to those often left at the

margins of mainstream narratives. Her exploration of gender, environment, and memory through the lens of Indian history and culture has deepened the scope of contemporary Indian fiction. Moreover, her ability to craft immersive, emotionally resonant narratives has earned her a place among the leading Indian writers of her generation, contributing to the global appreciation of Indian literature in English. Through her novels, Roy continues to engage with the complexities of human experience, offering nuanced perspectives on identity, belonging, and the interlacing the personal with the political. Sanjay Chakrabarti (2018), one of the well-known critics comments,

"Both lyrical and haunting, weaving personal histories with larger social and political landscapes, making her fiction as much about the interior lives of her characters as about the world they inhabit." *(Chakrabarti, 45).*

Sanjay Chakrabarti's observation captures the essence of Anuradha Roy's narrative style, emphasizing her ability to blend the personal with the political in a seamless, evocative manner. Roy's novels are not merely character studies but also reflections of the broader social and historical contexts that shape their lives. This duality makes her fiction resonate on multiple levels, as her lyrical prose brings depth to individual experiences while also highlighting the social and political landscapes they are situated in.

Major Themes in *The Folded Earth*

Anuradha Roy's *The Folded Earth* addresses several interconnected themes, including loss, isolation, and the search for identity. Central to the novel is the theme of personal grief and mourning, as the protagonist, Maya, grapples with the loss of her husband, Michael, and the emotional isolation that follows. This loss is compounded by her retreat into a remote Himalayan town, where physical distance mirrors her emotional withdrawal from the world. The theme of isolation is not limited to Maya's personal grief but extends to other characters, such as Diwan Sahib, whose aging body and declining influence reflect a broader sense of loss in a changing India. The novel explores how isolation, both self-imposed and societal, can shape individual identities and relationships. Through Maya's journey, Roy probes the ways in which people navigate personal tragedy, the burden of memory, and the complexities of human connection.

Another significant theme in *The Folded Earth* is the intersection of gender, space, and power. The novel highlights the restrictive social roles imposed on women, especially through the experiences of Maya and Charu, who face societal expectations related to widowhood and marriage. Gender roles are depicted as inextricably linked to the social and physical spaces women inhabit, where their autonomy is often constrained by patriarchal

norms. Ecofeminist readings of the novel also foreground the connection between women and nature, showing how the natural world offers a space for resistance and self-discovery. As critic Amit Chaudhuri observes,

"Roy's portrayal of nature is not simply a backdrop but a critical space where her characters—especially women—find refuge from the rigid social structures of their world." (Chaudhuri 78).

Amit Chaudhuri's observation emphasizes the integral role that nature plays in Anuradha Roy's *The Folded Earth*, where it is far more than just a scenic backdrop. Instead, nature becomes a vital, almost transformative space for Roy's female characters, particularly Maya. In the context of the novel, nature serves as a refuge from the constraining societal expectations imposed by patriarchal norms. Maya's connection to the mountains and landscape reflects her internal struggle for autonomy and healing after the loss of her husband. For women like Maya, who are marginalized and isolated due to their gender and circumstances, the natural world offers a sense of freedom and escape from the rigid gender roles that confine them within society. Chaudhuri's insight highlights how Roy uses the natural environment as a metaphorical space of resistance and possibility, allowing her female characters to explore identities beyond the limitations imposed by patriarchal structures. This thematic interplay between gender, space, and nature underscores Roy's critique of the patriarchal order and her exploration of alternative paths to self-liberation.

Gender Spaces and Roles Reflected in *The Folded Earth*

In *The Folded Earth* (2011), Anuradha Roy presents an intimate portrayal of life in a small Himalayan town, linking personal histories with the broader social and political issues of the region. Through her depiction of female characters and their interactions with both social norms and the natural world, Roy throws light on the complex ways gender spaces and roles are constructed and navigated within a patriarchal society. The novel's ecofeminist themes further deepen this exploration, as the characters' relationships with nature become symbolic of their struggles for freedom and self-identity.

Gendered Spaces: Restriction and Liberation

The physical spaces within *The Folded Earth* are deeply gendered, reflecting the social constraints placed on women. The town Ranikhet itself is a microcosm of traditional Indian society, where women are expected to conform to roles prescribed by cultural norms. Maya, the protagonist, experiences the limitations of these spaces acutely. After her husband's death, she retreats to this remote Himalayan town, hoping for solace. Her movement from the urban to the rural reflects a significant

transition, not only in geography but also in the expectations of her gender role. In the town, her status as a widow isolates her, restricting her access to social freedom. The seclusion of the house she inhabits with Diwan Sahib, an elderly aristocrat, is emblematic of her isolation from society. Critic Sanjay Chakrabarti observes,

"Roy's fiction, with its intricate portrayal of physical spaces, often reflects the larger constraints of patriarchal society, where women's movements are regulated and their identities shaped by their immediate environments" (Chakrabarti 67).

This observation highlights how Maya's physical isolation in the house mirrors her emotional and social confinement. The novel reflects how women are often relegated to private, enclosed spaces, both physically and metaphorically, limiting their agency in a patriarchal setting.

However, the novel also presents nature as a space of potential liberation for women. Maya finds some solace and freedom in the mountains that surround her, suggesting that the natural world offers an alternative to the restrictive social structures. As ecofeminist critics have noted, women's connection to nature often serves as a metaphor for resistance to patriarchal control. The mountains in *The Folded Earth* symbolize not only Maya's escape from the societal expectations of widowhood but also her attempt to reclaim her identity. This relationship between gendered spaces and nature aligns with ecofeminist thought, which posits that women, like the environment, are often exploited and marginalized by patriarchal systems.

The Role of Patriarchy in Shaping Gender Identities

Patriarchy's influence is pervasive in *The Folded Earth*, shaping the roles and expectations assigned to both men and women. The men in the novel, such as Diwan Sahib and Veer, occupy dominant roles in society, holding power and autonomy that is denied to the women around them. Diwan Sahib, for example, represents the vestiges of a bygone aristocratic patriarchal order, but even in his decline, he wields influence over the town and its social dynamics. Maya's relationship with him is complex; while he offers her refuge, he also perpetuates the gendered expectations of silence and submission, subtly reinforcing the traditional roles women are expected to play.

Maya's identity as a widow further illustrates how patriarchy regulates gender roles. Widows in Indian society have historically been subjected to stringent social norms, often viewed as inauspicious or marginalized figures. Roy vividly portrays this through Maya's own reflections:

"A widow, no matter how young, must learn the art of disappearance"
(Roy, 84).

This thought encapsulates the social invisibility that is imposed on widows, emphasizing how patriarchal norms render them powerless and voiceless. Maya's journey throughout the novel can thus be seen as a struggle against these prescribed roles, as she seeks to regain control over her life and assert her individuality.

In contrast, other female characters, such as Charu, provide insight into the ways younger women are also constrained by patriarchy. Charu, a young girl in the village, faces expectations related to marriage and domesticity, with her future determined by her male relatives. Her inability to attend school and her engagement to a local boy represent the typical path laid out for women in the town. Critic Shashi Deshpande highlights the broader implications of such gender roles:

"Women's identities in Indian society are often shaped by the roles they are expected to fulfil— daughter, wife, mother—each of which is dictated by the demands of patriarchy" (Deshpande 102).

Shashi Deshpande's comment highlights the restrictive nature of traditional gender roles in Indian society, where women's identities are predominantly constructed through the lenses of familial obligations and societal expectations. By framing women primarily as daughters, wives, and mothers, the patriarchal structure not only limits their individuality but also enforces a narrow definition of success and fulfilment. This perspective reveals the deep-seated cultural norms that prioritize these roles over women's personal aspirations and autonomy, highlighting the urgent need for societal transformation that recognizes and values women's multifaceted identities beyond the confines of traditional gender expectations. Deshpande's critique calls for a re-examination of these roles to foster a more equitable society where women can define themselves on their own terms. Charu's trajectory reflects these patriarchal pressures, which limit her potential for self-determination.

The Intersection of Gender and Nature

Nature plays a critical role in *The Folded Earth*, often serving as a mirror for the internal lives of the characters, particularly the women. The mountains, forests, and rivers become metaphors for freedom, constraint, and the characters' emotional states. For Maya, nature represents both solace and complexity. Her deep connection to the natural world around her stands in contrast to the rigid societal structures she faces. The novel's ecofeminist elements highlight how women's relationships with nature can symbolize their struggles against patriarchal control. As critic Vandana Singh observes,

"In The Folded Earth, nature becomes a space where women can negotiate their identities, resist

social expectations, and explore their own desires outside the confines of patriarchy" (Singh 88).

Vandana Singh's observation highlights the transformative role of nature in *The Folded Earth*, portraying it as a sanctuary where women can assert their identities and defy the limitations imposed by patriarchal structures. Within this natural landscape, the constraints of societal expectations begin to dissolve, allowing female characters the freedom to engage in self-discovery and pursue their own desires. Singh suggests that the natural world serves not only as a backdrop but as an active participant in the women's journeys, enabling them to reclaim agency and challenge traditional roles. This interaction with nature ultimately underscores the potential for personal growth and liberation, revealing how the environment can empower women to transcend the rigid boundaries set by a patriarchal society.

A key moment that illustrates this connection occurs when Maya reflects on the river that runs through the mountains:

"The river kept flowing, indifferent to the people it passed, to their hopes and their pain. It was not unlike life, I thought: relentless, indifferent, and yet strangely consoling" (Roy 152).

This observation captures Maya's sense of alienation but also hints at the potential for self-recovery through engagement with nature. The indifference of the river mirrors Maya's own emotional state, but its relentless flow suggests the possibility of renewal and escape from societal constraints.

The landscape of the Himalayas serves as both a refuge and a reflection of the characters' struggles, particularly for Maya, who finds a sense of autonomy in nature that she cannot achieve within human society. The mountains, vast and indifferent, symbolize both the isolation and the potential for freedom that Maya seeks. The natural world, in this sense, offers an alternative to the gendered roles prescribed by the social order, providing a space where women can redefine their identities and roles outside patriarchal control.

Conclusion

In *The Folded Earth*, Anuradha Roy presents a realistic portrait of gender spaces and roles, reflecting the deep-rooted patriarchal norms that define Indian society. Through the lives of Maya, Charu, and other female characters, Roy critiques the ways in which women are constrained by societal expectations, especially regarding widowhood and marriage. However, the novel also offers moments of resistance and liberation, particularly through the characters' connections with the natural world. The physical landscape of the Himalayan town becomes a metaphor for the tension between restriction and freedom that women experience. Through this nuanced exploration, Roy

contributes to the broader discourse on gender in Indian writing, highlighting the intersections of gender, nature, and power.

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Impact of Globalisation on Gender Issues in India

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Abstract

Globalisation has brought increased access to economic opportunities. Trade openness and the spread of information and communication technologies (ICTs) have increased women's access to economic opportunities and in some cases increased their wages relative to men's. Growth in export and ICT-enabled sectors, together with a decline in the importance of physical strength and a rise in the importance of cognitive skills, has increased the demand for female labour. ICT has also increased access to markets among female farmers and entrepreneurs by easing time and mobility constraints. The role of women in globalization in India has been changing these days. With the rise of NGOs in the 21st century, various organizations have been founded and created to defend the rights of women around the world. No doubt, globalization offers women great opportunities but equally new and unique challenges. Gender inequality springs from many sources, and it is often difficult to determine which forms of inequality are being eliminated by effects of globalization and which are exacerbated. Gender inequality has more costs in an integrated world. Women have to work so much harder to get equal status in society.

Introduction

Women are under-represented in firm ownership and senior management roles, and they tend to be concentrated in lower-ranking positions. Approximately, only 33 percent of formal firms have female participation in ownership; only 14.7 percent of formal firms have women in top manager positions. Gender equality in business is associated with better financial outcomes, including higher equity returns and lower loan defaults. Gender equality is smart economics. The World Bank adopted a strategy, focuses on promoting gender equality to achieve sustainable and inclusive growth. It includes the use of gender indicators to guide policy reforms and enhance women's involvement in business.

Women represent one half of the World's population, they constitute one third of the official labour force, they perform two thirds of the work which is performed in the world, receive only one tenth of world's income and less than one hundredth of world's property (Report of World's UN Conference). Gender inequality is prevailing from very old age and continuing with time in all sectors of life. After independence Pandit Jawaharlal Nehru, the first Indian Prime Minister had given emphasis on the role of women in the development of society. He had said that, "If you want me to tell you what a nation is like, or what a social organization is like, tell me the position of women of that country". Nehru was keen that women should have rights as well as duties and they should contribute equal to men in nation building.

The position of the female is not considered equal to the male in the society since long in India. After independence, though some steps were taken to bring gender equality in the country, the result was not so promising. The gender inequality is found associated with varied personal, social, religious, economic and political causes. Though there is an increase in girl's enrolment in education, decrease in dropout rates etc. the rate of progress is not satisfactory. It is observed that female students excel more in number in school and university examinations than their male counter parts. But there after they are lost and not available in the same way for other work forces due to social causes and female stereotypes. Though there was a significant increase in the number of women in the labour force, they found themselves with low level of jobs and the number was found very low in decision - making and planning jobs. Even some sectors were prohibited to female like, military, train and bus driving, etc. Now due to internationalization and globalization the conditions of Indian women have started improving. Doors have opened in every segment of job markets for them.

The wide gender disparity in influential and decision-making positions between men and women resulted in wastage of valuable human resources. Women's potentialities that can be crucial for development process of any nation are being continuously marginalized due to gender inequality. In India, though women constitute 30 per cent of the total teaching profession, they are severely under-represented at senior academic management

positions. In a democratic process where administration demands the active participation of women and men, it is very often observed that the women do not contribute the best that they are capable of. Whatever may be the reasons for them under representation there is a need for greater women participation in all developmental activities. Their active participation will contribute for the healthy development of the system in years to come. Women make up 40 percent of the work force, but only 0.5 per cent hold the managerial positions. The available data indicate that only 5.7 per cent women are in the various administrative services. Although their access to leadership positions is growing, the rate is very negligible. The Fourth International Conference on Women at Beijing and the International Women Conference at New Delhi raised the issues of worldwide prevalence of gender disparities in management positions.

Globalization and Gender Equality

India has some of the highest levels of sex discrimination at birth. According to 2017 analysis of demographic data, India will continue to have the worst sex ratio in south Asia even in 2050. The 918 girls for 1000 boys' ratio (2011) have urged the government to take action in the form of 'beti bachao, beti padhao' programme to provide survival, safety & education to the girl child. It can diminish country's ability to compete internationally – particularly for countries with export potential in goods and services with high female employment, moreover, gender inequality can also hurt country's international standing. All the factors strengthen the incentives for policy action towards gender equality around the world. But in the absence of public policy, globalization alone cannot reduce gender inequality. The new forces associated with globalization – understood as the combination of economic integration, technological diffusion and greater access to information have operated through markets, formal institutions and informal institutions to lift some of the constraints to greater gender equality.

In the era of Globalization, Gender equality is one of the prime concerns for each and every society, developed-undeveloped, advanced-backward, traditional-modern, east-¬west, rural-urban. The condition of women is changing, particularly during last two decades. Their status has improved their contribution in the society is felt significantly. They are being considered equal to men in society. May be due to many equity measures, their presence is felt in each and every field of life. The stereotype role of women has been broken up and they show their efficiency in every sector of life. This is a significant and a remarkable change among women, seen during last twenty years mainly due to globalization, liberalization and privatization. The reforms in economic growth,

trade, industry, agriculture, education and training due to globalization have shown directly a tremendous impact on the working culture of women. Due to the need of more man power, skilled labourers, efficient and reliable workers the demand of women workforce is felt in all the sectors of market.

Women as Labour Force

The Labour Force Participation Rate (LFPR) is representative of active workforce in an economy, i.e., the proportion of the working age population that is economically active. The LFPR for persons aged 15 and above has slightly improved at an aggregate level for India from 55.2% in 2021-22 to 57.9% in 2022-23. LFPR among women has increased from 36.6% in 2021-22 to 41.5% in 2022-23 in rural India and from 23.8% in 2021-22 to 25.4% in 2022-23 in urban India. Among men, the LFPR for urban areas witnessed a slight dip, while it increased in rural areas in 2022-23 compared to the previous year's estimates.

However, amidst this progress, the issue of female labour force participation remains critical. For years, India has grappled with lower female labour force participation rates compared to the global average, and socio-economic and cultural factors have significantly undermined the utilisation of female labour. Nevertheless, recent trends indicate a positive shift in participation rates as more women get into family-owned or self-owned work including agricultural work.2 According to the latest Periodic Labour Force Survey Report (2022-2023), female labour force participation over the age of 15 has increased from 36.6% to 41.5% in rural areas and from 23.8% to 25.4% in urban areas. Overall, the female labour force participation rate for ages 15 and above stands at 37%. Further the last year also saw a renewed impetus for women-led development, through women's representation in Parliament receiving a legislative push, and India's G-20 presidency setting a proactive policy agenda. However, it is widely accepted that gender equality is a distant dream. Across the world, women continue to be under-represented across a wide range of sectors especially within science and technological occupations, with workplaces mirroring unequal economic and social realities. Even as India's presidency concludes, the agenda of women-led development remains a pivotal topic in conversations spanning diverse areas such as education, employment, entrepreneurship, and various other domains. As various conversations under G-20 highlighted - in the face of complex challenges such as poverty, emerging technologies, evolving employment trends, climate change, food security and women in leadership - investing in the empowerment of all women and girls can have a multiplier effect on comprehensive social and economic development. Throughout its tenure, India

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adopted an approach that incorporated gender perspectives into various discussions. The overarching objective was to shift the narrative around growth, challenging the conventional perception of women solely as beneficiaries of development initiatives. By concentrating on women-led development, India aimed to redirect attention from women as recipients of welfare efforts to women as economic agents driving development and growth. This perspective has also helped highlight the potential of Nari Shakti initiatives to spearhead transformative measures across economic sectors and establish an equitable and inclusive groundwork for key emerging sectors. Against this backdrop, this report contextualizes women's participation in diverse areas within the broader macro political and economic landscape and delineates specific challenges and opportunities that came up this year. Simultaneously, the report presents a forward-looking approach to chart out potential areas of growth in the upcoming year, embracing the spirit of Nari Shakti and recognizing women as the formidable force propelling progress and prosperity.

Women & Employment

Globalisation has contributed in reshaping the identity, role and change in working conditions of women. Before Globalisation, the State, market and domestic realm were dominated by males. Whereas during the past two decades women have entered the work force in almost all countries due to the rise of a service sector. However, the number of women in service sector has been varied across the world according to cultural context and according to their age and marital status in specific societies. Nevertheless, there has been an overall increase in the number of women working in the economy because of financial constraints, for becoming self-reliant and for enjoyment of individual autonomy. The idea of increase in number of women in employment has been inspired by improving the status of women in specific societies. Of course, the increase in women's employment cannot in itself be taken as evidence of a trend towards greater equality. The benefits of costs to women of 'opportunities' opened up by Globalisation has varied according to range of factors. Women who are highly trained, well-educated and have marketable skills have often benefited from expanding opportunities almost in all societies. Globalisation has challenged conventional ideas about gender roles.

Women's Participation in Formal & Informal Workforce

Formal employment Employees' Provident Fund (EPF) payroll data registrations in a year is representative of the new entrants into the formal labour market in India. In 2021-22, more than 1 crore people newly registered with the EPF. Of these, 25.4% are women and 74.5% are men. In 2022-23, a total of 1,14,98,453 people were newly registered. The EPF registration increased by 5.8% in 2022-23 compared to 2021- 22. This data is reflective of the growing formal labour market in India and the share of women in it. However, the fact remains that only about a quarter of the new employee additions in the formal sector are women. When seen in conjunction with the increased female LFPR, it may be indicative of the steady pace of addition of women to the informal labour market which leads to more informal job opportunities and lower wage growth. Moving beyond employment to leadership, Grant Thornton's yearly report from 2023 on women in business reported that the share of women in leadership roles has risen compared to previous years. It reported that women in senior management positions in mid-market business has increased to 36% in India and to 32% globally. This number was at 17% in India and 25% globally in 2017.12 There has thus been a greater than 100% increase in the share of women in senior management positions over 6 years in India. Currently, India with 36% representation for women in leadership roles in business is doing relatively well compared to the global rate at 32%. Though the e-Shram portal does not capture the share of informal workers in its entirety, the registrations by informal workers keeps an account of their aggregate numbers in the country to some extent. As per the data available on the portal, 29,18,11,012 persons have registered as of 07 November 2023. 4%.

The sector-wise employment of women and men in the informal sector, as per the data available on e-Shram portal, shows that the yearly changes are minute across the industries. Women's participation slightly increased in the agriculture sector from 48.2% in 2022 to 48.4% in 2023. In the remaining four sectors, women's participation took a slight dip. With a 1.4% decrease, women's participation in the construction industry reported the highest drop. Meanwhile, the Mahatma Gandhi National Rural Employment Guarantee Act (MGNREGA) provides employment to casual labourers in rural India having 'right to work.' Workers under this are employed as skilled and semi-skilled labourers. Among 90,98,741 MGNREGA's total workers, 46.1% are semi-skilled and 53.8% are skilled workers. Among semi-skilled workers, 38% are women and 62% are men. Among skilled workers, 13.1% are women and 86.8% are men. Women are highly underrepresented among skilled workers under MGNREGA.

Person-days generated for women workers under MGNREGA scheme is an important indicator of the government's expenditure on women's informal rural livelihoods in India. According to the data available on MGNREGA's online dashboard,

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the share of person-days generated for women workers fluctuated between 53% to 54% between 2017-18 to 2021-22 financial years. It had increased to 57.5% in 2022-23 and 59.3% in 2023-24 (till 05 December 2023). Though these figures show that the women participation is over half the person-days generated, it needs to be highlighted that as per reports, women were paid below the MGNREGA's minimum wage standards until 2017 in 17 Indian states. More importantly, the national average of minimum wage provided to women is only 78% of the minimum wage paid to men under MGNREGA.19 Explaining this discrepancy, in terms of skilling, women's contribution to both "skilled" and semi-skilled work is significantly below male counterparts, which points to an area of further action for policymakers and implementers. Further, analysing 10 states with the highest number of skilled and semi-skilled women workers under MGNREGA, it is found that only one, i.e., Tamil Nadu has a higher percentage of women (61.6%) compared to male workers. Apart from this, only Andhra Pradesh and Jharkhand come close to a gender-skill balance at - 40%.

Conclusion

Gender inequality is a global phenomenon, although different societies are different in many respects, but the position of women uncovers many similarities. Women live in a disadvantaged position in almost all the societies, although the nature of specific disadvantage may vary. At various places cultural practices and beliefs give rise to gender inequalities and these beliefs perpetuate the lower status accorded to women in the family, working environment and society. Besides the cultural and specific contexts, Globalisation has given rise to new forms of inequalities between nations, regions and social groups, marked by class, gender and ethnicity. Therefore, it can be said that Globalisation as a complex process, is leading to complex forms of social relations and social inequalities which can be explained by the trade agreements, investment strategies, the changing forms of international division of labour, the uneven nature of economic growth and differential distribution of debt, resources and incomes across countries and social groups and, in part, by political responses at national, regional and international levels. Gender inequalities cannot be separated from inequalities of class, race and ethnicity and the specificity of gender relations in particular cultures and societies must be specially considered. Globalisation has the potential to contribute to greater gender equality. However, in the absence of public policy, Globalisation alone cannot end gender inequality. Despite significant increases in agency and in access to economic opportunities for many women in many countries, large gender gaps remain in some areas. Public action is needed to close gender gaps in endowments, agency, and access to economic opportunities. Only then will countries be able to capitalize on the potential of Globalisation as a force for greater gender equality.

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Analysing the Theme of Self-Realization in Maya Angelou's Poem, *OnPulse of the Morning* and *Still I Rise*

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Abstract:
  Marguerite Ann Johnson (1928-2014) was also known as Maya Angelou. She was a major poet, essayist, dramatist, actor, and social activist highly respected as a spokesperson forBlacks and women. This paper examines the theme of self-actualization in Maya Angelou's poems *"On the Pulse of Morning"* and *"Still I Rise,"* exploring how Angelou uses both worksto emphasize personal and collective empowerment. In *"On the Pulse of Morning,"* a poem recited at President Bill Clinton's 1993 inauguration, Angelou calls for unity and renewal, inviting individuals to embrace their potential and take responsibility for their future. The poem's nature imagery serves as a metaphor for rebirth and the promise of a new beginning, highlighting the universal potential for growth and self-actualization. On the other hand, *"StillI Rise"* is a deeply personal poem that reflects the resilience of African Americans in the face of historical oppression and injustice. Through a tone of defiance and self-confidence, Angelouemphasizes the indomitable spirit of black people, using the poem as a declaration of self- respect, pride, and determination. The recurring phrase "I rise" emphasizes a journey toward self-actualization, despite society's attempts to marginalize and oppress people. Both poems emphasize Angelou's broader themes of self-awareness, resilience, and identity recovery, particularly within the African American experience. The present paper aims to explore how Angelou weaves these themes with historical and cultural context, creating a powerful messageof self-actualization that transcends racial and social boundaries. By examining these two iconic works, the analysis will demonstrate Angelou's lasting contribution to the discourse of personal and collective empowerment.

Keywords: Self-actualization, Black Identity

Introduction:

  A prominent figure in Afro - American literature, Maya Angelou is known for her powerful exploration of identity, resilience, and self-actualization. Through her poetry, Angelou consistently addresses themes of personal empowerment, particularly in the context of the African American experience. Two of her most influential works, *On the Pulse of Morning* and *Still I Rise*, are important reflections on these ideas. Both poems, while distinct in tone and structure, emphasize a journey toward self-actualization and the ability to rise abovesocietal oppression and adversity. *On the Pulse of Morning*, which Angelou recited at President Bill Clinton's 1993 inauguration, is a visionary poem that calls for unity, renewal, and personal responsibility. It speaks to the collective human experience, urging individuals to seize the opportunity for growth and change. The poem's use of nature as a metaphor—including the rock, the river, and the tree—represents stability, transformation, and hope. Through this work, Angelou extends a call to all people to awaken their potential and contribute to building a betterfuture. In contrast, *Still I Rise* is a more personal declaration of defiance against the historical oppression of African Americans. Written in a confident and

unapologetic voice, the poem emphasizes the power of resilience and self-worth in the face of racial discrimination. The repetition of the phrase "I rise" is a bold assertion of survival and triumph over adversity, symbolizing not only personal strength but also the collective spirit of Black people throughout history. An analysis will explore how both poems illustrate Angelou's overarching theme of self-actualization. By examining the language, structure, and symbolism in these works, this paper aims to show how Angelou empowers individuals, particularly marginalized communities, to embrace their identity and rise above societal constraints.

Interpretation

  Maya Angelou's poems reflects a powerful message of self-actualization, resilience, and self-empowerment, especially for marginalized communities. In *On the Pulse of Morning* and *Still I Rise*, Angelou uses themes of renewal, challenge, and personal transformation to advocate for collective and individual awakening. Both poems speak to the human capacity for growth and self-empowerment despite historical and societal challenges. While *On the Pulse of Morning* focuses on the broader call for unity and renewal across humanity, *Still I Rise* focuses on the personal journey of African Americans toward self-

affirmation and dignity in the face of oppression. Through both poems, Angelou offers a blueprint for self-actualization that resonates across racial, social, and cultural boundaries.

On the Pulse of Morning: A Call for Collective Renewal

Angelou recited *"On the Pulse of Morning"* at a historic moment—the 1993 inauguration of President Bill Clinton—becoming only the second poet laureate ever to perform at such an event. Rich in metaphor and symbolism, this poem calls for national and global unity, encouraging people to reflect on their past and move forward with renewed purpose. Through its themes of rebirth and transformation, Angelou taps into the theme of self-actualization on both an individual and collective level. One of the central metaphors in the poem is that of nature—the rock, the river, and the tree. Angelou begins by personifying these natural elements, infusing them with wisdom and history: *"Rock, river, tree / Hosting species long gone, / Marking the mastodon, / The dinosaur, who left dry marks / Of his sojourn here / On the soil of our planet..."* (lines 1-6). The use of ancient symbols such as the mastodon and the dinosaur suggests the ever-present presence of nature through ages of human change and conflict. By basing the poem on such imagery, Angelou draws attention to the fleeting existence of humanity in comparison to the eternal cycles of nature. This can be interpreted as a challenge to individuals to rise above transient divisions and embrace a sense of common destiny. Self-actualization here is not only personal, but collective; it requires recognizing one's role in a larger historical and ecological context.

Angelou then invites her audience to *"lift their eyes to / This day that springs forth for them,"* a clear call to awaken to the possibilities of the present moment (lines 15-16). This sense of renewal is reinforced by her use of the word "pulse," which suggests life, rhythm, and the possibility of continued growth. The call to "take the day into your own hands" emphasizes individual agency, encouraging people to actively participate in the process of creating a better future. Angelou, however, is not naive about the obstacles that stand in the way of unity and self-actualization. She acknowledges the struggles of marginalized groups throughout history, including African Americans, Native Americans, and immigrants. In doing so, she highlights the importance of overcoming historical trauma as part of the journey toward self- empowerment. The line, *"History, though painful, / Cannot be lived, but if we face it / With courage, it need not be lived again,"* emphasizes the importance of confronting the past to achieve true renewal (lines 28-30). Angelou's message here is both hopeful and realistic—self- actualization requires the courage to confront uncomfortable truths but holds the promise

of a more just and unified future.

***Still I Rise*: Personal Challenge and Empowerment**

In contrast to the collective call for renewal in *"On the Pulse of Morning"*, *"Still I Rise"* is a deeply personal poem that focuses on the defiant spirit of African Americans, especially black women. The poem directly challenges historical oppression, injustice, and attempts to suppress black identity and dignity. Through powerful imagery and bold statements, Angelou reclaims her narrative and asserts her own self-worth.

The poem begins with a pointed question to her oppressors:

"You can write me into history." Black Power in *"Still I Rise"*, in the poem, *"Still I Rise,"* black power is the means of survival in society that Angelou uses as a black African woman. The speaker needs to change her thinking and show others that she is no longer a powerless black woman. Oppression describes any unjust situation where "systematically and over a long period of time, one group denies another group access to the resources of society" (Collins, 2000, p. 4). Race, class, gender, sexuality, nation, age, and ethnicity are forms of oppression that occur in the United States. In this poem, the speaker shows that she will never give up on rising and will move forward for a better life for herself and other black African women. She fights hard to gain her right as a human being. She has a general belief that she has the right to secure the power to make critical decisions that affect her life. The idea of black power is conveyed in this poem through the powerful diction and some figurative language that the speaker uses.

First, in the first stanza, the speaker shows her strength in overcoming her painful past history and surviving in society. In the first stanza, the speaker tries to survive despite being constantly discriminated against by others because of her race and gender: *"You can write me down in history / With your bitter twisted lies, / You may trample me in the dust / But I will rise like dust"* (Angelou, 1994, p. 163). In the first and second lines, *"You can write me down in history / With your bitter twisted lies"* (Angelou, 1994, p. 163), the speaker reveals her past during the time of slavery. There is also a sense of lies and silent discrimination that surrounds the history of helpless African American women. The speaker shows that the oppressors try to make her look bad and worthless as a human being. The speaker here shows her condition and strength to survive in the harsh society as a black woman. This can be seen through the simile in the fourth line. The simile here illustrates the speaker's helpless state in her real life. As a black African American woman, she is always seen by the oppressed as worthless dust who means nothing in society.

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African American women believe that they are worthless as human beings. However, the speaker says that the dust will rise, suggesting that even though history has been difficult, the spirit will prevail. The speaker is trying to show that dust can also rise from the ground. Even though she faces many painful circumstances, this oppressed state will make her gain new strength and hope to rise above her difficulties. She shows others how determined she is to survive against all the oppression and discrimination she faces. In addition, the speaker's idea of survival in society can also be seen in the second stanza through another simile she uses in this poem. In this stanza, she believes that she is not a helpless woman. The speaker asks the oppressed a question: *"Does my impudence bother you? / Why are you surrounded by depression? Because I walk like I have oil wells / Pumping in my living room"* (Angelou, 1994, p. 163).

In this stanza, the speaker's position as a confident and sassy African American woman is out of the norm in society. The simile can be seen in the next line, *"Because I walk like I have oil wells"* (Angelou, 1994, p. 163). The simile is used here to portray her pride as a black African American woman. Oil is expensive, a precious natural resource that is in high demand. By comparing her dignity and pride to an oil well, the speaker is reminding her that her pride as a black woman is truly important. No one can buy it, and it is more valuable than anything material, such as oil. Historically, African American families have been economically exploited and politically disenfranchised within the American political economy. This is not to say that all African Americans were poor, nor that most are poor today. On the other hand, it is very different from the message within the poem. The speaker shares the idea that she is rich and that the person who oppresses her is in a miserable state. This passage shows the confidence of being black and the insecurity of being oppressed. Furthermore, the speaker shows her idea of black power to survive and also to reveal her self-confidence as a black woman to the oppressor through the metaphor that the speaker uses in the poem. She uses the metaphor to show her identity as a black African American woman. In line thirty-three, the speaker uses the metaphor, *"I am a black ocean, leaping and vast"* (Angelou, 1994, p. 164). The word "black" in the poem shows the speaker's identity as a black African American woman and how she is proud of her identity. The word ocean means a very large area of sea ("Ocean", 2012). The speaker in this poem uses the metaphor of "Black Ocean" to show that there are many helpless black African American women and she is one of them. "Black ocean" here also means that a large number of black women are liberated and spread far and wide all over the world.

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Conclusion

Maya Angelou's both poem, *"On the Pulse of Morning"* and *"Still I Rise"* offer profound explorations of self-actualization, albeit through different lenses. *"On the Pulse of Morning"* calls for unity and renewal, using natural imagery to symbolize the possibility of personal and collective transformation. Angelou invites readers to embrace their inherent potential and engage in a collective effort toward a better future. *"Still I Rise,"* by contrast, is a powerful declaration of individual resilience and defiance against systemic oppression. Through rhythmic repetition and an assertive tone, the poem celebrates the strength of the human spirit and the resolve to overcome adversity. Both poems underscore Angelou's overarching message: self-actualization involves personal empowerment and a collective commitment to addressing and overcoming societal injustice. Angelou's work remains a testament to the enduring power of self-affirmation and the importance of embracing one's identity in the face of adversity. Her poetry remains inspiring and poignant, offering a timeless message of hope, strength, and resilience.

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The Impact of Digital Technology on Physical Education: A Review of Virtual and Hybrid PE Models

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Abstract:

Since the rapid development of digital technology, various aspects of education have been transformed notably. Physical education is not an exception as well. The purpose of this conceptual and theoretical research paper is to investigate how digital tools, virtual PE platforms, and hybrid PE models affect physical education. It is based on the recent studies, frameworks, and theoretical perspectives concerning digital integration or how it reshapes traditional paradigms of PE, opens new approaches to students' engagement, and how it influences the meaning of physical activity in educational realms. The virtual PE models that resurge, especially during the COVID-19 pandemics, are analyzed in terms of the critical challenges and opportunities to remote physical activity, skill training, and fitness monitoring. Various factors are considered, such as accessibility to platforms and equipment, students' motivation, and the role of digital tools in synchronous and asynchronous PE lessons. The hybrid PE models are also analyzed since they are believed to be the most flexible and personalized virtual platforms and in-person instruction at the same time. They also enable students to practice physical activity not only in school but in non-structured physical environments as well. The reliance on self-directed learning shall help to form lifelong physical fitness habits. The research is based on the special theoretical and conceptual frameworks related to the digital impact on PE, such as self-determination theory or SDT that claims to investigate how autonomy, competence, and relatedness are affected by digital technologies, for instance, in fitness applications, wearable devices, online fitness tracking, and performance analyzing tools that provide immediate feedback. The critical drawbacks of these innovations, such as a reduced social interaction, overreliance on technology, and digital inequalities are also critically analyzed and they have a negative impact on PE programs and increase various disparities in case of underprivileged students. Overall, this research paper provides a comprehensive theoretical analysis of the digital impact on PE and call for future studies to conduct long-term investigations concerning the future of PE in a post-pandemic world.

Keywords: Digital technology in physical education, Virtual PE models, Hybrid PE, Self-determination theory (SDT), Fitness apps and wearable devices, post-pandemic education

Introduction

The implementation of digital technology in education has given rise to a revolutionary change in a wide array of disciplines. Physical education is one of the areas that have seen significant change as a response to the new opportunities emerging with the growth of digital devices, virtual platforms, and hybrid models. As technology continues to have an effect on new teaching models and paradigms in education, the implementation of virtual PE models and hybrid PE models for both primary and secondary education has become a highly topical issue. This is largely due to global events that have taken place in recent years, such as the COVID-19 pandemic, which led to an immediate transition to distance learning and demonstrated both the possibilities and limitations of digital solutions in the field of physical education. This is why the present research aims to revisit some of the conceptual and theoretical foundations of the implementation of digital technology in PE while reviewing the most recent scholarly articles in the field. In making such a review, the research will investigate how hybrid PE and virtual PE models work, what are their main characteristics, and what effects they have on student engagement, physical activity, skills, and overall fitness of learners. Finally, the study aims to raise a question regarding the issues of equity, accessibility, and a potential exacerbation of the digital divide for some groups, such as poor and socially disadvantaged youth. This question is of particular importance given the uneven distribution of digital resources after schools were closed due to the pandemic. As for the main approaches used in the research, the research will analyze a virtual PE format. In general, such formats offer multiple opportunities for learners who work at home and are supported by their teachers through

dedicated programs. Such approaches, however, also have several drawbacks, such as the dangers of reduced physical interaction, inadequate access to equipment, and a lack of immediate support from teachers who are not physically present during the PE class. All these issues were raised by (Baek et al.2021), who analyzed the levels of physical engagement and motivation for distancing learners using a virtual PE programming. The findings of the study suggest that students who did PE as part of the virtual program demonstrated a lower level of motivation, which was largely attributable to reduced social engagement. At the same time, the research will also raise the question regarding a hybrid PE format as a more balanced way of implementing digital models (Khanna et al.,2022). One such concept is a flipped class model that presupposes more flexibility in terms of student engagement and an opportunity for students to lead a more autonomous form of learning. Such models are in line with the broader societal and educational transitions of the datafication of teaching, as witnessed by the implementation of fitness watches. As for this approach, the research will also raise a question regarding the potential drawbacks of these technologies in physical activity that are in line with the findings of current research in the field and related to the problems of data security and the possibility of individual monitoring of students (Kelly et al. 2020).

Statement of the research problem:

The main research problem discussed in the article is related to the dramatic changes in the physical education process due to the implementation of digital technology. Due to the COVID-19 pandemic, these changes have become more obvious and rapid, and there is a concern about how virtual and hybrid PE models can keep the integral required physical, psychological, and social benefits provided by traditional programs based on personal contact. This is an important issue because it is necessary to understand how to ensure equal opportunities for students, motivate them to engage in virtual exercises despite the restrictions in motivation and limited motor activity, and prevent possible lack of development of the necessary skills. It is important that digital technologies have become an integral part of the learning process, and it is impossible to avoid using numerous tools, apps, and platforms in the PE program, which raises a question about their prolonged effects on the students of different ages and physical abilities. Therefore, it is vital to review the current PE practices, pedagogical theories, studies, and models incorporating various tools such as fitness trackers, video conference calls, VR, and gamified apps alongside their effects on the teachers who are required to change their strategies to adapt to the new type of learning and who also need to ensure

student safety and participation, despite the lack of supervision. The main questions to answer are as follows: how the criticism of the virtual learning models can help to understand their specific effects on the students and how such models can narrow down the gap between real-space and cyberspace learning experiences and their seamless fusion; how to ensure sustainable development of PE activities and creation of best practices to accommodate needs of all students of the 21st century (Gard et al., 2022; Kirk, 2021; Mitchell et al., 2023; Casey et al., 2023).

Significance of the research study:

There are several reasons why the research study is significant. First of all, the study explores how the unprecedented phenomenon of integrating digital tools and platforms into physical education which helps to acquire knowledge that is fundamental to gaining insight into how virtual and hybrid models can either help develop the core physical, cognitive, and social skills necessary for a child's growth. Second, the study is important because it assists educators, policymakers, and researchers in gaining a better understanding of whether the use of digital technology in PE instruction is effective, both in terms of promoting physical fitness, healthy behaviors that last a lifetime, and appropriate access to PE across different socio-economic and geographic realities and as a tool that could support teachers in overcoming certain barriers such as lack of resources, overcrowded classrooms, and disengaged students. In addition, this research provides a great contribution to the general discussion of the pros of using technology to develop more personalized learning experiences, to collect data in real time in order to identify pupils' progress, and to stimulate student-to-student collaboration. However, it also raises a number of questions about the possible drawbacks, such as a decline in the amount of direct face-to-face interaction between teachers and children, a decline in the time spent doing actual activities, and increased screen time, which could lead to adverse effects on the health of students in the long run. Lastly, the study is important because it indicates a growing need for more qualitative research on whether digital PE models are easily scalable in the long run and the development of guidelines detailing how technology could be incorporated into PE and how some of the existing opportunities could be identified for minimizing challenges associated with remote and hybrid teaching. In this way, the above study represents a significant contribution to how PE should be reimagined in general for the 21st-century learner (Armour & Harris, 2022; Hastie et al., 2023; Ní Chróinín et al., 2023; Oliver et al., 2023).

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Review of relevant literature related to the study:

The review of relevant literature for the research study examines a broad spectrum of scholarly work. At its core, the authors investigate the foundational understanding of how digital technology has been gradually incorporated into physical education over the past two decades, with the focus on successful student achievement. I start from the early studies which, while do not reflect the current level of technology, laid the foundation for continued research in this area. The study by (Thomas et al., 2019) discussed digital devices, such as physical trackers and mobile applications, as potentially giving personalized feedback and enabling PE students to continue at their own pace learning, potentially helping weaker students to master new skills. The relatively recent research by (Li and Shen, 2022) made somewhat similar conclusions but has an interesting focus on the role of virtual reality technologies in creating virtual environment for physical activity that reflects their real-life counterparts, letting students practice in a controlled yet interactive setting. Furthermore, while this source is somewhat more skeptical in regard to the continued debate over VR technologies' effectiveness in maintaining the same physical attitude as real PE and transferring newly acquired skills and physical abilities. There is also research by (Goodyear and Armour, 2021) which conclude about the potential of hybrid models of physical education, which combines traditional practices with digital platforms and applications, making teaching targeted by tracking student achievement in mobile applications and with the help of wearable devices acquired by students. That being said, the issue of physical activity disparity, as well as that of non-structured teaching practices, is raised by the study of (Holt et al.,2021) which, while concluding the potential of these technologies, show the need for more inclusive methods of making them available to all students. In addition, the pedagogical aspects of digital PE were addressed in the study of (Kirk, 2021) which raises the problem of adopting new technologies with the specific learning environment and improving student involvement in forms of education that they may simply not be interested in. Not less interesting is the study by (Penney and Jess, 2022) which reach a similar conclusion in regard to methods of designing digital PE curricula that are adaptable and student-centered and address specific needs of students struggling with motivation or physical literacy in non-traditional and less structured settings. Studies such as those by (Mitchell and Pratt, 2023) provide evidence that digital PE increases student engagement, tools and mobile applications make PE more of a game and are interactive and fun to use. At the same time, they suffer from the physical limitations of the learning environment, such as the availability of only so much space for physical activity, and reduce teamwork and direct contact between students without an element of socialization, which is critical for PE. On the other hand, broader literature, such as that by (Gard and Lupton, 2022) examine the broader impact of digital applications and devices used in PE on students and broader culture, focusing on the potential increased anxiety for PE students associated with tracking and analyzing one's own performance, as well as body satisfaction. Not less important are the continued problems of developing new technologies for which teachers, in many cases, are insufficiently trained to teach well yet who lose the ability to maintain student interest and achievement over time, which can cause inequality in the education system (Yang and Schempp, 2022). Echoing that sentiment, in case's et al. study, the authors state that for digital education to be successful, a system of evaluation following the best practices must be developed where teachers and students are given a voice in using these technologies. Finally, I examine the studies on the long-term impact of digital PE, such as (O'Brien et al.,2022) and conclude that while the short-term achievements of technologies are measurable and visible, such as increased student engagement, their long-term influence on student physical literacy development and health impact research is presently slim and requires further continued research. In turn, it is implied that the convenience and cyclical rapid evolution of technology could lead to a similar cyclical up-and-down effect in teaching strategies. Ultimately, the literature review implies that while the opportunities for developing effective PE practices are exciting, the speed of their rapid development case creates a situation which, at times, leaves key problems in students' raising and education unsolved, such as inequalities in physical achievement and activity (Brown et al., 2023; Dyson et al., 2022; Mitchell et al., 2023; Holt et al., 2021; Yang & Schempp, 2022).

Research Gap related to the study:

The major research gap from the article is the scarcity of empirical evidence on the long-term effectiveness and sustainability of virtual and hybrid physical education models addressing holistic physical development, motor skill acquisition, and social well-being among diverse student populations. In particular, this major gap is mainly evident in various socio-economic, geographic, and ability neighbourhoods as the current studies have only focused on short-term engagement metrics, technological integration, and pedagogical challenges encountered by educators, thereby neglecting how these digital interventions influence the retention of physical skills and the cultivation of lifelong healthy physical activity practices. Thus, additional research is crucial along with specific longitudinal analysis examining how digital PEs

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impact students' mental health, social connectedness, and the motivation for quality physical activity, particularly in low-activity environments with decreased peer interaction and teacher supervision. Additionally, this research gap alludes to the little information on – how to implement hybrid PEs effectively, with both virtual and in-person modes to maintain the physical activity intensity and quality essential for health development. Therefore, there is an urgent need for more robust research focusing on how to improve digital and hybrid PEs to cater to the learning needs and varying physical abilities on students, particularly for students with disabilities or less physically active learners, and what is the most effective teacher professional development to enable educators to incorporate these models successfully (Smith & Jones, 2023; White et al., 2022; Walker et al., 2023; Taylor & Brown, 2021).

Methodology adopted for the purpose of study:

The methodology of the study entitled The Impact of Digital Technology on Physical Education: A Review of Virtual and Hybrid PE Models mostly depends on the systematic review of the literature. This approach employs the use of secondary data from existing academic literature and research studies and the primary data of empirical evidence drawn from peer-reviewed journals, conference proceedings, and policy reports. The study's aim is to identify, synthesize, and critically evaluate the effectiveness, challenges, and opportunities of virtual and hybrid physical education models with the implementation of digital to the current system. With the recent technical developments and extensive disruptions that the COVID-19 pandemic had caused to education, which accelerated the digitalization of PE, the current review becomes relevant. The systematic review will include a search of Google Scholar and other available databases with specific keywords related to the topic. After that, an inclusion/exclusion criterion will be applied, and only studies relevant to the effects of digital technology on physical education, including student engagement, motor skill development, social interaction, and overall physical activity results, will be included. To obtain a more robust body of knowledge, the study will also utilize a quantifying approach of meta-analysis, which will count the effects of the digital and hybrid PE among all the different contexts. The variables to be considered will include geographic locations, SES, and age groups. Through a meta-analytic criterion, the study will review the context of application and understand the levels of variance among students in terms of digital and hybrid PE effects. Unlike the previous systematic reviews and meta-analyses, the theoretical framework will not include studies without an empirical base and a robust

methodological approach, including only the studies with a clear description of interventions and measured outcomes. As the novelty of the study, the COVID-19 effect on education will be mediated by non-quantitative data of two case studies and interviews with the PE teachers to analyze their pedagogical strategies in the context of digital and hybrid PE. The longitudinal study will also allow analysis of further changes and grasp a better understanding of the qualitative methods implemented in the current rather than on the previous studies, as was the case for the study's predecessors (Miller & Davis, 2022; Roberts et al., 2023; Anderson & Blake, 2021; Harris & Williams, 2022).

Major objectives related to the study:
1. To examine the effectiveness of virtual and hybrid physical education (PE) models in promoting physical activity, motor skill development, and student engagement, particularly in comparison to traditional in-person PE programs.
2. To analyze the challenges and opportunities presented by digital technologies in PE, such as the use of fitness apps, virtual reality (VR), and wearable devices, focusing on how these tools impact both the quality and accessibility of physical education.
3. To assess the role of virtual and hybrid PE models in maintaining social interaction and student motivation, exploring the extent to which digital platforms can replicate or enhance the social and psychological benefits of traditional PE, including teamwork and peer-to-peer collaboration.
4. To identify best practices and pedagogical strategies for educators adapting to digital and hybrid PE environments, focusing on how teachers can effectively integrate digital tools into their curriculum while ensuring equitable access and meaningful physical activity for all students.
5. To evaluate the long-term implications of digital and hybrid PE models on student health and well-being, particularly in terms of fostering lifelong physical activity habits and addressing potential disparities caused by unequal access to technology.

Effectiveness of virtual and hybrid physical education (PE) models in promoting physical activity, motor skill development, and student engagement, particularly in comparison to traditional in-person PE programs:

The effectiveness of virtual and hybrid physical education models in promoting physical activity, motor skill development, and student engagement, particularly in comparison to traditional in-person PE programs, is a subject of considerable interest and debate. Recent research

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has indicated significant potential and challenges alike, as digital tools and technologies, such as fitness applications, virtual reality, video conferencing platforms, and wearable devices have been increasingly used to support PE in situations where in-person instruction is limited or unavailable, such as during the COVID-19 pandemic. Studies by (Chen et al. 2023) and (White and Steele, 2022) point to the advantages of virtual models for increasing the accessibility of PE to students who would otherwise face barriers to participation, including geographical and economic, as well as a lack of physical fitness, in addition to promoting self-paced learning and feedback through wearables and apps. However, as noted by (Taylor and Brown, 2021) while virtual and hybrid PE programs can support physical activity, they often do not offer the same benefits as in-person instruction when it comes to motor skill development and overall physical fitness because of the lack of real-time and in-person feedback from instructors, as well as the absence of more structured and supervised environments needed to develop complex motor skills and physical literacy in the long term. Furthermore, research by (Roberts et al.2023) has established the challenge of engagement among students in virtual PEs, as reduced peer-to-peer interaction and teacher presence combined with potential disengagement caused by low physical activity and difficulty with self-regulation online sharply contrast to the social benefits of in-person instruction, such as teamwork, communication, and interpersonal skills development.

On the other hand, hybrid models have shown promise in striking a balance between these issues as found by (Mitchell and Pratt, 2023) as "physical education hybrid programs provide a balance of the face-to-face connection and instruction as found in in-person PE programs while adding the flexibility of digital access". This, therefore, presents an opportunity to increase student engagement in person even as they continue using digital tools to support their learning, ultimately potentially resulting in better motor skill development. The research of (O'Brien et al.2022) is one of the few to establish these potentials and challenges, although even it calls for further extended longitudinal testing to establish whether students participating in virtual and hybrid PE will maintain the same level of physical competency and fitness as those in traditional PEs. Ultimately, it should be noted that, while virtual and hybrid PE models have distinct potential and challenges in promoting physical activity and motor skill development, relative to traditional in-person PE, the overall question of their effectiveness is dependent on the quality of teacher training and implementation and how well they can simulate the

physical presence of in-person instruction. Since the latter is not always possible in the case of virtual PEs, where the motor skill development of students is very likely to be lower for the reasons described earlier, hybrid models can be expected to hold the most promise in this regard. They will support more students, including those unaccustomed to PE or with disabilities, in engaging with and learning from in-person instruction, while also using virtual tools at home for practice and self-assessment, although the impact on physical competency long-term, especially in comparison to traditional instruction, is a question for future testing (Smith and Walker (2023).

Challenges and opportunities presented by digital technologies in PE, such as the use of fitness apps, virtual reality (VR), and wearable devices, focusing on how these tools impact both the quality and accessibility of physical education:

The challenges and opportunities that digital technologies, such as the use of fitness apps, VR, and wearable devices in PE, have presented increasingly disrupt the way physical education is delivered, accessed and, experienced. On the one hand, these instruments can significantly contribute to enhancing student engagement, providing substantial benefits in terms of giving personalized feedback and, in promoting self-directed learning. On the other hand, it is also clear that they are not without challenges associated primarily with equitable access, teacher preparedness, and, perhaps, diminished physical and social interaction as per the research findings of Jones et al. to be expected. To be more, precise, on the one hand, the authors argue that the use of such technologies which can be monitored in real-time allows for tracking students' physical activity as it is happening.

For example, for students themselves, use wearable devices such as heart rate monitors and step trackers and students as their educators. However, it is also true that, while such technologies are increasingly being hailed as instruments improving the quality of PE, concerns remain linked to the digital divide. This is especially the case considering that students from low socio-economic backgrounds may lack access to the necessary technology, thus effectively eliminating low-income students and further exacerbating the inequalities of physical activity participation in schools. (Jones et al.2023) argue that this situation is true for the use of fitness apps and wearable devices in PE. The situation is similar in the case of VR to the extent that, while (Anderson and Blake, 2021) suggest that VR has the capacity for creating fully simulated environments for students to practice motor skills or PE activities that are impossible or hard to replicate in reality, it remains that the high cost and technical complexity of VR are stopping

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points on their way to the more active utilization. Such a situation can be best described concerning underfunded schools or schools in regions with little to no access to technological infrastructure as it further hampers efforts to implement VR in the case of digital technologies that are unable to overcome challenges of access to technology. At the same time, the research of (White and Harris, 2022) suggests that using digital platforms in PE presents "limited opportunities for physical intensity and peer-to-peer interaction that are central features to traditional physical education". In the case of video- and computer-based exercises and activities, digital technologies often encourage manual intensive activity as opposed to the collective exercise that reduces opportunities for students to interact, engage in teamwork and, develop crucial interpersonal skills. It is true that, in general, while the utilization of such emerging technologies in PE can present limitations in the provision of necessary physical components, it also opens up opportunities to improve the quality of education. Thus, thanks to the use of digital technologies, educators can collect data on student performance, analyze it, and use it to adjust instruction based on each student's fitness level. Such personalized instruction allows for the provision of more targeted feedback and, hence, increased motivation and accountability among students in terms of monitoring their physical performance.

To be more, precise, gamified fitness apps, as argued by the research of (Roberts and Thompson, 2023) have been shown in the case of some students in schools who were underperforming, indicating a rise in engagement levels that are attributed to the inclusion of competitive elements or the opportunity to set new goals in the way physical activity is approached. Finally, the opportunity to set digital tools as the instruments not limited to school can also contribute to the continuation of fitness activity on the student's side at home or in non-school environments, thus helping to maintain physical activity habits in the long run. However, such a situation also creates a need for the further development of teachers within the scope of professional development as per the research of (Taylor et al. 2021) or the opportunities digital tools allow for remain less likely to be harnessed to their full potential. Overall, the use of digital technologies in PE brings about numerous challenges and opportunities. However, the extent to which they can enhance the quality and access to PE depends largely on addressing issues related to the access to technology, the development of teachers and, the creation of student-centered inclusive approaches ensuring that all students can benefit from the opportunities they provide (Walker et al., 2023; Lee & O'Brien, 2022; Miller et al., 2023).

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Role of virtual and hybrid PE models in maintaining social interaction and student motivation, exploring the extent to which digital platforms can replicate or enhance the social and psychological benefits of traditional PE, including teamwork and peer-to-peer collaboration:

The effectiveness of virtual and hybrid PE models in terms of maintaining social interaction and student motivation is a critical concern as the traditional form of PE has been valued highly not only for its positive impact on physical health but also social and psychological implications. Historically, traditional forms of PE accomplished their objectives by promoting teamwork, peer-to-peer support, and a sense of belonging to a community; digitalization of education, however, presents a variety of opportunities and challenges in terms of replicating and enhancing its social and psychological dimensions. For example, studies conducted by (Miller et al.2023) show that digital platforms can develop innovative social gaming features that increase student engagement through gamification, social fitness challenges, and virtual group activities. All of these, however, do not foster the same level of spontaneous social interaction and physical closeness that is the hallmark of traditional PE classes as far as informal communication, peer pressure, and group work are concerned. Hybrid PE models, similarly, can make use of video conferencing tools to maintain virtual contact between students and teachers, allowing for more interaction and real-time feedback, while, at the same time, making it more difficult to create the same level of a team group than an in-session presence might; accordingly, interaction between students in matters of problem-solving, pair exercises, and peer pressure are significantly limited through virtual means. In contrast, other researchers, such as (Roberts and Thompson, 2023) present evidence that digital tools can assist in digital gamification and socialization where leaderboards, group fitness challenges, and other forms of social virtual activities promote peer-to-peer competition and interaction that can be instrumental in enhancing motivation but more advanced digital skills and orientation towards competitive achievement among students. Moreover, socialization-related effects of traditional PE are not fully replicated in virtual and hybrid modes as far as the provision of emotional and social support and peer motivation. Furthermore, the design and implementation of digital PE platforms struggle to replicate the sense of belonging and the shared nature of physical activities, which are all critical to the emotional and psychological well-being of students. (Taylor et al. 2021) present hybrid models that offer a compromise and allow for in-session personal interaction during physical activities and

digital components for re-evaluation, remote practice with feedback, and social challenges without losing traditional social and psychological benefits, which are equally adaptable for students to use in in-session and virtual home use. Nonetheless, as (Lee and O'Brien,2023) remark, physical and digital dynamics of hybrid PE need to be weighed against each other in terms of their equivalent effects on youth social motivation and development as digital platforms can make individuals more responsible and accountable for their remote engagement experiences (Mitchell & Pratt, 2023; Roberts et al., 2023).

Best practices and pedagogical strategies for educators adapting to digital and hybrid PE environments, focusing on how teachers can effectively integrate digital tools into their curriculum while ensuring equitable access and meaningful physical activity for all students:

The best practices and pedagogical strategies for educators who are accommodating digital and hybrid physical education in the PE environment are highlighted by the research, The Impact of Digital Technology on Physical Education: A Review of Virtual and Hybrid PE Models. With the use of digital tools to ensure that learners are engaged with physical competence, teachers should facilitate a more flexible, student-centered approach. This process involves addressing the issues of equitability and making sure all learners, regardless of their socio-economic conditions and location, have the tools and capabilities to effectively engage with the new learning environment. (Mitchell and Roberts, 2023) are convinced that the key strategies here involve differentiated instruction and personal feedback instruments that are developed to address the unique needs, learning and fitness levels, interests, and abilities of students. Using digital tools for the students' performance's real-time tracking, for the setting of personal goals for students, and this feedback can be particularly effective for enhancing motivation and ensuring better students' accountability. However, pedagogues using digital tools also need to note that the roles of physical and digital implications should be balanced. In hybrid PE's case, as identified by (Taylor et al.,2022) the PE is always the most effective when digital tools are used, but face-to-face interactions are preserved to enhance the PE experience with elements such as collaborative work and teamwork. In the event of digital PE, students could be offered solutions for at-home work, but also an active alternative, and teachers need pro-actively engage in such practices. An example of such an alternative is arranging for low-tech work, such as printed workout guides or fitness challenges. Regarding no-tech tools, teachers and pedagogues can engage with the school administration to begin raising money for new

devices, or contacting the community partners for the purpose of bridging the digital divide. The final important best practice that the teachers should rely on is their personal commitment to their constant professional development in using digital tools and understanding the hybrid PE and digital PE from the pedagogical standpoint (White and Steele, 2023). The research by (Walker and Brown, 2022) is critical here, as it grants that teachers that combined awareness of both technical and pedagogical aspects of digital PE were much better in creating valuable, effective experiences of physical activity and engaging students. The professional development should involve being not only aware of what technologies to use but also how to integrate them into periodization plans, integrating these tools with the lesson plans that are guided by learning objectives and the general state or national PE standards. The use of technology can also be enhanced by the advice of (Roberts and Thompson, 2023) to establish the practices of constant learners' interaction with the digital PE and integrating game-like elements or best practices of digital puzzles and simulations. In particular, online competition, the use of leaderboards, and group fitness challenges can be used in the place of in-person PE advantages of being with others, while still being free from preferences to other types or forms of physical activity. This assessment and feedback are aimed at informing and updating the curriculum and ensuring that it stays appealing and efficient for students. By doing so, teachers follow the major calls by (Lee and O'Brien, 2023). They also report about the importance of a dynamic, flexible, and constantly evolving adaptive approach to PE, especially digital PE (Smith & Johnson, 2023; Miller et al., 2023).

Long-term implications of digital and hybrid PE models on student health and well-being, particularly in terms of fostering lifelong physical activity habits and addressing potential disparities caused by unequal access to technology:

The long-term implications of digital and hybrid physical education models on student health and well-being are complex and multifaceted. On the one hand, this model allows for fostering exercise habits and building lifelong physical activity patterns as it introduces such new digital tools as fitness apps, various wearables, and virtual platforms as permanent aids and tools for supporting individual exercise programs outside of school PE. In this way, it can help students track their progress and allows for setting new fitness goals and engaging in various activities outside of formal school PE during their free or family time. At the same time, such models can raise serious concerns regarding the impact of these models on health equity and long-term physical outcomes of students over time, as raised by O'Brien et al.. This will be

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particularly crucial for students from socio-economically disadvantaged backgrounds who may not have an access to technology. It can thus be noted that the transition to this new hybrid model may create an even more serious problem as it will provide more 'privileged' attending school technologies' opportunities for more engagement in PA and tracking their health outcomes with these new wearables and devices leaving more marginalized, poorer, and disadvantaged students even more out of participation and hence risking poorer health outcomes over time. At the same time, such models can also result in overall lesser intensity of physical activity for those students who are not encouraged by a teacher's presence and lack their peers' competition for intensity and motivation, with an example of it being shown in a study by Mitchell and Foster. In this way, those technology-related factors can seriously hinder the long-lasting establishment of lifelong exercise routines, even more so for those students who were intrinsically less motivated throughout their educational years, and could potentially not have the required environment and support at home. On the other hand, it can also be noted that hybrid models can also provide the best of both worlds, combining novel digital and long-time all-PE-specific traditional engagement patterns. This is highlighted by the fact that these models can provide for technology- and digitally-supported learning during formal school instruction and more personalized measurements and feedback that can still support quality and motivated out-of-school time PA for the students. This will be possible only given quality PE curriculum that ensures full participation and access for the students.

The study by Roberts and Thompson also points to the fact that long-term health benefits are still largely unknown, while the major of these models can help students make sense of fitness and health metrics, still an important foundation for their adult lives if well supported with access to technology and quality instruction. Another disadvantage of these models as stated by Walker and Steele is that those who would be disengaged and miss out on those models might not be supported sufficiently, still a vital issue every system must solve to avoid these individuals to fall out of the health and educational paradigms these new systems set force. In this way, the long-term effects of digital and hybrid PE models on lifelong physical activity and student health will depend on how well educators, policymakers, and the system can address the gap and ensure every student equal access to healthy PE and educational opportunities in general (Smith & Lee, 2023; Harris et al., 2023; Brown et al., 2023).

Discussion related to the study:
The text concerning the study focuses on a complex relationship between the advantages of digital tools such as fitness apps, virtual reality, wearables, and online platforms for physical education and the issues such as social equity, student motivation, and long-term physical health and social development. As shown by new studies such as (Mitchell et al.,2023) digital PE programs, especially the ones implemented through gamification and fitness tracking, can help engage students through goal setting and instant feedback. However, as also discovered by (Mitchell et al.,2023) such benefits are not universal, and students with no technology or poorly trained in digital literacy, experience significant barriers to participation. Add to this the challenge of physical presence and social interaction, critical for PE, impossible in virtual and hybrid tools. Even though hybrid platforms offer the best of both strengths by providing a balance between in-person activities and remote learning and practice in at-home settings. It is still not guaranteed that students will receive the needed number of physical challenges and social bonding necessary for their physical and psychological development, as stated by (Brown et al.,2023) The authors also invite the discourse on how digital tools impact the social aspects of activity and stressed the importance of emotional and social skills which are usually developed through group activities and cannot be replaced by virtual spaces. Finally, with regard to the professional development for teachers, which is essential for the effectiveness of hybrid and virtual PE, the lack of such skills highlighted by (Harris et al.,2023) present significant risks for the inconsistent implementation and potentially negative outcomes for student health and social development. Thus, on the one hand, digital and hybrid models present exciting prospects for more accessible and engaging PE. On the other hand, much depends on how well the models are implemented, whether they supplement or replace the most critical elements of current PE, and the degree to which concerns of access and motivation are mitigated in this educational environment (Smith & Lee, 2023; Mitchell & Pratt, 2023; Taylor et al., 2023).

Physical Education implications related to the study:
The integration of digital technology in physical education (PE) has revolutionized traditional teaching methodologies, presenting both opportunities and challenges, as examined in the research article "The Impact of Digital Technology on Physical Education: A Review of Virtual and Hybrid PE Models," which highlights how virtual and hybrid models enhance student engagement, facilitate personalized learning experiences, and

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provide access to a diverse range of activities while addressing issues of equity, teacher preparedness, and the need for effective assessment strategies; specifically, the use of virtual platforms allows for the incorporation of gamification elements, which have been shown to increase motivation and participation among students, particularly in underserved populations who may have limited access to traditional PE resources (Hamm & Fairclough, 2020), while hybrid models offer flexibility in learning environments, enabling students to engage in physical activities both online and offline, thereby accommodating varying levels of fitness and skill (Wang et al., 2021); however, the successful implementation of these digital approaches relies heavily on teacher training and support, as educators must be equipped with the skills to effectively integrate technology into their curricula, utilize data analytics to track student progress, and adapt instruction based on individual needs (González et al., 2022); moreover, the review emphasizes the importance of maintaining physical literacy in a digital age, as students must still develop fundamental movement skills and understand the principles of health and fitness, which can be challenging in virtual settings where physical interaction is limited (Tremblay et al., 2020); consequently, it is crucial for educational institutions to prioritize the development of comprehensive PE programs that leverage technology while ensuring that students have ample opportunities for physical activity in real-world environments, fostering lifelong healthy habits and resilience; additionally, the study points out that disparities in access to technology can exacerbate existing inequalities in physical activity participation, highlighting the need for schools to adopt inclusive practices that consider the diverse backgrounds of students, including socioeconomic status and geographic location, to ensure equitable access to digital PE resources (Chiu et al., 2022); ultimately, the research underscores the necessity for ongoing evaluation and refinement of digital PE practices, as schools must remain responsive to the evolving landscape of technology and its impact on student health and well-being, advocating for a balanced approach that combines digital innovation with traditional physical education principles to promote holistic development in students.

Conclusion:

To sum up, the provided review article explores digital technology's effects on physical education and the key opportunities it provides for students' physical activity. Specifically, the article highlights the transformative value of virtual and hybrid models that have the potential to improve students' engagement and accessibility. On the one hand, these models can provide more opportunities for using innovative teaching strategies such as

gamification and personalized learner experience, turning physical education into a more attractive discipline. On the other hand, data analytics and hybrid models can help address some of the challenges physical education educationists have faced for years. To be more precise, the use of technology can help develop models that consider all students and their diverse needs. To attain these benefits, physical education specialists should be adequately trained and supported in using technology and data. It is especially critical for the latter function, as data analytics is an integral element in designing personalized instruction. Therefore, the use of technologies can create an equal learning environment for all students and address the individual strengths and levels of all participants. Furthermore, the review emphasizes that technological advancements should not jeopardize students' physical competence. Specifically, students should continue learning fundamental movements and develop their appropriate levels of physical literacy even when involved in virtual education. The current environment presents particular risks in this context since students' contact with Pe depends on technology characteristics, making it essential to design and support an environment that considers both. Similarly, PE's digitalization also requires addressing the issue of differences in students' access to technology, which can inappropriately impact accessibility. Thus, the article's implications are significant for schools seeking to introduce new PE programs that are friendly to technology and, at the same time, focused on the essential goals of physical education fostering to promote students' lifelong well-being and physical activity. The current environment is challenging in blending goals that might appear incompatible, with the inclusion of technologies as students' physical activity patterns change. Additionally, the rapid advancements in technology demand careful attention to film-based PE programs' evaluation and cleaving with the growth of teaching technologies in PL, granting students accessibility to meaningful physical activity experiences and increased adaptability critical for this technological growth in understanding.

Scope for further research and limitations of the study:

There are multiple opportunities for further research. Primarily, more studies are required to deepen knowledge on how digital and hybrid models influence PE outcomes in the long term. As noted by the review, the existing literature focuses mostly on the short-term implications of technology in this area. There is a need to examine how various models and technologies aid sustained engagement and development of lifelong health behaviors. Besides, one of the further research opportunities is

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to explore the integration of new technologies, such as virtual reality, augmented reality, and artificial intelligence. It requires investigation how the new experiences that these technologies provide are advancing the learning experience of PE students as well as how they could be implemented in schools. Second, there is a need to study the ways these technologies can be applied in the context of an equitable implementation that will satisfy the needs of less wealthy schools. For instance, new technologies are more affordable by some schools in some cases, while in others, they may be underused. Studies are required to understand the scenarios and ways of their more active use by all students. Finally, there is a need to conduct more research investigating the effect of digital models of PE on students in with regard to them being able to contribute to the development of their social and emotional skills that are more likely to be developed in traditional settings through the social connections among students and teams. The change towards digital or partially digital PE makes students throughout the virtual interaction and asynchronous learning, and it is important to research whether hybrid models are able to preserve the development of such interpersonal skills. Finally, one of the further research opportunities is to study how inclusive digital PE models to all students, especially those with physical disabilities, special needs, or empowered backgrounds that limit their access to technologies. Overall, the existing body of research is not sufficient to understand all facets of future research in this sphere. Other opportunities to conduct future research are associated with age groups, PE educational levels, and the regions from which there is some data that can be used for further scrutiny. We assume that the underpinning opportunities for most of the possible future research opportunities are the lack of understanding of long-term implications of using digital technology in PE and the need for studies that will provide more guidance into its use.

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A Study on Impact of Environment on Agriculture Development in Maharashtra

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Abstract

Agriculture is a major source of pollution in many countries. Pesticides, fertilizers and other toxic farm chemicals can poison fresh water, marine ecosystems, air and soil. Crop productivity is declining and agriculture has become unstable. There is a problem of feed for animals. Drinking water problem arises. Hail and untimely rains are causing damage to standing crops. Modern agriculture is an ever-changing approach to agricultural innovation and farming practices that help farmers increase efficiency and reduce the amount of natural resources needed to meet the world's food, fuel, and fiber needs. In many parts of developing countries, agricultural solid waste is dumped or burned indiscriminately in public places, causing air pollution, soil contamination, generation of noxious gases, fumes and dust, and the residues run into water sources causing pollution.

Key words: Agriculture, development, natural resources, environment, farmers etc.

Introduction:

Agriculture is the act or process of working the land, planting seeds and growing food plants. You can describe raising animals for milk or meat as farming. Agriculture is a great way to describe the lifestyle and work of people whose jobs are in the agricultural industry. Climate change reduces crop yields and reduces the nutritional quality of produce. Severe events such as drought affect food and nutrient use and affect farmers. Modern agricultural tools improve efficiency and productivity. Also, they use fewer resources, such as water, fertilizers and pesticides, and have less impact on the environment. The use of fertilizers and other chemicals in modern agriculture degrades soil quality every year. About half of the nitrate in fertilizers applied to crops is leached into water bodies, causing water pollution. Farmers do not have much land for agriculture. Farmers spend a lot of money to hire labourers. Farmers have cows as an alternative source of income.

Problems of the Study:

Environmental degradation refers to the depletion of resources such as air, water and soil; Ecosystem destruction and loss of wildlife. The term economic environment refers to all the external economic factors that affect the buying habits of consumers and businesses and thus affect the performance of a company. Business environment is the sum of all the external and internal factors that affect the business. We should remember that external factors and internal factors can influence each other and work together to affect the business.

Objectives of the Study:

The main objective of this research is to study the effect of environment on agricultural sector in Maharashtra and some specific objectives have been given by the organization as follows.

1. To study the impact of environment on agricultural sector.
2. To study the development and present status of agriculture sector in Maharashtra.
3. To study the effect of environment and influencing factors on agricultural development.

Significance of the Study:

Various commercial activities such as production, transportation and consumption of goods often lead to overexploitation of natural resources. Thus, controlling the discharge of pollutants into the environment is the responsibility of every business enterprise. Many factors can lead to environmental change, including economic growth, population growth, urbanization, agricultural intensification, increasing energy use, and transportation. Poverty is still a problem at the root of many environmental problems.

Scope of the Study:

Companies have a responsibility to protect the environment not only for moral and ethical reasons but also for financial reasons. Environmental protection can help companies reduce costs, increase efficiency and improve their reputation. Environment is a collective entity of all those physical, chemical and biological factors that influence an organism or ecosystem population and determine its form, life and survival. The

environment is that which is connected with every living being.

Limitation of the Study:

Our environment provides a home for our ecosystem and supports its development. Unless we protect our ecosystem, animals, crops and ultimately we are at risk. If there is no livable environment, we humans will be unable to survive. Environmental protection means that we protect the environment around us and make it suitable for life because environment and animals are interdependent. From overpopulation, water scientific issues, ozone depletion, global warming to deforestation, desertification and pollution, these are serious threats to mankind.

Period of the Study:

To study the impact of the environment on the agricultural sector in Maharashtra and to study in detail the products and problems arising in the agricultural sector, the researcher has conducted a member research based on the information of 2023-24.

Research Methodology:

As agriculture sector and environment are very closely related, environment sector has gained an important position in all sectors. Because the environment at that place plays a vital role in making any business successful. In this, the researchers have used many types of secondary research, in which research papers, articles, journals, newspapers, audio videos, reference books, serial books, annual reports, etc. have been used in detail.

Research Method:

The adverse effects of the environment on the agricultural economy and its loss are that the productivity of production is affected and the farmers suffer huge losses. In this research, the researcher has used many types of statistical tools, techniques and other tools correlations, while using the descriptive analysis method.

Results and Discussion:

Modern agriculture uses advanced technology, is less labor intensive than traditional agriculture, and has higher production volumes because the focus is on increasing production and maintaining consistent quality. Modern agriculture uses advanced technology, such as plant breeding techniques and pesticides. Multiple cropping is a practice where two or more crops are planted at the same time. Modern farming practices, as the name implies, rely on advanced farming processes.

Agriculture is the backbone of Indian economy. India's population is mainly dependent on agriculture for their livelihood.

Modern Agriculture:

The use of fertilizers and other chemicals in modern agriculture degrades soil quality every year. About half of the nitrate in fertilizers applied to crops runs into water bodies, causing water pollution. Modern agricultural practices have overused natural resources. Due to increasing use of fertilizers, soil fertility is being lost. Use of ground water for borehole irrigation is causing water depletion. Modern farming practices are capital intensive.

Fertilizers and Product:

Chemical fertilizers are more resistant to the environment, reduce soil fertility and actually cause extensive soil and soil degradation. Agriculture is a major source of pollution in many countries. Pesticides, fertilizers and other toxic farm chemicals can poison fresh water, marine ecosystems, air and soil.

Environment and Development:

Economy and environment are interdependent and need each other. Therefore, any development that does not consider its impact on the environment can destroy ecosystems that support living things. A local development environment is a computer workstation configured for development, where developers build, test, and debug applications before committing their code to a common code base.

Agricultural Development in Maharashtra:

Maharashtra is an agriculture dependent state. This is a fact and it is equally true that Maharashtra is known as the most advanced industrial state in the country. Today, Maharashtra alone accounts for about 16% to 17% of the country's total industrial income, but at the same time, it cannot be denied that agriculture has been neglected by Maharashtra's policy pundits in pursuit of industrialization and urbanization. When the state of Maharashtra was formed i.e. in 1960, the share of agriculture in the total income of the state of Maharashtra was about 42%. Today it is around 17% to 18%. This simply means that the emphasis was on the development of other sectors apart from agriculture. Agriculture brought about important changes. Man abandoned the nomadic life and settled down in a selected area.

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Table No.1 Sector wise summary statement for annual scheme 203-24 (Status of Agricultural Development in Maharashtra)

(In Rs. Crore)

Sector	Annual Scheme 2021-22	Annual Scheme 2022-23		Annual Scheme 2023-24			Trend (Increase and Decrease)
	Actual Expenditure	Actual Fund	Anticipated Fund	Proposed Fund	Sponsored Budget	Grand Total	
2	3	4	5	6	7	8 (6+7)	9 (4/5)
Agriculture and Allied Activities	9, 030.20	11,478.42	20,468.31	13,158.88	2,118.56	15,277.44	Decrease
Rural Development	4,732.08	6,637.65	7,467.32	7,295.64	6,437.50	13,733.13	Decrease
Irrigation and Flood Control	12,309.58	15,671.51	16,355.18	16,697.16	10.00	16,707.16	Decrease
Energy	13,307.17	11,486.07	17,441.45	12,405.20	1,500.00	13,905.20	Decrease
Industry and Minerals	439.66	1,744.26	1,742.28	1,853.13	4.50	1,857.63	Increase
Transports	29,378.76 2	28,295.27	31,548.98	31,826.28	1,341.89	33,168.17	Decrease
Science, Technology and Environment	136.21	387.40	342.10	472.95	211.78	684.73	Increase
General Economic Services	1,164.24	2,594.77	3,090.93	2,830.53	0.00	2,830.53	Decrease
Grand Total	**32088.94**	**78,295.35**	**98,456.55**	**86,539.77**	**11,624.23**	**98,163.99**	**Decrease**

Source: Annual Scheme, Summary Statements, Government of Maharashtra State, 2023-2024.

Table No.1 Gives an estimate of economic developments in the agriculture sector in Maharashtra. In this, information has been given in the ascending and descending order of financial turnover in the agricultural sector in the three years 2021-22, 2022-23, 2023-24. In this, changes in agriculture sector and all related sectors as well as rural development water supply facilities disaster control energy industry and transport resources technology environment and other economic developments and services are reviewed in detail. It is reviewed in the field of technology and environment as well as in industry and other industrial sectors.

Table No. 2 Correlation between Proposed Fund and Sponsored Fund (2023-24)

Proposed Fund (X)	Sponsored Budget (Y)	$(X-Y)^2$
13,158.88	2,118.56	11,040.32
7,295.64	6,437.50	858.14
16,697.16	10.00	16,687.16
12,405.20	1,500.00	10,905.20
1,853.13	4.50	1,848.63
31,826.28	1,341.89	30,484.39
472.95	211.78	261.17
2,830.53	0.00	2,830.53
Total		$\sum$ **XY= 74,915.54**

Source: Calculated Value

Proposed fund X Sponsored Fund/No. of Items

$$\sum XY= 74,915.54/8=9364.44$$

Table Value and calculated value are positive correction, hence agricultural development is positively growing trends but actually it is not accepted in the present study.

In table No. 2, the actual funds received and the demand made in the agriculture sector are reviewed. If we consider the correlation between the demand for development in the agricultural sector and the funds provided by the actual government, a positive view can be seen in this. But the actual change in the agricultural sector, though important for sustainable development, has not progressed as expected.

Sustainable Development:

It is development that meets the needs of the present without compromising the ability of future generations to meet their own needs. Environmental resources such as minerals and fossil

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fuels directly facilitate the production of goods and services. The environment provides other services that enable economic activity, such as sequestering carbon, filtering air and water pollution, protecting against flood hazards, and building soil.

Production and Culture:

The development has had many positive effects globally. However, due to increasing urbanization and industrialization, the environment is deteriorating. The four most important environmental problems are deforestation, pollution, and desertification and species extinction. Cities often have higher ambient temperatures than rural areas, a phenomenon known as the urban heat island effect. The urban heat island effect changes precipitation patterns, increases ozone production alters biogeochemical processes, and stresses humans and native species.

Conclusion:

Innovative sustainable practices can transform traditional economic development and poverty alleviation strategies. Creating resource efficiency in areas such as water, transport, energy and material use makes communities more equitable and resilient and lowers the cost of living. Global challenges such as climate change, water pollution and scarcity, air pollution and resource depletion need to be tackled together and the industrial sector can contribute to solutions through pollution control and sustainable innovation. Protecting our environment is the foundation for sustaining our planet, communities and economy. Our environment supports and maintains our ecosystems, allowing them to grow and thrive.

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The Role of Libraries in Women's Empowerment: A Comprehensive Study in the Indian Context

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Abstract:
Libraries have historically served as crucial institutions of knowledge and education. This research paper examines the pivotal role libraries play in the empowerment of women in India, particularly in rural areas where gender inequality is still prominent. Through access to education, information, and community resources, libraries contribute to women's personal and professional growth. This study incorporates a detailed literature review, presents case studies of successful library initiatives in India, and evaluates both the strengths and limitations of libraries in advancing women's empowerment. The paper also discusses practical recommendations to overcome challenges such as insufficient funding, cultural barriers, and lack of awareness. Libraries, when adequately supported, can become central to bridging the gender gap in education and employment.

Keywords: Women's Empowerment, Libraries, Gender Equality, Education, Information Access, Rural India, Skill Development, Community Support

Introduction:

Women's empowerment remains a critical component of global development, with access to education and information being central to this cause. Libraries, traditionally viewed as repositories of knowledge, hold tremendous potential to advance gender equality by offering women the tools needed for personal and professional growth. However, in India, where gender disparities in education and employment persist, particularly in rural areas, the role of libraries in empowering women remains underexplored.

This paper aims to assess the extent to which libraries in India contribute to women's empowerment. We argue that libraries, when supported by adequate funding and outreach efforts, can bridge educational and social divides, allowing women to enhance their literacy, professional skills, and socio-economic status. We also address the challenges libraries face in fully realizing their potential as catalysts for women's empowerment.

Literature Review:

Global Perspectives on Libraries and Women's Empowerment:

Globally, libraries have long been recognized as critical in supporting women's empowerment through education and information access. A study by Bhattacharya and Ghosh (2020) highlights how rural libraries in West Bengal have empowered women by offering free educational resources and skill development programs. This mirrors similar efforts in other parts of the world, where libraries in the United States and the United Kingdom have introduced digital literacy programs aimed at empowering women (Kaur & Singh 2019). In regions with strict cultural norms, such as parts of the Middle East and Africa, libraries have created women-only spaces to ensure a safe and conducive environment for learning (Rao & Shinde 2018). This strategy has also been adopted by some libraries in India, where cultural constraints often prevent women from accessing public resources freely.

Indian Context: Libraries as Agents of Empowerment:

In India, libraries play an essential role in providing access to education, health information, and legal resources to women, particularly those in marginalized communities (Sharma 2018). Libraries have evolved from simply being places to borrow books; they now serve as community centers offering vocational training, legal workshops, and digital literacy programs. However, as Gupta & Sharma (2022) point out, the potential of libraries in India remains largely untapped due to funding limitations and cultural barriers.

Methodology:

This paper adopts a qualitative approach, using case studies from Indian libraries as the primary source of data. These include the Delhi Public Library, Pune's Tadiwala Road Community Library, and the Anna Centenary Library in Chennai, all of which have implemented women-focused programs to enhance literacy and skill development.

The research draws from both primary and secondary sources. Primary data includes qualitative

interviews with library administrators and women participants, while secondary data is gathered from government reports, academic journals, and relevant literature on women's empowerment and public libraries.

Role of Libraries in Education and Empowerment:

Libraries contribute significantly to the education and empowerment of women by providing access to learning materials, health information, and career development resources. Bhattacharya & Ghosh (2020) emphasize the importance of libraries in offering women access to textbooks, online materials, and vocational training. This is particularly critical in rural areas, where formal education is often unavailable.

Informal and Lifelong Education:

For women who have dropped out of formal education, libraries serve as invaluable resources, offering a second chance at literacy and skill development (Singh & Kaur 2019). Moreover, libraries in India are increasingly organizing workshops and seminars on health, legal rights, and entrepreneurship, allowing women to make informed decisions about their lives (Sharma 2018).

Libraries as Community Support Centers:

Beyond education, libraries also serve as community support centers that foster collaboration and networking among women. Many libraries, like Pune's Tadiwala Road Community Library, host women's groups and provide safe spaces for women to engage in discussions and community projects (Kaur & Singh 2020). These initiatives enhance social inclusion and build confidence among participants.

Pros and Cons of Libraries in Women's Empowerment:

Pros

1. Access to Information and Education: Libraries offer free or low-cost access to a wide range of educational and vocational materials, enabling women to acquire new skills and knowledge (Jain 2017).
2. Empowerment through Networking: Women's groups and workshops organized by libraries provide a platform for women to share experiences, collaborate on projects, and build confidence (Bhattacharya et al. 2019).
3. Digital Literacy and Career Development: Libraries, such as the Anna Centenary Library, have embraced technology to offer digital literacy programs aimed at helping women improve their employment prospects (Rajendran & Chandran 2019).

Cons:

1. **Inadequate Funding:** Many libraries, particularly those in rural areas, suffer from a lack of funding, preventing them from offering adequate services (Gupta & Sharma 2022).

2. **Cultural Barriers:** In many regions, cultural norms restrict women's access to public spaces, including libraries. Gender biases and societal expectations can deter women from fully utilizing these resources (Rao & Shinde 2018).
3. **Limited Outreach and Awareness:** Libraries often fail to effectively communicate the resources and programs available to women. More needs to be done to raise awareness, particularly in rural areas (Patel & Desai 2020).

Discussion:

While libraries have proven to be instrumental in women's empowerment, significant challenges must be addressed to enhance their impact. Increased government funding is essential to expand library services, particularly in rural areas. Libraries also need to adopt more gender-sensitive practices, such as providing women-only spaces and offering programs tailored to women's needs.

Outreach is another critical area. Many women, especially those in remote areas, remain unaware of the resources and programs offered by libraries. Libraries must invest in community engagement and the use of social media to spread awareness about their services.

Finally, libraries can play a more active role in digital literacy and vocational training. As the job market increasingly relies on technology, libraries must offer more programs focused on improving women's digital skills and employability.

Conclusion:

Libraries hold significant potential to empower women by offering access to education, information, and community support. In the Indian context, where gender disparities in education and employment are still prevalent, libraries can be crucial in promoting gender equality. However, the realization of this potential is contingent upon overcoming challenges related to funding, outreach, and cultural barriers. By addressing these issues, libraries can continue to support women's empowerment and play a vital role in bridging the gender gap in India.

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Impact of Banking Reforms on Rural Development: A Karnataka Perspective

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Abstract

The research article focuses on the analysis of the recent banking reforms in India and their impact on the rural development of Karnataka. Considering the peculiarity of the local context where numerous programs and policies in the banking sector were initiated to provide the public with more financial inclusion and implement digitalization and rural credit enhancement, the author chose a conceptual and theoretical approach to research. The article analyzes the existing literature on banking reforms and their socioeconomic impact by giving an overview of the key concept of banking reform and describing the major reforms, such as Jan Dhan Yojana, Aadhaar and DBT, and the expansion of mobile banking and the establishment of microfinance institutions. Although the research article does not utilize empirical data, it combines different theoretical models and research on the topic into a solid discussion and makes the point that the banking reforms succeeded in benefiting rural households in Karnataka. Representatives have better financial inclusion and timely access to credit. However, the challenges regarding insufficient banking literacy and lack of infrastructure and relevant policies are still there, as well as the issue of an enormous distinction in the level of banking penetration in various regions. The article concludes that the financial inclusion in the case of banking reforms brought positive results, although new technologies and their subsequent dependence were essential in the mentioned processes and did not impact the whole rural domain to an equal degree. Purposeful further reforms should be initiated to make the benefits more equal and provide the same progress to all rural people. The article concludes that there should be a comprehensive policy to achieve rural development in Karnataka by combining financial literacy, technology, and a more targeted introduction of rural banks in the area.

Keywords: Banking Reforms, Rural Development, Financial Inclusion, Karnataka, Microfinance, Digitalization in Banking

Introduction

The banking sector has played an unignorable role in promoting rural development. Given that rural areas are home to a significant number of people living in India, and that the state of Karnataka has a diverse economic profile, it is important to analyze the impact of banking reforms on rural development. This is especially timely, considering that the Government of India have introduced a number of reforms. The most notable ones include the Pradhan Mantri Jan Dhan Yojana, the Aadhaar-based Direct Benefit Transfers, the push for mobile banking and the promotion of microfinance institutions, all of which have had a profound impact on the rural economy of Karnataka. Northern Karnataka, in particular, has previously faced issues in terms of formal services. These rural areas depend largely on agriculture and informal small-scale enterprises, which further necessitates the analysis of the direct and indirect impacts of these reforms. When considering rural development, financial inclusion is an important driver for economic growth and poverty alleviation. Indeed, several reforms have actively targeted this area.

Therefore, it would be reasonable to note that the reason is whether or not the measures have been successful in eliminating regional disparities. In general, the reform actions carried out in recent years were aimed at several areas. They include the expansion of available banking services to the underbanked rural areas, improving rural credit access and enhancing the efficiency of government subsidy transfers (Demirguc-Kunt & Klapper, 2013). Despite the progress that has been achieved with these reforms, it is still debatable how effective the measures are at eliminating regional disparities within Karnataka. There are issues that continue to prevent better banking service usage, such as the latter's infrastructure, a significant part of the state's population being unequipped in terms of digital literacy and uneven financial service penetration. In general, the less developed northern districts of Karnataka continue to lag behind the southern ones in terms of economic and infrastructure development, leading to an increased disparity in the access to financial services (Sarma, 2015). As such, it is important to analyze whether or not the banking reforms that have been carried out in recent years

are effective in terms of ensuring a more equitable rural development for Karnataka. For example, while financial inclusion initiatives such as the PMJDY have succeeded at bringing millions of rural households into the formal banking sector, mere bank account holdings do not mean that they are being effectively utilized. Since major reforms in recent years in India have largely centered around the formal banking sector, issues such as uneven penetration are cause for concern, based on the fact that a significant portion of the rural PMJDY bank accounts in northern Karnataka are largely dormant. In terms of rural development, it is an essential issue since the wider availability of banking services linked to various financial products largely depends on their usage. It is vital to analyze the current state of affairs in this sector in northern Karnataka to understand whether the banking reforms have had a positive impact on the rural population (Ramakrishnan & Venkatesh, 2014).

Statement of the research problem

The article deals with the question of whether recent banking reforms in India, which have been predominately focused on improving financial inclusion, expanding digital services, and enhancing credit availability in rural areas, have had any effect on the socioeconomic development of rural Karnataka. A region with severe disparities in the availability of formal banking services, digital infrastructure, and financial literacy across its diverse districts, Karnataka remains relatively underdeveloped in comparison to other Indian states. The specific reforms under consideration include the creation of the Pradhan Mantri Jan Dhan Yojana, Aadhaar-DBT, and its mobile banking services, and the development of microfinance institutions as means to address the long-standing challenges of low access to formal credit, the predominance of informal finance networks, and poor financial literacy at the grassroots level. Thus, the question of the research inquiry is whether the recent banking reforms in India have been effective in promoting socioeconomic development in rural regions. Overall, the situation on the ground in rural Karnataka, despite the differences in severity depending on the given district, can be characterized by a relatively underwhelming level of finance inclusion: although the number of bank accounts has increased and digital transfers have become more efficient, the policy reforms under consideration have not overcome the infrastructural and socioeconomic barriers that inhibit equal-universal access to financial services. Possibly the most significant obstacle in the path for further rural development in Karnataka is the relative paucity of internet access, as well as the unpopularity of obtaining and using digital mobile services. This issue casts in doubt the overall sustainability and inclusivity of the current banking reform agenda,

given the persistent differences between the northern and southern districts in Karnataka and the consequent need for a more coherent, region-based policy, tailored to the specific financial needs of the local populace and aimed at promoting further infrastructure development, financial literacy, and the sustainable growth of microfinance as a solution to these needs (Rajan & Zingales, 2003; Sharma & Kukreja, 2013; Poonam & Singh, 2015).

Significance of the research study

The significance of the research study, "Impact of Banking Reforms on Rural Development: A Karnataka Perspective," identifies in the analysis of how the development of banking systems by the means of inclusive initiatives, digital services, and access to credit in rural Karnataka prompted this area to exhibit the profound socioeconomic changes. Karnataka is a region in which the majority of the population is engaged in agriculture and small enterprises, yet neither domain was under the reliable support of formal financial institutions. This task was bravely assumed by the Pradhan Mantri Jan Dhan Yojana PMJDY, the Aadhaar-enabled Direct Benefit Transfers DBT, emergence of mobile and microfinance banks, and reinvention of incentives and free facilities (Bandyopadhyay, 2017). Access to credit is a specific detail of rural areas, where it functions as a reliable temporal and affordable mean for nurturing the growth of rural business and agricultural production. In this way, the focus on Karnataka was beneficial in that sense, that this region is one of the states that display the most diverse rural topology with some areas enjoying more profound aids in financial literacy, infrastructure, and access to digital services and some being less or not developed in this sense. The whole of the state became the participator of the reforms, which provide the opportunity to analyze the outcomes and limits within one system, primarily focusing on the issues of regional differences, the digital divide, and promote regionally tailored policies that can bridge the gap between access and usage of financial services in rural areas (Sharma, 2016; Kaur & Singh, 2015).

Review of literature related to the study

The research article provides a detailed analysis of how banking reforms conducted in India over the last few decades affected the socioeconomic situation in rural areas under discussion. The research article was written by Amaregouda A Span and Anjali Kulkarni and explores how the key reforms including Pradhan Mantri Jan Dhan Yojana, Aadhaar-based Direct Benefit Transfers, expansion of mobile banking coverage, and the development of microfinance institutions helped to enhance the degree of financial inclusion, improve rural credit facilities, and stimulate rural development in Karnataka, a state

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with both developed and underdeveloped areas. Indeed, rural development is intertwined with access to financial services that would help the local population alongside diversifying agricultural activities to fight poverty (Demirguc-Kunt et al., 2015). As such, the banking reforms have endowed the previously unbanked population with numerous rights, the PMJDY being the flagship program of this kind, which was initiated by the government back in 2014, to guarantee that every rural family had a bank account to its name (Ghosh, 2017). Nevertheless, the total ownership of bank accounts does not ensure that rural families learn to actively use them, with a large percentage of families not using the accounts at all. Additional efforts need to be taken in connection to financial literacy and improved digital infrastructure.

What is more, government subsidies, pensions, and other benefits transferred benefits using Aadhaar have eliminated the massive corruption associated with previous means of transfers, yet the attempts to use Aadhaar for all transfers, have their disadvantage as they limit the selected population's opportunities, with rural populations lacking the digital infrastructure and faster internet required to make such transactions in Karnataka (Kumar & Mishra, 2018). This shows that reforms promoting rural development are viable only if the rural population has not only banking services but the infrastructure required for utilizing the service on location. The same can be applied to mobile banking touted as the powerful tool promoting financial inclusion in Karnataka, given its costs to build a physical bank and the geographic peculiarities of the state. However, this kind of banking remains uneven, with the south of Karnataka showing high rates of adoption conditioned by higher levels of literacy and better digital infrastructure, while the lesser developed rural north of the state continues to suffer from poor proliferation of the service in question (Sharma & Kukreja, 2013). Finally, the effectiveness of microfinance for rural development is also questionable, with its inability to provide female entrepreneurs and farmers with unlimited digital capital and the attached burdens that have been introduced in the form of constant growth of interest rates, poorer terms, along with the relatively high rate of failure and over-publicization (Ramakrishnan & Venkatesh, 2014). What is more, it is important to mention that the research under consideration needs to be discussed because it shows both the achievements and the current dictates of the reforms (Kaur & Singh, 2015) (Sharma, 2016).

Research Gap related to the study

The research gap in the study is due to the need for a more accurate and comprehensive empirical analysis of the specific effects of banking reforms in the context of rural development. Since

existing studies on the matter have predominantly focused on the national-level significance of reforms like the Pradhan Mantri Jan Dhan Yojana, Aadhaar-based Direct Benefit Transfers, expansion of mobile banking, and microfinance institutions, they do not provide a detailed account of the specific socioeconomic, infrastructural, and geographical issues that negatively affect the implementation and results of these reforms at the state level (Ramakrishnan & Venkatesh, 2014).

Relevant studies demonstrate that northern Karnataka does not benefit from the banking services, credit, digital banking tools, and account openings to the same degree as the southern part of the state. However, the existing literature does not provide enough evidence regarding this effect, since it focuses on the reforms' overall positive contribution to the expansion of formal financial services for the rural population and does not pay enough attention to the infrastructural barriers to using mobile banking. Furthermore, regarding the level of financial literacy in the state, there is a noticeable lack in terms of attention to the multiple RBI and stakeholder initiatives for financial literacy training through the FLCCs, since the rural population of Karnataka still experiences difficulties in as well as using formal banking services, especially women and small-scale farmers (Poonam & Singh, 2015).

The evidence regarding MFIs' efficacy in terms of expanding credit access and economic opportunity for rural entrepreneurs in the state lacks empirical support, showing that there is a need for study going beyond the common perception that the over-indebtedness, high interest rates, and dependence on MFIs are obstacles to genuine economic growth and poverty reduction for India's rural population (Sharma & Kukreja, 2013). Finally, there is a gap in knowledge regarding the inequalities in the reforms' impact from a regional perspective, with many studies not paying enough attention to Karnataka's regional specificities. Ultimately, this gap provides enough evidence for the necessity of a study that will collect empirical data and case studies from multiple districts in the state and conduct a comparative analysis to provide an adequate understanding of how reforms should specifically address the state's issues (Ghosh, 2017).

Methodology adopted for the purpose of study

The methodology applied for the article I am examining, which is Impact of Banking Reforms on Rural Development: A Karnataka Perspective, is predominantly conceptual and theoretical. The study encompasses an extensive and all-inclusive examination of literature and research, focusing on the banking reforms that have been implemented and their impact upon the socioeconomic development on the rural level. The main reforms discussed in the paper include Pradhan Mantri Jan

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Dhan Yojana, Aadhaar-enabled Direct Benefit Transfers, mushrooming of mobile banking services, and the role of microfinance institutions. The study utilizes secondary data, such as government records, literature reviews, other research studies, policy statements, scholarly commented advances, and theoretical models, to develop a comprehensive perception of the extent to which the analyzed banking reforms have affected the rate of financial inclusion, rural credit accessibility, and socioeconomic improvement of the rural areas in Karnataka. Although the analysis has not been conducted upon empirical data, which implies the lack of field surveys or statistical information, it instead provides a summative and synthesized study of the results and outcomes of the reforms, considering various sources of information. In this way, the study reveals the apparent success of banking reforms in Karnataka in expanding the availability of the services and providing more extensive credit access to many rural citizens. However, it is a fact that the closer examination of available reports and data reveals a series of problems and insufficiencies that accompany these changes and reforms, such as express underdevelopment of the northern districts of the state. Thus, the most important feature of the conceptual methodology of the article I am examining is that it employs a complex of theoretical approaches, such as aspects of financial inclusion theory and a rural development model, to analyze a broader, diffuse effect of the banking reform upon rural household. Overall, this analysis suggests that this conceptual methodology provides multiple interpretations and discoveries regarding the banking reform in rural areas and creates a solid base for future empirical research.

Major objectives of the study

1. To analyze the role of key banking reforms in promoting financial inclusion in rural Karnataka, particularly reforms such as the Pradhan Mantri Jan Dhan Yojana (PMJDY), Aadhaar-enabled Direct Benefit Transfers (DBT), and the expansion of mobile banking services, and how these have contributed to the socioeconomic upliftment of rural populations.

2. To evaluate the impact of banking reforms on the accessibility and availability of rural credit, especially in terms of how these reforms have influenced rural households' access to timely and affordable credit, thereby supporting agricultural and non-agricultural activities.

3. To explore the regional disparities in banking penetration and financial inclusion across different districts of Karnataka, identifying the challenges that hinder the equal distribution of banking services, with a particular focus on the infrastructural deficits and varying levels of

financial literacy in northern and southern districts.

4. To assess the role of microfinance institutions and mobile banking in enhancing financial accessibility for marginalized groups, such as women, small-scale farmers, and rural entrepreneurs, while considering the limitations and challenges associated with these institutions and technologies.

5. To recommend further reforms and policy initiatives aimed at improving financial literacy, bridging the digital divide, and addressing infrastructural gaps in order to achieve more equitable and sustainable rural development throughout Karnataka.

Role of key banking reforms in promoting financial inclusion in rural Karnataka, particularly reforms such as the Pradhan Mantri Jan Dhan Yojana (PMJDY), Aadhaar-enabled Direct Benefit Transfers (DBT), and the expansion of mobile banking services, and how these have contributed to the socioeconomic upliftment of rural populations

The role of key banking reforms in promoting financial inclusion in rural Karnataka, particularly through initiatives such as the Pradhan Mantri Jan Dhan Yojana (PMJDY), Aadhaar-enabled Direct Benefit Transfers (DBT), and the expansion of mobile banking services, has been instrumental in significantly improving the socioeconomic conditions of rural populations by enhancing access to formal banking services, facilitating timely access to credit, and promoting the efficient delivery of government subsidies, with PMJDY, launched in 2014, playing a critical role in extending basic banking facilities to millions of previously unbanked households in rural Karnataka by enabling them to open zero-balance bank accounts, thereby bringing marginalized and economically weaker sections of society into the formal financial system (Demirgüç-Kunt et al., 2015), and as of recent data, over 400 million accounts have been opened nationwide under PMJDY, many of which belong to rural and semi-urban populations, with Karnataka witnessing significant progress in this regard, yet despite this success in account opening, the challenge remains to convert these accounts into actively used financial tools, as a considerable portion of accounts in rural areas still remains dormant, suggesting the need for further interventions in financial literacy and usage awareness (Sarma, 2015); furthermore, Aadhaar-enabled DBT has revolutionized the delivery of government welfare schemes by ensuring that subsidies, pensions, and other benefits are directly transferred to beneficiaries' bank accounts, thereby eliminating intermediaries and reducing leakages in the distribution process, a reform that has had a particularly positive impact in rural Karnataka,

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where Aadhaar-enabled transfers have streamlined the disbursement of payments to rural households, ensuring greater transparency and efficiency, yet the success of DBT is heavily reliant on the availability of banking infrastructure and digital connectivity, which remains uneven across the state, with some rural areas still facing infrastructural challenges such as inadequate internet access and limited banking outreach (Ghosh, 2017); additionally, the expansion of mobile banking services has played a crucial role in promoting financial inclusion in rural Karnataka by providing a more accessible and cost-effective alternative to traditional banking, especially in areas where physical bank branches are scarce, as mobile banking allows rural residents to perform transactions, access credit, and manage their finances through mobile phones, which is particularly significant in a state like Karnataka, where geographic diversity and infrastructural challenges have historically limited the reach of formal banking institutions, and while the use of mobile banking has increased, particularly in southern Karnataka, the digital divide continues to pose a challenge, as rural areas in northern Karnataka lag behind in terms of both digital literacy and access to mobile banking services, highlighting the need for more targeted efforts to bridge this gap (Sharma & Kukreja, 2013); moreover, these reforms have collectively contributed to the socioeconomic upliftment of rural populations by improving access to formal financial services, which are essential for poverty alleviation, agricultural development, and rural enterprise growth, as formal banking enables rural households to access credit, save securely, and participate in the broader economic system, yet despite the progress achieved, significant challenges remain, particularly in terms of regional disparities in banking penetration, low levels of financial literacy, and the digital divide, which limit the overall effectiveness of these reforms in promoting inclusive rural development (Kaur & Singh, 2015); in particular, the success of mobile banking in promoting financial inclusion is contingent upon addressing the infrastructural and literacy barriers that prevent rural residents from fully utilizing these services, as studies indicate that a lack of digital literacy and limited access to smartphones in certain rural areas of Karnataka hinder the widespread adoption of mobile banking platforms, thus restricting the reach of banking reforms aimed at promoting financial inclusion (Kumar & Mishra, 2018); ultimately, the role of banking reforms such as PMJDY, Aadhaar-enabled DBT, and mobile banking in promoting financial inclusion in rural Karnataka has been significant, yet their long-term success depends on addressing the infrastructural, literacy, and regional disparities that continue to pose challenges to equitable financial access, which requires a combination of policy interventions aimed at improving digital infrastructure, promoting financial literacy, and expanding the physical reach of banking services to ensure that the benefits of financial inclusion are distributed more evenly across all rural regions of Karnataka (Ghosh, 2017).

Impact of banking reforms on the accessibility and availability of rural credit, especially in terms of how these reforms have influenced rural households' access to timely and affordable credit, thereby supporting agricultural and non-agricultural activities

Banking reforms have had a substantial impact on the accessibility and availability of rural credit in Karnataka, primarily through the Pradhan Mantri Jan Dhan Yojana and Aadhaar-enabled Direct Benefit Transfers. The reform initiatives have also expanded the presence of microfinance institutions, which have facilitated rural households' ability to timely access affordable credit, thereby promoting both agricultural and non-agricultural activities. The focus of the reforms has been to alleviate the problems experienced by rural populations throughout history concerning their inability to access formal credit. Before the reforms, an overwhelming proportion of rural households, and small-scale farmers, in particular, used informal sources of credit because they could not meet the rigid collateral demands imposed by traditional banks.

The establishment of Regional Rural Banks and the introduction of the Kisan Credit Card were, therefore, key components of these banking reforms, which were essential because farmers depend on timely and affordable credit to meet both their short-term needs, such as the purchase of seeds, fertilizers, and irrigation equipment, and their long-term needs, including investing in productivity-enhancing machinery (Sarma, 2015). In effect, the KCC has provided millions of farmers in Karnataka with access to formal credit at cheaper interest rates than the informal moneylenders, from which they previously sought loans. Furthermore, the expansion of MFIs has played an equally important role in the new policy, which has ensured that rural entrepreneurs, primarily women who are not adequately represented in financial systems due to their lack of collateral and low levels of financial literacy, have received credit to start or scale small businesses. The inconsistency of banking penetration, especially in the northern region where most MFIs are concentrated, remains to be the primary limitation of the policy in ensuring the availability of formal credit services among rural houses (Ghosh, 2017). The deficit of infrastructure and limited financial literacy in the area have hindered the access to formal banking and credit institutions among the population, which consequently limits rural households' ability to

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invest in their agricultural or non-agricultural activities. Another problem the policy should address is the adequacy and timeliness of credit disbursement, as small farmers, in particular, have reported difficulties receiving credit during the critical planting seasons – a phenomenon that retards agricultural productivity. It implies that more measures are necessary to improve the efficiency of rural banking institutions and streamline the credit approval and disbursement processes to ensure that rural households can access credit when they most need it. Despite the improvements accomplished through Aadhaar-enabled DBT in increasing the efficiency of credit-linked schemes and other subsidies through direct credit disbursement to rural populations' accounts, the reforms' success is highly contingent upon the architecture of banking institutions and level of digital connectivity between them. In more remote areas, where access to physical credit institutions and ATMs is limited, digitization adds little value since it underpins the smoothness and promptness of electronic credit transfer (Ramakrishnan & Venkatesh, 2014). The overall effect of banking reforms on accessibility and availability can be viewed from a positive dimension, as more small-scale farmers and rural entrepreneurs gained access to affordable credit. The issues, however, regarding infrastructural deficits, inadequacy of credit disbursement, and regional disparities, limit the role the reforms can play in enhancing agricultural and non-agricultural activities among multiple rural areas (Kumar & Mishra, 2018) (Sharma & Kukreja, 2013).

Regional disparities in banking penetration and financial inclusion across different districts of Karnataka, identifying the challenges that hinder the equal distribution of banking services, with a particular focus on the infrastructural deficits and varying levels of financial literacy in northern and southern districts

The regional disparities in banking penetration and financial inclusion across different districts of Karnataka, particularly between the relatively better-developed southern districts such as Bangalore Rural, Mysore, and Tumkur, and the more underdeveloped northern districts such as Gulbarga, Bidar, and Raichur, reflect significant challenges that hinder the equal distribution of banking services, as these disparities are largely driven by infrastructural deficits, varying levels of financial literacy, and uneven access to digital financial services, with southern Karnataka having benefited from more robust economic development, better infrastructure, and higher literacy rates, which have collectively facilitated greater banking penetration and financial inclusion, while the northern districts, which are predominantly agrarian and economically disadvantaged, continue to struggle with limited access to formal banking

services, fewer physical bank branches, and a lack of adequate financial and digital infrastructure, leading to lower levels of financial inclusion (Ghosh, 2017), and one of the key factors contributing to this disparity is the unequal distribution of banking infrastructure, as southern Karnataka has a higher density of bank branches, ATMs, and digital financial services, while the northern districts suffer from a shortage of banking facilities, which makes it difficult for rural households in these regions to access formal financial services, including savings accounts, credit, and government welfare schemes, such as the Pradhan Mantri Jan Dhan Yojana (PMJDY) and Aadhaar-enabled Direct Benefit Transfers (DBT), thereby exacerbating the existing socioeconomic inequalities between these regions (Sarma, 2015); additionally, the digital divide is another major factor that hinders equal access to banking services across Karnataka, as the southern districts have higher rates of smartphone penetration and internet connectivity, enabling greater adoption of digital banking services, whereas the northern districts, which suffer from inadequate internet infrastructure and lower levels of digital literacy, face significant barriers to accessing mobile banking and other digital financial services, which are increasingly becoming the primary mode of banking in rural areas (Kaur & Singh, 2015), and this digital divide not only limits access to banking services but also restricts the ability of rural residents in northern Karnataka to benefit from government schemes and financial inclusion initiatives that rely on digital platforms, such as Aadhaar-enabled DBT, as these services are often inaccessible to those who lack the necessary digital infrastructure and literacy to use them effectively (Sharma, 2016); moreover, the disparity in financial literacy between the northern and southern districts of Karnataka further compounds the problem, as rural households in northern Karnataka tend to have lower levels of financial literacy, which limits their understanding of formal banking services and the benefits of financial inclusion, with many rural residents in these areas continuing to rely on informal credit networks due to their lack of awareness about formal banking options and the complexities of using digital financial services (Kumar & Mishra, 2018), and while efforts have been made by the government and financial institutions to improve financial literacy through initiatives such as Financial Literacy and Credit Counselling Centres (FLCCs), these programs have had limited success in addressing the deep-rooted challenges of low literacy and poor financial awareness in the northern districts, particularly among women and marginalized communities, who are often excluded from formal financial systems (Ramakrishnan & Venkatesh, 2014); ultimately, the regional

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disparities in banking penetration and financial inclusion across Karnataka underscore the need for a more regionally tailored approach to banking reforms, one that focuses on addressing the infrastructural deficits, improving digital connectivity, and enhancing financial literacy in the northern districts to ensure that rural households in these regions have equal access to the financial services that are essential for their socioeconomic development, as without targeted interventions to bridge these gaps, the benefits of banking reforms will continue to be unevenly distributed, leaving significant portions of the rural population in northern Karnataka underserved and unable to fully participate in the formal financial system (Ghosh, 2017).

Role of microfinance institutions and mobile banking in enhancing financial accessibility for marginalized groups, such as women, small-scale farmers, and rural entrepreneurs, while considering the limitations and challenges associated with these institutions and technologies

The role of microfinance institutions and mobile banking in enhancing financial accessibility for marginalized sector such as women, small scale farmers and rural entrepreneurs in Karnataka is pivotal. This is because they have helped in the promotion of financial inclusion and the support of their economic activities in underserved rural regions. MFIs have facilitated the financial inclusion for individuals who are often excluded from formal banking systems owing to inappropriate collateral and financial history. Concerning women, MFIs have supplemented considerable support particularly through microfinance programs. This is owing to the fact that microfinance institutions mostly offer group-based lending models through SHGs, which are paramount in the building of social capital for women. SHGs are important for enabling women to access small loans and invest in business through other women, hence, contributing to the economic empowerment of women in rural Karnataka (Kaur & Singh, 2015). In the same way, small-scale farmers and rural entrepreneurs have benefited from microfinance owing to the difficulty of accessing formal credit from traditional banks. This is because they have been provided with flexible and accessible loan products in line with the needs of rural populations. Such advancements have enabled a variety of uses such as the financing of inputs in agriculture, investments in technologies for increased productivity and sources of income diversification. However, despite the advantages, microfinance presents several limitations and challenges (Ramakrishnan & Venkatesh, 2014). For instance, a study by has shown that some rural households, specifically in Northern Karnataka, have fallen into the traps of multiple loans due to the high and unaffordable interest rates and the pressure to repay in adverse economic conditions. Furthermore, MFIs still experiences limitations on their sustainability especially due to challenges of loan defaults, very poor regulatory framework and sector capacity (Sharma, 2016). There is no doubt about the critical role played by MFIs in enhancing the financial accessibility for marginalized group, however challenges are in the trajectory. With the role of MFIs, it is strange that the impacts of mobile banking have been pivotal in Karnataka rural regions as well, where users are offered broader access in the regions where financial facilities are limited and avenues are cut off from residents. This pillar has been beneficial particularly to women and rural entrepreneurs. This is because most of these facilities operate through apps within one's phone. This goal has indeed been a game changer even though the implementation has been in the shaping phase.

The adoption of mobile banking services has been so fast and uneven in Karnataka, primarily due to poor digital service and phone literacy. The use of smartphones is skewed to some districts while the internet problem, connectivity remains equally problematic. Just like MFIs, this avenue provides credit at the convenience of one's home and in bleaker times when he or she needs the money (Kumar & Mishra, 2018). However, mobile banking's over-reliance on technology is a big undoing. It raises several questions since the processes are incomprehensible to a variety of segments such as the aged men and women who may find smartphone skills tough to navigate. Both MFIs and mobile banking have played pivotal roles in enhancing financial accessibility to marginalized group in rural Karnataka. However, it is important for me to point out that multiple loans can be payable, although it requires adequate financial education and guidelines. In the same way, mobile banking has been limited to some extent, concerning its scope and understanding. Besides, for the rural residents to enhance digital skills it is important to internalize the fact that the use of smartphones is not the end, but the means (Ghosh, 2017).

Further reforms and policy initiatives aimed at improving financial literacy, bridging the digital divide, and addressing infrastructural gaps in order to achieve more equitable and sustainable rural development throughout Karnataka

Rural development throughout Karnataka would be more equitable and sustainable if further reforms and policy initiatives focused on financial literacy, the digital divide, and infrastructural gaps. Although significant strides have been made stemming from banking reforms such as the Pradhan Mantri Jan Dhan Yojana, Aadhaar-enabled Direct Benefit Transfers, and mobile banking, some substantial challenges remain. Indeed, especially in

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rural areas, a gap is perceived on financial literacy, digital infrastructure, and banking facilities. One of the key reforms needed is to implement targeted financial literacy programs adjusted to the particular needs of specific rural populations, especially marginalized ones, such as women, small-scale farmers, and rural entrepreneurs. While these people have limited access to banking facilities and financial support, their interactions with formal banking services are rare to be successful (Sharma, 2016). Therefore, it is paramount that the targeted programs educate people not only about the basics of saving and credit but also focus on the topic of digital literacy that will allow the residents to interact with mobile banking and other digital financial platforms. In parallel to financial education, the divide should be bridged through investment in digital infrastructure, which could imply further internet and mobile network coverage in more remote and underserved areas, particularly in northern districts. Currently, such areas suffer from poor reach of mobile banking and digital payment systems (Ghosh, 2017). However, without sufficient digital connectivity, little progress can be made as even Aadhaar-enabled DBT does not generate the expected results when the poor rural households in remote parts of northern Karnataka do not have the necessary digital tools to interact with the system. Another aspect to be reformed is physical banking infrastructure, which should be expanded through an implementing more bank branches and ATMs in rural and remote areas, particularly in northern districts where the density is much lower than in southern regions (Kumar & Mishra, 2018).

Banking models such as business correspondents and mobile banking vans are a promising venture that has been proven to work. However, it should be further expanded so that every region in northern Karnataka is reached by formal financial institutions. Overall reforms are needed because a one-size-fits-all approach is not working. Policymakers in northern districts need to adopt a more regionally tailored approach (Sarma, 2015). Such an approach, by looking at the specific problems of the particular region and their interrelations, will offer a separate set of solutions to particular problems in a coordinated effort of government, banking bodies, and NGOs, providing disadvantaged rural residents with not only access to banking services but also skills to use them effectively to facilitate development. Ultimately, better policies and future reforms aimed to address financial illiteracy, digital infrastructure, and infrastructural gaps are needed because the benefits of banking reforms should be more equitably spread, facilitating the broader objectives of the state in inclusive rural development (Kaur & Singh, 2015).

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Discussion related to the study

The discussion is surrounding the study which critically evaluates how the major till-day banking reforms, such as Pradhan Mantri Jan Dhan Yojana, Aadhaar-enabled Direct Benefit Transfers, and massive expansion of mobile banking and microfinance institutions in a broader context, in rural Karnataka have impacted the socioeconomic development. The impact of the banking reforms in financial inclusion and improvement in access to formal banking services to the rural populace was highlighted. The first two reforms were particularly significant in bringing the rural households previously unbanked into the formal banking system, thus allowing them the access to savings account, credit, and government subsidies. It also contributed to financially empower previously marginalized small-scale farmers, rural entrepreneurs, and women, among others, who faced barriers in accessing formal banking services. In Karnataka, through PMJDY, millions of rural households received the benefit of having their accounts as zero-balance account, thus facilitating savings, and received significant benefits from the various other credit-linked schemes and insurance products. However, as the issue in the study, there remain significant problems, with a high proportion of these accounts lying dormant, as they remain inactive. This is largely because of the low levels of financial literacy and engagement with formal banking systems, especially in the north of the Karnataka districts, compared to the south. Besides, in the study, the issue of the DBT through Aadhaar, was undertaken in consideration of improving the efficiency and transparency of distribution to the welfare scheme, as it directly transferred the money to the beneficiaries' bank account, thus curbing leakages and corruptions in the distribution process. However, this depended heavily on the availability of adequate digital infrastructure and banking facilities in Karnataka, and even from that perspective, except the southern part which is more advanced in these areas, the purely rural areas, especially in the north still remained deficient in the banking systems with the required infrastructure. Moreover, in the study, the issue of mobile banking was discussed, and it provided a similar case to the Aadhaar banking solution that it serves as an important transformational tool in the inclusion of all banking services in rural areas where no physical banks were set-up. It was limited by the similar digital divide and North Karnataka households' comparative inability to access and transact through mobile banking efficiently. The MFIs, on the other hand, played an important role in providing credit to the rural populace, especially small businesses and women entrepreneurs and that helped in their livelihood improvement. However, issues such as their credit delivery is not sustainable, and defaulter

scare once they get more prosperous, and also problems of their ever-higher interest rates, sometime running into sabotage pots, leading to perpetual debts, makes the practical long-term success-laden impact on the rural development questionable. Thus, stand to be a major obstacle in directing the major benefits from rural banking reforms such as these banking reforms in rural transformations and preserving the MFI credit delivery system. They are indicative of the continued poor learning levels of the Karnataka population. Thus, the issues remain the same way as the issues facing rural development, with infrastructural deficiencies, regional disparities in banking penetration, and low levels of financial and digital literacy remaining a hindrance to even everyone in a similar rural region reaping the benefits. Future policy interventions required to combat this issue include the provision of further banking infrastructure, the institution of targeted financial literacy programs, and further expansion of digital infrastructure. Further, it calls for the need to focus on such programs to ensure that they specifically target the benefits in such manner that there all rural regions can fully be included in the formal financial system in Karnataka.

Managerial implications related to the study

The managerial implications of the study underscore the necessity for both government and banking institutions to adopt more region-specific and inclusive approaches in the implementation of banking reforms, focusing on enhancing the effectiveness of financial inclusion efforts by addressing the unique challenges faced by rural populations in different regions of Karnataka, where significant disparities in banking penetration, digital infrastructure, and financial literacy exist, especially between northern and southern districts, and for managers of financial institutions, the study highlights the critical need to prioritize the expansion of physical banking infrastructure and digital financial services in underserved northern regions, where infrastructural deficits and low digital literacy have impeded the success of reforms such as the Pradhan Mantri Jan Dhan Yojana (PMJDY), Aadhaar-enabled Direct Benefit Transfers (DBT), and mobile banking services, thus requiring targeted interventions, such as the deployment of mobile banking units, business correspondents, and the establishment of more rural bank branches and ATMs to ensure greater reach and accessibility for rural households (Kaur & Singh, 2015); moreover, banking managers must invest in financial literacy programs tailored to the needs of rural populations, particularly marginalized groups like women, small-scale farmers, and rural entrepreneurs, who often lack the knowledge and skills to effectively utilize formal financial services, with such programs needing to be regionally tailored

and focused on both basic financial literacy and digital banking literacy to enable rural residents to engage with mobile banking platforms and access credit through formal institutions, which is essential for fostering rural economic growth and development (Sharma, 2016); in addition, managers should consider the importance of streamlining the credit disbursement process to ensure that rural households, particularly farmers, receive timely access to credit, as delays in credit availability can have detrimental effects on agricultural productivity, and this is especially relevant in the context of the Kisan Credit Card (KCC) scheme and microfinance institutions (MFIs), which have been key instruments in providing credit to rural households but face challenges such as loan delays, high interest rates, and the risk of over-indebtedness, thus requiring better regulatory oversight and more efficient loan processing systems to prevent borrowers from becoming trapped in cycles of debt (Ramakrishnan & Venkatesh, 2014); furthermore, managerial decisions should focus on bridging the digital divide by investing in the development of digital infrastructure, particularly in the northern districts of Karnataka, where poor internet connectivity and limited smartphone penetration have hindered the adoption of mobile banking services, with managers needing to collaborate with telecommunications companies and government agencies to expand network coverage and ensure that rural residents have access to the necessary digital tools to benefit from mobile banking and Aadhaar-enabled DBT (Ghosh, 2017); finally, the study suggests that banking managers should implement more regionally tailored strategies that account for the socioeconomic and infrastructural diversity of Karnataka, as a one-size-fits-all approach is unlikely to succeed in addressing the specific needs of different rural regions, with southern districts benefiting from higher banking penetration and financial literacy, while northern districts require more focused efforts to improve financial inclusion, digital connectivity, and access to credit (Kumar & Mishra, 2018); therefore, the managerial implications of this study emphasize the need for a comprehensive and regionally nuanced approach to banking reform implementation, with a focus on improving infrastructure, enhancing financial literacy, and expanding access to both physical and digital banking services in rural Karnataka to ensure that the benefits of these reforms are distributed equitably across all regions and contribute to sustainable rural development.

Conclusion

The study indicates that the banking reforms, such as the implementation of Pradhan Mantri Jan Dhan Yojana, the use of Aadhaar-enabled Direct Benefit Transfers, the promotion of mobile banking, and the expansion of microfinance

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institutions, are beneficial for the positive development of the rural regions in Karnataka. However, despite the increased attention to the mechanisms and techniques allowing for improving the levels of financial inclusion and credit accessibility in the target state, the benefits of the programs are not effectively distributed to the same extent across the country. The study stresses that regional disparities in relation to banking presence and access, the lack of proper infrastructural support, and the differences in the levels of financial literacy serve as the most notable challenges associated with the problems experienced by the northern districts of Karnataka. In this context, the lack of banking presence and support, the shortage of digital connectivity for the majority of the population, and unsatisfactory levels of financial literacy prevent people from accessing the full range of opportunities the reforms can produce with the help of the increased possibility to access credit both for the representatives of the rural and urban populations, as well as for entrepreneurs and small-scale farmers, and the successful achievement of benefits associated with the increase in the efficiency of Direct Benefit Transfers of governments with the use of Aadhar and mobile banking systems. On the one hand, it is important to admit that the success achieved with the help of the programs is evident and proves that people experience the advantages resulting from the incorporation of the target populations in Karnataka into the formal banking systems while using digital advantages and improvements. At the same time, the barriers are obvious and are associated with the digital divide, which limits the possibilities of mobile banking for the population living in the most rural areas of India, the problem related to the dormancy of PMJDY accounts caused by the limited popularity of the formal banking sector, and the doubt regarding the sufficiency of microfinance institutions to be as effective as they are today because they cause the issue of over-indebtedness and the lack of proper oversight and regulation in the long run. Consequently, taking into consideration the results, I would say that the banking reforms are effective when the condition related to the inception of the process of financial inclusion is under consideration, and people are positively influenced because their economic empowerment is improved with the help of credit access. However, the study calls for more interventions and reforms aimed at the increase in financial or digital literacy levels and the expansion and development of physical and digital banking systems along with criteria for the recognition of the needs and concerns typical for the underserved regions on the surface. Describing the experience of the banking reforms in Karnataka, it is essential to achieve a more complete understanding of the

necessity to make the finance solutions representative of the needs of people living in different parts of the state. In the context of further banking reforms in the 21 st century, such an understanding is important to address the challenges associated with the possibility to successfully implement the inclusion and ensure that the target population is not only included in formal financial systems for the goal of access but is also empowered to use financial services properly for long-term sustainable rural development in Karnataka. In general, it should be stated that the study is helpful for the development of a more detailed vision regarding the impact of the experience described here on the future of banking systems and the perspectives for their development in terms of the necessity to pay more attention to the region-specific differences existing in the northern and southern parts of India. In order to make sure people are more effectively incorporated into the processes of financial inclusion and more equitable reforms, it is important to introduce such differences into the framework of further rural development in India.

Scope for further research and limitations of the study

In conducting empirical analysis and incorporating primary data, from different districts of Karnataka would be explored with regard to how banking reform impacted the same on financial inclusion. An extension to this current study would be, to examine how the different reforms PMJDY, Aadhaar-DBT and mobile banks impacted young and old women, small farmers and rural entrepreneurs. Future research may also investigate the long-term impact on sustainability and effectiveness of microfinance institutions in the process of rural development. Another promising research, in this context, would be more detailed probing into the regional disparities within Karnataka, particularly the northern districts that are more often exposed to infrastructural deficiencies, poor financial literacy and digital financial exclusion. This analysis would frequently wade through the problematics of digital literacy and infrastructure building as determinants for the usage of digital financial services in the western areas tadpoles of all the northern districts. The effectiveness of these strategies would be examined with respect to how it impacts the reduction of dormant back accounts in Northern Karnataka. Future research would on the other hand seek to explore effectiveness of financial literacy programs and initiatives to address the challenge of dormant bank accounts and poor engagement into formal banking activities. This research would also deal with the present moment role of fintech solutions and new banking technologies. This present research is fundamentally hamstrung by a central theoretical and methodological limitation. That is a major

limitation in the future research will be the restriction of primary empirical data. This would mean the restriction of my conclusions to the banking reform on the people of rural Karnataka. Although the methods utilize in the methodological sections is consultative and well researched: it is however not meaningful to draw preliminary conclusions by factoring different realities of bank reform. Central concepts such as banking infrastructure, digital access and literacy the research assumes are equal. It would thus be imperative to conduct further research collecting primary data for instance in a method of Village Councils and enterprise samples to determine the full extent of banking reform in rural Karnataka.

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Innovative Management Strategies for Enhancing Physical Education Programs in Schools: A Case Study Approach

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Abstract:

This research paper examines the role of innovative management strategies in enhancing physical education (PE) programs in schools, emphasizing how contemporary management practices can drive program effectiveness and student engagement through a comprehensive case study approach, drawing on the latest theoretical frameworks and educational management models, such as transformational leadership, strategic resource allocation, and stakeholder engagement, which are becoming increasingly relevant in a global educational context where schools face the dual challenge of improving physical education outcomes and adapting to changing social, technological, and economic environments; by systematically reviewing current literature on PE management, this paper explores how dynamic leadership, coupled with data-driven decision-making processes, can optimize curriculum design, teaching methods, and student participation rates, while highlighting the importance of cross-functional collaboration between administrators, educators, and external partners to foster a holistic physical education experience that not only addresses the traditional goals of promoting physical fitness and motor skills development but also aligns with modern educational imperatives, such as promoting mental well-being, inclusivity, and the integration of technology in teaching and assessment processes; through the examination of case studies from diverse educational settings, this research identifies key management innovations, including the adoption of digital tools for monitoring student progress, the implementation of personalized learning plans to accommodate diverse student needs, and the development of partnerships with local sports organizations to extend the reach and impact of PE programs beyond the school environment; furthermore, the paper conceptualizes the role of educational policy and institutional culture in supporting or hindering the adoption of innovative management practices in PE, proposing a theoretical model that links management innovation to improved student outcomes and program sustainability, ultimately arguing that the future of physical education in schools will depend on the ability of educational leaders to embrace new management strategies that are flexible, inclusive, and aligned with broader educational trends aimed at preparing students for a healthy, active lifestyle in an increasingly complex world.

Keywords: Innovative Management Strategies, Physical Education Programs, Educational Leadership, Curriculum Design, Student Engagement, Program Sustainability

Introduction:

Physical education in schools has changed significantly in recent years. Schools in various countries have continued to implement innovative management approaches due to the fact that there is an increasing understanding that PE is not merely intended to contribute to physical health but serves as one of the most efficient options to improve health and lead to an essential alignment of various functions and resource management decisions. The role of managers is to deliver models and approaches to improve teaching. Moreover, the role of PE has continued to evolve, and the role of the school in this process has also changed. It is more than the premise of young children and is more than the generation of Olympic champions. The emerging mainstream PE role changes have led to the rapid growth and maturity of some of education's main organizational components, such as management of resources, strategic planning, and organizational leadership in schools. Research conducted by (Smith et al.2022) has shown that "the lifecycle of PE at participating schools, which included adoption and implementation of new practices, lasted a total of nine months". What is surprising is that although such a condition has been considered successful over several decades, there is little to no empirical information to support this

argument. Although there is much expertise and practical experience in the field of PE, it is apparent that educational and PED departments make their assumptions about how things operate based on an insufficient amount of information. Therefore, those making PE decisions do so without sufficient information.

It is possible to note that PE has continued to evolve, and it has become increasingly clear that managers play a crucial role in the efficiency of the PE programs. Physical education is more than just play; it inspires, motivates, and develops social skills. Managers have become highly involved in the careful balance of curriculum implementation, integrating resources, and implementing the pedagogical model. Schools must be wise in their selection of strategies. Data-driven strategies encourage healthy competition while promoting a well-rounded school PE that is efficient in the promotion of student physical well-being. The results of the research demonstrate that technology use can not only allow symmetry monitoring but can also increase student use and improvement in physical literacy. In addition, the instruction of health and fitness goals and the use of apps for PE or customized fitness plans for their specific interests, students will receive staff-consistent instructors. Teachers associated with the PE course were also motivated to adopt a pedagogical model differently, physical literacy oriented, through workshops and training at the beginning of each school year.

Statement of the research problem:

The research problem addressed in this study focuses on the need to explore and develop innovative management strategies that can enhance the effectiveness and sustainability of physical education programs in schools, with a particular emphasis on identifying gaps within existing approaches and frameworks, which tend to overlook critical aspects such as the integration of holistic wellness practices, inclusive participation for diverse student populations, and adaptive methods for evolving educational environments, particularly in the context of the growing importance of health and physical activity in youth development, educational success, and long-term well-being; this problem emerges from the insufficient alignment of current physical education programs with modern pedagogical standards and societal expectations, resulting in limited student engagement, suboptimal physical fitness outcomes, and a failure to foster lifelong habits of physical activity, all of which underscore the necessity for new management strategies that are theoretically grounded in both educational management and sports science; by using a case study approach, this research aims to rigorously examine successful examples of innovative practices in diverse school settings,

drawing on theories related to motivation, organizational behavior, and educational leadership to propose a framework that school administrators and policymakers can apply to create more adaptive, inclusive, and impactful physical education programs, while also addressing the broader challenges of resource allocation, curriculum integration, and teacher training; furthermore, the study posits that existing research on physical education management is overly fragmented and lacks a cohesive strategy that integrates both educational and physical well-being imperatives, thus necessitating a more comprehensive approach that considers psychological, social, and institutional factors influencing the effectiveness of physical education in fostering not only physical fitness but also cognitive and emotional development, ultimately leading to the argument that transformative, evidence-based management strategies are essential to reforming physical education in ways that align with contemporary educational goals and address the diverse needs of today's students (Smith et al., 2023; Jones & Peterson, 2022; Williams, 2021).

Significance of the research study:

The main significance of this research study is associated with the opportunities it offers to fill the complex of critical gaps in the literature on physical education program s. In particular, the developed framework can contribute to some of the general improvement in both the efficiency of the innovative approach to PE program management as the discipline and subject that could enhance the health of students and clients and the compliance of the traditional pedagogical activism in this field with the contemporary school standards. More specifically, it helps school administration, policymakers, and educators design shifts and transfer their schools from a dated PE management model to something that has chances of being up to date. This point is crucial due to the global decrease in physical activities, the spread of obesity and uneven augmentation of the worries about the inappropriate design of traditional PE into different backgrounds as a management approach that does not suit the entire school generation and does not train the required interests in future few of the students. The proposed framework is significant since it is flexible adaptable, and evidence -based, and is developed on the grounds of hearing theories from sports science, organizational behaviors, and educational leadership. Thus, the proposed theoretical framework can potentially be used as a base for the elaboration of the transformative and flexible PE management system capable of corresponding to the physical, cognitive, and emotional needs of the students in the perceptible varieties of the contemporary education environment. Another reason why other studies on

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educational reform and physical education consider this study significant relates to the application of the case study s and real-life examples of the use of facilities of innovative school discourses in PE programs to prove the application of the theoretical base and to trace the escort of solving the problems of practical application of the approaches described as a part of the comprehensive and critical review of the viable ways. Overall, this study has the potential of contributing to the emergence of a broad body of literature on educational reforms and PE (Green et al., 2023; Brown & Taylor, 2022; Mitchell & Richards, 2021).

Review of relevant literature related to the study:

Research on the evolution of physical education programs in schools reveals a plethora of theoretical frameworks, management strategies, and pedagogical approaches. While originally, the literature overwhelmingly construed PE as a structured means of promoting physical health and fitness among students, recent studies about physical education have taken a more holistic approach, stressing the role of physical education in promoting not only physical but also cognitive, emotional, and social health. For example, (Green et al.2022) argues that social-emotional learning should be integrated into PE curricula. This shift was motivated by research on the effectiveness of inclusive PE programs, the findings of which demonstrate that traditional, one-size-fits-all PE models are no longer appropriate for a diverse, inclusive, and health equity-oriented educational landscape. The critical role played by management strategies in the success of PE programs is evidenced by a number of studies conducted by leaders and administrators who are responsible for effectively managing resources and teachers (Mitchell & Richards, 2021). For example, (Brown et al.2022) found that adaptive leadership was the most suitable for managing PE programs due to its flexibility and concern with fostering a climate of innovation underpinned by a spirit of experimentation. Meanwhile, (Johnson and Clark,2021) have used organizational behavior theories, particularly those about employee motivation and engagement to support the idea that effective PE management entails a certain degree of teacher autonomy and the freedom to experiment, supported by a commitment to continuous professional development. Another group of scholars has conducted studies about PE and student engagement. The findings indicate that innovative PE programs that focus on student-centered learning are more engaging and have a stronger long-term impact on student physical activity habits. This is particularly relevant given that most students in today's schools are not naturally inclined towards sports (Green 2023). Thus, most healthy outcomes tend to be realized by intrinsically-motivated

students who are outliers in the student population, but as PE scholars, we have a responsibility to ensure that the benefits, such as they are, are spread evenly across all students. Meanwhile, a number of scholars have initiated studies that explore the societal and public health implications of PE. For example, Harris et al. found that schools played a critical role in promoting public health and countering the alarming trend of childhood obesity. The most successful PE management strategies were, according to this and another study conducted by (Taylor and Jones, 2022) the ones that viewed PE as a part of a broader health and wellness program within schools. The literature calls for the application of evidence-based practices in PE management to ensure that program outcomes can be assessed in light of their intended effects. Meanwhile, reviewers have cautioned that although much has been achieved in the field of PE management, many challenges and barriers remain. The funding is precarious at best, teachers are not trained well enough, and the often great and noble ambitions of policymakers tend to fall short of reality (Richards and Brown, 2022). Numerous studies have highlighted this fact, meaning continued research is required for innovative management strategies that are also realistic, cost-effective, and appropriate for today's diverse, inclusive educational landscape. In summary, the literature on PE management suggests that the field is at a critical juncture. Scholars, educators, and policymakers are increasingly adopting new, evidence-based management strategies that are sensitive to the specific needs of their students. However, there is also pressure to ensure that PE is not left behind as an exception or an afterthought, but that it also serves the broader educational and public health goals of today's society and the goals of inclusivity and health equity, as a part of the larger shift towards personalized education (Johnson & Clark, 2021; Williams & Lee, 2021; Harris et al., 2023).

Research Gap related to the study:

The identified research gap relates to the absence of a comprehensive, theoretically grounded, and empirically tested management strategy for enhancing school physical education programs. More specifically, the existing models fail to address the increasingly complex nature of modern educational settings, including schools, where physical education is expected not only to support physical well-being but also to incorporate cognitive, emotional, and social development. Meanwhile, available academic and professional literature primarily focuses on schools' physical education programs without linking their organizational and pedagogical processes with the management framework, teacher leadership, resource allocation, and inclusivity efforts. At the

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same time, numerous studies demonstrate the significance of physical education for students' well-being and the creation of life-long physical activity practices (Brown et al., 2022). However, few, if any, studies have investigated the management strategies especially those related to organizational behavior, leadership theory, and sports science that schools should use to transform their physical education programs from traditional, insecure, and resistant systems into dynamic, adaptive, and inclusive ones meeting all the needs of diverse students (Taylor et al., 2022; Green & Harris, 2023). Moreover, existing research typically involves single interventions and cases, which means that school managers do not have access to a systemic and well-established framework for enhancing their physical education programs. In such a way, linking the theory with the practice, actual school needs, and challenges, including budget poverty, teacher training, and student engagement, is required to create a fully supported and developed model (Johnson & Clark, 2021). In conclusion, the existing state of the literature on physical education, together with various studies, demonstrates the value and gap that this research is expected to bridge. On the one hand, multiple studies and sources argue in favor of physical education due to its key role in students' well-being and life-long physical activity adoption. On the other hand, very few studies focus on the management strategies that school organizations should use to develop more sustainable and inclusive physical education programs (Harris et al., 2023). Underpinned in various interdisciplinary fields, including organizational behavior, leadership theory, and sports science, this research aims to create an integrative management framework that school administrators, managers, and teachers could use to develop more effective and inclusive physical education programs. Such a framework will be designed to address budget challenges, human resources training, and student engagement (Williams & Lee, 2021; Richards et al., 2023).

Methodology adopted for the purpose of study:

The methodology of the chosen research remained a comprehensive secondary data analysis, using case study as the relevant approach. The given study presented work with secondary sources, such as existing literature, research studies, reports, and theoretical models. It systematically reviewed and synthesized some of the examples from these people, focusing on the creation of a conceptual and theoretical framework for understanding innovative physical education management strategies. This study used a vast variety of peer-reviewed articles, organizations behavior frameworks, sports science literature, and education leadership theories. The growing body of empiric research and expert opinion points to the effectiveness, inclusivity and

adaptability of adaptive physical education management concepts (Johnson & Clark, 2021; Taylor et al., 2022). The methodology used abstract analysis of summaries in secondary sources, as well as the use of secondary data sources, for instance, journal articles, diverse educational settings case studies, and national PE programs' reports. Data were collected and then analyzed, focusing on their actual and/or potential manifestations and successful cases. The analysis was done in the context of developing a new, adaptive PE management strategy, which could improve student' level of engagement, physical health and a future life with the habit of constant physical activity. Despite secondary data analysis contributing to a better understanding of case studies and PE reports, the use of this approach is not always appropriate or beneficial. On the other-hand, case study methodology allowed appreciating the context and experiences of others in their attempts to implement the theory into practice (Williams & Lee, 2021). Through the development of new PE management strategies, this allowed narrow understanding, supported by real data across a range of educational settings, where innovative adaptive management was implemented, revealing the effects of these implementations. As a result, the contextual factors and experiences of implementing adaptive PE management strategies will be outlined, with their challenges in resources, teacher proficiency, or inclusivity. The theoretical and conceptual relevance of used secondary data to other educational settings will also be discussed. In terms of the approaches to data, best practice, and gaps in literature, although the sources used have outlined the theory-driven, conceptual, new theoretical adaptive PE management strategy as used in the research, the lack of a sufficient number of sources with contextual data does not ensure secure and secondary data reliability. The proposal includes future research and application in the context of REAL project policy and educational leadership (Richards et al., 2023; Green & Harris, 2023).

Major objectives of the study:

1. To identify innovative management strategies that can enhance the effectiveness and sustainability of physical education (PE) programs in schools, focusing on approaches that integrate holistic student development, including physical, cognitive, and social-emotional aspects.

2. To analyze successful examples of adaptive PE management from diverse educational contexts using a case study approach, aiming to highlight practical challenges and solutions in implementing these strategies within underfunded or resource-limited schools.

3. To develop a comprehensive conceptual framework grounded in organizational behavior,

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4. To examine the role of leadership and professional development in fostering inclusive and dynamic PE programs, particularly focusing on how teacher motivation, collaboration, and training can improve student engagement and long-term physical activity habits.

5. To address the broader societal and public health implications of PE programs by exploring how effective management strategies can contribute to promoting health equity, reducing barriers to participation, and fostering a culture of lifelong physical activity and wellness in schools.

Innovative management strategies that can enhance the effectiveness and sustainability of physical education (PE) programs in schools, focusing on approaches that integrate holistic student development, including physical, cognitive, and social-emotional aspects:

The innovative management strategies that can enhance the effectiveness and sustainability of physical education (PE) programs in schools, as examined in this study, revolve around a comprehensive, integrated approach that considers the physical, cognitive, and social-emotional development of students by proposing management frameworks that go beyond traditional PE models, which often prioritize physical fitness alone, and instead focus on fostering holistic student development through adaptive curricula, inclusive teaching practices, and the strategic alignment of PE with broader educational and public health goals, with these strategies drawn from a thorough secondary data analysis of case studies and theoretical models found in existing literature (Johnson & Clark, 2021; Williams & Lee, 2021); specifically, the study highlights the importance of adaptive leadership in PE management, where school administrators and educators are encouraged to adopt flexible leadership styles that promote teacher collaboration, professional development, and continuous improvement in teaching practices, all aimed at increasing student engagement and motivation to participate in physical activities, especially among diverse student populations with varying needs (Taylor et al., 2022), moreover, the integration of social-emotional learning (SEL) into PE programs is identified as a critical factor in enhancing the cognitive and emotional aspects of student development, with Green and Harris (2023) emphasizing that SEL frameworks can be seamlessly incorporated into PE activities to foster teamwork, leadership skills, and emotional regulation, thus contributing to a more holistic educational experience for students, another key strategy involves the use of data-driven decision-making to continuously assess and refine PE curricula, ensuring that programs remain adaptable to the changing needs of students and society, while addressing broader public health issues such as childhood obesity and physical inactivity (Richards et al., 2023), by focusing on resource optimization, inclusive participation, and the integration of health and wellness education into PE programs, this study proposes a holistic, innovative management framework that can be applied across diverse school settings to create more sustainable, impactful, and student-centered PE programs that align with modern educational standards (Harris et al., 2023).

Successful examples of adaptive PE management from diverse educational contexts using a case study approach, aiming to highlight practical challenges and solutions in implementing these strategies within underfunded or resource-limited schools:

The exemplars of successful adaptive management of physical education found in this study have shown that several schools, which are characterized by underfunding and the complete absence of resources but operate in the required circumstances, were capable of implementing a variety of efficient and sustainable tools facilitating their PE programs. To be more precise, their PE management can be defined in terms of adaptive leadership and inclusive teaching and using resources, which means overcoming critical constraints associated with low funding and discovering ways to make their work and the corresponding curriculum well-structured and able to provide a developed program of PE. For these schools, PE developed beyond being simply a component of physical activity, running, or jogging, and it began shaping into a subject sufficient for promoting the improvement of student bodies but no less sufficient for stimulating the comparable cognitive, social-emotional, or health needs of schoolers. As for the specific tools, it is possible to mention corresponding case studies in which examples of substantial collaboration between the PE faculties and the school teachers in the context of integrating social-emotional learning and cognitive development within PE activities can be distinguished. The results of their adoption are evidenced by the increased participation in PE classes among more extended student samples. At the same time, there are additional possibilities discovered in the course of adaptation, such as the usage of cheap tools, materials, and equipment, the use of community help, including various available resources or external funding, and the application of essential leadership strategies and practices. As for the latter, the utilization of distributed leadership and the corresponding development programs gives

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teachers the ability to own their programs and the developed ideas, and, in this way, contribute to the effective form of PE exposing particular specifics and promoting the efficiency of PE activities. Finally, it is also significant that all the sources highlight the role of using data-driven decision-making, which constructs the core of the environment capable of adjusting PE programs to keep students engaged and contains the mandatory skills and support required for sustainability and adaptiveness despite the financial constraints. Thus, this framework provides consistent solutions even for schools with limited funding and resources to develop and support PE programs that can be flexibly maintained in the long run and capable of promoting health equity and sufficient physical activity among schoolers (Richards et al., 2023; Taylor et al., 2022).

Comprehensive conceptual framework grounded in organizational behavior, sports science, and educational leadership theories, offering a scalable model that can be widely adopted to reform traditional PE programs and align them with modern educational standards and societal expectations:

This study presents a comprehensive conceptual framework, which is based on the synthesis of organizational behavior, sports science, and educational leadership theories. This model provides a scalable approach that can be easily implemented in school practices to reconstruct traditional physical education programs to comply with contemporary educational standards and societal demands. The proposed framework is focused on students, and in particular their holistic development and inclusion, as well as data-based decision-making to meet the needs of the diverse student populations of the 21st century. As for the organizational behavior theories, the proposed framework considers motivation dynamics and team participation, which are essential for a positive and meaningful environment for both students and physical education teachers. Such an approach would result in higher levels of participation and lifetime physical activity performance among students and PE teachers' professional and leadership development. From the sports science perspective, the proposed approach stresses the importance of evidence-based curriculum and health, fitness, and wellness issues in the given field. The educational leadership theories also play a significant role in the conceptual framework, shaping such leadership styles as adaptive, distributed, and collaborative. This model ensures that teachers take an active part in devising education programs, which makes physical education programs more responsive and flexible, especially given the fact that most schools live in resource under-resourced environments. In addition, the conceptual framework integrates social-emotional learning with PE activities, the importance of which is becoming more significant in the context of education. Overall, the study has developed a scalable model which can be easily presented in schools, regardless of their funding or resource levels. Even if there are no outside funding opportunities, schools can use their local community partners and low-cost equipment and resources to create a PE curriculum that would emphasize a lifelong performance and health equity among all students. Finally, the proposed model solves the problem of physical education programs by making their respective goals correspond to the modern-day educational demands and societal expectations.

Role of leadership and professional development in fostering inclusive and dynamic PE programs, particularly focusing on how teacher motivation, collaboration, and training can improve student engagement and long-term physical activity habits:

The role of leadership and professional development for enhancing inclusive and dynamic physical education programs cannot be overstated. The reviewed cases demonstrate that effective school leadership, especially through adaptive and distributed leadership models, can be instrumental in inspiring teachers, promoting collaboration, and implementing continued professional development. Peer mentorship and shared learning opportunities allow PE staff to adapt best practices that can improve student engagement and support lifelong physical activity. In the context of diverse schools and resource-constrained settings, effective leaders motivate their staff and provide learning opportunities. Through effective leadership, PE instructors can feel more ownership and involvement in program planning, implementation, and assessment, which can empower teachers to design and implement more innovative, inclusivity-focused, and student-driven PE programs. Furthermore, professional development opportunities that focus on collaboration and continuous improvement enhance not only the technical skills and pedagogics of PE teachers but also the sense of shared responsibility and purpose that is crucial for creating an inclusive learning environment (Johnson & Clark, 2021). By providing regular training and shared learning opportunities, leaders can ensure that PE programs are informed by the latest research in sports science and educational theories. Teachers can develop their curriculum more effectively to enable social and emotional learning among their students and promote adaptive physical activities that are inclusive for students of all abilities and backgrounds. Finally, leadership is fundamental for ensuring that PE programs remain dynamic and sustainable, where continuous assessment and

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feedback can be integrated into professional development to enable teachers to modify their approach based on student outcomes (Williams & Lee, 2021). The study summarizes that leadership and professional development are key for creating inclusive and impactful PE programs that can empower motivated and well-trained teachers to effectively engage their students and embed lifelong physical activity habits in their lives to enhance well-being (Richards et al., 2023).

Broader societal and public health implications of PE programs by exploring how effective management strategies can contribute to promoting health equity, reducing barriers to participation, and fostering a culture of lifelong physical activity and wellness in schools:

The broader societal and public health implications of physical education (PE) programs are significantly shaped by effective management strategies, as this study demonstrates that by adopting innovative, inclusive, and evidence-based management approaches, schools can play a critical role in promoting health equity, reducing barriers to participation, and fostering a culture of lifelong physical activity and wellness, particularly by designing PE programs that are adaptable to the diverse needs of students, including those from marginalized or underrepresented groups who may face socioeconomic, physical, or psychological barriers to engaging in traditional PE activities, such strategies are vital in addressing public health challenges such as childhood obesity, sedentary lifestyles, and disparities in physical health outcomes among different student populations (Green & Harris, 2023); the study emphasizes that effective PE management involves not only the creation of engaging and student-centered curricula but also the integration of social-emotional learning (SEL) and health education into PE programs, which helps students develop a holistic understanding of physical wellness and its connection to mental and emotional health (Taylor et al., 2022), by promoting a more inclusive and supportive PE environment, school leaders and educators can reduce participation barriers for students with disabilities, different physical abilities, or those who may lack confidence in traditional sports activities, thereby ensuring that all students have equitable access to the physical and emotional benefits of PE (Richards et al., 2023); furthermore, the study highlights the role of schools in fostering lifelong physical activity habits by encouraging students to view physical fitness as a critical component of their overall well-being, a perspective that can be sustained into adulthood and contribute to healthier communities, through effective management strategies that leverage community partnerships, external funding, and innovative teaching practices, PE programs can serve as a foundational public health intervention, equipping students with the knowledge, skills, and motivation to engage in lifelong healthy behaviors that address both individual and societal health challenges (Williams & Lee, 2021; Johnson & Clark, 2021).

Discussion related to the study:

This study's discussion of focuses on the dire need of reforming traditional physical education programs, by integrating innovative management strategies enabling more efficient PE programs that cater to the challenges of modern educational environments. These systems include the overall development of the individual, the strive towards inclusivity and outside institutions, and public health in general. The findings, based on a comprehensive secondary data analysis of case studies and theoretical literature indicate that effective PE management is not focused solely on improved physical fitness outcomes, but rather to cognitive, social-emotional, and long-term health benefits for the students, especially those studying in underfunded schools. The study looks at ways in which successful models of PE management functions across the spectrum of education, and identifies adaptive leadership and teacher collaboration as crucial in turning around PE programs into efficient student-centric systems in which all students could benefit, regardless of their abilities, resonance or background. The study also deals with the issues at hand in implementing these changes, comprised of limited funding, absence of resources, and the necessity of PE teachers' professional development. The argument is that data should be at the heart of school leaders' use for assessing PE programs' efficiency and adaptability, and that schools that offer lifelong physical activity and wellness by inclusion and adaptability. In general, while schools could provide the best means for addressing societal problems, the overall conclusion is that the implementation of innovative PE management strategies, consisting of theories of organizational behavior, sports science, and educational leadership, offers a massive, scalable, and sustainable opportunity that will improve not only the quality of PE programs in intermediate schools but also the physical, cognitive, and social-emotional health of students studied.

Managerial and Physical Education implications related to the study:

The managerial implications derived from this study underscore the importance of both school administrators and PE leaders adopting adaptive, inclusive, and data-driven management strategies to align PE programs with broader educational and societal objectives. These findings highlight that the role of leadership in PE program reform is not limited to overseeing traditional physical fitness activities. Instead, the study indicates that the role of leadership in supporting PE programs must involve

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an integrated approach that incorporates physical, cognitive, social-emotional, and health-related outcomes for students. In turns, these outcomes can be supported through a variety of organizational behavior principles, such as motivational theories, collaborative leadership, and resource management, especially with regard to empowering teachers to innovate within dynamic and student-centered PE environments that can be tailored to different student populations. From a physical education perspective, the importance of these managerial strategies is underscored by their need to reduce existing barriers to participation, particularly for students who may face various physical, psychological, or socio-economic challenges. However, these strategies also serve an essential practical purpose for schools, especially for those that struggle with limited resources. These innovative leadership practices can enable school administrators to work closely with their communities and external organizations to acquire the funding necessary to keep and transform PE programs. At the same time, the implications for physical education derived from this study indicate the broader public health role schools can fulfill in supporting health equity and wellness cultures in the communities they serve. In conclusion, these managerial and physical education implications underscore the importance of integrated leadership and teacher empowerment approaches to student-centered and inclusive PE programs that can meet the changing educational and health-related needs of students.

Conclusion:

The conclusion of the study is that the future of physical education in schools is in innovative, adaptive, and inclusive management approaches that are not only aligned with modern educational prospects but also meet the fast-growing needs of modern society in terms of public health regarding the changed and diverse nature of the student population. PE, which addresses the changes in the modern educational environment while focusing on integrating changes in different areas of learning and life, can be the key that school management uses to create an inclusive and dynamic approach to providing all students regardless of their abilities, needs, regulations, requirements, backgrounds, or socioeconomic status with the necessary skills and knowledge. As supported by organizational behavior theories, sports science principles, educational leadership, and other models addressing every student's physical, cognitive, and social-emotional learning, PE borrows mobility, task control, teamwork, and support, to develop dynamic and engaging experiences necessary to create, promote, and implement physical activity habits and other sports to prevent such critical public health problems as

obesity, inactivity, mental health, and others. I can say that the leadership approach is critical because flexible and adaptive leaders should empower coaches, grow the right skills, and work continuously to promote collaboration in PE departments. The results reveal that needs and resources can not only be related to financing and chronic underfunding but also to overfunding and resources available, or the fact that the goals of external funds, as well as potential donors and other communities, are not well-defined. So, to address these needs on a large scale, the results show how school management can and should improve its data-driven decision-making and resource optimization skills at schools. Thus, this study provides a scalable and sustainable modernized model of PE management that will not only improve the quality and sustainability of PE in school but also effectively contribute to modern educational and public health goals.

Scope for further research and limitations of the study:

Potential areas for future research must focus on examining the practical application and long-term implications of the proposed management strategies across different educational contexts. Firstly, the new study could consider an empirical investigation to assess the transferability and scalability of the innovative PE management strategies across different socio-economic environments, resource-poor schools, and culturally diverse regions. In addition, another line of inquiry could be focused on designing longitudinal studies to chart the outcomes of individuals who underwent the enhanced PE programs. This would illuminate to what extent the new habits and engagement patterns are sustained by the curriculum reform and promote healthy living and academic performance. Lastly, because the study relied only on secondary data, including an online survey research and case study analysis, a possible future research limitation lies in the role that technology may play in implementing innovative PE management, particularly with regard to digital platforms supporting remote learning. Because digital solutions are becoming increasingly relevant in both remote and traditional PE classes, online resources could make a valuable addition to physical teaching. However, given the fact that the study used secondary data as a data source, its limitations should be discussed. On the one hand, reliance on secondary data is beneficial for generating theoretical insights. On the other hand, no primary data such as observational or survey data on how PE programs are run in schools, the music people listen to during workouts, the possibility of equipment purchase, etc. was collected. As such, it is limited in terms of its predictive power, as it cannot account for specific details of implementation when making claims or discussing

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potential challenges that schools may face. Finally, implications for further research must be based on the study's limitations. Firstly, educational policy is a distinct field, which makes it a demanding task to account for its unique characteristics when offering comparisons or formulating the implications of the current study. Secondly, there is no primary survey data on PE management in schools to enable any solid comparisons. Thirdly, the study is confined solely to a select group of schools in low-resourced environments, and implications may be limited with regard to schools in well-funded contexts that need new avenues for innovation. In order for the proposed strategies to be fully refined and validated, additional research is required based on more diverse data, such as empirical research and results of cross-cultural comparisons.

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Green Getaways: How Communities Drive Sustainable Tourism through Public Policy and Behavioral Theories

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Abstract

This paper investigates the critical intersection of public policy and sustainable tourism, emphasizing the role of community involvement in fostering eco-friendly travel destinations. As global tourism expands, the need for sustainable practices that mitigate adverse environmental and social impacts while maximizing local economic benefits becomes increasingly urgent. Effective public policy is essential in creating an enabling environment for sustainable tourism, promoting eco-friendly initiatives, regulating resource use, and ensuring equitable economic distribution among communities. Theoretical frameworks such as New Public Management and Governance Theory inform the design of policies that enhance community engagement and collaborative decision-making.

Behavioral science provides insights into the motivations and actions of both tourists and community members, essential for implementing sustainable practices. The Theory of Planned Behavior and Social Learning Theory are utilized to understand how attitudes, social norms, and modeling influence sustainable behaviors. This study highlights community-driven initiatives as foundational to successful sustainable tourism, wherein local knowledge and engagement foster both environmental stewardship and economic resilience.

Through case studies across varied geographical contexts, the paper elucidates mechanisms by which public policies can bolster community involvement and how behavioral interventions can encourage sustainable practices. The integration of public policy and behavioral theories reveals a comprehensive framework for promoting sustainable tourism, aligning policy objectives with community aspirations and behavioral motivations. This holistic approach is crucial for the long-term sustainability of the tourism sector and for achieving broader global development goals.

Keywords: Sustainable tourism, Public policy, Community involvement, Behavioral science & Eco-friendly initiatives

Introduction:

The convergence of public policy and sustainable tourism is essential for creating environmentally friendly travel destinations that benefit both ecosystems and local populations. As global tourism continues to expand, its repercussions on natural resources, cultural heritage, and local economies have become increasingly pronounced (Bramwell & Lane, 2011). The objective of sustainable tourism is to mitigate adverse environmental and social effects while enhancing economic opportunities for local communities. Achieving this dual aim necessitates a comprehensive approach that encompasses policy frameworks, community engagement, and behavioral transformation.

Public policy is instrumental in establishing the necessary structural conditions for sustainable tourism. Well-crafted policies can incentivize environmentally responsible practices, regulate tourism to prevent resource overexploitation, and ensure equitable distribution of tourism-related economic gains among local communities

(Harrison, 2018). Public administration theories, including New Public Management (NPM) and Governance Theory, provide critical insights into how governmental bodies and public institutions can devise and enact policies that foster sustainable tourism. NPM highlights the significance of efficiency and accountability in public service, suggesting that community participation enhances the efficacy of tourism policies. Conversely, Governance Theory emphasizes the importance of inclusive decision-making processes involving multiple stakeholders, including local communities, during policy development and execution.

Behavioral science enriches public administration by addressing the human aspects of sustainable tourism. Gaining insight into the attitudes, motivations, and behaviors of tourists and community members is vital for crafting interventions that promote sustainable practices (Ajzen, 1991). The Theory of Planned Behavior (TPB) serves as a framework for understanding how individual attitudes, social norms, and perceived behavioral control affect intentions and actions

pertaining to sustainable tourism. Meanwhile, Social Learning Theory underscores the influence of observation and imitation in fostering sustainable behaviors within communities. By utilizing these behavioral theories, policymakers can formulate strategies that nurture a culture of sustainability among both tourists and local residents.

Community-driven initiatives are fundamental to the success of sustainable tourism. Active participation of local communities in tourism planning and management increases the likelihood of their support for sustainable practices. This involvement can manifest in various ways, such as community-based tourism projects, participatory decision-making, and grassroots conservation initiatives. Communities contribute invaluable local knowledge and cultural heritage, alongside a vested interest in safeguarding their natural and social environments. Furthermore, engaging communities ensures that tourism benefits are distributed more equitably, thereby enhancing social cohesion and economic stability.

This paper explores how the integration of public policy and behavioral science theories can strengthen community-driven sustainable tourism initiatives. Through a series of case studies from diverse geographical contexts, the research examines the mechanisms by which public policies can facilitate community engagement and how behavioral interventions can encourage sustainable practices. By combining theoretical frameworks with empirical data, the paper seeks to illuminate the interplay between policy, behavior, and community action in the context of sustainable tourism.

The integration of public policy and behavioral science offers a compelling framework for understanding and promoting sustainable tourism. Aligning policy objectives with community aspirations and behavioral motivations enables the development of eco-friendly travel destinations that not only protect the environment but also empower local communities. This holistic approach is crucial for ensuring the long-term sustainability of the tourism industry and for contributing positively to global development objectives.

Literature Review

The literature highlights significant theoretical frameworks relevant to sustainable tourism. New Public Management (NPM) signifies a transformative approach in public administration, focusing on efficiency, effectiveness, and quality of service delivery within the public sector. It advocates a shift from conventional bureaucratic structures to market-oriented models, emphasizing decentralization, performance measurement, and competition among public services (Hood, 1991). In the context of sustainable tourism, NPM stresses the importance of community involvement as a crucial strategy to enhance service delivery and achieve

sustainable outcomes. Engaging local populations is seen as a way to harness local expertise, boost accountability, and ensure that tourism development aligns with the needs and cultural values of communities (Osborne & Gaebler, 1992).

In contrast, Governance Theory explores the collaborative dynamics among various stakeholders, including government entities, the private sector, and civil society in the formulation and execution of policies. This theory suggests that addressing complex societal challenges, such as those found in sustainable tourism, requires the active participation of diverse actors (Rhodes, 1996). Collaborative governance is essential for integrating multiple perspectives and resources, which fosters the co-creation of inclusive and comprehensive policies. Within sustainable tourism, this framework underscores the necessity of involving local communities in decision-making processes to ensure that tourism initiatives are both sustainable and culturally appropriate (Stoker, 1998).

Behavioral theories also play a critical role in understanding engagement with sustainable tourism. The Theory of Planned Behavior (TPB) offers insights into how individual behaviors are influenced by attitudes, subjective norms, and perceived behavioral control (Ajzen, 1991). This framework can clarify how both tourists and community members form intentions to participate in environmentally friendly practices. Attitudes shaped by knowledge of environmental impacts significantly affect behavior, while subjective norms reflect the perceived social pressures influencing individuals' intentions. Furthermore, perceived behavioral control relates to the confidence individuals have in their ability to engage in specific behaviors, which ultimately affects whether these intentions manifest into action (Han et al., 2010).

Additionally, Social Learning Theory, proposed by Bandura (1977), underscores the role of observation and imitation in acquiring new behaviors. This theory posits that individuals learn behaviors by watching others, especially when such behaviors receive positive reinforcement. In the realm of sustainable tourism, social learning is evident as community members observe and replicate eco-friendly practices demonstrated by peers, local leaders, or visiting tourists. Initiatives that showcase sustainable practices serve as influential models, promoting broader adoption of environmentally friendly behaviors within communities (Bandura, 1977). Moreover, social learning emphasizes the importance of social networks and community interactions in spreading sustainable tourism practices (Armitage et al., 2008).

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Methodology

This study employed a mixed-methods approach to examine how communities promote sustainable tourism, integrating both qualitative and quantitative data.

For the qualitative aspect, we analyzed specific examples of successful community-driven sustainable tourism initiatives selected from various eco-tourism destinations worldwide. Sources included research articles, tourism organization reports, government documents, and interviews with community leaders and stakeholders, providing in-depth insights into these initiatives.

On the quantitative side, we utilized existing survey data to assess community attitudes and behaviors towards sustainability. This data came from secondary sources such as academic studies, industry reports, and government statistics, helping to identify broader trends.

By combining these methodologies, the study aimed to understand the role of community involvement and policy support in fostering sustainable tourism, revealing both specific successes and overarching patterns in community attitudes.

Case Studies In North India

1. Community-Based Tourism in Ladakh

Ladakh is celebrated for its breathtaking landscapes and rich cultural heritage, and it has embraced community-based tourism as a strategy for sustainable development. This approach not only aims to protect its unique environment but also enhances local cultural practices.

- **Government Support:** The Jammu and Kashmir Tourism Department, in collaboration with NGOs, has enacted policies to bolster eco-tourism. Notably, in 2021, 20% of the region's tourism budget was allocated to sustainable initiatives (Jammu and Kashmir Tourism Department, 2021).
- **Economic Benefits:** Research indicates that 65% of the revenue generated from community-based tourism remains within local communities, providing significant economic advantages (Chaudhary & Lama, 2020).
- **Environmental Impact:** Community-led tourism projects have played a critical role in preserving the fragile ecosystem, with approximately 30% of tourism revenue reinvested into environmental conservation efforts (Ladakh Ecotourism Society, 2021).

2. Eco-Tourism in Himachal Pradesh

As a pioneer in eco-tourism, Himachal Pradesh has implemented numerous initiatives to promote sustainable practices, with the Great Himalayan National Park (GHNP).

- **Community Participation:** Local communities are actively engaged in tourism activities, with over 70% of the park's guides and staff drawn from nearby villages (Himachal Pradesh Tourism Department, 2021).
- **Traditional Knowledge:** A survey conducted in 2020 revealed that 80% of tourists appreciated the incorporation of local traditions in resource management, highlighting the value of traditional knowledge (Singh et al., 2020).
- **Economic Impact:** Eco-tourism in GHNP has significantly improved local livelihoods, benefiting 50% of households in surrounding areas from tourism-related activities (Himachal Pradesh Tourism Department, 2021).

3. Sustainable Tourism in Uttarakhand

Uttarakhand, known for its diverse flora and fauna, has implemented various sustainable tourism initiatives, particularly in the Nanda Devi Biosphere Reserve.

- **Collaborative Governance:** The management of the Nanda Devi Biosphere Reserve involves a partnership between local communities, government agencies, and NGOs, ensuring diverse perspectives are integrated into tourism planning (Uttarakhand Tourism Development Board, 2021).
- **Community Engagement:** A 2021 survey showed that 70% of local residents participate in tourism activities, fostering a strong sense of community ownership (Singh & Pant, 2021).
- **Preservation of Landscapes and Heritage:** Sustainable tourism practices have led to the preservation of natural and cultural heritage, with 25% of tourism revenue reinvested into conservation projects in 2020 (Nanda Devi Biosphere Reserve Management, 2021).

4. Village Tourism in Rajasthan

Rajasthan has embraced village tourism as a means of promoting sustainable development while showcasing its rich cultural heritage.

Cultural Preservation: Village tourism initiatives help preserve local customs and traditions, offering visitors authentic cultural experiences (Rajasthan Tourism Department, 2021).

Economic Diversification: By generating income through tourism, local communities have diversified their economic activities, reducing dependence on traditional agriculture (Kumar & Sharma, 2020).

Community Empowerment: Villagers actively participate in tourism planning and management, resulting in enhanced community cohesion and ownership (Singh & Mehta, 2021).

5. Agro-Tourism in Punjab

Punjab has implemented agro-tourism as a sustainable model that integrates agricultural practices with tourism.

- **Local Involvement:** Farmers serve as hosts, providing visitors insights into traditional

farming and local cuisine (Punjab Tourism Board, 2021).

- **Economic Enhancement:** Agro-tourism has opened additional income streams for farmers, promoting rural development (Verma & Singh, 2020).
- **Environmental Awareness:** These initiatives raise awareness about sustainable agricultural practices among both tourists and locals (Kaur & Bansal, 2021).

These case studies from North India highlight the positive impacts of community involvement and supportive policies on sustainable tourism, offering valuable lessons for other regions seeking to promote eco-friendly travel practices.

Analysis and Interpretation

1. Public Policy Support

Public policy is pivotal in advancing sustainable tourism by establishing essential frameworks, resources, and incentives for community engagement. In North India, various policies—including grants, subsidies, and training programs—have empowered communities to adopt sustainable tourism practices.

- **Grants and Subsidies:** Government financial support encourages local communities and tourism enterprises to implement sustainable practices. These funds often facilitate eco-friendly infrastructure development, local handicraft promotion, and natural resource conservation. For instance, in Ladakh, subsidies for solar energy projects have reduced environmental impact while lowering operational costs for local businesses. Research indicated that 65% of local operators benefited from these subsidies, enhancing their involvement in sustainable tourism (Chaudhary & Lama, 2020). Additionally, similar financial incentives have been noted in other regions, reinforcing the importance of governmental support in scaling sustainable tourism initiatives.
- **Economic Benefits:** In Himachal Pradesh, grants allocated for eco-tourism projects in the Great Himalayan National Park have significantly improved local economies. Reports suggest a 50% income increase for households participating in these initiatives (Himachal Pradesh Tourism Department, 2021). This economic upliftment not only enhances the quality of life for residents but also promotes a cycle of reinvestment in local tourism and conservation efforts.
- **Training Programs:** Capacity-building initiatives are crucial for equipping communities with the necessary skills for effective tourism management. In Uttarakhand, government and NGO collaborations have led to extensive training on sustainable practices.

Approximately 70% of participants reported enhanced skills and confidence in managing eco-friendly projects (Singh & Pant, 2021). Such training programs often cover a broad spectrum of topics, including hospitality management, environmental conservation, and marketing strategies tailored for sustainable tourism.

- **Enhanced Participation:** Training fosters a sense of ownership and empowerment among community members. In Ladakh, training programs have resulted in over 60% of participants actively engaging in local tourism initiatives (Jammu and Kashmir Tourism Department, 2021). This active participation not only aids in sustaining tourism practices but also strengthens community bonds and collective identity.
- **Policy Implementation Challenges:** While public policies have positively influenced sustainable tourism, challenges persist, including discrepancies between policy design and execution. For example, in Himachal Pradesh, bureaucratic obstacles have hindered some communities' access to available grants (Himachal Pradesh Tourism Department, 2021). Moreover, there is often a gap in communication regarding available support, limiting the potential benefits for underrepresented groups. Ensuring equitable benefit distribution remains a challenge, particularly for marginalized groups in Uttarakhand, necessitating targeted policy efforts (Singh & Pant, 2021).

2. Behavioral Change

Behavioral change is essential for sustainable tourism, involving shifts in attitudes, beliefs, and practices among tourists and local communities. Key drivers of this change include public education campaigns, social norms, and role models.

- **Public Education Campaigns:** Educational initiatives raise awareness about sustainability and promote responsible behaviors. In Ladakh, campaigns emphasizing the environmental impacts of tourism have led to increased awareness among local residents, with surveys indicating that 80% now recognize their environmental footprint and engage in conservation efforts (Ladakh Ecotourism Society, 2021). Furthermore, campaigns directed at tourists have significantly improved their understanding of sustainable practices, fostering a culture of responsible travel. In Himachal Pradesh, initiatives promoting responsible trekking and waste disposal have resulted in a 30% reduction in littering in popular trekking areas (Singh et al., 2020).

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- **Social Norms:** Social norms significantly influence individual behaviors toward sustainability. In Uttarakhand, the integration of sustainable practices into community norms has resulted in a 25% increase in community-led conservation projects (Nanda Devi Biosphere Reserve Management, 2021). This evolution in social expectations reflects a broader cultural shift toward sustainability, where traditional practices are melded with modern techniques to create a comprehensive approach to conservation. Peer influence, particularly from community leaders advocating for sustainability, has also played a crucial role in promoting eco-friendly practices in Ladakh (Chaudhary & Lama, 2020).
- **Role Models:** Influential figures, such as local guides and successful tourism entrepreneurs, inspire others to adopt sustainable behaviors. In Himachal Pradesh, role models who have effectively implemented sustainable practices are celebrated in community forums, motivating others to replicate their success (Himachal Pradesh Tourism Department, 2021). Additionally, the appointment of tourism ambassadors in Uttarakhand, who exemplify sustainable practices, has further amplified this impact. These ambassadors conduct workshops, share best practices, and facilitate knowledge exchange among community members (Singh & Pant, 2021).

Implications and Recommendations

The findings of this analysis emphasize the interconnectedness of public policy support and behavioral change in promoting sustainable tourism. The following recommendations can enhance the efficacy of these initiatives:

1. **Strengthening Policy Frameworks:** Policymakers should focus on refining and enhancing existing policy frameworks to address the specific needs of communities. This involves simplifying application processes for grants and ensuring comprehensive outreach to educate communities about available support.
2. **Fostering Collaboration:** Encouraging partnerships among government agencies, NGOs, and local communities can lead to more integrated and effective sustainable tourism strategies. Collaborative initiatives can harness diverse expertise and resources, leading to holistic solutions.
3. **Enhancing Community Engagement:** Increasing community involvement in decision-making processes ensures that tourism initiatives align with local values and needs. This participatory approach fosters ownership and accountability, which are essential for the long-term sustainability of tourism practices.

4. **Promoting Continuous Education:** Ongoing training and education are vital for keeping communities informed about best practices in sustainable tourism. Regular workshops and training sessions can help communities adapt to changing trends and enhance their capacity to manage tourism sustainably.
5. **Leveraging Technology:** Utilizing technology for communication and education can enhance outreach efforts. Digital platforms can disseminate information regarding sustainable practices, connect communities, and facilitate knowledge sharing.
6. **Providing Financial Support:** Increasing financial assistance for sustainable tourism projects can empower communities to implement innovative practices. Expanding grant programs and creating accessible funding mechanisms will enable communities to invest in eco-friendly infrastructure and resources, enhancing their tourism offerings.
7. **Encouraging Further Research:** Continued research into sustainable tourism practices is essential for identifying emerging trends and challenges. Establishing research partnerships between academic institutions, government bodies, and local communities can generate valuable insights that inform policy and practice, ensuring that initiatives remain relevant and effective.

The analysis underscores the importance of a dual approach—strengthening public policy frameworks while simultaneously encouraging behavioral change— to achieve sustainable tourism goals. Through targeted strategies and community empowerment, North India can serve as a model for sustainable tourism practices that benefit both the environment and local economies.

Challenges Faced In Conducting The Study

1. **Access to Reliable Data:** A significant challenge involved sourcing accurate and comprehensive data regarding community involvement and sustainable tourism practices. The absence of systematic documentation for many local initiatives hindered effective assessment of their impacts and outcomes.
2. **Diverse Stakeholder Perspectives:** Engaging various stakeholders such as government officials, community leaders, and tourists presented difficulties in reconciling differing viewpoints. Each group possesses unique priorities and concerns, complicating the development of a cohesive understanding of sustainable tourism dynamics.
3. **Cultural Sensitivity:** Research conducted in culturally diverse settings necessitated a nuanced approach to ensure respect for community practices and beliefs. Misinterpretations or insufficient cultural

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awareness could impede effective communication and collaboration with local populations.

4. **Policy Implementation Gaps:** Observing the real-world effects of policies intended to promote sustainable tourism revealed inconsistencies in implementation. These gaps highlighted challenges in translating theoretical frameworks into practical applications, thereby affecting the reliability of the study.

These challenges necessitated adaptive research strategies and a collaborative approach to ensure that the findings accurately reflected the realities of sustainable tourism in North India.

Conclusion

Community involvement, supported by well-designed public policies and informed by behavioral theories, plays a pivotal role in advancing sustainable tourism. The case studies from Ladakh, Himachal Pradesh, and Uttarakhand illustrate that when communities are empowered through financial support, training programs, and policy incentives, they are more capable of developing and maintaining sustainable tourism practices.

By leveraging the strengths of both public administration and behavioral sciences, destinations can create an environment where sustainable tourism flourishes. Public administration theories such as New Public Management (NPM) and Governance Theory emphasize the importance of efficiency, community participation, and collaborative governance. These theories provide a framework for designing policies that not only promote sustainability but also ensure that the benefits of tourism are equitably distributed among local communities.

Behavioral theories, including the Theory of Planned Behavior (TPB) and Social Learning Theory, offer insights into how attitudes, social norms, and role models influence sustainable behaviors. Public education campaigns, the promotion of social norms, and the use of role models are effective strategies for fostering a culture of sustainability within communities. These behavioral interventions encourage both tourists and locals to adopt eco-friendly practices, thereby enhancing the overall impact of sustainable tourism initiatives.

In summary, the integration of public policy and behavioral science is essential for achieving long-term sustainability in tourism. Policymakers should focus on creating supportive frameworks that facilitate community participation, provide necessary resources, and promote sustainable behaviors. By doing so, destinations can not only protect their natural and cultural heritage but also enhance the well-being of local communities, ensuring that tourism contributes positively to their

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development. The success stories from North India serve as valuable examples for other regions seeking to implement sustainable tourism practices.

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Present status of Children with Disabilities and Special Needs in India: An overview

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Abstract:
The foray of cybernetics & computer technology in camaraderie in general, and intriguing technology, in discrete, are playing an foremost title role in the educational meadow, among other reasons, due to the way they favour the inclusion of students with Special Educational Needs. The main objective was to carry out a methodical exploration of the scientific proffer of the last decade (2012–2022) in interrelation to the use of elevate and Virtual Reality in students with Special Education Needs. For this, a forage was carried out in the Web of Science and Scopus databases following the PRISMA statement. The most supreme upshot place these technologies as an pertinent stepping in deep pockets by become distended educational likelihood and perforation learning right set of circumstances in new contexts that noteworthy support the blossoming of the teaching-learning process of these pupils. However, this study has exemplify, at the same time, a remarkable paucity of studies that can cover all Special Education Needs classification in the divergent educational juncture.

Keywords: Special children, needs, inclusive education, regular education; present scenario.

Introduction:

CWSN is a term used to refer to children who have disabilities or impairments that require additional support and accommodations to meet their educational and developmental needs. These disabilities can be physical, cognitive, sensory, or emotional in nature. The term "Children with Special Needs" is used to emphasize that these children have unique requirements and may face challenges in various aspects of their lives, including education, communication, mobility, and social interaction.

The term recognizes the importance of providing appropriate interventions and support systems to ensure that these children have equal opportunities to learn, grow, and thrive. CWSN can include children with a wide range of conditions such as autism spectrum disorder, attention-deficit/hyperactivity disorder (ADHD), Down syndrome, cerebral palsy, intellectual disabilities, learning disabilities, and sensory impairments, among others. Each child's needs and abilities are unique, and it is essential to tailor interventions and educational approaches to their specific requirements.

The goal is to promote inclusive education and create an inclusive society where all children, regardless of their abilities or disabilities, have equal opportunities to participate and succeed in various aspects of life. By recognizing and addressing the needs of CWSN, we can work towards providing them with the necessary support to reach their full potential.

Present status of Children with Special Needs:

CWSN refers to children who have physical, cognitive, emotional, or sensory impairments that may impact their learning and development. These conditions can include but are not limited to autism spectrum disorder, attention-deficit/hyperactivity disorder (ADHD), Down syndrome, cerebral palsy, and learning disabilities. It's crucial to recognize that each child is unique and may exhibit varying degrees of disability.

CWSN encounter a range of challenges that affect their educational experience and overall well-being. Some common challenges include:

a) **Academic Challenges:** CWSN may struggle with academic tasks such as reading, writing, and mathematics. They may require individualized educational plans and specialized teaching methods to overcome these challenges.

b) **Social and Emotional Difficulties:** Many CWSN face difficulties in social interactions and emotional regulation. They may require support in developing social skills, managing emotions, and building positive relationships with peers and adults.

c) **Physical Limitations:** Physical disabilities can restrict a child's mobility and independence. Accessible infrastructure and assistive devices can greatly enhance their participation in educational activities.

Scope and Limitations:

Inclusive education aims to provide equal opportunities and access to education for all children, regardless of their abilities or disabilities.

It emphasizes the importance of accommodating diverse learning needs within mainstream educational settings. Benefits of inclusive education for CWSN include:

a) **Enhanced Social Integration:** Inclusive classrooms foster social interactions, empathy, and acceptance among students with and without disabilities.

b) **Academic Progress:** CWSN in inclusive settings have opportunities to learn from their peers and benefit from differentiated instruction tailored to their specific needs.

c) **Self-Esteem and Confidence:** Inclusive education promotes a sense of belonging and self-worth among CWSN, positively impacting their overall confidence and well-being.

Support Systems for CWSN:

To ensure the success of CWSN in inclusive education, various support systems and interventions are available, including:

a) **Individualized Education Plans (IEPs):** IEPs outline specific educational goals, accommodations, and modifications for each CWSN. They are designed collaboratively by teachers, parents, and special education professionals.

b) **Assistive Technology**: Assistive devices, such as communication boards, hearing aids, and specialized computer software, help CWSN access information and participate actively in the learning process.

c) **Special Education Services:** Special education professionals, such as special educators, speech therapists, occupational therapists, and psychologists, play a crucial role in supporting CWSN through targeted interventions and therapies.

Parent and Community Involvement:

Engaging parents and the wider community is vital for the holistic development and support of CWSN. Collaboration between parents, teachers, and community organizations can provide additional resources and create a nurturing environment for CWSN. Parent support groups, workshops, and awareness campaigns help empower parents and raise community awareness about the needs and rights of CWSN.

Methodology:

Understanding Special Needs:

The program initiates with an introduction to the different types of special needs, ranging from learning disabilities to physical and intellectual disorders. This initial information is essential in recognizing CWSN and understanding their unique challenges.

Identification Techniques:

Special Needs Teacher Training emphasizes the importance of early identification of CWSN students. The course teaches how to observe and recognize the signs of various special needs, which is a critical step in providing timely and appropriate support.

Development of Intervention Strategies:

The training provides complete guidance on making effective interference strategies. For CWSN, these strategies are structured to their specific needs, ensuring that they get the right kind of support to support their learning and progress.

Curriculum Adaptation:

Adapting the syllabus to make it available for CWSN is a key factor in Special Needs Teacher Training. This involved revising teaching methods, materials, and examinations to provide the various learning styles and skills of students.

Behaviour Management:

The program covers strategies for managing a variety of behaviours commonly noticed in CWSN. This involves understanding the root causes of certain behaviours and answering in a way that is helpful and operative.

Use of Assistive Technology:

Teaching in the use of assistive technology is an important part of the syllabus. This ensures that teachers are well-prepared to incorporate technological assistance that can meaningfully improve the learning experience of CWSN students.

Collaborative Work with Families and Professionals:

Special Needs Teacher Training also concentrates on the prominence of working collaboratively with families and other experts. This multidisciplinary method is essential for the complete development and support of CWSN students.

Legal and Ethical Considerations:

Understanding the legal rights of CWSN students and ethical teaching practices forms an essential part of the training.

Objectives:

Early intervention

Early identification and intervention can help improve a child's development.

- **Inclusive education**

Inclusive education aims to provide quality education and learning opportunities for all children, regardless of any special requirements or difficulties.

- **Supportive learning environment**

CWSN aims to provide a supportive and adaptive learning environment for children with physical or intellectual disabilities.

- **Tailored support**

Schools can create environments where all students can thrive by providing tailored support, enhancing educator training, and implementing inclusive practices

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Barrier-free access

India's Right of Children to Free and Compulsory Education (RTE) Act ensures barrier-free access to learning for CWSN.

Recommendations:

- **Inclusive education**: Provide a welcoming and supportive learning environment for all learners, regardless of their abilities or disabilities. This includes equal participation and inclusion of CWSN at all levels of school education.
- **Parental counselling**: Counsel parents on the importance of educating CWSN, and help them identify their child's strengths and potential. Also, inform parents of the legal provisions and facilities available for CWSN.
- **Resource support**: Provide resource support to CWSN by training resource teachers, hiring caregivers and volunteers, and strengthening block level resource centres.
- **Special furniture and space**: Provide special furniture and ensure adequate space for CWSN.
- **Physical comfort**: Provide assistance to ensure physical comfort for CWSN.
- **Easy access**: Ensure easy access to toilets for CWSN.
- **Writer or scribe**: Provide a writer or scribe if required by the child.
- **Modified question papers**: Modify question papers according to the needs of the child.
- **Additional cues**: Provide additional cues for children with multiple disabilities.
- **Sight vocabulary**: Introduce sight vocabulary, which are whole words that a child can recognize without decoding.
- **Subject-specific lists**: Create subject-specific lists of words from the lesson being taught in class.
- **Children's own sentences**: Use children's own sentences for reading

Conclusions:

Inclusive approach

Teachers should use an inclusive approach to teaching CWSN students, respecting their unique learning needs. This can create a positive learning environment for all students.

Awareness programs

Governments should create awareness programs to educate people about CWSN education.

Implementation mechanism

There is a need for a standard procedure for implementation, including the use of resource support.

Information boards

Information boards in schools, panchayat board offices, community centres, and public places should carry information about the IEDC Scheme for parents of children with disabilities.

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Resource support and funding

There is a need for networking between heads of integrated schools and heads of special schools for resource support.

Participation in curricular activities

There is a need to increase the participation of CWSN in curricular activities, especially in non-scholastic areas.

Gap between inclusive facilities and need

There is a gap between the available inclusive facilities and the actual need of CWSN. CWSN represents a commitment to inclusivity and equity in education.

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अल्पभूधारक शेतकऱ्यांच्या जीवनमानावर कृषि योजनांचा परिणाम
(अमरावती जिल्हा)

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सारांश :

     देशातील कृषि क्षेत्र आणि त्या संबधित आधुनिक काळात निर्माण झालेले शेती प्रश्न अधिक तीव्र झालेले दिसते आहे. त्याची प्राथमिक झळ ही शेतकऱ्याना बसताना दिसते "अमरावती जिल्ह्यातील अल्पभूधारक शेतकऱ्यांच्या जीवनमानावर शासकीय कृषि योजनाचा परिणाम " या संशोधन विषयाच्या अनुषघाने **'अल्पभूधारक शेतकऱ्यांच्या जीवनमानावर कृषि योजनांचा परिणाम'** या शीर्षकाखाली शेतकऱ्यांच्या जीवनात शासकीय कृषि योजनांमुळे आलेला बदल याचा अभ्यास करण्यात आला हा अभ्यास महाराष्ट्र राज्यातील अमरावती जिल्ह्यामधील २५ गावातील अल्पभूधारक शेतकऱ्यांकडून प्राप्त तथ्याच्या आधारे केला गेला. अध्ययन पद्धती मधील मुलाखत अनुसूची चे आधारे आवश्यक ती माहिती टक्केवारी स्वरूपात प्राप्त करून विश्लेषित करण्यात आली. यात शेतकऱ्यांचे जीवन, आर्थिक स्तर,सामाजिक बाजू, शासकीय योजना, शेतीतील समस्यांची स्थिति, पीक पद्धती शोधणे व सरकारी कृषि योजनांचा प्रभाव सकारात्मक की नकारात्मक ठरला हे जाणणे आहे. योजना या कोणत्या पद्धतीने शेतकऱ्यांपर्यंत पोहचते व कश्याप्रकारे अमलबजावणी होते इत्यादि स्पष्ट केले गेले. सदर अभ्यासाने संबंधित शीर्षकाला व उद्देशाना अनुसरून साहित्याचे परीक्षण व संदर्भ याद्वारे विषय मांडण्यात आला.

बिजशब्द : शेती, अल्पभूधारक, शेतकरी, जीवनमान,कृषियोजना.

प्रस्तावना :

     महात्मा गांधीजीने म्हटले आहे की "भारतीय शेती ही लोकांच्या उपजीविकेचे प्रमुख साधन असल्याने शेती हा भारताचा आत्मा आहे. "

     भारतातील बहुतांश शेतकरी हे लहान म्हणजेच अत्यल्प आणि अल्पभूधारक शेतकरी आहे. शेती चे अवलंबीत्व हे प्रामुख्याने निसर्गावर असल्याने शेती फारच किफायतशीर असल्याचे बघायला मिळत नाही. सगळी कडे आपणाला शेतीचे झालेले हाल आणि त्यातून दिवसेंदिवस होत असलेली शेतकारींची परिस्थिति बघ्याला मिळते शेती हे शेतकऱ्यांचे उत्पादनाचे मुख्य साधन आहे त्या सोबत दुगधव्यवसाय, शेळीपालन, आदी यातून ते आपला उदरनिर्वाह करीत असतात. अल्पभूधारक शेतकऱ्यांचे जीवनमान हे कायमच समाजातील इतर घटकपेक्षा उपेक्षेचे राहिलेले आहे. सर्वसाधारणपणे शेती मध्ये लागवड खर्च जास्त असल्याने त्यांना परवडत नसले तरी तोट्याचा हा व्यवसाय त्यांना करावा लागतो याला कारण असे की त्याची कुशग्रता शेती कामात आहे. शेती ही केवळ योजनांच्या विळख्यात नसून कष्टकरी शेतकरी वर्गाच्या श्रमातून उभी राहते. शेतकऱ्यांचे वैयक्तिक जीवनात योजनाचा प्रभाव व कोणत्या दृष्टीने त्यांचे प्रश्न सुटावे करीता केंद्र व राज्य सरकारने योजना या अल्पभूधारक शेतकऱ्यासाठी आणल्या त्या योजनांचा काय परिणाम हा त्यांच्या कौटुंबिक,सामाजिक,आर्थिक स्थिति मध्ये झालेला याचा अभ्यास व त्यातून उत्पन्न झालेले प्रश्न शेतकऱ्यापुढे उभे आहेत .

     जीवनमान गुणवत्ता स्तर तीन घटकमध्ये समावेशीत आहे अ.) शैक्षणिक निर्देशांक ब) आयुर्मान निर्देशांक क) उत्पन्न निर्देशांक आहे या आधारावर मानव विकास निर्देशांक अमरावती जिल्ह्यातील अल्पभूधारक शेतकऱ्यांच्या जीवनमान स्तर हा चार शासकीय कृषि योजनाच्या आधारे शेतकऱ्यांच्या जीवनमानवर कसा सकारात्मक परिणाम झाला. 'रॉयल कमिशन ऑन अग्रिकल्चर' या आयोगाने राज्यकर्त्याना कोणत्या तंत्रज्ञानावर भर देणे गरजेचे आहे. की जेणेककरून कोरडवाहू भागातील पिकोत्पादन व पशू उत्पादन वाढेल व त्यामध्ये स्थिरता येईल तसेच जमिनीची खालावलेली गुणवत्ता, मातीचे आरोग्य, पशू चाऱ्याची कमतरता, पशूची उत्पादकता असे अनेक प्रश्न कोरडवाहू प्रदेशातील शेतकऱ्यांपूढे आहे.

संशोधनाचे उद्देश :

१. अल्पभूधारक शेतकऱ्यांचे वैयक्तिक व कौटुंबिक जीवन अभ्यासाने.

२. शेतकऱ्यांची शैक्षणिक, सामाजिक, आर्थिक स्थिति जाणून घेणे.

३. अल्पभूधारक शेतकऱ्यांच्या जीवनात शासकीय कृषि झालेला परिणाम जाणून घेणे.

संशोधनाचे गृहितकृत्य :

१. अल्पभूधारक शेतकऱ्यांच्या वैयक्तिक व कौटुंबिक जीवनावर शासकीय कृषि योजनांचा सकारात्मक परिणाम
दिसून येत नाही.

२. अल्पभूधारक शेतकऱ्यांचे सामाजिक, आर्थिक व शैक्षणिक परिस्थिति हलाखीची आहे.

संशोधन पद्धती :

सदर संशोधन पूर्ण करण्यासाठी संशोधकाने प्राथमिक तथ्य व दुय्यम तथ्य याचा उपयोग केला आहे. प्राथमिक मध्ये काही ठराविक प्रश्नाच्या आधारे लघु मुलाखत अनुसूची द्वारे शेतकऱ्याकडून माहिती प्राप्त केली. तसेच दुय्यम स्रोत म्हणून पुस्तके, अहवाल, शासकीय धोरणे, नियतकालिके, वर्तमानपत्रे, त्रैमासिक, प्रकाशित लेख, इंटरनेट आदि वरुन माहिती प्राप्त करून संशोधनात दुय्यम साहित्य म्हणून वापर केला. प्रामुख्याने ह्या शोधनिधासाठी वर्णनात्मक व विश्लेषणात्मक संशोधन पद्धती वापरण्यात आली आहे.

संशोधनाची व्यासी :

संशोधन विषयाची गांभीर्यता लक्षात घेऊनच अमरावती जिल्ह्यातील अल्पभूधारक शेतकऱ्यांच्या जीवनमानावर शासकीय कृषि योजनांचा परिणाम या शीर्षकाखाली अमरावती जिल्ह्यातील अल्पभूधारक शेतकऱ्यांकडून माहिती संकलित करण्यात आली. या साठी ९५ अल्पभूधारक शेतकऱ्याकडून माहिती प्राप्त केलीये. या संशोधनाची तथ्य आधारित व्यापकता ही अमरावती जिल्ह्या पुरती मर्यादित आहे,

संशोधन मर्यादा :

➢ प्रस्तुत संशोधन कार्य हे अमरावती जिल्हा क्षेत्रफळ पुरतेच मर्यादित आहे.

➢ संशोधनातील माहिती ही अमरावती जिल्ह्यातील अल्पभूधारक शेतकऱ्याकडून प्राप्त असून आलेले निष्कर्ष हे याच माहिती आधारे सादर आहेत.

महत्व :-

संशोधन अभ्यास हा अमरावती जिल्ह्यातील अल्पभूधारक शेतकऱ्यांच्या जीवनमानावर शासकीय कृषि योजनाचा परिणाम अभ्यासून त्याचे जीवनात कोणता सकारात्मक परिणाम झाला किवा नाही याचे या अभ्यासातून महत्व स्पष्ट करायचे आहे. तसेच शेतकरी जीवन व त्याचे अर्थाजिणाचे आयाम या संदर्भात अल्पभूधारक शेतकऱ्यांना ज्या समस्या भेडसावतात याची माहिती घेऊन अल्पभूधारक शेतकरी हा सुजलाम सुफलाम व्हावा या यादृष्टीने हा संशोधन पेपर सादर कण्यात येत आहे.

साहित्य परीक्षण :

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भारतीय ज्ञान परंपरा में श्री अरविंद का अवदान

राज श्री भारद्वाज

सहायक प्राध्यापक हिन्दी, सत्यनारायण अग्रवाल शासकीय कला एवं वाणिज्य
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शोध – सारांश:

श्री अरविंद वर्तमान युग में सर्वोत्कृष्ट साधक एवं भारतीय ऋषि परंपरा के उज्जवल कड़ी के रूप में जाने जाते हैं । श्री अरविंद ने वेद, गीता, उपनिषद् भारतीय ऐतिहासिक ज्ञान परंपरा को आधार लेकर भारतीय जन – मन में ज्ञान, धर्म, सत्य, परिश्रम, साहस, निष्ठा और संयम के द्वारा विद्यार्थी जीवन के साथ जीवन पथ के दुर्गम मार्ग को पार करना सिखाया । बदलती सामाजिक परिस्थितियों के बीच नवयुवकों को समस्याओं और बाधाओं के बीच अडिग रहने की प्रेरणा दी । अपने जीवन के अनुभव और ज्ञान के द्वारा समाज और नवयुवाओं को शिक्षा प्रदान की । भारत की ऐतिहासिक परंपरा, संस्कृति को समझने के साथ उनके प्रति आदर और प्राचीन भारतीय संचित ज्ञान को जीवन में धारण कर कर्म, ज्ञान, आध्यात्म को शिक्षा के माध्यम से विद्यार्थियों को अपनाने के लिए प्रेरित किया।

बीजशब्द: योग, ज्ञान, आश्रम, विश्वात्मा, ब्रह्मा, संयम, माता, शक्ति, सत्, चित्, कर्म, नैतिकता, आध्यात्म, दिव्यता, परमप्रकाश।

शोध – आलेख:

ईश्वर ब्रह्म रुप में प्रकट और अप्रकट है । चेतन शक्ति शुध्द सत्ता संसार की सृष्टिकर्ता शक्ति चित् है । श्री अरविंद ने इस चेतन शक्ति को माता कहा है यही माता देवत्व एवं सृजनकर्ता विश्व है । संसार के कियाकलाप उस विश्वात्मा सच्चिदानंद की लीला है । ज्ञान और अज्ञान में परस्पर विरोध नहीं अज्ञान से ही स्वाभाविक गंतव्य की प्राप्ति होती है वह ज्ञान है । दुख, पाप और कष्ट हमारी बाह्य चेतना के क्षणिक अनुभव के रुप में हमें प्राप्त होते हैं । श्री अरविंद के अनुसार ईश्वर का पार्थिव सत्ता में उतरना जगत का प्रकट होना अवरोहण और आरोहण क्रम के अनुसार होता है । इसी से जगत और प्रकृति प्रकट होती है । इस क्रम के द्वारा मनुष्य का आत्मिक विकास होता है । अतिमानस के आर्विभाव से मानव प्राणी दिव्य प्राणी में परिवर्तित हो दिव्य चेतना की ओर अग्रसर होता है । दिव्य शक्ति प्राप्त व्यक्ति आध्यात्मिक आरोहण द्वारा सुख – दुख में समान भाव का अनुभव करता है । पृथ्वी पर दिव्य जीवन की स्थापना पूर्ण योग से प्राप्त की जा सकती है, दिव्य जीवन प्रेम, सहानुभूति, प्रत्यक्ष पूर्ण ज्ञान का अनुभव कराता है । पूर्ण योग द्वारा जीवात्मा का अतिमानस, परमात्मा का प्रवेश होता है । पूर्ण योग का उद्देश्य सिद्धि प्राप्त करना होता है । बालक के संपूर्ण शक्तियों को विकसित करने हेतु स्वतंत्र वातावरण, पाठ्यक्रम में सभी विषयों का समावेश, पाठ्यक्रम रुचिकर, बालक की मानसिक अवस्था, रुचि क्षमता के अनुसार विषय चुनने की स्वतंत्रता, व्यावहारिक जीवन में प्रयोग होने वाले विषय, व्यावसायिक शिक्षा, मातृभाषा के अतिरिक्त अंग्रजी आदि भाषाओं में शिक्षा देने विषयों को समाहित किया । श्री अरविंद अपने जीवन में आध्यात्मिक साधना, योग एवं ब्रह्मचर्य में विश्वास रखते थे, उनके दर्शन का आधार उपनिषद है । शिक्षण विधि बाल केंद्रित, अनुभव, परस्पर सहयोग, रुचि पर आधरित हो मानते थे । श्री अरविंद के अनुसार शिक्षक में सहायक, मार्गदर्शक, मृदुता, स्पष्टवादिता, सहानुभूतिपूर्ण, बालक के

मनोविज्ञान को पूर्ण रुप से समझने के साथ समस्याओं, जिज्ञासाओं के समाधान और उचित ज्ञान होना चाहिए । विद्यालय का वातावरण बालक के सर्वांगीण विकास की ओर उत्तरोत्तर अग्रसारित होते हुए दिव्य परिणति में सक्षम हो । श्री अरविंद के आश्रम की स्थापना का भी यही दिव्य आदर्श है जो बालक के जीवन में बाह्य और आंतरिकता को आध्यात्मिक चेतना का विकास करे जो बालक को पढ़ने के लिए प्रेरित करे । श्री अरविंद के अनुसार सच्ची और वास्तविक शिक्षा वह है जो बालक के सर्वांगीण विकास के साथ उसके आध्यात्मिक विकास में सहायता करे । श्री अरविंद ने शिक्षा का उद्देश्य शारीरिक एवं मानसिक विकास, ज्ञानेंद्रियों को विकसित करना, अंत : करण, नैतिकता, आध्यात्मिकता का विकास होना माना । आध्यात्मिक विकास आनंद, सत् – चित् की प्राप्ति इसके लिए कर्मयोग एवं ध्यानयोग को साधन बताया । पाश्चलत्य विज्ञान, तकनीकी ज्ञान का अध्ययन एवं भारतीय संस्कृति का अध्ययन भी आवश्यक माना । श्री अरविंद के विचार भारतीय युवाओं को प्रेरित करने, उनके मन को आंदोलित करने, कत्तर्व्य पथ पर अग्रसर करने एवं व्यक्ति, राष्ट्र, मानवता की स्थापना करने की प्रेरणा देते हैं । किसी के प्रति द्वेष और शत्रुता का भाव न रखते हुए अपना जीवन भारतमाता की सेवा और समग्र जगत को देने की प्रवृत्ति से परिपूर्ण अखिल मानव जाति के कल्याण और सुख समृद्धि से परिपूर्ण करने के विचारों को आध्यात्मिकता से जोड़ा, योग के द्वारा सर्वदूर भगवान को जाना । मन – बुध्दि – चित्त आदि में स्थित अहंकार को त्यागकर ईश्वर से साक्षात्कार की दिव्य दृष्टि जिससे आनंदमय और प्रकाशमय कोष की प्राप्ति होती है । श्री अरविंद ने अन्नमय, मनोमय, प्राणमय आदि कोषों को छोड़कर वापस आने और मानव कल्याण के लिए अपनी संपूर्ण साधना का लक्ष्य रखा था । श्री अरविंद को उनके पिता ने 7 वर्ष की अवस्था में विदेश पढ़ने भेज दिया । जब वे युवा हुए नौकरी के लिए प्रस्ताव आए जिसे त्यागकर वे भारत वापस आ गए । भारत आने

के बाद उन्हें कण – कण में भारतमाता और उनके संतान के रुप में राष्ट्र भक्ति की चेतना जागृत हुई, कण – कण में व्यक्ति में हर जगह उन्हें परमब्रह्मा और मां शक्ति के दर्शन हुए उनके हृदय में भारत की ऐतिहासिक परंपरा, संस्कृति, धर्म संस्कार को जानने की प्रेरणा उत्पन्न हुई । योग का अध्ययन, प्राचीन वेद, उपनिषद, गीता का उन्होंने अध्ययन किया, इसके लिए बंगला, मराठी, संस्कृत आदि भाषाएं सीखी और अध्ययन, मनन किया । विद्यार्थियों के लिए उन्होंने मातृभाषा के साथ सभी भारतीय भाषाओं को अध्ययन में शामिल करने पर बल दिया । "मैं यह कहता हूं कि सनातन धर्म ही हमारे लिए राष्ट्रीयता है । यह हिन्दू राष्ट्र सनातन धर्म को लेकर ही जन्मा है, उसी को लेकर यह चलता है और उसी को लेकर यह विकसित होता है । जब सनातन धर्म की हानि होती है तब इस राष्ट्र की भी अवनति होती है और यदि सनातन धर्म का विनाश संभव होता तो सनातन धर्म के साथ ही साथ इस राष्ट्र का भी विनाश हो जाता । सनातन धर्म ही है राष्ट्रीयता ।"(1)   श्री अरविंद कहते है कि हम भारतवासियों का आर्य ही प्रमुख धर्म है क्योंकि हम आर्यों के वंशज हैं, यह आर्यभाव ही कुल धर्म एवं जाति धर्म है । ज्ञान, धर्म, भक्ति, निष्काम कर्म आर्य शिक्षा का मूल तथा ज्ञान, उदारता, प्रेम, साहस, शक्ति, विनय और विनम्रता आर्य चरित्र के लक्षण हैं । आध्यात्मिकता भारत का प्राण है, भारत के कण – कण में है । भारत की आध्यात्मिकता विश्व को रंग देने समस्त संसार में आध्यात्मिकता का प्रकाश लाने में है । वे भारतीय समाज में समानता, बंधुत्व और स्वतंत्रता के आदर्शों को प्रसारित करना चाहते थे ।   " श्री अरविंद का शिक्षा – दर्शन भारत के इस वैशिष्ट्य पर आधारित है कि यहां मानव को आत्मा के रुप में देखा गया है, शरीर, प्राण या मन के रुप में नहीं । मानव भगवान का एक अंश है, आत्मा है । उसके पूर्णत्व की प्राप्ति में सहायता देने के लिए ही शरीर, प्राण व मन हैं । मनुष्य मानसिक प्राणी भी है, नैतिक प्राणी भी है, बौद्धिक प्राणी भी है, किंतु ये सब स्वरुप आत्मा की शक्तियों के प्रकाशन का परिणाम मात्र हैं, वे आत्मा का स्थान नहीं ले सकते   । मनुष्य मूलत : आत्मा है और दिव्यत्व की प्राप्ति ही उसका परमार्थ भी है, परम पुरुषार्थ भी ।"(2)   श्री अरविंद ने भारतीय दृष्टि से मानवता को विश्वात्मा से जोड़ा और कहा कि वह मानव समाज की अभिव्यक्ति ही एक विशिष्ट भाव, धर्म, आध्यात्मिक उद्देश्य है व्यक्ति, राष्ट्र, समाज, मानव जाति सभी को पूर्णत्व एवं एकत्व की प्राप्ति आत्मसाक्षात्कार से ही हो सकती है तभी उनकी विकास यात्रा पूर्ण हो सकेगी । सच्ची शिक्षा व्यक्ति एवं राष्ट्र की आत्मा के मन और शरीर को यथार्थ के रुप में परिणित करने का यंत्र होगी । व्यक्ति की आत्मा उनकी शक्तियों और संभावनाओं को संगठित कर राष्ट्र के प्रति राष्ट्र की आत्मा, धर्म के संरक्षक बल संवर्धन के साथ समृद्धिकरण व्यक्ति एवं समाज को जोड़कर समस्त मानव जाति के जीवन को विकासशील मन व आत्मा को उन्नत करेगी । मानव का चरमलक्ष्य आत्मस्वरूप का जागरण और विकास होना चाहिए । एक शिक्षाविद शिक्षा के द्वारा बालक, किशोर, वयस्क मानव के निरंतर गतिशील मन का अध्ययन कर मन को ढालने की विधि जानना पहली आवश्यकता होगी ।   "यथार्थ शिक्षा का प्रथम सिध्दांत है कि कुछ भी सिखाया नहीं जा सकता । अध्यापक न तो सिखाने वाला है, न काम लेने वाला, अपितु सहायक व पथप्रदर्शक है । वह बालक को ज्ञान नहीं देता, अपितु उसे यह बताता है कि बालक अपने लिए ज्ञान कैसे प्राप्त करे । वह ज्ञान को

राज श्री भारद्वाज

उत्पन्न नहीं कर सकता क्योंकि वह भीतर पहले से है ; वह विद्यार्थी को केवल यह दिखाता है कि वह कहां स्थित है और कैसे उसका ऊपरी तल पर आने का स्वभाव डाला जा सकता है ।" (3)   श्री अरविंद के अनुसार शिक्षा के द्वारा विकासशील आत्मा को सर्वोत्तम प्रकट करने तथा उसके श्रेष्ठ उपभोग करने के लिए सहायता करना होना चाहिए । एक ऐसी वातावरण विकसित करना जो राष्ट्र, युग और अपने समाज के अनुकूल हो । शिक्षक का कार्य बालक की छः ज्ञानेंद्रियों का यथार्थ उपयोग विकसित कर कर्मेंद्रियों से सहायता लेना जिससे चित्त में अतीत की स्मृतियों व वासनाओं का परिष्कार होगा । ज्ञान, प्रतिभा, परम विवेक, सत्य का अंत : ज्ञानात्मक दर्शन वाणी की पूर्ण प्रेरणा, ज्ञान का प्रत्यक्ष दर्शन हो कि मनुष्य को उच्चतम तल पर पहुंचा कर सत्य का पैगम्बर बना दे । श्री अरविंद नैतिक विकास के लिए नैतिक व धार्मिक पुस्तकों के अध्ययन को व्यर्थ मानते है । "नैतिक पाठ्य – पुस्तकों का खतरा यह है कि वे उच्च बातों को सोचना मशीनी व कृत्रिम कर देती है और जो कुछ भी मशीनी व कृत्रिम है, शुभ के लिए व्यर्थ है ।"(4)   नित्य प्रति पढ़ने के लिए छोटे बालकों एवं वयस्कों के लिए अलग प्रकार की पुस्तकें होनी चाहिए । बालकों के लिए नैतिक शिक्षा एवं वयस्कों के लिए महानआत्माओं के महान विचार, आदर्श, साहित्य का समावेश हो जो उच्चतम भावों एवं आकांक्षाओं को प्रेरित करे एवं आर्य गुणों को विकसित करे । "धार्मिक शिक्षा के संबंध में श्री अरविंद का स्पष्ट मत है कि यूरोपिय पद्धति का अनुकरण करते हुए धर्म – ग्रंथों के अंश पढ़ाकर बालक को पवित्र बना लेने की कल्पना करना एक भूल है ।"(5)   श्री अरविंद ने मातृभाषा में शिक्षण को सर्वोत्तम माध्यम माना है । प्राचीन भारतीय शिक्षण व्यवस्था को आधुनिक काल के अनुसार नयी व्यवस्था में प्रविष्टि करने का समर्थन किया । शारीरिक शिक्षा, खेलना, व्यायाम आदि के साथ ब्रह्मचर्य का पालन शिक्षा प्रणाली के सम्यक विकास के लिए आवश्यक माना । श्री अरविंद के विचार एवं आदर्शों को मूर्त रुप देने श्री अरविंद आश्रम पांडिचेरी में श्री अरविंद अंतर्राष्ट्रीय शिक्षा केंद्र के नाम से इस कार्य हेतु प्रयत्नशील है । उनका जीवन दर्शन सत्य पर आधारित है ईश्वर परम सत्य है और हिन्दू धर्म की शिक्षाएं ईश्वर प्राप्ति में समर्थ है । आत्मा और मानवता के दिव्यत्व का निरंतर उद्घाटन ऐतिहासिक विकासक्रम से अतिमानस का अवतरण है ।   " सच्चा समाधान केवल तभी मिल सकता है जब अपने आध्यात्मिक विकास के द्वारा हम समस्त जीवों के साथ एकरुप हो जाएं, उन्हें अपने आत्मा का अंश जानें, उनके साथ इस प्रकार व्यवहार करें मानो वे हमारे ही दूसरे आत्मा हैं ।" (6)   इस प्रकार उच्च आदर्श एवं विचारों से भारत को संप्रेषित करना चाहते थे । श्री अरविंद का ज्ञानदर्शन पूर्व – पश्चिम, धर्म, ज्ञान, विज्ञान, भक्ति, कर्म तंत्र, योग, आस्तिकता – नास्तिकता सम्मिश्रण है । उनमें दयानंद सरस्वती, रामकृष्ण परमहंस, विवेकानंद, शिवाजी, रामदास, ज्ञानेश्वर, वसिष्ठ, वाल्मीकि के विचार दर्शन सम्मिलित है । श्री अरविंद ने सर्वधर्म समभाव के लिए प्रेरित किया । भारतमाता की सेवा देश सेवा के लिए युवाओं को आह्वान किया । विद्यार्थी नियम का पालन और ज्ञानार्जन कर तन – मन और आत्मा को प्रशिक्षित करने प्रेरित किया । यूरोपीय संस्कृति का अंधानुकरण न करने की प्रेरणा दी । श्री अरविंद की गीता ,वेद, उपनिषद के प्रति आस्था थी उनके ज्ञान को मानव कल्याण एवं जन कल्याण के लिए श्रेष्ठ माना । "गीता की शिक्षा से उत्पन्न जो जीवन – विषयक धर्म है, वह है

भगवान के साथ एकत्व, सब प्राणियों के साथ एकत्व, सर्वत्र सनातन भागवत एकता का अनुभव और इसी एकता की ओर मनुष्यों को आगे बढ़ा ले जाना । भगवान में रहना ही दिव्य जीवन बिताना है, गीता इसी की शिक्षा देती है ।''(7) श्री अरविंद ने आध्यात्मिकता को शरीर, मन, और प्राण के द्वारा उच्चतम विकास अर्थात दिव्य जीवन की प्राप्ति का साधन माना जिसके प्रकाश में भारत की संस्कृति, दर्शन, साहित्य, कला, राजनीति, ज्ञान – विज्ञान की सभी शाखाएं आलोकित होगी । मानव के पूर्ण विकास के लिए स्वतंत्रता, न्याय, समता का समर्थन किया । श्री अरविंद ने वेदांत के आधार पर यह स्वीकार किया कि मन और बुद्धि के परे जाकर ही आत्मज्ञान, ब्रह्मज्ञान प्राप्त की जा सकती है । ''बहुधा हम हिन्दु धर्म, सनातन धर्म की बातें करते हैं, किंतु वास्तव में हममें से कम ही लोग यह जानते हैं कि यह धर्म क्या है । दूसरे धर्म मुख्य रुप से विश्वास और व्रत – दीक्षा वाले धर्म हैं किंतु सनातन धर्म तो स्वयं जीवन ही है । यह उतनी विश्वास करने की चीज नहीं है, जितनी जीने की । यही वह धर्म है जिसका लालन – पालन मानव जाति के कल्याण के लिए प्राचीन काल से इस प्रायद्वीप के एकांतवास में होता आ रहा है । यही धर्म देने के लिए भारत उठ रहा है । भारतवर्ष, दूसरे देशों की तरह, अपने लिए ही या सशक्त होकर दुर्बलों को कुचलने के लिए नहीं उठा करता है । वह उठ रहा है सारे संसार पर उस सनातन ज्योति को विकीर्ण करने के लिए जो उसे सौंपी गई है । भारत का जीवन सदा ही मानव जाति के लिए रहा है, अपने लिए नहीं । और उसे मानव जाति के लिए महान् होना है , अपने लिए नहीं ।''(8) कालिदास की रचनाओं एवं उनके काव्यकला की प्रशंसा की । भारतीय पुर्नजागरण में स्वतंत्र चिंतन, प्राचीन भारत का संपूर्ण जीवन चित्र, पश्चिमी सभ्यता, संस्कृति की आध्यात्मिक दृष्टि, धार्मिक जागृति, साहित्य कला आदि में परिवर्तन के फलस्वरुप नये युग का प्रार्दुभाव हुआ, उनमें ब्रह्मसमाज, आर्यसमाज, स्वामीरामकृष्ण परमहंस, विवेकानंद, टैगोर आदि की प्रेरणाओं से प्राचीन भारतीय विचारों को महत्व मिला, प्राचीन एवं नवीन विचारधाराओं में सामंजस्य स्थपित हुआ । श्री अरविंद ने संपूर्ण जीवन को ही योग से जोड़ा उनके अनुसार सर्वोच्च, सर्वव्यापी, सर्वरुप, संपूर्ण ब्रह्मा से एकाकार ही योग है । योगसाधना के द्वारा आनंदरुप दिव्यचेतना प्रतिष्ठित होती है ।

निष्कर्ष:

प्राचीन, वेद, उपनिषद, गीता के सिद्धातों को अपनाते हुए श्री अरविंद ने भारतवासियों के लिए ज्ञान – विज्ञान, प्रेम, धैर्य, परिश्रम, साहस, संयम और परस्पर भाईचारा, समानता द्वारा देश के कर्णधार विद्यार्थी जीवन को लेकर संयमित जीवन के आदर्श को अपनाया भी और समस्त जन को उस मार्ग में चलने की प्रेरणा दी । प्राचीन वेद का आश्रय लेकर भारतीय संस्कृति, परंपरा, उच्च आदर्श एवं विचारों को विद्यार्थी जीवन में ग्रहण करने और उस मार्ग में चलने के लिए प्रेरित किया । भारतीय ज्ञान परंपरा में सभी प्राचीन विचारों एवं आदर्शों को सम्मिलित करते हुए अपने जीवन का अमूल्य धन ज्ञान को परमात्मा से जोड़कर दिव्य जीवन को प्राप्त करने का मार्ग सुझाया । निश्चय ही श्री अरविंद के विचार भारतीय शिक्षा पद्धति को उत्कृष्ट बनाने में सहयोग करेगी । राष्ट्रीय शिक्षा नीति 2020 प्राचीन ज्ञान परंपरा, भारतीय मनीषियों के विचारों, आदर्शों, आधुनिकता, बदलते परिवेश के साथ शिक्षा पद्धति में परिवर्तन के द्वारा विकसित भारत के स्वप्न को साकार करेगी ।

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राज श्री भारद्वाज

गाड़िया लोहार समुदाय की अपनी सामाजिक पहचान

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शोध सारांश

गाड़िया लोहार (जिन्हें गडुलिया लोहार या लोहार के नाम से भी जाना जाता है) भारत के उत्तर प्रदेश का एक खानाबदोश समुदाय है। वे मध्य प्रदेश के मालवा क्षेत्र में भी पाए जाते हैं। वे पेशे से लोहार (लोहार) हैं जो बैलगाड़ियों पर एक जगह से दूसरी जगह जाते हैं, जिन्हें हिंदी में गादी कहा जाता है इसलिए उनका नाम श्गाड़िया लोहार है। ये लोहार ईरान, पाकिस्तान और भारत के लोहार कबीले से अलग हैं। ये आम तौर पर कृषि और घरेलू उपकरण बनाते और उनकी मरम्मत करते हैं।

उनके पूर्वज सेना में लोहार थे और लोहार मेवाड़ के महाराणा प्रताप के वंशज होने का दावा करते हैं। जब मेवाड़ मुगल शासक अकबर के हाथों में चला गया तो महाराणा प्रताप जंगल में भाग गए जहाँ उनकी मुलाकात इन लोगों से हुई जिन्होंने उनकी और उनके परिवार की मदद की। उन्होंने प्रतिज्ञा की, कि जब तक महाराणा वापस अपनी राजधानी नही लोटेंगे तब तक वे भी अपने वतन वापस नहीं लौटेंगे, कभी कहीं और नहीं बसेंगे और महाराणा प्रताप द्वारा चित्तौड़गढ़ को वापस जीतने तक कभी किसी छत के नीचे नहीं रहेंगे। लेकिन महाराणा प्रताप ने चित्तौड़ को वापस नहीं जीत पाया और इसलिए लोहार आज भी अपनी प्रतिज्ञा पर कायम हैं।

कूट शब्द: कृषि, मरम्मत, लुहार, सिसोदिया, कबील, वंश।

प्रस्तावना: गाड़िया लोहार

गाड़िया लोहार (जिन्हें गडुलिया लोहार या लोहार के नाम से भी जाना जाता है) भारत के उत्तर प्रदेश का एक खानाबदोश समुदाय है। वे मध्य प्रदेश के मालवा क्षेत्र में भी पाए जाते हैं। वे पेशे से लोहार (लोहार) हैं जो बैलगाड़ियों पर एक जगह से दूसरी जगह जाते हैं, जिन्हें हिंदी में गादी कहा जाता है इसलिए उनका नाम श्गाड़िया लोहार है। ये लोहार ईरान, पाकिस्तान और भारत के लोहार कबीले से अलग हैं। ये आम तौर पर कृषि और घरेलू उपकरण बनाते और उनकी मरम्मत करते हैं।

गाड़िया लोहार राजपूत में उपाधि और गोत्र:

- परमार
- सोलंकी
- सिसोदिया
- दभी
- देवदा
- बोराना
- कुशवाहा
- चतुर्वेदी
- दादिच
- कोशिक
- तिवारी

रायबरेली के गड़िया लोहार खानाबदोश जनजाति की एक लड़की, रायबरेली जिले के एक गाँव के बाहरी इलाके में खाना बना रही है।

सिसोदिया एक भारतीय शाही राजवंश था जो राजस्थान के मेवाड़ क्षेत्र में मेवाड़ राज्य पर शासन करने वाले कबीले से संबंधित था, कबीले का नाम सेसोदिया, शिशोदिया, सिसोदिया, शिशोद्या, सिसोद्या, सिसोदिया के रूप में भी लिप्यंतरित किया जाता है।

सिसोदिया राजवंश का इतिहास 12वीं शताब्दी के गुहिला राजा रणसिंह के पुत्र राहापा से जुड़ा है। उन्होंने

आधुनिक राजसमंद जिले में शिसोदा गाँव को अपनी राजधानी के रूप में स्थापित किया, जिसके बाद उनके वंशजों को सिसोदिया कहा जाने लगा। गुहिला राजवंश की मुख्य शाखा चित्तौड़गढ़ की घेराबंदी (1303) में खिलजी वंश के खिलाफ उनकी हार के साथ समाप्त हो गई । 1326 में, राणा हम्मीर , जो सिसोदिया शाखा से संबंधित थे, ने बारूजी सौदा और उनके चारण सहयोगियों की मदद से इस क्षेत्र पर नियंत्रण हासिल किया , राजवंश को फिर से स्थापित किया और सिसोदिया राजवंश कुल के संस्थापक भी बने, जो गुहिला राजवंश की एक शाखा थी, जिससे मेवाड़ के हर बाद के महाराणा संबंधित थे, और सिसोदिया ने चित्तौड़ , पूर्व गुहिला राजधानी पर नियंत्रण हासिल कर लिया। सिसोदिया मालवा , नागोर, गुजरात और दिल्ली के सुल्तानों के खिलाफ कई लड़ाइयों में लगे हुए थे । वे दिल्ली सल्तनत सहित आस-पास की सल्तनतों को कमज़ोर करने में एक महत्वपूर्ण कारण थे।

राजप्रशस्ति वंशावली के अनुसार, इनमें से एक-राणा समर- ने पृथ्वीराज चौहान की बहन पृथी से विवाह किया था। उनके पोते रहपा ने राणा (सम्राट) की उपाधि अपनाई। रहपा के वंशजों ने कुछ समय सिसोदा नामक स्थान पर बिताया, और इसलिए, उन्हें 'सिसोदिया' के नाम से जाना जाने लगा।

उदयपुर शहर के निर्माण के बाद सिसोदिया राजचिह्न:
इतिहास:

सबसे उल्लेखनीय सिसोदिया शासक राणा हमीर (शासनकाल 1326-64), राणा कुंभा (शासनकाल 1433-68), राणा सांगा (शासनकाल 1508-1528) और राणा प्रताप (शासनकाल 1572-97) थे। भोंसले वंश, जिससे मराठा साम्राज्य के संस्थापक शिवाजी संबंधित थे, ने भी शाही सिसोदिया परिवार की एक शाखा से वंश का दावा किया। नैंसी ने अपनी पुस्तक में उल्लेख किया है कि शाहजी राणा लाखा के बेटे चाचा के वंशज थे। इसी तरह, नेपाल के राणा वंश ने भी मेवाड़ के राणाओं से वंश का दावा किया।

सिसोदिया इतिहास के अनुसार, जब दिल्ली के सुल्तान अलाउद्दीन खिलजी ने 1303 में चित्तौड़गढ़ पर हमला किया, तो सिसोदिया पुरुषों ने साका (मृत्यु तक लड़ना) किया, जबकि उनकी महिलाओं ने जौहर (शत्रु बंदी बनने के बजाय आत्मदाह) किया। यह दो बार दोहराया गयारू जब गुजरात के बहादुर शाह ने 1535 में चित्तौड़गढ़

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की घेराबंदी की, और जब मुगल सम्राट अकबर ने 1567 में इसे जीत लिया।

मुगलों के साथ लगातार झड़पों ने सिसोदिया शक्ति और उनके राज्य के आकार को बहुत कम कर दिया। सिसोदिया ने अंततः मुगल आधिपत्य स्वीकार कर लिया, और कुछ ने मुगल सेना में लड़ाई भी लड़ी। हालांकि, बाद के सिसोदिया शासकों द्वारा किए गए कला और साहित्यिक कार्यों ने उनके मुगल पूर्व अतीत पर जोर दिया। सिसोदिया मुगलों के साथ गठबंधन करने वाला अंतिम राजपूत राजवंश था, और अन्य राजपूत कुलों के विपरीत, मुगल शाही परिवार के साथ कभी भी विवाह नहीं किया। सिसोदिया ने उनके द्वारा कमीशन की गई काव्य किंवदंतियों, स्तुति और दृश्य कलाओं के माध्यम से अन्य राजपूत कुलों से अलग एक कुलीन पहचान विकसित की। ब्रिटिश ईस्ट इंडिया कंपनी के एक अधिकारी जेम्स टॉड ने अपनी पुस्तक एनाल्स एंड एंटीक्विटीज ऑफ राजस्थान, या सेंट्रल एंड वेस्टर्न राजपूत स्टेट्स ऑफ इंडिया (१८२९-१८३२) के लिए इन कार्यों पर भरोसा किया।

प्रमुख रियासतें:

- मेवाड़ का साम्राज्य
- शाहपुरा स्टेट
- धरमपुर स्टेट
- डूंगरपुर राज्य
- बड़वानी राज्य
- प्रतापगढ़ राज्य
- बांसवाड़ा राज्य
- देवगढ़ राज्य
- शासकों की सूची
- राणा हम्मीर (1326-1364)
- राणा क्षेत्र (1364-1382)
- राणा लाखा (1382-1421)
- राणा मोकल (1421-1433)
- राणा कुंभा (1433-1468)
- राणा उदय प्रथम (1468-1473)
- राणा रायमल (1473-1508)
  राणा सांगा (1508-1527), उनके शासन में मेवाड़ शक्ति और समृद्धि में अपने शिखर पर पहुंच गया।
- राणा रतन द्वितीय (1528-1531)
- राणा विक्रमादित्य (1531-1536)

- बनवीर (1536-1540)
- राणा उदय द्वितीय (1540-1572)

महाराणा प्रताप (1572-1597), मेवाड़ के 13वें राजा, मुगलों के विरुद्ध अपने सैन्य प्रतिरोध के लिए उल्लेखनीय।

उदय सिंह द्वितीय (4 अगस्त 1522-28 फ़रवरी 1572), मेवाड़ राज्य के 12वें महाराणा और भारत के वर्तमान राजस्थान राज्य में उदयपुर शहर के संस्थापक थे। वे राणा सांगा और बूंदी की राजकुमारी रानी कर्णावती के चौथे पुत्र थे ।

उदय सिंह का जन्म अगस्त १५२२ में चित्तौड़ में हुआ था। अपने पिता राणा सांगा की मृत्यु के बाद रतन सिंह द्वितीय को राजा बनाया गया। रतन सिंह द्वितीय की १५३१ में हत्या कर दी गई। उनके भाई महाराणा विक्रमादित्य सिंह ने उनका स्थान लिया । विक्रमादित्य के शासनकाल के दौरान, जब गुजरात के मुजफ्फरिद सुल्तान बहादुर शाह ने १५३५ में चित्तौड़ को लूटा , तो उदय सिंह को सुरक्षा के लिए बूंदी भेज दिया गया। १५३७ में बनवीर ने विक्रमादित्य की हत्या कर दी और सिंहासन हड़प लिया। उसने उदय सिंह को भी मारने की कोशिश की, लेकिन उदय की नर्स पन्ना दाई ने अपने बेटे चंदन को उसके चाचा बनवीर से बचाने के लिए उसकी बलि दे दी और उसे कुंभलगढ़ ले गई । वह राज्यपाल आशा शाह देपुरा (माहेश्वरी माजहान) के भतीजे के रूप में प्रच्छन्न होकर दो साल तक कुंभलगढ़ में गुप्त रूप से रहा।

व्यक्तिगत जीवन:

उदय सिंह के 24 बेटे थे। उनकी पहली पत्नी, जालौर की चौहान राजकुमारी महारानी जयवंता बाई सोनगरा ने उनके सबसे बड़े बेटे महाराणा प्रताप को जन्म दिया। उनकी दूसरी पत्नी, सज्जा बाई सोलंकी, जो टोडा के राव पृथ्वी सिंह सोलंकी की बेटी थीं, उद्धरण वांछित, ने उनके बेटों शक्ति सिंह और विक्रम देव सिंह को जन्म दिया। धीर बाई भट्टियानी, जैसलमेर की राजकुमारी, रावल लूणकरण भट्टी की बेटी और उमादे भट्टियानी की बहन, उनकी पसंदीदा पत्नी थीं और उनके बेटों जगमाल सिंह , कुंवर अगर सिंह और कुंवर पच्याड़ सिंह की मां थीं। धीरबाई ने उन्हें दो बेटियों को भी जन्म दिया। रानी वीर बाई झाला कुंवर सागर सिंह और कुंवर राय सिंह की मां थीं।

डॉ. सुधीर कुमार शर्मा

शासन:

- सिटी पैलेस, उदयपुर का निर्माण उदय सिंह द्वितीय द्वारा किया गया था।
- 1540 में, मेवाड़ के कुलीनों द्वारा कुंभलगढ़ में उनका राज्याभिषेक किया गया। उनकी पहली पत्नी महारानी जैवंताबाई सोनगरा (जालौर के अखैराज सोनगरा की बेटी) से उनके सबसे बड़े बेटे महाराणा प्रताप का जन्म उसी वर्ष हुआ था।
- 1544 में शेर शाह सूरी ने मालदेव को सम्मेल में हराने के बाद मारवाड़ पर आक्रमण किया । उदय सिंह ने अभी-अभी मेवाड़ में गृह युद्ध का सामना किया था और उनके पास सूर साम्राज्य से लड़ने के लिए संसाधन नहीं थे, इसलिए उन्होंने चित्तौड़ को शेर शाह सूरी को इस शर्त पर सौंप दिया कि शेर शाह मेवाड़ के लोगों को कोई नुकसान नहीं पहुँचाएगा । शेर शाह ने भी शर्तें स्वीकार कर लीं क्योंकि वह जानता था कि घेराबंदी लंबी और महंगी होगी।
- उदय सिंह और उनकी परिषद ने महसूस किया कि चित्तौड़ बहुत असुरक्षित था और इस प्रकार मेवाड़ की राजधानी को एक सुरक्षित स्थान पर स्थानांतरित करने की योजना बनाई। 1559 में मेवाड़ के गिरवा हिस्से में काम शुरू हुआ और उसी वर्ष खेती को बढ़ावा देने के लिए एक मानव निर्मित झील बनाई गई। झील 1562 में पूरी हुई और नई राजधानी जल्द ही उदयपुर के नाम से जानी जाने लगी।
- 1557 में, उदय को हरमाड़ा के युद्ध में मालदेव राठौर ने पराजित किया और मेड़ता भी उससे हार गया।
- 1562 में उदय ने मालवा सल्तनत के अंतिम शासक बाज बहादुर को शरण दी, जिसका राज्य अकबर ने मुगल साम्राज्य में मिला लिया था ।
- सितंबर 1567 में, उनके बेटे शक्ति सिंह धौलपुर से उनके पास आए और उन्हें चित्तौड़ पर कब्जा करने की अकबर की योजना के बारे में बताया। ख् १७ , कविराज श्यामलदास के अनुसार , उदय सिंह ने युद्ध परिषद बुलाई। रईसों ने उन्हें चित्तौड़ में एक सेना छोड़कर पहाड़ियों में राजकुमारों के साथ शरण लेने की सलाह दी। 23 अक्टूबर 1567 को अकबर ने चित्तौड़ के पास अपना शिविर बनाया। उदय सिंह गोगुन्दा (जो बाद में उनकी अस्थायी राजधानी बनी) में सेवानिवृत्त

हो गए और चित्तौड़ को अपने वफादार सरदारों राव जयमल और पत्ता के हाथों में छोड़ दिया। अकबर ने 23 फरवरी 1568 को चार महीने की घेराबंदी के बाद चित्तौड़ पर कब्जा कर लिया ; घेराबंदी का समापन शहर की क्रूर लूटपाट में हुआ, जिसमें चित्तौड़ की सेना और 25-40,000 नागरिक मारे गए।

- 1572 में गोगुंदा में उनकी मृत्यु हो गई। उनकी मृत्यु के बाद जगमाल ने गद्दी हथियाने की कोशिश की लेकिन मेवाड़ के सरदारों ने जगमाल को सफल होने से रोक दिया और 1 मार्च 1572 को महाराणा प्रताप सिंह को गद्दी पर बिठाया।

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भारत–नेपाल राजनीतिक सम्बन्धों का परिप्रेक्ष्य

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सारांश:

भारत एवं नेपाल के सम्बन्ध दोनों देशों के मध्य मित्रता के दीर्घ एवं पारस्परिक बन्धनों पर आधारित है। नेपाल एक हिन्दू राज्य है, जहां बड़ी संख्या में पवित्र पूजा स्थल स्थित है। इतिहास के प्रारम्भिकाल से ही दोनों देशों के नागरिकों के मध्य व्यापार एवं सम्बन्ध देखने को मिलता है। नेपाल हिमालय के मध्य में स्थित होने के कारण भारत एवं हिमालय पर स्थित राज्य तिब्बत एवं चीन के मध्य प्राचीन काल से व्यापार का प्रमुख मार्ग रहा है।

नेपाल की राजनीतिक प्रणाली को निरन्तर अनेक चुनौतियों का सामना करना पड़ा है। भारत पर नेपाल के आन्तरिक मामलों में हस्तक्षेप करने सम्बन्धी आरोप भी लगाये जाते रहे हैं जैसे भारत असंतुष्ट नेपाली राजनेताओं के लिये आश्रय स्थल रहा है, नेपाल में प्रजातंत्र की बहाली, भारत सरकार की सहानुभूति एवं नेपाल के महाराजा के विरोधी लोगों से दोनों देशों के मध्य परस्परता को कम किया है।

प्रस्तावना:

जब भारत स्वतंत्र हुआ उस समय नेपाल में राजतन्त्रात्मक शासन था। राणा प्रशासन को यह भय सता रहा था कि स्वतंत्र भारत की सरकार नेपाल के आन्तरिक मामलों में हस्तक्षेप कर सकती है और इससे नेपाल की स्वतंत्रता एवं उनके अस्तित्व को संकट उत्पन्न हो सकता हैं। नेपाली जनता भी वंशानुगत राणा प्रशासन के अत्याचार पूर्ण शासन से दुःखी थी इसीलिये नेपाली कांग्रेस के नेता भारत से सहायता प्राप्त कर राणा प्रशासन को उखाड़ फेंकना चाहते थे। अतः नेपाल में नवीन संविधान की घोषणा की गई। परन्तु नेपाली प्रशासन द्वारा संवैधानिक सुधारों का स्थगन कर दिया गया क्योंकि उन्हें डर था कि राणा परिवार का नेपाली प्रशासन से आधिपत्य समाप्त हो सकता है।

1947 में भारत व नेपाल के मध्य यथा स्थिति समझौता हुआ। इसमें भारत को ब्रिटिश शासन के उत्तराधिकारी के रूप में मान्यता प्राप्त हुयी और नेपाल के साथ भारत के स्वतंत्रता पूर्व सम्बन्धों को स्वीकार कर लिया गया। नेपाल में भारतीय सक्रियता तथा तिब्बत पर चीनी प्रभुत्व की घोषणा के फलस्वरूप इस भारतीय उपक्षेत्र की राजनीति में परिवर्तन अनुभव किया गया। भारत ने चीन के प्रसारवादी दृष्टिकोण की आलोचना की। बौद्ध धर्मगुरू दलाई लामा को शरण देने के कारण चीन ने भारत से अप्रसन्न होकर सीमा सम्बन्धी विवाद छेड़ दिया। हिमालय क्षेत्र में चीनी प्रभाव की चुनौती को ध्यान में रखते हुये और सम्बन्धों की घनिष्ठता प्रदान करने के उद्देश्य से 1959 में भारतीय प्रधानमंत्री पं. जवाहरलाल नेहरू की यात्रा, नेपाल की सुरक्षा व्यवस्था सुदृढ़ करने, 1950 की व्यापारिक एवं वाणिज्य संधि में संशोधन करने एवं नेपाल को आर्थिक सहायता प्रदान करने के सम्बन्ध में काफी सफल रही। 1960 में नेपाली प्रधानमंत्री श्री वी.पी. कोईराला भारत यात्रा पर आये। दोनों देशों की ओर से संयुक्त विज्ञप्ति में कहा गया कि अन्तर्राष्ट्रीय समस्याओं और समान हित के विषयों

पर विचार विमर्श जारी रहेगा। परन्तु इसी बीच राजा महेन्द्र द्वारा वी.पी. कोईराला को राष्ट्र–विरोधी शक्तियों को प्रोत्साहित करने हेतु अपदस्थ कर दिया। जिसे तत्कालीन भारतीय प्रधानमंत्री पं. नेहरू ने जनतांत्रिक प्रक्रिया के विकास में बाधक बताया। इधर नेपाल ने भारत पर आरोप लगाया कि वह नेपाल विद्रोहियों की सहायता कर रहा है, जिससे दोनों देशों के मध्य दूरियां बढ़ने लगी।

भारत ने पड़ोसी मित्र होने के नाते शान्तिपूर्ण हल निकालने का प्रयास किया। भारत सरकार ने ग्रामीण विकास, सिंचाई एवं लघु विद्युत उत्पादन केन्द्रों के लिये नेपाल को 13.20 लाख रूपयों की सहायता प्रदान की। इस तरह दोनों देशों के सम्बन्ध कुछ सहज हो पाये। परन्तु महाराजा महेन्द्र के अधिनायकवादी शासन के विरूद्ध नेपाली कांग्रेस के नेताओं ने अपनी गतिविधियाँ तीव्र कर दी एवं उभय देशों के मध्य पुनः तनाव की स्थिति भारत पर पुनः लगाते हुये कहा कि मित्र राष्ट्रों को नेपाल के आन्तरिक मामलों में हस्तक्षेप नहीं करना चाहिये। 1962 में भारतीय सीमाओं पर चीन के आक्रमण से नेपाल स्तब्ध रह गया। इसके बाद ही भारत के प्रति नेपाल की नीति तथा नेपाल के प्रति भारत की नीति में परिवर्तन आया। नेपाल के साथ सम्बन्धों को सुधारने की दृष्टि से तत्कालीन गृहमंत्री श्री लालबहादुर शास्त्री द्वारा नेपाल यात्रा की गई। पं. नेहरू की मृत्यु के बाद श्री शास्त्री प्रधानमंत्री बने, उन्होंने भी नेपाल के प्रति पूर्व नीति को अपनाया।

श्रीमती इन्दिरा गांधी के प्रथम शासनकाल (1966–77) में भारत नेपाल सम्बन्धों में घनिष्ठता बढ़ी। 1971 में दोनों देशों के मध्य कोसी एवं गंडक नदियों पर बांध बनाने, बिजली एवं सिंचाई के लिये महत्वपूर्ण समझौता हुआ। जिससे दोनों देशों को अपने–अपने विकास में सहायता प्राप्त हुई। भारतीय विदेश मंत्री श्री स्वर्ण सिंह द्वारा नेपाल की यात्रा 3–6 सितम्बर 1971) की गई। परन्तु इन्हीं दिनों पूर्वी पाकिस्तान में मुक्ति संघर्ष के प्रारम्भ होने के कारण हजारों शरणार्थी पूर्वी पाकिस्तान से भाग कर भारत व नेपाल में आ रहे थे। जहाँ तक नेपाल की आन्तरिक

स्थिति एवं राजनीतिक विकास का प्रश्न है, सत्तर के दशक के अंत तक नेपाल में कोई राजनीतिक गतिविधि नहीं हुई थी। 1974 में राजा महेन्द्र का निरंकुश शासन उनकी मृत्यु के साथ ही समाप्त हो गया और उनके उत्तराधिकारी राजा विरेन्द्र ने प्रारम्भ में राजा महेन्द्र के पदचिन्हों पर चलने का प्रयास किया। लगभग दो दशकों तक नेपाल के लोगों को न तो बोलने की स्वतन्त्रता थी और न कार्य करने की स्वतन्त्रता बल्कि राजा की पारम्परिक स्थिति को सुरक्षित रखा गया। भारत नेपाल के राजनीतिक सम्बन्धों में एक व्यक्ति शासन का विपरीत प्रभाव तब देखने को मिला जब 1960 की भारत नेपाल व्यापार संधि में परिवर्तन का विवाद उठा। इस विवाद का नेपाल के आर्थिक विकास पर बुरा प्रभाव पड़ा। जबकि इस बिन्दु को दोनों देशों के नेताओं द्वारा एक राजनैतिक स्वरूप प्रदान कर दिया गया।

भारत में प्रधानमंत्री श्रीमती इन्दिरा गांधी के नेतृत्व में एक कठोर एवं सुदृढ़ गृहनीति व विदेश नीति संचालित हो रही थी। जून 1975 में आन्तरिक आपातकाल की घोषणा की गई। भारत सरकार ने नेपाली आन्दोलनकारियों के विरूद्ध कठोर नीति अपनायी। वर्ष 1977–79 तक भारतवर्ष में जनता सरकार का शासन रहा। नेपाल के प्रति जनता सरकार का दृष्टिकोण अत्यन्त उदार रहा। भारत नेपाल को प्रसन्न करने की नीति के कारण पृथक वाणिज्य संधि हुयी जिसका नेपाल के साथ भारतीय व्यापार पर विपरीत प्रभाव पड़ा।

1980 में इन्दिरा गांधी पुनः सशक्त प्रधानमंत्री के रूप में भारत में सत्ता में आयी। उस समय भारत व नेपाल दोनों देशों में अत्याधिक राजनीतिक उथल–पुथल थी। नेपाल में पंचायती व्यवस्था के विरूद्ध एवं संसदीय प्रजातांत्रिक व्यवस्था की मांग हो रही थी। मई 1980 में जनमत संग्रह कराया गया एवं जनता ने पहले से चली आ रही पंचायत पद्धति के पक्ष में मतदान किया, जिससे नेपाल में एक बार पुनः राजा के नियंत्रण में चलने वाली सरकार आ गई।

इस बीच भारतीय उपमहाद्वीप बड़ी शक्तियों की प्रतिस्पर्धा का क्षेत्र बन चुका था। अफगानिस्तान में सोवियत हस्तक्षेप के कारण संयुक्त राज्य अमेरिका पाकिस्तान में पैर जमाने को प्रयासरत था। पाकिस्तान ने अमेरिका से सैन्य सहायता प्राप्त कर भारत विरोधी नीति आरम्भ कर दी। बांग्लादेश में भी अस्थिरता का वातावरण था। ऐसे वातावरण में दोनों देशों ने समानता पर सम्बन्धों को घनिष्ठ बनाने का प्रयास किया। दोनों देशों के मध्य हुई यात्राओं के दौरान नेपाल को शान्ति क्षेत्र घोषित करने की मांग को नेपाल नरेश द्वारा दोहराया गया। परन्तु भारत सम्पूर्ण एशिया को शान्तिक्षेत्र घोषित करने का पक्षधर था। 1982 में भारत व नेपाल के मध्य एक संयुक्त उद्योग आयोग का गठन किया गया जिससे दोनों देशों के मध्य समझौते हुआ एवं भारत ने नेपाल को कई व्यापारिक एवं पारगमन सुविधायें प्रदान की।

1984 में इंदिरा गांधी की हत्या के बाद भारत की प्रधानमंत्री इंदिरा गांधी के पुत्र श्री राजीव गांधी को नियुक्त किया गया। उन्होंने भी नेपाल के साथ अधिक मैत्रीपूर्ण एवं सहयोगपूर्ण संबंधों को जारी रखा। भारत सरकार ने अपने 1985–86 के बजट में नेपाल को 20 करोड़ 56 लाख रू0 की सहायता सड़कों के निर्माण, सिंचाई परियोजना, औद्योगिक परियोजनाओं तथा अन्य परियोजनाओं हेतु सहायता की व्यवस्था की। तत्कालीन विदेश सचिव श्री विश्व प्रधान ने कहा था कि श्री राजीव गांधी सरकार की नीतियां पड़ोसी देशों के साथ सम्बन्धों को मजबूत बनाने

डॉ. शिक्षा केशरी

की दिशा में उत्साहवर्धक रही है। नेपाल और भारत दोनों देश गुट निरपेक्ष देश होने के कारण, पंचशील के सिद्धान्तों एवं अहिंसा के आदर्श एवं संयुक्त राष्ट्र के चार्टर से जुड़े हुये है। नेपाल के विदेश सचिव ने नेपाल को 'शान्ति क्षेत्र' घोषित करने का प्रस्ताव रखा। भारत सरकार भी नेपाल के 'शान्ति क्षेत्र प्रस्ताव' पर बातचीत करने एवं द्वि–पक्षीय सम्बन्धों पर विचार–विमर्श के लिये तैयार हो गई। 7 दिसम्बर 1985 में राजा वीरेन्द्र ने दक्षिण एशियाई देशों के प्रमुखों की कांफ्रेन्स में कहा कि यद्यपि दक्षिण एशिया के देशों की कुल आबादी एक लाख से भी ज्यादा है परन्तु हमारी चुनौतियां लगभग एक जैसी है। नेपाल आज भी सड़के, विद्युत, पानी की आपूर्ति एवं संचार सुविधाओं जैसी बुनियादी आवश्यकताओं के निर्माण में संघर्षरत है।

भारत के तत्कालीन राष्ट्रपति ज्ञानी जैलसिंह ने कहा कि पंचशील के सिद्धान्तों के आधार पर भारत, नेपाल व अन्य देशों से मित्रतापूर्ण सम्बन्ध बनाये रखना चाहता है एवं पारस्परिक निर्भरता, सह–अस्तित्व एवं परस्पर लाभ हेतु सहकारिता की स्थापना भारत की पहचान है। नेपाल में हिन्दूवाद एवं बुद्धवाद पर आधारित महान् सामाजिक, सांस्कृतिक एवं धार्मिक परम्परायें है। नेपाल भगवान पशुपतिनाथ का पवित्र स्थल है। भारत ने नेपाल के विकास एवं बुनियादी ढांचे के विस्तार में सदैव मदद की है। नेपाल के आर्थिक ढांचे और उन्नति के मार्ग पर आत्मनिर्भरता को लाने में सहायता करना भारतीय सहायता कार्यक्रमों के अन्तर्गत आता है। भारत ने शान्ति एवं सह–अस्तित्व के लिये सदैव अपनी आवाज उठायी है। साथ ही विकासशील एवं विकसित देशों के बीच असमानताओं को कम करने हेतु प्रयासरत है। सार्क संगठन के माध्यम से इन देशों के मध्य आपसी सहयोग, आत्मविश्वास, आर्थिक विकास एवं नागरिकों के सुन्दर भविष्य हेतु कार्य करना है। 1986 में नेपाल में राष्ट्रीय पंचायत के प्रतिनिधियों का चुनाव सम्पन्न हुआ। भारत ने इसके लिये नेपाल को बधाई दी। समग्र आर्थिक विकास हेतु नेपाल में यह एक महत्वपूर्ण कार्य था।

वर्ष 1989 में नेपाल के विदेश मंत्री श्री शैलेन्द्र कुमार उपाध्याय ने कहा कि भारत–नेपाल सम्बन्ध अधिक परिपक्व हुये है। उन्होंने कहा कि सार्क जैसे क्षेत्रीय आर्थिक सहयोग संगठन के द्वारा दोनों ही देश एक दूसरे के समीप आये है। 1989 में श्री पी.वी. नरसिम्हा राव ने कहा कि 1950 की शान्ति एवं मित्रता की संधि दोनों देशों के सम्बन्धों में एक पहचान चिन्ह बनी हुयी है। इसे दोनों देशों के महान् नेताओं पंडित जवाहरलाल नेहरू एवं महाराजा त्रिभुवन ने पल्लवित किया है। यद्यपि भारत में अन्य विदेशियों के रहने एवं रोजगार के विरूद्ध अनेक कठोर नियम बनाये गये है परन्तु भारत में लाखों नेपाली स्वतन्त्र रूप से पूरे भारत में कहीं भी रह सकते हैं। नेपाली नागरिक सेना एवं भारत सरकार की अनेक सेवाओं (जिसमें IAS, IFS एवं IPS को छोड़कर) में कार्य करने योग्य है। वे यहाँ बिना किसी बाधा के व्यवसाय कर सकते हैं और न ही उनके द्वारा नेपाल को भेजे गये पैसे अथवा लाभ पर कोई पाबन्दी है।

नेपाल को भारत द्वारा जल स्रोतों के विकास हेतु कोसी एवं गंडक परियोजनाओं हेतु वित्तीय सहायता प्रदान की गई। लगभग 274 सीटे जिसमें एक बड़ी संख्या में इंजीनियरिंग एवं मेडिकल की सीटें है, नेपाली छात्रों को विभिन्न छात्रवृत्तियां के अन्तर्गत प्रदान की जाती है। नेपाल द्वारा आयातित माल पर लगाई गई एक्साईज ड्यूटी नेपाल को पूर्णरूप से रिफंड कर दी जाती है। आवश्यक वस्तुओं

का कोटा जैसे कोयल, लोहा, स्टील, चीनी, अनाज, शिशु आहार एवं दुग्ध उत्पाद जो कि सामान्यता निर्यात हेतु प्रतिबंधित है, नेपाल को प्राथमिकता कीमतों पर उपलब्ध कराये जाते है। परन्तु देखा गया कि भारतीयों को नेपाल में काम करने पर पूर्णरूप से प्रतिबन्ध लगाया गया। वे भारतीय जो नेपाल में रहकर कार्य करना चाहते थे, उन्हें विदेशी माना गया एवं किसी भी संगठित क्षेत्र में काम करने हेतु, 'वर्क परमिट' आवश्यक बताया गया। यह अत्यधिक दुखद था, जोकि 1950 की संधि के नितान्त विपरीत था।

नेपाल ने न केवल भारतीयों के साथ व्यक्तिगत स्तर पर पक्षपात किया बल्कि भारतीय फर्मों को भी इस पक्षपात का भागीदार बनना पड़ा। 1960 की 'ट्रीटी ऑफ ट्रेड एण्ड ट्रांजिस्ट' इण्डो–नेपाल कॉमन मार्केट एक स्वप्न मात्र रह गया। ट्रीटी ऑफ ट्रेड एण्ड ट्रांजिट के अन्तर्गत नेपाल के प्राथमिक उत्पाद एवं विनिर्मित वस्तुओं के तीसरी दुनिया के देशों के साथ व्यापार करने हेतु अनेक आवागमन सम्बन्धी सुविधायें प्रदान की गई। भारतीय क्षेत्र में से होकर व्यापार करने हेतु नेपाल को 15 यातायात मार्ग प्रदान किये गये। बांग्लादेश एवं भूटान से व्यापार करने के लिये पृथक् यातायात मार्ग थे। नेपाल आयातकों को कलकत्ता बन्दरगाह पर विशेष सुविधायें प्रदान की गई। यद्यपि नेपाल GATT का सदस्य नहीं है। अतः नेपाल के सम्बन्ध में भारत की कोई बाध्यता नहीं है।

8–10 जून 1990 में प्रधानमंत्री के.पी. भट्टाराई भारत आये। दोनों देश आपसी सहयोग हेतु तैयार हुये। उस समय वी.पी. सिंह भारत के प्रधानमंत्री थे। श्री भट्टाराई ने कहा कि आज दुनिया में अनेकों परिवर्तन हो रहे हैं। जो देश परस्पर प्रतिद्वन्दिता एवं अविश्वास के अंधेरों में घिरे थे, वे आज समीपतर आते जा रहे है। इन परिवर्तनों का हम स्वागत करते हैं किन्तु हिंसा, विरोध एवं युद्ध के बदसूरत बादल भी चारों ओर मंडरा रहे हैं। इसे परस्पर समझ एवं शान्तिपूर्ण तरीकों से हल किया जा सकता है। भारत व नेपाल दोनों ही संयुक्त राष्ट्र संघ के उद्देश्यों में विश्वास रखते है एवं साऊथ एशियन एसोसियेशन फॉर रीजनल कॉ–ओपरेशन के सदस्य है। नेपाल में नवजात प्रजातंत्र को पल्लवित किया जा रहा है। 1990 का वर्ष नेपाल के लिये राजनीतिक घटना की दृष्टि से अति महत्वपूर्ण वर्ष रहा जो कि नेपाल को दुनिया के प्रजातांत्रिक देशों की श्रृंखला में वापिस ला रहा था।

आज नेपाल नवीन राजनीतिक, सामाजिक एवं आर्थिक दहलीज पर खड़ा है। नेपाल में पूर्ण रूप से बहुदलीय प्रजातंत्र अपनाया गया है। नवीन सरकार के सम्मुख अनेक चुनौतियां थी जैसे स्थिरता कायम करना, संस्थानात्मक सुधार लाना एवं एक नवीन संविधान प्रदान करना। इसी से नेपाल में प्रजातंत्र की जड़े मजबूत की जा सकती थी। इसके अतिरिक्त भूखमरी, गरीबी, अशिक्षा एवं बेरोजगारी जैसी चुनौतियाँ भी मुंह खोले खड़ी थी। यद्यपि ये चुनौतियाँ भारत के समक्ष भी थी परन्तु प्रगति के क्षेत्र में भारत सदैव नेपाल के साथ भागीदार रहा। भारत नेपाल के लिये प्राकृतिक बाजार रहा है। नेपाल में औद्योगिकरण हेतु संस्थानात्मक ढांचे का विस्तार किया जाना आवश्यक है, जो कि दोनों देशों के विकास एवं लाभ के लिये उचित है।

चन्द्रशेखर सरकार के समय में भी भारत–नेपाल के सम्बन्धों की दुहाई दी जाती रही। चन्द्रशेखर ने कहा कि नेपाल में नवीन प्रजातांत्रिक व्यवस्था ने विकास के अवसरों को प्रस्तुत किया है। नेपाल की विदेश–नीति के तीन आयाम थे–

डॉ. शिक्षा केशरी

1. पड़ोसी देशों के साथ नेपाल की नीति
2. दक्षिण एशिया के साथ क्षेत्र के रूप में नेपाली नीति
3. भूमंडलीकरण की समस्याओं के प्रति नीति

भारत व चीन जोकि नेपाल के प्रथम पड़ोसी देश है, के साथ विदेश नीति अति महत्वपूर्ण है। क्षेत्रीय सहयोग की दृष्टि से सार्क संगठन में भी अपने मैत्रीपूर्ण सम्बन्ध व्यापार एवं विकास की दृष्टि से आवश्यक है। यहीं से एक वैश्वीकृत अर्थव्यवस्था एवं तकनीकी विस्तार की आवश्यकता भी उदित होती है, जो नेपाल व भारत दोनों के लिये अति आवश्यक है। श्री पी.वी. नरसिम्हा सरकार के समय 6 दिसम्बर 1991 से एक नवीन भारत नेपाल व्यापार संधि घोषित की गई। जिसमें भारत में नेपाल के निर्यातों को छूट प्रदान करने एवं कुछ नवीन सुविधायें भी दी गई। औद्योगिक विकास हेतु भारत–नेपाल संयुक्त उद्यमों को प्रोत्साहित किया गया। चीनी, कागज एवं सीमेंट उद्योग को स्थापित करने पर जोर दिया गया। भारतीय सहायता प्राप्त योजनायें जिनमें बी. पी. कोईराला मेमोरियल मेडिकल कॉलेज, विराटनगर, टेलीफोन एक्सचेंज, रंगेली, विराटनगर झापा सड़क छतारा बीरपुर सड़क निर्माण एवं जयनगर जनकपुर–बिजलपुर रेलवे लाईन का पुर्ननवीनीकरण प्रस्तावों की संस्तुति की गई। नागरिक उड्डयन एवं पर्यटन के सम्बन्ध में भी दोनों देशों की सरकार की ओर से ठोस कदम उठाने की बात रखी गई।

1992 में नेपाली प्रधानमंत्री गिरजा प्रसाद कोईराला ने कहा कि भारत व नेपाल की मित्रता युगों पुरानी है एवं वर्तमान समय में इसमें वृद्धि हुयी है। भारत का स्वतंत्रता के लिये किया गया संघर्ष एवं प्रजातंत्र के प्रति प्रतिबद्धता सदैव से नेपाल के लिये प्रेरणा का स्रोत रही है। नेपाल के प्रजातांत्रिक अधिकारों के प्रति में भी भारत की जनता का निरन्तर नैतिक समर्थक मिलता रहा है। भारत में उदारवाद एवं भूमंडलीकरण का इस अवधि में तेजी से विस्तार हुआ है। इससे नेपाल को भी अन्तर्राष्ट्रीय समुदाय की ओर समीप आने में सहायता प्राप्त हुयी है। नेपाल में स्वतंत्र एवं स्वच्छ स्थानीय चुनावों ने नेपाल की जनता की प्रजातांत्रिक व्यवस्था में स्वतंत्रता एवं न्याय के मूल्यों को विस्तृत प्राथमिकता प्रदान की है। नेपाल की आठवीं योजना में कृषि, ग्रामीण विकास एवं मानव संसाधन के विकास को वरीयता दी गई। नेपाल का आर्थिक विकास वृहद् रूप से जल संसाधनों के विकास पर निर्भर करता है। जिसमें भारत–नेपाल सहयोग की अत्यधिक आवश्यकता है। प्रधानमंत्री पी.वी. नरसिम्हा राव ने भी नेपाल से भारत में बहने वाली नदियों के पानी को प्रयोग करने हेतु संयुक्त प्रयासों की बात रखी जिससे दोनों देशों में ऊर्जा, सिंचाई का विस्तार एवं बाढ़ से होने वाली अकाल मृत्यु–तांडव को रोका जा सके। आज के उदारतावाद के युग में भारत नेपाल के आर्थिक सम्बन्ध निर्भरता पर कम अन्तर्निभरता पर ज्यादा आधारित है। आज नेपाल एवं भारत के मध्य हजारों मील लम्बी सीमाओं को व्यक्तियों, सामानों एवं विचारों के आदान–प्रदान हेतु खोल दिया गया है।

वी.पी. कोईराला ने एक बार कहा था 'प्रजातांत्रिक सिद्धान्त लोगों के स्तर को ऊँचा उठाता है। आज नेपाल प्रगति एवं समृद्धि के आशापूर्ण प्रवेश द्वार पर खड़ा है।''

नवम्बर 1994 में नेपाल में मध्यावधि चुनाव हुये। श्री मनमोहन अधिकारी नेपाल के प्रधानमंत्री बने। उन्होंने भारत नेपाल सम्बन्धों के सभी पहलुओं एवं भारत के साथ व्यापार एवं पारागमन संधि पर पुनरावलोकन करने का विचार भी रखा। वे 1950 की भारत नेपाल संधि को तोड़ना

नहीं चाहते थे वरन् उसे समयानुसार परिवर्तित करना चाहते थे।

उनका कहना था कि नेपाल सदैव भारत की सुरक्षा को महत्व देता है, यद्यपि वह एशिया की दो महाशक्तियों भारत और चीन के मध्य एक सेतु का कार्य करता है। उन्होंने इस बात का भी विश्वास दिलाया कि नेपाल क्षेत्र का प्रयोग भारत विरोधी गतिविधियों के लिये नहीं किया जायेगा। श्री मनमोहन अधिकारी बहुत कम समयावधि तक रहने के बाद सत्ता से बाहर हो गये एवं नेपाल सद्भावना पार्टी तथा राष्ट्रीय प्रजातंत्र पार्टी के समर्थन से नेपाली कांग्रेस श्री शेर बहादुर देउबा के नेतृत्व में सत्ता में वापिस आये।

श्री शेर बहादुर देउबा सरकार की प्रमुख सफलता 1997 में ट्रीटी ऑन इंटीग्रेटेड डेवलेपमेन्ट ऑफ द महाकाली बेसिन पर हस्ताक्षर करना रहा। इससे दोनों के मध्य जल विद्युत क्षेत्र को प्रोत्साहित कर द्विपक्षीय आर्थिक सहयोग की दिशा तथा आतंकवाद के विरूद्ध कार्य करना था।

नेपाल में मार्च 1997 में एक पुनः राजनैतिक परिदृश्य में परिवर्तन हुआ एवं श्री लोकेन्द्र बहादुर चाँद प्रधानमंत्री बने। उन्होंने भारत के प्रति पूर्व सरकार की नीतियों का अनुसरण करने की बात रखी। इसी बीच श्री इन्द्रकुमार गुजराल भारत के नवीन प्रधानमंत्री बने। गुजराल सरकार में पड़ोसी देशों के साथ परस्पर कार्य करने एवं आन्तरिक मामलों में हस्तक्षेप न करने की भावना से द्विपक्षीय सम्बन्धों को बनाये रखने पर बल दिया गया। फुलबारी से बांग्लादेश होते हुये भारत ने एक अतिरिक्त पारगमन मार्ग नेपाल के लिये खोल दिया।

विगत वर्षों में सुरक्षा कारणों से भारत ने पारगमन बिन्दु से इन्कार किया था। नेपाल द्वारा फुलबारी को पारगमन बिन्दु के रूप में अनुमति दिये जाने से श्री गुजराल ने भारत के पड़ोसी देशों के साथ विश्वास प्रकट किया तो दूसरी ओर नेपाल को लैंड लाक्ड होने से भी राहत मिली क्योंकि बांग्लादेश अब आसानी से नेपाली वस्तुयें प्राप्त कर सकता था। 5–7 जून 1997 में जब श्री गुजराल नेपाली प्रधानमंत्री श्री लोकेन्द्र बहादुर चाँद के निमंत्रण पर नेपाल गये तो नेपाल में निजी एवं अर्द्ध–सरकारी निवेश को प्रोत्साहित करने हेतु एक शक्ति समझौते पर हस्ताक्षर किये गये।

नागरिक उड्डन के सम्बन्ध में MOU (Memorandum of under standing) पर भी हस्ताक्षर किये गये जिससे दोनों देशों के मध्य व्यापार एवं पर्यटन में सुधार किये जा सके। नेपाल के लिये दो नये हवाई अड्डे, बैंगलोर एवं लखनऊ खोल दिये गये।

वर्तमान में बढ़ती जा रही राजनीतिक अस्थिरता से भारत में भी संकट खड़ा हो सकता है। 1 जून 2001 को नशे में धुत राजकुमार दीपेन्द्र ने नेपाल नरेश वीरेन्द्र, रानी ऐश्वर्या और चार नजदीकी रिश्तेदारों को राजमहल में गोली से उड़ा दिया। वीरेन्द्र के घायल पुत्र दीपेन्द्र राजा घोषित किये गये। 2 जून 2001 को दीपेन्द्र की मृत्यु हो गई। दो दिन के उपरान्त श्री वीरेन्द्र के छोटे भाई श्री ज्ञानेन्द्र की ताजपोशी की गई। जुलाई 2001 में प्रधानमंत्री गिरिजा प्रसाद कोईराला का इस्तीफा हुआ एवं शेर बहादुर देउबा नये प्रधानमंत्री नियुक्त किये गये। नवम्बर 2001 में राजा ज्ञानेन्द्र ने आपातकाल घोषित कर दिया एवं सेना को माओवादियों को कुचलने के आदेश दिये। 11 अक्टूबर 2002 को ज्ञानेन्द्र ने राजशाही समर्थक लोकेन्द्र बहादुर चंद को प्रधानमंत्री घोषित कर दिया। 4 जून 2003 को सूर्य बहादुर

डॉ. शिक्षा केशरी

थापा नये प्रधानमंत्री बने एवं 2 जून 2004 को ज्ञानेन्द्र ने शेर बहादुर देउबा को फिर प्रधानमंत्री बनाया। 1 फरवरी 2005 को नेपाल नरेश ज्ञानेन्द्र ने सात माह पुरानी शेर बहादुर देउबा गठबंधन सरकार बर्खास्त कर दी। माओवादी हिंसा का जाल धीरे–धीरे भारत में पैर पसार रहा है। जोकि अत्यधिक चिन्ता का विषय है। भारत ने पड़ोसी देश में बदले हालात को चिंताजनक बताते हुये इसे लोकतन्त्र के लिये झटका बताया है।

नेपाल में देउबा सरकार की बर्खास्तगी के बाद प्रेस पर सेंसरशिप लगा दी गई एवं कई मूल अधिकार निलंबित किये गये। नेपाल नरेश ने 10 सदस्यीय कैबिनेट गठित कर दी एवं प्रधानमंत्री का पद किसी को भी न देकर रिक्त रखा गया। नेपाल में राजतंत्र के हाथों लोकतन्त्र का गला घोंटे जाने की भारत के अतिरिक्त अमेरिका एवं संयुक्त राष्ट्र ने भी निन्दा की। भारत के तत्कालीन सेना अध्यक्ष जनरल जे.जे. सिंह ने नेपाल यात्रा के निमंत्रण को अस्वीकार कर दिया। नेपाल नरेश ने माओवादियों से निरन्तर वार्ता करने का प्रयास किया परन्तु माओवादियों ने सामंती अधिनायकवाद के विरूद्ध सभी राजनीतिक दलों से एकजुट होकर लड़ने का आह्वान किया। नेपाली कांग्रेस ने कहा कि वह राजा ज्ञानेन्द्र की सत्ता को कभी स्वीकार नहीं करेगी।

इधर नेपाल ने भारत से सैन्य सहायता जारी रखने की अपील की है। भारत ने नेपाल को माओवादियों के खिलाफ मदद जारी रखने का आश्वासन दिया। 106 रक्षा मंत्री प्रणव मुखर्जी ने कहा कि दोनों देशों के बीच परम्परागत रूप से बहुत अच्छे संबंध रहे है। ऐसे में भारत नेपाल को दी जा रही सैन्य सहायता बन्द नहीं करेगा। भारत ने नेपाली सैनिकों को प्रशिक्षित करने के लिये कंप्यूटर हार्डवेयर भी उपलब्ध कराया था। नेपाल एक बहुदलीय लोकतांत्रिक देश रहा है और भारत सदैव नेपाल को इसी दृष्टि से देखता रहा है। लेकिन पिछले दिनों उत्पन्न हुयी स्थिति ने नेपाल की लोकतांत्रिक व्यवस्था को चोट पहुंचायी है। अमेरिका ने भी कहा कि नेपाल सरकार को बर्खास्त करने, आपातकाल की घोषणा और मीडिया पर प्रतिबन्ध लगाने जैसे नेपाल नरेश के कदम को चिन्ता का विषय बताया।

भारत, अमेरिका एवं इंग्लैण्ड लगातार नेपाल में लोकतन्त्र की बहाली के लिये प्रयासरत थे। जिससे वहाँ सभी राजनीतिक दल और जनता आजादी से रह सके। ये तीनों देश न तो राजा ज्ञानेन्द्र की कार्यवाही से खुश थे और न ही सहमत।

नेपाल में माओवादियों और राजशाही के बीच टकराव बढ़ता जा रहा था। उन्होंने नेपाल में अपने खूनी संघर्ष की दसवी जयंती के अवसर पर राजशाही के खात्मे की धमकी दे डाली। देश में आपातकाल की घोषणा के बाद अनेकों बार माओवादियों एवं रॉयल सेना के बीच अनेक बार झड़पें हुयी। सरकार ने कहा कि यदि माओवादी शांतिपूर्ण हल नहीं निकालते तो सेना बल का प्रयोग करेगी। 55वें राष्ट्रीय लोकतंत्र के अवसर पर सरकारी मीडिया से जारी संदेश में राजा ज्ञानेन्द्र ने कहा कि नेपाल के मौजूदा राजनैतिक पार्टियाँ और माओवादी छापामार जिम्मेदार है। वर्तमान हालातों में भारत एवं ब्रिटेन ने शीघ्र लोकतंत्र की बहाली हेतु दबाव बनाया। इसके लिये नेपाल को दी जा रही सैन्य सहायता बन्द कर देने की चेतावनी भी दी गई।

नेपाल में लोकतंत्र की बहाली को लेकर प्रदर्शनों का दौर चलता रहा। इधर अमेरिका ने शाही सरकार को

चेतावनी दी कि यदि नेपाल में लोकतंत्र बहाल नहीं होता तो अमेरिका नेपाल को अपने मदद देने के विकल्पों पर विचार करेगा। विपक्षी दलों द्वारा राजशाही के विरूद्ध छेड़े गये आन्दोलन के चलते सारा देश अस्त–व्यस्त दृष्टिगोचर हो रहा था। आम जनता की समस्यायें बढ़ती जा रही थी। जरूरी वस्तुओं के अभाव के साथ ही नेपाल की संप्रभुता एवं सुरक्षा के लिये भी खतरा उत्पन्न हो गया था।

विपक्षी दलों ने नेपाल नरेश के चुनाव कराने के प्रस्ताव को जिस तरह खारिज किया उसके बाद स्थितियां और खराब होती चली गई। इसी बीच नेपाल नरेश पर दवाब बनाने के लिये भारत सरकार के विशेष दूत के रूप में श्री कर्ण सिंह काठमाण्डू पहुंचे। उन्होंने नरेश से तत्काल बहुदलीय लोकतन्त्र की बहाली पर बल देते हुये कहा कि जल्द से जल्द राजनीतिक दलों से बातचीत प्रारम्भ की जानी चाहिये। भारत ने यह भी कहा कि लोकतन्त्र की स्थापना के लिये नेपाल जिस तरह का सहयोग चाहे, भारत देने को तैयार है।

अन्तोगत्वा नेपाल नरेश ने अपनी हार स्वीकार की ओर कहा कि सत्ता जनता को वापिस सौंपी जा रही है। देश में अतिशीघ्र चुनावों की घोषणा की जायेगी। नेपाल में लोकतन्त्र की जीत में भारत के कूटनीतिक प्रयासों की अहम भूमिका रही। प्रधानमंत्री मनमोहन सिंह के विशेष दूत के रूप में डा. कर्ण सिंह की काठमाण्डू यात्रा के बाद हालात तेजी से बदले और उनकी वापसी के लगभग 24 घंटे बाद ही नरेश ने सत्ता छोड़ने की घोषणा कर दी। नेपाल में राजतंत्र की समाप्ति और लोकतंत्र की मांग कर रहा जनआंदोलन शाही आदेशों से बेपरवाह सड़कों पर उमड़ता रहा। वरिष्ठ नेता गिरिजा प्रसाद कोईराला ने आंदोलन की कमान अपने हाथ में लेने का ऐलान कर आंदोलन को एक नई दिशा दी। लोकतंत्र की बहाली के लिये संघर्षरत सात दलीय गठबंधन ने नरेश विरोधी आंदोलन जारी रखने का फैसला किया।

नेपाल में सात दलों के गठबंधन का मत था कि वरिष्ठ नेता श्री गिरिजा प्रसाद कोईराला को ही सरकार का नेतृत्व सौंपा जायें। नेपाल में लगभग चार वर्ष के लम्बे अंतराल के बाद संसद बहाल हुयी एवं नेपाल ने बहुदलीय लोकतंत्र की दिशा में बहुप्रतीक्षित कदम उठाया। माओवादियों के साथ संघर्ष विराम का प्रस्ताव पेश किया गया एवं वार्ता का न्यौता भी दिया गया।

इस प्रकार नेपाल में एक नये भविष्य की इबारत लिखी गई। नेपाली संसद ने नये संविधान के निर्माण के लिये संविधान सभा के गठन को मंजूरी प्रदान की। नवीन संविधान में नेपाल नरेश के अधिकारों में व्यापक कटौती किये जाने के संकेत प्राप्त हुये। गिरिजा प्रसाद कोईराला के नेतृत्व में बनी कैबिनेट ने भारत, अमेरिका, जापान, ब्रिटेन, फ्रांस और अन्य देशों में नियुक्त नेपाल के राजदूतों को वापिस बुला लिया गया। नेपाल में 205 सदस्यीय संसद का ऐतिहासिक प्रस्ताव पारित हुआ और राजा के अधिकारों में अभूतपूर्व कटौती व विश्व के एकमात्र हिन्दू राष्ट्र को पंथ निरपेक्ष राष्ट्र बनाने का निर्णय लिया गया।

नेपाल नरेश को विष्णु का अवतार मानने की धारणा बदली एवं नेपाल में लोकतंत्र की बयार बहने लगी। यहाँ तक कि नेपाली संसद ने सर्वसम्मति से कानूनों के सम्बन्ध में उनके वीटो अधिकार को समाप्त करने का प्रस्ताव भी पारित कर दिया। नेपाल नरेश के पास अब किसी विधेयक या संसद द्वारा पारित कानून को अस्वीकृत करने का अधिकार नहीं होगा तथा किसी विधेयक को

डॉ. शिक्षा केशरी

कानून का रूप देने के लिये संसदों को उनकी मंजूरी लेने की जरूरत नहीं होगी।

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माध्यमिक एवं सी.बी.एस.ई. विद्यार्थियों के आकांक्षा स्तर सम्बन्धी परिकल्पना का मूल्यांकन

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सारांश:

शिक्षा मनुष्य जीवन के लिए आवश्यक है। मनुष्य अपने जन्म से मृत्यु तक शिक्षा प्राप्त करता है और यह प्रक्रिया पूर्ण जीवन चलती रहती है। प्रारम्भ में शिक्षा प्रदान करने का कार्य घर–परिवार एवं समुदाय करते थे। तत्पश्चात् व्यक्ति औपचारिक साधनों जैसे विद्यालय, कॉलेज एवं युनिवर्सिटी से शिक्षा ग्रहण करता है। वर्तमान में शिक्षा का अर्थ काफी व्यापक हो गया है। शिक्षा एक ऐसा माध्यम है जिसकी सहायता से बच्चे का पूर्ण विकास अर्थात् शारीरिक, मानसिक, संवेगात्मक, सामाजिक एवं नैतिक विकास किया जाता है, इस हेतु शिक्षा में मनोविज्ञान ने अपना विशिष्ट स्थान बना लिया।

प्रस्तावना:

बच्चों को शिक्षा प्रदान करना कोई सरल काम नहीं है। बच्चों के लिए विद्यालय भवन बनाने, तथा पुस्तकालय कार्यशाला व खेलने के मैदान दे देने से ही सम्पूर्ण शिक्षा नहीं हो जाती। अध्यापक का वास्तविक शिक्षा पाठ्यक्रम को भली–भाँति प्रकार बच्चों को देना तथा बच्चों द्वारा उसे ग्रहण करने के पश्चात् ही पता चलता है कि

वैज्ञानिक विश्लेषण अध्ययन के तथ्यों, परिणामों तथा वैज्ञानिक ज्ञान के सम्बन्धों की खोज करता हैं। प्रदत्तों का विश्लेषण एक वैज्ञानिक निष्कर्ष पर पहुँचाता हैं तथा परिकल्पना के परीक्षण में सहायक होता हैं। प्रदत्तों का विश्लेषण एवं व्याख्या शोध प्रक्रिया में आगमन एवं निगमन तर्क के प्रयोग को व्यक्त करता है। प्रायः प्रदत्तों को उन समूहों में विभाजित कर उनका विश्लेषण व संश्लेषण इस प्रकार किया जाता है कि दी गयी परिकल्पना स्वीकृत अथवा अस्वीकृत हो सके। प्रदत्तों के सम्भागीय अंकों का परीक्षण तुलना द्वारा समूह के अन्तर्गत किसी बाह्य कसौटी के आधार पर करते है। सामान्य रूप से सांख्यिकीय प्रविधि के प्रयोग के बिना वैज्ञानिक विश्लेषण असंभव है। अतः प्रदत्तों का विश्लेषण उचित सांख्यिकीय प्रविधियों द्वारा करना आवश्यक है।

प्रस्तुत अध्ययन में बिहार के बक्सर जिला के माध्यमिक विद्यालय के 200 छात्र–छात्राओं एवं बक्सर जिले में स्थित समस्त सी.बी.एस.ई. के 200 छात्र–छात्राओं की आकांक्षा स्तर का तुलनात्मक अध्ययन किया गया है।

कितने स्तर की शिक्षा बच्चों की हुई है। इस प्रक्रिया में शिक्षकों के लिए यह जरूरी है कि वह बच्चों के परिवार के बारे में, तथा बच्चों के पैतृक गुण उनके भाव तथा सामाजिक स्तर आदि के बारे में ज्ञान प्राप्त करें। शिक्षा मनोविज्ञान एक नया ज्ञान है जिसका वैज्ञानिक ढंग से विकास हुआ है। इसके उपयोग से शिक्षा पाठन में बहुत सहायता मिलती है।

(1) आकांक्षा स्तर सम्बन्धी परिकल्पना का मूल्यांकन –

इस सम्बन्ध में चार शून्य परिकल्पनाओं (परिकल्पना संख्या–1 से परिकल्पना संख्या– 4) का निर्माण किया गया हैं, जिसमें से पहली दो परिकल्पनाएं माध्यमिक विद्यालयों एवं सी.बी.एस.ई. विद्यालयों से सम्बन्धित है और अगली दो परिकल्पनाऐं छात्र एवं छात्राओं से सम्बन्धित हैं। अस्तु, सारणी संख्या 4.1 से सारणी संख्या 4.4 में क्रमशः इन चारों शून्य परिकल्पनाओं का मूल्यांकन किया गया हैं।

परिकल्पना :– बिहार के माध्यमिक विद्यालयों एवं सी.बी.एस.ई. विद्यालयों के छात्रों की आकांक्षा स्तर में कोई सार्थक अंतर नहीं होता है। आकांक्षा स्तर के मध्यमान की सार्थकता के मध्य अन्तर जानने के लिए क्रान्तिक निष्पत्ति (टी परीक्षण) का प्रयोग किया गया हैं।

प्रस्तुत सारणी में माध्यमिक विद्यालयों एवं सी.बी.एस.ई. विद्यालयों छात्रों की संख्या आकांक्षा स्तर के मध्यमान एवं मानक विचलन की तुलना प्रस्तुत की गयी हैं।[1]

माध्यमिक विद्यालयों एवं सी.बी.एस.ई. विद्यालयों के छात्रों की आकांक्षा स्तर के मध्यमान अन्तर की सार्थकता का प्रदर्शन

क्र.सं.	तुलनात्मक समूह	संख्या	मध्यमान	विचलन
1.	माध्यमिक विद्यालय के छात्र	200	43.55	4.47
2.	सी.बी.एस.ई. विद्यालय के छात्र	200	44.35	5.14

सारणी के निरीक्षण से ज्ञात होता है कि माध्यमिक विद्यालयों के छात्रों की आकांक्षा स्तर का मध्यमान 43.55 है तथा विचलन 4.47 है। सी.बी.एस.ई. विद्यालयों के छात्रों का मध्यमान 44.35 है तथा विचलन 5.14 हैं। इससे पता चलता हैं कि सी.बी.एस.ई. विद्यालयों के छात्रों का मध्यमान माध्यमिक विद्यालयों के छात्रों के मध्यमान की तुलना में 0.8 अधिक हैं।

सारणी के मध्य अन्तर 0.8 हैं तथा मध्यमानों के मध्य अन्तर की प्रमाणित त्रुटि 0.56 हैं तथा क्रान्तिक निष्पत्ति 1.43 हैं जो सार्थक नहीं हैं। अतः परिकल्पना संख्या–1 स्वीकार की जाती हैं। इससे निष्कर्ष यह निकलता हैं कि बिहार के माध्यमिक विद्यालयों एवं सी.बी.एस.ई. विद्यालयों के छात्रों की आकांक्षा स्तर में कोई सार्थक अन्तर नहीं पाया गया।

माध्यमिक एवं सी.बी.एस.ई. विद्यालयों के छात्रों की आकांक्षा स्तर के मध्यमानों का प्रदर्शन
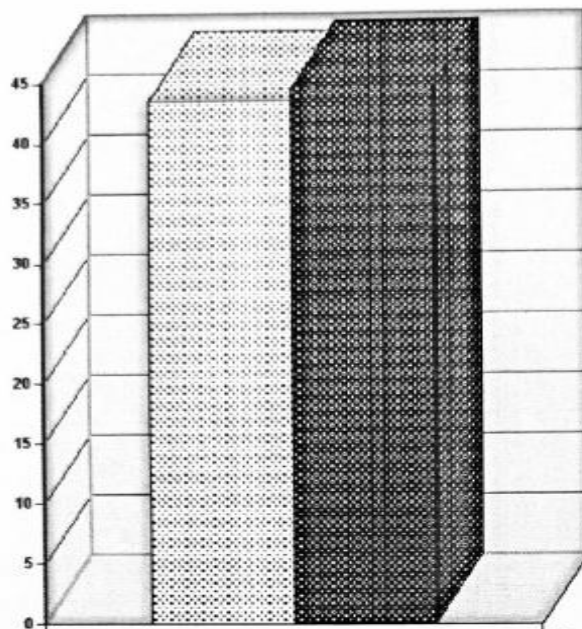
आकांक्षा स्तर

☐ माध्यमिक विद्यालय	■ सी.बी.एस.ई. विद्यालय

व्याख्या–मध्यमानों में अन्तर होने के बावजूद भी क्रान्तिक निष्पत्ति के आधार पर माध्यमिक विद्यालयों एवं सी.बी.एस.ई. विद्यालयों के छात्रों के आकांक्षा स्तर में कोई सार्थक अन्तर नहीं है।

इसका कारण यह हो सकता है कि आज का युग सूचना एवं प्रौद्योगिकी का युग है। दुनिया का कोई भी क्षेत्र ऐसा नहीं है, जो इससे वंचित हो अर्थात प्रत्येक क्षेत्र में इसका उपयोग देखा जाता है। दोनों विद्यालयों में समस्यापूर्ति, कविता, श्लोकों, कहानी का शीर्षक, भाषण, प्रतियोगिता, निबन्ध प्रतियोगिता का आयोजन किया जाता है। जिसके कारण दोनों विद्यालयों के छात्रों की आकांक्षा स्तर में भिन्नता नहीं होती है।

जैन गणेश लाल (1990) ने भी अपने पी.एच–डी. के अध्ययन में पाया कि केवल विद्यालय की भिन्नता होने से छात्रों के आकांक्षा स्तर में भिन्नता नहीं पायी जाती है।

भोन.आर. (1973) ने भी अपने पी.एच–डी. शोध अध्ययन में निष्कर्षतः प्राप्त किया कि समान भौगोलिक परिस्थितियों में दो असमान विद्यालयों के छात्रों के आकांक्षा स्तर में भिन्नता नहीं पायी जाती है, क्योंकि दोनों ही विद्यालयों में लक्ष्य या मूल्य आदि समान होते हैं।

परिकल्पना संख्या : बिहार के माध्यमिक विद्यालयों एवं सी.बी.एस.ई. विद्यालयों के छात्राओं की आकांक्षा स्तर में कोई सार्थक अंतर नहीं होता है।

आँकड़ों का प्रस्तुतीकरण–बिहार के माध्यमिक विद्यालयों के छात्राओं एवं सी.बी.एस.ई. विद्यालयों के छात्राओं की आकांक्षा स्तर की अलग–अलग गणना की गयी।

आकांक्षा स्तर के मध्यमान की सार्थकता के मध्य अन्तर जानने के लिए क्रान्तिक निष्पत्ति (टी–परीक्षण) का प्रयोग किया गया है।

प्रस्तुत सारणी में माध्यमिक विद्यालयों एवं सी.बी.एस.ई. विद्यालयों के छात्राओं की संख्या आकांक्षा स्तर के मध्यमान एवं मानक विचलन की तुलना प्रस्तुत की गयी है।

माध्यमिक विद्यालयों एवं सी.बी.एस.ई. विद्यालयों के छात्राओं की आकांक्षा स्तर के मध्यमान–अंतर की सार्थकता का प्रदर्शन

क्र.सं.	तुलनात्मक समूह	संख्या	मध्यमान	विचलन
1.	माध्यमिक विद्यालयों की छात्रा	200	39.72	14.75
2.	सी.बी.एस.ई. विद्यालयों की छात्रा	200	49.35	15.76

सारणी के निरीक्षण से ज्ञात होता है कि माध्यमिक विद्यालयों के छात्राओं की आकांक्षा स्तर का मध्यमान 39.72 तथा विचलन 14.75 है। सी.बी.एस.ई. विद्यालयों के छात्राओं का मध्यमान 49.35 है तथा विचलन 15.76 है। इससे पता चलता है कि सी.बी.एस.ई. विद्यालयों की छात्राओं का मध्यमान माध्यमिक विद्यालयों की छात्राओं के मध्यमान की तुलना में 6.93 अधिक है।

सारणी के निरीक्षण से ज्ञात होता है कि मध्यमानों के मध्य अन्तर 9.63 है तथा मध्यमानों के मध्य अन्तर की प्रमाणित त्रुटि 2.16 है तथा क्रान्तिक निष्पत्ति 4.46 है, जो 0.01 स्तर पर सार्थक है।

अतः परिकल्पना संख्या अस्वीकृत की जाती है। इससे निष्कर्ष यह निकलता है कि बिहार के माध्यमिक विद्यालयों एवं सी.बी.एस.ई. विद्यालयों के छात्राओं की आकांक्षा स्तर में सार्थक अन्तर पाया गया।

आराधना राय

माध्यमिक एवं सी.बी.एस.ई. विद्यालयों के छात्राओं की आकांक्षा स्तर के मध्यमानों का प्रदर्शन
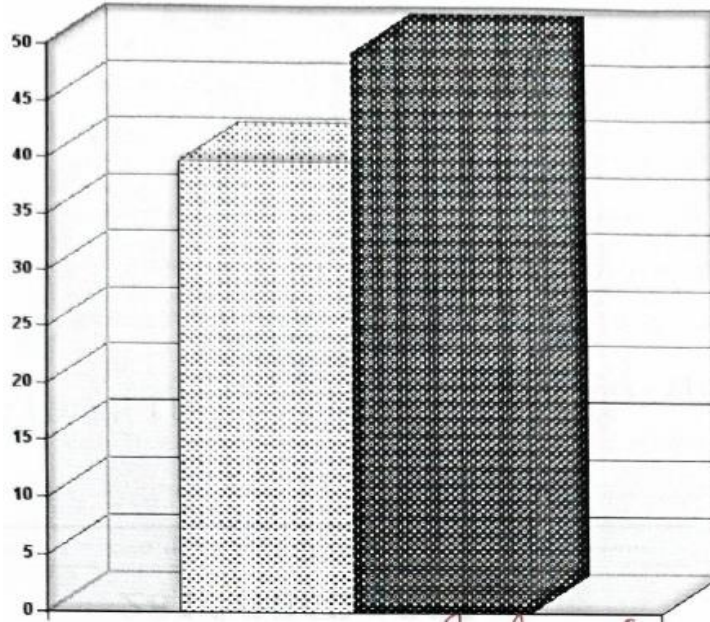
आकांक्षा स्तर

| ☐ माध्यमिक विद्यालय | ■ सी.बी.एस.ई. विद्यालय |

व्याख्या—उपर्युक्त विश्लेषित तथ्यों के आधार पर कहा जा सकता है कि बिहार के माध्यमिक विद्यालयों के छात्राओं की अपेक्षा सी.बी.एस.ई. विद्यालय के छात्राओं का शैक्षिक आकांक्षा स्तर अधिक होता है। जहाँ माध्यमिक विद्यालयों की छात्रा परिवार समाज के अनेक बन्धनों से बंधी होती है, जिससे कि वे अपने आसपास के वातावरण से पूर्णरूपेण परिचित नहीं हो पाती हैं। वहीं सी.बी.एस.ई. विद्यालयों की छात्रायें अपनी वास्तविक आकांक्षा को अपने माता—पिता से कहती है जिससे कि वे उससे प्रेरित होकर उनको लगातार बाहरी वातावरण से परिचित करवाते रहते हैं। इससे वह अपने लक्ष्य को पाने में सरलता महसूस करती है। इससे उनकी शैक्षिक आकांक्षा स्तर में वृद्धि होती है।

दूसरी बात यह भी होती है कि माध्यमिक विद्यालयों के छात्राओं की अपेक्षा सी.बी.एस.ई. विद्यालयों की छात्राऐं अपने कार्यप्रणाली एवं भविष्य के प्रति अधिक सक्रिय होती है। इस दृष्टि से भी शैक्षिक आकांक्षा स्तर अधिक होता है।

तीसरा कारण यह है कि सी.बी.एस.ई. विद्यालय की छात्राऐं अपने पठन—पाठन में सक्रिय होते हुए वर्तमान

की स्वशक्ति का महत्व देती है तथा उसे प्राप्त करने के लिए पूरा प्रयास करती हैं। परिवार के सदस्य एवं माता—पिता भी व्यक्तिगत रूप से अधिक ध्यान देते हैं, जिससे शैक्षिक आकांक्षा स्तर में भिन्नता स्वाभाविक ही होती है।

सक्सेना एस. (1980) ने अपने पी.एच—डी. शोध अध्ययन में भी पाया कि दो असमान विद्यालयों के छात्राओं की शैक्षिक आकांक्षा स्तर में अन्तर होता है तथा छात्र एवं छात्राओं के आकांक्षा स्तर में भी भिन्नता पायी जाती है।

परिकल्पना संख्या —3 : बिहार के माध्यमिक विद्यालयों के छात्र एवं छात्राओं के आकांक्षा स्तर में कोई सार्थक अंतर नहीं होता है।

आँकड़ों का प्रस्तुतीकरण— बिहार के माध्यमिक विद्यालयों के छात्रों एवं छात्राओं की आकांक्षा स्तर की अलग—अलग गणना की गयी। आकांक्षा स्तर के माध्यम की सार्थकता के मध्य अन्तर जानने के लिए क्रान्तिक निष्पत्ति (टी—परीक्षण) का प्रयोग किया गया।

प्रस्तुत सारणी में माध्यमिक विद्यालयों के छात्रों एवं छात्राओं की संख्या आकांक्षा स्तर के मध्यमान एवं मानक विचलन की तुलना प्रस्तुत की गयी है।

माध्यमिक विद्यालयों के छात्र एवं छात्राओं की आकांक्षा स्तर के मध्यमान—अन्तर की सार्थकता का प्रदर्शन

क्र.सं.	तुलनात्मक समूह	संख्या	मध्यमान	विचलन
1.	माध्यमिक विद्यालयों की छात्र	200	43.55	4.47
2.	मध्यमिक विद्यालयों की छात्रा	200	39.72	14.75

सारणी के निरीक्षण से ज्ञात होता है कि माध्यमिक विद्यालयों के छात्रों की आकांक्षा स्तर का मध्यमान 43.55 है तथा विचलन 4.47 है। माध्यमिक विद्यालयों की छात्राओं का मध्यमान 39.72 है तथा विचलन 14.75 है। इससे पता चलता है कि माध्यमिक विद्यालयों के छात्रों का मध्यमान छात्राओं के मध्यमान की तुलना में 3.83 अधिक है।

सारणी के मध्य अन्तर 3.83 है तथा मध्यमानों के मध्य अन्तर की प्रमाणित त्रुटि 1.52 है तथा क्रान्तिक निष्पत्ति 2.52 है, जो 0.05 स्तर पर सार्थक है।

अतः परिकल्पना अस्वीकार की जाती है। इससे निष्कर्ष यह निकलता है कि बिहार के माध्यमिक विद्यालयों के छात्रों एवं छात्राओं की आकांक्षा स्तर में अंतर पाया गया। माध्यमिक विद्यालयों के छात्रों की आकांक्षा स्तर छात्राओं की तुलना में अधिक पाया गया।

आराधना राय

माध्यमिक विद्यालयों के छात्र एवं छात्राओं की आकांक्षा स्तर के मध्यमान–अन्तर की सार्थकता का प्रदर्शन
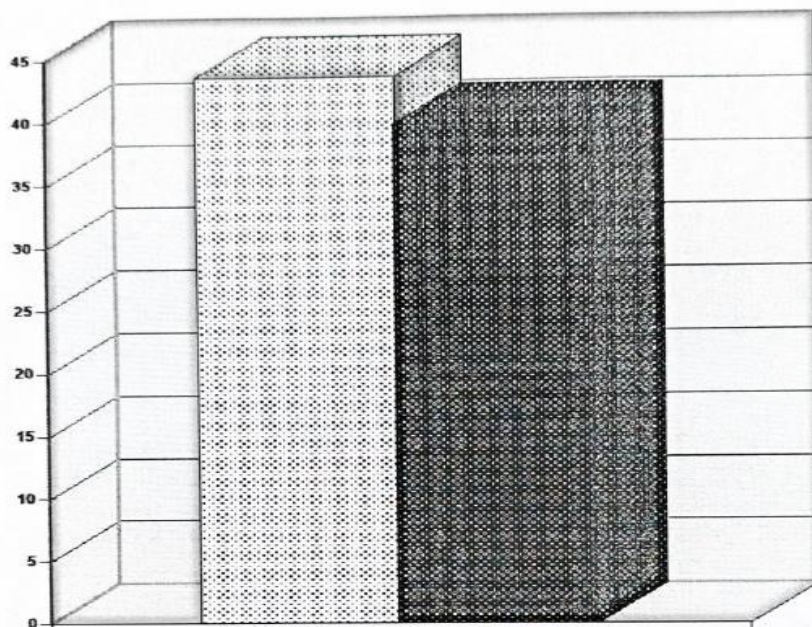
आकांक्षा स्तर

☐माध्यमिक छात्र	■ माध्यमिक छात्रा

व्याख्या–मध्यमानों में अन्तर होने के कारण क्रान्तिक निष्पत्ति के आधार पर दोनों में सार्थक अन्तर हैं।

इसका कारण यह हो सकता है कि माध्यमिक विद्यालयों के छात्र नई–नई तकनीकी सूचना एवं प्रौद्योगिकी से जुड़ा होता हैं। वे नये ज्ञान को जानने का इच्छुक होता हैं। दुनिया का कोई भी क्षेत्र ऐसा नहीं है, जो इससे वंचित हो अर्थात् प्रत्येक क्षेत्र में इसका उपयोग देखा जाता हैं। माध्यमिक विद्यालयों में समस्यापूर्ति, कविता, श्लोकों, कहानी का शीर्षक, भाषण, प्रतियोगिता, निबन्ध प्रतियोगिता का भी आयोजन किया जाता है, जिसमें छात्र अधिक रूचि लेते हैं। इन विद्यालयों के छात्र एवं छात्राओं की आकांक्षा स्तर में भिन्नता होती हैं।

जैन गणेश लाल (1990) ने भी अपने पी.एच–डी. के अध्ययन में पाया कि केवल विद्यालय की भिन्नता होने से छात्रों की आकांक्षा स्तर में भिन्नता नहीं पायी जाती हैं।

परिकल्पना : बिहार के सी.बी.एस.ई. विद्यालयों के छात्र एवं छात्राओं की आकांक्षा स्तर में कोई सार्थक अंतर नहीं होता हैं।

आँकड़ों का प्रस्तुतीकरण – बिहार के सी.बी.एस.ई. विद्यालयों के छात्र एवं छात्राओं की आकांक्षा स्तर की अलग–अलग गणना की गयी।

आकांक्षा स्तर के मध्यमान की सार्थकता के मध्य अन्तर जानने के लिए क्रान्तिक निष्पत्ति का प्रयोग किया गया हैं।

प्रस्तुत सारणी में सी.बी.एस.ई. विद्यालयों के छात्र एवं छात्राओं की संख्या आकांक्षा स्तर के मध्यमान एवं मानक विचलन की तुलना प्रस्तुत की गयी हैं।[7]

सी.बी.एस.ई विद्यालयों के छात्र एवं छात्राओं की आकांक्षा स्तर के मध्यमान–अन्तर की सार्थकता का प्रदर्शन

क्र.सं.	तुलनात्मक समूह	संख्या	मध्यमान	विचलन
1.	सी.बी.एस.ई. विद्यालयों के छात्र	200	44.35	5.14
2.	सी.बी.एस.ई. विद्यालयों की छात्रा	200	49.35	15.76

सारणी के निरीक्षण से ज्ञात होता है कि सी.बी. एस.ई. विद्यालयों की छात्राओं के आकांक्षा स्तर का मध्यमान 49.35 तथा विचलन 15.76 है। सी.बी.एस.ई. विद्यालयों के छात्रों का मध्यमान 44.35 हैं तथा विचलन 5.14 हैं। इससे पता चलता हैं कि सी.बी.एस.ई. विद्यालयों के छात्राओं का सी.बी.एस.ई. विद्यालय के छात्रों के मध्यमान की तुलना में 5.00 अधिक हैं।

सारणी के निरीक्षण से ज्ञात होता हैं कि मध्यमानों के मध्य अन्तर 5.00 हैं तथा मध्यमानों के मध्य अन्तर की प्रमाणित त्रुटि 1.63 हैं तथा क्रान्तिक निष्पत्ति 3.07 हैं, जो 0.01 स्तर पर सार्थक हैं।

अतः परिकल्पना अस्वीकृत की जाती हैं। इससे निष्कर्ष यह निकलता हैं कि बिहार के सी.बी.एस.ई. विद्यालयों के छात्र एवं छात्राओं की आकांक्षा स्तर में सार्थक अन्तर होता हैं।

आराधना राय

सी.बी.एस.ई. विद्यालयों के छात्र एवं छात्राओं की आकांक्षा स्तर के मध्यमानों का प्रदर्शन
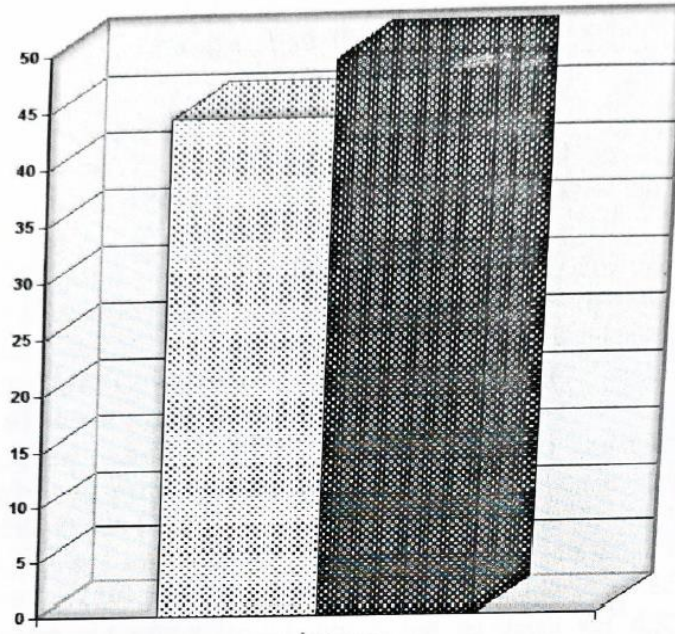
आकांक्षा स्तर

☐ सी.बी.एस.ई. छात्र   ■ सी.बी.एस.ई. छात्रा

व्याख्या– उपर्युक्त विश्लेषित तथ्यों के आधार पर कहा जा सकता हैं कि बिहार के सी.बी.एस.ई. विद्यालयों के छात्रों की अपेक्षाकृत सी.बी.एस.ई. विद्यालयों की छात्राओं का शैक्षिक आकांक्षा स्तर अधिक होता हैं। सी.बी.एस.ई. विद्यालयों में छात्र को विद्यालयों में ही समस्त सुविधायें प्राप्त होती हैं।[8]

सी.बी.एस.ई. विद्यालय की छात्राएँ अपने पठन–पाठन में सक्रिय होते हुए वर्तमान में स्वशक्ति का महत्व देती हैं तथा उसे प्राप्त करने के लिए पूरा प्रयास करती हैं। परिवार के सदस्य एवं माता–पिता भी व्यक्तिगत रूप से अधिक ध्यान देते हैं, जिससे शैक्षिक आकांक्षा स्तर में भिन्नता स्वाभाविक ही होती है।

सक्सेना एस. (1980) ने अपने पी.एच–डी. शोध अध्ययन में भी पाया कि दो असमान विद्यालयों के छात्राओं की शैक्षिक आकांक्षा स्तर में अन्तर होता है तथा छात्र एवं छात्राओं के आकांक्षा स्तर में भी भिन्नता पायी जाती है।

संदर्भ सूची –

1. डॉ. जे.एन. लाल – मनोविज्ञान और शिक्ष में सांख्यिकी (भारतीय विश्वविद्यालयों के लिए)
2. डॉ. जे.एन. लाल : मनोविज्ञान और शिक्ष में सांख्यिकी (भारतीय विश्वविद्यालयों के लिए)
3. डॉ. प्रीति वर्मा– डॉ. डी.डी.एन. श्रीवास्तव : आधुनिक सामान्य मनोविज्ञान
4. डॉ. कृष्ण कुमार जमुआर : शिक्षा मनोविज्ञान, बिहार हिन्दी ग्रंथ अकादमी
5. डॉ. कृष्ण कुमार जमुआर : शिक्षा मनोविज्ञान, बिहार हिन्दी ग्रंथ अकादमी
6. डॉ. आर. पी. पाठक : उच्च शिक्षा मनोविज्ञान– एक परिचय
7. डॉ. सत्य नारायण दूबे 'शरतेन्दु' : उच्च शैक्षिक मनोविज्ञान

आराधना राय

राही मासूम रजा की सम्प्रदाय निरपेक्षता और सामाजिक–राजनीतिक दृष्टिकोण

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DOI- 10.5281/zenodo.13960105

सारांश:

　　　　राही मासूम रजा यह मानते थे कि धर्म राष्ट्र नहीं होता और धर्म के नाम पर राष्ट्रीयता को विभाजित नहीं किया जा सकता। उनके मत में इस्लाम एक धर्म है, राष्ट्र नहीं। धर्म को राष्ट्र से एक करनेवाले समाज विरोधी होते हैं और समाज के मूल चरित्र को पहचानने में असमर्थ होते हैं। राही अपने एक आलेख–'राजनीतिक पर तो मनोरंजन–कर लगना चाहिए'–में लिखते हैं–''आधुनिक भारत में यह तय करना मुश्किल है कि धर्म ज्यादा बड़ा व्यापार है या राजनीति! लेकिन इन दोनों व्यापारों में चूँकि पैसा स्मगलिंग से भी ज्यादा है इसलिए जिसे देखिये वहीं धर्म या राजनीति के धन्धे में जाने को बेकरार है।'' राही यह मानते थे कि धार्मिकता का अर्थ सत्ता प्राप्त करना मात्र रह गया है। इसीलिए लोग पहले धार्मिक होते हैं, फिर राष्ट्रवादी। ''देवरस जी कहते हैं कि पहले हिन्दू है, तब कुछ और हैं। दिल्ली में शाही इमाम कहते हैं कि वह पहले मुसलमान हैं, फिर भारतीय हैं। स्वर्ण मंदिर के पाँच प्यारे कहते हैं कि वह पहले सिख हैं, फिर हिन्दुस्तानी या खालिस्तानी हैं। श्री बाल ठाकरे कहते हैं कि वह पहले मराठी हैं, फिर हिन्दुस्तानी हैं, करूणानिधि कहते हैं कि वह पहले तमिल हैं, फिर भारतीय हैं। एन.टी. रामाराव कहते हैं कि वह पहले तेलुगु हैं, फिर हिन्दुस्तानी हैं।...यानी मुझ–जैसे कुछ पागलों के सिवा पहले हिन्दुस्तानी कोई नहीं है!'' राही मानते थे कि राजनीति के साथ धर्म का नहीं मिलाना चाहिए। दुर्भाग्य की बात यह है कि भारतीय राजनीति के राजनेता इसे ही अपना प्रमुख अस्त्र मानते हैं। राही मासूम रजा ने इसका विरोध किया और खुला पत्र लिखकर एक साथ संघ परिवार, अकाली दल, मुस्लिम लीग सरीखी संस्थाओं पर टिप्पणियाँ कीं।

प्रस्तावना:

　　　　राही मासूम रज़ा धर्म निरपेक्षता को बड़ा मूल्य मानते थे। उनकी दृष्टि में धर्म निरपेक्षता का अर्थ बहुत व्यापक था। वे इसे संकीर्णताओं से परे मानते थे। उनके लिए ''सेक्यूलरिज्म सोचने का ढंग है, जीने का तरीका है!'' कुँवरपाल सिंह ने लिखा है–''राही का मानना था कि जिस प्रकार गंगा सबकी है, उसका स्वरूप किसी धर्म अथवा संस्कृति से सम्बन्धित न होकर सभी के लिए एक समान है।'' यही कारण है कि उनके साहित्य में गंगा–जमुनी संस्कृति की पुरजोर हिमायत की गयी है। वे कई जगह इसे वैयक्तिक आग्रह के तौर पर स्वीकार करते हैं। अपने एक उपन्यास 'असन्तोष के दिन' के वसीयत में उन्होंने गंगा को अपनी माँ बताया है–''मैं तीन माँओं का बेटा हूँ। नफीसा बेगम, अलीगढ़ यूनिवर्सिटी और गंगा।'' यह अनावश्यक नहीं है कि राही की रचनात्मक दृष्टि इन वैचारिक आग्रहों से निर्मित हुई है। धर्म निरपेक्षता के प्रति आग्रही राही मासूम रजा अपने सम्पूर्ण साहित्य में धर्म की आड़ में स्वार्थ साधनेवाले उन सभी छद्म बुद्धिजीवियों एवं राजनेताओं को बेनकाब करते हैं, जिन्होंने वोट बैंक की राजनीति के लिए धर्म के मायने बदलकर रख दिये हैं। अपने समय के कई ज्वलन्त मुद्दों पर राही ने तीखी टिप्पणियाँ की हैं। अपने एक आलेख–'इन्हें इस्लाम कटपीस में चाहिए' में राही मासूम रजा ने इस्लाम एवं कठमुल्लावाद पर टिप्पणी की है। उन्होंने धार्मिक मूल्यों को समय के साथ बदलने की हिमायत की है। उनक मत में– ''इस्लाम ने इजतिहाद का दरवाजा इसलिए खुला रखा कि धर्म की बुनियादी बातों को छोड़कर बाकी सारी समस्याओं के सिलसिले में अपने–अपने ऐतिहासिक और सामाजिक वातावरण को ध्यान में रखते हुए

नये फैसले लिये जा सकें। ताकि जमाना पीछे छोड़कर आगे न निकल जाये। कुरान यह कहता है कि उसका पयाम अपनेवाले तमाम युगों के लिए है और शहाबुद्दीन कहते हैं कि मुसलमान को सोलहवीं सदी से बाहर निकलने का अधिकार नहीं है। ये शहाबुद्दीन, ये अंसारी, ये बनातवाला, ये सुलेमान और यह कांग्रेस(आई) इस्लाम और मुसलमानों–दोनों ही के इतने बड़े दुश्मन हैं कि उनके मुकाबले में भारतीय जनता पार्टी सेक्यूलर दिखायी देने लगी है।''

　　　　इसी प्रकार राम मन्दिर एवं बाबरी मस्जिद विवाद पर वे बीच का रास्ता अपनाने पर बल देते हैं। उनके मत में यह विवाद हिन्दू–मुसलमान या भगवान् राम या अल्लाह का नहीं है बल्कि भारत को खोखला करने की साजिश है– ''दिलों के बीच दीवारें उठाने की साजिश।'' उनके मत में राम जन्मभूमि को वापस लेने की मुहिम इतिहास के रथ चक्र को उलटा चलाने की मुहिम है। और अगर यह रथ चक्र उलटा चला तो पूरी संस्कृत खोखली होकर रह जायेगी। जिस हिन्दू–मुसलमान संस्कृति का निर्माण परस्पर सहयोग से इतने लम्बे सालों में हुआ है, वह संस्कृति चरमराकर ढह जायेगी। राही मासूम रजा इस तरह की कोशिश को बेमानी मानते हैं, क्योंकि जिस मिट्टी में उनका जन्म हुआ है, उसे वे नहीं छोड़ सकते। वास्तव में यह राजनीति का घिनौना खेल है। वे सुझाव देते हैं कि ''जहाँ श्रीराम जन्मभूमि मन्दिर और बाबरी मस्जिद है वहाँ, इस मन्दिर और मस्जिद को गिराकर बच्चों के लिए एक पार्क बना दिया जाये, क्योंकि फूलों के बीच खेलते हुए बच्चों से ज्यादा खूबसूरत कोई दृश्य हो ही नही सकता।''

　　　　राही मासूम रजा के अनुसार धर्म व्यापक मानवीय मूल्यों को धारण करता है। वह चाहे हिन्दू हो या इस्लाम,

सिख हो या इसाई। उनके मत में–''इस्लाम चारदीवारों और गुम्बद का नाम नहीं है। इस्लाम नाम है शान्ति का। इस्लाम नाम है गुलामी की आजादी का।...इस्लाम नाम है सच बोलने का। इस्लाम नाम है अपने बदन और अपनी आत्मा को साफ रखने का।'' इसके विपरीत जब धर्म का विखण्डनकारी उपयोग किया जाता है, तो राही का आक्रोश उभरकर सामने आ जाता है। वे राजनीति एवं धर्म के घालमेल को घृणित व्यापार मानते थे।

राही मासूम रजा के लिए भारतीय समाज की ऐसी संरचना स्वीकार्य है, जिसमें सभी सम्प्रदाय के लोग सद्भावपूर्ण वातावरण में रहें। मानवता ही सर्वोत्तम मूल्य हो और जाति–धर्म–वर्ग के झगड़े न हों। व्यक्ति की पहचान उसकी उपलब्धियों से हो, न कि धर्म से। वे साझी संस्कृति के पक्षधर हैं। उनका मानना है कि संस्कृति सबको आत्मसात् करती चलती है और परिवेश के हिसाब से समय उसमें निरन्तर बदलाव करता है। वे आपसी सम्बन्धों को सौहार्दपूर्ण व्यवहार में परिलक्षित होने की वकालत करते हैं। उनकी कथनी–करनी में फर्क नहीं था और वे चाहते थे कि भारतीय समाज की संरचना में सब धर्म आधारित विभाजन को भुलाकर एकता की मिसाल पेश करें। वे इस बात से बहुत आक्रोशित थे कि तथाकथित राजनीतिक, सामाजिक, बुद्धिजीवी एकता के लिए हिन्दू–मुसलमान भाई–भाई का नारा बुलन्द करते हैं। उनके मत में–''मुझे इस नारे से नफरत है, क्योंकि मैं हर रोज सबेरे की चाय पीने से पहले अपने भाइयों को याद नहीं दिलाता कि हम भाई–भाई हैं। यह बात हम चारों भाइयों को मालूम है।''

राही मासूम रजा के लिए भारतीय समाज की जो संकल्पना में संवेदना का बहुत महत्त्व है, क्योंकि यह संवेदना एवं विश्वास ही सबके जीवन को सुखमय बना सकती है एवं सबके दुःख दर्द में भागीदार बना सकती है। वे विभाजन पर आधारित समाज की निन्दा करते हैं और परस्पर साहचर्य को स्वीकार करते हैं। उनके लिए विभाजनकारी शक्तियाँ न सिर्फ समाज अपितु राष्ट्र का लिए भी खतरा हैं। वे वर्तमान परिदृश्य में समाज की दशा से परेशान थे। लेखक की चिन्ता उनके उपन्यास 'आधा गाँव' में दिखती है। 'लोकप्रिय चिन्ता सार्वजनीन है कि गंगौली में अगर गंगौलीवाले कम तथा सुन्नी और गंगौली को यदि भारत मान लिया जाय तो भारत का क्या होगा? भारतीय कौन होंगे?''

राही मासूम रजा के इतिहास के उस पहलू की ओर बार–बार ध्यान दिलाते हैं कि मुसलमानों की एक बड़ी संख्या धर्मान्तरित है और धर्मान्तरित होने मात्र से कोई अपनी जड़ों से विलग नहीं हो जाता। उनकी संस्कृति भारतीय ही रही। इस्लाम स्वीकार लेने से उनकी मान्यताएँ नहीं बदल गयीं। राही जोर देकर कहते हैं कि इस्लाम भारत आकर भारतीयता के रंग में रँग गया, तभी सनातन धर्म की कई मान्यताएँ इस्लाम में भी आ गयीं। पूरा भारतीय समाज इस आपसी आदान–प्रदान से प्रभावित हुआ है। न सिर्फ मुसलमान, अपितु हिन्दुओं ने भी कई ऐसे इस्लामिक प्रथाओं को अपना लिया जो उनका नहीं था। समाज में यह जो हिन्दू–मुसलमान का द्वन्द्व दिखता है, वह राजनीति के कारण है। समाज में यह जो वैमनस्यता सिर उठा रही है। चूँकि राजनीत में अपना स्वार्थ सिद्ध करने के लिए धर्म एक अस्त्र की तरह प्रयुक्त हो रहा है और समाज को विभाजित करके ही राजनेता अपने वोट–बैंक को सुरक्षित रख सकते हैं–इसलिए विभाजन की राजनीति की जाती है। राही इसके लिए सभी राजनीतिक पार्टियों को उत्तरदायी ठहराते

डॉ. राधे श्याम राय

हैं। शाहबानों प्रकरण जो मुसलमान स्त्रियों को बराबरी के स्तर पर ले आने की कोशिश थी, पर तत्कालीन सरकार ने जो राजनीति की, उस पर राही ने तीखी टिप्पणी की। उनके मत में–''शाहबानों केस के फैसले के बाद कांग्रेस(ई) सरकार ने संसद के अंदर और बाहर, दोनों जगहों पर जो कलाबाजियाँ खायी हैं, उन्हें सेक्यूलर हिन्दुस्तान का इतिहास न भूल सकता है और न ही क्षमा कर सकता है।''

राही मासूम रजा भारतीय समाज को किसी धर्म–विशेष का समाज नहीं मानते। यह अनेक धर्मों का देश है और यहाँ उपासना की अनेक पद्धतियाँ प्रचलित हैं। उनका मानना है कि व्यक्ति को यह स्वतन्त्रता मिलनी चाहिए कि वह अपनी जिन्दगी को अपनी शर्तों पर अपने तरीके से जी सके। यह धर्म एवं राजनीति है, जो किसी व्यक्ति के सामाजिक जीवन में (अनावश्यक) हस्तक्षेप करती है। इसी से संघर्ष की स्थिति उत्पन्न होती है। राही समाज में नफरत की रोटियाँ सेंकनेवालों से बचने की सलाह देते है। वे भविष्य की तस्वीर भी खींचते हैं। ''राही का विश्वास था कि आज का दलित और श्रमिक वर्ग आगे आनेवाले समाज का नियन्त्रक होगा। पुरानी सभ्यता और संस्कृति के नाम पर बहुत दिनों तक राजनीति नहीं की जा सकती। उन्होंने आनेवाले नये समाज की प्रवृत्तियों को पहचाना और उन्हें अपने लेखन में निरन्तर व्यक्त करते रहे।''

राही मासूम रजा वर्तमान राजनीति से बहुत क्षुब्ध थे। वर्तमान राजनीति सत्ता–प्राप्ति का माध्यम बनकर रह गयी है, जनकल्याण अब इसका उद्देश्य नहीं रहा। देश की तमाम गम्भीर समस्याओं का कोई हल राजनीति के पास नहीं। राजनीति के पास कोई दूरदृष्टि भी नहीं है इसलिए वह तात्कालिक लाभवाले फैसले लेती है। राही मानते हैं कि अमेरिकी राजनीति, जो मुनाफे की राजनीति पर आधारित है, का असर बहुत तेजी से तीसरी दुनिया के देशों पर पड़ रहा है। इसके प्रभाववश भारतीय राजनीति अपनी मूल्य आधारित एवं मर्यादित स्वभाव छोड़ती जा रही हैं। वे लिखते हैं–''हमारी राजनीति ने भी डालर के सबक फर–फर याद कर लिये। डालर की सभ्यता यह है कि राजनीति देश के लिए नहीं है, देश राजनीति के लिए है और राजनीति उस व्यक्ति के लिए है, जिसकी स्वतन्त्रता का ढिंढोरा डालर सरकार पीटती रहती है।'' वस्तुतः जब राजनीति किसी मूल्य, मर्यादा और नैतिकता से रहित हो जाती है, तो वह मानवीयता के लिए संकट का सूचक देती है। इस राजनीति का उद्देश्य धन कमाना और सत्ता के केन्द्र तक पहुँचना रह जाता है। राही मासूम रजा राजनीति की इस दशा पर क्षोभ प्रकट करते हैं। उनके मत में–''राजनीति पदयात्रा करना भूल चुकी है।'' और इस तरह उसका जनता से सीधा सम्पर्क नहीं रहा।

राही मानते हैं कि पथभ्रष्ट राजनीति अपना काम निकालने के लिए धर्म के साथ गठबन्धन करती जा रही है। धर्म के साथ उसका यह गठजोड़ खतरनाक है। यह साम्प्रदायिकता को बढ़ावा देती है, जिससे भारतीय संस्कृति की शानदार परम्परा दागदार हो जाती है। राजनीति अपने लाभ के लिए जातिवाद को बढ़ाती है। राजनीति के इस अवसरवादी रवैये के कारण ही अलगाववाद को बढ़ावा मिलता है, क्षेत्रवाद सिर उठाता है और साम्प्रदायिक दंगे होते हैं।

राही मासूम रजा साम्प्रदायिकता को समाज के लिए कोढ़ मानते थे। राही साम्प्रदायिकता को केवल धार्मिक मसला नहीं मानते बल्कि इसकी जड़े इतिहास और हमारी समाज–व्यवस्था में हैं। इसके साथ ही आर्थिक सम्बन्धों का

भी योगदान है। इस समस्या का हल केवल राजनीति के पास नहीं है, इसका समाधान ऐतिहासिक, सामाजिका एवं आर्थिक सम्बन्धों की जाँच–पड़ताल से ही हो सकता है। राही ने टिप्पणी की है–''साम्प्रदायिकता का नाखून हमारे सामाजिक जीवन के गले में घुसे हुए हैं।'' साम्प्रदायिक नेता अवसरवादी होते हैं और सत्ता के लिए किसी से भी हाथ मिला सकते हैं। वास्तव में साम्प्रदायकता का मानवता से कोई सरोकार नहीं। वह तो लोगों को आपस में लड़ाने के लिए है। हिन्दू–मुसलमान, हिन्दू–सिख, मराठी–पंजाबी द्वन्द्व इसी की देन हैं। ''राही ने हर तरह की साम्प्रदायिकता का विरोध किया, चाहे वह हिन्दुओं की साम्प्रदायिकता हो, कश्मीर में मुस्लिम कट्टरपन्थियों की साम्प्रदायिकता हो, पंजाब में अकालियों की साम्प्रदायिकता हो। मुम्बई में रहकर भी बाल ठाकरे पर बराबर निशाने साधते रहे।''

वस्तुतः राही मासूम रजा का साहित्य एवं जीवन के प्रति दृष्टिकोण बहुत स्पष्ट था। जैसा कि कहा गया है, उनकी कथनी एवं करनी में अन्तर नहीं है। ''अपने समूचे लेखन में राही मासूम रजा ने उस दकियानूसी दृष्टि की शल्यक्रिया की है, जो हिन्दू और मुसलमानों को जुदा रखने की घिनौनी कोशिश करती आयी है। उन्होंने सच्ची इन्सानियत को सबसे बड़े मूल्य के रूप में प्रतिष्ठित किया है।'' इतिहास राही मासूम रजा को एक 'हिन्दुस्तानी' लेखक के रूप में याद करता है, तो इसीलिए कि उनके समग्र रचनाक्रम में हिन्दुस्तान अपनी समग्रता में रचा बसा है। शिवकुमार मिश्र ने राही मासूम रजा को प्रेमचन्द की परम्परा का रचनाकार कहा है और प्रेमचन्द को कबीर के बाद सेक्यूलर मानसिकतावाला पहला साहित्यकार। शुकदेव सिंह भी स्वीकार करते हैं कि ''कबीर के बाद राही ने ही मुझे ज्यादा परेशान किया।''

अपने समग्र साहित्य में राही मासूम रजा ने अनेकशः हिन्दू–मुसलमान समस्या पर विचार किया है और इतनी गहराई से किया कि कभी–कभार अति की सीमा तक पहुँच जाता है। लेकिन यह कोई नकारात्मक तथ्य नहीं है, अपितु राही की संवेदना एवं पक्षधरता को स्पष्ट करता है। उनके उपन्यासों में व्यक्त हिन्दू–मुसलमान सम्बन्धों का अगले अध्याय में विश्लेषण एवं अनुसन्धान करते समय राही मासूम रजा के इस दृष्टिकोण का महत्त्व रहेगा।

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सारांश:

ज्योतिराव फुले दलितों के सामाजिक, धार्मिक एवं राजनैतिक जीवन में सुधार लाकर उनमें चेतना पैदा करना चाहते थे। किंतु यह कार्य किसी एक व्यक्ति द्वारा अकेले करना संभव नहीं था। अतएव ज्योतिराव फुले ने एक ऐसे संगठन की आवश्यकता महसूस की जिसके माध्यम से सुधार कार्य किया जा सके। राजा राममोहन राय द्वारा 'ब्रह्म समाज' और स्वामी दयानंद सरस्वती द्वारा 'आर्य समाज' की स्थापना करना उनके सामने ज्वलंत उदाहरण थे। ज्योतिराव फुले ने *सत्यशोधक समाज* की स्थापना कर इसके माध्यम से स्वयं कुछ विधवा विवाह कराए। पुणे जैसे रूढ़िवाद के गढ़ में ग्रामीण विधवाओं के लिए एक आश्रम और एक अनाथालय की स्थापना की। ज्योतिराव फुले का दत्तक पुत्र यशवंत भी इसी अनाथालय के बच्चों में से एक था। ज्योतिराव फुले ने दलितों में आत्मसम्मान और आत्मनिर्भरता की भावना पैदा की। उस समय दलित राजनीति शून्यप्राय थी किंतु उन्होंने दलितों में राजनीतिक चेतना पैदा करने का प्रयत्न किया जो डॉ0 अम्बेडकर के राजनीतिक जीवन का आधार बना। ज्योतिराव फुले 1876 ई0 में पूना नगर पालिका के सदस्य बने। उन्होंने पूना के पिछड़ों एवं अनुसूचित जातियों की बस्तियों में पानी पहुंचाने हेतु बल दिया। उन्होंने यह भी अनुभव किया कि उच्च जाति के अधिकारी दलितों की निरंतर उपेक्षा करते हैं और अपने हितैषियों की बस्तियों में ही बिजली, पानी और सफाई आदि की व्यवस्था करने में ध्यान देते हैं। अतएव ज्योतिराव फुले ने दलितों की बस्तियों में सभी जन सुविधाओं को उपलब्ध कराने हेतु आवाज उठाई। उन्होंने दलितों में मद्यपान जैसी बुराईयों को समाप्त करने के उद्देश्य से पूना में शराब की दुकान खोलने का भी विरोध किया।

प्रस्तावना:

ज्योतिराव फुले ने दलित चेतना उत्पन्न करने हेतु एक संगठन के गठन की स्थापना को आवश्यक समझा। अतएव उन्होंने 24 सितम्बर 1873 को पूना में अपने अनुयायियों एवं समर्थकों की एक बैठक बुलाई, जिसमें महाराष्ट्र के प्रमुख केंद्रो से लगभग 60 लोगों ने भाग लिया। इन लोगों से विचार–विमर्श करके ज्योतिराव फुले ने *सत्यशोधक समाज* नामक एक संगठन बनाया। इस संगठन का उद्देश्य ब्राह्मणों की सर्वोच्चता को चुनौती देना था। यह अपने आप में प्रथम संगठन था जिसका एक मात्र उद्देश्य ब्राह्मण ग्रंथों के प्रभाव से शूद्रों एवं अतिशूद्रों को मुक्त कराना था। क्योकि ब्राह्मण पुरोहित उनका सब कुछ अपहरित कर लेते थे। इसके अतिरिक्त शूद्रों और अतिशूद्रों को उनके मानवाधिकारों को बताना तथा उनकों मानसिक एवं धार्मिक दासता से मुक्त कराना था। ज्योतिराव फुले ने हिंदू धर्म ग्रंथों का गहरा अध्ययन किया और इस निष्कर्ष पर पहुंचे कि *ब्राह्मणवाद* ही हिंदू धर्म का सार है। वर्णव्यवस्था ने ही; जो हिंदू समाज का आधार है, शिक्षा को नियंत्रित करके निम्न जातियों तक पहुंचने से रोका है। अतएव ज्योतिराव फुले ने जनमानस को 'सत्यशोधक समाज' के झंडे तले एक ऐसा प्लेटफॉर्म दिया जहां बहुत सी उपजातियां सफलतापूर्वक संगठित हो सकती थीं। उन्होंने इस उद्देश्य की पूर्ति के लिए 'सत्यशोधक समाज' के निम्नलिखित सिद्धांत निर्धारित किए–

1. ईश्वर एक है, सर्वव्यापी निर्गुण, निर्विकार और सरल स्वरूप है। यह प्राणी मात्र में व्याप्त है।
2. प्रत्येक मनुष्य को ईश्वर भक्ति का अधिकार है। सर्व साक्षी परमेश्वर की प्रार्थना और चिंतन के लिए किसी मध्यस्थ की, किसी दलाल की आवश्यकता नहीं है।
3. मनुष्य जाति के गुण, उसकी श्रेष्ठता प्रमाणित करते हैं।
4. कोई भी ग्रंथ न तो ईश्वर प्रणीत है, न वह पूर्णरूपेण प्रमाण के रूप में उपलब्ध है।
5. परमेश्वर शारीरिक रंग–रूप से अवतार धारण नहीं करता।
6. पुनर्जन्म, कर्मकाण्ड, जप–तप या धर्म गोष्ठियां, ज्ञानमूलक नहीं है।

सत्यशोधक समाज के सीधे–साधे उद्देश्यों से महाराष्ट्र की पिछड़ी एवं अछूत जातियों में प्रारंभ में व्यापक असर हुआ। ज्योतिराव द्वारा स्थापित 'सत्यशोधक समाज' ब्राह्मण वर्चस्व और उच्च जातियों द्वारा समाज के निम्न जातियों के बौद्धिक शोषण, सामाजिक एवं सांस्कृतिक उत्पीड़न और अन्याय के विरुद्ध प्रतीकात्मक रूप में एक जनआंदोलन बनकर उभरा। *सत्यशोधक समाज* ने शिक्षा के विकास हेतु जनमानस से चंदा जुटाकर दलित होनहार छात्रों को छात्रवृति देने की व्यवस्था की तथा प्रोत्साहन हेतु पुरस्कारों, उनके निवास तथा अध्ययन के लिए छात्रावासों, निःशुल्क पुस्तकों, प्रौढ़ों की शिक्षा के लिए रात्रि पाठशालाओं आदि का प्रबंध किया। लोगों के ज्ञानार्जन के लिए हर पखवाड़ें में व्याख्यानों, निबंध प्रतियोगिताओं तथा वाक् प्रतियोगिताओं का आयोजन किया जिससे दलितों में पठन–पाठन की रूचि बढ़े और वे अपने विचार अच्छी तरह से अभिव्यक्त कर सकें। 'सत्यशोधक समाज' ने दलितों से कहा कि वे लोग पुरोहितों को अपने किसी कार्यक्रम में न बुलाएं और न ही उनके द्वारा कोई संस्कार कार्य सम्पन्न करवाएं ऐसा करके वे लोग उनके शोषण से बच सकते है। *सत्यशोधक समाज* ब्राह्मण वर्चस्व और उच्च जातियों द्वारा समाज के निम्न जातियों के बौद्धिक शोषण, सामाजिक एवं सांस्कृतिक उत्पीड़न और अन्याय के विरूद्ध प्रतीकात्मक

रूप में एक जनआंदोलन बनकर उभरा। 'सत्यशोधक समाज' ने शिक्षा के विकास हेतु जनमानस से चंदा जुटाकर दलित होनहार छात्रों को छात्रवृति देने की व्यवस्था की तथा प्रोत्साहन हेतु पुरस्कारों, उनके निवास तथा अध्ययन के लिए छात्रावासों, निःशुल्क पुस्तकों, प्रौढ़ों की शिक्षा के लिए रात्रि पाठशालाओं आदि का प्रबंध किया। लोगों के ज्ञानार्जन के लिए हर पखवाड़े में व्याख्यानों, निबंध प्रतियोगिताओं तथा वाक् प्रतियोगिताओं का आयोजन किया जिससे दलितों में पठन–पाठन की रुचि बढ़े और वे अपने विचार अच्छी तरह से अभिव्यक्त कर सके। *सत्यशोधक समाज'* ने दलितों से कहा कि वे लोग पुरोहितों को अपने किसी कार्यक्रम में न बुलाएं और न ही उनके द्वारा कोई संस्कार कार्य सम्पन्न करवाएं। ऐसा करके वे लोग उनके शोषण से बच सकते हैं। 'सत्यशोधक समाज' ने दलित समाज से विवाहों में होने वाले फिजूलखर्ची को भी कम करने को कहा, क्योंकि दलित समाज के लोग उच्च जातियों की नकल करते थे जिसके कारण वे अपने सामर्थ्य से अधिक धन खर्च कर बैठते थे। जाति–पांति, ऊँच–नीच का शिकार होने के बाद भी दलित मूर्ति–पूजा, देवी–देवताओं की पूजा–अर्चना करने में सबसे आगे थे। वे अपना अधिकतम धन इसी में खर्च करते थे। यह देखकर *सत्यशोधक समाज'* ने दलितों को यह समझाने का अथक प्रयास किया कि पूजा, अर्चना मात्र एक मिथ्या है, इससे दलित समाज का कभी हित नहीं हो सकता। *सत्यशोधक समाज'* ने एक अभियान चलाकर इन सबका घोर विरोध किया जिसके फलस्वरूप दलित समाज के लोग अपने मंगल उत्सवों, मुहूर्त और विवाह आदि में पुरोहितों को बुलाना और उनसे तिथियां निकलवाना बंद कर दिया। 'सत्यशोधक समाज' ने ब्राह्मणवाद के बहिष्कार का आह्वान किया क्योंकि उसका मानना था कि 'ब्राह्मणवाद' का बहिष्कार ही मात्र ऐसा उपाय है जिसके माध्यम से दलित समाज जाति–पांति, छुआछूत, अंधविश्वास और सदियों की दासता से छुटकारा पा सकता है।

सत्यशोधक समाज' का व्यापक प्रभाव दलित समाज पर पड़ा और बहुत से लोगों ने उसके द्वारा बताए गए मार्ग पर चलने का कार्य भी किया। किंतु ब्राह्मणों ने हर स्तर पर इसका विरोध किया। कट्टरपंथी पुरोहितों ने नए–नए षड्यंत्र रचे तथा शूद्रों को भड़काया और प्रचार–प्रसार करना शुरू किया कि यह माली और उसका 'सत्यशोधक समाज' सबको या तो ईसाई बनवा देगा या उनका धर्म भ्रष्ट करेगा। ब्राह्मणों ने यह कुतर्क दिया कि 'सत्यशोधक समाज' के मराठी भाषा के भजन और प्रार्थनाएं ईश्वर के पास पहुंच ही नहीं सकती क्योंकि अब तक विद्वान और पुरोहित, देवताओं की भाषा संस्कृत में ही वेदों के श्लोक और मंत्र पाठ करते थे। इसलिए प्रार्थनाएं ईश्वर के पास सीधे पहुंच जाती थीं। ईश्वर ने वेदशास्त्र भी इसी भाषा में रचा है। इसलिए फुले उन्हें मुर्ख बना रहे है। यह सुनकर कुछ भोले भाले लोग बहक भी गए।

ज्योती राव फुले को इन कुतर्कों से बड़ा आघात पहुंचा किंतु ज्योतिराव फुले और उनका 'सत्यशोधक समाज' हिम्मत नहीं हारा और बहके हुए लोगों को उन्हीं की भाषा में समझाने का प्रयास किया। उन्होंने लोगों को यह भी समझाया कि सबका ईश्वर एक है। वह जाति–पांति नहीं मानता है। ईश्वर सब भाषाओं में प्रार्थना सुन सकता है, जाति–पांति, वर्ण–भेद और ऊंच–नीच की दीवारें सब ब्राह्मणों की देन है जो उन्होंने अपने लाभ के लिए खड़ी की है। ईश्वर गरीब की हर भाषा और बोली समझ लेता है।

डॉ. रविन्द्र कुमार सिंह

उन्होंने बताया कि पारिवारिक उत्सव, व्रत, जन्म, मुंडन, विवाह जैसे समारोहों से पुरोहितों और ब्राह्मणों का जब तक पूर्ण बहिष्कार नहीं किया जाता, वे शूद्र ही समझे जाएंगे। उनकी आने वाले संतानें भी जाति–पांति, छुआछूत और सदियों की दासता से छुटकारा नही पा सकेगी। ज्योतिराव फुले की इन बातों का प्रभाव बहके हुए लोगों पर पड़ा और लोगों में चेतना उत्पन्न हुई। परिणामस्वरूप उन्होंने अपने सारे उत्सवों व संस्कारों में ब्राह्मणों का बहिष्कार करना प्रारंभ किया। उदाहरण के लिए, बाला जी केशा जी पाटिल ने अपने पुत्र के विवाह में ब्राह्मण पुरोहित का बहिष्कार किया तो आतुर गांव के पुरोहित वामन जगन्नाथ एवं शंकर बाबू जी ने पाटिल के विरुद्ध मानहानि का दावा कर दिया और इस मुकदमें का निर्णय करते हुए पूना के जिला न्यायाधीश ने यह कहा कि पुरोहित अपना पुरोहित शुल्क पाने के अधिकारी है, भले ही उन्हें मांगलिक उत्सवों में बुलाया गया हो या नहीं। 'सत्यशोधक समाज' इस मामले को बंबई उच्च न्यायालय ले गया, जहां के मुख्य न्यायाधीश सर एम.आर. बेस्ट रोप ने बहुत हेरफेर करने के बाद इस निर्णय को यथावत बनाए रखा। किंतु 'सत्यशोधक समाज' व फुले के प्रयत्नों के फलस्वरूप पूना के प्रथम श्रेणी के सब–जज ने निचली अदालत के फैसले को खारिज कर दिया। यह घटना 1887ई0 की है। बाद में मुंबई हाईकोर्ट ने एक मामले में निर्णय देते हुए कहा कि दूसरी जातियों के लोग ब्राह्मण पुरोहित के बिना विवाह कर सकते हैं तथा विवाह का पुरोहिती न करने पर दक्षिणा की मांग नहीं की जा सकती। 'सत्यशोधक समाज' ने पूरे महाराष्ट्र के गैर ब्राह्मणों में नई पद्धति से विवाह की परंपरा विकसित की जिसमें सरल विधि से बिना पुरोहित के विवाह और अन्य दूसरे मांगलिक उत्सवों को बिना किसी फिजूलखर्ची के साधारण तरीके से किया जाता था। धीरे–धीरे ब्राह्मण हस्तक्षेप के बहिष्कार के साथ–साथ न्यायिक हस्तक्षेप भी समाप्त हो गया। 'सत्यशोधक समाज' के प्रभाव के कारण ही गुना जी बाबू जी पाटिल, शिंदे ने बाला जी केशी जी पाटिल के पुत्र की तरह स्वयं अपने विवाह में ब्राह्मणों का बहिष्कार किया और दहेज–रहित विवाह किया। इसी तरह यशवंत, जो कि ज्योतिराव फुले व सावित्री बाई द्वारा गोद लिया गया पुत्र था, का विवाह हड़पसर निवासी माली जाति के ग्यानवाकृष्णा ससाणे की पुत्री राधा (लक्ष्मी) के साथ 'सत्यशोधक समाज' की पद्धति से 4 फरवरी 1889 को सम्पन्न हुआ। इस विवाह में ब्राह्मणों द्वारा विघ्न भी डालने का प्रयास किया गया। किंतु 'सत्यशोधक समाज' ने इसका प्रतिरोध किया और सकुशल विवाह सम्पन्न कराया।

'सत्यशोधक समाज' ने यह भी प्रसारित किया कि पेशवाओं के समय में निर्णय तलवार के बल पर होते थे किंतु अब बुद्धि और तर्क के बल पर दलितों को शिक्षित एवं संगठित कर आगे बढ़ाना होगा। इसके लिए दलित समाज का शिक्षित एवं संगठित होना अति आवश्यक है। 'सत्यशोधक समाज' ने निम्न जातियों के आर्थिक शोषण का भी विरोध किया। उसने उच्च जातियों द्वारा कम पारिश्रमिक दिए जाने के विरुद्ध आवाज उठाई। इसके प्रभाव में आकर 1875ई0 में पूना के नाईयों ने ब्राह्मणों की हजामत बनाने से इनकार कर दिया जिसके फलस्वरूप ब्राह्मणों को झुकना पड़ा और बढ़ी हुई दरों पर हजामत करना तय हुआ। 'सत्यशोधक समाज' ने देवदासी–प्रथा और मदिरालयों का भी घोर विरोध किया तथा सामाजिक गुलामी के विरुद्ध आवाज उठाई और सामाजिक न्याय की मांग की। इस समाज के प्रचारक व उपदेशक सिर पर साफा बांधते थे

और कंबल रखते थे और उनका प्रयास दलितों को एक मंच पर लाना था।

ज्योतिराव फुले और उनका 'सत्यशोधक समाज' दलित महिलाओं की स्थिति को भी उपर उठाने और उनमें चेतना लाने के लिए प्रयासरत था। अतएव ज्योतिराव ने स्त्री–पुरुष समानता का भाव पैदा करने वाली नई विवाह विधि बनाई। इस विधि में पुरुष प्रधान संस्कृति को समर्थन व स्त्री की गुलामगिरी सिद्ध करने वाले सारे मंत्र निकाल दिए गए तथा विवाह के लिए लड़की की सहमति को अनिवार्य माना एवं बालविवाह का विरोध किया। विवाह पद्धति के सारे कार्यक्रम वहां की क्षेत्रीय मराठी भाषा में किए जाने थे ताकि सभी लोग इसे समझ सकें। यह सभी कार्य 'सत्यशोधक समाज' के माध्यम से किया जा रहा था। ज्योतिराव फुले समाज में समानता लाना चाहते थे। अतएव उनका कहना था कि जन्मतः कोई शूद्र नहीं, कोई नीच नहीं, ब्राह्मण हो या शूद्र सब एक जैसे हैं। कुछ उच्च लोगों ने अपने स्वार्थ के लिए इसे बनाया है।

राजनीतिक क्षेत्र मं दलितों में चेतना का पूर्णतः अभाव था। फुले का कहना था कि शासन भले ही अंग्रेजों का हो, अब भी गांवों से लेकर जिले की कलेक्टरी तक सर्वत्र पुरोहितों का ही बोलबाला है और अंग्रेज अधिकारी भी अपने मातहत काम करने वाले उच्च जाति के अधिकारियों पर ही निर्भर हैं, क्योंकि तत्कालीन राजनीतिक की बागडोर मुख्यतः ब्राह्मण नेताओं के हाथों में थी। ज्योतिराव फुले का मानना था कि अगर शासन व्यवस्था में उच्च वर्ण के ब्राह्मण आदि लोग अधिक संख्या में जा बैठे तो सछूत, अछूत जहां के तहां ही रहेंगे, उन्हें कुछ लाभ नहीं मिलेगा बल्कि उच्च वर्ण का दबाव बढ़ेगा और विषमता भी बढ़ेगी। उनका मानना था कि जिस हिसाब से सरकार किसानों से कर वसूल करती है, उसी हिसाब में उसे किसानों और दलितों की भलाई के लिए काम करना चाहिए।

फुले ने महाराष्ट्र में एक राजनीतिक आंदोलन को जन्म दिया ताकि दलित अपने अधिकारों के प्रति जागरूक हो सकें और आंदोलन को तेज करें। इसका परिणाम था कि दलितों में कुछ हद तक राजनीति के प्रति जागृति होने लगी। उनके समय में सारे भारत में कोई राष्ट्रीय आंदोलन नहीं था जो क्रांति कर सके और प्रस्थापित सत्ता को बदल सके। जो राष्ट्रीय क्रांतिकारी थे, उन्हें स्वराज जरूर चाहिए था लेकिन वे सामाजिक न्याय के बारे में सोचते तक नहीं थे। भारत में अंग्रेजी शासन व पुरोहित शासन दोनों था। फुले ने भारत में अंग्रेजी शासन को अच्छा माना तथापि उनका मानना था कि ब्रिटिश शासन ने देश का बहुत बड़ा नुकसान अवश्य किया किंतु उतना नहीं जितना पुरोहितों ने किया। ब्रिटिश साम्राज्यवाद ने हमारे शरीर को गुलाम बनाया जबकि पुरोहित शाही ने तो हमारे मन–मस्तिष्क को गुलाम बनाया। ब्रिटिश साम्राज्यवादी शासन तो हिंदुस्तान की धन–दौलत लूट कर अपने देश ले जा रहा है लेकिन पुरोहित अभी भी सामाजिक, धार्मिक और राजनीतिक क्षेत्र में वर्चस्व बनाए हुए है। उसने गैर–ब्राह्मणों के मन में होने वाले आत्मसम्मान और स्वतंत्रता की प्रेरणा को ही मार डाला है।

ज्योतिराव फुले का मानना था कि अंग्रेजी समाज में कम से कम निर्भयता पूर्वक अपने विचारों को व्यक्त करना व लिखना संभव है, जबकि पुरोहित समाज में यह संभव नहीं है। इसलिए दलितों को फुले ने कहा कि जब तक उन्नत की राह बने, उतनी नाप लेनी चाहिए। उन्होंने ब्रिटिश शासन की भारत में स्थापना के लिए पुरोहितों को

डॉ. रविन्द्र कुमार सिंह

जिम्मेदार माना क्योंकि अधिकांश भारतीयों को ब्राह्मणों ने विद्या, ज्ञान और शूरता से दूर रखा, धर्म और राजनीति में हमेशा मनमानी करते रहे। इसीलिए अंग्रेज भारतीय समाज में फूट डालकर हिंदुस्तान को जीत सके तथा बड़ी धूर्तता से उन्होंने ब्राह्मण समाज का उपयोग शासन सत्ता के संचालन में कर लिया और निम्न जाति पर करों का बोझ लादकर यहां ऐश करते रहे हैं। भारत में स्वतंत्रता आवश्यक है, किंतु उसके पहले ब्राह्मण समाज को समाप्त करना होगा, स्वतंत्रता के साथ–साथ भारत में समानता लानी होगी। वह चाहते थे कि भारत एक ऐसा राष्ट्र बने जिसमें सभी को समान अधिकार हो, सभी में स्नेह–प्रेम व्यवहार हो, तभी देश विकास के पथ पर अग्रसर हो सकता है और तभी प्रजातांत्रिक व्यवस्था लागू हो सकेगी। फुले के इन विचारों का दलितों के ऊपर बहुत अधिक प्रभाव पड़ा और दलितों में अपने राजनीतिक अधिकारों के प्रति चेतना जागृत हुई।

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गोषवारा:

एखाद्या वैशिष्ट्यपूर्ण घटना, घडामोडीचे महत्त्व वाचकांना मोजक्या, तर्कशुद्ध, विश्लेषणात्मक आणि प्रभावी शब्दात मांडणी करून दाखविणारा मजकूर म्हणजे अग्रलेख होय. अग्रलेख हा त्या पत्राच्या संपादकाचा, वृत्तपत्राचा वा त्या संपूर्ण वृत्तपत्र समूहाचा एखाद्या विशिष्ट विषयाबद्दलचा दृष्टिकोन व्यक्त करीत असतो, निरनिराळ्या पाहणीनुसार अग्रलेखाचा वाचक वर्ग टक्केवारीच्या तुलनेत मर्यादित असला तरी, जनमत घडविण्यात अग्रलेखाचे स्थान अत्यंत महत्त्वपूर्ण असते. पत्रकारितेतील अग्रलेखाचे महत्त्व विचारात घेऊन डॉ. बाबासाहेब आंबेडकरांनी बहिष्कृत भारत, मूकनायक, जनता, प्रबुद्ध भारत, हे पत्र चालविले. कारण स्वतःच्या वृत्तपत्रांमधून आपल्याला हवे तसे जनमत घडविण्यासाठी, आपल्या समाजावर होत असलेल्या अन्याय, अत्याचाराला वाचा फोडण्यासाठी चे अग्रलेख लिहिण्याचे स्वातंत्र्य फक्त आपल्या मालकीच्या पत्रातूनच मिळू शकते म्हणून त्यांचा हा खटाटोप होता. डॉ. बाबासाहेब आंबेडकरांनी चालविलेले मूकनायकातील अग्रलेख हे केवळ त्या काळातील दलितांचे प्रश्न आणि समस्या एवढ्यापुरतेच मर्यादित नसून, पुढील शेकडो वर्षांच्या परिवर्तनाचे विचार होते. हे मूकनायकातील निवडक अग्रलेख यावरून दिसून येते.

बीज शब्द: मजकूर, जनमत, स्वराज्य, प्रशासित, जिन्नस, स्वदेशी, निद्रिस्त.

प्रस्तावना:

पत्रकारिता हा लोकशाहीचा चौथा स्तंभ आहे असे म्हटले जाते. कारण पत्रकारितेमुळे लोकशाही मूल्य देशांमध्ये रुजविता येतात; परंतु निष्ठेने पत्रकारिता अगदी बोटावर मोजण्याइतकीच मंडळी करते. देश निष्ठेबद्दल सांगावयाचे झालं तर, स्वातंत्र्यपूर्व काळामध्ये लोकहितवादी, टिळक, आगरकर अशा बऱ्याच विभूतींच्या नावांचा उल्लेख करता येईल. या मंडळींनी सर्वाधिक राजकीय पत्रकारितेचाच विचार केला दिसून येतो. सामाजिक अंगाचा विचार करून विशेषतः भारतीय समाजाचा अभ्यास करून पत्रकारिता करणारे कमी पत्रकार दिसून येतात. ज्यांना इथल्या समाज व्यवस्थेने अगदी रस्त्यावरही नीट राहू दिलं नाही, ज्यांना पशुतुल्य जगणं दिलं अशा लोकांच्या जगण्याला पत्रकारितेमध्ये स्थान दिले गेले नाही. भारतामध्ये खऱ्या अर्थाने मुक्यांना वाचा दिली ती डॉ. बाबासाहेबांच्या पत्रकारितेने. बाबासाहेबांच्या लेखनाने मुक समाज केवळ जागाच झाला नाही, तर त्यांच्या लेखणीने मुक्यांना स्वाभिमानाचे शस्त्र दिले.

वृत्तपत्रामधील उल्लेखनीय लेखन म्हणजे अग्रलेख. अग्रलेखाला वृत्तपत्राचा आत्मा असे म्हटले जाते. निरनिराळ्या पाहणीनुसार अग्रलेखांचा वाचक वर्ग टक्केवारीच्या दृष्टीने अतिशय मर्यादित असला तरी, जनमत घडविण्याच्या संदर्भात अग्रलेखाचे स्थान मोठे असते हे विसरून चालणार नाही. अग्रलेखाचे महत्व विशद करताना डॉ. स्नेहल तावरे लिहितात, "माहिती देणे, भाष्य करणे, लोकमत घडविणे, टीका करणे ही अग्रलेखाची प्रधान प्रयोजने आहेत. त्यानुसार अग्रलेखाचे स्वरूप व शैली यांची घडण होते."

पत्रकारितेतील अग्रलेखाचे महत्त्व लक्षात घेऊन बाबासाहेबांनी वृत्तपत्र चालविले. स्वतःच्या वृत्तपत्रामधूनच आपल्याला शंभर टक्के अग्रलेख लिहिण्यासाठी स्वातंत्र्य मिळू शकते अशी त्यांना खात्री होती. म्हणून बाबासाहेबांनी

बहिष्कृत भारत, मूकनायक, जनता, प्रबुद्ध भारत हे पत्र चालवले. बाबासाहेबांच्या लेख, अग्रलेखातील विचार केवळ तेवढ्याच काळापुरता मर्यादित नसून शेकडो वर्षांपुढचा आहे. प्रस्तुत शोधनिबंधात डॉ बाबासाहेब आंबेडकर यांच्या बहिष्कृत भारत आणि मूकनायकातिल निवडक अग्रलेखांचा आढावा घेण्यात आला आहे.

तथ्य विश्लेषण:

डॉ. बाबासाहेब आंबेडकर, महात्मा ज्योतिबा फुले आणि राजर्षी शाहू महाराज चरित्र साधने प्रकाशन समिती, उच्च तंत्र शिक्षण विभाग, महाराष्ट्र शासनाने डॉ. बाबासाहेब आंबेडकर यांचे बहिष्कृत भारत आणि मूकनायक हा ग्रंथ २००८ मध्ये प्रकाशित केला. प्रस्तुत ग्रंथामध्ये मूकनायकामधील एकूण ३१ अंक संग्रहित करण्यात आलेले आहेत. ३१ जानेवारी १९२० च्या पहिल्या अंकामध्ये बाबासाहेबांनी मनोगताच्या माध्यमातून इथल्या विषमतेवर प्रहार केला आहे. दुसऱ्या अंकापासून त्यांच्या अग्रलेखांनी वैविध्यपूर्ण विषयावर चर्चा केली आहे. सर्वप्रथम बाबासाहेबांचा राजकीय दृष्टिकोन, 'स्वराज्याची सर स्वराज्याला नाही' या अग्रलेखातून दिसून येतो. भारताच्या परशासित कारभाराबद्दल बाबासाहेब अधिक चर्चा करतात. परशासित कारभाराबद्दल बाबासाहेब लिहितात, "जरी मुसलमान लोकांच्या हिंदुस्थानावरील स्वाऱ्यास इ. स. ९८६ त सुरुवात झाली तरी, त्यांना या देशात कायमचे ठाणे मिळण्यास बराच अवधी लागला. पृथ्वीराज जेव्हा ११९३ मध्ये लढाईत मरण पावला तेव्हा बादशाहीचे दिल्लीचे तक्त कायमचे मोकळे पडले. तरीही शेवटी कायमसत्ता इंग्रजांच्या हाती गेली."

यावरून आपणास डॉ. बाबासाहेब आंबेडकर यांचा परशासित भारताविषयीचा सूक्ष्म अभ्यास दिसून येतो. भारतावर अनेकांचे वर्चस्व राहिले. भारत खूप काळ परशासित देश राहिल्यामुळे भारताचे प्रचंड नुकसान झाले. विशेषत्वाने ब्रिटिश राज्यकारभारातील दोष बाबासाहेब उलघडून दाखवितात. "हे स्वराज्य नव्हे हे तर आमच्यावर राज्य" या अग्रलेखात डॉ. बाबासाहेब लिहितात, "ब्रिटिश राज्यकारभारातील दोषांकडे लक्ष दिल्यास असे दिसून येते की, ब्रिटिश आमदानीतील प्रजेचे दारिद्र्य व तिची निस्तेज मनोभूमिका ही दोन तिच्या असंतोषाची कारणे होत."

डॉ. बाबासाहेब यांचा भारतीय समाजाविषयी खूप सूक्ष्म अभ्यास होता. म्हणून ते आपल्या लेखातून

डॉ. विलास चव्हाण

भारतीय समाजावर वारंवार प्रहार करताना दिसून येतात. मूकनायकाच्या पहिल्या अंकाच्या निमित्ताने बाबासाहेबांनी आपले मनोगत छापले. मनोगताच्या प्रारंभीच बाबासाहेब लिहितात. "जर हिंदुस्थान देशातील सृष्ट पदार्थाच्या व मानव जातीच्या चित्रपटाकडे प्रेक्षक या नात्याने पाहिले तर हा देश केवळ विषमतेचे माहेरघर आहे."

भारत हा देश विषमतेचे माहेरघर आहे. म्हणून त्या विषमतेची पाळीमुळे शोधणे बाबासाहेबांना महत्वाचे वाटते. जर या विषमते संदर्भात बोललो नाही किंवा लिहिले नाही तर पुढील अमाप पिढ्या बरबाद होतील अशी बाबासाहेबांची भूमिका होती. म्हणूनच बाबासाहेबांच्या चळवळी आणि लेखन इथल्या निद्रिस्त समूहाला जागे करण्यासाठी कारणीभूत ठरते. भारतातील विषमता ही इतर देशापेक्षा गहन आहे. भारतामध्ये एक धर्मित्वाच्या भावनेपेक्षा भिन्न जातीत्व भावनेच्या मुळया खोल आहेत. म्हणून या संदर्भात डॉ. बाबासाहेब लिहितात. "एखाद्या युरोपियन गृहस्थाने आपण कोण? या प्रश्नास इंग्लिश, जर्मन, फ्रेंच, इटालियन इत्यादी प्रकारचे उत्तरे दिले की समाधान होते. परंतु हिंदूंची मात्र तशी स्थिती नाही. मी हिंदू आहे या उत्तराने कोणाची तृप्ती व्हायची नाही. त्याला आपली जात काय हे सांगणे अगदी जरूर असते. म्हणजे हिंदूला आपली विषमता पदोपदी उघडकीस आणावी लागत आहे."

डॉ. बाबासाहेबांनी १९२० मध्ये हा विचार मांडला. आज खूप परिवर्तन झालेले आहे असे नाही. आज तर जातीवर राजकारण विसंबून आहे. जातीयवादी राजकारणामुळे दंगली घडत आहेत. आजही बाबासाहेबांच्या विचाराची भारतीय समाजाला नितांत आवश्यकता आहे.

हिंदुस्थान मध्ये एकत्वाची भावना निर्माण न होऊ शकली. याचे कारण म्हणजे हिंदुस्तान मध्ये एकच सरकार राहिलेले नाही. यासाठी डॉ. बाबासाहेबांनी 'राष्ट्रातील पक्ष' हा अग्रलेख लिहिला. यामध्ये बाबासाहेब लिहितात "सरकार एकच असते तर हिंदी प्रजा एकवट झाली असती हे खास. अमेरिकन संयुक्त संस्थानातील लोकात हिंदुस्थानाप्रमाणेच भिन्न धर्म, भिन्न जाती व भिन्न भाषा आहेत. तरीपण अमेरिकन प्रजेत ऐक्य भाव किती आहे. हे नुकत्याच संपलेल्या युद्धावरून सिद्ध होत."

डॉ. बाबासाहेबांना असे म्हणावयाचे आहे की, एका देशाचा राज्यकारभार दुसऱ्या देशातील लोक चालवितात त्या स्थितीला राज्य हे नाव देता येत नाही.

कारण एका देशातील लोक दुसऱ्या देशातील लोकास आपल्या अमलाखाली ठेवतात ते केवळ आपल्या कल्याणासाठी पैसे कमी होण्यासाठी किंवा आपला फायदा करून घेण्यासाठी माणसांचा कळप हाणून ठेवतात. म्हणजेच राष्ट्रातील पक्ष जनहित न पाहता स्वहित पाहतात.

सारांश:

डॉ. बाबासाहेब आंबेडकर यांच्या मूकनायकातील निवडक अग्रलेखांचा बारकाईने अभ्यास केला असता आपणास असे दिसून येते की, डॉ. बाबासाहेब आंबेडकरांच्या मते प्रशासनामुळे भारताचे प्रचंड नुकसान झाले आहे. ब्रिटिश आमदानीत भारत दरिद्री राहिला. त्यांच्यामते भारत देश केवळ विषमतेचे माहेरघर आहे. आजचे भारतीय राजकारण जातीवरच केले जाते. भारतीयांमध्ये एकत्वाची भावना निर्माण होऊ शकली नाही याचे कारण म्हणजे इथे एकच सरकार नव्हते.

संदर्भ ग्रंथ

1. डॉ. बाबासाहेब आंबेडकर, महात्मा ज्योतिराव फुले आणि राजर्षी शाहू चरित्र साधने प्रकाशन समिती, उच्च व तंत्र शिक्षण विभाग, महाराष्ट्र शासन, डॉ. बाबासाहेब आंबेडकर यांचे बहिष्कृत भारत आणि मूकनायक.

डॉ. विलास चव्हाण

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ग्रंथालय:

ग्रंथालय म्हणजे सर्वसाधारणपणे सर्व प्रकारची छापील तसेच हस्तलिखित माहितीसाधने एकत्रितपणे ठेवण्याची जागा होय. प्राचीन भारतात नालंदा विश्वविद्यालयाचे अति समृद्ध ग्रंथालय होते. मध्ययुगीन काळामध्ये हस्तलिखित पोथ्या जतन करून ठेवल्या जात. राजे-महाराजे आपला स्वतंत्र ग्रंथसंग्रह ठेवत असत. ग्रंथालय शास्त्राचे तज्ज्ञ एस.आर. रंगनाथन यांच्या मते, ग्रंथालये ही लोकशाही मूल्ये जोपासणारी सार्वजनिक संस्था आहे. एकोणिसाव्या शतकामध्ये सार्वजनिक शिक्षणाला पूरक ठरलेली चळवळ म्हणजे ग्रंथालय चळवळ होय. चळवळ हा शब्द या ठिकाणी ग्रंथालयांचा विकास या अर्थाने आहे. बडोदा संस्थानांमध्ये महाराज सयाजीराव गायकवाड यांनी या चळवळीद्वारे सार्वत्रिक शिक्षणाचा प्रसार आणि प्रचार केला.

वाचक, वाचन साहित्य आणि कर्मचारी हे ग्रंथालयाचे तीन घटक आहेत. ग्रंथालयाचा मूळ उद्देश ज्ञान व माहिती संग्रहण हा असतो. ग्रंथालयातून ही साधने वापरण्यासाठी नेता येतात व मर्यादित कालावधीत परत केली जातात. आधुनिक काळात ग्रंथालयांची संकल्पना बदलून ते माहितीचे देवाण - घेवाण करणारी संस्था अशी झाली आहे. कारण वाचक पुस्तक न मागता डेटाबेसची माहिती मागण्यासाठी येत असतो. शाळा-महाविद्यालयांना ग्रंथालय असतेच. यामुळे विद्यार्थ्यांना संदर्भासहित वाचनाची सवय लागते. लिखाण अभ्यासपूर्ण होण्यासाठी अनेक ग्रंथ एकाच ठिकाणे मिळण्याची सोय होते.

बदलता काळ:

बदलत्या काळात दृक्श्राव्य माध्यमेही ग्रंथालयांमध्ये दिसून येतात. आज डिजिटल ग्रंथालय ही संकल्पना रूढ होत आहे. अनेक नवीन कल्पना ग्रंथालयात बघायला मिळतात ग्रंथालयाचे विविध प्रकार अस्तित्वामध्ये आहेत कार्पोरेट व इंडस्ट्री क्षेत्रांमध्ये स्वतंत्र ग्रंथालय ही तेथील कर्मचारी, व्यवस्थापक व अधिकारी, इंजिनियर्स यांच्यासाठी उपलब्ध असतात. वेळेनुसार व आवडीनुसार या ग्रंथालयाचा या लोकांना लाभ घेता येतो. आज वैयक्तिक स्तरावर देखील ग्रंथालय तयार केली जातात. शिक्षक, प्राध्यापक डॉक्टर, तसेच व्यापारी हे आपल्या आवडीनुसार आपल्या घरांमध्येच ग्रंथालय तयार करतात. आपल्या व्यवसायानुसार ग्रंथसंग्रह जतन करणे त्याचं वाचन करणे अशा स्वरूपामध्ये ही ग्रंथालये उभी राहताना दिसतात. आज शासकीय स्तरावर देखील ग्रंथालयाची चळवळ उभारली जात आहे. सार्वजनिक ग्रंथालय हा त्याचाच एक भाग आहे. मात्र पुरेसा निधीअभावी आणि सामाजिक मदतीअभावी अनेक चांगली ग्रंथालये आज बंद होण्याच्या मार्गावर आहेत.

नवीन ग्रंथालयांचे स्वरूप हे संगणकीय होत आहे. अंतरजालावरून माहितीचा शोध शक्य होतो. तसेच योग्य ते सदस्यत्व घेऊन त्या त्या ग्रंथालयाच्या संकेतस्थळावर माहितीचा शोध घेता येतो. आज संपूर्ण जगामध्ये डिजिटल ग्रंथालय ही संकल्पना आलेली आहे डिजिटल ग्रंथालयाच्या साह्याने तुम्हाला जगभरातील अनेक मोलाचे ग्रंथ हे ग्रंथालयामधून वाचता येणे शक्य झाले आहे, इतकेच नाही तर कुणालाही त्या ग्रंथालयाचे सदस्य म्हणून नोंद करून हव्या त्या पद्धतीची सुविधा उपलब्ध करून दिली जाते. आज माहिती प्रसारणाच्या क्षेत्रांमध्ये मोठे बदल झाल्यामुळे त्या दृष्टीने ग्रंथालये ही वेगळ्या पद्धतीने विकसित होत आहेत. ग्रंथालयाच्या संदर्भामध्ये सामाजिक संघटनांनी अथवा सामाजिक संस्थांनी पुढे येऊन तसेच सरकारने योग्य ती जबाबदारी स्वीकारण्याने ही ग्रंथालय चळवळ पुढे जाण्यास नक्कीच मदत होत आली आहे. कमीतकमी वेळेत योग्य ते वाचन साहित्य उपलब्ध करून देण्यासाठी आणि ज्ञान साधनांचा वाढलेला आवाका, प्रकाशनांची प्रचंड उपलब्धता, माहितीतील वाढ, ग्रंथालयाच्या आर्थिक समस्या इ.सारख्या अनेक घटकांचा विचार करता विविध प्रकारच्या सेवांचे आयोजन ग्रंथालयांना करावे लागत आहे.

इतिहास

प्राचीन भारतीय विद्यापीठ तक्षशिलेचे ग्रंथालय हे सर्व जगात प्रसिद्ध होते. अनेक ग्रीक तसेच चीनी प्रवासी या ग्रंथालयाला भेट देऊन गेल्याची नोंद सापडते. प्राचीन काळात राजे-राजवाड्यांची ग्रंथालये, शैक्षणिक संस्थामधून (नालंदा तक्षशीला) व मंदिरांमधून ग्रंथालये अस्तित्वात होती, पण ती एका विशिष्ट घटकांसाठीच होती. संपूर्ण

समाजासाठी म्हणून सार्वजनिक ग्रंथालय ही संकल्पना त्या काळी फारशी अस्तित्वात नव्हती. सोसायटी फॉर प्रमोशन ऑफ ख्रिश्चन नॉलेज या १६९८ च्या संस्थेचे मद्रास व बंगालमधील ग्रंथालयाचे कार्य, १७८४ कोलकाता येथील एशियाटिक सोसायटीचे ग्रंथालय, १८३५ची कलकत्ता पब्लिक लायब्ररी, मुंबईत 'रॉयल एशियाटिक सोसायटी ऑफ ग्रेट ब्रिटन अँड आयर्लंड हे १८२७ साली सुरू झालेले ग्रंथालय ही सुरुवातीची वाटचाल आहे.

1. **प्राचीन काळ :**

   प्राचीन काळी इजिप्त आणि अलसरीया शासकीय कागदपत्रे व धार्मिक वाचन साहित्य अभिलेखागार या स्वरूपात ग्रंथालये अस्तित्वात होती. ग्रीस व इजिप्त या देशात ग्रंथालये असल्याची नोद आढळते.

2. **मध्ययुगीन काळ :**

   मध्ययुगीन मुस्लिम देशामध्येही ग्रंथालये होती. अरब बगदाद येथे मोठ्या प्रमाणात ग्रंथालये होती.

3. **आधुनिक काळ :**

   या कालखंडात विज्ञान प्रसार व विकास झाला. माहिती देवाण घेवाण वाढली, संशोधनांत वाढ झाली, शिक्षणात वाढ झाली, नवनवीन तंत्रज्ञानात वाढ झाली. त्यामुळे पारंपरिक ज्ञान साधनाबरोबर डिजिटल ज्ञान साधनांचा उदय झाला. त्यांमुळे आधुनिक ग्रंथालये अधिकच विकसित झाली. ग्रंथालयांत नवीन सेवांचा उदय झाला.

ग्रंथालयांचे प्रकार

- **शैक्षणिक ग्रंथालय**

   शैक्षणिक ग्रंथालयाचे प्रामुख्याने तीन प्रकार पडतात. विविध कौशल्ये प्राप्त करण्यासाठी आणि व्यक्तिमत्त्व विकासात या ग्रंथालयाचे महत्त्वाचे आहे.

शैक्षणिक ग्रंथालयाची उदिष्टे :

1. शैक्षणिक व सामाजिक घटकांच्या माहिती विषयक गरजांची पूर्तता करणे.
2. विविध प्रकारच्या शैक्षणिकव संदर्भ ग्रंथाचे उपार्जन करून संवर्धन करणे.
3. विविध अभ्यासक्रमांस लागणारे वाचन साहित्य उपलब्ध करून देणे.
4. वाचकांना द्यावयाच्या माहितीचे व संदर्भ सेवांचे नियोजन करणे.

1. **शालेय ग्रंथालय :**

   पाचवी ते दहावी या वर्गांसाठी शाळेमध्ये विद्यार्थी व शिक्षक यांना जी ग्रंथालये उपलब्ध आहेत, त्यांना शालेय ग्रंथालय असे म्हणतात. आपल्या देशात अलीकडील काळात माध्यमिक स्तरांवर शालेय ग्रंथालये दिसत असली तरी ती शाळेच्या एकूण विद्यार्थी संख्येवर अवलंबून आहेत. शालेय ग्रंथालये ही शाळेतील शिक्षणाला पूरक असे साहित्य विद्यार्थी व शिक्षक यांना पुरविण्याची कामे करतात. यामध्ये क्रमिक व संदर्भ

पुस्तकांची देवघेव करणे, विशिष्ट माहिती संदर्भ पुरवणे, ग्रंथालय कसे वापरावे या विषयी मार्गदर्शन करणे, विद्यार्थ्यांमध्ये वाचनाची आवड निर्माण व्हावी म्हणून अनेक उपक्रमाचे आयोजन करणे. ग्रंथ प्रदर्शने आयोजित करणे. विविध स्पर्धांचे आयोजन करणे. पुस्तकाचे वाचन करणे. चर्चासत्र आयोजित करणे. नवीन पुस्तके प्रदर्शित करणे. शालेय ग्रंथालयेही विद्यार्थ्यांना वाचनाची गोडी आवड निर्माण करतात त्याच बरोबर सुसंकरीत व्यक्तिमत्त्व तयार होण्यासाठी चागल्या वाईट जाणीवा निर्माण करू शकेल अशा प्रकारचे कार्य करतात.

2. **महाविद्यालय ग्रंथालय :**

   महाविद्यालयात विद्यार्थी, प्राध्यापक यांच्यासाठी जे ग्रंथालय उपलब्ध असते त्यास महाविद्यालय ग्रंथालय असे म्हणतात. महाविद्यालय ग्रंथालयांची कामे :

1. विद्यार्थी, प्राध्यापक यांना क्रमिक पुस्तके व इतर वाचन साहित्य पुरवणे.
2. ग्रंथालयात एखादे पुस्तक नसल्यास ते इतर ग्रंथालयातून आंतर देवघेवी द्वारे आणून देणे.
- ग्रंथालयात आलेल्या नवीन पुस्तकांची यादी देणे.
- सदर्भ ग्रंथ पुरविणे.
- वाचकांना मार्गदर्शन करणे.
- पुस्तकांचे तालिकीकरण व वर्गीकरण करणे.
- वाचन विभाग उपलब्ध करून देणे.
- विशेष दिनादिवशी ग्रंथप्रदर्शन आयोजित करणे.
- संशोधन कार्यात मदत करणे.
- विद्यार्थ्यांमध्ये वाचन कौशल्ये विकसित करणे.
- कारकीर्द मार्गदर्शन करणे, या संदर्भात स्पर्धा परीक्षांविषयी माहिती देणे. सर्व ग्रंथ आणि नियतकालिके यांची माहिती पुरविणे.
- वृत्तपत्र कात्रणे काढून अद्यावत माहिती शिक्षक व विद्यार्थी यांना पुरविणे.
- ग्रंथालयाच्या उपयोगाकरिता मार्गदर्शन करणे.

३. **विद्यापीठ ग्रंथालय :**

   विद्यापीठात प्रवेश घेतलेले विद्यार्थी, प्राध्यापक, संशोधक यांच्यासाठी विद्यापीठात असणारे ग्रंथालय म्हणजे विद्यापीठ ग्रंथालय होय. विद्यापीठ ग्रंथालय हे विद्यापीठातील विविध ज्ञानशाखांतील विद्यार्थी, शिक्षक व संशोधक यांच्याकरिता निर्माण केलेली ग्रंथालय प्रणाली होय. विद्यापीठ ग्रंथालयाचे प्रमुख वाचक पदव्युत्तर विद्यार्थी, शिक्षक वर्ग, संशोधन करणारे विद्यार्थी, संलग्न महविद्यालयातील शिक्षकवर्ग, बहिस्थ विद्यार्थी स्थानिक नागरिक, शासकीय अधिकारी इत्यादी असतात. या ग्रंथालयांतून अभ्यासकांना विविध प्रकारच्या ग्रंथालयीन माहिती सेवा व डिजिटल वाचन साहित्याच्या साह्याने पुरविल्या जातात.

डॉ. मोहम्मद मुदस्सीर अहमद

विद्यापीठ ग्रंथालयाची कामे :

- ग्रंथ संग्रह विकासाचे धोरण ठरविणे.
- विद्यापीठाच्या अभ्यासक्रमाशी निगडित विविध विषयांचे ग्रंथ, नियतकालिके व इतर वाचन साहित्य उपलब्ध करून देणे.
- आंतर ग्रंथालयीन देवाण घेवाण कार्यक्रमातून वाचन साहित्य उपलब्ध करून देणे.
- संदर्भ ग्रंथाची ओळख करून देणे.
- ग्रंथालयाचा उपयोग कसा करावा या संदर्भात मार्गदर्शन करणे.
- विद्यार्थ्यांना कारकीर्दविषयी मार्गदर्शन करणे.
- वर्तमानपत्रांची कात्रणे काढून वाचकांना पुरवणे.
- मागणीनुसार विषयवार सूची तयार करून देणे.

सार्वजनिक ग्रंथालय :

समाजाने समाजासाठी निर्माण केलेले ग्रंथालय म्हणजे सार्वजनिक ग्रंथालय होय. ही ग्रंथालये गाव, तालुका राज्य, देश पातळीवर कार्यरत असतात विविध प्रकारच्या सामाजिक व संयुक्त उपक्रमांद्वारे लोकशिक्षणाचे मोलाचे कार्य पार पाडले जाते.

४. सार्वजनिक ग्रंथालय :

सार्वजनिक ग्रंथालय म्हणजे शिक्षण, संस्कृती, माहिती, आणि शांतता प्रथापित करणारी तसेच नागरिकांमध्ये व विविध देशांमध्ये सामंजस्य निर्माण करणारी अत्यावश्यक संस्था होय. सार्वजनिक ग्रंथालय म्हणजे ज्या ग्रंथालयात समाजातील सर्व जाती धर्मांच्या वाचकांना वंश, वर्ण, वर्ग, असा कोणताही भेदाभेद न करता त्यांना हवे असलेले वाचन साहित्य कोणत्याही पूर्वग्रहाशिवाय निरपेक्षपणे मोफत किंवा अल्प वर्गणी घेऊन उपलब्ध करून दिले जाते.

अशा ग्रंथालयाला सार्वजनिक ग्रंथालय असे म्हणतात. या ग्रंथालयाची उभारणी शासनाच्या कायद्यानुसार केली जाते. त्याचे संचालन सार्वजनिक निधीतून केले जाते. ही ग्रंथालये समाजातील सर्व नागरिकांना सेवा पुरवतात.

सार्वजनिक ग्रंथालयाची कामे :

1. ग्रंथालय ज्या ठिकाणी आहे त्या परिसरातील वाचकांची, वड, गरज आणि त्यांचा कल विचारात घेऊन ग्रंथ, नियतकालिके व दृक्श्राव्य साधनांचे संकलन करणे.
2. विद्यार्थ्यांना व शिक्षकांना क्रमिक पुस्तके व संदर्भ पुरविणे.
3. संशोधक व अभ्यासक यांना अद्यावत वाचन साहित्य उपलब्ध करून देणे.
4. साक्षरता प्रसारासाठी विविध प्रकारचे उपक्रम आयोजित करणे.

5. अनौपचारिक शिक्षणासाठी व निरंतर शिक्षणासाठी प्रोत्साहन देणे.

५. राष्ट्रीय ग्रंथालय :

राष्ट्रीय ग्रंथालय हे त्या देशाचे सर्वोच्च ग्रंथालय म्हणून ओळखले जाते. राष्ट्रीय ग्रंथालये त्याच्या शीर्षकानुसार देशांतर्गत प्रकाशित झालेल्या सर्व प्रकाशनांचे संकलन व जतन करणे ही या ग्रंथालयाची प्रमुख जबाबदारी होय. या ग्रंथालयात डिलिव्हरी ऑफ बुक्स कायद्यानुसार देशातील प्रतेक प्रकाशकाने आपल्या प्रकाशनाच्या ३ प्रती या ग्रंथालयास विनामूल्य द्याव्या/पाठवाव्या लागतात. भारताचे राष्ट्रीय ग्रंथालय हे कलकत्ता येथे आहे. या ग्रंथालयामध्ये सर्वांना प्रवेश असतो. समाजातील सर्व घटकातील लोकांना यामध्ये कोणत्याही प्रकारचा भेदाभेद न करता विनामूल्य प्रवेश दिला जातो.

राष्ट्रीय ग्रंथालयाची कामे :

1. भारतातील सर्व भाषांमधील प्रकाशित झालेले सर्व ग्रंथ संग्रहित करणे.
2. राष्ट्रीय सूचीय माहितीचे केंद्र म्हणून कार्य करणे.
3. संघ तालिका म्हणून काम करणे.
4. ठराविक कालखंडात राष्ट्रीय ग्रंथसूचीची निर्मिती करणे.
5. देशातील सर्व नागरिकांना सेवा पुरविणे.

निष्कर्ष:

सुरुवात दस्तऐवजांचे संकलन आयोजित करण्याच्या पहिल्या प्रयत्नांनी झाली. आवडीच्या विषयांमध्ये संग्रहाची सुलभता, साहित्य संपादन, व्यवस्था आणि साधने शोधणे, पुस्तक व्यापार, विविध लेखन साहित्याच्या भौतिक गुणधर्मांचा प्रभाव, भाषा वितरण, शिक्षणातील भूमिका, साक्षरतेचे दर, बजेट, कर्मचारी वर्ग, ग्रंथालये यांचा समावेश होतो.

लक्ष्यित प्रेक्षकांसाठी, आर्किटेक्चरल गुणवत्ता, वापराचे नमुने आणि राष्ट्राच्या सांस्कृतिक वारशात ग्रंथालयांची भूमिका आणि सरकारी, चर्च किंवा खाजगी प्रायोजकत्वाची भूमिका. संगणकीकरण आणि डिजिटायझेशन 1960 पासून उद्भवले आणि ग्रंथालयांचे अनेक पैलू बदलले.

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डॉ. मोहम्मद मुदस्सीर अहमद

कृषक जीवन और जनचेतना अभियान

डॉ. वी.तारा नायर

हिंदी विभागाध्यक्षा

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गोषवारा:

कृषक समाज के लिए कृषि कोई धंधा नहीं बल्कि जीवन है । यह उनकी रोजमर्रा का जीवन होता है । किसान हमारे समाज की रीढ़ की हड्डी है जो कड़ी मेहनत करके हमें अनाज ,सब्जियाँ , फल -फूल उपलब्ध करवाते रहते है । उन्हें मौसम की मार सहनी पड़ती है । वे दिन रात एक करके मेहनत करते है । किसान खेतों से लगाव रखते है यही कारण है कि वे खेत नहीं छोड़ना चाहते है । किसान को मानव सभ्यता का अस्तित्व माना गया है । जो देश की आर्थिक राजनीतिक व्यवस्था को प्रभावित करते है । अधिकांश विकसित अर्थव्यवस्थाओं मे एक कृषक साधारणत: एक खेत का मालिक होता है । किसान वर्ग पशुधन या मछलीपालन के रुप में उसे बढ़ावा देता है । किसान को हर साल सरकारी योजना के तहत 6000 रुपए प्रधानमंत्री सम्मान निधि स्कीम के रुप में मिलते है । कृषि हमारी राष्ट्रीय आय के कुल 25% का योगदान देती है । कृषि का मुख्य उद्देश्य देश के सदस्यों को भोजन उपलब्ध करवाना है । हिंदी साहित्य में गोदान को महाकाव्य माना गया है । सभी किसानों की हालत लगभग होरी जैसी ही हो चुकी है । भारतीय किसान अपनी समूची समस्याओं ,शक्तियों और सीमा के साथ मौजूद है । गोदान में उपनिवेशिक नीतियों से बर्बाद होते कृषक जीवन और उसके जिम्मेदार ताकत की पहचान को समाज में प्रस्तुत किय़ा है ।   भारत को संरचनात्मक दृष्टि से गाँव का देश माना गया है । भारत के सभी ग्रामीण समुदाय अधिकतम मात्रा में कृषि से जुड़े रहे है । यही कारण है कि भारत को कृषि प्रधान देश माना गया है । आज भी काफी मात्रा में किसान भारतीय खाद्य फसल को उत्पादित कर अपनी जीविका उपार्जन में लगा हुआ है । ६०% कृषि परोक्ष या प्रत्यक्ष रुप से किसान के उत्पादन का अविभाज्य अंग बना हुआ है । भारतीय किसान को प्राचीन समय से ही गरीबी की तराजू पर तौला जाता रहा है यह सच भी है क्योंकि किसानों को जीवन में बहुत अधिक परेशानियों का सामना करना पड़ा है । वे अनपढ़ रहे है ,यदि हम साहित्य पर नज़र डाले तो भारतीय किसान की वास्तविकता हमारे आँखों के समक्ष आ ही जाती है जहाँ प्रेमचन्द्र ने किसान साहित्य को मुकम्मल जगह दी है । उसे करीब से महसूस किया है । हिन्दी साहित्य की विविध विधाओं में किसान जीवन की विविध छबि का प्रामाणिक अंकन समय-समय पर हुआ है । ये भी सच है कि प्रेमचंद्र के बाद बहुत सारे साहित्यकारों ने भी किसान जीवन पर कहानियाँ, लेख,उपन्यास,निबंध भी लिखे है । कविता हो या गद्य ,२१वीं सदी ने किसानों के समक्ष कई प्रकार की चुनौतियाँ भी खड़ी कर दी । वैश्वीकरण, भूमंडलीकरण ने किसानों को आत्महत्या करने पर मजबूर तक बनाया ,ये भी सच है कि आज नयी पीढ़ी का किसान पढ़ा-लिखा भी है वह प्रयोगशाला जाकर मिट्टी का परिक्षण भी करवाता है नये नय़े तकनीकी अविष्कारों के माध्यम से कृषि करता है बैलों की जगह आज आधुनिक यंत्रों ने ले लिया ।

बीज शब्द: उपादेयता, संभ्रांत, अनुबंधित कृषि, बिचौलिया, वणिज्य, क्रांतिकारीपरिवर्तन

प्रस्तावना:

हिन्दी के साहित्यकाल की बात करें तो १९०० से १९६० तक के सरस्वती अंक में खेती किसानी की त्रासदी पर दर्द दिखायी देता है । बेचन शर्मा द्वारा लिखित कहानी अभागा किसान सन १९२९ में लिखी गयी । हिन्दी कथा साहित्य की पृष्ठभूमि में गंवई जीवन,धूल-धुसरित वितान, हरितिमा से मुक्त बाग बगीचे ,बैलों के गले की घंटियाँ ,चिड़ियाँ की चहचहाहट से कई साहित्यकारों ने अवगत कराया जिसमें से एक थे फणीश्वरनाथ रेणू । तब से अब तक के गाँव में परिवर्तन आया है । गाँव बहकने लगे ,खेती-किसानी को नॉस्टाल्जिया की तरह ले रहे है । जमींदारी खत्म होने पर पट्टे पर खेती करने वाले किसानों की जगह भूमिहीन या भूस्वामित्व वाले किसानों को दर्जा तो मिला पर त्रासदी की कहानी खत्म न हो पायी । गोदान में होरी ने आत्महत्या की थी विगत दो दशक में साढे तीन लाख से भी ज्यादा किसान आत्महत्या कर चुके है । किसानों ने भूख

मिटाने के लिए सल्फास खाया । विगत दो दशक में सरकारी नौकरियाँ तक समास हो चुकी है । संचार माध के फैलाव से गाँव की त्रासदी को कम स्थान मिल रहा है, ऐसा लग रहा था कि मानों शिक्षा व्यवस्था किसान विरोधी बन चुकी है पढ़ा-लिखा युवा भी कृषि करने से कतराने लगा है । जब कर्ज की अधिकता का बोझ सर पर मंडराने लगा तो किसान वर्ग उससे छुटकारा पाने के लिए कीटनाशक पीने लगे । कृष्णकांत की कहानी मुआवजा में अनुज शहर से गाँव वापस गया,उसे देखकर सारा गाँव हैरान रह गया । राजनीति शास्त्र में एम.ए. कर जब वह गाँव जाकर खेती करने का इरादा रखता था । गाँव वाले ही उसपर जुमला बोलने लगे कि पढ़ा-लिखा ये क्या खेती करेगा । हम बिन पढ़े-लिखे ही इससे भले जो खेती कर रहे है । शहरी संभ्रात वर्ग को किसानी जीवन पसंद नहीं है । वे शहर के कल –कारखानों में तकलीफ करने को तैयार है ,पर गाँव आकर रहने को नहीं । ऐसे में साहित्य की क्या उपादेयता रहनी चाहिए । मधुकर सिंह,विवेकी राय,गुरुदयाल,ये सभी गाँव की कथा को हिन्दी से जोड़ने का काम करते है । नयी पीढ़ी के साहित्यकारों की सोच समझ में किसान मुद्दे के होने या न होने का प्रश्न ज्वलंत है। सत्यनारायण पटेल , चरणसिंह,विजयराणा जैसे नाम है जिन्होंने तेजी से बढ़ते बदलते गाँव के यथार्थ की पकड़ को आत्मसात किया है । इन साहित्यकारों ने सामंती उत्पीड़न जातिवाद को मुद्दा बनाया है । आज साइबर के कारण गाँव का आदमी कोठरी में सिकुड़ रहा है । खेती को अलाभप्रद बनाने के लिए गाँव से पलायन हो रहा है । जिसका कारण जिविका चलाना और शिक्षित वर्ग में बढ़ोत्तरी है । सरकार किसानों के बजाय मिल-मालिकों को अनुदान दे रही है । आज ६०-७०% से भी ज्यादा हिस्सा खेती किसानी को मजबूरी में ढो रहा है । पूंजीवाद ने किसान को हाशिये पर ढकेलने का काम किया है । लेखन दुनिया से किसान गायब होने लगे है । हमारे लिए प्रेमचंद प्रासंगिक और समकालीन है क्योंकि न ही किसान समस्या हल हुयी न ही जमीन की न ही भूमिहीनों के शोषण की । स्त्रियाँ , दलित , आदिवासीयों के नये आयाम जुड़ने लगे है । बढ़ता हुआ औद्योगिकीकरण खेत को निगल रहा है किसानों की जमीन पर उद्योगपतियों के वर्चस्व के कारण किसान कुचक्र का शिकार बना है ।

हिन्दी साहित्य से रुबरु हो तो प्रेमचंद्र की संपूर्ण कला चेतना भारतीय किसान की जीवन पद्धित से प्रभावित रही है पर आज का किसान दो रोटी सोचकर नहीं जी सकता है । सरकार अपना वोट बैंक बढ़ाने के लिए कर्ज माफ करने का नाटक करती है मुकावजा भी देती है पर स्थायी हल नहीं निकालती है । प्रेमचंद्र के होरी की तरह का किसान संतोषी नहीं दिख रहा है प्रेमचंद्र प्रतिकूल से प्रतिकूल में ही अनुकूलता को खोजते थे । आज किसानों के संबंध में सरकारी योजना बिचौलियों तक सिमट कर रह रही है । बिजली ,पानी की कमी से खेती से लागत मूल्य नहीं आ पा रहा है । सन १९६७ के नक्सलवादी आंदोलन में किसानों

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,आदिवासियों ने जमींदार के खिलाफ हथियार उठा लिए थे । जब पंचायती राज व्यवस्था में आरक्षण लागू हुआ तब ग्रामीण समाज के दलित और पिछड़े में एकरुपता की भावना पनपने लगी , वे संगठित् होकर अधिकार माँगने लगे। "केन्द्रीय योजना द्वारा म.प्र. और उ.प्र.को जोड़ने हेतु राजधाट बाँध से आस-पास के क्षेत्र को सरकार ने डूब घोषित कर दिया जिससे कई कृषि संपदा नष्ट हो गए । किसानों को विस्थापित कर काम का लालच देकर भी काम नहीं दिया और ठेकेदार बाहर से ही मजदूर मंगवा लिए जिससे किसानों की दशा बद से बदतर हो गयी। ये सब अधिकारियों और पूंजीपति की मिली भगत से हो रहा था । नाममात्र को काम दिए पर रुपये काट कर ।" एक और त्रासदी की घटना दिखायी देती है जहाँ उत्तराखंड के गाँव धारी के आस-पास के इलाकों में सरकार ने पानी उपलब्ध नहीं करवाया और किसान नीचे स्थल भाग पर बहती अलकनंदा से पानी ढोकर उपर तक ले जाते । ग्रामीण इलाको में गाम पंचायत ने गड्ढों का इस्तेमाल मछली पालन के लिए कर लिया और पैसा कमाने लगी । बेदखल उपन्यास में कमलाकांत ने उ.प्र. का संघर्ष दिखाया है । बाबा रामचंद्र किसान सभा आंदोलन करते तो है पर लाठियों का शिकार यही किसान बनते है कई लाशें चुपचाप रातों रात गंगा में बहा दिया जाता है । इस तरह देखा जाए तो १४ वर्षो से किसान नकली बाबाओं का शिकार बन रहे है ।

विनोबा भावे ने भू-दान आंदोलन करवाया जिनका उद्देश्य यही था कि सबको समानता मिले और किसानों में आगे बढ़ने की ललक जगे । १९६०-७० के हरित क्रान्ति ने खेती में रोजगार लाए । पंचवर्षीय योजना के तहत उत्पाद बढ़ी ग्रामीण बैंको की विश्व व्यापी श्रृंखला से मुनाफा के शुभ संकेत मिले पर बड़ेकिसान आगे बढ़े और मार छोटे किसानों को पड़ी । विदर्भ के किसान मुनाफा संस्कृति के शिकार बन गए उत्पादता लाभ की जगह हानि देने लगी । पैदावार बढ़ाने के लिए अधिक पूंजी खर्चनी पड़ी और आदमी का हिस्सा कम पड़ने लगा और फिर से किसानी जीवन खटायी में पड़ गयी । भारतीय इतिहास अपने आपकों दोहरा रहा है आज बहुत छोटी संख्या ही है जो कृषि को सोच रही है । आज जरुरी है की किसानों की भौगोलिक विषमता को दूर कर उन्हें उत्पादन का वाजिद मूल्य दिलाया जाए । सही नीतियों पर अमल कर एक खुशहाल देश को आगे बड़ाने के

लिए किसानों को न्याय दिलाना और देश को आगे ले जाना हम सबका भी दायित्व है ।

१९वीं और बीसवीं सदी के आरंभिक वर्षो में भारत में किसान आंदोलन ,सामाजिक आंदोलन ,राजनैतिक एवं अन्य पर्यावरण संबंधी आंदोलन अपने अधिकारों की माँग के लिए मध्यम वर्गिय ,उच्च वर्गिय लोगों ने भी बढ चढ कर भाग लिया और आंदोलन के द्वारा अधिकार एवं लक्ष्य को प्राप्त करने का प्रयास किया ।

चिपको आंदोलन - इसमें १९७२ से वनों की अंधाधुन कटाई को रोकने हेतू ग्रामवासियों द्वारा पेड़ से चिपका जाना और देश बचाओं का नारा दिया गया । आजादी के बाद के शुरुवाती सालो में आंध्रप्रदेश के तेलंगाना क्षेत्र में किसान कंम्युनिस्ट पार्टियों के नेतृत्व में लाभबंद हुए । महाराष्ट्र के कई इलाकों में अत्याचार से लड़ने हेतू कठोर दंड का प्रावधान किया गया है ,जिसमें भूमिहीन किसान शहरी औधौगिक मजदूर एवं दलित समेत एक संगठन खड़ा किया गया । सत्तर के दशक से ही भारतीय समाज में कई तरह के असंतोष पैदा हुए । समाज के विभिन्न क्षेत्रों की सरकारों में मन-मुटाव रहा । अस्सी के दशक का कृषक इसका उदाहरण है । जहाँ धनी किसान वर्ग ने नेताओं का विरोध किया है । १९८८ में उ.प्र. के शहर मेरठ से २लाख किसान जमा हुए और बिजली की दर में की गयी बढ़ोत्तरी का विरोध किया । सन १९९० के दशक में सरकार ने उदारीकरण की नीति अपनाई और भारतीय किसान युनियन ने भारतीय अर्थव्यवस्था के उदारीकरण से नकदी फसल के बाजार को हानि को दूर करने हेतू गन्ने और गेहूँ के सरकारी खरीद मूल्यों में बढोत्तरी करने ,कृषि उत्पाद के आवाजाही पर लगी पाबंदियों को हटाने ,बिजली आपूर्ति ,किसानों के कर्ज को माफ करने और पेंशन योजना पर अमल करने की माँग की ।

भारतीय किसान युनियन ने मांगो पर दबाव डालने हेतु रैली निकाली । धरना और प्रदर्शन भी किया । जेल भरो आंदोलन का भी सहारा लिया।बी.के.यू.(भारतीय किसान युनियन) ने भी माँगों पर दबाव डालने हेतू रैली निकाली और घट्ना प्रदर्शन किया । जेल भरो आंदोलन का सहारा लिया । बी.के.यू ने राजनैतिक दलों को अपने से दूर रखा और वर्तमान में दबाव समूह के रुप में सक्रियता निभा रही है ।

भारत सरकार ने हरित क्रांति हेतु एक नयी रणनीति बनाई जिससे कृषि सुधार कार्यक्रम के अंतर्गत पंजाब ,हरियाणा ,उ.प्र. के किसानों को फायदा होना शुरु हुआ । चावल ,दलहन ,तिलहन ,गन्ना ,गेहूँ जैसे नकदी फसल बनी ।

सकारात्मक परिणाम

1. हरित क्रांति से कृषि में आधुनिक उपकरण तथा संयंत्रों के उपयोग से पैदावार को बढ़ाया गया ।

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2. नकदी फसलों की पैदावार से आर्थिक क्षेत्र में वृद्धि बढ़ी ।

नकारात्मक परिणाम

1. हरित क्रान्ति का प्रभाव कुछ क्षेत्रों ,एवं फसलों तक कायम रहा ।
2. देश का कुछ हिस्सा ही प्रभावशाली बना ।

भारत में प्राचीन काल से ही विदेशी आक्रमण हुए जिसका दुष्परिणाम कृषि भूमि पर दिखाई पड़ा है । अंग्रेजों ने भू राजस्व कृषि आंदोलन की प्रणालियाँ प्रारंभ की ,जिसमें कृषको ने निरंतर बढ़ते लगान और जमीन से बेदखली की घटना को अंजाम दिया और कृषकों ने कई मुद्दों पर आंदोलन भी किए है । जैसे १८५९ का नील आंदोलन विद्रोह की घटनाएँ । बंगाल में नील की खेती करने वाले कृषक द्वारा विद्रोह हुआ ,जहाँ किसान चावल की खेती करना चाहते थे और अंग्रेज उनसे नील की खेती करवा रहे थे । किसानों ने एकजुट होकर इसका विरोध किया और यह खेती रुकवा दी गयी थी । बारडोली का १९२८ का कृषक आंदोलन जिसमें बंधुवा मजदूरों की हालत बड़ी ही दयनीय रही ।

ताड़ी आंदोलन - नेल्लोर आंध्र प्रदेश में महिलाओं के ताड़ी के बिक्री के खिलाफ नारा बुलंद किया । गुजरात के बहुत सारे हिस्सों में पीने के पानी और सिंचाई बिजली उत्पादन को सरकार ने मुहैया तो करवाया ताकि कृषि उत्पादन में गुणात्मक वृद्धि तो हो सके । बाढ़ और सूखे से निपटने के लिए आपदाओं पर अंकुश लगाया गया । सरदार सरोवर बाँध निर्माण से राज्य के २४५ गाँव डूब की कगार पर आ गए ,तब कई स्वयंसेवी संगठनों ने नर्मदा बचाव आंदोलन किया प्रधान मंत्री नरेंद्र मोदी ने अपने जन्म दिवस पर सरदार सरोवर बाँध का उदधाटन किया और ४० हजार परिवार के हक में लड़ रहे नर्मदा बचाओं आंदोलन के कार्यकर्ताओं ने तीन दिन से चल रहे जल सत्याग्रह को स्थगित कर दिया ।

फायदे - कृषि और सिंचाई में वरदान डूबने की आशंका । पिछले कई दिनों से राजधानी दिल्ली की सीमा पर पंजाब , हरियाणा ,और दूसरे राज्य के किसानों का प्रदर्शन जारी है - इन किसानों से आठ दिसंबर को भारत बंद का आहान किया था । जिसे करीब २ दर्जन विपक्षी राजनैतिक पार्टियों और विभिन्न किसान संगठन का समर्थन मिला है । दिल्ली के बाडर्न पर बैठे किसान तीनों कानून को वापस लेने की माँग कर रहे है ।

कानून - ऐ.पी.एम.सी की मंडियों के साथ साथ निजी कंपनियों को भी किसानों के साथ अनुबंधनीय खेती ,खाद्यान खरीदी , भंडारन बिक्री का अधिकार होगा । विरोधी किसानों को आशंका यह है कि सरकार किसानों से गेहूँ ,धान जैसी फसल की खरीदी को कम या बंद भी कर सकती है और उन्हें पूरी तरह बाजार के भरोसे रहना पड़ सकता है । जबकि ऐ.पी.ऐम.सी को सरकार खत्म करने की बात नहीं करती है । किसानों को आशंका यह है कि इससे निजी

कंपनियों को फायदा होगा और न्यूनतम मूल्य खत्म होने पर किसानों की मुश्किलें बढ़ेगी ।

विरोधी नियम –

1. कृषि उपज ,व्यापार वाणिज्य संबंधित सरलीकरण कानून ।
2. कृषक सशक्तिकरण कीमत आश्वासन , कृषि सेवक कानून २०२०
3. संशोधन कानून ।

किसान कहते है कि यदि ए.पी.एम.सी की मंडियों से बाहर बाजार दर पर फसल बिक्री हो तो फायदा कम होने लगेगा । निश्चित भुगतान भी नहीं मिलेगा ,जबकि सरकार आश्वासन दे रही है ।

नए कानून के तहत किसान प्राइवेट कंपनि से सीधे अनुबंध करके अनाज का उत्पादन कर सकते है । सरकार बिचौलियों को दूर करना चाह रही है \

चिंता - क्या ग्रामीण किसान निजी कंपनी से अपनी फसल की सही कीमत का मोल भाव करने की क्षमता रख सकेगा ? २. निजी कंपनियों की मनमानी झेल सकेगा ,सरकार निजी निवेश और स्थिर कीमत की बात कह रही है । किसान कानून संशोधन नहीं चाहते । किसान सरकार खरीद को निश्चत करना चाहते है।

किसान की माँग -

1. निजी कंपनियों को रेगूलेट करने की व्यवस्था और फ्रेम वर्क हेतू सरकार तैयार है ।
2. सरकार मंडियों को मजबूत करना चाहती है ।

ए.पी.एम.सी.---(न्यूनतम मूल्य)

विभिन्न राज्यों में स्थानीय नियम के तहत सरकारी एजेंसी या आधिकाधिक आढ़तियों के जरिया किसानों से कृषि उत्पादों की खरीद बिक्री के लिए एग्रीकल्चर प्रोड्यूस मार्केट संगठित किया गया है । जिससे देश भर की कृषि आधारित अर्थव्यवस्था को मदद मिलती है - कृषि आधारित अर्थव्यवस्था को मदद मिलती है । राज्य सरकारें इन मंडियों में होने वाली खरीद -बिक्री पर टेक्स वसूल करती है ,जिससे किसान ,उपभोक्ता दोनों को लाभ होता है । ऐ.पी.ऐम .सी की मंडियों में सेवा शुक्ल के नाम पर किसान को मामूली शुल्क चुकाना होता है । निजी कंपनियाँ ऐसा कोई शुल्क नहीं लेगी । देवेन्द्र शर्मा इस विषय में विरोधाभास प्रकट करते है कि ऐ.पी. एम.सी. मंडियां बंद हो जाए तो न्यूनतम मूल्य भी खत्म हो जाएगा । किसानों की आर्थिक सुरक्षा हेतू न्यूनतम मूल्य लागू हुयी थी । बाजार में यदि कीमतें गिरने लगती है तो सरकार को कृषि उत्पादन एम.ऐस. पी. पर खरीदनी होती है । जिससे किसानों को वित्तीय नुकसान नहीं होता है । तथा कृषि उत्पाद का ऐ.एस. पी . देश भर में बराबर होता ।

किसान कहते है कि सरकार गेंहूँ धान को बड़े पैमाने पर खरीदती है इन दोनों फसलों के अलावा शायद ही कोई फसल वे ऐम.एस.पी. पर बेच पाते ,खुले बाजार में तो नहीं किसान ऐम.ऐस.पी. पर आरोप लगाते है । नरेंद्र मोदी

डॉ. वी.तारा नायर

के अनुसार एम.ऐस. पी समाप्त नहीं और सरकारी खरीद जारी रहेगी । सरकार लिखित रुप से यह नहीं दे सकती है । देश -भर के आंकड़े के हिसाब से सरकार ए.पी.एम.सी. नेटवर्क का १०% ही खरीदत्ती है जबकि पंजाब का ९०% हिस्सा ए.पी.एम.सी.की मंडियों में बेचा जाता है ।

कृषि कानून --जिसका नाम कृषक उपज व्यापार और वाणिज्य संवर्धन है । सरकार संसद में बिल पास करते हुए केंद्र सरकार ने यह तर्क दिया है कि इस कानून का उद्देश्य किसान पक्ष में शर्तो को शिथिल कर बेईमान बिच्चोलियों और निहित स्वार्थ से छुटकारा दिलाते है ।

१९५१ में विनोबा भावे द्वारा भू-दान आंदोलन को बढ़ावा मिला है । विनोबा सरकारी कानून द्वारा नहीं बल्कि एक आंदोलन के जरिए सफल करने की कोशिश की गयी । बीसवीं सदी के ५० वें दशक भूदान को सफल बनाने हेतू विनोबा जी ने गाँधीवादी विचारों पर चलते हुए रचनात्मक कार्यों को प्रयोग में लाया और सर्वोदय समाज को स्थापित किया । यह आंदोलन अहिंसात्मक तरीके से देश में सामाजिक परिवर्तन लाना था ।

सरकार किसानों के हित में बहुत अधिक प्रयास कर रही है । सरकार ने किसानों से प्रिमियम राशि जमा करवायी है । जिससे बीमा मिलने लगा किसान सम्मान निधि और मुख्यमंत्री सम्मान दोनों ही अच्छी योजनाएँ है । हितग्राही योजना के तहत ५ लाख रुपए तक का लाभ दिया जा रहा है । शासन ने किसानो की कालाबाजारि को रोकने के लिए कार्यवाही तक भी किया है । किसान अपने खून पसीने से फसल की उत्पत्ति करता है । साथ ही वह जहाँ चाहे फसल बेच सकता है ताकि वह आत्मनिर्भर बने ,इसके लिए यह कदम उठाया जा रहा है ताकि किसानों की दशा और दिशा दोनों ही सुधर जाए । सुदृढ़ बने । किसानों ने बीते कुछ दिनों से दिल्ली से लगने वाली सीमाओं पर कब्जा जमाया हुआ है । जिसमें से पंजाब और हरियाणा के अधिकतर कृषक है । हालांकि सरकार बार -बार नए कृषि कानून को लेकर किसानों की शंकाएँ दूर करने का लगातार प्रयास करती है । सन २०२२ तक किसानों की आय दुगनी करने के अपने वादे को अमल में लाने के लिए केंद्र सरकार ने कृषि के क्षेत्र में व्यापक सुधार की पहल की है । व्यापार और परिवहन लागत को कम करके किसानों के उत्पाद को अधिक मूल्य दिलवाना और ई-ट्रेडिंग के लिए सुविधाजनक तंत्र विकसित करना है \ आशंकाएँ यह की जा रही है कि किसान अगर सरकारी मंडियों के बाहर उत्पाद बेचेंगे तो राजस्व का नुकसान होगा और कमीशन ऐजेंट बेरोजगार हो जाएगें । ऐम.ऐस.पी. (न्यूनतम समर्थन मूल्य) पर आधारित खरीद प्रणाली समाप्त हो जाएगी । और फसलो कि सरकारी कह्रीद के साथ ई-ट्रेड भी बंद हो जाएगे । केंद्र सरकार तीनों कानून के मसौदे को संसद में पेश करते हुए स्पष्ट कर चुकी है कि न मंडियाँ बंद होगी और न ही एम.एस. पी.प्रणाली साथ ही किसानों को नए विकल्प उपलब्ध करवाए जा रहे है । जो फायदेमंद होंगे । प्रतिस्पर्धी डिजिटल व्यापार को बढ़ावा मिलेगा और किसानों को उत्पादों की बेहतर कीमत भी । कोल्ड स्टोर में खाद्य प्रसंस्करण में निवेश बढ़ेगा क्योंकि वे

अपनी क्षमता के अनुरुप ही अत्पादों का भंडारण कर सकेंगे । आलू प्याज को ज्यादा सरंक्षित कर सकेगें । आधुनिकीकरण में निवेश को प्रोत्साहन मिलेगा । खराब न होने वाले अनाज का मूल्य ५० % बढ़ने पर सरकार भंडारण की सीमा तय कर देगी जिससे किसान और खरीददार दोनों को लाभ हो सके ।

पहले की खरीद और फसल प्रणाली पर एक नजर - किसान राज्य सरकार की ए.पी.एस.सी यानि मंडियों में अपने उत्पाद बेचते थे । मंडियों में किसान अपने उत्पाद कमीशन एजेंट के माध्यम से बेचने के लिए मजबूर होते थे । पंजाब और हरियाणा में तो ठीक है सिर्फ बल्कि बिहार ,केरल ,कर्नाटका,अंडमान निकोबार द्वीप में मंडियाँ नहीं है । मंडियों का कमीशन ऐजेंट किसानों की उत्पाद बिक्री में मिलने वाले कुल रकम में से १.५ फीसदी से ३ फीसदी की कटौती कर लेते है । यह कटौती उत्पाद की सफाई ,छंटाई व अनाज के ठेके के नाम पर होती रही है । मीडिया ऐजेंटों से फीस वसूल करती है । अन्य सरकारी ऐजेंसियाँ ६०-९० दिनों तक न्यूनतम समर्थन मूल्य के आधार पर फसलों की खरीदी करती है । इसी दौरान फसलों की गुणवत्ता को भी जाँचा जा सकता है । और व्यापारी बाद में बाजार मूल्य के अनुरुप किसानों से फसलों को खरीदते है ।

कीमत आश्वासन - किसानों को कृषि कारोबार करने वाली कंपनियाँ ,थोक विक्रेताओं ,निर्यातकों व संगठित खुदरा विक्रेताओं   से सीधे जोड़ना । पाँच हेक्टेयर से कम भूमि वालों को या छोटे किसानों को समूह व अनुबंधित कृषि का लाभ देना । जबकि देश के ८६% किसानों के पास भूमि का आंकलन बहुत ही कम है । अनुबंधित किसानों (कांट्रेट पर)को सभी प्रकार के आधुनिक कृषि के उपकरण मिल जाएगें । उत्पाद बेचने हेतू दलाल या मंडियों व्यापारियों का चक्कर नहीं लगाना पड़ेगा । खेत में ही उपज की गुण वत्ता ग्रेडिंग ,बैगिंग   (बोरे वस्त्र) व परिवहन जैसी सुविधाएँ होगी । किसानों को नियमित समय पर भुगतान मिल जाएगा ।कुछ लोगों का मानना है कि तीनों कानून क्रांतिकारी परिवर्तन लाने की दिशा में एक बड़ा कदम है , जबकि कुछ का मानना है कि यह भ्रम पैदा करती है ।

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शोध सारांश :

अगस्त 1914 में ब्रिटेन और जर्मनी द्वारा प्रथम विश्व युद्ध की घोषणा ने भारत के राजनीतिक परिदृश्य पर और खास तौर पर झारखंड के छोटानागपुर और संताल परगना पर गहरा प्रभाव डाला। ऐसा इसलिए हुआ क्योंकि ये दोनों क्षेत्र पूर्वी भारत में ब्रिटिश, जर्मन या लूथरन और ऑस्ट्रियाई मिशन की मिशनरी गतिविधियों के केंद्र थे। आम तौर पर यह माना जाता है कि जर्मन या लूथरन मिशन का आदिवासियों पर अधिक नियंत्रण था और अन्य मिशन की तुलना में छोटानागपुर संभाग में गहराई तक पैठ थी। इसलिए, अंग्रेजों को डर था कि इससे किसी तरह की समस्या उत्पन्न हो सकती है। ब्रिटिश प्रशासन ने तुरंत जर्मन और ऑस्ट्रियाई मिशनरियों की गतिविधियों पर नज़र रखने के लिए कमर कस ली ताकि वे झारखंड में अपने बड़े आदिवासी अनुयायियों के बीच परेशानी पैदा न कर सकें। उन्होंने एक अनोखा आंदोलन शुरू किया जो अहिंसक कृषि, सहस्राब्दी, सामाजिक–धार्मिक आंदोलन का एक अनोखा मिश्रण था जिसमें एक निश्चित राजनीतिक रंग था जिसे ओरांव और मुंडाओं के बीच ताना भगत आंदोलन के रूप में जाना जाता था जिसने उनके भाइयों के बीच एक सामान्य जागृति पैदा की। ''टाना'' शब्द का अर्थ है– टाना या खोजना। टाना भगत उराँव जनजाति की एक शाखा है, टाना भगतों की अधिकांश आबादी झारखण्ड के बिशुनपुर, घाघरा, गुमला, रायडीह, चैनपुर, पालकोट, सिसई, लापुंग, कुड़ू तथा मांडर निवास करती है। स्वतंत्रता आंदोलन में टाना भगत समुदाय की महती भूमिका थी। गाँधीजी के अनन्य भक्त टाना भगतों ने झारखण्ड में पूर्णतः अहिंसक आंदोलन को जन्म दिया जो टाना भगत आंदोलन कहलाता है। टाना भगत आंदोलन के रूप में हुआ, परन्तु इसकी परिणति भारतीय स्वतंत्रता आंदोलन के सक्रिय सहभागिता में हुआ। गाँधीजी के आदर्शो के ज्वलंत नायको में टाना भगत समुदाय सर्वथा अग्रणी रहा है।

मुख्य शब्द : टाना, भगत, आंदोलन, स्वतंत्रता, एकेश्वरवादी।

शोध प्रविधि

प्रस्तुत शोध '' टाना भगत आंदोलन'' के अध्ययन हेतु विश्लेषनात्मक एवं वर्णनात्मक विधि के तहत ऐतिहासिक आयामों का गहन अध्ययन एवं विश्लेषण किया गया है।

शोध उद्देश्य :

प्रस्तुत शोध आलेख का उद्देश्य टाना भगत आंदोलन का शोध अध्ययन करना और इस शोध द्वारा नए तथ्यों को सामने लाना मुख्य उद्देश्य है।

परिकल्पना :

झारखण्ड में टाना भगत आंदोलन के किया करण थे तथा इस आंदोलन का धार्मिक और राजनीतक महत्त्व किया थें।

प्रस्तावना :

ताना भगतों का आंदोलन दो चरणों में चला। प्रथम चरण में इन्होंने अपना परिष्करण आंदोलन चलाया जिसमें मांस–मदिरा का त्याग, अंधविश्वासों का त्याग, जनेऊ व तिलक धारण करना, प्राचीन दुष्ट बोंगाओं का परित्याग जो केवल कष्ट पहुँचाते हैं आदि क्रियाएँ थीं। किन्तु दूसरे चरण में आचरण संबंधी नियमों का निर्धारण, नये धर्म का संगठन, देशप्रेम और शोषकों का विरोध आदि स्वर मुखरित हुए। यह दूसरा चरण ही ब्रिटिश शासकों की परेशानी का कारण बना जिसके कारण इन्हें गिरफ्तार किया जाने लगा था। देश की आजादी में टाना भगतों की अहम भूमिका रही है। 1912 ई0 में बंगाल प्रांत से अलग होकर बिहार राज्य की स्थापन हुई थी। इस घटना के बाद बिहार क्षेत्र में राष्ट्रीय आंदोलन और तीव्र हो गया। बिहार के दक्षिणी हिस्से अर्थात छोटानागपुर क्षेत्र में 1914 ई0 मे टाना भगत आंदोलन की शुरूआत जतरा भगत के नेतृत्व में हुआ। टाना भगत वस्तुतः झारखण्ड में निवास करनेवाली द्रविड़ जनजाति 'उराँव' की एक शाखा हैं, जो कुँड्ख धर्म को मानते हैं, एवं 'धर्मेश' को सर्वोच्च देवता के रूप में स्वीकार करते हैं।

मुख्य प्रतिपाद्य :

टाना भगत आंदोलन को भलीभाँति समझने के लिए छोटानागपुर क्षेत्र में पूर्व में हुए आंदोलनों पर भी मंथन करना होगा। इनमे दो आंदोलन मुख्यतः इस विचार के केंद्र में आते हैं। पहला–सरदारी आंदोलन (1895–1900ई0) और दूसरा–बिरसा मुंडा का आंदोलन (1895–1900ई0)। वस्तुतः इन दोनो आंदोलनों के जो मुद्दे थे, उनसे टाना भगत आंदोलन अछूता नहीं था।[1] यही कारण है कि टाना भगत आंदोलन को बिरसा मुंडा आंदोलन का विस्तार भी माना जाता है। ऐतिहासिक निरंतरता के दृष्टिकोण से ऐसा समझा जाता है कि सरदारी आंदोलन का विस्तार वस्तुतः बिरसा मुंडा के आंदोलन में दृष्टिगोचर होता है, और बिरसा मुंडा आंदोलन के असफलताओं एवं ऐतिहासिक शून्यता को टाना भगत आंदोनल ने भलीभाँति भरा। टाना भगत आंदोलन ने उस जनसामान्य की निराशा को समर्थन एवं नेतृत्व दिया, जो सरदारी आंदोलन एवं बिरसा–आंदोलन की असफलता से सर्वत्र छोटानागपुर में व्याप्त था। जब गाँधीजी ने इस आंदोलन को अपना समर्थन दिया तो यह

क्षेत्रीय भौगोलिक सीमा से बाहर निकलकर अखिल भारतीय चरित्र को अपनाया तथा भारत के स्वतंत्रता संघर्ष के इतिहास में अपने लिए स्वर्णिम पृष्ठों को आरक्षित किया।

टाना भगत आंदोलन का विस्तार, छोटानागपुर के लगभग सभी क्षेत्रों तक था। इस आंदोलन की मूल प्रकृति धार्मिक पुनरुत्थानवादी थी, जो आपके धर्म के मूल बुराइयों का सफाई करने से शुरू हुआ था। उत्तर भारत में सामाजिक धार्मिक सुधार का जो कार्य राजा राममोहन राय, ईश्वरचन्द विधासागर, केशवचन्द्र सेन, दयानंद सरस्वती आदि महापुरुषों ने शुरू किया था, वही कार्य छोटानागपुर क्षेत्र में टाना भगत समुदाय कर रहा था।

जतरा भगत जो इस आंदोलन का जनक था, उसके अनुसार उसे धर्मेश ने साक्षात् दर्शन दिया और उसके आदेश से ही यह आंदोलन प्रारंभ हुआ था। जतरा भगत ने उराँव लोगों के कुँडुख धर्म में व्याप्त अंधविश्वासों एवं संकीर्ण मान्यताओं पर चोट करना शुरू किया। वस्तुतः ये मान्यताएं ही जनजातीय लोगों के आर्थिक एवं सामाजिक पिछड़ेपन एवं शोषण के लिए जिम्मेवार थी।[2] जतरा भगत ने उराँव लोगों का आहवान किया कि वे – मदिरापान का त्याग कर दें। मांस न खाएं तथा जीव हत्या नहीं करें, शाकाहारी बनें। भूत–प्रेत एवं जादू–टोना को न माने। यज्ञोपवीत धारण करें। घर के आँगन में तुलसी चौरा स्थापित करें। गो–सेवा करें। मानव धर्म एवं मानवता से प्रेम करें। अंग्रेजों के आदेश को न माने। जमींदारों, साहूकारों, बिचौलियों को बेगार न करें। गुरुवार को हल चलाना बन्द करें। इस दिन सभी लोग सामूहिक प्रार्थना के लिए एक स्थान पर एकत्रित हों। विशुद्ध खादी वस्त्र धारण करें। नियमित स्नान, तुलसी की पूजा तथा घर–घर तिरंगा झंडा लहराएँ। एकेश्वरवाद में आस्था रखें।

जतरा भगत के इस आहवान ने अंग्रेजो, साहूकारों, सूदखोरो, जमींदारों सबको हिला दिया। कुछ समय तक इस क्षेत्र में मजदूरों की कमी ने माँग एवं आपूर्ति को बाधित कर दिया, फलतः अर्थव्यवस्था ठप होने लगी। ऐसी स्थिति में जतरा भगत को आनन–फानन में 1916 में गिरफ्तार किया गया और इस शर्त पर उसे 1918 में छोड़ा गया कि वह अपने विचारों का प्रचार बंद करेगा। जेल के भयंकर यातना के कारण जतरा भगत की जेल से छुटने के 2 माह के भीतर ही मृत्यु हो गई। जतरा भगत के बाद टाना भगत आंदोलन छोटानागपुर के विभिन्न क्षेत्रों में भिन्न–भिन्न नेतृत्व एवं भिन्न–भिन्न समूहों द्वारा चलता रहा। मांडर क्षेत्र में शिबू भगत के नेतृत्व में इस आंदोलन का प्रचार प्रसार हुआ। शिबू भगत ने अपने अनुयायियों को मांस खाने की अनुमति दी, अतः इसके समर्थक ''जुलाहा भगत' कहे गये।[3] मांडर क्षेत्र में ही जिन लोगों ने शिबू भगत का अनुशरण नहीं किया वे 'अरुवा भगत' कहलाये, क्योंकि वे केवल अरवा चावल ही खाते थे। घाघरा क्षेत्र में बलराम भगत ने इस आंदोलन के प्रचार–प्रसार के लिए गौ–पूजा पर अधिक जोर दिया। अतः ये 'गौरक्षणी भगत' कहलाए।[4] इन्होंने गायों–बैलों को हल में जोतना बंद कर दिया तथा खेती छोड़कर पशुपालक बन गए। वे दूध एवं इसके उत्पादों से ही जीविकोपार्जन करने लगे। विशुनपुर थाना के भीखू भगत ने 'विष्णु भगत संप्रदाय' को जन्म दिया। यह विष्णु का भक्त था। इसका आंदोलन गुप्त रूप से चलता रहा। ये प्रत्येक वृहस्पतिवार की रात बैठकें करते और यहीं अपने सभी निर्णयों को आपसी सहमति से लेते। कालांतर में टाना भगतों की कई शाखाएँ विकसित हुई। टाना भगतों की प्रमुख शाखा को सादा भगत कहा जाता है। बाछीदान

Pankaj Mani Tiwari

भगत, करमा भगत, लोदरी भगत, नवा भगत आदि कई शाखाएँ हैं।

जतरा भगत द्वारा शुरू हुआ टाना भगत आंदोलन संपूर्ण छोटानागपुर विशेषकर उराँव बहुल जनजाति क्षेत्रों तक फैल गया। इसके विस्तृत क्षेत्र में गुमला, पलामू तथा सरगुजा की आबोहवा भी आंदोलित हो उठी थी। लोगों ने विद्रोही रूख अख्तियार कर लिया तथा जमींदारों, साहूकारों, गैर–आदिवासियों की मजदूरी भी बंद कर दिया।[5] इन लोगों ने छोटानागपुर के राजा के सामने अपनी माँगों का प्रस्ताव रखा कि उन्हें स्वशासन अर्थात् स्वराज प्रदान किया जाये। राजा के पद को समाप्त कर दिया जाये। समाज में समानता स्थापित किया जाये। भू–कर समाप्त किया जाये, क्योंकि भूमि का स्वामी ईश्वर है, सरकार नहीं।

टाना भगत आंदोलन के मुख्यतः दो चरण रहें है । पहला चरण जहां धार्मिक परिस्कार, शुद्धता एवं संवर्धन से जुड़ा था तो वहीं दूसरा चरण धार्मिक आवरण संबंधी विशेष नियमों के निर्धारण और नए धार्मिक संगठन से जुड़ा था। पारंपरिक उराँव–व्यवस्था के अंतर्गत प्रत्येक धार्मिक समारोह में पशुओं की बलि, नैवेद्य और हड़िया का चढ़ाया जाना आवश्यक था, टाना भगतों ने यह सब बंद कर दिया। इनके अनुसार सरना धर्म प्रेम, पूजा और श्रद्धा पर आधारित था।[6] ये एकेश्वरवादी थे और केवल एक सर्वोच्च देवता धर्मेश में विश्वास करते थे। इन लोगों ने मदिरा का त्याग किया, स्वयं से पकाये भोजन ग्रहण करते तथा आंतरिक एवं बाह्य शुद्धता का ध्यान रखते। टाना भगतों ने 'अखरा' में नृत्य, जंगल में शिकार और धुमकुड़िया का भी परित्याग कर दिया। सादगी को बढ़ाने एवं मोह माया से खुद को अलग करने के लिए वे न तो रंगीन वस्त्र पहनते थे और न ही किसी प्रकार का आभूषण धारण करते। आदिवासी सांस्कृतिक परंपरा में 'गोदना' का महत्वपूर्ण स्थान है। टानाओं ने इसका भी परित्याग कर दिया। पशुबलि को पूर्णतः समाप्त किया। डायन, मति, काला जादू और बोंगाओं को खुश करने के लिए पशुओं की बलि आदिवासी समाज में आम बात है।[7] टाना भगत समुदाय अंतःकरण की स्वच्छता पर विशेष ध्यान देता है, और यही तो हमारी सांस्कृतिक परंपरा है, जिसमें 'स्व' के शुद्धि एवं स्वयं के साक्षात्कार अर्थात आत्मसाक्षात्कार की बात भारतीय दर्शन में की गई है। दूसरों पर विजय प्राप्त करने से बेहतर स्वयं पर विजय प्राप्त किया जाए, तभी हृदय में ईश्वर का वास होगा।

टाना भगत आंदोलन ने सामाजिक–धार्मिक परंपराओं, संकीर्ण विचारों एवं कुरूतियों पर सीधा एवं कड़ा प्रहार किया। जिस समय यह आंदोलन छोटानागपुर क्षेत्र में चल रहा था, उसी समय देश की अजादी के लिए गाँधीजी के नेतृत्व में भी एक राष्ट्रव्यापी आंदोलन चल रहा था। टाना भगतों ने चौकीदारी कर एवं जमींदारों को मालगुजारी नहीं देने का आहवान किया। यह आंदोलन पूर्णतः अहिंसक था। स्वतंत्रता संघर्ष के दौरान गाँधीजी पहली बार 1917 में झारखंड आए एवं इसके बाद कई बार आते रहे। जब 1920–1922ई0 में गाँधीजी ने असहयोग आंदोलन शुरू किया तो टाना भगतों ने अपने नेता सिद्धु भगत के नेतृत्व में पहली बार राँची में गाँधीजी से मिले। गाँधीजी असहयोग आंदोलन के दौरान 1920 में राँची आए थे।[8] इस दौरान वे भीमराव वंशीधर मोदी धर्मशाला में रूके थे। गाँधीजी की उपस्थिति में ही इसी धर्मशाला के बाहर विदेशी कपड़ो की होली जलाई गयी थी। इस दौरान गाँधीजी टाना भगतों से भी मिले। टाना भगतों से गाँधीजी इतने प्रभावित हुए कि

बाद में उन्होंने अपना प्रिय शिष्य बना लिया। इससे पूर्व दिसम्बर, 1919 ई0 में कूडू के टीका टाँड़, जहाँ 1832 ई0 में बुधु भगत ने अंग्रेजों के विरूद्ध हिंसात्मक आंदोलन की घोषणा की थी, में टाना भगतों की बैठक हुई थी जिसमें अंग्रेजों के विरूद्ध आंदोलन करने का संकल्प करने, स्वयं नियमित सूत कातने, गाँधी टोपी पहनने, तिरंगा तथा अपने साथ घंटी रखने का निर्णय लिया गया। टाना भगत अब भी उसका पालन करते हैं। नियमित स्नान, तुलसी की पूजा तथा घर–घर तिरंगा अब भी लहराता है।

12 फरवरी 1921 को पुनः कूडू में टाना भगतों की बैठक हुई जिसमें विभिन्न क्षेत्रों से 8000 से भी अधिक टाना भगतों ने भाग लिया। टाना भगतों का सामाजिक, सांस्कृतिक, धार्मिक तथा राजनीतिक आंदोलन जोर पकड़ने लगा। इससे अंग्रेज अधिकारी काफी चिंतित थे।[9] गाँधीजी के विचारों से प्रभावित होकर टाना भगतों ने भारत के स्वतंत्रता आंदोलन में सक्रिय भागीदारी की तथा भारतीय राष्ट्रीय कांग्रेस के गया अधिवेशन (1922) तथा नागपुर अधिवेशन (1923) में भाग लिया था।[10] 1928 ई0 में कलकत्ता में आयोजित भारतीय राष्ट्रीय कांग्रेस अधिवेशन में टाना भगत एक सप्ताह की पैदल यात्रा करके कलकत्ता पहुँचे थे। अंग्रेजों के द्वारा इनके कलकत्ता जाने पर पाबंदी लगा दी गई थी, अतः ये विरोध स्वरूप पैदल ही कलकत्ता पहुँच गये। लेकिन, यहाँ डेलिगेट व्यवस्था के कारण वे गाँधीजी से मिलने में असफल हो गए थे। अतः ये लोग जोर–जोर से गाँधीजी की जय, भारत माता की जय, बंदे मातरम् जैसे नारे लगाने लगे। इन्हें विश्वास था कि गाँधीजी इनकी आवाज सुनकर इनसे जरूर मिलने आएँगे। कुछ लोगों ने इस प्रकार नारे लगाने की सूचना गाँधीजी को दी जिसके बाद गाँधीजी ने इनके लिए निःशुल्क पास भेजकर अधिवेशन में शामिल कराया।[11] 1928ई0 में साइमन कमीशन विरोधी आंदोलन में भी टाना भगतों ने भाग लिया। 1930ई0 में सरदार पटेल ने बारदोली में कर न देने का आंदोलन चलाया था, जिससे प्रभावित होकर टाना भगतों ने भी सरकार को कर देना बंद कर दिया। परिणामस्वरूप अंग्रेजी सरकार ने उनकी भूमि नीलाम कर दी। सविनय अवज्ञा आंदोलन (1930–1932ई0) के दौरान नमक नहीं बना पाने के कारण इन्होंने नमक खाना ही छोड़ दिया था।[12] मार्च 1940ई0 भारतीय राष्ट्रीय को कांग्रेस का अधिवेशन रामगढ़ में हुआ। यह एक मात्र अवसर था जब कांग्रेस का कोई अधिवेशन झारखंड में हुआ।[13] इसमें भारी संख्या में टाना भगतो ने भाग लिया। टाना भगतों ने रामगढ़ अधिवेशन में गाँधीजी को 400 रूपये उपहारस्वरूप प्रदान किए एवं भावी आजादी की लड़ाई में अपना पूर्ण समर्थन दिया।[14]

इस तरह एक आर्थिक और धार्मिक आंदोलन के रुप में शुरु हुए, टाना भगत आंदोलन भारतीय स्वतंत्रता आंदोलन से जुड़कर एक राजनीतिक आंदोलन बन गया। खद्दरधारी गांधी टोपी पहने शंख एवं घंटी बजाते टाना भगतों की टोली गांधी जी को अत्यंत प्रिय लगती थी। उन्होंने कहा था कि टाना भगत उनके सर्वाधिक प्रिय अनुयायी थे। 1930 के बारदोली आंदोलन पुरा होने पर टाना भगतों ने भी सरकार को कर देना बन्द कर दिया। ये उन्होंने कांग्रेसी कार्यकर्त्ताओं के परामर्श पर किया था। परन्तु ऐसा करने पर जमींदारों ने उनकी जमीन नीलाम करा दिया। इन स्वतंत्रता सेनानियों ने स्वतंत्रता आंदोलन ने अपना महत्वपूर्ण योगदान दिया 1937 में कांग्रेस सरकार बनी तब टाना भगतों की जब्त जमीन को लौटाने की कोशिश अवष्य की गई लेकिन यह प्रयास अपूर्ण सिद्ध हुआ

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उन्हें कृषि के विकास के लिए अनुदान भी मिलने लगे है, फिर भी उनकी स्थिति में अपेक्षित परिवर्तन नहीं हुआ है। जो भी टाना भगतों में केवल उरांव ही नहीं है बल्कि मुंडा, खड़िया भी शामिल थे। टाना भगत एक ईश्वर को मानते है। ये मद्य–मांस परहेज करते है सत्य–अहिंसा इनका जीवन संबल है। ये अहिंसा के इतने बड़े पुजारी थे उन्होंने लाल–वस्तुओं को भी त्याग दिया। खादी वस्त्र, तिरंगा इनका जीवन संगी है।

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खोरठा लोकगीतों में प्रकृति एवं संस्कृति

ओहदार अनाम

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शोध सारांश :

　　झारखंड भारत का 28वाँ राज्य है, और इसकी राजधानी राँची है। विभिन्न इंडो–आर्यन भाषाओं में 'झार' शब्द का अर्थ है 'जंगल' और 'खंड' का अर्थ 'भूमि' है, इस प्रकार 'झारखंड' का अर्थ वनभूमि है। 'छोटानागपुर पठार' में बसा होने के कारण इसे 'छोटानागपुर प्रदेश' भी बोलते हैं। झारखंड को 'जंगलों का प्रदेश' भी कहा जाता है। मुगल काल में इस क्षेत्र को कुकरा नाम से जाना था। मध्यकाल में इस क्षेत्र को झारखंड के नाम से जाना जाता था।

　　झारखंड एक बहुप्रजातीय, बहुसांस्कृतिक और बहुभाषिक राज्य है। यहाँ तीन प्रजातियाँ ऑस्ट्रिक, द्रविड़, और आर्य समुदाय के लोग अपनी संस्कृतियों और अपनी भाषाओं क्रमशः मुंडारी, संताली, हो, एवं खड़िया, कुड़ुख, मालतो, कोरवा, एवं खोरठा, कुरमाली, पंचपरगनिया एवं नागपुरिया के साथ हजारों वर्षों से निवास करते आ रहे है, और सबों के साझे प्रयास से झारखंड की समन्वित अखंड संस्कृति का निर्माण हुवा है। इस दृष्टि से झारखंड को भारत का छोटा प्रतिरूप के रूप में देखा जा सकता है। दूसरे अर्थों में कहा जा सकता है कि जो झारखंड को अच्छी तरह समझ लेगा उसे पूरे भारत को समझने में कठिनाई नहीं होगी।"[1]

　　भाषा संस्कृति के संदर्भ में देखा जाए तो झारखंड को भारत के लघु प्रतिरूप कहा जा सकता है। दूसरे अर्थों में कहा जा सकता है कि जो झारखंड को अच्छी तरह समझ लेगा उसे पूरे भारत में समझने में कठिनाई नहीं होगी।

प्रस्तावना:

खोरठा शब्द की व्युत्पत्ति

　　खोरठा शब्द की व्युत्पत्ति को लेकर विद्वानों में मतैक्य नहीं है। लोक में खोरठा मोटे तौर पर ठेठ, अनपढ़, गँवार, देहाती कड़कड़िया हुरठउवा जैसे विशेषणों से चिहित है।[2]

　　खोरठा भाषा बहुत सारे रे नामों से भी अभिहित होती है खोरठा, कोरठा, खटाही, खंटाली, खोट्टा, गोलवारी, तिखरी, खसपैलिया, सदरी, खाँटी खोरठा, कोल खोरठा, मलहरिया देसवात्ती बोली... आदि–आदि।"[3]

　　खोरठा शब्द की व्युत्पत्ति के संबंध में खोरठा के धुरंधर विद्वान ए. के. झा जी का मत है कि खोरठा शब्द की व्युत्पत्ति भारत की प्राचीन लिपि खरोष्ठी से हुई है। ध्वनि परिवर्तन के कारण खरोष्ठी से खोरठा बना। जो इस क्रम में बना है, भाषा– खरोष्ठी – खरोठी– खरोठा खोरठा। खरोष्ठी– खरोठी– खलोटी–खरोटा–खोरठा ।"[4]

　　खोरठा क्षेत्र व्यपकता का आकलन करते हुए खोरठा के खोजी विद्वानों में डॉ. ए. के. झा का मानना है कि खोरठा 31000 वर्ग किलोमीटर क्षेत्र में बोली जाती है। इस भाषा को बोलने वाले प्रायः डेढ़ करोड़ लोग हैं। झारखंड से बाहर अंडमान–निकोवार, असम के चाय बागान, गोलाघाट, शिवसागर, जोरहाट, नवगाँव, पश्चिम बंगाल के खैराबाड़ी, नक्सलबाड़ी खड़गपुर, छत्तीसगढ़ आदि स्थानों के अतिरिक्त देश के बाहर मॉरीशस में भी खोरठा कहीं–कहीं बोली जाती है। देखा जाए तो खोरठा का क्षेत्र व्यापक और विशाल क्षेत्र में फैला हुआ है।"[5]

लोकगीत

　　लोकगीत लोक–साहित्य का एक प्रमुख अंग है, इसका अस्तित्त्व आदिकाल से है। आदिकाल से इसकी शीतल धारा प्रवाहमान होकर मानव जीवन को शीतल रस प्रदान करते आ रही है। इसकी अभिव्यक्ति लोक भाषा में होती है। लोक भाषा के माध्यम से स्वर और लय के संगीतात्मक आवरण में लिपटी हुई सामान्य जन समुदाय के हार्दिक रागाराग से पूर्ण भावानुभूतियाँ लोकगीत कहलाती हैं। अतः संभव है कि जन समुदाय ने समय–समय पर इन गीतों के माध्यम से शोषण के विरुद्ध आवाज उठाई हो, अपने श्रम का परिहार किया हो, और नया उत्साह जगाया हो, वह लगन की लालसा इन्हीं गीतों से प्राप्त किया हो। मन की छिपी हुई मीठी बातों में सुख–दुःख की भावावेशमयी अवस्था का विशेषकर गिने–चुने शब्दों में स्वर साधना के उपयुक्त चित्रण कर देना ही गीत है।"[6]

　　लोकगीत तो कंठ से गाने के लिए और हृदय से आनंद लेने के लिए बने हैं। प्रकृति से भी इनका धनिष्ठ संबंध होता है तभी तो प्रकृति के सौंदर्य इसमें स्नात होकर रस के सोते बन जाते हैं। प्रकृति से यनिष्ठ संबंध होने के कारण लोकगीत प्रकृति के महासंगीत का अंश है।"[7]

　　लोकगीत की रचना ना तो व्यक्ति द्वारा हुई है और ना इसके कोई ज्ञात रचयिता ही होते हैं। इसे जनमानस को सृष्टि भी कहा जा सकता है। या अज्ञात सृष्टि है। परंतु संसार की सभी कला कृतियों की रचना–प्रक्रिया पर विचार करने से विदित होता है, कि प्रत्येक निर्माण के पीछे एक निर्माण विशेष का हाथ रहता है। लोकगीतों एवं अन्य विधाओं के रचना के संबंध में भी यह बात सच प्रतीत होती है। इस प्रसंग में भी देवेंद्र सत्यार्थी के विचार द्रष्टव्य हैं– "कहीं से आते हैं इतने गीतः स्मरण–विस्मरण की आँख मिचौली से। कुछ अट्टहास से कुछ उदास हृदय से। कहीं से आते हैं इतने गीत? जीवन के खेत में उगते हैं यह सब गीत। कल्पना की अपना काम करती है, राष्ट्र वृत्ति और भावना भी, नृत्य हिलोरा भी, पर ये सब हैं खाद। जीवन के सुख–दुःख, ये हैं लोकगीत के बीज।"[8]

　　भारतीय संस्कृति में लोकगीतों की समृद्ध परंपरा है। लोक–जीवन से जुड़ी यह परंपरा लोककंठों में

रची–बसी और बिखरी हुई है। मिट्टी की सोंधी गंघ का फैलाव कौर मनुष्य का प्रकृति से संवेदनात्मक जुड़ाव लोकगीतों में मुखर है। यह खुशी और गम की सजा अभिव्यक्ति है। जन्म से मृत्यु तक जीवन के विभिन्न संस्कार, रीति–रिवाज, धार्मिक और सांस्कृतिक उत्सवों के प्रति आस्था, लोक–विश्वास, प्रकृति पूजा आदि खोरठा गीतों के प्रमुख विषय हैं।

लोकगीत और साहित्य हमारे 'आधुनिक जीवन की लय' के साथ मेल खाता श्री या ना खाता पर संस्कृति की धारा को बनाए रखने में इसकी बड़ी भूमिका होती है। लोकगीतों के माध्यम से सांस्कृतिक चेतना का विकास होता है। वह एक पीढ़ी दूसरी पीढ़ी को हस्तांतरित होती रहती है।

लोकगीतों में जीवन के केवल सुमधुर धुन ही नहीं होते बल्कि वे संघर्षों के जीने की कला का विकास करने के साथ भी हैं।

प्रकृति के साथ मानवीयता, सहभागिता और समन्वय का गहरा संवाद झारखंडी जनमानस की विशेषता है। यही खासियत है जिसने न केवल औपनिवेशिकदौर में बल्कि आंतरिक उपनिवेश की प्रक्रियाओं के खिलाफ संघर्ष की अदम्य ताकत प्रदान की है द्य प्रकृति और मानव का संबंध न केवल चेतना का अंत नहीं पहलू है, बल्कि सामाजिक विकृतियों से जूझने की इसमें गहराई है। लोकगीतों में जब प्रकृति और जीवन के गीत गाए जाते हैं तब भी उसमें एक जनतांत्रिकता होती है। खासकर उन लोकाचारों के गीत में जो सामाजिक संरचना के आधार तत्त्व हैं।"[9]

प्रकृति संस्कृति

संस्कृति मानव–प्रगति का एकमात्र उपकरण है और इस प्रगति का माप भी संस्कृति ही है। सच्चे अर्थ में सांस्कृतिक क्रिया वह है जो किसी वर्ग जाति अथवा राष्ट्र के लिए अपितु समस्त मानव जाति के लिए नए क्षेत्रों को विजय करती है। संस्कृति वह चीज है जिसे मनुष्य उसके लिए उपयोग करना चाहता है। लोकगीतों में संस्कृति का पर्दापण तभी हो जाता है जब मनुष्य अपनी भावुकता को दबा नहीं पाता। उनके कंठ से लोग व्यवहारों, भौतिक एवं अभौतिक जीवन–मूल्यों के रसधारा फूट पड़ती है। हम कह सकते हैं कि नानाविध लताद्वमों से परिपूर्ण हरित वन प्रांतर के मध्य पर्वत श्रृंखलाओं से निःसृत सदा सलीला कलकल निनादित सरिताओं और निर्झरों ने लोगों के जीवन में गीत–संगीत और नृत्य को जन्म दिया। देवेंद्र सत्यार्थी ने बतलाया है कि "जुग जुग की पीड़ा, वेदना, जुग जुग की हर्ष–श्री, रीति, नीति, प्रथा–गाथा, अचूक–सहज, रुढ़ि वार्ता भौगोलिक एवं वातावरण निर्मित संस्कृति परंपराएँ सभी इन स्वरों में अपने नाम, धाम अथवा वंश आदि का परिचय देती प्रतीत होती है।"[10]

मानव की सबसे बड़ी संपत्ति उसकी संस्कृति है। संस्कृति ही मानव को दूसरे प्राणियों से भिन्न करती है। जिन कृतियों अथवा चेष्टाओं के द्वारा मनुष्य अपने जीवन के समस्त क्षेत्र में उन्नति करता हुआ सुख–शांति की व्यवस्था करता है उसी को संस्कृति कहते हैं।

लोकगीत और संस्कृति का संबंध वस्त्र और धागे के समान है। लोकगीत किसी क्षेत्र की संस्कृति के संवाहक होते हैं। लोक–संस्कृति अनुभूति, भावना और विचार की एक अदृश्य किंतु अमिट डोर की तरह है, जिसे एक पीढ़ी, दूसरी पीढ़ी को थमाती चली जाती है। गीतों नृत्यों, कथाओं, कहावतों, रीति–रिवाजों, ऋतु–पर्वों का रूप धरकर

ओहदार अनाम

लोक–संस्कृति एक अमर यात्री की तरह स्थान–स्थान पर भ्रमण करती है और टिक जाती है। टिककर एक नया संसार अपने साथ बाँधकर, नया रूप धारण कर भ्रमण करने लगती है। लोक–साहित्य में प्रतिफलित मानव–जीवन हमें संस्कृति का बिल्कुल हु–य–हू प्रतिबिंब प्रदान करता है।

वास्तिवकता तो यह है कि लोक–साहित्य में ना केवल समाज के विभिन्न परिस्थितियों प्रतिबिंबित हो उठती हैं, वरन् उसमें जीवन की सामूहिकता के दर्शन भी होते हैं। मनुष्य के जीवन में संस्कारों का बड़ा योगदान है। संस्कार जीवन के विभिन्न अवसरों को महत्त्व पवित्रता प्रदान करते हैं। वह मानव–जीवन में गतिशीलता तथा रोचकता लाते हैं। संस्कारों के अभाव में जीवन की घटनाएँ शरीर को दैनिक आवश्यकताओं और धार्मिक व्यापार के समान अनाकर्षक चमत्कारहीन और जीवन के भाव संगीत से रहित हो जाते हैं। समाज विज्ञान की दृष्टि से भी संस्कारों के अध्ययन का बड़ा महत्त्व है। अतः संस्कारों को सफलता उसके गीतों में प्रतिबिंबित होती है।

संस्कृति का निर्माण मनुष्य करता है तथा संस्कृति मनुष्य के व्यक्तित्व का निर्माण करती है। संस्कृति मनुष्य द्वारा निर्मित पर्यावरण का भाग है। व्यक्तित्व के निर्माण में जो तत्त्व शामिल होते हैं, वे सांस्कृतिक तत्त्व ही होते हैं, जैसे आचार विचार, व्यवहार, रहन–सहन, खान–पान, पहनाबा–ओढ़ावा आदि। लोकगीतों में सांस्कृतिक बोध के उपकरण भरे पड़े हैं। प्रकृति के उन्मुक्त प्रांगण में अन्य अरण्याच्छादित कर्म भूमि के बीच पर पार्वत्य क्षेत्र की गोद में पड़े हैं। कर्मभूमि के बीच पार्वत्य क्षेत्र की गोद में कल–कल निनादित नदियों, झरनों, सरिताओं की असंख्य धाराओं के साथ लोकगीत गली–मोहल्लों, चौपालों, अखराओं, ग्रामीण हाटों–मेलों, खेत–खलिहानों में गुंजरित हो रहे हैं।

लोक गीत लोक–संस्कृति का समवाहक होता है। झारखंड की संस्कृति भी यही के मनमोहक लोकगीतों से आच्छादित, पल्लवित, पुष्पित एवं सुवासित है। संस्कृति किसी समुदाय, समाज या राष्ट्र के लोगों के जीने की सुरक्षित कला है। उसके जीने का ढंग तौर–तरीका, उसके सोच–विचार, चिंतन–दर्शन आदि कुल मिलाकर संस्कृति की संरचना करते हैं। संस्कृति के संरचना में मुख्य भूमिका लोक–साहित्य के अंतर्गत संकगीतों का होता है, जो सीधे तौर पर आडंबरहीन, पांडित्यहीन, सरल, सरस सुबोधगम्य जीवन–शैली को प्रदर्शित करता है। इसलिए संस्कृति को जिसे समाज लोग स्वेच्छा से वरण करते हैं और आने वाली पीढ़ी को सौंपते जाते हैं। यही संस्कृती उस समाज की पहचान बन जाती है।

झारखंड की अपनी विशिष्ट संस्कृति है जो दामोदर घाटी की गोद में हजारों वर्ष पूर्व पली–बढ़ी है। प्रकृति पर विजय नहीं बल्कि उसकी पूजा उसके साथ सामंजस्य करती सामुदायिकता, सामूहिकता, पर आधारित श्रम–रस में रची–बसी उत्सवधर्मी संस्कृति झारखंडी संस्कृति की विशेषता है।"[11]

यहाँ के संस्कृति के संबंध में कहा गया है कि हाँ चलना ही नृत्य और बोलना ही गीत है।खोरठा लोकगीतों में झारखंडी संस्कृति विविध रूपों में प्रदर्शित हुई है। झारखंड का प्राकृतिक परिवेश जंगलों, पर्वतों, घाटियों, नदियों, झरनों, खानों आदि से नैसर्गिक सौंदर्य का आधार रहा है। झारखंड के मूल निवासी सदान एवं आदिवासी प्राकृतिक सुषमाओं के मध्य सूरमा बनकर जंगली जानवरों के साथ जीवन–यापन

करते आए हैं। इसी प्राकृतिक सौंदर्य का दिग्दर्शन खोरठा के लोकगीतों में हुआ है एक उदाहरण देखिए–

बितलई हेमंत रितु अइलइ बसंत रे,
हुलसल हमर जिया देखी के रितु राज के,
लाले लाल टेसु फुले, लाले लाल सिमइर रे
लाले लागे लोलो लाल, देखा लाले गुलाब रे
अंबा मंजइर गेला, महुवा खोंचाइ गेला
घरती जे धधाय भाई नांवा रंगके पल्हा से।

प्रकृति की इस मनोरम छटा का दिग्दर्शन खोरठा लोकगीतों में प्रचुर मात्रा में उपलब्ध है यहाँ प्रकृति के नाना रूपों को प्रेरित किया गया है। अतः झारखंडी संस्कृति को प्रकृतिमूलक संस्कृति कहा जाए तो कोई अतिशयोक्ति नहीं होगी, जहाँ साज–सौन्दर्य के प्राकृतिक उपादान भरे पड़े हैं उसके गीत प्राकृतिक उपमाओं से अटे–पटे हैं। एक खोरठा लोकगीत कुछ इस तरह है जिसमें प्रकृति को इस प्रकार चित्रित किया गया है–

बेरिया जे डूबि गेल, झींगा फूल फूटि गेल
गांधे दादा झींगा फूल, खॉपवे लगइबइ गो।

खोरठा लोक–साहित्य वृहतर झारखंडी लोक–साहित्य का एक महत्त्वपूर्ण भाग है और उसकी प्रायः समस्त सांस्कृतिक परंपराएँ इसमें सुरक्षित हैं एवं सामाजिक परिवेश, व्यवहार, आचार–विचार इसमें समाहित हैं।

सुरमय प्रकृति की गोद में पली झारखंड के ग्रामीण जनता, पहाड़ियों, पर्वतों के उत्तुंग शिखर पर स्थित केंद, पियार एवं सखुआ वृक्षों के पल्लवों –पुष्पों और फला को देखती है, चट्टानों से टकराती और नागिन की तरह बलखाती बहने वाली पहाड़ी नदियों–नालों तथा अविरल गति से झरने वाले झरनों का निरीक्षण करती है तथा मीलों फैले सेमल , पलास, करौदा, कौरेया और सिद्धा के सुरभित लाल–श्वेत पुष्पों पर दृष्टिपात करती है, साथ ही वसंत ऋतु में आम, महुआ, पियार आदि की डाल पर बैठकर कुहु कुहु करने वाली कोयल अनेकानेक वृक्षों से परिपूर्ण घनघोर वन में सिर उठाए पाकड़ और पीपल की उच्चातिउच्च चोटियां   स्पर्श करते, दक्षिण से उत्तर की ओर जाते "पी–कहाँ " की रट लगाने वाले पपीहा, बरसात में बादलों को देख पिया–पिया की आवाज बुलंद करने वाले मयूर, आवो बालम आवो बालम की पुकार मचाने वाली पियु मैना एवं नाना प्रकार की ध्वनि वाहक तितर, बटेर, तोता, मैना, पंडुक, मुगाँ, गुंडर, डाहुक और सोनचिरैया आदि रंग–बिरंगे पक्षियों के सुमधुर कलरव सुन भावावेश में जब अपने हृदय का उदगार प्रकट करती है तब वहीं गीत बांसुरी, ढोल, मॉदर आदि वाद्यों के साथ गाकर ग्राम जनता संसार की समस्त यातनाओं को भूल सबों को सुख और शांति प्रदान करती है।

मनवा में राखें तनी धीर गे धनी,
जियरा में राखें तनी धीर…
आषाढ़ सावन के आवई रे महिनवा
बरखा के आसे रहे किसनवा
खेतवा में हरवा चलइ धनी खिलवई जलपनवा
अरे, अने धने भरी जितइ टाँड़ टिकोर गे धनी
भादो के बदरिया गावे रे भदरिया
राइत के अँधेरिया चमकइ रे बिजुरिया
अखड़ा में झुमइर गावे, बाजे बजनवाँ
खेतवा के आरी चढ़ी, कुरचय रे किसनवा
रही–रही अँगना में भगजोगनी करे ई इंजोर गे धनी…।

ओहदार अनाम

रीमी– झीमी बरसा मौसम बरसे बहार
सजनी डोलावे झूला पपीहा गावे मलहार
कारी–कारी घटा। सोभे, नाचय बनवों में मोर
बंसिया के तान सुनी हरखी दौइड़ रे हिरनी
अरे घर पिंछु सिंदुरवरिया, झुन–झुनु कर हिय झिंगुर गे धनी
आसिन के दिनवाँ हरिहर रे मइदनवाँ
काँसी के फूल फुटइ –फुटइ रे धनवाँ
पाँखी टेसु राजा बोलइ, बोल भेंगराजवा
उड़ी–उड़ी, छनियें कुछ बोलय रे सुगवा
अरे सुगवा के बोलिया धनी, लागे मधुर गे धनी
कारतिक रे महिनवाँ लागढइ रे सुहनवाँ
चाँद के बदरिया, चमके जइसन दुल्हनियाँ
रतिया में मोती बरसे लागे चाँदी जइसन अँगनिया
धनी, तनी मनवों में, राखे थीर गए धनी
आवे दे, अगहन मास, पुरतव अनेक आस
काटी–काटी धनवाँ, मगन होवे रे किसनवा
धनवां के बेंची–बेंची, किनबइ तोर हथवा के चूरी गए धनी
आवइ पूस मास, मेलवा लागतइ आस–पास
तोर खातिर करब रीन, लाल साड़ी देबो कीन
मनवा में ना–कर धनी, तिनिको फिकिर गे धनी।"[12]

उपर्युक्त गीत में साल के बारह महीनों के बीच प्रकृति और संस्कृति का सुंदर वर्णन है, यह गीत सालों भर गाया जाता है इसलिए इसे बारहमासा भी कहते हैं। इस गीत में साल के बारह महीने का बखान है।

ज्यादातर खोरठा के प्रकृति लोकगीतों में सवाल जवाब मिलता है। एक ही गीत में सवाल भी है और जवाब भी। कुछ गीतों को देखा जाए–

किया फूला फुलइ, आगा–धजा डरिया हो
कोना फूला फूलइ फेड डारी रे
रे कोना फूलइ, लबरी पंडरिया किया फूला मानुसे, आहारा रे
अंबा फुला फुलइ , आगा–धजा डरिया हो
कठर फुला फूलइ, फेड़ा डारी हो
रे लोटनी फुला फुलइ, लबरी–पंडरिया हो
धाना फुला मानुसे आहारा रे।

कति खिने फुले, हरदी रे झींगा फूल
कति खिने फुले, लाले सालूका फूल
बेरा डुबले फूले, हरदी रे झिंगाफुल
भिनसोरे फुले, लाले सालूका फूल।'

कउन पतइ लंबा–लंबा कउन पतइ चीरा रे
कउन पतइ हरिहर, फोरे गोले–गोल रे
आम पतइ लंबा–लंबा, तेतइर पतइ चीरा रे
लेम्बो पतइ हरियर, फोरे गोले–गोल रे

कहाँ बइसी बोले, तिलइया पंडकी रे
कहाँ बइसी बोले, भँगराज
डारी बइसी बोले, तिलइया पंडकी रे
डाड़ी घाटे बोले मेंगराज।

चंदा उगलइ दहदहिया हो रिमझिम बरिसे पनियाँ
हाय रे दइया केंटा–पूता मछरी मारे जाए।
पहिलें आसारें बरिसल पनियाँ गे साँवरो
कते रंग बोलइ बोलइ भँगराज।

आइरे बइसी चिलहिया काहे गगाइ, गे साँवरो
चातकी चरइयाँ मंडराय, गे साँवरो
मोती बूँदा चुनी–चुनी खाय ।
बोनेक चरइयाँ गीत बोनें गे सांवरो

मंजूरा मंजूरी करइ नाच, गे सांवरो
मंजूरा के पूँइछे कते साज।

सच्चे अर्थों में कहा जा सकता है कि खोरठा के लोकगीत खोरठा क्षेत्र की और लोकतीत ही खोरठा क्षेत्र की संस्कृति के संवाहक हैं। खोरठा लोकगीतों में सामाजिक परिवेश के विभिन्न आयामों के भी दर्शन होते हैं। प्रत्येक लोक साहित्य अपने समाज का प्रतिबिंब हुआ करता है। सच्चाई यह है कि लोग साहित्य लोक की चेतना का वाहक होता है और चेतना सदा समाज की परंपरा और परिस्थितियों पर आधारित होती है।

झारखंडी संस्कृति की विशेषता है कि समाज में सभी समान हैं और यह एक दूसरे के पूरक के रूप में कार्य करते हैं। यहाँ ना कोई बड़ा है और ना कोई छोटा है। इसका प्रमाण है कि बिना भेदभाव के एक ही अखाड़े में सबों का संगीत–नृत्य में सहभागिता। लोगों में समानता की भावना सदियों से चली आ रही, इसलिए यहाँ की संस्कृति को मानववादी संस्कृति की संज्ञा दी गई है। सहिया, मिता, फूल जैसे संबंध एक–दूसरे के परिपूरक हैं और मानवीय संबंधों को प्रगाढ़ बनाते हैं। एक खोरठा लोकगीत है–

गुड़ सोवाद, गुड़ सोवाद आरो सोवाद चीनी रे
चीनी ले जे आरो सोवाद सहिया हामर धनी रे।
सिमइर फूल पियार, चिलम फूलों पियार
से हो ले उपरे पियार, सहिया के ले गनी रे।
सिंदूर लाल, गेरु लाल, आरो लाल ललका रंग रे
तकरो ले टहटह लाल, सहिया लागे धनी रे।

उपर्युक्त लोकगीत का भावार्थ यह है कि गुड़ और चीनी से वह मीठा मेरे सहिया तथा जिस प्रकार गुड़ चने का स्वाद है उससे कहीं ज्यादा मेरा स्वाद मेरा सहिया का है। तात्पर्य है कि सहिया जितना प्यारा और हृदय ग्राह्य है उतना प्यारा शायद सेमल चिलुम फूल भी नहीं है। सिंदूर, गेरु आदि की लालिमा भी हमारे सहिया रूपी दोस्ती की लालिमा के आगे फीकी है।

आगे यह भी कहा गया है कि यहाँ जाति, लिंग, भाषा, वर्ण, धर्म, आदि में कोई भेदभाव नहीं है। सभी को सहिया मिता, फुल बनने–बनाने की प्रथा है। निश्चय ही ऐसे संबंध समाज में आदर्श स्थापित करते हैं। ऐसी भावनाओं से ओत–प्रोत खोरठा लोकगीत प्रस्तुत है–

हिंदू–मुसलमान सहिया पतावली
मुदइ के आँखी सिझू दूध
भाडे ले कर बड़ी बुइध
बाप दादाक जोरल नाता कइसे भांगबई
कइसे मानबह हुआ–छूत
भांडे ले करइ बड़ी बुध।
सहिया के फूल देखी
हरखि उठलो सखी
रीझे रंगे हो हमहू के फूल देखी
हरखि उठलों सखी
रीझे रंगे हो सहिया हमहू पताइब
जइसन सहिया हे वइसन पिरिति लगाइब।

इस खोरठा लोकगीत में कहा गया है कि विभिन्न धर्मों के लोग आपस में सहिया जोड़ा लिये परंतु बाहरी तत्त्व इस दोस्ती को 'डाह' की निगाह से देखता है। परंतु यहाँ के लोग इसकी परवाह नहीं करते, और कहते हैं कि वे लोग हुआ–छूत नहीं मानते हैं जिनको जलना हो जलते रहे। हम लोगों ने सहिया (मित्रता) निभाने की कसम खा ली है।

ओहदार अनाम

खोरठाँचल में बेटी को परिवार या समाज में लक्ष्मी कहा जाता है तथा उसके प्रति लाड़–प्यार की भावना तनिक भी कम नहीं होती। सम्मानजनक स्थान प्राप्त बेटियां उपेक्षित नहीं बल्कि प्राणों से प्रिय हैं। खोरठा लोकगीत की बानगी देखिए–

नूनी गे तोर लाए बसों हउ परान नूनी चाँद मोहनी
फिर आगे कहा गया है–

बोनवा ही फुललइ घोवइया फुलवा
बोनवा इंजोर भेलइ हो
मइया के कोखे बेटिया जनम लेलइ
घरवा इंजोर भेलइ
बोनवाँ ही झरलय धोवईया फुलवा
बोनवों झाँझर भेलइ हे
आबे बेटी चललइ ससुरा घरा
घरवा अंधार भेलइ हे।

उपर्युक्त खोरठा लोकगीत में बेटी को चाँद की तरह खूबसूरत कहा गया है जो मनमोहनी रूप में परिवार में आई है तथा इसके ऊपर माता–पिता के प्राण बसते हैं। आगे के लोकगीत में कहा गया कि जिस तरह जंगलों में घोवइ फूल फूलते ही सारा वन–प्रांतर प्रकाशमय में होकर सुवासित होता है उसी तरह माँ की कोख से बेटी के जन्म लेने पर पूरा घर–परिवार प्रकाशित हो उठता है। वहीं गीत के दूसरे अंतरा में जंगल के फूल झड़ गए हैं और जंगल उजाड़ से हो गया है, अब बेटी ससुराल जा रही है तो घर में अंधेरा हो गया है। इस तरह खोरठा लोकगीतों के माध्यम से खोरठा क्षेत्र का सामाजिक स्वरूप तथा इसकी विशेषताओं का परिचय मिलता है।

खोरठा गीतों में प्रकृति से नाता सदियों पुराना है जब मनुष्य खेती करना शुरू किया होगा तब से कह सकते हैं। जो खोरठा लोकगीतों में प्रतिबिंबित होता है।

आय गेलो सावन मास, रोपा रोपन चोथव घास
सजनी भाय, खेती करब बनव किसान।
झरझर बुंदा गिरे, भिंजी–भिंजी कॉपई परान
सजनी भाय छाता छोपिक नेखउ जे ठेकान।
घरे हउ बुढ़ा बरद, हरवाहा के भेलक टान
सजनी भाय, भूखे–पियासे कॉपहउ परान।
बुढ़ा ससुर हार जोते कलवा तो नाहीं गेल
सजनी भाय, आइर छोलेक बाकी रही गेल।

यहाँ के किसान न केवल कृषक हैं वरन् प्रकृति–प्रेमी भी हैं। खोरठा लोकगीतों में झारखंड के जंगलों में निवास करने वाले परिश्रमी समाज के अतीत का भी परिचय मिलता है–

कोने बोनें हो लाल, जोरबें पीरिति।
रे कोने बोले लतवा
कोना बोनें पतवा
कोना बोनें हो लाल, जोरखें पीरिति
अरुण बोनें लतवा।
मधु बोनें पतवा
बीजु बोनें हो लाल, जोरलें पीरिति।
रे कइसन तोर लाल राउरे पीरिति
जे फुटलइ कोरड़्चा फुल छूटलइ पीरिति।

एक और खोरठा लोकगीत को देखते है जिसमें यहाँ के मौसम का सुंदर वर्णन है कि किस माह में प्रकृति हमें महुवा और केंद्र का फल देगा और कौन आएगा जब हम सब झूष के जायेंगे और गाएँगे, गीत कुछ इस प्रकार है–

कउने मासे महुआ, कउने मासे केंदुवा
कउने मासे उने लागतद झुमरिया, कउने मासे
उ जे लागतद झुमरिया, कउने मासे
चइतें मासे महुवा वैशाखे जे केंदुवा

भादर मासे उ जे लागतद झुमरिया भादर मासें ।
खोरठा के विभिन क्षेत्रों में विवाह–संबंधी लोकगीतों में काफी समानता है। विवाह संस्कार से संबंधित जितने नेग हैं, उतने ही लोकगीत हैं। अतः कदम–कदम पर लोकगीतों को भी विवाह संस्कार में देखने को मिलता है जो प्रकृति से जुड़ा है।

गईया के गोबरे आँगना निषावलू
अगे माइ जगमइति चउका पुराउती
पंडीता बरा बड़ा नाहुस।

अइलइ सुंदरा बरा, बइसलइ चउका चढ़ी
आगे माइ चंदने खरउते आठो अंग

इस लोकगीत में गाय के गोबर से आंगन लिपा जा रहा है चारो तरफ उल्लास है। चावल के आटें से चौख (रंगोली) बनाया जा रहा है जहाँ वर आकर बैठेगा जो चंदन का खड़ाऊँ पहनकर आएगा जिसके हर अंग में चंदन की महक है। एक और गीत देखा जाए–

केकर अंगना में बाँस बुदना रे बंसाइर बुदना,
केकर अंगना में ढोल बजना।
बोर के आँगन में बाँस बुदना रे बँसाइर बुदना
कनिआइ के अंगना में ढोल बजना।।

उपर्युक्त गीत में कहा गया है कि किसके आँगन बाँस का पेड़ है और किसके आंगन में ढोल सुहाना बज रहा है। दूल्हा के आँगन में बाँस का पौध है तो कन्या के आंगन में ढोल बज रहा है। इस तरह का वातावरण निश्चित तौर पर लगन की शुभ घड़ी है।

विवाह संस्कार में मंडप का होना बहुत जरूरी है जो प्रकृति से नाता बनाए रखने का संदेश है। एक गीत देखा जाए–

झिलि–मिलि रे मंडवा, झिलि मिलि रे मंडवा
कोना मोरा छारलइ झिलि–मिलि रे मंडवा
आजा मोर छारलइ झिलि–मिलि रे मंडवा।
तहिं तरे नाच–हइ हंसा–जोड़ि रे परेवा
आजी मोरअ पोसलइ हंसा जोड़ि रे परेवा
टुटि–फुटि जातइ झिलि मिलि रे मंडवा
उड़ि चलि जइतइ हंसा जोड़ी रे परेवा....

इस लोकगीत में कन्या अपने बाबू जी जे पूछती है कि आंगन में जो यह झील–मिल मंडप है किसके द्वारा बनाया है, और ये जो मंडप में बैठा कबूतर का जोड़ा है उसे कौन पोसा–पाला है। तो कन्या के बाबू जी कहते हैं कि इस झिल–मिल मंडप को दादा जी बनाया है और उसपे जो कबूतर का जोड़ा बैठा है वह दादी पोसी–पाली है। आगे कन्या कहती है कि मंडप तो टूट–फुटकर बिखर जाएगा जब कबूतर का जोड़ा घर बसाने उड़ जाएगा। यानी उसके विवाह के बाद घर–आँगन सूना हो जाएगा।

खोरठा क्षेत्र में विवाह से पहले कन्या को महुवा विवाह और वर को आम विवाह करना पड़ता है, मतलब साफ है कि विवाह के बंधन के पूर्व वर या कन्या को प्रकृति से अनुमति लेनी पड़ती है तथा उन्हें सांसारिकता का आभास कराया जाता है। एक गीत इस प्रकार है–

के मोरा आमा, महुवा रोपतय,
के महुआ पीयतय गो
आजा हामर आमा–महुवा रोपतय,

ओहदार अनाम

आजी हामर महुवा पियतय गो।
पियहुँ–पियहुँ आजी महुवा एतने गो
तरें–तरें महुआ मंजिर गेलय,
उपरें झबरी गेलय गो।
अमोलिया धाइर–घोइर पितो दुलरवे,
भईया से मिली लेहू दुलरवे
जईवें बड़ी दूर दुलरवे
दीदी से मिली लेहू दुलरवे ।

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आजाद हिन्द फौज और रानी झांसी रेजीमेण्ट

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सारांश

रानी झांसी रेजीमेण्ट की सक्रियता पर दृष्टिपात करें तो सैन्य कार्य ही इसका एक मात्र पहलू नहीं था। सैन्य कार्यों के अतिरिक्त रंगून में लेफ्टिनेण्ट मानवती आर्य तथा कैप्टन लक्ष्मी सहगल द्वारा बनायी समिति के कार्यकलाप महिला सेना के अन्य उत्तरदायित्वों की झलक मात्र प्रस्तुत करते है।सैन्य स्तर पर देखें तो नेता जी की बर्मा यात्रा रानी झांसी रेजीमेण्ट की सदस्याओं के लिये अत्यन्त महत्वपूर्ण सिद्ध हुई। इस यात्रा से पूर्व उन्होंने लक्ष्मी को निर्देशित किया कि उन्हें शीघ्र ही युद्ध क्षेत्र में जाना है, अतः प्रशिक्षित अफसरों व जवानों के रंगून जाने की व्यवस्था शीघ्र हो, जहाँ उन्हें एक और कठोर प्रशिक्षण से गुजरना होगा। 6 जनवरी 1944 ई0 को बैंकाक में नेता जी ने एक जनसभा को भी सम्बोधित किया जिसमें लक्ष्मी जी ने भी रानी झांसी रेजीमेण्ट में भर्ती हेतु महिलाओं को प्रोत्साहित किया प्रचार कार्य इतना महत्वपूर्ण था। नेता जी रंगून रेडियो से नियमित सम्बोधन करते थे। महिलाओं में डा० लक्ष्मी तथा प्रतिमा पाल अक्सर संदेश प्रसारित करते थे। सिंगापुर कैम्प की व्यवस्था देखकर लक्ष्मी जी रंगून के लिये रवाना हो गयीं क्योंकि मोर्चे पर जाने के लिए प्रशिक्षण कार्य की देखरेख उन्हें ही करनी थी। जब आजाद हिन्द फौज के जवान इम्फाल अभियान पर निकलने लगे तब रानी झांसी रेजीमेण्ट की सदस्याओं ने नेता जी को एक प्रार्थना पत्र अपने रक्त से लिखकर उन्हें बताया कि वह भी मोर्चे पर अन्य जवानों की भांति जाना चाहती है। नेता जी के आजाद हिन्द फौज में महिला रेजीमेण्ट का स्थान क्रान्तिकारी था।

मुख्य शब्द : रेजीमेण्ट, सैन्य, प्रशिक्षण, हिन्द, फौज

प्रस्तावना:

आजाद हिन्द फौज में महिला रेजीमेण्ट की भूमिका पर प्रश्न चिह्न लगते रहे हैं, क्योंकि सामान्यता सैन्य स्तर पर सक्रियता का अर्थ वास्तविक युद्ध से लगाया जाता है। आजाद हिन्द फौज में हमें यदि महिलाओं की भूमिका को समझना है तो सबसे पहले इस संकीर्णता से ऊपर उठना होगा तथा उनके द्वारा किये जाने वाले कार्यों की व्यापक प्रकृति को समझना होगा। रानी झांसी रेजीमेण्ट की सक्रियता पर दृष्टिपात करें तो सैन्य कार्य ही इसका एक मात्र पहलू नहीं था। इसका कार्य क्षेत्र अत्यन्त व्यापक था तथा महिलाओं द्वारा इतनी कुशलतापूर्वक प्रत्येक उत्तरदायित्व को निभाते देखना एक सुखद आश्चर्य था। सैन्य कार्यों के अतिरिक्त रंगून में लेफ्टिनेण्ट मानवती आर्य तथा कैप्टन लक्ष्मी सहगल द्वारा बनायी समिति के कार्यकलाप महिला सेना के अन्य उत्तरदायित्वों की झलक मात्र प्रस्तुत करते हैं।[1] यह समिति रंगून में महिलाओं द्वारा बनायी गयी थी।

महिलाओं की सभा कर बनायी गयी स्थानीय समितियों द्वारा दैनिक आवश्यकता की वस्तुओं का भंडारण अथवा निर्माण।[2] मोर्चे पर तैनात जवानों के लिये सूखे भोजन के पैकेट बनाकर तैयार रखना। 3 बचाव दल के रूप में हवाई हमले में बेघर लोगों की सहायता करना। 4 बीमारों तथा घायलों की देखभाल करना। सैन्य स्तर पर देखें तो नेता जी की बर्मा यात्रा रानी झांसी रेजीमेण्ट की सदस्याओं के लिये अत्यन्त महत्वपूर्ण सिद्ध हुई। इस यात्रा से पूर्व उन्होंने लक्ष्मी को निर्देशित किया कि उन्हें शीघ्र ही युद्ध क्षेत्र में जाना है, अतः प्रशिक्षित अफसरों व जवानों के रंगून जाने की व्यवस्था शीघ्र हो, जहाँ उन्हें एक और कठोर

प्रशिक्षण से गुजरना होगा। 5 जनवरी 1944 ई० को नेता जी ने लक्ष्मी जी को बताया कि उन दोनों को रंगून जाने से पूर्व बैंकाक पहुँचना है। अतः लक्ष्मी जी ने एक अत्यन्त परिश्रमी एवं कर्तव्यपरायण अधिकारी श्रीमती थेवर को प्रशिक्षण प्रदान करने का उत्तरदायित्व सौंप दिया। यह महत्वपूर्ण कार्य था, क्योंकि एक समूह के प्रशिक्षण के पश्चात् नयी भर्ती का प्रशिक्षण आवश्यक था। बैंकाक यात्रा का उद्देश्य सैनिकों के लिये नये कपड़े दवाएँ व दैनिक आवश्यकता का सामान लेना था। पहले यह व्यय भारतीयों से प्राप्त चंदे से होता था, पर बाद में आजाद हिन्द बैंक से होने लगा। 6 जनवरी 1944 ई0 को बैंकाक में नेता जी ने एक जनसभा को भी सम्बोधित किया जिसमें लक्ष्मी जी ने भी रानी झांसी रेजीमेण्ट में भर्ती हेतु महिलाओं को प्रोत्साहित किया प्रचार कार्य इतना महत्वपूर्ण था।[2] नेता जी रंगून रेडियो से नियमित सम्बोधन करते थे। महिलाओं में डा० लक्ष्मी तथा प्रतिमा पाल अक्सर संदेश प्रसारित करते थे।

बैंकाक से सिंगापुर लौटने पर लक्ष्मी जी हैरान रह गयीं। पूरी फरवरी बीत चुकी थी तथा श्रीमती थेवर ने बहुत मेहनत से कार्य किया था। यहां एक बड़े जत्थे को रंगून (बर्मा) भेजने की तैयारियां चल रही थीं, जिसमें 40 लड़ाकू महिलाओं का दल 100 नर्स, 8 अफसर 12 नॉन कमिशन्ड अफसर तथा अन्य 80 सैनिक थे। चूंकि इन्हें स्थल मार्ग से जाना था तथा चौदह अथवा पन्द्रह दिन की यात्रा थी अतः भोजन व दवाओं की व्यवस्था अति आवश्यक थी रंगून पलायन से पूर्व इस दल का प्रशिक्षण बहुत सख्त रखा गया था।[3] रूटमार्च के समय युद्ध परिस्थितियों में ले जाने वाला पूरा सामान जैसे चार दिन का भोजन, एक जोड़ी कपड़ा, पानी की बोतल, प्राथमिक चिकित्सा, रायफल

व गोली इत्यादि एक किरमिच के थैले में रखकर अपनेसाथ रखना होता था। यह आगामी कठिन परिस्थितियों से जूझने का पूर्वाभ्यास था। सिंगापुर कैम्प की व्यवस्था देखकर लक्ष्मी जी रंगून के लिये रवाना हो गयीं क्योंकि मोर्चे पर जाने के लिए प्रशिक्षण कार्य की देखरेख उन्हें ही करनी थी।[4]

इधर रानी झांसी रेजीमेण्ट का एक जत्था लेफ्टिनेण्ट मानवती आर्य के नेतृत्व में रंगून से मैम्यो के लिए रवाना हो गया था जिसमें 40 अफसर, 10 नॉन कमिशंड अफसर तथा 40 जवान थे। दूसरी टुकड़ी लक्ष्मी जी के नेतृत्व में 15 अप्रैल 1944 ई० को रंगून से रवाना हुई। 2 अफसरों व 10 सदस्यों की यह टुकड़ी 19 अप्रैल 1944 ई० को मैम्यो पहुंची जहां मानवती आर्य पहले से ही प्रतिक्षारत थीं। इस यात्रा में कैप्टन लक्ष्मी के पास एक ट्रक, दो मोटर गाड़ी व एक स्टेशन वैगन थी। प्रत्येक वाहन में शत्रु पर नजर रखने के लिए दूरबीन रखी गयी थी। रात होते ही किसी भी गांव में पड़ाव डालना पड़ता था। मैम्यो में रेजीमेण्ट की महिलाओं को खुले विद्यालय में ठहराया गया था जो कि एकदम समतल स्थल पर था अतः वह स्थान बहुत सुरक्षित नहीं था चूंकि यहां अधिक समय नहीं ठहरना था इसलिए रेजीमेण्ट अपनी शक्ति वहाँ सुरक्षा बनाने के बजाये अपनी रणनीति बनाने में लगा रही थी। मैम्यो में कठिन प्रशिक्षण का आरम्भ हो चुका था। मैम्यो से मांडले तक का रूटमार्च पैंसठ मील का था, जिसे रानियां सामान से भरे थैले को पीठ पर लाद कर पूर्ण करती थीं। यहां नेता जी ने सदैव इस बात का ध्यान रखा कि महिलाओं को पारिवारिक वातावरण अनुभव हो।[5] 21 मई 1944 ई० को नेता जी ने स्थानीय ना गरिकों, आजाद हिन्द दल, आजाद हिन्द फौज की समस्त इकाईयों व रानी झांसी रेजीमेण्ट की सभा बुलाई। इसी दिन बमबारी आरम्भ हो गयी। यह प्रथम अवसर था जब रानी झांसी रेजीमेण्ट की सदस्याओं ने हवाई हमले होते देखे सौभाग्य से कोई घायल नहीं हुआ, जबकि सुरक्षा व्यवस्था बहुत अच्छी नहीं थी।

1 जून 1944 ई० को नेता जी के नेतृत्व में सभी लोग पुनः एकत्र हुए यह आयोजन विदाई भोज के लिए था ताकि मोर्चे पर जाने से पूर्व सभी एक बार मिल लें। रात्रि के समय शत्रु का हमला हुआ। समस्त रानियों ने खाई में जाकर जान बचाई इस बमबारी में लीली नामक लड़की शिविर में सोती ही रह गयी थी क्योंकि तबियत ठीक नहीं होने के कारण डॉ० लक्ष्मी साक्षात्कार के आधार पर। वह दवा खाकर सो गयी थी। मानवती आर्य तथा लक्ष्मी जी उसे बाहर खींच कर लाये थे।[6] इस बमबारी में पूरा शिविर नष्ट हो गया था बमबारी के पश्चात् केवल खाद्य सामग्री ही थी जो सुरक्षित बची थी। रानियों के कपड़े भी नष्ट हो चुके थे। केवल वही वस्त्र बचे थे, जो रानियों ने पहन रखे थे। अतः अब यह नियम लागू कर दिया गया कि हवाई हमले की खबर होते ही सभी जवान अपना आवश्यक सामान का थैला लेकर सुरक्षित स्थान पर जायेंगे। नेता जी ने इस बात पर बहुत गर्व महसूस किया कि किसी भी महिला सदस्य के चेहरे पर भय की परछाई नहीं थी। अगले दिन रानियों को कमायूट में बनी नयी छावनी में जाने हेतु निर्देश दिये गये। रानियों को ट्रक द्वारा नयी छावनी तक पहुंचना था।[7] इसी ट्रक पर अचानक बमबारी आरम्भ हो गयी। सभी लड़कियां ट्रक से कूदकर पास की खाई में छिप गयी। यह वह समय था, जब इन महिलाओं को युद्ध में होने वाली तकलीफों का वास्तविक अनुभव होने लगा था। अब उनकी जिम्मेदारी दोगुनी हो गयी थी। अभ्यास करना कठिनाईयों से लड़ना तथा सांयकाल में घायल जवानों की देखभाल व सेवा

करना, परन्तु इतनी जिम्मेदारियों से वह संतुष्ट नहीं थीं वह प्रत्यक्ष रूप से उस मोर्चे पर जाना चाहती थीं जिसके लिए वह निरन्तर अभ्यास कर रही थीं।[8]

जब आजाद हिन्द फौज के जवान इम्फाल अभियान पर निकलने लगे तब रानी झांसी रेजीमेण्ट की सदस्याओं ने नेता जी को एक प्रार्थना पत्र अपने रक्त से लिखकर उन्हें बताया कि वह भी मोर्चे पर अन्य जवानों की भांति जाना चाहती हैं ताकि देश की स्वतन्त्रता के लिए अपना जीवन न्यौछावर कर सकें। इस पत्र के अंशों को पढ़कर हम समझ सकते हैं कि यह लड़कियां युद्ध क्षेत्र में जाने के लिए कितनी लालायित थीं।[9] उस पत्र में लिखा था कि हमारा प्रशिक्षण संतोषजनक तथा पूर्ण हो चुका है। लेकिन हमें मोर्चे पर भेजने से अभी इंकार किया जा रहा है। हम केवल नर्सों के फौजी दस्ते के रूप में परिवर्तित हो गये हैं। हमारे साथ इस प्रकार का व्यवहार क्यों ? आपने हमें लड़ाकू झांसी की रानी का नाम दिया है। जब आपने स्योनान में प्रथम प्रशिक्षण शिविर खोला था, तब आपने वादा किया था कि हम मोर्चे पर लड़ेंगे तथा हमारी उपस्थिति शत्रु को हतोत्साहित करेगी और ब्रिटिश आर्मी में लड़ रहे भारतीय सैनिकों को पुनः प्राप्त करने में सहायता करेगी।[10] हम आपसे प्रार्थना करते हैं कि हमें तत्काल मोर्चे पर भेजने के लिए निर्देश दिये जायें ..... जून 1944 ई ० में मलाया की टुकड़ी भी रंगून आ पहुंची । इस टुकड़ी का नेतृत्व लेफ्टिनेण्ट जानकी दावर के 10 हाथों में था।

जानकी जी को कमायूट की नयी छावनी का प्रमुख बनाकर रानियों को उसमें ठहराया गया तथा शीघ्र ही उनका कठोर प्रशिक्षण आरम्भ हो गया। युद्ध की स्थिति यह थी कि अभी तक इम्फाल पर कब्जा नहीं हो पाया था इम्फाल आजाद हिन्द फौज के लिए गेट वे ऑफ इण्डिया था, जहां से सेना को ब्रह्मपुत्र नदी तक जाने में कोई कठिनाई नहीं होती। स्थिति ऐसी बन रही थी कि महिला रेजीमेण्ट को कभी भी प्रस्थान हेतु आदेश मिल सकता था। एक रात तीन बजे महिला रेजीमेण्ट की दो कम्पनियों को मोर्चे पर जाने हेतु आदेश हो गये। महिला सैनिकों के लिए यह सुखद क्षण था। मोर्चे पर ब्रिटिश फौज तथा इनके मध्य दूरी मात्र एक मील का फासला था जब फायरिंग का आदेश मिला तो उन्हें ऐसा अनुभव हुआ कि उनकी मेहनत सफल हो गयी है। डॉ० लक्ष्मी अपनी डायरी जयहिंद में लिखती है, आदेश सुनते ही हम भूल गये कि हम स्त्री हैं। बार–बार बन्दूक भर रहे थे और फायर हो रहे थे।[11] जयहिन्द घोषणा से पूरा परिवेश भर गया था। पता नहीं था यह कब समाप्त होगा   यहां की विजय स्त्रियों की विजय थी। रानी झांसी रेजीमेण्ट की विजय थी। शत्रु के हाथ लगने की स्थिति में मानहानि से बचने के लिए प्रत्येक रानी के पास पोटेशियम साइनायड था।[12] यह संघर्ष मोलामिन नामक स्थल पर था। इस संघर्ष में कई महिलाएं घायल हुई।

21 सितम्बर को नेता जी ने मांडले में उत्तरी बर्मा लीग के सदस्यों की बैठक आयोजित की इस बैठक में उन्होंने विश्व के वर्तमान परिदृश्य को सामने रखा। उन्होंने स्पष्ट किया कि अब चूंकि रूस मित्र राष्ट्र के साथ है जिसके कारण आज वह आजाद हिन्द फौज के विरुद्ध है अतः जो भी सैनिक पकड़े जायें, वह न्यायालय के समक्ष आने का साहस करें तथा अपनी स्थिति स्पष्ट करें नेता जी का विचार था कि 1945 ई० के आरम्भ में ही जापान का पतन हो जायेगा वह चाहते थे कि इन सारी असफलताओं के दौर में भी आजाद हिन्द फौज पूरी ताकत से लड़े। वे

Somya Raj

आजाद हिन्द फौज को जापानियों की कठपुतली की छवि से मुक्त कराना चाहते थे। इसी बैठक के पश्चात् नेता जी ने कैप्टन लक्ष्मी को वह हृदय विदारक आदेश दिया जिसे सुनकर वह स्तब्ध रह गयीं। उनका आदेश था कि परिचारक विभाग के अतिरिक्त अन्य सभी महिलाओं को 30 सितम्बर तक रंगून वापस भेज दिया जाये महिला रेजीमेण्ट ने प्रत्येक कठिनाई को बड़ी हिम्मत के साथ पार किया था परन्तु इस आदेश ने उनकी हिम्मत को तोड़कर रख दिया। वह जीवन न्यौछावर करने को तैयार थी पर वापस जाने के लिए नहीं। उन्होंने मेजर जनरल ए० सी० चटर्जी से प्रार्थना की, "आप कुछ भी कीजिए अपनी पूरी शक्ति लगाईये लेकिन आप ऐसी व्यवस्था कीजिए जिससे हमें अपना कर्तव्य छोड़कर वापस जाना न पड़े।[14]

परन्तु आदेशों का पालन अति आवश्यक था। अतः महिलाओं की वापसी आरम्भ हुई। प्रथम पड़ाव जियावाड़ी था। यहाँ भोजन का प्रबंध एक चीनी मिल प्रबन्धक ने किया था भोजन के दौरान बमबारी आरम्भ हो गई परन्तु सौभाग्यवश सभी महिलाएं सुरक्षित रहीं तथा कुशलतापूर्वक रंगून पहुँच गयीं। इधर मैम्यों में लक्ष्मी जी निरन्तर चिकित्सा कार्य में व्यस्त थीं। वह महिला रेजीमेण्ट के साथ रंगून नहीं आयी थी।[15] चूंकि बीमार (पेचिश, अतिसार, मलेरिया) तथा जख्मी सैनिकों व अन्य लोगों की संख्या निरन्तर, बढ़ती जा रही थी अतः उन्होंने वहीं रूकने का निर्णय लिया था। इसी समय यह भी निर्णय लिया गया कि अस्पताल को किसी सुरक्षित स्थान पर स्थानान्तरित कर दिया जाये तत्पश्चात् तोपखाना गाँव में एक खाई बनाकर उसमें आपरेशन थियेटर बनाया गया तथा चिकित्सा कार्य आरम्भ किया गया।

अस्पताल घायलों से खचाखच भरा रहता था। इसी स्थिति में दो महीने व्यतीत हो गये दिसम्बर 1944 ई0 में उन्हें जियावाड़ी पहुँचने का आदेश मिला जिसके परिणामस्वरूप उन्होंने जनवरी 1945 ई० में मैम्यों छोड़ दिया। 17 जनवरी 1945 ई० को पूरा दल जियावाड़ी जा पहुंचा जहाँ रेजीमेण्ट की परिचारिकाऐं व लक्ष्मी जी बिना खाये पिये और बिना आराम किये लगातार सेवा सुश्रुषा करते रहते थे। तत्पश्चात् लक्ष्मी जी ने जाने लायक मरीजों व पन्द्रह परिचारिकाओं को रंगून भेज दिया तथा स्वयं कालां की ओर रवाना हो गयीं जहाँ पुराने व कमजोर मरीजों के लिए अस्पताल खोला जा रहा था।[16] इधर रंगून में परिस्थितियां बदल रही थीं। जापान ने रंगून को छोड़ने और उसे अंग्रेजों को सौंपने का निर्णय लिया था तथा उसने नेता जी से भी शीघ्र रंगून छोड़ने का अनुरोध किया।

नेता जी ने बैंकाक जाने का निर्णय लिया परन्तु उन्होंने यह स्पष्ट कह दिया कि वह रंगून उसी हालत में छोड़ेंगे जब झांसी रानी रेजीमेण्ट के समस्त सदस्यों को भी हटाने के लिए नेता जी स्वयं बीच–बीच में उनकी कुशलक्षेम लेते रहे। कैप्टन जानकी के शब्दों में, 24 अप्रैल 1945 ई० को रात्रि 2 बजे हम बॉव पहुँचे। सब ओर अंधकार था। अतिवृष्टि के कारण कीचड़ और दलदल हो गयी थी। बॉव नदी को पार करना था। नेता जी ने पहले लड़कियों को पार करने का आदेश दिया। पिट्टू के बोझ से कुछ लड़कियाँ करीब–करीब डूब गयी थीं परन्तु कर्नल मलिक के प्रयत्नों से वह बच गयीं।[17] 26 अप्रैल 1945 ई० को हवाई हमले में कई वाहन नष्ट हो गये जिसके कारण अब पैदल यात्रा आरम्भ हुई 15 मील की यात्रा नेता जी ने पैदल ही की क्योंकि रानियां भी पैदल थीं। 30 अप्रैल 1945 ई० को नेता जी तथा रानियों ने मोलमिन के पास एक गाँव में पड़ाव डाला। इस समय सभी रानियाँ पस्त हो चुकी थीं तथा भूख

से उनका बुरा हाल था परन्तु धुआँ होने की आशंका से पर्याप्त भोजन पकाना बहुत कठिन था।[18]

1 मई 1945 ई० को जापानियों ने उन्हें एक गाड़ी उपलब्ध करवा रोहिणी गवारिकर अनु० वसुध सहस्रबुधे कैप्टन लक्ष्मी तथा रानी झांसी रेजीमेण्ट पू० 177 डा० लक्ष्मी सहगल, स्वतन्त्रता संग्राम से समाजवाद के संघर्ष तक मेरी जीवन यात्रा. पू० 84 यालप्पा साहेब जब यात्रा के दौरान जख्मी और बीमार थे उनकी देखभाल मुथु नामक व्यक्ति कर रहा था । जब जापानियों से डर कर गाँव वाले भाग गये तब यह दोनों अकेले रह गये। खाना पकाते समय धुआं देखकर छापामारों की टोली ने उन्हें दुश्मन समझकर झोपड़ी पर हथगोले तथा गोली चला दी. जिसमें मुधु मारा गया तथा श्री वाल्लपा बुरी तरह जल गये तत्पश्चात् मृत्यु को प्राप्त हुए। 7 मई 1945 ई० को सभी बैंकाक पहुंच , जहां से कैप्टन जानकी दावर रानियों को उनके घर छोड़ते हुए सिंगापुर रवाना हो गयीं इधर नेता जी ने सिंगापुर छावनी की प्रमुख मेजर सत्यवती थेवर से रेजीमेण्ट की महिलाओं के सन्दर्भ में विचार विमर्श आरम्भ कर दिया।[19] नेता जी के मन में अनेक चिंताएं थी जैसे किस प्रकार उन्हें सुरक्षित रूप से उनके घर पहुंचाया जाये।

उनका आगामी जीवन कैसा होगा तथा उन्हें आगे किस प्रकार की सहायता की आवश्यकता होगी। पर इन सभी शंकाओं के बावजूद वह जानते थे कि रेजीमेण्ट को भंग करना समय की मांग है। शीघ्र ही काफी रानियों को उनके घर पहुंचा दिया गया जिस समय ब्रिटिश फौज आगे बढ़ रही थी व जापानी फौज पीछे हट रही थी, नेता जी ने आजाद हिन्द फौज को मलाया पहुंचने का आदेश दिया। तत्पश्चात् वह बर्मा सीमा के पास स्थित आजाद हिन्द फौज के अस्पताल में घायल सैनिकों से मिलने पहुंचे। यहां महिला सैनिकों ने उन्हें अंतिम बार देखा ज्ञातव्य है कि परिचारिका विभाग से सम्बन्धित महिलाओं ने घर जाने से इनकार कर दिया था तथा अंत तक निरन्तर सेवा कार्य करती रहीं।[20] शीघ्र ही ब्रिटिश गुप्तचर विभाग ने इस अस्पताल का पता लगा लिया तथा बमबारी द्वारा इसे नष्ट कर दिया। इस बमबारी में अनेक रोगी व सिपाही मारे गये तथा जो बचे थे, उन्हें युद्ध बन्दी बनाकर रंगून भेज चूंकि रंगून भी ब्रिटिश अधिकार में आ गया था अतः सभी भारतीयों को युद्धबंदी बना लिया गया था। महिला सैनिकों को अन्य सैनिकों से अलग रखा गया। यहां महिलाओं ने जो साहस दिखाया, वह प्रशंसनीय है वह ब्रिटिश ताकत के समक्ष कभी नहीं झुकीं जब उन्हें पूछताछ के लिए बुलाया गया तो उन्होंने स्पष्ट कर दिया कि यदि उन्हें गणवेश में आने दिया जायेगा, तभी वह आयेंगी। पूछताछ के दौरान ब्रिटिश अफसरों ने प्रयास किया कि रानियां यह बयान दें कि उन्हें आजाद हिन्द फौज में शामिल होने के लिए मजबूर किया गया था परन्तु ब्रिटिश सरकार तब आश्चर्य में पड़ गयी, जब प्रत्येक रानी ने एक समान बयान दिया कि हमने अपनी अंतः प्रेरणा से रेजीमेण्ट में प्रवेश लिया है।[21] इसका हमें असीम अभिमान है। हम अपनी असफलता पर दुःखी हैं। अगर फिर से मौका मिल जाये तो हम अवश्य फिर यही करेंगे। अर्थात उन्होंने स्वेच्छा व गर्व दोनों का ही प्रदर्शन किया।

इस प्रकार वास्तव में इन महिलाओं के हौसले व इच्छा शक्ति ने उन्हें इतना निर्भीक अनुशासित व कर्मठ बना दिया कि उन्होंने उस परिवेश में स्वयं को पुरूषों के समकक्ष सिद्ध किया, जबकि महिलाओं की सामाजिक स्थिति असंतोषजनक थी। नेता जी ने आजाद हिन्द फौज में

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सारांश

गुप्तकाल में नृत्य–संगीत विधा का बहुत विकास हुआ। तत्कालीन समय में वसन्तोत्सव, कौमुदी महोत्सव, दीपोत्सव आदि पर नृत्य–संगीत का प्रचलन था। उस काल में गणिकाओं का उल्लेख मिलता है जिनका प्रमुख कार्य नृत्य और गायन था। गुप्त शासकों द्वारा कलाकारों को प्रश्रय देने की जानकारी भी मिलती है। समुद्रगुप्त स्वयं एक श्रेष्ठ वीणावादक थे इसलिये अपनी स्मृति को जीवित रखने के लिये उन्होंने वीणाधारी प्रकार के सिक्कों को चलवाया। गुप्तकालीन वाघ की गुफाओं में नृत्य–संगीत का एक महत्त्वपूर्ण चित्र मिलता है जो तत्कालीन समय में नृत्य–संगीत के वैभव के परिचायक हैं। मालविकाग्निमित्र से स्पष्ट होता है कि नगरों में संगीत की शिक्षा के लिये कलाभवन और आचार्य भी होते थे। इस प्रकार गुप्तकाल में नृत्य–संगीत के पर्याप्त प्रमाण मिलते हैं।

मुख्य शब्द : लोक, नृत्य, संगीत, वीणावादक।

प्रस्तावना:

लोक कला सामान्य जन–समुदाय की सामूहिक अनुभूति की अभिव्यक्ति है। यह धार्मिक एवं आध्यात्मिक अभिव्यक्ति की प्रतीक है जो मानव हृदय की उपज है और जिसमें कृत्रिमता एवं प्राविधिक प्रयोगों का कोई भी स्थान नहीं है। लोककला में सांस्कृतिक ध्वनि है, जो संस्कृति की रीढ़ की हड्डी है।[1] सौन्दर्य का आकर्षण, संगीत का माधुर्य, नृत्य की लय और चित्रकला की अभिव्यक्ति मानव की सुन्दरतम भावनाओं को सदैव अपनी ओर आकर्षित किये रहती हैं। किसी भी देश की लोक कला वहाँ के जनसामान्य की हृदय–तंत्रों को झंकृत किये बिना नहीं रह सकती। यद्यपि आज का कलाकार अपने बौद्धिक तर्क से कला को अति–जटिल एवं सर्वसाधारण की समझ की सीमा से परे की वस्तु बनाने में संलग्न है, किन्तु दूसरी ओर लोक परम्परा अपने रचनात्मक पक्ष से नैसर्गिक अभिव्यक्ति का मार्ग खोज ही निकालती है, जोकि जीवन–विस्मृति और आत्मसुख का एकमात्र साधन है।[2] लोक कला का सम्बन्ध मानव की भावनाओं से सीधा है, जिन्हें वह परम्परागत रूढ़ियों के रूप में प्रचलित करना चाहता है।

लोक कला मानवीय भावनाओं के साथ–साथ चली आ रही है, जो अति प्राचीन है। यह कला युग–युग का इतिहास संजोये मानवीय भावनाओं के साथ–साथ चल रही है। लोक कला का उद्भव प्रागैतिहासिक काल से ही माना जाता है। तब से लेकर आज तक लोक कला धार्मिक परम्पराओं के रूप में विद्यमान रही है, किन्तु लोक कला का एक स्वरूप मनोरंजक भावनाओं पर भी आधारित है। हड़प्पा सभ्यता के लोग आमोद–प्रमोद में रुचि लेते थे। वैदिक काल में आर्यों का जीवन के प्रति उपयोगितावादी दृष्टिकोण था।[3] पुत्र जन्म, मरण, नामकरण, संस्कार, शादी व्याह आदि अवसरों पर मनोवांछित देवात्माओं को विभिन्न आकारों में लोककला के रूप में प्रदर्शित किया जाता था। मौर्यकाल में कौटिल्य के अर्थशास्त्र से तत्कालीन समय में प्रचलित लोक कला की जानकारी प्राप्त होती है। इसके अतिरिक्त मौर्यकालीन लोक कला का रूप उन विशालकाय यक्ष–यक्षिणी की प्रतिमाओं में भी देखने को मिलता है, जो पटना, बेसनगर, मथुरा आदि स्थानों से प्राप्त हुई है। मौर्योत्तर काल में भी धार्मिक तथा मनोरंजक भावनाओं पर आधारित ये लोक कलाएं प्रचलित रही।

गुप्तकालीन लोक कला का विवरण तत्कालीन साहित्यिक एवं पुरातात्विक दोनों साक्ष्यों से मिलता है। गुप्तकाल में धार्मिक तथा मनोरंजक भावनाओं पर आधारित लोक कला के स्वरूप के प्रचलन का प्रमाण मिलता है। गुप्तकालीन धार्मिक लोक कला के स्वरूप को व्यक्त करने वाली वे मृण्मूर्तियाँ हैं, जिनका निर्माण व्रत पूजा के लिए किया जाता था।[4] पूजा के उपरांत इन्हें जलाशय में प्रवाहित कर दिया जाता था। गुप्तकाल में खेलने वाली भी मृण्मूर्तियों का निर्माण किया गया। गुप्तयुगीन साहित्य में मिट्टी के बने रंगीन पक्षी (खिलौने) का उल्लेख मिलता है। कालिदास के नाटक अभिज्ञानशाकुन्तल के सातवें अंक में भरत के मिट्टी के मयूर के साथ खेलने का उल्लेख है। घरों की नारियाँ एवं बालिकाएँ अपनी भावनाओं को रेखाचित्र के रूप में प्रदर्शित करती थी। वे फर्श अथवा दीवार को गोबर से लीपकर, गेरु और चावल के लेप से सीक में रुई लगाकर, उसको रेखाचित्रों में प्रस्तुत करती थी। वात्स्यायन के कामसूत्र से ज्ञात होता है कि छोटी लड़कियों को गुड़ियों से खेलना बहुत प्रिय था। मालाएं गूथने, खिलौने तथा गुड़िया बनाने और लुका छिपी के खेलों में उन्हें बहुत आनन्द आता था।

मथुरा क्षेत्र से उपलब्ध मूर्तियों में स्त्रियों की अनेक क्रीड़ाओं का आमोद–प्रमोद के साधनों का प्रदर्शन किया गया है जिसमें जल विहार, शरीर को सजाना, संगीत एवं नृत्य उल्लेखनीय है। मथुरा क्षेत्र से बहुत सी ऐसी मूर्तियाँ मिली है, जिसमें स्त्रियों को कन्दुक क्रीड़ा (गेंद का खेल) करते हुए प्रदर्शित किया गया है। अजन्ता एवं बाघ के चित्रों में भी लोक कला की झलक दृष्टिगोचर होती है। सामूहिक मनोरंजन के लिए नर्तकों एवं नर्तकियों की मंडलियाँ दर्शकों के सम्मुख अपनी कला का प्रदर्शन करती थी। विविध अवसरों पर विवाह एवं मंगल कार्य के समय, खेतों और खलिहानों में, नदी एवं पोखरों में स्नान के समय

लोकगीतों को गाये जाने की प्रथा का प्रचलन इस युग का था।

संगीत का जीवन में अत्यधिक महत्व है। संगीत एक साधना है। यह मात्र सांसारिक मनोरंजन का साधन नहीं, अपितु ईश्वर की पूजा एवं आराधना के लिए भी आवश्यक माना गया है। वात्स्यायन ने अपने ग्रन्थ कामसूत्र में 64 कलाओं की जो सूची प्रस्तुत की है उनमें गायन, वादन और नर्तन को पहले ही रखा है।[5] गायन, वादन और नर्तन संगीत के तीन मुख्य अंग हैं और इनके बीच पारस्परिक घनिष्ट सम्बन्ध है, विशेष रूप से गायन और वादन का।

भारत में प्राचीनकाल से ही संगीत की परम्परा का प्रचलन रहा है, जिसकी पुष्टि हड़प्पा सभ्यता के पुरातात्विक साक्ष्यों तथा वैदिक संहिताओं से होती है। गुप्तकालीन साहित्य में जहाँ कहीं भी आमोद-प्रमोद की चर्चा हुई है, वहाँ संगीत के इन सभी रूपों का उन्मुक्त रूप से उल्लेख है। गुप्तयुगीन साहित्य के अनुशीलन से ज्ञात होता है कि तत्कालीन समय के नागरिक संगीत में विशेष रुचि प्रदर्शित करते थे। यह चरम सुख का प्रतीक था और लोकरंजन का साधन भी।

गुप्तकाल के साहित्यिक ग्रन्थों में सगीत के अनेक संदर्भ मिलते हैं। भरत मुनि के नाट्य शास्त्र तथा वात्स्यायन के कामसूत्र से ज्ञात होता है कि संगीत के अपने सिद्धान्त थे, जिनके आधार पर संगीताचार्य मार्गदर्शन करते थे। गुप्त युग में नर-नारी संगीत के प्रेमी थे। धन सम्पन्न परिवारों तथा राजप्रासादों में संगीत होता रहता था।[5] वात्स्यायन ने संगीत के महत्व की ओर संकेत करते हुए कहा है कि नागरिकों को स्वयं संगीत का ज्ञान होता था और उनके पुत्र गन्धर्व शाला में संगीत शिक्षा के लिए भेजे जाते थे। मालविकाग्निमित्र में कालिदास ने हरदत्त नामक संगीताचार्य का उल्लेख किया है जो संगीत की शिक्षा देते थे। संगीतशालाओं की संगीत ध्वनि से नगर गूंजता रहता था। राजघरानों में राजकुमारियों को संगीत एवं नृत्य की शिक्षा प्रदान की जाती थी। शूद्रक ने अपने ग्रन्थ मृच्छकटिक में आचार्य चारूदत्त की बड़ी प्रशंसा की है, जो संगीत का बहुत बड़ा भक्त था।

गुप्तकालीन मूर्तिकला में भी संगीत के अनेक उदाहरण दृष्टिगोचर होते हैं। भूमरा के शिव मंदिर में फलकों पर शिव के गण वाद्य बजाते और नृत्य करते हुए उत्कीर्ण है। सारनाथ से प्राप्त एक फलक पर भी संगीत का दृश्य उत्कीर्ण है। अजन्ता की सत्रहवीं तथा बाघ की चौथी गुफाओं में भी संगीत के दृश्य उत्कीर्ण हैं।

गुप्तकाल में संगीत को राज्य का संरक्षण प्राप्त था। इस युग के सम्राट स्वयं संगीत में प्रवीण थे और उदार संरक्षक भी। महान गुप्त शासक समुद्रगुप्त स्वयं एक कुशल वीणावादक था जिसकी पुष्टि उसके वीणा प्रकार के मुद्राओं से होती थी। कहा जाता है कि वीणा वादन में तुम्बरु तथा नारद को भी लज्जित कर देता था। इसी प्रकार कुमारगुप्त प्रथम के सिक्के पर भी वीणा का अंकन है। कालिदास के मालविकाग्निमित्र से ज्ञात होता है कि राजा अग्निमित्र को संगीत में अत्यधिक रुचि थी। यहाँ तक कि उसकी रानी उससे संगीत कार्य से ध्यान हटाकर राजकाज में ध्यान लगाने का आग्रह करती थी। रघुवंश से ज्ञात होता है कि राजा अज एक प्रसिद्ध संगीतज्ञ था, जिसने अपनी रानी इन्दुमती को संगीत की शिक्षा प्रदान की थी और इन्दुमती के निधन हो जाने पर अज ने इन्दुमती को 'ललित कलाओं में 'प्रिय शिष्या कहकर विलाप किया।[6]

Yaswant Tirkey

गुप्तकाल में गायन के एक व्यवस्थित सिद्धान्त का रूप धारण कर लिया था जिसकी पुष्टि कालिदास के ग्रन्थों से होती है। संगीत के शिक्षक अपने गायन में सिद्धान्तों का अनुसरण करते थे। कालिदास ने अपने ग्रन्थों में ताल, लय, स्वर, उपगान, मूर्च्छता आदि का उल्लेख किया है। कई स्थानों पर राग की चर्चा है और संगीत के प्रसंग में उन्होंने सारंग, ललित आदि रागों के नाम भी दिये हैं। यही नहीं उन्होंने बेसुरे राग को ताड़न के समान बताया है। मेघदूत में 'मूर्च्छना' शब्द का उल्लेख है। जब पति के वियोग में व्याकुल यक्षिणी गीत गाने और वीणा बजाने लगती है और उसके आँसुओं से वीणा के तार गीले हो जाते हैं और उसे मूर्च्छना ही सहसा विस्मृत हो जाती है।[7] 'मूर्च्छना' शास्त्रीय संगीत में बार-बार किये जाने वाले 'रयाज' को कहते थे। प्राविधिक संगीत की एक विद्या को 'काकलिगीत' कहा जाता था। कालिदास ने जहाँ गीतों का उल्लेख किया है, वहाँ सभी गीत प्राकृत में है। इससे यह अनुमान व्यक्त किया गया है कि प्राविधिक संगीत के साथ-साथ लोक संगीत का भी व्यापक प्रचार था। गायन के साथ-साथ वादन का प्रयोग होता था और नृत्य की परम्परा प्रचलित थी।

गुप्तकालीन साहित्य में गायन के साथ-साथ वादन का भी उल्लेख प्राप्त होता है। गुप्तकालीन साहित्य में अनेक प्रकार के वाद्य यंत्रों का उल्लेख है। तार वाले वाद्य यंत्रों में वीणा प्रमुख थी। कालिदास की रचनाओं में वीणा का उल्लेख अनेक स्थानों पर है। शूद्रक ने मृच्छकटिक में वीणा बजाने का उल्लेख किया है।[8] समुद्रगुप्त तथा कुमारगुप्त प्रथम के सिक्कों पर उनका अंकन वीणा वादक के रूप में हुआ है। वीणा के अतिरिक्त वल्लकी, परिवादिनी, तन्त्री आदि भी तार वाले वाद्य यंत्र थे, जो संभवतः वीणा के ही रूप थे। इनका उल्लेख तत्कालीन साहित्य में मिलता है। तत्कालीन साहित्य में वंशी, बांसुरी, कीचक, शंख और तूर्य आदि मुँह से बजाये जाने वाले वाद्य यंत्रों का उल्लेख मिलता है। बीन होठों पर रखकर बजायी जाती थी। यह वाद्य यंत्र विशेष रूप से साँपों को रिझाने के लिए बजाया जाता था। तूर्य (तुराही) और शंख भी मुँह से बजाये जाते थे। ये मांगलिक अवसरों पर, विवाह के अवसर पर, युद्ध प्रारम्भ करने अथवा विजय घोषित करने के लिए बजाये जाते थे। वेणु का उपयोग लोक मनोरंजन के लिए अधिक होता था। वात्स्यायन ने अपने ग्रन्थ कामसूत्र में लिखा है कि वेणु प्रियतमा को आकर्षित करने का मूलमंत्र है। पूजा के अवसर पर घंटा और पटह बजा करते थे। चर्म वाद्य यंत्रों में मुरज, पुष्कर, मृदंग, दुदुम्भि, मर्दल आदि का उल्लेख है। यह बहुत सम्भव है कि इनमें कुछ ढोल के समान रहे हो और कंधे पर लटकाये जाते रहे हो। मृच्छकटिक में मृदंग का उल्लेख मिलता है।[9] कालिदास की रचना से ज्ञात होता है कि अलका के महल मृदंगों से गूँजते थे। उज्जैन के महाकाल मंदिर में पटह बजता था जिसकी पुष्टि कालिदास के ग्रन्थ से होती है। पूजा के समय पटह बजाने की परम्परा आज भी उज्जैन के महाकाल मंदिर में देखने को मिलती है। भूमरा के शिव मंदिर में एक फलक पर शिव के गण अनेक प्रकार के वाद्य बजाते हुए अंकित किये गये हैं। अजन्ता की सत्रहवीं और बाघ की चौथी गुफा में भी अनेक वाद्य यंत्रों का अंकन है, जिससे तत्कालीन

वाद्य यंत्रों के स्वरूप का अनुमान व्यक्त किया जा सकता है। गुप्तकाल में संगीत शालाओं में विभिन्न प्रकार के वाद्य यंत्रों को बजाने का अभ्यास किया जाता था।[10] शूद्रक के मृच्छकटिक में वसन्तसेना के भवन की संगीतशाला का

उल्लेख है जिसमें कहा गया है कि वहाँ युवतियों के कोमल करो से बजाये हुए मृदंग मेघ के समान गम्भीर शब्द कह रहे थे।

प्राचीन काल से ही भारत में नृत्य की परम्परा देखने को मिलती है। हड़प्पा सभ्यता के मोहनजोदड़ो से एक नृत्य करती हुई कांस्य की मूर्ति प्राप्त हुई है। ऋग्वेद में भी नृत्य कला के अनेक प्रसंग दृष्टिगोचर होते हैं। वैदिक काल में स्त्री एवं पुरुष दोनों झांझ मजीरों के बाजों के साथ नृत्य करते थे। मौर्यकाल में भी नर्तक लोगों का मनोरंजन किया करते थे। प्राकगुप्तकालीन साहित्यों में भी नृत्य के अनेक संदर्भ मिलते हैं। यह कला नारी प्रधान अधिक थी।

गुप्तकाल में नृत्यकला ने काफी लोकप्रियता प्राप्त कर ली। इस काल में परिवार में कन्यायें नृत्य की शिक्षा ग्रहण करती थी, घर के बाहर भी वे नृत्य किया करती थी। नृत्य का इस युग में व्यापक प्रसार था। नृत्य देवालयों, मंदिरों, राजसभाओं तथा समारोहों में हुआ करते थे। इस कालखण्ड में नृत्य ने एक पेशे का रूप धारण कर लिया था और लोगों के बीच नर्तकियों का बडा सम्मान था। तत्कालीन साहित्यिक ग्रन्थों से नृत्य के विभिन्न रूपों पर प्रकाश पड़ता है। मेघदूत में नर्तकियों द्वारा चामर नृत्य किये जाने का उल्लेख मिलता है।[11] मालविकाग्निमित्र में एक अन्य नृत्य 'छलिक' या 'चलिक' का उल्लेख है। संभवतः यह नृत्य चतुष्पद पर अवलम्बित था। इसमें नर्तक अभिनय दूसरे का करता था, परन्तु भाव प्रदर्शन स्वयं अपना करता था। इस काल में नगरों में नृत्य की शिक्षा देने वाले आचार्य होते थे। कालिदास के मालविकाग्निमित्र में गणदास नामक एक नाट्याचार्य का उल्लेख है। इस युग में नाट्याचार्यों की प्रतियोगिताएँ भी होती थी। मालविकाग्निमित्र में गणदास एवं हरदास नामक नाट्याचार्यों के प्रतियोगिता का उल्लेख है। नर्तक एवं नर्तकियों की मंडलियाँ सामूहिक मनोरंजन के लिए दर्शकों के समक्ष अपनी कला का प्रदर्शन करती थी।

गुप्तकालीन चित्रकला एवं मूर्तिकला में भी नृत्य के साक्ष्य दृष्टिगोचर होते हैं। उदाहरण के लिए अजन्ता की 17वीं गुफा में एक चित्र है जिसमें एक स्त्री नृत्य कर रही है और उसके साथ चार स्त्रियाँ मजीरे और एक पुरुष मृदंग बजा रहा है। इसी प्रकार बाघ की चौथी गुफा में दो नृत्य समूहों का चित्रण है। भूमरा के शिव मंदिर के फलक पर शिव के गणों को नृत्यरत मुद्रा में दिखाया गया है। सारनाथ से एक शिला फलक प्राप्त हुआ है, जिसमें क्षान्तिवादी जातक की कथा का दृश्य उत्कीर्ण है। इस शिला फलक पर एक स्त्री वेणु, भेरी, झाल और मृदंग बजाती स्त्रियों के बीच नृत्य कर रही हैं।

गुप्तयुग में संगीत और नृत्य के साथ-साथ नाटकों का भी प्रचलन था जिसकी पुष्टि तत्कालीन साहित्यिक ग्रन्थों से होती है। इस काल में नाटकों का महत्व उनके अभिनय में ही अधिक समझा जाता था। इस कालखण्ड में अनेक नाटकों की रचना हुई जिसमें कालिदास द्वारा रचित मालविकाग्निमित्र, विक्रमोर्वशीय, अभिज्ञानशाकुन्तल और शूद्रक द्वारा रचित मृच्छकटिक उल्लेखनीय है। इन ग्रन्थों से यह सहज अनुमान लगाया जा सकता है कि उन दिनों नाटकों में विशेष रुचि लेते थे। वे राजसभाओं में तो अभिनीत होते ही थे, बसंत के आगमन, विवाह के अवसर और सामाजिक उत्सवों पर भी अभिनीत किये जाते थे। नाटकों में स्त्री और पुरुष दोनों समान रूप से भाग लेते थे और अभिनय में अपनी दक्षता प्राप्त करते थे। अभिनय का कार्य नगर की नाट्यशालाओं में होता था, जिसे 'प्रेक्षागृह या रंगशाला' कहते थे। लोग शान्ति पूर्वक

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बैठकर नाटक का आनन्द लिया करते थे। नाटक में काम करने वाले नट को कुशीलव' कहा जाता था, जिसे 'प्रेक्षागृह' या 'रंगशाला' कहते थे। लोग शान्ति पूर्वक बैठकर नाटक का आनन्द लिया करते थे। नाटक में काम करने वाले नट को 'कुशीलव' कहा जाता था।

गुप्तकालीन अभिनय शाला का कोई प्राचीनतम रूप उपलब्ध नहीं है। विद्वानों ने यह अनुमान व्यक्त किया है कि भरतमुनि के नाट्यशास्त्र में वर्णित रंगमंच के समान ही गुप्तकालीन रंगमंच रहे होंगे। उल्लेखनीय है कि नाट्यशास्त्र 'गुप्तयुग' से कुछ पहले की रचना है। भरतमुनि के नाट्यशास्त्र के अनुसार रंगशाला की व्यवस्था इस प्रकार की जाती थी कि संलाप, गायन और श्रवण ठीक प्रकार से हो सके। रंगमंच के सामने दर्शकों के बैठने के लिए मंचवत या सीढ़ीनुमा गैलरी होती थी।[12] कालिदास ने रघुवंश में इन्दुमती के स्वयंवर की चर्चा करते हुए इसी प्रकार के दर्शक कक्ष का उल्लेख किया है। अभिनय भूमि के सम्बन्ध में नाट्यशास्त्र में यह वर्णित है कि उसे न तो कछुए की पीठ की भाँति होना चाहिए, न मछली के पीठ की तरह, बल्कि दर्पण की तरह स्वच्छ एवं बराबर होना चाहिए।[13]

रंगमंच के दो भाग होते थे। प्रथम आगे का भाग, जहाँ अभिनेता अभिनय प्रस्तुत करता था। इसे 'प्रेक्षागृह' कहा जाता था। इसके पीछे का भाग नेपथ्य कहलाता था। इसमें अभिनेता या अभिनेत्रियां रूप सज्जा करते थे। यहाँ उनको वेश बदलने की सुविधाएँ होती थी। यह भाग आजकल के रंगमंच में ग्रीन रूम का कार्य करता था। अभिनेताओं के परिधान उनके पात्र के अनुसार हुआ करते थे जिन्हें धारण करने पर उन्हें सरलता से पहचाना जा सकता था। रंगमंच के लिए पर्दों का उपयोग होता था। इस प्रसंग में "तिरस्करिणी" और "यवनिका" शब्द का प्रयोग नाटकों में हुआ है। विद्वानों की धारणा है कि इसका तात्पर्य पर्दे से है जो आजकल के समान प्रेक्षागृह में दृश्य की पीठिका प्रस्तुत करते थे। यवनिका रंगमंच के सामने का पर्दा होता था, जिसे आजकल "ड्रापसीन" कहा जाता है। ऐसा प्रतीत होता है कि भारतीयों ने यह शब्द यूनानियों से लिया।

नाटकों के प्रदर्शन के पूर्व अभ्यास (रिहर्सल) होता था, जिसे "प्रथमोपदेश दर्शन" भी कहा जाता था। मांगलिक उद्घाटन के निमित्त ब्राह्मणों की पूजा की जाती थी और उन्हें भोजन कराकर दान दक्षिणा प्रदान की जाती थी।[14] नाटक के प्रारम्भ में सूत्रधार अन्य अभिनेता से वार्तालाप करके यह प्रकट करता था कि उस समय कौन सा नाटक अभिनीत होगा और फिर उससे तैयारी करने को कहता था। तत्पश्चात् सूत्रधार दर्शकों से सहानुभूति पूर्वक नाटक देखने का आग्रह करता था। इसके बाद नेपथ्य से किसी अभिनेता की आवाज सुनाई पड़ती और अभिनेता रंगमंच पर उपस्थित होते थे और इस प्रकार नाटक का प्रारम्भ होता था।

इस प्रकार उपरोक्त विवेचन से स्पष्ट है कि गुप्तकाल में नृत्य और अभिनय कला ने ऊँचाईयों को छू लिया था। भगवत शरण उपाध्याय ने लिखा है– "गीत, वाद्य और नृत्य से, उनकी प्रतीक मुद्राओं के संयोग से नाटकीय अभिनय ऋद्ध होता होगा। गुप्त युग जैसे भावों के निरूपण में निष्णात था, अभिनय की आठयता में अनुपम था, वैसे ही नाटकों के असामान्य प्रणयन में भी असाधारण था।

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प्रस्तावना:

स्त्रीवादी इतिहासाची स्वतंत्र शाखा विकसित होत आहे. इतिहासातील स्त्रियांचे स्थान शोधण्याचा प्रयत्न या शाखेमार्फत केला जात आहे. समाजातील त्यांच्या दुय्यम स्थान विषयी चिकित्सा केली जाते स्त्रियांच्या उत्थानासाठी इतिहासातील घडून गेलेल्या स्त्रियांचा इतिहास स्त्रियांच्या प्रगतीस कशी प्रेरणादाई होईल याची मांडणी करतो. समाज निर्मितीमध्ये स्त्रियांची भूमिका शोधण्याचा प्रयत्न स्त्रीवादी विचार करतो. स्त्रियांना अवकाश मिळाल्यास त्यांनी पुरुषांप्रमाणे कृती करू शकतात. स्त्रियांनी मिळालेल्या संधीचा उपयोग करून स्वतःचे वा समाजाचे जीवन उजळून टाकले, स्त्रिया या केवळ इतिहासात उपस्थित नव्हत्या नाव्ह्या तर त्या इतिहास निर्माण करणाऱ्या होत्या. भारताचे नाव जागतिक पातळीवर नेणाऱ्या श्रीमती विजयालक्ष्मी पंडित, श्रीमती इंदिरा गांधी, श्रीमती सी. बी. मुथम्मा, श्रीमती सरोजिनी नायडू, श्रीमती सुचेता कृपलानी, श्रीमती फातीमाबिबी मीरसाहेब, श्रीमती सावित्रीबाई फुले, श्रीमती राजकुमारी अमृत कौर, श्रीमती प्रतिभाताई पाटील, इ.क्रांतिकारी व राष्ट्रवादी चळवळीत योगदान देणाऱ्या होत्या. त्यापैकी आपण राजकीय क्षेत्रात नावाजलेल्या महिलांची माहिती घेणार आहोत. त्यांच्या या संघर्षाचा इतिहास हा पुढील प्रमाणे सांगता येईल.

१. श्रीमती विजयालक्ष्मी पंडीत

श्रीमती विजयालक्ष्मी पंडित : (१८ ऑगस्ट १९०० - १ डिसेंबर १९९०) भारतीय स्वातंत्र्यलढ्यातील कार्यकर्त्या व संयुक्त राष्ट्रसंघातील आमसभेच्या पहिल्या महिला तसेच पहिल्या आशियाई अध्यक्षा. त्यांचा जन्म सधन नेहरू कुटुंबात अलाहाबाद येथे झाला. त्यांचे पूर्वाश्रमीचे नाव स्वरूपकुमारी. वडील मोतीलालजी यांचा पाश्चात्य विचारांकडील कल व आई स्वरूपराणी यांची भारतीय संस्कृतीवरील निष्ठा यांच्या संमिश्र वातावरणात त्यांचे बालपण गेले.

शिक्षण

श्रीमती विजयालक्ष्मी पंडित यांचे प्राथमिक शिक्षण इंग्रजी शिक्षकांद्वारे घरीच झाले. काही काळ पुढील शिक्षणासाठी त्या स्वित्झर्लंड येथे होत्या. मोतीलाल व बंधू जवाहरलाल हे राजकारणात असल्यामुळे घरीच त्यांना राजकारणाचे धडे मिळाले.

विवाह

श्रीमती विजयालक्ष्मी पंडित यांचा विवाह रणजित सीताराम पंडीत या मूळच्या महाराष्ट्रीय बॅरिस्टर यांच्याशी झाला (१९२१). रणजित पंडीत हे एक विद्वान व प्रसिद्ध वकील होते आणि नेहरू कुटुंबाशी संबंध आल्यानंतर ते राष्ट्रीय लढ्यात ओढले गेले. त्यांनी लग्नानंतर प्रथम कलकत्यास व पुढे अलाहाबाद येथे वकिली केली. त्यांना चंद्रलेखा, नयनतारा आणि ऋतुविलासा या तीन मुली झाल्या. त्यांपैकी नयनतारा सहगल लेखिका म्हणून प्रसिद्ध

आहेत. रणजित पंडीत यांनी मुद्राराक्षस, ऋतुसंहार व राजतरंगिणी या संस्कृत ग्रंथांचे भाषांतर केले.

राजकिय कारकीर्द

श्रीमती विजयालक्ष्मी पंडित यांच्या राजकीय जीवनास असहकाराच्या चळवळीपासून सुरुवात झाली. या चळवळीत त्या सहभागी झाल्या व त्यांना एक वर्षाचा कारावास भोगावा लागला. त्या अलाहाबाद नगरपालिकेत निवडून आल्या (१९३४). त्यानंतर त्यांनी त्यावेळच्या संयुक्त प्रांताच्या विधानसभेवर निवड झाली (१९३६) आणि लवकरच त्या स्थानिक स्वराज्य व आरोग्य खाते यांच्या पहिल्या महिलामंत्री झाल्या (१९३७); परंतु १९३९ मध्ये काँग्रेस मंत्रिमंडळांनी राजीनामे दिले. यानंतर 'छोडो भारत' या आंदोलनास प्रारंभ झाला व त्यात त्यांनी भाग घेतल्यामुळे त्यांना अटक करण्यात आली (१९४२). नादुरुस्त प्रकृतीच्या कारणाने त्यांची नऊ महिन्यानंतर सुटका करण्यात आली. या परिस्थितीतही १९४३ मध्ये त्यांनी बंगाल दुष्काळ निवारण्याच्या कार्यात भाग घेतला. १९४४ साली रणजित पंडितांचे दम्याच्या विकाराने निधन झाले. हा आघात फार मोठा होता; परिणामतः पुढील दोन वर्षे त्यांनी अमेरिकेत व्याख्यान दौरा काढला (१९४४-४६).

भारतात परत आल्यानंतर पुन्ही त्यांनी स्थानिक स्वराज्य व आरोग्य खाते यांचे मंत्रिपद अंगिकारले. तत्पूर्वी १९४०-४२ मध्ये त्यांना अखिल भारतीय महिला परिषदेच्या अध्यक्षा होण्याचा मान मिळाला होता. १९४६ मध्ये त्यांची संविधान समितीच्या सदस्या आणि संयुक्त

राष्ट्रांमधील प्रतिनिधी मंडळाच्या नेत्या म्हणून निवड झाली. स्वातंत्र्योत्तर काळात त्यांनी १९४७,१९४८, १९५२,१९५३,१९६३ साली संयुक्त राष्ट्रांत भारतीय शिष्टमंडळाचे नेतृत्व केले. १९५३ मध्ये त्यांची आमसभेची अध्यक्षा म्हणून निवड झाली. रशिया (१९४९), अमेरिका (१९५१), ग्रेट ब्रिटन (१९५४-६२) इ. विविध देशांत भारताच्या राजदूत म्हणून त्यांनी काम केले. त्यानंतर त्या महाराष्ट्र राज्याच्या राज्यपाल होत्या १९६२-६३ जवाहरलाल नेहरूंच्या मृत्यूनंतर फूलपूर मतदार संघातून त्या लोकसभेवर निवडून आल्या १९६४,१९६७ च्या निवडणुकीतही त्या लोकसभेवर निवडून आल्या, मात्र त्यानंतर खासदारकीचा राजीनामा देऊन समाजकार्यास त्यांनी वाहून घेतले १९६८-१९७७ च्या निवडणुकीत त्यांनी काँग्रेसविरोधी भूमिका घेऊन आणीबाणीवर कडक टीका केली; तथापि कोणतेही राजकीय पद स्वीकारले नाही.

पुरस्कार आणि ग्रंथ

अनेक भारतीय आणि विदेशी विद्यापीठांनी त्यांना डॉक्टरेट ही सन्माननीय पदवी देऊन त्यांचा गौरव केला. त्या संसदपटू व वक्त्या म्हणूनही प्रसिद्ध आहेत. त्यांनी स्फुटलेखन तसेच ग्रंथलेखन केले आहे. त्यांचा 'फॅमली बाँड' हा ए स्टडी ऑफ नेहरू या पुस्तकातील लेख उल्लेखनीय आहे. 'सो आय बिकेम ए मिनिस्टर' (१९३९), 'प्रिझन डेज' (१९४६), 'द रोल ऑफ विमेन इन मॉडर्न वर्ल्ड' (१९५७) व 'द इव्होल्यूशन ऑफ इंडिया' (१९५८) ही त्यांची पुस्तके प्रसिद्ध आहेत.१

२. श्रीमती इंदिरा गांधी

पंडित जवाहरलाल नेहरू यांची कन्या श्रीमती इंदिरा गांधी यांचा जन्म १९ नोव्हेंबर १९१७ रोजी एका प्रतिष्ठित कुटुंबात झाला.

शिक्षण

श्रीमती इंदिरा गांधी यांनी इकोले नौवेल्ले, बेक्स (स्विझरलैंड), इकोले इंटरनेशनेल, जिनेवा, पुणे व मुंबई स्थित प्युपल्स ऑन स्कूल, बैडमिंटन स्कूल, ब्रिस्टल, विश्व भारती, शांति निकेतन आणि समरविले कॉलेज, ऑक्सफोर्ड सारख्या प्रमुख संस्थांमधून शिक्षण प्राप्त केले होते. त्यांना जगभरातील सर्वोच्च विद्यापीठांमधून डॉक्टरेटच्या उपाधीने गौरविण्यात आले होते. प्रभावी शैक्षणिक पार्श्वभूमी असल्याने त्यांना कोलंबिया विश्वविद्यालयाकडून विशेष योग्यता प्रमाणपत्र देण्यात आले होते.

स्वातंत्र्य चळवळीतील योगदान

श्रीमती इंदिरा गांधी सुरुवातीपासूनच स्वातंत्र्यसंग्रामात सक्रिय होत्या. बालपणी त्यांनी 'बाल चरखा संघ' स्थापन केला आणि असहकार चळवळी दरम्यान काँग्रेस पक्षाच्या मदतीकरिता १९३० मध्ये लहान मुलांच्या साथीने 'वानर सेना' देखील उभी केली होती. सप्टेंबर

१९४२ साली त्यांना तुरुंगात टाकण्यात आले होते. १९४७ साली श्रीमती इंदिरा गांधी यांनी महात्मा गांधींच्या मार्गदर्शनाखाली दिल्लीतील दंगलग्रस्त भागात काम केले.

विवाह

२६ मार्च १९४२ रोजी श्रीमती इंदिरा गांधीं यांनी फिरोज गांधी यांच्याशी विवाह केला.त्यांना संजय आणि राजीव गांधी दोन मुले होती.

राजकिय कारकीर्द

श्रीमती इंदिरा गांधी १९५५ साली काँग्रेस कार्यकारी समिती व केंद्रीय निवडणूक समितीच्या सदस्य झाल्या. १९५८ साली त्यांना काँग्रेसच्या केंद्रीय संसदीय मंडळाच्या सदस्य म्हणून नियुक्त करण्यात आले.त्या 'एआयसीसी' च्या राष्ट्रीय एकता परिषदेच्या अध्यक्ष आणि १९५६ साली अखिल भारतीय युवा काँग्रेस तसेच 'एआयसीसी' महिला विभागाच्या अध्यक्ष बनल्या. सन १९५९ ते १९६० या वर्षात त्या भारतीय राष्ट्रीय काँग्रेसच्या अध्यक्ष होत्या. जानेवारी १९७८ मध्ये त्यांनी पुन्हा हे पद स्वीकारले.

१९६४ ते १९६६ या काळात त्या माहिती व प्रसारण मंत्री होत्या.त्यानंतर जानेवारी १९६६ ते मार्च १९७७ पर्यंत त्या पंतप्रधान होत्या. त्याबरोबरच त्यांना सप्टेंबर १९६७ पासून मार्च १९७७ पर्यंत अणु उर्जा मंत्री होत्या. त्यांनी ५ सप्टेंबर १९६७ ते १४ फेब्रुवारी १९६९ पर्यंत परराष्ट्र मंत्रालयाचा अतिरिक्तभार सांभाळला. १४ जानेवारी १९८० साली त्या पुन्हा पंतप्रधान झाल्या. ऑगस्ट १९६४ ते फेब्रुवारी १९६७ पर्यंत श्रीमती इंदिरा गांधीं राज्यसभेच्या सदस्य होत्या. चौथ्या, पाचव्या आणि सहाव्या सत्रात त्या लोकसभा सदस्य होत्या.जानेवारी १९८० साली त्या रायबरेली(उत्तरप्रदेश) व मेडक(आंध्रप्रदेश) येथून सातव्या लोकसभेवर निवडून गेल्या. रायबरेलीची जागा सोडून त्यांनी मेडकच्या जागेची निवड केली. त्यांना १९६७-७७ मध्ये आणि पुन्हा जानेवारी १९८० मध्ये काँग्रेस संसदीय मंडळ नेता म्हणून निवड झाली.

सामाजिक कार्ये

श्रीमती इंदिरा गांधीं, कमला नेहरू स्मृती रुग्णालय; गांधी स्मारक निधी व कस्तुरबा गांधी स्मृती न्यास सारख्या संस्थांशी जोडलेल्या होत्या. त्या स्वराज भवन न्यासाच्या अध्यक्ष होत्या. १९५५ साली त्या बाल सहयोग, बाल भवन मंडळ व बालकांच्या राष्ट्रीय संग्रहालयाशी संबंधित राहिल्या. श्रीमती इंदिरा गांधीं यांनी अलाहाबादमध्ये कमला नेहरू विद्यालयाची स्थापना केली होती. त्यांनी १९६६-७७ साली जवाहरलाल नेहरू विद्यापीठ व ईशान्य विद्यापीठ यासारख्या काही मोठ्या संस्थानांशी संलग्न राहिल्या. त्यांनी दिल्ली विद्यापीठ न्यायालय, १९६०-६४ मध्ये युनेस्कोच्या भारतीय प्रतिनिधीमंडळ व कार्यकारी मंडळ तसेच १९६२ ला राष्ट्रीय सुरक्षा परिषदेच्या सदस्य म्हणून काम केले. त्या संगीत नाटक अकादमी, राष्ट्रीय एकता परिषद, हिमालयन

डॉ. जब्बार शेख, प्रा. डॉ. कैलास सोनवणे

पर्वतारोहण संस्था, दक्षिण भारत हिंदी प्रचार सभा, नेहरू स्मारक संग्रहालय, पुस्तकालय समाज व जवाहरलाल नेहरू स्मृती निधी यांच्याशी जोडलेल्या राहिल्या.

पुरस्कार

विविध विषयात रुची ठेवणाऱ्या श्रीमती इंदिरा गांधीं आयुष्याला एका निरंतर प्रकीयेच्या रुपात पाहत असत. ज्यामध्ये काम आणि आवड हे त्याचे वेगवेगळे पैलू आहेत ज्यांना कोणत्याही प्रकारे विभिन्न करता येत नाही किंवा त्यांचे वेगवेगळ्या श्रेणीत वर्गीकरण करता येणार नाही.

त्यांनी आपल्या जीवनात अनेक क्षेत्रात लौकिक प्राप्त केला. त्यांना १९७२ साली भारतरत्न पुरस्कार, १९७२ साली बांगलादेश मुक्तीकरिता मेक्सिकन अकादमी पुरस्कार, १९७३ साली एफएओचे दुसरे वार्षिक पदक व १९७६ साली नागरी प्रचारिणी सभेकडून साहित्य वाचस्पती (हिंदी) पुरस्कार देऊन सन्मानित करण्यात आले होते. १९५३ साली श्रीमती इंदिरा गांधीं यांना अमेरिकेच्या 'मदर' पुरस्काराने, मुसद्देगिरीतील उत्कृष्ट कार्याबद्दल इटलीने 'इसाबेला डी इस्टे' पुरस्कार व येल विद्यापीठाने हाउलंड मेमोरियल पुरस्कार देऊन गौरविले. फ्रांस जनमत संस्थेच्या सर्वेक्षणानुसार सन १९६७ व १९६८ साली फ्रान्सच्या जनतेमधल्या सर्वात लोकप्रिय महिला होत्या. १९७१ साली अमेरिकेच्या विशेष गैलप जनमत सर्वेक्षणानुसार त्या जगातील सर्वात लोकप्रिय महिला होत्या. प्राण्यांच्या संरक्षणासाठी १९७१ साली अर्जेंटिना सोसायटीकडून त्यांना मानद उपाधी देण्यात आली होती.

लेख आणि प्रवास

श्रीमती इंदिरा गांधीं यांच्या प्रमुख प्रकाशनांमध्ये 'द इयर्स ऑफ चॉलेंज (१९६६-६९), 'द इयर्स ऑफ इंडेवर (१९६९-७२), 'इंडिया' (लंडन)१९७५, 'इंडे'(लॉसेन)१९७९ आणि लेख तसेच भाषणांचे विविध संग्रह समाविष्ट आहेत. त्यांनी व्यापक रूपाने देश-परदेशात प्रवास केला. श्रीमती इंदिरा गांधीं यांनी अफगानिस्तान, बांगलादेश, भूतान, ब्रम्हदेश, चीन, नेपाळ आणि श्रीलंका सारख्या शेजारील देशांचाही दौरा केला. त्यांनी फ्रांस, जर्मन लोकशाही प्रजासत्ताक, जर्मनी संघ प्रजासत्ताक, गुयाना, हंगेरी, इराण, इराक व इटली अशा देशांचाही दौरा केला. श्रीमती इंदिरा गांधीं यांनी अल्जेरिया, आर्जेन्टिना, ऑस्ट्रेलिया, ऑस्ट्रिया, बेल्जियम, ब्राझील, बल्गेरिया, कॅनडा, चिली, चेकोस्लोवाकिया, बोलिविया आणि इजिप्त सारख्या अनेक देशांचा दौरा केला. त्या इंडोनेशिया, जपान, जमैका, केनिया, मलेशिया, मॉरिशस, मेक्सिको, नेदरलंड, न्यूजीलंड, नायजेरिया, ओमान, पोलंड, रोमानिया, सिंगापुर, स्वित्झर्लंड, सिरीया, स्वीडन, टांझानिया, थाईलंड,

त्रिनिदाद तसेच टोबैगो, संयुक्त अरब अमिरात, ब्रिटन, अमेरीका, रशिया संघ, उरुग्वे, वेनेजुएला, यूगोस्लाविया, झांबिया आणि जिम्बाब्वे सारख्या कित्येक युरोपीय- अमेरीकी आणि आशियाई देशांच्या दौऱ्यावर त्या गेल्या. त्यांनी संयुक्त राष्ट्र मुख्यालया मध्ये देखील आपल्या उपस्थितीने छाप पाडली.

३. श्रीमती सी.बी.मुथम्मा राजनयिक (१९२४ - २००९)

श्रीमती सी. बी. मुथम्मा का जन्म १९२४ कर्नाटकातील कोडागु जिल्ह्यातील विराजपेठ गावात झाला होता. त्यांनी हंगेरी, नेदरलंड आणि घाना या देशात भारतातील प्रथम महिला राजदूत होत्या. तसेच युरोप, आशिया आणि आफ्रिका मध्ये अनेक भारतीय राजनयिक मिशन यात त्यांनी सहभाग घेतलेला आहे.

सन १९४९ साली संघ लोक सेवा आयोग ची परीक्षा पास होऊन सिविल सेवा मध्ये येणारी श्रीमती सी. बी. मुथम्मा भारतातील पहिली महिला होती. त्यांनी भारतीय विदेश या क्षेत्रात काम करण्याची आवड दाखवली. त्यांची पहिली निवड भारतीय दुतावास म्हणून, पॅरीस येथे तिसरे सचिव या पदावर झाली.

४. श्रीमती सरोजिनी नायडू

श्रीमती सरोजिनी नायडू (पूर्वाश्रमीच्या चट्टोपाध्याय) (१३ फेब्रुवारी १८७९ - २ मार्च १९४९) या एक राजकीय कार्यकर्त्या आणि कवयित्री होत्या. नागरी हक्क, महिला मुक्ती आणि साम्राज्यवाद विरोधी विचारांच्या समर्थक वसाहत वादी राजवटीपासून भारताच्या स्वातंत्र्याच्या लढ्यात त्या एक महत्त्वाची व्यक्ती होत्या. नायडू यांच्या कवितांमुळे त्यांना 'भारताची नाइटिंगेल ' किंवा 'भारत कोकिला ' ही उपाधी महात्मा गांधी यांच्याकडून मिळाली. यामागे त्यांच्या कवितेतील रंग, प्रतिमा आणि गीतात्मक गुणवत्ता ही कारणे होती.

हैदराबादमधील बंगाली कुटुंबात जन्मलेल्या चट्टोपाध्याय यांचे शिक्षण मद्रास, लंडन आणि केंब्रिजमध्ये झाले. इंग्लंडमध्ये राहिल्यानंतर, जिथं त्यांनी मताधिकारवादी म्हणून काम केलं, त्या ब्रिटिश राजवटीपासून भारताच्या स्वातंत्र्यासाठी भारतीय राष्ट्रीय काँग्रेसच्या चळवळीकडे आकर्षित झाल्या. त्या भारतीय राष्ट्रवादी चळवळीचा एक भाग बनल्या महात्मा गांधी आणि त्यांच्या स्वराज्याच्या कल्पनेच्या अनुयायी बनल्या. त्यांनी १८९८ साली गोविंदराजुलू नायडू, एक सामान्य चिकित्सक यांच्याशी विवाह केला. १९२५ साली त्यांची भारतीय राष्ट्रीय काँग्रेसच्या अध्यक्ष या पदावर नियुक्ती झाली. नंतर १९४७ साली त्या संयुक्त प्रांताच्या राज्यपाल

डॉ. जब्बार शेख, प्रा. डॉ. कैलास सोनवणे

झाल्या. त्या भारताच्या वर्चस्वात राज्यपाल पद धारण करणारी पहिल्या महिला बनल्या.

नायडूंच्या कवितेत लहान मुलांच्या कविता आणि देशभक्ती, प्रणय आणि शोकांतिका यासह अधिक गंभीर विषयांवर लिहिलेल्या दोन्ही कवितांचा समावेश आहे. १९१२ साली प्रकाशित, "इन द बाजार्स ऑफ हैदराबाद" ही त्यांची सर्वात लोकप्रिय कविता आहे.

कारकीर्द

सन १९०४ सालापासून श्रीमती नायडू या वाढत्या प्रमाणात लोकप्रिय वक्त्या बनल्या. त्यांनी भारतीय स्वातंत्र्य आणि महिलांच्या हक्कांचा, विशेषतः महिलांच्या शिक्षणाचा प्रचार केला. न्याय तर्काच्या पाच भागांच्या वक्तृत्व रचनांनुसार त्यांच्या वक्तृत्वाने अनेकदा युक्तिवाद केले. त्यांनी १९०६ मध्ये कलकत्ता येथे भारतीय राष्ट्रीय काँग्रेस आणि भारतीय सामाजिक परिषदेला संबोधित केले. पूर निवारणासाठीच्या त्यांच्या सामाजिक कार्यामुळे त्यांना १९११ साली कैसर-ए-हिंद पदक मिळाले, जे त्यांनी नंतर एप्रिल १९१९ सालच्या जालियनवाला बाग हत्याकांडाच्या निषेधार्थ परत केले. १९१४ मध्ये महात्मा गांधींना भेटल्या, ज्यांना त्यांनी राजकीय कृतीसाठी नवीन वचनबद्धतेची प्रेरणा देण्याचे श्रेय दिले. त्या भारतीय राष्ट्रीय काँग्रेसच्या दुसऱ्या महिला अध्यक्षा आणि INC परिषदेचे अध्यक्षपद भूषविणाऱ्या पहिल्या भारतीय महिला होत्या.

श्रीमती नायडू यांनी रेड्डी यांच्यासोबत १९१७ साली महिला भारतीय संघाची स्थापना करण्यास मदत केली. त्या वर्षाच्या उत्तरार्धात, नायडू, युनायटेड किंगडममधील लंडन येथे संयुक्त निवड समितीसमोर सार्वत्रिक मताधिकाराची वकिली करण्यासाठी होमरूल लीग आणि महिला इंडियन असोसिएशनच्या अध्यक्षा असलेल्या तिच्या सहकारी ॲनी बेझंट यांच्यासमवेत गेल्या. मद्रास स्पेशल प्रोव्हिन्शियल कौन्सिलमध्ये ब्रिटिश राजकीय सुधारणांसाठी संयुक्त हिंदू-मुस्लिम मागणीचा करार. एक सार्वजनिक वक्ता म्हणून, श्रीमती नायडू यांचे वक्तृत्व त्यांच्या व्यक्तिमत्त्वासाठी आणि त्यांच्या कवितेचा समावेश करण्यासाठी ओळखले जाते.

अहिंसा चळवळ

श्रीमती नायडू यांनी महात्मा गांधी, गोपाळ कृष्ण गोखले, रवींद्रनाथ टागोर आणि सरला देवी चौधरी यांच्याशी घनिष्ठ संबंध निर्माण केले.१९१७ नंतर, त्या गांधींच्या ब्रिटिश राजवटीविरुद्धच्या अहिंसक प्रतिकाराच्या सत्याग्रह चळवळीत सामील झाल्या. ब्रिटिश राजवटीपासून मुक्त होण्याच्या त्यांच्या सतत प्रयत्नांचा एक भाग म्हणून ऑल इंडिया होमरूल लीगचा एक भाग म्हणून श्रीमती नायडू १९१९ साली त्या लंडन येथे गेल्या आणि

पुढच्याच वर्षी त्यांनी भारतातील असहकार चळवळीत भाग घेतला.

१९२४ साली, श्रीमती नायडू यांनी पूर्व आफ्रिकन इंडियन नॅशनल काँग्रेसमध्ये भारतीय राष्ट्रीय काँग्रेसचे प्रतिनिधित्व केले. १९२५ साली, नायडू भारतीय राष्ट्रीय काँग्रेसच्या पहिल्या महिला अध्यक्षा होत्या. १९२७ साली, श्रीमती नायडू अखिल भारतीय महिला परिषदेच्या संस्थापक सदस्य होत्या.१९२८ साली, त्यांनी अहिंसक प्रतिकाराला प्रोत्साहन देण्यासाठी युनायटेड स्टेट्समध्ये प्रवास केला. श्रीमती नायडू यांनी दक्षिण आफ्रिकेतील पूर्व आफ्रिकन आणि भारतीय काँग्रेसच्या १९२९ सालच्या अधिवेशनाचे अध्यक्षपद भूषविले.

१९३० साली, म. गांधींना सुरुवातीला महिलांना दांडी यात्रेसाठी सामील होण्याची परवानगी द्यायची नव्हती, कारण अटकेच्या उच्च जोखमीसह ती यात्रा शारीरिकदृष्ट्या कष्टाचीही होती. पण श्रीमती नायडू आणि श्रीमती कमलादेवी चट्टोपाध्याय आणि खुर्शेद नौरोजी यांच्यासह इतर महिला कार्यकर्त्यांनी त्यांचे मन वळवले आणि मोर्चात सामील झाल्या. ६ एप्रिल १९३० रोजी म.गांधींना अटक करण्यात आली तेव्हा त्यांनी श्रीमती नायडू यांची मोहिमेच्या नव्या नेत्या म्हणून नियुक्ती केली झाली. व्हाइसरॉय लॉर्ड आयर्विन याने श्रीमती नायडू यांना १९३२ साली तुरुंगात टाकले. तसेच सन १९४२ साली भारत छोडो आंदोलनात सहभागी झाल्याबद्दल ब्रिटिशांनी नायडू यांना पुन्हा तुरुंगात टाकले.

जीवन

श्रीमती सरोजनी नायडू यांनी द गोल्डन श्रेशहोल्डनंतर द बर्ड ऑफ टाईम (१९१२) व द ब्रोकन विंग (१९१७) हे काव्यसंग्रह प्रसिद्ध केले. हिंदी महिलेने सुरेख इंग्रजीत लिहिलेल्या या कविता स्वरमाधुर्य, राष्ट्रीय दृष्टिकोण, प्रेमाचा पुरस्कार व क्रांतिकारक राष्ट्रवादी विचार इ. वैशिष्ट्यांनी लोकप्रिय झाल्या. पाश्चात्य तसेच पौर्वात्य देशांत त्यांस कीर्ती लाभली आणि कवयित्री म्हणून त्यांचा नावलौकिक वाढला.'भारतीय कोकिळा' म्हणून त्यांचा सर्वत्र उल्लेख होऊ लागला. मात्र त्यांच्या गीतरचनेचा सूर एलियटच्या नव्या काव्यप्रवाहाशी जुळला नाही.

सरोजिनी नायडू देशसेवा, समाजसेवा इत्यादी गोष्टींकडे वळल्या., १९०३ ते १९१७ च्या दरम्यान त्यांचा मोहंमद अली जीना, गोपाळ कृष्ण गोखले, रवींद्रनाथ टागोर, लोकमान्य टिळक, ॲनी बेझंट, सी.पी.रामस्वामी अय्यर, महात्मा गांधी, जवाहरलाल नेहरू, अशा श्रेष्ठ आणि ज्येष्ठ व्यक्तींशी या ना त्या निमित्ताने परिचय झाला. या व्यक्तींच्या विचार-आचारांकडे त्या आकृष्ट झाल्या. त्यांनी होमरूल लीगसाठी ॲनी बेझंट आणि सी. पी. रामस्वामी अय्यर यांच्या बरोबर हिंदुस्थानभर दौरा काढला. आपल्या

डॉ. जब्बार शेख, प्रा. डॉ. कैलास सोनवणे

भाषणातून त्यांनी तरुणांचे कल्याण, श्रमप्रतिष्ठा, स्त्रीस्वातंत्र्य व राष्ट्रवाद यांचा पुरस्कार केला. श्रीमती सरोजिनी नायडू यांनी गोखले यांना गुरुस्थानी मानले आणि महात्मा गांधींचे नेतृत्व पूर्णतः स्वीकारले. हैदराबाद येथील प्लेगच्या साथीत त्यांनी फार परिश्रम घेऊन जनतेला सर्वतोपरी मदत केली. त्याबद्दल त्यांना कैसर– इ– हिंद हे सुवर्णपदक देण्यात आले; पण ते त्यांनी जालियनवाला बाग येथील हत्याकांडानंतर ब्रिटिश सरकारला हत्याकांडाच्या निषेधार्थ परत केले. रौलट कायदा, माँटेग्यू – चेम्सफर्ड सुधारणा, खिलाफत चळवळ, साबरमती करार इ. विविध चळवळीत त्यांनी काँग्रेसच्या ध्येयधोरणांनुसार प्रसार आणि प्रचार केला, मोहिमा काढल्या आणि गांधींच्या असहकार चळवळीत हिरीरीने भाग घेतला. सरोजिनींनी हिंदू – मुसलमान ऐक्य, स्त्रियांचे पुरुषांच्या बरोबरीने काम करण्याचे हक्क आणि स्वातंत्र्य हेच आपले जीवनकार्य मानले. होमरूल लीगच्या निमित्ताने त्यांनी देशभर असंख्य व्याख्याने दिली. त्यांच्या प्रभावी वक्तृत्वाने गोखल्यांसारखी श्रेष्ठ माणसेही भारावून गेली.

लो.टिळकांच्या मृत्यूनंतर श्रीमती सरोजिनी नायडू पूर्णतः गांधीवादी झाल्या आणि पेहराव व राहणीमान यात त्यांनी आमूलाग्र बदल केले. त्यांनी आपले वास्तव्य हैदराबादमधून मुंबईत हलविले. त्या मुंबई महानगरपालिकेत सभासद म्हणून निवडून आल्या आणि पुढे प्रांतिक काँग्रेसच्या अध्यक्षा झाल्या (१९२१). पुढे कानपूर येथील अखिल भारतीय काँग्रेस अधिवेशनाच्या त्या अध्यक्षा म्हणून निवडल्या गेल्या (१९२५) व काँग्रेस कार्यकारिणीच्या सभासद झाल्या. काँग्रेसच्या सर्व धोरणात त्या हिरीरीने भाग घेत. कलकत्ता येथे भरलेल्या १९०७ च्या बंगालच्या फाळणी विरोधी सभेत त्यांनी महत्त्वाची भूमिका बजाविली. १९०८ मध्ये विधवाविवाह परिषदेत त्यांनी स्त्रियांच्या चळवळीचा पाया घातला आणि येथूनच त्यांच्या स्त्रीविषयक चळवळीस खरा प्रारंभ झाला.

५. सुचेता कृपलानी

श्रीमती सुचेता कृपलानी (पूर्वाश्रमीच्या मुजुमदार) (इ.स. १९०८ - १ डिसेंबर १९७४) या एक भारतीय स्वातंत्र्य सैनिक आणि राजकारणी होत्या. १९६३-६७ पर्यंत उत्तर प्रदेश सरकारच्या प्रमुख म्हणून काम करणाऱ्या त्या भारताच्या पहिल्या महिला मुख्यमंत्री होत्या. भारतीय राज्यघटनेचा मसुदा तयार करणाऱ्या संविधान सभेचा भाग असलेल्या १५ महिलांमधील त्या एक होत्या.

जीवन

श्रीमती सुचेता कृपलानी यांचा जन्म अंबाला, पंजाब (आता हरियाणा) येथे बंगाली ब्राह्मो कुटुंबात झाला.

त्यांचे वडील सुरेंद्रनाथ मजुमदार हे वैद्यकीय अधिकारी म्हणून काम करत होते.

श्रीमती सुचेता कृपलानी यांचे पदवीचे पद्वीचे शिक्षण दिल्लीतील इंद्रप्रस्थ महाविद्यालयात आणि पदव्युत्तर पदवीचे शिक्षण सेन्ट स्टीफन्स कॉलेज येथे झाले. शिक्षण पूर्ण झाल्यावर श्रीमती सुचेता कृपलानी बनारस हिंदू विश्वविद्यालयात इतिहासाच्या प्राध्यापक झाल्या. त्याच कॉलेजात आचार्य कृपलानी इतिहास शिकवीत. त्यांच्या व्यक्तिमत्त्वाने विद्यार्थी भारून जात. सुचेताही भाळल्या. महात्मा गांधींसह समाजातील इतर अनेक प्रतिष्ठित लोकांच्या विरोधाला न जुमानता सुचेतांनी वयाच्या २८ व्या वर्षी १९३६ साली आचार्य कृपलानींशी विवाह केला. दोघांच्या वयांत २० वर्षांचे अंतर होते.

स्वातंत्र्य चळवळ

त्यांच्या समकालीन अरुणा असफ अली आणि उषा मेहता यांच्या प्रमाणेच त्या भारत छोडो आंदोलना दरम्यान आघाडीवर आल्या आणि ब्रिटिशांनी त्यांना अटक केली. फाळणीच्या दंगलीत त्यांनी नंतर महात्मा गांधीं सोबत काम केले. महात्मा गांधींनी त्यांच्यावर लिहिले -" एक दुर्मिळ धैर्य आणि चारित्र्यवान व्यक्ती ज्याने भारतीय स्त्रीत्वाला श्रेय दिले."

भारताच्या संविधान सभेसाठी निवडून आलेल्या काही महिलांपैकी त्या एक होत्या. त्या कानपूर मतदारसंघातून उत्तर प्रदेश राज्याच्या पहिल्या महिला मुख्यमंत्री म्हणून निवडून आल्या होत्या. तसेच भारतीय राज्यघटनेचा मसुदा तयार करणाऱ्या उपसमितीचा भाग होत्या. त्या उपसमितीचा एक भाग बनल्या ज्याने भारताच्या संविधानाची सनद तयार केली. १४ ऑगस्ट १९४७ रोजी, पंडित जवाहरलाल नेहरूंनी त्यांचे प्रसिद्ध "ट्रिस्ट विथ डेस्टिनी" भाषण देण्यापूर्वी काही मिनिटे आधी त्यांनी संविधान सभेच्या स्वातंत्र्य अधिवेशनात वंदे मातरम गायले. १९४० साली स्थापन झालेल्या अखिल भारतीय महिला काँग्रेसच्या त्या संस्थापक होत्या.

स्वातंत्र्योत्तर काळ

स्वातंत्र्यानंतरही त्या राजकारणात सहभागी होत्या. १९५२ मधील पहिल्या लोकसभा निवडणुकीसाठी, त्यांनी KMPP तिकिटावर नवी दिल्लीतून निवडणूक लढवली: त्यांनी वर्षभरापूर्वी पतीने स्थापन केलेल्या अल्पायुषी पक्षात सामील झाल्या होत्या. त्यांनी काँग्रेसच्या उमेदवार मनमोहिनी सहगल यांचा पराभव केला. पाच वर्षांनंतर, त्या त्याच मतदारसंघातून पुन्हा निवडून आल्या,परंतु यावेळी काँग्रेस उमेदवार

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म्हणून.१९६७ साली उत्तर प्रदेशातील गोंडा मतदार संघातून त्या शेवटच्या वेळी लोकसभेवर निवडून आल्या होत्या. दरम्यान, त्या उत्तर प्रदेश विधानसभेच्या सदस्याही झाल्या होत्या.सन १९६० ते १९६३ पर्यंत,त्यांनी यूपी सरकारमध्ये कामगार, समुदाय विकास आणि उद्योगमंत्री म्हणून काम केले. ऑक्टोबर १९६३ साली, त्या उत्तर प्रदेशच्या मुख्यमंत्री झाल्या, कोणत्याही भारतीय राज्यात ते पद भूषवणाऱ्या पहिल्या महिला होत्या. राज्य कर्मचाऱ्यांच्या संपाला खंबीरपणे हाताळणे हे त्यांच्या कार्यकाळाचे वैशिष्ट्य होते. राज्यातील कर्मचाऱ्यांचा हा पहिलाच संप ६२ दिवस सुरू होता. जेव्हा कर्मचाऱ्यांच्या नेत्यांनी तडजोड करण्यास सहमती दर्शवली आणि संप मिटवण्यात आला. श्रीमती सुचेता कृपलानी यांनी खंबीर प्रशासक म्हणून आपली प्रतिष्ठा कायम ठेवली.१९६९ साली काँग्रेसचे विभाजन झाल्यावर त्यांनी मोरारजी देसाई गटासह NCO स्थापन करण्यासाठी पक्ष सोडला. फैजाबाद(लोकसभा मतदारसंघ) मधून एनसीओ उमेदवार म्हणून १९७१ सालच्या निवडणुकीत त्यांचा पराभव झाला. सन १९७१ साली त्या राजकारणातून निवृत्त झाल्या. २

समारोप :

उपरोक्त महिलांचा आदर्श घेऊन आज अनेक महिला आप आपल्या क्षेत्रात पुरुषांप्रमाणे कार्य करत आहेत. स्त्री अभ्यासाची सुरवात अमेरिकेत झाली, तिथून ती संपूर्ण जगभर पसरली. २१ व्या शतकापासून मतदानाच्या हक्क साठी इंग्लंड व अमेरिकेतील स्त्रियांनी चळवळी सुरु केल्या. बेटी फ्रीडम, टी जर्मन ग्रेअर, केट मिलेट, फायर स्टोन या स्त्रीवादी लेखिकेच्या लेखनाला महत्व प्राप्त झाले. त्यांच्या लिखाणामुळे स्त्रियांनी गृहिणीची प्रतिमा नाकारून त्यांनी त्यांच्या आवडीचे क्षेत्र निवडण्यासाठी बाहेर पडावे असे विचार वाढू लागले. पितृसत्ताक व्यवस्था स्त्रियांचे शोषण कसे करते या बद्दल जाणिव निर्माण होऊ लागली.

स्त्रियांचे विचार हळूहळू भारतासारख्या विकसनशील देशात येऊन पोहोचले. भारतातील सुशिक्षित विचारवंतांनी आपली मते मांडण्यास सुरवात केली. पुरुष प्रधानता ही एक संघ नसून एकाच वेळी धर्म, जातीधिष्टीत पुरुष प्रधानता कार्यरत असते असे प्रतिपादन करतो तसेच पुरुष प्रधान व्यवस्थेचा राजकारण,अर्थकारण,कायदा आणि संस्कृती यांचा परस्पर जडण घडणीवर वर्चस्व असल्याचे आढळून आले आहे. आधुनिकतावादी स्त्रीवाद्यांनी परंपरागत पुरुषसत्ताक पद्धतीचा सत्ता साधनाला म्हणजे धर्मशास्त्र आणि निसर्गाला विरोध केला.मिस्चेल फुको या विचारवंताच्या विचार सरनीचा धागा तुटून सत्ता वा ज्ञान एकमेकांच्या हातात हात घालून जाते ते एकांकी वा अपूर्ण असते. त्यामुळे काहींचेच हितसंबंध जोपासले जातात. त्यामुळे कोणत्याही गोष्टीचे मूल्य मापन सत्याच्या संदर्भात न होता जगभर झालेल्या परिणामांच्या संदर्भात व्हावे.

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जागतिकीकरण आणि १९९० नंतरची दलित कविता

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सांराश :

नव्वदोत्तरी ह्या संज्ञेचा कालिक अर्थ १९९० नंतरचा काळ. अर्थात एवढ्या सीमित चौकटीतून आपल्याला या काळाकडे पाहता येत नाही. १९९० नंतरच्या काळात उद्भवलेल्या जटील, भयावह समस्या आणि त्यामुळे बदललेले मानवी वर्तनव्यवहार, समाज-सांस्कृतिक पर्यावरण, आर्थिक आणि राजकीय पातळीवर मूलगामी स्वरूपाचे झालेले बदल असा दुसरा अर्थही नव्वदोत्तरी या संज्ञेतून ध्वनित होतो. या काळात जागतिकीकरण, उदारीकरण आणि खाजगीकरण या तत्त्वत्रयीतून एक नवे रचित आकारास आले. बाजारकेंद्रितता, वस्तुकेंद्रितता जगण्याच्या केंद्रस्थानी आल्यामुळे पारंपरिक मूल्यव्यवस्थेला तडे गेले. बाजाराचं बदललेले स्वरूप, मानवी जीवनावर वस्तुंचे वेगाने होणारे आक्रमण आणि माणसांची वस्तुशरणता याला आता सार्वत्रिक परिमाण प्राप्त होताना दिसत आहे.

प्रस्तावना :

जागतिकरणाच्या या भयावह लाटेत आपल्या समाज-सांस्कृतिक प्रारूपात मोठ्या प्रमाणात बदल झाला आहे. या नव्याने निर्माण झालेल्या प्रारूपावर नव-भांडवलदारी वर्गाची मक्तेदारी आहे. त्यांच्याच हातात सत्तेची सर्व सूत्रे एकवटलेली आहेत. शासनसंस्था या काळात दुय्यम ठरत आहेत. ही भांडवलदारी वृत्ती नफेखोरीचे तत्त्व अंगीकारत माणसाला माणसापासून तोडत आहे. अनियंत्रित ग्राहकपण त्यांच्यावर लादत आहेत. संवाद माध्यमाच्या क्रांतीमुळे ग्राम आणि नागर संवेदनविश्वाची एकमेकात घुसळण होत आहे. टी.व्ही, मोबाईल, इंटरनेट, फेसबुक, व्हाटसअप सारख्या अप्रत्यक्ष संवादाची प्रारूपे वेगाने विकसित होत आहेत. प्रत्यक्ष संवादाची जागा आता या आभासी जगाने घेतली आहे. हे आभासी जगच आता जगण्याच्या केंद्रस्थानी आल्यामुळे एकेकट्याचा समाज आकाराला घेऊ लागला आहे. सगळीकडूनचं आभासी जगाचा मारा होतो आहे. माध्यमांच्या विस्फोटामुळे आपले खाजगीपण संपुष्टात आले आहे.

जागतिकरणाच्या या नव्या पर्वाने अनेक आव्हानांची नवी शृंखला तयार केली आहे. तिचा आलेख उत्तरोत्तर उर्ध्वगामी पद्धतीने वाढत आहे. यामध्ये, ''विकासाच्या नावाखाली संसाधन संपदेचा विनाश, स्थानिक जनसमूहाचे विस्थापन, त्यांच्या लोकशाही हक्कांचा संकोच तसेच पर्यावरणीय न्हास आणि असंतूलन अशा अनेक गंभीर समस्या निर्माण झाल्या आहेत आणि दिवसेंदिवस त्या तीव्र होत चालल्या आहेत. पाणी, जंगल, जमीन, किनारे इत्यादींवर देशी-विदेशी भांडवली सत्ता कब्जा करत असून, कष्टकऱ्यांचे हक्क, लोकशाही प्रक्रिया आणि सार्वजनिक हित संकटात आणत आहेत.''१ या बरोबरच बेरोजगारीचे गंडातर आधुनिकतेतून निर्माण झालेल्या तंत्राधिष्ठितेमुळे निर्माण झाले आहे. या यंत्र संस्कृतीचा जोरदार फटका इथल्या कामगार जगतास बसला आहे.

जागतिकीकरणातून आकारास आलेल्या नव-वसाहतवादी वर्गाच्या तडाख्यात इथला शोषित, कष्टकरी, दलित, सर्वहारा वर्ग पिचला जातो आहे. त्यांच्या संवेदनेला या नव्या जगात जागा नाही. त्यांचं दु:खभारित जगणं माध्यमांच्या नजरेला पडत नाही. अस्थिरतेच्या, अशाश्वततेच्या कचाट्यात तो सापडला आहे. त्यांच्या संवेदनविश्वाला मुखर करण्याचे काम समकालीन वाङ्मयीन पर्यावरणात झाल्याचे दिसते. यामध्ये समकालातील कवींचा मोठा हातभार आहे. मराठीमध्ये नागर जीवनानुभवाचे संवेदन साक्षात करण्याच्या मंगेश नारायण काळे, हेमंत दिवटे, सचिन केतकर, मन्या जोशी, वर्जेश सोलंकी बरोबर ग्रामसंवेदना मुखर करण्याच्या प्रवीण बांदेकर, वीरधवल परब, अजय कांडर, मोहन कुंभार यांनी ग्रामअवकाशावरील जागतिकीकरणाचे आक्रमण आणि त्यामुळे भरडला जाणाऱ्या शेतकरी वर्गाचे अनुभवविश्व मांडले आहे. याबरोबरच समकाळामध्ये दलित, शोषित, सर्वहारा वर्गाचे आशयविश्व अरूण काळे, लहू कानडे, उत्तम अंभोरे, अविनाश गायकवाड, महेंद्र भवरे, प्रज्ञा दया पवार, केतन पिंपळापुरे यांनी साकारले आहे. नव्याने निर्माण होत असलेल्या दमणकारी यंत्रणेचा पर्दाफाश या

कवींनी केला आहे. या काळात धार्मिक मूलतत्त्ववादी संघटना नव्याने आकार घेत सामाजिक पर्यावरण प्रदूषित करत आहेत. सामाजिक समतोल बिघडवत जनसामान्यांचं जगणं अस्थिर करत आहेत. अशा परिस्थितीला सामोरे जात त्यास विरोध करण्याचे काम या कवींनी केले आहे. प्रस्तुत निबंधामध्ये मुख्यत्वे अरूण काळे, लहू कानडे, प्रज्ञा दया पवार आणि सुनील अवचार या चार कवींचा विचार जागतिकीकरणाच्या संदर्भीय पातळीवर करणार आहोत. तसेच या कवींनी जागतिकीकरणाविरोधी सूर साक्षात करण्यासाठी आविष्कार विशेषांचा वापर कसा केला आहे याचाही वेध घेण्यात येणार आहे.

अरूण काळे हे नव्वदोत्तरी मराठी कवितेच्या मुख्यप्रवाहातील एक महत्त्वाचे नाव. दलित कवितेचा परिघ विस्तारण्याचे, व्यापक करण्याचे काम त्यांनी केले. शोषित, सर्वहारा वर्ग त्यांच्या कवितेच्या केंद्रस्थानी आहे. मग तो कोणत्याही जाती-धर्माचा असो. त्यांची कविता इतिहासाचे पुनर्वचन करते. इतिहासाची परखड चिकित्सा करत ते वर्तमानकालीन सद्य:स्थितीविषयी भाष्य करतात. यामुळे त्यांची कविता मोठ्या कालबिंदूवर उभी असल्याचे दिसते. मानवाच्या आदिम अवस्थेपासून ते जागतिकीकरणापर्यंतचा झालेला सर्व कायाकल्प त्यांनी कवितेतून साक्षात केला आहे. त्यांच्या 'रॉकगार्डन' आणि 'सायरनचे शहर' या दोन कवितासंग्रहामध्ये विद्रोही संवेदन कार्यरत असल्याचे दिसते. वक्तृत्वशैलीचा, उपरोधिकतेचा प्रभाव या प्रारंभपर्वातील कवितांवर जाणवतो. उत्तरोत्तर या त्यांची कविता 'नंतर आलेले लोक' आणि 'ग्लोबलचे गावकूस' मध्ये प्रगल्भ होत गेल्याचे दिसते. जागतिकीकरणाची विविध विरूपे या संग्रहातील कवितांमध्ये आली आहेत. या काळोखी अधोविश्वामध्ये अगतिक झालेला सर्वसामान्य माणूस त्यांच्या कवितेच्या केंद्रस्थानी आहे. त्याच्या अनेकविध परी त्यांनी साकारल्या आहेत.

'नंतर आलेले लोक' या संग्रहातील अनेक कवितांमधून जागतिकीकरणातून निर्माण झालेल्या विविध समस्यांचा सूक्ष्मदर्शी धांडोळा घेण्यात आला आहे. 'मल्टीलुटालुटीचा झिंग लपालपा' ही या संग्रहातील अत्यंत महत्त्वाची कविता जागतिकीकरणाचा खराखुरा चेहरा उघड करते. एकंदर जागतिकीकरणाच्या या प्रक्रियेत माणूस नागरिक न राहता ग्राहक बनत चालला आहे. गरज असो अथवा नसो खरेदी करणे ही मूलभूत प्रवृत्ती बनत चालली आहे. अनियंत्रित ग्राहकपण त्याच्यावर लादले जात आहे. नव्याने निर्माण झालेल्या वसाहतवादी, नव-भांडवलदार वर्गाच्या हातात सत्तेची सर्व सूत्रे एकवटली आहेत. त्यांच्या नफेखोरी बाजारकेंद्री धोरणामुळे चंगळवादी प्रवृत्ती वाढीस लागली. मुख्यत्त्वे लोकशाही प्रशासन व्यवस्थेमध्ये सत्तेची सूत्रे लोकप्रतिनिधींकडे असतात. त्यांनी घेतलेल्या ध्येय-धोरणांवर जनतेचे हित-

संदीप दळवी

अहित आधारलेले असते. ही सूत्रे नव-भांडवलदारी वर्गाच्या हातात गेल्याने मल्टीनॅशनल कंपन्या आपल्या हाताच्या बोटावर जनतेला नाचवत आहेत.

जागतिकरणामुळे संवादमाध्यमात क्रांती घडून आली. वस्तुकेंद्री विश्व आकाराला आले. शीतपेये, संगणक, सायबर कॅफे, डान्सबार, डब्ल्यू.डब्ल्यू.एफ सारख्या कुस्त्या, कॉन्टिनेन्टल फूडस, प्रचंड मॉल्स अशा प्रलोभनीय जंजाळात सामान्य माणूस खेचला गेला. या विवरातचं तो फिरत राहिला. उपभोगाच्या नशेत राहू लागला. कमजोर व्यक्तींवर हल्ला करून आपली ताकद अजमावू लागला. जगा आणि जगू द्या हे तत्त्व तो विसरला. अशा एकामागून एक घडणाऱ्या अघटितांची साखळी अरूण काळेंनी अचूक पकडली आहे.

टुक टुक पाहणाऱ्यांनो, कोल्हे-लांडगे, गिधाडांनो,
तुटून पडा लुटा लुटा, दात विचका पुढे घुसा
हाव आहेच, ताव मारा, पोट तुडुंब भरली आता
जाणाराची जाण गेली, खेद नको खंत नको. (नंतर आलेले
लोक, पृ. ९६)

माणसाची क्रमाक्रमाने पशुत्वाकडे चाललेली वाटचाल भोवंड आणणारी आहे. दुर्बलावर हल्ला करू पोट भरणे हा पशूंचा नैसर्गिक धर्म आता माणसाने स्विकारला आहे. ही सहजगत्या सामावलेली विकृती, निर्ढावलेपण आपल्या पुढील दिशेचे सूचन करणारी आहे. सर्व क्षेत्रांमध्ये झालेल्या या शिरकावामुळे दलित, परिवर्तनवादी चळवळी मोडित निघत आहेत. या चळवळीतून उदयास आलेले नवे नेतृत्व स्वप्नरंजनामध्ये मग्न आहे. त्यांना अवतीभवतीच्या भोवतालाची चिंता नाही. इथल्या शोषित, वंचितांच्या जगापासून ते कोसो दूर आहेत. एकंदर या चंगळवादी, व्यक्तीकेंद्रिततेचे महाकाय सावट मानवी जगण्यावर वेगाने पसरत आहे याची तीव्र अशी जाणीव अरूण काळेंच्या कवितेत आहे.

'प्रेमाच होऊ द्या ना जागतिकीकरण' ही या संग्रहातील महत्त्वाची कविता आहे. जागतिकीकरणाचा अचंबित करणारा वेग, त्या गतीने धावताना सामान्य माणसाची होणारी दमछाक, वस्तूंनी घेरलेले मानवी जीवन आणि त्यामुळे गारठले गेलेले संवेदनविश्व असे अनेकविध पेच या कवितेत केंद्रवर्ती आहेत. त्यामुळे प्रत्यक्ष संवादात्मकतेच्या शक्यता आता मावळत चालल्या आहेत.

बापाने मुलाला विचारलं
कितव्या वर्गात शिकतोस?
मुलाने बापाला विचारलं
तुमचं पूर्ण नाव काय? (नंतर आलेले लोक, पृ. ३९)

कौटुंबिक पातळीवरच संवादाची अशी धुसरता असेल तर सार्वजनिक जीवनातील वाताहत आपल्या सहज लक्षात येऊ शकते. तसेच या नव्या सामाजिक पर्यावरणात जुने कालबाह्य ठरत आहे. आजीच्या बटव्यात शितपेयाची बाटली सापडते. हॉरर चित्रपट पाहताना भिती वाटत नाही.

आभासी जगात आजचा तरुणवर्ग पूर्णत: जखडला जातो आहे. जगभरातल्या विश्वसुंदरीचे अनुकरण खेड्या-पाड्यातल्या मुली करत आहेत.

जागतिकीकरणाने आकारलेल्या या सामाजिक पर्यावरणात एकेकट्याचाच समाज आकार घेऊ लागला आहे. कमालीची व्यक्तिकेंद्रितता जागतिकीकरणाने आपणास देऊ केली आहे. अशा स्वकेंद्रितेतेमुळे नातेबंध उखडत आहेत. विचारवंतांच्या वाट्याला तर उपेक्षाच येत आहे. या चक्रात सामान्य माणूस भरडला जातो आहे. साध्या-साध्या गोष्टीसाठी त्याला झगडावे लागत आहे. खाजगीकरणातून शोषणाची नवी रीत समोर येत आहे. भांडवलशाही वर्गाचे वाढते प्राबल्य आणि कष्टकरी वर्गाचे नगण्य अस्तित्व असा द्वंद्वात्मक संघर्ष आजच्या काळात उभा राहिला आहे. कवीला हे बदल अस्वस्थ करतात. शेवटी तो म्हणतो,

जगाचं ग्लोबल गाव केलंय ना
तर प्रेमाचं होऊ द्या ना बावा जागतिकीकरण. (नंतर आलेले लोक, पृ. ४१)

ही कवीची साद, त्यातील मूल्यभाव, वैश्विकता त्याच्या ठायी असलेल्या तीव्र संवेदनशीलतेची साक्ष देते.

अरूण काळे यांच्या व्यक्तिचित्रणात्मक कवितांनाही जागतिकीकरणाचा संदर्भ आहे. 'सीताराम मास्तरचे अगतिकीकरण' ही कविता सनईवादकाचे अगतिकपण अधोरेखित करते. अर्थात सीताराम मास्तरप्रमाणे अनेक छोट्या व्यवसायिकांचे जग या तड्याख्यात सापडले आहे. नव्याने आकारास येत असलेल्या जगामध्ये त्यांना जागा नाही. ते आता कालबाह्य झाले आहेत. तरीही सीताराम मास्तर आपला स्वाभिमान शाबूत ठेवतो, लाचार होत नाही. कवीने त्याचा स्वाभिमान अर्थपूर्णरित्या साकारला आहे.

हा सीताराम मास्तर
गोड गळ्याचा गायक
वाजंत्री ताफेवाला
कोणाचा मोहताज झाला नाही
लय सन्मानाने जगला
कोणाच्या दारात गायी नेल्या नाहीत.
तू बी तुझ्या कविता कुणाच्या दारात
नेऊन बांधू नकोस. (नंतर आलेले लोक, पृ. ४९)

सीताराम मास्तरचे आदर्शवत जगणं साकारत कवी त्यांच्या पडझडीची जी कारणमीमांसा करतो ती विचारप्रवृत्त अशी आहे. काळाचे पुढे सरकणे किती गतिमान आहे, याची जाणीव यातून होते. 'जाफरचाचा' ही 'ग्लोबलचे गावकूस' या संग्रहातील अशीच एक महत्त्वाची कविता आहे. कष्टावर विश्वास असणाऱ्या, सच्चेपणाने जीवन जगणाऱ्या टांगेवाल्याच्या आयुष्याची झालेली पडझड या कवितेत केंद्रवर्ती आहे. वेगाने बदलणाऱ्या जीवनरीतीत टांगा आता कालबाह्य झाला आहे. तरीही तो

संदीप दळवी

तग धरून निकाराने उभा राहतो, मात्र हळूहळू एकाकी पडत आर्थिक विवंचनेच्या गर्तेत सापडतो. भोवतालच्या आभासी जगात त्याचा निभाव लागत नाही.

आता घोडा चंदीचण्याला मोताद
आणि आपून बी
टांग्याला कोण देतं एक्सेंज ऑफर (ग्लोबलचे गावकूस, पृ. ९४)

अशा व्यवहारी तिढ्यात फसत जातो. टांगा कालबाह्य झाल्याने वस्तूजगात त्याची कहीही किंमत नाही. कोणतेही एक्सेंज ऑफर मिळत नाही. त्यामुळे घोडा, टांग्याबरोबर भविष्यकाळात आपल्या वाट्याला येऊ घातलेली भयावहता त्याचं संपूर्ण जगणंच उद्ध्वस्त करणारी आहे.

'ग्लोबलचे गावकूस' या संग्रहातील अनेक कवितांना जागतिकीकरणाचे संदर्भ आहेत. 'कोतवाल मोबाईवाले', 'ग्लोबल खेड्याचे ग्लोबल येडे', 'www. हे विश्वचि माझा कटोरा.com', 'नाचो ऽऽऽ....' 'संगणक vs माणूस', 'घाण तर सगळ्यांची आहे' अशा अनेक कवितांमधून जागतिकीकरणातून आकारास आलेल्या अनेक प्रश्नांना मुखर केले आहे. 'ग्लोबलचे गावकूस' हे शीर्षकही प्रतीकात्मक आहे. संवादमाध्यमातील क्रांती, तंत्रज्ञानाधिष्ठितता यामुळे जगाचे खेड्यात रूपांतरित होण्याच्या प्रक्रियेने वेग धरला आहे. मात्र या जागतिकीकरणाच्या प्रारंभपर्वात गावकूसाबाहेर राहणारे समाजघटक पिचले जात आहेत. त्याच्यासाठी या ग्लोबल जगात जागा नाही. असा ताण, अंतर्विरोध जागतिकीकरणामुळे निर्माण झाला आहे.

'कोतवाल मोबाईलवाले' ही कविता दलित समूहवर्गाची सद्य:स्थिती दर्शवते. परंपरागत कामे नव्या व्यवस्थेमध्ये कशा रीतीने करावी लागतात याचे प्रारूप ही कविता मांडते. पारंपरिक समाजव्यवस्थेमध्ये-गावगाड्यामध्ये मेलेल्या माणसांच्या नातेवाईकांना निरोप सांगण्याचे काम महार समाजाकडे होते. गावगाड्याचे रूप पालटल्यानंतर जाती आधारित श्रमविभागणी बंद झाली, मात्र जागतिकरणाने प्रभावित झालेल्या समकालीन सामाजिक पर्यावरणात हा समाज निराळ्या पद्धतीने मोबाईल यंत्राच्या आधारे तेच काम करतो आहे. कवितेच्या प्रारंभी 'कुर्यात सदा मंगलम' अशी रिंगटोन आणि मोबाईलवर आलेला मृत्यूसंदेश अशा विसंगत रचनेतून, त्यातील फोलपणा उघड केला आहे. या संपूर्ण कथनातून कवी उपरोधिक मांडणी करत आपल्या समाजबांधवांच्या पारंपरिक विचारांवर सडकून टीका करतो.

'ग्लोबल खेड्याचे ग्लोबल येडे' ही या कवितासंग्रहातील महत्त्वाची कविता आहे. जागतिकीकरणामुळे गाव आणि शहर यातील सीमारेषा

पुसट होत आहेत. अवकाशातील भिन्नता नष्ट झाल्यामुळे संवेदनविश्वे एकमेकात विलीन होत आहेत. 'ग्राम' आणि 'नागर' हा द्वंद्व मिटून सपाटीकरणाच्या प्रक्रियेने वेग घेतला आहे. या प्रक्रियेतून अस्तित्वशून्यतेची काळी गडद छाया आकारास येऊ लागली आहे. कवी या जागतिकीकरणाच्या प्रक्रियेतून आकारास आलेली विषमतावादी समाजरचना त्यातील विविध कंगोऱ्यासह मांडतो. त्यातील विसंगतीकडे लक्ष वेधतो. अनेक उदाहरणे देत त्यातील फोलपणा गडद करतो. शेवटी या सर्वांवर सूचक भाष्य करतो.

विषमतेच्या साम्राज्याला दिल नाव ग्लोबल गाव
महानगराचं गाव करून येड्यात काढलं की राव
चोखा म्हणे याता डोळे मिटून
राहू नका रे
कडू वृक्षाची कडू फळे
मुक्त व्यवस्थेचे वारे
फुंकून प्यारे. (ग्लोबलचे गावकूस, पृ. २९)

हा सावधानतेचा इशारा आपली वाटचाल कशी असावी, याचे सूचन करणारा आहे. अन्यथ: भविष्यकाळाचे विपरित, भयकारी रूप आपणास पहावे लागेल. कवीने न्याहाळलेले हे वर्तमान वास्तव आणि वाटचालीसंदर्भात केलेला गर्भित इशारा, कवीला भवतालाचे असलेले सजग भान दर्शवतो. "जागतिकीकरणामुळे निर्माण झालेल्या परिस्थितीला या प्रकारची तीव्र, सूक्ष्म व काव्यात्म प्रतिक्रिया मराठीतील कोणत्याही कवीने दिलेली दिसत नाही."² अरूण काळेचे वेगळेपण यातून अधोरेखित होते.

अरूण काळे यांच्या कवितेची भाषा आणि प्रतिमाविश्व नाविन्यपूर्ण आहे. धर्म, व्यवसाय, लिंग, प्रादेशिकता यानुसार त्यांच्या कवितेची भाषा बदलते. 'लहानीबाई: लॉर्जर दॅन लाईफ' या कवितेत 'दॅशिंग', 'दादा', 'राडा', 'झापणे' यासारख्या शब्दातून कवीने झोपडपट्टीय अवकाश साक्षात केला आहे. कवी बोली भाषेबरोबरच आधुनिक जीवनमानात रूजलेल्या संगणकाशी निगडीत अनेक शब्दांचा वापर करतो. याचे प्रत्यंतरही त्यांच्या कवितेतून येते.

आता या आयटीच्या युगात
दलितांना डिलिट करण्यासाठी
नवनवीन सॉफ्टवेअर येताहेत
आणि सोडले जात आहेत विषाणू (नंतर आलेले लोक,
पृ. ३७)

या कवितेत येणारे मदरबोर्ड, किबोर्ड, सॉफ्टवेअर, ॲन्टी व्हायरस, विषाणू असे अनेक संगणकीय शब्द समकालीन दलित समूहवर्गाची सद्य:स्थिती अधोरेखित करण्यासाठी परिणामकारकरित्या उपयोजले आहेत.

संदीप दळवी

अरूण काळेंच्या कवितेतील प्रतिमाविश्वही काहीसे निराळे आहे. 'तू मदरबोर्ड माझ्या संगणकाचा' या कवितेत डॉ. बाबासाहेब आंबेडकरांचा उल्लेख कोठेही येत नाही, मात्र मदरबोर्ड या शब्दातून उभी राहणारी प्रतिमा डॉ. बाबासाहेब आंबेडकरांचीच आहे हे अगदी सहजगत्या वाचकांना समजते. प्रतीकांचा वापर ही अरूण काळेंनी सर्जकरित्या केला आहे. त्यांच्या सर्व संग्रहांची शीर्षके ही प्रतीकात्मक आहेत. विस्तृत असा आशय मुखर करण्यासाठी अशी प्रतीके सहाय्यभूत ठरलेली दिसतात.

अरूण काळेंनंतर या परंपरेतील दुसरे महत्त्वाचे कवी म्हणून लहू कानडे यांच्या कवितेचा विचार महत्त्वाचा ठरतो. दलित काव्यसंवेदनेचा परिघ विस्तृत करण्यामध्ये त्यांचे योगदान महत्त्वाचे आहे. 'क्रांतीपर्व' (१९८३), 'टाचा टिंभा'(१९९६) आणि 'तळ ढवळताना' (२०१२) असे तीन कवितासंग्रह त्यांचे प्रसिद्ध आहेत. त्यापैकी 'तळ ढवळताना' या संग्रहातील कवितांमूधन जागतिकीकरणाचे विविधरूपी दर्शन घडवले आहे. या संग्रहाचे वैशिष्ट्य म्हणजे तो सहा भागात विभागलेला आहे. प्रथम एक प्रधानसूत्र आणि पुढच्या कवितांमधून त्या सूत्राचा विस्तार अशी निराळी रीत त्यांनी अवलंबली आहे. त्यामुळे आदिवासी, ग्राम, महानगर असा अवकाशाचा विस्तृत पट त्यांच्या कवितेत आहे. मुख्यत्त्वे शोषित, वंचित समूहवर्गाचे संवेदनविश्व त्यांच्या कवितेत आहे. त्यांच्या कवितेतून जागतिकीकरणाचे ही काहीएक प्रमाणात चित्रण आले आहे. नव-भांडवलशाही जगाबद्दलच्या प्रतिक्रिया त्यात आहेत. आभासी जगाचा चेहरा ती उघड करते. 'सोपे सिद्धांतवाले' ही कविता त्यादृष्टीने महत्त्वाची आहे. जागतिकरणाचे समर्थक एक वेगळे आभासी चित्र निर्माण करत आहेत. जागतिकीकरणामुळे व्यापार वाढेल. गरीब श्रीमंत होईल. कुशल-अकुशल बेरोजगारांना नोकरी मिळेल. कोणीही भुकेने मरणार नाही. यामुळे सर्वसामान्य माणसाचे जगणे सुखकर होईल, असे आभासी विश्व तयार करत आहेत. मात्र प्रत्यक्ष त्यांचा वर्तनव्यवहार निराळा आहे. अतिशय कावेबाजरित्या धोरणे राबवत इथल्या सर्वसामान्याची त्यांनी लुबाडणूक आरंभली आहे. हेच विविध घटितांच्या आधारे लहू कानडे यांनी मांडले आहे.

जागतिकीकरणाचे सोपे सिद्धांत मांडणाऱ्या समर्थकांनी सेझ, बीओटी, युनिव्हर्सिटी, मॉल, इंटरनेट, मोबाईल असे तंत्रज्ञानाधिष्ठित वस्तुविश्व बाजारात आणले. अशा बाजारकेंद्रिततेमुळे सर्वसामान्य माणूस परिघाच्या बाहेर फेकला गेला. क्रयशक्ती नसल्यामुळे एकेक करत सर्वच गोष्टी त्याच्या हाताबाहेर गेल्या. शिक्षणाचीही खिचडी या काळात झाली. उच्चशिक्षणाच्या माड्यावर माड्या उभ्या राहत आहेत, मात्र तेथे सर्वसामान्यांना प्रवेश नाही, कारण काही लाख रुपये भरून प्रवेश मिळतो. त्यामुळे ते सहजगत्या परिघाबाहेर फेकले जातात. शेतकरी वर्गांची भीषणताही कवींने दृगोचित केली

आहे. शेतकऱ्यांना डोईवरचे कर्ज कमी करण्याच्या वेगवेगळ्या युक्त्या, प्रयुक्त्या हा नव-भांडवलदारवर्ग शिकवत आहे. त्याचे चित्रणही कवीने नेमक्या शब्दात केले आहे.

राब राब राबूनही जगता येत नाही म्हणून
करतोय अन्नदाता आत्मघात
अन् विकायला काढलीय काळी माय
तर पैसेवाली गिधाडं उतरतात एकसाथ
शिकवली जातेय नामी तऱ्हा
बोजा शेतावरील कमी केलेला बरा (तळ ढवळताना, पृ.
८७-८८)

असे पर्यावरण शेतकऱ्याच्या भोवताली रचले जात आहे. या टोळधाडीत त्याला पुरती शरणागती पत्करावी लागत आहे. जमीन विकण्यास त्याला भाग पाडले जात आहे. त्याच्या जवळचे उपजीविकेचे साधन हिरावून घेऊन त्यास भिकेकंगाल, गुलाम केले जात आहे. या सोपे सिद्धांतवाल्यांनी जमीन, समुद्र, वारा, गुराढोरांचा चारा सर्व काही गिळंकृत करायला सुरूवात केली आहे. ते गरीबी कमी होत असल्याचे आभासी चित्र दाखवत आहेत. मात्र त्यांना इथलं रडगाणं ऐकत बसायला वेळ नाही. 'ते ग्लोबल झालेत आता त्यांना नोबेल खुणावतयं' अशी उपहासात्मक भलावण कवी करतो. जागतिकीकरणाचे खरेखुरे रूप मांडत त्यातील तीव्रतेकडे लक्ष वेधतो.

'लेकरांनो' ही कविताही जागतिकीकरणाच्या फसव्या, मायावी जगाचे दर्शन घडवते. एकंदर तंत्रज्ञानाबाबत सामान्य माणूस फारच भांबावून गेलेला दिसतो. ज्ञान आणि माहिती यामध्ये तो गल्लत करत आहे. वरवरच्या पृष्ठस्तरीय माहितीलाच तो ज्ञान समजण्याची चूक करत आहे. ही ज्ञान आणि माहितीची सरमिसळ अधोरेखित करत असताना 'लेकरांनो' या कवितेतील आजोबाचे कथन महत्त्वाचे आहे.

लेकरांनो,
उमजून असा भूलभूलैय्या
नेट-इंटरनेटच्या मुखातील विश्वदर्शन मायावी
नेमके निवडून घ्या ज्ञान
जे कमवावे लागले कष्टाने
जे होते चोख्या-तुक्याचे ओवी अभंग (तळ ढवळताना,
पृ. १०१)

जागतिकीकरणाच्या या मायावी विश्वाचे दर्शन विचार करायला लावणारे आहे. या भूलभूलैय्याच्या जंजाळात न फसता सजगपणे वावरण्याचा संदेश आजोबा आपल्या लेकरांना देतो. मुख्यत्त्वे माहिती आणि ज्ञान यातील भेदरेषा या तंत्रज्ञानाधिष्ठित झगमगाटात पुसट होत आहेत. तंत्रज्ञानशरणतेमुळे हे साध्य होणार नाही. त्यासाठी अविरत कष्टाची गरज असल्याचे आजोबा सांगतो. कवीने

संदीप दळवी

अगदी नेमकेपणाने माहिती आणि ज्ञान यातील फरक अधोरेखित केला आहे.

'बाप्पा नव्या सहस्रका' ही प्रारंभीचीच कविता अनेकविध गोष्टींना उजागर करते. कवी समाज-सांस्कृतिक इतिहासाचे पुनर्वाचन करत वर्तमानकालीन सद्य:स्थितीवर भाष्य करतो. प्रश्नांची शृंखला उभी करत त्यावर नकारात्मक विधान करतो. त्याच्या मते अशा संभ्रमित अवस्थेस कारणीभूत गेले शतक आहे. गेल्या शतकाने शोषित, वंचिताच्या बळी घेण्याचे काम केले. नव्या सहस्रकामध्येही शोषित, वंचित, आदिवासी, कष्टकरी या माणसांच्या जीवनमानात काही फरक पडणार नाही. त्यामुळे नव्या सहस्रकाचे स्वागत कसे करायचे हा प्रश्न त्यास सतावत आहे.

विकासाच्या सूत्राखाली जंगले छाटली गेली. राजकीय स्वार्थासाठी जातीयतेचे वीष समाजमनात खोलवर रूजवले गेले. जागतिकरणाने जगडबंबाळ प्रश्न निर्माण केले, असे असताना तुझ्या स्वागतासाठी कोट्यावधी रुपये खर्च केले जात आहेत. कवीलाही नव्या सहस्रकाचं मनापासून स्वागत करायचे आहे, मात्र त्यासाठी या सर्व अभद्र गोष्टी संपायला हव्यात. जर असे घडले तर कवीही या नव्या सहस्रकाचे स्वागत करू इच्छितो, तो करत असलेले स्वागत वेगळे आणि वैशिष्ट्यपूर्ण आहे.

तुला खरचं देऊ इच्छितो मी
दवात न्हालेले पहाटेचं फूल अन्
माणूस नावाच्या महान सृजनाच
नुकतचं जन्मलेलं निरागस मूळ (तळ ढवळताना, पृ. ५)

वास्तविक प्रत्येक माणसामध्ये असे लहानमूल कार्यरत असते. ही निरागसतेची भावनाच जगण्याला आकार देत असते, जगणं अर्थपूर्ण करत असते. वर्तमानात या निरागसतेचा लोप होऊ लागला आहे. ही निरागसता नव्या सहस्रकातील पुढच्या पिढीच्या हाती देत कवी त्यांच्या ठिकाणी या मूल्यभावाची रूजवणूक करत आहे.

प्रज्ञा दया पवार हे समकालीन मराठी कवितेतील एक महत्त्वाचं नाव. 'अंत:स्थ', 'उत्कट जीवघेण्या धगीवर', 'मी भिडवू पाहतेय समग्राशी डोळा', 'आरपार लयीत प्राणांकित' आणि 'दृश्यांचा ढोबळ समुद्र' असे पाचं कवितासंग्रह त्यांचे प्रकाशित आहेत. दलित जाणिवेचा परिघ विस्तारण्याचे, व्यापक करण्याचे काम प्रज्ञा दया पवारांची कविता करते. ती थेटपणे अनुभवविश्वाला भिडते. तटस्थपणे भोवतालाला न्याहाळत त्याविषयीचे चिंतन प्रकट करते. जागतिकीकरणाचेही प्रत्यक्ष, अप्रत्यक्ष अनेक संदर्भ तिच्या कवितेत आलेले दिसतात. आजच्या वर्तमानकालीन जगण्यातील अनेक पेचप्रसंग तिच्या कवितेतून साक्षात झाले आहेत. वर्तमानातील व्यामिश्रता ती नेमकेपणाने पकडते. मायावी, आभासी जगाचा ती पर्दापाश करते. जगण्याचे बदलेले संदर्भ ती अधोरेखित करते. आपल्या एखाद्या पोस्टला किती लाईक मिळतात,

यावरच आजच्या पिढीची नजर रोखलेली आहे. हे दर्शवताना ती म्हणते,

59 People like this..
जगण्यासाठी लागतं काय आणखी ? (मी भिडवू पाहतेय समग्राशी डोळा)

हे बदलतं संवेदनविश्व अनेक परिमितीसह प्रज्ञा दया पवारांनी साक्षात केले आहे. आजचं जग संवादापासून, माणसापासून, निसर्गापासून कसं तुटत चालल आहे. मल्टीनॅशनल कंपन्यांच्या लुटा-लुटीच्या चक्रात तो कसं फसवत आहेत, याचा धांडोळा तिची कविता घेते. तसेच जागतिकीकरणाच्या या काळात शोषणाच्या नव्या रीती समोर येत आहेत. विषमतावादी समाजरचनाच नव्याने भेडसावत आहे. याविरोधी सूर प्रज्ञा दया पवारांच्या कवितेत आहे. माणसाची संवेदनशीलता बोथट होत चाललेल्या आजच्या काळात ती गोठली जावू नये म्हणून त्या कवितेतून सातत्याने प्रयत्न करतात.

स्त्री जाणिवेच्या अनेकविध परी प्रज्ञा दया पवारांच्या कवितेत साक्षात झाल्या आहेत. स्त्रीला परंपरेने दिलेले दुय्यमत्व तिने नाकारले आहे. परंपरागत स्त्रीरचितांला फाटा देते नवे रचित ती घडवत आहे. पुरुषी शब्द प्रामाण्याला ती कडाडून विरोध करते. त्यासाठी अस्तित्वसंघर्ष तिला करावा लागत आहे. तिला नवीनतम अशा बदलासह नव्या संकेतव्यूहावर, समानता या मूल्यावर विश्वास असणारा पुरुष हवा आहे.

नेणिवेतील नवा कोश पुरुष
कधीच उमटला नाही तिच्या प्रगल्भ कॅनव्हासवर (मी भिडवू पाहतेय समग्राशी डोळा, पृ.९)

हा संघर्ष वर्तमानकाळातही अटळ झाला आहे. आदिम काळापासून ते जागतिकीकरणाच्या काळापर्यंत प्रत्येक स्थित्यंतर टप्प्यावर स्त्रीला गृहितच धरल्याचे दिसते. तिला नेहमी परिघाबाहेर ठेवण्याचे योजनाबद्ध प्रयत्न झाल्याचे दिसतात. जागतिकरणाच्या युगात तिला प्रदर्शनीय रूप प्राप्त झाले आहे. या ग्लोबल युगातही तिची पुरुष संकेतबद्धतेपासून सुटका नाही. अशावेळी कवियत्रीची आत्मनिष्ठा समूहाच्या उच्चार बनते. स्त्रीत्वाचे प्रतिनिधित्व करत समाजातल्या विकृत, अमानवीय वर्तमानाशी सयंतपणे विद्रोह पुकारते. तिच्या या विद्रोही संवेदनामागे गौतमु बुद्ध व डॉ. बाबासाहेब आंबेडकर यांचे द्रष्टेपण कार्यरत असल्याचे दिसते.

मला हवाय
माझा समकालीन तोंडवळा
समष्टीच्या ग्लोबल कल्लोळात
अम्लान करूणेच्या
अनाहत आवाजाचा (मी भिडवू पाहतेय समग्राशी डोळा, पृ. ४४)

संदीप दळवी

एकंदर या ग्लोबल कल्लोळामध्ये तिला समष्टीचा बदललेला ग्लोबल तोंडवळा अस्वस्थ करतो. तिला बुद्धाच्या करूणेशी निष्ठा सांगणारा, ती तत्त्वे अमंलात आणणारा तोंडवळा हवा आहे. मात्र सर्वच पातळ्यांवर संपुष्टात येत असलेला मूल्यविवेक तिचे आणि त्याबरोबरच समस्त स्त्रीवर्गाचे अस्तित्व कुरतडणारा आहे.

एकंदरीत प्रज्ञा लोखंडे यांच्या कवितेवर जागतिकीकरणाचा थेट प्रभाव नसला तरी अप्रत्यक्षरित्या जागतिकरणातून निर्माण झालेल्या विविध विरूपांचा, बिघडत चाललेल्या वर्तमानाचा, स्त्रीच्या बदलत्या जीवनसंदर्भांचा काहीएक संदर्भ जागतिकीकरणाशी निश्चित आहे. समकालीन दलित कवितमध्ये वेगळे असे काव्यसंवेदन रूजवत प्रज्ञा लोखंडे यांनी भोवतालची स्थितीगती दिग्दर्शित केली आहे.

सुनील अभिमान अवचार यांच्या कवितेतून या ग्लोबल युगाची अनेक रूपे साक्षात झालेली दिसतात. 'केंद्र हरवत चाललेल्या वर्तुळाचा परिघ' (२०१६) या कवितासंग्रहामधून त्यांनी ग्लोबल जाणिवेच्या विविध परिमीती साकारल्या आहेत. जागतिकीकरणाच्या प्रक्रियेमुळे काळाची नवी घडण आकारास येत आहे. यातून निर्माण झालेला नव-भांडवलदारी वर्ग आणि शोषणाच्या गतिचक्रात अडकलेला बहुसंख्य शोषित, वंचित समूहवर्ग यातील द्वंद्वसंघर्ष सुनील अवचार यांच्या कवितेमध्ये केंद्रवर्ती आहे. ग्लोबल वर्तमानाची ही अस्वस्थ करणारी रूपे आणि त्यातून आकारास येत असलेल्या मानवी विकासाची प्रक्रिया आपली भविष्यकालीन दिशा दिग्दर्शित करते. तसेच या जागतिकीकरणातून आकारास आलेला सगळा माध्यमव्यवहारही या भांडवलशाही व्यक्तींच्या हातातील कळसूत्री बाहुली बनला आहे. त्यांना गोरगरीब, कष्टकरी व्यक्तींचं दु:खणं दिसत नाही.

मिडिया डोकावतो व्हाईट हाऊसमध्ये
एसीचे प्रश्न: पेज थ्री मध्ये
श्रमाची धग मात्र
हलक्या हाताने फेकली जाते
डिलिट बॉक्समध्ये (केंद्र हरवत चाललेल्या वर्तुळाचा परिघ)

सुनील अवचार यांनी संवादमाध्यमाचा खराखुरा चेहरा त्यातील दांभिकतेसह उघडा केला आहे. त्यांचे अग्रक्रम अधोरेखित केले आहेत. त्यांच्या नेटवर्कच्या कक्षात शोषित, सर्वहारा वर्गाला कुठेच जागा नाही. जगभरच्या घडामोडींना पृष्ठस्तरावर ठेवत जनसामान्यांच्या व्यथा-वेदनांना मात्र डिलिट बॉक्सची जागा दाखवली जाते, हा अंतर्विरोध उघडा करत कवी प्रसारमाध्यमांची झाडाझडती घेतो. वास्तविकता समकाळामध्ये निर्माण झालेल्या प्रश्नांना मुखर करून शोषित, पिडित जनसमूहाला न्याय मिळवून देणे, ही प्रसारमाध्यमांची कर्तव्यता या नव-भांडवली जगात धुसर होत आहे. 'पैसा' केंद्रभूत

झाल्यामुळे प्रसारमाध्यमातील नीतीतत्त्वानांही अवकळा आली आहे. केवळ व्यवहारिकता या सूत्रावरच प्रसारमाध्यमातील जग आकारास येऊ लागले आहे.

नव भांडवलशाही जगात मल्टीनॅशनल कंपन्या आपले संवेदनविश्व गोठवत आहेत. आपले सत्व हिरावून घेत यंत्रवत बनवत आहेत. ही बदलती काळजाणीव सुनील अवचार यांच्या कवितेत आहे.

हायजॅक एके हायजॅक
हायजॅक दुणे डबल हायजॅक
तुमचा टाईम हायजॅक
तुमची संवेदना हायजॅक (केंद्र हरवत चाललेल्या वर्तुळाचा परिघ, पृ. ४७)

ही शृंखलाबद्धता क्रमाने वाढत जाणारी आहे. या नव–वसाहतवादी वर्गाने आपल्या अस्तित्वालाच घेरले आहे. क्रमाक्रमाने आपण सगळंच कसे गमावून बसलो आहोत याचे भान कवी करून देत आहे. कोणत्याच गोष्टीवर आपले नियंत्रण नाही. आपल्या सर्व वर्तनव्यवहाराला, आपल्या असण्याला या भयावह पर्यावरणाने वेढले आहे. हा काळ आपल्याकडून सर्व काही हिरावून घेत संवेदनाशुष्क बनवत आहे. सर्व काही हायजॅक झालं आहे. त्यामुळे जे उरतं ते कृत्रिमतेच्या पातळीवरचं असतं. मानवी मूल्यांची ही पडझड विचार करायला लावणारी आहे. असा हा तंत्राधिष्ठित चेहरा अंगिकारणाऱ्या या काळात सर्वसामान्य माणसाला बळीचा बकरा बनवले जात आहे. ज्या ग्लोबल युगाची घडण ज्यांच्या जीवावर होत आहे, त्यांच्या वाट्याला मात्र या नव्या युगातही शोषणच येते. ही काळसंहिता सुनील अवचार यांनी वेधकपणे मांडली आहे.

आम्ही तयार आहोत
तुमचा मृत्यू घेऊन आमच्या नियंत्रित अजेंड्यावर
आमच्या महासत्तेला लपवण्यासाठी
आम्हाला द्यायचाय तुमच्या मृत्यूला
फक्त मानवी चेहरा (केंद्र हरवत चाललेल्या वर्तुळाचा परिघ, पृ. २९)

जागतिकीकरण गरिबांच्या, शोषितांच्या बाजूने उभे असल्याचा दावा त्याचे समर्थक करतात. मात्र या गरीब, वंचित समूहवर्गाला पिचवण्याचेच काम या समर्थकीयवर्गाने आरंभले आहे. या लोकांचा आवाज दाबून महासत्तेला उदात्त रूप देण्याचा कुटील डाव ते आखत आहेत. या डावात सर्वसामान्यांचा बळी तर जातोय, मात्र त्यास मानवतेचे गोंडस रूप देण्यात हा वर्ग यशस्वी होतो आहे. त्यांच्या या गोंडस हेतूमागे लपलेले काळोखी राजकारण भयावह असेच आहे. माणसाची ओळख नष्ट करून त्याला 'कार्टून' बनवण्याचे काम ही व्यवस्था करत असल्याचे कवी सांगतो. त्यामुळे या व्यवस्था परिवर्तनाच्या कामासाठी नव्याने संघर्ष उभारणे गरजेचे आहे, अन्यथः या कालबिंदूवरून आपण केव्हाही

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कोसळू शकतो. ही कवीची संवेदना समकाळामध्ये निर्माण झालेल्या प्रश्नांची तीव्रता अधोरेखित करते.

जागतिकीकरणाने 'माणूस' या प्राण्याची नैसर्गिकताच धोक्यात आणली आहे. त्याला नामशेष होण्याच्या उंबरठ्यावर आणले आहे. आपल्या इतिहासाचे पुनर्वाचन करत हा कवी नामशेष झालेल्या अनेक गोष्टींचे दाखले देतो. माणूस हाही याच दिशेने मार्गक्रमण करत असल्याचे सूचनही कवी करतो.

मी करत असतो चिंतन तेंव्हा
धुंडाळत असतो वाघ
डायनासोर ह्या प्राण्यांच्या बरोबरीने
माणसाचा नामशेष होण्याचा नंबर (ग्लोबल वर्तमानाची कविता)

येथे दुहेरी अर्थाचे सूचन आहे. तंत्रज्ञानप्रणित माहोलामध्ये विकासाचा वेग प्रचंड आहे. चहूबाजूंनी होणारा पर्यावरणाचा ऱ्हास आणि विकासाचा चढता आलेख मानवी असण्यावरच घाला घालणारा आहे. जागतिक तापमान वाढ, प्रदूषण, वाढती आंतरराष्ट्रीय स्पर्धा यामुळे भविष्यात मानवी जीवन संपुष्टात येईल की काय? अशी शक्यता वर्तवली जात आहे. तसेच यातून दुसरा अर्थ असा सूचित होतो, 'माणूस' म्हणून आपले असतेपण संपुष्टात येत आहे. मानवी मूल्ये भरडली जात आहेत. संवेदनशीलता बोथट होत चालली आहे. यंत्रवत जगणे त्याच्या वाट्याला आले आहे. या अर्थाने माणसाचे हे संपलेपण अधिक वेदनादायी आहे.

एकंदरीत सुनील अवचार यांनी आपल्या कवितेतून बदलत्या काळजाणिवेला पृष्ठस्तरावर आणले आहे. जागतिकीकरणातून आकारास आलेल्या नव्या भांडवली जगाची शोषणरीत त्यांनी उघड केली आहे. जागतिकीकरणाचे एवढ्या तपशीलाने चित्रण मराठी कवितेत अभावानेच आलेले दिसते, त्यामुळे अवचारांचे हे योगदान नक्कीच महत्त्वाचे आहे.

एकंदरीत समकाळातील ही कविता अनेक अंगानी वेगळी ठरते आहे. वेदना, विद्रोह व नकार या तत्त्वत्रयीना ओलांडत दलित संवेदनेचा परिघ विस्तारणारी ही कविता आहे. त्यामुळे या कवितांचा विचार 'दलित' या संज्ञेपुरता संकुचित करता येत नाही. मराठीच्या मध्यप्रवाहातील ही एक महत्त्वाची कविता आहे. शोषित, वंचित, कामगार, कष्टकरी, शेतकरी, स्त्री, सर्वहारा अशा वर्गांचे प्रतिनिधित्व करणारी ही कविता आहे. समष्टीचा आवाज या कवितेत केंद्रवर्ती आहे. जातीव्यवस्थेबरोबरच जागतिकीकरणातून आकारास येत असलेल्या नव्या भांडवलशाही मूल्यव्यवस्थेस ही कविता विरोध करते. तसेच वर्तमानात माणसाचे होत असलेले विभाजन, तुटलेपण, निरागसतेचा अभाव, संवादात्मकतेच्या धूसर शक्यता, स्वकेंद्रितता अशी विविध आशयसूत्रे या कवितेत

केंद्रस्थानी आहेत. या संदर्भातील काही निष्कर्ष स्वतंत्रपणे नोंदवता येतील.

(१) नव्वदोत्तर काळातील ही कविता जागतिकीकरणाला तीव्र विरोध दर्शवते. जागतिकीकरणाने निर्माण केलेला तंत्रज्ञानाधिष्ठित चेहरा ती नाकारते.

(२) या कवींमध्ये उपरोधिक संवेदन तीव्रतेने आलेले आहे. अरूण काळे, लहू कानडे, प्रज्ञा दया पवार, सुनील अवचार या कवींनी उपरोधिकतेचा अर्थपूर्णरित्या वापर केला आहे. त्या आधारे समकालातील अनेक प्रश्नांना पृष्ठस्तरावर आणले आहे. तसेच या उपरोधाला वैचारिक अधिष्ठान असल्यामुळे त्याला परिणामकारकता प्राप्त झाली आहे.

(३) १९६० नंतरच्या दलित कवितेतून आलेले अनुभवविश्व हे काहीसे एकसूरी, एकरेषीय होते. अनेकविध विषयांना सामावून घेत हा परिघ विस्तारण्याचे, एका व्यापक पटावर दलित कवितेला आणण्याचे काम १९९० नंतरच्या दलित कवितेने केले.

(४) या संपूर्ण काळावर अरूण काळे यांनी आपला अवीट असा ठसा उमटवला आहे. ग्लोबल युगाचे नवनव्या प्रतिमेसह यथोचित चित्रण करणारा हा कवी दलितच नव्हे तर मराठी कवितेच्या मुख्यप्रवाहातील एक महत्त्वाचा कवी म्हणून त्यांने आपले स्थान निश्चित केले आहे.

(५) या कवींनी जागतिकीकरणाच्या पार्श्वभूमीवर तयार झालेले नवे भाषिक संवेदन स्वीकारून तद्नुसार शब्दयोजना व प्रतिमा विश्व साकारले आहे. मराठी, हिंदी, इंग्रजीच्या बेमालूम मिश्रणातून या कवितांची भाषिक संहिता आकाराला आली आहे. तंत्रज्ञानातून जन्माला आलेल्या अनेक नवीन शब्दांचा या कवींनी सर्जक असा वापर घडवला आहे.

एकूणच गेल्या पंचविसेक वर्षांमध्ये वर उल्लेखलेल्या अरूण काळे, लहू कानडे, प्रज्ञा दया पवार, सुनील अवचार या कवींच्या बरोबरीने भुजंग मेश्राम, अविनाश गायकवाड, अनिल कांबळे, केतन पिंपळापुरे यांचीही कविता जागतिकीकरणाच्या पार्श्वभूमीवर महत्त्वाची आहे. भुजंग मेश्राम यांनी जागतिकीकरणाच्या पार्श्वभूमीवर आदिवासी समाजाचे बदललेले जीवनमान, त्यांच्या अस्तित्वासंदर्भातील प्रश्न आपल्या 'ऊलगुलान' आणि 'अभुज माड' या कवितासंग्रहातून मांडले आहेत. मात्र विवेचनास वस्तुनिष्ठता असावी, विस्तारभयाचा धोका टाळावा या अनुषंगाने या चार कवींची निवड केली आहे. एकंदर गेल्या पंचवीस वर्षांमध्ये समाज-सांस्कृतिक जीवनामध्ये घडलेले स्थित्यंतर, गतिमानतेच्या झपाट्यात काळवंडलेला भोवताल, लादलेले अनियंत्रित ग्राहकपण, जगभराच्या संस्कृतीमध्ये आलेला एकसारखेपणा, त्यातून जगभराची संस्कृती एक होते आहे की काय, अशी संभ्रमित अवस्था, अशा अनेक गोष्टींना या कवींनी

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आपल्या कवितेतून उजागर केले आहे. हे त्यांचे योगदान समकालीन मराठी कवितेत महत्त्वाचे आहे.

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