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Editorial……

It is heartening to note that our journal is able to sustain the enthusiasm and covering various facets of knowledge. It is our hope that IJMER would continue to live up to its fullest expectations savoring the thoughts of the intellectuals associated with its functioning .Our progress is steady and we are in a position now to receive evaluate and publish as many articles as we can. The response from the academicians and scholars is excellent and we are proud to acknowledge this stimulating aspect.

The writers with their rich research experience in the academic fields are contributing excellently and making IJMER march to progress as envisaged. The interdisciplinary topics bring in a spirit of immense participation enabling us to understand the relations in the growing competitive world. Our endeavour will be to keep IJMER as a perfect tool in making all its participants to work to unity with their thoughts and action.

The Editor thanks one and all for their input towards the growth of the **Knowledge Based Society**. All of us together are making continues efforts to make our predictions true in making IJMER, a Journal of Repute

Dr.K.Victor Babu
Editor-in-Chief

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A STUDY ON ORGANISATIONAL CULTURE AND ITS IMPACT ON EMPLOYEES BEHAVIOUR AT DELTA PAPER MILLS Ltd, VENDRA

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Abstract

Every individual has certain personality traits which makes them to stand apart from the others. Organizational culture refers to the beliefs and principles of certain organization. An organization is a place where the individuals come together and work towards a common goal. The beliefs, ideologies and practices of an organization form its culture which gives a sense of direction to the employees. No two organizations have the same culture with respect to their values, policies, rules and regulations which help to create and maintain their own image. Every organization has a unique culture which makes it different from the others and giving it a sense of direction. The objective of the project is to study the organizational culture and its impact on employee behavior. It brings out the behavioral aspect of the employees working in Delta Paper Mills Limited. The main objective of the study is to analyze the overall performance of the employees. The purpose of the project is to provide the accurate assessment of culture of employees and also assess their behaviors with respect to the existing culture present in the organizations. The study has been presented with interpretations and with certain recommendations.

Key words: Organization, Practices, Behavior, Assessment, Culture.

Introduction

HR impacts company culture and plays a key role in helping to ensure an organizations culture. Organizational culture is reflected across multiple levels of business companies with positive culture will have better performance, productivity and profits. An organizations culture does not exist in vacuum. No two organizations will follow the same culture in fact the employees working in a restaurant follows different culture when compared to those who are associated with education and manufacturing industry which creates a strong impact on the productivity.

The study is done at Delta Paper Mills located at Vendra. The study is undertaken to assess the working culture of the organization which creates the impact on the behavior of the employees. The study is undergone through importance of organizational culture, its need, objectives, methodology, data analysis and interpretation, inferences, findings and recommendations.

Importance of the Study

The culture of an organization represents the functional style and values of people working that support the organizational goals. The present study has been considered to provide the accurate appraisal of existing culture in the organization which respect to that of the existing culture. The impact of the present culture in the organization has been studied by considering the following characteristics like individual autonomy, structure, management support, identity, conflict tolerance, innovation and risk taking, communication and supervision, attention to detail, people orientation, stability, monitoring etc.

Need of the Study

In the present global scenario, the consumption of paper is in continuous downtrend. This leads to severe problems to the existing paper consumption styles. With the fast changing technology the production of the paper is largely being substituted with computers. This is a challenging factor to HR inorder to improve the productivity. Hence the present study is immensely solicited to understand and unearth the reasons about how HR is being utilized in tough situations. Accordingly the need has been felt to study on organizational-culture which plays a major role in achieving high productivity.

Objectives of the Study

- To assess the existing culture of the organization and to find its impact on employees behavior.
- To analyze the overall performance of the employees.
- To learn the employees relationship with the peers.
- To study the employees with their feeling about the management.
- To find out the employees motivational factor.

Research Methodology

A structured questionnaire was designed to ascertain the data by considering primary data using convenient sampling method with a sample size of 50 have been distributed to both male and female gender as the organization requires more male candidates. The age of the respondents are varied between 18-45 years and the salary categorization ranging from 5,000-20,000. All these demographic information will form a strong base in generalizing the matters and perception. All the employees were having a work experience ranging from 5 to more than 35 years.

Data Analysis and Interpretation

Table no1: Involvement with regard to your work responsibilities.

S.No	Perception	No.of Respondents	Percentage (%)
1	Excellent	9	18
2	Good	27	54
3	Average	13	26
4	Poor	1	2
Total		50	100

The above table reveals that 18 percent of the workers felt excellent in involving with regard to their work responsibilities, 54 percent of the respondents felt good in their involvement while 26 percent of the workers felt it as average and the rest 2 percent rated it as the poor. Thus it can be ascertained that majority of the workers felt that they are highly involved in their work responsibilities.

Table no 2: Managing individual autonomy in materializing assignments.

S.No	Perception	No.of Respondents	Percentage (%)
1	Excellent	8	16
2	Good	27	54
3	Average	15	30
4	Poor	-	-
Total		50	100

The above table reveals that 54 percent of the respondents are good in managing their individual autonomy while 16 percent of the respondents rated excellent and the remaining 30 percent are average in managing the individual autonomy in carrying out the assignments. It can be ascertained that majority of the respondents felt happy in managing their individual autonomy in materializing the assignments.

Table no 3: Cooperation among employees in performing duties.

S.No	Perception	No.of Respondents	Percentage (%)
1	Always	33	66
2	Sometimes	12	24
3	Rarely	5	10
4	Not at all	-	-
Total		50	100

The above table shows that 66 percent of the respondents always cooperate with their employees in performing duties, while 24 percent of them rated sometimes and the remaining 10 percent of the respondents felt very rarely in finding cooperation among employees while performing duties. It can be revealed that 2/3rd of the respondents always felt happy with cooperation factors among employees in performing the duties.

Table no 4: Members having good interpersonal relationship.

S.No	Perception	No.of Respondents	Percentage (%)
1	To a large extent	10	20
2	To some extent	22	44
3	To a little extent	17	34
4	Not at all	1	2
Total		50	100

The above table determines that 44 percent of the respondents perceived that they have good interpersonal relationship to some extent while 20 percent of them rated to a large extent, 34 percent of the employees responded to a little extent and the rest 2 percent don't find ant interpersonal relationship among them. It can be ascertained that majority of the respondents have good interpersonal relationships among employees.

Table no 5: Guidance from superiors during work needs.

S.No	Perception	No.of Respondents	Percentage(%)
1	Always	21	42
2	Sometimes	15	30
3	Rarely	10	20
4	Not at all	4	8
Total		50	100

The above table determines that 42 percent of the respondents always felt happy in getting the guidance from superiors during work needs while 30 percent of them rated sometimes, 20 percent of the respondents reacted rarely and the remaining 8 percent responded not at all. It can be acknowledged that more than 2/5th of the respondents are always delighted in getting the guidance from the superiors during work related needs in the organization.

Table no 6: Felt happy to coordinate with different departments in need.

S.No	Perception	No.of Respondents	Percentage (%)
1	Always	26	52
2	Sometimes	17	34
3	Rarely	7	14
4	Not at all	-	-
Total		50	100

From the above table it is represented that 52 percent of the respondents are always delighted in coordinating with different departments of the organization 34 percent of distinguish it to sometimes while remaining 14 percent of the respondents depicted as rarely to coordinate with different departments in need. It can be ascertained that more than 1/2nd of the employees working in the organization always felt happy to coordinate with different departments during need.

Table no 7: Capabilities viewed as an important source for individual identity.

S.No	Perception	No.of Respondents	Percentage (%)
1	Strongly agree	12	24
2	Agree	21	42
3	Neutral	13	26
4	Disagree	4	8
Total		50	100

The above table reveals that 42 percent of the respondents have agreed to the capabilities viewed as a source agreed to the name point, 8 percent of the employees disagree to the individual identity in the organization and the remaining 26 percent have not responded in any regard. Thus it can be perceived that majority of the employees have agreed that their capabilities are viewed as an important source of individual identity in the organization.

Table no 8: Performance rewarding done in the organization.

S.No	Perception	No.of Respondents	Percentage (%)
1	Excellent	-	-
2	Good	20	40
3	Average	23	46
4	Poor	7	14
Total		50	100

The above table depicts that 46 percent of the respondents pointed out that performance rewarding executed in the organization is in average manner, while 40 percent have responded it as good and the rest 14 percent rated it as poor about the performance rewarding done in the organization. It can be ascertained that majority of the respondents rated average in measuring the performance of the employees done in the organization.

Table no 9: Adaptation to the organizational change.

S.No	Perception	No.of Respondents	Percentage (%)
1	To a large extent	9	18
2	To some extent	23	46
3	To a little extent	12	24
4	Not at all	6	12
Total		50	100

The above table represents that 46 percent of the male respondents adapted to the organizational change to some extent, 24 percent rated it as a little extent, 18 percent of the respondents have rated it as a to a large extent while the rest 12 percent disagree to adapt to organizational changes. It can be noticed that except a few all the respondents are positive to the adaptation of the organizational changes during the time of need.

Table no 10: Support from the organization to do job properly.

S.No	Perception	No.of Respondents	Percentage (%)
1	Strongly Agree	17	34
2	Agree	25	50
3	Disagree	8	16
4	Strongly disagree	-	-
Total		50	100

The above table shows that 34 percent of the respondents have strongly agreed that they have all the support to do their job properly while 50 percent of them agreed and the rest 16 percent of the respondents disagree to it. It can be ascertained that majority of the respondents are delighted in getting support that they need to perform their job properly in the organization.

Table no11: Opportunity to learn the new things.

S.No	Perception	No.of Respondents	Percentage (%)
1	Strongly agree	3	6
2	Agree	26	52
3	Disagree	19	38
4	Strongly disagree	2	4
Total		50	100

The above table represents that 52 percent of the respondents just agreed that they found opportunity in learning new things while 6 percent have strongly agreed to the same point, 38 percent of the respondents disagree to the statement that they saw opportunity in learning new things while remaining 4 percent strongly disagreed to it. It can be revealed that majority of the respondents have agreed that they get opportunity to learn the new things in the organization.

Table no 12: Organization consider opportunity in generating new ideas by employees.

S.No	Perception	No.of Respondents	Percentage (%)
1	To a large extent	2	4
2	To some extent	32	64
3	To a little extent	16	32
4	Not at all	-	-
Total		50	100

The above table depicts that 64 percent of the respondents felt to some extent that the organization consider for generating new ideas by the employees, while 32 percent rated it as to the little extent and the rest 4 percent rated it as to a large extent, while none has rated negative. It can be ascertained that majority of the respondents are positive in their depiction that organization consider opportunity in generating new ideas by the employees.

Table no 13: Organizational structure creates motivation to work well.

S.No	Perception	No.of Respondents	Percentage (%)
1	Strongly agree	10	20
2	Agree	35	70
3	Disagree	4	8
4	Strongly disagree	1	2
Total		50	100

The above table shows that 70 percent of the respondents have just agreed that the organization structure creates motivation on them, while 20 percent of them have strongly agreed, 8 percent of the employees disagreed to the statement and the rest 2 percent of the respondents have strongly disagreed to it. About 1/10th of the respondents are quite positive that the organization structure creates an impact in motivating the employees.

Table no 14: Shifts maintained by the organization.

S.No	Perception	No.of Respondents	Percentage (%)
1	Excellent	15	30
2	Good	22	44
3	Average	13	26
4	Poor	-	-
Total		50	100

The above table determines that 44 percent of the respondents rated good with maintenance of shifts, 30 percent felt it as excellent while the remaining 26 percent of the respondents perceived averagely, as none has rated as poor. It can be ascertained that majority of the respondents felt delighted for maintaining shifts in the organization.

Table no 15: Conflicts and disputes resolving nature.

S.No	Perception	No.of Respondents	Percentage (%)
1	Excellent	-	-
2	Good	9	18
3	Average	37	74
4	Poor	4	8
Total		50	100

The above table illustrates that 74 percent of the respondents felt average about the conflicts and disputes resolving nature of the organization, while 18 percent of the respondents are happy with the conflicts and disputes resolving nature of the organization and the rest 8 percent have rated it as poor. It can be shown that majority of the respondents are not in their feeling about conflicts and disputes resolving nature of which it is presented in the organization.

Study Discussions & Recommendations

Referring to the work atmosphere majority were feeling autonomy in work assignments and feeling better with their work responsibilities and good cooperation among employees in performing duties. The respondents were happy with motivation, initiatives, shifts etc. a considerable number of members were not happy over conflicts and disputes resolving aspects.

So far as performance measuring factor in the organization concerned, majority employees felt average in its evaluation. It is ascertained that majority of the respondents were ready during the change adaptation times and felt interesting to learn new things.

The organization has to search various ways and means in giving importance to merit inorder to compete technical, market and business elements to tap better yielding on one hand and maintain the existing variables of experience and age is a scientific manner. With regard to the cooperation among employees, work atmosphere and realizing the responsibilities the organization must try to ensure unanimity.

Though employees' interpersonal relationships, departmental coordination and work guidance from superiors are well appeared work autonomy shall always be given good preference. The organization shall focus well to improve the areas of bargaining, conflicts and disputes resolution so as to bring much speedy remedies by which the organization productivity can be well maintained.

Performance evaluation and measurement shall be more fair and transparent so as to judge well about the past, present and future aspects of his responsibilities must be well understood and correctly ascertained. Respondents of the aspirants are positive and ready during change adaptation times and showing interest to learn new things, the organization must focus on development of critical and creative thinking skills of the employees.

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NAQATAA: A TRADITIONAL FORMAL MARRIAGE IN MACCA OROMO OF JIMMA-ARJO, EASTERNWOLLEGA

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Abstract

This study is an ethnographic research where Naqataa marriage tradition of Macca Oromo of Jimma-Arjo, particularly situated in Eastern Wollega was described. In the study fieldwork technique was employed where elders or culture bearers were interviewed at local level. Thus, the research employed dominantly two data collection tools namely in-depth interview and focus group discussion. Accordingly, the result obtained prevails that naqataa marriage tradition has been exercised traditionally but pass to new generation hardly due to the introduction of new ruling system and non-domestic marriage system. As a result, naqataa marriage has been losing its originality due to religion and foreign cultural practices toward family formation. Therefore, the researchers recommend that great revival should be made by Oromia Culture and Tourism Bureau and the government with collaboration of by gada leaders and institutions.

Keywords: Naqataa, Jimma-Arjoo, milkii, kumaa, Gilgili, Qabee,addooyyee, Dinqa, Rakoo Qaluu, Babal'ii

1. Introduction

1.1. Background of the Study

According to Workineh (2008) culture is conceptually defined as ways of life that differentiate certain cultural groups from others which is referred as a symbol of an identity. Thus, culture is a reflection of a society's ways of life, where every practices of that cultural group can be understood from what the society do for life. Among cultural groups in this case the Oromo has enormous cultural practices that differentiate from other Cushitic groups in the Horn of Africa. To mention some cultural practices like: food, clothing, cooperativeness (daboo), marriage and adoption (guddifachaa) are few. Different cultural groups who are neighbored can influence each other when one become dominant politically and result certain changes to its originality (Marsan, 2008). The Oromo who are an indigenous people in the Horn of Africa also experiences what Marsan discussed particularly since Minilik II the colonizer. The people are forced to exercise Abyssinian ways of life (culture) by ignoring its own indigenous culture among these marriage culture has been seriously impacted.

Purposively, in this paper marriage culture mainly the "naqataa" Oromo's formal marriage pertaining to 'MaccaaOromoo of Jimma-Arjoo' was in focused. 'Naqataa' marriage culturein Oromo refers to the practices of becoming husband and wife which is highly formal.

The term "naqataa" has got different names even though the core meaning is similar or the same in Oromo. For instance, in Arsi Oromo it is termed as "kadhaa"(Nuuruu, 1989) and "fuudhabaal- tokkee" (Huseen, 2000), "cidhaa", and "naqataa" Maccaa Oromo or WesterenOromia (Gamachu andAsafa).

However, the study is directly delimited to the "naqataa" marriage culture of MaccaaOromoo of present Jimmaa-Arjo which includes the four descendants of Jimma(Gudayyaa, Tibbee, Nuunnuu and Waayyuu) according to (Culture and Tourism office of the District). Thus, the present study focused "naqataa" marriage culture of Maccaa Oromo of Jimma-Arjo which is geographically located between the South of Leqaa Naqamtee and to the North-East of Bunno Beddelle boarderd by Dhidhessa River.

1.2. Statements of the Problem

Misganu (2011:21) described that among other marriage culture of the Oromo "kaadhimmannaa" literary meaning engagement is highly recognized form of marriage. Among these the current study focused on "nagataa or kaadhimmannaa" ways of marriage tradition pertaining to Maccaa Oromo of Jimmaa-Arjoo which is located to Western Oromia. Thus, the study describes procedure or steps to be accomplished in "naqataa" Oromo formal marriage tradition.

According to few source only studies have been highlighted about Oromo marriage at broad sense. However, depending on the researcher's knowledge regarding literature reviews conducted only few studies have been elicited. Even researchers have contact JimmaArjo Culture and Tourism Office whether there were studies done on marriage in general or "naqataa" in particular. The result of the survey was not conducted with respect to the current experts of the District Culture and Tourism Office. On the other hand, few studies like bulletin and reports were witnessed. However, they were not studied scientifically by employing ethnographic methods in studying the culture. Therefore, to fill the gap this study was done ethnographically.

Accordingly, this study mainly answered the following basic research questions:

⇒ How the "naqataa" marriage culture is be defined in Maccaa Oromo of Jimmaa-Arjo?
⇒ How the "naqataa" marriage setting could bedescribed?
⇒ What steps would be followed in "naqataa" marriage culture?
⇒ What is oral-literature and gifts related to the marriage are described?
⇒ What are uses of "naqataa" marriage culture over the modern means?

1.3. Objectives of the Study

1.3.1. General Objective

The general objective of the study was to describe steps to be followed in ”naqataa” marriage culture with respect to Jimmaa-Arjo Oromo.

1.3.2. Specific Objectives

⇒ Define ”naqataa” marriage culture in Jimmaa-Arjo Oromo
⇒ Describe ”naqataa” marriage system in Jimma-Arjo Oromo
⇒ Describe steps would be followed in ”naqataa” marriage
⇒ Analysi oral-literature attached to the ”naqataa” marriage
⇒ Describe gifts given to the bride

1.4. Significance of the study

This study will benefits the following:
First of all, Culture and Tourism Office of Jimmaa-Arjo can use it for further study by employing recoginzed scholars with great inclination toward studing the culture. Secondly, students, teachers, scholars, medias can also be benefited from the indigenous knowledge Oromo has with respect to marriage culture. Lastly, scholars, film makers, singers, fashin designers, and businessmen/wen can be benefited from this study by adding technology.

1.5. Scope of the Study

This study is delimited in topic and study areas. On one hand, the study is delimited to ”naqataa” marriage tradition of Oromo among other means of marriage culture the people owned. On the other hand, the study is delimited to Jimma-Arjo Oromo among awide area in Macca Oromo to study in detail. Therefore, the study is specific in topic and in areas of study.

1.1. Materials and Methods

1.1.1. The Study Area

Genealogically, Jimma-Arjo Oromo are descendents of Maccaa Oromo whose homeland is present Jimma-Arjo District in East Wollega. Climatically, Jimma Arjo is mostly dominated with highland. Arjo Dhidhessa Sugar Factory is also found in Jimma Arjo which is situated along Dhidhessa River and Best Mineral Water Factory is also found in Jimma-Arjo at a palace called Tibbee Caffee. Regarding people with great deed Dr. Hayile Fida was a famous Oromo scholar who contributed Qubee Script. As a result, currently Afaan Oromoo mean (Oromoo Language) is language of work in Oromia and some parts of Ethiopia. Lastly, Jimma-Arjo Oromo has Odaa Arjoo where Gada democrace had been exercised for centuries. Currently, it revival has been in progress.

1.1.2. Research Design

The study used qualitative design of ethnographic research where descriptive study was employed. Thus, each performance or steps practiced for ”naqataa” marriage culture of the people in study culture was described where the whole understand was made from the text discussed. Therefore, tools needed for data collection was designed qualitatively in order to attain the intended goal.

1.1.3. Target Population of the Study

Even though ”naqataa” marriage culture has been traditionally practices in a wide Oromia with different names like ”kadhaa,fuudhabaal-tokkee, kaadhimmannaa” and, so on the present study was delimited to Jimmaa-Arjo among a wide Maccaa Oromo. Therefore, the population of the study was Jimmaa-Arjo Oromo in general.

1.1.4. Sampling techniques

Collecting data from the whole population regarding ”naqataa” marriage culture of the people is tiresome. Therefore, selecting sample is mendatory and scientifically sound procedure. Thus, this study employed non-probablity sampling method where the techniques could be purposive and snawballing sampling techniques were employed. Because since ”naqataa” marriage culture has been politically and religiously impacted collecting it from the cultrue bearers like elders is purposively targeted. This can help to collect pure data from indegneous prespective.

Accordingly, data were collectd from Jimmaa-Arjo Culture and Tourism Office experts and elders sampled from the whole community purposively. Therefore, from the Culture and Tourism Office 3 and from the whole community 6male and 5female elders who had good experinces in the involvement of the culture were actively participated in the study.

1.1.5. Data Collecting Tools

Three data collection tools namely: interview, Focus Group Discussion and Direct Observation were employed.

1.1.5.1. Focus Group Discussion

One FGD with 6 members was employed. FGD was conducted outdoor by the help of Jimmaa-Arjoo Culture and Tourism Office experts since they were expected to have elders with culture wisdom in the community. During discussion the researchers raised questions taken out of the leading questions chronologically. As a result, hot discussion was made and recorded. At the same time before moving to another topic clarification question was asked.

1.1.5.2. Interview

Interview was another tool which was used in data gathering. Contents of the interview were about, meaning, use, experience with the culture, economic, social and cultural advantages.

1.1.5.3. Direct Observation

The researchers have observed “naqataa” wedding and most of the unobserved scene were gathered using interview.

1.2. Data Sources

The study used primary and secondary data collection sources. Firstly, data was collected from Culture and Tourism Office previous documents. Secondly, using the knowledge culture bearers among the people was investigated. Therefore, the study used documented archives in the office and direct knowledge from the participants who are the elders.

1.6. Method of Data Analysis

First of all, data gathered using FGD and interview were transcribed into words. Then divided into convinent or similar topics and analyzed from the people prespective. Therefore, data were analyzed qualitatively in words and sentences or textually.

1.7. Operational definition of key terms

Jimma-Arjo: Maccaa descednts of Oromo inhabited in West Oromia

Naqataa: is an Oromo formal marriageculture which undergoes by a concent of their families and copules

Milkii: fortune (it can be good or bad)

Gilgilii and qabee: cultural materials/containers for keeping foods and milk respectively

Addooyyee: nearest friend with which a girl at here paents' home share secretes

Rakoo qaluu: ritual during wedding to aprove virginity of a bride

Bunaqalaa:is Oromo cultural food made of roasted coffee beans for special guests or occasion.

2. Results and Discussion

2.1. Results

The "naqataa" Oromo marriage culture is similar in different parts of Oromia even though named in different words. However, slight differences are resulted due to materials, gifts as well as animals given to the bride can be differ depending on the property the surrounding people owned or what the specific culture bears locally in the marriage area. Therefore, according to elders "naqataa" can be defined as "is an Oromo formal marriage culture which has been practiced by the consent of both the son's and the daughter's parents where elders play a great role for the accomplishment of the marriage. In Jimma-Arjo Oromo, "naqataa" is a traditional marriage culture that has been traditionally exercised by consent of both parents.

2.2. Steps to "naqataa" marriage culture

2.3.1 Step 1: Milkii Ilaallannaa (Looking for best lucky)

According to the culture area days like Monday, Thrusday and Sunday are regarded as days with best luck or no cagginoo(days with bad luck). The above three days are believed to be days with good luck. First, the boy's parent and relatives draw a lottery out of three daughters the son's will marry. Then they cut three different green leaves and name with three girls they want to ask for marriage. After naming, they select by lot in order to diceeded which girl to ask. Then look for good luck (milkii) on the girl who was selected by lot. To do so, the son and his friends wake up early in the morning and goes to the daughter's home. On their way they observe what luck they come across. Accordingly, if they meet on their way: two individuals, a woman holding a full Pot of water, a woman carrying baby, some one who carries firewoods and when they arrive at the daughter's home a ready coffee to be drank are regarded as good lucks. During their journey the boys never raise about marriage issues wherever they met good or bad lucks. Rather they raise issues about buying cattle and other agandas why they are to be there.

2.3.2 Step 2: Sending Elders to the Daughter's Parents

Following looking for (milki) good luck the son's father goes with elders to the daughter's parents inorder to apply question of marriage. Then the son's father and elders request holding green grass (coqorsaa) and says ”intala keessan kan maqaan ishee abaluu jedhamtu milkii fi abjuun waan toleef ilma keenya abaluu jedhamuuf ” when translated ”we have come across good luck and dream, so we ask you to allow your daughter named (M) marry our son (N)” and handed the grass to the parents of the daughter. Then back to their home and wait for the response. The daughter's son also under goes certain investigation and looks for good dream about the engagement application of their daughter. After discussing, if they accept the application they keep the grass with them and wait for the applicatnts. If not the daughter's parents send back their grass (coqorsaa) to express refusal of the application. They send the grass back politely as dreams and milki is not allowed to accept their application.

When father of the son's assured acceptance of the application, he goes to the duaghter's home with elders holding grass(coqorsaa) early in the morning. Then by standing outdoor in front of the daughter's parents home the elders present their application at distance after greeting as:

Son's father/Elders: ”Waaqa isniif intala nuuf ilma kennetu milkii fi abjuu tolchee intala keessan abaluu jedhamtu ilma keenya abaluu jedhamuuf nuuf kennaa! Milkiin guutuu, allii fi manni guutuu, toobni ayyoo fi aabboo guutuu, kanaaf iltala keessan ilma keenyaaf nuuf kennaa!” jedhu.

when translated, The Waaqaa(God) who gave to you daughter and son for us also allowed Us with milki and good dream, our indoor and outdoor is full, things are also full in the son's parents, so here we stand infron of you to permit your daughter to marry to our son!”

Daughter's Parents: ”Akkuma isin abjuu fi milkii ilaallattan nutis sana goonee, firaan mari'annee isinitti himanna” jedhanii coqorsa harkaa fuudhanii olkaa'uun teessisu.

When translated, responded as ”as you look for good milki and dream, give Us time to look for our dream and milki and discuss with our raltaives.” then accept the grass again and give them chairs. Then the daughter's parents appoint another day for to begin marriage process.

2.3.3 Step 3: Begining Dialogue to the Marraige

The above steps 1and 2 are regarded as application and approval whereas steps 3 – 5 are body of main stages of the marriage. On the frist appointment (step3) elders from the son group hold Coqorsaa(grass), Buna (coffee) and Amoolee(a Bar of Salt) and ahead to the daughter's home. When they arrive near to the daughter's fance's gate the chief elders call by saying (warra manaa) literaly means parent's of this home. After exchanging greetings the appoint elder from the daughter group also allow the guests to have a chair by collecting caps and sticks they have. When elders from the son group reach at their chair, they never sit quickly. Before, sitting they directly face at the daughter's parents and relatives who are waiting for them and present their application by saing:

Elders from Son's side: "dhaaba keenyaaf dhufne; dhaabni keenya ammoo dhaabumaa maal nuun jettaniree?" jedhu. (when translated, "here we come for our appointment, then we want to here from you." says by standing infront of the daughter's parents and relatives before taking chairs.

Daughter's Side: Isaanis "hangafti kuma (Buna) milkii kumatu hima" jedhanii deebii kennuuf. (when translated, replies "well the milki can be approved by Coffee"

Elders from Son's side: "kumni aayyoo fi aabboo jira" jechuun kuma sana marga waliin kennatu. (when translated, replies "here we have Coffee of the son's parents" and present it with wet grass infront of the observers.

Kuma(buna) adaadaa intalaatu qala. Yammuu kumni Waciitii keessaa dhaadatus adaadaan intalaa al-afur "kumni dhaadateera" jetti. Warri gurbaas deebii "dhaadateera" jedhu yammuu argatan eebba eebbisu. (when the above is translated, buna qalaa is prepared by the daughter's aunt; when she do so in the Bowl (Waciiti) if it sounds and smells good the aunt ululate four times by saying "here it gives sounds and milki (luck) is well" by hearing the ululation of the aunt elders from the son's group become happy and start blessing as follow as:

Ebbi kunis (the blessing is):

- karaa kumni dhaadate (as the kuma(coffee) sounds)
- kormi haa dhaadatu (let a korma (ox) sounds)
- goromsi haa dhaadattu (let a female calf sounds)
- gaa'elli gaa'ela milkii haa ta'u (let it be a well wedding)
- ijoollee keenya waliin haa ga'u (let them marry each other)
- karaa kumni kun adeeme (the path this coffee made)
- Aayyoo fi aabboon haa deemu (let mother and father of the son also do the same)
- eessumaa durbiin haa deemu (let uncle and cousins also do the same) etc.

Following, buna qala ceremony (buna qalaa) by aunt of the daughter both sides bless turn by turn both families as well as a son and a daughter. Lastly, the daughter's parents and relatives shows acceptance of the marriage application to their daughter and replies by saying "since the milki and dream permits here we give our daughter "N" to your son "M" and now we ask you to serve foods and drinks prepared". Then elders become happy to the news and serve buna qalaa(buna qalame), cultural foods and drinks prsented and back to their home.

IMPACT OF PARENTAL SOCIO-ECONOMIC STATUS IN THE EDUCATION OF CHILDREN—AN EMPIRICAL STUDY OF NADIA DISTRICT OF WEST BENGAL

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Abstract

Academic Achievement assumes primary importance in the context of an education system aimed at progressive scholastic development of the child and human resources development at the macro level. The scientific rearing and education of a child is monitored on the basis of his academic achievement. Academic achievement is the core of the wider term i.e. educational growth. The importance of academic achievement in one's life cannot be over emphasized. It acts as an emotional tonic. Sound academic records are the pillars on which the entire future personality stands. Students are pioneers of every nation. To facilitate students with proper education has been a major problem for decades. Parental education and Socio-Economic factors are of vital importance in effecting students' educational achievements. They are like backbone in providing financial and mental confidence to students. This study examined the effects of gender and socio-economic status on academic achievement of higher secondary school students of Nadia District of West Bengal. The sample consists of 102 males and 98 females in age range of 15 to 19 from five higher secondary schools of Nadia District of West Bengal. Socio economic status scale developed by R.L.Bharadwaj (2005) was used for data collection, while the total mark obtained by the students in the previous class i.e. standard X was used as an achievement criteria. This study shows that gender does not influence the achievement in science at higher secondary school (Standard -XI) level. Also the result of this study showed the difference between high and low socio-economic status groups. It is found that the academic achievement was influenced by the socio-economic status and those who belonged to high socio-economic status showed better performance. Based on these findings some recommendations were also given with great implication for both practice and further studies.

Keywords: Academic Achievement, Gender, Higher Secondary School, Socio-Economic Status

Introduction

Human life, which is the best creation of god, has got two aspects: The biological and sociological or cultural. While the former is maintained and transmitted by food and reproduction, the latter is preserved and transmitted by education. It is through education that he promotes his intelligence and adds his knowledge with which he can move the world for good and for evil according to his wishes. Education in fact, is one of the major “life processes” of the human beings “just as there are certain indispensable vital processes of life in a biological sense. So education may be considered a vital process in a social science. Education is indispensable to normal living, without education the individual would be unqualified for group life (Safaya, 1963).

Academic Achievement assumes primary importance in the context of an education system aimed at progressive scholastic development of the child and human resources development at the macro level. The scientific rearing and education of a child is monitored on the basis of his academic achievement. Academic achievement is the core of the wider term i.e. educational growth. The importance of academic achievement in one's life cannot be over emphasized. It acts as an emotional tonic. Sound academic records are the pillars on which the entire future personality stands. Academic achievement have always been the centre of educational research and despite varied definitions about the aims of education, the academic development of the child continue to be the primary and most important goal of education . Life in general and for a student in particular has become highly competitive. Today there is no place for a mediocre student. There is limited room at the top that too only for the best. In this context, the role of socio-economic status cannot be denied as it has a great effect on personality, learning and development of the individual and his academic achievement.

It is generally believed that children from high and middle socio-economic status parents are better exposed to a learning environment at home because of provision and availability of extra learning facilities. This idea is supported by Becker & Tomes (1979) when they assert that it has become well recognized that wealthy and well-educated parents ensure their children’s future earning by providing them a favorable learning environment, better education, and good jobs. In contrast to this belief, children from low socio-economic status parents do not have access to extra learning facilities; hence, the opportunity to get to the top of their educational ladder may not be very easy. Drummond & Stipek (2004) while discussing their “Low-income Parents’ beliefs about their role in children’s academic learning” mentioned that a few of these parents indicated that their responsibilities were limited to meeting children’s basic and social emotional needs, such as providing clothing, emotional support, and socializing manners. So these parents' shortsightedness toward their responsibilities in the educational processes of their children and scarcity of fund to intensify such processes could be a challenge to their children's success. The present study makes a humble endeavor to investigate the influence of student's socio economic status on the academic achievement of higher secondary school students.

Students are pioneers of every nation. To facilitate students with proper education has been a major problem for decades. Parental education and Socio-Economic factors are of vital importance in effecting students' educational achievements. They are like backbone in providing financial and mental confidence to students. Researchers continue to find evidence that higher levels of involvement by parents are related to academic success for students (Epstein, 2001). Educated parents can better understand the educational needs and their children's aptitude. They can help their children in their early education which affects their proficiency in their relative area of knowledge. Belonging to strong financial background, parents can provide latest technologies and facilities in a best possible way to enhance educational capability of their children. Fantuzzo, Tighe, and Childs (2000) found that better educated parents were more involved in their children's education at home, which includes initiating and participating in learning activities, and creating better learning experiences for the child. Besides parents' education level, parents' occupational status and income are also important in fostering parental involvement in their children's education.

A substantial body of evidence confirms that parents' socioeconomic status imposes a great impact on parental involvement and how it is translated into their child's educational success. For instance, Katsilis and Rubinson (1990) in their study reported that the parents' socioeconomic status influences the educational success of their children at school to a great extent. Ho Sui-Chu and Willms (1996) indicated that parents' socioeconomic status has significant and positive relationship on parental involvement in their children's education even though the relationship found was not strong. McNeal Jr. (2001) in his study found that parents from higher socioeconomic status have better parental involvement which has greater effects on their children. A number of studies like Shuang Ji and Koblinsky (2009); Sohail, et al., (2012) have demonstrated that parents from a higher socioeconomic level show higher involvement in their children's education than parents from a lower socioeconomic level. These studies point out that those parents from higher socioeconomic status have a stronger economic background and this helps the parents to provide their children with more educational opportunities and educational resources.

Traditionally referred to as adivasis, tribes, or tribals, scheduled tribes (STs) constitute about 9% of India's population. Despite diversity in their community history, languages, production practices, and relationships with the non-tribal world, approximately 87 million Indians fall under the adivasi population, of which nomadic and denotified communities (DNTs), are at a projected 60 million. Nine States – Andhra Pradesh, Chhattisgarh, Gujarat, Jharkhand, Madhya Pradesh, Maharashtra, Orissa, Rajasthan, and West Bengal together account for more than four-fifths of the total tribal population in India. The National Literacy Mission (NLM) was established in 1988 for eradicating illiteracy. Like all 'Missions' it has worked with a focus on the purpose to be achieved which is to attain 'functional literacy of 75% of the people by 2005. 10 million volunteers were mobilized and 91.53 million people made literate by December 2001. The age group NLM first targeted was 15 to 35 which was enlarged to cover the 9 to 14 year olds in areas not covered by NFE. The groups to be addressed specially are women and members of SC and ST and other backward communities. The idea will be not only to impart knowledge of reading, writing and arithmetic, but also development of values such as national integration, environmental conservation, empowerment of women and the small family norm.

Education as a means of advancement of capacity well-being and opportunity is uncontested, and more so among communities on the periphery. Marked improvements in access and to some extent in quality of primary education in tribal areas have occurred, and stem from government and non-government initiatives. However, the number of out-of-school children continues to be several millions, mainly due to a lack of interest and parental motivation, inability to understand the medium of instruction (i.e. state language), teacher absenteeism and attitude, opportunity cost of time spent in school (particularly for girls), large seasonal migration etc. Low literacy rates in tribal communities continue to indicate a need for overarching support that tackles issues from health. STs are one of the most deprived and marginalized groups with respect to education, a host of programmes & measures were initiated ever since the independence. Elementary education is a priority area in the tribal Sub-plans from the 5th five year plan. Tribal education is important for total development of tribal communities. Out of the ST child population of 16 million in the age group of 6-14 years, more than 14 million (11 million at primary stage & 3 million upper primary stage) ST children are attending schools during 2000-01.(selected educational statistics 2001-02). It means about 2 million ST children were not attending school during 2001-02.

Conceptual Framework of the Study

Chopra (1969) of Lucknow University studied the relationship between socio-economic background and achievement. It was found that higher socio-economic group students were significantly higher than those of the students from the middle and lower socio- economic group. This study revealed that there is positive relationship between socio- economic background and achievement in English, mathematics and science.

Goswami (1982) found that in both urban and rural areas, the upper socio-economic status group has done significantly better than the lower socio-economic group in the achievement tests of science, languages and humanities.

Rothman's (2003) analysis revealed that within the same school, a student who comes from a higher socio-economic group will achieve better test results than a student from a lower socio-economic group. In Britain, according to a recent report by the United Kingdom Government's Social Exclusion Unit (2004), a child born into the bottom social class is still more likely to leave school with no qualifications, to live in relative poverty and to die younger than their peers born into the professional classes.

Sirin (2005,) explains,"…methodological characteristics, such as the type of SES measure, and student characteristics, such as student's grade, minority status, and school location, moderated the magnitude of the relationship between SES and academic achievement." The relationship is still clear and strong enough, however, to permit statements such as the following:

"Socio-economic status differences in children's reading and educational outcomes are ubiquitous, stubbornly persistent and well documented" (Aikens and Barbarin, 2008). The relationship between SES and academic achievement is due to a complex interaction of a number of variables, it appears to be generally accepted that SES impacts to a considerable extent on various aspects of students' learning experiences.

Meeuwisse, Severiens and Born (2010) examined the interaction of multiple variables in students' decisions to withdraw from higher education. They support the general theme that emerges in all of the studies reviewed herein: The interplay of variables that characterizes the investigation of SES and aspects of students' behavior, choices and outcomes is tremendously complex.

Statement of Problem

The spread of education among the weaker sections of our society is vital as education is a prime requisite for socio-economic development. The policy to promote educational interests of the weaker sections of the people, especially the Scheduled Castes and Scheduled Tribes, has been enshrined in our constitution as a Directive Principles of State Policy. The Government of West Bengal had undertaken several educational programmes for the upliftment of the students from these communities. In spite of all these facilities their level of educational attainment is still considerably far below than that of non-scheduled caste and non-scheduled tribe students. Investigations have revealed that most of the students of these families come from a far poorer socio-economic background when comparing with students from other communities. Studies on educational deprivation of weaker sections of the society have inevitably linked it to their poor economic condition and poverty. Education has not yet been the priority of tribal communities, not yet been an integral part of tribal culture. In their perception of life, education has failed to emerge as a part of their survival strategy. The lack of educational atmosphere and infrastructure at home as well as dependence on subsistence economy force their children out of schools at the primary and early secondary stages that time the boys are ready for odd jobs, and the girls for domestic chores for helping their working mothers. Some economic factors too are responsible for lack of interest shown by the SC/ST people in getting education. Since most of the SC/ST people are living in poverty, it is not easy for most of them to send their children to schools. Reasons for low school enrolment among Scheduled Tribe children include the reluctance of Scheduled Tribe families to educate their children – in addition to the high illiteracy among Scheduled Tribe parents; they may not value the education available, particularly in relation to its opportunity costs. (Panda, 2011). Therefore, considering the fundamental impact of parent's involvement on their children's education, the statement of this study is "Impact of Socio economic status of children in their education in Nadia District of West Bengal."

Objectives of the study

The present study was aimed at achieving the following objectives

- To ascertain academic achievement among male and female students at higher secondary school level.
- To ascertain academic achievement among high socio-economic status male and female students at higher secondary school level.
- To ascertain academic achievement among low socio-economic status male and female students at higher secondary school level.
- To ascertain academic achievement among high and low socio-economic status male students at higher secondary school level.

- To ascertain academic achievement among high and low socio-economic status female students at higher secondary school level.

Hypotheses of the study

- There will be no significant difference between academic achievement among high socio-economic status
- There will be no significant difference between academic achievement among high socio-economic status male and female students at higher secondary school level.
- There will be no significant difference between academic achievement among low socio-economic status male and female students at higher secondary school level.
- There will be no significant difference between academic achievements among high and low socio-economic status male students at higher secondary school level.
- There will be no significant difference between academic achievements in science among high and low socio-economic status female students at higher secondary school level.

Methodology

The method adopted for this study was descriptive in nature. The sample consists of 200 students selected from five different schools of Nadia District of West Bengal, India. Out of 200 students 102 were males and 98 were females in age range of 15 to 19 from five higher secondary schools of Nadia District of West Bengal, India. To have a comparative study of the boys and the girls, the sample was drawn from both the boys and the girl's institutions. Stratified random sampling technique was applied for selection of the students for the sample.

Tools used

In the present study standardized tool (socio economic status scale) has used. Standardization is referred to proper item selection and high reliability, validity and usability. In the present study, following tools were used:-

1. Socio-Economic Status (SES) - a scale developed by R.L.Bharadwaj (2005)
2. Academic achievement- the academic achievement of students was recorded from school record.

Results and Analysis

Data analysis is performed on computer with SPSS 17 software package. When data was analyzed to make a comparative study of the academic achievement of male and female students (Table 1) the result shows there is no significant difference between academic achievement of males and females (df=198 t=0.364).

Table 1
Significance of the Difference Between Means of Academic Achievement of Male and Female Students.

Gender	N	Mean	Standard Deviation	Standard Error Mean	t-value
Male	102	59.4216	15.64801	1.54938	0.364
Female	98	58.6531	14.10352	1.42467	df=198

The total numbers of male and female student were102 & 98 respectively as indicated by the table 1.The mean of achievement score of male students is 59.421 and the mean score of female students is 58.653. The S.D of the achievement of male students is 15.648 and the S.D of the achievement of female students is 14.103.S.E.Mean of the achievement score of male and female students are 1.549 and 1.424 respectively. The statistically calculated t-value is 0.364 which is not significant at 0.05 level with 198 df. Thus, null hypothesis which states that there is no significant difference between the academic achievement of the male and female students shall be accepted. It indicates that gender does not affect academic achievement.

Table 2 Significance of the difference between means of Academic Achievement of Male and Female Students of High Socio Economic Status

Gender	N	Mean	Standard Deviation	Standard Error Mean	t-value
Male	43	72.4419	13.01703	1.98508	0.004
Female	37	72.4324	9.81931	1.61429	df=78

The above table shows that there were 43 male students and 37 female students of high socio economic status. The mean of achievement of male (high SES) is 72.441 and the mean of achievement of female (high SES) is 72.432 .The standard deviation of achievement of male students is 13.017 and the standard deviation of female students is 9.819.The standard error mean of achievement score of male students is 1.985 and that of female students is 1.614. The t-value is .004 which is not significant at 0.05 level of significance. So the null hypothesis which states that there will be no significant difference between academic achievement of male and female students of high socio economic status shall be accepted. It indicates that academic achievement of male and female students of high socio-economic status does not significantly differ.

Table 3 Significance of the difference between Means of Academic Achievement of Male and Female Students of Low Socio Economic Status.

	N	Mean	Standard Deviation	Standard Error Mean	t-value
Male	**37**	47.9459	9.92736	1.63205	0.932
Female	**26**	50.3462	10.26817	2.01375	df=61

The above table shows that there were 37 male students and 26 female students of low socio economic status. The mean of achievement of male (low SES.) is 47.945 and the mean of achievement of female (low SES) is 50.346 .The standard deviation of achievement of male students is 9.927 and the standard deviation of female students is 10.268.The standard error mean of achievement score of male students is 1.632 and that of female students is 2.013. The t-value is 0.932 at 61 degree of freedom which is not significant at 0.05 level of significance. So the null hypothesis which states that there will be no significant difference between achievement of male and female of low socio economic status shall be accepted. It indicates that achievement of male and female students of low socio-economic status does not significantly differ.

Table-4 Significance of the Difference between the Means of Academic Achievement of Male Students of High and Low Socio Economic Status.

	N	Mean	Standard Deviation	Standard Error Mean	t-value
High SES Male	**43**	67.1395	15.13838	2.30858	6.586
Low SES Male	**37**	47.9459	9.92736	1.63205	df=78

In the above table there were 43 male students of high socio economic status and 37 male students of low socio economic status. The mean of the achievement scores of male students of high socio economic status is 67.138 and the mean of achievement scores of male students of low SES is 47.945.It shows that male students of high socio economic status achieve more score than that of low socio economic status students. The standard deviation of male students of high socio economic status is 15.138 and the standard deviation of male students of low socio economic status is 9.927.The S.E.M. of male students of high SES is 2.308 and the S.E.M. of male students of low SES is 1.632. The t-value is 6.586 at 78 degree of freedom which is significant at 0.05 level of significance. So the null hypothesis which states that there will be no significant difference between academic achievement of male students of high SES and male students of low SES shall be rejected. It interprets that socio economic status of male students affects their academic achievement.

Table 5 Significance of the Difference between the Means of Academic Achievement of Female Students of High and Low Socio Economic Status.

	N	Mean	Standard Deviation	Standard Error Mean	t-value
High SES Female	37	69.2703	8.64307	1.42091	7.915
Low SES Female	26	50.3462	10.26817	2.01375	df=61

In the above table there were 37 female students of high socio economic status and 26 female students of low socio economic status. The mean of the achievement scores of female students of high socio economic status is 69.270 and the mean of achievement scores of female students is 50.346.It shows that female students of high socio economic status achieve more than that of low socio economic status. The standard deviation of female students of high socio economic status is 8.643 and the standard deviation of female students of low socio economic status is 10.268.The S.E.M. of female students of high SES is 1.420 and the S.E.M. of female students of low SES is 2.013. The t-value is 7.915 at 61 degree of freedom which is significant at 0.05 level of significance. So the null hypothesis which states that there will be no significant difference between academic achievement of female students of high SES and female students of low SES shall be rejected. It interprets that socio economic status of female students affects their academic achievement.

Discussion

When the data was analyzed on the basis of socio economic status to see the difference between the academic achievements of high and low socio-economic status of male students at higher secondary school level the findings were that significant difference were there. On the basis of this result we can say that males having higher socio-economic status score high academic achievement in comparison of males having low socio-economic status that is because their parents provided all the necessary facilities regarding their children education, health and understand their problems related to adolescent period which affect their academic achievement.

When the data were analyzed to see the difference between academic achievements of female students belonging to high and low socio- economic status, there was significant difference in academic achievement of female students of high and low socio economic status. This result is supported by many previous studies such as Khan (1991) who conducted study on socio economic status and academic achievement, Chopra (1969 and 1982) Frempong (2000) and White (1982). In the studies of White (1982) and Srivastava (1974) this point of view is strongly supported as they reported Socio economic status to be strong predictor of academic achievement of girls. They found that girls belonging to low socio economic status are generally busy in their household work with her mother in very early stage of their life and they don't have much time and facilities which require for scoring good academic score. Rothman's (2003) analysis revealed that within the same school, a girl who comes from a higher socio-economic group will achieve better test results than a girl from a lower socio-economic group. Barger and Hall (1965) have shown that the high socio-economic status of school students was conducive to high academic achievement. Also in his study Menon (1973) investigated and found out the difference between high and low socio-economic status groups. He concluded that the academic achievement was influenced by the socio-economic status accordingly, those who belonged to high socio-economic status showed better performance.

Conclusion

Education Commission (Kothari Commission 1964-65), also observed and states, "One of the important social objectives of education is to equalize opportunities enabling the backward and under-privileged classes and individuals to use education as a level for the improvement of their conditions. Every society that values social justice and is anxious to improve the lot of talent must ensure equality of opportunity to all sections of society." The disadvantaged groups have less literacy and schooling and so there are not many who can access higher education. The universalization of elementary education may increase enrolment in higher education in future. It is expected that this study will led further researcher to figure out the following educational implications:

- To improve education among the weaker sections of our society, the primary efforts should be on eradication of poverty
- Proper awareness campaign should be organized to create the awareness among parents regarding the importance of education

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RURAL ELECTRIFICATION - A REVIEW

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Abstract

Access to energy is the “golden key” that unlocks together problems related to economic growth, humandevelopment and environmental sustainability.Rural electrification is an integral component that helps to reduce poverty and improves rural growth of a nation. The rural economy of Indiawhich is agriculture do not make the farmers financially strong. Serious efforts need to be made in upgrading the farmers financially. The agricultural economyrevolves around the circle of food, water, and energy. Energy access plays major role in socio-economic development of a nation. Remote areas and villages are having adequate amount of biomass, hence, by combining Biomass and PV for production of electrical energy in these remote areas can be more economical. This paper focuses the economical production of electrical energy by PV and Biomass systems in remote areas. In this communication various governmental schemes and programmes have been discussed for connecting the remote areas with the introduction of demand side management strategies.

Keywords: Government; Off-grid; Renewable Energy; Rural Electrification; Schemes; Subsidy.

1. Introduction

For hundreds and thousands of years energy was generated by burning fossil fuels, but in today’s world using oil, gas and coal for our energy needs is becoming a problem. Due to our dependency on fossil fuels climate change is the main environmental problem that we are facing now-a-days. Therefore, for social, economical and physical development of the world's emerging energy sector, renewable energy is one of the key drivers which provides clean, safe and affordable sources ofenergy.These days village grids based on renewable energy are in fashion for world's rural electrification challenge. Despite the advantages of renewable energy based village grids, various demerits of conventional rural electrification-such as expensive on-grid extension or diesel powered village off-grids having high operating costs and greenhouse gas emissions-is much larger. Fig 1 shows renewable power capabilities in the world where a total of 1081 GW has been produced as of 2017.

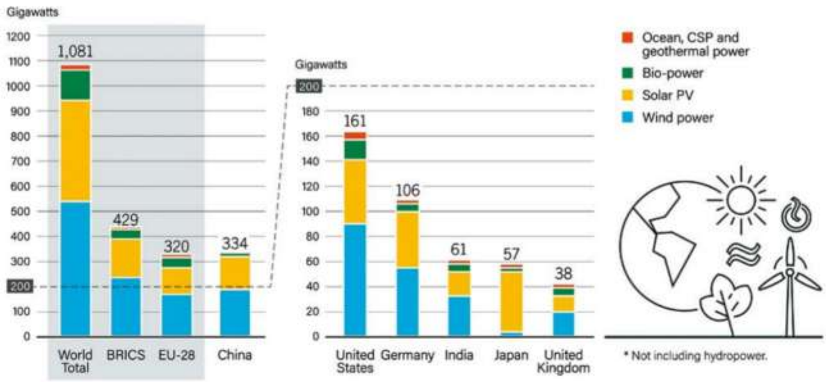

Fig 1: Renewable Power Capabilities in World,EU-28 and Top 6 Countries, 2017 (Source: MNRE)

In the majority of developing countries, many users are actually connected to the electricity grid, but the quality of service remains poor. Rolling blackouts, electricity rationing, and reduced service are the main problems experienced by the customers. The unpredictable and/or short supply of electricity completely reduces its value and potential for households and businesses uses. As a consequence,in many developing countries, willingness to pay for the current electricity services appears to remain low. Improving the quality of service should be investigated so that the customers will raise the willingness to pay sufficiently to profitably maintain that quality. Globally, access to electricity has risen from 28 million per year between 2000 and 2012 to 41 million people per year in 2016. As reported by World Energy Outlook (WEO), the number of people without access to electricity got decreased from 1.7 billion in 2000 from 1.1 billion in 2016. By 2030 this range will further get decrease to 674 million.During the last decade 100 and 90 million people in Indonesia and Bangladesh respectively got electricity access whileChina has already covered its entire population with electricity network in Asia. Asian countries such as India, Indonesia, and Bangladesh are are well on track toachieve universal access by 2030. In sub-Saharan Africa electricity access currently is still less than 50%. Fig 2 shows the percentage of rural population with access to electricity on world basis till 2016 (1990-2016). Rural electricity access has now reached 77.4% from statistical data by World Bank.

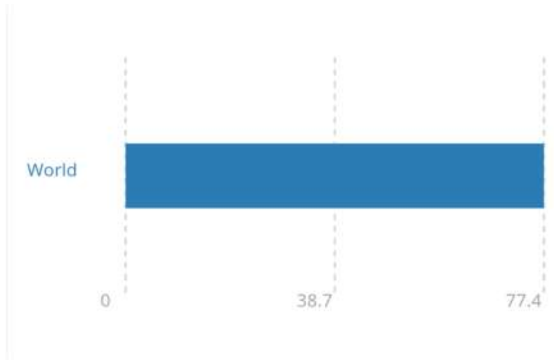

Fig 2: Access to Electricity- % of Rural Population (Source: Word Bank)

2. Rural Electrification in India

The Government of India has played a successful role in increasing the country's rural electricity supply. Fig 3 shows status of village electrification in India as on 31-03-2017 taken from National Sample Survey.

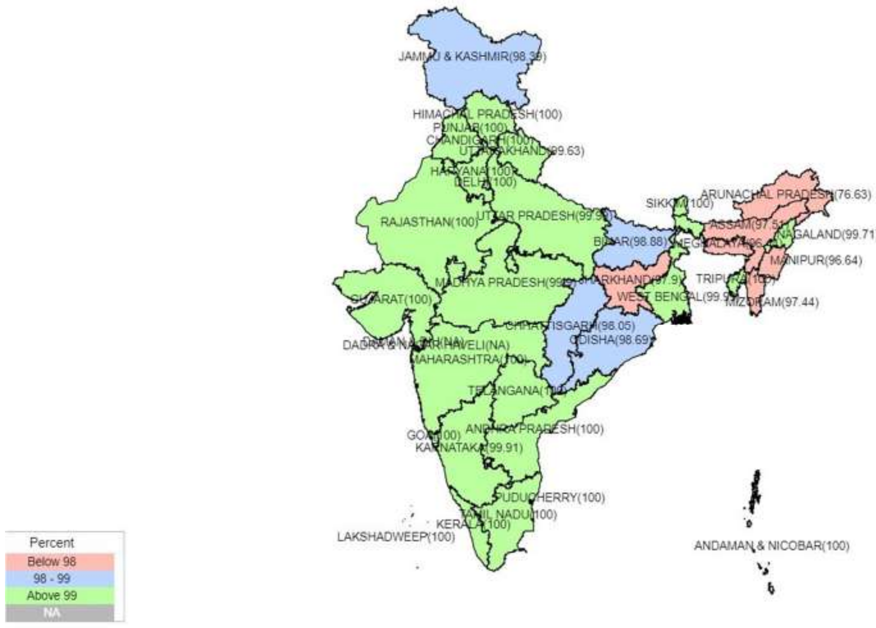

Fig 3: Status of Village Electrification in India (Source: National Sample Survey, 2017)

The mission to connect the unconnected is growing very fast in India. Some of the rural energy users will get access by grid connections during the next decade for households, productive and public uses. But due to the high costs of grid extension majority of the rural people will remain unconnected. An alternative solution to this is off-grid electrification which can provide electricity at lower cost than grid extension - and a growing market hub for several energy start up companies. Off-grid technologies are becoming cheaper day by day over the last years. The advantages of decentralized electricity generation are numerous like dependency on state electricity services which are unpredictable, decreased use of fossil fuel-based electricity generation, reduced transmission losses, which is currently calculated to be 40% in India and various job opportunities to the villagers. By 2030 more than 60% of access will be by renewable energy sourceswithoff-grid and mini-grid systems contributing for almost half of the accessas per WEO. Expanding the economic activities by setting up of new firms, advanced technologies, increased employment opportunities for entrepreneurial activities, reductions in labour works, improved lighting quality and purity in indoor air quality are some of the benefits from rural electrification.

2. Demand Side Management Measures : A concern

The Renewable Energy (RE) systems depend strongly on energy efficiency since it has a direct impact on the size and capacity of the RE system power and, as a consequence, on investment costs. At places, where access to energy is poor and high investment costs in RE systems, losses in energy creates a dramatic scene.A solution to this problemis Demand Side Management (DSM).

Application of DSM combined with reduced energy consumption techniquescan benefit many energy users with the advantage of low carbon emissions. There are various inexpensive ways of reducing energy consumption in several energy-consuming sectors.Energy efficient techniques are different for different parties. For production companies, it can be deduced as avoiding or delaying installation of supplementary generating capacity while for energy consumers, reduction in energy bill can be achieved by DSM.The various DSM strategies are given below:

- Efficient appliances and lights
- Commercial load scheduling
- Restricting residential use
- Price incentives
- Community involvement, consumer education, and village committees.

These DSM strategies when combined with various Government Schemes can be of great importance. In this communication we mainly focuses on solar PV and biogas power plants in rural areas and their economic feasibility.

3. Government Schemes in India

3.1 Deendayal Upadhyaya Gram Jyoti Yojana (DDUGJY)

Govt. of India has launched Deendayal Upadhyaya Gram Jyoti Yojana (DDUGJY) for the rural areas with the following components:

(i) Separation of agriculture and non-agriculture feeders facilitating judicious rostering of supply to agricultural & non- agricultural consumers in the rural areas.

(ii) Strengthening and augmentation of sub-transmission & distribution (ST&D) infrastructure in rural areas, including metering at distribution transformers, feeders and consumers end.

(iii) Rural electrification, as per CCEA approval dated 01.08.2013 for completion of the targets laid down under RGGVY for 12th and 13th Plans by subsuming RGGVY in DDUGJY and carrying forward the approved outlay for RGGVY to DDUGJY.

3.1.1 Funding Mechanism

The states have been categorized in two groups- (i) Special Category States(All North Eastern states including Sikkim, J&K, Himachal Pradesh, Uttarakhand) and (ii) Other than Special Category States (all other States). The financial support under the scheme shall be as under:

Table 1. Funding mechanism under DDUGJY scheme

Agency	**Nature of support**	**Quantum of support (%)**	
		Other than Special Category States	**Special Category States**
Govt of India (GOI)	Grant	60	85
Utility/State Contribution	Own Fund	10	5
Loan (FIs/ Banks)	Loan	30	10
Additional Grant from GOI on achievement of prescribed targets	Grant	50% of total loan component(30%) i.e 15%	50% of total loan component(10%) i.e 5%
Maximum Grant by GOI (including additional grant on achievement of prescribed targets)	**Grant**	**75%**	**90%**

Additional grant (50% of loan component i.e. 5% for special category states and 15% for other states) under the scheme will be released subject to achievement of following milestones:

(i) Timely completion of the scheme as per given targets.

(ii) Reduction in AT&C losses (Aggregate Technical and Commercial losses) as per the track decided byMinistry of Power (MoP) and State Governments (Discom-wise).

(iii) Upfront release of permissible revenue subsidy by State Govt. based on metered consumption. Utilities are required to submit claims duly verified by the head of the utility regarding achievement of given targetsat the time of acquiring additional grant.

3.2 Pradhan MantriSahaj Bijli Har Ghar Yojna - Saubhagya Scheme

Pradhan Mantri Sahaj Bijli Har Ghar Yojana- 'Saubhagya' a new scheme was launched by the Hon'ble Prime Minister on 25th September, 2017. Rural Electrification Corporation (REC) has been appointed as nodal agency for the Saubhagya scheme.

3.2.1 Scope of the Scheme:

- Connecting the unconnected (rural areas) till the last mile.
- Due to infeasibility and high cost of grid extension Solar Photovoltaic (SPV) based standalone system for un-electrified households should be provided in rural villages.
- Connecting the poor and un-electrified households in urban areas. Non-poor urban households are excluded from this scheme.

3.2.2 Salient Features of Saubhagya are:

- Identification of BPL houses for free electricity connection using SECC (Socio Economic and Caste Census) 2011 data. The leftover unelectrified houses shall also be given free electricity connections on payment of Rs. 500 recovered by DISCOMs in 10 instalments through electricity bill.
- Electrification process requires cable lines, energy meter including pre-paid/smart meter, single point wiring, LED lamps and related accessories.
- Un-electrified households in remote and inaccessible areas may be provided with power packs of 200 to 300 Wp(with battery bank) with a maximum of 5 LED lights, 1 DC Fan, 1 DC power plug etc. along with Repair and Maintenance (R&M) provision for 5 years.

- Financial assistance shall be given by all DISCOMs including Private Sector DISCOMs, State Power Departments and RE Cooperative Societies with DDUGJY.
- Free connections are provided by some organizations to BPL households already sanctioned under DDUGJY. In case sufficient number of BPL households are not available in the project area then funds will not be given for connection cost.
- DISCOMs would collect the details of consumers such as name, Aadhaar number, mobile number, bank account, Driving License, Voter ID etc.
- The benefit of the scheme should not be given to the users whose connections have been disconnected. However, dealing with the reconnection problems may be considered by the utilities.

The cost of Solar Photovoltaic Cell (SPV) based standalone systems has been estimated at Rs, 50,000 per household under this scheme for "off-grid and decentralized solar PV application programme" for the year 2017-18 of MNRE. The funding structure of Saubhagya is as under DDUGJY.

3.3 UJALA Scheme

In order to replace 770 million incandescent bulbs with LED bulbs by March 2019, the Unnat Jyoti by Affordable LEDs for All(UJALA) was launched by Hon’ble Prime Minister, on 5th January, 2015 to provide LED bulbs to domestic consumers.

Energy Efficiency Services Limited (EESL), a government company under the administrative control of Ministry of Power, Government of India, has been appointed as an agency to implement this programme where it works with electricity distribution companies (DISCOMs). EESL service model enables households to obtain domestic LED lights at a low price of Rs.11/- eac hagainst their market price of Rs.163–218 and the balance on easy instalment from their electricity bill. LED lights are brighter than conventional lights, 88% and 50% energy efficient as compared to incandescent bulbs and CFLs respectively.The upfront investment made by EESL is paid back in two different ways as indicated under:

(a) DISCOM Cost Recovery: The investments of EESL is recovered from the DISCOMs as annuity over a period of 3-10 years by saving the energy received by replacement of incandescent lamps with LEDs. Each replacement leads to a reduction of connected load by 53W. The energy savings are legitimized based on the peak procurement cost of DISCOM and is used to pay back the investment made by EESL under an approval by the State Electricity Regulatory Commission.

(b) On Bill Financing (OBF): Cost recovery from consumers by debiting Rs.11 every month for 8-12 months. The entire cost of the LED bulbs, including the awareness, distribution and cost of capital is recovered from the consumer bills.

3.4 Gobar-Dhan Scheme:

'Galvanizing Organic Bio-Agro Resources Dhan' (GOBAR-DHAN) scheme was announced in Feb 2018 aimed to provide clean villages and raise their living standards by utilizing huge amount of cattle dung and solid agricultural wastes into biogas and compost. Approx. 700 projects would be covered by GOBAR-DHAN scheme in the year 2018-19. The programme will be funded under Solid and liquid waste management (SLWM) component of Swachh Bharat Mission-Gramin (SBM-G) under the guidelines of SBM(G).

Table 2. Funding pattern under Gobar-dhan scheme

S. No.	No. of households in a GP	Maximum funding under SLWM	Maximum incentive under GOBAR-DHAN
1.	150 households	7 lakh	3.5 lakh
2.	300 households	12 lakh	6 lakh
3.	500 households	15 lakh	7.5 lakh
4.	>500 households	20 lakh	10 lakh

Firstly at the time of approval by District Water Sanitation Committee (DWSC) 25% of the incentive shall be given in the form of advance. When the plant is in running condition the remaining incentives shall be paid one month after the plant is functioning. As per the guidelines financial assistance shall be given only to those Gram Panchayats that have not availed SLWM funds under SBM(G). However, under Central or States schemes additional funds may be provided by the States to any Gram Panchayat. Land for the project shall be either of own or in lease or given by the Gram Panchayat. Technical support may be provided by any NGO or technical agency for proper completion of the project.

3.5 National Biogas and Manure Management Programme (NBMMP)

The NBMMP is a central level scheme launched to provide biogas plants to rural/semi-urban households and communities in order to achieve clean and pure cooking fuel and increasing the productivity of soil by organic manures.

Under this scheme, all State Nodal Departments or Agencies, Khadi and Village Industries Commission (KVIC) and Biogas Development and Training Centers (BDTCs) during the year 2017-18 have been assigned to set up a target of 65,180 family type biogas plants.

3.6 Unnat Chulha Abhiyan Programme (UCAP)

Unnat Chulha Abhiyan (UCA) Programme, a central sector scheme was launched on August 27, 2014 and is implemented by the Ministry to ensure Improved Biomass Cookstoves. This programme is continued till now and to provide clean cooking energy environment to rural households and communities where villagers are still relying on solid biomass for cooking is the main objective of this scheme. In this Programme Improved Biomass Cookstoves are made and distributed to the beneficiaries. The target of this scheme has not been completed so this programme is still continued by the Ministry in rural areas. Rural people must follow this programme in order to meet the energy demand as well as energy economics.

3.7 KUSUM scheme

- Kisan Urja Surakshaevam Utthaan Mahabhiyan - Kusum scheme is a central sector scheme for farmers in which beneficiaries can set up solar power plants on their barren land with the help of subsidy given by government. This scheme will also help the farmers to double their income by providing solar power agricultural pumps by 2022.
- The generated energy can be used by the farmers and the excess energy can be given to DISCOMs through grid setups and make them financially strong.
- This scheme was implemented by Ministry of New and Renewable Energy to promote solar farming.

3.7.1 Kusum Scheme – Components

The four components of Kusum scheme are as follows :-

- The first step by the govt. is to set up 10,000 MW solar power plants on farmer's barren land.
- Secondly, incentives will be given to DISCOMs for the purchase of extra generated energy which will be provided at 50 paise per unit. In this way extra financial assistance is ensured to farmers by selling the excess energy. A subsidy of Rs. 4,875 crore will be included in this component
- 17.5 lakhs solar agricultural pumps will be distributed by the govt. with subsidy component of Rs 22,000 crore.
- Govt. will also replace existing agricultural pumps with solar agricultural pump sets having capacity of 7250 MW and other govt. tube wells of 8250 MW capacity with subsidy component of Rs. 15,650 crore and Rs. 5000 crore respectively.

This scheme will help in replacing the existing diesel pumps with solar agricultural pumps.

3.7.2 Kusum Scheme - Subsidy for Farmers

Under this scheme, Govt. will provide subsidy to set up solar power plants on the unused lands of farmers as follows:

1. 60% of the total cost will be provided as subsidy to the farmers by the central government.
2. 30% of the total cost shall be provided by bank as bank loans to the farmers.
3. Hence, only 10% of the investment has to be made by the farmers for setting up the solar power projects.

The central govt. has allocated Rs.1,40,000crore in its Union Budget 2018-19 for generating an energy capacity of 28,250 MW. Subsidy will be directly to the bank account of the farmers.

3.8 Initiatives of EESL (Energy Efficiency Services Limited)

3.8.1 Agriculture Demand Side Management (Ag-DSM) :

EESL had come up with new distribution models where farmers shall be given Energy Efficient Pump Sets (EEPS) in order to increase agricultural DSM. Hence, replacement of 2000-3000 pumps with 2-3 lakhs pump sets per year would be easy. The pumps can also be handled digitally like switching on or off using a mobile phone by various smart control panels. EESL Dashboard will then display the power consumption data for monitoring purposes. The DISCOMs of Andhra Pradesh has already announced the distribution of 2 lakhs EEPS in the coming year.

3.8.2 Atal Jyoti Yojana (AJAY) :

For installing solar street lights in various states like Assam, Bihar, Uttar Pradesh, Jharkhand Odisha where grid connectivity is less than 50%, Atal Jyoti Yojana (AJAY) scheme was implemented under off grid and decentralized solar application scheme of MNRE.The implementing agency for this scheme is EESL as appointed by MNRE. With a total cost of 499.30 crore. The scheme is jointly funded by Ministry of New & Renewable Energy (MNRE) and Member of Parliament, Local Area Development funds (MPLADS).Mojority of the fund i.e, 75% of total expenses are provided by MNRE; rest 25% will be given by Municipalities, Panchayat funds, Urban Local Bodies (ULBs), etc.

4. Economic Feasibility

4.1 Biogas Power Plant

Since India is developing in a faster pace , community biogas models can be successful in remote areas with the help of several programmes, policies and schemes made by the government. Large amount of bio-wastes like agricultural and solid wastes, crop residues, cow dung, kitchen wastes etc. can be utilized to generate electricity with reliable power supply at reasonable price. Hence, bio wastes can be harnessed as energy, fertilizer and fuel. As a result, installation of biogas plant models have been initiated by the Ministry for rural applications.

4.1.1 Feasibility of Community Biogas Plants:

Biogas plant consist of a digester. Fixed dome digesters are the best to use because of their low cost. The number of registered consumers for the project decide the size of the plant.
For Example, 150 consumers = 150*30 kg cow dung per day = 4500 kg per day. Hence, 5000 kg per day is the design capacity of the plant.

a) Number of registered consumers : 150
b) Cow dung by each consumer : 30 kg per day
c) Total amount of cow dung collected : 5 tons per day
d) Amount of cow dung used practically : 4.5 tons per day
e) Cow dung rate : Rs.0.4 per kg
f) Cost of gas supply: Rs. 150 per month per consumer
g) Vermicompost production using design data: 62tons per month
h) Cost of vermicompost : Rs. 4 per kg
i) Other cost including worker's salary, other maintenance cost, etc :Rs. 12000 per month.

The collection of wastes from the villages is done every morning by the villagers itself. Some amount of money is paid to villagers in return of the solid wastes and animal dung as decided by Gram Panchayat. The villagers also have an option of taking slurry in exchange which can be utilized as manure for increasing their crop yield.

4.1.2 Initial Cost of the CBP (One time):

Table 3. Initial cost of Community based Biogas plant

S. No.	Particulars	Amount(in Rs.)
1.	90 m^3 two digesters	13,00,000
2.	Biogas distribution pipelines	4,00,000
3.	Biogas collection tank, blowers, pressure regulation system	3,85,000
4.	Vermicompost unit	1,25,000
	Total Cost	**22,10,000**

4.1.3 Source of funds:

According to the number of households in a village Gram Panchayat, the amount of fund is given for SLWM project. For a village having upto 150 households, a total amount of Rs. 7 lakh is provided with 3.5 lakh as incentives under this scheme.Funds will be in the ratio of 60:40 as provided by central and state governments respectively. Any additional cost requirement is to be met by funds from the State/GP and from other sources like Finance Commission, CSR (Corporate Social Responsibility), Swachh Bharat Kosh and PPP (Public Private Partnership) model. Dovetailing funds from other programmes and sources of funding like MGNREGS (Mahatma Gandhi National Rural Employment Generation Scheme), MPLAD (Member of Parliament Local Area Development), MLALAD (Member of Legislative Assembly Local Area Development) funds, Finance Commission, CSR contribution, Swachh Bharat Kosh, donor funding, etc may be done. Banks and Financial institutions such as NABARD (National Bank for Agriculture & Rural Development), IREDA (Indian Renewable Energy Development Agency), PSBs (Public Sector Banks) can be contacted for additional financial support. Central and State Schemes such as MUDRA Yojana, may be dovetailed where applicable. Other interested departments and Ministries can also provide funds. The projects that use fecal sludge may be given additional incentives by the states. At last, the consumers shall contribute rest of the required amount for the project.

4.2 Solar Photovoltaic Plant

The smart and innovative use of solar energy to get electricity access is a golden thread that weaves together practical and economical lives in rural areas. Solar Photovoltaic generation is growing importance now-a-days since it offers many advantages like no pollution, environment friendly, loss maintenance cost as it has no moving parts, no fuel cost, etc. Therefore, combining solar energy with the modern technologies would be a boon to rural India.

4.2.1 Capital Cost and Payback Period

For a 1 kWp off-grid solar PV system, approximately 1.2-1.7 lakh is required with minimum battery back-up and no subsidy and incentive component. Similarly, a 1 kWp on-grid rooftop solar PV requires 0.9-1.1 lakh approximately without any subsidy and incentive component. These expenses can be reduced by considering subsidies and incentives. For a typical 10 kWp solar PV power plant, approximately 1000 ft average shade free roof area is required with 15% panel efficiency. The payback period of this set up is about 5 to 7 years considering all other expenses. Net present value (NPV) determines the feasibility of this project. Several schemes and plans are announced by the Indian government for expansion of solar based plants.

Saubhagya scheme provide funds for solar panels with batteries with 85% for special category states and 60% for other states. Also, additional expenses in terms of loan is ensured to the beneficiary states if 100% household is electrified by December 31,2018.

5. Connecting the unconnected: Programs across the world

5.1 Bangladesh Solar Home System Program:

Bangladesh has increased its electrification access rate from 32% to 62% of the total population from 2000 to 2014. People drove towards off-grid and decentralized set ups now-a-days. Earlier in Bangladesh people were dependent on cooperatives for grid based electricity supply funded by Rural Electrification Board. But, in 2003, Bangladesh's Solar Home System Program (SHSP) came into action by which nearly 3 million houses were lighted in rural areas. Majority of the funds for this program came from microfinance institutions (MFIs). These MFIs or NGOs dealt with all the technical, financial and commercial issues of SHSP. They also expanded their business by customer training, payment collection etc. The payback period of this program was 5-7 years after the installation. The customers were also provided loan with a interest rate of 12-15% over a 2-3 year repayment period. According to the user's energy need, the size of the plant was chosen. They also got the option of returning the system after use at a reduced cost if the user attained electricity access through some other means within a year. Poor households were much benefitted from this programas they received reliable access with modest subsidy.

5.2 Production of biogas for cooking, heat and off-grid electricity in Vietnam

With the view to commercialize feasibility of biogas market in Vietnam, The Biogas Programme for Animal Husbandry Sector was initiated in 2003. With bio-wastes and other solid wastes as input, the end products are biogas and bio-slurry. Biogas is used as a fuel for cooking, lighting, and other domestic and agricultural activities in rural areas while bio-slurry is utilized as manure and fertilizers in farms to increase crop yield and productivity. Hence, better quality crops can be sold at better prices thereby hiking the users income. As of now approximately 2,50,000 domestic biogas digesters have been constructed. The users were also given modest subsidy and incentives. Hence, wastes can be effectively managed to provide clean and pure atmosphere.

5.3 Tendering solar home systems in Peru

The rural population in Peru is characterized by poverty and low tariff rate. Electricity access rate has almost doubled between 2006 and 2016 from 40% to 79%. The Ministry of Energy and Mines initiated Rural Electrification National Plans to uplift the use of solar based systems and small wind and hydropower plants. Nearly 1,49,000 households and 2,890 community buildings were to be supplied with off-grid solar system models in an auction in 2013. This auction was won by a private company in 2014 which aimed to set up approx 2,20,000 plants upto 15 years. The company is solely responsible for the installation and maintenance of the system till 15 years, After that, ownership would be transferred to the State government.

5.4 Innovation in delivery models for off-grid deployment in East Africa

East African countries have ruled in spreading decentralized solar power plants for electricity access for various applications like water pumping in agricultural farms, lighting and other entertainment purposes. East Africa has contributed about 57% of the total investments made for stand-alone solar models in 2017. With the help of incentives, technical and financial support off-grid system is in fashion now-a-days both in national and international environment.
The digitalization in the world also has made payment system easy. With the help of PAYG periodic and down payments can be done b y the households. This has made rural people buy solar home systems at an affordable price. The payment can be digitally transferred to mobile phones through various apps. Kenya also installed approximately 2000 solar borehole pumps and 1000 solar surface pumps to increase their dependency on renewable energy based agricultural system models. Interested banks and other microfinance institutions enable funds for these projects.

5.5 U.S. Rural Electrification Transformed Society

The rural communities in the United States transformed themselves in a very broad manner. Earlier only 10% of the total rural population got access to electricity. Due to poverty in rural areas the private companies were uninterested in fulfilling their electricity need. Eventually, government created Rural Electrification Administration on May 11,1935 to satisfy their people's need. The program was part of President Roosevelt's New Deal Program. The farmers of the villages were given training and electricity fairs were also organized in order to make them aware of the proper usage of power without any wastage. The farmers were also financed so they could purchase appliances and tools cheaply.

6. Conclusion

Cost is a major problem in rural areas. Rural electrification is an asset in improving nation's economic and financial status. The use of solar PV and biogas plants in remote areas are of great importance. Also community based power plants ensure employment opportunities. Off-grid and decentralized system better than grid connected systems as they eliminate battery problems, transmission and distribution losses. In India, 15 states now have achieved 100% household electrification under Saubhagya scheme. However, states with 100% electrification rate are still facing blackout problems every day. In this paper we have shown various schemes and programmes of India as well as of other countries which could be combined with the latest cost effective technologies for rural electrification. Efforts should be made in the areas such as distributed generation, tariff rates and subsidies, implementing various central and state government schemes, etc. Further, Demand Side Management (DSM) based programs should be initiated while implementing the targeted schemes in order to lower the electricity cost in rural areas.

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ASSESSMENT AND MANAGEMENT OF GROUNDWATER RESOURCES OF MUKUNDPUR AREA, SATNA DISTRICT CENTRAL INDIA

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Abstract

Groundwater scenario of Mukundpur area of Satna district Madhya Pradesh is discussed assessment and management of groundwater resources is important for their optimum utilization and to avoid any adverse effects. Management of groundwater resources is simple when natural recharge is more than the abstraction. The study Total area population is 5,202. Average annual rainfall in 1136 mm. Pre-monsoon water table trend falling 0.84m/year while Post-monsoon water table trend falling 0.48m/year and Balance available for future development. Suitable management plans are necessary to control water crisis. Dug wells need to be preferred in certain areas. Water entitlement rights need to be in government control. Every citizen has right to use water but not right to own water. Periodic monitoring of groundwater quality is necessary to ensure safe drinking water.

Keywords: Assessment and Management, Artificial Recharge, Mukundpur.

Introduction

India is diverse climate condition and tropical climate with fairly high annual rainfall and high runoff. It's due to incomplete utilization of available surface water. Availability of quality freshwater is one of the most critical environmental issues of the twenty first century (UNEP, 2002). Water is very primary need for living things, without water we not survive in earth. Recent era water crisis is very vast problem due to this reason water management and assessment study is necessary. Mukundpur area diverse vegetation and mainly occur sedimentary rocks in the area with limited surface water resources. Groundwater has become a major source of supply to the village population. So that reason assessment and management of groundwater studies are very necessary to this area. The objective of the present study is an attempt has been discuss for assessment and management of groundwater resources of Mukundpur area, Satna district, Central India (Fig.1).

Study Area

The Mukundpur is a large village located in Amarpatan Tehsil of Satna district, Madhya Pradesh with total 1133 families residing. The Mukundpur village has population of 5202 as per Population Census 2011. The area drained by Beehar River and its tributaries. Mukundpur area latitude and longitude is 24^0 42’18’’ N, 81^0 24’36’’ E in IOS sheet number 63H/7 (Fig.1). The mukundpur geographically area is 589.71 km sq. with forest area 111.55 km sq. The forest area of this range exists in 7 forest blocks namely Mand, Govindgarh extension, Papra, Jhinna, Sarhai, Kokahansar and Mankesar. The forest blocks of Govindgarh extension and papra extend in Satna and Rewa forest districts. The part of Mankesar forest block lies in submerged area of Bansagar dam. Northern boundary lies with Beehar River demarcating Satna and Rewa district. The forest of Mand reserve is situated in this area. Eastern boundary lies mainly with the district boundaries bifurcating Rewa and Satna districts. Southern boundary lies mainly with submerged area of Son River and it extends to district boundaries of Shahadol and Satna districts. Mukundpur nearby village are amiliki (6 KM), Kakalpur (6 KM), Anand Garh (7 KM) , Tala (8 KM) and Govindgarh (9 KM). Rewa , Satna , Maihar , Sidhi are the nearby Cities to Mukundpur. It is a famous place in the map of Indian tourism and well known for the first white tiger safari in the world. The area is dominated by forest and hilly range and enjoys a tropical climate condition. The mean annual rainfall is 1136 mm about 90.05 % of the average annual rainfall occurs during the months of June to September. The maximum and minimum temperature recorded are (2.5^{0}C in January 2019) and (46.9^{0}C in June 2018) respectively. Monsoon monthly relative humidity is more than 60% normally. The highest humidity is observed as 86% in July, 2018. The irrigation is done mostly by dug wells and bore wells. The main crops of Rabi were as Wheat, Gram Alsi, Rai and crops of Kharif are Paddy, Arhar, Kodo.

Geology and Hydrogeology

The entire area is occupied by rocks of Vindhyan supergroup. It comprises of sediments of Argillaceous and Arenaceous facies represented by Sand stone and Shale. Alluvium of recent to subrecent period is met within the area. The main lithounits which are: Rewa Sand stone of Rewa group and Ganurgarh Shale of Bhander group. Geology of the area is dominated by sandstone and shale formations of Bhander Group and Rewa group of Upper Vindhyan Supergroup. The Rewa Sandstone forms straight or slightly curved hill ranges in the Govindgarh section. Rewa sand stone is exposed in the South-Eastern part of the block, covering an area of about 80 Sq. Km. overlaying. They are generally of red and purple in colour. They are hard and compact, fine to medium grained, Quartzitic in nature. A large part of area covered by Ganurgarh Shale. Though at various places it is concealable by an appreciable thickness of soil cover. They are thinly laminated, well bedded and split along the bedding plane and Buff to Purple in colour.

Hydrogeologically, the area lies in Precambrian sedimentary province (Karanth, 1987). Due to high silica cementation in sandstone, the primary porosity is low whereas secondary porosity in the form of joints, fractures forms the source of groundwater. The groundwater occurs in confined and semi-confined conditions. The area is drained by perennial rive Beehar and their tributaries. The area lies in the catchment of Beehar river in Tons sub-basin of Ganga basin. The Beehar river is perennial in nature several minor nalas join this river and flows North West direction. The area exhibits Dendritic to Sub-dendritic drainage pattern. These rivers provide surface water for irrigation and also recharge the groundwater. The area is almost plain with gentle slope toward North. The Southern part of the area is hilly tract. The highest hill of this block is located south-east of Govindgarh at Papra and achieves a height of 678.01 Mts. above mean sea level. The average elevation of the area is 478 Mts.

Assessment and Management

The assessment and management studies of groundwater, the geological and hydrogeological factors are of great importance. The assessment is primary demand of this era of water conservation point of view. The groundwater management implies the extraction of maximum quality of water with a minimum cost.

For the measurement of a groundwater balance study, following data are required in the particular areas:

i. Infiltration patterns
ii. Land use patterns
iii. River data
iv. Pond data, Canal data
v. Water table data
vi. Groundwater draft

Groundwater Recharge

The total draft from all sources as well as total recharges from various sources are computed for correct appraisal of groundwater resources of an area. The important sources of recharging the groundwater as suggested by CGWB are as follows:

i. Rainfall recharge
ii. Seepage from canals
iii. Irrigation water applied by surface water irrigation
iv. Irrigation water applied by groundwater sources
v. Tanks and ponds
vi. Water conservation structures.

Every year approximately 25% to 30% rains falling on the surface, goes underground to recharge the dynamic shallower part of groundwater.

(a) Groundwater Balanced Method

During the last two decades, exploitation of groundwater resources has considerably increased. Major part of this precious resource is being taken by the agriculture sector. In almost each form a deep bored wells has been dug, because of these bore wells a large quantity of groundwater is being extracted. This is leading to an imbalance between the recharge and discharge condition. Therefore, estimation of the discharge and recharge are the two main components in a groundwater balance study of a basin. More than 50% of irrigation water in agriculture comes from ground water sources. This indicates the importance of the role of groundwater in the nation's economy and food production. The wide spread and uncontrolled extraction of groundwater has resulted in the formation of several over-exploited zones, where the level of groundwater utilization exceeds 90%.

(b) The Soil-Water Method

This method was suggested by Thornthwaite and Mathew (1955). It is suitable for area where rainfall infiltration through the soil uniform cover. For correct estimation of rainfall recharge, database on land cover, soil type, crops, climate etc. should be available. In the area of study, the above data were not readily available also the infiltration is not uniform. Hence, it is not preferred. Sharma and Hughes (1985) suggested that 50% of the recharge is through preferred pathways bypassing the soil profile.

(c) The Rainfall Infiltration Method

It is well known that when rain water falls on the surface of soils or rocks, a part of it seeps into the soils or rocks through pores of different types. The movement of water through the soil surface is known as infiltration. The infiltration process is affected by number of factors such as texture, structure, permeability, drainage etc. Infiltration of rainwater takes place in almost all types of terrains; therefore, rainfall infiltration method is widely used for estimating rainfall recharge. However, this method gives satisfactory results only when a suitable infiltration factor is determined GWREC (1997) proposed a range of infiltration factor for different types of terrains.

Estimation of Groundwater Recharge

The sandstone and shale are the main rock types of the study area. The sandstone, despite having low primary porosity is highly jointed. The joints are normally deep-seated. The groundwater levels are also deep. These factors are favourable for infiltration in the area. Thus, the rainfall infiltration factor for the area may be taken as 0.10, the minimum suggested by GWREC (1997) for semi-consolidated sandstone. The calculation of rainfall recharge has been carried out in the following manner:-

$R_{rif} = r \times A \times RIF$

Where,

R_{rif} = Recharge from rainfall

r = Normal monsoon rainfall

A = Area of the subunit

RIF = Rainfall infiltration factor.

Stage of Groundwater Development

It was determined with the help of following formula:

$$\text{Groundwater development stage} = \frac{\text{Gross Draft}}{\text{Gross recharge}} \times 100$$

The stage of groundwater development in the Mukundpur area comes out 38.50% suggest enough scope for the groundwater development.

Trend of Water Table

It was determined with the help of following formula:

$$\text{Water table trend} = \frac{\{(N \times S4) - (S1 \times S2)\}}{\{(N \times S3) - (S1)^2\}} \times 100$$

Where,

$S_1 = \sum_{i=1}^{i=N} X(i)$

$S_2 = \sum_{i=1}^{i=N} Y(i)$

$S_3 = \sum_{i=1}^{i=N} (Xi)^2$

$S_4 = \sum_{i=1}^{i=N} X(i) \times Y(i)$

Where,

X (i) = Year from 01 to N

Y (i) = Water table depth for year 01 to N.

The trend of water table in area cumulative rate of fall is 0.84 m/year during the pre-monsoon while 0.48 m/year during the post-monsoon.

Categorization of the Area from Groundwater Point of View

GWREC (1997) suggested that on the basis of present stage of ground water development, an area can be put under the following categories:

a. Safe Category

In this category, the area contains sufficient groundwater for future development. The stage of groundwater development is less 70% and both the water table trends (pre and post-monsoon) are not falling.

b. Semi-Critical

In this category,

i. Stage of development is > 90% and water table during one of the two intervals is falling.

ii. Stage of development is ≤ 100% but water table during both the pre and post-monsoon intervals is falling.

c. Over-Exploited

In this category, the stage of groundwater utilization is >100% and water table during both the pre and post-monsoon intervals shows a falling trend. In such a situation there is virtually no scope for groundwater development. The water table trends need to be reversed with suitable artificial recharge methods.

The area of investigation has 38.50% development and the water table during the pre and post-monsoon intervals is falling. The stage of development in the Mukundpur area is safe under category.

Artificial Recharge and Rainwater Harvesting

Artificial recharge of groundwater is the process of adding water to an aquifer through human effort. Rainwater harvesting is an efficient way of improving the situation through artificial recharge by pumping of the water from shallow aquifers in urban area (Berelta et al; 2004). The factors like slope of the area, surface infiltration, thickness of aquifer and quality of water (Saravi et al; 2006).

a. Percolation Tanks:

These are the most prevalent structures to recharge the ground water both in alluvial as well as hard rock formations. The efficiency and feasibility of these structures is more in porous, permeable strata and where the rocks are highly fractured and weathered. These are suggested at least on third order streams with medium slopes. It reduces runoff intensity thereby minimizing erosion and secondly allows the rain water to percolate and results in increase recharge in the wells located downward stream areas of the structure. In study area Mukundpur sites may be useful for construction of percolation tanks.

b. Staggered Contour Trench

In area which has deep slope, staggered contour trenching may be effective strategy for in-situ moisture conservation. Such trenches in the sloping terrain can be very effective in controlling rainwater runoff velocity since such trenches would break the free flowing nature of rainwater during the monsoon season. The water collected in these trenches can also be used for local needs. Trenches of about 40-50 cm deep, 40-50 cm wide and 3-4 meter long may be dug along the contour and across the slope of hillocks with moderate to steep slopes.

c. Check Dam

These are concrete structure constructed across the stream higher than third order. Such dams would obstruct drainage, reduce the velocity of stream flow and there by promote infiltration. For better result, the sinuous stream courses should be preferred for the construction of check dams. The sinuous drainages indicate slower flow hence would permit more water to go underground. Such dams should be built at low turbulence of streams viz. Mukundpur area.

Forecast of Future Use (After 25 Years)

Water is elixir of life and used directly for drinking, sanitation and food production, and only slightly less directly for economic production across a very broad range of sectors. It is thus a primary basis for sustaining human well being for generations to come. The global water cycle and the factors that affect the flow of water on and within the Earth’s crust provide a natural capacity to supply water (World Bank 1997). The availability of water varies in time and space. In many places, human population have tapped the available water to such an extent that when there is not enough for all the competing human uses, much less for supporting the function of aquatic and terrestrial ecosystems.

The allocation of water for future use for domestic and industrial purposes would depend on a projected population at a certain point of time in future is obtained by logarithmic projected population method. According to the present rate of population growth in the Mukundpur area is 2%. The projected population after 25 year can be calculated by a formula:

Projected population = $P = P_1\left(1 + \frac{\text{Annual Growth Rate}}{100}\right)^{25}$

Where,

P = Projected population

P_1 = Present population.

Taking 2% as the annual rate of growth and present population of Mukundpur area at 5,202, the projected population of the Mukundpur area after 25 years would be approximately 132,651.

Conclusions And Recommendations

For proper assessment and management utilization augmentation of groundwater as well as sustainable development of groundwater resources of the area, following suggestions may be helpful:-

a. In the Mukundpur area, there dug wells would be successful. So for sustainable development of groundwater resources, exploration of deep aquifers for irrigation should be avoided. Recharging through tube wells may be viable mean to replenish to declining water table.

b. It is observed that in the area there is sufficient unutilized government land which can be used for collecting rainwater. This can be done by excavation large dimension tanks. Existing village ponds can also be used for irrigation crops, as their water is rich in nutrients.

c. Water harvesting scheme in artificial reservoir should be accelerated scientifically. The constructions of check dam, percolation tanks in catchment areas are also useful for conservation of water. Efforts should be made to increase the groundwater levels. A maximum utilization of available water without wastage should be ensured.

e. Non-government organizations (NGOs) can play a vital role in the management of groundwater. They should be invited for the redressed of these problems. Proper job sharing and participation of competent NGO must be ensured. There must be adequate monitoring and evaluation mechanism.

f. Awareness campaign is necessary for the conservation of ground water resource.

g. Water club should be framed in each micro-watershed within the framework of block panchayat. Financial allocation should be based on watershed basis.

h. The policy makers and administrators as well as political parties need to extend whole hearted support for effectively implementing ban or restricting pumping of groundwater in order to promote and attain sustainable groundwater management.

i. Collect data and develop tools for effective integrated management.

j. It is suggested that planners, managers and scientific community put their acts together before it become too late.

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Table 1:- Summary of Annual Groundwater Resources of Mukundpur.

S. No.	Details of Groundwater Resources	Mukundpur
1	Total area	589.71 sq. km.
2.	Total population in area	5,202
3.	Average annual rainfall in	1136 mm
4.	Total number of wells	3,256
5.	Area irrigation from surface water	1,236 Hect.
6.	Area irrigation from ground water	628 Hect.
7.	Annual draft (present utilization)	970 Ham.
8.	Forecast of future uses	132,651
9.	Pre-monsoon water table trend.	Falling(0.84m/year)
10.	Post-monsoon water table trend.	Falling(0.48m/year)
11.	Stage of groundwater development as a percentage.	38.50%
12.	Major rock types.	Sandstone & Shale

Fig. 1: Location Map of the Study Area.

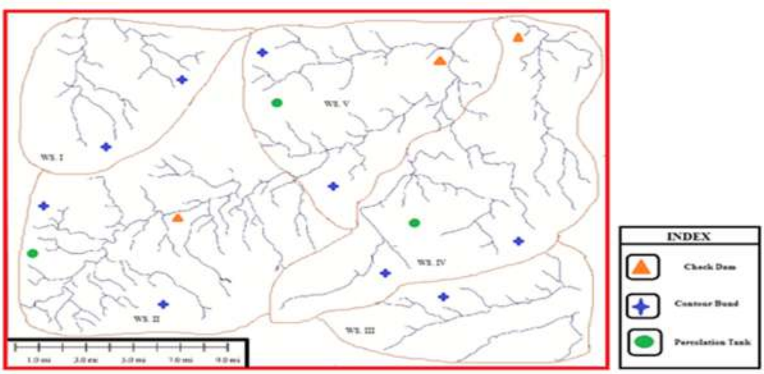

Fig. 2: Suitable Sites for Artificial Recharge Structures in the Study Area.

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सुबोधार्थनीटाकायाः कर्माजीवाध्यायस्य विवरणम्

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अर्थाप्तिःपितृजननीसपत्नमित्रभ्रातृस्त्रीभृतकजनाद्दिवाकराद्यैः
होरेन्द्वोर्दशमगतैर्विकल्पनीयाभेन्द्वर्कास्पदपतिगांशनाथवृत्त्या।। 1।।

अर्थाप्तिर्धनागम इत्यर्थः। पितृजननीसपत्नमित्रभ्रातृस्त्रीभृतकजनात्। इ(**या** तिनिमित्तपञ्चमी। पिता तातः। जननी माता। सपत्नः शत्रुः मित्रं बन्धुः। भ्राता सोदर्यः । स्त्री योषित् अत्र यो। पञ्चधा विज्ञायते..व्रता धृता मूल्या कामगेति। भृतको भृत्यः। तेभ्यो यथाक्रमं दिवाकाराद्यैः रविचन्द्रभौमबुधगुरुशुक्रमन्दैरिति यावत् होरेन्दो लग्नचन्द्रयोः दशमगतैः विकल्पनीयात्र चन्द्रलग्नयोबलवत्तरस्य दशमगतैः बलसाम्ये उभयोर्दशमगतैः सूर्यादिग्रहैः पित्रादित अर्थाप्तिर्विकल्पनीयेत्यनुसन्धेयम्। अत्र दशमगतेन रविणा पितृतः।

चन्द्रेण मातृतः कुजेन शत्रुतः बुधेन बन्धुतः। गुरुणा भ्रातृतः। शुक्रेण योषितः। मन्देन भृत्यजन्मत्। अत्र कश्चित्लग्नाद् दशमश्चतः कश्चिच्चन्द्रादशमगतः तदापि अर्थाप्तिः स्वस्वदशाकाले स्वस्वामितो फलप्र(दौ दा) स्या (ताम्? त्)लग्नाद्वा चन्द्राद्वा उभयोर्वा दशमस्थानगताबहवो ग्रहास्तिष्ठन्ति चेत् तेषां कुजग्रः हृदशाकाले पित्रादिषु तत्तज्जनादर्थप्राप्तिर्विकल्पनीया। यदा चन्द्राद्वा लग्नाद्वा न कश्चिद्दशामगतः तदा केन प्रकारेणर्थाप्तिरित्यत्राह भेन्द्वार्कारूपदातिगांशनाथवृत्त्या अत्र भशब्देनोदथलब्धमुच्यते। इन्दुश्चन्द्रः अर्कः सूर्यः। तेषामास्पदं दशमं तस्य पतिः तेन गतोंयोनवभागः तस्य नाथः भेन्द्वार्कास्पदयतिगाशनाथः। लग्नचन्द्रार्काणां दशमराश्यधिपतिः यस्मिन् राशौ अशेस्थितः तन्नवांशाधिपतिः इत्यर्थः। तस्य वृत्त्याका वक्ष्यमाणया अर्कांशे तृणकनकोर्णभेषजाद्यित्यादिन्यायात् । पाचिकः तत्रापि कर्कीवस्य ये कर्तारौ बहवो ग्रहाः सन्ति तेषामेवतत्तद्देशाकाले कर्मानीवविषये तत्तद्ग्रहोक्तं फलं भवतीति ज्ञेयम्। तथाह गर्गः—लग्नेन्द्रर्कग्नाकरा त्रिनायेभ्यो दशमाधिपतिर्ग्रहः। यस्मिन्नवांशे तत्कालं वर्तते तस्यथः पतिः। तद्वृत्त्या प्रवदेद्वित्तं जातस्य बहवो यदा। भवन्ति वितदास्तेऽपि स्वदशासु

विनिश्चितेति। कश्चिल्लग्नचन्द्रयोर्दशमगो ग्रह एवार्थदशसि ब्रुवन्ति तदभावे भेन्द्वर्काणां मध्ये यो बली तदास्पदपति – पांशनाथैकवृत्त्यार्थाप्तिरित व्याचक्षते। 1।। अथ श्लोकद्वयेन ग्रहाणां वृत्तीनाह –

अर्क्यंशे तृणकनकोर्णभेषजाद्यैश्चन्द्रांशे कृषिजलजाङ्गनाश्रयाच्च।

धात्वग्निप्रहरणसाहसैः कुजांशेसौम्यांशे लिपिगणितादिकाव्य शिल्पैः।। 2।।

जीवांशे द्विजविबुधाकरादिधर्मैः काव्यांशे मणिरजतादि गोमहिष्यैः

सौरांशेश्रमवयभारनीचशिल्पैः कर्मेशाध्युषितनवांशकर्मसिद्धिः।। 3।।

भेन्द्वर्कास्पदपतिगांशनाथोऽर्कश्चेत्। तृणकनकोर्णःभेषजाद्यैः तृणानि प्रसिद्धानि कबको हाटकः कर्णा आविकलोम भेषजं भिषक्सम्बन्धि भेषजम् औषधमित्यर्थः। आदिशब्देन रोगिपरिचर्याद्या भिषक्क्रिया अभिधीयते। तृणविक्रयेण वा कनकविक्रयेण वा ऊणक्रयविक्रयेण वा औषधविक्रयेण वा भिषक् क्रियया वा अर्थाप्तिर्भवतीति सम्बन्धः। चन्द्रांशे कृषिजलजाङ्गनाश्रयाच्च कृषिनिमित्तेन वा जलजाशङ्खमुक्ताप्रवालादयः तेषां क्रयविक्रयेण वा अङ्गबालश्रयेण वा अर्थाप्तिरिति सर्वत्र योजनीयम्।

धात्वग्निप्रहरणसाहसैः कुजांशे धातुभिः सुवर्णरजतादिभिः मृच्छिलायस्कान्तादिभिः कांस्यादियुक्तिद्रव्यादिभिश्च मनः शिलाहरिताल(श्चंशुकाच हिङ्गुलकाञ्चन) प्रभृतिभिश्च अग्निप्रहरणैः रवङ्गचक्रकुन्तचापतोमरा दिभिश्च अग्निप्रहरणैः खङ्गचक्रकुन्तचापतोमरादिभिश्च तेषां क्रयविक्रयेण वा तत्करणकौशल्येन वा साहसैर्मल्लक्रियादिभिः अयमाजीवनान्तं जीवतीत्यनुसन्धेयम्। सौम्यांशे लिपिगणितादिकान्यशिल्पैः सौम्यांशे बुधांशे अत्र लिपिशब्देन बाणरादिलिपिविशेषा गृह्यन्ते। गणितमित्यनेन ज्योतिशास्त्रम् आदिशब्देन यन्त्रवृत्ताध्ययत्तदयो गृह्यन्ते।

काव्यसाहित्यचित्रपुस्तककर्णपत्तच्छेदशुचिबाणमाल्यरचनागन्धयुक्तिप्रभृतिकमवगम्यते। जीवंशे द्विजविबुधाकरादिधर्मैः विप्रैः विबुधैः देवैः आकरशब्देन हाटकाञ्चनगज तुरगमाणिक्य अदीनामुत्पत्तिस्थानाद्युच्यन्ते। आदिग्रहणात् क्रियावादनपावृत्तिदेवतार्चनाध्ययनकालज्ञानादिकं विवक्षितं धर्मैः चाणादिभिः। काव्यांशे मणिरजतादिगोमहिष्यैः काव्यांशे शुक्रांशे मणिभिः वज्रवैडूर्यादिभिः रजतेन रूप्येण आदिशब्देन गजतुरगविहङ्गमस्त्रीसङ्गमेषभालङ्कारवृत्तादयो गृह्यन्ते। गोमहिष्यैः एतेषां क्रयविक्रयेण इत्यर्थः।

सौरांशे श्रमवधभारनीचाशल्पैः सौरांशे मन्दांशे श्रमेण अध्वगमनादिकेन वधेन प्राणिवधेन अथवा स्वशरीरताडनछेदनादिकेन नीचशिल्पैः स्वकुलानुचितैरिति यावत् कर्मेशाध्युषित नवांशकर्मसिद्धिः कर्मेशः कर्माधिपतिः भेन्द्वर्कास्पदपतिरिति यावत् तेनाध्युवितो व्यवस्थितः नवांशः नवभागः कर्मेशाध्युतनवांशकानां स्वाधिपतिवशात् यानि कर्माणि अर्कांश इत्याद्युपदिष्टानि तानि कर्मशब्देनोच्यन्ते तेषां सिद्धिः कर्मेशाध्युत न्नवांशकर्मसिद्धिः इत्येवं प्रतिपाद्यते इत्युपसंहारः तत्र ईशाध्युषितकर्मनवांश कर्मसिद्धिरित्यनेन केचित् कर्मेशाध्युषितनवांशकाधिपतिव्यवस्थित राशिवशेन कर्मसिद्धिर्भवतीति वदन्ति।

तद्यथा तन्नवांशाधिपतिःरुच्चराशौ स्थितश्चेत् तदुक्तकर्मणां सिद्धिरयत्नतो भवतीति चरराशौ स्थितश्चेत् यत्नेनापि स्वकीयपोषणमात्रमेव भवति। अंशाधिपोऽतिबलवानयत्नतोर्थागमं सुखेन लभते। अंशाधिपो नीचःप्रोक्तफलं स्वल्पमेव विदधाति। केचित् कर्मेशाध्युषितनवांशश्चरराशिश्चेत् प्रवासतोऽर्थागमं लभते। स्थिरराशिश्चेत् स्वदेशतः उभयश्चेत् सर्वत इति वदन्ति। तदुक्तं –

तदधीशेचरभांशे प्रवासतोऽर्थायमं सुखं लभते। स्थिरभांशके स्वदेशादुभयांशे सर्वतो धनप्राप्तिरिति ।

अथैकेन श्लोकेन स्थानस्थितिभेदेन धनागममाह –

मित्रारिस्वगृहगतैर्ग्रहैस्ततोऽर्थंतुङ्गस्थे बलिनि च भास्करे स्ववीर्यात् ।

आयस्थेरुदयधनाश्रितैश्च सौम्यैः संचिन्त्यं बलसहितैरनेकधा स्वम्।। 4 ।।

अत्र ग्रहशब्दः प्रत्येकमभिसम्बध्यते। मित्रारिराशिस्वगृहगतैर्ग्रहैस्ततस्ततोऽर्थं सम्भवति। अतिमित्रगृहस्थैर्मित्रजनात् शत्रुगृहस्थैः शत्रुजनात् स्वगृहस्थैः स्वजनात्। एतदुक्तं भवति – यदा लग्नचन्द्रयोर्दशमस्थाग्रहाबन्धुक्षेत्रगता भवन्ति। तदा बन्धुतोऽर्थागमः। शत्रुक्षेतगताश्चेत् शत्रुतःएवमादि द्रष्टव्यम्। दशमस्थितग्रहाभावे भेन्द्वर्कास्पदपतिगांशनाथा बन्धुक्षेत्रगताश्चेद् बन्धुतः शत्रुक्षेत्रगताश्चेच्छत्रुतः स्वक्षेत्रगताश्चेत् स्वजनतः।

केचित् स्वक्षेत्रगतानां स्वगृहतः अर्थाः सम्भवन्तीति वदन्ति। तुङ्गस्थे बलिनि च भास्करे स्ववीर्यात् तुङ्गस्थे उच्चक्षेत्रस्थे भास्करे न केवलमेतवात् बलिनि च अन्यैर्दिक्कालादिबलैश्च बलवति भास्करे स्ववीर्यात् स्वबलेन धनमार्जयति इत्यर्थः। आयस्थैः जन्मनि लग्नचन्द्रयोर्बलवत्तरस्य एकादशस्थानगतैः

(उदयधनाश्रितैः? उदयाश्रितैः) धनाश्रितैश्च सौम्यैकंविशिष्टैः बलसहितैः उक्तं च बलसहितैः अनेकधा बहुप्रकारेण स्वं धनं भवतीति सञ्चिन्त्यम्।। 4 ।।

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पञ्चीकरणानुसारेण मोक्षप्राप्तिः

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भारतीयदर्शनेषु योगदर्शनमन्यतमम्। अस्माकं भारतीयानां संस्कृतेः सभ्यतायाश्च मूलं योगशास्त्रमेव। त्रिविधदुःखानां निराकरणं लौकिकोपायैः सामान्यतः यद्यपि सम्भवति तथापि आत्यन्तिकदुःखनिवृत्यर्थं मोक्षमार्गदर्शनार्थं च योगशास्त्रमत्यन्तमुकरोति। इदं योगदर्शनं सांख्यस्यापरनाम भवति।

आध्यात्मविद्यादिपदैरुपनिषदादिषु प्रसिद्धेयं योगविद्या प्रथमं हिरण्यगर्भेण ऋषिणा प्रत्युपदिष्टा इति पूर्वं प्रोक्तम्। कोऽयं हिरण्यगर्भेति त्वद्यापि न निर्णयः। अमुमेव हिरण्यगर्भं योगमाश्रित्य पतञ्जलिः प्रकृतं योगशास्त्रं प्राणिनायेति सम्प्रदायविदो वदन्ति। योगशास्त्रस्यास्य सर्वाङ्गसुन्दररूपं पतञ्जलिमुनिप्रणीतैः योगसूत्रैरेव लभ्यते। योगदर्शनं पतञ्जलिमुनिप्रणीतत्वादेव पातञ्जलदर्शननाम्नापि व्यपदिश्यते।

योगशब्दनिर्वचनं य़ोगशास्त्रग्रन्थेषु बहुधा कृतम्। तत्र "**योगश्चित्तवृत्तिनिरोधः**"[1] इति प्रसिद्धं निर्वचनं भगवता पतञ्जलिना कृतम्। योगशब्दोऽयं युज् धातोः निष्पन्नः। अस्मिन् संसारे संसारहेतुः मोक्ष मोक्षहेतुश्च चत्वारः व्युहाः भवन्ति। योगाङ्गानि अष्टौ अङ्गीकृतानि। एतेषां सम्यगनुष्ठानं कैवल्यार्थमुपकरोतीति एते वदन्ति। तानि अष्टौ अङ्गानि एवं सन्ति यथा यम-नियम-आसन-प्राणायाम-प्रत्याहार-धारणा-ध्यान-समाध्याख्यानि।

अहिंसा-सत्य-अस्तेय-ब्रह्मचर्य-अपरिग्रहः यम इति कथ्यते। शौच-सन्तोष-तपः- स्वाध्याय-ईश्वरप्रणीधानानि नियमाः इत्यच्युन्ते। स्थिरसुखम् आसनमिति कथ्यते। श्वासप्रश्वासयोः गते निरोधः प्राणायाम इति। वृत्त्यन्तराव्यवहितः ध्यायाकारोमनसः प्रवाह- ध्यानपदेन व्यपदिश्यते। हृत्पुण्डरीकादिदेशविशेषे चित्तस्य एकाग्रता या सा धारणेति निरूप्यते। योगिभिः ईश्वरः , जीवः प्रकृतिश्चेति त्रैतवाद अभ्युपगतः।

पञ्चीकरणम् –

स्थुल – शरीरस्य उत्पादकः पञ्चीकृतः महाभारतस्य विशिष्टस्थितिमेव पञ्चीकरणनामेन ज्ञायते। यथा – स्थूल भूतानि तु पञ्चीकरणं त्वाकाशादिपञ्चस्वेकैकं द्विधा समं विभाज्य तेषु दशसु भागेषु प्राथमिकान् पञ्चभागन्प्रत्येकं चतुर्धा समं विभज्य तेषां चतुर्णां भागानां स्व – स्व द्वितीयार्द्धभागपरित्यागेन भागान्तरेषु संयोजनम्। तदुक्तम् – द्विधा विधाय चैकेकं चतुधो प्रथमं पुनः। स्व – स्वेतरद्वितीयोशैर्योजनात्पञ्च – पञ्चते इति।

1 यो.सू.स.पा. -2

पृथिवीः –

तत्र गन्धवती पृथिवी अर्थात् गन्धवत्त्वं पृथिवी लक्षणम्। लक्ष्या पृथिवी। पृथिवीत्वं लक्ष्यातावच्छेदकम्। पृथिवीत्वावच्छिन्ना लक्ष्यता, यद्धर्मावच्छिन्नं लक्ष्यं, स धर्मो लख्यतावच्छेदकं पृथिवीत्वं चेल्लक्ष्यता पृथिवीत्वावच्छिन्ना "गन्धसमानाधिकरणद्रव्यत्वव्याप्यजातिमत्त्वं पृथिव्या लक्षणम्"। सा द्विविधा – नित्याऽनित्या च। नित्या – परमाणुरूपा। अनित्या – कार्यरूपा पुनस्त्रिविधा – शरीरेन्द्रियविषयभेदात्। शरीरमस्मादादीनाम्। इन्द्रियं गन्धग्राहकं घ्राणं नासाग्रवर्ति। विषयो मृत्पाषाणादिः।

आपः –

शीतस्पर्शवत्यः आपः। अर्थात् शीतस्पर्शवत्त्वादिलक्षणेषु जलादीनां लक्ष्यता, जलत्वादीनां लक्ष्यतावच्छेकत्वं च बोध्यम्। सा द्विविधाः – नित्या अनित्याश्च। नित्याः परमाणुरूपाः। अनित्याः कार्यरूपाः। पुनस्त्रिविधाः शरीरेन्द्रियविषयभेदात्। शरीरं वरूणलोके, इन्द्रियं रसग्राहकं रसनं जिह्वाग्रवर्ति। विषयः सरित्समुद्रादि।

तेजः –

उष्णस्पर्शवत्तेजः तच्च विद्विधा – नित्यमनित्यं च, नित्यपरमाणुरूपम्। अनित्यम् – कार्यरूपम्। पुनस्त्रिविधं शरीरेन्द्रियविषयभेदात्। शरीरमादित्यलोके प्रसिद्धम्। इन्द्रियं रूपाग्राहकं चक्षुः कृष्णताराग्रवर्ति विषयश्चतुर्विधोभौमदिव्योदर्याकरजभेदात्।भौमं वह्न्यादिकम्। अबिन्धनं दिव्यं विद्युदादि। भुक्तस्य परिणामहेतुरूदर्यम्। आकरे खनिषु जायते इति आकरजं सुवर्णादिकम्।

वायुः –

रूपरहितस्पर्शवान् वायुः। अर्थात् रूपहितत्वे सति स्पर्शवत्त्वं वायोर्लक्षणम्। सतिसप्तम्या विशिष्टार्थकत सामानाधिकरण्यसम्बन्धे रूपत्वाववच्छिन्न प्रतियोगिताकाभावविशिष्टस्पर्शवत्त्वं वायोर्लक्षणम्। स द्विविधा – नित्याऽनित्यश्च। नित्यः – परमाणुरूपः। अनित्यः कार्यरूपः। पुनस्त्रिविधः – शरीरेन्द्रियविषयभेदात्। शरीर वायुलोके। इन्द्रियं स्पर्शग्राहकं त्वक् सर्वशरीरवर्ति। विषयो वृक्षादिकम्पनहेतुः। शरीरान्तः संचारी वायुः प्राणः। चैकोऽप्युपाधिभेदात् प्राणापानादिसंज्ञा लभते।

आकाशः –

शब्दगुणकमाकाशम्। अर्थात् गुणपदमाकाशे शब्द एव विशेषगुण इति द्योतनाय न त्वतिव्याप्तिवारणाय, समवायेन शब्दवत्त्वमात्रस्य सम्यक्त्वात् तदुक्तम् –

रूपं गन्धो रसः स्पर्शः स्नेहः सांसिद्धिको द्रवः।

बुद्धयादिभावनान्ताश्च शब्दो वैशिषिकाः गुणाः।।

तच्चैकं विभु नित्यं च। अर्थात् अनेकत्वे मानाभावादिति भावः। सर्वभूतद्रव्यसंयोगित्वं विभुत्वम्। मूर्तत्वं च क्रियावत्त्वम्। पृथिव्यप्तेजोवायुमनांसि भर्तानि। पृथिव्यप्तेजोवाय्याकाशेति पंचकं भूतपदवाच्यम्। भूतत्वं नाम बहिरिन्द्रियग्राहय विषेयगुणवत्त्वम्।

शरीरेन्द्रियमनस्तत्वसम्बद्धाः विषयाः -

योगरहस्यग्रन्थे शरीरस्य, मनसः, इन्द्रियाणाञ्च सम्बद्धा महती चर्चा वर्तते । राजयोग-हठयोगादिषु विद्यमानान् विषयान् अधिकृत्य योगविषयकं जीवनं साधकस्य कथं भवेत् इत्ययं विचारः नाथमुनिना निरूपितः। योगरहस्ये तु नवीनाः शारीरिक-मानसिक-आध्यात्मिकविषयाः योगदर्शनगततत्त्वसाधनापेक्षयातिरिक्तेन प्रपत्तिः (षड्ङ्गयोगः) इत्याख्येन साधनेन प्राप्तुं शक्यन्ते इति प्रतिपादितम् ।

मानवस्य शरीरं पूर्वजन्मकृत-कर्मणः फलम् । तच्छरीरं सुदृढं भवेत् इति धिया योगरहस्यकारेण केचन विषयाः निरूपिताः।

षाट्कौशिकं शरीरं हि गद्यते मुनिभिः स्फुटम् ।

श्वासकौशान्नकोशौ तथा मूत्रमलात्मकौ ।

रजौवीर्यात्मको चेति षोढा कोशस्य संस्थितिः।।[2]

मनः, इन्द्रियाणि च -

शरीरादनन्तरम् इन्द्रियाणां मनसश्च स्वास्थ्यविषये विचारः आरभ्यते । तद्विषये योगरहस्यकारः निरूपयति। यत्-

प्राणायामात् कोशशुद्धिः कोशशुद्धेर्वपुस्सदा।

सेन्द्रियं शुद्धमेव स्याच्छुद्धाहारस्य योगिनः।।[3]

आसनेन विना प्राणायामस्सिध्यति नैव हि।

विना प्राणनिरोधेन न मनः स्थिरतां व्रजेत्।[4]**।**

अनयोरयं भावः- प्राणायामेन कोशाः शुध्यन्ति । कोशानां शुद्धौ गात्रशुद्धिः ततः इन्द्रियाणि आहारेण शुध्यन्ति इति । आसनं विना तु प्राणायामः न शक्यते । तद्विना मनः अस्थिरं भवति । मनसः सुस्थिरता शान्तिरित्युच्यते । सा च शान्तिः प्रशान्तमानसां सर्वसिद्धिदा भवति । अतः मनः शरीरञ्च स्वस्थे भवितव्ये इत्यतः योगाभ्यासः कर्त्तव्यः।

तात्विकाध्यात्मिकविषयाः -

स्त्रीणामारोग्यविषये सुखप्रसवविषये यथा विष्णुपुराणोक्तरीत्या विषयाः समुपलभ्यन्ते तद्वत् ओंकारोपासनादीनि आध्यात्मिकविषयकानि व्याख्यानानि, श्लोकाश्च उपलभ्यन्ते । तद्यथा-

इति मत्वैव भगवान् पतञ्जलिरुदाहरत् ।

प्रणवः प्राणसंयमे ध्याने चेत्युत्तमोत्तमः।।[5]

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2 यो.र 1/43 ।

3 यो.र - 1/44 ।

4 यो.र - 1/45 ।

5 यो.र - 1/114 ।

श्लोकेऽस्मिन् योगसूत्रकारस्य पतञ्जलेः उल्लेखं कृत्वा आध्यात्मिकमनोबलाभिवृद्धिः ओंकारस्य ध्यानेन प्राणसंयमनेन च सञ्जायते इति योगरहस्यकारः जगाद । ततश्च

केचित्तु सप्तव्याहारसहितां शीर्षसंमिताम् ।

गायत्रीमर्थसहितां व्याहरन्ति बुधोत्तमाः।।[6]

अनेन श्लोकेन सप्तव्याहारसहितायाः सार्थान्वितायाः गायत्र्याः ध्यानं बुधोत्तमाः कुर्वन्त्विति ग्रन्थकर्तुः आशयः। एवमाध्यात्मिकं विषयमपि अतिसरलया शैल्या श्रीनाथमुनिः जगाद । तात्विकांशेषु भगवतः स्वरूपं ग्रन्थे सम्यग् विचार्यते । श्रीमन्नारायणः योगग्रन्थान्तरेषु अविचारितः, योगरहस्ये तु जगदुपादाननिमित्तत्त्वेन विनिर्दिष्टो वर्तते । तस्य परमात्मनः तत्वं कल्याणगुणरूपम् अनन्तगुणपरिपूर्णं सकलगुणधामं निर्णीतं वर्तते । तद्यथा-

श्रीमन्नारायणो देवः सर्वेषां हृदि भासते ।

उपादानं निमित्तं च जगतः सर्जने स्वराट् ।।[7]

स एव प्रेरकः कर्त्ता कल्याणगुणरूपधृत् ।

सर्वानस्मान् हि सर्वासु कृतिष्वनुमते ददत् ।।[8]

इत्येवं रूपेण श्लोकेषु परमात्मतत्त्वं निरूपितं वर्तते । अतः तत्त्वविषयाः अप्यत्र निरूपिताः। गुरुरप्येकं तत्त्वं यत्कृपया श्रीपतेः भक्तिप्रपत्तियोगौ फलदौ भवतः। अतः गुरुतत्त्वं समादर्तव्यः योगसाधकैः। अत उच्यते-

गुरुप्रसादनादेव द्वौ योगौ फलदौ स्मृतौ ।

अन्यथा पतनायालं निग्रहात् श्रीपतेः पदात् ।।

आत्मसम्बद्धविषयाः -

योगः इति शब्दस्य व्याख्यानसमये योगो नाम जीव-परमात्मनोरैक्यमिति निरूपितम् । स च जीवात्मपरमात्मभेदेन आत्मा द्विविधः प्रोक्तः। परमात्मनः निवासस्थानं जीवशरीरे हृदयम् । उक्तञ्च-

ईश्वरस्सर्वभूतानां हृद्देशेऽर्जुन तिष्ठति।

भ्रामयन् सर्वभूतानि यन्त्रारूढानि मायया ।।[9]

अतः परमात्मतत्वमेव सर्वेष्वपि जीवेष्वनुवर्तते । परमात्मनः निवासस्थानमपि हृदयमेव। श्रुतिर्यथा- **"स य एषोऽणिमा हृद्यन्तर्वर्ति पुरुषः"** इति । आत्मा स्वयं प्रकाशः इन्द्रियागोचरः निर्गुणः निराकारश्च । इदमेव आत्मस्वरूपं योगरहस्येऽपि प्रतिपादितं तद्यथा-

नास्ति चेन्नास्ति नो हानिरस्तिचेन्नास्तिकोहतः।

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6 यो.र - 1/115 ।

7 यो.र - 1/8।

8 यो.र - 1/9 ।

9 भ.गी - 18/61 ।

आत्मतत्त्वं स्वप्रकाशमतीन्द्रियमनामयम् ।।[10]

अतः आत्मतत्वनिरूपणपरं शास्त्रमिदं देहेन्द्रियादिवात्मबुद्धिं कुरुतां आत्मतत्वं उपर्युक्तेन श्लोकेन समर्पयतीति ज्ञायते । तथैव योगमार्गेण अन्तर्यामिणः स्वरूपं प्रतिपादितम्। यथा-

योगतत्वं देहतत्वम् आत्मतत्वं ततः परम् ।

अन्तर्यामिस्वरूपञ्च गृह्यते न कदाचन ।।[11]

श्लोकेऽत्र गुरोरनुग्रहं विना मुक्तिसाधनम् आत्मज्ञानञ्च न कदाचित् सम्भवति। अतः गुरोः प्रसादात् अन्तर्यामित्वं स्वात्मनः साधकः जानीयात् ।

चतुर्थाध्यायेऽपि अष्टाविंशतितमे श्लोके आत्मनः सर्वव्यापित्वं प्रदर्शितम् । आपद्मवृक्षादिषु सर्वेष्वपि देहधारिषु एकमेव तत्वम् अनुवर्तते । तत्परमात्मतत्वं यथा-

मत्तः परतरं नान्यत् किञ्चिदस्ति धनञ्जय ।

मयि सर्वमिदं प्रोक्तं सूत्रे मणिगणा इव ।।[12]

एतत् गीतादिशास्त्रेषु उपवर्णितम् । इत्येवमात्मस्वरूपं योगरहस्येऽपि विकीर्णतया उपलभ्यते ।

मोक्षविचारः –

भारतीय तत्वदर्शनानां सर्वेषा मपि प्रधानं लक्ष्यं मोक्ष एव। अयं परम पुरुषार्थो मोक्षः निश्श्रेयसम्, कैवल्यम्, मुक्तिः इत्यादि शब्दैः रूच्यते। धर्मार्थकाममोक्षेषु चतुर्षु पुरुषार्थेषु मोक्ष एव मुख्यः, नित्यः। तदुक्तम् –

धर्मार्थकामाः सर्वेऽपि तेऽनित्या मोक्ष एव हि।

नित्यस्तस्मात्तदर्थाय यतेत मतिमान्नरः।।[13] इति।

अतएव निश्श्रेयसाभिलाषिणः योगिनः अस्य प्राप्तये अहरहं यतन्ते। संसारस्य भयंकरतां दुःखात्मकतां च अवलोक्य तत्त्वविदः मुमुक्षवो भवन्ति। प्रकृतिपुरुषयोः भूतानां गुणाना मिन्द्रियाणां च यथार्थज्ञानेन मोक्षस्य उपलब्धिः भवति।

योगदर्शनम् मोक्षश्च –

आत्मा नित्यः, मुक्तः, शुद्धः। बुद्धिवृत्तीना मावरणेन अन्तःकरणं चंचलं सत् आत्मस्वरूपमाच्छादयति। समाधिदशायां अविद्याग्रन्थेः (चिज्जडग्रन्थेः) नाशात् आत्मस्वरूपं प्रकाशते। तदुक्तं योगदर्शनं –

"पुरुषार्थशून्यानां गुणानां प्रतिप्रसवः।

कैवल्यम् स्वरूपप्रतिष्ठा वा चिच्छक्तेः।।"[14] इति।

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अर्थात् पुरुषार्थ रहितानां गुणानां स्वकारणे प्रधाने विलय एव कैवल्यम्, आहोस्वित् पुरुषस्य स्वस्वरूपे अवस्थानं वा कैवल्यम्। प्राकृतिक त्रिगुणपाशविमुक्ति रेव मोक्षः। वाङ्मनोबुद्धगोचरा इय मवस्थैव मोक्ष शब्देना भिधीयते।

प्रकृतिपुरुषयोः यथार्थज्ञानोदयेन, अविद्याग्रन्थेः नाशात् पुरुषः स्वस्वरूपं प्रतिपद्यते। तदानीं स्वत एव प्रकृतिपुरुषयोः सम्बन्ध विच्छेदात् प्रकृतिः क्रियाहीनतां प्राप्ता सती लीयते।

सांख्ययोगदर्शनयो रुभयोरपि प्रवृत्ति रेतदर्थ मेवेति ज्ञायते। यत् – प्रथमं सांख्यं प्रकृति विभागान् सर्वान निरुप्य, पुरुषस्तु एवदतिरिक्त इति स्थितिं कथयति। तदनन्तरं योगः अष्टाङ्गयोगेन तद्गमनमार्गं मुपायांश्च प्रयोग रूपेण कथयति। एव मुभे अपि सांख्ययोगदर्शने परस्परपरिपूरकरूपेण मिलित्वैव पुरुषस्वरुपस्य अथवा आत्मस्वरूपस्य प्राप्त्युपायं बोधयतः। जीवस्य च मनोवागगोचरां ब्रह्मानन्दस्थितिं जनयतः।

इयं मवस्थैव वेदान्ते अद्वैतभावः योगशास्त्रे च कैवल्य मित्युच्यते। यथा मानवः क्रमशः सोपानारोहणेन सौधपृष्ठ मधिरोहति , तथैव योगसाधन प्रक्रियाभिः साधकः अष्टाङ्गयोगसाहाय्येन निर्मितां विवेकख्याति मधिगम्य मोक्षपदं लभते।।।।

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A STUDY ON PERFORMANCE APPRAISAL AT DELTA PAPER MILLS Ltd, VENDRA

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Introduction

The human resource management is very complicated task for those who are entrusted with successful running of an organisation. In every organisation human resources are a pivotal variable. An employee performance appraisal is a process often combining both written and oral elements where by management evaluates and provides feedback on employee job performance including steps o improve or redirect activities as needed.

The focus of the performance appraisal is measuring and improving the actual performance of the employee and also the future potential of the employee. Its aim is to measure what an employee does.

The study was done at Delta Paper Mills ltd located at Vendra, West Godavari, AP. The study was undertaken to assess the performance appraisal of the employees. The study was undergone through importance performance appraisal and its need, objectives, research methodology, data analysis and interpretation, inference, findings and recommendations.

Abstrac

Achieving results in any organisation largely depends on the performance of the employees working in the organisation ascertaining the needs and improving the efficiency among employees functioning will be possible through systematic process of appraisal of their functioning periodically. So as to fill the performance gaps in the individuals to improve their working competencies. The present study has been attempted to study the performance appraisal related aspects of employees working in Delta Paper Mills located at Vendra village of West Godavari, AP. The study has been planned out by fixing certain objectives forward by importance, need of the study, objectives, data analysis and interpretation, findings, recommendations.

Key Words : Appraisal, Evaluation, Individual Potential, Efficiency

Importance of the Study

Organisations' efficiency and growth largely depends upon the performance of the organisation. Hence it is the necessary factor with concentrate upon performance efficiency of the employees working in the organisation. The present study has been aimed to understand about the performance practices been followed in the organisation.

Accordingly, the attempt has been made to understand the employees' perception which is vital ingredient to achieve the desired results in a comfortable manner. Hence through ascertaining the efficiency of performance practices and satisfactory levels desired by the employees it has been measured by considering appraisal which helps to assess the individual potential, career growth is the aim of performance appraisal and its evaluation done considering all contributions performance appraisal assess the training and development needs of employees. And it is used to recognising the employee competence and potential of individual advises and suggestions given to the employees during the appraisal process.

Need of the Study

Appraising the performance of individuals, groups and organizations is a common practice of all organization. The process of performance appraisal helps the employee and management to know the level of employee's performance compared to the standard / pre-determined level. Performance appraisal is essential to understand and improve the employee's performance through human resource development.

Objectives of the Study

1. To study and know the HR practices with reference to Delta Paper Mills Ltd.,
2. To study the present structure of performance appraisal system with reference to Delta Paper Mills Ltd.,
3. To know the job factors which are appraised with reference to Delta Paper Mills Ltd.,
4. To ensure organization effectiveness of the employees in Delta Paper Mills Ltd.,
5. To study Industrial & company profile of Delta Paper Mills Ltd, Vendra.

Research Methodology

As the data was ascertained by taking primary data using convenient sampling method the questionnaire has been distributed to both male and female gender as the organization requires more male candidates. The age of the respondents are aged between 18-45 years and all the employees are having experience ranging from 10-30 years and the salary categorizations ranging from 5,000-20,000. Referring to educational qualification it is bearing better demographic for all. There demographic information will form a strong base in generalizing the matters and perceptions.

Data Analysis and Interpretation

Table no 1: Appraisal helps to assess the individual potential

S.no	Perception	No of Respondents	Percentage(%)
1	Strongly agree	26	52
2	Agree	14	28
3	Neutral	2	4
4	Disagree	3	6
5	Strongly Disagree	5	10
Total		50	100

The above table depicts that 52 percent of the respondents strongly agree that appraisal helps to assess the individual potential 28 percent of the respondents have agreed that appraisal helps to assess the individual potential and 10 percent of the respondents have disagree with the statement, while 6 percent of the respondents have revealed a strong disagreement with statement, 4 percent of the respondents felt neutral that the appraisal helps in assessment of individual potential. It is clear that majority of the respondents have strongly agreed that their appraisal helps to assess their individual potential.

Table no 2: Development of individual potential, career growth is the aim of performance appraisal

S.no	Perception	No of respondents	Percentage(%)
1	Strongly agree	29	58
2	Agree	15	30
3	Neutral	0	0
4	Disagree	4	8
5	Strongly Disagree	2	4
Total		50	100

The table no 6 reveals that 58 percent of the respondents have strongly agreed that development of individual potential, career growth is the aim of performance appraisal.30 percent of the respondents have just agreed that the development of individual potential, career growth and development is the aim of performance appraisal, while 8 percent of the respondents have expressed disagreement that the development of individual potential, career growth and is the aim of performance appraisal. 4 percent of the respondents have strongly disagreed with the statement. No respondents were neutral with the development of individual potential, career growth and development is the aim of performance appraisal. The majority of the respondents have strongly agreed that the development of individual potential, career growth is the aim of performance appraisal.

Table no 3: performance appraisal is rational and fair

S.no	Perception	No of respondents	Percentage(%)
1	Strongly agree	**13**	**26**
2	Agree	**31**	62
3	Neutral	**0**	**0**
4	Disagree	**5**	**10**
5	Strongly Disagree	**1**	**2**
Total		**50**	**100**

As per the above table 62 percent of the respondents have just agreed that performance appraisal followed in the organization is rational and fair, 26 percent have strongly agreed with the statement. While 10 percent of the respondents have opined their disagreement that performance appraisal is rational and fair and 2 percent of the respondents have strongly disagreed that performance appraisal is rational and fair there is no respondents felt neutral that performance appraisal is rational and fair. It is clear that except a few all are positive that performance appraisal is rational and fair in the organization.

Table no 4: satisfaction in tasks assigned by superiors

S.no	Perception	No of respondents	Percentage(%)
1	Highly satisfied	20	40
2	Satisfied	17	34
3	Neutral	9	18
4	Not satisfied	4	8
Total		50	100

As per the above table 40 percent of the respondents are highly satisfied with tasks assigned by the superiors .34 percent of the respondents opined they just derived satisfaction in tasks assigned by the superiors. While 18 percent of the respondents felt neutral on the tasks assigned by superiors. Remaining 8 percent have expressed their dissatisfaction in tasks assigned by the superiors. It is clear that the 3/4th of the respondents are positive in the tasks assigned by their superiors.

Table no 5: performance evaluation is done considering all contributions

S.no	Perception	No of respondents	Percentage(%)
1	Strongly agree	0	0
2	Agree	10	20
3	Neutral	24	48
4	Disagree	10	20
5	Strongly Disagree	6	12
Total		50	100

The table no 9 shows that 48 percent have felt neutral that performance evaluation is done considering all contributions, 20 percent of the respondents have just agreed that performance evaluation is done considering all contributions and 20 more percent of the respondents have disagreed that performance evaluation is done considering all contributions. while 12 percent of the respondents have strongly disagreed that performance evaluation is done considering all contribution and no one has strongly agreed that their performance evaluation is done considering all contribution. It can be ascertained that majority respondents are not positive to the statement that the performance evaluation is done considering all contributions.

Table no 6: performance rated on objective. Based, by superiors:

S.no	Perception	No of respondents	Percentage(%)
1	Strongly agree	25	50
2	Agree	15	30
3	Neutral	4	8
4	Disagree	6	12
5	Strongly Disagree	0	0
Total		50	100

According to the above table 50 percent of the respondents are strongly agree with performance rating is objective based by superiors, 30 percent have felt agree performance rating is objective based by superiors. and 12 percent of respondents are disagree with performance rating is done on objective based by superiors, while 8 percent of the respondents opined neutral that performance rated is objective based by superiors . Majority of the respondents have strongly agreed that performance rating is done objective, based by superiors.

Table no 7: performance appraisal assess the training and development needs of employees

S.no	Perception	No of respondents	Percentage(%)
1	Strongly agree	**22**	44
2	Agree	**5**	10
3	Neutral	**15**	**30**
4	Disagree	**8**	**16**
5	Strongly Disagree	**0**	**0**
Total		**50**	**100**

Table no 11 shows that 44 percent of the respondents have strongly agreed that the performance appraisal assess training & development needs of employees. 30 percent have felt neutral that the performance appraisal assesses the training development needs of employees periodically and 16 percent of the respondents have disagreed. while 10 percent of the respondents have just agreed that the performance appraisal assess the training & development needs of employees, and no respondent has revealed strong disagreement. Majority of the respondents have strongly agreed that performance appraisal assess the training development needs of employees in the organization.

Table no 8: The competence and potential of an individual is recognized through performance appraisal

S.no	Perception	No of respondents	Percentage(%)
1	Strongly agree	**17**	**34**
2	Agree	**22**	**44**
3	Neutral	**0**	**0**
4	Disagree	**7**	**14**
5	Strongly disagree	**4**	**8**
Total		**50**	**100**

The table no 12 depicts that 44 percent of the respondents have just agreed that competence and potential of an individual is recognized through performance appraisal.34 percent of the respondents have strongly agreed, while 14 percent of the respondents have opined that they disagree with the statement. Remaining 8 percent have strongly disagreed that the competence and potential of an individual is recognized through performance appraisal. No respondents were neutral on the statement. Nearly 4/5th of the respondents are positive that their competence and potential are recognized through performance appraisal in organization.

Table no 9: employee feeling on appraisal feedback

S.no	Perception	No of respondents	Percentage(%)
1	Positive way	29	58
2	Negative way	8	16
3	Neutral	13	26
Total		50	100

As per the above table 58 percent of the respondents have felt positive on appraisal feedback. 26 percent have neutral opinion on appraisal feedback, while 16 percent of the respondents have felt negative on appraisal feedback. The majority of the respondents are feeling positive on appraisal feedback.

Table no 10: Better appraiser from employee opinion

S.no	Perception	No of respondents	Percentage(%)
1	Superior	30	60
2	Subordinate	8	16
3	HOD	10	20
4	Peer groups	2	4
Total		50	100

The table no 14 depicts that 60 percent of the respondents have opined superior is better appraiser from employees point of view and 20 percent have felt HOD. And 16 percent of the respondents have expressed subordinate is better appraiser. Remaining 4 percent have been revealed peer groups are better appraisers. The majority of the workers have felt superior is better appraiser from their opinion point of view.

Table no 11: Performance appraisal followed in the organization is motivating

S.NO	Perception	No of respondents	Percentage(%)
1	Yes	40	80
2	No	0	0
3	Neutral	10	20
Total		50	100

The above table no 15 shows that 4/5th of the respondents have depicted that performance appraisal followed in the Organisation is motivating in their organization, while 20 percent of the respondents opined neutral to the statement, while no respondent felt that performance appraisal followed in the organization De-motive them. Except a few a majority of the workers felt performance appraisal followed on the organization motive them positively.

Table no 12: Organization communicate the appraisal results fairly

S.no	Perception	No of respondents	Percentage(%)
1	Yes	21	42
2	No	19	38
3	Can't say	10	20
Total		50	100

The table no 16 shows that 42 percent of the respondents felt positive that their organization communicate the appraisal results fairly 38 percent of the respondents felt that the organization fail in communicating the appraisal results fairly, while remaining 20 percent have told neutral that their organization communicate the appraisal results fairly. It can be ascertained that a considerable number of respondents felt that the organization is not communicating appraisal results fairly.

Table no 13: Advises and suggestions given to the employees during the appraisal process

S.no	Perception	No of respondents	Percentage(%)
1	Strongly agree	4	8
2	Agree	12	24
3	Neutral	15	30
4	Disagree	19	38
5	Strongly Disagree	0	0
Total		50	100

The table no 17 shows that 38 percent of the respondents have felt disagreed that advises & suggestions are given to the employees during the appraisal process 30 percent have felt neutral. And 24 percent of the respondents have just agreed that advises & suggestions are given to the employees during the appraisal process. While 8 percent of the respondents have strongly agreed that advises& suggestions are given to the employees during the appraisal process. No respondents were strongly disagreed with the statement. It can be ascertained that considerably low no of respondents are giving advises & suggestions to the fellow employees during the appraisal process.

Table no 14: Techniques being adopted for performance appraisal

S. no	Perception	No of respondents	Percentage(%)
1	Excellent	8	16
2	Good	32	64
3	Average	5	10
4	Poor	5	10
Total		50	100

According to the above table 64 percent of the respondents felt that techniques being adopted for performance appraisal are good. 16 percent of the respondents have opined that techniques being adopted for performance appraisal are excellent. While 10 percent of the respondents expressed that techniques being adopted for performance appraisal are average remaining 10 percent have felt that techniques being adopted for performance appraisal are poor. A majority of the respondents have felt that techniques being adopted for performance appraisal are good.

Table no 15: Overall satisfaction about the performance appraisal process

S.No	Perception	No of respondents	Percentage(%)
1	Highly satisfied	29	58
2	Satisfied	13	26
3	Not satisfied	8	16
Total		50	100

The table no 19 reveals that 58 percent of respondents have highly satisfied with their performance appraisal process.26 percent of respondents have just satisfied with their performance appraisal process. And remaining 16 percent of respondents have not satisfied with their performance appraisal process. Majority of the respondents are highly satisfied with the overall performance appraisal process followed in the organization.

Findings

All the respondents belong to male category hailing from average salary class with good experience. Majority respondents opined that the main aim of the performance appraisal is the developing of individual potential and growth of the organization. Referring to the potential and fairness of performance appraisal majority employees felt positive.

So far as respondents perceptions are concerned organization training and development needs are assessed through performance appraisal Majority respondents are happy with the feedback of their appraisals and for their felt superiors is the best appraiser. A significant number of respondents have felt sometimes that employees are showing low interest in giving advises to the fellow employees.

Recommendations

Different age group and category people with good experience and salary have been, enjoyed in the organization merit shall also be given much preference. Evaluating individual potential and organization growth is the main objective of performance appraisal. It shall future focus on career growth related elements of employees. The fairness of the present and potential appraisal shall be given much focus to ensure employees unanimously felt happy with the process.

Through organization training and development needs are assessed through performance appraisal they must ensure the correlation of needs by considerably relying on observation method It is better to go with multi level appraisal rather than preferentially depending upon superiors Organisation shall focus its concentration on positive motivation and morale building aspects of employees to develop a sense of participation and belongingness.

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AN EXPERIMENTAL INVESTIGATION OF THE PERFORMANCE ENHANCEMENT TECHNIQUES OF A SOLAR WATER HEATER

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Abstract

An experimental setup of flat plate collector solar water heater (SWH) has been made to see the effect of various parameters on outlet temperature (To). The impact of Mass flow rate ($\dot{m}$) and Time (τ) on the outlet temperature was discussed, and various graphs were made based on different readings. It has been found that the outlet water temperature decreases with an increase in the mass flow rate $\dot{m}$ (Kg/s) and on the other hand, the outlet water temperature increases as the Time (τ) increases. Three gate valves opening, i.e. 0.25, 0.5 and 1.0 is used for determining the mass flow rate.

Keywords: Flat plate collector, Solar water heater, Outlet temperature, Mass flow rate, Time, Gate valves opening.

Introduction

The solar water heater is the most straightforward device uses the incident solar radiation for generating heat and then it converts the light radiation into the heat energy. The heat which is generated through a thermal energy source that can be used for industrial and household applications. The radiations that come from the sun's energy is converted into heat, and this heat is then transferred to the collector. The sun rays that are falling directly on the collector tubes results in the heating of tubes. The water present inside the tubes is allowed to pass through heated tubes which leads in the change of temperature of the fluid. This liquid inside tubes get heated up, and the temperature starts to increase.

The efficiency of the solar water heater is low, but on the other hand, it does not have any fuel consumption which makes the annual cost for the operation on a lower side. So, to increase the thermal efficiency of solar water heater, many investigators have shared their views.

Several methods have been used by various investigators to increase efficiency. Some use on Phase-changing material, glazed and unglazed collectors, three-layer of glass covers, multiple positions of the immersed coil, flat plate solar collector using a reflector.

Bhargava [1] carried out an experimental investigation based on phase change materials. He used three different materials: P116 Wax, $Na_2SO_4.10H_2O$, and

Na2HPO4.12H2O. As a result, the larger thermal conductivity of PCM leads to more efficiency of the system.

Khan et al. [2] made the setup with the help of glazed and unglazed collectors. They found that the glazed collector gives high performance than the unglazed collector.

Zeghib&Chaker [3] uses the thermosiphon type system having a collector surface area of 2m2 with a storage tank of 200 litres. As a result, the higher heat energy output is obtained by using the stratified storage tank.

Sampathkumar&Senthilkumar [4] uses the evacuated tube collector (ETC) setup. The basin of the solar still was square with an absorber area of 1 $m^{2.}$ They found out that the thermal efficiencyof active solar still is lower than the passive solar still.

Mustafa et al. [5] use the flat plate solar collector which is having an absorber plate of aluminium has 3mm thickness. They found that efficiency increases with a higher mass flow rate.

Kulkarni & Deshmukh [6] worked on a flat plate solar collector. They introduced the charging of water without phase change material (PCM) and with PCM. They found that by using PCM, it leads to maximum utilization of solar energy which improves the efficiency of the system.

Li et al. [7] carried out experimental results on Flat-plate collector with different position of Heat Exchanger Coil. Discharging efficiency and charging efficiency was introduced to evaluate the performance of the hot water tank. As a result, the charging performance decreased with the rising of coil HX position and the discharging performance increased with the rising of coil HX position.

Ling et al. [8] used the flat plate collector which is having an inclined angle of 70° and was hung on a balcony wall. The final results showed that the annual solar heat gain of the system was mainly affected by the irradiance and the ambient temperature.

Hossain et al. [9], examined the low-cost, flat plate (SWH) for financial analysis and thermal efficiency. The device they used has two side snake flow which is parallel. This system is having improved overall thermal efficiency when compared to other systems, and this system is more reliable in the long run and having an efficiency between 80-82%.

Oliy&Ramayya [10], has done experimental testing of a Serpentine Flat Plate Solar Water Heater. They used the striped mechanism which was applied on the absorber plate to diminish thermal fusion in the plate. It has been found that at a low mass flow rate the serpentine collector was more economical and efficient.

The main aim of the study is based on the increased efficiency of the flat plate collector by using different varying parameters.

Experimental Set-Up

Schematic view of flat plate solar water heater is shown in fig 1. The experimental setup has two storage tanks. The cold-water storage tank is having a capacity of 20 litres, and the hot water storage tank is of 25 litres, and they made up of copper material. Flat plate collector is having dimensions of 30*20 inch (Width x Height). A heating source is provided so that we get the required amount of intensity equivalent to that of 600W/m^2. Halogen lights of 500W each are used as a heating source. These halogen lights are fixed on a flat stand at the height of 1ft above the ground. The intensity of solar radiations is measured with the help of pyranometer, i.e. 1.2 ft for G= 600 W/m^2.`

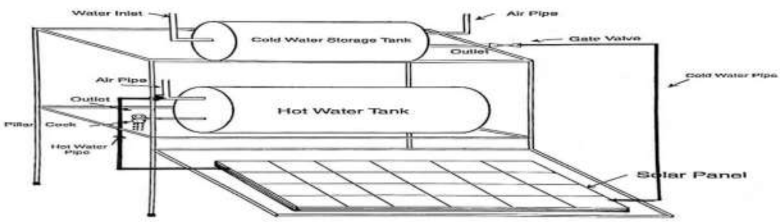

Figure 1. Schematic view of the experimental setup

Figure 2: Pictorial view of Experimental setup

Experimental Procedure

The various test was conducted to collect the outlet temperature (To) under different parameters. The data for different mass flow rate were recorded until the system attains the quasi-steady state. One hour is needed to take complete one set of readings. The following parameters were measured Volume flow rate V̇ (m^3/s).

1. Mass flow rate ṁ (Kg/s).
2. Inlet Temperature (T_i).
3. Outlet Temperature (T_o).
4. Solar radiation intensity G (W/m^2).
5. Tilt angle (α).

Volume flow rate $\dot{V} = Q/t$ (1)

Mass flow rate $\dot{m} = \rho \dot{V}$ (2)

Results and Discussion

In this section of the paper, the effect of various parameters on outlet temperature (T_o) was discussed.

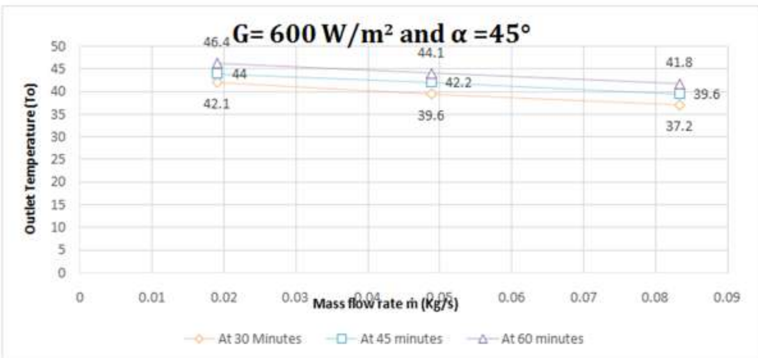

Chart 1: The effect of mass flow rate on the outlet temperature at G= 600 W/m^2 and α = 45°.

Chart 1 illustrates the effect of mass flow rate on the outlet temperature with Solar Radiations (G)=600 W/m^2 and Tilt Angle (α) = 45°. The graph shows that the outlet water temperature decreases with an increase in the mass flow rate ṁ (Kg/s). The outlet water temperature (T_o) decreases significantly to 2.5°C with changing flow rate from 1.9x10^{-2} to 4.88x10^{-2} and less at 8.33x10^{-2} Kg/s with a decrement of 2.4°C for 30 minutes. For all other cases of flow rate, the outlet temperature decreases more with increasing mass flow rate from 1.90x10^{-2} to

4.88×10^{-2} and decreases less with increasing mass flow rate from 4.88×10^{-2} to 8.33×10^{-2} Kg/s.

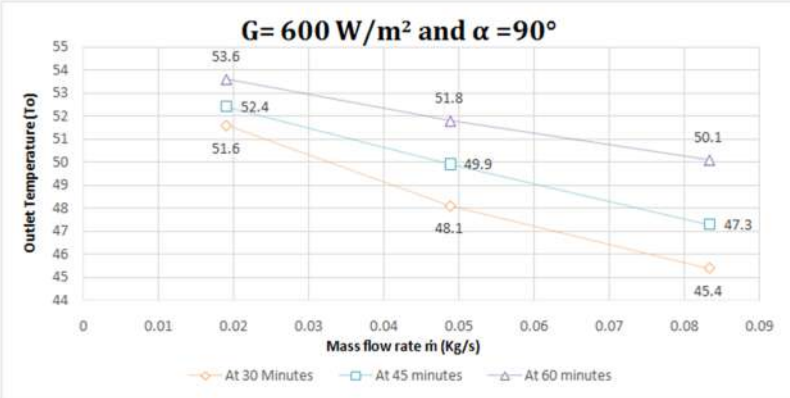

Chart 2: The effect of mass flow rate on the outlet temperature at G= 600 W/m^2 and α = 90°.

Chart 2 illustrates the effect of mass flow rate on the outlet temperature with Solar Radiations (G)=600 W/m^2 and Tilt Angle (α) = 90°. The graph shows that the outlet water temperature decreases with an increase in the mass flow rate ṁ (Kg/s). The outlet water temperature (T_o) decreases significantly to 3.5°C with changing flow rate from 1.9×10^{-2} to 4.88×10^{-2} and less at 8.33×10^{-2} Kg/s with a decrement of 2.7°C for 30 minutes. For all other cases of flow rate, the outlet temperature decreases more with increasing mass flow rate from 1.90×10^{-2} to 4.88×10^{-2} and decreases less with increasing mass flow rate from 4.88×10^{-2} to 8.33×10^{-2} Kg/s.

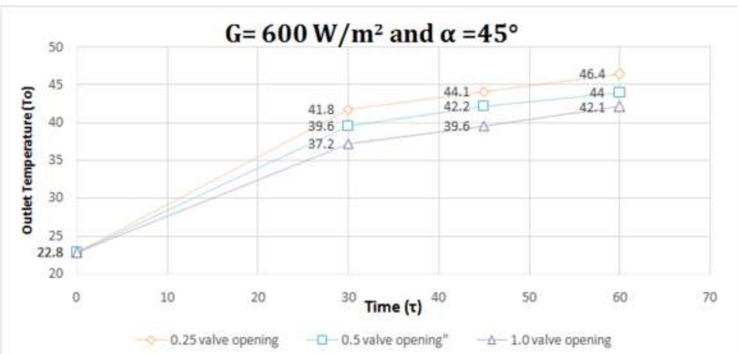

Chart 3: The effect of time on the outlet temperature at G= 600 W/m^2 and α = 45°.

Chart 3 illustrates the effect of Time (τ) on the outlet temperature at Solar Radiations (G)= 600 W/m^2 and Tilt Angle (α) = 45°. The graph shows that the outlet water temperature increases as the Time (τ) increase. The outlet water temperature (To) rises to 19°C from 0-30 minutes time interval, and it increases 2.3°C for 30-45 minutes and temperature rises to 2.3°C for 45-60 minutes which signifies the steady temperature state when the valve opening is 0.25. For all other cases of time, the outlet temperature decreases more with an increasing opening of the valve from half opening to full opening.

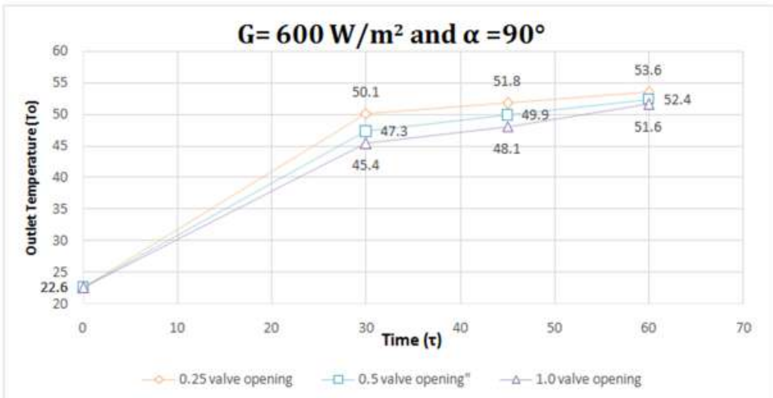

Chart 4: The effect of time on the outlet temperature at G= 600 W/m^2 and α = 90°.

Chart 4 illustrates the effect of Time (τ) on the outlet temperature at Solar Radiations (G)= 600 W/m^2 and Tilt Angle (α) = 90°. The graph shows that the outlet water temperature increases as the Time (τ) increase. The outlet water temperature (To) rises to 27.5°C from 0-30 minutes time interval and it increases 1.7°C for 30-45 minutes and temperature rises to 1.8°C for 45-60 minutes which signifies the steady temperature state when the valve opening is 0.25. For all other cases of time, the outlet temperature decreases more with an increasing opening of the valve from half opening to full opening.

Conclusion

An experimental study has been carried out on a flat plate solar water heater. We have considered the three-valve opening, i.e. 0.25, 0.5 and 1.0 for determining the mass flow rate. For the cases of flow rate, the outlet temperature decreases more with increasing mass flow rate from 1.90x10^{-2} to 4.88x10^{-2} and less from 4.88x10^{-2} to 8.33x10^{-2} Kg/s. This study also shows that in cases of time, the outlet temperature decreases more with an increasing opening of the valve from half opening to full opening.

Nomenclature

$\dot{V}$	Volume flow rate (m^3/s)
$\dot{m}$	Mass flow rate (Kg/s)
(T_i)	Inlet Temperature
(T_o)	Outlet Temperature
G	Solar radiation intensity (W/m^2)
(α)	Tilt angle
(τ)	Time

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A STUDY ON COMPARARTIVE ANANLYSIS OF ASSETS AND LIABILITIES AT LAKKAVARAM PRIMARY AGRICULTURE COOPERATIVE CREDIT SOCIETY LIMITED, LAKKAVARAM

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Abstract

Assets and liabilities management is a dynamic process of planning, organizing, coordinating and controlling the assets and liabilities their volumes, maturities, yields and costs inorder to achieve a specified net interest income. Measuring and managing liquidity risk is an important dimension of assets and liabilities.

The main issues include income statement, balance sheet, statement of cash flows and statement of retained earnings. The main aim of the financial statement is to provide the information and understand the financial aspect of the firm.

Key words: Comparative financial statements, common size financial statements, financial performance.

Introduction

Financial management refers to the efficient and effective management of money in such a manner as to accomplish the objectives of the organization. Analysis of assets and liabilities is concerned with strategic balance sheet which involves risks caused by changes in the interest rates, exchange rates and the liquidity position.

The present research study is about the comparative analysis of assets and liabilities of Lakkavaram Primary Agricultural Cooperative credit society limited, located at Lakkavaram, EG Dist, AP state. The study is undergone through need, objectives, research methodology, data analysis and interpretations, findings.

Importance of the Concept

A business uses the assets to carry on its day to day operation. While these assets are tangible and visible, these are the aspects of business which are immensely important for the performance of the business. For running a business, assets are required, which is funded either bringing the capital through borrowings or through shareholders. These borrowings are liabilities which are to be settled at some point in time. These are main functions of the business. Their functioning and interaction keeps the business running.

Need of the Study

Financial analyst analyses the financial statements with various tools of analysis before commanding up on the financial competency of the firm. The main essential is to bring out the history of LPACC LTD. (Lakkavaram Primary Agricultural Co-operative Credit Society LTD), and to know and analyse the change elements showing in balance on fluctuations of the financial performance in certain areas.

Objectives of the Study

1) To study and evaluate the performance of the Lakkavaram Primary Agricultural Cooperative Credit Society Ltd.
2) To study and evaluate about co-operative sector form of industry.
3) To analyses the financial statements and present its financial position.
4) To determine the efficiency of operations as reflected in the financial statements.

Research Methodology

The present study Financial Statement Analysis of Lakkavaram Primary Agricultural Cooperative Credit Society Ltd is a secondary based study that carried out on comparative manner. The main comparisons have been done taking into consideration the financial statements viz., Lakkavaram Primary Agricultural Cooperative Credit Society Ltd belong to 2014 -15, 2015-16, 2017-18. The data is derived from the pacs of Lakkavaram Primary Agricultural cooperative Credit Society Ltd. Since it is not a primary based study certain references have been taken from the records of the present organization. Focus has been formulated on some selected areas, which are glaringly appearing potential for analysis and comparisons for the study purpose. Further the study has been arrived through interpretations and final analysis and comparisons.

Data Analysis and Interpretation
Comparative Balance Sheet of LPACCS Ltd. (2015-16)

Particulars	31-Mar-15	31-Mar-16	absolute increase/decrease	change in %
sources of funds				
Own funds				
Capital	24.37	25.05	0.68	2.79
Reserves and Funds	33.96	34.27	0.31	0.91
Profit and Loss Appropriation	0.31	9.73	9.42	3038
Grants and other Funds	15.12	15.12	0	0
DEPOSITS AND BORROWINGS				
Deposits	188.43	270.32	81.89	43.45
Borrowings	234.58	245.65	11.07	4.71
CURRENT LIABILITIES AND PROVISIONS				
Interest Accrued on Deposits	10.14	14.42	4.28	42.2
Interest accrued on borrowings	1.1	2.24	1.14	103.63
Sundry Creditors	27.71	8.42	-19.29	-69.61
Provisions	4.52	4.62	0.1	2.21
TOTAL	540.84	630.45	89.61	16.56
APPILICATION OF FUNDS				
Fixed Assets	17.83	17.42	-0.41	-2.29
Investment	130.71	179.66	48.95	37.44
Loans And Advances	356.9	384.2	27.3	7.64
CURRENT ASSESTS AND PROVISIONS				
Closing stock	12.67	15.46	2.79	22.02
Other Assets	18.04	32.6	14.56	80.7
Sundry Debtors	2.25	0.045	-2.205	-98
Cash or Bank Balances	2.39	1.01	1.38	57.74
Other Receivables	0.013	0.013	0	0
TOTAL APPILICATION OF FUNDS	540.84	630.45	89.61	16.56

Interpretation:

1. In 2015 the share capital was 4.50% and in 2016 it decreases to 3.97%.
2. In 2015 the reserves and funds are 6.27% and in 2016 the reserves and funds are decreased to 5.43%
3. There is a decrease in fixed assets from 2015-16 with 0.53%.
4. In 2015the deposits and borrowings are 78.21% and in 2016 it is increased to 81.83%.
5. There is no change in sundry debtors from 2015-16.i.e, 0.41% to 0.71%
6. Current assets are increased from 6.52% to 8.54% by 2015-16.
7. Loans and Advances are decreased from 65.98% to 60.94% in 2015-16.

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Comparative Balance Sheet of Lpaccs Ltd. (2016-17)

Particulars	31-Mar-16	31-Mar-17	absolute increase/decrease	change in %
sources of funds				
1.Own funds				
Capital	25.61	27.23	1.62	6.33
Reserves and Funds	34.27	43.76	9.48	27.68
Profit and Loss Appropriation	9.73	1.7	-8.03	-82.45
Grants and other Funds	15.12	15.12	0	0
2.DEPOSITS AND BORROWINGS				
Deposits	270.32	345.42	75.1	27.78
Borrowings from DCCB	245.65	265.11	240.55	979.36
3.CURRENT LIABILITIES AND PROVISIONS				
Other Liabilities	22.88	30.31	7.43	32.48
Sundry Creditors	6.83	9.17	2.33	34.08
TOTAL	630.45	737.85	107.4	17.03
APPILICATION OF FUNDS				
4.Fixed Assets	17.42	17.07	-0.34	-2
5.Investment	179.66	273.35	93.68	52.14
6.Loans And Advances	382.22	381.66	-0.56	-0.14
7.CURRENT ASSESTS AND PROVISIONS				
Closing stock	15.46	9.03	-6.42	-41.54
Other Assets	32.62	47.87	15.24	46.74
Sundry Debtors	2.02	6.76	4.73	234.15
Cash or Bank Balances	1.01	2.09	1.07	105.68
TOTAL APPILICATION OF FUNDS	630.45	737.85	107.4	17.03

Interpretation:

1. In 2016 the share capital was 4.06% and in 2017 it decreases to 3.69%.
2. There is no change in reserves and funds from 2016-17.
3. There is no change in fixed assets from 2016-17.

4. In 2016 the deposits and borrowings was 46.76% and in 2017 it increases to 82.74%.
5. There is no change in debtors from 2016-17.i.e, 0.32% to 0.91%.
6. There is a slight increase in current assets and advances from 2016-17.I.e, 8.1% to 8.89%
7. In 2016 the loans and advances was 60.62% and in 2017 it decreases to 51.72%.

Comparative Balance Sheet of Lpaccs Ltd.(2017-18)

Particulars	31-Mar-17	31-Mar-18	absolute increase/decrease	change in %
sources of funds				
1.Own funds				
Capital	27.23	25.31	-19.22	-7.05
Reserves and Funds	43.96	32.95	-10.81	-24.7
Profit and Loss Appropriation	1.7	20.94	19.24	1131
Grants and other Funds	15.12	27.87	12.75	84.32
2.DEPOSITS AND BORROWINGS				
Deposits	345.42	383.41	37.98	90.09
Borrowings from DCCB	265.11	276.9	11.79	4.44
3.CURRENT LIABILITIES AND PROVISIONS				
Other Liabilities	30.31	30.93	0.61	2.03
Sundry Creditors	9.17	5.36	-3.8	-41.47
TOTAL	737.85	803.7	65.85	8.92
APPILICATION OF FUNDS				
4.Fixed Assets	17.07	28.19	11.2	65.06
5.Investment	273.35	268.32	-5.02	-1.83
6.Loans And Advances	387.44	449.54	62.09	16.02
7.CURRENT ASSESTS AND PROVISIONS				
Closing stock	9.03	7.25	-1.78	-19.74
Other Assets	47.87	48.15	0.28	0.58
Sundry Debtors	0.97	0.62	-0.35	-35.79
Cash or Bank Balances	2.09	1.6	-48.58	-23.21
TOTAL APPILICATION OF FUNDS	803.7	737.85	-65.84	-8.19

Interpretation:
1. There is no change in share capital from 2017-18.
2. In 2017 the reserves and funds are 5.93% and in 2018 the reserves and funds are decreased to 4.99%.
3. There is an increase in fixed assets from 2017-18 with 1.19%.
4. There is no change in deposits and borrowings from 2017-18.

5. There is no change in sundry debtors from 2017-18.
6. There is a slight decrease in current assets and advances with 0.96% from 2017-18.I.e, 8.11 to 7.15.
7. There is an increase in loans and advances from 2017-18 with 3%.I.e,52.50 to 55.93.

Common Size Statement Analysis Of 2015-16

Particulars	31-Mar-16	Change in %	31-Mar-15	Change in %
RS LAKHS	12 MTHS		12 MTHS	
sources of funds				
Own funds				
Capital	25.05	3.97	24.37	4.5
Reserves and Funds	34.27	5.43	33.96	6.27
Profit and Loss Appropriation	9.73	1.54	0.31	0.05
Grants and other Funds	15.12	2.39	15.12	2.79
DEPOSITS AND BORROWINGS				
Deposits	270.32	42.87	188.43	34.84
Borrowings From DCCB	245.65	38.96	234.58	43.37
CURRENT LIABILITIES AND PROVISIONS				
Interest Accrued on Deposits	14.42	2.28	10.14	1.87
Interest accrued on borrowings	2.24	0.35	1.1	0.2
Sundry Creditors	8.42	1.33	27.71	5.12
Provisions	4.62	0.73	4.52	0.83
TOTAL SOURCES OF FUNDS	630.45	100	540.84	100
APPILICATION OF FUNDS				
Fixed Assets	17.42	2.76	17.83	3.29
Investment	179.66	28.49	130.71	24.16
Loans And Advances	384.2	60.94	356.9	65.98
CURRENT ASSESTS AND PROVISIONS				
Closing stock	15.46	2.45	12.67	2.34
Other Assets	32.6	5.17	18.04	3.33
Sundry Debtors	0.045	0.71	2.25	0.41
Cash or Bank Balances	1.01	0.16	2.39	0.44
Other Receivables	0.013	0.002	0.013	0.002
TOTAL APPILICATION OF FUNDS	630.45	100	540.84	100

Interpretation:

1. In 2015 the share capital was 4.50% and in 2016 it decreases to 3.97%.
2. In 2015 the reserves and funds are 6.27% and in 2016 the reserves and funds are decreased to 5.43%
3. There is a decrease in fixed assets from 2015-16 with 0.53%.

4. In 2015the deposits and borrowings are 78.21% and in 2016 it is increased to 81.83%.
5. There is no change in sundry debtors from 2015 to 16.i.e, 0.41% to 0.71%
6. Current assets are increased from 6.52% to 8.54% by 2015-16.
7. Loans and Advances are decreased from 65.98% to 60.94% in 2015-16.

Common Size Statement Analysis Of 2016-17

Particulars	31-Mar-17	change in %	31-Mar-16	change in %
RS LAKHS	12 months		12 months	
SOURCES OF FUNDS				
1.Own Funds				
Capital	27.23	3.69	25.61	4.06
Reserves and Funds	43.76	5.93	34.27	5.43
Profit and Loss Appropriation	1.7	0.23	9.73	1.54
Grants and other Funds	15.12	2.04	15.12	2.39
2.DEPOSITS AND BORROWINGS				
Deposits	345.42	46.81	270.32	42.87
Borrowings from DCCB	265.11	35.93	24.56	3.89
3.CURRENT LIABILITIES AND PROVISIONS				
Other Liabilities	30.31	4.1	22.88	3.62
Sundry Creditors	9.17	1.24	6.83	1.08
TOTAL SOURCES OF FUNDS	737.85	100	630.45	100
APPILICATION OF FUNDS				
4.Fixed Assets	17.07	2.31	17.42	2.76
5.Investment	273.35	37.04	179.66	28.49
6.Loans And Advances	381.66	51.72	382.22	60.62
7.CURRENT ASSESTS AND PROVISIONS				
Closing stock	9.03	1.22	15.46	2.45
Other Assets	47.87	6.48	32.62	5.17
Sundry Debtors	6.76	0.91	2.02	0.32
Cash or Bank Balances	2.09	0.28	1.01	0.16
TOTAL APPILICATION OF FUNDS	737.85	100	630.45	100

Interpretation:

1. In 2016 the share capital was 4.06% and in 2017 it decreases to 3.69%.
2. There is no change in reserves and funds from 2016-17.
3. There is no change in fixed assets from 2016-17.
4. In 2016 the deposits and borrowings was 46.76% and in 2017 it increases to 82.74%.
5. There is no change in debtors from 2016-17.i.e, 0.32% to 0.91%.

6. There is a slight increase in current assets and advances from 2016-17.I.e, 8.1% to 8.89%
7. In 2016 the loans and advances was 60.62% and in 2017 it decreases to 51.72%.

Common Size Statement Analysis Of 2017-18

Particulars	31-Mar-18	change in %	31-Mar-17	change in %
RS LAKHS	12 MTHS		12 MTHS	
SOURCES OF FUNDS				
1.Own Funds				
Capital	25.31	3.14	27.23	3.69
Reserves and Funds	32.95	4.99	43.76	5.93
Profit and Loss Appropriation	20.94	2.6	1.7	0.23
Grants and other Funds	27.87	3.46	15.12	2.04
2.DEPOSITS AND BORROWINGS				
Deposits	383.41	47.7	345.42	46.75
Borrowings from DCCB	276.9	34.45	265.11	35.93
3.CURRENT LIABILITIES AND PROVISIONS				
Other Liabilities	30.93	3.84	30.31	4.1
Sundry Creditors	5.36	0.66	9.17	1.24
TOTAL SOURCES OF FUNDS	803.7	100	737.85	100
APPILICATION OF FUNDS				
4.Fixed Assets	28.19	3.5	17.07	2.31
5.Investment	268.32	33.38	273.35	37.04
6.Loans And Advances	449.54	55.93	387.44	52.5
7.CURRENT ASSESTS AND PROVISIONS				
Closing stock	7.25	0.9	9.03	1.22
Other Assets	48.15	5.99	47.87	6.48
Sundry Debtors	0.62	0.077	0.97	0.13
Cash or Bank Balances	1.6	0.19	2.09	0.28
TOTAL APPILICATION OF FUNDS	803.7	100	737.85	100

Interpretation:

1. There is no change in share capital from 2017-18.
2. In 2017 the reserves and funds are 5.93% and in 2018 the reserves and funds are decreased to 4.99%.
3. There is an increase in fixed assets from 2017-18 with 1.19%.
4. There is no change in deposits and borrowings from 2017-18.
5. There is no change in sundry debtors from 2017-18.

6. There is a slight decrease in current assets and advances with 0.96% from 2017-18.I.e, 8.11 to 7.15.
7. There is an increase in loans and advances from 2017-18 with 3%.I.e, 52.50 to 55.93.

Findings

- Gross profit 3.08 lakhs in 2015-16, 2.88 lakhs in 2016-17,- 0.13 lakh in 2017-18.Shows the company gross profit is decreased year by year and the current year gross profit is getting into loss.
- Net working capital is positive for all the three years. So company day to day operations are maintaining well and earning good profits.
- The company had turned up with a minimum in 2016-2017 and a huge profit in 2015-16, 2017-18 which reveal that financial position is satisfactory.
- The comparative balance sheet shows that during the year 2016-17 the investment are increased by 93.68 lakhs.
- The percentage of current assets to total assets was increased in 2015-17.The percentage of current liability to total liability is decreased in 2017-18.

Conclusion

Financial performance and condition is the way of identifying the financial strengths and weakness of the firm. The absolute accounting figures reported in the financial statements do not provide a meaningful understanding of the performance and financial position of firms without financial analysis. While assessing the financial health of the companies which help the company's profitability, assets utilization, liquidating and financial leverage position.

The information regarding the financial performance in the name of study through comparative analysis is very useful to the management of the organizations for improvement of financial performance, creditors, investors and others from time to time.

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FOREIGN DIRECT INVESTMENT IN INDIA: AN OVERVIEW

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FDI is responsibility for Indians and an opportunity for the world.
– Narendra Modi

Abstract

FDI plays a very important role in accelerating the economic growth and developing country. Developing economies are mostly dependent on Agriculture for their living. Agriculture sector mainly a gamble of monsoon due to which their income level remain low. Due to this low income level these economies caught to vicious circle of poverty means low income results low saving which leads to low investment. As it is known to everyone Investment is an important determinant for the development and to break the vicious circle of poverty. The key solution to this investment problem can be FDI. FDI is expecting to bring needed capital to developing countries. The developing countries need higher investment to achieve increased targets of growth in national income .since they cannot normally have adequate savings, there is need to supplement savings of these countries from foreign savings. Foreign Direct Investment (FDI) is an effective source of additional capital and comes with its own risk. In this present paper attempts has been made to understand the concept Of FDI and FDI inflows comparison In pre and Post liberalization period of India although this paper through light on sector-wise FDI equity flow in India by using secondary data.

Key words: Investment, Service, equity, savings, Inflows.

Introduction

For the economic development of developing counties like India Foreign Direct Investment is considered as the major monetary source. Foreign Companies invest directly in fast growing private Indian businesses environment to take benefits of cheaper wages and changing business environment of India. In the wake of 1991 economic crisis Economic Liberalization started in India and then FDI steadily increased in India. It was Manmohan Singh and P.V. Narsimha Rao who brought FDI in India, which subsequently generated more than one crore jobs. According to the financial Times in 2015 India overtook China and the US as the top destination for the Foreign Direct Investment.

What Is FDI?

" Foreign Direct Investment (FDI) is a direct investment into production or business in a country by an individual or company in another country, either by buying a company in the target country or by expanding operations of an existing business in that country."The Organization of Economic Corporation and Development (OECD) defines control as owing 10% or more of the business. Businesses that make foreign direct investment by creating a new foreign enterprise, which is called Greenfield investment or by the acquisition of a foreign firm, either called an acquisition or brown field investment.

Objectives of Study

a) To make the comparative study of FDI inflow in India during the post liberalization and pre liberalization era.
b) To understand the concept of FDI.
c) To examine and analyse the temporal behavioral pattern of FDI in india.

Databse and Research Metodolgy

1) The present study covers the period between 1980-81 and 2011-12 i.e. the Pre and post liberalization period .
2) Information on FDI is obtained from Various sources i.e. CSO, Handbook of statistics on the Indian Economy, RBI various issues, DIPP etc. for various years.
3) The present study also carries out economic analysis of variables pertaining to FDI. .A brief description of research-kit comprising various statistical tools used in the present study for the purpose is given below:-
   a) **Differential($d_{i)}$**
   b) In consonance with the requirement of our study, we use the differential ($d_{i)}$ technique to capture the overall growth/change in the temporal behavioral pattern of the various variables. The present study uses its following form of differential (d_i):-

$$\text{Differential } (d_{i)} = \frac{V_n - V_0}{V_0} * 100$$

Where V_n = Value of the concerned variable in the terminal Year
V_0 = Value of the concerned variable in the base year.

b) The Compound Annual Growth Rate (CAGR)

For quantifying the temporal pattern (trend) of growth in respect of various variables included in the study, it estimates the growth rates in respect FDI in India.. This is largely been made possible by the availability of time series data for the period between 1991-92 and 2011-12. It is relevant to point out that we have, in present study, calculated the Compound Annual Growth Rates (CAGRs) for the entire period rather than for sub-periods. Growth Rate can be calculated in several possible ways .of these, guided by considerations such as the limited objective of present study, simplicity in estimation and popularity of technique, used the semi-log form for computing the growth rate.

CAGR(t0,tn) = (V(tn)/V(t0))1/tn-t0-1

Where, V(t0)= start value , V(tn) =finish value , tn-t0= number of years.

a) **Annual Growth Rate(AGR)**

The Annual Growth Rate is calculated by using following formula,

AGR= (X2- X1)/X1

Where, X1=first value of variable X
X2= second value of variable X

Analyse and Findings

FDI has played an important role in the process of globalization during past two decades. The rapid expansion in FDI by multinational enterprises since the mid-eighties may attribute to significant changes in technologies, greater liberalization of trade and investment regimes and deregulation and privatization of markets in many countries including developing countries like India. In this section of study attempt has been made to analyze the magnitude of FDI inflows from 1980-81 to 2013-14. This time period is divided into two phases. Phase I is the Pre-liberalization period, that is FDI inflows 1980-81 to 1990-91 are taken into account. The Phase II is the Post –Liberalization period from 1991-92 to 2013-14. This is depicted in following table and chart**:**

PHASE I:PRE LIBERALISATION

Table: 1.1 volume of FDI inflows during Pre Liberalization Period

(in US$)

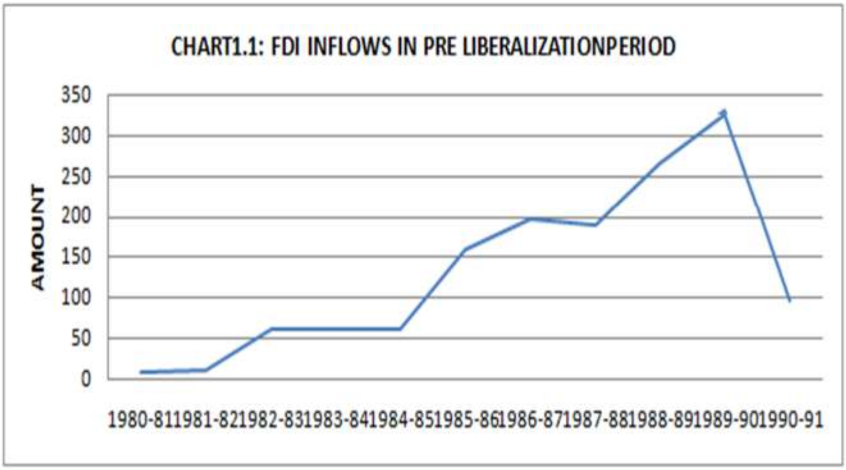
YEAR	AMOUNT	Annual Growth Rate (AGR) %
1980-81	8	-
1981-82	10	25.00
1982-83	60	500.00
1983-84	60	-
1984-85	60	-
1985-86	160	166.67
1986-87	196	22.50
1987-88	190	-3.06
1988-89	267	40.52
1989-90	330	23.60
1990-91	97	-70.60
D (in %)	**1,112.5**	
CAGR	**25.46%**	

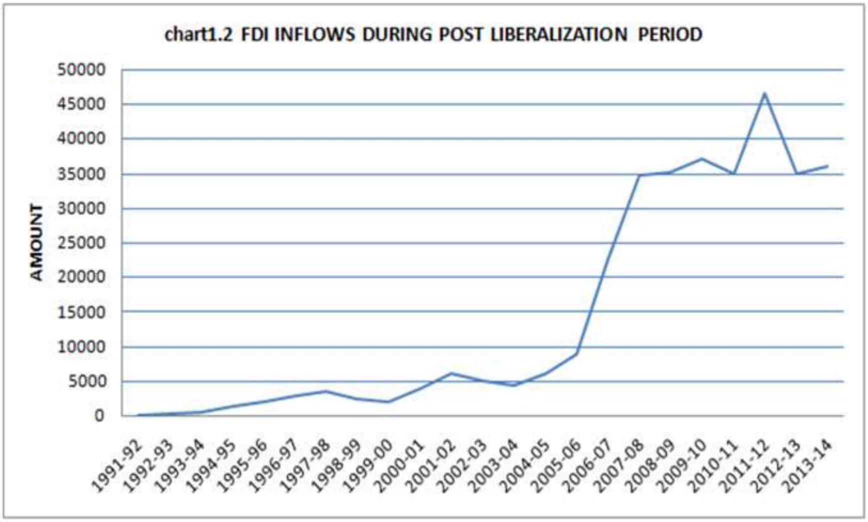
PHASE II : POST LIBERALIZATION

Table: 1.2 volume of FDI inflows during Post Liberalization Period

(in US$)

YEAR	AMOUNT	Annual Growth Rate (AGR)
1991-92	129	-
1992-93	315	144.18
1993-94	586	86.03
1994-95	1314	55.40
1995-96	2144	63.16
1996-97	2821	31.57
1997-98	3557	26.09
1998-99	2462	-30.78
1999-00	2155	-12.46
2000-01	4029	86.96
2001-02	6130	52.14
2002-03	5035	-17.86
2003-04	4322	-14.16
2004-05	6051	40.04
2005-06	8961	48.09
2006-07	22826	154.72
2007-08	34835	52.61
2008-09	35180	0.99
2009-10	37182	95.69
2010-11	34,928	-6.06
2011-12	46,556	33.29
2012-13	34,847	-25.15
2013-14	36,046	3.44
D (in %)	**27842.64**	
CAGR	**30.75%**	





Phase Ii: Pre Liberalization Period

The above Table 1.1 and chart shows that FDI in India before 1991 was minimal with compound annual growth showing only 25.46 percent. During this period foreign investment in India were restricted and allowed moderately in few sectors. This was mainly because of the kind of policies which the government has adopted over the years which includes ‘inward looking strategy” and dependence of external borrowings. In turn ,the borrowings resulted in foreign debts which were preferred to the foreign investment to bridge the gap between domestic savings and the amount of investment required. In 1991 when the government of India stated economic reforms FDI suddenly become important. The economic policy of 1991gave utmost priority in attracting FDI inflows. This was followed slow but with significant relaxation of regulatory and entry restrictions on FDI inflows . later substantial increase in the volume of FDI inflows into India was observed during Post-liberalization period.

Phase Ii: Post Liberalisation Period

During the initial Phase of post liberalization period i.e. from1991-1998, there was continuous increase in the FDI inflows. The total amount of FDI inflows during the period 1991-92 to 1997-98 has amounted $10.868 million. The increase was due to expanded list of industries and sectors which were opened up for foreign equity participation. This was followed by relaxation of various rules, regulations and introduction of various policies by the government to promote FDI inflows. FDI inflows declined to the level of US$2,462 million in the year 1998-99 and further US$2,155 million in 1999-2000. The reasons for this declining trend were due to various factors. Firstly, the most important factor was the several restrictions imposed India by the USA on account of the nuclear test carried out by India at Pokhran. The second factor was the slowdown of the Indian Economy due to mild recession in US and global economy. The third one was about unfavorable external economic factors such as the financial crisis of South –East Asia. In 2002-03 FDI inflows were declined toUS$5035.They were also reduced to US$4322 during 2003-04. This fall in flow of FDI into country was due to Global economic recession. Then, from 2004-05 onwards, there has been steady increase in the flow of FDI into the country with highest annual growth reached 154.72 percent during 2006-07. Further the table shows that compound annual growth rate (CAGR) which was 25.46percent during Pre Liberalization increased to 30.75 percent. During the Post liberalization period. This shows openness of the Government in liberalizing and globalizing the economy to the outside world through relaxation and entry restrictions on FDI inflows.

Conclusion

Thus on analyzing FDI inflows into country over a period it is observed that the Compound Annual Growth rate (CAGR) is 25.46 percent during 1980-81 to 1990-91. I.e. during pre liberalization phase. On comparison with post liberalization phase, it is fond that the annual compound growth rate increased to 30.75 percent showing the relaxation of regulatory and entry restrictions on FDI inflows. This shows that the importance of FDI into country is realized by the Government during the Post liberalization period. FDI plays an important role in the long-term development of a country not only as a source of capital but also for enhancing competitiveness of the domestic economy through transfer of technology. Therefore, there is an urgent need to adopt innovative policies and good corporate governance practices on par with international standards by the Government of India, to attract more and more foreign capital in various sectors of economy to make India a developed economy.

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A STUDY ON STRESS MANAGEMENT AT SEAWAYS SHIPPING AND LOGISTICS LIMITED, KAKINADA

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Abstract

The corporate sector is moving in a high speed and changing day by day. So that the people have to work for many hours in order to maintain the standard of living and achieve their basic needs. Different situations and circumstances that happened in our personal life and job life causes stress. The present study has been attempted to study the stress management among employees working in SEAWAYS Shipping and Logistics Limited located at Kakinada.

The study was focused to consider the stress factors for the employees and present the solution for minimizing the stress effects. The study has been presented with the elements covering objectives, methodology, data analysis, interpretations, inferences and recommendations.

Key Words: Competency, stress, workplace, effectiveness, motivation.

Introduction

Human resource management throws an innovation and classification as field of study in today's perspective. In today's changing world and competitive work environment, stress intensity is increasing both in working class and other class of employees. Modern life is full of stress in individuals range from personal day to life to their organization activities. Managing occupation stress related issues in employees and role of the managers are fundamentally correlated.

The present research study is about the stress management in SEAWAYS Shipping and Logistics Limited, located at Kakinada. The study is undergone through need, objectives, research methodology, Data analysis interpretation inferences, findings and recommendations.

Importance of the Study

Organization performance mainly depends on the individual performance that depends on their competency levels, which manages the stress levels among them. The importance given to stress management issues in workplace can be guessed from the fact that employers in many countries have been bounded with a legal responsibility of recognizing as well as coping with the workplace stress in order to ensure good mental and physical health of employees in organization. A certain level of stress is always present in any workplace. Stress will enable to motivate employees in reducing chances of workplace conflicts and improves productivity even in odd situation, if the stress is in an optimum level. If the stress is above normal and beyond coping stage it results in negative stress. The present study is focused on negative stress and its likely impact on employees of Sea Ways Shipping and Logistics located at Kakinada of EG Dist, AP State, India.

Need of the Study

Stress management is considered to be one of the important aspects of organizational development now a days, it is the way of making stress free environment through which the employees can work more effectively. The main aim of stress management is to make the employees able to work without stress organizations perform some counseling for its employees to know their state of mind. The organization seeks latest methods and techniques to reduce the stress of the employee for the better result of the organization.

Objectives of the Study

1. To find whether the employees feel stress and to know about the reasons for their stress, in SEAWAYS.
2. To examine the stressors in SEAWAYS.
3. To evaluate the effectiveness of stress reducing programs followed in SEAWAYS.
4. To find whether stress management practices are satisfactory to employees.

Research Methodology

A structured questionnaire was designed to collect the primary data from employees. Secondary data was taken from company official website, textbooks and journals. The sample size taken for the research is 100 convenient sampling technique has been used for the study purpose. Both male and female genders have been considered for the study. The age of the respondents varied between 18-45 years. Different educational qualifications are bearing better demographic for all. These demographic information will form a strong base in generalizing the matters and perceptions. All the employees present in the organization are having good job experience ranging from 3 to more than 15 years. The study is used to ascertain the employees in promoting team spirit, superiors motivation, initiatives to take risks, job design and working conditions, successfulness in staying tuned with pursuance of career objectives etc.

Data Analysis and Interpretation

Table no 1: Working hard is important, even if the work is not commensurate with job description.

S.no	Options	No of Respondents	Percentage(%)
1	Always	11	11
2	Some times	34	34
3	Not at all	55	55
	Total	100	100

The above table shows that 11 percent of respondents are always feeling working hard is important, even they don't like the work. 34 percent of respondents have expressed that working hard is important for them sometimes. 55 percent of respondents have negatively opined that their working is not at all important. Hence it can be said that majority of the respondents are selecting their way in a right manner in career planning.

Table no 2: Giving the best of the abilities to the organization.

S.no	**Options**	**No of Respondents**	**Percentage(%)**
1	Always	63	63
2	Sometimes	29	29
3	Not at all	08	08
	Total	100	100

The above table shows that 63 percent of respondents submit that they give their best abilities to the organization. 29 percent of respondents expressed that they giving their best abilities sometimes. 8 percent of respondents depicts that they haven't give their best to the organization. One of the main attributes in career planning is to give their best on the present job which is well maintained by the respondents of SEA WAYS.

Table no 3: Comfortable with the positions offered for a comfortable fit.

S.no	**Options**	**No of Respondents**	**Percentage (%)**
1	**Yes**	**65**	**65**
2	**No**	**23**	**23**
3	**Can't say**	**12**	**12**
	Total	**100**	**100**

The above table shows that 65 percent of respondents negatively respondent that they are not comfortable with the positions 23 percent of respondents opined that they happy with their positions for comfortable fit and

12 percent were stayed neutral in giving their opinion. Only half of the respondents working in SEA WAYS are enjoying well in their present position.

Table no 4: Career development effort in organization done

S.no	Option	No of Respondents	Percentage(%)
1	Fully	58	58
2	Partly	32	32
3	Not At All	10	10
	Total	100	100

The above table depicts that 58 percent of respondents are fully conversion with carrier development effort done in firm. 32 percent of respondents expressed that they partly conservation with of carrier development efforts. Only 10 percent have opined negatively. Except a few all respondents are well conservation with about career development effort in the organization.

Table no 5: Usefulness of training provided by the organization to improve career.

S.no	Options	No of Respondents	Percentage(%)
1	Most a time	36	36
2	Some times	54	54
3	Not at all	10	10
	Total	100	100

The above table depicts that 54 percent of respondents opined that some times their organization provide training that is useful to improve their career. 36 percent of respondents expressed that most a time their organization provides training to improve their career. 10 percent of respondents negatively depicts that their organization does not provide any training to improve their career. SEA WAYS is catering the training needs to its respondents, in improving their career prospects.

Table no 6: How do you rate the company for providing a safe work place.

S.no	Options	No of Respondents	Percentage(%)
1	Excellent	18	18
2	Good	32	32
3	Average	28	28
4	Poor	22	22
	Total	100	100

The above table reveals that 18 percent of the respondents were felt excellent with the company in providing safe work place, 32 percent rated good. 28 percent were rated average to the statement and the remaining 22 percent rated poor to it.

Table no 7: Proper training over handling of tools reduce stress in work place.

S.no	Options	No of Respondents	Percentage(%)
1	Strongly agree	17	17
2	Agree	37	37
3	Disagree	28	28
4	Strongly disagree	18	18
	Total	100	100

The above table determines that 17 percent of the respondents were strongly agreed that proper training will reduce stress in work place, 37 percent of the respondents were agreed to it. While 28 percent disagree and the rest 18 percent strongly disagree to it.

Table no 8: How do you feel after attending to stress reducing programmers

S.no	Options	No of Respondents	Percentage(%)
1	Highly satisfied	32	32
2	Satisfied	29	29
3	Dissatisfied	19	19
4	Highly dissatisfied	20	20
	Total	100	100

The above table reveals that 32 percent of the respondents are highly satisfied after attending to the stress reducing programs,29 percent ware satisfied to it. Where 19 percent of the respondents rated dissatisfied and the rest 20 percent were highly dissatisfied .

Table no 9: Are you satisfied with stress management program conducted in your company

S.no	Options	No of Respondents	Percentage(%)
1	Highly satisfied	38	38
2	Satisfied	28	28
3	Dissatisfied	16	16
4	Highly dissatisfied	18	18
	Total	100	100

The above table reveals that 38 percent of the respondents were highly satisfied with stress management programs provided by the company, 28 percent were satisfied to it,16 percent rated dissatisfied and the remaining 18 percent were highly dissatisfied with the stress management program conducted with the company .

Table no 10: Are you satisfied with job design and working conditions

S.no	Option	No of Respondents	Percentage(%)
1	Strongly agree	28	28
2	Agree	38	38
3	Disagree	19	19
4	Strongly disagree	15	15
	Total	100	100

The above table determines that 28 percent of the respondents are strongly agreed to the job design and working conditions provided by the organization, 38 percent of the respondents were agreed to it while 19 percent of them rated disagree and the remaining 15 percent were strongly disagreed to it.

Table no 11: Initiation to take risks on the job

S.no	Options	No of Respondents	Percentage(%)
1	Always	41	41
2	Sometimes	37	37
3	Not at all	22	22
	Total	100	100

The above table shows that 41 percentage of respondents expressed that they always take risks in their job. 37 percent of respondents depicts that they take risks in their job sometimes. 22 percent of respondents negatively responded to take risks in their job. Risk taking phenomena is appearing in a mix in SEA WAYS INDUSTRY**.**

Table no 12: Superiors motivation in doing the job in creative way.

S.no	Options	No of Respondents	Percentage(%)
1	Always	**60**	60
2	Sometimes	**30**	30
3	Not at all	**10**	10
	Total	**100**	100

The above table depicts that 60 percent of respondents expressed that their superiors always encourages to do job in creative manner. 30 percent of respondents opined that some times their superiors encourages to do job in a creative way. 10 percent of respondents expressed that their superior wouldn't encourages to do job in a creative manner. Barring a low number all the respondents are under positive opinion in getting encouragement to perform their jobs in creative manner.

Table no 13: Encouragement to employee for good performance by management.

S.no	Options	No of respondents	Percentage(%)
1	Always	35	35
2	Sometimes	45	45
3	Not at all	20	20
	Total	100	100

The above table shows that 35 percent of respondents are positively expressed that their organization always encourages employee for good performance. 45 percent of respondents expressed that sometimes only their organization encourage employee for good performance. 20 percent of respondents opined that their organization wouldn't encourages the employee for good performance. Except 1/5th all employees felt that they were encouraged to perform good in SEA WAYS INDUSTRY.

Table no 14: Promoting team spirit with good scope by the management

S.no	Options	No of respondents	Percentage(%)
1	To a large extent	39	39
2	To some extent	38	38
3	Very little extent	13	13
4	Not at all	10	10
	Total	100	100

The above table shows that 39 percent respondents opined that their organization give scope to promote team spirit to a large extent. 38 percent have told that scope to promote team spirit is given to some extent. While 13 percent of respondents expressed the scope given by their organization to promote team spirit is very little, where as 10 percent have negatively opined if the organization is promoting team spirit among respondents which is an important to improve their future career.

Table no 15: Successfulness in staying tuned with pursuance of career objectives

S.no	Options	No of respondents	Percentage (%)
1	To a large extent	38	38
2	Some extent	26	26
3	Very little extent	32	32
4	Not at all	14	14
	Total	100	100

The above table shows that 38 percent of respondents are successfully staying tuned with pursuance of their objectives to a large extent. 26 percent have opined expressed that they are staying tuned to some extent, while 32percentage have depicted as a very little extent. 14 percentage of the respondents have negatively opined that they not at all staying tuned with pursuance of their career objectives.

Findings

1. It is observed that 68 percent of the respondents are highly satisfied with the personnel wellness programs conducted in seaways.
2. It conducts annual health check-up for each and every employee of the organization.
3. About 44 percent of respondents opined that there satisfied on participation in the decision making of management.
4. It is observed that 54 percent of respondents are strongly agreeing with working under stress.
5. It was found that 64 percent of respondents are highly satisfied with stress management programs and 64 percent strongly agree on training over handling of tools reduces work place stress.

Recommendations

Though the employees are aware of their career development exercise the organization most evaluate the results and related worth of the employees more frequently and the respondents are comfortable with suitable position in the organization it must implement job rotation to encourage and ensure more competence among employees.

The skills and abilities of the employees must be periodically sharpened according to the needs of the situations, which helps in improving their career. Superiors encouragement is good towards employees in their performance. Still the employees must be counseled individually in developing other own concerns.

All employees must be considered depending on their career needs within the organization and arrange proper guidance. Apart from job-training career oriented workshops must also be conducted in the organization.

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EFFECTS OF VARIETIES ON YIELD COMPONENT AND YIELD OF WHEAT UNDER AGRO-CLIMATE CONDITIONS IN KABUL

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Abstract

Wheat plant (Tritcium aestivumL.) was sown on March 10, 2015. A field experiment was conducted for two consecutive spring seasons (2015/016-2016/017 in the experimental farm of the Kabul University, to study effects of Varieties on Yield Component and Yield of Wheat under Agro-climate Conditions in Kabul. The experimental design was a randomized complete block design with four treatment and three replications. The experimental field of $48m^2$ in area was divided into 4 treatments and three replications. The seeding rate was at 120 kg/ha^{-1}, the distance between rows and between plants were 30 and 3 cm, respectively. Manure was not applied. Chemical fertilizers Urea and DAP were applied as basal dressing at a rate of 0.96kg and 0.84kg for N, P_2O_5, respectively. The plants were irrigated every eight days intervals. The parameters studied were: plant height, dry matter accumulation, number of stem/m^2, number of spike/ m^2, number of spikelet/spike, number of grains/spike, 1000-grain weight, grain and dry matter/ m^2.The results showed highly significant differences in treatments effects on dry matter, grain yield, harvest index. In general, variety 2 gave the highest yield (4.6 ton/ ha) compared than other treatments, the difference was significant, and differences were not found among the blocks, andvariety 2 has adapted in agro- climate condition in Kabul.

Key Words: Wheat, Dry weight, Plant height, Yield, Adaptation

Introduction

Afghanistanis a semi-arid country whose agriculture production depends either directly on precipitation or on irrigation. And about 85% of peoples are working in agriculture sector. Wheat cultivation in Afghanistan depends either directly on precipitation or on irrigation (FAO/WFP, 2003). Wheat is the main food crop, accounting for more than three-quarter of food grain production, (USDA, 2002). Wheat (Triticum aestivum L.) is the main staple food for the 35% of the world 's population. (Taher, et al., 2011).It is planted on about 100 million hectares in the developing world.Nearly two-thirds of the world's population are dependent on wheat grain for energy and calories(Ali et al., 2004).

BARI (1990) had released 11 high yielding varieties of wheat of which Kanchan was the best variety followed by Akbar, Barkat and Aghrani. Rahimullah and Dinabandhu (1988) conducted a field experiment at Hathazari, Chittagong, with the new varieties, Aghrani, Kanchan, Sonalika and Akbar under irrigated conditions. They found that Kanchann was the best variety with grain yield of 2.38 t ha^{-1} and was significantly superior to Sonalika (1.24 t ha^{-1}).

(Chatterjee et al. 1980) carried out an experiment with three wheat cultivars (Janak, UP262 and Sonalika) and observed that applied B enhanced yields of all the three cultivars. Janak showed the highest and Sonalika did the lowest yield increase. Sonalika had the highest tolerance to B deficiency than that ofothers.

There are many problems in wheat production in Afghanistan, such as drought, disease, pests, shortage of agro-chemicals, irrigation water and certified seeds, etc.

Materials and Methods

Wheat plant (Tritcium aestivumL.) was sown on March 10, 2016.A field experiment was conducted for two consecutive spring seasons (2016/07-2017/018 in the experimental farmof the Kabul University. Experiments were arranged in a randomized complete block design. The area for each plot was 4 m^2 (2 X 2), the space between each row and plants considered 30 cm and 3 cm, respectively. The experiment area was 48 m^2 with 4 treatments and 3 replications. Heading stage was occurred on May 11. Materials and Methods of the experiment in2016 and 2017were similar**.**

1-Seedbed preparation

Land preparation started on March by removal of stubble weed plants and to facilitate land preparation. The underground water level of at the site was expected to be 10 to 11 m below the soil surface.

2-Fertilizer application

Chemical fertilizers (Urea and DAP) were applied as basal dressing at a rate of 0.96kg and 0.84kg/$48m^{-2}$ for N and P, respectively. Manure fertilizer was no applied. Wheat plants were grown under natural rain conditions until April 29.
Plants were harvested on June 7.

3-Seed sowing

Seeds were sown on March 15 in 2016 continuously in 30 cm apart rowsopened by specially made an iron hand tine. The seed rate was 120 kg /ha^{-1}.After sowing, the seeds were covered with soil and slightly pressed byhands.

The treatments of the experiment were as follows:

Name of Varieties
V 1= Baghlanspringlocalwheat
V2= Kunduzspringlocal wheat
V 3= Takhar spring local wheat
V4= Kabulspring local wheat

4-Weeding

Three weeding were done to control weeds in the experimental field. First weeding was done with hand on March 30 in 2017, which is followed by thinning and second weeding was done on 20 April 2017. The third weeding was done on May 2017.

Three plants from 30 cm length of row were selected from each plot, labeled, and their heights and stem number were periodically determined. Average plant height measured in cm was then recorded.

5- Soil moisture treatment

Soil moisture treatment was started on April 24. The plants were irrigated until on May 28.

6-Measurements of dry weight

Plants with the average number of stems were sampled from 30cm length of row in each replication for measurement of dry weight of above-ground parts.

Sampled plants were dried at 80°c in a ventilated oven after separation into leaf blade, leaf sheath plus stem, and spike.

7-Measurements of grain yield and yield components.

Plants in an area of 1m^2 from each replication were hand- harvested to measure grain yield per unit area. On the other hand, 30cm length of row was sampled from each plot and five plant randomly were selected to study the following parameters:

1) Plant height at maturity
2) Steam no/m^2
3) Spike length
4) No. of spikelet / spike
5) Seed no/ spikelet
6) Grains no / spike
7) Weight of 1000 grains
8) Dry weight
9) Grain yield

The 1000- grains were carefully counted from the same samples of each plot,and the weight of the sample was precisely determined, and recording the difference in weight.

8-Harvesting

The crop started flowering more or less at the same time in different plants. All the varieties matured at the same time and harvesting was done on June 11in 2018.

The harvested crop was bundled separately, tagged properly and taken to the threshed floor.After harvesting, crop of each plot was dried separately. After that, threshing, cleaning and drying of grains were done separately plot- wise. Then, the grain and dry weights of each plot were recorded. Sample plants were processed in a similar way.

9-Statistical analyses

The data on plant parameters were analyzed year wise on individual basis and their means were computed. Statistical analyses for ANOVA were carried out by using SPSS 21 software. The means were compared through Lest Significance Difference Test (L.S.D.)(p=0.05)

Objectives

The objectives of study areeffects of Varieties on Yield Component and Yield of Wheat underAgro-climate Conditions in Kabul.

Results and Discussion

Plant height (cm)

Height of the plant was measured from the ground level to the tip of the uppermost spikelet of the panicle and their average was calculated. Among the yield contributing characters of wheat, plant height was significantly influenced by different varieties. The tallest plants were found in the variety 1 (82.58 cm) while the variety 3 produced the shortest plants (72.33 cm), (Fig 1). There were observed significant difference among varieties. The findings for this character are in agreement with the result obtained by Alam (2009).

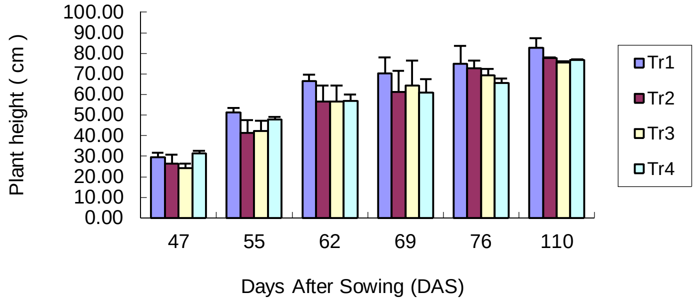

Fig 1. Shows plant height during the growing season

Steam number / m^2

It was observed that stem numbers were significantly difference among varieties. It was observed that the total numbers of stem were significantly affected by different varieties(Table.1).Highest number of stem was found in the variety 2 (416, 67/ m^{-2}).Lowest number of steam was found in the varieties 3 (340.25).The findings for this character are in agreement with the result obtained by Alam (2009).

Number of spike / m^2

The number of spike/ m^2 was significantly among different varieties the highest number of spike/ m^2 was observed in the variety 2 (380.29), thelowest number of spike/ m^2 was observed in variety 3 (330.33), which was observed significant differences among treatments(Table 1).

Number of spikelet/ spike

It was observed that numbers of spikelet/ spike were affected by different variety (Table 1).

Highest numbers of spikelet / spike was found in the variety 2 (14.50) followed by variety 4 (13.50). Lowest numbers of spikelet/ spike was found in the varieties 1 (12.17).

Number of grains/ spike

Number of grains per spike was counted taking ten spikes from the five selected plants of each plot and the average number was recorded. It is observed that the total grains/ spike was significantly affected by different varieties (Table 1). The highest grain (42) was obtained in the variety 2. On the other hand the lowest number of grains was recorded in the variety 3(37.25).This difference might be due to the genetic variation, climatic and edaphic factors. Alam (2009) also observed similar result in the experiment.

Table 1.Effect of varieties on plant characters of wheat

Treatments	Plant height(cm)	Steam no / m^{-2}	Spike no / m^{-2}	Spikelet no / Spike	Grain no / spike
1	82.58a	337.8cd	334.17c	12.17d	38.05cd
2	74.58b	416.67a	380.29a	14.5a	42a
3	72.33cd	340.25c	330.33d	12.67c	39.25bc
4	73.33bc	350.95b	338.17b	13.5b	40.25ab
Level of sig.	**	**	**	*	*
CV%	2.81	4.55	3.26	5.82	4.1
Se	2.13	16.44	11.25	0.77	1.61
LSD	4.25	32.89	22.51	1.54	3.25

** = Significant at p (0.01)
* = Significant at p (0.05)
NS = Not significant

Spike length(cm)

Length of spike was measured from the selected samples and their averageswere calculated. The spike length of wheat was significantly influenced by different varieties (Table 2).

The highest spike length was observed in the variety 2 (11.25 cm).On the other hand the lowest spike length was found in the variety 1 (8,67). This finding was commensurate with the observation made by Kabir (2009). He reported that the spike length of wheat differed among cultivars.

1000- Grains weight (gr)

The weight of 1000 seeds of each plot was measured in gram taking 5 plants at random from each unit plot. The heaviest grain (42.42g) was weighed in variety 2. (Table 2).

On the other hand the lightest grain was weighed in the variety 1 (34.42 g), but significant differences were observed among treatments. The findings for this character agreed with the result obtained by Kabir (2009).It was also reported that 1000 grain weight differed among varieties (BARI, 2003).

Number of grain /spikelet

The number of spikelet per spike of wheat was significantly influenced by different varieties. The number of seed /spikelet of wheat was not observed among varieties. The highest number of grain was found in Variety 2 (2.50), which was followed by Variety 4 (2.50).On the other hand, the lowest number of grain / spikelet was found in variety 1 (2.33) which was not observed significant differences among varieties(Table 2).

Dry matter weight (gr)

The present finding showed that dry matter accumulation was highest in treatment 2(8268, 33kg / ha) than the other treatments (Table2). The dry matter accumulation was lower in treatment 3 (6335kg/ ha).The reduction in dry matter accumulation may be attributed to unbalanced soil water-air relations that led to reducing the photosynthetic activity and unbalanced relations between plant hormones and biological processes in the whole plant organs(Schneider and Howell, 1997). Differences of straw yield among the varieties might be due to the inherent quality of varieties. The findings for this character agreed well with the result obtained by Kabir and Alam (2009).

Grain yield (Ton/ha)

Grains obtained from each unit plot were sun dried and weighed carefully. The grain yield was then converted to ton / ha^{-1}. Significant variation was found in grain yield, due to different varieties. The highest grain yield was obtained in variety 2 (4.6 t ha^{-1}). The lowest grain yield was observed in variety 1 (3.3 t ha^{-1}) (Table 2).

Differences in grain yield among the varieties might be due to the inherent quality of varieties. Similar result was also observed by Kabir & Alam (2009).

(Samsonet al. 1995) reported that among the different varieties. Highest grain yield (3.5 t ha-1) was produced significantly by the variety Sowghat which was closely followed by tile variety BAW-748. Other four varieties namely, Sonalika, CB-84, Kanchan and Seri-82 yielded 2.70, 2.83, 3.08 and 3.15 t ha-1, respectively.

Table 2.Effect of varieties on plant characters of wheat

Treatments	Spike length (cm)	1000 Grains weight (g)	Grain no / spikelet	Dry weight (kg/ha)	Yield (ton / ha)	HI %
1	8.67cd	34.42cd	2.33a	6561.67bc	3.3cd	49.68cd
2	11.25a	42.42a	2.5a	8268.33a	4.6a	61.67a
3	8.75c	35.17bc	2.42a	6335cd	3.3bc	52.68bc
4	9b	35.83b	3.5a	6565b	3.5b	54.21ab
Level of Sig.	**	*	NS	*	**	*
CV%	5.89	6.82	17.18	8.4	5.18	7
Se	0.55	2.52	0.42	582.55	191.36	3.82
LSD	1.11	5.04	0.84	1165.35	382.8	7.64

** = Significant at p (0.01)
* = Significant at p (0.05)
NS = Not significant

Harvest Index (HI)

The highest harvest index was found in variety 2 (61.67), which was followed by Variety 4 (54.21). On the other hand, the lowest harvest index was found in variety 1 (49.68) which were observed significant differences among varieties (Table 2).Chandra and Das (Cu-jing et al,2000) observed that higher grain yield and 1000 grain weight significantly increased with the harvest index (HI).

Conclusion

Considering the findings it may be concluded that significant variation existed due to the effects of wheat varieties in respect to plant height, number of steam / m^2, spike length, number of spikelet /spike, number of grains / spike, 1000- seed weight, grain yield, dry matter/ m^2.It were observed the grain yield, 1000- grain weight, number of spike/ m^2 of variety 2was highest than other treatments.. In general, variety 2 gave the highest yield (4.6 ton/ ha) compared than other treatments, the difference was significant, and differences were not found among the blocks, and variety 2 has adapted in agro- climate condition in Kabul. These results may be useful to agronomists to predict sowing of wheat varieties depending upon expected irrigation, weeds control.

Recommendations

Wheat is one of the major agricultural crops in Afghanistan .it is being planted under wet and dry conditions. The condition of our country is favorable for wheat cultivation. As the population of the country is increasing, it should be tried to improve wheat production.It is necessary to cultivate each of the varieties separately andmust be study the effect of irrigation frequencies on each spring local wheat varieties. Also, in order to produce a high yield per unit of the area, must be controlled weed plant. To obtain the highest yield from the cultivated area, it must be increased the fertility of the soil.

Acknowledgment

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A STUDY ON WORK LIFE BALANCE OF LACE ARTISANS AT ALANKRITHI LACE PARK, NARSAPURAM

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Abstract

The study attempt to understand the issues of women artisans of alankrithi lace park connected to work life balance. The main objective of the study is to understand the work life schedule and problem faced by artisans and to find reasons for work life quality and its balance. The need of the study is to find whether artisans are balancing their work and life properly or not.
The study focused the overall perception of the artisans about their professional and family life in achieving balancing between them. The main issues identified include earnings, time management, work schedules, rest pauses and health practices. The study has been presented with the elements covering objectives, methodology, data analysis, interpretations, inferences and recommendations.

Key words: Artisans, Schedules, Family, Balancing, Interpretations

Introduction

Human resource are the most valuable and unique assets of any organization. The successful management of any organization's human resources is stimulating, dynamic and challenging task. Work life balance is the interaction between the work and other activities. Work life balance is where the tensions between the work life and personal life is minimized by having a proper policies systems, supportive management and provisions at work place a good relations in personal life.

The present research is study about the work life balance of lace artisans of Alankrithi Lace Park in Narasapuram. The study is undergone through need, objectives, research methodology, Data analysis, interpretations, inferences, findings and recommendations.

Importance of the Study

Achieving better result will be possible in any organization through utilization of Human Resources. The Human Resource can be better utilized by continuously sharpening their skills and abilities on one hand and utilizing the same in a comfortable manner on other hand. The present study has been considered to elicit the quality of work life aspect of artisans engaged in lace knitting profession. The quality work life will enable them to work in a More qualitative manner in achieving result comfortable relying sense of profession, earnings, time management, work schedules, maintain rest pauses, entertainment etc elements have considered as important factors of the study to understand work life balance.

Need of the Study

The work-life balance can bring a huge transformation at the organizational and individual levels. The employee can better understand the nature of his work life balance as work-life balance can vary among individuals. It is at this point of time that an employee starts resting immense trust in the organization and his commitment levels to the organization increase. On the social front, the individual gains when they feel comfort with work. The individual can now willingly devote more time and energy to his social commitments, which is also vital for a happy life. At this few there I saw a felt need to study the aspects and satisfaction with regard to work life balance.

Objectives of the Study

1. To understand the concept of work life balance and its importance
2. To carry out the study on work life balance of women artisans in lace park
3. The importance of work-life balance for employers.
4. To find what employees want to balance their work –life.
5. To find out reasons for work life quality and its balance.

Research Methodology

A structured questionnaire was designed to collect the primary data from the female artisans. Secondary data was from company official website, textbooks and journals. Sample size is 50.The age of the respondents varied between 18-45 years. Referring educational qualification it is bearing better demographic for all. These demographic information will form a strong base in generalizing the matters and perceptions. All the artisans are having experience ranging from 3 to more than 6 years.

Data Analysis and Interpretation

Table no1: Rely on the profession with depending sense or substitute sense of income

S.no	Perception/Response	No of respondents	Percentage(%)
1	Depending sense	24	48
2	Substitute sense	26	52
	Total	**50**	**100**

The above table depicts that 52 percent of respondents rely on the profession with depending sense of income, and 48 percent of the respondents rely on the profession with substitute sense of income. It is clear that nearly 1/2 of the respondents rely on the profession with depending sense of income.

Table no2: Feeling happiness with nature of profession.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Very happy	21	42
2	Happy	21	42
3	Unhappy	8	16
	Total	**50**	**100**

The above table shows that 42 percent of respondents are very happy with the nature of profession. Other 42 percent of the respondents are just happy with the nature of profession and remaining 16 percent of the respondents are unhappy with the nature of profession. It is clear that the majority of the respondents are happy with their profession of knitting

Table no3: Earnings are considerably supporting their family needs.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Always	18	36
2	Sometimes	27	54
3	Not at all	5	10
	Total	**50**	**100**

The table number 3 depicts that 54 percent of the respondents felt that earnings are considerably supporting the family needs sometimes.10 percent of respondents opined that their earnings are not at all supporting their family needs considerably. While 36 percent of the respondents have expressed that the earnings are always considerably supporting the family needs. The majority of the lace artisans are feeling the earnings are considerably supporting family needs sometimes.

Table no4: How far the earnings in this profession is in commensuration with the work contribution.

S.no	Perception/Response	No of respondents	Percentage(%)
1	To a large extent	9	18
2	To some extent	33	66
3	To little extent	8	16
4	Not at all	0	0
	Total	**50**	**100**

The above table depicts that 66 percent of the respondents felt that their earnings in this profession is in commensuration with the work contribution to some extent .18 percent of the respondents felt to a large extent, while 16 percent of the respondents felt it to little extent. No respondent was unhappy with earnings in this profession in commensuration with the work they contribute. It can be ascertained that except few all the respondents are happy with their earnings in this profession in commensuration with their contribution

Table no 5: Comfortable in attending all kind of domestic needs.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Most comfortable	18	36
2	Comfortable	29	58
3	Not comfortable	3	6
	Total	**50**	**100**

According to above table 58 percent of the respondents have felt comfortable in attending all kind of domestic needs.36 percent of the respondents have opined that they are most comfortable in attending all kind of domestic needs. While 3 percent of the respondents have felt not comfortable in attending all kind of domestic needs. Except a few all the respondents are comfortable in attending all kind of domestic needs in addition to attending their profession needs.

Table no 6: Maintaining proper rest pauses, as a part of health practice.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Always	16	32
2	Some times	19	38
3	Not at all	15	30
	Total	**50**	**100**

The table number 6 shows that 38 percent of the respondents are maintaining proper rest pauses, as a part health practice.32 percent of the respondents opined that they are always maintaining proper rest pauses, as a part of health practice. While 30 percent of the respondents expressed that they are not at all maintaining proper rest pauses, as a part of health practice. It can be ascertained that considerable number of respondents are poorly maintaining their rest pauses, as a part of health practice.

Table no 7: Managing good relations within the family members, being your involvement in the profession.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Always	0	30
2	Many times	14	28
3	Some times	12	24
4	Not at all	24	48
	Total	**50**	**100**

As per the above table 24 percent of the respondents are sometimes managing good relations within the family on par while continuing in the profession. 28 percent of the respondents are many times happy in managing good relations within the family, on par continuing in the profession.48 percent of the respondents are not at all managing good relations within the family, on par continuing in this profession. No respondents has revealed about managing good relations always within the family, on par continuing in this profession. The majority of the respondents are not at all managing good relations within the family, on par continuing in this profession.

Table no 8: Preferring entertainment, during leisure time.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Always	4	8
2	Many times	12	24
3	Some times	34	68
4	Not at all	0	0
	Total	**50**	**100**

The table number 8 shows that 68 percent of the respondents preferring entertainment sometimes as the one of the options during leisure time. Only 8 percent of the respondents expressed they always prefer entertainment, while 24 percent of the respondents are preferring entertainment many times as one of the options during leisure time. It can be ascertained that all lace artisans are preferring entertainment as one of the options, during their leisure time.

Table no 9: Attending the functions celebrated by the relatives.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Always	0	0
2	Many times	6	12
3	Some times	20	40
4	Not at all	24	48
	Total	**50**	**100**

The above table reveals that 48 percent of the respondents depicted that they are not at all attending the functions celebrated by the relatives. 40 percent have told they are sometimes attending the functions celebrated by the relatives. 12 percent of the respondents depicts that they are many times attending the functions celebrated by the relatives. While no respondent has expressed that they always attending the functions celebrated by the relatives on their invitation. It can be ascertained that majority of the respondents are not at all attending the functions celebrated by the relatives on their invitation may be due to professional pressure.

Table no 10: Happiness in hosting the relatives and guests when they attend on home.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Always	13	26
2	Many times	14	28
3	Some times	23	46
4	Not at all	0	0
	Total	**50**	**100**

The table 10, shows that 26 percent of the respondents expressed that they are always happy with hosting the relatives and guests when they attend on home.28 percent have felt it as many times. 46 percent of the respondents expressed, sometimes happy with hosting the relatives and guests when they attend on home, while no one has replied negative. Majority of the respondents are not that much happy in hosting and spending with the relatives and guests when they attend home.

Table no 11: Giving output comfortably at the deserving time of assignor.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Always	11	22
2	Many times	33	66
3	Some times	6	12
4	Not at all	0	0
	Total	**50**	**100**

The table 11 depicts that 2/3rd the respondents have expressed that they many times giving output comfortably at the time of assignor.22 percent of the respondents felt they are always comfortable.12 percent of the respondents revealed that they were sometimes giving output comfortably at the deserving time of assignor, while no one has negatively revealed. It can be ascertained that the majority of the lace artisans giving output comfortably at the deserving time of the assignor.

Table no 12: Overall perception about the family life.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Excellent	7	14
2	Good	33	66
3	Average	10	20
4	Poor	0	0
	Total	**50**	**100**

As per the above table, 66 percent of the respondents are feeling good with their family life. 20 percent of the respondents are feeling average. While 14 percent reveals it as excellent and no respondent has revealed it as poor. It is clear that majority of the respondents are happy in leading their family life.

Table no 13: Overall perception about the professional activity.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Excellent	10	20
2	Good	12	24
3	Average	28	56
4	Poor	0	0
	Total	**50**	**100**

The above table 13, reveals that 56 percent of respondents felt average with the overall activities of their profession.24 percent of the respondents felt good with the overall activities of their profession. While 20 percent of the respondents perceived it as excellent. And no one felt poor with the overall activities of their profession. It is clear that majority of the respondents are good with overall activities of their profession.

Table no 13: Striking balance properly in all contexts between their work and life.

S.no	Perception/Response	No of respondents	Percentage(%)
1	Always	13	26
2	Many times	7	14
3	Some times	30	60
4	Not at all	0	0
	Total	**50**	**100**

As per the table number 13, 60 percent of the respondents are sometimes balancing properly between their work and life in all contexts. 26 percent of the respondents are always strike balance properly between their work and life in all contexts. While14 percent of the respondents are always strike balance properly between their work and life in all contexts. No respondents has perceived negative. It can be ascertained that the respondents are balancing their work and life in considerably good manner in all the contexts.

Findings

1. All artisans belong to female category and majority of them hailing from school education category.
2. Artisans are happy with their profession and majority have and undertaken the profession with depending sense of income.
3. A considerable number of artisans are not happy with their earnings. Still some of the artisans are happy as their earnings are supporting family needs.

4. As kitting is self driven task, in pursuit of high income some artisans are poorly maintaining their rest pauses, by which some of them are feeling health problems.
5. The family relations maintained by majority of artisans are not that much good, due to earning their major time to profession.
6. Due to captive and professional of time paucity of time artisans are failing to maintain good relations with external relatives and even in spending time with them. As and when on occasions they attend as guests to the have of artisans.

Recommendations

1. Thus the art of kitting is captive as to its working nature, certain time shall be ensured in arranging work-social activity and awareness programs let them have more.
2. As majority artisans have undertaken the profession with a depending sense from income point of view, the task assigners must the proper care towards happy income yielding sources.
3. Being the kitting profession adaptive directive and controlling are the artisans shall be ensured in maintain their good health to assert from facing health problems.
4. As some of the artisans are not happy with their earnings remuneration- shall be fixed by taking local formal measures into consideration.
5. The task assignors may have much awareness among the artisans about time management, so as to comfort them in mainly good relations with family members.
6. The artisans may be motivated with some paid measures depending on some fixed occasions by which the artisans maintain good external relations among relatives, it will stand as a positive technique.

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v/;;u dk vkfpR; %

oreku e c<rh egxkbZ rFkk vkokxeu d u; lk/kuk ,o futh okguk dh c<rh miyC/krk d dkj.k fjD'kk pkydk dh vk; ij foijhr iHkko iMk gA fnuHkj etnjh dju d lk"pkr ikf'Vd vkgkj miyC/k u gkuk rFkk [kku&ihu dk dkbZ fuf'pr le; u gkuk] bud LokLF; d fy, ykHkdkjd ugh gA bl idkj dh ifjfLFkfr;k dk e/;utj j[kr g, xkj[kij uxj d fjD"kk pkydk dh lkekftd ,o vkfFkd fLFkfr rFkk mudh LokLF; lc/kh leL;kvk dk tkuu gr bl idkj dk v/;;u fd;k tkuk vkfpR;i.k gA

v/;;u d mnn'; %

1- xkj[kij uxj d fjD'kk pkydk dh lkekftd ,o vkfFkd fLFkfr dk v/;;u djukA
2- xkj[kij uxj d fjD'kk pkydk dh f'k{kk ,o LokLF; lEcU/kh leL;kvk dk irk yxkukA
3- xkj[kij uxj d fjD'kk pkydk dh f'k{kk ,o LokLF; lEcU/kh leL;kvk d lekËkku gr lÖkko nukA

v/;;u dh vo/kkj.kk %

xkj[kij uxj d lHkh fjD'kk pkydk dh lkekftd ,o vkfFkd fLFkfr rFkk f'k{kk ,o LokLF; lEcU/kh leL;k; ,d tLkh gh gA

v/;;u i)fr %

iLrr v/;;u vUo'k.kkRed ,o 0;k[;kRed "kk/k vfHkdYi ij vk/kkfjr gA "kk/k dk v/;;u{k=] mÙkj in'k dk xkj[kij uxj gAxkj[kij uxj dithdr fjD'kk pkyd v/;;u dh tul[;k gA xkj[kij fo'ofo|ky; d lehi d fjD'kk LV.M l lcf/kr lHkh 30 fjD'kk pkydk dkmnn';hÑr fun"ku ifof/k (Purpossive Sampling Technique) }kjk p;fur dj U;kn"k d :Ik e fy;k x;k gA v/;;ul lEcfU/kr rF;k d ldyu d fy, "kk/kdrh }kjk lk{kkRdkj vulph dk fuek.k dj lk{kRdkj vulph d ekË;e l lpuk, ldfyr dh x;hrFkklijy lkf[;dh; fof/k l rF;k dk fo"y'k.k fd;k x;k gA

0;k[;k ,o fo"y'k.k %

xkj[kij uxj d fjD'kk pkydk dh lkekftd&vkfFkd fLFkfr rFkk f'k{kk ,o LokLF; lEcU/kh leL;kvk l lEcfU/kr e[; fcUnvk ,o rF;k dkfo"y'k.k dju d fy, vyx&vyx fCkUnv l lcf/kr lpukvk ,o vkdMk dk lkj.khc) dj mudk fo"y'k.k fuEuor gA

Lkkj.kh&01

fjD"kk pkydk dh vk; lc/kh fooj.k

Ø0l0	me ¼o'k e½	fjD"kk pkydk dh l[;k	lkfr"kr l[;k
1-	15 & 25	04	13-33%
2-	26& 35	05	16-66%
3-	36 & 45	13	43-34%
4-	46 & 55	06	20-00%
5-	55 l Åij	02	06-67%
;kx		**30**	**100-00%**

Lkkj.kh&1 d vulkj 13-33%fjD"kk pkydk dh me 15&25 o'k] 16-66% fjD"kk pkydk dh me 26&35 o'k] 43-34% fjD"kk pkydk dh me 36&45 o'k] 20-00% fjD"kk pkydk dh me 46&55 o'k rFkk 6-67% fjD"kk pkydk dh me 55 o'k l vf/kd gAmDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkydk dh me 36&45 o'k d e/; gA ;|fi 55 o'k l vf/kd d fjD"kk pkydk dh l[;k lcl de gA

Lkkj.kh&02

fjD"kk pkydk dk tkfr lEcU/kh fooj.k

Ø0l0	Tkkfr lc/kh fooj.k	fjD"kk pkydk dh l[;k	lkfr"kr l[;k
1-	lkekU;	05	16-67%
2-	vulfpr tkfr	07	23-33%
2-	fiNMh tkfr	15	50-00%
3-	vu-t-tk-	03	10-00%
;kx		**30**	**100-00%**

Lkkj.kh&2 d vuqlkj 16-67% fjD"kk pkyd lkekU; tkfr d g]23-33% fjD"kk pkyd vuqlfpr tkfr d g]50-00% fjD"kk pkyd fiNMh tkfr d g tcfd ek= 10-00% fjD"kk pkyd vuqlfpr tutkfr d gA mDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkyd fiNMh tkfr d g] tcfd lcl de l[;k e vuqlfpr tutkfr d fjD"kk pkyd gA

Lkkj.kh&03

fjD"kk pkydk dh /kkfed fLFkfr dk fooj.k

Ø0l0	/ke lc/kh fooj.k	fjD"kk pkydk dh l[;k	Ikfr"kr l[;k
1-	fgUn	26	86-67%
2-	EkfLye	04	13-33%
;kx		30	100-00%

Lkkj.kh&3 d vuqlkj 86-67% fjD"kk pkyd fgUn /ke dk ekuu oky g tcfd 13-33% fjD"kk pkyd efLye /ke dk ekur gA mijkDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkyd fgUn /ke ekuu oky gA

Lkkj.kh&04

fjD"kk pkydk dh ookfgd fLFkfr dk fooj.k

Ø0l0	ookfgd fLFkfr lc/kh fooj.k	fjD"kk pkydk dh l[;k	Ikfr"kr l[;k
1-	fookfgr	30	100-00%
2-	vfookfgr	00	00-00%
;kx		30	100-00%

Lkkj.kh&4 d vuqlkj 100-00% fjD"kk pkyd fookfgr gAdkb Hkh fjD"kk pkyd vfookfgr ugh gA mDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkyd fookfgr gA

Lkkj.kh&05

ifjokj dk Lo:Ik lEcU/kh fooj.k

Ø0l0	ifjokj dk Lo:Ik	fjD"kk pkydk dh l[;k	Ikfr"kr l[;k
1-	,dkdh ifjokj	27	90-00%
2-	l;Dr ifjokj	03	10-00%
;kx		30	100-00%

Lkkj.kh&5 d vuqlkj 90-00% fjD"kk pkydk d ifjokj ,dkdh g tcfd 10-00% fjD"kk pkyd l;Dr ifjokj e jgr gA mDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkydk d ,dkdh ifjokj gA

Lkkj.kh&06

ifjokj e LknL;® dh l[;k dk fooj.k

Ø0l0	LknL;® dh l[;k	fjD"kk pkydk dh l[;k	Ikfr"kr l[;k
1-	05 l vf/kd LknL;	17	56-67%
2-	05LknL;	08	26-67%
3-	04 LknL;	05	16-66%
;kx		30	100-00%

Lkkj.kh&6 d vu lkj 56-67% fjD"kk pkydk d ifjokj e InL;k dh I[;k 05 I vf/kd g] 26-67% fjD"kk pkydk d ifjokj e InL;k dh I[;k 05 g rFkk 16-66% fjD"kk pkydk d ifjokj e InL;k dh I[;k 04gA mDr fo"y'k.k I Li'V g fd xkj[kij uxj d vf/kdk"k Ikbfdy fjD"kk pkydk d ifjokj e InL;k dh I[;k 05 I vf/kd gA

Lkkj.kh&07

fjD"kk pkydk dk f"k{kk IEcU/kh fooj.k

Ø0I0	f"k{kk IEcU/kh fooj.k	fjD"kk pkydk dh I[;k	Ikfr"kr I[;k
1-	vui<	18	60-00%
2-	6oh d{kk	04	13-33%
3-	8oh d{kk	05	16-67%
4-	12oh d{kk	02	06-67%
5-	Lukrd	01	03-33%
;kx		**30**	**100-00%**

Lkkj.kh&7 d vu lkj 60-00% fjD"kk pkyd vui< g] 13-33% fjD"kk pkyd 6oh d{kk ikI g]16-67% fjD"kk pkyd 8oh d{kk mÙkh.k g] 6-67% fjD"kk pkyd 12oh d{kk ikI g rFkk 6-67% fjD"kk pkyd Lukrd d{kk mÙkh.k gA mDr fo"y'k.k I Li'V g fd xkj[kij uxj d vf/kdk"k Ikbfdy fjD"kk pkyd viu< gA ;|fi dN fjD"kk pkyd Lukrd Hkh gA

Lkkj.kh&08

f"k{kk tkjh ugh j[ku Ic/kh fooj.k

Ø0I0	f"k{kk tkjh ugh j[ku@f"kf{kr u gku d dkj.k	fjD"kk pkydk dh I[;k	Ikfr"kr I[;k
1-	vkfFkd fLFkfr detkj gkuk	20	66-67%
2-	Ekk&cki dk /;ku u nuk	03	10-00%
3-	Ikfjokfjd ruko@yMkb >xM	04	13-33%
4-	Ik<kb dh g	03	10-00%
;kx		**30**	**100-00%**

Lkkj.kh&8 d vu lkj 66-67% fjD"kk pkydk u vkfFkd fLFkfr detkj gku d dkj.k viuh i<kb tkjh ugh j[kh gA 10-00% fjD"kk pkydk d ek&cki u mudh i<kb&fy[kkb ij /;ku ugh fn;k gA 13-33% fjD"kk pkydk u ikfjokfjd ruko rFkk yMkb&>xM d dkj.k viuh i<kb ijh ugh dh g tcfd ek= 10-00% fjD"kk pkydk u v/;;u fd;k gA mDr fo"y'k.k I Li'V g fd xkj[kij uxj d vf/kdk"k Ikbfdy fjD"kk pkydk u viuh detkj vkfFkd fLFkfr d pyr viuh i<kb&fy[kkb ijh ugh dh gA

Lkkj.kh & 09

fjD"kk pkydk dkLo; dk fjD"kk gku IEcU/kh fooj.k

Ø0I0	fjD"kk gku dk fooj.k	fjD"kk pkydk dh I[;k	Ikfr"kr I[;k
1-	Lo; dk Ikbfdy fjD"kk g	28	93-33%
2-	fdjk; dk Ikbfdy fjD"kk g	02	06-67%
;kx		**30**	**100-00%**

Lkkj.kh&9 d vulkj 93-33% fjD"kk pkydk d ikl Lo; dk lkbfdr fjD"kk g tcfd 6-67% fjD"kk pkydk d ikl fdjk; dk lkbfdr fjD"kk gA mDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkydk d ikl viuk lkbfdy fjD"kk gA

Lkkj.kh&10

fjD"kk pkydk dh ekfld vk; lEcU/kh fooj.k

Ø0l0	ekfld vk; ¼#i;k e½	fjD"kk pkydk dh l[;k	Ikfr"kr l[;k
1-	1000 & 5000	13	43-33%
2-	5000 & 10000	15	50-00%
3-	10000 l Åij	02	06-67%
;kx		**30**	**100-00%**

Lkkj.kh&10 d vulkj 43-33% fjD"kk pkydk dh ekfld vk; #0 1000&5000 g]50-00% fjD"kk pkydk dh ekfld vk; #0 5000&10000 g rFkk 06-67% fjD"kk pkydk dh ekfld vk; #0 10000 l vf/kd gAmDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkydk dh ekfld vk; #i; 5000&10000 d chp gA

Lkkj.kh&11

fjD"kk pkydk }kjk eknd inkFkk d lou dju lc/kh fooj.k

Ø0l0	Ekknd inkFkk d lou dk fooj.k	fjD"kk pkydk dh l[;k	Ikfr"kr l[;k
1-	chMh&flxjV	06	20-00%
2-	rEckd&[kuh	16	53-33%
4-	"kjkc rFkk mijkDr lHkh	08	26-67%
;kx		**30**	**100-00%**

Lkkj.kh&11 d vulkj 20-00% fjD"kk pkyd chMh&flxjV ihr g]53-33% fjD"kk pkyd rEckd&[kuh [kkr g rFkk 26-67% fjD"kk pkyd chMh&flxjV] rEckd&[kuh d lkFk&lkFk "kjkc dk Hkh lou djr gA mDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkydk e lHkh idkj d eknd inkFkk dh lou dju okyk dh l[;k lokf/kd gA dkb Hkh ,lk lkbfdy fjD"kk pkyd ugh g tk fdlh Hkh idkj d eknd inkFkk dk lou ugh djrk gkA

Lkkj.kh&12

fjD"kk pkydk d [kku&iku d le; dk fooj.k

Ø0l0	Hkktu d le; dk fooj.k	fjD"kk pkydk dh l[;k	Ikfr"kr l[;k
1-	Lkcg ,d ckj	05	16-67%
2-	fnu e nk ckj	16	53-33%
3-	fnu e Rkhu ckj	06	20-00%
4-	dkb fuf"pr ugh	03	10-00%
;kx		**30**	**100-00%**

Lkkj.kh&12 d vula kj 16-67% fjD"kk pkyd fnu e lcg d le; ,d ckj gh Hkkstu djr g] 53-33% fjD"kk pkyd fnu e nk ckj gh Hkkstu djr g] 20-00% fjD"kk pkyd fnu e rhu ckj Hkkstu djr g tcfd 10-00% fjD"kk pkydk dk Lo; d Hkkstu dju dk dkb Hkh le; fuf"pr ugh gA mDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkyd fnu e nk ckj Hkkstu djr gA

Lkkj.kh&13

lkekU; Hkkstu d lkFk ik'k.k lc/kh [kk| inkFkk dk fooj.k

Ø0l0	Hkkstu e [kk| inkFkk dk fooj.k	fjD"kk pkydk dh l[;k	lkfr"kr l[;k
1-	Hkkstu d lkFk Qy	04	13-33%
2-	Hkkstu d lkFk n/k	02	06-67%
3-	Ekkalkgkjh Hkkstu	08	26-67%
4-	"k) "kkdkgkjh Hkkstu	16	53-33%
;kx		30	100-00%

Lkkj.kh&13 d vuql kj 13-33% fjD"kk pkyd Hkkstu d lkFk&lkFk Qy Hkh yr gA 6-67% fjD"kk pkyd Hkkstu d lkFk&lkFk n/k Hkh yr gA 26-67% fjD"kk pkyd ekalkgkjh Hkkstu yr g tcfd 53-33% fjD"kk pkyd doy "k) "kkdkgkjh Hkkstu djr gA mDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkyd "k) "kkdkgkjh Hkkstu djr gA Hkkstu e Qy ,o n/k dk i;kx dju oky fjD"kk pkydk dh l[;k lcl de gA

Lkkj.kh&14

fjD"kk pkydk dh chekjh l lcf/kr fooj.k

Ø0l0	fjD"kk pkydk dh Ckhekjh dk fooj.k	fjD"kk pkydk dh l[;k	lkfr"kr l[;k
1-	flj nn	07	23-33%
2-	Ck[kkj	05	16-67%
3-	tkMk e nn	02	06-67%
4-	ij nn	13	43-33%
5-	dej nn	01	03-33%
6-	mijkDr lHkh ,o vU;	02	06-67%
;kx		30	100-00%

Lkkj.kh&14 d vuql kj 23-33% fjD"kk pkydk dk vdlj flj nn gkrk gA 16-67% fjD"kk pkydk dk vdlj c[kkj jgrk g] 6-67% fjD"kk pkydk dk vdlj tkMk dk nn jgrk g]43-33% fjD"kk pkydk d ijk e nn gkrk gA 3-33% fjD"kk pkydk dk vdlj dej nn jgrk g tcfd6-67% fjD"kk pkydk dk vdlj mijkDr lHkh ij"kkfu;k rFkk dHkh&dHkh vU; ij"kkfu;k Hkh gkrh gA mDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkyd ijk dh nn dh ckekjh l xLr jgr gA gkykfd flj&nn ,o c[kkj tlh chekjh Hkh lkekU;r% fjD"kk pkydk dk gkrh gh jgrh gA

Lkkj.kh&15
fjD"kk pkydk d chekj gku ij fpfdRlk lfoËkk yu lc/kh fooj.k

Ø0l0	Ckhekj gku ij vLirky tkr g \	fjD"kk pkydk dh l[;k	Ikfr"kr l[;k
1-	gk	29	96-67%
2-	Ukgh	01	03-33%
;kx		**30**	**100-00%**

Lkkj.kh&15 d vulkj 96-67% fjD"kk pkyd vdlj chekj gku ij vLirky e bykt gr tkr g fdUr 3-33% fjD"kk pkyd chekj gku dh fLFkfr e bykt d fy, vLirky u tkdj ykijokgh djr gA mDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkyd chekj gku ij bykt gr vLirky tkr gA

Lkkj.kh&16
cPpk dk i<ku d bPNd

Ø0l0	cPpk dk i<ku d bPNd g \	fjD"kk pkydk dh l[;k	Ikfr"kr l[;k
1-	gk	30	100-00%
2-	Ukgh	00	00-00%
;kx		**30**	**100-00%**

Lkkj.kh&16 d vulkj lHkh 100-00% fjD"kk pkyd viu cPPkk dk i<ku d bPNd gA mDr fo"y'k.k l Li'V g fd xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkyd viu cPpk dk i<kuk&fy[kkuk pkgr gA

fu'd'k %

xkj[kij uxj d vf/kdk"k lkbfdy fjD"kk pkydk dh me 36&45 o'k d e/; gA vf/kdk"k lkbfdy fjD"kk pkyd fiNMh tkfrd g v©j fgUn /kekoyEch gA ;|fi dN fjD"kk pkyd efLye /ke oky Hkh gA vf/kdk"k lkbfdy fjD"kk pkyd viu< g vkjo viu cPpk dk i<kuk&fy[kkuk pkgr gA o mudh i<kb v/kjh j[kdj mUg viu 0;olk; e ugh ykuk pkgr gAlkbfdy fjD"kk pkyd lHkh idkj d eknd inkFkk dk lou djr gA ,lk dkb Hkh ,lk lkbfdy fjD"kk pkyd ugh g tk fdlh Hkh idkj d u"khy inkFkk dk lou ugh djrk gkAlkbfdy fjD"kk pkyd "k) "kkdkgkjh Hkktu djr g ftl dkj.k Hkh budk "kjhj ik;% ncyk&irYk o detkj jgrk gA vko";d ikf'Vd vkgkj e Qy ,o n/k yu oky fjD"kk pkydk dh l[;k lcl de gA vf/kdk"k lkbfdy fjD"kk pkyd ijk dh nn dh ckekjh l xLr jgr gA gkykfd ; chekj gku ij bykt gr vLirky tkr gA "kgjk e jgu oky lHkh idkj d etnj ,o vlxfBr {k= d vU; dkexkj chekj gku ij ik;% vLirky l bykt djkr gA

l>ko %

xkj[kij uxj d fjD"kk pkydk dh lkekftd ,o vkfFkd fLFkfr dk l/kkju d fy, jkT; ljdkj dk uxj fuxek d ek/;e l fo"k'k NV ij lkbfdy fjD"k ,o cVjh l pkfyr fjD"kk dk vkoVu djuk pkfg,AfjD"kk pkydk dk vYi cpr dh ;ktukvk l tkMdj LokLF; lc/kh ;ktukvk dk ykHk nu gr dUn 0k jkT; ljdkjk ,o Lo; lgk;rk legk dk vkx vkuk pkfg,A vlxfBr {k= e dke dju oky etnjk d cPpk d fy, mPp ek/;fed Lrj rFkk rduhfd f"k{kk Lrj dh i<kb fu%"kYd dh tkuh pkfg,AiR;d "kgj e etnj ox d [kku&iku dh fo"k'k lfo/kk d fy, ljdkjh

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ATTITUDE OF B.Ed. PUPIL-TEACHERS OF MALE AND FEMALE TOWARDS TEACHING PROFESSION: A STUDY

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Abstract

The purpose of the study is to determine the attitudes of the B.Ed. pupil teachers towards teaching profession. The teacher's attitude towards his/her profession directly impacts the student's achievement. This study examined the attitudes of male and female B.Ed. pupil –teachers in towards the teaching profession. A sample of 80 B.Ed. pupil- teachers were drawn by using stratified random sampling technique from 3 colleges of Uttarkashi district of Uttarakhand, India. Attitude towards teaching profession was assessed by employing the Attitude Scale of Teaching Profession developed by Dr. (Mrs.) UmmeKulsum. The tool consisting of 55 items with 5 areas viz. Academic, Administrative, Social & Psychological, Co-Curricular and Economic. The collected data were analysed with mean, standard deviations, and t-values for testing various hypotheses framed. Significant differences observed in male and female. So, here investigator tried to know the attitude of the B.Ed. Pupil Teachers of male and female towards teaching profession in different areas.

Keywords: Attitude, Pupil Teachers, Teaching Profession.

Introduction

A good teacher must possess the artistic aspect of teaching and scientific aspect of teaching. M.D. Alcorn, J.S. Kinder and J.R. Schunert(1970) Write in their book "The mediocre teacher tells, the good teacher explains. The superior teacher demonstrates. The great teacher inspires". it means that a great teacher is a leader on the teaching level and personal level. He is a leader on the teaching level when he deals with students, intellectual growth which he can do if he possesses or acquires the knowledge and skill required for planning, implementing and evaluating a classroom teaching programme. According to S.F. Heck &C.R.Williams "The complex roles of the teacher consider this role of a teacher as professionalism because it raises him from the level of a technician to the level of a profession".

Professional success of every professional in his profession depends mainly on his up to date professional knowledge.Complete devotion and dedication along with his efficiency and effectiveness. In the present day world with advancement in technology, these qualities can be inducted through education. Since teaching occupies an honourable position in society, therefore education commission recommended the introduction of "a sound programme of professional education of teachers". Its further remarked that investment in teacher education can yield very rich dividends because the financial resources required are small when measured against the resulting improvements in the education of millions. As a teacher tries to teach in the way in which he himself was taught by his favourite teachers, this tends to perpetuate the traditional method of teaching.
Such an attitude becomes an obstacle in progress in a situation like the present when new and dynamic methods of instruction are needed. This situation can be modified only by effective professional education which will initiate the teacher to the needed revolution in teaching and lay the foundations for his future professional growth.

The teachers can work with students, colleagues, principal, staff, member's office activity, and administrative areas and outside of school in a proper way if they give support to them and receive support from them, plan and carry out various intra-school activates and communicate both formal way and informal way.

Attitude is emotionalized mental state towards his teaching profession.Involves feeling about something and this feeling aspect is very important. The favourable attitude is very necessary in order to succeed in the teaching profession. Favourable attitudes make better performance. A teacher with a favourable attitude can force his students to learn more. The teacher must have a positive healthy and favourable attitude towards his, job, his students, society and other related components of the teaching profession; only then he can succeed in his job otherwise not.

Teaching is a profession. There are a number of specialities in teaching with a wide range of required teaching skills and content knowledge. It is a profession, which demands of its practitioner's exceptional qualities and sincere devotion for the betterment of human beings.
The progress of country and students depends upon the quality of its teachers and their attitude toward teaching professions.

B.Ed. pupil teachers are future teachers and their attitude can definitely play a significant role in the development of students whom they are going to teach and also teaching institution. So it is essential to know the attitude of B.Ed. Pupil-teachers towards teaching profession.

Review of Related Literature

Annamalai (2000) studied "Attitude of teachers towards teaching". In this investigation, an attempt has been made to find out the attitude of the teachers towards teaching. ATAI scale was used to measure the attitude of teachers towards teaching... The study revealed that male and female teachers did not differ in their attitude towards teaching.

Panday and Maikhrui (2005) studied the attitude of 100 secondary school teacher candidates were selected from Pauri and Tehri district Uttarakhand by using Teaching Professional Attitude Scale. It was found that male and female teacher candidates "attitudes towards teaching profession were similar and positive.

Saini S.K. and Gill. T. (2005) conducted a study to find out the effect of teacher education on the attitude of Attitude towards Teaching Profession of Male and Female of Punjab Agricultural University Ludhiana. The descriptive and predictive research method is appropriate for the study. It was found no significant difference was found in students teacher their attitudes towards teaching profession was concerned.

Sharma &Dhaiya (2012) conducted a study to find out the attitude of B.Ed. Students toward Teaching Profession. The findings were no significant difference between the attitude of male and female B.Ed. students towards teaching profession.

VijayalaxmiKamatar and Vashtrad (2016) studied about the secondary school teachers job satisfaction and attitude towards teaching profession of male and female of Gadag district Karnataka. It was found that the job satisfaction and attitude towards the teaching profession were positive of male school teachers but no significant female school teachers.

Research Questions

In the proposed study research questions are the following: What is the attitude of B.Ed. pupil-teachers towards teaching profession?

Objectives of the Study

The objective of the study was to determine the Attitude of male and female B.Ed. Pupil Teachers towards Teaching Profession.

Hypotheses of the Study

There is no significant difference in the attitude of male and female B.Ed. Pupil Teachers towards Teaching Profession.

Delimitations of the Study

This study was delimited to the B.Ed. Pupil Teachers who belong to Three B.Ed. Colleges of Uttarkashi district only.

Methodology

Population

All B.Ed. Pupil Teachers of Three B.Ed. college run in Uttarkashi district Uttarakhand.

Sample

In the present study, the descriptive survey method was used to assess the attitude towards the teaching profession of B.Ed. Pupil-Teachers. The sample consists of 80 B.Ed. pupil teachers with the bifurcation of 40 male and 40 female. The sample was collected by way of random sampling method from 3 B.Ed. College.

Table No. 1

COLLEGE Sr. No.	MALE	FEMALE	TOTAL
1	10	10	20
2	15	15	30
3	15	15	30
Total Students	40	40	80

Tool Used

Attitude Scale towards Teaching Profession Tool prepared by Dr UmmeKulsum was used to collect the data. This scale consists of 55 statements in five areas with four alternative responses i.e. strongly agree, agree, disagree, and strongly disagree.

Data Analysis

Concerning the identification of B.Ed. Pupil Teachers attitude towards the teaching profession, it has resorted to calculation average of the participants' responses for 5 Areas of the teaching profession (Academic, Administrative, Social & Psychological, Co-Curricular & Economic). The data obtained from the sample of 80 B.Ed. Pupil Teachers were scored and analysis involved with Mean, Standard Deviation, and t-test. The data obtained are shown in Table 2

.

Table No. 2

S.NO	AREAS	SAMPLING NO.		MEAN	SD	M1-M2	SED	T VALUE	
1	ACADEMIC	MALE	40	29.78	2.66	.25	.66	.377	NS
		FEMALE	40	30.03	3.28				
2	ADMINISTRATIVE	MALE	40	19.20	2.19	.80	.55	1.44	NS
		FEMALE	40	20.00	2.24				
3	SOCIAL & PSYCHOLOGICAL	MALE	40	82.58	9.50	2.87	1.93	1.49	NS
		FEMALE	40	85.45	7.67				
4	CO- CURRICULAR	MALE	40	13.73	1.64	.58	.38	1.53	NS
		FEMALE	40	13.15	1.74				
5	ECONOMICS	MALE	40	17.78	2.88	.57	.59	1.00	NS
		FEMALE	40	18.35	2.25				
6	ALL 5 AREAS	MALE	40	168.35	14.14	5.7	3.30	1.73	NS
		FEMALE	40	162.65	15.34				

*Significant at .05 level

Findings of the Study

1. From the above table, the calculated 't'value is .37 found to be less than the table value (1.96) at the 0.05 level. Hence, the S. No -1 is accepted. It means that there is no significant difference between Male and Female B.Ed. pupil teachers attitude towards teaching profession.
2. From the above table, the calculated 't'value is 1.44 found to be less than the table value (1.96) at the 0.05 level. Hence, the S. No -2 is accepted. It means that there is no significant difference between Male and Female B.Ed. pupil teachers attitude towards teaching profession.
3. From the above table, the calculated 't'value is 1.49 found to be less than the table value (1.96) at the 0.05 level. Hence, the S. No -3 is accepted. It means that there is no significant difference between Male and Female B.Ed. pupil teachers attitude towards teaching profession.
4. From the above table, the calculated 't'value is 1.53 found to be less than the table value (1.96) at the 0.05 level. Hence, the S. No -4 is accepted. It means that there is no significant difference between Male and Female B.Ed. pupil teachers attitude towards teaching profession.
5. From the above table, the calculated 't'value is 1.00 found to be less than the table value (1.96) at the 0.05 level. Hence, the S. No -5 is accepted. It means that there is no significant difference between Male and Female B.Ed. pupil teachers attitude towards teaching profession.
6. From the above table, the calculated 't'value is 1.73 found to be less than the table value (1.96) at the 0.05 level. Hence, the S. No -6 is accepted. It means

that there is no significant difference between Male and Female B.Ed. pupil teachers attitude towards teaching profession.

Conclusion

The results of this study revealed that Male and female student teachers have differed significantly in attitude towards the teaching profession. Male and female B.Ed. pupil teachers have differed significantly in attitude towards the teaching profession. Male and female B.Ed. pupil teachers have differed significantly in the areas of Academic, Administrative, social & Psychological, Co-Curricular and Economic in their attitude towards the teaching profession. B.Ed. pupil teachers belong to different gender differed significantly in their attitude towards teaching.

The Education college has to provide good facilities to the B.Ed. pupil teachers. The quality of education should be given to the B.Ed. pupil teachers by appointing qualified teacher educators. If all the facilities are good, automatically the attitude towards the teaching profession will be favourable to the student teachers. Teaching profession is a noble profession. So those who are involved in this profession must follow the value system with sanctity and devotion.

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शिक्षणाधिगमप्रक्रियायाम् अभिप्रेरणस्य पात्रम्

डा. गणेश ति. पण्डितः
सहायकाचार्यः
राजीवगान्धीपरिसरः, शृङ्गेरी

अथ शिक्षणाधिगमप्रक्रियायाः प्रधानः सञ्चालकः शिक्षक एवेति निश्चप्रचम् । शिक्षकमुखेनैव बालाः औपचारिकरूपेण शिक्षाम् अधिगच्छन्ति । औपचारिकशिक्षायाः सुचारुरूपेण सञ्चालनायैव विद्यालयाः प्रतिष्ठाप्यन्ते शिक्षकाश्च नियोज्यन्ते । शिक्षणाधिगमप्रक्रियायाः औपचारिककेन्द्रेषु तन्नाम विद्यालयेषु महाविद्यालयेषु विश्वविद्यालयेषु च नियुक्ताः शिक्षकाः कथमधिगमयन्ति इत्येषः एव विषयः शिक्षणाधिगमप्रक्रियायाः साफल्यमूलं वर्तते । यदि शिक्षकाः प्रतिदिनं प्रतिक्षणं च धनात्मकैः शाब्दिकाशाब्दिकमाध्यमैः अभिप्रेरयन्ति तर्हि छात्राः सत्त्वरमेव शिक्षितान् विचारान् अधिगच्छन्ति । अभिप्रेरणेन शिक्षकच्छात्रयोरुभयोरपि परिश्रमः सार्थकतां भजते । अभिप्रेरणाभावे शिक्षणाधिगमप्रक्रियां नाधिककालं सफलीकर्तुं शक्नुमः । किञ्च बालानां विकासे अभिप्रेरणस्य महन्महत्त्वमस्तीत्यतः शोधलेखेऽस्मिन् अभिप्रेरणस्य स्वरूपम् , महत्त्वम् , पात्रम् इत्यादिकं सप्रमाणं विविच्यते ।

तत्र हि अभिप्रेरणं शारीरिकाभिप्रेरणम् अर्जिताभिप्रेरणमिति द्वैविध्यम् ऋच्छति । शारीरिकाभिप्रेरणस्य जैविकाभिप्रेरणमित्यपि (Biogenic Motive) नामान्तरं वर्तते । जैविकाभिप्रेरणं तु प्रत्येकमपि जीवाय जीवितुमनिवार्यरूपेण अपेक्ष्यते । किञ्च जैविकाभिप्रेरकाणि सर्वलोकसाधारणानि सन्ति । बुभुक्षापिपसाद्याः अत्र उदाहरणानि वर्तन्ते । एतेषां परिपूर्त्यभावे मानवाः जीवितुमेव न शक्नुवन्ति । जैविकाभिप्रेरकाणि जीवनधारणार्थमनिवार्याणि सन्तीति अनेन सिद्धम् । परन्तु एतेषाम् अभिप्रेरकाणां सम्बन्धः शिक्षकैः सह वर्तते किम् ? इत्येषः सन्देहः नूनमेव क्वचित् उत्पद्यते । परन्तु अत्र इदमवश्यं विज्ञेयं यत् **" बुभुक्षितैर्व्याकरणं न भुज्यते पिपासितैः काव्यरसो न पीयते "** इति । बुभुक्षिताः पिपासिताः आर्ताश्च बालाः कक्ष्यायां शिक्षकैरुपदिष्टान् विचारान् अधिगन्तुं कथं वा शक्नुयुः ? अतः समेषामपि छात्राणां जैविकाभिप्रेरणानां परिपूर्तिः न्यूनातिन्यूनं सम्पन्नो वा न वेति परीक्ष्य विज्ञाय च शिक्षकेण बालाः शिक्षणीयाः । जैविकावश्यकतानां परिपूर्त्यभावे बालानां विकासः नूनं मृगमरीचिकायते

। **" क्षुधासमं नास्ति शरीरपीडनम् "** इतीदं नराभरणवचनमत्र अवश्यं स्मर्तव्यम् । बालानां क्षुत्पीडादिकं तेषां न केवलं शरीराणि अपि तु मनांसि अपि प्रभावयन्तितमाम् ।

अर्जिताभिप्रेरणानि शारीरिकाभिप्रेरणैः नितरां भिद्यन्ते । इमानि जन्मजातानि न विद्यन्ते । जननात् परमेव एतानि मानवः अर्जयति । किञ्च एतानि अभिप्रेरणानि देशकालव्यक्त्यनुगुणं भिन्नभिन्नान्येव भवन्ति । एतेषां बहूनि प्रकाराण्यपि सन्त्येव । तद्यथा –

1) उपलब्धिसम्बद्धाभिप्रेरणम् (Achievement Motivation)
2) तादात्म्याभिप्रेरणम् (आत्मीयतापरम्) (Affiliation Motivation)
3) चिन्ताह्रासः (Anxiety Reduction)
4) प्रतिष्ठापराभिप्रेरणम् (Power Motivation)
5) आक्रामकाभिप्रेरणम् (Motive of Aggressiveness)
6) अङ्गीकाररूपाभिप्रेरणम् (Approval Motive)

क्रमशः एतेषां सर्वेषामपि प्रकाराणां निरूपणमत्र सोदाहरणं सदृष्टान्तञ्च क्रियते ।

1) उपलब्धिसम्बद्धमभिप्रेरणम् (Achievement Motivation)

एतानि अभिप्रेरणानि तानि वर्तन्ते यानि स्वायत्तीकर्तुं व्यक्तिः सर्वदा यतते । किञ्च प्राप्तानामपि उपलब्धीनां सर्वोत्कृष्टरूपेण प्रदर्शयितुं तासां वैशिष्ट्यं विज्ञापयितुं च अभिलषति । उपलब्धिकेन्द्रितबालाः सामान्यतः लक्ष्यैकचित्ताः भवन्ति । अनुपलब्धौ पुनरपि आत्मावलोकनपुरस्सरं प्राप्त्यव्यमवाप्नुवन्ति । केचन बालाः परीक्षासु सर्वोत्कृष्टान् अङ्कान् आसादयितुं सश्रद्धं पठन्ति । परन्तु तत्र क्वचित् विफलाः भवन्ति चेत्तर्हि पुनरपि प्रयासं कृत्वा अग्रिमपरीक्षायां साफल्यं विन्दन्ति । परन्तु केचन बालाः विफलतायां सत्यां निराशतामनुभूय कुसमायोजनं कुर्वन्ति । वाममार्गमपि क्वचिदाश्रयन्ति । एतादृशेषु सन्दर्भेषु शिक्षकाणाम् अभिभावकानां च समुचितं मार्गदर्शनमनिवार्यम् । बालाः न केवलं परीक्षायाम् अपि तु स्पर्धासु क्रीडासु तदितरसहगामिक्रियासु उपलब्धिसम्पादनाय प्रयतन्ते । बालाः यथा उपलब्धिकेन्द्रिताः (Achievement Motivation Oriented Children) भवेयुः तथा तेषां प्रेरणं शिक्षकायत्तमपि वर्तत एव ।

2) तादात्म्याभिप्रेरणम् (Affiliation Motive)

तादात्म्यकेन्द्रितबालः सामान्यतः इतरेभ्यः स्वस्य स्तुतिं प्रशंसां च वाञ्छति तत्प्राप्त्यर्थं चेष्टते च । सामान्यतः किशोरावस्थायां विद्यमानेषु बालेषु आत्मरतिः अधिका दृश्यते । किशोरावस्थायां विद्यमानाः बालाः मातापितरौ शिक्षकाः सतीर्थ्याश्च अस्मान् प्रशंसेयुः पुनः सर्वत्र च अस्मान् अभिन्नाः आत्मीयाः इति परिगणयेयुः इति चिन्तयन्ति । यदा इतरे आत्मीयभावनया कमप्येकं बालं पश्यन्ति तदीयानि साफल्यानि च दृष्ट्वा प्रशंसन्ति तदा बालः अमितानन्दमेव प्राप्नोति । बालानाम् आत्मसन्तोषप्राप्तौ आत्मविश्वाससंवर्धने च एतादृशानि अभिप्रेरणानि नूनमुपकुर्वन्ति । अतोऽत्र शिक्षकाः कक्ष्यासु व्यक्तिगतरूपेणापि बालान् सकाले प्रशंसेयुः पुरस्कुर्युः च । छात्रसमूहः शिक्षकसमूहः अभिभावकसमूहो वा मामेव लक्ष्यीकृत्य प्रशंसति इत्येतद्विज्ञाय बालोऽपि अमन्दमानन्दमनुभवति । अतः तादात्म्यभावसम्पादनाय पूरकाणि वातावरणानि शिक्षणाधिगमसन्दर्भेषु सृष्टव्यानि ।

3) चिन्ताह्रासः (Anxiety Reduction)

बालानां चिन्ताह्रासः धनात्मकाभिप्रेरकः चिन्तावृद्धिश्च ऋणात्मकाभिप्रेरकः वर्तते । अद्यत्वे पाठ्यक्रमबहुलेऽस्मिन् शैक्षिकप्रपञ्चे न कोऽपि बालः सर्वदा निश्चिन्तः भवितुं शक्नोति । परन्तु चिन्तायाः स्तरः यथा न वर्धेत तथा ते परिरक्षणीयाः । चिन्तास्तरः यथा वर्धते तथा अधिगमनिष्पत्तिस्तरोऽपि नूनं वर्धते । परन्तु चिन्तास्तरः पारं गच्छति चेत्तर्हि अधिगमनिष्पत्तिः (Performance) क्रमशः क्षीयते । अत्रेदमवश्यं विज्ञेयं यत् सर्वतोभावेन चिन्ताराहित्यं सर्वतोभावने चिन्तावृद्धिरित्युभावपि ऋणात्मकाभिप्रेरकौ भवतः इति । **" चिन्तायाश्च चितायाश्च बिन्दुमात्रं विशिष्यते "** इतीदं श्लोकवाक्यं प्रसिद्धमेवास्ति ।

4) प्रतिष्ठापरमभिप्रेरणम् (Power Motivation)

प्रतिष्ठा बालान् प्रेरयति । येषु कार्येषु बालानां प्रतिष्ठाप्राप्तिः सम्भवति तेषु कार्येषु तेषां रुचिरपि आधिक्येन जागर्ति । कक्ष्यायां यदि कश्चित् नायकः भवितुमर्हति तर्हि तेन सर्वेषु क्षेत्रेषु क्रियाकलापेषु च उत्तमा निष्पत्तिः दर्शनीया । तदाधारेणैव सः नायकपदं अलङ्कर्तुं इतरान् नियन्त्रयितुं च अर्हतां सम्पादयति । कक्ष्यानायकस्य क्रीडानायकस्य च केचन विशेषाधिकाराः वर्तन्त एव । किञ्च एतादृशपदप्राप्तिः प्रतिष्ठायै कल्पते इति बालाः चिन्तयन्ति । प्रतिष्ठासम्पादनमपि प्रजातन्त्रात्मकदृष्ट्या यथा स्यात् तथा शिक्षकैः प्रयतनीयम् । किञ्च प्रतिष्ठाप्रियाः बालाः शिक्षकैः न कदापि दमनीयाः । यथा

तादृशाः बालाः इतरैः सह सम्भूय सहयोगभावनया च यथा व्यवहरेयुः यथा च आत्मप्रतिष्ठां परिरक्षेयुः तथा ते प्रोत्साहनीयाः । प्रतिष्ठासम्पादनस्य क्षेत्रं छात्राणां व्यक्तिगतभेदानुगुणं नूनं परिवर्तेत । उदाहरणार्थम् – एकः विद्यालयस्य सर्वोत्तमनटः भवितुमिच्छेत् , अपरः उत्तमगायकः भवितुं वाञ्छेत् , अन्यः अत्युत्तमक्रीडानायकः भवितुमभिलषेत् , इतरः स्वर्णपदभाक् भवितुं प्रयतेत । एवं प्रतिष्ठायाः क्षेत्राणि भिद्यन्ते । छात्राणां व्यक्तिगतसामर्थ्यं विज्ञाय शिक्षकाः प्रतिष्ठाप्राप्तौ सहकुर्युः ।

5) आक्रामकमभिप्रेरणम् (Motive of Aggressiveness)

आक्रमणशीलता अपि एकः अर्जितः अभिप्रेरकः वर्तते । आक्रमणशीलता बालेषु सममात्रेण यद्यपि नैव दृश्यते तथापि ईषद्वा आक्रमणशीलता सर्वेषु वंशवातावरणयोः प्रभावेण क्रमशः समायाति । परन्तु आक्रमणप्रवृत्तिः यथा समाजसम्मतमार्गेण अभिव्यक्ता स्यात् तथा शिक्षकेण व्यवस्था कर्तव्या । शारीरिकरूपेण वाचा वा परपीडनमेव आक्रमणशीलतायाः पृष्ठभागे सन्निहितं भवति इत्यपि उच्यते । आक्रमणशीलतायाः अभिव्यञ्जनाय बालेभ्यः परोक्षमार्गः शिक्षकेणोपकल्पनीयः ।

6) अङ्गीकाररूपमभिप्रेरणम् (Approval Motive)

परेषाम् अङ्गीकारं कनिष्ठाः बालाः क्रियाचरणावसरे काङ्क्षन्ते । अस्माभिः क्रियमाणं कार्यं दृष्ट्वा धनात्मकमूल्याङ्कनं च कृत्वा अस्माकं कार्याणि अनुमोदयेयुः इति बालाः अभिलषन्ति । मातापित्रोः शिक्षकाणां वरिष्ठानां च अङ्गीकारप्राप्त्यर्थं बालाः बहुधा चेष्टन्ते । अस्तित्वपरिरक्षणाय मातापित्रोः अङ्गीकारः अनिवार्यः इत्यपि क्वचित् बालाः चिन्तयन्ति । मया लिखितं सम्यगस्ति वा ? मद्वेषधारणमुचितं वा ? कर्मणि मम चातुर्यम् अस्ति खलु ? इत्येवं बालाः असकृत् पृच्छन्ति । ' ॐ ', ' साधु ' , ' बाढम् ' इत्येतादृशानि अनुमोदनपराणि वरिष्ठवाक्यानि बालान् बहुधा अभिप्रेरयन्ति । अङ्गीकारबुद्धयः शिक्षकाः यदि स्युः तर्हि बालाः आत्मनिर्भराः भविष्यन्ति । एवं अर्जिताभिप्रेरणानि सन्ति अनल्पानि । यद्यपि एतानि भिन्नानि सन्ति परं परस्परं सम्बद्धान्यपि वर्तन्त एव । एतेषां विषये शिक्षकाणां ध्यानम् अवश्यं स्यात् । कैः अभिप्रेरकैः बालाः अभिप्रेरिताः भवन्तीति विज्ञायैव शिक्षणाधिगमप्रक्रियायाः सञ्चालनं करणीयम् । **“ अयोग्यः पुरुषो नास्ति योजकस्तत्र दुर्लभः ”** इतीदं वाक्यं प्रत्येकमपि सञ्चालकेन संस्मर्तव्यमेव । योजकः कुशलः प्रेरकोऽपि स्यादेव । कुशलः योजकः छात्राणां व्यक्तित्वं परीक्ष्य तेषाम् अभिरुचेः क्षेत्रं विज्ञाय तान् सकाले अभिप्रेरयेत् । शिष्यदोषः

आचार्यमागच्छतीति आभाणकं प्रसिद्धमेव । अतः मनोवैज्ञानिकेन सता शिक्षकेण बालाः सश्रद्धं परीक्षणीयाः काले काले च प्रचोदनीयाः । यदि शिक्षणाधिगमप्रक्रिया विफला भविष्यति तर्हि शिक्षकोऽपि वैफल्यस्य उत्तरदायित्वं वहेदेव । यतो हि इयमेका पूर्वनिर्दिष्टा समाजसम्मता उद्देश्यबहुला च प्रक्रिया वर्तते । एतत्सर्वं सुविचार्यैव शिक्षणाधिगमप्रक्रियायाः सञ्चालनं कर्तव्यमिति शिवम् ।

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PRACTICAL SUGGESTIONS FOR IMPROVEMENT IN ENGLISH TEACHING METHODOLOGY AT PRIMARY LEVEL

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Introduction

As education has an important role in development in India, a number of commission and committees set up by the government have given their recommendations and suggestions on teaching of English. The report of the education commission (1964-66) recommended teaching of English after the primary level. The central Advisory Board for education proposed the three language formula, which was approved by the conference of chief minister held in 1961 and was accepted as a part of education policy. English was to become one of the three languages to be taught at upper primary level –But later most states modified this policy and decided to introduce English at the primary level itself.

Language learning is not just a matter of acquiring the skill of listening, speaking, reading and writing but it consist of developing a communicative competence where these skill are often used in an integrated manner along with several other abilities that help in conducting a dialogue. English in India has become a symbol of people's aspirations for quality in education and a fuller participation in national and international life.

Disclosing Problem

India has one of the largest primary education networks in the world. The National knowledge commission (2007) felt that the time has come to teach English as a language in school. Early action in this sphere, would help us build an inclusive society and transform India once again into a knowledge society' which it was a few decades ago.

Teaching of English along with the mother tongue has other advantages too as pointed out above. With reference to teaching of English at primary level, the following three major questions need attention; when and how to introduce English? Are the teachers prepared? What efforts are being made to promote development of languages in a multi lingual country like India?

Sample

Randomly selected 400 students of primary level from different schools and used survey method to data analysis.

Methodology of data collection

A questionnaire survey method was adopted in this research. A questionnaire consisting of including English initial, rammer and content of lessons based on primary level books.

Tools used in data collection

It were developed for collection of qualitative and quantitative data on various aspects such as status of teaching of English, classroom interaction ,teacher profile, textbook analysis, teachers training modules and process etc. Teachers questionnaire, interview schedules for students and parents.

Data analysis

The data collected through the tools was both quantitative and qualitative in nature and analyzed accordingly.

Objectives

1. Teachers of English and to assess their competence in teaching English methodology at primary level.
2. To make practical suggestions for improvement in teaching of English on the basis of the findings of the study.

Hypothesis:-

1. There is no competence in teaching English methodology at primary level.
2. There are many practical suggestions for improvement in teaching of English on the basis of findings.

Findings

The teachers efforts to develop skills of listening and speaking and writing skills. The teachers and the primary level students depend on books, the adhere only to the written word and printed material. The teachers do not move beyond the textbook. The primary level students teach English learn by fun and learning by doing methodology. Teacher used to educational technological material like O.H.P., pictures, movies, iPods to more effective teaching. Digital dictionary also. Teachers also need to be trained to teach English properly and improve their communication skills, use multimedia, join refresher courses for improving English teaching methodology.

Conclusion

The environment in which a language English is learnt is vitally important and physical conditions have a great effect on learning and can student motivation programme like use of charts, work book, picture book, animated movies, colours, birds like toys, picture materials develop time to time. Internet also uses to provide improving study material to teaching English methodology.

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A STUDY ON RELATIONSHIP BETWEEN CAPITAL MARKET PERFORMANCE AND ECONOMIC GROWTH

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Abstract

Capital market is market which plays a significant role to give superior growth to Indian economy. Capital market is a system where the companies sale their financial securities such as shares, debentures, bonds etc, which helps companies to generate capital to encourage production, consumption and employment, so that GDP of Indian country will be increase. The money which generated through sale of financial products can invest into productive activities is create and stimulate good health for Indian economy.

Keywords: Capital Market, Economic Growth, Financial Securities, GDP, Productive Activities.

Review of literature

Bajpai (2006) concludes that the capital market in India has gone through various stages of liberalization, bringing about fundamental and structural changes in the market design and operation, resulting in broader investment choices, drastic reduction in transaction costs, and efficiency, transparency and safety as also increased integration with the global markets. The opening up of the economy for investment and trade, the dismantling of administered interest and exchange rates regimes and setting up of sound regulatory institutions have enabled time.

Cho (1998) points out the reasons for which reforms were made in Indian capital market stating the after reform developments. Shah (1999) describes the financial sector reforms in India as an attempt at developing financial markets as an alternative vehicle determining the allocation of capital in the economy.

Desai Vasant (2005)[8] has briefly explained the development of the Indian capital market. According to him, liberalization of the stock market operations is necessary for the further development of the markets. „The Indian capital market has developed to a large extent but is still in a process of evaluation. Various measures have been taken to develop a healthy and mature capital market. These measures include liberalization of stock market operations, opening up of the stock exchange membership to financial institutions, encouraging banks and financial institutions to go in for mutual funds. However one more area which requires serious attention is the scope for a multitier market.‟

Sharma K.S. (1969)[3] has stressed on the need for mobilizing the savings into investment so that the resources are efficiently used for the economic development. „It is necessary to strengthen those institutions of the capital market which can garner the savings of the people for further investment otherwise; they are likely to be frittered away in unproductive uses. Higher propensity to consume limits the capacity for voluntary savings in the poorer countries. Here, the various institutions of capital market can help in mobilizing saving and channelizing the same into productive ventures.‟

The Capital Market Solicitors Association (CMSA) is a voluntary professional organization consisting of Law firms duly registered by the Securities and Exchange Commission (SEC) to act as Capital Market Operators in the capacity of solicitors. Some of the aims and objectives of the Association ranges from protection of the interest of its members, contributing to the policy and regulation process within the capital market.

Objectives of the study

To know how capital market works in development in India
To understand relationship between capital market and economic growth
To analyze the impact of capital market to promote economic growth

Meaning of capital market

The market where investment instrument like bonds and quiets are trades is known as capital market

Capital market is a place where the long term securities are available to raise capital to meet long term capital requirements of the business or company.

Capital market is part of financial system which is concerned with raising capital funds by dealing shares, bonds and other long term instruments.

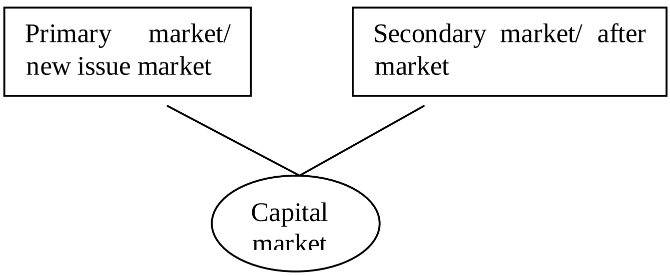
Capital market is a place where the people have exchange money between people who have excess money and who suffer with deficit of money.

Definition of capital market

According to Arun K. Datta, The capital market may be define as " The capital market is a complex of institutions investment and practices wit established links between the demand for and supply of different types of capital gains".

According to F. Livingston defined the capital market as "In a developing economy, it is the business of the capital market to facilitate the main stream of command over capital to the point of the highest yield. By doing so it enables control over resources to pass into hands of those who can employ them most effectively thereby increasing productive capacity and spelling the national dividend".
Capital Market is used to mean the market for long term investments that have explicit or implicit claims to capital. Long term investments refer to those investments whose lock-in period is greater than one year.
Capital market is a market where buyers and sellers engage in trade of financial securities like bonds, stocks, etc. The buying/selling is undertaken by participants such as individuals and institutions.

Classifications of capital market
Majorly the capital market classified into two categories as mentions below



Primary market
Primary market is market place where long term instruments are traded at first time for obtain long term capital. This market is associated with new issues; hence it is called new issue market.
Generally this market is faceplate to bridge gaps between savers and borrows, and invests in equipment, large machinery, technology which helps in production, consumption and national income.

Secondary market
Secondary market is a market place where trading is being started after trading of primary market. It is also called as aftermarket. Under this market all listed companies in the stock exchange are available to trade securities which are liquidly in nature.
Generally, most of the investors are participated in this market, because there is continues flow of trading of securities are available.

Capital market participants

In capital market so many people are participated who brings their savings into productive investments. There are as follows;

Individuals, Corporate, Governments, Foreign countries, Banks, Provident Funds, Financial Institutions.

Research methodology

The present study is largely based on the available secondary data.

The role of capital market in growth of Indian nation

Capital market plays a crucial role to provide superior growth to Indian economy. Healthy economy of Indian nation is depends upon successful services provided by Indian capital market. Capital market can fulfill the financial gaps of Indian nation. Now we can see what sort of relation is there between capital market and economic growth as below,

Investment with saving and economic growth

In order to attain superior growth of the Indian economy, making of investments is more important to increase production. Investment is possible with savings only. So investments with saving encourage by capital market by providing beautiful interest rates. Once saver of small funds are attract for the benefits from capital market they cannot keep their funds idle and they try to save more amount of money to invest into various sectors (productive activities) which helps to strengthen Indian economy.

Instants: if one person is saving 5000 per month, per annum his/ her saving is 60000. If this is invested into capital market by subscribing financial instruments or lending money to the borrower, after maturity period decently growth will be take place.

Infrastructure facilities and economic growth

Economic growth of any country not only India is depend upon infrastructure facilities such as roads, bridges, water facilities, communication facilities, dame facilities, health facilities etc; once government of India invested money which is generated from capital market is in infrastructure facilities leads to create increasing facilities for developing business within India as well as outside of India. Global business is possible through these facilities only.

For Instant: having poor/ less see way transportation facilities which result to delay in exports and imports.

Investment into financial products and economic growth

To attain economical growth of nation better to investment into financial products such as shares, debentures, bonds, treasury bills, commercial bills and so on rather than physical assets such as gold, land and others non productive gods and services. Because investments in physical assets may cause to create inflation so common people can suffer to reducing their purchasing power which gives un developments to economy. But investments in financial securities are not inflationary in character; once investments can take place in those products will increase production, consumption, employment, national income.

Requirement based allocation of capital and economic growth

Whatever the money collected from the savers through capital market, must be allocated based on priorities of nation and requirements of various sectors like infrastructure industry, innovative cleanups, technology, ground water and plums etc;. Not a just allocation effective allocation is more important. This helps to managing the money as per requirements of Industries and leads success. Still poor area are there which are suffer with less allocation of money by nation as mention above, so the best and genuine allocation is plays a crucial role in development of Indian economy. For instant; if transport facilities are increases ultimately business will be increases double and more than double which helps to increase economy.

Boost up entrepreneurial talents

Capital market initiates to boost ups the talents of entrepreneurial, where their role plays majorly. Those who are risk accepters and technically strong, better to encourage them to start new ventures by providing capital assistance in their desire sectors.

Controlling inflating and economic development

Before the formation of new industrial policy 1991, the inflation rate is 13.5% which directly kills developments in Indian Economy. But now India has been fight against inflation which results in reducing purchasing power of customer is controlled by implementation of different types of policies, especially monetary policy which can manage money of different sectors by managing the liquidity by facilitating open market with target of 2% inflation.

Conclusion

From above analysis I determine that, the development of every nations economy is greatly depends upon above all relations with capital market. That relation helps to give superior growth of economy. So, better to maintain good links with all above areas in strategically, which helps to develop Indian economy. Still

Indian country suffer with poor relations with investors, banks, financial institutions and so on, it leads failures. Hence Indian country identified as undeveloped country.

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OBSERVATION AS A TOOL FOR COLLECTING DATA

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Abstract

A researcher is required to collect information or evidences from the sources for meeting objectives of his research study. He therefore uses a variety of tools and techniques to collect information and data necessary for his research study. Observation, as one of these tools and techniques help a researcher to collect lively and rich information from the sources available by utilizing his senses of observation. In the task of observation, the researcher adopts variety of observational techniques and tools for performing his observational task in a number of ways or for making his observation a natural or controlled according to the requirement of his research study. The present article will help to discuss few questions. What is observation technique? How can it be employed in collecting data for research study? What are the types of observation? What are the qualities of a good observer? How to proof reliability and validity of the observed data? What are the merits and demerits of observation as a tool?

Keywords: Observation; Tool; Evidences; Reliability; Validity.

1. Meaning and Definition

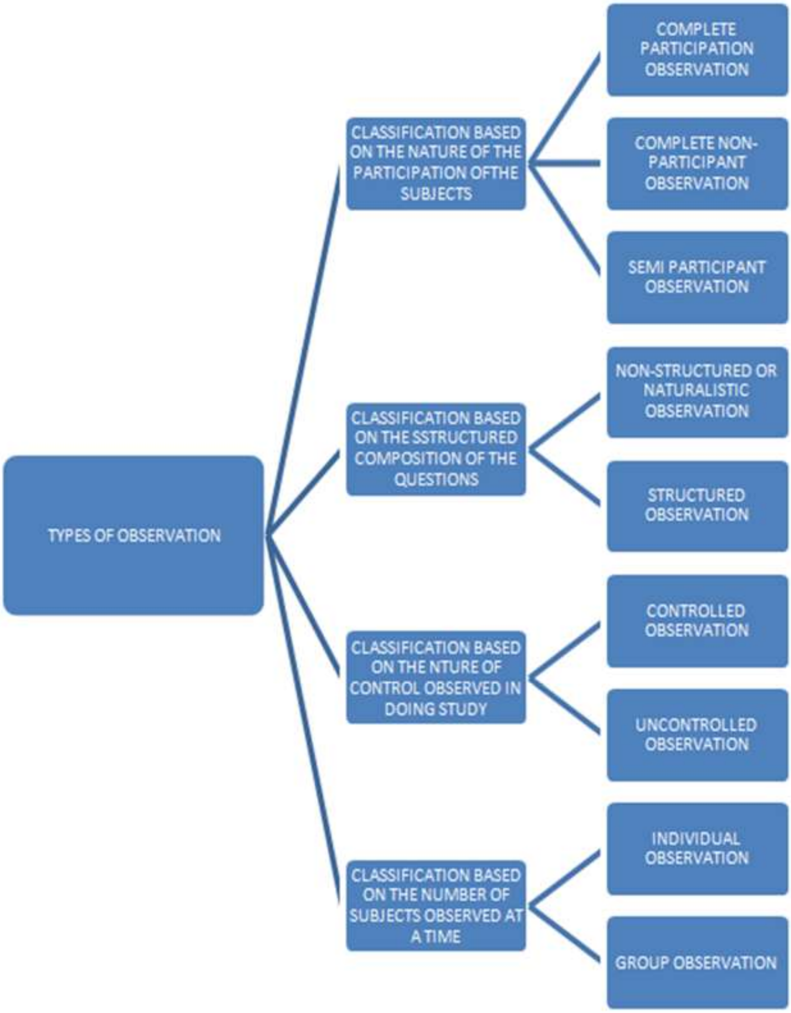
For seeking answers to the research questions, a researcher is required to collect information or evidences from sources. There are various tools and techniques to gather information and observation is one of them. Observation is a data collection tool which is used by the researcher for collecting live data with the help of his/her senses of observation in the controlled or naturalistic situations of the occurrence of events. A researcher collects lively and rich information/evidences from the available sources by making use of his/her senses of observation. There are variety of observational techniques and tools that a researcher may use for performing his observational task depending on the needs of his research study.

1.1 Features and functions of the technique of observation

a) Observation may be regarded as one of the most suitable and natural methods which is used by the researcher in the process of inquiry and investigation.

b) Observation provides the researcher with a unique and rare opportunity to collect first hand information by making use of his/her own senses for looking, judging and interpreting the things instead of relying on others.
c) Observation as a data collection tool can be used in a wide variety of behavioural science researches such as experimental and quasi experimental, descriptive and normative survey, quantitative and qualitative etc.
d) It offers the researcher with a unique chance to gather ongoing and live information in their natural ways and in their natural set up of a social and cultural environment regarding a thing, event, person or phenomenon.
e) There can be dual opportunity for the researcher for investigating and enquiring into the nature of the things, phenomenon or behaviour by getting freedom to observe them in their natural set up or in controlled conditions as per the requirement of the study.
f) Observation can also be used during introspection to investigate what is going on in the minds of the subjects and can deal with the external behaviour of persons in appropriate situations controlled or uncontrolled.
g) It is concerned with what is observed and noted by the researcher himself/herself through the marking schedules, rating proforma, observation notes or recording devices.
h) It is a process of systematically recording of all what is being observed in a situation by the researcher without interacting with the subjects of the study.
i) Observation is considered as the best approach and appropriate techniques in the situations where the subjects of the study are unwilling or hesitate or unable to provide appropriate data needed by the researcher.
j) In comparison to other techniques of collecting data, observation as a data collection tool provides more reliable and valid data to the researcher because there are so many things in the behaviour and environment of the people that could only be ascertained by the researcher through observation.

2. TYPES OF OBSERVATION



2.1 Participant, Semi Participant and Non-Participant Observation

This classification is done on the basis of the type of role played by the observer or the researcher for collecting information being a participant or a non-participant in the process of observation.

a) **Complete participant observation**: Here the researcher acts as a complete participant where he tries to participate with the group of the subjects he is going to observe. He/she merge his/her identity with the identity of the group by doing all that which is needed to be like one of them. He/she does this for gaining their confidence and observe the things he/she needs for his/her study. In the process, he/she may face lots of difficulties like on the one hand, the researcher is required to hide his/her identity and on the other hand he/she has to continue observing the subjects and recording what is being observed from time to time. He/she may get suspected by the subjects of the study and may become the victim of their anger and antagonism and it may lead to failure of his/her mission.

b) **Complete non-participant observation**: Here, the researcher or investigator doesn't act as a participant rather he/she just act as an observer but he/she may either act covertly or overtly depending on the requirements of the study. The researcher may act covertly implies that he/she may place himself/herself in such a position that the observation of the activities of the subjects can be done in the natural set up without letting them know that they are under observation through audio-video recording, satellite surveillance etc.
In the overt form, the researcher acts as an observer by making his/her intension absolutely clear to the subjects under study.

c) **Semi participant observation**: This type of observation lies between the complete participant and complete non-participant observation as the researcher here tries to get involved with the subjects under study, takes part in their activities and ways of behaving and living with full awareness of the subjects that they are under observation and the researcher is not one of them. So, neither the subjects nor the investigator remain in dark about each other's presence and intension.

2.2 Structured and Non-structured Observation

This classification is done on the basis of structured composition of the questions in the observation schedule.

a) **Structured Observation:** The researcher, in this type of observation, make everything structured which provide a direction or structure for observing a thing, event or phenomenon. These structured observations are systematic and organized in nature in their processing as they help researcher to decide beforehand what is to be observed, how it is to be observed and how the data are to be recorded and controlled. The researcher is needed to make use of some other well planned instruments like checklists, rating scales etc. for noting down what is being observed. Here the researcher plays a passive non-intrusive role and doesn't participate with the subjects of the study and observes the things mechanically.

b) **Unstructured Observation:** The researcher is required to observe the things, events or phenomenon naturally in the naturalistic situations of their occurrence without making any interference or disturbance from his/her presence. In this type observation, nothing is predetermined and structured beforehand where the researcher's goal is to understand and analyze the complexities of a particular situation without causing any disturbance or interference by imposing rigid structure over it.

2.3 Controlled and Uncontrolled Observation

This classification is based on the nature of exercising control over the observed situations and variables under study.

a) **Controlled observation**: In experimental studies in Behavioural sciences, the researcher tries to make observations under carefully organized controlled conditions by employing necessary measures to control some situations and variables under study as the researcher has to find out the cause and effect relationships among the variables which can only be achieved by exercising control over extraneous variables and by purposively manipulating the concerned variables.

b) **Uncontrolled observation**: Uncontrolled observations are conducted by the researcher to observe the things, events and phenomenon in their natural set up of their occurrence rather than controlling the situations and variables under study.

2.4 Individual and Group Observation

This categorization is done on the basis of the number of subjects observed at a time.

a) **Individual observation**: In research designs like case study and single subject study, the researcher adopts individual observation either in structured format or non-structured format purely depending upon the needs of the study and the availability of the resources.

b) **Group observation**: Group observation is utilized in order to study the behaviour of a group, the study of way of living, behaving, social interactions, social and cultural life of a group, community and tribes etc. It can both be structured and non structured. Sometimes group of observers are involved in the process of observation which may provide a reasonably reliable results.

3. Qualities Required for Being a Good Observer

A. Learning the Habits of an Observer

Know the difference between observing and looking. Observing and looking may require the use of the eyes but many people use the terms interchangeably as they don't know the difference between the actions to be carried out during observation and looking.

- An observer should know the difference between looking and observing as looking is when he sees the things without the motive of using it later where he doesn't commit anything to memory or tries to make meaning of what he sees while observing is seeing what is around him and keeping it in his mind so that he can make meaning out of it or pose questions about it.
- Deduction, as a method used by the observer when he separates the important detailed information from the unnecessary ones after he has observed something. In deduction, he uses his careful observation to come to a conclusion.

Be mindful of your surroundings. A good observer observes his surroundings instead of just taking them for granted. He should notice almost everything at one go because it will help him developing his own senses and power of observing the things very minutely. He should not miss any of the things which may help him in his study because a small thing can make wonders.

Pay attention to detail. A good observer should start noticing the details of things he passes through. Paying attention to things that might seem insignificant make him conscious of his surroundings. This can make him a better observer. The more he purposefully notices the things, the quicker it will become a habit. Noticing minute details is essential for an observer.

Refrain from judgment. To be a good observer, he should maintain neutrality while observing the things. Observers shouldn't include personal feelings or judgment because those things are based on biasness. When personal feelings, preconceived notions, and prejudices of observers get involved, the results received will be biased and inaccurate. He sees an object distorted by their perception. A good observer ignores his personal feelings and sees things for what he is to accomplish this, start by taking a step back. Staying neutral helps him see things for what they really are.

Slow down. To be a good observer, he must slow down rushing through his day leaves no time to observe the world around him. He should not be in hurry while observing because he may miss the things which are of great importance.

B. Practicing Observation Skills

Improve your memory. Remembering details is very important on the part of a good observer. This includes remembering each and every moment of observation. Since brain filter a lot of that unnecessary information out that's why the observer should make a conscious effort to start committing simple details to memory which will help him improving his memory while making him a better observer.

Eliminate distractions. One reason that observers are not as observant as they should be is because they get distracted due to a lot of reasons like crowd, cell phones etc.

Keep a field journal. Observation is a very scientific approach to the world. By keeping a field journal, you are recording your observations. This can be about anything; the important thing is to observe everything around you and strengthen your observation skills.

4. Reliability and Validity of Observation

It is necessary for the successful observation as a technique of data collection that all that is observed and recorded by the observers should be sufficiently reliable and valid. At last, the researcher is required to proof the reliability and validity of his observation.

4.1 Establishment of reliability: Reliability means consistency. Therefore, the researcher is required to find out the consistency in the results or measurement of observations. But in order to establish the reliability of the observed or recorded data, the researcher may adopt some following techniques:

1) The researcher may go through observational findings of different observers observing and recording the same event or phenomenon. He may also refer to the previous studies occurred on the same phenomenon or subjects. He may then compare and conclude according to the formula that "the greater the amount of inter-observer agreement, the greater the amount of reliability for the observed or recoded data or information."
2) He may check if the same event or phenomenon was observed or recorded at different times for estimating the test-retest reliability.
3) It is true that observational research is time-consuming. It is necessary to observe the behaviour for several times for establishing reliability at the end. In addition, there is also a true concern that the observer's presence may change behaviour being observed but as time goes on and the subjects are more likely to grow habitual to his/her presence and act normally. It is in the researcher's best interest to observe for a long period of time according to the requirement of the concerned study.

4.2 Establishment of validity: Validity refers to the accuracy of the observed results. It can be established by the following means:

1) It is normal that the subjects try to behave in a way different to their original nature which may result into low validity of the observational findings. In order to get rid of these problems, the researcher is always advised to take the observations without letting the subjects know that they are under observations and then compare the results when the observations work is carried out in full awareness of the subjects.
2) The task of observation should be carried out by more than one observer for providing more accuracy to the findings of observation.
3) It should be always kept in mind that the validity of an observation study gets increased only if the researcher tries to keep the setting as natural as possible. The subjects should not be allowed to be unduly affected either by his presence or with the way of his using measuring or recording devices.
4) For the establishment of content validity, the content of the observations (what behaviour and acts are to be observed) should be well known to the observer. If there are more than one observer for the observation of the same phenomenon, then the subjects and contents of observation must be understood by all of them in a uniform way.
5) Construct validity can be established by seeing or judging that the drawing of a particular type of inference about the behaviour or nature of the subject is workable or not workable with the sample of behaviour chosen (in the observation schedule) for the observation work carried out by the observers. For example, if certain behaviour were considered to be evidence of anger, construct validity is required to demonstrate a relationship between the behaviour and underlying construct (Best and Kahn, 2006: 308).

5. Merits of Employing Observation Technique

Observation as a technique for data collection may be found to have many a number merits on its part. Merits or advantages of observation technique can be summarized as follows:

1) We may come across various situations where it can be realized that observation technique is the best one to serve the purpose in an effective way. A few such situations are given below:
    i. To study about the interaction in a group such as classroom interaction, conference or workshop proceedings etc.
    ii. Evaluating the achievements or work performance of the students/workers/professionals.
    iii. Studying about any specific habit of a population.
    iv. Studying the working pattern, living conditions, social norms and cultural patterns of a community, group or institution.

   v. Studying the behaviour or personality traits of an individual.

2) Observation technique is also appropriate in some cases when,
   i. Full or appropriate answers cannot be elicited with the use of questionnaire or interview schedule,
   ii. Respondents are uncooperative.
   iii. Respondents are unaware about the proper answers of the questions asked.
   iv. Respondents are either unwilling or uncomfortable to answer questions mainly when the questions are related to sensitive issues like opinion about prejudices, biases, interactions with the members of other caste, gender, religion, ethnic groups etc.
   v. Matters involving sensitive and secretive social issues.
3) Observation technique is also helpful in the situation where there are barriers of language. When there is some lack of understanding or insight among the subjects for the appropriate responding to the questionnaires or interview schedule, the researcher may take the help of observation technique to collect appropriate information necessary for the study.
4) Observation technique is a technique which widens possibility for the researcher to study the behaviour and know about the nature of an episode, event or thing in it very natural and original form. The researcher gets the information about event the way it occurs or performed spontaneously by the persons concerned in their real life happenings in their real world. Therefore, it maintains accuracy of the data.
5) Observation technique gives researcher a space to have control and arrangements regarding the collection of data. He doesn't depend upon the subjects of the study for providing the research data. It enables the observer to capture some aspects of behaviour that might escape attention, code and recode observed behaviour right at the time of its occurrence. It also provides full authenticity to the data observed or recorded.
6) Since we can have repeated observation regarding a particular behavioural characteristic or occurrence of a certain phenomenon and the task of observation may be carried out by a single observer or a team of observers at different number of times, there is a greater scope for proper verification and validation of the information or data obtained through observation.
7) It is an economical instrument in terms of time, money and labour. A huge amount of information can be collected about the behaviour of a single subject or a number of subjects at a time or study a phenomenon within the time limit and resources.

8) Observation technique is useful for collecting both quantitative and qualitative data by carefully observing the things, behavioural activities and events of the environmental surroundings of the subjects of the study.
9) Observation can be effective tool for collecting data in behavioural sciences study especially related to the study of human behaviour. This is the only reliable and valid tool that can be helpful in investigating human behaviour. The observer needs to study the behaviour of an individual in its present state and draw inferences on the basis of the observation of his present behaviour. One doesn't need to take his past behaviour or previous history into account for the investigation of his behaviour as happens with the methods like psychoanalysis and case study. Therefore, the difficulties faced in finding out the past are almost saved through the use of observation as a tool for the collection of data.
10) Use of observation as a tool of research study may also help in providing sufficient data and information for the researcher to developing some appropriate research hypotheses for further research with some directions or ends in his view.

6. Demerits of Using Observation Technique

There are some demerits and shortcomings of using observation technique for collecting data in behavioural sciences narrated below:

1) The use of observation technique can bring desired outcomes only when it is used and applied appropriately by a researcher or observer. For this purpose, the researcher needs to be skilled and trained in the necessary art and skill of observation. Lack of such skill may create difficulty for the researchers in using observation as a research tool.
2) The subjects under observation are intelligent enough in knowing that what is going with them in spite of the best efforts of the observer to make the task of observation a secret one. When they take notice of being observed, then their behaviour does not remain natural as it should be. There remains nothing for the researcher to observe to meet the objectives of the research study.
3) Biases and subjectivity on the part of the researcher may hamper the reliability and validity of the use and application of observation as a data collection technique. It may happen in some cases as described below:

i. Subjective factors related with the thinking, liking and motives of the researcher/observer may give direction to the processes and product of observation. The researcher/observer may give colour the things in his own way.

ii. Similarly, the researcher may intentionally not record all what is being observed or he may not try to remember many of the aspects of the things being observed by him intentionally or unintentionally.
iii. Most of the times a researcher maintains partial and revengeful attitude towards the subjects of observation which may colour and distort the results of observation. Therefore, the favourable and dear ones are always assessed and estimated on quite higher notes and the unfavourable and disliked ones are looked down upon one point or the other.
iv. The researcher/observer always expects a certain type of behaviour or occurrence of a certain type of events from the subjects or phenomena observed irrespective of the fact that they actually demonstrate it or not. Expectations may pose a great hurdle in the internal reliability and validity of the observational findings.

4) It is impossible for the researcher/observer to know what is going on in the minds of the subjects because he is supposed to observe it through external signs of behaviour. There is every chance that the subject may play hide and seek and use his all expertise to hide his feelings, emotions and real inner personality. Therefore, overdependence upon the external signs of behaviour may make data or information through observation technique a failure in the investigation of the true nature of the individual concerned.
5) The behaviour of the subject observed is depended on the particular time, place and on the particular individual or group of individuals involved. It may lack repeatability as each natural situation can occur only once and it may become one of the serious limitations of the observation techniques.
6) One of the serious limitations of the observation technique is its inability to establish a proper cause and effect relationship. In case we observe two phenomena, we cannot infer which the cause is and which the effect is.
7) Through observation technique the researcher can only take into account the observation of the external or observable behaviour of the subject. The internal aspect of one's behaviour or inner mechanism of one's personality remains untouched and totally un-explored through the use of observation technique. As a result of which observation technique fails to investigate one's total behaviour and aspects of personality.
8) Even after giving due attention and concentration for the observation of a thing, event or phenomenon, it becomes a difficult task for the researcher/observer to draw a single appropriate inference for the observed behaviour or phenomenon. It is difficult to interpret from a huge collection of data.
9) The other limitation of observation technique is that it is difficult to observe many things occurring at the same time in the behaviour of the subject or the events occurring in the observed environment. All the attention,

concentration and energy are then directed to gain information about the ongoing observed behaviour or events and therefore, the task of simultaneous recording at this time becomes an extra burden. If one does not record the observed phenomena side by side, one is to miss a few important things or links afterwards which may affect the process of proper observation.

10) The researcher or observer is required to go to the field of observation for observing the behaviour or events of observation. It is a time taking process. It may take a long time to carry on observation of the behaviour of concerned subjects or phenomenon for collecting the needed research data. This may need a lot of time, money and efforts.

7. Conclusion

We have discussed both merits and demerits of observation as tool for collecting data. However, we shouldn't underestimate the significance and usefulness of observation as a technique of data collection in a variety of quantitative and qualitative research studies. But it depends on the sincerity, seriousness, abilities, determination and skills of the researcher/observer; he can find ways and means for the collection of necessary data regarding the observed behaviour or phenomenon. Thus, it is necessary for the researcher to keep himself attentive about the risk of reactivity and observer biases. He should always try to make maximum benefit of this technique in meeting the purpose of his study in the best possible way.

Declaration of Conflicting Interest

The Author declares that there is no conflict of interest. Paper/ article have not been published elsewhere. The printer, publisher and the editorial board are not responsible for the authenticity of the paper/article.

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IMPACT OF ADVERTISEMENT ON BUYING BEHAVIOUR OF CUSTOMERS: REVIEW OF LITERATURE

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INTRODUCTION

Advertising all across the world has grown up as a social and economic appearance of significant scope in the recent year. But the purpose of advertising has usually been a focus of much dispute in society. Advertising may be beneficial to consumers, examining that dissemination of knowledge is required when the users have to choose multiple products and services. A different school of thought disputes that advertisements deceive customers because they often communicate ambiguous claims. Advertising guarantees a more reliable and improved variety of goods to customers at cheaper rates. Since sold products promise a certain quality which has to be maintained and further mass performance products are assembled and ordered in large quantities, thus reducing the production cost per unit Goods are generally displayed with brand names. Advertising generates the urge to possess better and unique items by educating the buyers regarding a better lifestyle. Advertising gives a primary stimulus to the user, which in turn helps the producer to create more and better position. in this paper, the researcher is studying separate literature.

KEYWORD: Advertising, Consumers, Goods, Products, Brands

REVIEW OF LITERATURE

Awan et al. [1] explain the elements likewise the necessity of advertisement, the pleasure of commercial, dominance of business, logo remember advertisement and stimulation of ad. These are very helpful in developing and shifting the consumer’s buying conduct that could be a very fantastic sign for the advertising and marketing and advertising companies. Our effects also proved the model of the examine which monitor that classified ads have a significant impact on the consumers ‘buying behaviour and widen their picks. This look at will genuinely be proved beneficial for the marketing and advertising agencies to promote their merchandise inside the light of our empirical consequences.

Kumar and Gupta [2] concluded that everyone marketing starts with the client. So the customer could be very vital to a marketer. The consumer decides what to purchase, for whom to purchase, why to purchase, from in which to buy, and what kind of to obtain. To grow to be a successful marketer, he needs to know the liking or disliking of the clients. The have a look at of the customer desire, not handiest specializes in how and why clients make buying choice, but additionally specializes in how and why customers make the desire of the goods they purchase and their evaluation of these goods after use.

Harfoushi and et al. [3] said that the Internet is turning into a brand new way to shop unique services or products online. Although, it's miles a choice situation for everybody to touch the products that he/she wishes to buy for. However, the Internet is gambling a much broader role in making the purchasing more excellent without difficulty as it's miles never before. The net makes purchasing a lot easier, and these days, purchasing isn't extra than away from a click. A modern period is brought that is referred to as "Online Shopping". Consumers can immediately shop product or services from the sellers without any interaction of intermediate parties. Just like other direct advertising and marketing channels together with tv and catalogues, the Internet is likewise becoming a prominent advertising and marketing channel. The Internet helps two-way communications between customer and service provider. The web gives an interactive shopping channel, which isn't always bounded via time and geographical condition.

Adithya [4] concluded that the utilization of the latest tools and strategies brought approximately progressive adjustments inside the production of goods. The maximum critical element is to forecast in which customers are transferring and to be in front of them. The contemporary state of affairs shows many tendencies and changes taking region around us with all of the industries and corporations within every enterprise looking to preserve tempo with the modifications and diverse needs of human beings.

Sathya and Indirajith [5] convey that consumer shopping for alternatives is rapidly changing and moving closer to excessive-quit era products with acculturation. Products which had been once considered luxurious items have ended up a need because of the converting life-style and growing income ranges. With the boom in disposable earning, the demand for high-cease products, which include television, washing device, refrigerator, and air conditioners has improved notably. It is also facilitated through the clean availability of finance and the incidence of nuclear families. Increasing in the call for purchaser long-lasting inside the marketplace the fall in fees as Indian customers maintain to attach a high diploma of significance to cost for cash.

Hemanth Kumar [6] defines advertising and marketing employees are continually reading the patterns of buying behaviour and purchase decisions to predict future traits. Consumer conduct may be defined as the evaluation of ways, when what and why humans buy.

Kalaiselvi and Muruganandam [7] consumption traits fluctuate from similar earnings households in city regions to rural regions drastically. Before the liberalization of the Indian financial system, in Indian white items markets, reputed companies like Godrej, Videocon, Kelvinator, BPL, Voltas and Allwyn had the fundamental marketplace percentage. After liberalization, many overseas players like Whirlpool, LG, Sony, Samsung, IFB, and Aiwa had entered into the Halfordand et al. [8] described that a broad frame of research suggests that the prevalence of weight problems in youth is increasing. The conventional externality principle of obesity postulates that the overweight is higher stimulated by using outside stimuli that are lean. The impact of TV viewing on weight benefit seems to be, as a minimum in component, because of a loss of physical pastime instead of the act of viewing itself. However, TV won't merely sell sedentary behaviour. There is evidence that it additionally stimulates food intake. TV viewing is associated with overconsumption in girls, especially of snack ingredients.

Lamarreand et al. [9] inferred that progressive groups that have efficaciously integrated e-trade of their advertising sports now see cellular advertising as the next exciting opportunity so one can permit them to attain their purchasers thru a brand new communication channel.

Zeb and Ashib [10] concluded that the impact of a logo on consumer shopping for behaviour is full of life challenge performance of and is of outstanding importance in Coimbatore. Fashion enterprise consists of apparel, footwear and other accessories like cosmetics and even furnishing. The awareness of this research is on apparel phase. In phrases of spending on clothing, age is a more potent determinant of women's finances that their socio-economic popularity.

Abayia and Khoshtinat [11] defined that the impact of advertising for attracting the consumer, when the character's thoughts are engaged with the taken into consideration product, undoubtedly impacts his/her tendency to search for records; consequently, the first aspect the character does is internet browsing. Thus, the corporations that promote online merchandise are encouraged to layout advertising strategies which, at the considerable level of the virtual world of records, provide the facts related to the product for the purchaser.

Fatima and Lodhi [12] found out that Advertisement enables the employer to create the attention of their customers and components the commercials form the notion of the customers both within the nice or in a terrible manner. People can perceive the quality of the products through accumulating the data which they typically get via advertisements. The perception of the high-quality, cognizance of the product and client opinion drives the purchaser buying choice. Study significantly evaluates these factors which shape the shopping for conduct and affords the deep insights closer to the position of advertisements shaping the client conduct.

Lahoti and Jacob [13] discovered that the fulfilment of a logo in the Indian rural market is as unpredictable as rain. It has continually been difficult to gauge the agricultural demand. Many brands, which ought to be a hit, have failed miserably. More frequently than no longer, human beings attribute rural marketplace achievement to luck. To understand the agricultural marketplace dynamics, it became essential to study the behaviour of the farm population, as a result, the take a look at is undertaken.

Tatt [14] inferred that purchasing itself is a form of self-expression. People outline themselves through their purchasing. A brand is a call period, signal, image or layout or an aggregate of them, meant to become aware of the products and services of one supplier or institution of dealers and differentiate them from the ones of competitions. A logo faction is to create consciousness, reputation, and prominence and so forth inside the market area. The brand creates price for each the purchaser and the company. Consumers emblem associations are a vital element in logo fairness formation and management.

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Owolabi and et al. [16] defined the effect of advertising and marketing at the sales of coverage products in Sub-Saharan Africa. Advertising is a marketing approach commonly hired via employer working in an aggressive surrounding. The no different promotional tool offers any such massive target market advertising. The price of achieving human beings via advertising may be very affordable. Besides, advertising can also be valuable as a way of familiarizing shoppers with the products or reminding them of its life, for that reason, it's miles a good interest and needs to be made a core factor of the organization's advertising programme. It may be stated to be agreed that there was an excellent correlation among advertising expenditure and income of insurance merchandise, which implies that an increase within the advertisement of the products results in an increase in sales.

Preston' s[17] paintings were amongst the primary research to study the strategies that might form customers'' reaction to questions on advertisement content. He evolved a method to check his hypothesis that readers of commercials often dedicate logical fallacies and so believe that a few classified ads make claims which they do now not in truth make. Although he considered whether this pattern could be because of respondents' ambiguity inside the commands, vague statements, or response errors, he ultimately rejected these factors in favour of an extra cognitive line of reasoning.

Rossiter [18], in his overview, studied the cognitive attitudinal and behavioural consequences of TV advertisement on youngsters and concluded that a few TV advertisements might additionally have an impact on young kids.

Eighmey[19] were first to discover the cognitive impact of commercials amongst youngsters and strengthen the thesis that restraints in advertising oriented to youngsters have to be extraordinary than focused on adults.

Armstrong and Frederick[20] recognized a method that concentrates at the specific cognitive results an advertisement has, on exposed customers.

Ford,et.Al.[21] has followed a records-processing angle in which a commercial is taken into consideration to contain or have the capacity to impart fake records. This statistics is presumed to have measurable consequences on certain cognitive variables, generally product related ideals.

Haefner[22] focuses on purchaser judgments of the deceptiveness of the commercial. Armstrong and Russ criticized this approach as inadequate and logically poor to locate the presence of deception.

Chebat J., Charlebois and Chebot c[23] Consumers exchange their attitude all of the more significant when the message relates to their enjoyment, which in flip relies upon on their prior personal expertise. They further stated that low concerned consumers might attain statistics processing ranges as deep as quite worried purchasers. Also, they located a hanging assessment among the outcomes of open vs closed end messages on attitudes beneath free conclusion conditions. Depth of facts processing, some involvement in dimensions, and previous know-how complements the mindset towards the brand and the aim to shop for.

According to Raula, Liviu, Madallina,[24] Consumers run a real chance in you make a decision based totally on gift records because this imperfect information does no longer permit them to predict precisely which product will procure the maximum delight sought nor which logo, in reality, has the features desired. Thus, buyers are generally more responsive to 900 unique emblem commercials at the same time as they are in search of data on those manufacturers. This is why they come to be a choice goal for the advertiser, supplied the advertiser can discover and find them.

Nidhi Kotwal[25] A research conducted in India determined that children are pretty attracted in the direction of the TV business. Along with that, teen girls additionally encouraged by TV commercials and they tend to shop for the goods which they saw in advertisements. So it gives us the concept that mass media has a high-quality effect on the commercials. Organizations are transferring towards the creative content which draws the teenage women in addition to boys to buy the goods.

CONCLUSION

The present era witnesses the innovative exchange inside the trend of marketing. Online marketing is the source which saves us time and price and any other purpose is the availability of style of merchandise. Since the product isn't always to be had for physical verifications, most effective commercials are a supply to influence, and it influences and appeals to the clients. The function of the business is crucial in changing the buying behaviour of the purchasers. Majority of the teenagers make purchases after watching one of a kind media commercial as they accept as true with more significant on the television commercial. Advertisements remind them to purchase the products.

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