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## **Editorial .....**

*IJAR- A Common Platform of Voice of Intellectuals as Change Agents for better Society. IJAR is a quarterly Journal publishing in multi Disciplinary and multiple Languages from Kakinada, Andhra Pradesh, India. The well acknowledged advisory and editorial committee speaks of strong backbone and its conscious action to deliver the best to the society, state, nation and the world by its unique features covering the areas of Social Science, Humanities and Technology. To add to this thought and idea, with the contributors from various university Professors and institutions of national and international importance, IJAR establish its credibility with the continuous effort to deliver the qualitative aspect of International repute.*

*IJAR enriches the world by adding the committed dynamic researchers and wish to utmost cooperation from the readers and intellectuals of institutions, universities, colleges etc. in improve the journal. IJAR believes that this issue - enriches the aim of the journal. IJAR is conveying special thanks and congratulations to the participants.*

*At the movement, it is great privilege to convey my sincere gratitude and gratefulness to Prof. Dr. G.S.N.Raju garu, Vice Chancellor, Andhra University, Visakhapatnam for his encouragement and delivered valuable message to the journal.*

*I would especially like to thank Dr. K.Victor Babu, Guest Faculty, Department of Philosophy, Andhra University Visakhapatnam; Chief Editor of IJMER and Associate Editor of IJAR for his mentoring in all stages of the journal. Last but not least, I convey my thanks to one and all that who are encouraged me in this regard*



Editor-in-Chief



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June 21, 2014

### **Vice-Chancellor's Message**

Research is inevitable in any country for speedy economic development. The efforts of the scientists, scholars and teachers are badly needed to have a commendable growth.

Andhra Pradesh under the present leadership has excellent vision, mission and objectives to reach the top goals in all sectors in the direction of knowledge economy.



Sucharitha Publications, Visakhapatnam is bringing out an International Journal of Academic Research.

I strongly believe that the journal will uphold its values in maintaining high standards of publication which is demanded to meet global needs.

I am happy to know that the journal is being edited by Dr. T.V. Ramana as Editor-in-Chief and Dr. K. Victor Babu as an Associate Editor respectively.

I wish them for a great success.

With best wishes to everyone involved.

**(Prof. G.S.N. Raju)**





Prof.G.S.N Raju, Hon'ble Vice Chancellor, releasing the inaugural issue of the International journal of Academic Research. Dr.Chella Rama Krishna, Associate Director, Press and Media, Dr.T.V, Ramana, Chief Editor AND Dr. .K.Victor Babu, Editor of the Journal also seen





## Learning Assessment in a Self-learning Material

Dr. Mohammad Habibur Rahman, Prof. of Political science, School of Social Sciences, Humanities and languages, Bangladesh Open University, Bangladesh

### Abstract

*Assessment is a dynamic component of distance learning. Questions or tasks are continuously evaluated to determine whether the learners can challenge old assumptions and create new meaning perspectives. Learning assessment provide with the information about learner achievement after finishing the learning process. Learning assessment has an important role in a self-learning activity using self-learning material. Aside to assess learning result, assessment questions in a self-learning material can help learner focus on the learning material. Assessment question in a self-learning material can be used as a tool to activate learner to study. It is an important step in an instructional process. This step is important in a learning process not only for conventional instruction, but also for distance learning. Without learning assessment we will not know the result of a learning process easily. So, it is important to use the right kind of assessment for the kind of learning we want to encourage. This paper discusses the purposes and the role of learning assessment in a self-learning material.*

**Key words:** *dynamic, Assessment, education*

### Introduction

Learning assessment is an attempt to gain knowledge of the learner's competencies. In particular, what competencies have they acquired as a result of learning process. Learning activities is designed to facilitate learner to learn various kinds of knowledge and skills related to the objectives developed earlier. As the result of these activities, the learner will gain their capabilities related to the objectives. There are five domains of competencies to be gained as the result of the learning activities. The domains

are intellectual skills, cognitive, information, psychomotor and affective. Assessment has two kinds of influence on the distance learner-it can empower him in many aspects of distance learning such as individual learning pace and the selection of course modules or it can severely restrict him to following the narrowly defined assessment criteria laid down by distance education institutions. Melton (1996) questions the effectiveness of the behaviorist approach to assessment in classifying students according to whether they have achieved or have not achieved specified objectives. The



assessment mechanism or methods are crucial as these may have a greater influence on student growth than the impact of supervising teachers or teaching materials (Boud, 1988). However, distance education in the contemporary period has been associated with high product innovation and process variability where course curriculum and delivery mode can rapidly adjusted to meet the changing needs of distance learners (Campion, 1990; Raggart, 1993; Rumble, 1995).

### **Methodology**

The proposed paper mainly is descriptive-analytical in nature. Relevant books, articles and newspapers are used in this paper. Data and information are collected from the concern sources as per need to strengthen my research. Interpretative approach has been followed in this research.

### **The Purposes of Assessment**

There are two main purposes for learning assessment:

\*To aid learners in their subsequent learning.

\*To report on what they have learned.

The first use of assessment is known as formative assessment since it is meant to form the learner's learning. The second is summative because it sums up what each has achieved.

### **Formative Assessment**

Learning assessment could be used to investigate learning difficulties faced by

the learner. Based on the result of assessment, we could decide of any treatment to be used to help the learner. The treatment could be improving some topics, or the whole of the topics of the subject being learned. This kind of assessment is known as formative assessment.

Formative assessment is meant to make sure each learner achieve every specific objective of learning. Usually, instructor carries out formative assessment informally during the learning activity. But, for self-learning activity, formative assessment is an integrated part of learning material. It can be activities- - such as in-text questions (ITO) and self assessment questions (SAQ)- or assignment on each unit of the material in order to monitor and develop learners own learning. Sometimes it may involve getting feedback from their colleagues-peer assessment. Self-and peer-assessment are powerful means for challenging the student's unconscious assumptions, beliefs and attitudes (Walter and Carey, 1996).

Formative assessment is such an assessment that is performed during the implementation of learning activity. The objective of such assessment is to recognize whether a learner can continue his/her activity into the next unit. Learners of a self-learning activity to assess the level of achievement by him/her can use formative assessment. If the result is adequate, the learner can move into the next subject matter.



The major stress of this formative assessment is to form the level of mastery on the material learnt. That is why within a self-learning material, the completion of formative assessment is put on the learners. The learning material developer solely provides questions and the answer key. The learners then answer the questions by him/her and compare answer key.

A tutor that will check the answer afterward also can oversee the formative assessment. Tutor may give any comments to the result. Based on the tutor's assessment, then continue his/her activity whether to re-read the subject mater the learner had learnt or to move into the next subject mater.

Hence, a teacher or an instructor to determine what kind of action needed to assist a student in a learning process could use the result of formative assessment. For student or teacher, the result of formative assessment can be used to measure his/her strengths or weakness. So the learner can determine what kind of effort should be done.

### **Summative Assessment**

Summative assessment is such a final assessment by which a student or a trainee is determined to be succeed or fail to accomplish his/her learning activity. This assessment is performed in the end of certain period of time of the course or training. For a self-learning activity, summative assessment can be performed in the end of a module or series of module. The material assessed in the summative

assessment is more widespread than that in the formative one. The material includes the whole subject matter learnt for a unit of time. The objective of summative assessment is to report the whole things recognized or achieved by a learner after the learner follows a learning program. This assessment determines the success or failure of a learner in accomplishing any course or training program (Rowntree, 1997).

The classic case of the summative assessment is semester final exam in written or practical form. Nevertheless, the mid semester tests or certain tasks can be classified as summative assessment if their result is considered in the final outcomes. Continuous assessment is sometimes used for summative purposes since it is recognized that students are more likely to treat it seriously if it contributes towards the ultimate assessment of their achievements.

### **The Role of Assessment in Self-learning Material**

Self-learning materials or modules are designed for students or trainees to study individually with less assistance from other people. A student or a trainee is expected to comprehend the learning content by reading the module as well as by conventional face-to-face tutorial. What could you do to active that objective? Try to discuss it, and then compare what you have discussed to the description below.



A high quality self-learning material or module should contain sufficient activities to stimulate student to study constantly. The integrated activities within the module should be able to create a certain situation similar to classroom learning activity. One of the stimulation's is question or practice form. Question and activity within module can be constructed in order to put back the dialogue between teacher or instructor and student or trainees occur in learning activity (Grange, Briggs and Wager, 1992). With the given question or task, student is encouraged to read the description or explanation within a module, so the learner can answer the question or solve the problem proposed. They are encouraged to read since they realize that without reading the description or explanation they will not be able to answer the question or the assignment.

The other role of the learning assessment is as a measuring tool to recognize whether a student or a trainee has understood the material the learner has learnt individually or by assistance of teacher or instructor. Through a self-test, a student or a trainee can measure his/her learning progress. Whenever the learner masters the material, the learner can go on with another topic. On the contrary the learner should repeat learning the material if the learner failed to master it.

A teacher or an instructor can use end of module test or end of unit test to

measure the student's or trainee's learning progress. This test result can be a measuring tool to determine whether a student or a trainee comprehends the module. According to the result a teacher or an instructor can decide whether a student or a trainee may step in to the next module or unit.

### **Assessment Question in Self-learning Material**

The questions within a module act as a substitution of a teacher is an instructor's question in the classroom. The second function is to measure/assess the learning progress after reading the module. For both reasons, there are several types of question or assignment that can be put in a module. At least there are five type of learning assessment tools could be included in a self-learning material. The assessment tools are intext question, self -assessment question, assignment, end of module test, and end of unit test (Jenkins, 1987). Each question has its own purpose. Some of them are just to encourage learner to study actively. While the other are as tools to measure learner's achievement in learning.

### **In text Question**

The first type of question is in text question. This type of question is applied to attract the learner to pay attention to a certain problem rather than to assess the learning progress. This type of question needs no written answer from a student. This question just reminds them to stop reading for a



while to think or discuss with his/her friend(s) if they learn in a group.

Such question can assist to conclude certain ideas by his/her own. These questions can link the subject matter to his/her experience. It also can be used to encourage the learner to make a discussion with his/her friend. How important this type of question is supposed to be? Pretend it is important, why is it not designed so that the student should answer that in written way? This type of question is somewhat important. It can assist to attract the learner's attention and enhance the comprehension the learner has acquired without disturbed by certain requirement. However, they will be impatient if they are frequently asked to stop reading and to write. That is why this type of question needs to written answer.

### **Self-assessment question**

Self-assessment question is such a task that requires written answer from a learner. As the learner completes the task, he/she is asking to check his/her answer with the answer key provided in the module. A distance learner rarely meets his/her teacher. That is way the task should be given within the module in which the learner can check the answer by his/her own. Accordingly, the learner knows his/her learning progress. Transformation of assessment approach from assessment by teacher to self-assessment by learner is one of the characteristics of open and distance learning.

Self-assessment could be developed in various form of test question such as easy question, fill in the blank, multiple choices, true-false and matching.

What is the function of this self-assessment test for the distance learner?

Self-assessment test could strengthen learning process performed by the learner. Using this kind of test they can see their learning progress regularly. Clearly these activities should avoid focusing on self-marking alone which does not involve students in establishing assessment criteria (Boud & Falchikov, 1989). Self-assessment test with essay question has an important function in self-learning material. The first function is to encourage learner to think independently in developing idea. Another function is to help learner to associate what they learned with their own experience.

Since self-assessment is a critical tool in working towards increased reflectiveness (Jarvinen & Kohonen, 1995)

### **Assignment**

Another assessment tool in self-learning material is assignment. Assignment is more substantial rather than a self-assessment question. Assignment is an application of what the learners learnt from the module into their own situation. Assignment could be presented in many ways such as mini project, observation report, and description of learner's experience regarding the materials they learnt.



This type assignment tool will present a unique lesson for each learner.

Unlike self-assignment test, assignment generally requires some feedback from the instructor. Based on this feedback, a learner understands their weakness in comprehending the material from a module. The most important function of an assignment is to provide the learners with feedback about their product that they could not measure themselves. For a practical reason, usually the assignment has a time limitation. This limitation will help the learners to manage their own pace in learning the self-learning material.

Assignments within a self-learning material will help learners in their learning process. Assignment will help the learner to focus their attention to the main idea and the most important competency included in the self-learning material. It will help them finishing the assignment.

### **End of Module Test**

End of module test is a test to be given to the learners after finishing learns is a self-learning material or module. End of module test will assess learner accomplishment of learning a module. If they succeed than they can continue to learn the nest module. In contrary, if they failed they should repeat learning the module until they achieve the objectives. The learners could not assess end of module test. There will be no answer key for this test. Instructor will measure the test and will give the grade to the learners work. The grade of this

test will be used to decide whether the learner passes or fails. For the learners, feedback of the end of module test could be used to improve their mastery of the material they just learned.

### **End of Unit Test**

The end of unit test is a test given to learners after they finish studying a set of module. This end of unit test is a summative test for particular lesson comprises several modules. If we compare it with the face-to-face tutorial, the end of unit test is similar to the test given to learners after a course is accomplished. As like as a end of module test, the end of unit test is not assessed by the learner but assessed by the instructor. The report of this test result is an assessment to the success or failure of a learner in accomplishing a particular lesson or course.

Referring to the purpose of the test, the first three types of assessment question described above are classified as formative assessments. The feedback from answer key or from comments of instructor intends to encourage learners rather than to make final assessment of their learning outcomes. The following two types of test- -end of module and end of unit- - are summative ones since they assess learner's learning outcomes after accomplishing a module of a set of module (Rowntree, 1995).

### **Concluding Remarks**

Assessment in distance learning is of paramount importance since the



question of credibility and quality of distance graduates is constantly being asked in terms of comparison with those from the conventional education system. The necessity of emphasizing learning assessment is perhaps best reflected in the constant thirst for innovations and radical advances, which is the essence of competitiveness in post modern society today. As such distance education providers must explore and provide an assessment mechanism to promote distance learning. Along with this comes the need to evaluate the way distance learning material is written and presented and perhaps the way courses are conducted.

In distance education context, the assessment model should accommodate the possibility of little communication and different pace of learning and yet be flexible enough to allow distance learners and teachers to make appropriate decisions such as assessment criteria and the number of assessments to be taken throughout the course. Distance education institution must ensure a transparent and valid assessment mechanism to continue to enjoy public acceptability since distance education itself owes its credibility, after all, to arguments that face to face contract between teachers and students is not essential and learning can take place in a non-contiguous mode. Due to spatial and temporal separation between teachers and learners, assessment provides perhaps the only indication of the student progress in the

learning process. Learning assessment thus becomes a necessity in gauging an effective mechanism for promoting self-learning material.

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## Effectiveness and efficiency of internal control system and internal audit function over cash operation in Cooperative Bank of Oromia

Dagnu Lulu Bekele, Senior Lecturer and Director of School of Business and Economics, Madawalabu University, Addis Ababa-Ethiopia

### Abstract

*The major objectives of this research is to examine effective and efficient internal control system over cash operations in CBO and reviewing its current states, by such factors, as operating and financial control, custody of asset, and record keeping, personal policies and procedures, and internal audit function in some branches of the bank. The study has employed the descriptive research methods in order to describe factors that affect effective and efficient internal control system in CBO. Analysis of the data collected shows that combination of cash operation functions and some personal relationships; lack of integrity, competence, knowledge and experience by employees working around cash operations; inadequate communication of proper information for decision making; misappropriation of cash; unsatisfactory verifications and weak internal audit functions in the bank which affects effective and efficient internal control systems in the bank. To improve the effectiveness and efficiency of internal control systems in CBO, the following measures are recommended. Establishing encouragement bonus, disciplinary actions, chained follow-up where all employees monitor each other, diverse and continues training and orientation, surprise audit and verification, serious regular reporting periods and maintaining independence of internal auditor*

**Key Words:-**Effectiveness, Efficiency, Internal Audit function, Internal Control

### Introduction

Of all company's assets, cash is the most liquid and, hence, potentially the most attractive to defaulters. Because of its high liquidity, the cash account balance should always receive the auditor's careful consideration. It also needs a continuous follow up through a system of effective and efficient internal control. The internal control process which historically has been a mechanism for reducing instances of fraud, misappropriation, and errors has

recently more become extensive, addressing all the various risks by any organization. It is now recognized that internal control is critical to organization's ability to meet its established goals and objectives, and to maintain its financial viability (Basle committee, 1998).

All financial institutions, especially banks operate on risky activities. These activities are more related with financial assets and cash. Cash is the most important and sensitive assets in the



bank. Therefore, there should be a continuous follow up and preventive and detective measures against risk that should be taken. These are achieved by establishing adequate, effective and efficient system of internal control and making a series of follow ups and monitoring by management and internal auditors for its proper implementations by responsible personnel.

### **Objectives of the Study**

This study was specifically aim at the following objectives in areas under the study:

- To examine the effective and efficient ICS over cash operation in the bank.
- To review the current status of internal control system over cash operation in the bank.
- To review the operating and financial controls; personal policies and procedures; and
- To review internal audit functions, in the areas of cash operation in some branches of the bank.

### **Research Methodology**

In this study both primary and secondary source of data was used. As

primary data collection instrument questionnaires and observation were used. Questionnaires were distributed to staffs (management, tellers, cashiers, clerks, accountants and loan officers) in four branches of the bank those located in Addis Ababa, to assess how interplay among the operating and financial controls; personnel policies and procedures; custody of assets, and record keeping; and internal audit functions, shape effectiveness and efficiency of ICS. In the study both qualitative and quantitative or mixed methods were applied.

### **Sampling Techniques**

Oromia Cooperative Bank has 38 branches that already start its operation. The researcher selected 4 branches that located in Addis Ababa. These are Qarsa (main branch), Finfine, Merkato, Sheger. There are total of 94 employees in these four branches.

### **Data Presentation and Analysis**

Personal profile of sample Respondents: In the following table demographic information of sample respondents were presented and analyzed. These include sex, age category, educational background, and work experience and job descriptions of sample respondents.



Table: 1 Respondents by Sex, Age Group, Education, Work Experience and Job Description (position)

SN	Item	Responses	
		Frequency	Percent
1	Gender		
	Male	23	67.6
	Female	11	32.4
2	Age Group		
	Under 25	5	14.7
	25-34	20	58.8
	35-44	4	11.8
	45-54	5	14.7
	55 and above	-	-
3	Position		
	Manager	8	23.5
	Accountants	4	11.8
	Loan officer	4	11.8
	Teller	5	14.7
	Clerk	5	14.7
	Cashier	4	11.8
	Auditor	4	11.8
4	Educational qualification		
	Certificate - 0		
	Diploma	16	47
	BA/BSc. Degree	18	53
	Master Degree	-	-
	Doctoral Degree	-	-
5	Experience		
	1-2 years	17	50
	2-4 years	11	32
	4-6 years	1	2.9
	6-8 years	1	2.9
	Above 8 years	4	11.9
	Total	34	100%

Source: Field survey, 2010.

As it can be seen from Table 1, S.N 1, out of 34 sample respondents, 23

(67.6%) are male and the remaining 11 (32.4%) are female. When we see the age group of respondents, S.N 2, out of 34 respondents, five (14.7%) are under 25 years, twenty (58.8%) are under category of 25-34, four (11.8) are under 35-44 category, five (14.7%) are under age group of 45-54 and no respondents are above 55 years old. From Table 2, S.N 3, we can observe that out of 34 respondents, eight (23.5%) are managers, four (11.8%) are accountants, loan officers and cashiers for each and five (14.7%) are tellers and clerks for each. The table also show educational qualification of respondents, S.N 4, indicating that, out of 34 respondents, sixteen (47%) have diploma, and the remaining all i.e. eighteen (53%) have BA degree. As to this, out of 34 respondents, seventeen (50%) have an experience of 1-2 years, eleven (32.3%) have 2-4 years, one (2.9%) has 4-6 years, one (2.9%) has 6-8 years and the remaining four (11.9%) have an experience of 8 and above years. 38 As there are diploma holders even in senior positions and most of the employees have less than two years' experience, this may indicate a problem in personal qualification and experience considering the bank is new and most employees are young with the age of 25-30. Perhaps this is deliberate to provide opportunity to the young to grow up with the bank.

Characteristics of Effective and Efficient Internal Control System over Cash Operation

Effective and efficient ICS are shaped by many factors or principles. These



principles cover operating and financial control, personal policies and procedures and internal audit function for this paper. These principles were applied over cash operations i.e. responses of questions related to cash receipt, payment and transfer are analyzed.

**Financial and Operating Control over cash Payments**

Table 2 below show, employees’ responses for questions related to segregation of responsibility, authorization and recording transactions, documentation, access control and financial reporting over cash payments.

Table:2 Operating and financial control over cash payment

S N	Items	Responses										
		1		2		3		4		5		
		f	%	f	%	f	%	F	%	F	%	
1	Authorization, signature, verification – separate	20	69.5	2	7.7	3	11.5	1	3.9	-	-	
2	Employees functions Combined	9	60	2	13	4	27	-	-	-	-	
3	Employees relationship lead to collusion	1	7	5	33	3	20	4	27	2	13	
4	Adequate documentation for cash payment	30	88	3	9	1	3	-	-	-	-	
5	Summary of cashpayment reported regularly	10	38	2	3	1	4	59	-	-	-	
6	Access to cash allowed	20	59	1	9	2	6	-	-	-	-	
	Total	Number of total sample						34				
		Percent						100				

Source: Field survey, 2010

Where, 1=yes, 2=somewhat, 3=not always, 4=I don’t know, 5=No f=frequency

As it can be observed from Table 2, S.N 1, out of 26 sample respondents, twenty (76.9%) agreed that functions of authorization, signature, and verification over cash payments are separate and the other 2(7.7 percent) somewhat agreed that these functions

are separate. The remaining 3 (11.5%) and 1 (3.9%) said not always these functions separate and I don’t know respectively. From majority responses, it can be concluded that in CBO it seems that various functions such as authorization, signature, and



verification over cash payments are separate. As a result the possibility of errors and fraud for cash payment may be greatly reduced. In addition, this may also increase controls of one employee over the others which may enhance overall efficiency of operations in the bank (This is supported by theories as it presented on page

Table 2, S.N 2, shows, out of 15 respondents, 9(60%) said that employees working around cash payments combine their functions, 2 (13%) said somewhat employees combine their functions. Similarly, 4 (27%) said not always employees combine their functions, and no one said I don't know and no. From the table S.N 3, whether employees' relationship leads to collusion, out of 15 respondents, 1 (7 percent) said yes and 5 respondents constituting 33 percent said somewhat to mean there are employees' personal relationships which lead to collusion in CBO. Whereas, 3 (20 percent) said not always that employees have personal relationships. 4 (27 percent) said I don't know and 2 (13 percent) said that there are no personal relationships which lead to collusions in CBO.

From majority sample responses, it can be concluded that employees working around cash payment combine their functions and employees have personal relationship which may lead to collusion. Thus, there may be probability of fraud and likelihood of unintentional errors in the accounting data for cash payment in CBO. Besides, as they have personal relationships, they may hide

irregularities made by each other at the time of cash payments. These are also supported by theories as it presented in page 6 above.

From Table 2, S.N 5, we also observe whether summary of cash payment reported regularly, for this question, out of 26 respondents, 10 (38 percent) agreed that in CBO, summaries of cash payments are prepared and reported regularly like daily, monthly, quarterly, semiannually, and annually. While the other 2 (3 percent) said somewhat these summaries are prepared and reported regularly, and the remaining 14 constituting 59 percent said not always that summaries of cash payments are prepared and reported regularly.

. As it can be seen from Table 2 S.N 6, access control, out of 34 respondents, 20 (59 percent) agreed that there are unauthorized people that have access to checks and other cash payment documents. The other 5 which constitutes 15 percent said somewhat unauthorized people have access to cash and cash payment documents, and the remaining 9 (26 percent) said sometimes unauthorized people have access to cash and cash payment documents, and no respondents said I don't know and no. From majority sample responses, it can be concluded that there are unauthorized people that may have access to checks and other cash payment documents in CBO. Thus, in CBO, employees may get chance to steal cash and they could also change accounting records in very sensitive



documents in favor of them self which affects effective and efficient operations of the bank. As it supported by the theory page 8 above, in the bank there is possibility that an employee can conceal a misappropriation of cash by altering the accounting records for cash payments. Besides, persons handling cash payments have access to, or responsibility for updating accounting records, preparing bank reconciliation or

posting transactions to the general ledger.

**Operating and financial Control over Money Transfers**

Table 3 below show, employee response for questions related to segregation of responsibility, authorization and recording transactions, documentation, access control, and financial reporting over money transfer among the bank branch.

Table: 3 Financial and Operating Control over Money Transfer

SN.	Items	Responses										
		F	%	F	%	f	%	f	%	f	%	
1	Authorizing, signature, approval and verification-separate	19	73	2	8	4	15	1	4	-	-	
2	Summary of money transfer reported regularly	15	57	1	4	2	8	-	-	8	31	
3	Access to cash allowed	12	35	4	11	8	23.5	-	-	10	29.7	
4	Cash periodically counted, verified and compared to records	5	33	4	27	6	40	-	-	-	-	
5	Authorization, record keeping and custody of cash-separate	7	32	2	11	10	57	-	-	-	-	
6	Have you trustful guards	43	37.5	-	-	5	62.5	-	-	-	-	
7	Attempt of theft	5	62.5	-	-	-	-	-	-	3	37.5	
	Total	Number of total sample					34					
		Percent					100					

Source: Field survey, 2010

As it can be observed from Table 3, S.N 1, concerning separation of functions such as authorization, signature and

verifying, out of 26 respondents, 19 (73 percent) said functions of authorization, signature and verification over cash



transfers are separate and similarly 2 respondents constituting 8 percent said somewhat this functions are separate. While the other 4 (15 percent) said not always these functions are separate and the remaining 1 (4 percent) said I don't know.

From Table 3, S.N 2, we can see the responses in relation with regularity of report, out of 26 respondents, 15 respondents constituting 57 percent said that summary of money transfers are reported regularly like monthly, quarterly, semiannually and annually to concerned organ, the other 1 which constitute 4 percent of total respondents said some what it is reported regularly and the remaining 2 (8 percent) said although it is regular, not always. For this question no one said I don't know, and the remaining 31 percent of the respondents said that summaries of money transfer do not reported regularly. From majority of sample respondents, it can be concluded that summaries of money transfers seems to be reported regularly like monthly, quarterly, and annually to concerned organ in CBO.

Thus, this could help senior managers in getting information that may assist them to make an important business decisions and take necessary actions on any irregularities and errors on money transfers in the bank. This could also supported by theories as it presented on page-7 which states that the board and senior management of should receive information of sufficient quality to make good business decisions,

meet their regulatory obligations and take corrective actions. From Table 3, S.N 5, it can be seen, out of 15 respondents (cashier, teller, clerk), 5 which constitutes 33 percent of total respondents agreed that cashes are counted, verified and compared to records on the book for cash transfer daily, monthly and annually in the bank, and the other four (27 percent) said some what it is counted verified, and compared to records periodically. The remaining 6 respondents constituting 40 percent said not always that cash periodically counted, verified and compared to amounts on records.

From majority of sample respondents, it can be concluded that functions of authorization, recordkeeping, and custody of cash are not fully separate for money transfer in CBO which may initiate potential for errors and irregularities. As it is supported by weygandt 1999, a basic principle of IC is assigning responsibility for a task to one person. This involves assigning different individuals the responsibility for related activities and assuming different individuals the responsibility for record keeping and physical custody of the assets in order to reduce the potential for errors and irregularities.

From this it can be concluded that although the amount is not that much significant, there is an attempt of theft on some branches of the bank. Although this theft has no significant effect on the image of the bank, it implies as there is limitation in access controls. As the



opinion of managers imply, this is a deliberate as the theft could affect efficient and effective internal control systems of the bank and successful achievements of its objectives in general.

### **Personnel Policies and Procedures over cash operation**

The responses concerning knowledge of established policies and procedures. As it can be seen, out of 19 respondents, five (26 percent) said the employees have good knowledge of established policies and procedures, ten (53 percent) said the employees have somewhat knowledge of established policies and procedures; two (10.5 percent) said not always that employees of the bank have knowledge of established policies and procedures, and the other two (10.5%) said that employees have no knowledge of established policies and procedures. This can also be proved from personal information of the respondents, which indicates low educational qualification and mostly below 2 years working experience in current position. This can be strengthened by personal observation also, as it observed by the researcher employees working around cash operation has low confidence on what they do and sometimes confused on what they should do also.

As it can be seen that concerning employee screening, out of 19 respondents, seven (37 percent), agreed that prospective employees are carefully screened to assume only qualified people are employed in the bank. The other 6(32.1 percent) said somewhat

prospective employees are screened carefully in CBO and 2 respondents constituting 10.2 percent said not always, I don't know and no for each of the options.

To conclude, prospective employees are carefully screened in CBO to assure only qualified people are

From majority of sample respondents, it can be concluded that employees working around cash operations are not fully competent enough to carry out their activities. Therefore, this implies that the employees of CBO have no skills and knowledge to analyze the risks on cash operations of the bank. Besides, employees of the bank may not perform their duties with care and understanding as well as all aspects of the system of internal control may not be operating more effectively and efficiently. Moreover, internal control is rendered inoperative; consequently, inefficiency error, and fraud will occur in the bank.

From majority of sample respondents, it can be concluded that employees working around cash operations have no full integrity on their duties and responsibilities in CBO. Thus, employees of CBO will not perform their duties with care and understanding as well as all aspects of the system of IC will not be operating more effectively and efficiently. Besides, IC is rendered inoperative; consequently, inefficiency error, and fraud will occur in the bank. From majority of sample respondents it can be concluded, in CBO, employees working around cash operations are



compensated or insured what is called cash indemnity. This implies that there are effective human resource policies and procedures that enhance the bank's control environment. In addition, employees working around cash operation may not made fraud to get extra advantages in the bank as a result of such compensation which may encourage employees in achieving their activities effectively and efficiently.

As it can be concluded from majority of the respondents, managers and other supervisors have no full professional knowledge and competence.

### **Findings, Conclusions, and Recommendations**

#### **Findings and Conclusion**

Operating and Financial controls (over cash operations)

The survey shows that different functions of authorization, signature, approval and verification of cash receipt transactions are distinctly separate in CBO. So, if this is so in actual way, it reduces the possibility of error and omissions of recording transactions and permit segregation of functions which will contribute to the overall efficiency of operations of the bank. In my opinion, this may also increase controls of one employee over the others which may enhance overall efficiency of operations in the bank.

In CBO, it is said that some people combine their functions. Besides, there are some personal relationships among some employees which might lead to

collusion. As a result of these, there may be probability of fraud and likelihood of unintentional errors in the accounting data in the bank for cash operations. Besides, as they have personal relationships, they may hide irregularities made by each other in achieving their duties and responsibilities.

As the response of survey shows, there are adequate policies, procedures, directives and other documents in CBO for cash operations, of which more than 60% generated internally. Thus, this may help employees working around cash operations to work as per these documents. Besides, as it is supported by the theory, all cash operating documents are applied consistently by all staffs and the bank will not suffer unnecessarily by the departure of knowledgeable employees.

As it was said by the respondents, summaries of money transfers are prepared and reported regularly to concerned organ in CBO. Therefore, this implies that decision making organs of the bank could get necessary information that may be required for a critical business decisions that related to money transfer. Additionally, the board and senior management of the bank receive information of sufficient quality to make good business decisions, meet their regulatory obligations and take corrective actions for any deviations from money transfer principles and rules

As it was implied by the survey and observed by the researchers, in CBO there is unauthorized access to cash and



cash operation documents which may expose for misappropriation of cash through theft and altering accounting records. So this is a dangerous act to the bank as cash is very risky asset and easily carried by peoples and on the other way, sensitive documents could be changed by such employees. This indicates that there is weak access controls in the bank. In addition to these, employees working around cash operation may get a chance to steal cash and they could also change accounting records in very sensitive documents in favor of them self which affects effective and efficient operations of the bank.

As it was implied in the results of the survey, cash drawers of the Cooperative Bank of Oromia's branches have 3 keys that are kept by assistant managers and main cashiers. Although, having cash drawer key is not the surprise act for banks, as of the response and supported by the theory, it could be generalized that CBO seems to have good access controls.

In CBO, as the opinions of the respondents' show, cash are counted, verified and compared to amounts on records periodically by assistant managers, tellers and internal auditors. Moreover, the overall cash balances are compared monthly. Therefore, this may reduce errors and omissions by employees of the bank that are working around cash operations. Besides, this also indicates as there are continuous follow up and daily pre-audit tests in CBO which may reduce possibility of

fraud by employees working around cash operations.

As it was implied in the survey, sometimes cash operating functions such as authorization, record keeping, and custody of cash are not separate. But, these may give employees potential for irregularity and frauds and additionally it may lead to misappropriation of cash by employees working around cash operations which may be one of the implications for weak internal control system in the bank.

The results of the survey show that some branches of CBO have no trustful guards. For example, as it was reported in the bank's website, there is an attempt of theft on Kersa main branch with the help of guard. As it was implied by the management of the bank, the amount of this theft ranges between br. 45,000 and br. 50,000 and most of them said that it has no significant effect on the image of the bank. But, as any theft could affect successful achievement of the bank's objectives, the result of the survey indicates as there are weak controls and carelessness which may affects efficient and effective internal control systems in the bank.

### **Personnel Policies and Procedures**

As the responses to the survey show, it is indicated some employees of CBO working around cash operations have no required knowledge of established policies and procedures. Besides, the survey also shows some of them are incompetent and have no full integrity on their duties and responsibilities to



carry out their activities. Therefore, this indicates that some employees of CBO may have no skills and knowledge to analyze the risks on cash operations of the bank. Besides, employees of the bank may not perform their duties with care and understanding, and the whole aspects of the system of internal control may not be operating effectively and efficiently.

As there are diploma holders even in senior positions and most of the employees have less than two years' experience, this may indicate a problem in personal qualification and experience considering the bank is new and most employees are young with the age of 25-30. Perhaps this is deliberate to provide opportunity to the young to grow up with the bank.

As per the respondents' opinion, to assure that qualified people are employed, prospective employees are carefully screened in CBO. So, this may indicate that there is no problem in relation with employee screening and it may provide good system of control even without the formal documents as these peoples could have required knowledge and experience. Additionally, there will be good set of accounting records; useful and reliable accounting statements would be produced in the bank.

As of the survey result, all managements of CBO have positive and supportive attitudes towards internal control system. So, this may contribute to adequate and effective internal control systems and all managements of the bank could ensure that a proper

internal control structure is instituted, reviewed, and updated to keep it effective.

Even though staffs should perform their duties and responsibilities with care and understanding, as it was implied in the survey, in CBO, some employees working around cash operation did not perform their duties with care and understanding. So, the system of internal control may not be operating effectively and efficiently to help in achieving cash operation objectives of the bank. Besides, with such carelessness and misunderstanding, the bank's cash operation may face failure in generating expected profits and there may also unnecessary loss of resources by the bank.

As per the opinions in survey, there are job descriptions on file for each employee who handle cash operations in CBO. Thus, there may be low or no errors and misunderstandings on duties and responsibilities of employees in the bank.

As it was implied by the respondents, some managers and other supervisors of CBO sometimes have no personal and professional integrity. Besides, some of them have no required knowledge, experience and competence as it was observed by the researcher and supported by survey. Therefore, control environment would not be effective, and management and other supervisors may have no standard of behaviors. Besides, they may have no skills and knowledge to assess risks that help to ensure effective and efficient performance, and



an understanding of internal control sufficient to effectively discharge their responsibilities.

As of the survey results, employees who perform cash operation did not receive adequate training in CBO. Besides, trainings were not provided continually and all trainings were given only by external parties. Therefore, employee development and numbers of persons who are available to assume greater responsibility would not be accelerated through training in the bank. Additionally, employees working around cash operations will not perform their duties and responsibilities with care and understanding and internal control system rendered would be inoperative; consequently, inefficiency error, and fraud would occur in the bank.

#### **Internal audit functions (over cash operations)**

As it was implied in the opinions of the respondents, in CBO, audit reports are frequent, and prepared and reported semiannually and annually. The reports are reported to branch managers and copies of the reports are submitted to internal control department and other branch operations. Thus, in CBO, audit reports are reported regularly to managers and other concerned departments of the bank namely, control department to take corrective action and this implies that audit functions of the bank could contribute to the effective operations of the bank. But, as the response show, there is no surprise cash count in the

bank which indicates somewhat weak status of internal controls in the bank in relation to internal audits.

As per the survey result to opinions, in CBO, some internal auditors have not that much integrity in achieving their duties and responsibilities effectively. As a result, internal auditors may perform their duties without care and understanding which will be resulted in inefficiency of the bank's operations and it may also enhance fraud and irregularities in the bank. Thus, all aspects of the system of internal control are operating ineffectively and inefficiently. On the other hand, with such dishonest members of internal auditors, the internal controls may be rendered inoperative; consequently, inefficiency error, and fraud will occur in the bank.

As a result of the survey for questions related to whether internal audit functions contribute to effective and efficient ICS or not and, in what ways it so shows, all of them said that it contributes to effective and efficient internal control systems by engaging in daily business transactions that may help them as a pre-audit test to simplify the audit works and reporting any irregularities and errors immediately in CBO.

The results of the survey show, some managements of CBO sometimes does not promote the independence of internal auditors. Thus, as internal auditors have no full freedom to exercise their duties and responsibilities, the functions of internal audit may not



operating in accordance with audit rules and principles which may affect the effective and efficient system of internal control. Additionally, managements do not promote independent audit functions as a key part of the internal control structure. They also place some restrictions on auditors in meeting established objectives.

As it was implied in the survey result, in rare cases managements of CBO do not select an experienced, well-qualified, and competent person and provide adequate resources to carry out audit functions. Therefore, with such deficiencies in qualifications, experience and competence of internal auditors, and adequate resources, the quality of internal audit functions may be affected and effectiveness and efficiency of the bank's operation also. Besides, the overall operations of the bank and internal control system may be ineffective and inefficient.

### **Recommendations**

To improve the effective and efficient internal control system and internal audit functions over cash operations in CBO, problems and deficiencies that were observed here above in the finding should be looked carefully. Thus, some recommendations are forwarded to modify or alleviate them here under:- Separating employees functions such as authorization, signature, approval and verifications of cash operation transactions should be continued to maintain the overall efficiency of operations in CBO. On the other hand, to reduce probability of

fraud and likelihood of unintentional errors in the accounting data for cash operations, it is advisable to the management of the bank to follow up and take corrective actions on employees' combination of functions and unnecessary personal relationships.

To help the board and senior management in receiving information of sufficient quality to make good business decisions, meet their regulatory obligations and take corrective actions for any deviations from cash operation principles and rules in CBO, it is better for the bank if the board and senior managements set regular reporting periods and measures that should be taken for any delay and irregularity of reports. Moreover, as information is back bone of the bank, for any delay and irregular reports, it is advisable that necessary disciplinary action should be taken and employees should be informed before and training must be provided continually.

To have good access controls and reduce misappropriations such as theft, it is good to have surprise cash counts and verifications by internal auditors and employing trust full guards and continually monitoring them. Moreover, to enhance good access control and reduce potential for irregularity and frauds, management and other employees should maintain functions of authorization, record keeping, and custody of cash separate in the bank.

The frequency of audits are encouraging in CBO which should be continues with past trend, whereas it is



better if there would be a surprise cash count and visits to the branch's cash operating activities which may also increase integrity of employees working around cash operation and reduce carelessness by some employees. Besides, even though internal auditors are representatives of top management, there should be continuous monitoring by the Board and senior Management of the Bank but without interference till independence of internal auditors affected.

To maintain effective and efficient internal control system in the bank, management of CBO should select experienced, well-qualified and competent persons to internal audit and should not also put unnecessary restrictions on their activities to carry out audit functions. In addition, it is better if the bank provides internal auditors with necessary resources that are required to carry out audit functions.

Lastly, it is recommended that further research is required by using the outcomes of this research as inputs. This is because the other components of ICS, namely risk assessments, information and communication, and monitoring which also used to measure effective and efficient internal control system are not covered and even some issues from the two components are not included. Besides, some of the findings depend on opinions of the respondents. So, looking in to some points for actual

implementation of those principles through further research is important. For example, internal auditors' independence and related issues need further study for their actual implementation through personal observation, interview and further observations.

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## All Laws are not applicable to Jammu & Kashmir: An analysis

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### **Abstract:**

*An attempt is made in this paper to analyze the special status to Jammu & Kashmir. State of Jammu and Kashmir came into being as a single political entity in 1846 under the treaty of Amritsar. In 1949 the state Prime Minister Sheikh Abdullah also treated these terms as sacrosanct. But the government of India seemed to take a different view, moving Article-306A (present Article-370) which gave a special status to the state. This paper concluded that the framers of the Indian constitution through their zeal and untiring efforts worked out a constitution of India comprising 395 Articles and Nine Schedules. The working of the constitution for the past 65 years has shown that it is an excellent piece of draftsmanship which has enabled India to steer its way clear of all obstacles and hindrances which it had to face during the period of independence.*

**Key words:** Special status, constitution, Article 370, Constituent Assembly

### **Introduction**

The state of Jammu and Kashmir came into being as a single political entity in 1846 under what is called the treaty of Amritsar. The British government vide this treaty concluded on 16<sup>th</sup> may of that year, transferred and made over, "forever in independent possession to Maharaja Gulab Singh and the heir male of his body all hilly or mountainous country with its dependencies situated to the eastward of the river Indus and westward of the river Ravi."

In consideration of this transfer Gulab Singh paid to the British government the sum of seventy-five lacs of rupees while Jammu and Ladakh were already being ruled by Gulab Singh, the valley of Kashmir which the Lahore

Durbar had sold to the British government was transferred by the latter to the Dogra ruler who acquired it after stiff local resistance. The boundaries of the new state were further extended by its rulers through a number of military expeditions, of course, with the concurrence of the British government, Ranbir Singh son of Gulab Singh added Gilgit in life time of his father to his dominion. He subdued Yasin in 1863 and Dard valley in 1865. Later during the rule of Maharaja Pratap Singh, grandson of Gulab Singh, his forces defeated the rulers of chitral in 1891 and of Hunza and Nagar in 1895. Who accepted the suzerainty of the Dogra Durbar.

While the Treaty transferred the state to Gulab Singh " in



independent possession" it unambiguously specified British supremacy over his rule. According to Article -4 of the Treaty of Amritsar maharaja did not change the limit of his territories without concurrence of the British government. He undertook to refer to the arbitration of the British government any dispute in question that may arise between himself and the government of Lahore or any other neighboring state and to abide by the decision of the British government.

According to Article-6, Maharaja engaged for himself and heirs to join with the whole of his military force, the British troops when employed within the hills or in the territories adjoining his possessions. He further engaged in Article-7 never to take or retain in his service by British subject, not the subject of any European or American state with the consent of the British government. Under Article-9 the British government undertook "the responsibility of protecting the territories of Maharaja Gulab Singh from external enemies.

Finally and more specifically according to Article-10 Maharaja Gulab Singh acknowledged the supremacy of the British Government and will in token of such supremacy present annually to British Government, one horse, twelve perfect shawl goats and three pairs of Kashmiri shawls.

#### **About Article- 370:**

The Maharaja of the state zealously guarded the terms of the

instrument and believed that he had even a right to withdraw it. After his abdication in 1949 the state Prime Minister Sheikh Abdullah also treated these terms as sacrosanct. But the government of India seemed to take a different view. Moving Article-306A (present Article-370) which gave a special status to the state. N.Gopaldaswamy Ayyangar, a member of the Drafting committee told the constituent Assembly that, "Instrument of Accession will be a thing of the past in the new constitution." He said "In case of practically all states other than the state of Jammu and Kashmir their constitutions also have been embodied in the constitution for the whole of India." Describing the chequered history of the state he observed, "It is the hope of everybody here that in due course even Jammu and Kashmir will become ripe for the same sort of integration as has taken place in the case of other states.

On the question of residuary sovereignty, the union powers committee of the constituent assembly had vested it with the centre only in the case of former British Indian provinces while in the case of princely states it vested with them. While submitting the report of the committee Gopaldaswamy Ayyangar expressed the hope on 21<sup>st</sup> August 1947, when the status of many states had yet to be settled that, "in due course the Indian states will approximate to provinces and the distinctions that now exist will find themselves removed by common consent."



Likewise, it was hoped that distinction between Jammu and Kashmir and other states would in due course be removed. So a "transitional and temporary" provision of Article-370 was incorporated in the constitution of India. To quote Ayyanger again, "when the constituent Assembly of the state has met and taken its decision both on the constitution of the state and on the range of federal jurisdiction over the state. The president may on the recommendation of that constituent Assembly, issue an order that Article-370 shall cease to be operative or shall be operative only subject to such exceptions and modifications as may be specified by him.

Article-370 limits the power of parliament to make laws for Jammu and Kashmir to such of the matters as are enumerated in the union List and concurrent list, which the president in consultation with the government of the state, declares to be corresponding with the matters specified in the Instrument of accession governing the accession of the state to the union of India, and to such other matters as the said list as the president may with the concurrence of the government of the state specify. The article in no way affects the state's status as a unit of the Republic of India. For Article-1 of the constitution which defines the territory of India was made applicable to the state under Article-370 and included its territory.

No provision of the Indian constitution has been a subject of such heated controversy, within the state and

the country as its Article-370. The passions aroused for and against it were the major cause of disrupting the emotional unity of the state and the process of Indian federalization therein. This highly emotive issue of Kashmir politics figured as late as in the Assembly Election campaign of 1977 when the National Conference leader Abdullah threatened secession of the state from India if there was any move to abrogate the controversial Article. Indiscreet references to its abrogation by some erstwhile Jana Sangh leader despite later disclaimers by some senior Janata leaders are generally believed to have provoked the electorate in the valley to swing in favour of the conference so massively.

At the time of the opinion survey, for the present study (1975-76) an overwhelming number of Muslim respondents as large as 95% favoured a special status for the state under Article-370. The major reason cited by most of them that to support their behalf was to honour the pledge given by the Indian leaders to the people of the state. The opinion in the state gradually tended to reconcile to the constitution of the Article, but at the time of the survey it was still opposed by as many as 57% of the Hindu respondents. Finally when the Janata government at the centre of which the erstwhile Jana Sangh which had spearheaded the campaign against the Article was a constituent part supported the continuation of the Article, the Hindu opposition to it became muted.



In the past, provisions of the Indian constitution and laws passed by parliament relating to matters specified in the Instrument of accession were applied to the state in consultation with the state government and relating to other matters with its concurrence. In fact original objective of Article-370 was stated to enable application of Indian constitution to the state in the light of its constitution and the sphere of union jurisdiction over it determined by the state constituent assembly that was to be setup.

The Article incorporated the decision taken at a meeting between the representatives of the state government and the government of India in May 1949. The broad particulars agreed upon by the two sides stipulated the following:--

- (1) The constitution of the state would be framed by the constituent assembly representing all the people of the state.
- (2) The future of the dynastic rule would be determined by state constituent Assembly.
- (3) Division of powers between the government of India and the state government would be covered under the provisions of the instrument of accession.
- (4) Constituent Assembly of the state would be empowered to determine other powers to be transferred to government of India.

- (5) Provisions with regard to citizenship, Fundamental rights and Directive principles of state policy, envisaged by the constitution of India would be uniformly applicable to this state. And
- (6) The operation of administrative control of the state armies would be taken over by the government of India.

When the constitution of India was promulgated on 26<sup>th</sup> January 1950, the president simultaneously issued an order under article-370 with the consultation of the government of Jammu and Kashmir, which defined the jurisdiction of the union parliament and the provisions of the constitution applicable to the state. While parts of the constitution relating to subjects like Defence, external Affairs, Communications and Foreign trade were fully applied to the state, other subjects like commerce, Audit, Judiciary, election and Finance were applied with modifications. Provisions of the constitution regarding Fundamental Rights and Directive Principles were specifically not applied to the state.

The constituent Assembly of the state was setup under a proclamation issued by Karan Singh who was acting as the Regent after the abdication of Maharaja Hari Singh on 1<sup>st</sup> May 1951, he ordered:--"The constituent Assembly consisting of representatives of the people, elected on the basis of adult franchise shall be constituted forthwith for the purpose of framing



constitution of Jammu And Kashmir State.”

#### **Application of Indian Constitution:-**

After the governmental change over in the state its Assembly resumed the task of constitution making on the basis of its interim recommendations, the president of India proclaimed on 14<sup>th</sup> May 1954 the constitution (Application to Jammu and Kashmir) order 1954 which defined the jurisdiction of the Indian constitution over the state under article-370. The order broadly implemented the provisions of the Delhi Agreement and inter alia included the following:

- (1) Provisions of the constitution of India regarding citizenship were extended to the state subject to the condition that the permanent residents of the state who had migrated to the territory now under the occupation of Pakistan on return to state for settlement were reserved the right to acquire Indian citizenship on “permanent return” permit issued to them by and under the authority of law made by the legislature of the state. The state legislature also reserved the right to define the “permanent residents” and confer on them special rights and privileges or impose restrictions on any other persons in regard to implementation and settlement in the state and right to scholarship and other forms of aids provided by the state government.
- (2) Provisions of the constitution of India regarding fundamental rights were extended to the state subject to such restrictions as the state legislature deemed necessary. Besides no law with respect to preventive detention made by the legislature of the state before or after the commencement of the constitution (Application to Jammu and Kashmir) order shall get nullified on the ground that it was inconsistent with the constitutional provisions regarding fundamental rights for a period of five years.
- (3) The constitution of India with respect to the emergency powers of the president of India were made applicable to the state with the exception that no proclamation of Emergency be made on the ground of internal disturbances or danger and have effect in relation to the J&K state without the concurrence of the state.
- (4) The right to make special provision with regard to the agrarian and economic policy in respect of socially backward classes were reserved for the state legislature. The provisions of the Indian constitution pertaining to its territories are applied to the state with the exception that power of parliament to increase or diminish the area of the state or to alter its name were restricted to the extent that the consent of the state was necessary before doing so.
- (5) The provision of the constitution of India regarding official languages



were extended to the state for the following purposes :--

- (a) Official language of the Union.
  - (b) Official language for communication between the state government and other states or between the state or union.
  - (c) Language of the proceedings of the Supreme Court.
- (6) The provisions of the constitution of India in its application to the state included the following exceptions:
- (a). The representatives of the state for the House of the people were to be appointed by the president on the recommendation of the state legislature unlike other states where they were elected.
  - (b). Power of parliament to extend the appellate jurisdiction of the Supreme Court was limited to the extent it was requested by the state legislature, the Supreme Court was not vested with power to issue directions, orders and writs for purposes not pertaining to the enforcement of the fundamental rights.
  - (c). The jurisdiction of the auditor and comptroller general and election commissioner were not extended to the state.

The presidential order of 1954 was generally received with a sense of relief in parliament and political circles of India. Even Jana Sangh which had campaigned against the special status of the state welcomed it for making "a

distinct advance in the existing position" and as a step advanced towards "determination of the relationship of the state with the central government." Its president Pandit Mauli Chander Sharma criticized the order for conceding to the state the right "to discriminate against the citizens of the rest of India in the matter of entry, residence, employment and acquisition of immovable property in the state." He also took exception to the right given to the state legislature to permit and regularize the entry of those who had left the state and gone over to Pakistan.

The newly set-up democratic socialist party, a break away group of Jammu National conference which later merged with the Praja socialist party, condemned the presidential order for "restrictions on civil liberties, limited jurisdiction of Supreme court, elections of the states representatives to parliament as well as of Sadar-i-Riyasat through majority decision of the Kashmir constituent assembly and not by the people's direct vote. In a detailed note on the subject released on 25<sup>th</sup> September 1956, chairman of the state unit of the PSP Om Prakash Saraf observed:--"the presidential order does neither go beyond nor falls short of the Delhi Agreement in any significant sense. For this alone Bakshi Ghulam Mohammad deserves neither more credit nor more blame than did his predecessor." He added, " The so called autonomy does not offer any right to the people of Kashmir but simply adds to the repressive power of the state government and indirectly to the



executive of the union government, PSP leader opposed denial of basic freedoms to the autonomous union institutions over the state:

The order provoked a strong protest from Pakistan who challenged India's right to issue it. Though presidential order of 1954 did not radically alter centre state constitutional relations as envisaged in Delhi Agreement, it was a forerunner of the process of further constitutional integration of the state with the union. Twenty-eight constitution (Application to Jammu and Kashmir) orders were issued by the president since 1954 up to 1977 to amend his order of 1954, of course on the recommendation of the state assembly. Each order extended more provisions of the Indian constitution to the state. Parliament also extended 262 central laws to the state up to 1973 in concurrence with the state government. All these measures for application of the Indian constitution and central laws to the state were hailed by the central and the state governments as steps towards further integration of the state with the country.

#### **Scope of article-370: The Constitution of India:**

This article was included in the constitution as a special provision in view to the problems arising in respect of the state of Jammu and Kashmir and also the fact that government of India had given their assurance to the people of the state that their political future would be finally determined by themselves. The policy of the

constitution which appears from this article is that the constitution was framed for the entire union of India but the provisions of the constitution should not apply to the territories of the state of Jammu and Kashmir until and unless the president made an order that they shall apply.

The effect of the article was to give jurisdiction to the union parliament to make laws for the state on matters specified either in the instrument of accession or by later additions made with the concurrence of the state government. It is no way altered the basis of relationship between the state and the union government and left the state to be governed by its own laws and constitution in the residuary field. This article was inserted as a temporary provision until the constituent assembly of the state met and decided the political future of the state. The president was empowered by the article itself to decide at the appropriate moment whether the article should be abrogated or be retained subject to exceptions and modification. Now the constituent Assembly of the state has decided that Jammu and Kashmir is and shall be an integral part of the "Union of India". and also law pass by parliament not applicable to J & K fully.

Temporary provisions with respect to the state of Jammu and Kashmir: Notwithstanding anything in this constitution:-1<sup>st</sup> (a). The provision of article-238 shall not apply in relation to the state of Jammu and Kashmir , (b) The power of parliament to make laws



for the said state shall be limited to those matters in the union list and the concurrent list which in consultation with the government of the state, are declared by the president to correspond to matters specified in the Instrument of Accession governing the accession of the state to the Dominion of India as the matters with respect to which the Dominion legislature may make laws for that state and; such other matters in the said lists as, with the concurrence of the government of the state, the president may by order specify.

For the purposes of this article, the government of the state means the person for the time being recognized by the president as the Maharaja of Jammu and Kashmir acting on the advice of the council of Ministers for the time being in office under the Maharaja's proclamation dated the fifth day of March, 1948. The provisions of article-1 and of this article shall apply in relation to the state. Such of the other provisions of this constitution shall apply in relation to that state subject to such exceptions and modifications as the president may by order specify: Provided that no such order which relates to the matters specified in the Instrument of Accession of the state referred to in Paragraph (1) of sub-clause (b) shall be issued except in consultation with the government of the state; Provided further that no such order which relates to matters other than those referred to in the last preceding proviso shall be issued except with the concurrence of that government.

If the concurrence of the government of the state referred to in Paragraph (1) of sub-clause (b) of clause-1 or in the second proviso to sub-clause (d) of that clause be given before the Constituent Assembly for the purpose of framing the constitution of the state is convened, it shall be placed before such Assembly for such decision as it may take thereon. Notwithstanding anything in the foregoing provisions of this article, the president may, by public notification, declare that this article shall cease to be operative or shall be operative only with such exceptions and modifications and from such date as he may specify:

Provided that the recommendation of the constituent Assembly of the state referred to in clause (2) shall be necessary before the president issues such a notification.

(1). In exercise of the powers conferred by this article the president, on the recommendation of the constituent assembly of the state of Jammu and Kashmir, declared that as from the 17<sup>th</sup> day of November, 1952, the said article-370 shall be operative with the modification that for the Explanation in clause(1) thereof the following explanation is substituted namely: For the purpose of this article the government of the state means the person for the time being recognized by the president on the recommendation of the legislative Assembly of the state as the Sadar-i-Rayasat or governor of Jammu and Kashmir, acting on the advice of the council of Ministers of the state for the time being in office.



(2). The constitution (Application to Jammu and Kashmir) order 1954 (C.O.-48) as amended from time to time.

### Operation of article 370:

The president acting under Article-370 promulgated the constitution (Application to Jammu and Kashmir) order, 1950. This order was replaced by the constitution (Application to Jammu and Kashmir) order, 1954. This order has been amended and modified by the president from time to time, regulating the constitutional status of the state. As a result, several provision of the Indian constitution has been extended to the state of Jammu and Kashmir.

The constitutional position of the state under the constitution (Application to Jammu and Kashmir) order, 1954 may be stated as follows:

- (a) The state of Jammu and Kashmir shall continue to be governed under the constitution of the state which came into force on January 26<sup>th</sup>, 1957.
- (b) The High court of the state shall have all powers and jurisdiction as enjoyed by the other High courts in India except that it cannot issue a writ for "any other purpose".
- (c) The jurisdiction of the Supreme Court extends to that state (except Article-135 and 139).
- (d) The parliament can legislate for the state with respect to all Entries in the union list (Excluding – 8,9,34,60,79,&97) and all Entry in the concurrent List(except—Entries-

2,3,5 to 10, 12 to15,17,20,21,27,28,29,31,32,37,38,40,&44).

- (e) A proclamation of Emergency under Article-352(1) cannot have any effect in relation to the state unless it has been made at the request or with the concurrence of the state government.
- (f) The provision for imposing the president's rule under Article-356 applies to the state.
- (g) No proclamation can be made under article-360 with respect to the state.
- (h) The executive power of the union extends to the state, in respect to matters with respect to which parliament has power to make laws. The state shall exercise its executive power so as to ensure compliance with the laws made by parliament and as not to impede or prejudice the exercise of the executive power of the union if required.
- (i) Provisions relating to the freedom of trade, commerce and intercourse services and citizenship apply to the state.
- (j) Provisions relating to elections apply to the state. The election commission has jurisdiction over elections held in the state under its constitution.
- (k) Provisions of the constitution relating to official Language apply to the state.
- (l) The Directive principles of state policy do not apply to the state.



(m) An amendment of the constitution enacted under Article-368 shall not apply to state until applied by a presidential order made under Article-370(1). The Fundamental Rights apply to the state with slight modifications

### Conclusion:

Constitutional relations of Jammu And Kashmir State with the centre have been a good measure for the success of the process of India federalization. The constitutional status of the state was almost similar to that of 544 princely states that acceded to the Indian union after independence of the country in 1947. But political compulsions created divergent expectations about the future of this status among people belonging to different regions and communities of the state. The framers of the Indian constitution through their zeal and untiring efforts worked out a constitution of India comprising 395 Articles and Nine Schedules. The

working of the constitution for the past 65 years has shown that it is an excellent piece of draftsmanship which has enabled India to steer its way clear of all obstacles and hindrances which it had to face during the period of independence.

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## Entrepreneurial and Marketing behavior of Garlic producers in Agri-export Zone, Malwa Plateau, in Madhya Pradesh India: A Study

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### **Abstract**

*Though garlic cultivation requires higher capital investment, on the other hand, monetary output is uncertain. It is also sensitive to many diseases and weather. There are severe constraints on photosynthetic productivity. The post harvest period is followed by the long hot summer creating severe storage problems. It is also a highly risky crop considering natural hazards, as well as the day-to-day fluctuating wholesale price index. These all aspects pointed out that the garlic producers are real entrepreneurs in comparison to other farmers. Keeping these facts in mind, it was considered worthwhile to carry out the investigation to measure the entrepreneurial behavior of garlic producers of in Malwa region of Madhya Pradesh with 160 garlic producers from Malwa Plateau. The mean entrepreneurial behavior of garlic producers was 161.4 indicating that the most of them had medium level of entrepreneurship (56.87%). The mean marketing behavior of garlic producers was 74.40 indicating that the most of them had moderate marketing behavior (50.00%).*

**Keywords:** Entrepreneurial, Marketing Behavior, Garlic Producers, Agri-export Zone

### **Introduction:**

Garlic is one of the most popular spices in the whole world used in almost every house. It is extensively grown in Central Asia and Eastern region. It is one of the most important commercial spices or condiment crops, grown throughout India. India is the largest producer of garlic in the world usually grown in moderate to cold seasons. This crop is grown for culinary and medicinal purpose. It is also an important source to earn foreign exchange, apart from meeting the domestic requirement of the

country. According to FAO the world area under garlic is 9, 83,000 ha and production is 1, 0381,000 tones. China, Korea, India, Spain, Egypt and USA are the major garlic growing countries. China ranks first in area and production (5, 57,000 ha and 76, 74,000 tones). India ranks second in area (1.16million ha) and third in production (0.51 million tones). In productivity, Egypt tops the list followed by the USA. The productivity in India is 4.41 t/ha. Among different states of India, Madhya Pradesh is the leading state accounting to more than 35 per cent of area (44.03



thousand hectares) and 38 per cent of production 176.33 thousand tones with average yield of 4.11 t/ha. The other major garlic growing states are Gujarat, Rajasthan, Orissa, Utter- Pradesh and Maharashtra.

In developed countries, entrepreneurship gained attention in the last century. But in developing countries, it gained consideration only in the recent decades. In these countries, entrepreneurship development is considered as the way to promote self-employment, the panacea not only for chronic unemployment among the educated youth but also to sustain economic development and to augment the competitiveness of industries in the eve of globalization and liberalization.

In this plateau, the farmers have been diverted towards cultivation of garlic due to higher economic return as compare to general and seasonal crops. At present, the farmers are facing the problem of water scarcity, lack of knowledge about modern production technology, inadequate input supply and inadequate regular market for disposal of their production. Hence, there is a need to utilize the available resources judiciously, adopt modern production technology for getting maximum profit and explore the adequate marketing opportunities.

### Review of Literature

Patil *et al.* (1999) revealed that majority (58.00 %) of little gourd growers had medium entrepreneurial behavior, while 23.00 per cent and 19.00

per cent of little gourd growers had, "Low" "High" entrepreneurial behavior respectively.

Sharma (2006) studied that entrepreneurial orientation of garlic producers in terms of risk taking, hope of success, persistence, feedback usage, self confidence, and knowledge ability, pursue ability, and manage ability, innovativeness and achievement motivation. All the components of entrepreneurial orientation were strongly interrelated among themselves. The mean entrepreneurial orientation of garlic producers was 165.6, indicating that the most of them had medium level of entrepreneurship.

Dwivedi *et. al* (2013) reveals that majority (54.16 percent) of the respondents possessed medium level of production and marketing behavior, while 33.33 percent of the respondents possessed high and 12.5 percent possessed low level of production and marketing behavior. In case of organic vegetable growers, majority (58.33 percent) of the respondents possessed high level of production and marketing behavior, while 38.33 percent possessed medium and 3.33 percent possessed low level of production and marketing behavior. Similarly, in the case of non-organic vegetable growers, majority (70 percent) of the respondents had medium level of production and marketing behavior, while 21.66 percent had low and 8.33 percent had high level of production and marketing behavior.



**Objective:** To study the entrepreneurial and marketing behavior of garlic producers.

**Material & Method:** In order to achieve these objectives, the research study was conducted in Neemuch district of Malwa plateau. A representative sample of 160 garlic producers was drawn from the 10 randomly selected villages of two blocks viz., Jawad and Neemuch and data were collected with the help of an interview schedule (pre-tested).

### Result & Discussion

**Entrepreneurial behaviour of garlic producers:** In order to measure the entrepreneurial behavior of the respondents, a scale developed by (Technonent Ashia 1981) was applied to 160 respondents.

Entrepreneurial behavior of garlic producers has been extensively studied in terms of risk taking hope of

success, persistence, feedback usage, self-confidence, knowledge ability, persuasion ability, manageability, innovativeness and achievement motivation. The sum of scores on these attributes were taken to find overall entrepreneurial behavior.

The percentage distribution of garlic producers according to their entrepreneurial behavior is presented in given table. It is also presented diagrammatically in figure .

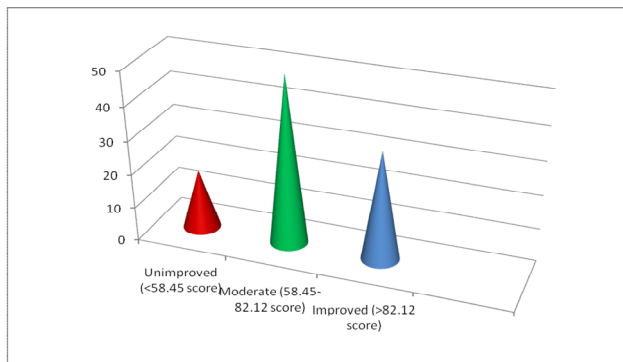
It can be seen from the Table 1 and figure 1 that majority of respondents comprising 56.87% percent exhibited medium level of entrepreneurial behavior. Only a very small percentage i.e. 15.62 scored on the low and 27.50 percentage high level of entrepreneurial behavior, the mean entrepreneurial behavior score was 161.4 with SD 25.12. Similar findings were also reported by Patil *et al.* (1999) and Sharma (2006).

Table-1 Respondents to their entrepreneurial behavior. (N = 160)

Entrepreneurial behavior	Frequency	Percentage	Mean	S.D.
Low (<129 score)	25	15.62	161.4	25.12
Medium (129-178 score)	91	56.87		
High (>178 score)	44	27.50		



Figure.1 Respondents by their entrepreneurial behavior



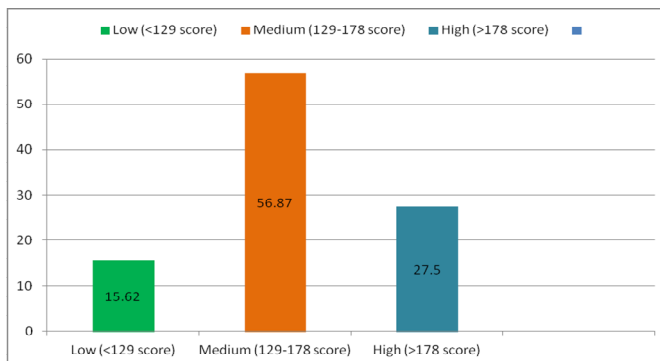
**Marketing behaviour of garlic producers:**

Marketing behavior of garlic growers was determined through direct questions asked to the respondents by the researcher. Categorization of marketing behavior of garlic growers was done as improved, moderate and unimproved marketing behavior.

Table-2 Respondents according to marketing behavior of garlic growers

S. No.	Categories	Frequency	%age	Mean	S.D.
1.	Unimproved (<58.45 score)	28	17.50	74.40	10.32
2.	Moderate (58.45-82.12 score)	80	50.00		
3.	Improved (>82.12 score)	52	32.50		
Total		160	100.00		

Figure .2: Respondents to their marketing behavior





The percentage distribution of the respondents according to their marketing behaviour is shown in Table 2. The perusal of data in the table reveals that majority (50.00 percent) of the respondents possessed moderate marketing behaviour, while 32.50 percent of the respondents had improved and 17.50 percent had unimproved marketing behaviour towards garlic production. The mean marketing behaviour score was 74.40 with SD 10.32. (Figure ) Similar findings were also reported by Sharma (2006) and Dwivedi (2013).

### Implication of Study-

1. Provision has to be made for profitable minimum support price for garlic yield for greater motivation of farmers to take up garlic production.
2. Proper documentation and validation of traditional garlic production practices from the transfer of technology centers and agricultural universities.
3. Strengthening information support for garlic production and marketing practices.

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## Status of Tribal Education in Andaman & Nicobar Islands: A study

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### **Abstract**

*Education is the key catalyst to the development of human resources. In the past education was one of the main considerations for hierarchical classification in Indian Hindu society. Education was out of reach to the poor and backward peoples and also to tribal. Lack of it is largely responsible for the exploitation and pitiable plight of the tribal. For them, education is the pivot on which their success depends.*

**Keywords:** Primitive Tribes, Reservation, Higher Education, Infrastructure, Nicobarese, Social inclusion,

### **Introduction**

Rural education of India can't be evaluated without inclusion of situation of tribal education. Basically, tribals of India are the original inhabitants of rural India. They are mostly settled in remote, isolated, hilly and forests areas. As far as, tribal education is concerned, the situation is far from satisfactory. Education could not reach to them because of their isolation, remoteness, and poor economic condition, lack of proper education policy, migration and their frequent displacement due to development of heavy projects in their areas. India has the second largest tribal population in the world next to African countries. The scheduled tribes accounts for 67.76 million (1991 census) and 8.08% of India's total population. Of these 1.95% was primitive tribes. The highest

concentration of scheduled tribes is found in North - East states of Mizoram (94.75%) Nagaland (87.70%), Meghalaya (83.53%) and Orissa (22.21%) and A & N Islands (8.27%) .(Dilip Shah, 2003) .

### **Concept of inclusion - exclusion Theory:**

The term social inclusion was actually originated in France in 1970's. Mr. Luhman has defined the terms in following words "The concept of inclusion means the encompassing of the entire population in the performance of the individual functions systems. On the one hand, this concerns access these benefits and, on the other, dependence of individual modes of living on them. To the extent that inclusion is achieved, groups disappear that do not or only marginally participate in social living."



However, the definition of "Social exclusion" was offered by the European foundation with following words: "Social exclusion is the process through which individuals or groups are wholly or partially excluded from full participation in the society in which they live". (C.J. Sonowal, 2008, p. 123). According to United Nations, the social inclusion – "An inclusive society must be based respect for all human rights and fundamental freedom, cultural and religious diversity; social justices and the special needs of venerable and disadvantaged groups, democratic participation and the rule of law". (*ibid*,p.125) Hence, both inclusion and exclusion works simultaneously. An individual or a group may be included in one desired/ thrust area but may be excluded in another important area. Therefore, as a whole, the social exclusion denotes a different line of understandings of a society at large or individuals at least.

- I. Showing inability to participate in economic, social, political and cultural life effectively.
- II. Keep distance and alienation from mainstream society.
- III. Away from major societal mechanisms which produce or distribute social resources.

Recognizing the importance of education, the framers of the Indian Constitution have made specific provision in Article 15 (4) and Art 46 for promoting education among the scheduled Tribes. Our first Prime

Minister Pt. Jawaharlal Nehru was very much in favour of the integration of tribals with the mainstream of the nation. According to ( Dr. Sachichadananda 1964), "Education is an integral part of culture, it cannot be divorced from people and the society they live in ...without this, the social heritage of one generation cannot be transmitted to another." Education spreads Knowledge. Knowledge gives inner strength and creates sense of justice, which is very essential for the tribals for attaining freedom from exploitation and poverty.

After the advent of democracy in India, a special consideration was made of the education of the scheduled Tribes, which witnessed massive social change. It is due to it that the constitution has given safeties and securities to the tribal. An elaborate programme of scholarship, reservation of seats in educational institutions along with various other ancillary facilities is in operation. Therefore, the problems of education among the Tribal have received a good deal of attention in recent years. The education of the tribal people is a major programme of equalization of social and national integration.

The Andaman & Nicobar Islands, a Union Territory is a classic homeland of indigenous tribes. There are six different types of tribes inhabited in the chain of islands. First four tribal are belonging to negrito race are called Great Andamanese, Sentinelese, Onges, Jarawas living in Andaman Group of Islands. Rest two tribes are Mongoloid



who are Nicobarese and Shompens living in Nicobar Group of Islands. The total tribal population is 29469 (2001 census), which constitute about 8.45% of the total population of U.T. (356152).

### **Post-Independence Education Among Tribes**

To identify the educational status of tribal of the Union Territory, other than Nicobar tribes, four Nigrilo tribes and one Mongoloid are primitives. Their number of population is in extinct conditions. Except Onge and Andamanese, other three tribes are not coming in the mainstream. Few children are available among Onges and Andamanese as schools going stages. Therefore Nicobari, a major tribal and are in the stage of modernization & development going to count in the present study. For accelerating modern education among Nicobari children, the missionary schools were taken over by the Govt. According to 1955 education Survey, in Nicobar, there were five primaries and one middle school with a total of 621 students. Within five years, a Higher Secondary Multi-purpose school with 58 students on roll was started. Since early sixties a handful of meritorious students have availed higher education in mainland institutions. For obtaining technical and professional educations, the Govt. of India has reserved 20% of seats for tribal students, out of total seats available for U.T. students in various institutions in mainland. As per the 1990 census the tribal literacy rate was 47.02 % of which female literacy was 40.71 % whereas, the

literacy rate of Union Territory was 73.02 %.

The post-independence education for Onges and Great Andamanese is not encouraging. Since early seventies, Bharatiya Adimjati Sevak Sangh had taken the initiative to start schools for these two tribes. Later, in 1976 Andaman Adim Janjati Vikash Samiti (AAJVS) look forwards with the same mission by opening two primary schools one at Strait Island, the settlement area of Great Andamanese and another at Dugong Creek, (Little Andaman) Onge settlement area.

### **Educational Infrastructure**

As far as infrastructure for schooling in tribal areas is concerned, there were 59 schools of which 25 are primary, 10 middle level, 10 secondary and 5 senior secondary level and two Ashram schools. The local administration and the Union Govt. are very serious about the education of the tribals of UT. A number of schemes and programmes have been undertaken to give best and favourable education atmosphere to these tribal students. Centrally sponsored schemes for accelerating education facilities among tribal students are: -

- 1) Free higher education to tribal girl students on special central assistance at Banasthali Vidyapith, Rajasthan.
- 2) Free uniform.
- 3) Mid-day meal to students of class I to VIII.



- 4) Free-note books and text books.
- 5) Free coaching classes.
- 6) Free-boarding and lodging facilities for studies in Port Blair and mainland educational institutions.

Since early eighties, a good numbers of girl's tribal students have been obtaining education from class V to P.G. level at Banasthali Vidyapith, Rajasthan. Fooding, lodging and education expenditure has been borne by the Govt. of India. An amount of Rs. 267000/- have been sanctioned (for the 2005-06) against 8 girls, who are now studying in this institutions. Since 2004-05 an additional scholarship @ Rs. 500/-

per month to 30 tribal students have been sanctioned against them who have been pursuing high / professional education in the mainland. In addition to that all tribal students are getting free fooding and lodging during their studies in mainland.(Educational Reports ,2007)

Moreover all the tribal students have been exempted from payment of frees in respect of examinations conducted by recognized universities / Boards. The administration is making necessary payment under these schemes to the concerned institutions.

#### **Enrolment of Tribal Pupils in Andaman & Nicobar Education**

State of education	Boys			Girls			Total		
	2002-03	2003-04	2004-05	2002-03	2003-04	2004-05	2002-03	2003-04	2004-05
Primary	1625	1868	1964	1507	1675	1786	3132	3543	3950
Middle	920	1002	1052	812	845	831	1732	1847	1883
Secondary	398	436	482	436	486	477	834	922	959
Sr. Secondary	89	108	123	121	158	169	210	266	292
TTI & B.Ed	7	1	3	23	21	26	30	22	29
Poly. Ech.		2	2	2	5	5	2	7	7
College	60	69	67	49	57	89	109	126	156
ITI	6	2	5	11	6	4	17	8	9
Ashram	60	60	60	-	-	-	60	60	60
<b>Total</b>	<b>3165</b>	<b>3548</b>	<b>3758</b>	<b>2961</b>	<b>3253</b>	<b>3387</b>	<b>6126</b>	<b>6801</b>	<b>7145</b>

**Source : Basic Statistics, 2004-05, pp.**

The enrolment of tribal students for three academic sessions reveals that the number of primary level students has been increasing. But the number of enrolment at middle level has been reduced to just half of the total strength at primary level. Further the number

has been falling down in secondary level. Only 10% to 15% students are appearing in the XII<sup>th</sup> board out of the total enrolment of middle school students. At degree level their number is further decreasing. In teacher training and technical education line, the number of



enrolment is very less. The drop out case is very high among tribal students.

Rs.24021.00 lakh for tribal education under six major headings(table 1).

During 11 th. five year plan period , the govt. had outlay an amount of

Table 1. Eleventh five year tribal education plan outlay-2007-2012

Sl.No.	Name of the scheme	Outlay in Rs.Lakh	Summary of the targeted works.
1	Elementary education	9442.00	Supply of mid-day meals,construction of school building ,staff quarters ,purchases of stationeries' for students
2	Secondary education	9244.00	Construction and renovation of class rooms ,science lib.purchases of teaching aids,furniture.
3	Qualitative education	2240.00	In-services training for teachers, imparting quality for students.
4	Direction & administration	940.00	Purchases of computers , staff medical expenditures
5	Library	330.00	Purchases of reference &text books,magazine.
6	Sports,Arts & culture	1825.00	Development of play grounds,stadiums walls,conducts cultural activities.

Total = 24021.00

Under the scheme of free elementary education to tribal students, the incentives like free textbooks,free uniforms, free notebooks, teaching aids, science equipments have been provided..Under secondary education scheme ,construction and renovation of class rooms ,science lib. purchases of teaching aids, furniture was made. To ensure quality education to these tribal

students, in-services training for teachers was arranged by the administration in Mainlands institutions . Purchases of reference & text books,magazine, in the libraries,development of play grounds, stadiums walls,conducts cultural activities , separated funds were allocated in this schools.

**Table 2. Allocation of seats for tribal students in mainland institutions.**

Discipline	2001-2002		2002-2003		2003-2004		2004-2005		2005-2006	
	Seats Reserved	Seats utilized in %	Rd	Seats utilized in %	Rd	Seats utilized in %	Rd	Seats utilized in %	Rd	Seats utilized in %
B.E %	18	Nil	18	2 11.11%	18	2 11.11%	19	1 5.26%	19	1 5.26%
<b>MBBS</b>	3	2 67%	2	2 100%	3	3 100%	4	4 100%	4	4 100%
<b>NIT</b>	5	Nil	5	Nil	5	Nil	5	Nil	5	Nil
<i>Other*</i>	18	3 16.67%	21	4 19.04%	23	1 4.34%	24	4 16.67%	23	3 13.04%
<b>Total Seats</b>	44	5 (11.38%)	46	8 (17.39%)	49	6 (12.24%)	52	9 (17.30%)	51	8 (15.68%)

Source: Educational Reports,2006-07 )Note: Rd= Reserved

\* Other Courses : Diploma, General Nursing, Hotel Management, Craft Courses, PG Courses, B.Ed, Para Medical, BHMS etc.

Reservation of seats for S.T. candidates for major technical and professional courses for last five years has stated that central govt. has been allotting 20% seats for them out of total seats allotted for Islander's students for higher institutions. Except medical course, in B. Engineering Courses and National Technology Institution seats reserved against S.T. candidates were not being utilized. Similarly in other professional and non-technical seats reserved against the tribal students were not utilized properly. Only 10% to 18% seats were utilizing for tribal candidates against the seat reserved for them(table 2). Hence due to unavailability of tribal candidates for filling up these seats, the

unutilized seats were transferred to non-tribal candidates. As a good number of students are not found in science stream at school level, so the major seats are being unutilized so far.

### Observations

- 1) The Literacy rate of island's tribal is 47.02% (1991) as compared to Mizoram (88.8%) and Nagaland (66.60) tribal dominated states. Though as compared to all India level, the literacy rate of island's tribes was very high (India 24.60%).
- 2) Educational infrastructure facilities available in tribal areas



- are very poor when compared to educational facilities available in non – tribal areas of UTs.
- 3) The administration is committed towards the reservation of 20% seats for island's Tribal in higher technical & professional educational level in mainland bound institutions, but on the other hand, the numbers of eligible tribal students are not available for this quota seats. Last five years statistic shows that only 15% of seats (out of total seats reserved for Tribal) have been utilized by the tribal candidates against the quota seats reserved for them.
  - 4) The prevalent practice of compulsory passing up to the eighth standard results in a drastic increase of failures.(up to 50 %) in standard IX and only 20 % make it through standard X and less than 5% enroll for the higher secondary level.The results of science streams in Boards in tribal schools is very poor (Car Nicobar school the result is zero per cent).
  - 5) Shortage of quality and devoted teachers in (National commission for women) the tribal areas. Transfer in the tribal areas is considered as punishment for the staff.
  - 6) The far flung Islands in tribal areas are not well communicated (only sea transport) with education networks at headquarter.
  - 7) The total education system had collapsed in Nicobar district due to earthquake followed by Tsunami on 25<sup>th</sup>. December 2004 The school buildings, infrastructures of entire Tribal dominated islands have been badly affected.
  - 8) The Nicobari vernacular (dialect) is not followed as medium of instruction in school teaching. As result, the children of Nocobari community are face problems to follow Hindi or English taught in schools.

### Conclusion

The reservation policy in higher education institutions in mainland would be meaningless for tribal communities, unless quota seats are being utilized by them. The administration's Education Department needs to be serious about the policy and initiatives by increasing the number of tribal students in science stream at school level. A good number of tribal students need to be identified at primary level and give them proper education facilities. In this direction the responsibilities can be given to schools like Carmel School, Vivekananda School, Kamraj, Neval Public School, with a fixed quota for them. Similarly, in mainland standard schools can be accommodated few students for better education. One a good number of tribal girls were admitted in Banasthali



Vidyapith, Rajasthan in the early eighties, but now-a-days only few girls are taking education in this institution. The matter should be taken into account and try to find out, why the parents are losing interest to send their children in such facility oriented education institutions. In this direction village captains and church priests should take initiative to convince the villagers for availing good education facilities for their children.

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## Gandhian Heroes in the Novels of Bharani Bhattacharya

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### **Abstract**

*Gandhian Heroes in the Novels of Bharani Bhattacharya is an attempt of this paper. Ideas of Bhabani Bhattacharya according to his writings, all the heroes in the novels like Devesh Basu, Rahoul, Jaydev, Satyajit described as the followers of the Gandhiji and their views also the same that of Gandhi .*

**Key words:** Gandhiji Heroes , Novels, independence, good of society

### **Gandhi and Bhabani Bhattacharya**

The main Indian freedom struggle began under the leadership of M.K.Gandhi. Gandhi and his followers wanted "Purna Swaraj" or complete freedom from the British rule through non-violence. Gandhi differed from the other leaders, in the sense that he insisted more on moral evaluation of people of the country for winning freedom. Non-violence was Gandhi's weapon for winning freedom.

Non Violence meant for a deep faith in love for all, whether friends or enemies, a complete dissociation from evil, and abstention from such brute reaction as retaliation or revenge. As for non-cooperation for Gandhi, it was only a new name for suffering. It was to him an acid test of people's sincerity, because it required silent sacrifice. He thus gave the new name Satyagraha to non-violent non-cooperation. Passive resistance for Gandhi was restraint undertaken voluntarily for the good of society. Swaraj (independence) meant to Gandhi something more than mere political

independence from foreign rule, it was a state of being in which all people live in peace and harmony, getting rid of fear, helplessness and other evils.

**Bhabani Bhattacharya** in one of the Indo-Anglian novelists of the period of Gandhian movement who were witness to Gandhi's spirit of the period and had felt the spirit of those times in their own views have depicted these experience in their writings. His first novel "So many Hungers" (1947) reflects the aspect of the freedom movement under the leadership of Gandhi. It deals with the Gandhian ideal of rural reconstruction as a step towards winning freedom. There is a theme of rural reconstruction of India after the ideal of Gandhi. Devesh is introduced here as a character with the ideals of Gandhi and the novelist seems to have done it with a purpose. The novelist shows us how every village or town during the time had one Gandhi of its won to lead the people by staying in their midst.



**Devesh Basu** in this novel is shown as a great patriot and a freedom fighter. He is shown as man of simplicity with full of Gandhian principles. He detaches himself from his son and family and lives with the village people. The people of the village Baruni love him and honour him by calling him Devata (God). Devata becomes philosopher and guide to them. He educates them, and trains them as freedom fighters. Devesh adopts a peasant's family in Baruni. He acts as master of the peasant's family and he refers to the peasant's daughter, Kajoli as his grand daughter. He cultivates moral strength in them. He shares their joys and sorrows.

**Rahoul** is grandson of Devesh. He had DSC degree from Cambridge where he has carried on research under a famous scientist. Influenced by the noble principles of his grand father Devesh, Rahoul joins in the national movement. He becomes staunch nationalist and follower of his grandfather. After the imprisonment of Devesh by the Britishers, Rahoul takes the responsibility of Baruni. He develops deep attachment with the village people and serves the hunger stricken people.

Bhattacharya projects Gandhi's reformatory and nationalistic ideas through his second novel "Music for Mohini". Jaydev, the protagonist of the novel strives for political freedom and social emancipation of weaker sections. He dedicates his life for the development of his village, Behula. In spite of taking

his higher education in city, he stays at home for sake of his people. As a master of the village he feels that even married life will be secondary. He always adheres to his aim of development of the village and even he hides his affection and keeps away his wife in his married life. He adulates his wife, Mohini but convinces her by explaining his aim and concept and makes her partner in his ambition. Even he employs her in the programme of literacy to the village people.

**Jaydev** encourages young people to serve for the village people. He eradicates the age old evils and absurdities in the village with the help of youth. He solves many problems successfully relating to economic development, political integration and emancipation of weaker sections. He protests against his mother who blindly believes in horoscopes and unwanted age old customs. Harindra the young medical man accompanies Jaydev in his reformatory tasks. Against to the orthodox views of the village people Harindra marries Sudha who is forbidden for marriage as her stars are not in favour for her marriage.

It is thus seen how the author portrays here ideal men who build India of Gandhi's dream. Though the stories do not appeal as political novels, the author's insistence on the reconstruction of the national economy through the development of economic condition of the villages, and his appeal for a love for country's tradition, become abundantly clear, and not only from the story but



also from the conversations of the characters idealized by the novelist.

In the novel "He who Rides a Tiger", through the character of B-10 Bhattacharya protests and revolts against selfish and orthodox communities who always drag the civilization into the backward direction and they remain as hurdles in the growth of the nation.

Bhattacharya's "A Goddess Named Gold" deals with happenings in a village, Sonamitti during the period immediately preceding India's attainment of freedom. The Main object in the novel is the way in which a country should use freedom and what benefits may be derived from it. Freedom is the golden key which can open magic doors and admit us in to a realm in which men think noble thoughts and do kind deeds so that happiness may be the portion of all.

The Minstrel (Old Man) is an unusual character who plays a vital part in this novel which deals with India's freedom. He is a homeless wanderer. The arrival of the minstrel in the village is the starting point of important developments. He conjures before people's mind a picture of a new India that has attained material prosperity, but which also suffers from the evils of such prosperity. Towards the end of the novel the old man tells them that the freedom which they are celebrating is the touchstone. It belongs to every one of them but will yield results and transmute copper into gold only if acts of faith are performed. When he is

asked to define acts of faith, he modestly replies that he does not have wisdom enough to give guidance, but he is sure that miracles can be performed if they all hold themselves in readiness. Bhattacharya emphasizes the views of Gandhi that the freedom, but freedom of the mind. The minstrel refers to Gandhi's definition of freedom as "a state of mind". The novel ends with the decision of the villagers to use their newly won freedom in the right way by electing the minstrel to the district board. Thus the novelists gives us reminisces of Quit India movement and Gandhi's struggle.

Bhattacharya's "Shadow from Ladakh" is set against the Frictional background between Chinese and India. The novelist reveals India's condition which needs new strategies for its development according to the changing conditions in the contemporary situations. Industrialization is inevitable in the competitive context along with neighbor countries. The industrial revolution, ought not to transform conventional life into mechanical. Bhattacharya hopes the amalgamation of the ideological views with the western ideas.

Gandhism is represented by the simple rural community of Gandhigram, established by the veteran man, Satyajit Sen who follows Gandhi, While industrialization is represented by a young engineer, Bhaskar who is in charge of Steel town, which is in the process of its growth to swallows up Gandhigram. The confrontation



between Gandhigram and steel town takes on a political colouring owing to Chinese invasion. The exigencies of war production make the steel town engineers anxious to take over the adjoin Gandhigram.

Gandhigram presents a model of rural India as envisaged by Gandhi. Satyajit has been selected by the founder to guide the destinies of this ideal village to regulate its life so that it may become an example and a source of inspiration to the rest of country. The growth of Satyajit till almost the end of the novel is a growth in the direction of asceticism and Gandhi's ideology.

For all appearances Satyajit is a disciplined Gandhian applying the principles of Gandhian economics and ethics in the regulation of life of Gandhigram and conduct of his own life. A testing time comes with the launching of Chinese aggression against India. One point of view in the country is that strength can be met only with strength, but satyajit represents the opposite point of view, namely that physical force may be conquered by spiritual force. He, therefore, uses a weapon from the armory of the opponent himself, the weapon of non-violence. Gandhigram to be won over gradually to the new way symbolized Steel town. The crisis in the novel comes with Satyajit's commencement of a fast to death to protest against the Government's decision to let Steel town swallow the village. Bhaskar has, in the meantime, unconsciously undergone a profound change.

The crisis of the novel is resolved by Bhaskar himself leading a procession of workmen from Steel town who march to Gandhigram to support the cause of Satyajit. This means that Steeltown has given up its plan to expand at the expense of Gandhigram. The two are to co-exist. The Co-existence, however, is not merely a matter of live-and-let-live, it is a result of compromise and readjustment of values on either side.

The novel makes numerous references to Gandhiji's teachings and his work. Satyajit is a character who tries to mould him and others according to the principles lay down by Gandhi; Gandhigram is a model village in which we find principles of Gandhian economics and ethics worked out. The village is self-sufficient as all its needs besides food are satisfied by cottage-based industry. In the sphere of education, the village follows the basic scheme of craft-centered teaching advocated by Gandhiji. Gandhigram seeks to build up a new set of values.

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## Industry – University Interface: Perceptions of the Respondents

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### **Abstract**

*This paper exhibits the issues of industry – institute interface. The data collected from the 150 respondents with the help of the structured questionnaire, and the secondary data collected from the existing published material. The study found that 4/5<sup>th</sup> of respondents agreed that interaction of students with industry increased placement opportunities, and they imbibe corporate culture and norms followed by the different organizations and facilities the strategic planning and strategy execution helping them to active their growth plans through enhancements at the organizational, operational and individual levels. The study also found that the majority of the respondents agreed that the interface helped in issues related to innovation, relevance, economic and competitiveness, effectiveness, financial momentum and sustainability, along with the vocational self concept, acquire job relevant skills etc. The study also observed that, interface was also used to application of principle of management, key differentiator information technology understanding of business models, transfer of knowledge, getting strategic advice, identifying new opportunities, assimilation of body of knowledge, exposure to the real corporate environment and for actionable strategic directions.*

**Key words:** Strategic planning, management, sustainability, execution

### **Introduction:**

Industry Interface is a decisive differentiator for a communication management institution. Compounding the conventional methods of industry interaction through guest lectures, certified workshops, seminars, industrial visits etc, some of the educational institutes involves students in real life projects in both rural & urban environments and they registered a

regular presence at industrial undertakings over the past couple of years allowing them to share common space with communication industry leaders and pioneers. Industry weeks' are a regular feature where one-to-one interaction of every student with industry is promoted leading to enhanced learning and increased placement opportunities. Industry – Institute interface meant for overall developments of the management



students. The students are made to interact with the corporate world at frequent intervals so that they can imbibe corporate culture and norms followed there.

**Objectives of the Study:** The study consist of the following objectives.

To interpret and analyze the perceptions of the respondents regarding the various issues of Inter-University interface.

To offer a suitable suggestions to strengthen the existing Industry-Institute Interface.

**Hypothesis of the Study:**

**Hypothesis 1:**

**Null Hypothesis Ho:** Effective Industry interface is a key differentiator Information Technology and is not facilitates the strategic planning and strategy execution, helping them achieve their growth plans through enhancements at the

organizational, operational and individual levels

**Null Hypothesis 2:**

Industry University Interface is meant for completed transfer of knowledge and practices involving market studies, entity-set up, legal counsel and support and it does not remove the barriers for growth and identifying new opportunities through creativity and insight.

**Methodology of the Study:** The data has been collected through the structured questionnaire from the 150 respondents. The secondary data collected through the existing literature through the journals and magazines.

**Techniques :** The SPSS 16.0 version was used to interpret the data and applied the following techniques, t-test, Mean and Standard Deviation.

**Section A: Personal Back Ground of the Respondents**

**Table1: Gender \* Age Crosstabulation**

		Age				Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	
Gender	Male	19	23	22	11	75
	Female	18	22	20	15	75
Total		37	45	42	26	150

**Table 1:** It makes it clear that equal number of male and female respondents were selected for this study. The majority of the respondents from both male and female represented from the age group of 30-40 years.

**Table 2 Income \* Age Cross tabulation**

Count		Age				Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	
Income	Below 10000	0	2	0	0	2
	10000-20000	9	8	14	3	34
	20000-30000	17	16	11	13	57
	30000-40000	7	14	12	7	40
	40000-50000	4	5	5	3	17
<b>Total</b>		<b>37</b>	<b>45</b>	<b>42</b>	<b>26</b>	<b>150</b>

**Table 2:** The above table makes it clear that 57 respondents represented from the income group of 20,000-30,000, it was followed by 30,000-40,000 with 40 respondents. Hence, it can be concluded that the majority of the respondents represented from the 20,000-30,000 income group.

**Table 3. Educational Qualifications \* Age Crosstabulation**

Educational Qualifications	Age				Total
	20-30 Years	30-40 Years	40-50 Years	50-60 years	
Degree	8	16	14	8	46
Post Graduation	14	14	15	10	53
PHD	11	11	4	5	31
CA/ICWA	4	4	9	3	
Total	37	45	42	26	150

**Table 3:** The above table indicates that about to 1/3<sup>rd</sup> of respondents possess the post graduation as well as graduation and 1/5 the of respondents possess the CA/ICWA.



**Table 4. Interaction of Every Student with Industry Is Promoted Leading to Enhanced Learning And Increased Placement Opportunities \* Age Crosstabulation**

Count		Age				Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	
Interaction of every student with industry is promoted leading to enhanced learning and increased placement opportunities	Strongly agree	29	36	34	22	121
	Agree	8	9	8	4	29
Total		37	45	42	26	150

**Table 4:** The above table witnessed that 4/5<sup>th</sup> of respondents strongly agreed that, the interaction of every student with industry is promoted to enhanced learning and increased placement opportunities and remaining 1/5<sup>th</sup> of respondents also agreed regarding this issue. Hence, it can be conclude that the 100 percent of the respondents regarding the above issue.

**Table5: Students can imbibe corporate culture and norms followed there.**

**\* Age Cross tabulation**

Count		Age				Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	
Students can imbibe corporate culture and norms followed there.	Agree	31	35	33	20	119
	Neutral	6	10	9	6	31
Total		37	45	42	26	150

**Table 5:** About 80 percent of the respondents agreed that industry institute interface facilitated the students to imbibe corporate culture and norms followed with in the organizations. Remaining 20 percent of respondents remain neutral regarding this statement.



**Table 6: Helps In Understanding Application of Principle of Management in Minds of Students \* Age Crosstabulation**

		Age				Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	
Helps in understanding application of principle of management in minds of students	Strongly agree	4	5	5	4	18
	Agree	30	35	31	18	114
	Neautral	3	5	6	4	18
Total		37	45	42	26	150

**Table 6:** About 92 percent of the respondents agreed that industry/institute interface helped in understanding application of principle of management in minds of students. The remaining respondents did not express any consent regarding this issue.

**Table 7: Effective Industry Interface is a Key Differentiator Information Technology**

**\* Age Crosstabulation**

		Age				Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	
Effective Industry interface is a key differentiator Information Technology	Strongly agree	3	5	4	3	15
	Agree	26	31	29	16	102
	Neautral	2	2	2	2	8
	Disagree	6	7	7	5	25
Total		37	45	42	26	150

**Table 7:** The majority of the respondents (little more than 66 percent) agreed that effective industry interface was a key differentiator information technology and little more than 16 percent of the respondents disagreed regarding this issue.



**Table 8. Strategic Planning and Strategy Execution, Growth Plans through Enhancements at the Organizational, Operational and Individual Levels. \* Age cross tabulation**

		Age				Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	
It facilitates the strategic planning and strategy execution, helping them achieve their growth plans through enhancements at the organizational, operational and individual levels.	Agree	26	34	30	20	110
	Neutral	11	11	12	6	40
Total		37	45	42	26	150

**Table 9. It Facilitates the Human Force Management \* Age Crosstabulation**

		AGE				Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	
It facilitates the human force management	Agree	9	8	8	8	33
	Neutral	1	1	1	1	4
	Disagree	18	23	24	10	75
	Strongly Disagree	9	13	9	7	38
Total		37	45	42	26	150

**Table 9:** The table 9 discloses that the 50 percent of the respondents did not agree regarding the application of industry institute interface in the human force management, and little more than 36 percent of the respondents strongly disagreed regarding this issues and a few percentage of respondents agreed regarding this issue.



**Table 10. Innovation, Relevance, Economic Competitiveness \* Age Cross tabulation**

		Age				Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	
It helps issues related to innovation ,relevance, economic competitiveness	Strongly agree	1	3	1	1	6
	Agree	32	36	38	23	129
	Neutral	2	1	0	0	3
	Disagree	2	4	3	2	11
	42	0	1	0	0	1
Total		37	45	42	26	150

**Table 10:** This table witnessed that most of the respondents (90 percent) agreed that the industry-institute interface helped in issues related to innovation, relevance, economic and competitiveness. The rest of the respondents neutral and disagreed regarding this issue.

**Table 11. Effectiveness, Financial Momentum and Sustainability**

**\* Age Cross tabulation**

		Age				Total
		20-30 Years	30-40 Years	40-50 Years	50-60 years	
It facilitates effectiveness, Financial momentum and sustainability	Agree	28	32	33	19	112
	Neutral	2	3	1	1	7
	Disagree	7	10	8	6	31
Total		37	45	42	26	150

**Table 11:** The majority of the respondents ( a little more than 72 percent of the respondents agreed that, industry-institute interface facilitated effectiveness, financial momentum and sustainability, about 20 percent of the respondents disagreed regarding this opinion.

**Table 12. Understanding of their business models \* Age Crosstabulation**

	Age				Total
	20-30 Years	30-40 Years	40-50 Years	50-60 years	
Strongly agree	0	1	0	0	1
Agree	18	20	24	12	74
Nueatral	3	5	3	2	13
Disagree	13	17	14	12	56
Strongly Disagree	3	2	1	0	6
<b>Total</b>	<b>37</b>	<b>45</b>	<b>42</b>	<b>26</b>	<b>150</b>

**Table 12:** The above table reveals that only 50 percent of the respondents agreed that industry-institute interface facilitated the understanding of their business models. and 33 percent of the respondents disagreed regarding this issue.

**Table 13. Transfer of Knowledge And Practices Involving Market Studies, Entity-Set Up, Legal Counsel And Support \* Age Cross tabulation**

	Age				Total
	20-30 Years	30-40 Years	40-50 Years	50-60 years	
Strongly agree	7	12	10	8	37
Agree	19	22	25	14	80
Disagree	11	11	7	4	33
<b>Total</b>	<b>37</b>	<b>45</b>	<b>42</b>	<b>26</b>	<b>150</b>

**Table 13** It is meant for completed transfer of knowledge and practices involving market studies, entity-set up, legal counsel and support: The above table makes it clear that about to 80 percent of respondents agreed that interface was meant for completed transfer of knowledge and practices involving market studies, entity setup, legal counsel and support. The rest of the respondents disagreed regarding this issue.



**Table 14. Remove the Barriers for Growth and Identifying New Opportunities through Creativity and Insight. \* Age Cross tabulation**

	Age				Total
	20-30 Years	30-40 Years	40-50 Years	50-60 years	
Agree	25	28	25	14	92
Nueutral	7	11	10	8	36
Disagree	5	6	7	4	22
<b>Total</b>	<b>37</b>	<b>45</b>	<b>42</b>	<b>26</b>	<b>150</b>

**Table 14**, remove the barriers for growth and identifying new opportunities through creativity and insight.: The above table witnessed that 60 percent of the respondents agreed that interface was helped in remove the barriers for growth and indentifying new opportunities through creativity and insight, and rest of the 40 percent of the respondents represented from the neutral and disagree positions.

**Table 15.It is Assured that for Getting Strategic Advice that would be Sustainable for their Long term Growth. \* Age crosstabulation**

	Age				Total
	20-30 Years	30-40 Years	40-50 Years	50-60 years	
Strongly agree	6	4	1	1	12
Agree	24	29	29	17	99
Nueutral	5	7	7	4	23
Disagree	2	5	5	4	16
<b>Total</b>	<b>37</b>	<b>45</b>	<b>42</b>	<b>26</b>	<b>150</b>

**Table 15:** The above table makes it clear that a little more than 72 percent of the respondents agreed that interface was assured that for getting strategic advice that would be sustainable for their long term growth. The rest of the respondents neutral and disagreed regarding this issue.



**Table 16. It Remains Focused On Creating and Delivering Enhanced Value to their Organization \* Age Cross tabulation**

	Age				Total
	20-30 Years	30-40 Years	40-50 Years	50-60 years	
Agree	19	20	20	9	68
Nueatral	14	20	17	14	65
Disagree	4	5	5	3	17
<b>Total</b>	<b>37</b>	<b>45</b>	<b>42</b>	<b>26</b>	<b>150</b>

**Table 16:** The above table discloses that the about to 46 percent of the respondents agreed that the interface was focused on creating and delivering enhanced value to their organization and rest of the respondents represented from the neutral and disagree.

**Table 17: Body of Knowledge and Its Application in Live Situations Contribute Industry Worthiness and Deployment Readiness of the Students. \* Age Cross tabulation**

	Age				Total
	20-30 Years	30-40 Years	40-50 Years	50-60 years	
Strongly agree	7	10	12	8	37
Agree	16	18	15	6	55
Nueatral	4	2	0	0	6
Disagree	6	9	11	8	34
Strongly Disagree	4	6	4	4	18
<b>Total</b>	<b>37</b>	<b>45</b>	<b>42</b>	<b>26</b>	<b>150</b>

**Table 17 explains** The assimilation of body of knowledge and its application in live situations contribute industry worthiness and deployment readiness of the students. The above table discloses that 60 percent of the respondents agreed that the interface was facilitated to assimilation of body of knowledge and its application in live situations contribute industry worthiness and deployment readiness of the students and the rest of the respondents did not agreed regarding this issue.



**Table 18: The Industry Interface Projects Create A High Degree of Exposure to The Real Corporate Environment \* Age Crosstabulation**

	Age				Total
	20-30 Years	30-40 Years	40-50 Years	50-60 years	
Agree	23	29	26	19	97
Disagree	11	12	12	7	42
Strongly Disagree	3	4	4	0	11
<b>Total</b>	<b>37</b>	<b>45</b>	<b>42</b>	<b>26</b>	<b>150</b>

**Table 18 shows** the industry interface projects create a high degree of exposure to the real corporate environment. The above table makes it clear that the most of the respondents ( a little more than 93 percent) agreed that the industry – institute interface projects created a high degree of exposure to the real corporate environment and rest of the respondents represented from the disagreed and strongly disagreed.

**Table 19.**Null Hypothesis Ho: Effective Industry interface is a key differentiator Information Technology and is not facilitates the strategic planning and strategy execution, helping them achieve their growth plans through enhancements at the organizational, operational and individual levels

**Table:** Effective Industry interface is a key differentiator Information

	Effective Industry interface is a key differentiator Information Technology				Total
	<b>Strongly agree</b>	<b>Agree</b>	<b>Neutral</b>	<b>Disagree</b>	
Agree	15	71	0	24	110
Neutral	0	31	8	1	40
	15	102	8	25	150
Pearson Chi-Square 37.747df: 3Asymp. Sig. (2-sided) :0.000					

Analysis: The proposed null hypothesis is not accepted, where Chi-Square value was 37.747, df: 3,  $p=0.00$ . Hence, it can be concluded that Effective Industry interface is a key differentiator Information Technology and facilitates the strategic



planning and strategy execution, helping them achieve their growth plans through enhancements at the organizational, operational and individual levels

**Hypothesis 2:** Industry University Interface is meant for completed transfer of knowledge and practices involving market studies, entity-set up, legal counsel and support and it does not remove the barriers for growth and identifying new opportunities through creativity and insight.

**Table 20: Remove the barriers for growth and identifying new opportunities**

	Remove the barriers for growth and identifying new opportunities through creativity and insight.			Total
	Agree	Neutral	Disagree	
Strongly agree	19	18	0	37
Agree	40	18	22	80
Disagree	33	0	0	33
Total	92	36	22	150

**Pearson Chi-Square 46.932 df: 4 Asymp. Sig. (2-sided) :0.000**

Analysis: The proposed hypothesis is not accepted where (Pearson-Chi-Square 46.932, df:4 p=0.00). Hence, it can be concluded that Industry University Interface is meant for completed transfer of knowledge and practices involving market studies, entity-set up, legal counsel and support and remove the barriers for growth and identifying new opportunities through creativity and insight.

#### Findings of the study:

About 4/5<sup>th</sup> of respondents strongly agreed and rest of the respondents 1/5<sup>th</sup> agreed that interaction of every student with industry is promoted leading to enhanced learning and increased placement opportunities. 4/5<sup>th</sup> of respondents agreed that students were able to imbibe corporate culture and norms followed by the different organizations. About 50 percent of the respondents did not agree regarding the

application of Industry-institute interface in the human force management. The most of the respondents (90 percent) agreed that the industry-institute interface helped in issues related to innovation, relevance, economic and competitiveness. The majority of the respondents agreed that, industry-institute interface facilitated effectiveness, financial momentum and sustainability. The study found that (1/2) half of the respondents agreed that



industry-institute interface facilitated the understanding of their business models. The study found that 4/5<sup>th</sup> of the respondents agreed that interface was meant for complete transfer of knowledge and practices involving market studies, entity setup, legal counsel and support.

The study observed that 60 percent of the respondents agreed that interface was helped in remove the barriers for growth and identifying new opportunities through creativity and insight. The study identified that a little more than 72 percent of the respondents agreed that interface was assured that for getting strategic advice that would be sustained for their long term growth. The study familiarized with only 46 percent of the respondents agreed that the interface was focused on creating and delivering enhanced value to their organization.

The study pointed out that 60 percent of the respondents agreed that the interface was facilitated to assimilation of body of knowledge and its application in live situations contribute industry worthiness and deployment readiness of the students. The study found that the most of the respondents agreed that industry institute interface projects crated a high degree of exposure to the real corporate environment. The study observed that about 56 percent of the respondents agreed that interface was useful to students to create level reports providing actionable strategic directions for an organization, boosting their confidence in identifying and resolving

problems in unstructured and real life situations. The study found that only 45 percent of respondents agreed that interface was facilitated vocational self concept, acquire job relevant skills and provide informed career decision making ability.

**Suggestions and Conclusions:** The industry University or interface useful to nourish the students knowledge and skill which can be import to the industrial organizations, there by an organizations can be able to produce better products with profitability and there by society will be benefited with qualitative and cheaper products. Besides that every institute should start a residential programme for students within the premises of the organization as a part of curriculum. The universities or institutes also employ a one trainer on behalf of it in the leading organizations thereby they can be able to import the practical oriented knowledge to the students.

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## Ahimsa and Non-Violence in Gandhian Philosophy

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### **Abstract:**

*Gandhi is the pioneer in applying ahimsa for the solution of day-to-day problems of which the humanity is confronted with. Gandhi says that non-violence is the law of the species as violence is the law of the brute. He believes that Non-violence is an active force of the highest order. It is sole force or the power of God head within people. It works in the opposite way. An armed man naturally relies upon his arms. A man also is internationally unarmed relies upon the unseen force called God. Non-violence without reliance upon that force is poor stuff to be thrown in the dust.*

**Key words:** Non-violence, Buddhism, humanity, mental suffering, Faith in God

### **Analysis**

Ahimsa literally means no injury and hence non-killing. It has been used in this sense by Upanishads, Buddhism and Jainism and the Orthodox Hindu Law of Manu. Non-violence is love without heartening anybody. It is strength without ill-feeling and inaction. It is tolerance without fear, peace without being cowardly. Non-violence is a way of life devoid of all extremes of passions like anger enmity, pleasure and pain. All these make up the ideal ahimsa.

Gandhi is the pioneer in applying ahimsa for the solution of day-to-day problems of which the humanity is confronted with. He made it a mission of life to see that ahimsa as the moral means to gets its proper place and all the relations and activity are carried on the basis of the universal doctrine. In reality, non-violence has become

absolute need for the humanity in the modern times. He redefines the meaning of Non-Violence. It is a not to hurt any living thing and is no doubt a part of Non-violence. In the negative form, it means not injuring any living being whether body or mind, hurt the person of any wrong deer or bear any ill will to him and so cause him mental suffering. Let Gandhi says that it is not merely a negative State of harmlessness. But it is a positive State of love of doing good even to the evil deer. Ahimsa means the largest love and the greatest charity.

Gandhi says that non-violence is the law of the species as violence is the law of the brute. This doctrine has guided the life of Gandhi not of inaction, but of the highest action.

### **Character of Non-Violence**



1. Non-violence is the law of the human race; it is infinitely greater than and superior to brute force.
2. In the last report it does not avail to those who do not possess a living faith in the God of love.
3. Non-violence affords the fullest protection to one's self-respect and sense of honour, but not always to possession of land or movable property. Non-violence, in the very nature of things is of no assistance in the defense of ill-gotten gains and immoral Act.
4. Individuals or nations who would practice Non-violence must be prepared to sacrifice their all except honour.
5. Non-violence is a power which can be wielded equal by all children, young men or grown up people, provided they have a living faith in the God of love and have therefore equal love for all mankind. When the law of Non-violence is accepted as the law of life, it must pervade the whole being and not be applied to isolated Acts.
6. It is erroneous to suppose that while the law is good engulfing for individuals, it is not for the masses of mankind the practice of Non-violence is more than the daily food. Non-violence which is the spiritual food has to be taken continually.

### **Non-Violence as Creed And Polity**

Adoption of Non-violence as a

mere policy is distinct from the adoption of Non-violence as a creed. Adoption of Non-violence as a polity remains as a plan of action depending on the human situation and expediency. The policy is given up if it is not proved to be useful and congenial. Whereas adoption of non-violence as creed it based on the firm conviction and belief Non-violence is lawful, violence can never be lawful.

### **Faith in God**

Non-violence is an active force of the highest order. It is sole force or the power of God head within people. It works in the opposite way. An armed man naturally relies upon his arms. A man also is internationally unarmed relies upon the unseen force called God. Non-violence without reliance upon that force is poor stuff to be thrown in the dust.

### **Non-Violence and Truth**

Gandhi says that truth and Non-violence are as old as hills. There has been an inseparable nexus between truth, and non-violence. He holds that truth can be experienced through non-violent means. He says that the non-violence is the best and easiest way to relative truth. Without non-violence it is not possible to seek find truth. Non-violence and truth are so intertwined we that, it is practically impossible to disentangle and separate them. They are like the two sides of the same coin, or a rather of a smooth unstamped metallic disc.



### **Non-Violence and Cowardice**

Gandhi wants people to be fearless but not to be weak and cowardly. He considers cowardice and fear is against the human spirit for a man in the grip of fear is capable of doing any sin. Gandhi says that where there is only choice between cowardice and violence, he would advise violence. His creed of non-violence is an extremely active force. It has no room for cowardice or even weakness, there is hope for violent men to be some day non-violent but there is no scope for a coward, non-violence they must at least be able to defend all these by fighting. If when his duty is to face danger, he feels, it is cowardice's. Non-violence cannot be taught to a person who fears to die and has no power of resistance.

Gandhi prefers violence to cowardice. Non-violence is the summit of bravery. Non-violence is not a cover for cowardice. But it is the supreme virtue of the brave. Exercise of Non-violence requires for greater bravery than that of sword man ship. Cowardice is wholly inconsistent with non-violence.

Gandhi says that the minimum required of a person wishing to cultivate the non-violence of the brave is first to clear one's thought of cowardice. In the light of the clearance, he has to regulate his conduct in every activity

### **Practice of non-Violence**

Gandhi says more stress on the practice of Non-violence. He considers non-violence as the greatest force at the disposal of mankind. Its use is not restricted to individuals of only. It can be practiced on mass scale. The practice of non-violence proceeds with the basic principles on which it rests is that what holds good in respect of the one self equally applies to the whole universe. Man has to shed the brute in him, he has to strive to do so which involves the practice of non-violence. By the practice of non-violence knowing the value of it, helps to bring heaven upon earth. He advises non-violence to be plasticized for the reason that is translated as love. Whereas practice of violence results in counter violence.



## Development of agriculture and allied micro enterprises and rural livelihood

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### **Abstract**

*This study presents an overview of the impact of rural livelihood programmes supported by the context of the Millennium Development Goals, and explores some of the lessons learned under headings of income generation and rural growth, better management of natural resources, targeting the poorest and marginalised, and local institutions and self-governance. It goes on to consider some of the new challenges and opportunities facing rural India including converging different rural development schemes for greater development effectiveness, tackling persistent food insecurity and adaptation to climate change.*

**Key words:** *Income generation, rural growth, better management of natural resources*

### **Introduction:-**

#### **An Overview of Rural Poverty in India**

Indian economy recorded a fairly high GDP growth rate of 9.2 percent during 2008-2013. Notwithstanding the relatively high growth rate, over 25 crore rural population (45 million households) in the country remain locked in poverty. Contrary to the earlier estimates of rural poverty, the Tendulkar Committee reported a rural poverty ratio of about 42 percent. While the number of rural people living on less than Rs.50/-(US\$1) a day decreased by 2.9 crores, the number of rural people living on less than Rs.62.5 (\$1.25) a day grew by 3.5 crore during the same period.

The key challenge before the Indian economy today is to ensure that its

growth becomes inclusive and contributes to a significant reduction in rural poverty. It is in this context that XI Five Year Plan has adopted an inclusive growth strategy of expanding livelihood opportunities to the excluded social and occupational groups.

The rural poverty situation in India is highly complex and greatly differentiated by geography, demography and social class. Nearly 60 percent of the rural poor households are concentrated in the states of Bihar, Chhattisgarh, Jharkhand, Madhya Pradesh, Orissa, Rajasthan and Uttar Pradesh. These states lag behind several others not only in terms of per capita income but also in human development outcomes. Some of these states have also been witnessing Maoist insurgency.



In addition, certain social and occupational groups in these states have been bearing a disproportionate burden of rural poverty. The Scheduled Castes, the Scheduled Tribes, the Minorities, single Women and households headed by women, persons with disability, the landless and the migrant labor suffer a disproportionate impact of poverty. Apart from deprivation, isolation and exclusion that these communities and groups are subjected to, their factor endowments are very limited and a significant proportion of them live in fragile ecological zones, experiencing rapid depletion of natural resources.

**Nature of Rural Poverty.**

Rural poverty in India is multi-dimensional. It is influenced by systemic factors as well as structural changes in the economy and exhibits geographic and social characteristics. Multi - Dimensionality of Poverty

Most of the poor rural households are resource - poor. A vast majority of them belong to the socially marginalized groups of the SCs, the STs, the minorities and those engaged in low productivity occupations. A predominant proportion of these households are engaged in agricultural labor, even as agriculture sector has been experiencing a relative decline in Gross Domestic Product (GDP). In addition, the rural poor have a limited skill base that restricts their occupational mobility to benefit from the urban- centric growth process. Poverty denies the poor households access to a wide range of markets and services, including credit.

Lack of access to last-mile services further intensifies their poverty and affects their food security, health and nutritional status.

### **Rural livelihoods in India**

India's strong economic growth has consistently sought to include the rural poor, who are concentrated in areas where rainfed agriculture is the main economic activity. However, poverty persists because of limited and inequitable access to productive resources, such as land, water, improved inputs and technologies and microfinance, as well as vulnerability to drought and other natural disasters. Low levels of literacy and skills conspire to keep people in the poverty trap, preventing them from claiming their basic rights or from embarking on new activities to earn income or build assets.

The Department for International Development of the United Kingdom (DFID) has made a substantial contribution to improving rural livelihoods in India. This has been mainly achieved by supporting programmes led by state governments in Andhra Pradesh, Orissa, Madhya Pradesh and West Bengal. These programmes have adopted different approaches - from 'watershed plus' in Andhra Pradesh and western Orissa to supporting Panchayat Raj institutions in Madhya Pradesh and West Bengal and Integrated Tribal Development Agencies in southern Orissa.

However, the reduction of rural poverty through livelihoods promotion has been



a unifying goal. These programmes focus on some of the poorest and most remote districts in these states and particularly target women and socially excluded tribal and caste groups. The rural livelihoods approach places people at the centre of development, and programmes based on this approach help men and women build assets and develop their skills so that they can access new opportunities for income generation and employment. Most rural people depend on natural resources and agriculture for their livelihoods and DFID-supported programmes pay particular attention to the sustainable management of water, land and forests. Particular packages of support are directed to the landless and to marginal farmers so they also have opportunities to benefit.

### **Andhra Pradesh and livelihoods approaches**

A Sustainable Livelihoods (SL) approach aims to provide a wider view of poverty than conventional income-based approaches. It recognises the importance of ability to access resources and entitlements, reduce risk and vulnerability, and exercise voice; it therefore emphasises that the poor do have assets, options and strategies, and that they are decision-takers; its concern with 'getting below the surface' to informal institutions and processes is particularly important; and it offers the prospect of identifying entry points for pro-poor change, and of sequencing activities in such a way as to minimise the danger of appropriation of benefits by local elites. The rationale for the

promotion of a 'livelihoods approach' in the watershed programme in states such as Andhra Pradesh lies in the desire to take a more inclusive approach to community development and directly address some of the criticism that the watershed programme, which is essentially land-based, does not benefit the poor, many of whom are landless. Such an approach focuses on people's livelihood assets and strategies. People's own human capital – comprising the skills, knowledge, ability to labour and good health – is one asset on which they can draw. Hitherto, there has been insufficient differentiation in considering human capital within livelihoods frameworks. In reality, people's human capital exhibits wide diversity – including that attributable to disability – and livelihoods approaches need to reflect this.

The DFID-supported Andhra Pradesh Rural Livelihoods Project (APRLP) covers five districts in Andhra Pradesh, with a total population of over 15 million. The target group for the project are the rural poor in those districts, estimated to be up to 40% of the population. There are likely to be at least 150,000 Profoundly disabled people in the project's target population, and probably many more affected by some un-enumerated form of disability.

### **Andhra Pradesh Irrigation and Livelihood Improvement Project (APILIP)**

The irrigated area in Andhra Pradesh (GoAP) forms about 40% of the net sown area by different sources. Out of the



total area irrigated, 46% is irrigated by wells, 35% by canals, 14% by tanks and remaining 5% by other sources. However, figures indicate that only 38% of the geographical area is under cultivation which supports almost about 65% of labour force engaged in agriculture. Andhra Pradesh Irrigation and Livelihood Improvement Project was mooted to tap the vast untapped potential that improved irrigation holds and its positively impact and rural livelihoods. The Andhra Pradesh Irrigation and Livelihood Improvement Project (APILIP) was initiated to increase the irrigation potential and create livelihood programmes in subproject areas. The Japan Bank for International Cooperation extended Special Assistance for Project Formation of Andhra Pradesh Irrigation and Livelihood Improvement Project (APILIP). Consequently it was agreed by Government of Andhra Pradesh (GoAP) and Japan International Cooperation Agency (JICA) that 55 new minor irrigation tanks will be formed and 20 medium irrigation projects modernized in the next six years that will be constructed or rehabilitated in two phases to improve irrigation as well as livelihood in Andhra Pradesh. It is funded by Japan International Cooperation Agency (JICA).

Andhra Pradesh Irrigation and Livelihood Improvement Project (APILIP) was created broadly for the: Creation and Stabilization of irrigation potential; Increasing of agricultural production; Increasing efficiency of water use; Managing water resources

optimally by stakeholders; Alleviate poverty with diversified livelihood programs through newly constructed minor irrigation tanks for increasing Agricultural production and rural income in the economically backward areas of Andhra Pradesh. The tanks created under Andhra Pradesh Irrigation and Livelihood Improvement Project (APILIP) cover the districts of Adilabad, Khammam, Prakasam, Kadapa and Ranga Reddy and rehabilitation of the existing medium irrigation projects that stabilizes ayacut in Adilabad, Karimnagar, Warangal, Khammam, Nalgonda, Medak, Vijayanagaram, Prakasam, Chittoor, Kurnool, Nellore, Kadapa and Ananthapur districts is another part of programme under Andhra Pradesh Irrigation and Livelihood Improvement Project (APILIP).

### **Objective of APILIP**

The key objective of the project is increasing the agricultural production in the state of Andhra Pradesh by constructing and rehabilitating irrigation facilities interspersed in the state and improving water management and agriculture practices, thereby enhancing agricultural income and alleviating poverty. Care is taken to ensure that the output of the Project is transparent, easily evaluated, and sustainable for all stakeholders. Two important points of focus of the project are:

**Good balance of hard and soft components:** Civil works i.e. construction of new minor irrigation



tanks, rehabilitation and modernization of medium irrigation, as well as capacity building and reform activities are to be well synchronized.

**Self completion of sub-projects** (no more capital investment after construction): The Project will contain around a hundred individual sub-projects of minor irrigation tanks and medium irrigation all proposed to be completed within the Japan International Cooperation Agency (JICA) loan period.

The Government of Andhra Pradesh negotiated the Andhra Pradesh Irrigation and Livelihood Improvement Project (APILIP) to construct new minor irrigation tanks in water surplus basins and rehabilitate medium irrigation projects, improving water management and agriculture practices and thereby increasing agricultural income to be implemented in three batches over a period of 6 years during 2007-2013. The project comprises four components:

- Civil Works
- Sector Reforms
- WUA Component and
- Consultancy Service

### **Agriculture and Allied Micro-enterprise in A.P**

Agriculture and allied activities support livelihoods of nearly 70 per cent of India's rural population. In recent years, land-based livelihoods of small and marginal farmers are increasingly becoming unsustainable, since their land

has not been able to support the family's food requirements and fodder for their cattle. As a result, rural households are forced to look at alternative means for supplementing their livelihoods. In this context, natural resource-based micro-enterprises have emerged as alternative livelihood opportunities in rural areas. Varying socio-economic and environmental trends including declining crop prices, swelling labour forces, migration and urbanization increased the demand for alternative employment and off-farm livelihood opportunities. Due to lack of skill development, formal employment ceased to keep pace with the demand for employment. In this context, watershed development strategy facilitated small landholders, landless and women groups to benefit from small scale allied activities.

Micro-enterprises are worth giving attention to for several reasons. Firstly, in some areas these make a significant contribution to household income, employment and economic production. Secondly, they have a potentially key role to play in supplying resilient and flexible services. Thirdly, compared to land-based agriculture, they tend to generate relatively good income and hence provide resilience to household economic conditions. Finally, being relatively less technology oriented, these activities support a proportionately larger section of the unskilled labour force and produce larger number of livelihoods per unit of output. Micro-enterprises are the keys to generate employment opportunities as well as



income earning avenues to both landless, women and landholding people. Therefore, the poverty alleviation in semi-arid regions requires a greater understanding of the interactions of agriculture and allied enterprises and their implications for the household economy.

Information on micro-enterprise based livelihoods was drawn from a wide range of published and unpublished sources, including field research by members of GT- Agroecosystems at ICRISAT. Although there is now rich debate and discussion on various aspects of livelihoods, there is no evidence on overall synthesis of micro- enterprises, which are dependent on natural resource. This paper brings information together to create composite picture of changes in rural livelihoods and enhanced livelihood opportunities.

### **Micro-enterprises, Markets and Technology**

Small-scale entrepreneurship through watershed development plays a significant role in poor people's lives and is one of the keys to lifting people out of poverty. Some of the activities are the backbone on which the rural society survives in most arid and semi-arid regions. Watershed development primarily aiming sustainable management of natural resources contributing for overall agriculture development and livelihood promotion in rural areas. Initial poverty eradication efforts in India concentrated on supply of agricultural technologies, inputs and services that were often 'production'

orientated. However, they were largely inappropriate to the needs of the poor and the benefits were mostly captured by the wealthy.

Later, the approach changed towards 'capacity-building' in sector organizations to equip people and organizations with the skills and resources to do a better job. The concept of livelihoods and livelihoods analysis emerged in the mid nineties – closely associated with poverty reduction strategies. This approach was useful to identify and prioritize the needs of the community in enhancing their livelihoods.

### **Market Structure**

Although micro-enterprises operate in very informal, unregulated environments, the fortunes of most of these activities are connected by supply chains through production channels and the influence of competition, to mainstream commercial markets. These interrelationships increasingly link allied enterprise activities performance to the behavior of other actors in economic networks. Most times production activities of allied enterprises are supported by local markets to fulfill local demand. However, monopoly does not arise as diverse actors are involved in the production processes. Thus, most often, micro-enterprise activity serves as a strong social capital, within the community, builds strong social network.

### **Livelihood Opportunities for Agriculture and Micro-enterprise**



The innovative farmer participatory approach for integrated watershed management implemented through a consortium of research organizations, development agencies and NGOs envisages a strategy of convergence of the activities in watersheds. In this paper, experiences from APRLP-ICRISAT, ADB funded and other projects are used to describe success stories of growing micro-enterprise activities in rural watersheds .

### **1.Medicinal and Aromatic Plant**

#### **Extracts:**

Medicinal and aromatic plants possess the ability to grow in poor soils and under low rainfall and moisture conditions, there by assisting in the natural regeneration of these crops. These crops improve specialized skills; encourage contacts with niche markets; adds to crop diversification; and provides employment opportunities. Value addition to medicinal and aromatic plants product is one of the objectives of crop diversification.

#### **2.Apiculture:**

The harvesting of honey from the forest has been in practice since long and huge profits from this enterprise promoted rearing bees in the farms. In the recent past rural communities while diversifying their agricultural practices, have adopted this practice gradually. Production of honey from farmlands can be a secondary activity for farmers as it requires less time as compared with other activities and can be carried out by women in a house. On an estimate,

about 80 per cent of honey is used directly in medicines and 10 per cent is used in Ayurvedic and

pharmaceutical production (GoI, 2006). Studies found that apiculture is an excellent, esthetic livelihood generating endangered hobby. It has a potential market with environmental responsibility and worldwide medicinal and nutritional recognition. Apiculture requires less investment and easy-to-learn. It also helps in pollination of crops and increase seed setting in many crops.

#### **3.Upgrading and Rearing Livestock:**

watershed program is an important intervention in dry land areas to improve crop as well as livestock productivity. Small ruminants like, sheep or goats are the best source of regular cash income throughout the year for rural poor without much investment. They form a major component in a tree-crop-livestock diversification/integration paradigm. As integrated crop-dairy

farming system is a viable and profitable proposition to the farmers, upgrading livestock is essential.

#### **4.Village Seed Bank:**

Village seed bank system was introduced as part of income-generating activities in many watersheds. These seed banks are providing self-sufficiency and self reliant for farming communities since they experience the drudgery of seed companies in terms of spurious seeds supply. Therefore, seed banks emerged as a worthy social capital in rural areas.

#### **5.Vermiculture:**



Vermiculture became a prominent micro-enterprise for rural landless and women groups, as it requires low investment. Vermiculture is environment friendly as it converts disposal of organic wastes generated in farms as well as in household front as productive plant nutrient. These residues contain valuable plant nutrient and can be effectively used for increasing the agricultural productivity. Earthworms convert the residues into valuable source of plant nutrients by feeding on the organic material and excreting out valuable organic manure. Earthworms are one of the major soil macro-invertebrates. The role of earthworms in the soil is to improve soil fertility and soil health. Vermicompost increases water-holding capacity of the soil, promotes crop growth, helps produce more, and improves food and fodder quality.

#### **6. Dal Making:**

Dal making is a best micro-enterprise to avoid middlemen and get maximum market price for the product. Dal-making is also a value addition to the product through which farmers can benefit the most. This micro-enterprise is brings women self-help groups together and builds strong social network among rural communities. Apart from value addition to the product, farmers also get nutrient-rich fodder to feed animal (ICRISAT, 2004).

#### **7. Poultry-based Activities:**

Agro wastes (eg, from maize cultivation) can be diverted for poultry feed along

with other supplemental food. Rearing of improved breed like broilers can increase the returns and improve the livelihood options.

#### **8. Horticulture and Forestry-based**

**Activities:** Teak planting, pomegranate cultivation and custard apple cultivation along the bunds and marginal lands will provide profit to the farmers.

#### **9. Nursery Raising:**

Nursery raising forms a means of livelihood for large number of people. Nursery raising as the means for developing livelihood and income-generating opportunities for the local communities. It also provides capacity building and skills upgrading for members of the communities. Nursery raising generates cash income, means for poverty alleviation, opportunity for women and aged people to contribute to income generation and flexible working hours.

#### **Recommendations for Practitioners**

Micro-enterprises are informal, low costs, local business hubs for livelihood security of poor marginalized section of the society. The further promotion of these allied enterprises lies in the interest of decision makers and practitioners. Thus, following specific points to be taken care while formulating policies to promote micro-enterprises.

A. Easy availability of rural finance for their effective operation and smooth running.



B. Providing appropriate training to improve necessary skills in their chosen activity.

C. Facilitating effective support system to overcome uncertain and unorganized marketing system for products.

D. Policies should concentrate on effective pricing for goods and services generated by micro-enterprises.

E. Necessary arrangements need to be created to provide sufficient revolving fund as project contribution to SHGs to overcome financial crisis.

F. Adequate capacity building training programs need to be arranged to improve the skills of landless and women groups and to provide necessary information about new technologies, marketing avenues and techniques.

### Conclusion

It has been demonstrated from the above case studies that the relationship between agriculture, natural resources and micro-enterprises are interrelated. It is therefore, important to be able to understand exactly what is likely to occur in particular contexts. Given the increased witness on the role of micro-enterprise in promoting rural livelihoods and the associated increase in the proportion of household income derived from these activities.

Agricultural allied enterprises should be viewed as an alternative to mainstream non-farm employment opportunities and although not the perfect way of providing employment to the poor in rain-fed farming. Therefore, there is an

urgent need to understand how watershed development can become a part of efforts to support most diverse livelihood portfolios where a win-win situation can be created through improving the resource base which creates a more conducive environment for undertaking micro-enterprise activities, leading to an overall increase in standard of living, employment, poverty reduction and building resilience of the community to cope with the impacts of drought.

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## Role of NHRC in protecting right to health

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**Abstract:** There are many ways of protecting human rights. With the Parliamentary accountability and a judiciary independently and impartially endeavoring to protect the rights of its citizens, there are also other the institutions besides Parliament and Judiciary, like National Human Rights Commissions whose establishment and strengthening enhances the existing mechanism. The role of the Commission has now a day is not prospective but also initiative in nature. In spite of its weak foundation, the Commission is working very effectively and shows that human rights protection does not have to depend wholly on the pronouncements of the courts. With the establishment of National Human Rights Commission, it has been important to link the issue of health to that of human rights.

**Key words:** Commission, health care, human rights.

### Role of NHRC the health sector:

Intrinsic to the dignity and worth of the human person is the enjoyment of the right to health. The International Covenant on Economic, Social and Cultural Rights, to which India is a State Party, specifically recognizes that 'the enjoyment of the highest attainable standard of health' is the right of every human being. It must therefore be treated as a State responsibility, with the latter having an obligation to ensure that this right is respected. Indeed, in the Indian context, the provisions of Article 21 of the Constitution have been judicially interpreted to expand the meaning and scope of the right to life to include the right to health and to make the latter a guaranteed fundamental right which is enforceable by virtue of the

constitutional remedy under Article 32 of the Constitution. With the establishment of National Human Rights Commission, it has been important to link the issue of health to that of human rights. The Commission can establish culture of accountability as it is entrusted with the responsibility of Monitoring the State's performance regularly and without proper and effective monitoring, States cannot be made accountable for violation of human rights. Though this work can be done through the Judiciary but when linked together, more can be done to advance human well-being. National Human Rights Commission has a very limited power as per the Human Rights Protection Act, 1993. The Act takes a very narrow view of human rights and defines that 'human rights' means right relating to life, liberty, equality and



dignity of the citizens by the International Covenants and the Indian Constitution. Because of certain peculiarities, the Commission cannot discharge its responsibility by giving effect to the covenants unless it is ratified by the Parliament. Besides this, India has also a party to many a International conventions and treaties but due to its limited definition, the National Human Rights Commissions Mandate is confined to the two Covenants only. But this factor does not diminish the magnitude of its task or its potential to protect India's citizens and to develop a culture respectful of human rights and fundamental freedoms<sup>1</sup>

The National Human Rights Commission is a creation of the Human Rights Act, 1993. The composition of the Commission is a high-powered as majority of its members is judges. The NHRC can play a very important role by making the government responsible and accountable for violations of human rights and thereby can fulfill the international and national human rights principles. The Commission can call for explanations from the government, make inquiry, can summon and force witnesses to appear before it and examine them under oath. In doing so the Commission is endowed with all the powers of a civil court.<sup>2</sup> While doing so, the Commission can also suo moto receive complaints or investigate about the violation of human rights or abetment thereof or negligence in the prevention of human rights violations by public servants.<sup>3</sup>

NHRC also keeps track up public spirited judgments of the Supreme Court of India. In some occasions also, the Supreme Court asked the Commission to look into the matters of importance before it. The NHRC is mandated under Section 12 of the Protection of Human Rights Act, 1993 to visit Government run mental health institutions to 'study the living conditions of inmates and make recommendations thereon.' Besides discharging this specific responsibility, the Commission has been, right from its inception, giving special attention to the human rights of mentally ill persons because of their vulnerability and need for special protection. The Commission's role is complementary to that of the judiciary. Mental health care needs of the country and highlight the landmark role of the National Human Rights Commission (NHRC) in addressing and being a part of mental health change in the country.

#### **Case laws on Mental Health:**

Supreme Court of India entrusted the Commission with the responsibility of overseeing the functioning of three Mental Health Institutions on 11 November 1997. The Commission has been continuing its work in this regard through its Special Rapporteur. Due to sustained efforts of the Commission, there was significant progress during the year 2005-06. It is heartening to note that more than 90% of the admissions are voluntary admissions in these hospitals consistent with the provisions of the U.N.



Principles for the Protection of Persons with Mental Illness and Improvement of Mental Health Care (1999). There has been an overall shift from custodial care to treatment and rehabilitation. Cell admissions have been totally stopped and closed wards are being progressively converted into open wards.

The Human Rights Commission took suo-moto cognizance of a press report which brought out in detail the inhuman treatment meted out to the inmates of a mental asylum run by a quack having no license in Bihar. Considering the media report, the Human Rights Commission held that the treatment methods as shown in the report are outdated as the patients are tied to a tree and buckets of cold water are showered on them. The video clipping also exhibited the brutality meted out to the mental patients by putting them in chains and severely beaten. Taking a very serious view of the footage, the Commission directed the Chief Secretary of Bihar to enquire into the matter and submit a factual report within two weeks. The Commission further directed that if after inquiry, it is found to be true, the Chief Secretary should inform the commission as to the steps taken for release of the patients and ensure that they are provided with proper psychiatric and medical treatment.<sup>4</sup>

In another case relating to Agra Mental Asylum, U.P., the Human Rights Commission took suo-motu cognizance based on media reports of a government psychiatrist charging Rs.1000/- to issue certificates to women as clinically insane

so that their husbands could file for divorce. As per the report, the psychiatrist R.S.K.Gupta had enabled 10 such divorces by issuing false certificates. The Commission directed the hospital authority as well as the home secretary of the State of U.P. to file report on the issue. It was reported later that the Dr. Gupta has appeared.<sup>5</sup>

The Supreme Court in the case of Dr. Upendra Buxi vs. State of Uttar Pradesh<sup>6</sup> directed to enforce the human rights of the occupants of State Protective Homes for women. The court ordered to constitute a medical panel to examine the inmates at Agra Home and submit report. From the report, it is revealed that 33 out of 50 inmates had different types of mental disability and they had not been examined at the time of admission to the Home. The Superintendent, despite this, had released 14 of them without determining their mental state and with no money to cover even their train fare to go to their village. The Court recommended that psychiatric treatment be provided to the mentally ill-inmates, for which the record of the time and place of the treatment should be maintained.

In *Chandan Kumar Banik vs. State of West Bengal*<sup>7</sup>, the Supreme deplored the inhuman conditions of the mentally ill in the Mental Hospital at Mankundu in the district of Hoogli. The Court ordered for discontinuing the practice of tying up the patients with iron chains and ordered drug treatment for them. The indifferent and callous attitude of State and other authorities



caused a tragic death of 26 inmates at Erwadi in Tamil Nadu as they were tied to their beds on the night a fire broke out in 2001. Following this shocking news incident the Supreme Court took suo moto notice of the incident in the form of a Public Interest Litigation and issued notices to the Union of India to “conduct a survey on an all-India basis with a view to identify registered and unregistered ‘asylums’ (italics added by authors) as also about the state of facilities available in such ‘asylums’ for treating mentally challenged.”<sup>8</sup>

The National Human Rights Commission organized a day-long National Conference<sup>9</sup> on Mental Health and Human Rights. One of the key suggestions during discussion, among others, included that given the Commission’s success; it needed to expand its scope of monitoring the Mental Health Care Institutions in the country. Some of the other important suggestions and recommendations included the need to<sup>10</sup>:

- a) address the issue of shortage of paramedical staff and Psychiatrists;
- b) set-up and strengthen Psychiatry Department in all Medical Colleges;
- c) utilize allocated funds by the Mental Health Care Institutions;
- d) organize media campaigns for awareness on mental health issues;
- e) work towards financial independence of Mental Health Care Institutions; and
- f) provide support to NGOs for their increased role in the Mental Health Care.

Justice Shri K.G. Balakrishnan,<sup>11</sup> was of the opinion that the Commission was deeply concerned with the rights of mentally ill persons. He said that good mental health hospitals were not there in all States in the country. Their region-based presence is inadequate keeping in view the number of persons getting affected with one or the other psychiatric or mental disorder. Recalling the progress made in terms of the legislation for the Care and Protection of Mentally Ill Persons, since the British time, Justice Balakrishnan hoped that the 2013 Bill on Mental Health Care, pending in Parliament, might address several concerns. He also referred to the financial crisis being faced by the Mental Health Institutions and related challenges which were needed to be addressed on priority basis to strengthen them.

**Case Laws on Occupational Health:** The Commission sought for a report from the government of Madhya Pradesh taking a suo- moto cognizance of the news item published in Sunday *observer* with a caption ‘Death in the Air’ in September, 1996. The report said that majority workers working in the slate factory in Mandsaur district are affected by inhalation of silicon dust. The government of Madhya Pradesh in spite of being taken a number of steps such as providing medical facilities, ensuring all the workers covered under the Employees State Insurance, provision of pension on the declaration that the disease affected the worker is an occupational hazard and regular visit of the Labour Inspector, it could not be



contained. The report said that the district administration had advised the owners of the factories to install BHEL machinery to minimize the dust particles. However, many of the owners were unable to meet the high cost of the sophisticated machinery as a result of which the silicosis dust was spreading and affecting the health of the workers. The Commission going through the reports and having regard to the provisions of the Indian Constitution as well as to the International Human Rights instruments with regard to the right to life the commission gave the following directions to the state for compliance in future:

1. To ensure the establishing of BHEL machinery in the factories to prevent dust pollution and to ensure that pollution free air is provided to workers.
2. Periodic inspection, on a monthly basis, by the Labour Department and reports made to the State Human Rights Commission for monitoring.
3. Windows and children of deceased workers to be taken care of by the factory owner by provided assistance.
4. To ensure that child labour is prevented by the following methods:
  - a) Establishing schools at the cost of factory owners, with assistance from the state for the education of workers' children.

- b) The provision of periodic payments for their education and insurance coverage at the cost of factory owners.
- c) The position of mid-day meals and clothing to dependent children or children of deceased workers.

The Commission after examining this matter was of the view that the Right to Health and Medical Care was a fundamental right guaranteed under Article 21, read with articles 39, 41 and 43 of the Constitution. The Right to Life includes protection of the health and strength of the workers and was a minimum dignity. The Universal Declaration of Human Rights as well as other International Instruments also spoke of this right. Continuous exposure to the corroding effect of silicon dust could result in the silent killing of those who worked in such an environment. The duty of the state, under the Directive Principles of the Constitution, was to ensure the protection of the health of workers employed in such slate factories in Mandasaur and elsewhere in the State.<sup>12</sup>

#### **Case Laws on Medical Negligence:**

In a case<sup>13</sup> of negligence of a Medical Officer in Uttar Pradesh, a complaint was lodged by Smt. Ram Kumari to the Commission stating that her late husband, Shri Krishan Kumar, died in a road accident when his truck collided with a tree and caught fire thereafter. The police prepared an inquest report and sent the burnt body of her husband for post-mortem to Rai Bareilly. A team



of three doctors performed the autopsy of the dead body on 17 May 1998 but were unable to give an opinion on the cause and time of death and, therefore, sought the opinion of the State Medico-Legal Expert. The opinion was delayed by six months, as a result of which the complainant was made to rush from Allahabad to Rai Bareilly to plead with the authorities to hand over the remains of her husband's dead body for performing the last rites. The complainant sought the Commission's assistance in getting the dead body released early.

After making an inquiry, it was revealed that the Chief Medical Officer, Rae Bareilly was found to be negligent for not obtaining the Medico Legal Expert Report immediately. The commission noted that the bodily remains of the deceased were handed over the complainant nine months after the death which has resulted a great mental agony to her. The Commission was of the opinion that this avoidable delay was directly attributable to the gross negligence of the State authorities at different levels and awarded an interim compensation of Rs. 10,000/- to the complainant by the Government of Uttar Pradesh within two months.

In another case<sup>14</sup>, the Commission received a complaint dated 18 September 2003 from an HIV positive patient stating that he had been denied treatment both by the Government and non-government hospitals. He also alleged that he had got dialysis

conducted at the Apollo Hospital, New Delhi after incurring a huge expenditure but no surgery was performed to remove the stones at the Apollo Hospital. After his admission to All India Institute of Medical Sciences, he was discharged after 15 days. He complained that during his stay at the Lok Narayan Jaiprakash Hospital from 2 September 2003 to 9 September 2003 he was again refused dialysis.

In response to the Commission's notice, the Medical Superintendent, AIIMS submitted a report stating that the patient was examined by Urologist and Nephrologist on various occasions and was found clinically stable and did not require dialysis immediately during his admission. His renal function too showed an improvement and was consistent with standard clinical care. The patient was discharged only when his condition was found to be stable and was asked to report after 15 days for review and follow-up but he did not report again.

The Superintendent LNJP Hospital had also sent a report together with the updated status and progress report of the patient Surjit Singh. Upon considering the progress report, the Commission found that subsequent to the intervention by the Commission, treatment had been given to the patient and he was being given proper medical treatment and no further action by the Commission at this stage was called for.

However, the Commission, informed the Medical Superintendent LNJP Hospital that it would continue to give proper treatment of Surjit Singh and other such



HIV positive patients and that hospital should continue to offer proper treatment to the poor patients so that they may not approach the Commission in future.

The Commission has taken suo-motu cognizance of a press report captioned, "Stabbing victim bleeds to death at Indore police station"<sup>15</sup> The press report alleges that Ravi Dangi, aged 19 years and his friend Ankit Agrawal were stabbed by four youths in Anandnagar. On taking both the injured persons to the police station, the police instead of taking them to the hospital got busy with paper work and recording the statement and finally when the injured persons were taken to the hospital, they were declared dead on arrival.

The Commission issued notice to the Director General of Police, State of Madhya Pradesh to submit a report and in pursuant to the directions of the Commission, the Additional DGP, Madhya Pradesh, and forwarded inquiry report dated 27.08.2012 of the SP (HQ).where in allegation of negligence on the part of the police is denied. After perusal of the reports and other documents, the Commission vide proceedings dated 26.02.2013 has directed the DGP, Madhya Pradesh to forward to the Commission all the annexures mentioned in the report dated 27.08.2012 of the SP (HQ). In addition to these annexures, he has also been asked to forward copies of the postmortem report and inquest report as well as GD reports dated 21.08.2012 concerning this

case. The matter is awaiting a final disposal from the Commission.

The Commission has taken suo-motu cognizance of a press report captioned, "Ward ru tadidele doctor, Rastare santan prasab (Driven away from hospital woman delivered baby on the road)"<sup>16</sup> published in the Samaj, a leading Odiya Daily dated 6.4.2012. The press report alleges that a woman, Rosi Jena was admitted in the Puri District Headquarters Hospital at 0900 hrs on 5.4.2012. She struggled with labour pain till 1900 hrs in the evening. The attending doctor advised her parents to arrange money for a surgical operation. Since they were unable to arrange the funds for the operation, the doctor advised them to shift their daughter to some other hospital or a nursing home. Subsequently, the woman was forcibly discharged by the doctor from the maternity ward despite their approaching CDMO for help. However, before Rosi could be shifted to another hospital, she delivered a girl child in front of the hospital in the auto rickshaw, which was called by the relatives for moving her to an alternative place for treatment. It was only after a shouting mob assembled in front of the hospital protesting against the inhuman conduct of the doctor that the woman and the child were readmitted for further treatment.

The Commission vide its proceedings dated 11.4.2012 called for a report in the matter from the Chief Secretary, Government of Odisha. He was also directed to inform the Commission of the



status of health of the patient and the newly born child along with the disciplinary action, if any, initiated against the delinquent doctor. Despite reminders including one with a warning of coercive process, desired reports have not yet been received.

The Commission during its visit to the Primary Health Centre, Khuntuni, District Cuttack and Community Health Centre, Behrampur, Odisha on 11th April, 2012 noticed serious irregularities on the part of government officials of the State amounting to violation of human rights of the citizens<sup>17</sup>. Accordingly, the Commission vide its letter dated 29.06.2012 transmitted a copy of the inspection report to the Secretary, Department of Health, Government of Odisha calling for an action taken report in the matter within four weeks.

**Case laws on Starvation Death:** The Commission on December 3, 1996 basing on the letter from the then Union Minister for Agriculture regarding starvation deaths in the Bolangir district of Odisha. A writ petition<sup>18</sup> was also filed in the similar matter by the Indian Council of legal Aid and Advice and others before the Supreme Court of India under Article 32 of the Constitution wherein it was alleged by the petitioner that starvation deaths continued to occur in certain parts of Odisha. The court on 26<sup>th</sup> July 1997 directed that since the National Human Rights Commission is seized of the matter and is expected to deliver some order, the petitioner can approach the commission. Realizing the urgency of

the matter, the commission acted quickly and initially prepared an interim measure for the two year period and also requested the Odisha state government to constitute a committee to examine all aspects of the land reform question in the KBK Districts.<sup>19</sup> A Special Rapporteur<sup>20</sup> has been regularly monitoring the progress of the implementation of its directions. The commission observed that starvation deaths reported from some pockets of the country are invariably the consequence of mis-governance resulting from acts of omission and commission on the part of the public servant. The commission strongly supported the view that to be free from hunger is a Fundamental Right. Starvation, hence, constitutes a gross denial and violation of this right.<sup>21</sup>

**Case Laws on Prisoner's Rights:**

Prisons were not generally perceived as a correctional component. The condition in an average Indian prison presents a very depressing and gloomy picture. Overcrowded, unhygienic and hopeless-these prisons far from being any kind of correctional centres often produce hardened criminals, who truly become a menace to society. The laws made so far relating to prison are not properly addressing the problems of the prisoners. The draft stature presented by the NHRC relating to administration of jails in 1995 to the states for their comment has made a very little progress in this regard. Article 1,3,5,6 and 9 of the Universal Declaration of Human rights are relevant to the extent that they lay down the policy statement that no one



should be subjected to cruel, inhuman or degrading treatment or punishment and subjected to torture. It also says that nobody is to be subjected to arbitrary arrest or detention. The Amnesty International way back in 1955 framed standard minimum rules for the treatment of prisoners.

The Commission in the year 2004, filed intervention application for impleading it as a party in the Punjab and Haryana High Court to assist in the pending civil writ petition in the case of mentally ill under trials in jails. The Commission took this decision while pursuing the case of Jai Singh, who had been in custody as an under trial prisoner on charges of murder was transferred to mental hospital, Amritsar. On careful scrutiny of his papers revealed a very shocking story. Jai Singh's filed had been consigned to the record room with adirection that the case would be summoned as and when the accused was fit to face trial. Medical reports appeared to have been sent to the court only intermittently. It appeared that Jai Singh had been reduced to a number and forgotten.<sup>22</sup>

The Commission also presented before the Delhi High Court guidelines to be followed in case of mentally ill prisoners while intervening in another case<sup>23</sup> of a mentally ill inmate of Tihar Jail, New Delhi. The Delhi High Court directed the government of Delhi to implement the guidelines suggested by the Commission and to chalk out a proper strategy to deal with such cases of mentally ill prisoners who are convicts

or undertrials. The court further directed the governments of the two states and the lower judiciary to follow the recommendations of the Commission in Toto.

1. Psychological or psychiatric counselling should be provided to prisoners as required in order to prevent mental illness and/or to ensure early detection. Collaborations of this purpose should be made with local psychiatric and medical institutions as well as with NGOs.

2. Central and district jails should have facilities for preliminary treatment of mental disorders. Sub-jails should take inmates with mental illness to visiting psychiatric facilities. All jails should be normally affiliated to a mental hospital.

3. Not a single mentally ill person who is not accused with committing a crime should be kept in or sent to prison. Such people should be taken for observation to the nearest psychiatric centre, or if that is not available to the Primary Health Centre.

4. If an undertrial or a convict undergoing sentence becomes mentally ill while in prison, the State has an affirmative responsibility to the undertrial or convict. The State must provide adequate medical support.

5. When a convict has been admitted to a hospital for psychiatric care, upon completion of the period of his prison sentence, his status in all records of the prison and hospital should be recorded as that of a free person and he should



continue to receive treatment as a free person.

6. All those in jail, with mental illness and under observation of a psychiatrist should be kept in one barrack.

7. If a mentally ill person, after standing trial following recovery from the mental illness is declared guilty of the crime, he should undergo term in the prison. Such prisoners, after recovery should not be kept in the prison hospital but should remain the association barracks with the normal inmates.

8. The State has a responsibility for the mental and physical health of those in prisons.

The Commission in the case of one Babu Lal, an undertrial prisoner emphasized that Right to life was a basic human right guaranteed as fundamental right under the Constitution of India and therefore, it is the responsibility of administrative authorities to ensure protection of life of the detinue in his custody including the medical necessities required. While the Commission further recommended that appropriate directions be issued to all the authorities concerned to take prompt action whenever the case of human life is involved expressed its anguish at the utter lack of sensitivity on the part of the prison administration in handling Babu Lal's case. It stated that technical considerations for shifting a patient to the hospital cannot outweigh the right of the patient to proper health care and as such, his right to life.<sup>24</sup>

The Commission in an appeal for expeditious arrangements for heart surgery of Harihar Behara lodged in Central Jail, Berhampur, Ganjam (Orissa), received a representation from Shri D.N. Panda, Advocate, Cuttack, stating that prisoner Harihar Behera in Central Jail, Berhampur, in the State of Orissa needed immediate heart surgery as advised by the Cardiology Department, S.C.B. Medical College Hospital, Cuttack, and asked for the intervention of the Commission.

The Commission called for a report from the inspector General of Prisons, Cuttack and directed him to make provision for medical assistance in the manner asked for, if the matter was urgent. The Inspector General of Prisons responded to the Commission's directions and stated that the Government of Orissa had been moved to approve the journey of Shri Harihar Behera outside the State and that sanction of funds and orders to that effect were awaited. On 24 March 1994, the I.G. Prisons further informed the Commission that on the petition of the wife of Shri Harihar Behera for release of her husband on special parole for a period of 90 days for open heart surgery at C.M.C. Vellore or at AIIMS, New Delhi at her own cost, the Government of Orissa had sanctioned 90 days special parole. Accordingly, Shri Harihar Behera had been released on special parole for 90 days with effect from 28 February 1994.<sup>25</sup>

**Right to Health Care:** Jan Swasthya Abhiyan<sup>26</sup> (A network of 1000 NGOs



working in the health care sector) submitted a proposal to the Human Rights Commission in the year 2003 to hold public hearings in five regions in the country followed by one at New Delhi. During the public hearing, different individuals, groups suffered denial of rights to healthcare from private as well public facilities were allowed to present their case. To the hearing the Commission also brought NGOs, victims and the authorities on the same platform to help resolve the individual problems, identification of systemic problems and decided to forge a partnership. In the hearing, a number of victims from the marginalized groups presented their testimonies. Systemic improvements in health care have been suggested to all concerned authorities. The active participation of NGOs and state governments has contributed considerably to the success of this programme.<sup>27</sup>

In the National Public Hearing<sup>28</sup> representatives of the civil society presented the structural deficiencies noted in the different regional public hearings, followed by delineation of state wise systemic and policy issues related to denial of health care. A number of experts made special presentations on issues related to Health rights in situations of conflict and displacement, right to essential drugs, women's right to health care, children's right to healthcare, mental health rights, health rights in the context of private medical sector, health rights in the context of their/AIDS and occupational and environmental human right. The

highlight of the concluding session was in addition to the above, the National Action Plan to operationalize the 'Right to Health Care' prepared jointly by NHRC and JSA was proposed. The broader objectives of this National Action Plan were explained as explicit recognition, delineation of content, legal enshrinement, effective operationalization including adequate resource allocations, and multi-level monitoring with civil society involvement, related to the Right to Health Care. A specific list of the recommendations was given to the Union Government and Union Health Ministry, including enacting of a National Public Health Services Act enshrining health rights of all citizens concerning the public health system, a Clinical Establishments Regulation Act related to the private medical sector, a Health Services Regulatory Authority, enhancement of the Health budget to reach 3% of the GDP and a National Health Services Monitoring Committee with civil society participation. Corresponding and parallel recommendations were made to State Governments, including a range of pro-people health sector reform measures to be carried out at the state level. The following are the recommendations to the Government of India, State governments, NHRCs, SHRCs.<sup>29</sup>

#### **NHRC Recommendation for a National Action Plan to Operationalize the Right to Health Care:**



Enactment of a National Public Health Services Act, recognizing and delineating the Health rights of citizens, duties of the Public health system, public health obligations of private health care providers and specifying broad legal and organizational mechanisms to operationalize these rights. This act would make mandatory many of the recommendations lay down, and would make more justiciable the denial of health care arising from systemic failures, as have been witnessed during the recent public hearings.

This act would also include special sections to recognize and legally protect the health rights of various sections of the population, which have special health needs: Women, children, persons affected by HIV-AIDS, persons with mental health problems, persons with disability, persons in conflict situations, persons facing displacement, workers in various hazardous occupations including unorganized and migrant workers etc. Delineation of model lists of essential health services at various levels: village / community, sub-centre, PHC, CHC, Sub-divisional and District hospital to be made available as a right to all citizens. Substantial increase in Central Budgetary provisions for Public health, to be increased to 2-3% of the GDP by 2009 as per the Common Minimum Programme. Convening one or more meetings of the Central Council on Health to evolve a consensus among various state governments towards operationalising the Right to Health Care across the country. Enacting a National Clinical Establishments

Regulation Act to ensure citizen's health rights concerning the Private medical sector including right to emergency services, ensuring minimum standards, adherence to Standard treatment protocols and ceilings on prices of essential health services. Issuing a Health Services Price Control Order parallel to the Drug Price Control Order. Formulation of a Charter of Patients' Rights.

**Conclusion:** The linkage between human rights and human development is recognized and so is the significance of public health. It has been the primary targets for the year 2015 of the World Bank also to include public health issues such as improvement of reproductive health of women, reduction in infant and maternal mortality rates etc. There is a felt need for genuine partnerships between the government, community, NGOs, medical and legal professions with points of entry at policy making, norm setting, professional associations, service delivery area, research and education. The real significance of the Commission is advocacy, to build constant pressure and act as reminder of the state obligations towards the rights. The goal of linking health and human rights is to contribute to advancing human well-being beyond what could be achieved through an isolated health or human rights based approach.

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<sup>1</sup> CEHAT, 2007, p.140

<sup>2</sup> Annual Report of NHRC, 1996-97

<sup>3</sup> The Protection of Human Rights Act, 1993, sec. 12(a)



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<sup>4</sup> NHRC Order June 20, 2006, Also reported in CEHAT, 2007, Mumbai.

<sup>5</sup> NHRC Order July 5, 2004 Also reported in CFHAT, 2007, Mumbai

<sup>6</sup> (1983) 2 SCC 308

<sup>7</sup> (1995) Supp. 4 SCC 505

<sup>8</sup> Mental Health Care and Human Rights.

<sup>9</sup> The Seminar was organised in New Delhi on 30<sup>th</sup> May, 2014

<sup>10</sup> nhrc.nic.in. accessed on 23.8.14

<sup>11</sup> Chairman, Human Rights Commission

<sup>12</sup> CEHAT, 2007, Mumbai, p.146

<sup>13</sup> Case no. 7122/24/98-99 (see nhrc.nic.in)

<sup>14</sup> Case No. 1698/30/2003-2004

<sup>15</sup> The Indian Express, 23.8.12

<sup>16</sup> Case No. 813/18/12/2012

<sup>17</sup> Case No. 1536/18/4/2012

<sup>18</sup> Writ petition (C) No. 42/97

<sup>19</sup> <http://nhrc.nic.in/HRIssue.htm#Right%20to%20Food.also> see CEHAT, 2007, Mumbai, p.146

<sup>20</sup> ibid

<sup>21</sup> ibid

<sup>22</sup> CEHAT, 2007, Mumbai, p.142

<sup>23</sup> Writ petition (Cr) 729/2002 and 1278/2004

<sup>24</sup> Technicalities cannot outweigh right of undertrial prisoners, Patent to health care: NHRC, 16<sup>th</sup> Dec. 2005 available at <http://www.nhrc.nic.in/disparchive.asp?fno=1117> (accessed on

<sup>25</sup> nhrc.nic.in accessed on 23.8.14

<sup>26</sup> [www.phm-india.org](http://www.phm-india.org) accessed on 23.8.14

<sup>27</sup> Annual Report of Human Rights Commission 2004-2005

<sup>28</sup> National Public Hearing was held in New Delhi on December 16-17, 2004

<sup>29</sup> [www.nhrc.nic.in/dispArchive.asp?fno=874](http://www.nhrc.nic.in/dispArchive.asp?fno=874) accessed on 23.8.14



## The concept of Ramrajya and its contemporary relevance

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### **Abstract:**

*The ideal of Ramrajya as conceived in Ramayana is still relevant. In Indian thought, the institution of king is an ethical institution, who himself has to maintain high moral standard and be a model to his subjects. The ideals of kingship are summed up in the concept of Ramrajya in which none injures another and the king himself is but the regent of righteousness and truth. It can be said Ram personifies all the ideals of dharma as underlined in Indian tradition and is rightly called as Maryada Purushottam, as he upheld and followed all the norms expected of an ideal man. According to F.H. Hardy, "Ram ruled his kingdom as the epitome, or embodiment of righteousness. . However, despite the advance of civilization and progress in science and technology and efforts through international forums like the United Nations to achieve peace and happiness, the world is riddled with strife, misery and tension.*

**Key words:** Ramrajya, Republic, Agni Pariksha, Ayodhya Kandam

### **Description**

The ideal of Ramrajya as conceived in Ramayana is still relevant. It is still conceived as the ideal form of government. Plato had also envisaged ideal state in *Republic*. Plato's ideal state is ruled by an ideal king, designated as Philosopher King by Plato. Philosopher King is embodiment of wisdom and virtues. Citing the need of Philosophers acquiring the power of king for the welfare of humanity, Plato says, "Unless it happen that Philosophers acquire the kingly power in states, or that those who are now called kings and potentates be imbued with a sufficient measure of genuine philosophy, that is to say, unless political power and philosophy be united in the same

person... there will be no deliverance for cities nor yet for the human race."<sup>1</sup>

In Indian thought, the institution of king is an ethical institution, who himself has to maintain high moral standard and be a model to his subjects. According to Satpath Brahman, the king was considered as "the upholder of the sacred law"<sup>2</sup>.

In Mahabharata it is said the favorable natural phenomena are linked to ethical rule. "If king ruled according to Dharma, then the subject would enjoy happiness and even the course of seasonal a natural phenomena (rain, good crops, the health of the people ...) which all depend upon cosmic Dharma, would follow a normal and good course."<sup>3</sup>



According to Artha Shastra, "it is on the science of the government that the course of the progress of the world depends".<sup>4</sup>

In Ramayana, Maharishi Valmiki conceived the idea of an Ideal state (Ramrajya), which is still an ideal for the people of India. In the conception of Ramrajya the state is ruled by an ideal king in the form of Ram, who is embodiment of all the virtues. According to Prof. V. Raghavan, "in Ram reign (Ramrajya) there was no wailing of widowed women, no fear of disease, thief or other calamities, elders did not have to perform the obsequies of the younger ones, everyone was righteous, and thinking always of Ram, refrained from injuring another, rains fall in proper times, vegetation put forth its fruits in season and out of season, and everyone was satisfied with his duties, the classes were contended and free from avarice."<sup>5</sup>

It is based on the principles of Dharma –righteousness and moral values, which can become a guiding spirit for administration in modern times.

An ideal king is very sensitive towards public opinion. In Ram this sensitivity reached an extreme, when he renounced his pregnant wife bowing to public opinion even after *Agni Pariksha*, though he himself was convinced of her purity. Though this act of Shri Ram had put a question mark on his conduct towards his wife but his sensitivity towards public opinion makes him an ideal king. Moreover, this incident reflects whenever there is a conflict

between the duty of a king and duties towards any other relations be it towards wife, children, brother, parents etc, an ideal king chooses the duties of a king. He sacrifices his conveniences and pleasures to fulfill the wishes of his subject.

In the words of Prof. V. Raghavan, "The ideals of kingship are summed up in the concept of Ramrajya in which none injures another and the king himself is but the regent of righteousness and truth."<sup>6</sup>

Eulogizing the qualities of Ram it is said, in Ayodhya Kadam: "He is benevolent, winner of anger and devoted to learned. He understand the subtlety of dharma, controller of senses and pure from both outside and inside."<sup>7</sup> Again, underlying the ideal character of Ram, it is held in Ayodhya Kadam of Valmiki Ramayan as: "In forbearance he was like the Earth, in intelligence like Vrishaspati, and in prowess like Indra."<sup>8</sup>

In Agni Purana, King is compared with the qualities of a pregnant mother: "King is expected to do good, to sacrifice for the people. Like a pregnant mother giving up all pleasures for the sake of her unborn child, so the king must sacrifice his conveniences, inclinations and pleasures, in order to provide the greatest help and service to his subjects."<sup>9</sup>

About Ram love and concerns for the people of state, King Dashratha says, "when he victoriously returns from the fight, either on elephant or on horseback, he never forgets in his



triumph to enquire affectionately about the welfare of the people whom he meets in his way. He questions them, as one would do his sons, everything concerning their children, wives, servants, pupils and the sacrificial fire. He rejoices in the joy of the people and becomes sad in their sufferings as their fathers have been."<sup>10</sup>

According to Kant, ethics is doing to others what one would like to be done to himself. Like Kant, Daksha declares, "One who desires happiness should look upon another just as he looks upon himself." According to Devala, "The quintessence of dharma is that one should not do to others what would be disliked by one's self.

In Ramayana, we see Ram personifies all the virtues, he expect in his subjects. He is an ideal son, ideal brother, ideal friend, ideal warrior, ideal king, ideal master with some qualification ideal husband. In the words of Prof. V. Raghavan, Ramayana, "illustrates ideals which ought to prevail in personal, domestic, social and public life, ideals of brotherhood, friendship, kingship, and above all, ideals of chastity on the part of women and sexual morality, on the part of men."<sup>11</sup>

Praising his ideal nature, the subject of Ayodhya says about Ram as, "He is virtuous, true to his vows and free from envy. He is forgiving, gentle, of sweet speech, and of grateful mind."<sup>12</sup>

Dharma (Righteousness) is identified with Satya (Truth). In Brihadaranyaka Upanishada it is

declared, "Righteousness is truth. Therefore it is said a man who speaks the truth speaks righteousness, or a man who speaks righteousness speaks the truth, both these are the same thing."<sup>13</sup>

According to Swami Prabhavananda, "Ram is embodiment of all the virtues, but especially of truthfulness-both in its primary sense and in the sense of faithfulness to the given word. It is for the sake of truth that he loses his kingdom. His father had promised rashly, but the promise had nevertheless to be kept. This extreme devotion to truth is to be understood in the light of characteristics Hindu belief that it is this quality by which God himself is chiefly known."<sup>14</sup>

In the words of Maharishi Valmiki, " Ram is Satyavadin, fully committed to Satya and Satpurusha. Shri Ram has established Artha and Dharama."<sup>15</sup>

Again praising the truthful nature of Ram, the subjects of Ayodhya says." He is truthful and winner of senses."<sup>16</sup>

In the Apastamba Dharma Sutra approved from of conduct mentioned is speaking truth, moderation in eating, refraining from exposing others weak points, freedom from jealousy, sharing one's good with others, friendliness with all beings, absence of cruelty, contentment.<sup>17</sup>

According to Gautam Dharma Sutra, The principles of dharma are: compassion towards all beings, forbearance, absence of jealousy, purity,



moderation, auspiciousness, dignified conduct of one's self and freedom from avarice.<sup>18</sup>

Ram embodies all such qualities. According to Valmiki Ramayana, " Ram is knower of dharma, truthful, virtuous, peaceful, does not see fault of others, victor of senses, soft natured and benevolent to all".<sup>19</sup> Kaikeyi gently recounted the accomplishments of Ram as: "... darling Ram is virtuous, accomplished, well-educated, truthful, grateful and of pure character. He is the eldest son of the king, and the kingdom belongs to him. Long lived Ram will minister to the welfare of his brothers and of the people with parental care."<sup>20</sup>

Underlying this ethical nature, it is said in Valmiki Ramayana: Ram was peerless on earth.<sup>21</sup> In the magnanimity of his heart he would forget hundreds of evils done to him but would gratefully remember even the single act of kindness shown to him.<sup>22</sup> He was valiant, candid and the source of all good.<sup>23</sup>

If king rules unjustly and does not follow dharma his subject would follow numerous evils. In Mahabharata it is said: "The king who act according to the counsel of corrupted and sinful ministers becomes a destroyer of Dharma and deserves to be killed by his subjects. The king who fails to discharge the duties of statecraft meets the same fate of destruction."<sup>24</sup>

Properly administered punishment helps in propagation of dharma. According to Artha Shastra,

"Punishment when awarded with due consideration, makes the people devoted to righteousness (Dharma) to works productive of wealth (Artha) and enjoyment (Kama)."<sup>25</sup>

About Ram, Valmiki Ramanaya says: He never indulges in wrong deed and give strong arguments in favour of justice.<sup>26</sup> Following the path of strict justice, he never shrinks from passing death sentence to those who deserve it, but he never oppresses the innocent, rather rewards them profusely.<sup>27</sup> He punished and rewarded the people according to the strict rules of justice.<sup>28</sup> He was friend of the poor, chestier of the wicked, and well-versed in religion and social customs and laws.<sup>29</sup> In spite of his being powerful, he is not haughty.<sup>30</sup>

According to author of Dharma Sutras and Smritis an ideal king is to maintain provision for welfare and public works:

The physical and mental handicap, the old, the student, unmarried girls were exempted from taxes.<sup>31</sup> The king was expected to support economically needy student members of royal family, court eunuch and madmen.<sup>32</sup> King had to support orphans, widows, sick people, pregnant women in need of medicinal help.<sup>33</sup>

Ram was deeply concerned for the welfare of his subject. It is said: Ram ministered to be welfare of his subjects, and the people too were deeply fond of him.<sup>34</sup> He never sought, pleasure of the cost of morality.<sup>35</sup> He never tells a lie and respectful to elders. There is



relation of mutual love between Shri Ram and the subjects.<sup>36</sup>

Thus, it can be said Ram personifies all the ideals of dharma as underlined in Indian tradition and is rightly called as *Maryada Purshottam*, as he upheld and followed all the norms expected of an ideal man. According to F.H. Hardy, "Ram ruled his kingdom as the epitome, or embodiment of righteousness. He is envisaged as the ideal king."<sup>37</sup>

The message of *Rāmāyana* has a contemporary relevance in giving light to modern man in administration. The professed objective of all governments, down the corridors of history of man, has been to provide and ensure the welfare and happiness of the people through an efficient and good administration. However, despite the advance of civilization and progress in science and technology and efforts through international forums like the United Nations to achieve peace and happiness, the world is riddled with strife, misery and tension.

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<sup>8</sup>Ayodhya Kandam, I, 39

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<sup>16</sup>Ayodhya Kandam, II, 41

<sup>17</sup>Apastamba Dharma Sutra, VIII-I

<sup>18</sup>Gautam Dharma Sutra, VIII

<sup>19</sup>Ayodhya Kandam, II, 31-32

<sup>20</sup>Ayodhya Kandam, VIII, 14-15

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<sup>22</sup> Ayodhya Kandam, I, 11

<sup>23</sup> Ayodhya Kandam, I, 22

<sup>24</sup> Mahabharata, XII, 9,3,9-10

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<sup>26</sup> Ayodhya Kandam, I, 17

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<sup>29</sup> Ayodhya Kandam, I, 15-16

<sup>30</sup> Ayodhya Kandam, I, 13

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## Practices and challenges of employee performance appraisal in the Ministry of Culture and Tourism, Ethiopia

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### **Abstract:**

*Little research exists that examines the practices and challenges of performance appraisal in developing countries, especially in Ethiopia. Therefore, the purpose of this study was to assess the practices and challenges of performance appraisal in the Ministry of Culture and tourism. The study was employed through descriptive design in which data from employees and management was collected using questionnaires and interviews. The findings indicate that the most common challenges of performance appraisal in the Ministry are: subjectivity, lack of employees' participation in the appraisal process, non-alignment between performance standards and employee's job, lack of ability to evaluate by the evaluators that emanated from halo error, recency error, lack of adequate training, lack of transparency, discussion, and trust between the appraisers and appraisee. The research only focused on the Ministry of Culture and tourism. Thus, an interested researcher would have to include the regional Culture and Tourism bureau by increasing sample size.*

**Key words:** performance, judgment, appraisal

### **Introduction**

Employee's performance appraisal is one of the most important activities of every organization. Because the success & failure of any organization is exceedingly depend up on various resources, among which human resource is the most vital one. The usefulness of performance evaluation as a managerial decision tool depends partly on whether or not the performance appraisal system is able to provide accurate data on employee performance and hence rating accuracy is a critical aspect of the appraisal process. A difficulty of getting

accurate appraisals of employee job behavior is most often attributed to: faults in rating format used, deficiencies in appraisal content, rater resistance to judge others, and the implications of the specific purpose of appraisal for the rater and the ratee (Decotiis & Petit, 1978). Performance Appraisal is a pivotal management technique. It is used in judgmental workforce decisions, such as promotion, demotion, retention, transfer, and pay and for employee development via feedback and training; it also serves the organization as a means for validating selection and hiring procedures, promoting employee-



supervisor understanding, and supporting an organizations culture (Daley, 1992).

### **Objective of the Study**

The general objective of the study was to assess the Performance Appraisal practices that have been employed by the Ministry of Culture and Tourism to appraise its employees' performance and challenges associated to it. So as to, compare with some conceptual frame works/ principles of performance appraisal.

### **Research Design and methodology**

The study was conducted by using descriptive research design. The researcher used both qualitative & quantitative approach of data analysis (pluralist approach) to get the advantage of both. The data collected through interview was analyzed by using qualitative analysis and the data collected through questionnaire were analyzed through quantitative techniques. The researcher used primary source of data in addition to reviewing of related literature such as: books, Articles, journals, magazines, bulletins, brochures, and the company's performance evaluation formats.

### **Sample size**

The researcher selected 30% (70) respondents as a sample from the total population of 263 excluding HR managers because they are subjected to in depth office interview. There are 144 male and 119 permanent employees in the ministry. The study sample was

selected by using the above aforementioned sampling techniques. i.e. simple random sampling and purposive sampling.

### **Interview Results**

Besides, the researcher conducted interview with HR Managers of the Ministry Culture and Tourism to clarify the variety of answers given for the same question. Accordingly, they gave their response as follows; obviously, the appraiser and the appraisee interact with each other to accomplish organizational goals. In the evaluation, of course, this interaction can make the supervisor subjective or enhance subjective in evaluation or it may be difficult for the managers to become exactly objective even if, there is some objective criteria.

Concerning the challenges of performance appraisal problems they told the researcher, there are many challenges that arise from different sources. For instance, from employee's side most challenging issue are employees dislike performance appraisal for fear of criticism on their weak side of their job performance, fear that their salaries, promotions, and their destinies with the organization hinge upon the outcomes of these results.

### **Challenges of performance appraisal from managers' side**

It was the response of HR manger of Ministry of Culture and Tourism for the interview questions related to "what are the problems that reside from the side of managers during



performance appraisal”, most managers also dislike providing performance appraisal feedback, as they find that telling employee’s negative news is difficult, awkward, and unpleasant. Another reason for the dislike by managers of performance appraisal is the regularly scheduled times each year for appraisal interviews. The managers feel that it is time consuming and degrade the performance. At the last but not the least, the HR director responded the researcher that “the other source of the problem is the system itself”. There is no well developed evaluation system in the organization because the government proclamation number 515/1999 detected all the organization not to use the previous appraisal method up to the government prepare appraisal methods for the organization. But the ministries developed intra organizational appraisal system by itself. Some of the general appraisal problems in the Ministry of Culture and Tourism pointed out by the HR director of the organization are as follows:

**Cultural problem;** for example, providing negative feedback is uncommon in the organization which is considered as the culture of the organization.

**Pessimistic assumption/lack** of confidence on the appraiser by the appraisee; that the employee has a negative connotation for the appraiser before the evaluation result is provided for them and they do not accept the evaluation result. In short there is no trust between the evaluators and the

employees.

**Mismatched work assignment;** Employees have no chance to demonstrate their skill, ability and necessary knowledge because of improper work assignment. As the researcher tried to conduct interview with different managers, they replied that some employees were assigned to a job that can not fit to their profession and evaluated out of their professional work. That means necessary position is not given for the employee or the principle of right person at the right position is not maintained.

**Fear of loss of position;** The evaluators fear that if they give good point for their subordinate which is equivalent to their performance the subordinates may take their position. Employees are evaluated without getting necessary materials/support that facilitates their work to accomplish their responsibility as intended.

At the end the researcher informed that as they do not have much more attention for performance appraisal rather for BSC or balanced score card is on the way to be implemented by the ministry (Source, interview 2011).

### **Conclusion and Recommendation**

Fostering/improving individual performance therefore is vital for the success of every organization. Performance appraisal is a common practice in the existence of the organization. Hence, inability to do this has a significant impact on the productivity or even on the existence of



the organization. Besides, failure to conduct performance appraisal will result in failure of the business.

Based on the findings of the study the following conclusions are drawn

The main problem of performance appraisal in the ministry of culture and tourism are subjectivity, lack of employees' participation, non-alignment between performance standards and employees job, lack of ability to evaluate by the evaluators that may emanated from halo error, recency error, etc

Employee performance appraisal is conducted by immediate supervisor of the employees.

There is no transparency; discussion and trust prevailing between appraiser and appraisee.

As the response of the majority indicates the major objectives of the appraisal in the ministry of culture and tourism is for identification of weakness and strength of the employees.

A performance appraisal standard of the Ministry of Culture and Tourism is not appropriate to measure performance and job related behavior of the employees.

Employee has no clear information about when evaluation is conducted, who evaluates them, and criteria against which they will be evaluated.

Both ratees and the raters are a source of the problem in performance evaluation.

There is no employee participation in the performance appraisal process of the

Ministry of Culture and Tourism.

The ministry has not provided adequate training both for the appraisers appraisee which helps the manager to become accurate in evaluation and for appraisee to develop understanding of them concerning the performance appraisal objective or importance.

There is no written policy or guideline to make the performance evaluation more objective.

### **Recommendations**

Up on the findings of the study the researcher forwarded the following recommendations;

The performance appraisal system should be expressed, as far as possible, in terms of a set of principles which people will need to follow. Principles allow for choice, discretion and room for maneuver, which a rigid system does not. For this reason they will be more attractive to professional staffs who value their autonomy.

The objective of appraisal should be made clear to all employees before appraisal takes place and employees should accept it. The objective of the performance appraisal should be inclusive of all dimensions like for promotion, developing training program, salary recommendation, for transfer and the like.

Employees should participate in the development of the appraisal system like in development of employee job expectation and establishment of evaluation standards or development of



appraisal format. Because, if the employees are confident in the fairness of the appraisal process, they are more likely to accept performance ratings, even an adverse one, if they perceive a fair decision making process.

The use of ratings assumes that the rater is reasonably objective and accurate. However, in reality, raters' memories are quite fallible, and raters subscribe to their own sets of likes, dislikes, and expectations about people, which may or may not be valid but as much as possible the raters have to rely on the established standards or criteria to become objective as possible.

Besides, the appraisal standards or criteria should be clear, specific and includes measures of all the dimensions of employee job performance. Thus, it can alleviate the problem of subjectivity and become appropriate for the employees.

Appraisee and appraisers should be given training that allows them to know how to conduct performance evaluation and the objective of evaluation.

Employees' performance and job related behavior should be recorded on a continuous basis to avoid recency error which is basis for the subjectivity in performance evaluation.

The appraisal system should be developed in a way that it can enhance trust, transparency, discussion and open communication between the appraiser and appraisee that enable appraisers and appraisee to have a mutual understanding of the nature, purpose,

methods and problems of the appraisal.

The ministry has to have or develop written policy or guideline concerning the responsibility, frequency and approach of performance appraisal in general guideline.

Self-evaluations can increase the effectiveness of the appraisal system and result in a positive impact on an employees' satisfaction with the evaluation and his/her perception of justice and fairness. Thus, it is recommendable if the ministry of culture and tourism establish or initiate self evaluation which encourages the participation of employee in the appraisal process.

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## Transcendental Meditation on a measure of Self-Regulation

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### **Abstract**

*There are four kinds of yoga, and they are Raja-Yoga, Jnana-Yoga, Bakti-Yoga, and Karma-Yoga. All these are to attain super conscious knowledge of God consciousness. All these different steps are the means to attain transcendental knowledge. This study was done to investigate whether the practice of transcendental meditation TM, a cognitive exercise involving internal attention improves attention regulation capacity in its practitioners. A group of TM practicing children (18) and a group of children (19) who do not practice any meditation were compared on their attention regulation capacity as measured by Star Counting Test (SCT). Analysis of the data indicated that TM practitioners have greater attention regulation capacity than the control group.*

**Key words:** Yoga, , pratyadhara, meditation, technique, knowledge.

### **Introduction**

*Patanjali says 'tasmin sati scasa-prasvasayorgativicchedah pranayamah'.* Raja yoga is said to be the best means, I it is the royal road to god consciousness. It is divided into eight steps and those are called in Sanskrit: *yama, niyama, asana, pranayam, pratyadhara, dharna, Dhyana and Samadhi.* All these different steps are described in the patanjali-darshana (swami Abhedananda, 1983), as the means to attain transcendental knowledge (TM). Meditation produces a profound state of relaxation. Therefore many researchers considered mediation as an unique self-regulation strategy. On the other hand, investigators such as Benson (1975) argued that the physiological changes

produced by meditation are not unique to meditation alone, but common to any passive relaxation strategy. This viewpoint led to a number of comparative studies between mediation and other self-regulation strategies such as progressive muscular relaxation, autogenic training, and hypnosis. These studies do not unequivocally suggest that mediation is substantially different from other self-regulation strategies (Holmes, 1984; Morrel & Hollandsworth, 1986).

Contemporary interpretations it appears that attention is the key process of mediation and it is attention that distinguishes it from other self-regulation strategies (e.g. Goleman, 1978; Walsh, 1984). Apart from it,



meditation may share with other self regulation strategies a number of characteristic such as reduction in somatic arousal and induction of relaxation. The essence of mediation seems to be attention; it may be profitable to look into the effects of meditation on cognitive processes and performance on attention-related tasks. A number of investigators (e.g. Rao, 1989; scuhuman, 1980) suggested that since meditative practices enable selective deployment of attention, a study of cognitive variables, besides phenomenological studies, may be more important than studying physiological correlated to improve our understanding of meditation. The general tendency of the mind is to focus attention towards the external world. The specific processes involved in transcendental meditation (TN) demand internalization of attention (Mahesh Yogi, 1963). The on-going processes have to be inhibited and another proves i.e., focusing of attention on meditative object has to be initiated and maintained in meditation. Therefore, it may be hypothesized that the procedure involved in TM would provide sufficient exercise a cognitive kind and enable the practitioners to gain a better control over their attention when compared to non-meditators. The present study attempted to verify the hypothesis on school going children in an educational setting.

### **Method Subjects**

The investigation was carried out on two independent groups of subjects. The experimental group consisted of 18

children (10 boys and 8 girls) in the age range of 9-11 years. These children have been practicing TM twice daily since one year in a school run by M.R Public School, Gajuwaka in Visakhapatnam. Practice of transcendental meditation was a part of their school curriculum. The control group consisted of 19 children (12 boys and 7 girls) drawn from VPT Godavari High School. A school runs by port organization in the same vicinity and of same socioeconomic status. The subjects in the two groups were matched on their age and class. The subjects in the control group differed from the experimental group in one important aspect. These children did not practice any meditation.

### **Transcendental Meditation**

It is a concentrative meditation technique developed by Maharshi Mahesh Yogi. TM is defined as "turning the attention inwards towards subtler levels of thought until the mind arrives at the source of the thought" (Mahesh Yogi, 1963). It is believed that this internalizing of attention results in the "expansion o the conscious mind" (Mahesh Yogi, 1967, p.350). In this technique the meditator is advised to practice daily twice for about 15 minutes with eyes closed and sitting comfortably in a quiet place where there are no distractions. Children are advised to practice meditation for 15 minutes only.

### **Star Counting Test (SCT)**

This test developed by De Jong and Das-small (1990) was used in the present study. The SCT measures attention



regulation function. It is based on the theoretical model of working memory postulated by Baddeley (1986). The SCT focuses directly on the activation and inhibition function of central executive (CE) which is the crucial element in this model.

The test consists of two parts. First part contains twelve items and has to be completed in twelve minutes. The second part contains ten items and this has to be completed in ten minutes. Each test item is a pattern of stars with a 'plus' or 'minus' sign in between. The job of the subject is to start counting the stars beginning from the number at the top left corner. The counting should proceed either forward or backward based on the signs in between till he/she reaches the last star in the item. The last counting will be the answer for that particular item.

In the second part, the basic procedure is similar except that the meaning of the signs is reversed in this section. When the subject finds a 'minus' sign he has to count forward and when he finds a 'plus' sign he should start counting backwards. The total score on this test will be the number of correct answers in both the sections combined.

### Procedure

The SCT was administered on both groups separately. The testing was conducted in small groups of five subjects each. On both the groups the test was administered in the morning session. Part A of the SCT was given to the subjects first. An example of the test

items was presented on the black board. Clear instructions of the test procedure were given; an example item was first worked out by the experimenter while the subjects were watching. Thus it was ensured that all the subjects understood the test procedure. They were asked to work out practice items A and B. All the doubts raised by the children were clarified. After ensuring that everyone has understood the test procedure, actual test was started. They were instructed to complete the test within twelve minutes. Exactly after twelve minutes, the second part of the test was given to them, after a gap of 45 minutes; the second part of the test was given to them. During this interval the students were left to themselves. The subjects were instructed to listen to the instructions carefully and as in the previous session an example was worked out on the blackboard. Later they were asked to do the practice item on their own. When all the subjects have finished working out the practice item, actual test was started. In this section the subjects were given 10 minutes to complete the test. Exactly after 10 minutes the test papers were collected back from them.

### Results and Discussion

The mean and standard deviation scores of the Star Counting Test are presented Table 1. The meditators obtained a mean of 13.05 (SD=4.87) and the non-meditators scored a mean of 10 (SD=5.57). The difference between the two means is significant at 0.05 levels. The results indicate that meditators



have greater attention self-regulation capacity than non-meditators. This may

be due to regular cognitive exercise involved in meditation practice.

Table 1: SCT scores of Meditators and Non-meditators

	Meditators	Non-meditators
M	13.05	10
SD	4.87	5.57
N	18	19

$$t = 1.81, p = < 0.05, df = 37$$

The conceptual level and at the level of practice, concentration or attention (dharana) to a chosen object and steadiness with which the mind flows towards that object have been emphasized in mediation. It appears that a regular practice of internalizing attention through mediation may influence the performance on attention tasks which require outward attention. The practice of TM, which is an internal attention exercise, may facilitate performance on the attentional tasks that demand control over the activation-inhibition processes of the central executive (CE) system of attention of self-regulation as postulated by Baddeley (1986) and which underlies the performance on SCT. Further research on these lines and phenomenological inquiries into meditation experience may lead to a better understanding of the processes involved in this cognitive change when the sense of limitation is removed by the recognition of the limitless divine consciousness and enjoys everlasting bliss and freedom.

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## Assessment of organizational change management practice, A study on Nekemte Hospital, Ethiopia

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### Abstract

*The practice of organizational change management is so challenging since it offers a relatively greater freedom and scope to hospitals for deciding over matters related to change. However, the prevalence of higher degree of freedom in the field of change management is also accompanied by greater risks of its implementation. This study is aimed to assess organizational change management practices in the context of Nekemte Referral Hospital, Main Branch. The rationale for undertaking this study is to enable Nekemte Referral Hospital manage any change made effectively which determines its success. This study used both primary and secondary data. The secondary data were collected from report, directives, journal articles, and manual of the hospital while the primary data were collected through semi-structured questionnaire and interview. Out of 241 target population for the study, 82 individuals were taken as a sample through purposive sampling techniques. The collected data was analyzed through descriptive analysis. The findings of the study depicts that the hospital is not providing enough training for the employees on changes, there is no enough incentive to motivate them, objectives of change were not well designed and communicated to employees. Lessons were drawn and recommendations were forwarded by the researcher based on the results of the findings; like designing objectives of change and communicating, providing adequate training on change and motivating employees.*

**Key words:** change, organizational change, change management

### Introduction

Change management is a systematic approach to be dealing with change, both from the perspective of an organization and on the individual level. Change management has at least three different aspects. Those are adapting to change, controlling change, and effecting change. A proactive approach to dealing with change is at the core of all three aspects. For an

organization, change management means defining and implementing procedures and/or technologies to deal with changes in the organization environment and to profit from changing opportunities (Andrews Jane, Cameron Helen, Harris Margaret, 2008).

Change management has been defined as 'the process of continually renewing an organization's direction, structure,



and capabilities to serve the ever-changing needs of external and internal customers' (Moran and Brightman, 2001, p.111).

In today's organization environment and within its competitive landscape, change management is managing to ensure the organization right across the organization and within each of its individual departments is continually embracing change and reviewing and adjusting within itself to do the best it possibly can, to get to the top, to stay on top (Branson Christopher M. 2008).

### Objectives of the Study

To address the above mentioned general objective the following specific objectives are expected to be addressed:

To examine the main factors of changes that are practiced by the hospital

To investigate employees attitude towards change in the hospital

To examine how well the organization manages change properly.

### Research Strategy and Design

The study was conducted through a descriptive method accordingly, the case organization existing CM practice and the challenges those prohibited its effectiveness were evaluated. That means the purpose of this research is to find out the underlying facts or actual circumstance existing within the case organization with regard to CM practice and describing the facts. Therefore, the researcher preferred to use descriptive research type, which

helps to use both qualitative and quantitative data analysis.

### Target population

The target populations of this study are 241 employees of Nekemte Hospital who are the stakeholders of the study.

### Data Type and Sourced

Primary and secondary data were used for this study since all the required data may not be enough through employing one method for this study.

Primary data gathering tools such as personal interview and structured questionnaire were used. Secondary data were gathered from documents that exist in the Hospital such as reports, directives, books and brochures.

### Sampling Design

Out of 241 about 82 are its sample 74 from employees and 6 from line managers including the Hospital Director. The formula provided by Yamane, e.alt (1967) were used to determine the required sample size at 95% confidence level, degree of variability = 0.5 and level of precision = 9%.

$$n = \frac{N}{1 + N(e)^2} \quad n = \frac{241}{1 + 241(.09)^2}$$

$$n = 81.6368 = 82$$

Where:

**n** is the sample size,

**N** is the total number of target group, and



e is the level of precision. By using the above formula the sample size of the study is 82 respondents.

**Results and Discussions**

Under this chapter, data that were gathered through primary sources using questionnaire and interview and secondary sources; The Hospital’s annual report, journals article, and manuals are analyzed, presented, and interpreted. Initially, questionnaire

response is presented followed by secondary data, and interview.

Organizational Change Related Questions

Causes of Change

Under this the main causes of change were analysis based on the statistical result of the respondents

**Table 4.2: frequency of change**

Frequency of change	Frequency	Percent
Very few	13	16.25
Sometimes	60	75
Regularly	7	8.75
<b>Total</b>	<b>80</b>	<b>100</b>

*Source: Own Computation from Primary Data Source, May 2013*

Regarding the frequency of change that is manifested in the this organization reference to Table 3.2 above, 75% of the respondents witnessed that change occurred sometimes, 16.25% replied that there is very few change occurred, and

the remaining 8.75% of them said that change is installed regularly/frequently. This indicates that there is organizational change which is occurred sometimes.

**Table 4.3: Causes of change**

SN	Causes of change	0 %	1 %	2 %	3 %	4 %	Total %
1	Competition	40	33	10	10	7	100
2	Government Influence	28	10	23	31	8	100
3	Economic Influence	30	20	12	18	20	100
4	Employee needs and wants	0	0	15	80	5	100
5	Technological Influence	56	28	10	4	2	100
6	Structural change of the institutions	0	8	16	62	14	100
7	Need of implementing new policies and strategies	7	12	15	49	17	100

*Source: Own Computation from Primary Data Source, May 2013*



To know the main causes of change that is occurred in the hospital a questionnaire was given for respondents by likert scale ranging from 0-strongly disagree to 4- strongly agree. The responses were indicated on the above table 3.3. As one can see from the above table for instance whether technology is the main cause of change or not 80% of them were disagree and strongly

disagree while the rest of them were neutral, agree and strongly disagree. Hence the hospital is not as such coping with technological change that exists in the environment. An interview made with managers of the hospital also indicated that the main causes of change were employees needs and wants and economic influence and the other have slit impact to create change.

**Correlations**

		Is there any organizational change in your organization	Growing interest and needs of stakeholders
Is there any organizational change in your organization	Pearson Correlation	1	.199
	Sig. (2-tailed)		.077
	N	80	80
Growing interest and needs of stakeholders	Pearson Correlation	.199	1
	Sig. (2-tailed)	.077	
	N	80	80

**Employee’s Opinion**

Employee’s opinion, attitude and feelings towards change are determinate for the successful implementation of change. To generate information about employees feeling and opinion towards any change made in their institution question was forwarded to the employee of the hospital and their response were summarized here under.

**Table 4.4: employees feeling towards change**

Are you happy with the change in your organization	Frequency	Percent
Yes	20	25
No	60	75
Total	80	100.0

Source: Own Computation from Primary Data Source, May 2013

Table 4.4: above tried to check whether employees are happy with change



occurred in their organization or not. As it can be depicted above 75% of the respondents were not happy with the change that is occurred while the remaining 25% of them are happy. This shows that employees were not feeling good to the change that is occurred in

their organization. While interview tried to get the main reason why employees were not accepting change were fear of new things, fear of loss of power, fear of failure, lack of skill and knowledge and so on.

**Alternative reasons to resist change**

**Table,4.5**

SN	Description	0 %	1 %	2 %	3 %	4 %	Total %
1	Lack of sufficient budget	30	20	12	18	20	100
2	Lack of enough man power	56	28	10	4	2	100
3	Doubt of success of implementing new things	0	8	16	62	14	100
4	Lack of important skill and knowledge	7	12	15	49	17	100
5	Reluctance to accept new things	0	0	15	80	5	100
6	Fear of loss of power	28	10	23	31	8	100

Source ;own computation from primary data source, may 2013

To know the main causes of change that is occurred in the hospital a questionnaire was given for respondents by likert scale ranging from 0-strongly disagree to 4- strongly agree. The responses were indicated on the above table 4.3. As one can see from the above table for instance whether lack of sufficient budget is the main reason to resist change or not 80% of them were disagree and strongly disagree while the rest of them were neutral, agree and strongly disagree. Hence the hospital is not as such coping with technological change that exists in the environment. An interview made with managers of the

hospital also indicated that the main reasons to resist change were unwillingness to accept new things and doubt of success of implementing new things influence and the other have slit impact to create change resistance.

**Managing Change Effectively**

While each and every organization needs to consider the best way to approach change based on their particular cultural and stakeholder perspectives, a number factors should be considered for the successful change management like objectives of change, good governance of change, committed leadership and so on.



**Table 4.6: Managing change effectively**

SN	Description	0 %	1 %	2 %	3 %	4 %	Total %
1	There is committed leadership which lead the change	18	20	3	40	19	100
2	There is a defined governance for change like structures, roles, etc	25	38	32	5	0	100
3	There enough training for employees on change	78	15	7	0	0	100
4	There is aligned work force which support the change	0	42	41	0	17	100
5	There is good motivation of employees for change	40	30	30	0	0	100
6	There is enough incentive for employees to initiate them	75	15	10	0	0	100
7	Objective of change are well prepared and communicated to employees	30	48	20	2	0	100
8	There is top level commitment to ensure the change	32	33	25	5	5	100

*Source: Own Computation from Primary Data Source, May 2013*

The above table 4.6: explores whether the organization is effectively managing change through different change management tools and the responses of the respondents were clearly shown above by using only their percentage response. For instance:

Referring to designing and communicating the objective of change to employees a significant number 78% of the respondents were disagree and strongly disagree while only 2% agree and the remaining 20% were neutral. From this it is safe to conclude that the hospital have no as such well designed

and communicated objectives of change which have a negative connotation upon a successful implementation of change.

Regarding the adequacy of training that is provided for the employee on change reference to Table 4.6 above, 100% of the respondents witnessed that training was not enough. It shows that the hospital has done poor on providing training on change for the employees. When we see the incentive given for employees to make them more motivated to the change made as it is indicated on the above table a large proportion 90% of the respondents were replied that there is no



enough incentives provided for workers to motivate them and to make them to accept the change. From this one can conclude that the hospital is not providing enough incentives for the employees during change to make them initiated and motivated towards it. An interview with managers also support the above finding and they assured that there is no as such attractive incentive which may bring a good motivation to the employee adopted by the hospital even though changes were made many times.

### Conclusions and Recommendations

This chapter provides concluding statements on organizational change management practice frame work in handling changes in the context Nekemte Referral Hospital . The conclusions are supported by a summary of the results from the analysis on the hospital's change management practice and the evaluation of the components of its successful change management framework. The general conclusions that are related to the objective of the study are provided and followed by recommendation based on the conclusion made which helps the organization alleviate the problems that they are facing throughout its change management functions.

### Conclusions

The main conclusions of this paper which were drawn from the analyzed data are presented as follows:

Most of employee's years of experience are within two to four years. This clearly

indicates that the hospital is facing problems of limited experience in change management and turnover.

Majority of the respondents witnessed that the main causes of change in Nekemte Referral Hospital is **stake holders(employees)** needs and wants. Though understanding and satisfying the changing needs and wants of(employees) **stake holders** is unquestionable the hospital undermined the other causes of change like adopting technology, governmental changes and so on. This clearly indicates that the hospital is resistance to many change factors which may adversely affect the hospital in today's unstable and dynamic world.

The feelings and attitudes of employees towards change in this hospital is not positive because of many reasons like, fear of new things, fear of loss of power, fear of failure and so on.

Most of the employees have low understanding towards change. Majority of the respondents have replied that there is poor change objective preparation and communication to the employees. On one hand there is no objectives of change designed on the other hand it is not communicated even orally to the employees who may varnish their mind to see the change positively.

Majority of the employees are not getting training on continuous base. For an effective change management training of an employee on changing issues are very crucial. Whereas the employee of the hospital are working



with getting only short day training which may adversely affect the overall activity of the hospital especially in change related activities.

Motivating employees through different incentive mechanisms to make them accept the change is very mandatory in change management. Majority of the respondents of Nekemte Referral Hospital is not getting a good incentive during any change which motivates them to accept the change and implement it.

### Recommendations

In organization like hospitals where the nature of the tasks identical experience is very determinant for success. Therefore, the hospital should handle employee turnover through retention program which benefit the hospital a lot for effective management of change.

For the hospital, firstly it should always be alert enough to any change in the environment and the regulatory bodies so that it will impose timely responses to those changes. Hence, the hospital should consider its internal and external factors of change and should adjust itself to the environment immediately which helps for long term success and growth. The hospital should clearly design objectives of change through participatory approach and effectively communicate it to employees which simplifies mainly implementation and success of any changes made. The staff training quality must be critically revised with the experience and educational level. The hospital should

identify whether the little effectiveness on change is due to the employees' own perception or due to the hospital's implementation. Training of the employees relating to any change is crucial to improve the skills and knowledge of employees and to build their understanding on the new matter which results in effective change management. Hence, the hospital should provide training for employees based on the requirements for adopting with change.

For successful implementation of change workers motivation is highly demanded than any other tools. Hence, the hospital should motivate employees through providing different incentive techniques which boost morale of employees and result on positive consequence for change.

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## Determinants of trainee's monetary expenditure for Secondary Teacher Education course in Assam

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### Abstract

*Teacher Education is most neglected and challenged sector among all other education sector of India in general and particular in North east India. The person joins the teaching profession when he is rejected by almost all sectors. One of the main cause of stagnation and dropout of students in secondary sector of Indian education is the teaching by untrained teachers. It is universally accepted that a teacher's personality and professional competence has a direct relation on the growth of young mind. The quality of a particular kind of education is largely dependent on the quality of the teachers. Unfortunately, in Assam the teacher education system is yet to be expanded to adjust with the changing educational need of the society. The curriculum and syllabi review effort being undertaken in the context of child centric, joyful and competency based teaching especially at elementary level education has not yet been fully supported by the teacher education programmes. As a result, there is large gap between what is expected and what is achieved at field level. On the other hand, for teaching at Secondary and Sr. Secondary stage B.Ed or M.Ed degree has yet not been made compulsory in the state of Assam. As different universities of the state control these teacher training institutions therefore, there is lack of uniformity and continuity in the curriculum and syllabi followed by them. Besides, no visible efforts can be seen for establishing linkage between various teacher education programmes of pre-primary, primary, secondary and higher education level. This paper highlights the major findings of an independent research study on the determinants of cost of secondary teacher education programme of the secondary teacher education institutions in Assam.*

**Key words:** Institutional cost, Monetary Expenditure, Secondary Teacher Education.

### 1. Introduction

Teachers are considered as a key factor in accumulating the human resources of a country. The process of human capital formation in its entire possibilities depends greatly on the ability of the teacher community, specifically the secondary school teachers. Secondary stage of educational system is more crucial among all the

stages, because when the children attain secondary stage, they undergo some immediate changes in their developmental life, viz., emotional, physical, moral, social, mental etc. Thus, to study the behavioural changes of secondary school students and provide constructive suggestions to the students, so that they may be able to realize their due positions in society, the teachers must be trained and efficient.



As in other developing countries, India is also facing a population pyramid of younger age group. This means majority of the total population belongs to a younger age group and it constitutes a huge number of secondary school students. So to control and manage this large group of population we must have a sufficient number of trained teachers. Moreover, with the introduction of Sarba Siksha Abhijan in the country in 2001 (and Rashtriya Madhayamik Siksha Abhijan also due to be launched soon as a policy perspective), it becomes imperative to have a resource pool of trained teachers to undertake this massive enterprise in the field of achieving free and compulsory education for all. To achieve this objective the secondary teacher education courses have been revamped to meet the needs of the times in our country. The significance of secondary teacher education courses has been rightly examined by different Education Commissions of India, especially in the post-Independence era.

The role played by the cost factor in the development of secondary teacher education needs to be studied because it has other related aspects, like beneficial effects of secondary teacher education courses for a trained teacher, problems of enrolment in secondary teacher education courses, job satisfaction of trained secondary school teachers, attitudinal changes of trained secondary school teachers, employment opportunities, etc. So the study of cost of secondary teacher education courses is

considered an urgent need of the present educational set up.

It is necessary to draw the attention to the place of the teacher in the determination of the returns from investment in education. More than buildings, libraries and laboratories it is the technical competence and the human qualities of the teacher that play the largest part in the ease with which the students acquires knowledge, builds up skills and develop the right attitude to work and enterprise. For securing and retaining the right type of man in the teaching profession, it is essential to pay them well, give them a place of honour in society and leave them with some freedom for academic initiative. It is also necessary to give them the opportunity to keep abreast in their profession and remain up to date in their knowledge. By and large these conditions are not fulfilling in India, especially in the case of primary and secondary teachers. Everyone recognizes the need for doing something to improve their condition, but implementation is slow, hesitant and largely inadequate. What is not realized is the economic and social loss that the country sustains by this neglect of teaching profession, for ill paid and uninterested teachers are also incompetent teachers and it is not only who suffer but also their pupils. This resulting under development of human resources leads to a corresponding reduction in the rate of economic growth and lowers the returns on the investment in education.



## 2. Teacher Education Scenario in Assam: an observation of NCTE:

Assam came under the British rule much later than the rest of India and thus progress of education before independence was not remarkable. The govt. of Assam converted the traditional elementary schools into basic pattern through The Assam Basic Education Act of 1954, and thus a number of Basic Training centers were started to train Junior Basic school teachers. For training of secondary schools teachers, the state was deputing teachers to Dacca which is now in Bangladesh. But after independence, with the establishment of Guahati University and Dibrugarh University more Bachelor of Teaching (B.T) colleges and Education Departments in the Universities were established. There are 23 sanctioned DIETs of which 18 DIETs are functional. There is one pre primary teacher education centre, seven Normal Schools, 19 Basic Training centers. At the secondary stage, there are Nine CTEs (6 upgraded and 3 new) 29 Private Teacher Training (B.Ed.) colleges, Two Hindi Teacher Training Institutes and one English Language Teaching Institute. In addition to that Guahati University and Dibrugarh University have Education Department with provision of B.Ed. and M.Ed. course. It is noteworthy that a large percentage of school teachers are untrained. SCERT, Assam provides in-service training for teachers.

The midterm review of Teacher Education scheme in the state done by Teacher Education Resource Group in

the NCTE (June 2007) and published in "Demand and Supply estimates of School teacher and Teacher Educators (2007-08 to 2016-17), Assam, NCTE" identified some constraints in the implementation of the scheme which are listed as under-

- The Physical infrastructure of DIETs and CTEs is reasonably good but lack of maintenance.
- Majority of the faculty members in the CTEs does not have requisite qualifications as per NCTE norms.
- There is no scope for professional growth of faculty members in the DIETs/CTEs/SCERT.
- There is no difference in the functioning of the CTEs and ordinary B.Ed. Colleges. The faculty members of CTEs don't know much about the role and functions of these institutions.
- There is hardly any professional avenue for teacher educators in the entire cadre. This creates a feeling of frustration among the faculty members at all levels.
- The ICT component is conspicuously absent in Teacher Education Institutions.
- There is no provision for induction level training for DIETs/CTEs/SCERT.

**Objectives of the Present Study:** To analyze the determinants of per trainee monetary expenditure for Secondary Teacher Education course in the



Secondary Teacher Education  
Institutions under Dibrugarh University

### Methodology

**Research Method of the study:** The researcher used the survey and descriptive method for this research study as the nature of the data to be collected demands so.

**Population of the study:** There were all together 11 secondary teacher education institutions under Dibrugarh University offering Secondary Teacher Education Course of one year. Thus, all these institutions, their teacher trainees, Principals, accountants, office staff together formed the population of the study.

**Sample of the study:** To conduct the present study, seven Secondary Teacher Education Institutions offering one year secondary teacher education course under Dibrugarh University, recognized by National Council for Teacher Education and affiliated/permitted by Dibrugarh University were chosen by using the purposive sampling method. One College of Teacher Education was selected from each District. However, in the Dibrugarh District there were four colleges; so the researcher had selected two colleges from this district for sample.

### Tools and Techniques:

- An interview schedule for the principal of the colleges regarding

determinants of the cost of Teacher Education.

- Documentary analysis- (i) Budget of Dibrugarh University, (ii) Audit report of accounts of the secondary teacher education institutions, (iii) other relevant documents of accounts.

### Procedure of data collection:

For the objective the researcher interviewed the Principals of the sample colleges. This was done over a period of time, after briefing them about the purpose of the interview. There was full cooperation on the part of the interviewees. The researcher also applied his own administrative experiences to categorize the determinants of the cost of teacher education. The researcher had also done an intensive reading of previous research studies to find out the said determinants.

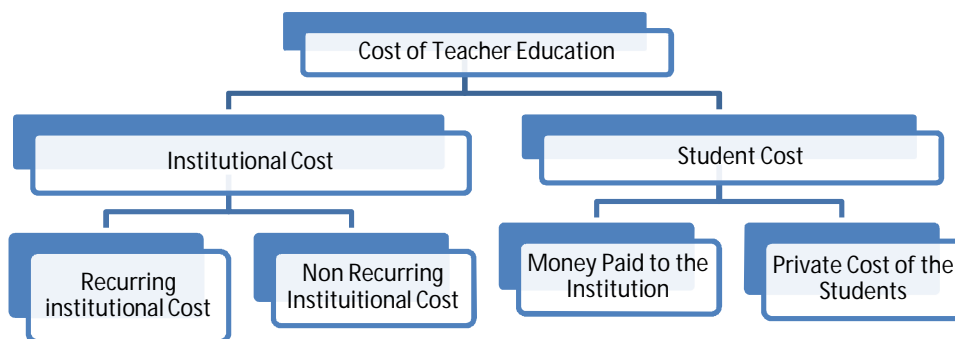
### Results and Discussion:

As the objective of the study, the determinants of cost of Teacher Education were analyzed in a broad manner. These determinants were considered as the vital aspects of Cost of Teacher education. Broadly, the determinants were classified into two heads – (i) Institutional cost (ii) Student Cost



The main determinants include sub determinants too. The structure of determinants cost of teacher education is shown below in fig 1

Fig 1: Determinants of cost of education



**Institutional Cost:** In the present study, institutional cost refers to the cost which is incurred by the institution in running and maintaining the Secondary Teacher Education Institution. These costs are borne by the management or government and are divided into the parts --- (I) Recurring institutional Cost (II) Non- recurring institutional cost

**Recurring institutional Cost:** These are the costs, which are consumed during the same year in which they are incurred. In this study the recurring institutional cost of teacher education were categorized under the given heads-

- Salary of both Teaching and Non Teaching Staff (including ad- hoc and permanent)
- Maintenance Cost: Maintenance of building, maintenance of Laboratory, Maintenance of Library etc.

- Bill or charges: Electricity bill, internet bill, Telephone bill, postal charges, bill of Newspaper, Journal and magazine.
- Celebration of festivals and functions: Cost of organizing Annual sports and college week, cost of organizing workshops, seminar and discussion, cost of celebration of swarasati puja and other festivals.
- Cost of Examination incurred by the institution, such as Internal Examination, Practice teaching, work experience, community survey etc.
- Cost incurred by the institution on Stationary items for the office.
- Cost incurred on Contingencies including petrol and diesel for vehicle and generator.
- Cost on Maintaining of Computer, printing, Xerox system, projector etc.



- Annual Enrolment fees paid to the affiliating University.
- Yearly expenditure on books incurred by the institution.

#### **Non-recurring institutional cost:**

These are the costs which don't get consumed within the same year in which they were incurred. These continue to give their benefits over a number of years in future. It includes the expenditure on fixed assets of the teacher training institution. In the present study the non-recurring institutional costs were found under following heads--

- Construction of building including Classroom, Laboratory, Teacher's room, Principal's room office, Laboratory, library, Hostel etc.
- Permission fees deposited to N.C.T.E. at the beginning of the college.
- Permission and affiliation fees to university at the beginning of college.
- Expenditure on classroom equipments including furniture, electric apparatus, Almirah and other necessary equipments.
- Expenditure on purchasing vehicle and generator, electric, inverter.
- Purchase of Science Laboratory materials including physics, Chemistry, Biology, Geography.
- Purchase of Psychology apparatus.
- Expenditure on purchasing Land including playground.

- Expenditure on constructions of website, internet connection, purchase of computers, printers, Xerox, audio visual aids etc.
- Cost on purchasing of sports materials.
- Any other cost that is fixed in nature.

**Student Cost:** The student costs are the costs borne by the students or his guardians during their period of Training. In this study the student cost is basically divided into the following heads ---

**Money paid to the institution:** This item includes all the aspects for which an absolute amount of money is paid to the institution during the admission of the students. In the present study, the following heads were found under this category –

- Admission fee
- Tuition fee
- Library and Laboratory fee
- Festivals, Games and Sports fee
- Electricity Charges.
- Identity card, record book fee
- Magazine fee
- Examination fees (internal and external)
- Development fee
- University Enrolment fee
- Miscellaneous fee



### Private cost of the students during the course:

Besides, the money paid to institution, the student bears some cost privately during the course. This is the student's own cost and varies among the students. In this study, this cost would be measured under the following heads -

- Hostel cost or cost of lodging and food.
- Cost of private tuition (if taken)
- Cost of uniform dress.
- Cost of stationary items like copy, pen, pencil etc.
- Cost of Books (both text and references)
- Cost of Entrance Examination.
- Transportation and Communication cost.
- Cost on practical programmes.
- Miscellaneous cost.

### Conclusion:

As teacher education has an important place in the broad educational set up of our society, it is very essential to find out the cost and benefit of teacher education prevailing in the country. Thus it is hoped that the findings of the present study undertaken by the researcher will lead to an understanding of the structure of cost of teacher education. In the emerging years there will be an urgent need of increasing number of trained teachers in our society, especially in the North-east, in the light of the policies of the Central Government in the area of school

education, and it is hoped that the findings of the study will help the administrators of the state realize how with a little financial or other infra-structural support, the state government may be able to join hands with the private enterprise in teacher education so as to maintain quality of teacher-training as also to ensure that the human-resources thus produced, have the capacity and quality to be employed not only in the state scenario, but also in any other state of India.

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## Rejuvenating learning process through Ancient Indian Pedagogic Skills

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### **Abstract**

*The modus operandi of the Teaching as found in Ancient Indian classical shastras determined the very fabrication of the societal living promoting healthy habits & good community existence. The society was always inculcating good leadership, good mannerism & good individual qualities. This paper reviews various values highlighted in ancient India which included enlargement of scientific outlook, averting of blind faith, support of sciences, arts, philosophy, industry and technology etc, & assesses the current educational pattern with the above reflections. The education during Vedic period was life building, self making, character structuring and integration of all good ideas. In ancient India, the aim of education was to develop the pupil's personality, his innate and latent capacities as a process of one's inner growth and self-fulfillment. If these tenets could be incorporated in present day education we could anticipate a confident generation.*

**Key words:** Ancient Indian scriptures, pedagogic tools, education, character building

### **Introduction**

The modus operandi of the Teaching as found in Ancient Indian classical shastras determined the very fabrication of the societal living promoting healthy habits & good community existence. The society was always inculcating good leadership, good mannerism & good individual qualities. The various values highlighted are enlargement of scientific outlook, averting of blind faith, support of sciences, arts, philosophy, industry and technology. The education based during Vedic period was life building, self making, character structuring and integration of all good ideas. In ancient India, the aim of education was to develop the pupil's personality, his

innate and latent capacities as a process of one's inner growth and self-fulfillment. This view of education evolved its own technique, its rules, methods and practices.

The ancient education system has been a source of inspiration to all educational systems of the world. The ingredients, which our present system, lacks, and which were the predominant facets of our ancient system relate to admission policies (upanayana), monitorial system, low teacher pupil ratio, healthy teaching surroundings, free schooling and higher education, sympathetic treatment, role of punishment in discipline, regulation governing student life ( Ghosh, S.C. (2007).



### Process of Instruction

There were three steps in instruction:

1. Sravana is listening to words in texts as they uttered by the teacher.
2. Manana is the process of deliberation or reflection of the topic taught.
3. Nididhyasana represents the attainment of highest stage.

### Development of all round personality:-

In ancient times Vedic Indians believed that personality & character should be developed through education. Personality was developed through the following methods: -Self-restraint- -Self-confidence- -Self-respect.

There was a time when India provided her children with a culture which was the product of her own thought and creation. But this culture was brushed aside by the educationists under the British rule. "Our educated community is not a cultured community but a community of qualified candidates." Rabindra Natha Tagore says "Western system of education is impersonal. It dwells in the cold-storage compartments of lessons and the ice-packed minds of the schoolmasters". (Prabhu, Joseph (2006),

### Aims of Teaching Methodology in Ancient India

Ancient Indian education system had prerequisite methodologies. It was a pupil centered education. No single method of instruction was adopted, though recitation by the pupil followed by explanation by the teacher was generally followed. Besides question –

Answer, Debate and Discussion, Storytelling was also adopted according to need. There was no classroom teaching. Monitorial system was prevalent and senior pupils were appointed to teach juniors. Travel was regarded as necessary to give finishing touch to education so the methods of teaching generally practiced during vedic period were mainly oral. The classes in ancient India were usually small ones, consisting of not more than 15 or 20 students. It was therefore possible to give individual attention to each student. This was one of the strongest points in the ancient Indian system of education. Lectures to large classes of 100 or 200 students, which are unintelligible to some, superfluous to others and partially useful to the rest, Students could not afford to go to the classroom without thorough preparation. There was a daily examination of every student and no new lesson was given until the old one was thoroughly mastered. There were no annual examinations and mass promotions at fixed intervals.

### Concepts of Teaching Methodology in Ancient India

#### Learned Discussions

Learned discussions were a normal and important feature of the student life and young scholars were very anxious to come out successful in them. Debates and discussions have always played an important part in the literary training of students. (Muir, John (1861). The Vedic literature refers to such literary combats and describes how the victors were



suitably honoured .Shastrarthas or learned debates were constantly held in colleges where students of literature, poetics, philosophy and logic were called upon to defend their own propositions and attack those of their opponents. The training in debates made students ready-witted and developed their powers of speech. Discussions help students to apply abstract ideas and think critically about what they learn. In fact, studies show that discussions build students' problem-solving skills more effectively than do lectures. However, fostering productive discussions can be difficult for even the most experienced instructors. Preparing for discussions, asking questions that promote discussion, getting students to talk, and handling common problems that arise during discussions is a common technique of teaching these days.

**The Use of Parables:** It is a statement or comment that conveys a meaning indirectly by the use of comparison & analogy, The use of parables was often made in expounding obscure principles, as would appear from the plot of the Hitopadesha and Panchatantra, where principles of politics are taught under the guise of telling stories about animals.

### **The Dialogue Method**

The dialogue method was followed by many a philosopher, as would appear from the evidence of the Upanishads and the Buddhist works. It enabled the teacher to ascertain the reactions in the student's mind to his own observations. Prominent educational theorists like Dr. Robin Alexander, author of "Towards

Dialogic Teaching: Rethinking Classroom Talk," and Dr. Sylvia Wolfe, University of Cambridge pedagogy expert, denounce the practice of keeping children quiet. They argue for constructive dialogue as the basis for true education. Properly executed dialogic teaching methods are extremely effective at teaching critical thinking and independent analysis.

### **Comparison and observation Method**

The value of comparison and observation was also realised by many teachers who used to develop the power of understanding of dull students by asking them to carefully observe new facts and compare them with those already known. Observational techniques are an important aspect of many action research studies and of case studies.

### **Scientific outlook Method**

The focal assignment of Vedic education was to generate scientific outlook in the society. This was equipped by bringing out the embryonic qualities of the soul i.e. virtue, goodness, beauty, love, harmony and many others, which help in suppressing the negative qualities caused by three gunas, particularly rajasic and tamasic leading to fickleness, jealousy, deceit, avariciousness, cowardliness, ungratefulness and others. It is a fundamental way for making students to practice thinking critically. By this students learn how to define a problem, observe situations, take notes, synthesize the results, and come to a



logical conclusion based on objective results.( Lindberg, David (2007).

### **Thinking Method**

Thinking method was another part of the teaching method. Through this an attempt was made to preserve the veda mantras (vedic hymns) and Richayas (vedic verses) Manan was higher method of teaching than a thinking. Thorough Manan the meanings of vedic mantras the meanings of vedic mantras were developed and preserved in one's own mind. This method was used to encourage the highly intelligent students by guiding them to make research, similarly in ancient days, Manan (Reflection) was a method specially adopted for highly intelligent students

### **Case Study Method**

Pancha Thanthra stories followed an unique way of enabling learning by children. They teach morals to be embibed in the minds of children. Abimanyu learnt cracking of Padma vyuham from womb, as was described by Lord Krishna. These are all nothing but case studies under different names, enabling the reader or listener to position himself in that situation and think and act swiftly. Case studies improve creativity and innovations in decision making & fix the minds of the students in a specific situation and facilitate them to develop the art of making smart decisions by practicing. & enables students to visualize real life situations in the organization and facilitates the students in making trial and error attempts to sole the issues.

They simulate organizational situations, requiring strategic as well as tactical decisions.

### **Creation Of Enlightened Mass**

The creation of enlightened mass was stressed because it was believed that a country's cultural effervescence directly relied on the scholastic contributions of absolutely knowledgeable & civilized individuals. The field of education was value based, morally justified, indigenously shaped, absolutely powered. That knowledge was real, which led to emancipation-led from unreality to reality, from darkness to light, from death to immortality. The ideal of education was grand, noble and high in ancient India. Its aim, according to Herbert Spencer is the 'training for completeness of life' and the molding of character of men and women for the battle of life.

### **Education for the Masses**

Andrew Bell, ( 1775- 18230) a Christian missionary in Madras took the Indian system of education back to England, and introduced it there. Until then, only the children of the nobles were given education there and he started education for the masses in England. So, we gather that it is from India that the British adopted the system for educating the masses. All the management terms and concepts of psychology used today in the advanced corporate world are rooted in Indian civilization somewhere or the other. The concepts of Intelligence quotient, Emotional Quotient, Spiritual Quotient had all been derived from this.



Researchers have proved time and again the glory of this mother culture. Bhatti Vikramadithya cracked several cases put forth by the vethala. The vethala described several social, political and managerial issues and paradoxes which were intelligently solved by Vikramaditya. They were all cases where wise decisions were made in the context of that peculiar situation

### Relevance in Modern Context

Today technology has revolutionized the classrooms all over the world but it has disadvantages. Many classrooms are being retrofitted with Smart boards and computers but they cannot replace old methods of teaching. The technology available today has made a wealth of knowledge available to students, which offers great potential for the speed and style of learning. Information is presented in so many ways that any type of learner, whether gifted or disabled, can find and use the necessary material. This fact relates not only to the Internet, but to all the many technological improvements in learning, from smart boards to handheld dictionaries. With this increased access to knowledge also comes a probable loss of communication skills and interactive abilities between students and teacher, and students to peers. These skills are not as necessary in a classroom of computers, where individuality is a component of learning and is encouraged. Aside from learning, conflict resolution and socialization used to be two prominent reasons children come to school. The emphasis now has shifted away from these areas.

### Contemporary Adaptation of Indian Teaching Methods by Western Education System

The western countries have adopted the Montessori method in teaching young children. ( Maria Montessori (1870-1952), Italian physician and educationist, born in Rome, the first woman in Italy to receive a medical degree (1894), she founded a school for children with learning disabilities (1899-1901), and developed a system of education for children of three to six based on spontaneity of expression and freedom from restraint. The system was later worked out for older children, and applied in Montessori schools throughout the world. She opened the first Montessori school for children in the slums of Rome in 1907).

- This allows better and deeper understanding of the topic they are working on & assists them in recuperating through memorization.
- They spend more time on class room and group discussion in order to know how to speak up logically and learn to accept other people's opinions.
- They are often given assignments in the format of a report or project and will have to do their own research and gradually develop their own thinking & researching liberty.
- Presentations are also expected to be given properly with a clear voice and information, good time-control and stable eye contact.



- The skill of taking notes directly from the teacher's lecture replaces following lifeless Text books.
- Thus education is perceived as training to students with skills they would need in their auxiliary studies and prospective careers.
- Class rooms have become bigger & student teacher ratio is very less.
- Stress on eye contact, body language, soft skills is stressed.

**Conclusion:** Thus it seen from the above discussion that the method of -teaching followed in ancient India was on the whole the best suited for an age, which did not enjoy the advantages of paper and printing. It developed the powers of memory, a facility which is being sadly neglected in modern times. It did not however encourage cramming & revising, because the texts that were memorized were well understood by students. Reflection and analysis was also encouraged especially in the case of those students who had taken logic, philosophy, poetics or literature. Lucid exposition & elucidation was a forte of Indian teachers, for which they were well known all over Asia during the first millennium of the Christian era. The methods of teaching should not only provide information and equip our children with knowledge but also ultimately manifest the spark of divinity within each individual. The system of education should breathe in practical philosophy by trying to be responsive to the needs and aspirations of contemporary society. Teaching is

almost a vibrant contact of one mind with another and this is an art which should not be reduced to a single set of unvarying laws and rules of procedure which can be used mechanically to achieve success on marks cards.

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## One man, one mission, one movement: Life & time of Dr. N. S Hardikar

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### **Abstract**

*Hardikar was a great nationalist. He imbibed in himself the ideas of patriotism, freedom and service to the people from his association with Lala Lajpat rai & others. He was successful in creating a corps of dedicated volunteers called Sevadal whose work was praised by leaders like Mahatma Gandhiji & Jawaharlal Nehru. The Sevadal was the grassroots level prime organization of the Congress party. In 1923, following the Flag Satyagraha at Nagpur, many activists of the Congress were arrested and sentenced to prison. Unable to tolerate the rigors of prison, most of them tendered written apologies to the British authorities. However, members of the Hubli Seva Mandal, founded by Hardikar refused to surrender. This uncompromising stance gained the attention of the Congress' national leadership that had gathered in Nagpur to participate in the Satyagraha. It was here that the idea of establishing an organization of volunteers to combat the Raj was born. At the Kakinada session of the Congress in 1923, a board under him was constituted for setting up the Sevadal. This paper looks at the personal strategies of Hardikar in mobilizing the volunteers who could sacrifice for everything for their motherland.*

**Key words:** Nationalist, volunteer, provinces, grass root , Kesari newspaper

### **Introduction**

N. S. Hardikar was a great nationalist. He imbibed in himself the ideas of patriotism, freedom and service to the people from his association with Lala Lajpat rai & others. He was successful in creating a corps of dedicated volunteers called Sevadal whose work was praised by leaders like Mahatma Gandhiji & Jawaharlal Nehru. The Sevadal was the grassroots level prime organization of the Congress party. In 1923, following the Flag Satyagraha at Nagpur, many activists of the Congress were arrested and sentenced to prison. Unable to

tolerate the rigors of prison, most of them tendered written apologies to the British authorities. However, members of the Hubli Seva Mandal, founded by Hardikar refused to surrender. This uncompromising stance gained the attention of the Congress' national leadership that had gathered in Nagpur to participate in the Satyagraha. It was here that the idea of establishing an organization of volunteers to combat the Raj was born. At the Kakinada session of the Congress in 1923, a board under Hardikar was constituted for setting up the Sevadal.



**EARLY LIFE-** Dr. Hardikar was born at Dharwar, May 1899. His father was a man of humble beginning. he was brought up by his uncle, who had a great fascination for this boy who was very intellectual & studious. As a school boy he was very eager at learning and highly fond of books. He was enthused by the teachings of Lokamanya Tilak. Quite at a tender age he took interest in politics. In his link towards great leaders he identified himself in the Nationalist Struggle. His zeal for politics was evident in his early works. He founded the Bhagini Samaj, the Kanya Shala and the Arya Bala Sabha where he strove for women upliftment through literacy. He became the head of literary and political associations. He became the rallying point of rising volunteers .In 1908 he joined the staff of the Kannada Kesari newspaper. Then he left for Calcutta where he studied at College of Physicians, & took the M.R.C.S degree. With the aid of the philanthropists' of Karnataka he proceeded to America for higher studies in Medicine. In 1916 he secured the M.Sc. degree from the Michigan University and specialized in public health subject .

While he was preparing for the Ph.D in politics he met great extremist leaders Lala Lajpat Rai. Their eventful meeting led to many historic developments later in the history of Indian Independence. Lalaji asked Hardikar to assist him in propaganda work. Hardikar gave up his studies and helped him in founding several associations like Indian Home Rule League, the Indian information Bureau and the

Indian Labour Union. As the managing Editor of the Young India, his journalistic elegance came into limelight. He became the General Secretary of the Indian Home Rule League and delivered a series of lectures in several American States. He challenged the might of the Britain with his courageous speeches. The visit of Lala Lajpat rai to Canada was a successful tour. He was welcomed with great cheers.After his return he actively interested himself in Indian politics. He was elected the Secretary of the K.P.C.C. then he laid the foundation of an All-India Volunteer organization at the Kakinada Congress (Agrawal, Lion M.G. (2008).

The Thirty-eighth session of the Congress held at Cocanada (Kakinada), was presided over by Maulana Mohammad Ali, who was released in 1919 after spending five years in prison. "Our Swaraj must be the Sarvaraj; the Raj of all and in order to be that, it must have been won through the willing sacrifice of all. If this is not so, we shall have to depend for its maintenance as well on the prowess of the fighting classes and this we must not do. Swaraj must be won by the minimum sacrifice of the maximum number and not by the maximum sacrifice of the minimum number," he said during his presidential address. During the session, the Civil Disobedience and Satyagraha Committees were absorbed into the Working Committee. (Agrawal, Lion M.G. (2008)

The difficulties that bristled in his way are vividly narrated by Pandit



Jawaharlal Nehru He says: "There has been no lack for volunteer organizations even before, both for organization work or goal going. But there was little discipline and cohesion. Dr. N.S. Hardikar conceived the idea of having a well-disciplined All-India Corps trained to do national work under the general guidance of the Congress. He pressed me to cooperate with him in this, and I gladly did so, for the idea appealed to me. The beginnings were made at Kakinada . We were surprised to find later how much opposition there was to the Sevadal among the Congressmen. Some said that this was a dangerous departure as it meant to introduce a military arm, which might overpower the civic authority; others seem to think that the only discipline necessary was for the volunteers to obey orders issued form above, for the rest it was hardly desirable for volunteer even to walk in step. At the back of the mind of some was the notion that the ideas of having a trained and drilled volunteers was somehow in consistent with the Congress principle of Non violence. Hardikar, however devoted himself to this task, and by the patient labour of years he demonstrated how much more efficient and even non-violent our trained Volunteers could be". (Agrawal, Lion M.G. (2008).

### Sevadal Objectives

(a) It shall act as a duly authorized institution for the training of officers and instructors.

(b) It shall enroll and train recruits in Karnataka, or such other place as may

be determined by the Working Committee from time to time and these will form a permanent Central Corps for officers' training and will be liable to serve wherever necessary. It may also have training centres and camps for officers and instructors in other suitable places. (Halappa G.S.-History Of Freedom Movement In Karnataka)

(c) It shall lend the services of officers and instructors for provinces at the latter are expense .

d) It shall have power to form volunteer corps in provinces wherever so required by Provincial Congress Committees

In 1931, the Congress Working Committee decided to rename the Hindustani Sevadal as the Congress Sevadal, making it the central volunteer organization of the Congress. Every province was to have a general officer commanding the provincial Sevadal. The organization also focused specifically on three categories of people: children, adolescents and adults. All Sevadal members were required to take an oath, which, among other things, required them to stay aloof from political activity in the Congress. ( Halappa G.S.-History Of Freedom Movement In Karnataka)

The task of imparting training and organizing volunteers was given to the Sevadal in 1938, which was then headquartered in the Karnataka Under Hardikar, an Academy for physical training was established and training camps established at several places across India. During the Civil Disobedience Movement, the Sevadal



played a stellar role in enrolling new members in the Congress, organizing activities like picketing and in arming the party with an organized but peaceful militia. The significance of the Sevadal in the Civil Disobedience Movement can be gauged from the fact that in 1934, when the Movement came to an end and the colonial authorities lifted the ban on the Congress and its organizations, they continued to exclude the Sevadal (Halappa G.S.-History Of Freedom Movement In Karnataka 1997). Amidst all impediments the Sevadal could manage to train the volunteers across India which resulted in building a corps of disciplined & regimented political activists.

1. These national volunteers played a gallant part in the freedom struggle.
2. It motivated & awakened the mass of people to involve willingly in nationalist struggle.
3. It successfully chained the attention of the Nation by its resolute & indomitable spirit.
4. The heroism displayed by the Sevadal during the Civil Disobedience Movement was so encouraging that in many parts of

India there were several such organizations of volunteers coming up. .

### Conclusion

He imbibed in himself the ideas of patriotism, freedom and service to the people. During the visits of various States of America and Canada, he apprised the emigrant Indians about the freedom struggle of India. He was always at the forefront of the freedom struggle. He showed to the world that one stimulus, one motivated mind & one prompt impulsion can lead a nation to liberate itself from the shackles of colonial hegemony.

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## Stages of urbanization: some reflections on the March of Subha of Sira as an Imperative Political Unit

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### **Abstract**

*The province of Sira was politically and militarily an important region of South India prior to the colonial British take over. It was ruled by Moguls, Bijapura sultans, Mysore Wodeyar kings, Hyder Ali & Tipu sultan until it came under colonial Government of Princely Mysore. There was a periodical development of this region from inaccessible hilly plains to a strategic political division. Several Mogul viceroys administered here which helped the march of this place in to a crucial sub urban center. As this place became an vital political division, there was a systematic administrative machinery which promoted the area as a southern stronghold of various kingdoms. Mogul Provincial heads such as Dilawar Khan, Kasim Khan helped the prospective growth of this place as an administrative unit. The Province boasted of a good & strong administrative cadre there by acting as a strong bastion against Maratha incursions. The Mogul emperors equipped this province because they wanted to contain the periodic Maratha invasions. This paper examines the province of Sira in the light of these historic facts & spotlights the calculated implications of molding the province as a southern stronghold by all administrators. The area could develop politically, culturally & economically because it was a principal province because it was considered planned & strategic area geographically & physically.*

**Key words:** *Administrative Machinery, Bureaucracy, Strategic Province, Sub Urban Center*

### **Introduction:**

The Sira province was politically and militarily an important region of South India prior to the colonial British take over. . The Province of Sira was ruled by the Bijapura Kings from 1638 A.D to 1687 A.D. The Mogul rulers had a sway here from 1687 to 1757 A.D with its capital at Sira town. The Marathas wrested the province from Mughals and held it from 1757 A.D A. D to 1759, when the Mughals

regained it. In 1761 A.D, Hyder Ali whose father Sheikh Fateh Mohammed occupied an important position in the local Mughul Army declared his independence from the Mughal Empire and declared himself the 'Nawab' of the province. He called himself 'Nawab Hyder Ali Bahadur ' but lost the province to the Marathas from 1766 A.D until 1774 A.D when his son Tipu Sultan, captured it for him. (Stein, Burton (1985)



In the medieval period before the Mughals, state or provinces were not demarcated in well-defined way. Under Emperor Akbar, the Empire was divided into 12 provinces or probably Central provinces, which were part of Mughal India. These provinces were Agra, Awadh, Bengal, Bihar, Allahabad, Malwa, Gujarat, Ajmer, Kabul, Multan, Lahore and Delhi. Mogul province, which comprised the Carnatic region south of the river Tungabhadra, and which was to exist for seventy years, was established in 1687 A.D with its capital at Sira. It was popularly known as the Subah.

### THE SUBAH OF SIRA

The province was composed of seven parganas also known popularly as districts.

1. Basavapattana,
2. Budihala,
3. Sira,
4. Penugonda,
5. Dodda Ballapura,
6. Hosakote, &
7. Kolara.

In addition, area covering

1. Harapanahalli,
2. Kondarpi,
3. Anegundi,
4. Bednur,
5. Chitradurga area, and
6. Parts of Mysore province

were considered by the Mughals to be tributary states of the province.

### The Reign of Kasim Khan

Qasim Khan was appointed the first Subhedar and Faujdar of the province in 1689 A.D. he was a very energetic subhedar he controlled the area from Maratha incursions capably. The area developed with vast treasures under him. He was well equipped with an army. Most Subhedar who governed after him could not last long because there were periodic political turmoil.

### The Reign of Dilavar Khan

Dilavar Khan was appointed governor in 1726 A.D, his term lasting until 1756 A.D. In 1757 A.D, Sira was overrun by the Maratha Invaders, only to be restored to the Moguls in 1759 A.D. In 1761 A.D future ruler Hyder Ali, whose own father had been the Mughal Faujdar of Kolar district in the province, captured Sira, and soon conferred on himself the title of "Nawab of Sira". (Manor, James (1975), "Princely Mysore before the Storm: The State-Level Political System of India's Model State.") However, the defection of his brother five years later caused the province to be lost again to the Marathas, who retained it until Hyder's son, Tipu Sultan, recaptured it for his father in 1774 A.D. (Stein, Burton (1985)).

### Stages of Urbanization

The capital of the province, Sira town, prospered prospectively under Dilavar Khan. He expanded in size to accommodate 50,000 homes. Palaces



and public monuments of Sira became models for other future constructions. It is seen both Hyder Ali's palace in Bangalore and Tipu Sultan's in the fort city of Srirangapattana built during the period 1761–1799 A.D of their rule, were modeled after Dilavar Khan's palaces in Sira. According Historian Rice 1908, Bangalore's LalBagh as well as Bangalore fort were also designed after Dilawar Khan's Bagh gardens in Sira and Sira fort respectively. (Manor, James (1975), "Princely Mysore before the Storm: The State-Level Political System of India's Model State)

When Tipu Sultan succeeding his father as Sultan of Mysore in 1782 A.D, he deported 12,000 families, primarily city officials, from Sira to Shahar Ganjam, a new capital city, he founded near to main Srirangapattana Island. This facilitated the growth of shahar Ganjam as a suburban center as well. Shahr ganjam came to hold a small masjid , official residences , water outlets, gardens,& community halls. (Stein, Burton (1985),

In 1689 A.D, after the Mogul armies had overrun the Mysore region there was a shift in the growth of this province as a strategic place. Immediately several other nearby regions were annexed to the newly formed Subah of the province of Sira. The remaining region was allowed to remain under the rule of the Local chiefs called as pategars, who continued to collect taxes from the cultivators, but were now required to pay annual tribute to the provincial government in Sira. In the annexed

regions, in which tax assessment on cultivation was under Sarkar system of management, an elaborate system of officials collected revenue. (Stein, Burton (1985)

### **The Administrative Setup in SIRA**

Most offices had existed in the region under the previous Bijapura Sultanate administration, and consisted, among others, of Deshmuks, Deshpandes, Majmundars, and Kanungos. ( James Manor ) . While the Deshmuks "settled accounts" with the patel or the village headman. The Deshpandes verified the account-books of the village registrars popularly known as karanms. Kanungos entered the official regulations in the village record-books and also clarified decrees and regulations to the village governing officers and residents.

The Majmundars prepared the final documents of the "settlement" and promulgated it. Initially each Subah had one governor who was officially called sipah salar or the commander of the armed forces. In later times, the designation was changed to nazim but usually he was known as subhedar. Mogul king Akbar made an important change; as the governing authority in every Subah was bifurcated and the office of provincial Diwan was created. The subhedar was appointed by the Emperor. He was usually a mansabdar of high rank and enjoyed a salary depending upon his rank in the mansabdari system. He was the commander of the provincial army. His essential duties were to maintain law



and order, to supervise general administration, to administer criminal justice, to help the smooth collection of revenue (including the tribute due from vassal chiefs) and to execute the imperial decrees and regulations sent to him by the center. There was a high range of official bureaucracy in this province which helped the subhedar to manage the political affairs. They were periodically transferred from one province to another or given other assignments in the imperial service. Diwan was, in a way, the adversary of the subhedar, "the two had to keep a strict and jealous watch on each other". He was responsible for the, collection of land revenue and other taxes, for accounting and auditing, as also for the administration of civil justice. He appointed collectors He was directed to "cause the extension of cultivation and habitation in the villages"

The Faujdars were placed in charge of those subdivisions of the province which were important on account of the presence of zamindars or provided large revenue or contained towns. They were the chief assistants of the subhedar in the discharge of his executive functions and in the maintenance of peace. The kotwal was primarily the chief of the city police. Apart from enforcing law and order, he had to discharge many functions of a modern municipality, control weights and prices and enforce the Quranic rules of morality. The administrative agency of the provinces was in some respects "an exact miniature of the central government. Apart from the subahdar and the diwan, the subah

had its own high officials- bakshi, sadr quzi, buyutat, muhtasib, waqai-navis and mir bahr- who discharged the same duties in the province as officers bearing the same titles did for the whole empire. The bakshi was the paymaster of the provincial army. The provincial buyutat was the keeper of government property and official trustee. The muhtasib was the censor of public morals. The mir bahr looked after bridges required for military use, port duties, customs, boat and ferry taxes, etc.

The emperor was the highest court of appeal and sometimes acted as a court of first instance as well. Next to the emperor was the Chief qazi (qazi- ul-quzat) who held the office of Chief Sadr (sadr- us-sudur) as well. Apart from disputes relating to the religious and personal laws of the Muslims and the Hindus, criminal and civil cases were generally decided by the subhedar, the faujdars, the shiqdars and the kotwals on the basis of customary law, ordinances issued by the emperors and equity. The diwan did not hear criminal cases. Emperor Akbar took away from the subhedar the power of inflicting capital punishment.

Due to the existence of a wide range of bureaucracy there was a greater facilities of urbanization.

- ✓ Small /medium sized prisons
- ✓ The bridges over rampant hilly regions
- ✓ Water ducts
- ✓ Small Prayers halls



- ✓ Masjids
- ✓ Palatial structures for viceroys
- ✓ Civil projects
- ✓ Toll gates Market yards
- ✓ Bridges for military use
- ✓ Residences for armed forces
- ✓ Royal stables war horses
- ✓ Police chowkies
- ✓ Guard quarters
- ✓ Weekly market areas
- ✓ Go downs for food material collections
- ✓ Ammunitions assortment quarters
- ✓ Smaller gardens
- ✓ Temporary housing for high bureaucrats
- ✓ Civilian residences
- ✓ Cargo shipment
- ✓ Underground barracks
- ✓ City entrance arches
- ✓ Provisional garrisons
- ✓ Camps for infantry
- ✓ Make shift military bases

All this lead to growth of this region as a sub urban center.

**Conclusion-** thus the province of Sira was of strategic importance even under Moguls. It was a political division of Bijapura sultans. Later, the province grew as an important political division under Mysore Wodeyar kings & under Hyder Ali & Tipusultan. It enjoyed

premeditated political supremacy. It had a well equipped army, wide range of bureaucracy, complimentary geographic location, & optimistic subhedar leadership. All this helped it to emerge as a sub urban center. Hence there was a sequence of chronological incumbency in leadership strategies, consistent political maneuvers, & economic overtures in this area. These wide angled rungs of administration here transformed the whole scene & province of Sira materialized as key political unit far south.

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## Vegetable Cropping and Marketing -A Case Study in Godavari Delta Region, AP

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**Abstract:** *The ATC of production of <1 acre land holdings is recorded at Rs 68300, followed by Rs 114305 and Rs 147100 in case of 1-2 acres and 2-4 acres. The share of cost  $A_2$  is higher in TC of the land holdings. The IOR is recorded by 1:0.62, 1:0.65 and 1:0.64 levels. It shows more or less returns over the costs. Differences in feasibility of market facilities are caused to the price and FBI variations. The profit range among the selected farmers is 38.53% - 35.79 % = 2.74% respectively. However, the  $X^2$  test results rejected the null hypothesis @ 5 percent level of significance between availability markets and price received. The regression results show that four independent variables have significant role at one percent level in extension of farm operations. Implementation of MSP is suggested to reduce uncertainty in horticulture sector.*

**Key words:** *Input- Out Put, Farm size, Price Spread, Marketing Channels, Farm Business, Cost-Benefit*

### Introduction:

In India, diverse climate and spread of new agricultural technology etc is extending agriculture especially in the vegetable production. It is evident that India has occupied second place next to china with 11.5 percent of vegetable production in the world. The state of Andhra Pradesh (AP) has also attained 19 percent of share in India's total vegetable production due to development of horticulture in the state as well as in the study area of Godavari delta region. The present paper is aimed to find out the input-out put relationship of vegetable production in the contemporary global retailing economic scenario by marginal cultivators who are recorded as an average at 48 percent in the study area.

From the earlier studies, it is found that increase in cost of cultivation due to hike in charges of human labour and fertilizers (Raman & Sharma 1981)<sup>5</sup>, problems in marketing (Bhogal 1994)<sup>2</sup>, low prolific share (Agarwal & Saini 1995<sup>1</sup>, Chinnappa<sup>3</sup> - 1997 and Srinivas et al, 1997)<sup>7</sup>, lack of integration of production, processing and marketing of agricultural products in view of globalization and liberalization policies (Malar & Pandey, 2008)<sup>4</sup> have discouraging the vegetable growers. Further improper use of land has reducing the cropping of vegetable production and it is also caused to wide gap between costs/input and out put - (IOP) (Seidu Al-Hassan,2009)<sup>6</sup>.

Meanwhile, there is no specific and systematic study regarding the



prototype of vegetable cropping, marketing & its determinants in Godavari delta region. The agricultural profile of the region shows that many of the marginal and small farmers have committed to shifting cultivation from paddy to vegetable production even though cob-web conditions have taken place in this cropping. Besides, the increasing rate of consumer price index based inflation has favored to vegetable growers and consequently, price of vegetables increased to 4-5 five times recently in East Godavari, AP (according to the report of Chief Planning Officer, Kakinada AP)

In this view, the present paper try to carry out the IOP relationship which indicates performance of vegetable cultivation, farm business income (FBI)/ net returns, role of various marketing channels and price spread; identify the factors effecting vegetable production in the study area..

#### **Materials and methods:**

Farm level data were collected with pre-designed questionnaire using randomly selected 100 farmers from 10 villages of Godavari delta region. The specific study district has been selected because of the area is situated near to the river Godavari and also called as RICE BOWL of Andhra Pradesh. Data on farm features including form size, values of input and out put and accessibility of markets etc is covered.

Input costs are classified in to Cost  $A_1$  and Cost  $A_2$ . Cost  $A_1$  refers to human labour and Cost  $A_2$  denotes material costs including fertilizers, pesticides, seeds, rent for land etc. Thus, total cost (TC) =  $(A_1 + A_2)$ . In the examination of data- *ratios, mean and cross table analysis* is applied. *Regression model* in the form of semi-logarithm which minimizes the errors is also used to find out the factors influenced on the level of inputs used to produce vegetables in the study area. Five variables have been identified to analyze the determinants of input use to produce traditional vegetables. We propose to estimate the following model.

It is assumed that all the independent variables have positively associated with Y, i.e., if the values of independent variable increases, the input level varies positively and vice-versa.

#### **Empirical Results and discussion**

##### ***Varieties of vegetable production:***

The experience of the East Godavari district, Andhra Pradesh indicates the vegetable forming usually found in low lands with canals, lift irrigation and favorable for seasonal or year round irrigation. Traditional vegetables like Chikkudu (Beens), Benda (lady fingers), Tomato and Bringals are the major crops and these are preferred as cash crop because of their potential for lifting poor farmers out of poverty. The district occupied 9.11 percent of area to the total cropping area of the state (table 1).



Table -1 Area under selected vegetable crops in AP and East Godavari District

Area under cropping (in hectares)					
	Bringals	Beens	Tomato	Lady fingers	Total
Andhra Pradesh	23464	9271	12714	9747	55196
East Godavari	3192	572	929	333	5026
East Godavari %	13.60	6.17	7.31	3.42	9.11

Source: statistical abstract of Andhra Pradesh (2008), Govt. of AP

**Distribution of input costs:**

Input costs vary farm to farm and crop to crop. Only the operational costs are considered in the analysis and ignored family labour and other own inputs. It is found from the table-2 that the TC of beens, lady fingers, Tomato and bringal production of less than one acre land holdings is recorded at Rs 68300 and occupied these crops by 19.18 percent, 21.82 percent, 34.11 percent and 24.89 percent respectively. The range of inputs costs have varied among the selected farm size holders. The cost of cultivation in case of 1-2 acres of land holdings is registered by Rs 114305 and the respective percentages for the four types of products are 23.97 percent, 22.40 percent, 33.79 percent and 19.84 percent. An increasing level of cost of productive expenditure is found in 2-4 acres of land holdings. It is increased about 77.71 percent than costs of 1-2 acres of land holdings and the

expenditure/cost spread to beens by 27.87 percent, lady fingers occupied 21.38 percent, tomato 32.91 percent and Bringals shared by 17.84 percent respectively.

The share of cost  $A_1$  to TC was recorded by 15.23 percent in less than one acre but it is 24.61 percent in 1-2 acres and 23.18 percent in case of 2-4 acres of land holdings. The remaining percentage of expenditure is related to cost  $A_2$ . It is also observed that the cost of plantation/harvesting is higher in cost  $A_1$ , and fertilizers, pesticides rent for leased-in land has occupied major portion (27 to 34 percent) in cost  $A_2$ .

The response of erudite farmers regarding cost  $A_2$  is – removal of fertilizer subsidies in the early 1990s has exacerbated price seasonality leading high transaction costs resulting discourage the supply of producers to different markets.



Table-2 Particulars of farm operation costs & input out put ratio etc

Description		Size of land holdings (in acres)		
		<1 acre	1-2	2 -4
1	Cost A <sub>1</sub> ( % to total cost)	15.23	24.61	23.18
2	Cost A <sub>2</sub> ( % to total cost)	84.77	75.39	76.82
3	Total Cost (=column 1 +2) in Rs	68300	114300	147100
4	(VOP) in Rs	94172	158340	199746
5	FBI (=column 3- 4) in Rs	25872	44040	52646
6	% age profit to inputs used	37.88	38.53	35.79
7	IOR(=columns ¾)	1:0.62	1:0.65	1:0.64
8	% age profit from Beens cropping	26.24	29.74	26.39
9	% age of profit from Lady fingers	25.20	36.27	26.78
10	% age of profit from Tomato	48.45	45.43	45.48
11	% age of profit from Bringals	37.18	37.0	37.0

Source: Complied from field survey

VOP= Value of output; FBI= Farm business income; IOR= Input out put ratio

**Channels of vegetable marketing & price spread:** From the preliminary survey conducted in the study area, it was observed that the marketing of vegetables from farm place to consumer was done mainly through three channels as shown in figure 1. Channel I was related to weekly mandies and Rythu bazaars which the producer sells their products directly to the consumer and there is no sales tax or commission paid to mediators. Therefore, this is treated as profitable channel to both producer and the customer. In the second (General markets) and third (Farm

place) channels, the processes of vegetable marketing is complex situation and possible to rise price when it reached to customer.

**Net value of output:** The net value of output soled [(net value of output) = gross value of out put - (input costs, processing & transport costs, sales tax etc)] in three channels of markets is present in table-2.

As per the perceptions of vegetable growers, the average value of out put of less than one acre land holding farmers is recoded about Rs



94172 per annum and it varies to Rs 158340 in 1-2 acres of farm size and Rs 199746 in case of 2-4 acres of farm size tables 2 and 3).

The study hypothesized that there may be a correlation between marketing channels and revenue through sale of vegetables in these markets (null hypothesis).

Table -3. Marketing Channels of vegetable and sales

(Rs. in Rupees)

Marketing channel	Sales/revenue from different marketing channels		
	>1 acre	1-2 acres	2-4 acres
Weekly Mandies	29608 (31.44)	333267 (21.01)	-
Rythubazar	7317 (7.77)	15771 (9.96)	26606 (13.32)
General markets	43922 (46.64)	86438 (54.59)	113716 (56.93)
Farm price	13325 (12.15)	22864 (14.44)	59424 (29.75)
Total	94172 (100.0)	158340 (100.0)	199746 (100.0)
Calculated $X^2$ value= 26.40; Table value = 16.80 d.f=9.60. hence null hypothesis is rejected			

Source: compiled from field data: Figures in the brackets are percentages to the respective totals

It is identified that the derived  $X^2$  value 26.40 is greater than table value of 16.80. The difference in degree of freedom is recorded at 9.60. Thus, the results rejected the null hypothesis @ 5 percent level of significance. On the other words, theoretically, the two variables have significant level of

correlation but statistically it is not found.

**IOR and FBI:** An attempt is made to analyze the input- out put coefficients and farm business income (returns from the inputs used) of the cultivators. It indicates the relative efficiency of inputs



used across different size of operational holdings. The input out put ratio (IOR) of the selected farmers of concerned land holdings is recorded by 1:0.62, 1:0.65 and 1:0.64 levels respectively. The IOR shows the more or less returns over the costs in the study. As a result, the net returns/ FBI from the costs has recorded at significant level at 37.88 percent in less than one acre land holdings followed by 38.53 percent and 35.79 percent to the land holdings of 1-2 and 2-4 acres (Table 2). The profit range among the selected farmers is 38.53% - 35.79 % = 2.74% respectively. The difference in earnings among the farmers may be due to price variation in the marketing channels, type of vegetable cropping and use of own human labour. Farmers who have chosen 1<sup>st</sup> and 2<sup>nd</sup> marketing channels have benefited more than 3<sup>rd</sup> channel choosers.

#### **Conclusion and policy implications:**

The study identified that there is no more negative effects as the earlier studies have found in different areas in the country. The vegetable growing is found remunerative and profitable compared with other crops like cereals according to the perceptions of the farmers. However, the returns are at squat level due to high input costs. Consequently, the growers of vegetables have facing problems at the time of production and marketing. It is assumed that cooperative farming may be reduced cost of vegetable production and help to countenance the competition from the large farmers.

Lack of tenancy rights and due to small size of the holdings, the commercial banks is not providing credit facilities to the vegetable growers in the study area. Therefore, the farmers have mostly depended on the money lenders for credit at high interest rate and this ultimately led to debt trap. Hence, there should be a need of institutional credit facilities at lower interest rate. The banks should relax their norms in favor of farmers to become manifest from debt.

Due to lack of Minimum Support Price to these products, this sector has been facing uncertainty and cob-web conditions. Extension of MSP can encourage vegetable growers. It is also suggested that a separate mechanism will necessitated for the vegetable farming to provide day to day latest information about -the market, price, new technology and new implementations in vegetable cropping.

Vegetables are most essential commodities for the human beings as a better nutrient. It indicates that the price of vegetables should be at minimum level as feasible to common men. To attain this, the growers have to get quality seed, fertilizer and pesticide at cheaper cost. The government has to provide subsidy to these inputs which ultimately reduces the cost of production. Owing the perishable nature of the vegetables and to stock them upto remunerative price, should provide storage facilities either by the government departments or concerned authorities in every market at



reasonable maintenance and user charges.

These implications may be positively improved the vegetable production and life style of the growers.

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## Relevance of Gandhian Principles- Global reflections on the application of economic ideas of Mahatma Gandhi

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### **Abstract**

*Today global economic scenario is in great crisis. There have been several great economic crashes & financial instability. The global economy is tilting towards depression & disorder as the familiar sustenance order of things is crumbling as old strengths and old weaknesses are shifting places. As the problems are deeply intertwined, the only way for policymakers to save the global economy from falling into a dangerous downward spiral is to take concerted action, giving greater priority to revitalizing the process of productivity and employment in the short run in order to pave more solid ground for enacting the structural reforms required for sustainable and balanced growth over the medium and long run. India can act as a stimulus for providing an answer to these economic issues if the economic thoughts of Great leader Mahatma Gandhi are included, because his economic thinking always projected balanced growth conditions. This paper examines the relevance of adaptation of Gandhian economic policies as an answer to all these economic impediments. The paper analyses affirmative global impact of Mahatma Gandhi's economic thoughts.*

**Key words:** Mahatma Gandhi , Economic Upsurge , Rural Reconstruction , Self Employability , Self reliance, Sarvodaya.

### **Introduction**

Indian freedom movement is always indebted to the greatest leader Mahatma Gandhi for his great ideals. The sincere thoughts of Mahatma Gandhi were powerful enough to play a major role in the nonviolent revolution that overthrew elongated British colonialism in India. His philosophy of truth, non-violence and Satyagraha helped India get emancipation from British rule. He not only molded Indian Freedom struggle with his political derivations but also anticipated economic restructuring through

concepts of Sarvodaya & rural reconstruction. His ideology is considered a perennial philosophy to fight injustice, oppression, suppression of human rights. While Gandhiji's philosophy had wide acceptance to deal with political and social issues, it had not many followers in the arena of economics. He was aware of it. "Gandhiji was not impressed by the two prevailing dominant systems of the management of the economy, the capitalist free-market economy and the state-bureaucratic socialism of the communist countries.



Post-independence, India abandoned Mahatma Gandhiji & his economic philosophy, discarding it as too philosophical & impractical and adopted a mixed economy model with the state commanding the heights of the economy. Indian gigantic problems of poverty, inequality, urban –rural disparity, backwardness remained without salvation and the economy stagnated. The adoption of a free-market economic model as Post-liberalization in 1991 genuine progress and development has been eluding us. Some of the problems Indian economy faces today are compared here with the problems of Gandhi's India. A lot of discussions on the progress of India has made in facing these problems and solving them, the difficulties that remain from Gandhi's time are highlighted. According to Mahatma Gandhiji, the economic constitution of India should see that no one should suffer from the want of food; clothing & everybody should be able to get sufficient work to enable him to make a good living.

According to him this ideal could be universally realized only when the means of production of the elementary necessities of life remained in the control of the masses. These should be freely available to all as God's air and water are or ought to be; they should not be made vehicle of traffic for the exploitation of others. He felt this type of monopolization by any country; nation or group of persons would be unjust. The neglect of this simple principle causes destitution, impoverishment, penury & hardship.(

Young India,15-11-1928, p381). According to him, true economics should never fall short of the highest ethical standard. An economics that enables the strong to amass wealth at the expense of the weak is a false and dismal science. True economics, on the other hand, stands for social justice, it promotes the good of all equally including the weakest, and is indispensable for decent life. (Harijan , 9-10-1937, p.292)As such there has been great resurgent channeling of Gandhiji's philosophy aimed at reconstruction

1. Western economic thoughts have been included in India as two key waves of globalization: They are colonial imperialism and economic liberalization. Originating in response to an oppressive colonial and socio-cultural order is the movement inspired by Mahatma Gandhi.
2. The set of political and economic values embedded in Gandhi's philosophies continue to influence socio-economic structures and practices in India today. Gandhi's notion of Sarvodaya, translated as "the welfare of all" or "uplift of all" advances strong ideals for solidarity economic and enterprise activity and provides the philosophical groundwork and motivation to address pressing social issues in a different way.
3. Key characteristics of Sarvodaya include cooperation, serving those in need, satisfying work, participation, and nonviolence In practice, these



- translate into values such as local production, the importance of self-reliance, satisfying work, serving those in need,<sup>3</sup> non-exploitation, equality and frugal consumption
4. Sarvodaya thus resonates strongly with social economy thinking and is widely accepted to play an important role in building community capacity.
  5. However, given that its ideological motivations include resistance to colonialism, it is no surprise that the values related to sarvodaya are in stark contrast to Western neoliberal notions of comparative advantage production, specialization and capital accumulation.
  6. Yet, in recent years the gap between these different logics has shown some signs of narrowing, at least at the level of business discourse.
  7. This has occurred in contexts where companies and business associations are emphasizing the importance of corporate social responsibility, the so-called bottom of the pyramid approach and social enterprise.
  8. While these promise a softening of neoliberal economic activity, they do not go nearly as far as addressing the socioeconomic needs and challenges faced by the growing numbers of economically marginalized people globally.
  9. While we do not wish to romanticize Sarvodaya logics, we hope to contribute to the Social and Solidarity Economy discussion by presenting its ideals and how these may inform models of economic activity in contrast to neoliberal approaches.
  10. It is possible to compare and contrast varieties of social and solidarity economic activity in India along a continuum anchored by Sarvodaya at one end and neoliberal logics at the other end.
  11. Several models of economic activity have significantly different philosophical origins, business models and modes of governance. In turn, these have strikingly different outcomes in terms of their ability to foster, reinforce or impair socioeconomic and community resilience in numerous dimensions, including: purpose, degrees of solidarity, formality, and levels and scope of analysis.
  12. The relationships between market activity and economic growth match with the influence of underlying ideals and values shaping the construction of social and solidarity economic activity.
  13. The variations in underlying ideals and values may cultivate on the one hand community resilience, economic stability, employment and democratic governance, or, on the other hand, individualism, competition, economies of scale and dependence.
  14. This suggests that economic activity underpinned by Sarvodaya logics embodies significantly different notions of scale and scalability when



compared with those operating along neoliberal logics. Given variations of scale and community entrenchedness, the differences in PC's and BP's enterprise models produce extremely different realities for the producers they work with. While the density of community economic integration resulting from PC's approach is not without potential negative effects, the overarching intent of the PC model is aligned with the values and principles of sarvodaya. BP, on the other hand, works along a classic neoliberal model of efficient allocation and profit maximization. Both PC and BP, as legitimate enterprises and suppliers of quality poultry, compete with one another within the same market system and regulatory-institutional framework. While both models are economically viable, their differing approaches express contrasting logics—values, beliefs, rules and practices—and outcomes in terms of Social and Solidarity Economies. As indicated above, the differences between them are evident along many dimensions at the level of the producer. However, at a more macro level, we find that while BP is a far larger company and thus employs more people in aggregate, PC's model creates greater employment per capita. That said, if PC's business was to grow to the same size as BP in terms of total poultry produced, far more people across a greater number of rural areas would be gainfully employed.

In order to advance a better understanding of Social and Solidarity Economies, the underlying ideals and values that inform economic activity must be explored at a deeper level. Our research, which suggests that ideals certainly govern economic activity, challenges many common assumptions of neoliberal thinking. By linking ideals to enterprise models and economic activity, better policies and practices could serve to foster and protect those market activities that create positive social value. Moreover, if cultivating Social and Solidarity Economies is indeed a desired outcome, then economic practices that express the ideals of solidarity—such as community resilience, full and stable employment, democratic governance, sustainable scale—must be appropriately elaborated, measured and internalized so that they can be taken into serious consideration by economic policy makers and planners.

15. The term was first coined by him as the title of his 1908 translation of John Ruskin's tract on political economy, *Unto This Last*, and Gandhi came to use the term for the ideal of his own political philosophy. Later it became the social movement in post-independence India which strove to ensure that self-determination and equality reached all strata of Indian society.
16. "Economic equality is the master key to nonviolent transform of



- independence”, wrote Gandhi. “Working for economic equality means abolishing the eternal conflict between capital and labour. It means leveling down of the few rich in whose hands is concentrated the bulk of the nation’s wealth, on the one hand; and the leveling up of the semi starved naked millions, on the other. A nonviolent system of government is clearly impossibility so long as the wide gulf between the rich and the hungry millions persists.”
17. The concept of trusteeship as enunciated by Gandhi demands non-possession. It seeks individual to dispossess his wealth and income beyond his requirements so that the economic welfare of the less capable is realized. The principle of non-possession and trusteeship is not realized practically because individuals are immensely attached to their wealth in the ordinary course of life. Gandhi and even later day Gandhians have not been able to find the root cause of attachment to wealth and its accumulation overtime.
  18. Gandhi claimed that “True economics never militates against the highest ethical standard just as all true ethics must also be good economics.... True economics stands for social justice; it promotes the good of all including the weakest and is indispensable for decent life”. His Khaddar promotion was based on ethics and self sufficiency. That the ideal of man is spiritual progress first and last and no economic progress can violate this principle.
  19. Gandhian economics laid emphasis on spiritual satisfaction. Spiritualism holds sway over consumerism. Gandhi emphasized on minimizing wants and keeping away from luxuries.
  20. Gandhi never advocated the destruction of factories and machines but sought regulation of their excesses. He felt that production and consumption must be decentralized and both these functions must take place near the source of production. Gandhi had explained that his small scale rural based economic system was not based on the rejection of machinery but on objection to the craze for machinery. “The craze is for what they call labor-saving machinery. Men go on ‘saving labor’ till thousands are without work and thrown on the open streets to die of starvation. I want to save time and labor not for a fraction of mankind but for all. I want the concentration of wealth not in the hands of few but in the hands of all. Today machinery merely helps a few to ride on the backs of millions. The impetus behind it all is not the philanthropy to save labor but greed”.
  21. Gandhi says that greed leads to parasitism. Both greed and



parasitism are unsustainable. He says that "earth provides enough to satisfy every man's need but not for every man's greed". Gandhian economics was thus normative and highly ethical. (Subhash Mehta -A Handbook of Sarvodaya, 2004).

22. The essentials of Gandhian economics says that Gandhian economics boils down to a simple injunction that "never advocate actions or policies that lead to material advancement at the cost of social, moral or spiritual impoverishment". The seven social sins of Gandhi constituted the key elements of Gandhi's political and economic thought. They are: politics without principles, wealth without work, pleasure without conscience, knowledge without character, commerce without morality, science without humanity and worship without sacrifice. (Narayanasamy. s -The Sarvodaya Movement: Gandhian Approach to Peace and Non Violence, 2004)

### Conclusion

The amalgamation of the thoughts of Mahatma Gandhi with the ideas of the modern world will generate a more holistic and integrated society. It will deliver more happiness, generate

more altruistic economic surplus and bring about a more egalitarian society than what is now available to us. He never fashioned a body of literature known by the name 'Gandhian Economics'. He neither claimed to be an economist nor was trained in Economics. He was not a voracious reader of economic literature. But he expressed his views on economics at various points of time & his reflections on Economics found expression consistently in his writings and thoughts. His thoughts popularly nowadays known as 'Gandhian Economics' thus created was enormous & was unparalleled in the history of modern Indian economic thought because it's deliverables were felt worldwide.

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## Testing administrative skills –the pragmatic evolution of Mysore Civil Service Exams

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### **Abstract**

*The civil service exams were the contribution of British administrative strategy. Enabling the Indians to support their organizational stratum the British introduced the competitive exams. Initially the exams were conducted at the all India level in London but later they were shifted to India. This paper looks at the evolution of Civil service process in princely state of Mysore & the present state of Karnataka owes a lot to the Administrative reforms of stalwart administrators such as Mark Cubbon ,Bowring ,Sheshadri Iyer, Rangacharlu , Vishweshwariah & others towards strengthening the Civil service department . There were several modifications in the pattern of the exams the syllabi the theoretical learning & skill projected. The Indian Civil service evolved as a reflection of all India Civil Service exams in British Indian provinces. This paper looks at the gradual transformation of the Colonial changes into making Indian civil service one of the grander parts of Indian administration.*

**Key words:** Administration , British Rule, Civil service, Establishment ,Indian civil service.

### **Introduction**

The ICS was called the 'heaven born service' during the Raj days. It was started in 1855 and the first batch joined in 1856. The British Parliament had acknowledged in 1833 that Indians must be admitted to the higher posts of service. Though the first exam for ICS was held in 1855 in London, not a single Indian, pejoratively called natives then, was there to take the exam because either Indians did not possess the required education and grooming or did not have enough means to travel to London which also included the expenses for boarding and lodging. The first Indian to be dismissed from the ICS was Surendranath Banerjee, who cleared

the ICS examination in 1869 but was barred from joining owing to a dispute over his exact age. He again cleared the exam in 1871 and was posted as assistant magistrate in 'Sylhet', but was dismissed for a minor offence. The first Indian to stand first in one of two parts of ICS exam held in 1904 was Gurusaday Dutt of Bengal (Sharma, Malti. *Indianization of the civil services in British India, 1858-1935* (2001)

The civil service exams were an inclusive part of British administrative strategy. Enabling the Indians to support their organizational stratum the British introduced the competitive exams. Initially the exams were conducted at



the all India level in London but later they were shifted to India.

By 19th century it was officially known as the imperial Civil Service, It was the privileged higher administrative service during British rule. During 1858 and 1947 it became an integral part of the Colonial raj . Its members were appointed under Section XXXII of the Government of India Act, 1935, enacted by the Parliament of the United Kingdom. (Ramesh Kumar Arora and Rajni Goyal, *Indian public administration: institutions and issues* (1995). From 1858, after the demise of the East India Company's rule in India, the British civil service took on its administrative responsibilities. The change in governance came about due to the Indian Rebellion of 1857, which came close to toppling British rule in the country.

The competitive examination for entry to the civil service was combined for the Diplomatic, Home government, the Indian, and the Colonial Services. Candidates must be aged between 21 and 24, which gave everyone three chances for entry. The total marks possible in the examination were 1,900. Successful candidates underwent one or two year's probation in England, according to whether they had taken the London or the Indian examination. This period was spent at the University of Oxford, the University of Cambridge, or the School of Oriental Studies in London, where a candidate studied the law and institutions of India, including criminal law and the Law of

Evidence, which together gave knowledge of the revenue system, as well as reading Indian history and learning the language of the Province to which they had been assigned<sup>1</sup>.( Simon Epstein, 'District Officers in Decline: pp 493-518)

By 1920, there were five methods of entry into the higher civil service: firstly, the open competitive examinations in London; secondly, separate competitive examinations in India; thirdly, nomination in India to satisfy provincial and communal representation; fourthly, promotion from the Provincial Civil Service and lastly, appointments from the bar. There were two exclusive groups of civil servants during the formative stage of direct British rule in India. The higher employees who entered into covenants with the Company came to be known as "covenanted" servants, whereas those not signing such agreements came to be known as "uncovenanted". The latter group generally filled the lower positions. This distinction between the covenanted and the uncovenanted virtually came to an end with the constitution of the Imperial Civil Service of India based on the recommendations of the Public Service Commission, 1886-87, though the phrase covenanted continued to be used of anyone in a salaried position with a long term contract<sup>2</sup>. The name Imperial Civil Service was changed to Civil Service of India. However, the term Indian Civil Service (ICS) persisted. The



acronym ICS continued to be used to denote the covenanted civil servants

A third group, the Statutory Civil Service which functioned in the second half of the nineteenth century was disbanded by the beginning of the 1890s. To this group were recruited young men from respectable and affluent Indian families<sup>3</sup>. This service was replaced by the provincial civil services, which was constituted on the basis of the recommendations of the Aitchison Commission. It consisted of two cadres, the Provincial Civil Service and the Subordinate Civil Service. Further developments took place as a result of the application of the scheme of cadre organization to the administrative departments. Thus, for example, the departments of Forest and Public Works had both imperial and provincial branches. The basic pattern of the cadre system in the civil service was thus established following the recommendations of the Aitchison Commission. In 1912, the Islington Commission was appointed to propose reforms, but its report could be published only in 1917, by which time its recommendations had become outdated on account of the First World War and Edwin Montagu's August Declaration (presented to the House of Commons on 20 August 1917) that in response to local demand the government wished to extend the representation of the native Indian population in the ICS.

By 1934, the system of administration in India had come to consist of seven All India Services and five Central Departments, all under the control of the Secretary of State for India, and three Central Departments under joint Provincial and Imperial control. The ICS and the Indian Police Service were in the 'transferred field', that is, the authority for the control of these services and for making appointments was transferred from the Secretary of State to the provincial governments<sup>4</sup>. It seems relevant to mention that the All India and class I central services were designated as Central Superior Services as early as 1924 in the Lee Commission's report.

1. Mysore civil Service was introduced by Mark Cubbon in 1834
2. Entire state administrated by one commissioner
3. Supt assisted supported by Amildars
4. Faujdars looked after military Dewan looked after civil
5. L B Bowring brought new changes in 1862
6. 4 divisions sub divided to 8 under deputy superintendant
7. Defined principles on pay & promotion
8. Madras regulations were applied

Besides, Indian society was superstitious and crossing oceans was



considered a bad omen, especially among Hindus. Initially, the ICS was an all-white affair, but the elder brother of Rabindranath Tagore, Satyendranath Tagore, became the first Indian to qualify the ICS in 1863. Satyendranath was allotted Bombay Presidency Cadre and retired after more than 30 years of service. By 1871, only four Indians had joined the service. By 1883, the total number of Indian ICS were 12 and in 1915, exactly 60 years after the first competitive examination of ICS, only 63 Indians had joined the ICS. Most Indian ICS aspirants took loans to go abroad. In the late 1890s, the philanthropist JN Tata set up a scholarship/loan fund for Indians to study abroad, which included as a condition that they give the ICS exam (by 1924, over a third of all Indian ICS officers were Tata scholars).

### Conclusion

the ICS officers' grip over the administrative machinery and knowledge of law made their reputation and gave life to their domination over their sphere of activity. But authority and mystique percolated downwards. The glamour and the dazzle came fully buttressed by moral authority. The habit of command flowed from prestige, not the other way round.

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## Beginning a positive career through adaptation of proper interview skills

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### **Abstract**

*Students today are made to face several interviews before they settle in their careers. Corporate companies demand several pre requisite & mandatory skills to select candidates to their companies. This selection procedure in a thorough process which tests the capabilities of the candidates in a very little time. Candidates suffer from several poor preparations & meager arrangements . This paper tries to bring out the best preliminary exercises before attending an interview. The paper draws attention of the academic institutions to include interview skills in their syllabi.*

*Key words: Corporate requirements, Interview skills, Job search, Preparation*

### **Introduction**

Students today are made to face several interviews before they settle in their careers. Corporate companies demand several pre requisite & mandatory skills to select candidates to their companies. This selection procedure in a thorough process which tests the capabilities of the candidates in a very little time. Candidates suffer from several poor preparations & meager arrangements. To make a positive career through lasting impression candidates require prior preparation the interview skills need several vital & preliminary vitalities before undergoing interviews. The candidates are required to know the history of the company with which they are attending. This needs researching & browsing about the company & knowing about its establishment, current market position, its progression, Its impediments etc. This research will lead to knowing the background of the

corporate organization its goals & objectives.

### **Anticipating Questions for Interview**

Here are some questions you should be comfortable answering:

- Why do you desire this job?
- How do you think you are fit for this job ?
- What do you know about Company y?
- What do you have to offer to this organization's progress?
- Tell me about your strengths and weaknesses?
- Would you leave this job for another job?

This anticipatory question can be answered in a simple manner if one has undergone some prior preparation. The



answers for these questions can be strengthened through homework.

1. One has to review his academic experiences in school or college level
2. One has to recall his voluntary services in NCC /NSS/ Scouts & Guides / Red Cross / Eco Club /Heritage Club / First Aid Club etc
3. Demonstrating Potentialities of good judgment , good listening ,good communication, leadership , responsibility bearing attitudes have to be highlighted.
4. One has list out academic achievements like computer skills , communication skills , writing skills , etc
5. All these ground work will help to further strength while answering
6. Demonstrating abilities positive attitude will give more confidence

### Interview Preparations

1. **Self awareness-** Interviews are more about researching our awareness about "self ". Before attending the interview a candidate should rehearse his / her academic achievements & know more about himself such as his positive strengths, his weaker aspects, his achievements, his modular attitudes etc.( McNamara, Carter, General Guidelines for Conducting Interviews)
2. **Dress code.** Professional business clothes are always appropriate for

the interviews. Regardless of the type of job you are interviewing for dress code matters most. Proper cleanliness and a organized look are important. Clothes with light shades ,casuals , good & tidy clothes makes a good impression. Good dress code helps one to gather confidence, which will boost positive motivation.

3. **Time sense.** While attending any interview big or small, appropriate timed arrival matters most. One should try to arrive 15 or 20 minutes before time to be on safer side. This will avoid needless tension. Sometimes arriving early will lead to quicker acclimatization If the interview is scheduled outside your residential locality one should plan the bus routes, the frequency of busses, hours of journey. The area of interview venue etc. This needs backup planning& meticulous arrangements.
4. **Inter personal skills.** Some candidates show excitement as they arrive at the venue. They exhibit tension & involve in uncalled for acrobatics. They frequently ask questions, repeat their ambiguity, they walk to & fro , they bite their nails, they hold tight their files & folders , they rub their nose scratch their heads , swallow energy booster chocolates . All these tarnished activities further tension. So, this has to be avoided through inter personal skills. Such as showing confidence through gentleness & agility.



5. **Exhibiting confidence:** Candidates are anxious when they are inside the interview chamber. They find it difficult to look at the interviewers even. This is a normal behavior, but this problem can be overcome by professing proper eye contact & clear voice. This will provide with calm, cool, confident attitude.
6. **Body language.** Several of the candidates suffer from inappropriate body language. They make uncalled for gestures as soon they start answering the questions. Pulling the chair roughly, dressing one's hair oddly, biting the nail, cross legging, slant lean positing, improper filing of documents, etc. But all these will bring in discomfort & our targeted answers fall apart. Hence building a good body language skill is needed before attending interview. Rehearsing for an interview well in hand will help to avoid these lacking.
7. **First impression:** Candidates should remember that a good body language skill start with a good hand shake with a proper smile on face. Your entry should be very impressive, appealing & pleasing. Half the battle is won if your entry inside the chamber is good. One should rehearse this because this will confirm your professionalism.
8. **Cell phone** – Often candidates suffer from anxiousness as these days cell phones have been their handy tool. They start browsing on spot or try to prepare on spot. But this is not a good gesticulation. As a gesture of good personality one has to switch off cell phone before the interview.
9. **Avoid accessories:** The candidates attending the interview should also avoid heavy accessories.
- Avoid these accessories.**
- Heavy perfumeries,
  - High sounding anklets,
  - Shaking bangles,
  - Knotty pullouts,
  - Puffy hairstyles,
  - Awkward arm bands,
  - Uncomforting jewellery,
  - Odd make up,
  - Unassertive behavior,
  - Creepy body gestures.
  - Tilting eye movements,
  - Leaning body poses,
  - Gawky Body sprays & deodorants,
  - Hanging hand kerchiefs
  - Noisy key bunches,
  - Jiggling motor bike key chains,
  - Odd pocket purses,
  - Funny printed clothes,
  - Inelegant hair accessories like pins, clips, bands,
  - Sporty watches,



Colorful pens piercing through shirt pockets,

Heavily loaded front pockets,

Emerging cell phone covers,

Sporting tattoos, etc

The above will make feel uneasiness & discomfort even before the interview has been started.

### **Cross Questioning**

After the interview is formally over one has the advantage of cross questioning also. There is no necessity that all questions will be asked by the interview personnel.

One has the liberty to clarify several fears such as

1. Date of joining if selected
2. Proposition of company
3. Precise designation if selected
4. Chances of promotion
5. Career benefits
6. Chances for higher education
7. Accommodation facilities
8. Cab facilities

### **Follow Up**

After the interview is over there is always a chance of reviewing .Immediately after the interview, one should do a personal evaluation of how the whole procedure of interview went. Writing down some of the questions & answers to questions asked, and assessing critically will help avoid mistakes further. Usually, an

organization will provide you with a date when they expect to make their decision about hiring. If you haven't heard from them by this date, consider contacting the organization to follow up. If you didn't receive a job offer, consider asking for feedback about how your interview went and how it could have been better. This will provide you with information on how to have a more successful interview next time. Even if you didn't get the job, try not to get discouraged. Like any new skill, you need to practice to get better. Interviewing is the same. The more you do it, the easier it will become. Hence training the students at college level is a dire necessity.

### **Conclusion**

Thus to make a positive career through lasting impression candidates require prior preparation. The interview skills need several vital & preliminary vitalities before undergoing interviews. The candidates are required to know the history of the company with which they are attending. This needs researching & browsing about the company & knowing about its establishment, current market position, its progression, Its impediments etc. besides the skills of interview need proper body language & exhibition of confidence with thorough rehearsal of positive attitude. This needs proper training & skill enhancement guidance in schools & colleges. With increasing competition for a good career interviews are becoming vivid & multifaceted. As the saying goes that practice makes man perfect one should not feel low for not selecting in the first



interview one should know that interviewing will refine job search options. It makes career networking stronger.

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## Efficient Rebroadcast for Reducing Routing Overhead in MANETs using Continuous Neighbour Discovery

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### **Abstract:**

*In mobile ad hoc networks (MANETs), the network topology changes frequently and unpredictably due to the arbitrary mobility of nodes. This feature leads to frequent path failures and route reconstructions, which causes an increase in the routing control overhead. In order to limiting the number of rebroadcasts can effectively optimize the broadcasting, a neighbour coverage-based probabilistic rebroadcast (NCPR) protocol, in order to effectively exploit the neighbour coverage knowledge. We propose a novel dynamic rebroadcast delay to determine the rebroadcast order, and then obtain a more accurate additional coverage ratio and by keeping the network connectivity and reduce the redundant retransmissions, a metric named connectivity factor to determine how many neighbours should receive the route request (RREQ) packet. By combining the additional coverage ratio and the connectivity factor, introduce a rebroadcast probability, which can be used to reduce the number of rebroadcasts of the RREQ packet to improve the routing performance.*

**Keywords** - Multicast capacity and delay tradeoffs, Mobile Ad Hoc Networks (MANETs), hybrid random walk mobility models, delay tolerant networks,

### **I. INTRODUCTION**

In Mobile Ad hoc Network (MANET) the nodes can get the service using random mobility model to communicate each other in the network. There is no centralized service to network i.e. No base station service to mobile node, due to high mobility in network link failure and the routing path cannot be define constantly for data transmission , so data loss and path failure is the major issues in MANET. Dynamic routing leads to improper neighbour selection to reach destination.

Broadcasting is a fundamental and effective data dissemination mechanism for route discovery, address resolution and many other network services in ad hoc networks. While data broadcasting has many advantages, it also causes some problems such as the broadcast storm problem, which is characterized by redundant retransmission, collision, and contention.

### **Why Re-Broadcasting Needed?**

In MANET, A node forward the rebroadcasting packet based on the



current node which didn't receive the broadcast message, there rebroadcasting packet exists, which provide the service to activate the sleeping node in the routing [1]. It mainly helps to cover the neighbour activeness for routing, which gives the results to reduce the redundancy over re- broadcasting.

To optimize the broadcasting, we can limit the number of rebroadcasting in the routing. Rebroadcasting delay helps to define the neighbour coverage knowledge in network, in order to strengthen the network connectivity, broadcasting neighbours should receive the RREQ packet these reduce the redundant and number of rebroadcasts of the RREQ packet in the data transmission.

To discover the route better than broadcasting methodology, rebroadcasting is done with the help of neighbour knowledge methods. In order to effectively exploit the neighbour coverage knowledge, a novel rebroadcast delay and a connectivity factor to provide the node density adaptation is calculated. This NCPD protocol does not focus on spectrum utility efficiently which helps in improving the performance of the protocol.

## II. EXISTING SYSTEM

We have studied the multicast capacity delay tradeoffs in both homogeneous and heterogeneous mobile networks. Specifically, in homogeneous networks, we established the upper bound on the optimal multicast capacity-delay tradeoffs under two-dimensional / one-

dimensional i.i.d./ hybrid random walk fast/slow mobility models and proposed capacity achieving schemes to achieve capacity close to the upper bound. In addition, we find that though the one-dimensional mobility model constrains the direction of nodes' mobility, it achieves larger capacity than the two dimensional model since it is more predictable. Also slow mobility brings better performance than fast mobility because there are more possible routing schemes.

### A. Homogenous Networks

#### Mobile ad hoc network model:

Consider an ad hoc network where  $n$  wireless mobile nodes are randomly distributed in a unit square. The unit square is assumed to be a torus to avoid the border effect. We will study the following mobility models, similar to, in this paper.

1. **Two-dimensional i.i.d. mobility model:**
  - a. At the beginning of each time slot, nodes will be uniformly and randomly distributed in the unit square.
  - b. The node positions are independent of each other, and independent from time slot to time slot.
2. **Two-dimensional hybrid random walk model:** Consider a unit square which is further divided into  $1/B^2$  squares of



equal size. Each of the smaller square is called a RW-cell (random walk cell), and indexed by  $(U_x, U_y)$  where  $U_x, U_y \in \{1, \dots, 1/B\}$ .

### 3. **One-dimensional mobility model:** **i.i.d.**

- a. Reasonably, we assume the number of mobile nodes  $n$  and source nodes  $ns$  are both even numbers. Among the mobile nodes,  $n/2$  nodes (including  $ns/2$  source nodes), named Hnodes, move horizontally; and the other  $n/2$  nodes (including the other  $ns/2$  source nodes), named V-nodes, move vertically.
- b. Let  $(x_i, y_i)$  denote the position of node  $i$ . If node  $i$  is a H-node,  $y_i$  is fixed and  $x_i$  is randomly and uniformly chosen from  $[0, 1]$ . We also assume that H-nodes are evenly distributed vertically, so  $y_i$  takes values  $2/n, 4/n, \dots, 1$ . V-nodes have similar properties.
- c. Assume that source and destinations in the same multicast session are the same type of nodes. Also assume that node  $i$  is a H-node if  $i$  is odd, and a V-node if  $i$  is even.
- d. The orbit distance of two H(V)-nodes is defined to be the vertical (horizontal)

distance of the two nodes.

4. **One-dimensional hybrid random walk model:** Each orbit is divided into  $1/B$  RW-intervals (random walk interval). At each time slot, a node moves into one of two adjacent RW-intervals or stays at the current RW-interval. The node position in the RW-interval is randomly, uniformly selected.

We further assume that at each time slot, at most  $W$  bits can be transmitted in a successful transmission.

**Mobility time scales:** Two time scales of mobility are considered in this paper:

**Fast mobility:** The mobility of nodes is at the same time scale as the transmission of packets, i.e., in each time-slot, only one transmission is allowed.

**Slow mobility:** The mobility of nodes is much slower than the transmission of packets, i.e., multiple transmissions may happen within one time-slot.

From the existing system we conclude that the broadcasting incurs large routing overhead and causes many problems such as redundant retransmissions, contentions, and collisions. Thus, optimizing the broadcasting in route discovery is an effective solution to improve the routing performance. Existing approaches only considers the coverage ratio by the previous node, and it does not consider the neighbours receiving the duplicate RREQ packet, which will degrades routing performance as well increased



routing overhead will alleviate network traffic. we further propose the study to overcome these drawbacks:

- No of broadcasting process is very high.
- Redundant retransmissions problem, contentions, and collisions.
- Not consider the Duplicate RREQ packets
- Routing problem is very high. Node energy loss is high.

### III. PROPOSED SYSTEM

Since limiting the number of rebroadcasts can effectively optimize the broadcasting, We propose a neighbour coverage-based probabilistic rebroadcast (NCPR) protocol, in order to effectively exploit the neighbour coverage knowledge, we propose a novel rebroadcast delay to determine the rebroadcast order, and then we can obtain a more accurate additional coverage ratio; in order to keep the network connectivity and reduce the redundant retransmissions, we need a metric named connectivity factor to determine how many neighbours should receive the RREQ packet. After that, by combining the additional coverage ratio and the connectivity factor, we introduce a rebroadcast probability, which can be used to reduce the number of rebroadcasts of the RREQ packet, to improve the routing performance. As well as security is also a challenging factoring in ad hoc networks. Resisting flooding attacks in ad hoc networks

incur two flooding attacks: Route Request (RREQ) and Data flooding attack and secure intrusion detection system and our study proposes the following advantages over the existing system:

- No of broadcasting is low.
- Path failure is very low
- Remove redundant retransmissions problem, contentions, and collisions.
- Remove duplicates packets
- Increase node energy level
- Improve the data transmission routing performance.

### IV. ALGORITHM DESCRIPTION

#### NEIGHBOUR COVERAGE BASED PROBABILISTIC REBROADCAST USING COGNITIVE RADIO PARADIGM

This paper focuses on improving the neighbour coverage based probabilistic rebroadcast protocol [2] which combines both neighbour coverage and probabilistic methods. The improving mechanism focuses on identifying selected set of neighbours based on spectrum availability for faster transmission of packets and thereby improving the efficiency and performance of the protocol.

In order to effectively exploit the neighbour coverage knowledge, we need a novel rebroadcast delay to determine the rebroadcast order, and then we can obtain a more accurate additional coverage ratio. In order to keep the network connectivity and to reduce the



redundant retransmissions, we need a metric named connectivity factor to determine how many neighbours should receive the RREQ packet. After that, by combining the additional coverage ratio and the connectivity factor, we introduce rebroadcast probability, which can be used to reduce the number of rebroadcasts of the RREQ packet and to improve the routing performance.

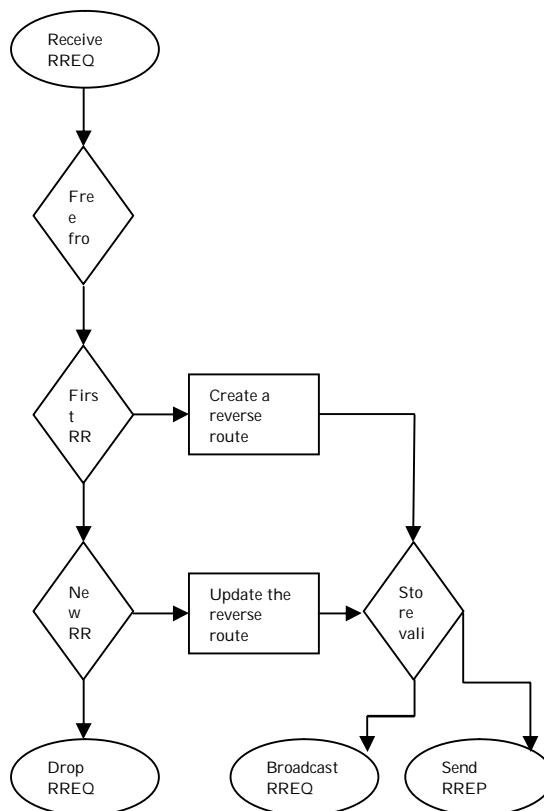
**NEIGHBOUR IDENTIFICATION:**

Rebroadcasting of packets is necessary whenever there is a link breakage on existing transmission of data between source and destination. It requires a route discovery process starting with a route request (RREQ) broadcasted by the source to neighbours on each channel not affected by a PU activity and ends with a route set up after the reception of a route. Here an intermediate CU is supposed to receive and handle RREQs and RREPs among a subset of the channels reply (RREP) from the destination, as shown by the flow charts depicted in Fig. 1.

**REBROADCAST DELAY:**

In order to effectively exploit the neighbour coverage knowledge, we need a novel rebroadcast delay to determine the rebroadcast order, and then we can obtain a more accurate additional coverage ratio. In order to keep the network connectivity and to reduce the redundant retransmissions, we need a metric named connectivity factor to determine how many neighbours should receive the RREQ packet. After that, by combining the additional coverage ratio

and the connectivity factor, we introduce rebroadcast probability, which can be used to reduce the number of rebroadcasts of the RREQ packet and to improve the routing performance.



The rebroadcast delay is to determine the forwarding order. The node which has more common neighbours identified using Cognitive Radio concept with the previous node has the lower delay. If this node rebroadcasts a packet, then more common neighbours will know this fact. Therefore, this rebroadcast delay enables the information about the nodes which have transmitted the packet to



more neighbour s, which is the key success for the proposed scheme. When a node  $n_i$  receives an RREQ packet from its previous node s, node s can use the neighbour list in the RREQ packet to estimate how many its neighbour s have not been covered by the RREQ packet . If node  $n_i$  has more neighbour s uncovered by the RREQ packet from s, which means that if node  $n_i$  rebroadcasts the RREQ packet, the RREQ packet can reach more additional neighbour nodes. When node s sends an RREQ packet, all its neighbour s  $n_i, i = 1, 2 \dots$  receive and process the RREQ packet. We assume that node  $n_k$  has the largest number of common neighbour s with node s, node  $n_k$  has the lowest delay. Once node  $n_k$  rebroadcasts the RREQ packet, there are more nodes to receive the RREQ, because node  $n_k$  has the largest number of common neighbour s. Node  $n_k$  rebroadcasts the RREQ packet depends on its rebroadcast probability calculated in the next subsection. The objective of this rebroadcast delay is not to rebroadcast the RREQ packet to more nodes, but to disseminate the neighbour coverage knowledge more quickly. After determining the rebroadcast delay, the node can set its own timer.

#### **REBROADCAST PROBABILITY:**

This scheme considers the information about the uncovered neighbour s, connectivity metric and local node density to calculate the rebroadcast probability. The rebroadcast probability is composed of two parts:

a) additional coverage ratio, which is the ratio of the number of nodes that should

be covered by a single broadcast to the total number of neighbour s, and

b) connectivity factor, which reflects the relationship of network connectivity and the number of neighbour s of a given node.

The node which has a larger rebroadcast delay may listen to RREQ packets from the nodes which have lowered one. We do not need to adjust the rebroadcast delay because the rebroadcast delay is used to determine the order of disseminating neighbour coverage knowledge. When the timer of the rebroadcast delay of node in expires, the node obtains the final uncovered neighbour set. The nodes belonging to the final uncovered neighbour set are the nodes that need to receive and process the RREQ packet.

Note that, if a node does not sense any duplicate RREQ packets from its neighbourhood, its uncovered neighbour set is not changed, which is the initial uncovered neighbour set. Now we study how to use the final uncovered neighbour set to set the rebroadcast probability. The metric  $R_a$  indicates the ratio of the number of nodes that are additionally covered by this rebroadcast to the total number of neighbour s of node  $n_i$ . The nodes that are additionally covered need to receive and process the RREQ packet. As  $R_a$  becomes bigger, more nodes will be covered by this rebroadcast, and more nodes need to receive and process the RREQ packet, and, thus, the rebroadcast probability should be set to be higher.



we calculate the rebroadcast delay and rebroadcast probability of the proposed protocol. We use the upstream coverage ratio of an RREQ packet received from the previous node to calculate the rebroadcast delay, and use the additional coverage ratio of the RREQ packet and the connectivity factor to calculate the rebroadcast probability in our protocol, which requires that each node needs its 1-hop neighbourhood information.

### **Algorithm 1**

The algorithm describes the rebroadcast delay description for the node  $n_i$  neighbour knowledge obtained using dynamic coverage;

Rebroadcast Delay ()

{

IF node  $n_i$  receives RREQ from previous node  $s$

Use neighbour list table to see the uncovered neighbours from  $s$

THEN

IF RREQ comes for the first time

Find neighbour node knowledge

ELSE

Discard RREQ message

END IF

FOR every RREQ node  $s$  sends RREQ to neighbours of  $n_i$ ,  $i=1, 2, \dots$

DO

Assume  $n_k$  has lowest delay

$n_k$  will rebroadcast based on Rebroadcast Probability which is find from Algorithm 2

END FOR

END IF

}

### **Algorithm 2**

The algorithm describes to set the Rebroadcast Probability

Rebroadcast Probability ()

{

IF node  $n_i$  receive duplicate RREQ from neighbor node  $n_j$

THEN

$n_i$  knows how many neighbors have been covered by RREQ from  $n_j$

$n_i$  adjusts its uncovered neighbor set according to neighbor list

SET a reschedule timer for node  $n_i$

IF timer expires

Node  $n_i$  obtains final uncovered neighbor set

THEN Uncovered neighbor set nodes need to receive and process RREQ

FOR each uncovered neighbor set

DO

Calculate

Number of nodes that are additional covered by rebroadcast

-----  
 $= F_c (n_i)$

Total number of neighbors of node  $n_i$



```

= Node density
IF Fc (ni) is low
THEN SET Rebroadcast Probability as
high
ELSE
SET Rebroadcast Probability as low
END IF
END FOR
END IF
}

```

#### IV.CONCLUSION

MOBILE ad hoc networks (MANETs) consist of a collection of mobile nodes that can be dynamically self-organized into arbitrary topology networks without a fixed infrastructure. Broadcasting is a fundamental and effective data dissemination mechanism in route discovery. But it causes the broadcast storm problem. To reduce the deleterious impact of flooding RREQ packets, a number of route discovery algorithms have been suggested over the past few years. One of the fundamental challenges of MANETs is the design of dynamic routing protocols with good performance and less overhead.

This paper proposes a dynamic coverage based neighbour identification for faster re transmission of Re Broadcasting packets. This identified neighbour set is used as Uncovered neighbour list in probabilistic Rebroadcast protocol and thus routing overhead is reduced and

performance of the protocol is further improved.

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# Learning Search Goals using Markov Process for Web Mining

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## **Abstract**

*Many modern user-intensive applications, such as Web applications, must satisfy the interaction requirements of thousands if not millions of users, which can be hardly fully understood at design time. Designing applications that meet user behaviours, by efficiently supporting the prevalent navigation patterns, and evolving with them requires new approaches that go beyond classic software engineering solutions. We present a novel approach that automates the acquisition of user-interaction requirements in an incremental and reactive way. Our solution builds upon inferring a set of probabilistic Markov models of the users' navigational behaviours, dynamically extracted from the interaction history given in the form of a log file. We annotate and analyze the inferred models to verify quantitative properties by means of probabilistic model checking. The paper investigates the advantages of the approach referring to a Web application to image retrieval currently in use.*

## **Keywords**

*Web Application, Log Analysis, User Profiles, Markov Chains, Probabilistic Model Checking*

## **1. INTRODUCTION**

A key distinguishing feature of user-intensive software, and in particular Web applications, is the heavy dependence on the interactions with many users, who approach the applications with different and evolving needs, attitudes, navigation profiles, preferences, and even idiosyncrasies, which generate different navigation profiles. Knowing and predicting the different user behaviours are crucial factors that may directly affect the success of the

application. Underestimating the importance of these factors may lead to technical as well as non-technical failures that may involve substantial economic losses. For example, an inadequate or distorted knowledge of users' navigation preferences may lead to Web applications characterized by an unsatisfactory user experience with consequent loss of customers and revenues.

Unfortunately the presence of a huge number of users with different and evolving behaviours make it almost



impossible to accurately predict and model all of them, and to design applications that can answer all possible needs. Moreover, the population of users is seldom homogenous and, typically, several classes of users with distinct user behaviours coexist at the same time. In addition, no matter how well they are

### EXISTING SYSTEM

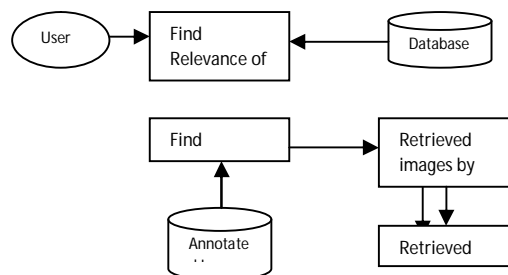
We introduce the Markovian Semantic Indexing (MSI), a new method for automatic annotation and annotation based image retrieval. The properties of MSI make it particularly suitable for ABIR tasks when the per image annotation data is limited. The characteristics of the method make it also particularly applicable in the context of online image retrieval systems.

### EXAMPLE

For example taking the user query as input to the system, find the relevance to the keywords by constructing it as AMC and measuring the semantic similarity of the keyword by using database. Also discover the probability between the query and images in annotated image database. Then find the similarity between matching images by calculating the distance between them using MSI concept. Ranking the images based on this distance, and finally system responds with a list of most ranked images. the queries formed by the users of a search engine are meaningfully refined, the keywords representing brief semantics when compared to text in documents

initially captured, user behaviours change over time. This leads to the need for learning and refining our understanding of how users interact with the system and to the need for speculating on the inferred knowledge to drive the progressive system maintenance, adaptation, and customization.

or other vocabulary related presentation. The aim is to improve user satisfaction by returning images that have a higher probability to be accepted by the user.



### PROPOSED SYSTEM

*We articulated in six main steps that we introduce below:*

1. Identifying the atomic propositions: The designers give semantics to the URLs occurring in the log file by means of a set of atomic propositions that denote the relevant user actions. This is a necessary setup phase through which the designer identifies the actions relevant for the analysis of the application. Automatically clusters the entries of the log that represent URLs into groups univocally identified by sets of propositions.



2. Identifying user classes: The designers characterize the population of users by identifying a set of relevant features to cluster them into distinct classes. For instance, they may use the feature user-agent to discriminate users depending on the browser they rely on, or depending on the device they use (mobile vs. desktop users).
3. Inferring the models: The inference engine analyses the log file of the application and infers a set of discrete time Markov chains (DTMCs). DTMCs are finite state automata augmented with probabilities: each state is characterized by a discrete probability distribution that regulates the outgoing transitions. The inference engine generates an independent DTMC for each user class.
4. Annotating the models with rewards: The designers may provide information by annotating the states of the models with numerical values that represent rewards. Rewards indicate the impact of the state on some metrics of interest. The annotations are optional and refer to the set of atomic propositions introduced in the second step.
5. Specifying the properties of the interaction patterns: The designers formally specify the properties of interest for the user-intensive system. The properties may predicate on the probability that

users may follow a certain navigational pattern, or may predicate on the rewards.

6. Analyzing the models: The analysis engine quantitatively evaluates the formal properties against the Markov models, and produces either numerical or Boolean results, depending on the nature of the properties. The obtained results provide insights on the behaviours of the users and on the impact of such behaviours on the rewards in the models. These insights guide designers in refactoring or customizing the application under analysis.

### **3. THE DETAILS OF THE APPROACH**

This approach is grounded on a simple basic assumption, discussed here before presenting the six steps of the approach in details. The input is a log file structured as a list of rows that record the interactions between the users and the Web server of the application under analysis. Each row represents a request of a Web resource issued by a client. Here after we use the terms row and request interchangeably. We assume that the rows contain the following common data: the IP address of the user who issued the request to the server, a timestamp that represents the time of the request, the user-agent, and the requested URL. These assumptions correspond to the information



provided by the log files compliant to the Common Log Format (CLF) adopted by many popular Web servers, such as the Apache Web server4.

### 3.1 Identifying the Atomic Propositions

In the first step of the approach associates semantics to the rows of the log file by means of a set of automatic propositions (AP) that indicate what can be assumed as valid when a certain entry in the log file is found. For example, the proposition homepage is associated to a row in the log file to indicate that the request corresponding to that row has led the application to the home page.

propositions and regular expressions are flexible tools that application designers use to characterize the rows in the log file, exploiting both application and domain specific knowledge.

### 3.2 Identifying the User Classes

In this step of the approach, the designer may designer a set of user classes relevant for the application under analysis. A string in the format (name=\value") defines each user class. The inference engine uses code fragments called classifiers decorated with the annotation to specify classes of users. The engine scans the log file, invokes the classifiers on each row, and associates the user classes returned by the classifiers to the log \_le entries. By default, comes with two classifiers that extract the user-agent and the user's

location obtained geo-locating the IP address. For instance a row may be associated with the following user classes:

```
f(userAgent = \Mozilla=5:0::");
(location = \Boston")g
```

Classifiers represent a flexible and extensible tool to map rows in the log into classes. Notice that, as shown in the example above, each user may belong to multiple classes.

By adding classifiers the designers can classify the users into application or domain specific classes exploiting additional information that may be stored in customized log files. For example designers may classify users predicating on their operating system, the HTTP referrer, the user's time zone, etc. For the sake of readability in this paper we refer only to the default classifiers, even if all the concepts and examples we discuss here apply seamlessly to more complex and application specific classifiers.

### 3.3 Inferring the Model

Given the set of atomic propositions AP and the user classes defined through filters and classifiers, respectively, the inference engine infers a set of discrete time Markov chains (DTMCs) [4] that represent the users' behaviours. The inference process works sequentially and incrementally on the log \_le as a data stream. Once a log entry is processed, it may be discarded. Thus the process works efficiently both on-line and off-line, and works both for legacy



applications for which log data have been collected and for newly deployed applications.

#### 4.1 Detecting Navigational Anomalies

A navigational anomaly is a difference between the actual and the expected user navigation actions. The expected navigation is what has been implemented in the application and is represented by the application's site map. The actual navigation is instead represented by a path on the DTMCs inferred by, which corresponds to actual navigations performed by users in reality. Navigational anomalies can be detected by comparing the DTMCs with the site map. By detecting navigation anomalies, we can defined suggestions to improve the application. We can, for example, identify frequent users' workarounds that may witness the lack of some navigational features. As an example of navigational anomaly detection, let us compare the model produced by with the \_ndyourhouse.com site map, by running the analysis engine with queries of this kind:

$$\{P = ?\{(X s_i)\}\{s_j\}$$

For every state  $s_i$ ,  $s_j$  in the model. This query specifies the request for the probability of a user to move from state  $s_j$  to state  $s_i$ .

#### 4.2 Inferring Behaviours and Attitudes

Analyze properties that correspond both to emerging behaviours and behaviours that may derive from new

requirements. Application designers can use properties to describe the expected behaviours of either all or specific classes of users, as well as the impact of changes in the navigation attitude of users. Here we present the results of the analysis of the findyourhouse.com log file for properties that represent the different type of analyses. The findyourhouse.com owners were interested in improving the access to the application in terms of renting versus buying inquires. To do so, one needed to understand what is the probability of a user to browse sales and not renting announcements and, vice versa, the probability of users to browse renting announcements only.

#### 5. ALGORITHM

Step 1: Training Set by formation of rules

"A" --> Apple

"B" --> Bag

"S" --> Shop

"T" --> "the"

"the shop" --> "my brother"

Step 2: Generation of Symbol String

"I brought a B of As from T S"

Step 3: Process to extract query meaning

"I bought a B of apples from T S"

"I bought a bag of apples from T S"

"I bought a bag of apples from T shop"



"I bought a bag of apples from the shop"

"I bought a bag of apples from my brother"

## 6. CONCLUSIONS AND FUTURE WORK

We presented a novel inference mechanism conceived ad-hoc for probabilistic model checking to elicit requirements about emerging users' behaviours. The approach extracts DTMCs that represent the users' behaviours from application logs, and analyses them by means of probabilistic model checking to identify navigation anomalies and emerging users' behaviours. We are extending the approach with probabilistic timed automata [4] to capture other user behaviours.

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## Solving Routing Problem in Multicast Delay Tolerant Networks using Hybrid Routing

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### **Abstract**

*Mobile devices gain increasing importance, both in private and professional sectors. 7.1 billion mobile-connected devices are estimated to exist by 2015, equalling the world's population. Traffic volume generated by these devices shows exponential growth with an expected 26-fold increase between 2010 and 2015, reaching over 6 Exabyte per month in 2015. Already today, such traffic volumes put heavy load on wireless networks, resulting in high cost, and network unavailability. This trend is expected to continue, especially as the fraction of users accessing Internet resources solely through mobile devices grows steadily, reaching an estimated 788 million by 2015—a 25-fold increase compared to 2010. In strong contrast to ubiquitous Internet access in the developed world, only 21% of the population in developing countries have access to Internet resources. Out of those, 48 million mobile phone users—138 million estimated by 2015—have no electricity in their homes; underlining the importance and people's desire for information access. Still, technical availability of Internet infrastructure does not guarantee free access to information: Repressing regimes censor, shut down, and destroy infrastructure-based networks, with countermeasures being taken, e. g., through deployment of infrastructure-less ad hoc networks.*

**Keywords:** *Multicast capacity, delay tradeoffs, Mobile Ad Hoc Networks (MANETs), Mobility models, hybrid random walk mobility models, capacity achieving schemes, Hybrid routing.*

### **Objective**

Objective of this thesis is the integration of infrastructure-based networks, and infrastructure-less delay into hybrid networks. Distributed overlay networks have in the past proven beneficial for developing and deploying novel routing schemes and are to be explored in this thesis for hybrid networks. While development of new routing protocols for MANETs is no objective of this thesis,

focus is on generic applicability for integration of existing routing protocols. Two important use cases are focus in this thesis and are to be supported by the developed system: 1) Providing communication if infrastructure access is sparse, and 2) Offloading traffic from infrastructure networks if infrastructure access is widely available.



## I. Introduction

Wireless technology has provided an infrastructure-free and fast-deployable method to establish communication, and has inspired many emerging networks including mobile ad hoc networks (MANETs), which has broad potential applications in personal area networks, emergency/rescue operations, and military battlefield applications. For example, the ZebraNet [1] is an MANET used to monitor and study animal migrations and inter-species interactions, where each zebra is equipped with a wireless antenna and pair-wise communication is used to transmit data when two zebras are close to each other. Another example is the mobile-phone mesh network proposed by TerraNet AB (a Swedish company) [2], where the participated mobile phones form a mesh network and can talk to each other without using the cell infrastructure.

## II. Existing System

In a mobile ad hoc network where  $n$  nodes move within a unit square. Among them,  $ns$  nodes are selected as sources, and each node has  $nd$  distinct destinations. We group each source and its  $nd$  destinations as a multicast session. Note that a particular node may serves as both a source and a destination in different multicast sessions.

### A. Homogeneous Networks

Mobile ad hoc network model: Consider an ad hoc network where  $n$  wireless mobile nodes are randomly distributed in a unit square. The unit square is

assumed to be a torus to avoid the border effect. We will study the following mobility models

#### 1) Two-dimensional i.i.d. mobility model:

- a) At the beginning of each time slot, nodes will be uniformly and randomly distributed in the unit square.
- b) The node positions are independent of each other, and independent from time slot to time slot.

#### 2) Two-dimensional hybrid random walk model:

Consider a unit square which is further divided into  $1/B^2$  squares of equal size. Each of the smaller square is called a RW-cell (random walk cell), and indexed by  $(U_x, U_y)$  where  $U_x, U_y \in \{1, \dots, 1/B\}$ . A node which is in one RW-cell at a time slot moves to one of its eight adjacent RW-cells or stays in the same RW-cell in the next time-slot with a same probability. Two RW-cells are said to be adjacent if they share a common point. The node position within the RW-cell is randomly and uniformly selected.

#### 3) One-dimensional i.i.d. mobility model:

- a) Reasonably, we assume the number of mobile nodes  $n$  and source nodes  $ns$  are both even numbers. Among the mobile nodes,  $n/2$  nodes (including  $ns/2$  source nodes), named H-nodes, move horizontally; and the other  $n/2$  nodes (including the other  $ns/2$  source nodes), named V-nodes, move vertically.



- b) Let  $(x_i, y_i)$  denote the position of node  $i$ . If node  $i$  is a H-node,  $y_i$  is fixed and  $x_i$  is randomly and uniformly chosen from  $[0, 1]$ . We also assume that H-nodes are evenly distributed vertically, so  $y_i$  takes values  $2/n, 4/n, \dots, 1$ . V-nodes have similar properties.
- c) Assume that source and destinations in the same multicast session are the same type of nodes. Also assume that node  $i$  is a H-node if  $i$  is odd, and a V-node if  $i$  is even.
- d) The orbit distance of two H(V)-nodes is de-fined to be the vertical (horizontal) distance of the two nodes.

#### 4) One-dimensional hybrid random walk model:

Each orbit is divided into  $1/B$  RW-intervals (random walk interval). At each time slot, a node moves into one of two adjacent RW-intervals or stays at the current RW-interval. The node position in the RW-interval is randomly, uniformly selected.

We further assume that at each time slot, at most  $W$  bits can be transmitted in a successful transmission.

**Mobility time scales:** Two time scales of mobility are considered in this paper:

**Fast mobility:** The mobility of nodes is at the same time scale as the transmission of packets, i.e., in each time-slot, only one transmission is allowed.

**Slow mobility:** The mobility of nodes is much slower than the transmission of

packets, i.e., multiple transmissions may happen within one time-slot.

**Scheduling Policies:** We assume that there exists a scheduler that has all the information about the current and past status of the network, and can schedule any radio transmission in the current and future time slots, similar to [4]. We say a packet  $p$  is successfully delivered if and only if all destinations within the multicast session have received the packet. In each time slot, for each packet  $p$  that has not been successfully delivered and each of its unreached destination  $k$ , the scheduler needs to perform the following two functions:

**Capture:** The scheduler needs to decide whether to deliver packet  $p$  to destination  $k$  in the current time slot. If yes, the scheduler then needs to choose one relay node (possibly the source node itself) that has a copy of the packet  $p$  at the beginning of the timeslot, and schedules radio transmissions to forward this packet to destination  $k$  within the same timeslot, using possibly multi-hop transmissions. When this happens successfully, we say that the chosen relay node has successfully *captured* the destination  $k$  of packet  $p$ . We call this chosen relay node the *last mobile relay* for packet  $p$  and destination  $k$ . And we call the distance between the last mobile relay and the destination as the *capture range*.

**Duplication:** For a packet  $p$  that has not been successfully delivered, the scheduler needs to decide whether to *duplicate* packet  $p$  to other nodes that do not have the packet at the beginning of

the time-slot. The scheduler also needs to decide which nodes to relay from and relay to, and how.

### B. Heterogeneous Networks

We introduce  $m$  regularly placed base stations (connected with each other via wires) into the mobile ad-hoc networks and generate a heterogeneous network. All transmissions can be carried out either in *ad hoc mode* or in *infrastructure mode*. We assume that the base stations have a same transmission bandwidth, denoted by  $W_i$  for each. The bandwidth for each mobile ad hoc node is denoted by  $W_a$ . Further, we evenly divide the bandwidth  $W_i$  into two parts, one for uplink transmissions and the other for downlink transmissions, so that these different kinds of transmissions will not interfere with each other.

A transmission in infrastructure mode is carried out in the following steps:

1) *Uplink*: A mobile node holding packet  $p$  is selected, and transmits this packet to the nearest base station.

2) *Infrastructure relay*: Once a base station receives a packet from a mobile node, all the other  $m - 1$  base stations share this packet immediately, (i.e., the delay is considered to be zero) since all base stations are connected by wires.

3) *Downlink*: Each base station searches for all the packets needed in its own sub-region, and transmit all of them to their destined mobile nodes. At this step, every base station will adopt TDMA schemes to deliver different packets for different multicast sessions.

### Example

- If node  $N_{send}$  contains packet  $P$  in its relaying pool to be sent to  $N_{receive}$ , and  $N_{send}$  is in the same cell as  $N_{receive}$ , we call  $N_{send}$  and  $N_{receive}$  a R-D pair.
- If node  $N_{send}$  does not contain packet  $P$  in its relaying pool to be sent to  $N_{receive}$ , while node  $N_{receive}$  does not contain packet  $P$  in its relaying pool to be sent to  $N_{send}$ , and  $N_{send}$  is in the same cell as  $N_{receive}$ , we call  $N_{send}$  and  $N_{receive}$  a S-R pair.

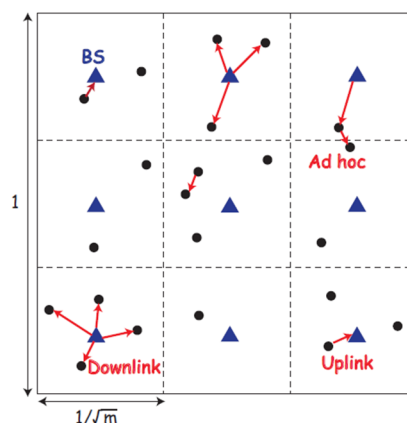


Figure 1  
 Heterogeneous Network with Infrastructure Support

### III. Proposed System

#### A. Random Walks

In the random mobility model a device selects its next destination uniformly at random over the complete network area, i.e., an  $(x,y)$  coordinate that is uniformly at random with  $x,y \in [0km, 2km]$  each. Based on the selected coordinate, a



graph vertex is chosen that is close to the geographic point in euclidean distance. Length-shortest paths are calculated over the graph towards the next destination, and movement speed selected uniformly at random out of the aforementioned  $1-3\frac{m}{s}$ . selection of the next destination vertex based on the network area is performed to prevent bias in case a larger number of graph vertices lie spatially close. This is e.g. the case for rounded streets that are modelled through several small edges which are connected by a larger number of vertices.

### B. Simulation Setup

Category	Value
Mobile Devices	n = 40
Movement speed	Uniformly in $[1,3]\frac{m}{s}$
Ad hoc comm. range	R = 50m
Network area size	City and grid based graphs A = 2x2km
Seeds per scenario	30

Table 1

From these combinations are simulated each with 30 statically independent seeds using a wireless communication range of 50m and the random mobility model reaches steady state distribution of devices on the graph.

### C. Hybrid Routing System

The Hybrid Routing System developed in this thesis provides seamless and transparent routing over infrastructure-based, and infrastructure-less networks.

Its design is based on a novel probabilistic extension of distributed overlay networks into Delay Tolerant Networks. Mobile devices act as opportunistic gateways to provide routing towards infrastructure, and register at a distributed announcement system according to their applicability for routing in the Delay Tolerant Network towards other mobile devices. Addressing is based on flat identifiers alone, without requiring knowledge of geographic locations or current network attachment of devices. Using a novel categorization, existing Delay Tolerant Network routing Protocols can be integrated into the Hybrid Routing System. This Categorization is built upon how routing information is structured, and used. The framework for overlay-based services is used as enabling platform for the announcement system that is built up in the infrastructure-based part of the hybrid network. General steps for the integration of existing Delay Tolerant Network routing protocols are explained, and three exemplary protocols integrated. Two use cases are implemented using the Hybrid Routing System: Providing communication in face of few infrastructure-capable devices, and offloading infrastructure-based networks in case of a large number of infrastructure-capable devices. Extensive simulations provide insight into performance and cost metrics. For example, equipping 40% of mobile devices in a Delay Tolerant Network with infrastructure access boosts the message delivery probability

compared to a pure Delay Tolerant Network, even when only routing a single copy of a message and resigning from replication. For infrastructure offloading, over 30% of traffic can be relieved from infrastructure by accepting a maximal delay of 5 h, and over 50% by accepting maximal delay of 10 h. Compared to the state of the art, the Hybrid Routing Systems does not require dedicated systems, does not require information about geographic location or current network access of devices, and can integrate existing Delay Tolerant Network routing protocols.

### 1) Categorization of Hybrid Routing

The categorization presented in our work for hybrid routing is based on two main ideas: first, the structure of routing information that the protocol maintains, how this routing information is employed in this protocol categorized as:

- Destination-aware
- Self-aware
- Unaware

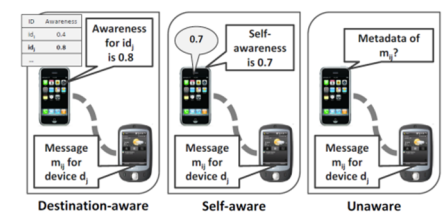


Figure 2

### 2) Illustration

**Destination-aware:** Every device  $d_i \in D$  manages a table

$$T_i = \{(id_j, p_i(d_j)), (id_k, p_i(d_k)), (id_l, p_i(d_l)), \dots\}$$

for devices  $d_j, d_k, d_l, \dots$  it has come into direct or transitive contact. The *destination-awareness*  $p_i(d_j) \in [0,1]$  reflects the applicability if  $d_i$  for forwarding a message to  $d_j$ , with  $d_i \neq d_j$ . For  $d_i = d_j$  the destination awareness for a device itself is complete and therewith 1.

**Self-aware:** Each device  $d_i \in D$  locally manages the *self-awareness*  $p_i$  that reflects the general applicability of  $d_i$  for forwarding messages, irrespective of the message's destination.

**Unaware:** Each message  $m_{ij}$  with sender  $d_i$  and destination  $d_j$  stores a counter  $c$  that reflects the number of replicas allowed for  $m$ . Forwarding is based on metadata in  $m$ , e.g. replication counter  $c$  or TTL counter, irrespective of any awareness.

### IV. Conclusion

The strong growing number of mobile devices results in exponential growth of traffic volumes in infrastructure-based mobile networks. On the other hand this large number of mobile devices is an enabled for infrastructure-less opportunistic networks made up solely by mobile devices and exploit opportunistic device contacts for store-carry-forward routing. While MANETs on their own have limited applicability due to probabilistic message delivery and long delay, their integration with infrastructure-based networks is promising. In this paper we propose flawless hybrid-routing system that can provide end-to-end communication.



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