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April - June - 2023  
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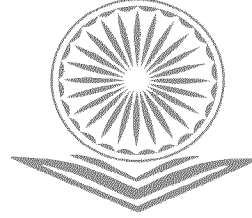
# AJANTA

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Cell No. : 9579260877, 9822620877 Ph. No. : (0240) 2400877  
E-mail : [ajanta3535@gmail.com](mailto:ajanta3535@gmail.com), [www.ajantaprakashan.com](http://www.ajantaprakashan.com)

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**Savitribai Phule Pune University**

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विद्यापीठ अधिकार मंडळाने घेतलेल्या निर्णयानुसार शिक्षकांची नियुक्ती, सेवांतर्गत पदोन्नती (CAS) संशोधन मार्गदर्शक मान्यता (CAS) इत्यादीसाठी खालीलप्रमाणे शोध निबंध ग्राह्य धरण्यास मान्यता देण्यात येत आहे.

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ब) बारकाईने पुनर्विलोकन केलेल्या (Peer Reviewed Journal) संशोधन पत्रिकेतील शोध निबंध. परंतु त्यासाठी सदरची प्रक्रिया Single blind review/Double blind review/Open or Transperent Peer Review पध्दतीने पूर्ण केल्याबाबतचे संबंधित संशोधन पत्रिका संपादकांचे प्रमाणपत्र आवश्यक राहिल. उपरोक्त प्रक्रिया न करता संशोधन पत्रिकेच्या संपादकाने केवळ बारकाईने पुनर्विलोकित केलेले (Peer Review Journal) असे नमूद केले असेल तर ते ग्राह्य धरण्यात येऊ नये.

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गणेशखिंड, पुणे — ४११००७ )

जा.क्र. :- सीबी/६१६ )

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(डॉ. मुंजाजी रामवे)  
उपकुलसचिव

# 1. The Portrait of Downtrodden Voices in Indian Prose and Verses

**Dr. Vinodkumar P. Chaudhari**

Head, Department of English, Arts, Commerce & Science College, Bodwad. Dist.- Jalgaon.

---

“Man is not to fight with other human races, other human individuals, but his work is to bring about reconciliation and peace and to restore the bond of friendship and love.

We are not like fighting beasts. It is the life of self which is predominating in our life, the self which is creating the seclusion, giving rise to suffering, to jealousy and hatred, to political and commercial competition. All these illusions will vanish, if we go down to the heart of the shrine, to the love and unity of all races”.

**Rabindranath Tagore,**

(From Nobel Prize Acceptance Speech, Complete, Works of Rabindranath Tagore, published by K.R.J. Book International, Delhi, 6) P.11.

The Collins Paperback Dictionary states about the word ‘Humanitarian’ as having the interest of mankind at heart. **The word ‘Humanity’ is explained as the human race humanity. Humanity is the quality of being human.** The Oxford Advanced Learners Dictionary of Current English explains the term “Humanism” as ‘.....devotion to human interests, system that is concerned with ethical standards (but not with theology) and with study as man kind.’

The analytical and illustrative study of the words and their meanings results in the facts that human being should work for the development and strengthening of human civilization by working co-operatively with each other by driving out the walls- created by the doctrines as caste, colour, culture, race religion – that differ one human from other under the names as religion, languages, capital, colour and nation. Each human should work for the safety security, and long lasting mankind.

The critical study of the encyclopedia on humanism very clearly narrates that for the proper and orderly functioning of the human life social instruction and its governing rules are necessary. Out of which the human values are introduced and certified..

Unfortunately these human values are trodden under bare feet in the recent years. Man has proved himself as ‘inhuman’ and the most wretched creature of the world who may lead the

world at total destruction. The knowing or unknowing plotting and conspiracy of one human against other human has even changed Charles Darwin's theories of evolution and survival of the fittest.

Humanism fundamentally believes in the development of human civilization by discarding cast, colour, creed, country, continent, race, religion, rich and poor, capitalist and labour, land lord and farm worker and even man and woman too; as these lead at the division of human or humanity. The separation enforces man to present himself or herself superior to others. The comparison begins and with it the conflict, Which result hatred and war. The historical study result in the conclusion that the great human civilizations were collapsed when clashed against each other. This awareness of Brother hood has given birth to social information. The end of slavery, inequality, racial or colour hatred and the birth of social equality, and democracy are all the result of social reformation. Hence today any 'inhuman' is brutally criticized or condemned by the universe. The industrial educational, scientific and technological growths have brought human beings under unified roof of globalization and universal understanding and peace. The humanism in this sense rejects 'social wrongs ill and evils'. Humanism thus encircles human concerns only. It does utter human and 'mankind' continuously: "Humanism is an approach in study, philosophy, world view or practice that focuses on human values and concerns, attaching prime importance to human rather than divine or supernatural matters." (Internet: Wikipedia)

Hence in this multi facial word of globalization it as a need as time to recall, reevaluate and discuss on the Humanism for human's sake. Rees says "literature is writing which expresses and communicates thoughts feelings and attitudes towards life. (Rees:1979 p2)" W.H. Hudson too celebrates these humanly colours as literature: Literature is vital word of what men have seen in life; what they have experienced of It; what they have thought and felt about those aspects of it; which have the immediately enduring interest for all of us." (Hudson :1986, p8)

The role as literature and its eternal affinity with society is as great value in restrengthening and restricting healthy and harmonious human relations among themselves. Rabindranath Tagore and Premchand to celebrate humanism and human values through their short stories which are translated in English.

The Godan celebrated Hindi novelist Premchand's literary stream overflows with humanity. His 24 hort stories are translated into English entitled as 'The World of Premchand' (1969). The Marriage of Gangu and Gomti in the story **The Child** darkens the term humanism by exposing the hypocrisy of the society.

The Nobel Law rate Rabindranath Tagore's 'My Lord, The Child' appears in the collection entitled as 'Hungry and other Stories', narrates the humanitarian attitude of a domestic servant Raicharan who scarifies his own son for the satisfaction of his master.

You ask, but give me back my child. The baby had gold ornaments on his body Who knows?" (P.5) Raicharan sacrificed his child for the sake of his Magistrate Master by introducing Phailna as his lost and stolen child. By sacrificing his blood relations, Raicharan has serves 'Humanism' and he becomes an embodiment of humanity.

**'The Child' has there major characters:** the master- narrator, his Brahmin servant Gangu and Gombi, wife to Gangu. Gombi is a woman of doubtful reputation she has been driven out of window's Home. The Authority had tried at their best to bring Gombi in the mainstream social life by getting her married twice, but she failed to play role of a wife with any person. Gombi is an object of sexual satisfaction for love-lorn youngsters of the Mohall. Any socially reputed person cannot accept her as wife on any cost who had left three husband. The illiterate, honest and socially reputed servant Gangu marries Gombi and becomes an object of social criticism. He is driven out of his services by his master for the same cause.

**The narrator- master states:** "I felt annoyed with and sympathetic towards Gangu. "Why couldn't this stupid man find another woman to marry?" I said to myself. I was certain that she would not stick to him for more than a few days" (P.157). But Gangu is humanistic reply makes his master a dumb fellow, he says," where there is no love, you cannot expect a woman to stay on. You cannot expect a woman mere board and loding" (P.157) According to the beliefs of society Gombi soon deserts Gangu. Gangu continues earring by hawking and cannot get disturbed physically or psychologically. His story becomes a source of laughter for all. He honestly says, "I don't know what shortcomings she found in me that she decided to leave. I wasn't enough for her she was educated and I am an absolute illiterate. Whatever she might have been for other men, for me she was definitely a goddess. I must have been at fault somewhere that she decided to leave." (P.159). After a month the master-narrator sees Gangu with a new – born baby in his hand. Gombi returns after giving birth to a child in Women's Hospital at Lucknow. The baby becomes endless fountain of delightful moments though it is born within six months of his marriage to Gombi. The narrator says," Even Nanda could not have felt such joy at getting Krishna."(P.160) Gangu's further humanitarian thoughts make him an idol of humanism. He says," I would love it (child) as my own. After all, when one takes a harvested field one does not refuse the crop merely because someone else has sown it."(P.161) The master-narrator certifies Gangu:" You are an embodiment of goodness." (P.162)

Both the short stories narrate the fundamental virtues of Humanism. Raicharan sacrifices and Gangu's innocent humanly feelings at Gomti, metaphorically presents humanism deeply.

Arun Kolatkar's, a bilingual poet, poetic world encircles the frustration, disillusionment and the predicament of human beings with both the sympathetic and ironic tones. These essentials of his verses offer human touch to his spontaneous expressions. The *Jejuri* has thirty one sections out of which An Old Woman and The Blue Horse are echoes of the marginal and subaltern voices.

An Old Woman whispers about the poverty, wretched, humiliating, hopeless conditions of an old beggar woman, who lives on the aids and alms of visitor-devotees at the famous temple of Lord Khandoba, Jejuri, Pune (Maharashtra). The old beggars woman is not only battered by age and time but also by Fate too. She doesn't allow one to step further, grabs, follows his and hobbles along for "a fifty paise coin". Her humble tunes are overheard, wrinkles that have caused cracks to her face and eyes like 'bullet holes' are seen :

"What else can an old woman do  
On hills as wretched as these?"

R. Parthasarathy sings the poetic creativity of Arun Kolatkar, "*Jejuri* is a long poem in thirty one sections. Apparently it is about the poet's irreverent odyssey to the temple of Khandoba at Jejuri, a small town in Western Maharashtra. In reality, however, the poem oscillates between faith and skepticism in a tradition that has run its course. Kolatkar expresses what he sees with the eye of a competent reporter in a language that is colloquial and spare. The result is a poem of unexpected beauty and power." (Parthasarathy R.: 1991, 40) The human figure is cracked, broken and battered, tattered, ragged, cornered by time and the social elements too. The poet-speaker says,

"She won't let you go.  
You know how old women are.  
They stick you like a burr."

Her existence is meaningless and limited to her physical presence only. No one cares about her neither God, the Almighty, nor the so called humans. When she hobbles and drags herself at visitors, the whole nature gives response:

"And the hills crack.  
And the temples crack.  
And the sky falls."

These expressions have offered the poem highly metaphorical touch as the objects of Nature convey the wretched condition and poverty of the old woman. The poem is acknowledged for its pity invoking images, similies and metaphors: eyes like ‘bullet holes’, ‘hills crack’, ‘temples crack’, ‘sky falls’, ‘the shatterproof’ etc. M. K. Naik talks on ironic tone of the poet: “This is obviously a vision of primeval vigour and the joy of the sadly missing both from the temple and the railway station. The poet is generally sceptical and ironic, though moments of sympathy do break in. The poem opens with a journey and closes with the return journey in the offing, thus suggesting the motif of a quest.” (Naik M.K: 1992, 208)

The Blue Horse is another section of the *Jejuri* that exposes the humiliating situation of the marginal-singers-worshippers, who are since ages, generation after generation, physically and emotionally exploited by themselves and by the socio-ethnic institutions. The ‘black-burnt-skinned’, ‘fallen faced’, and ‘toothless singer’ sings hymn to God, while the ‘blue faced’ drummer thumps the tambourine and his ‘pock-marked’ brother “twiddles, tweaks and twangs

On the one-string thing.”

The poet ironically refers them as “God’s own children, making music.”

Gieve Patel’s, who is deeply related to the deprived masses of society, *Servants*, *Nargol* and the second section of the cultural poem *Naryal Purnima* depict the poverty, pain, unending suffering of the poor, exploited, underprivileged, downtrodden, underdogs, their placelessness and unhoused condition.

Gieve Patel, a medical practioner by profession, has the first hand experience of human passion and emotion that offer a realistic and situational touches to his poetic world. The later part of *Naryal Purnima* narrates the oppressed lives of the poor and poet’s deep regard for the down trodden.

He goes on criticizing them too by focusing on the weaknesses of these fated lot of society only to overcome and create their own identity in the world:

“Eternally ignorant, stranded through ages,  
Pesky beggars unwilling to work,  
Their language a pointless gargle,  
Their skin dirty and dark.”

The question, “Do I sympathize merely with the underdog?”, offers his objectivity to look at the deprived sections of society.

The *Servants* is sentimental in tone and overflows with the minute observation of the physical features and the socio-ancestral background of the marginal figures of society:

“They come of peasant stock,  
Truant from an insufficient plot.”

These marginal-servants since ages have been accepting helplessly their unfortunate fate, without protest, and the injustice done to them besides the tales of suffering and pain. They are too humble to express themselves as if they don't have own thoughts:

“They sit without thought,  
Mouth slightly open, recovering,  
From the day, and the eyes,  
Globe into dim,  
But are not informed because,  
Never have traveled beyond this silence.”

They are no more than pet animals or stray dogs for society. Their meek acceptance of the time, humble physical appearance, dark skin, hard fingers, aimless living, eternal dullness and pessimistic approach to life all throw them away of the mainstream of worldly activities:

“They sit like animals.  
I mean no offence. I have seen  
Animals resting in their stall,  
The oil flame reflected in their eyes,  
Large beads that though protruding...”

Gieve Patel's *Nargol* depicts the miserable condition of a beggar woman who is suffering from leprosy, a disease conventionally cursed by the social institutions. Hunger is one side and the suffering caused by the superstitious beliefs at the leprosy is another itching aspect of her life, both have put her at the marginal section of society. Poet's approach at the diseased figure is positive one and completely opposite than that of the social-ignorant, hence the lepers behave familiar with him: “Lepers don't disgust me.” M. K. Naik says, “Being a medical practitioner by profession, Patel is all too familiar with the pain, disease and death; and tries to talk about them with clinical detachment, which cannot, however, completely obliterate his deep human sympathies.” (Naik M.K:1992, 204)

The images ‘necklace pendulant’, ‘cringing smile’, ‘Leper-face’, ‘leoline’, themselves convey the humiliating condition of the beggar woman. Her hunger of food and alms is compared by the poet with the hunger of lion. Moreover her humble acceptance of the cruel time is realistically painted by the poet:

“She passes by’  
I skip a word, she cannot  
Meet my eye, grins timidly, goes on;  
Accepted fact  
This is not the time.”

She continuously follows the poet, appears again in front of her rich master’s house completely voiceless and seeing the “Master, unquestioned” departs. The master-poet curses himself, “Cruel, you’re cruel.” On Patel’s sympathetic attitude at the underprivileged, M.K. Naik says, A strong sense of compassion establishes for him some kind of bond between himself and the underprivileged \_ a leprous woman or the brown whores of Bombay or domestic servants for example\_ and gets his nagging social conscience working.” (Naik M. K.: 1992, 204)

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## 2. Usages of Harmonic Analysis in Mathematics

**Manisha Digambar Shinde**

Research Scholar, Shri JJT University, Jhunjhunu, Rajasthan.

**Dr. Madhukar Mhaluba Palve**

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### Abstracts

It is being investigated how the classical Fourier transform of  $R_n$  may be applied to ordinary objects like temper distributions. For example, if you wish to impose certain constraints on the distribution  $f$ , you may use Fourier changes in  $f$  to modify these requirements. One example is the pale Weiner theorem. Polyline's theorem states that if  $f$  is a non-zero distribution that is strongly supported (including functions that are strongly supported), then its Fourier transform is not strictly supported (that is, one signal is one). If you are limited to a domain, it exists in another domain). In a harmonic analysis system, this is the most fundamental kind of uncertainty policy.

**Key Words:** Harmonic Analysis, Mathematics, Uses of Harmonic Analysis.

### Introduction

To explain a function or signal as a superposition of fundamental waves, harmonic analysis uses the Fourier series and Fourier transforms (that is, a drawn out type of Fourier examination). Quantum physics, wave analysis, and neuroscience are only few of the many branches of mathematics that have developed during the last two centuries. The word "harmonium" comes from the ancient Greek word harmonics, which means "master of music". Even if the term "integral multiples of each other" has been expanded beyond its original meaning, harmonic frequencies of notes are now related to waves that are integral multiples of each other in physical eigenvalues theory.

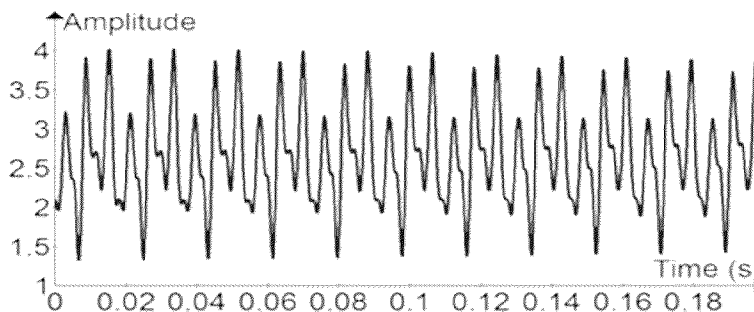
Hilbert can easily explore Fourier series in terms of space, bridging the gap between harmonic and functional analysis. The Fourier transform is available in four different forms. Individual / Period-Individual / Period: Digital Fourier Transform, Continuous / Period-Individual / Aperiodic: Fourier Analysis, Unique / Aperiodic-Continuous / Climate: Fourier Set: Continuous / Aperiodic-Continuous / Aphrodisiac: Fourier Change).

### Harmonic Analysis

Abstract harmonic analysis in the mid-twentieth century, terrain group analysis was one of the most current developments in harmonic analysis. The numerous Fourier transformations are the most intriguing concept. Within the Hausdorff Local Compact Terrain Group, this may be extended to specified functional changes. Ponziac duality is the theory of compact groups of abelian groups. Harmonic analysis looks at the characteristics of binary and Fourier transformations and tries to apply them to various systems. For example, non-affiliated phoney organisations. Harmonic analysis, in general for non-ablated internal compact groups, is strongly connected to single-group representation theory.

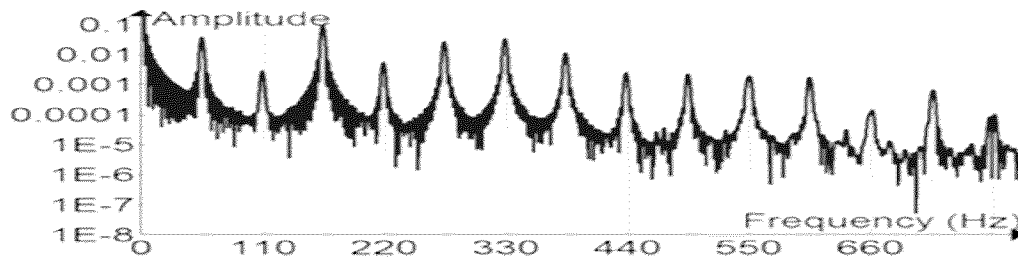
Peter-theorem Weil's for compact groups explains how to obtain compliance by selecting an irreversible representation from each equivalence class representation. The traditional Fourier transform, adaptability to the product of dotted lines, and a comprehension of the underlying panel structure are all important aspects of this harmonic selection. Non-transient harmonic analysis is another option. No general satisfaction theory is presently known unless the group is affiliated or compact ("satisfaction" is at least as strong as Blancher's theorem). Some particular examples, such as Slang, have been investigated. The depiction of infinite dimensions plays an essential role in this scenario. There are more divisions moreover. The eigenvalues and eigenvectors of the Laplace an overseer on spaces, items, and (insignificantly) maps are also thought to be in symphonies assessment. Take a look at the shape of the drum, for instance. In harmonic analysis of Euclidean intervals, the Fourier transform of  $R_n$  is examined. In the common group, there are no analogues. The Fourier transform, for example, is cyclical. The Fourier transform's radial and spherical component distortions give rise to issues like bezel functions and spherical harmonics. The features of Hardy space are generalised to a wider dimension in harmonic analysis of the pipe domain.

### Application Harmonic Analysis



Open string bass guitar time signal note (55 Hz) Fourier transform of an open string bass guitar time signal A note (55 Hz). The notion or assumption that an event or signal is the sum of its individual vibration components is the starting point for many harmonic analysis applications in science and engineering.

A sea wave and a vibrating string are a typical and easy illustration. In order to forecast the fundamental features of vibrational components such as amplitude, frequency, and phase, the theoretical method seeks to characterise the system using multiple equations or simultaneous equations. The exact equation depends on the domain, but theory usually tries to choose an equation that represents the main principle.



The purpose of most tests is to collect data that accurately reflects the situation at hand. In wave research, for example, researchers collect samples of water depth throughout time at frequent enough intervals to track each vibration across time. (which may include several vibration cycles) increase. In the study of vibrating strings, testers typically receive sound waves that are twice the maximum expected frequency and several times longer than the expected low frequency.

For instance, a low pitch guitar playing an open string with a bass recurrence of 55 Hz might be found in the upper right of the picture. The sound waveform Although the waveform is by all accounts wavering, it is more perplexing than a straightforward sine wave, demonstrating that extra waves are available. The Fourier transform is a mathematical analytical approach that may be used to highlight the many wave components that contribute to sound. The findings are shown in the diagram below. Basic products of 55 Hz are connected to 110 Hz, 165 Hz, and different frequencies, notwithstanding the way that 55 Hz has an enormous pinnacle. Accordingly, the major recurrence of string vibration still up in the air to be 55 Hz.

### **Conclusions**

Harmonic analysis is boon for physics as well as music industry. The words sound as well as waves created form fundamental singles of hearts. So that harmonic theorem and analysis is very useful for all especially useful technical subjects and all Engineering fields.

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### **3. A Study of Corporate Social Responsibility under Companies Act 2013**

**Dr. Mrs. Kanchan M. Sananse**

Associate Professor in Commerce, HOD – Business Practices, R. N. C. Arts, J. D. B. Com.  
and N. S. C. Sci. College, Nashik Road.

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#### **Abstract**

Corporate Social Responsibility (CSR) also called as Corporate Conscience, Corporate Citizenship, Social Performance, or Sustainable Responsible Business / Responsible Business. It is a form of corporate self-regulation, integrated into a business model. ‘Since ancient times we Indians have followed the philosophy that ‘Service to mankind is service to God’. Corporate Social Responsibility (CSR) is based on moral grounds. It is an obligation beyond the law. It helps to realise that what is required by corporate entity to pursue its long term goals which are good for the society and its welfare. It is a continuous commitment made by the business entity to behave ethically and through that, contribute to the economic development of its own business and also of the society and the nation as a whole. The CSR activity is not forced by the law and is completely self driven till August, 2013. As stated in Corporate Social Responsibility Voluntary Guidelines 2009, in order to assist the businesses to adopt responsible governance practices, ‘the Ministry of Corporate Affairs has prepared a set of voluntary guidelines which indicate some of the core elements that businesses need to focus on while conducting their affairs.

The Lok Sabha of India on 18<sup>th</sup> December, 2012 passes the Companies Bill which requires companies to spend 2 per cent of their net profit for Corporate Social Responsibility (CSR) activities, thus probably making India the first country in the world where CSR will become a mandatory requirement for companies once the Bill becomes an Act.

The Companies Act, 2013, enacted on 29<sup>th</sup> August 2013 on accord Hon’ble President’s assent, has a potential to be a historic milestone, as it aims to improve corporate governance, simplify regulations enhance the interests of minority investors and for the first time legislates the role of whistle- blowers. The new law will replace the nearly 60 year old Companies Act, 1956. Clause 135 of the Companies Bill (the “CSR Clause”) requires a qualifying corporation to

spend on CSR at least 2 percent of its average net profits made in the preceding three financial years (the “2 Percent Formula”). A qualifying company that fails to spend the required amount will have to explain that failure in the report of the board of directors. Certain criterion / list are also suggested from which companies can choose to undertake CSR activities depending upon the area in which the company is interested. This is an indicative and not an exhaustive list.

**Key Words:** Corporate Social Responsibility (CSR)

### **1. Introduction**

‘Since ancient times we Indians have followed the philosophy that **‘Service to mankind is service to God’**. Thus socially responsible behavior has been essence of our ancient culture for years together. Basically man is a social animal and cannot leave without the society in isolation. Man controls business of corporate which is further linked with the society. Corporate business and society always go hand in hand. Business activities create both positive and negative impacts/externalities for the society as well as the environment. Over the years the expectations that the business should take care of society and environment is on continuous rise. Business has responded to these increased expectations through a set of activities called as Corporate Social Responsibility.’

Corporate Social Responsibility (CSR) is based on moral grounds. It is an obligation beyond the law. It helps to realise that what is required by corporate entity to pursue its long term goals which are good for the society and its welfare. It is a continuous commitment made by the business entity to behave ethically and through that, contribute to the economic development of its own business and also of the society and the nation as a whole. Thus, CSR is about how companies manage the business to produce an overall positive impact on the Society at large.

Social Responsibility or Corporate Social Responsibility (CSR) is ‘Making Good Business Sense’. ‘It is a continuing commitment by business to behave ethically and contribute to the economic development while improving the quality of life of the workforce and their families as well as of the local community and society at large.’<sup>2</sup>

‘Corporate Social Responsibility (CSR) also called as Corporate Conscience, Corporate Citizenship, Social Performance, or Sustainable Responsible Business/ Responsible Business. It is a form of corporate self-regulation, integrated into a business model. CSR policy functions as a built-in, self-regulating mechanism whereby a business monitors and ensures its active compliance with the spirit of the law, ethical standards, and international norms. In some models,

a firm's implementation of CSR goes beyond compliance and engages in actions that appear to further some social good, beyond the interests of the firm and that which is required by law. CSR is a process with the aim to embrace responsibility for the company's actions and encourage a positive impact through its activities on the environment, consumers, employees, communities, stakeholders and all other members of the public sphere.’<sup>3</sup>

## **2. Objectives of the study**

1. To know the concept of Corporate Social Responsibility (CSR)
2. To study norms and regulations of Corporate Social Responsibility (CSR)

## **3. CSR Norms and Regulations**

CSR is a complete voluntary business initiative taken by company's entities who are engaged in doing commercial business activities. The CSR activity is not forced by the law and is completely self driven. As stated in Corporate Social Responsibility Voluntary Guidelines 2009, in order to assist the businesses to adopt responsible governance practices, ‘the Ministry of Corporate Affairs has prepared a set of voluntary guidelines which indicate some of the core elements that businesses need to focus on while conducting their affairs. These guidelines have been prepared after taking into account the governance challenges faced in our country as well as the expectations of the society. The valuable suggestions received from trade and industry chambers, experts and other stakeholders along with the internationally prevalent and practiced guidelines, norms and standards in the area of Corporate Social Responsibility have also been taken into account while drafting these guidelines.’<sup>4</sup>

Today numerous projects and activities are taken up by different companies in the area of CSR. Many companies have set up separate CSR departments and knowledgeable staff there under, that exclusively plan and execute CSR activities for their business entities.

### **3.1 Companies Bill**

**The Lok Sabha of India on 18<sup>th</sup> December 2012** passes the Companies Bill which requires companies to spend 2 per cent of their net profit for Corporate Social Responsibility (CSR) activities, thus probably making India the first country in the world where CSR will become a mandatory requirement for companies once the Bill becomes an Act.’<sup>5</sup>

### **3.2 The Companies Act, 2013**

‘The Companies Act, 2013 (‘2013 Act), enacted on **29<sup>th</sup> August 2013** on accord Hon’ble President’s assent, has a potential to be a historic milestone, as it aims to improve corporate

governance, simplify regulations enhance the interests of minority investors and for the first time legislates the role of whistle-blowers. The new law will replace the nearly 60 year old Companies Act, 1956 ('1956 Act').<sup>6</sup>

### 3.3 Mandatory CSR Clause

**'Clause 135 of the Companies Bill (the "CSR Clause") requires a qualifying corporation to spend on CSR at least 2 percent of its average net profits made in the preceding three financial years (the "2 Percent Formula")**. A qualifying company that fails to spend the required amount will have to explain that failure in the report of the board of directors.

### 3.4 Fines and/or Imprisonment for Failure to Comply and Report

While a company is not subject to liability for failing to spend on CSR under the 2 Percent Formula, a company and its officers are subject to liability for not explaining such a failure in the report of the Board of Directors. Failure to explain is punishable by a fine on the company of not less than 50,000 rupees (about U.S. \$900) and up to 25 *lakh* rupees (about U.S. \$46,000). Further, officers who default on the reporting provision could be subject to up to three years in prison and/or fines of not less than 50,000 rupees (about U.S. \$900) and as high as 5 *lakh* rupees (about U.S. \$9,200).

### 3.5 Qualifying Companies

The CSR Clause of the Companies Bill is applicable to any company with:

1. A net worth of rupees 500 Crore (about U.S. \$90 million) or more;
2. A turnover of rupees 1000 Crore (about U.S. \$180 million) or more; or
3. A net profit of rupees 5 Crore (about U.S. \$900,000) or more in any fiscal year.<sup>7</sup>

### 3.6 Suggested list of CSR activities

'Given below is a list of areas from which companies can choose to undertake CSR activities depending upon the area in which the company is interested. This is an indicative and not an exhaustive list.

1. **Education:** Illiteracy eradication, adult literacy, educating street/ slum children, girl child education, school, colleges, vocational courses, technical courses, assisting the needy.
2. **Literary Activities:** Poem Recitals (Kavi Sammelan, Mushaira), library for poorer sections of society.



3. **Performing Arts Development:** Drawing, painting, embroidery, craft, dance, drama, singing and performance of musical instruments.
4. **Health care and Nutrition:** sanitation, dispensary, primary health care centre, X-Ray facilities, pathological lab, hospital, ambulance, blood bank, medicines, donation of eyes, donation of organs, health check-up camps, emergency relief, reduction of incidents of Leprosy/ Malaria/TB/HIV-AIDS.
5. **Physical Fitness:** Physical exercises, yoga.
6. **Facilitating the physically challenged** through creation of employment opportunities, vocational training.
7. **Sports:** Indoor and outdoor games, including traditional Indian ones like wrestling (kushti), kabbadi etc.
8. **Rights:** Encouraging the observance of rights of children/ women/men/employees/ consumers/animals. Providing legal assistance to victims of certain abuses.
9. **Consumers:** Educating consumers of their rights and any side effects related to the use of products/ services.
10. **Rural Development:** Development of the poorest people, self help groups, social entrepreneurship development, assisting and marginalised and people below poverty line to develop and improve earnings.
11. **Urban Development:** Hygiene in slums, helping street children to develop.
12. **Social service** in chosen field.
13. **Heritage Conservation:** Monuments, buildings, weaving, pottery, carvings on various wood/ bones/ stone/ metal, painting, singing, folklore, dances, others.
14. **NGO:** Identify and support a particular NGO and ask them to undertake the specified activity.
15. **Environmental concerns:** Water, air emissions, waste (hazardous, non- hazardous), global warming, energy (non-renewable and renewable), Habitat Plantations/ Forests.
16. **Homes for Aged:** People, Animals (Gaoshala i.e. Cow Shelter
17. **Living Species:** Fish, birds, insects, reptiles and animals. The area of coverage and focus could be prevention of cruelty to animals, medication/treatment facilities, ensuring bio diversity, preservation of endangered species including wild life preservation and many others.<sup>8</sup>

#### **4. Conclusion**

Industries believe in building and improving strong businesses that have their roots planted firmly in the values of upliftment and betterment of the community and on the other side, care for the precious environment around them. In a bid to truly stay with this commitment, now industries has suggested to adopt various initiatives to make this world a better, greener and more peaceful place for the living of the mankind. Education and employability for the poor and needy people living in the society has been the main goal of industries where they try and give back to the community in as many ways as possible through Corporate Social Responsibility (CSR).

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## 4. Representation of Inhuman Treatment in Bhishma Sahni's *Tamas*

Dr. Ayodhya Kalyan Jadhav

SMN College of Commerce and Arts, Pune.

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### Abstract

The Partition of India and Pakistan in 1947 depicts the most horrible event in the history of the twentieth century. Bhishma Sahni's *Tamas* (1974) is set in the background of the partition of India and Pakistan. This inhuman event occurred based on communal conflicts. The inhuman treatment is given to men, women, and children. Especially, women and girls become vulnerable victims during riots. Some fundamentalists and extremists are mainly responsible for the sufferings of common people. There are some victims of the situation like Nathu, Harman Singh, Banto, Jasbir, and Iqbal Singh. The British Government always wanted communal disharmony and people were fighting among themselves based on religious conflicts. An acclaimed writer Bhishma Sahni has portrayed the picture of migration, anxiety, suffering, and devastation of innumerable people in his novel *Tamas* (Darkness). This novel is a series of many horrible episodes. This paper aims to expose the inhuman treatment which is given to human beings at the time of the partition of India and Pakistan.

**Keywords:** Partition, bloodshed, inhuman treatment, violence, murder, rape, and riots

### Introduction

Bhishma Sahni's *Tamas* has received the Sahitya Academy Award in 1975. He also won the distinguished writer award for the Punjab Government, the Lotus Award of the Afro Asian writers' Association, and the Soviet Land Nehru Award. First, the novel was written in Hindi, and later on, the author himself translated it into English.

After the partition in 1947, his family chose to settle in India and took the last train to India and settled down in Delhi. After coming to India, he taught English at Delhi University College. Sahni's *Bhagya Rekha* (line of fate), the first collection of short stories was published in 1953. Then he moved to Moscow to work as a translator and translated twenty Russian books into Hindi. In 1963 he returned to India and started teaching at Delhi University. Besides, to his credit, there are five novels add collections of short stories, three plays, and a biography of his

late brother, the writer and actor Balraj Sahani. Bhishma Sahni (1915-2003) witnessed the turbulence Abdul period as a young man. He has a period of intense turmoil- people sacrificing their lives for the freedom of the country. The unprecedented communal violence was evoked by the careless manipulation of the religious sentiments of different communities. From Saadat Hasan Manto's *Toba Tek Singh* (1985), Bapsi Sidhwa's *Cracking India* (Ice Candy Man), Rahi Masoom Reza's *A Village divided* (Adha Gaon), Kamleshwar's *Kitne Pakistan*, Khushwant Singh's *Train to Pakistan* to Shashi Tharoor's *The Great Indian Novel* (1989) deal with the story of partition, bloodshed, violence and a history of Indian Independence.

Bhishma Sahni's *Tamas* (Darkness) opens with Nathu, a lower-class tanner, he wants to give his best to kill a pig for a note of five rupees. His upper-caste boss Murad Ali gives him a note of five rupees. This pig-slaughter episode shows how the political leader Murad Ali manipulates the poverty-stricken and innocent Nathu. Nathu, a poor young man becomes the victim of his boss. His pregnant wife was waiting for him till late at night. He heaved a sigh of relief at last by killing a pig.

"Tamas is a brilliant Novel because Sahni demonstrates that the Indians are historically conscious only of religious differences and not their fundamental Unity... Racially, the Indians whether Hindus or Muslims, someone... the Indian, in whose memories history, and myth are so often blurred, have only observed the difference. This point is made tellingly by Sahni. It is also an appropriate point, considering that the subject is partition." (The Literary Criterion, P.15)

The dead pig is thrown in front of the mosque. As a result, the local people of the Muslim community became very violent and pelted stones at the other religion. The next morning, they killed a cow and threw it on the steps of the temple in retaliation. This episode brings a lot of turbulence and bloodshed in the Muslim and Hindu community. The representatives of the Congress, Bakshiji, the Secretary of the District Congress Committee, Mehtaji, and the President of the Congress, Muslim League, and Sikhs reached the door of the District Deputy Commissioner Richard to report the violence but Richard declared that he is unable to do because power was controlled by Jawaharlal Nehru and Patel. The District Deputy Commissioner Richard has made a delay the implementation of the curfew and during that time a lot of people were killed. Nathu first refused to kill a pig but later on succumbs to the good return of five rupees. He feels guilty for killing a pig when he comes to know that the dead pig at the stairs of the mosque is killed by him. At the end of the novel, he also dies in the riot.

Lack of brotherhood brings a sense of nostalgia, loss of attachment towards soil, insecurity, and loss of feeling. If the Muslims, Hindus, and Sikhs unite, they will defeat the Angrez's (Britishers) plans. If they will keep quarreling among themselves then it will strengthen their plans. Comrade Devdutt, Harbans Singh, and Allah Dad have tried to solve the tensions through a discussion but some men like Murad Ali always promoted violence.

Jarnail is also murdered during the riot. Like Jarnail, Mahatma Gandhi was sure to find his end at the hands of a religious fundamentalist. Gandhi was not ready for the partition. Mahatma Gandhiji has said: "Pakistan can only be formed over his dead body." (Tamas 35) Jarnail followed the ideology of Mahatma Gandhi. At the outset, he wore a military dress. He represents himself as the miniature of Winston Churchill's 'Half-Naked Fakir'.

In the novel, Chapter 16 deals with a tragic Journey of an old couple Harnam Singh and his wife Banto. They had a shop in a village named Dhok Ilahi Buksh but rioters turned them out of their house. Yesterday Harman Singh was a prosperous shopkeeper but today he became homeless. Today he was begging for shelter at the door of a Muslim family. The village is predominated Muslim community and a few houses of Sikh families. They were forced to live village and everything. After walking a long distance, they reached a house and knocked on the door. Then a woman named Rajo and her daughter-in-law Akran offered them shelter and saved their lives. Rajo's caring and nurturing attitude give strength to the old couple. Jaidev rightly points out:

"Whatever or however we might have turned into a nation, the nation today is a realized fact, albeit admittedly a badly realized fact acutely in need of redefinition and negotiation right at the conceptual level." (Jaidev 38)

There was a lot of commotion in the village. Harman Singh assured his wife that if something will happen, first he will shoot his wife with a gun and then he will shoot himself. But Rajo has taken his gun away from him because of fear of killing her men. Ramzan was very volatile by nature and could easily lose his temper. Ramzan has taken an axe in his hand to kill the old Sikh couple but could bring himself to the point of striking with it. He pulled Harnam Singh down and his turban fell off. A couple of times, Ramzan has taken tea and somehow he controls his anger. He has given brutal treatment to all the Sikhs in the riot. On the other hand, Ramzan's father Ehsan Ali is a kind person. Ehsan Ali says:

"It is because of our past friendship otherwise my blood boils when I think of what the Kafir have done in the City". (Tamas 125)

The relationship between Harman Singh and Ehsan Ali stands for peace, attachment, and compassion. The Muslim family shows a path to a Sikh family to some extent. Harman Singh and Banto met Jesbir at Seyyadpur. The cruelest act is done with Harman Singh's son Iqbal Singh. Iqbal Singh's name is changed to Iqbal Ahmed by Muslim fundamentalists. He is fed cow meat forcefully. The act of eating cow meals is not acceptable in the Sikh community. It makes to ponder over Hindu ideology and Muslim ideology. In addition to this, he has to wear Muslim clothes. He married a Muslim widow. Any literate person will not kill the feelings of any person. Such types of inhuman treatment are done based on communal hatred. The situation was fast deteriorating. The unpleasant cries of Slogans like Allah-o-Akbar, Jo Bole So Nihal, and Sat Sri Akal were also making the worst situation at that time. Stanley Wolpert has penned down in favor of partition:

“Few individuals significantly alter the course of history. Fewer still modify the map of the world. Hardly anyone can be credited with creating a nation-state. Mohammad Ali Jinnah did all three.” (Wolpert 2005)

Jasbir, a Sikh woman with many other women of the Sikh community sang a song and then plunged into a well. Their suicide in well makes us think about our past. The water of the well becomes redder and after some days the dead bodies of women and children were floating in the well. These women protected themselves from the rioters and committed suicide by jumping into the well.

Another inhuman treatment occurred in the case of Prakash. A Brahmin girl is imprisoned by a Muslim boy named Allah Rakha. Allah Rakh already was keeping his eyes on that girl. But in the riot, he has taken an opportunity to bring her to his house. He tied her hands with a handkerchief in his house. She has not touched the food that was touched by a Mussalman's hand. He forcefully opened her mouth and kept a piece of burfi (sweet) in her mouth. Prakash's mother has filled in the complaint about it. She knows the culprit of her daughter but cannot do any justice.

Like Prakash, a thousand girls have become the victims. Many women have surrendered themselves and married Muslims. Here, Prakash is the representative of the victim.

At the end of the novel, the conversation between Richard and his wife Liza focuses on Liza's attitude toward humanity and Richard's detachment from society. Liza says that he is happy in the atmosphere of riot and bloodshed. Being a doctor, Liza takes care of injured people in riots. On the other hand, she asks a few questions Richard- What kind of man are you, Richard? Even in such places, you have an eye only for birds. You only hear the larks singing." (Tamas 161) Sarcastically, Liza asks, "Are you happy, aren't you? Yes, you were about to write a book?" Are you being transferred? (Tamas 161) Richard says that there is no question of promotion in this situation. He gives the reference of Commissioner Lawrence and his wife who gave him a sofa. Lawrence's wife also got into trouble with him and married an Army man. The British Government wanted to keep silent on the matter of communal disharmony.

### **Conclusion**

Bhishma Sahni's *Tamas* vividly depicted the inhuman treatment which is given to men, women, and children by the rioters. Journal is brutally killed by rioters. Jasbir and several women along with their children plunged into a well and lost their lives to protect themselves from rioters. Some women surrendered themselves. Iqbal Singh has also become a victim of Muslim leaders. He married a Muslim Widow and was even forced to eat cow meat. A Brahmin woman reported a complaint of a missing daughter even though she knows the Muslim boy who has imprisoned her daughter. A poor man Nathu is being killed whose pregnant wife has recognized Nathu's face in the camp from the various dead bodies. A Relief Camp was held for the betterment of people.

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## 5. Expansion of Road Transport in Suburban Bombay 1898-1957

Dr. Madhu Kelkar

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### Abstract

This article traces the development of roads in suburban Bombay from the beginning of the nineteenth century to 1957 the year which saw the merger of the suburbs of Borivali and Dahisar into the Bombay Municipal limits. It argues that although the idea of suburbanization had been entertained since the 1860s, and particularly encouraged after the plague of 1890s to relieve the core city of congestion and the concomitant insanitation, the process of suburban development was haphazard and clearly vitiated by the contradictory policies of the colonial government. Road building which happened under the Bombay Improvement Trust (1898) and the Town Planning schemes of the Bombay Development Department was not just lackadaisical but done in a manner to benefit the interests of the colonial government. Town planning schemes mulcted money from citizens for the construction of the local roads, much to the suffering of the suburban citizen, while concentrating on the main / trunk roads required for communication. The planning done then continues to plague the city today.

**Keywords:** Roads, suburban Bombay, Town Planning, sanitation, motorcars.

### Introduction

The idea of suburban Bombay (in the island of Salsette), entertained since mid-nineteenth century, was appealing as it offered a solution to the island city's problems of congestion and insanitation caused due to the haphazard development of its railways. In contrast, the absence of roadways had resulted in a serious pressure on land causing overcrowding, housing problem and spiralling of rents. The greatest requirements for the development of this area were good water supply, drainage sewerage and means of communication. While rail transport was in varied stages of development, road transport was equally important.

### Road transport and motor vehicles

Post Plague, suburban development took a greater thrust with the Bombay Improvement Trust (BIT) formed in 1898, to deal with the sanitary problems of the city, constructing a considerable number of roads, which however, were primarily designed to maintain a north-



south thoroughfare for speedy transport. The entry of the motor car in Bombay city, in 1911, made roadways highly popular leading to suggestions that making of a good main thoroughfare right through Bombay to Bandra which would greatly facilitate the development of Salsette. Owners of motor cars championed the idea by showing willingness to reside in Andheri if there was a good main road through Mahim. Mr. R. Philpot-Brookes, engineer at the Salsette Building Sites, strongly opined that the future method of transport would be by motor buses rather than by electric trams. Keeping London as the model, it was sought to be proved that since trams had failed in competition with the motor bus in many other big cities, in Bombay too trams were likely to face the same fate.<sup>1</sup> The tram with its prerequisite of 150 feet wide roads naturally seemed less economical in comparison to the motor buses with their requirement of only 100 feet wide road. However, motor vehicles though popularly recommended as the mode of transport within the city, were not likely to be as successful as they were in England, since the conditions under which these vehicles worked effectively in London were not available in Bombay. Many, including the Bombay Electric Supply and Tramways (BEST), therefore mooted Tramways for the city, particularly since it was financially feasible to run them in Bombay apart from the safety they provided.<sup>2</sup> The Salsette Tramway project however proved to be an abortive affair.

#### **Suburban Road Development: The BIT and BDD years**

Town Planning schemes at the beginning of the twentieth century were therefore contingent on road development. Between 1912-16, Bombay government made free grants of Rs. 73,098 for Bandra and Santa Cruz. Eight different improvement schemes dealing with the augmentation of communication via construction of roads were executed. Town improvement thus came to be synonymous with construction of new roads.<sup>3</sup> By 1914, more money was spent for the purchase of land for a new 70 feet road, incinerators for the road refuse and cess pool exhausters. Road improvements were also

<b>Roads in suburban Bombay 1925 (not including roads in Municipal limits)</b>	
<b>No</b>	<b>Roads</b>
1	Kurla to Vihar Lake.
2	Mulund to Vihar Lake
3	Ghatkopar to Anik (through Chembur)
4	Bombay Municipality, a road from Vikhroli through Powai estate meeting the Kurla Vihar Road
5	Khar Danda Road.
6	Santa Cruz Juhu Road
7	Andheri Versova Road
8	Marol Maroshi Road
9	Malad Marve Road.
10	Borivali Gorai Road (ferry on Manori creek).
11	Borivali Mandpeshwar Road
<b>Report on the Reorganization of Local Self Government in Salsette, p13</b>	

carried out in Santa Cruz and Andheri.<sup>4</sup> Town planner Patrick Geddes however regretted the fact that the road at Bandra cut seriously upon the old tank located in the north of that suburb.<sup>5</sup>

With the coming of the Bombay Development Department (BDD) in 1920, apart from Town Planning Schemes certain other works were also taken over viz road and air communication. A profit-oriented department, governed by the government's ideology of compartmentalizing population, the BDD showered attention only on some of its original 24 schemes. Suburban trunk road projects were dumped as unproductive schemes. But in schemes such as No. 7, probably the most advanced of the schemes selected for early development of Khar suburb beginning at the end of 1922, road expansion happened only when it showed the possibility of sale of plots.<sup>6</sup> Road expansion also materialized in areas where cooperative societies showed willingness to surrender, strips of land free of cost, such as that shown by the Gaud Saraswat Housing Society and the Hindu Friends' Housing Society<sup>7</sup> at Vile Parle and Jogeshwari respectively

Similarly, to encourage the fledgling airways it attempted to provide a permanent aerodrome for civil aviation at Andheri sector of Sahar where one or two small roads in the vicinity of the terminus of the Central-Salsette Tramway were anticipated and for the disposal of surplus lands in this locality. The impetus was provided by the Maharaja of Gwalior, who with a bungalow on Juhu Island, requisitioned construction of a road from Bandra to Ghodbunder and showed willingness to pay some money. The said road, passing through Khajan land would have been a costly affair calling for the construction of an expensive bridge over the Juhu creek. But since it would have served the suburban scheme No. II (Gilbert Hill aerodrome) with 1/4<sup>th</sup> passing through the Murzabanabad scheme (Andheri)<sup>8</sup> the BDD's interest was roused as it would aid in opening up the centre of the Juhu Island, a much-coveted area.

Much interest was similarly shown in widening the Bandra Ghodbunder Road, one of the two major roads that passed through Salsette, and the Bombay Agra Road. Of the two, the former was funded by the Suburban Scheme No. 24-Willingdon (South) where the Bombay Catholic Co-partnership Housing Society, desirous of extending their colony to the south of Santa Cruz agreed to surrender, free of charge, land which belonged to it for the widening of the Bandra-Ghodbunder Road.<sup>9</sup>

By 1926, the Bandra-Andheri Road was widened and tar macadamed; the Malad-Marve road completed, the Kurla-Trombay Road was widened and improved and the Trombay section

of a new road (Kolwada-Borla), giving direct access to Bombay, was also completed.<sup>10</sup> These roads and new ones accommodated the ever-growing demand for motor transport which helped maintain factories and industries, almost entirely dependent on these roads, since they brought the latter in proximity to the market. The railways failed to compete with motors in this respect and the main roads therefore were sought to be kept in a high state of efficiency so that the well-to-do, who could afford motor car transport, would find it more convenient and pleasant to motor to Bombay every day particularly Juhu-the then Brighton of Bombay.<sup>11</sup> Other roads in the town planning schemes however remained unfinished, owing to depression in the land market and the inability of the owners to pay for the works originally contemplated in the scheme. Such schemes were therefore completed on the basis of unmetalled access.<sup>12</sup>

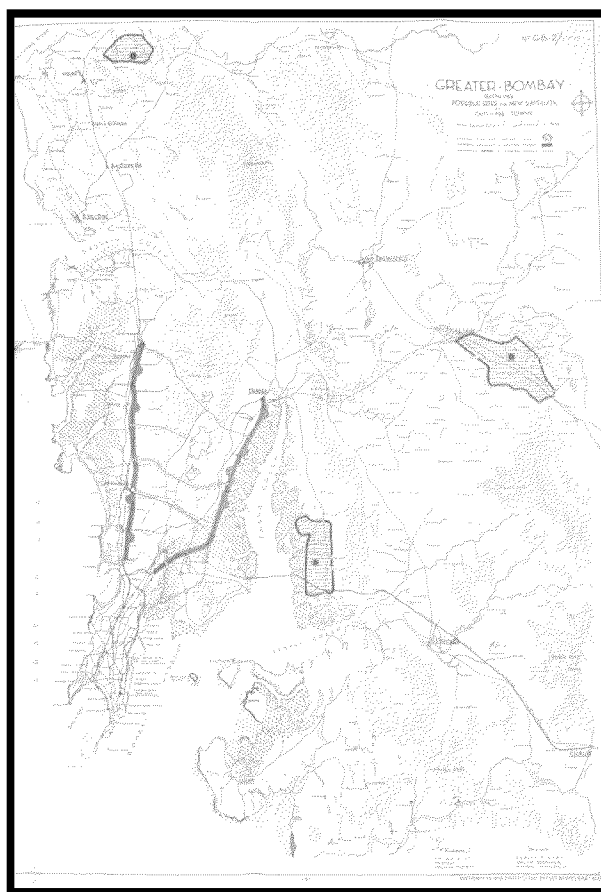
<i>List of important roads in the South Salsette Taluka.</i>				
Serial No.	From	To	Kind of road.	Remarks.
1	Bandra	Ghodbundar	Well metalled, cul- verted and bridged.	
2	Borivali	Mount Poisar	"	New one constructed by Local Board 15 years ago
3	Borivli	Gorai	"	
4	Vesava	Kurla via Andheri	"	New one constructed by Local Board 25 years ago
5	Ghodbundar road	Ambivali village	"	New one constructed by Local Board 10 years ago
6	Son-Trombay	Mankhard	"	Do.
7	Wadhavli	Borla	"	
8	Marwa	Malad	"	
9	Kurla	Mulund	"	Agra Road.
10	Ghatkopar	Santa-Cruz	"	
11	Chakala	Andheri	"	
12	Chembar	Wadhavli	"	
13	Son Trombay Road	Dewnar	"	
14	Anik Road	Gavhanpada	"	
15	Chembar	Mahool	"	
16	Chembar-Mahool Road	Maravali	"	
17	Son-Trombay Road	Trombay	"	
18	Chembar	Ghatkopar	"	
19	Chembar	Trombay	"	
20	Bhandup	Vihar	"	
21	Saki	"	"	

Selections from the Records of the Bombay Government, New DCXLI series, Papers relating to the Second Revision Settlement of South Salsette Taluka of the Bombay Suburban District, Government Central Press, Bombay 1929, p4

**Post war scenario**

To deal with the road transport problems of the suburbs, The Bombay City and Suburbs Post War Development Committee Preliminary Report, 1945, suggested creation of an additional arterial road of adequate width, in the areas served by the Ghodbunder Road. A relief road from Bandra station, running along the east of the B. B. & C. I. Railway and parallel to Ghodbunder Road had-been included in the post-war road development schemes of Government.<sup>13</sup>

By 1958, with the municipal limits of Bombay having been extended twice, 1950 and 1957 to include Borivali-Dahisar on the western side, acute congestion was experienced in the suburbs, christened Greater Bombay. The road communication network continued to remain weak. The state of the arterial Ghodbunder road, not wide enough at the time of independence, was worsened progressively by the ribbon type of development along its route. Building operations further deteriorated its state, leading to suggestions for its widening and where this was not possible provision of by-pass roads for crowded and bazaar localities. Large stretches of suburban roads were poorly surfaced and narrow. Additionally, the development of the suburbs not being self-contained in nature, its localities continued to sport local markets, even as the centre of gravity of business and commercial activities continued to be located within the island resulting in a lot of preventable traffic.<sup>14</sup>



Roads proposed for Greater Bombay, Master Plan for Greater Bombay by NV Modak and Albert Mayer, No. page number

**Conclusion**

Transport plays a crucial role in urban development by providing access to education, markets, employment, recreation, health care and other key services. Good transport connections within the city and its sub region improve quality of life and the city's economic performance. However, road transport development in the suburban region of Bombay was developed in a manner to satisfy the needs of the rich with motor cars as well as the colonial agenda of accommodating factories and the working classes. Roads were therefore created only when land was available free of cost or if their construction spurred the sale of plots. Naturally, the agencies of development BIT and the BDD took interest only in opening up Salsette for the sake of town planning schemes, to cater to the colonial mandate. The true goals of town planning were lost in the process.

**End Notes and References**

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2. Ibid, p 176
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4. GD Comp 1915, No. 208, p M251
5. Ibid, Note on Bandra, p M 255. Geddes had suggested the creation of additional area for this tank and thereby a new Band Stand and a School Garden
6. Report of the Advisory Committee on Suburban Schemes of the Development Department and other reports, Bombay Government Central Press, 1929, p 3. Hereafter RAC
7. Ibid, p33
8. PWD DD 1925, 54A/2, Note of the Land Manager, 28/ 3/ 24, pp 31-33. Land situated near creeks or riverside
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## 6. Unification of all Civil Laws - Is an Advantage or Not

S. Shalini

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India is a secular nation, having different religions and sub tenants. Every religion possesses different personal laws, but no uniform personal law for all citizens in India. A common civil code means irrespective of religion only one law is applicable to all the citizens of India. A common civil law substitutes all personal laws i.e., Hinduism, Islam, Christianity, Zoroastrianism, Jews etc. matters relating to marriage, divorce, maintenance, guardianship, succession, etc.

In India, the call for a uniform codified personal law is almost as old as the history of personal laws<sup>1</sup>. The Indian Constitution's authors had an ambition of creating a uniform civil code. Since, it was first included in the Indian Constitution under Article 44, many years have passed, number of agendas were presented, numerous bills were passed, enactments were made by the Parliament, but no definite measures have been taken to fulfil the constitution's mandate of a uniform civil code.

The Indian Constitution, a comprehensive text enshrining many ideals of Justice, Liberty, Equality, and Fraternity, was enacted by the Constituent Assembly on November 26, 1949. These objectives, which are outlined in the preamble and other places, form the basis of the document. It guarantees the dignity of people regardless of their community, place of birth, or sex because it is the fundamental law of the state<sup>3</sup>.

The chairman of the drafting committee of the constitution, Dr. B. R. Ambedkar had stated that, *"we have in this Country Uniform Code of laws covering almost every aspect of human relationship. We have a uniform and complete Criminal Code operating throughout the country which is contained in the Indian penal Code and the criminal procedure code. The only province the civil law has not been able to invade so far as the marriage and succession ... And it is the intention of those who desire to have article 35 as a part of constitution so as to bring about the change"*.

Gopala Swamy Ayyangar and others were supported to Ambedkar, in debate -Jawaharlal Nehru intervened and remarked in 1954 in the Parliament that, *"I do not think at present time, the time is ripe for me to try to push the matter of Uniform Civil Code through"*. The founding

authors of the constitution reached an honourable compromise by designating the Uniform Civil Code as a Directive Principle of the State Policy in Article 44 of the Constitution of India because it was a politically delicate matter. The arguments that was put forward was that different personal laws of the committees based on the religion, “kept India back from advancing the nationhood” and it was suggested that the Uniform Civil Code “should be guaranteed to Indian citizen within a period of 5 to 10 years”<sup>4</sup>.

Article 44 states that “The State shall endeavour to secure for the citizens a uniform civil code throughout the territory of India”. Article 44 is a part of the Directive Principles of the State Policy in Part IV in the Indian Constitution, as such cannot be enforced in the Court of Law<sup>4</sup>. The Chief Justice Khare stated that: “The article 44 provides uniformity in State through the territory of India, by securing the common purpose of uniform civil code. It is a very great matter of regret that the article 44 is not still in the effect. The Parliament is still developing the common civil code in the country”<sup>6</sup>.

Not only the Indian Constitution but also the Apex Court of India and different High Courts in India have highlighted the importance of a Uniform Civil Code on many times. Not only the Judiciary, but also our Constitution, has frequently stressed the necessity of a consistent civil code<sup>7</sup>. To address the disparate personal laws in India, the BJP restated its aim to draught a Uniform Civil Code in its manifesto, or Sankalp Patra, released on April 8 for the 2019 Lok Sabha elections<sup>8</sup>. Hope for the uniform civil code in India.

### **Judicial Response**

In *Sarla Mudgal v. Union of India*<sup>9</sup>, five petitions were filed. The Supreme Court held that a Hindu marriage continues to exist even after one of the spouses has converted to Islam. There is no automatic dissolution of Hindu marriage. It can only be dissolved by a decree of divorce on any of the grounds mentioned in section 13 of the Hindu marriage Act. The second marriage of Hindu after his conversion to Islam is void in terms of section 494, IPC and the husband is liable to be prosecuted for bigamy.

In *ABC v. The State (NCT of Delhi)*<sup>10</sup>, the appellant is a Christian, and well-educated, successful and financially secure mother. She gave birth to a male child in 2010, and raised him without the support of his putative father. She filed an application for childcare with the local authority, saying that allow her child as nominee in all her assets and other insurance policies. The authority told that she had to state his father’s name or receive a certificate of guardian/adoption from the court. She filed before the Guardian Court and appeal before the High court, both courts dismissed the petition due to non-disclosure of the identity of the father.



A two-judge bench of the Supreme Court delivered a rational and progressive judgment on gender equality by recognizing an unwed mother as legal guardian of her minor child without forcing the mother to disclose the name of the child's biological father. The court directed the fact-finding court to consider the application to be given to the putative father of the child.

In *Lata Singh v. State of Uttar Pradesh*<sup>11</sup>, the petitioner after attaining of majority, she moved out and married a man of her own choice outside their caste and they married at Arya Samaj Mandir and had a daughter out of their marriage, the brothers of the petitioner were against her marriage and tortured and harassed the family of the husband as well as the petitioner. The petitioner has filed a petition under Article 32 of the Indian Constitution for passing the writ of mandamus/ certiorari. In order to quash the order passed by Trial court under Section 366 and 368 of the Indian Penal Code, 1860. The writ petition was allowed by the Supreme Court and held that “*people perpetrating such violence and harassment should be severely punished*”. It was directed that the criminal proceedings shall be instituted against the petitioner's brothers and others involved by the concerned authorities. The court held that petitioner and her husband or husband's relatives did not commit any offence. The Honourable court condemned practices of honour killing as such practices are penal-able. Court even called the caste system as a curse for the whole society. Caste system is a hindrance for nation's development and has to be ended as soon as possible. This caste system acts as a bane for progressive India.

In *Yusuf Abdul Aziz v. The State of Bombay*<sup>12</sup>, *Sowmithri Vishnu v. Union of India*<sup>13</sup> and *V Revathy v. Union of India*<sup>14</sup>. These three cases were overruled by the *Joseph Shine v. Union of India*<sup>15</sup>, in the Highest Court of India, Joseph Shine challenged the legality of Section 497 read with Section 198(2) of the CrPC that deals with adultery. It stipulated that a guy who had sexual relations with another person's wife without his consent would be punished. Consenting women, on the other hand, were free from any punishment under this rule. This provision also did not allow a woman to bring a complaint against her husband if she discovered that he was having sexual relations with another woman. As a result, this provision was deemed discriminatory, and the Supreme Court, taking a progressive stance, knocked down the 158-year-old adultery legislation. In its decision, the court deemed Section 497 of the IPC unconstitutional, ruling that it violates Articles 14, 15, and 21 of the Constitution. Section 198(2) of the CrPC is likewise invalid to the degree that it applies to Section 497 of the IPC, according to the court

In *Seema v. Ashwani Kumar*<sup>16</sup> the Superior Court of India has held that all marriages, irrespective of their religion, be compulsorily registered. A 2 Judge bench of the Supreme Court

comprising Justices Arijit Pas and S. H. Kapadia directed the Centre and State Governments to amend the law or frame rules and notify them within 3 months. The court directed the government to provide for “*consequences of non-registration of marriages*” in the rules which should be formalized after inviting public response and considering them. The rules so framed would continue to operate till the respective governments frame proper legislations for the compulsory registration of marriages.

In *Pragati Varghese v. Cyril George Varghese*<sup>17</sup> case the full bench of the Bombay High Court struck down section 10<sup>18</sup> of the Indian Divorce Act under which a Christian wife had to prove adultery along with cruelty or desertion while seeking a divorce on the ground of violation of the fundamental right of a Christian women to live with human dignity under article 21 of the constitution because under section 10 of the Act, compulsion of the wife to continue to live with a man who deserted her or treated her with cruelty was sub human. There was denial to dissolve the marriage when the marriage had broken down irretrievably. The court also declared sections 17 and 20 of the Acts invalid which provided that an annulment or divorce passed by a district court was required to be confirmed by a 3-judge bench of the High Court.

In *John Vallamattom v. Union of India*<sup>20</sup>, a 3 Judge Bench of the Supreme Court consisting of C. J. V. N. Khare, S. B. Sinha and Dr. A. R. Lakshmanan, JJ. Once again expressed regret for non-enactment of common Civil Code. In the instant case, the petitioners challenged the validity of section 118 of the Indian Succession Act on the ground that it was discriminatory under Article 14 as well as violates of Article 25 and 26 of the Constitution. Section 118 of the act-imposed restriction on a Christian that is a Christian testator having a nephew or niece must execute the will at least 12 months before his death and deposit it within six months otherwise the bequest for religious or charitable use would be void. This restriction did not apply to a person having wife. The court held that section 118 of the Succession Act is unconstitutional being violate of Article 14 of the Constitution. Articles 25 and 26 have no application in this case as disposition of property for religious and charitable uses is not an integral part of Christian religion. It is a matter of regret that article 44 of the constitution has not been given effect to. A Common Civil Code will enhance the cause of national integration by removing the contradictions based on ideologies.

In *Shayara Bano v. Union of India*<sup>20</sup>, the parties got married for 15 years but he gave divorce to her by talaq-e-biddat (Triple Talaq) in 2016. She filed a writ petition before the Apex Court of India, begging that proclaim 3 practices i.e., talaq-e-biddat, polygamy, and nikah-halala as unconstitutional because violating the fundamental rights of women under Articles 14, 15, 21 and 25

of the Constitution of India. The Apex Court of India held that Talaq-e-biddat is an unconstitutional under Article 14 R/W 13(1) of the Indian Constitution.

Najma and Sher Mohammad got married and blessed with four children and leading a happy life. In a drunken stage, he pronounced a triple talaq to his wife and neighbours heard it. In the next morning, he realised what was happened but he doesn't mean to give talaq to his wife and they want to live together. But neighbours did not allow them to be together. Najma without bothering the society, she wants to live with her husband. The state commission for woman and the national commission for woman did not solve this problem. The Cuttack Family Court, held that the talaq in a drunken state was invalid<sup>21</sup>.

### **Conclusion**

Justice Y V Chandrachud said that – *“A common civil code will help the cause of national integration by removing disparate loyalties to laws which have conflicting ideologies. No community is like to bell the cat by making gratuitous concessions on this issue. It is the state which is charged with the duty of securing a uniform civil code for the citizens of the country and unquestionably; it has the legislative competence to do so”*<sup>22</sup>.

Uniform Civil Code is a best method to enact all the personal laws into one unified personal for the citizens of India and to eradicate evil practices from various religions in the society and provide justice to all.

### **Endnotes**

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9. 1995 3 SCC 635
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11. (2006) 5 SCC 475
12. AIR 1951 SC 321
13. AIR 1985 SC 1618
14. 1988 SCR (3) 73
15. (2019) 3 SCC 39; AIR 2018 SC 4898.
16. AIR 2006 SC 1158
17. AIR 1997 Bom. 349
18. Section 10 originally provided as under The Indian Divorce Act, 1869 - **When husband may petition for dissolution.** - Any husband may present a petition to the District Court or to the High Court, praying that his marriage may be dissolved on the ground that his wife has, since the solemnization thereof, been guilty of adultery. **When wife may petition for dissolution.** When wife may petition for dissolution.- Any wife may present a petition to the District Court or to the High Court, praying that her marriage may be dissolved on the ground that, since the solemnization thereof, her husband has exchanged his profession of Christianity for the profession of some other religion, and gone through a form of marriage with another woman; or has been guilty of incestuous adultery, or of bigamy with adultery, or of marriage with another woman with adultery, or of rape, sodomy or bestiality, or of adultery coupled with such cruelty as without adultery would have entitled her to a divorce a mensa et toro, or of adultery coupled with desertion, without reasonable excuse, for two years or upwards.
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20. AIR 2017 9 SCC 1 (SC).
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## 7. A Study on Profitability and Liquidity Position of Selected Automobile Industries in India

**Dr. Abhilasha Agarwal**

Dean, School of Commerce & Business Management Vanita Vishram  
Women's University, Surat.

**Dr. Ghanshyam Bhomachiya**

Assistant Professor, School of Commerce & Business Management Vanita Vishram  
Women's University, Surat.

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### **Abstract**

Automobile Industries seen as the Indian economy's next bright spot. This sector's contribution to the national GDP has significantly expanded over the past ten years. The profitability, liquidity position, and relationships between few Indian automobile Industry are thus identified in this study work. This study focused on the Indian automotive industries of three companies: Tata Motors, Maruti Suzuki, and Mahindra & Mahindra. The information gathered from several secondary sources. Gross Profit Margin, Net Profit Margin, and Operating Margin are used to measure a company's profitability, while Current and Quick ratios are used to analyze its liquidity condition. The relationship between the liquidity ratio and profitability was examined using Excel and SPSS. According to the study's findings, there is no significant relationship between these companies' profitability and liquidity ratios but there is a significant relationship between current ratio and quick ratio in all the selected automobile companies.

**Key words:** Profitability, Liquidity, Automobile Industries.

### **Introduction**

The number of manufacturing facilities has increased steadily since adoption of the policy of "Liberalization, Globalization, and Privatization," by India. This sector's contribution to the national GDP has significantly expanded over the past ten years, and it now directly and indirectly employs millions of people in India. Not only this, but also India has emerged as a major exporter of automobiles and has promising future prospects for export expansion. The recent economic slowdown and the COVID-19 pandemic epidemic have harmed sales, profitability and liquidity and their direct impact goes to the financial health of the companies, notwithstanding the rise in exports, foreign direct investments, and vehicle manufacture. The

purpose of this study is to determine the portability and financial status of a few selected automotive businesses from the fiscal year 2017 to the 2021. Different profitability and liquidity ratios are calculated to evaluate this, and the relationship between them is investigated.

### **Literature Review**

In a study published in 2021, Ali, A., examined Profitability Variations and Disparity in the Automobile Sector: A Case of Leading Indian Automobile Companies. According to the study, there is a moderately positive relationship between Profit Before Depreciation, Interest, and Tax ratio and Profit Before Interest and Tax ratio and their variability, while Profit Before Tax ratio and Profit After Tax ratio and their variability have a highly positive relationship.

In their article titled "The Impact of Liquidity Ratios on Profitability," Madushanka, K. H. I., and Jathurika, M. (2018) sought to examine the connection between liquidity and profitability among Sri Lanka's publicly traded manufacturing enterprises. According to the study, Liquidity ratios were positively and strongly correlated with firm profitability.

In 2015 study, Noor, A., and Lodhi, S. examined the effect of the liquidity ratio on the profitability of the automotive industry at five Karachi-based companies: Pak Suzuki, Nissan Ghandhara, Toyota, Honda Atlas, and Hino Pak. They came to the conclusion that profitability and liquidity ratios had a no relationship.

### **Objectives**

1. To know the profitability of selected automobile industries.
2. To analyse the liquid position of selected automobile industries.
3. To check the relationship between Parameters of Profitability and Liquidity.
4. To identify the relationship between Current Ratio and Quick Ratio.

### **Research Methodology**

This study is based on secondary data collected through various journals, research articles and websites. This study is restricted to automobile sector listed in National Stock Exchange. Three automobile industries viz Maruti Suzuki, Tata Motors, and Mahindra and Mahindra have been selected on random basis as sample of this study. Period of the study is five Years i.e. 2017-18 to 2021-22. Statistical Package for Social Science (SPSS) and Excel have been used for data analysis purpose. Comparison of different ratios, correlation and regression have been used for secondary data analysis. Analysed data have been presented in a form of tables and charts.

### Hypothesis of the Study

1. **H0:** There is no significant relation between Profitability Ratio and Liquidity Ratio of selected Automobile Companies.
2. **H0:** There is no relationship between Current Ratio and Quick Ratio of Selected Automobile Companies.

### Limitations of the Study

1. This research is conducted only on three companies of automobile industry in India for measuring selected companies' profitability and liquidity position.
2. Only Gross Profit Margin Ratio, Net Profit Margin Ratio and Operating Margin Ratio have been considered for measuring profitability and Current Ratio and Quick Ratio for measuring Liquidity amongst many other indicators.
3. Period of the study is 5 years i.e. 2017-18 to 2021-22.

### Scope of the Study

The study is limited to Maruti Suzuki, Tata Motors and Mahindra and Mahindra automobile Companies.

### Profitability Analysis

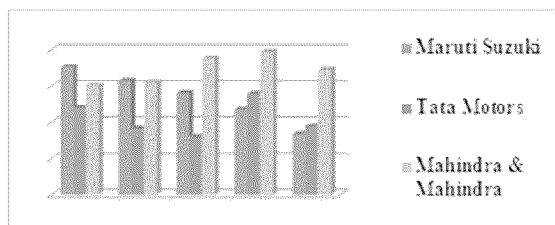
Profitability analysis has been carried out to know the profitability of selected automobile companies. In this study (1) Gross Profit Margin Ratio, (2) Net Profit Margin Ratio and (3) Operating Margin Ratio have been considered for the profitability analysis of selected automobile companies.

**Table & Chart 1**

**Gross Profit Margin Ratio of Selected Automobile Companies (in %)**

Year	Automobile Companies		
	Maruti Suzuki	Tata Motors	Mahindra & Mahindra
2017-18	17.67	12.02	15.04
2018-19	15.76	9.15	15.55
2019-20	14.07	8.02	18.86
2020-21	11.77	13.98	19.80
2021-22	8.43	9.47	17.31

Source: Money Control, Com.

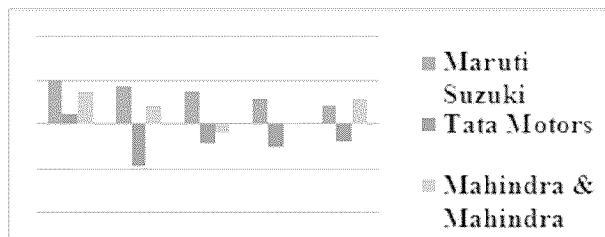


Gross Profit Margin Ratio of Mahindra and Mahindra is higher than other automobile companies which means that turnover of Mahindra and Mahindra is high compared to other selected automobile companies during the period of 2017-18 to 2021-22. While there is a decreasing trend in Maruti Suzuki and fluctuating trend in Tata Motors over the period of five years.

**Table and Chart 2****Net Profit Margin Ratio of Selected Automobile Companies (in %)**

year	Automobile Companies		
	Maruti Suzuki	Tata Motors	Mahindra & Mahindra
2017-18	9.66	2.31	7.43
2018-19	8.70	-9.58	4.44
2019-20	7.34	-4.20	-1.78
2020-21	5.99	-5.21	0.31
2021-22	4.20	-4.03	5.98

Source: Money Control. Com.

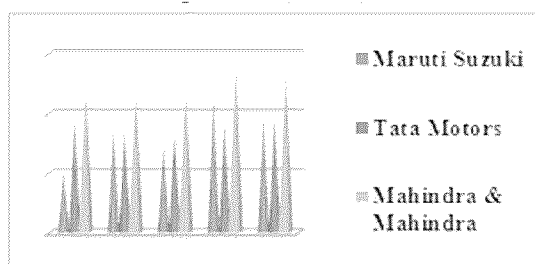


Net Profit Margin Ratio of Tata Motors and Mahindra and Mahindra are very much fluctuating while there is a decreasing trend in Net Profit Margin Ratio in Maruti Suzuki during the period of 2017-18 to 2021-22. On the other hand, Net Profit Margin Ratio of Tata Motors is negative during 2018-19, 2019-20, 2020-21 and 2021-22 and Mahindra and Mahindra is negative only in the year 2019-20.

**Table & Chart 3****Operating Margin Ratio of Selected Automobile Companies (in %)**

Year	Automobile Companies		
	Maruti Suzuki	Tata Motors	Mahindra & Mahindra
2017-18	14.22	4.70	11.48
2018-19	12.25	1.33	11.74
2019-20	9.40	-0.17	14.39
2020-21	7.46	4.55	15.25
2021-22	5.27	1.05	13.42

Source: Money Control. Com.



Operating Margin Ratio of Maruti Suzuki is decreasing during the period of 2017-18 to 2021-22 while Operating Margin Ratio of Mahindra and Mahindra is very high compared to other Selected Automobile Companies in last three years. But it is very fluctuating in the Tata Motors during the period 2017-18 to 2021-22.

**Liquidity Analysis**

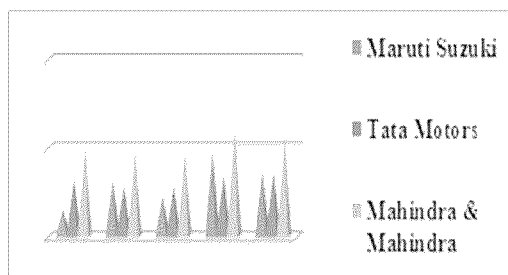
Liquidity analysis has been carried out to know the liquid position of selected automobile companies. In this study (1) Current Ratio and (2) Quick Ratio have been considered for the Liquidity analysis of selected automobile companies.



**Table & Chart 4****Current Ratio of Selected Automobile Companies (in %)**

Year	Automobile Companies		
	Maruti Suzuki	Tata Motors	Mahindra & Mahindra
2017-18	0.51	0.95	1.20
2018-19	0.87	0.85	1.18
2019-20	0.75	0.85	1.19
2020-21	1.15	0.93	1.40
2021-22	0.99	0.98	1.34

Source: Money Control, Com.

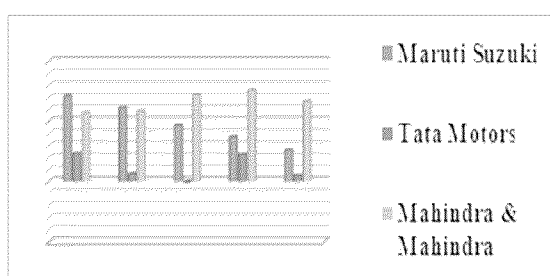


Current Ratio of Mahindra and Mahindra is very good compared to other two Automobile Companies. Current ratio of Tata Motors is more stable compared to Maruti Suzuki.

**Table & Chart 5****Quick Ratio of Selected Automobile Companies (in %)**

Year	Automobile Companies		
	Maruti Suzuki	Tata Motors	Mahindra & Mahindra
2017-18	0.31	0.66	1.01
2018-19	0.64	0.58	0.97
2019-20	0.46	0.58	0.96
2020-21	0.96	0.70	1.22
2021-22	0.75	0.74	1.13

Source: Money Control, Com.



Quick Ratio of Mahindra and Mahindra is good followed by Tata Motors and Maruti Suzuki. Liquid Position of Mahindra and Mahindra is good. Quick Ratio of Mahindra and Mahindra is nearer to ideal ratio 1:1.

**Correlation Analysis:** In this study correlation analysis has been carried out to know which kind of relationship exist between Profitability Ratios and Liquidity Ratios.

**Correlation between Profitability and Liquidity Ratios in Selected Automobile Companies**

- **Correlation between Gross Profit Margin Ratio and Current ratio & Quick Ratio.**
  - $H_0$ : There is no correlation between Gross Profit Margin Ratio and Current Ratio
  - $H_0$ : There is no Correlation between Gross Profit Margin Ratio and Quick Ratio

**Table 6****Correlation between Gross Profit Margin Ratio, Current Ratio and Quick Ratio**

Name of Company	Test Statistics	Name of Company	
		Maruti_CR	Maruti_QR
Maruti_GPMR	Pearson Correlation	-0.763	-0.714
	Sig. (2-tailed)	0.134	0.178
		TATA_CR	TATA_QR
TATA_GPMR	Pearson Correlation	0.569	0.333
	Sig. (2-tailed)	0.390	0.363
		M & M_CR	M & M_QR
M & M_GPMR	Pearson Correlation	0.623	0.555
	Sig. (2-tailed)	0.262	0.331

In the Maruti Suzuki Company, there is a negative correlation between Gross Profit Margin Ratio and Current and Quick Ratios which means that Gross Profit Margin increases when Current Ratio and Quick ratio decrease and vice versa. Gross Profit Margin and Current Ratio are moderately correlated in Tata Motors and Mahindra and Mahindra and the test is insignificant in all the companies.

- **Correlation between Net Profit Margin Ratio and Current ratio and Quick Ratio.**
  - $H_0$ : There is no Correlation between Net Profit Margin Ratio and Current Ratio
  - $H_0$ : There is no Correlation between Net Profit Margin Ratio and Quick Ratio

**Table 7****Correlation between Net Profit Margin Ratio, Current Ratio and Quick Ratio**

Name of Company	Test Statistics	Name of Company	
		Maruti_CR	Maruti_QR
Maruti_NPMR	Pearson Correlation	-0.762	-0.712
	Sig. (2-tailed)	0.134	0.178
		TATA_CR	TATA_QR
TATA_NPMR	Pearson Correlation	0.569	0.333
	Sig. (2-tailed)	0.317	0.583
		M & M_CR	M & M_QR
M & M_NPMR	Pearson Correlation	-0.119	-0.053
	Sig. (2-tailed)	0.848	0.933

In Maruti Suzuki and Mahindra and Mahindra, there is a negative correlation between Net Profit Margin Ratio and Current & Quick Ratios which means that Net Profit Margin increases when Current Ratio and Quick Ratio decreases and vice versa. Net Profit Margin Ratio and Current Ratio are moderately correlated in Tata Motors and the test is insignificant in all the companies.

- **Correlation between Operating Margin Ratio and Current ratio and Quick Ratio.**
  - $H_0$ : There is no Correlation between Operating Margin Ratio and Current Ratio
  - $H_0$ : There is no Correlation between Operating Margin Ratio and Quick Ratio

**Table 8****Correlation between Operating Margin Ratio, Current Ratio and Quick Ratio**

Name of Company	Test Statistics	Name of Company	
		Maruti_CR	Maruti_QR
Maruti_OPMR	Pearson Correlation	0.623	0.555
	Sig. (2-tailed)	0.262	0.331
		<b>TATA_CR</b>	<b>TATA_QR</b>
TATA_OPMR	Pearson Correlation	-0.119	-0.053
	Sig. (2-tailed)	0.848	0.933
		<b>M &amp; M_CR</b>	<b>M &amp; M_QR</b>
M & M_OPMR	Pearson Correlation	0.665	0.597
	Sig. (2-tailed)	0.221	0.288

In Maruti Suzuki and Mahindra and Mahindra, there is a moderately positive relationship between Operating Margin Ratio and Current & Quick Ratios which means that Operating Margin increases when Current Ratio and Quick ratio increases and vice versa. There is a negative correlation between Operating Margin Ratio and Current & Quick Ratios in Tata Motors and the test is insignificant in all the companies.

- **Correlation between Current Ratio and Quick Ratio**
  - $H_0$ : There is no Correlation between Current Ratio and Quick Ratio

**Table 9****Correlation between Current Ratio and Quick Ratio**

Name of Company	Test Statistics	Name of the Company
<b>Maruti_QR</b>		
<b>Maruti_CR</b>	Pearson Correlation	<b>0.988**</b>
	Sig. (2-tailed)	<b>0.02</b>
	N	<b>5</b>
<b>TATA_QR</b>		
<b>TATA_CR</b>	Pearson Correlation	<b>0.947*</b>
	Sig. (2-tailed)	<b>0.015</b>
	N	<b>5</b>
<b>M &amp; M_QR</b>		
<b>M &amp; M_CR</b>	Pearson Correlation	<b>0.990**</b>
	Sig. (2-tailed)	<b>0.001</b>
	N	<b>5</b>

There is a significant relationship between current ratio and quick ratio in all the selected automobile companies.

### **Conclusions**

- The automotive industry in India is the fourth-largest in the world as per 2021 statistics but improvement is still required in the industry. Though Gross profit margin ratio of Mahindra & Mahindra is very high compared to other selected automobile companies but at the same time their operating expenses are also high therefore their Net Profit Margin is not stable while there is stable profit seen in the Maruti Suzuki over the period of 2017-18 to 2021-22. There is negative Net Profit Margin ratio in TATA Motors in last four years. TATA Motors and Mahindra & Mahindra should try to minimize operating expenses so that profit may increase.
- Operating Margin Ratio of Mahindra & Mahindra has shown increasing trend over the period of five years i.e. 2017-18 to 2021-22 while there is a decreasing trend seen in the Maruti Suzuki and fluctuating trend in TATA Motors.
- Current Ratio of Mahindra & Mahindra is good but not up to the mark because current ratio is lesser than ideal ratio 2:1 while Quick ratio is nearer to ideal ratio as compared to other selected automobile companies. Maruti Suzuki and Tata Motors must have to improve their Current Ratio and Quick Ratio otherwise they may face liquidity crises in near future.
- There is no significant relationship between Profitability Ratio and Liquidity Ratio but there is a significant relationship between Current Ratio and Quick Ratio in all selected Companies.

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## **8. Pandita Ramabai**

**Mr. Udhav Kalu Kudase**

Assistant Professor, Department of History, KBH Arts, Science and Commerce College,  
Nimgaon, Tal: Malegaon Dist.: Nashik.

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### **Introduction**

Pandita Ramabai was born on 23<sup>rd</sup> April 1858. Her father's name was Anantshastri and mother's name was Lakshmibai. She was born in a Chittapavan Brahmin clan called Dongre. Anantshastri taught his wife and daughter Sanskrit. So they had to suffer persecution. After leaving the village the family came to Madras area after fifteen to sixteen years of pilgrimage all over India, but there was a terrible drought in the Madras region in which Ramabai's parents and elder sister died. Ramabai and her elder brother came to the city of Calcutta on a journey but both of them were valued by the leaders of the Brahmin community in the city of Calcutta and the scholars of the University of Calcutta. He was invited to the University with honor. Ramabai was given the title Pandita Ramabai.

### **Marriage of Pandita Ramabai**

Ramabai's marriage to her brother's friend Bhharidas Meghavi a Bengali but a Shudra, was a registered marriage. Her husband died after a year and a half. Pandita Ramabai had a daughter named Manorama and after marriage it was not possible to live with her-in-laws and she returned to Maharashtra with her daughter. Pune and its surroundings became her work ground. Pandita Ramabai's intention to come to Pune was to learn English. Pandita Ramabai was a great orator with a great style of presentation and an extraordinary ability to attract people's attention. She used to give lectures every week in Pune and if a man wants to attend these lectures, he should bring his wife, daughter, sister-in-law with someone. In her lecture she talked about the illiteracy of these women and the rights of women. Despite being a widow, she had turned her life around according to her own will, she had not done hairdressing.

### **Establishment of Arya Mahila Samaj**

Arya Mahila Samaj's attention had already started in Pune and Munmbai before Ramabai arrived. Arya Mahila Samaj was established in Pune on 30<sup>th</sup> April 1882, after which the branches of this society started in Solapur, Pandharpur and Ramabai took the initiative in opening the

branch of Arya mahila Samaj in Ahmednagar, Thane. On Novemebr 25, 1882, she gave an hour-long lecture on the purpose of the Arya Mahila Samaj in Mumbai and five days later, the Arya Mahila Samaj was established in the city of Mumbai. Women's knowledge should be increased, women should get used to thinking about any subject and expressing her thoughts. The purpose of establishing the Arya Mahila Samaj was of ethics and religion.

### **Testimony of Pandita Ramabi before the Hunter Commission**

A commission to enquire into education under the chairmanship of Sir W. W. Hunter had come to Pune before deciding to welcome the commission of behalf of women's community. In the welcome ceremony of the commission, Pandita Ramabai gave a resounding speech with the help of Statistics from Khanesumari, out of nine crore ninety seven lakh women under British rule, only nine lakh ninety five thousand are literate women. By giving these statistics, Pandita Ramabai testified before the Hunter Commission and presented the overall status of women's education in her speech. She made the following demands – 1) Teachers in girls schools should be paid more than teachers in boys schools. 2) Accomodation for girls should be inside Vastigruha. 3) There is shortage of women doctors in India. 4) Arrangements should be made to provide medial education to women. 5) Scholarships should be provided for women education. Sarkari Darbari Pandita Ramabai gained weight due to this testimony. English translation of Pandita Ramabai's testimony was done by Sir Hunter. This speech was read by Queen Victoria and actual decisions were taken in regarding medical education clinics for women etc.

### **Establishment of Sharada Sadan- 11 March 1889**

On 1<sup>st</sup> February, 18189 she returned to India from America. While in America, It was impressed upon her mind that something should be done for the sake of widows. So on March 11, 1889 she established an organisation for widows in Mumbai called Sharda Sadan in a private rented house on Chowpatty near Wilson College in Mumbai. The institution was mainly for child widows and it said that the first child widow admitted to the institution was Sharda Gadre. The institution was named Sharda Sadan after her name. The advisory board of Sharda Sadan had great personalities like Justice Mahadev Govind Ranade, Dr. R. G. Bhandarkar, Justice Kashinath Telang, Krishnaji Noolkar. Ramabai treated these widows in the institution very well and gave them good clothes, food and drink but some people felt this was a luxury and they raised the question whether widows should be given such good things. Some intellectuals of the society did not like all the reforms that Ramabai Ranade brought. She also brought many books

in the institution to increase the knowledge of these girls. Ramabai Ranade was not afraid of the criticism that some people had started against Sharda Sadan. Their work increased the number of girls in the institution. The girls who came as widows received the comfort of the mothers there.

Anandibai was a child widowed member of Sharda Sadan. Anandibai is the future wife of Maharishi Dhondo Keshav Karve. She is very dear to Ramabai. On the occasion of the fifth anniversary of the institute, he made it a timely occasion. On this day he got Anandibai married to Dhondo Keshav Karve. On this occasion they gave a big feast and gave good clothes to the brides. He got a new direction for this work. Ramabai Ranade also participated in the National movement and insisted that women's should be represented in the All India National Congress. He campaigned against Keshavpana. He also supported the age of consent movement. In November 1890, he moved Sharda Sadan from Mumbai to Pune. While establishing this organization, the sole purpose was progress of women. The main objective of establishing this organisation was to make women self-reliant and to end their slavery, but some misconceptions about this organisation arose in Pune. Therefore, Ramabai moved the head office of this organisation to Khedgaon near Ahmednagar where Mukti Sadan inaugurated on 24 September 1898.

#### **Shelter for Drought Affected Women**

In the last decade of the nineteenth century, there were frequent famines which devastated many families but the British government was not prepared to do much about it. Children and women bear the brunt of the drought and women suffer the worst when the drought occurred in Madhya Pradesh in 1897 A.D. situation happened in Gujarat in 1900. This year there was a severe drought again. Even when the lives of women were ruined, Ramabai gave shelter to the helpless woman there in Mukti Sadan. She gave shelter to around three hundred women. Interestingly, most of these women were upper caste.

#### **Ramabai Association Was Founded in America in 1898 A.D.**

Ramabai again visited America in January 1898. She was in America till August 1898. On his request, the earlier organisation named Ramabai Association was closed and instead an organisation named Ramabai Association was established in America. Till now Sharada Sadan was working for women of all religions but henceforth it was decided that this organisation will work only as a Christian organisation.



### **Establishment of Hospital**

After coming from America, Ramabai expanded her scope of work and with the aim of serving the sick and disabled patients she established a hospital attached and Sadan, Sharda Sadan and Shanti Sadan in which women of various groups lived.

### **Emphasis on Women's Self-Reliance**

She wanted the women here to become self-reliant so that women could understand the importance of physical labour. So they started teaching women in agriculture, weaving, printing, sewing etc. through this institution. The women here started producing the grain, fruits and vegetables needed for the Mukti Sadan and the clothes started to be produced here. So the women got lessons in self-reliance. Seeing the work done by Ramabai for the upliftment of women, the British Government awarded her a gold medal in 1919 A.D. Kaiser-E-Hind.

### **Objectives**

1. She is known to have broken every rule and tradition that were known to confined the lives of women in India of the 19<sup>th</sup> century.
2. She has been known to fight for the oppressed and persecuted classes of women.
3. She knew the importance of education and the avenues that it would open for the women when given a chance.
4. The main objective of the association was to pledge financial support for a secular residential school for Hindu widows.
5. The main objective of opening Sharda Sadan was to empower young widowed women.
6. She worked for the education of women and uplifted many from evil of the society.
7. She left her imprint in the arena of women issues with her ideologies and literary critical works during the time when women education was almost non-existent.

### **Conclusion**

Pandita Ramabai was a great social activist and first feminist thinker and champion of women's right and education. She has played a very important role for the upliftment of women society in the 19<sup>th</sup> century. She has greatly worked for the social awakening of the society in order to improve the condition of women. Comparing the condition of the women in the 19<sup>th</sup> century and the women of 21<sup>st</sup> century, the conditions are more or less the same. The women in the 21<sup>st</sup> century are subjected to domestic violence, dowry death, rapes etc. Movements are carried for the betterment of the condition of the women. But still ours is a patriarchal society

which brings the status same as that of the 19<sup>th</sup> century. Taking the vision of Pandita Ramabai to drive the feminist women continues to impact the lives of many women and young girls. She has given radical responses to the contemporary society through her writings and remains to be one of the most prominent woman leaders of India.

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## 9. Heavy Metal Pollution and its Effects on the Environment and Health Aspect

**Dr. Pawar Aditya S.**

Assistant Professor, Department of Microbiology Mss's Arts, Science and Commerce College,  
Ambad, Dist. Jalna. (MS)

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### **Abstract**

Inorganic pollutants are deposited in the environment water, soil and also into the atmosphere. Due to the rapidly growing agricultural, metal and Pharmaceutical industries, through improper waste disposal, fertilizers and pesticides, raising concerns over their potential effects on human health and the environment. The environmental pollution of heavy metals is increasingly becoming a global problem due to the adverse effects. The toxicity of heavy metal depends on dose, route of exposure, and chemical. The heavy metal like arsenic, cadmium, chromium, lead, and mercury are classified as human carcinogens. The transfer of these elements in aquatic and terrestrial food chains, webs has important implications for human health. It is very important to assess and monitor the concentrations of potentially toxic heavy metals in different environment. The present study on heavy metals shows the impact of these elements on human health and the environment by analysis of literature.

**Keywords:** Carcinogens, Pollution, Toxicity, Mercury, Cadmium, Lead, Environment.

### **Introduction**

Environmental pollution is one of the major challenges in the modern human society Ali and Khan, (2017). Environmental contamination and pollution by heavy metals is a threat to the environment and is of serious concern (Ali, et al., 2013; Hashem, et al., 2017). Rapid industrialization and urbanization have caused contamination of the environment by heavy metals, and their rates of mobilization and transport in the environment have greatly accelerated. (Khan et al., 2004; Merian, 1984). Their natural sources in the environment include weathering of metal-containing rocks and volcanic eruptions, while principal anthropogenic sources include industrial emissions, mining, smelting, and agricultural activities like application of pesticides and phosphate fertilizers. Combustion of fossil fuels also contributes to the release of heavy metals such as cadmium (Cd) to the environment Spiegel, (2002). Heavy metals are persistent in

the environment, contaminate the food chains, and cause different health problems due to their toxicity. Chronic exposure to heavy metals in the environment is a real threat to living organisms Wieczorek et al., (2013).

Heavy metals have also been recently detected in major food items, such as rice, vegetables, and meat available in large markets of Bangladesh (Proshad et al. 2020; Zakir et al. 2020a). A large body of literature indicates that arsenic, zinc, cadmium, copper, chromium, and lead are present at higher concentrations than the maximum tolerable limits (MTLs) set by WHO (Islam et al. 2015a; Islam et al. 2018a). Heavy metal contamination has been attributed to the poor management of industrial effluents, improper application of metal-rich irrigation water, improper handling of trace metal additives to poultry and fish feed, and rigorous application of heavy metal-containing pesticides and fertilizers, which lead to high toxicity levels and further transfer of heavy metals into the food chain (Pourang and Noori 2012; Sarker et al. 2017). Due to changes in the quantity and quality of water, some environmental disasters are causing stress and hardships in a river basin in around the world (Anh, *et al.*, 2010; Arkoosh, *et al.*, 2010; Cataldo, *et al.*, 2001). Water pollution is threat to human health and the environment. The polluted water caused serious problems for human health as well as hampered ecological and environmental agents (Zaidi, 1994; Z. Zhang, *et al.*, 2010). Moreover, health risks posed by climate change are now beginning to challenge the skills, creativity, and policy engagement of researchers, policy analysts, and stakeholders (Tong & McMichael, 2011).

Chronic exposure to heavy metals in the environment is a real threat to living organisms. Metal concentrations above threshold levels affect the microbiological balance of soils and can reduce their fertility (Malik and Maurya, 2014).

**add**

**Sources of Heavy Metal Pollution:** Most environmental contamination and human exposure have dramatically increased from anthropogenic activities such as mining the metals and smelting operations, industrial production, pharmaceutical, domestic and agricultural use of metals and metal-containing compounds (Nriagu, 1989; He *et al.*, 2005). Environmental contamination can also occur through metal corrosion, atmospheric deposition, soil erosion of metal ions and leaching of heavy metals, sediment re-suspension and metal evaporation from water resources to soil and ground water (Arruti *et al.*, 2010). Industrial sources such as metal processing in refineries, coal burning in power plants, petroleum combustion, nuclear power

stations and high tension lines, plastics, textiles, microelectronics, wood preservation and paper processing plants (Hazrat *et al.*, 2019) are also responsible for environmental pollution.

**1.1 Contamination of Environment:** Pollutants may enter the ecosystem through various ways like major anthropogenic activities and thus enter into the hydrosphere, lithosphere and atmosphere. Along with that heavy metals released into the atmosphere in volcanic eruptions and in different industrial emissions and ultimately return environment and cause contamination of waters, soils and air. Contamination of biota and groundwater with potentially toxic heavy metals has important implications for human health (Turkmen *et al.*, 2009).

**1 Effects on Water:** Aquatic ecosystems, both freshwater and marine, are vulnerable to pollution. Contamination of water resources by heavy metals is a critical environmental issue which adversely affects plants, animals, and human health (Rajaei *et al.*, 2012). Pollution of water bodies with heavy metals is a worldwide problem because of the environmental persistence, bioaccumulation, and bio magnification in food chains and toxicity of these elements (Afzal *et al.*, 2018). Heavy metals are extremely toxic to aquatic organisms even at very low concentrations and these elements can cause significant histopathological alterations in tissues of aquatic organisms such as fish (Matos *et al.*, 2017). Moreover, high bioaccumulation of heavy metals in the aquatic body can lead to genotoxic damage of aquatic species and high concentrations of heavy metals can have cytotoxic, mutagenic and genotoxic effects on fish species (Alloway, 2013).

**2 Soil:** Factors affecting the presence and distribution of heavy metals in soils include composition of parent rock, degree of weathering, and physical, chemical, and biological characteristics of soil and climatic conditions **Arunakumara et al., (2013.)** Significant enrichment of heavy metals has been reported in soils receiving more input of fertilizers and Cu fungicide compared to virgin soils and soils receiving low inputs **Semu and Singh, (1996).**

**3 Air:** Natural processes which release particulate matters into air include dust storms, soil erosion, volcanic eruptions and rock weathering, while anthropogenic activities are more industrial and transportation related (Herawati *et al.*, 2000). Particulate matters are important and lead to serious health problems such as skin and eye irritation, respiratory infections, premature mortality and cardiovascular diseases. These pollutants also cause deterioration of infrastructure corrosion, formation of acid rain, eutrophication and haze (WHO, 1987).

**1.2 Health Effects due to Heavy Metal:** Mercury is one of the most toxic elements among the heavy metals and considered as hazardous environmental pollutant (Barone *et al.*, 2018). Mercury has many industrial uses, such as in the manufacture of plastics and agricultural fungicides (Barone *et al.*, 2018) and is also used in thermometers, dental fillings, switches, light bulbs and batteries (Mohan *et al.*, 2020). Mercury has no known function in human biochemistry or physiology and does not occur naturally in living organisms. The potential toxic effects of mercury include damage to kidneys, reproductive systems, immune, hematologic, cardiovascular, respiratory systems and brain (Bernhoft, 2012). Cadmium, In humans long-term exposure to lower levels leads to a build-up in the kidneys and possible kidney disease, lung damage and fragile bones. Smokers get exposed to significantly higher cadmium levels than nonsmokers (Perera, 2017). Inorganic mercury poisoning is associated with tremors, gingivitis and minor psychological changes, together with spontaneous abortion and congenital malformation. The potential toxic effects of mercury include damage to kidneys, reproductive systems, immune, hematologic, cardiovascular, respiratory systems and brain (Bernhoft, 2012). Mercury also binds with a high affinity to T cell surfaces and sulfhydryl groups which influence the T cell function. Metallic mercury is excreted mostly as mercuric mercury (Habuer *et al.*, 2016). Lead is distributed mostly to the bones and can cause osteoporosis. Lead can be found primarily in the red blood cells, transferring of lead from mother to foetus and through breast feeding occurs (Bagul *et al.*, 2015). High levels of exposure may result in toxic biochemical effects in humans which in turn cause problems in the synthesis of hemoglobin, effects on the kidneys, gastrointestinal tract, joints, reproductive system, and acute or chronic damage to the nervous system (Jessica *et al.*, 2020). The effects of copper in human body are increased blood pressure and respiratory rates, damage to kidney and liver, convulsions, cramps, vomiting or even death. Copper is eliminated mostly through the bile, but it can also be excreted in small amounts through the faeces, sweat and urine (Ihsanullah *et al.*, 2016). The toxic effects of nickel include dry cough, bone, nose and lung cancer, cyanosis, rapid respiration, shortness of breath, tightness of the chest, chest pain and nausea. Nickel can accumulate in aquatic life, but its presence is not magnified along food chains (Freije, 2015). Arsenic, long-term exposure can lead to the formation of skin lesions, internal cancers, neurological problems, pulmonary disease, peripheral vascular disease, hypertension and cardiovascular disease and diabetes mellitus (Cooper and Harrison, 2009).

## Conclusion

Thus from the above discussion the heavy metals pollution causes not only environment but also produces significant impact on animal and humans health. Heavy metals are considered hazardous due to three characteristics-- persistence, bio-accumulation, and toxicity (PBT). The environmentally relevant most hazardous heavy metals should be minimizing the impact of these elements on human health and the environment.

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## 10. Buddhist Ethical Education Applied in the Society of Sri Lanka

**Nanissara**

Research Scholar, School of Buddhist Studies & Civilization, Gautam Buddha University,  
Greater Noida, Gautam Budh Nagar, Uttar Pradesh, India.

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### **Abstract**

This paper discusses the application of Buddhist ethical education in the society of Sri Lanka. The practice of Buddhism has been deeply ingrained in Sri Lankan culture, and its ethical principles have long been taught and practiced by its people. In recent times, there has been an increased focus on the need for Buddhist ethical education to be more widely integrated into the education system and to be applied in various aspects of society. The paper examines the nature of Buddhist ethics and how it can be taught and practiced in modern society. It highlights the importance of promoting values such as compassion, empathy, and respect for all beings. The research draws on a variety of sources, including academic literature, policy documents, and interviews with educators and practitioners. The findings suggest that Buddhist ethical education can have a positive impact on individuals and society as a whole.

### **Introduction**

Buddhism is one of the oldest and most influential religions in the world, with a rich tradition of ethical teachings that have been practiced and developed over many centuries. In Sri Lanka, the practice of Buddhism has been deeply ingrained in the culture and daily life of its people. The Buddhist principles of compassion, non-violence, and mindfulness are evident in various aspects of Sri Lankan society, including its politics, education, and social norms. Buddhist ethical education is the teaching of these principles in a formal educational setting, with the aim of promoting ethical behavior and positive values among individuals and society as a whole. In recent times, there has been an increased focus on the need for Buddhist ethical education to be more widely integrated into the education system and to be applied in various aspects of Sri Lankan society.

The purpose of this paper is to examine the application of Buddhist ethical education in Sri Lankan society. The paper aims to provide a comprehensive overview of the nature of

Buddhist ethics and their role in promoting positive values and creating a more ethical and compassionate society. It examines the nature of Buddhist ethics, the challenges and opportunities of implementing Buddhist ethical education, and the role of Buddhist ethics in addressing contemporary social issues such as corruption, violence, and inequality. The scope of the paper includes the challenges and opportunities of implementing Buddhist ethical education in Sri Lanka, and the role of teachers, parents, and the community in promoting Buddhist ethical values. Ultimately, this research contributes to a deeper understanding of the role of Buddhist ethics in promoting positive social change and creating a more ethical and compassionate society.

**Keywords:** Buddhism, ethical education, Sri Lanka, compassion, non-violence, mindfulness, social norms, education system, positive values, social change.

### **Buddhist Ethics: Nature and Principles**

Buddhist ethics are based on the principles of non-violence, compassion, and mindfulness. According to Harvey (2013), "The aim of Buddhist ethics is to promote the well-being of all beings and to reduce suffering by cultivating positive mental states, developing wisdom, and practicing non-harming and altruism". The practice of Buddhism involves the cultivation of ethical virtues such as generosity, kindness, and honesty, which are seen as fundamental to achieving spiritual liberation and enlightenment (Keown, 2013).

Buddhist ethics emphasizes the interconnectedness of all beings and the importance of treating others with respect and compassion. The concept of ahimsa or non-violence is central to Buddhist ethics and is reflected in the first precept of Buddhism, which prohibits the taking of life (Gethin, 1998). The practice of mindfulness is also an integral part of Buddhist ethics, as it involves being aware of one's thoughts, emotions, and actions and cultivating a sense of presence and attentiveness to the present moment (Bodhi, 2011). It is noted that the nature and principles of Buddhist ethics are rooted in the promotion of well-being, the reduction of suffering, and the cultivation of positive mental states.

### **The Role of Compassion, Non-Violence, and Mindfulness in Buddhist Ethics**

The principles of compassion, non-violence, and mindfulness play a critical role in Buddhist ethics. These principles are interconnected and are central to the development of ethical behavior and spiritual liberation. Compassion is a key principle in Buddhist ethics, as it involves cultivating a sense of empathy and concern for the well-being of all beings. The practice of

compassion involves the recognition of the interconnectedness of all beings and the understanding that one's actions have an impact on others (Harvey, 2013). Compassion is seen as a means of reducing suffering and promoting well-being for oneself and others.

Non-violence is another key principle in Buddhist ethics. The practice of non-violence involves refraining from harming others, both physically and emotionally. The first precept of Buddhism, which prohibits the taking of life, reflects the importance of non-violence in Buddhist ethics (Gethin, 1998). Non-violence is also seen as a means of promoting harmony and social justice in society.

Mindfulness is a fundamental principle in Buddhist ethics, as it involves being present and attentive to the present moment. The practice of mindfulness is seen as a means of developing awareness of one's thoughts, emotions, and actions and cultivating a sense of presence and attentiveness to the present moment (Bodhi, 2011). Mindfulness is also seen as a means of developing wisdom and insight into the nature of reality and the interconnectedness of all beings. Overall, the role of compassion, non-violence, and mindfulness in Buddhist ethics is to promote ethical behavior and spiritual development.

### **Implementation of Buddhist Ethical Education In Sri Lanka**

The implementation of Buddhist ethical education in Sri Lanka has been a significant challenge due to a range of factors, including political instability, lack of resources, and inadequate teacher training. Despite these challenges, there have been efforts to integrate Buddhist ethical education into the education system and to promote its application in various aspects of Sri Lankan society. One of the challenges of implementing Buddhist ethical education in Sri Lanka is the lack of resources, including textbooks and teaching materials. The Sri Lankan government has taken steps to address this issue by incorporating Buddhist ethical education into the national curriculum and providing funding for the development of teaching materials (Perera, 2018).

Another challenge is the lack of teacher training in Buddhist ethics. Many teachers in Sri Lanka have received little or no training in Buddhist ethics and are not adequately equipped to teach these principles effectively (Wijesinghe, 2019). To address this issue, there have been efforts to provide teacher-training programs in Buddhist ethics and to encourage ongoing professional development in this area. In brief, the implementation of Buddhist ethical education in Sri Lanka has been challenging, but there have been efforts to address these challenges and

promote the application of Buddhist ethics in various aspects of society. As Perera (2018) notes, "The integration of Buddhist ethics into the education system and its application in society is crucial to promoting positive values and creating a more ethical and compassionate society"

### **The Role of Teachers, Parents, and the Community in Promoting Buddhist Ethical Values**

Teachers, parents, and the community play a crucial role in promoting Buddhist ethical values in Sri Lanka. These individuals can provide guidance and support to students in developing positive values, ethical behavior, and compassion. Teachers play a critical role in promoting Buddhist ethical values in the classroom. They can integrate Buddhist ethics into their lessons and teaching practices, and serve as role models for their students. However, as noted previously, many teachers in Sri Lanka have not received adequate training in Buddhist ethics, which makes it challenging for them to effectively promote these principles (Wijesinghe, 2019).

Parents also play an important role in promoting Buddhist ethical values. They can support their children in developing positive values and ethical behavior by modeling these principles in their own lives and providing guidance and support. Additionally, parents can encourage their children to engage in community service and other activities that promote compassion and social responsibility (Tilakaratne, 2019).

The community also has a role to play in promoting Buddhist ethical values. Community leaders can provide guidance and support to individuals in developing positive values and ethical behavior. Additionally, the community can organize events and activities that promote compassion and social responsibility, such as community service projects, charitable events, and educational programs (Perera, 2018). By working together, these individuals can help to create a more ethical and compassionate society.

### **Promoting Positive Values in Sri Lankan Society**

Promoting positive values is an important aspect of building a more ethical and compassionate society in Sri Lanka. Buddhist ethics can provide a framework for promoting positive values, such as compassion, non-violence, and mindfulness and encouraging ethical behavior in various aspects of society. One way to promote positive values in Sri Lankan society is through education. The integration of Buddhist ethics into the education system can promote positive values, create a more ethical, and compassionate society (Perera, 2018). Another way to promote positive values is through community involvement. Community leaders can provide guidance and support to individuals in developing positive values and ethical behavior.

Additionally, the community can organize events and activities that promote compassion and social responsibility, such as community service projects, charitable events, and educational programs (Perera, 2018,).

The media can also play a role in promoting positive values in Sri Lankan society. By highlighting positive stories and promoting ethical behavior, the media can help to create a culture of positivity and compassion. Additionally, the media can promote awareness of social issues and encourage individuals to take action to address these issues (Tilakaratne, 2019). By integrating Buddhist ethics into education, promoting community involvement, and leveraging the media, individuals, and organizations can work together to promote positive values and create a better future.

### **The Role of Buddhist Ethics in Creating a More Ethical and Compassionate Society**

Buddhist ethics can play a crucial role in creating a more ethical and compassionate society in Sri Lanka. These principles provide a framework for promoting positive values, ethical behavior, and compassion in various aspects of society. One way that Buddhist ethics can contribute to creating a more ethical and compassionate society is by promoting social responsibility. Buddhist ethics emphasize the importance of working toward the well-being of all beings and the need to reduce suffering (Tilakaratne, 2019). By promoting social responsibility, individuals can work towards creating a more caring and supportive society that values the needs of all individuals.

Buddhist ethics can also contribute to creating a more ethical and compassionate society by promoting ethical behavior. The principles of non-violence, honesty, and respect for all beings are central to Buddhist ethics and can be used to promote ethical behavior in all aspects of society (Harvey, 2013). Additionally, the principles of mindfulness and interdependence can be used to promote a greater awareness of the impact of one's actions on others and the need to act in an ethical manner.

Compassion is another value that is central to Buddhist ethics and can contribute to creating a more ethical and compassionate society. Compassion involves promoting the well-being of all beings and reducing suffering (Tilakaratne, 2019). By promoting compassion, individuals can work towards creating a society that values the needs of all individuals and promotes positive behavior in all aspects of society. By promoting positive values, ethical

behavior, and compassion, these principles can help to create a more just, sustainable, and compassionate society.

### **Conclusion**

Buddhist ethics can play a critical role in creating a more ethical and compassionate society in Sri Lanka. These principles promote positive values such as compassion, empathy, and respect for all beings, and encourage ethical behavior in various aspects of society. To promote the integration of Buddhist ethics into society, it is recommended to incorporate these principles into the education system at all levels. Teachers, parents, and community leaders should play a role in promoting positive values and ethical behavior in their respective spheres of influence. Additionally, the media can be leveraged to promote awareness of social issues and promote ethical behavior. It is also recommended to organize community-based activities and events that promote positive values, such as charitable events and educational programs. These initiatives can help to foster a culture of positivity and compassion in society. Finally, it is important to promote ongoing education and awareness of the importance of positive values in all aspects of society in Sri Lanka.

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## 11. Socio-Historical Condition of African - Americans People in the Novels of Langston Hughes

**Dr. Shrinivas S. Gadhe**

Associate Professor Department of English, Late Babasaheb Deshmukh Gorthekar  
Mahavidyalaya, Umri, Nanded. (M.S.)

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### **Abstract**

The present paper deals with socio-historical condition of African American people through the novels of *The Big Sea*, *American Daughter*, and *Die Nigger's Die*. This concealed concept of divide and rule support the whiter to combine their political situation as a ruling group and also their right of being a higher race. So an effort can be made to clear the spirit of the nation which is deliberated in the language and literature of that nation. With the support of comparative literary study, one can research the relation between kinds, variation, theme, subject or legendary sides in various literatures. According to the definition, the people who inhabit in certain geographic area and accept various culture of their own are said to be a society. In a wider sense, a society is a social, economic, industrial infrastructure made up of a different group of personal. African Americans in America and Dalits in India have been the everlasting targets of ill treatments in their respective countries. The present paper deals with the issues of social, culture, political in African American people in the autobiography of Langston Huges. It is deals with social-Historical condition of African American people. Being a woman, she was the sufferer of double-misuse, as a member of African American society and also has a lady who had been the sufferer of the long-established parental community constructions. The tragedy of Black writers was that the hindrances in their life were produced by not only the white people but also the publishing home which were completely run by the Negro people. It is examined that even after opposition of pioneered press. African Americans in America and Dalits in India have been the everlasting targets of ill treatments in their respective countries.

**Keywords :** Socio-historical, Autobiographies, discriminate, comparative, conventions. Philosophical, organizations, geographic, infrastructure, aesthetic, predisposed, rigorous, African American, disheartenment, pioneered, sequentially.

### **Introduction**

The present paper deals with socio-historical condition of African American people through the novels of *The Big Sea*, *American Daughter*, and *Die Nigger's Die*. It can also

explain on certain culture and social issues of the society, hence comparative literary study support to assure the natural conceptual interest. A micro study of these autobiographies displays that the conflict of existence for the self of the writers begins from their own families. To state the reality, colour itself had no meaning at all. But preparing the Blacks to fondle in playing the colour-game was a ventilate effort on the side of the Whites. With the clear economic, political and social aims, the Whites stimulated their victims to discriminate among themselves on the base of colour there by creating little cells of colour became aware of their ill-treatment and worked jointly for their liberate. It will be unfeasible to rule over them anymore. This concealed concept of divide and rule support the whiter to combine their political situation as a ruling group and also their right of being a higher race. As per to R. Brown Black means a people who struggle the white until the end and Negro means a people who kindly receives white dominance.

### **Socio-Historical Condition**

There are many intentions behind the survey of literature using comparative system. However, such type of survey is taken with a attitude to use it as the most useful technique of analyzing a work of skill. Comparative learning aims at inspecting various national conventions. So an effort can be made to clear the spirit of the nation which is deliberated in the language and literature of that nation. With the support of comparative literary study, one can research the relation between kinds, variation, theme, subject or legendary sides in various literatures. It can also explain on certain cultural and social issues of a society, traditional, philosophical, religion and political movements as the sides doubtless effect literary works. So comparative literary study support to assure the natural conceptual interest.

Aristotle says Man is a social animal. As per his autos all human being are living in the society to help and develop to one another. The history of human being displays that mankind has been a social animal since its creation of course; society and its organizations play a very important role in the lives of its members. The word society can be defined as, 'A group of people who share a defined territory and a culture.' (Merton P. 673). According to the definition, the people who inhabit in certain geographic area and accept various culture of their own are said to be a society. But to a group of people to be called as a society. There requires to have intercourse amongst themselves. The class of people may be connected to each other through determined affinity such as social positions, social and roles networks. In a wider sense, a society is a social, economic, industrial infrastructure made up of a different group of personal. The members of a society may also belong to various moral classes. For instances, the Indian society is made up of the people belonging to Aryan as well as Dravidian class. Community is an

essential section of human life. The mankind is mostly impacted by several social elements like the ceremony, ritual, convention and customs of the society. In other words, a personal has rather limited means as an sovereign unit. Anyone performs his tasks as a member of that certain social group.

The present paper deals with the issues of social, culture, political in African American people in the autobiography of Langston Huges. It is deals with social-Historical condition of African American people. There are various books through which Find out the social-Historical condition of the people such as, 'The big Sea, Era Bell Thompson's 'American Daughter' and H. Rap Brown's,' Die Nigger Die' is elected to inspect the new aesthetic norms developed and exercised by African American writers. The First part of his autobiography, The Big Sea (1940), presents the experiences of a black boy in the repressive White world and his regular conflict to defeat the situations to keep his self entire. Era Bell Thompson's autobiography, American Daughter (1946), is a history of her first hand experiences of the predisposed White Americans. Being a woman, she was the sufferer of double-misuse, as a member of African American society and also has a lady who had been the sufferer of the long-established parental community constructions. Naturally, he is his personal personality that impacts his deeds. Again the history of human community displays that it has been a place of variation at various levels from its very starting. African Americans in America and Dalits in India have been the everlasting targets of ill treatments in their respective countries.

Hubert Gerold Brown's Autobiography, 'Die Nigger Die'(1969), depicts the in human situation in the lives of African American resulting in their respectful status in the so called most republic and developed America. H.G.Brown's autobiography definitely spreads his faith that ferocity was the merely solution to the issue of Black population in racist America. A micro and critical survey of these autobiographies brings out that actual that they are distressing data's of endless conflict of the self of their apart writers against the cruel socio-cultural and political atmosphere of their times. During the way of their growth the psycho-social self of these writers was cut off by a number of hindrances produced by this back group and to preserve itself from that strength, the self was needed to utilize different means of complaint. As per, the autobiographies of Langston Huges, Era Bell Thompson and H. Rap Brown boundless voice all these content sides of reserve and also the policies employed by them to defeat different communicable, religious and political organization of the whites. American writers had nothing else to write about as their lives were stuffed only with tolerate forced upon them by the white American social structure. Hence they have presented their real experience without any restraint

there by creating a new set of attractiveness norms which given their autobiographies. A rigorous study of these autobiographies display that the conflict of extant for the self of the writer starts from their own families.

### **Conclusion**

The researcher come to the conclusion of the paper, the uses astonish element as a narrative technique that sappily the spec torts with the turn line, aimed to obtain entertainment. As *The Big Sea*, *American Daughter* and *Die Nigger Die* are autobiographical theme of the lives, sequentially of H. Rap Brown, Era Bell and Langston Hughes that they used the first person narrative technique in their writing. However, many researchers have criticized these autobiographies. The tragedy of Black writers was that the hindrances in their life were produced by not only the white people but also the publishing home which were completely run by the Negro people. Many of the suffering Nigro authors used to visit Negro publishing dwells with the hope of getting a chance to publish their works. This type of disheartenment and uninteresting was the usual undergo with many Black authors during the beginning eras of their writing life's. It is examined that even after opposition of pioneered press. If any Black author triumph in publishing his work, ordinary critics used to dishearten him by writing disadvantageous critical analysis of his work Langston Hughes had not the only Negro writer to have such undergoes of his work. It is believed that house is a place where one gets rational comfort, a aware of preservation from the outer strength, much-required love and care from other members of the household, a type of mental, social and physical safety which is an essential for the human being.

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## 12. An Empirical Analysis and Social Security under Pradhan Mantri Jan Dhan Yojana (PMJDY)

**Kamalakar Sadashiv Kapase**

Assistant Professor, Arts, Commerce and Science College, Bodwad.

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### **Abstract**

Pradhan Mantri Jan Dhan Yojana (PMJDY) introduced on August 28, 2014. All households in the nation will have full access to official financial channels thanks to the national mission on financial inclusion, which employs an integrated strategy. The goal of PMJDY is to ensure that weaker sections and low-income groups, who would otherwise be excluded, have access to a variety of financial services, such as the availability of a basic savings bank account, access to need-based credit, remittance facility, insurance, and pension. The goal of financial inclusion is to give everyone access to financial products and services, such as banking, savings and deposit accounts, remittance, credit, insurance, and pensions, in an affordable way.

**Keywords:** PMJDY, Social security, Public Sector Banks, Private Sector Banks

### **1. Introduction**

The PMJDY, a national mission for financial inclusion, is an initiative to enable all households, urban and rural, to gain easy and universal access to financial services, by facilitating the opening of zero deposit bank accounts by any bank branch, or Business correspondent (Bank Mitra), and also get Rupay debit cards. The PMJDY envisages access to various financial services like savings bank account, access to need based credit, facility for remittances, insurance and pension for the excluded sections i.e. weaker sections and low income groups, thereby ensuring deep penetration at an affordable cost through effective use of technology. The mission targeted 7.5 crore households for opening of Jan Dhan accounts. The outreach was planned through a strong Bank network (approximately 1, 55,000 outlets). As on 31st August 2016, 14.79 crore rural and 9.31 crore urban, i.e. a total of 24.10 crore accounts have been opened, all over India.

According to the Indian Census 2011, it was estimated that, out of 24.67 crore households in the country, 14.48 crore (58.7%) households have access to banking services. Of the 16.78 crore rural households, 9.14 crore (54.5%) were availing banking services. Of the 7.89

crore urban households, 5.34 crore (67.7%) households were availing banking services. Further, it is estimated that 6 crore households in rural and 1.5 crore in urban were not covered.

**Table No.1****Major Financial Inclusion Initiatives in India and correspondent authorities**

<b>Sr. No</b>	<b>Important initiatives</b>	<b>Initiated by</b>	<b>Year of launching</b>
1	Lead banking scheme (LBS)- for promoting banking services and financial literacy	RBI	1969
2	No frills account (NFA)	RBI	2005
3	Business Correspondence	RBI	2006
4	Swabhiman (To bridge economic gap between rural and urban India)	Finance Ministry and IBA	2011
5	SHG Bank Linkage Programs	NABARD	1992
6	Simplifications of Know your customer (KYC) norms	RBI	2002
7	PMJDY	Ministry of Finance, GOI	2014
8	Kisan Credit Card	NABARD	1998
9	National Rural Livelihood Mission (NRLM) by restructuring the Swarnajayanti Gram Swarozgar Yojna (SGSY)	Ministry of Rural development, Government of India	2010
10	Pension Fund Regulatory and Development Authority (PFRDA) Bill (for old age income security)	Ministry of Law and Justice & PFRDA	2013
11	Basic Savings Bank Deposit Account (BSBDA)	RBI	2012
12	Project Financial Literacy	RBI	2007

Source: Consolidated from Ministry of Finance, Govt of India.

**2. Empirical evidences of PMJDY**

In the eight years since the commencement of the financial inclusion effort, the total number of accounts opened under the PM Jan Dhan Yojana (PMJDY) reached 462.5 million, bringing the total amount of deposits in these accounts to Rs 1.73 trillion as of August 10, 2022. Up till August 2021, there were 430.4 million PMJDY accounts open. With the goal of "banking the unbanked," the programme was introduced on August 28, 2014, and 179 million accounts were opened throughout its first year. 67% of rural or semi-urban regions are now covered by the programme, and 56% of account holders are women. However, in August 2022, the proportion

of operative accounts to all Jan Dhan accounts fell. In August 2022, there were 462.5 million PMJDY accounts overall. Of those, 375.7 million

**Table No: 2**

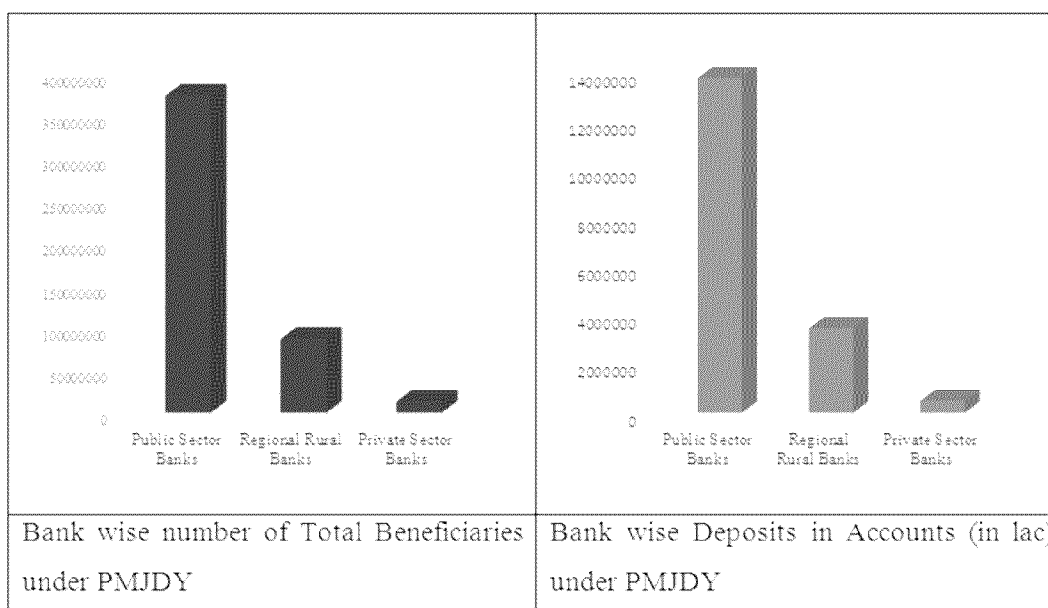
**Progress of Jan Dhan accounts (in Lakhs) as on 30th October 2017**

Bank Name / Type	Number of Beneficiaries	Total Beneficiaries	Deposits Accounts (In lac)	Number of Ru pay Debit Cards issued to beneficiaries
Public Sector Banks	233244432	372615138	13792994.65	277584548
Regional Rural Banks	75143002	87066963	3500395.25	34164654
Private Sector Banks	7046703	13120843	504982.72	11078084
Grand Total	315434137	472802944	17798372.62	322827286

Source: <https://pmjdy.gov.in/Archive>

**Graph No.1**

**Total Number of Beneficiaries and Deposits in Accounts (in lac) under PMJDY**



The above table shows that the public sector banks have played a significant role in Jan Dhan enrollments, followed by regional rural banks. The private sector banks have done enrollment on a much lesser scale, however they have shown consistent enrollments over the period.



**Table No: 2****Performance of Public sector bank in the light of PMJDY (as on 26/10/2022)**

<b>Bank Name</b>	<b>Number of Beneficiaries at rural/ semi urban Centre bank branches</b>	<b>Number of Total Beneficiaries</b>	<b>Deposits in Accounts (In lac)</b>	<b>Number of Ru pay Debit Cards issued to beneficiaries</b>
State Bank of India	56375355	135848568	4473341.31	125104848
Bank of Baroda	40629967	57192654	2393578.08	49174512
Punjab National Bank	36951466	44296208	1735179.71	27008819
Bank of India	22488209	27680254	1145643.25	22124341
Union Bank of India	20847267	28368747	812452.25	12769862
Indian Bank	15621987	19398239	807709.65	11152181
Central Bank of India	13453414	15470181	517014.51	8616872
Canara Bank	12047249	16893815	778109.29	7485675
UCO Bank	6800011	11981464	499433.35	4364285
Bank of Maharashtra	5338446	7274853	259139.81	3545026
Indian Overseas Bank	1582833	6414060	331991.77	4973696
Punjab & Sind Bank	1108228	1796095	39401.67	1264431
Pub Sec. Banks Total	233244432	372615138	13792994.65	277584548

Source: <https://pmjdy.gov.in/BankwiseLatest>

The above table shows that 80% of the total enrollments have been done by 10 public sector banks as shown in above table. Out of which, 35% enrollments have been done by State Bank of India (SBI), whereas Bank of Baroda (BOB), Punjab National Bank (PNB) and Bank of India have enrolled near 8% each respectively. In rural areas, Central Bank of India is the third highest contributor to the total enrollments.

**Table No: 3****Performance of Private sector bank in the light of PMJDY (as on 26/10/2022)**

<b>Bank Name / Type</b>	<b>Number of Beneficiaries</b>	<b>Total Beneficiaries</b>	<b>Deposits Accounts (In lac)</b>	<b>Number of Ru pay Debit Cards issued to beneficiaries</b>
ICICI Bank Ltd	3551971	4454450	57724.46	4454450
Jammu & Kashmir Bank Ltd	1632771	1860061	127004.48	1429284
Federal Bank Ltd	527013	640162	33664.76	350686
HDFC Bank Ltd	427439	2641897	169764.18	2641233
Axis Bank Ltd	214199	1318685	53585.64	681837
IDBI Bank Ltd.	199211	853399	36422.55	648646
Lakshmi Vilas Bank Ltd	133955	174139	2667.29	145406
Karur Vysya Bank	115507	184645	2797.6	182922
Kotak Mahindra Bank Ltd	102733	156865	3084.83	54818
RBL Bank Ltd	65106	104772	1345.21	104772
Indus Ind Bank Ltd	31641	418974	7613.58	172544
South Indian Bank Ltd	29022	216001	7342.16	122294
City Union Bank Ltd	9553	85026	1723.4	77792
Yes Bank Ltd	6582	11767	242.58	11400
Major Private Banks Sub Total	7046703	13120843	504982.72	1107808

Source: <https://pmjdy.gov.in/> / BankwiseLatest

The above shows the 80% of the total enrollments have been done by 4 private sector banks as shown in above table. Out of which 36% enrollments have been done by ICICI, Jammu & Kashmir Bank 20%, Federal Bank 16% and HDFC Bank 8% respectively. In urban areas, ICICI has done the maximum enrollments followed by Axis Bank and HDFC Bank respectively.

### **3. Social Security under PMJDY**

A free RuPay debit card with an integrated accident insurance cover of Rs. 1 lakh is given to PMJDY account users as part of the Pradhan Mantri Jan-Dhan Yojana (PMJDY). Since then, the coverage amount for PMJDY accounts opened after August 28, 2018, has increased from Rs. 1 lakh to Rs. 2 lakh. This was mentioned in a written response to a question in the Rajya Sabha today by Shri Anurag Singh Thakur, Union Minister of State for Finance & Corporate Affairs. According to the Finance Minister, the Pradhan Mantri Suraksha Bima Yojana (PMSBY) and Pradhan Mantri Jeevan Jyoti Bima Yojana are open to all qualified and interested PMJDY account holders (PMJJBY). (Posted: Tuesday, September 20, 2020, 2:10 PM) Accident insurance coverage of Rs. 2 lakh is offered under PMSBY.

### **4. Life Cover under Pradhan Mantri Jan Dhan Yojana**

The Prime Minister founded a scheme called Pradhan Mantri Jan Dhan Yojana to include families of the deprived classes into financial organizations. The aim of this scheme was to provide a bank account to every family that did not have one up until now. To avail financial services to the weaker class was the main purpose of introducing this scheme. This scheme consists of an accident insurance cover of Rs. 1 lakh and a Ru pay card. On 28th August 2014, Prime Minister Narendra Modi announced a life cover of Rs. 30,000 for account holders under this scheme. This insurance cover provides coverage for the account holder's life. It offers coverage to the family of the account holder, in case he/she dies. The premium for the life cover is sustained by the government of India. Pradhan Mantri Jan Dhan Yojana makes it possible for deprived persons to have a life insurance. Accounts opened after 28.8.18 will get accidental cover of Rs 2 lakh.

### **5. Conclusion**

As on December 2022 the total number of Jan Dhan accounts stands at 30.76 Cr. with a deposit base of 71232.93 Cr. and The objective of covering 7.5 Cr. households under Jan Dhan scheme has been far exceeded and stands at 20.06 Cr. with coverage ranging between 99% to 100% for all districts and states in India (*PMJDY web site*). However, when studying the gross distribution of enrollments across the country it can be clearly seen the distribution is not uniform and additional enrollments are possible from states. Though per day average enrollment has shown a decreasing trend, as compared to the initial opening of the scheme, it is clearly observed that the average per day deposits are increasing. This may indicate that a significant

number of accounts are operational and that the deposit base is increasing continuously. This can be studied by both the issuing banks and the government of India for rolling out various schemes and initiatives.

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## 13. Taxation in E-Commerce: Challenges and Opportunities for Government and Online Retailers

**Dr. Khushabu T. Pandya**

Assistant Professor, Thakur College of Science and Commerce, Kandivali (East), Mumbai.

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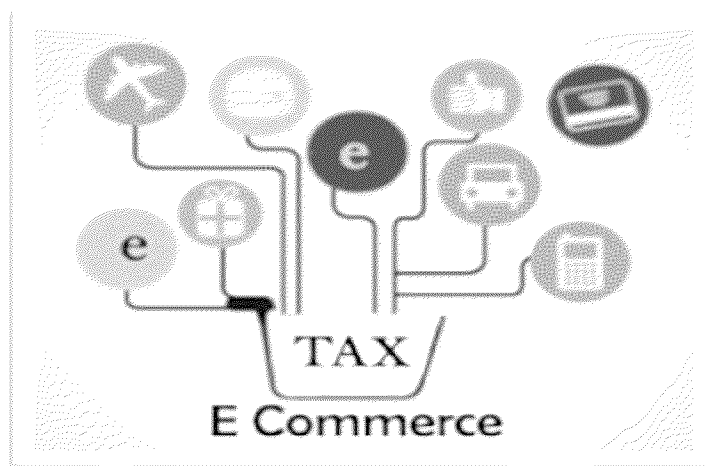
### **Abstract**

E-commerce has transformed the way consumers buy goods and services, and how businesses sell them. However, this digital shift has also created challenges for governments and online retailers in the realm of taxation. In this paper, we explore the challenges and opportunities that taxation poses for both parties. We review the literature on e-commerce taxation and discuss the various issues faced by governments and online retailers. We also examine international taxation in the context of cross-border e-commerce transactions. Finally, we provide an overview of the research methodology used to investigate this topic. The findings of this study suggest that there is a need for a harmonized taxation framework for e-commerce, which can help ensure tax compliance and minimize administrative costs.

**Keywords:** E-commerce, Taxation, Online Retailers, Governments, Cross-border Transactions.

### **I. Introduction**

The introduction of e-commerce has transformed the way consumers buy goods and services, and how businesses sell them. With the increasing popularity of online shopping, e-commerce has become a significant contributor to the global economy. However, this digital shift has also created challenges for governments and online retailers in the realm of taxation. Taxation in e-commerce is complex and presents challenges for both parties.



For governments, e-commerce taxation presents several difficulties. E-commerce transactions can cross national borders, making it challenging to determine which country has the right to tax the transaction. Additionally, tax compliance is difficult in e-commerce as it is challenging to track and monitor e-commerce transactions. E-commerce also provides opportunities for tax evasion, making it difficult for governments to ensure tax compliance. Therefore, governments face the challenge of ensuring tax compliance while minimizing administrative costs.

For online retailers, e-commerce taxation creates several challenges. Online retailers face difficulties in complying with the tax laws of different countries and jurisdictions. The administrative burden created by e-commerce taxation can also be significant, making it difficult for online retailers to focus on their core business activities. Moreover, e-commerce taxation can increase the costs for online retailers due to the need for additional resources and expertise to comply with tax laws and regulations. Additionally, e-commerce taxation can put online retailers at a competitive disadvantage compared to traditional brick-and-mortar retailers.

This paper aims to provide an in-depth analysis of the challenges and opportunities that taxation poses for governments and online retailers in the context of e-commerce. The paper reviews the literature on e-commerce taxation and discusses the various issues faced by governments and online retailers. The paper also examines international taxation in the context of cross-border e-commerce transactions. Finally, the paper provides an overview of the research methodology used to investigate this topic.

## **II. Review of Literature**

1. **Yamauchi and Sussman (2015)** conducted a study on the impact of e-commerce on taxation. They found that taxation of e-commerce is a complex issue, and governments face challenges in ensuring tax compliance and minimizing administrative costs. They also highlighted the need for a harmonized taxation framework to address the challenges posed by e-commerce taxation.
2. **Bharadwaj and Chaudhury (2016)** conducted a study on the challenges faced by online retailers in complying with various tax laws and regulations. They came to the conclusion that internet retailers have a tough time comprehending the tax rules of various nations and acting in compliance with those regulations. They also underlined the requirement for a streamlined tax structure for online commerce in order to assist in reducing the compliance load that is placed on online retailers.
3. **Walby (2017)** conducted a study on the challenges posed by cross-border e-commerce taxation. He came to the conclusion that the existing tax structure for international online commerce is convoluted and inconsistent, and that there is a requirement for a harmonised taxation system in order to guarantee tax compliance and cut down on administrative expenses.
4. **Gupta and Bhattacharya (2019)** conducted a study on the impact of e-commerce on tax revenue. They found that e-commerce presents both challenges and opportunities for tax revenue. On the one hand, e-commerce can be difficult to tax, but on the other hand, it can also help increase tax revenue by expanding the tax base.

## **III. Objective of the Paper**

The main objective of this paper is to provide an in-depth analysis of the challenges and opportunities that taxation poses for governments and online retailers in the context of e-commerce. The paper aims to:

1. Identify the challenges faced by governments and online retailers in e-commerce taxation.
2. Examine the opportunities presented by e-commerce taxation.
3. Explore the complexities of cross-border e-commerce taxation.
4. Provide recommendations for a harmonized taxation framework for e-commerce.

#### **IV. Challenges and Opportunities for Governments and Online Retailers**

##### **Challenges for Governments**

1. Complexity: Because the world of electronic commerce is so intricate and dynamic, it can be challenging for governments to keep up with the latest developments in both fashion and technology.
2. Jurisdictional Issues: Because transactions conducted through e-commerce might cross national boundaries, it is difficult for governments to ascertain which country has the authority to tax the transaction.
3. Tax Compliance: Because it is difficult to detect and monitor e-commerce transactions, ensuring tax compliance in the online retail space can be challenging.
4. Tax Evasion: Because it is possible to avoid paying taxes through online trade, it is more difficult for governments to monitor and enforce tax compliance.

##### **Opportunities for Governments**

1. Increased Tax Revenue: E-commerce can provide opportunities for governments to increase tax revenue by expanding the tax base.
2. Simplification of Taxation Framework: Governments can simplify the taxation framework for e-commerce to make it easier for online retailers to comply with tax laws and regulations.
3. Collaboration and Cooperation: They came to the conclusion that internet retailers have a tough time comprehending the tax rules of various nations and acting in compliance with those regulations. They also underlined the requirement for a streamlined tax structure for online commerce in order to assist in reducing the compliance load that is placed on online retailers.

##### **Challenges for Online Retailers**

1. Compliance with Tax Laws: Online retailers face difficulties in complying with the tax laws of different countries and jurisdictions.
2. Administrative Burden: E-commerce taxation creates an administrative burden for online retailers, making it difficult for them to focus on their core business activities.



3. **Increased Costs:** E-commerce taxation can increase the costs for online retailers due to the need for additional resources and expertise to comply with tax laws and regulations.
4. **Competitive Disadvantage:** E-commerce taxation can put online retailers at a competitive disadvantage compared to traditional brick-and-mortar retailers.

#### **Opportunities for Online Retailers**

1. **Increased Transparency:** E-commerce taxation can lead to increased transparency and accountability for online retailers, helping to build trust with customers.
2. **Improved Reputation:** Complying with tax laws and regulations can help improve the reputation of online retailers and build customer loyalty.
3. **Streamlined Processes:** A simplified taxation framework for e-commerce can help streamline processes for online retailers, reducing administrative burdens and costs.

#### **V. International Taxation and E-Commerce**

1. **Jurisdictional Issues:** Cross-border e-commerce transactions present challenges for governments in determining which country has the right to tax the transaction.
2. **Double Taxation:** Cross-border e-commerce transactions can result in double taxation, where the same transaction is taxed by both the exporting and importing country.
3. **Tax Competition:** Competition between countries to attract e-commerce businesses can result in a race to the bottom in terms of taxation, leading to reduced tax revenue for governments.
4. **Harmonization of Taxation:** Harmonization of taxation across different countries can help address the challenges posed by cross-border e-commerce transactions and ensure tax compliance.

#### **VI. Research Methodology**

This study is based on a review of literature and analysis of secondary data sources. The data sources used for this study include academic articles, reports, and government publications. The period of research covers the last ten years (2013-2023). The research was conducted using a qualitative approach, and the data collected was analyzed using thematic analysis.

## **VII. Conclusion**

In conclusion, taxation in e-commerce presents challenges and opportunities for both governments and online retailers. Governments face challenges in taxing e-commerce transactions, while online retailers face challenges in complying with tax laws and regulations. Cross-border e-commerce transactions present additional challenges, including jurisdictional issues and double taxation. A harmonized taxation framework for e-commerce can help address these challenges and ensure tax compliance. Online retailers can also benefit from increased transparency, improved reputation, and streamlined processes resulting from e-commerce taxation. Further research is needed to explore the potential solutions and strategies for addressing the challenges and leveraging the opportunities presented by e-commerce taxation.

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## 14. Knowledge: The Wit of Higher Education

**Dr. Suresh D. Sutar**

Assistant Professor & Head Dept of English Dr. Tatyasheb Natu College of Arts and Senior  
College of Commerce, Margtamhane, Tal- Chiplun, Dist-Ratnagiri.

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### **Abstract**

The root of human being has been diversely deduced by various religions and realms on the earth. However, origin and spread of education has been the root reason for the commencement and climb up of the so-called leader of all the species biblically appointed from the heaven. Irrespective of the variety and modes of mitigation in the field of knowledge

Life and living of the fallen angel who through evolution became rational animal and was later christened man initiated and instituted in the cave and cavern in nature and reached at the peak of Everest of evolution due to the life-long learning and fervor of understanding all the issues on the part of him. It is due to all types of education which has been a major means and medium of persistent progress and progression of him. The social animal, being indefatigably imitative made education the very natural and spontaneous construction and conception of him. Till the present moment, this man-made creation called education has undergone a variety of sea alter and alterations in life. However in every epoch and era the endeavor of education as to dulce and utile has been remained the same. Today, in the era of bitter contest and competition, higher education directly or indirectly implies to sincerely undertake some constructive and result oriented examination and exploration for unique invention and innovation to enrich and enhance human life by all the means and to transform earth into heaven, affliction into affluence, devil into divinity, suffering into solace etc. Education on the part of a visionary investigator and innovator is to be after a life-long study of awakening or reawakening the remaining associates of society towards a better life for them and for all. An ideal researcher being cognizant of conscience and consequences has been constantly concerned in his investigation of finding out new and novel in life. To him the basic ethic and ethos of life is:

**And this grey spirit yearning in desire**

**To follow knowledge like a sinking star**

**Beyond the utmost bound of human thought (01)**

Basically every system of education irrespective of caste and creed, region, religion and realm, state and station, recipients and supplier has to take such a dynamic activity which finally results into empowering, enabling and ennobling the life around every personage and personality in the society as well as bringing solace in the life of all the species in nature without any prejudice and partiality on the part of researcher. The basic principle of equality and egalitarianism has to be followed in discharging educational duties towards person and people, soul and society. No one must suffer at the hands of the haves and must be compelled and coerced to utter

**All animals are equal but some are more equal than others (02)**

For this basic tool of development, every country has developed its own distinctive education system from the primary level to the highly sensitive universities and research oriented institutions based on either their own innovation or the imitation in a straight line of the other best and better in the respective field and thereby have uplifted life to certain high standard that the first primitive in the cave and cavern had not even imagined.

Higher education is the very basic foundation of modern society rather it has caused for various sea-changes in life and strenuously and tirelessly transformed life into better and best medium of living for almost all the species. To a certain extent, it is higher education that has begotten and cultivated a very new and novel approach in the associates of society towards life and its inhabitants. It is the very root of innovative inventions in every walk of life. It is the constructive highway leading to the betterment of whole human life in near future. Thus, the advanced countries leading the whole world at present have given enough, serious and considerable concern and consideration to the need of it, developing its system on their own soil and persistently testing the fruits of it. They have been spending enormous amount of money from their national budget on the system of higher education in their soil which has resulted into amassing almost all international rewards and recognitions by them and thereby ruling the whole world. As a consequence of it, majority of their scientists and research scholars have successfully bagged Nobel awards in their respective fields and became quite famous in the whole world.

The nature of higher education and the due consideration given to it is the demarking line between the developed countries and the developing countries. To be specific it has devilishly divided the whole world into haves and haves not. It is because; higher education is thoroughly founded on research oriented intellectual and academic activities on the part of researchers. It is

basically based on scientific experiment and exploration giving a sense of meaningful satisfaction to the queries in man about his survival on this planet. This research comes out with innovation and invention. The invention begets patent for the individual researcher specifically and for the country to which he or she belongs generically. And with such patents, the country is liable and likely to lead the whole world. America is the best example of such intellectual dominance on the world which can be illustrated with the persisting innovative activities of NASA in space science. All this leads to the fundamental question

“Whether knowledge is the wit of higher education?” “Does it lead to any wisdom as such?”

Before turning to it, it is required and requisite to define the content words in the question namely, ‘knowledge’, ‘wit’ and ‘higher education’. Dr. Sarvepalli Radhakrishnan has authentically stated

**Knowledge is not something to be packed away in some corner of our brain, but what enters into our being, colours our emotion, haunts our soul, and is as close to us as life itself. (03)**

Both knowledge and life are reciprocal i.e. one enhances the other while the other supplies the one. Knowledge is the outcome of continuous invention and reinvention on the part of resourceful researcher. It is the result of restless, impatient and continuing hopeful enquiry. It contains in our affirmation of what is true and also in our negation of that which is false. It is our utmost aspiration for knowledge where the researcher is not totally and thoroughly satisfied but rather persistently in search of means and media to slake his hunger of finding out the new and novel and using it for slaking his thirst in specific and the thirst of all in generic. The soul of every researcher is like that of Christopher Marlowe’s Faustus who unveils the inner desire as

**Settle thy studies, Faustus, and begin**

**To sound the depth of that thou wilt profess,**

**Having commenced, be a divine in show**

**Yet level at the end of every art**

**And live and die in Aristotle’s works. (04)**

The Indian religious leader Shri Ramkrishna Paramhans has said that knowledge leads to unity but ignorance leads to diversity. This underlines the very fact that knowledge matters a lot in higher education. The fervor to acquire it enlightens and enriches our life. It leads us to the

peak of Everest of excellence. Rather it is born through our attempts of invention and innovation. So, it has been rightly defined as the soul of higher education. This leads to the importance of soul. Soul is the very integral part of human body. The body has an identity due to the soul inside in it.

As Water without pot and pot without water are not accepted. Similarly body without soul and soul without body also is not accepted. The relation between knowledge and higher education is like that of body and soul. Thus, Kabir an eloquent saint poet in Hindi literature has stated this universal relation as

**"जल में कुम्भ, कुम्भ में जल है, बाहर भीतर पानी**

**फूटा कुम्भ जल जलहीं समाना, यह तथ कथौ गीयानी ।"**

Hence, knowledge is the very oxygen of higher education without which it cannot survive.

As a result knowledge has been called the very soul and wit of higher education. Thus, without this soul, the physique and psyche of higher education cannot survive.

Higher education has been rightly separated from the primary, secondary and higher secondary education. It is mainly because it has been result and research oriented task on the part of researcher where considerable time and money is required. Here the researcher has been haunted by his objective of finding novelty and bringing it into life. It is the very face of the whole education system in every country by which the country has been entitled after either an advanced or non-advanced one in the panorama of the world. To be specific higher education has become the very face of every country. Now every country is identified by the research work undertaken by the higher education institutions in it and the results come out of it which are unique.

In higher education ideas have been generated and with the help of knowledge (i.e. our invention and reinvention) these ideas have been transformed into reality and thereby life has been made rich and convenient for its harbingers. Every new invention at present is the result of this knowledge. In sociology man has been baptized as a social animal. In higher education he can be defined as intellectual animal. On the basis of our intellect and its proper use we have become the strong leader of all the remaining animals on the earth. Thus, knowledge and its transformation in wisdom matters a lot. After all constructive use of knowledge has made human

being to surpass every difficulty in its way. That is why one has to be after it. He has to have sincere fervor to acquire knowledge and apply it for the well-being of the whole universe.

Thus, the building of higher education has been based on the walls of strong and sturdy knowledge. Rather the foundation of higher education in every country is knowledge itself. It is because the aim of higher education is to update the happening around it to enrich the people with knowledge and to make them able to face their challenges irrespective of their nature. After all, it has been the aim of higher education to create a knowledge based society. Therefore knowledge matters a lot in higher education. Any creation comes into existence because of aspiration for knowledge and transforming it into reality. Thus, novelty is possible due to our interest in knowledge.

To conclude, knowledge gives an identity to a personality and such personality leads to higher education and the overall result is a sense of satisfaction in the eyes of those who have been benefitted. So we can proudly say that, “Knowledge is the soul of higher education and it is the first step to success.”

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## 15. Multiculturalism: An Assessment with Selected Indian Novels in English

**Dr. Prajakta Prashant Shinde**

Assistant Professor, Department of English Dr. Tatyasaheb Natu College of Arts and Senior College of Commerce Margtamhane, Tal: Chiplun, Dist: Ratnagiri.

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### **Abstract**

India is a land sheltering countless cultures and diverse languages. Hence, it is always witnessed as the realm of diverse traditions. Multiculturalism is a political term which advocates blind neutral attitude in every walk of life. India is the country that feels cheerful and tolerant for every unique culture. Almost 1600 languages are being spoken throughout In India. Every community has its own uniqueness. Schedule 5 and 6 of Indian Constitution provide special security for the tribal all over India. Articles 15 and 16 of our Constitution care about the fundamental rights of every community and person. Multiculturalism advocates respect and tolerance of every community. We have to consider civil and political rights of every person. Ages ago, India experienced toxicity of discrimination due to which a poisonous atmosphere had disturbed harmony of our society.

**Key terms** - culture, plural society, minority, tolerance, political existence, non-discrimination

Culture can be understood in the terms of mannerism, food culture, worshipping, rituals, beliefs, disbeliefs ,behavioral patterns, ideologies, set rules etc. A group of people having all these aspects in common is called as a community. Every community is different in its cultural beliefs. The whole community revolts if any threat to their culture arises. So, it is the sincere effort of every community that their culture should remain intact.

India is a a charming bouquet of colorful flowers. It has nutritional salad. Cultural diversity is an eternal feature of our country. To avoid the threat of homogeneities, multiculturalism is the best practice ever seen. Culture gives us identity and for the same reason, fundamental rights of every person should be guided and secured. Culture is a wide concept which covers habits of worships, food, attires, rituals and social standards. Actually, human



being is same all over the world but all these habits are enough to make every community inversely unique.

Will Kymlica stated that when we want people to keep aside their identity which is offered by their culture then we make them deprived from something very great and eternal. To him, culture is an identity of a person. We are recognizing ourselves in relevance with our society. We are nothing in isolation. The understanding and repo with our society are very essential because human being is a social animal. So when a person breaks any social code of conduct, he or she is being boycotted. Every society has framed its unique rules, ethical standardizations, terms and conditions and a rebel is always punished for any collateral damage. Hence, nobody has a right to brush aside this thoughtful framework.

So, culture becomes an identity of a person and in democratic ways we have to create such an atmosphere which can nourish and nurture the fundamentally essential identity of a person. In the framework of multiculturalism, rights of every person are kept intact and decisively invulnerable. Many communities like LGBTQ, Africans, and women all over the world should get justice. Any intolerance towards these marginalized groups shouldn't be tolerated anymore. All these people should get all permutations of possibilities in diverse spheres of opportunities. The honorable Supreme Court of India has strictly issued verdicts in favor of marginalized groups and so the interest of minorities are purposefully protected. For instance, any vulgar comment on a girl or a lady shouldn't be tolerated and such kinds of banners are projected in every institution where women employees are working.

When it comes to LGBTQ community, the sophisticated people make faces with sheer aversion. In this context, Multicultural aspects bring social awakenings. The Lesbians, Gays, Bi-sexual, transgender and Queer are part and parcel of our society and multiculturalism supports the wellbeing of each person. In ancient days, if a transgender person wanted to open a bank account he has to pay double amount. The governments along with some revolutionary transgendered compel banks not to do this regularly. It is because although their sexuality is different, we have to keep a philanthropic approach towards them. Multiculturalism never supports extinguishing of any community. So, the strict provision should make in this direction. Even now when we are on the threshold of 24<sup>th</sup> century, we can't digest the differences of sexual identities. We disrespect them as it is our birthright. When anybody poses a threat to anybody's existence, multiculturalism intervenes through constitutional powers.

Ages before, Indian society was suffering from superiority and inferiority complexes based on castes and creeds. Some casts declared themselves as the dominant ones which should be in power forever. They were considering themselves as the masters, rather than owners of this society and other should be slaved themselves to their whimsical wishes. Some castes enjoy full freedom whereby some were restricted from their fundamental rights. So, some legendary reformers came forth to make the society balanced in approach Dr. B. R. Ambedkar marched a long way to allot justice to the downtrodden. He advocated equality of all castes in the society. He burnt the text *Manusmriti* to wipe out all scars making the face of our society ugly.

Even today, when a leader of any community decides to stand in election, he or she appeals the community people for support. The leader forgets all about the rest of communities. Leaders of minorities are resisting for the vote bank of their own community. In this way, a top notch struggle gets resumed. Society gets divided between two extreme poles and the principle of fraternity is damaged never to be healed again. Negative vibes start to proliferate its satanic stings. Such damages are regressive in attitude. To be progressive, every society should match wavelength with the benevolent theme of multiculturalism. To keep the face value of every person intact becomes our moral and ethical responsibility.

British people ruled over Asian and African continent and wanted to wipe out the unique cultural identities of the respective colonies. Their thought process, color complexion, eating habits, living standards became ideal and they strived to change according to their own whims. At some extent, they became successful and we detested our way of living in eager of replacing them with the newly found interests. But with the fleeting times, mistakes were realized and the people of every nation started to nurture their own cultural values. Hitler declared Germany as a divine nation and himself a divinely appointed leader in the quest of pervading all world with German influence. White skin tone became standard of beauty and high birth whereas black or brown skin became low standard. Such frantic people or groups want domination of their own culture all over the world which is completely miserable if we see through humanity aspect. Every person has a right to eat as per his or her taste. Every individual has a right to speak his or her own language and groom in the favorite cultural attire. Any threat posed is a complete disobedience of Multiculturalism,

When it comes to the tribal, their conscious is deliberately undermined by the so called sophisticated aristocrat society. These tribals are the ethnic and native groups of our country but

they lost their prevalence to the modernized societies. Our ruling social groups are considering these people as a backward and treat them like outlaws. So, in our constitution, there are some special provisions framed to guard interests of such groups. Through the spectacles of neutrality, they should get equal and practically real rights. It the fundamental right of every person that he or she must get equal treatment irrespective of caste, creed and race, gender. It is the very essence of multiculturalism. African Negroes are always treated with brutal discrimination due to their color completion. They were never considered as a human being, sold in slave markets, smuggled, murdered and thrown away like an animal corpse. White people used to shoot them without hesitation. It was because only masters had a right to make favors; servants hadn't mimicked their so-called masters. George Washington Carver penned all his pains as a representative of Niggers in his books. The time had to wait for the legends like Abraham Lincoln and Martin Luther King the Jr. to put the full stop to these evil and monstrous practices at the expenses of their lives. The neutral outlook of multiculturalism had to strive with all its strength and potential to bring justice for these people, to restore them to their fundamental rights as a person, to stagger their deliberate oppression and to make their cultural and ethnic identity invulnerable. So, multiculturalism cares for every string of all existing cultures. Co-existence, tolerance, respect to every ethnicity and race, no derogatory comments on any color complexion either black or brown and no glorification of white. Even now a days, a blissful trend prevails and in advertisements, we see 'Black is Beautiful'.

Multiculturalism wants every group, community, ethnicity, race, skin color and even genetically make-up of every person intact. No harm to anybody's existence and principle of tolerance should be kept at the heart are the core competency of multiculturalism. In the autobiography of Indian 'Missile Man', we encounter the ideal example all diverse communities are living peaceful benevolence and showing an intact respect and tolerance to all communities exist. Pakshy Lakshamana Sastigal, the priest of Rameshwaram temple, Rev. Father Bodal and his father Sr. Kalam, the Imam in the mosque used to sit together and tried to solve the social problems with each other's help. On the other hand, Salman Rushdie's *Midnight Children* portrayed brutal communal riots. It emphasized intolerance, disrespect, ruthless attitude of both communities towards each other. It was all because they wanted to wipe out each other's culture.

Any community procuring to extinct the traces of other community pose harm to the principles of multiculturalism. For guarding the same purposes, Human Rights Declaration

established on 10th December 1948 at Paris framed the rules of equality all over the world. Universal Declaration of Human Rights proved a milestone in the history. It strictly proclaimed equality irrespective of class, creed, gender, nationality, ethnicity, race, language, religion, and similar aspects of human life. Nobody have a right to make an inhuman, derogatory comment on the caste, color, race and gender of other person

Multiculturalism is the faithful tool to keep our world at balance. ‘Vasudhaiva Kutumbakam’ won’t remain only true in words but should be proven faithful in the practices of globalization. If in this era of globalization, we get arrested to only banal beliefs then collective progress will be matter of fantasy not reality. Trivial beliefs of superiority will push us in the deep valley of inhumanity. So, for keeping pace with the time, we should walk in hand in hand to underline the core concept of multiculturalism.

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## 16. The Impact of Globalization on International Business Strategies

**Aparna K.**

Assistant Professor, Department of Commerce Loyola Academy, Hyderabad.

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### **Abstract**

Globalization has had a profound impact on the business world, creating both opportunities and challenges for companies seeking to expand their operations beyond their domestic markets. To succeed in a globalized market, businesses must develop effective international business strategies that account for the complexities of operating across borders, including cultural differences, legal and regulatory frameworks, and supply chain management. This article explores the significance of globalization in today's business world, identifies the pros and cons of expanding businesses globally, and discusses key considerations for developing effective international business strategies. Additionally, the article highlights the importance of adapting to cultural differences and leveraging technology to enhance international business operations.

**Key-words:** Globalization, International Business, Cultural Differences

### **Introduction**

Globalization refers to the increasing interconnectedness of countries and the integration of their economies, cultures, and societies. It has significantly impacted the world economy, reshaping the way businesses operate and compete in the international market. The rise of global trade, investment, and technological advancements has created new opportunities for businesses to expand their reach beyond their domestic markets.

In today's business world, globalization has become a key driver of growth and innovation. It has enabled businesses to tap into new markets, reduce costs, and access new sources of talent, resources, and technology. Moreover, it has encouraged competition and enabled businesses to offer better products and services at competitive prices.

However, globalization has also brought challenges for businesses. Increased competition has made it more challenging to enter new markets and maintain market share. Businesses must adapt to different cultural and regulatory environments, which can be complex and time-

consuming. Additionally, the global supply chain is susceptible to disruptions and risks, including political instability, trade disputes, and natural disasters.

Therefore, it is essential for businesses to understand the significance of globalization and the opportunities and challenges it presents. They must develop effective international business strategies to navigate the complexities of the global market and leverage the benefits of globalization while mitigating its risks. In the following sections, we will discuss key considerations for developing effective international business strategies, including cultural adaptation, global supply chain management, and technology utilization.

### **Opportunities and Challenges of Globalization**

Globalization has opened up numerous opportunities for businesses to expand their reach beyond their domestic markets. The benefits of expanding globally include increased market share, higher profits, and access to new talent, resources, and technology. However, businesses must also be aware of the potential challenges and risks associated with global expansion.

One of the primary opportunities of globalization is the ability to tap into new markets. By expanding globally, businesses can access new customers and increase revenue streams. Additionally, globalization can lead to lower costs by accessing cheaper labor, raw materials, and production facilities in other countries. However, expanding globally can also present challenges for businesses. Cultural and linguistic differences can make it difficult to understand and adapt to new markets. Regulatory and legal differences can also present challenges for businesses operating in multiple countries. Furthermore, global expansion can be costly and time-consuming, with significant investments required in logistics, marketing, and infrastructure. Another challenge is the increased competition that comes with global expansion. Businesses must compete with established local businesses and other multinational corporations in new markets. This requires careful market analysis and strategic planning to gain a foothold in new markets and differentiate from competitors. The benefits of globalization for businesses are numerous, but it is important to be aware of the potential challenges and risks associated with global expansion. By understanding these opportunities and challenges, businesses can develop effective international business strategies and achieve success in the global market.

### **Developing Effective International Business Strategies**

In order to succeed in a global market, businesses need to develop effective international business strategies. This involves careful analysis of market opportunities, competitive

landscape, cultural differences, and regulatory environment of the target market. Market research helps businesses understand the size and potential of a target market, while competitive analysis helps identify key competitors and their strategies. Adapting products and services to meet local needs is essential, along with complying with local laws and regulations. Developing partnerships with local suppliers, logistics providers, and distributors can help establish an efficient supply chain. Effective communication and negotiation skills are also critical for successful international business. Businesses need to be able to navigate cultural differences and build strong relationships with local partners and customers. By considering these factors and developing a comprehensive strategy, businesses can expand into new markets and compete globally.

### **Adapting to Cultural Differences**

Adapting to cultural differences is a crucial aspect of international business strategy. Culture shapes the values, beliefs, customs, and behaviors of people in different societies, and can have a significant impact on business practices and relationships. Therefore, understanding and adapting to cultural differences is essential for building trust and establishing successful business partnerships in a global market.

One of the key ways businesses can adapt to cultural differences is by conducting thorough research and analysis of the target market's cultural norms and practices. This can involve learning about local customs, language, and etiquette, as well as understanding cultural values and attitudes towards business. For example, in some cultures, it may be considered rude to negotiate prices aggressively, while in others, it may be expected.

Businesses can also adapt their products and services to meet the needs and preferences of local customers. This may involve modifying product designs, packaging, and marketing messages to align with local cultural norms and expectations. Additionally, hiring local staff and establishing partnerships with local suppliers and distributors can help businesses build relationships and navigate cultural differences more effectively. By adapting to cultural differences, businesses can demonstrate respect for local customs and values, build trust with customers and partners, and establish a strong presence in new markets.

### **Managing Global Supply Chains**

Managing global supply chains is a critical element of successful international business strategies in a globalized market. With the expansion of global markets, businesses are

increasingly relying on complex supply chains to source raw materials, manufacture products, and distribute goods across borders. Effective supply chain management involves balancing costs, quality, and delivery times across multiple countries and cultures. It requires strong relationships with suppliers and distributors, as well as careful monitoring of logistical processes to ensure efficiency and transparency. One key consideration for managing global supply chains is the need to comply with international trade regulations and standards. This may involve navigating complex legal frameworks, customs procedures, and product certification requirements. Businesses must also consider the impact of global events such as natural disasters, political unrest, and economic downturns on supply chain operations.

To manage global supply chains effectively, businesses must invest in technology and infrastructure to track and manage logistical processes. This may include implementing supply chain management software, using sensors and analytics to monitor product flows, and collaborating with suppliers and distributors to optimize processes. By effectively managing global supply chains, businesses can reduce costs, improve quality, and enhance customer satisfaction. This can help them stay competitive in a globalized market and adapt to changing market conditions.

### **Leveraging Technology**

In today's globalized market, leveraging technology is crucial for businesses looking to enhance their international business operations. Digital platforms and tools offer businesses the ability to connect with customers, partners, and suppliers across borders, streamline processes, and improve overall efficiency. One key advantage of digital platforms is the ability to reach a global audience through online channels such as e-commerce websites, social media, and online marketplaces. This allows businesses to expand their customer base and reach new markets without the need for physical presence in each location.

Another benefit of technology in international business is the ability to streamline supply chain processes. This includes using software to manage inventory levels, track shipments, and monitor quality control. Additionally, businesses can leverage data analytics to gain insights into consumer behavior and market trends, which can inform their decision-making processes. However, utilizing technology in international business also poses challenges, such as navigating different legal and regulatory frameworks across borders, and ensuring the security and privacy of data across different jurisdictions.



To effectively leverage technology in international business, businesses must invest in the right digital tools and infrastructure, and ensure they have the skills and expertise necessary to manage and utilize these tools effectively. By doing so, businesses can improve their international business operations and gain a competitive edge in a globalized market.

### **Conclusion**

Globalization has fundamentally changed the business landscape, creating both opportunities and challenges for companies seeking to expand their operations beyond their domestic markets. While globalization has opened up new markets and created new business opportunities, it has also increased competition and exposed businesses to new risks and challenges. To succeed in a globalized market, businesses must develop effective international business strategies that account for the complexities of operating across borders, including cultural differences, legal and regulatory frameworks, and supply chain management.

Furthermore, leveraging technology and digital platforms can provide businesses with a competitive edge, allowing them to connect with customers, partners, and suppliers across borders, streamline operations, and gain insights into consumer behavior and market trends. Ultimately, businesses that can successfully navigate the challenges of globalization and develop effective international business strategies stand to reap the rewards of expanded market opportunities and sustained growth in a rapidly evolving global market.

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## **17. Corporate Social Responsibility: A Necessity for Sustainable Business Practices**

**N. Sujitha**

Assistant Professor, Department of Commerce Loyola Academy, Hyderabad.

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### **Abstract**

Corporate Social Responsibility (CSR) has become increasingly important in today's business landscape, as consumers and stakeholders demand more socially and environmentally responsible practices. This article explores the definition of CSR, its importance for sustainable business practices, and the ways in which it can enhance a company's reputation, attract and retain top talent, and create value for shareholders. The article also examines potential challenges of implementing CSR in practice and provides a call to action for companies to embrace CSR as a necessity for long-term success. Ultimately, the article argues that CSR is not just a buzzword, but a crucial element for businesses looking to build a sustainable and successful future.

**Key-Words:** Corporate social responsibility

### **Introduction**

Corporate social responsibility (CSR) refers to the concept that businesses have a responsibility to operate in an ethical and sustainable manner, while also contributing to the well-being of society and the environment. This includes voluntarily taking actions to address social, environmental, and economic impacts of the company's operations on stakeholders, such as employees, customers, communities, and the planet. CSR involves engaging in activities that go beyond what is required by law or financial gain, and it has become an increasingly important aspect of business strategy and reputation.

### **Importance of CSR in today's Business Landscape**

Corporate social responsibility (CSR) has become increasingly important in today's business landscape for a variety of reasons. Here are some key reasons why CSR is important for businesses

Enhancing reputation and brand value: CSR initiatives can help build a positive reputation and enhance brand value for a business. This can be especially important in competitive industries where brand differentiation is key to success. By demonstrating a

commitment to social and environmental responsibility, businesses can improve their image and create a more loyal customer base.

**Meeting stakeholder expectations:** Today's consumers, investors, and employees are increasingly concerned with the social and environmental impact of the businesses they support or work for. By implementing CSR initiatives, businesses can meet the expectations of these stakeholders and demonstrate a commitment to creating a positive impact beyond just financial returns.

**Attracting and retaining talent:** As the job market becomes more competitive, businesses need to find ways to attract and retain top talent. Offering meaningful opportunities for employees to engage in CSR activities or demonstrating a commitment to sustainability can be a powerful way to attract and retain employees who are passionate about making a positive impact.

### **Creating Long-term Value**

CSR can create long-term value for businesses by reducing risks, enhancing reputation, and improving relationships with stakeholders. By investing in sustainable business practices and social and environmental initiatives, businesses can create value that extends beyond just financial returns. The business landscape is changing rapidly, and businesses that fail to adapt risk becoming irrelevant. CSR can help businesses adapt by identifying emerging trends and risks, fostering innovation, and enhancing resilience in the face of uncertainty.

### **Building Brand Reputation**

Corporate social responsibility (CSR) can be a powerful tool for building brand reputation. Here are some ways that CSR can help enhance a company's reputation:

CSR initiatives provide a platform for companies to demonstrate a commitment to values that resonate with customers and other stakeholders. For example, a company that implements sustainable business practices and supports environmental causes can demonstrate a commitment to preserving the planet, which may be valued by customers who prioritize environmental sustainability.

CSR initiatives can provide opportunities for businesses to engage with customers and communities in a meaningful way. For example, a company that supports local charitable causes or hosts volunteer events can build positive relationships with local communities and create a sense of goodwill among customers. In competitive industries, brand differentiation is key to success. CSR can be a powerful way for companies to differentiate themselves from competitors

by demonstrating a commitment to social and environmental responsibility. This can help build customer loyalty and increase market share. CSR initiatives can help build trust with customers and other stakeholders by demonstrating a commitment to transparency and ethical behavior. For example, a company that discloses its environmental impact and takes steps to reduce it can build trust with customers who value transparency and accountability. Enhancing employee morale: CSR initiatives can also enhance employee morale by providing opportunities for employees to engage in meaningful work that aligns with their values. This can help build a positive company culture and increase employee retention.

### **How CSR can enhance a Company's Reputation**

Corporate social responsibility (CSR) can enhance a company's reputation in several ways

By engaging in CSR initiatives, companies can demonstrate a commitment to values that are important to their stakeholders. For example, a company that supports environmental sustainability initiatives may be seen as more environmentally responsible, which can enhance its reputation with customers who prioritize environmental sustainability. CSR initiatives provide opportunities for companies to engage with their customers, employees, and other stakeholders in a meaningful way. By building positive relationships with these stakeholders, companies can enhance their reputation and build customer loyalty.

In competitive markets, CSR can be a powerful way to differentiate a company from its competitors. By demonstrating a commitment to social and environmental responsibility, companies can create a unique value proposition that sets them apart from their competitors. CSR initiatives can also increase brand trust by demonstrating a commitment to transparency and ethical behavior. For example, a company that discloses its environmental impact and takes steps to reduce it can build trust with customers who value transparency and accountability. CSR initiatives can also enhance employee engagement by providing employees with opportunities to engage in meaningful work that aligns with their values. This can improve employee morale and increase employee retention.

### **Attracting and Retaining Talent**

CSR can enhance a company's reputation by demonstrating a commitment to values, building positive relationships, differentiating from competitors, increasing brand trust, and enhancing employee engagement. By engaging in CSR initiatives, companies can demonstrate a

commitment to social and environmental responsibility, which can differentiate them from competitors and build customer loyalty. Additionally, CSR initiatives can provide opportunities for companies to engage with stakeholders in a meaningful way, increasing brand trust and enhancing employee morale. Overall, investing in CSR can help companies build a strong brand reputation and increase their competitiveness in the market.

### **Why CSR is Important for Talent Acquisition and Retention**

CSR is important for talent acquisition and retention because it can enhance a company's reputation and improve employee morale. By engaging in CSR initiatives, companies can demonstrate a commitment to values that align with those of their employees, increasing employee engagement and job satisfaction. Additionally, CSR initiatives can provide opportunities for employees to engage in meaningful work that aligns with their values, improving employee retention. In today's competitive job market, employees are looking for companies that demonstrate a commitment to social and environmental responsibility, making CSR an important factor in attracting and retaining top talent.

Many companies use CSR initiatives to attract and retain employees. One example is Patagonia, a company that is well-known for its commitment to environmental sustainability. Patagonia's CSR initiatives include reducing its environmental impact, supporting environmental causes, and encouraging employees to participate in environmental activism. These initiatives have helped Patagonia build a reputation as a socially responsible company, attracting employees who share its values and increasing employee engagement and retention. Another example is Starbucks, which offers its employees tuition reimbursement and other benefits to support their personal and professional development. These initiatives demonstrate a commitment to employee well-being and help attract and retain top talent.

### **CSR Create Value for Shareholders**

CSR can create value for shareholders in several ways. First, by engaging in CSR initiatives, companies can enhance their reputation, which can increase brand loyalty and customer retention. This, in turn, can drive sales and revenue growth, ultimately increasing shareholder value. Additionally, CSR initiatives can help companies manage risks and reduce costs by addressing issues such as environmental sustainability and labor practices. By improving their environmental and social performance, companies can reduce the risk of negative publicity or legal action, and potentially avoid costly fines or penalties. Overall, CSR

can help companies create long-term value for shareholders by improving their reputation, driving sales growth, and managing risks and costs.

### **Companies meet Stakeholder Expectations through CSR**

Companies can meet stakeholder expectations through CSR by identifying the values and expectations of their stakeholders and implementing initiatives that align with those values. Stakeholders may include customers, employees, investors, suppliers, and the broader community. By engaging with stakeholders and understanding their expectations, companies can identify areas where they can make a positive social or environmental impact. For example, a company may implement initiatives to reduce its carbon footprint, support local communities, or promote diversity and inclusion. By meeting stakeholder expectations through CSR initiatives, companies can build positive relationships with their stakeholders and enhance their reputation, ultimately contributing to long-term business success.

### **Common Criticisms of CSR to Address Expectations through CSR**

CSR is important for business adaptation and resilience because it can help companies anticipate and manage risks, and respond to changing stakeholder expectations. By engaging in CSR initiatives, companies can identify potential risks and challenges related to social and environmental issues, and take proactive steps to address them. This can help companies build resilience to unexpected events, such as natural disasters, reputational crises, or regulatory changes. Additionally, CSR initiatives can help companies adapt to changing stakeholder expectations by demonstrating a commitment to values that align with those of their stakeholders, and by building positive relationships with stakeholders. Overall, CSR can help companies build resilience and adapt to a changing business landscape.

### **Potential Challenges of Implementing CSR in Practice**

Implementing CSR in practice can present several challenges for companies. One challenge is the potential cost of implementing CSR initiatives, which may require significant financial resources and may not provide an immediate return on investment. Another challenge is the difficulty of measuring the impact of CSR initiatives and communicating that impact to stakeholders. Additionally, companies may face challenges in identifying and prioritizing CSR initiatives, and in ensuring that those initiatives align with the values and expectations of their stakeholders. Finally, companies may face challenges in integrating CSR into their business

strategy and culture, and in ensuring that CSR initiatives are implemented consistently across all operations and locations.

### **Conclusion**

CSR can be a powerful tool for building brand reputation by demonstrating a commitment to values, engaging customers and communities, differentiating from competitors, increasing brand trust, and enhancing employee morale. Companies that invest in CSR initiatives may reap the benefits of a stronger brand reputation and increased customer loyalty in the long-term. CSR has become a necessary aspect of business strategy for businesses that want to remain competitive and successful in the long-term. By embracing CSR, businesses can create positive social and environmental impact while also creating value for shareholders and other stakeholders. CSR can enhance a company's reputation by demonstrating a commitment to values, building positive relationships, differentiating from competitors, increasing brand trust, and enhancing employee engagement. Companies that invest in CSR initiatives may reap the benefits of a stronger brand reputation and increased customer loyalty in the long-term.

CSR is not just a corporate buzzword, but a necessity for long-term business success. By engaging in CSR initiatives, companies can enhance their reputation, attract and retain top talent, create value for shareholders, and build resilience to unexpected challenges. As the business landscape continues to evolve, companies that prioritize CSR will be better positioned to meet the expectations of stakeholders and succeed in a competitive market. Therefore, it is time for companies to embrace CSR as a necessity, and integrate it into their business strategy and culture. By doing so, companies can create a better world while also creating long-term value for their stakeholders and society as a whole.

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## 18. Emerging Dimensions of Mergers and Acquisitions

**P. NagaLakshmi**

Assistant Professor, Padala Rama Reddi Law College, Ameerpet. (Hyderabad)

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### **Introduction**

As globalization continues to transform the business landscape, cross-border mergers have become increasingly prevalent as a strategy for companies to expand their operations and achieve greater market access. A Cross – border merger involves the combination of two or more companies from different countries, each bringing its own unique strengths and resources to the table. While these mergers can offer numerous benefits, such as increased efficiency, enhanced competitiveness, and access to new markets, they also pose significant challenges, including cultural differences, regulatory complexities, and language barriers. As such, understanding the intricacies of cross-border mergers is critical for scholars, practitioners, and policymakers alike.

In this article, we will examine the various aspects of cross border mergers, including the rise of Cross Border Acquisitions in India; we will also explore the different types of cross-border mergers, such as horizontal, vertical, and conglomerate mergers, and examine how each type can impact the business involved. Additionally, we analyze the role of governments and regulatory bodies in cross-border mergers, and, Reasons for the growth of cross border mergers and acquisitions in India, through our analysis, we hope to shed light on the complexities, and difficulties in rise of cross border mergers, Policy changes and Regulatory reforms, and provide insights into how business can successfully navigate these transactions in an increasingly globalized world.

The first dimension that emerged post-2000 is the rise of cross-border mergers in India, which can be attributed to the growing Indian economy, liberalization of foreign policies, and extra cash with Indian corporate.

The second emerging dimension is the increasing importance of intellectual property rights in M&As. As companies seek to access new markets, they engage in M&A transaction to acquire intangible assets along with tangible ones. Intellectual property assets are a driving force behind many mergers, and their valuation, due diligence, and audit are crucial in the evolving knowledge economy.

The third and final emerging dimension is the importance of human dimensions in mergers and acquisitions. Often ignored, human resources can make or break a merger, as

highlighted by the recent failure of the Air-India-Indian Airlines merger. Proper integration of human resources is essential for the success of any M&A deal.

### **Research Methodology**

The methodology employed in this article writing is the Doctrinal Method, which involves a comprehensive analysis of primary sources such as statutes and committee reports, as well as secondary sources including books and authored by both national and international authors, articles, newspaper reports, websites and case studies. Additionally, various judicial pronouncements related to mergers and acquisitions have been thoroughly scrutinized to enrich the analysis.

### **Objectives**

1. To explore the latest trends and patterns in the field of mergers and acquisitions, particularly with respect to the emergence of new dimensions that are shaping the landscape of these deals.
2. To analyze the impact of emerging dimensions of mergers and acquisition on society at large.
3. To examine the factors driving the emergence of these new dimensions, such as technological advances, and globalization, among others.
4. To propose a framework for evaluating the success of mergers and acquisitions that takes into account the emerging dimensions and their impact on different aspects of the business, and sustainability.

### **Rise of Cross-border Mergers and Acquisitions in India**

Firstly, India has a rapidly growing economy with a large consumer market, which makes it an attractive target for foreign companies seeking to expand their presence in emerging markets. This has led to an increase in the number of inbound M&A deals in India, with foreign companies acquiring Indian firms in a bid to gain a foothold in the country.

Secondly, India has a large pool of skilled workers and a growing middle class, which makes it an attractive destination for foreign investors seeking to tap into the country's human resources. This has led to an increase in the number of greenfield investments, where foreign companies set up new operations in India from scratch.

Thirdly, the Indian government has taken several measures to liberalize its economy and make it more attractive to foreign investors. These measures include easing restrictions on foreign ownership of Indian companies, simplifying the regulatory framework, and offering tax incentives for foreign investors.

Finally, the rise of the digital economy has also played a significant role in the increase of cross-border M&A in India. The country has a large and growing tech sector, which has attracted the attention of foreign investors seeking to tap into India's talent pool in this area. The rise of cross-border M&A in India can be attributed to a combination of factors, including a growing economy, a skilled workforce, government liberalization measures, and a thriving tech sector. These factors make India an attractive destination for foreign investors seeking to tap into the country's potential for growth and expansion.

### **Types of International or Cross-border mergers are**

Cross - border mergers can be categorized into three types: horizontal, vertical, and conglomerate mergers. Each type of merger has a different impact on the businesses involved.

**1. Horizontal mergers:** In a horizontal merger, two companies operating in the same industry and market merge together. This type of merger can lead to increased market power, as the combined company has a larger market share. It can also result in cost savings, as the merged company can consolidate operations and eliminate redundancies. However, horizontal mergers may also raise antitrust concerns, as they may reduce competition in the market.

**2. Vertical mergers:** A vertical merger involves two companies that operate in different stages of the supply chain. For example, a manufacturer may merge with a supplier of raw materials. This type of merger can result in greater efficiency, as the merged company can integrate its operations and streamline the supply chain. However, vertical mergers may also raise antitrust concerns, as they can limit competition in certain markets.

**3. Conglomerate mergers:** A conglomerate merger involves two companies that operate in unrelated industries. For example, a technology company may merge with a food company. This type of merger can provide diversification for the merged company, as it can spread its risks across different industries. However, conglomerate mergers may also be challenging, as the merged company may lack synergy and face integration difficulties.

Overall, the type of cross-border merger a company chooses will depend on its goals and objectives, as well as the regulatory environment and antitrust laws in the countries involved. Understanding the potential benefits and challenges of each type of merger is critical for companies looking to expand their operations globally.

### **Reasons for Cross-border Mergers and Acquisitions**

Cross-border mergers and acquisitions (M&As) are a unique form of corporate expansion that blend domestic and foreign operations. They have garnered attention because they offer firms a way to expand into new international markets<sup>1</sup> and improve their competitiveness in

global markets. Generally speaking, cross-border M&As provide a rapid pathway for firms to enter new markets, enabling them to quickly establish a critical mass presence and exert greater control than other market entry modes. There are several reasons why firms choose to pursue cross-border M&As, which include:

1. Growth: To expand into larger markets, achieve economies of scale, and increase production efficiency.
2. Inputs: To access new sources of raw materials, technology, innovation, and labour.
3. Exploit Unique Advantages: To leverage the acquiring company's unique brands, reputation, production, design and management capabilities.
4. Competition: To diversify across products and markets, reduce earnings volatility, avoid political and economic instability, and compete with foreign competitors in their own territory.
5. Client Needs: To offer services to home country clients for their overseas subsidiaries, such as banks and accounting firms.
6. Opportunities: To take advantage of temporary advantages, such as favourable exchange rates, to acquire foreign companies at a lower cost.
7. Barrier against Hostile Takeover: Mergers and acquisitions may be pursued as a way to increase the size of the firm, which can be an effective barrier against hostile takeovers.

### **Difficulties in Cross-border Mergers**

Cross-border mergers and acquisitions may seem attractive, but they are challenging and intricate compared to domestic mergers, cross-border transactions require a more comprehensive analysis of the target company, industry, and the country's economic and political climate. Furthermore, they involve a new regulatory bodies, tax authorities, and accounting practices, which necessitate a thorough understanding of legal frameworks and business practices. Additionally, the acquirer must navigate cultural and linguistic differences and adapt to diverse business styles. In summary, conducting cross-border transactions demand a profound understanding of the business climate and legal frameworks of both the acquiring and the target company.

### **Policy Changes and Regulatory Reforms**

**Policy** changes and regulatory reforms play a crucial role in shaping the landscape for cross-border M&A activity. They can either facilitate or hinder the completion of cross-border M&A deals. In recent years, governments across the world have recognized the importance of

cross-border M&A activity and have taken measures to make their respective jurisdictions more attractive to foreign investors.

One important policy change that has impacted cross-border M&A activity is the liberalization of foreign investment regimes. Many countries have reduced barriers to foreign investment in recent years, with some even allowing 100% foreign ownership in certain sectors. This has led to an increase in cross-border M&A activity as foreign investors are now able to acquire majority or full ownership of companies in these jurisdictions.

Another key policy change that has impacted cross-border M&A activity is the streamlining of regulatory processes. Governments have recognized that lengthy and complicated regulatory processes can hinder cross-border M&A activity and have taken steps to simplify and expedite these processes. For example, some countries have set up special bodies to handle cross-border M&A transactions, while others have implemented fast-track procedures for approvals.

Tax policy changes have also had a significant impact on cross-border M&A activity. In recent years, many countries have implemented tax reforms to make their jurisdictions more attractive to foreign investors. This includes reducing corporate tax rates, providing tax incentives for foreign investors, and implementing tax treaties to avoid double taxation.

Finally, some countries have implemented national security laws that can impact cross-border M&A activity. These laws aim to protect critical infrastructure and strategic assets from foreign ownership. As a result, foreign investors may face additional scrutiny and restrictions when attempting to acquire companies in these sectors.

Policy changes and regulatory reforms play a crucial role in shaping the landscape for cross-border M&A activity. Governments have recognized the importance of cross-border M&A activity and have taken measures to make their jurisdictions more attractive to foreign investors. These measures include liberalizing foreign investment regimes, streamlining regulatory processes, implementing tax policy changes, and implementing national security laws.

### **Conclusions**

To begin, the emerging dimension of Cross-border mergers in India is on the rise. As technology, communication, and global networking continue to evolve rapidly, corporations must constantly restructure to keep pace with these changes. Among the various forms of corporate restructuring in practice today, cross-border mergers and acquisitions (M&A) have gained significant prominence<sup>2</sup>. The Indian government's legal and financial reforms since the

early 1990s, which have eased restrictions on foreign investment and acquisition, have been the most significant catalyst for the growth of cross-border M&A transactions in India.

Cross-border mergers and acquisitions play a vital role in encouraging long-term reforms such as operational restructuring and reallocation of assets in firms. Foreign participation through M&A can be an effective way to improve efficiency, competitiveness, and corporate governance.<sup>3</sup> Comparisons of cash-flow returns of acquired firms before and after the acquisition suggest that distressed firms can gain wealth from acquisitions, and that such gains are more significant in cross-border M&A transactions than in domestic ones<sup>4</sup>.

Introduced significant legal and regulatory reforms recently, including legal recognition of cross-border and short form mergers in the companies Act and the regular relaxation of FDI norms, further reforms are needed in the takeover norms and Competition Act. In conclusion, the current environment is challenging both economically and from a regulatory perspective, which has led to a moderation in deal-making. However, the long-term outlook for M&A in India remains robust.

In conclusion, takeovers and mergers have become commonplace in the business world, and there is a significant drive for companies to become global players and expand their business spheres. However, companies should not forget about their human resources in this pursuit. If companies want to achieve growth without hurdles, they should give equal importance to the human resource dimension as they do to financial, legal, operational, and strategic concerns. To succeed in the market place, what is required is a cohesive, well-integrated, and motivated workforce willing to take on the challenges that arise. This aspect must receive attention during amalgamation, as it does in every other case.

#### **Footnotes**

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## 19. Fluorides Present in Groundwater Samples of Selu Parbhani District

Thombal D.U.

Khalapure R. D.

L. B. S. Sr. Collage Partur, Dist. Jalna.

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### Abstract

Determination of fluorides concentration of Fifteen ground water samples from different sites in Sailu city of Parbhani district was carried out using ion selective electrode. The out come of the results were discussed in the light of pollution status of the study area.

**Key words:** Fluoride ion concentration, ground water Sailu city

### Introduction

Sailu is considered to be the oldest and religious city in Parbhani district of Marathwada region In Maharashtra, Sailu city situated near Dudhana river. A famous Temple of “Keshavraj Babasaheb Maharaj” is situated in the middle of Sailu city, who was Guru of Shirdi’s Sai baba. The residents of Sailu city usually use water from bore-well for drinking and domestic purposes. There is a huge variation in the concentration of different species due to factors like depth, different land, under groundwater conditions, rain conditions etc. The present work attempts to evaluate the quality of ground water in Sailu city of Parbhani district for potability.

### Material- Material used

In the present study Fifteen groundwater [bore-well] samples were collected from different Sites of Sailucity in brown glass bottles with necessary precautions and preserved as per the recommended procedures<sup>1</sup>. All the chemicals used were of AR grade, glass ware used were of ‘A’ grade. Double distilled Water was used through out the work to prepare standard solution<sup>2</sup>.

### Method

Fluoride concentration in aqueous samples was determined with Fluoride-Ion Electrode [IRON] and ORION 407 A Ion meter. 25 ml of Aliquot was taken in polythene beaker and 25 ml of [TISAB-III] Total Ionic Strength, Adjuster Buffer, ORION Application Solution was added. Ion meter was standardized against solution of known Fluoride concentration in the

standard sample and read directly on the meter scale. The scale was calibrated in ppm of fluoride concentration in water.

### Result & Discussion

Fluoride has little significance in industrial waters, but in amount of 1 to 1.5 ppm it is an effective preventive of Dental caries. Above this amount, fluoride may causes dental fluorosis and skeletal fluorosis concentration to the acceptable levels.

In the present work fluoride concentration varied from 0.17 to 0.34 ppm. The values obtained are well below permissible limit, 1 ppm, prescribed by ICMR<sup>3</sup>.

**Table 1: Fluoride Concentration in Ground water Samples**

Samples	Fluoride[F]
T1	0.26
T2	0.28
T3	0.18
T4	0.30
T5	0.29
T6	0.22
T7	0.17
T8	0.20
T9	0.24
T10	0.19
T11	0.34
T12	0.27
T13	0.21
T14	0.25
T15	0.23

### Acknowledgments

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## 20. Digital Transformation and its Effect on Organizational Change Management

**Madhavi Rudravaram**

Assistant Professor, Computer Science Department of MSCS Loyola  
Academy Alwal, Hyderabad.

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### **Abstract**

Digital transformation has become a critical element for organizations looking to remain competitive in today's rapidly evolving business landscape. However, this transformation also poses significant challenges to traditional change management practices. This article explores the impact of digital transformation on organizational change management and outlines strategies for effective implementation. We highlight the challenges organizations face during digital transformation and the importance of developing a comprehensive change management plan to ensure successful adoption. Additionally, we discuss the need for a culture of innovation and the importance of aligning technology with business goals. With the increasing reliance on technology, digital transformation has become a necessity for organizations to stay relevant. However, to reap the benefits of digital transformation, organizations must be prepared to address the challenges associated with change management. The strategies outlined in this article can provide a roadmap for organizations to navigate digital transformation while ensuring effective change management practices. By adopting a holistic approach to digital transformation, organizations can leverage technology to drive innovation and achieve long-term success. In this article, we will explore the concept of digital transformation and its effects on organizational change management. We will examine the benefits and challenges of digital transformation and the role of change management in ensuring successful implementation.

**Key-Words:** Digital Transformation, Organizational Change Management

### **Introduction**

Digital transformation refers to the integration of digital technologies into all areas of an organization, resulting in fundamental changes to how businesses operate and deliver value to their customers. It involves the use of digital technologies such as artificial intelligence, cloud

computing, internet of things, big data, and others to transform business processes, customer experiences, and organizational culture.

Digital transformation has become a top priority for many organizations seeking to remain competitive in today's rapidly changing business landscape. With the advent of new technologies and changing customer expectations, organizations must adapt to remain relevant and meet the needs of their customers.

While digital transformation has the potential to bring significant benefits to organizations, it also requires a fundamental change in organizational mindset and culture. The adoption of new technologies can disrupt traditional business models, workflows, and employee roles, which can create resistance and uncertainty among employees.

Therefore, effective organizational change management is critical for the success of digital transformation initiatives. It involves carefully planning and executing strategies to minimize resistance and ensure that employees are engaged and empowered throughout the transformation process.

### **Organizational Change Management**

Organizational Change Management (OCM) refers to the processes, strategies, and techniques that organizations use to manage changes in their structure, processes, and technology. It involves the systematic approach of managing the transition of individuals, teams, and organizations from a current state to a desired future state.

The primary goal of OCM is to help an organization successfully implement changes, ensuring that the transition is as smooth as possible, and minimizing any negative impact on the organization, its employees, and its stakeholders. OCM involves identifying potential resistance to change and developing strategies to overcome it, including communication, training, and support mechanisms.

Effective OCM is critical to the success of any major organizational change, including digital transformation initiatives. Digital transformation often involves significant changes to an organization's processes, technology, and culture, which can cause disruption and resistance among employees. Therefore, OCM plays a vital role in managing the people-side of digital transformation and ensuring that employees are engaged, prepared, and motivated to embrace the changes.

### **Digital Transformation and its impact on Organizational Change Management**

Digital transformation has emerged as a significant force in the business world, and its impact on organizational change management cannot be ignored. The rapid advancements in technology have enabled businesses to automate processes, enhance communication, and provide real-time access to data. However, these changes have also brought about a need for a shift in organizational culture, processes, and structures to adapt to the new digital environment.

Digital transformation has a profound impact on organizational change management by creating a sense of urgency and a need for agility in decision-making processes. It challenges the traditional hierarchical structure of organizations, necessitating a flatter and more flexible approach to management. In addition, it has brought about a need for cross-functional collaboration, breaking down silos, and promoting a culture of knowledge-sharing and continuous learning. Moreover, digital transformation has changed the nature of work, with more emphasis on data-driven decision-making, the use of analytics, and automation of routine tasks. This has led to the emergence of new job roles and a need for reskilling and upskilling of employees to stay relevant in the digital age.

### **The Challenges of Digital Transformation on Organizational Change Management**

Digital transformation is a major shift for any organization and can bring a host of challenges when it comes to managing organizational change. One of the biggest challenges of digital transformation is the resistance to change. Employees may be comfortable with the way things are done and may not see the need to change processes or adopt new technology. This resistance can manifest in a lack of motivation or engagement, which can impact productivity and hinder progress.

Another challenge is the need for new skills and expertise. Digital transformation often requires new knowledge and skills, such as data analytics, digital marketing, and software development. Organizations must ensure they have the right talent in place to successfully implement digital transformation initiatives. This can be difficult, as the demand for these skills is high, and there may be a shortage of qualified individuals. Digital transformation can bring significant changes to organizational culture. This can include changes in communication channels, decision-making processes, and work-life balance. Organizations must be aware of these changes and take steps to ensure that the new culture is positive and aligns with the company's values and goals. Digital transformation requires significant investment in terms of

time, resources, and budget. Organizations must be prepared to invest in technology, training, and infrastructure to support the transformation. This can be challenging, particularly for small businesses or those with limited resources.

### **Strategies for Effective Digital Transformation and Organizational Change Management**

Digital transformation is a complex process that involves significant changes in an organization's business model, processes, and operations. Managing this transformation effectively is crucial for organizations to achieve their goals and stay competitive in the digital age. Here are some strategies for effective digital transformation and organizational change management:

#### **Develop a Clear Vision**

Organizations should have a clear and concise vision of what they want to achieve through digital transformation. This vision should be communicated effectively to all stakeholders to ensure alignment and buy-in.

#### **Engage Employees**

Employees are a crucial component of any digital transformation initiative. Organizations should involve employees in the process and provide them with the necessary training and resources to ensure their success.

#### **Create a Roadmap**

A comprehensive roadmap should be developed to guide the digital transformation process. This roadmap should outline the objectives, timelines, and milestones of the project.

#### **Foster a Culture of Innovation**

Digital transformation requires a culture of innovation, experimentation, and risk-taking. Organizations should encourage and reward employees for taking risks and trying new things.

#### **Address the skills Gap**

The skills required for digital transformation may not be readily available within the organization. Organizations should identify skill gaps and invest in training and development programs to address them.

#### **Embrace Agility**

Digital transformation is an ongoing process that requires agility and adaptability. Organizations should be prepared to pivot and make changes as needed to achieve their objectives.

By following these strategies, organizations can effectively manage digital transformation and achieve the desired outcomes while minimizing disruption and ensuring a successful transition.

### **Conclusion**

Digital transformation has a significant impact on organizational change management, and organizations need to adapt to the changing landscape to remain competitive. The key is to develop a strategic plan for digital transformation that aligns with the organization's goals, culture, and values while providing a roadmap for change management.

Digital transformation has become a key strategic initiative for many organizations, as it enables them to improve their operations, increase efficiency, and enhance their customer experience. However, digital transformation also has significant implications for organizational change management. The success of a digital transformation initiative depends on how well an organization can manage the changes that come with it, and this requires careful planning, communication, and stakeholder engagement.

As digital transformation continues to accelerate, it is likely that the challenges and opportunities associated with organizational change management will become even more complex. Therefore, it is important for organizations to continue to explore and develop new strategies for managing change in the digital age. This may include investing in new technologies, such as artificial intelligence and machine learning, to help automate and streamline change management processes. It may also involve adopting more agile and iterative approaches to change management, which can help organizations to be more responsive and adaptive to changing circumstances.

The challenges of digital transformation on organizational change management are numerous, but they can be managed with the right approach. Organizations must be prepared to address resistance to change, invest in talent and infrastructure, and be proactive in managing changes to organizational culture.

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## **21. Importance of PRA Global Stage**

**Asst. Prof. Sudhakar Mate**  
Mahila Kala Mahavidyalaya, Umred.

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### **Abstract**

IPR is a significant tool in today's era. The risk of an innovation getting infringed without the knowledge of the inventor stands very high. With the increase in the importance of IP, instances of IP crimes have become the part and parcel of the digitized era sometimes even leading to failure of businesses. Companies rely on adequate protection of their patents, trademarks, and copyrights, while customers make use of IP to ensure that they purchase secure, assured goods. An IP asset is like any other physical property offering commercial benefits to businesses. In a web-based world, IP protection is much more relevant as it is comparatively simpler than ever to reproduce any specific template, logo, or functionality. Hence, strong IP laws give protection to IP and contribute to the economy of the respective state. IPR is one of the sources of security for intangible properties which are still open to the public and which can be quickly replicated by anyone.

### **Introduction**

The benefits of IP Rights in current times

Innovative idea is a means to earn profit – Ideas have little to no worth on their own. IP has great untapped potential to turn innovations into products and services which are commercially viable. The registering of copyright and patent will result in a constant stream of fee and increased income that will boost the overall market result.

- **Export Business Opportunities** – The productivity of a company in the export market is also improved by intellectual property. An IP right holder may use these logos or designs to sell products and services in foreign countries and may obtain a franchise arrangement with the overseas corporation or export the proprietary products.
- **Business Growth** – For ensuring growth and profit, it is important for enterprises, more so in case of small-scale businesses to shield their exclusive goods or services from the rivals who may snatch away their market share. Losing market share in the initial phases of business cycle can be dangerous in the long run to an enterprise's health.

### **The Pandemic and IPR**

Political leaders around the world have formed proposals to expand access to IP rights pertaining to COVID-19. For e.g., the EU is considering buying COVID-19 related rights to set up a pool or fund of publicly owned patents. This is an important step in the IP sector and it is an extraordinary attempt by policymakers to ensure that the battle against the pandemic is not obstructed by patents. Several countries are now considering a compulsory license scheme whereby governments permit a third party to perform or use a certain procedure without the patent owner's consent.

#### **Strong and Enforced Intellectual Property Rights Protect Consumers and Families**

Strong IP rights help consumers make an educated choice about the safety, reliability, and effectiveness of their purchases.

Enforced IP rights ensure products are authentic, and of the high-quality that consumers recognize and expect.

IP rights foster confidence and ease of mind that consumers demand, and markets rely on. It is imperative to note that it is the sole responsibility of the proprietor to protect his intellectual property from infringement by any person or party, as no one else will make an effort to inform that your IP rights are violated by someone.

In view of the above, it can be concluded that IP Protection is indispensable, and all countries must have strong laws for protecting Intellectual Property Rights. It is high time for all nations to duly recognize the IP rights of their native individuals and companies.

In order to finally improve the structure of IP laws in international trade and to ensure the long-term social and economic development of society, countries need to strike a perfect balance on how to secure the Intellectual Property Rights of individual or companies. The laws should neither be too strict nor should they be too lenient. The most common way to protect an industrial discovery or invention is to patent it. A patent is an inventor's exclusive right granted by the government for an invention, whether a product or a process, that is industrially applicable (i.e., useful) or new (i.e., novel) or exhibits a sufficient "inventive step" (i.e., be nonobvious). To get a patent, the company must reveal the details of the invention. The rationale for revealing the invention details is so that others can build on the invention and thus promote further innovation. By revealing the invention, companies obtain legal protection and the right to exclusive sales of



the invention (or the right to license or sell its use to others). The patent gives the patent owner a monopoly on the invention for a specific number of years.

### **Heading and Footnotes**

Patents can be granted within a single country or internationally. Christian Hahner, head of Intellectual Property & Technology Management at Daimler, said, “Attaining international patent protection is an expensive undertaking. If we believe it’s important for our business to actively defend our patent in court in order to prevent unauthorized copies or imitations, then we have to nationalize the patent, which makes it valid in other countries.” Peter Thomas, “Patents Are the Future of Innovation Management,” Technicity, 2010, accessed February 10, 2011, <http://www.daimler-technicity.de/en/christianhahner>. A patent prohibits other people from selling the identical product built in the same way as the accepted patent. Patents give the owner the right to defend the invention in court, but they don’t automatically mean that the owner will win the court case.

“When I make an innovation public in Germany by initially registering a patent, I’m actually defining the state of the art. It then becomes impossible for anyone else in the world to patent that innovation,” Hahner said. “The publication of the patent also creates conditions that enable the worldwide utilization of innovations with great value to society—like those related to vehicle safety, for example.” Peter Thomas, “Patents Are the Future of Innovation Management.” Technicity, 2010, accessed February 10, 2011, <http://www.daimler-technicity.de/en/christianhahner>. That is, by disclosing the invention publicly, the inventor gets legal protection from outright copying of the invention, but society also benefits because others learn about the invention and can try to devise a different, original way to achieve the same outcome. Because of this fear of copying, some companies, such as Microsoft, choose not to patent some of their products. For example, Microsoft does not have a patent on its Windows software because doing so would force it to reveal its source code, which Microsoft does not want to do.

A trademark is a distinctive sign that identifies certain goods or services as those produced or provided by a specific person or enterprise. A trademark uniquely identifies the source of the product. Companies trademark brand names and then advertise to build familiarity with that name. Steve Steinhilber, *Strategic Alliances* (Cambridge, MA: Harvard Business School Press, 2008), 98. Consumers come to trust the name and look for other products by that maker.

For a brief review of the main types of intellectual property rights, see Table 13.1 "Intellectual Property Types", which is reprinted with permission from *Exchanging Value—Negotiating Technology Licensing Agreements—A Training Manual*, which was published jointly by the World Intellectual Property Organization (WIPO) and the International Trade Centre (ITC) ([http://www.wipo.int/sme/en/documents/pdf/technology\\_licensing.pdf](http://www.wipo.int/sme/en/documents/pdf/technology_licensing.pdf)).

**Patents** A patent is an exclusive right granted for an invention, whether a product or a process, which must be industrially applicable (useful), be new (novel) and exhibit a sufficient “inventive step” (be nonobvious). A patent provides protection for the invention to the owner of the patent. The protection is granted for a limited period, generally twenty years from the filing date.

**Trademarks** A trademark is a distinctive sign, which identifies certain goods or services as those produced or provided by a specific person or enterprise. The system helps consumers identify and purchase a product or service because its nature and quality, indicated by its unique trademark, meets their needs.

**Copyright and Related Rights** Copyright is the body of laws which grants authors, artists and other creators protection for their literary and artistic creations, which are generally referred to as “works.” A closely associated field of rights related to copyright is “related rights”, which provides rights similar or identical to those of copyright, although sometimes more limited and of shorter duration.

Mean, and even the patentees can't tell you what they mean,” said David Kappos, a lawyer who managed IBM's patent portfolio. Jeff Howe, *Crowdsourcing*

### **Tables. Figures and Equations**

#### **Spotlight on International Strategy and Entrepreneurship**

CH2M Hill is a \$6 billion environmental services company that partnered with ADA Technologies, to develop patents for an inexpensive and effective way to control mercury emissions from coal-fired power plants. Neither company, however, makes products, so they contributed their IP to a new product-based start-up funded by outside investors. CH2M Hill and the start-up will then jointly market the new mercury-control technology. Henry W. Chesbrough and Andrew R. Garman, “Use Open Innovation to Cope in a Downturn,” *Harvard Business Review*, 2009, <http://hbr.harvardbusiness.org/2009/06/web-exclusive-use-open-innovation-to-cope-in-a-downturn/ar/pr>.

### IP Protection Varies by Country

The US government's Office of the United States Trade Representative (USTR) monitors intellectual property rights around the world and fights IP theft because IP theft impacts the 18 million Americans whose livelihood depends on IP protection. United States Trade Representative, "USTR Releases 2010 Special 301 Report on Intellectual Property Rights," press release, April 2010, accessed February 27, 2011, <http://www.ustr.gov/about-us/press-office/press-releases/2010/april/ustr-releases-2010-special-301-report-intellectual-p>. The USTR evaluates countries and rates them according to how those countries enforce IP rights. The Special 301 Report is an annual review of the global state of IPR protection and

### Conclusion

The World Intellectual Property Organization (WIPO) is a specialized agency of the United Nations that works to harmonize the intellectual property laws of countries around the world. Although the roots of the WIPO go back to 1883, WIPO became an agency of the United Nations in 1974, with a mandate to administer intellectual property matters recognized by the member states of the UN. In 1996, WIPO expanded its role and further demonstrated the importance of intellectual property rights in the management of globalized trade by entering into a cooperation agreement with the World Trade Organization (WTO). Today, WIPO seeks to harmonize national intellectual property legislation and procedures, provide services for international applications for industrial property rights, exchange intellectual property information, provide legal and technical assistance to developing and other countries, facilitate the resolution of private intellectual property disputes, and marshal information technology as a tool for storing, accessing, and using valuable intellectual property information. "WIPO Treaties—General Information," World Intellectual Property Organization, accessed November 22, 2010, <http://www.wipo.int/treaties/en/general>. Intellectual property (IP) refers to creations of the mind, such as inventions, literary and artistic works, and symbols, names, and images used in commerce.

Under IP law, owners are granted certain exclusive rights (intellectual property rights) to a variety of intangible assets.

Through IP protection, owners are given the opportunity to license or sell their innovations to others, which can be an important way of creating value with these assets.

The World Intellectual Property Organization (WIPO) is the global nongovernmental organization tasked with coordinating and marshaling efforts to harmonize intellectual property rights among countries and regions.

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## 22. The Impact of Make in India Program on Foreign Direct Investment

**Dr. Rajesh U. Chheda**

Associate Professor, Shri M. D. Shah Mahila College, Malad, Mumbai.

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### **Hypothesis of the Research Paper**

The Make in India program has positively impacted India's economic growth by attracting foreign investment and promoting domestic manufacturing.

This hypothesis suggests that the Make in India program has contributed to India's economic growth by improving the ease of doing business and providing incentives for foreign investors to invest in India. It also implies that the program has led to an increase in domestic manufacturing, which has created jobs and contributed to the overall growth of the economy.

This hypothesis could be tested through research and data analysis to determine whether it is supported by evidence. The data could include measures such as foreign direct investment inflows, manufacturing output, and GDP growth rate.

### **Research Objectives**

The main objective of this research is:

- To identify the importance of Foreign Direct Investment.
- To understand the Make in India initiative of the Government of India.
- To analyze the impact of Make in India program on the Foreign Direct Investment in India.

### **Research Methodology**

The research paper is based on secondary data collected from articles in newspapers, books, journals, reports, articles published in various magazines, internet etc.

### **Foreign Direct Investment**

A foreign direct investment (*FDI*) refers to controlling ownership in a business enterprise in one country by an entity based in another country. It is an investment in a business by an investor from another country for which the foreign investor has control over the company purchased. Foreign direct investments are different from indirect investments such as portfolio foreign investment, wherein overseas institutions invest in equities listed on a nation's stock

exchange. Entities making direct investments typically have a significant degree of influence and control over the company into which the investment is made. Open economies with skilled workforces and good growth prospects tend to attract larger amounts of foreign direct investment than closed, highly regulated economies.

Greenfield Investment is direct investment in new facilities / expansion of existing facilities. Objective to create new production capacity and jobs, transfer technology and know-how and form linkages to the global market place leads to crowding out of local industry due to production of goods more cheaply (due to advanced technology and efficient process) and uses up resources. Profits from production do not feed back into the local economy but to the multinational's home economy.

Mergers & Acquisitions is a primary type of FDI involving transfer of existing assets from local firms to foreign firms. Assets and operation of firms from different countries are combined to establish a new legal entity (Cross-border merger). Control of assets and operations is transferred to foreign company by its local affiliate company (Cross-border acquisition). No long term benefits to the local economy, unlike Greenfield investment as mostly the owners of the local firm are paid in stock from the acquiring firm.

Horizontal Foreign Direct Investment is investment in the same industry abroad as a firm operates in its home country. Vertical Foreign Direct Investment is of 2 types viz Backward vertical and Forward Vertical. In Backward vertical Industry abroad provides inputs for a firm's domestic production processes, whereas in Forward Vertical Industry abroad sells the outputs of a firm's domestic production processes.

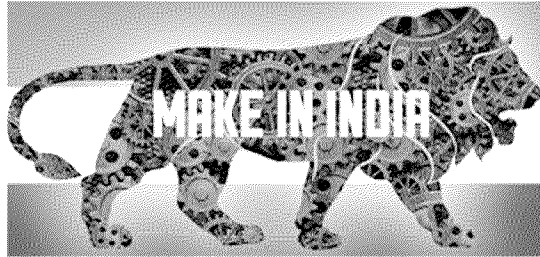
Despite the importance of foreign direct investment (FDI) for sustained economic development, the country has failed to attract an adequate amount of the right type of FDI over many years. All forms of FDI have not reached US\$ 1 billion.

There have been positive features that could attract FDI. The improvement in infrastructure is a clear example. The development of roads and transport facilities as well as the attractiveness of the metropolis and its suburbs are positive developments even though all such investments do not necessarily support private sector investment. On the other hand, social infrastructure of relevance to foreign investors, such as improved private hospitals with state of the art technology, international schools teaching in foreign languages and frequent flights from Sri Lanka to other cities are distinct improvements.

The labour force is literate and easily trained though no longer considered cheap. There are fairly stable electricity supplies though the costs of power are high. International competition for FDI is intense. Being a small country with limited natural resources and a small domestic market, it is vital that the attractiveness for FDI is better than those of comparable competitors for FDI.

To attract a much larger amount of foreign investment there must be much more stability in macroeconomic fundamentals, certainty in economic policies, a strong commitment to encourage private enterprise and lesser state control of business and the commanding heights of the economy. Law and order and human rights too play a vital role in decision to setup enterprises in the country.

### **Make in India**



Make in India is an initiative launched by the Government of India on September 25, 2014, with the aim of making India a global manufacturing hub. The program aimed to encourage foreign investors to invest in India and boost the country's manufacturing sector. The Make in India campaign was launched with the vision to create jobs, enhance skill development, and promote foreign investment in the country. In this research paper, we will analyze the impact of the Make in India program on FDI in India.

**FDI inflows in India:** Foreign Direct Investment (FDI) plays a crucial role in the economic growth of a country. India has been a significant recipient of FDI inflows over the years. According to the World Investment Report 2021, India was the fifth-largest recipient of FDI inflows in 2020, with a total inflow of \$64 billion. The Indian government has been taking several measures to improve the ease of doing business in the country to attract more FDI.

The Make in India program was launched with the primary objective of increasing FDI inflows in the country. The program aimed to make India a manufacturing hub by improving the business environment, reducing regulatory burden, and providing various incentives to foreign investors.

The program has been successful in attracting FDI in various sectors, such as automobiles, defense, electronics, and textiles. The government has also launched several sector-specific initiatives to attract foreign investment, such as the Electronic Manufacturing Cluster (EMC) scheme and the Modified Special Incentive Package Scheme (M-SIPS) for electronics manufacturing.

According to the Department for Promotion of Industry and Internal Trade (DPIIT), FDI inflows in India have increased since the launch of the Make in India program. In the financial year 2014-15, FDI inflows in India were \$45.15 billion, which increased to \$81.72 billion in the financial year 2020-21.

The Make in India program has been continuously evolving to attract more foreign investment in the country. The government has launched several initiatives, such as the Production-Linked Incentive (PLI) scheme, to promote domestic manufacturing and attract foreign investors.

According to the DPIIT, India has attracted \$72.12 billion in FDI during the period April 2020 to February 2021. This is a 15% increase from the same period last year, despite the COVID-19 pandemic.

#### **Response Received by Make in India Program**

- The Make in India program, which was launched in 2014, aims to transform India into a global manufacturing hub by encouraging domestic manufacturing and attracting foreign investment. The program focuses on 25 sectors, including automobiles, textiles, defense, and electronics.
- According to the Department for Promotion of Industry and Internal Trade (DPIIT), the Make in India program has been successful in attracting foreign direct investment (FDI) into India. The total FDI inflow into India increased from \$45.15 billion in the financial year 2014-15 to \$81.72 billion in the financial year 2020-21, which is a significant increase of 81%.
- The top sectors that attracted FDI inflows during 2020-21 were computer software and hardware, services, telecommunications, and trading. The top countries that invested in India during this period were Singapore, the USA, and Mauritius.
- In addition, the Make in India program has also led to the creation of jobs and an increase in exports. According to the Ministry of Commerce and Industry, the program



has led to the creation of over 1.3 million jobs in the manufacturing sector in the country between 2014 and 2018. The program has also contributed to an increase in exports, with India's merchandise exports reaching \$290.63 billion in 2020-21.

- Overall, the Make in India program has been successful in attracting foreign investment into India and has led to the growth of the manufacturing sector in the country. The program's focus on improving the ease of doing business and providing incentives to foreign investors has made India an attractive destination for investment.

The Make in India program includes one of the major policies dealing with the Foreign Direct Investments(FDI). Earlier, one Indian company would have held the 51% stake, this was changed so that multiple companies could hold the 51%. Out of 25 sectors, except Space(74%), Defence(49%) and News Media(26%), 100% FDI is allowed in rest of sectors. The recent policy initiatives taken by this program are as under;

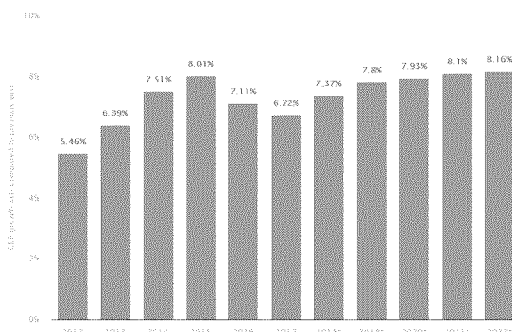
- 100% FDI allowed in medical devices
- FDI cap increased in insurance & sub-activities from 26% to 49%
- 100% FDI allowed in the telecom sector.
- 100% FDI in single-brand retail.
- FDI in commodity exchanges, stock exchanges & depositories, power exchanges, petroleum refining by PSUs, courier services under the government route has now been brought under the automatic route.
- Removal of restriction in tea plantation sector.
- FDI limit raised to 74% in credit information & 100% in asset reconstruction companies.
- FDI limit of 26% in defence sector raised to 49% under Government approval route. Foreign Portfolio Investment up to 24% permitted under automatic route. FDI beyond 49% is also allowed on a case to case basis with the approval of Cabinet Committee on Security.
- Construction, operation and maintenance of specified activities of Railway sector opened to 100% foreign direct investment under automatic route.

The Make in India initiative is launched with an aim to boost the manufacturing sector of Indian economy. Currently, the manufacturing sector in India contributes over 15 per cent of the

GDP. The Government of India, under the Make in India initiative, is trying to give boost to the contribution made by the manufacturing sector and aims to take it up to 25 per cent of the GDP.

The following chart shows a comparative growth rate of India's GDP for the next five years.

### **GDP Growth Rate Compared to Previous Year**



### **FDI in Equity has Jumped to 48% after Launch of 'Make in India'**

Source : Economic Times, July, 2021

#### **Summary of the Research**

The Make in India program has been successful in attracting foreign investment and promoting domestic manufacturing in India. However, there is still a long road ahead to fully realize the program's objectives and make India a global manufacturing hub. Here are some of the key areas that need to be focused on:

- **Infrastructure Development:** India's infrastructure, such as roads, ports, and airports, needs to be improved to support the growth of the manufacturing sector. This would not only improve the ease of doing business but also reduce the cost of logistics.
- **Skilled Workforce:** The manufacturing sector requires a skilled workforce to compete globally. The government needs to focus on providing vocational training and education to create a pool of skilled workers.
- **Regulatory Environment:** The regulatory environment needs to be simplified to make it easier for businesses to operate. The government needs to remove bureaucratic hurdles and make the process of obtaining licenses and permits more straightforward.
- **Innovation and Research:** Innovation and research are critical to the success of the manufacturing sector. The government needs to encourage research and development and provide incentives for companies to invest in new technologies.

- Sustainability: The manufacturing sector needs to be sustainable to attract environmentally conscious investors. The government needs to promote sustainable manufacturing practices and incentivize companies that adopt green technologies.

Overall, the Make in India program has the potential to transform India into a global manufacturing hub. However, sustained efforts are required to address the challenges and create a favorable environment for the manufacturing sector to thrive.

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## **23. A Study Model Government of Sangha Administrator in Loei Province in Thailand**

**Phra Ganpakorn Kaewsuvan**

Researcher

**Dr. Suhas R. Morale**

Research Guide, Professor & Head of Department of Political Science,

Swa. Sawakar Mahavidyalaya, Beed.

Former Director Student Welfare, Dr. Babasaheb Ambedkar

Marathwada University, Aurangabad.

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### **Introduction**

The Religious affairs department the administration of the Sangha in the past has adhered to Buddhism as a constitutional religion. The Sangha was a problem and needed to rely on the state and on state power to help resolve it as in the reign of Ashoka the Great. The clergy and religion had been carried out in this manner and is a respect and important for the general Buddhists as well as the head of the country. Since the clergy has carried out business, religious affairs are of great important to the monks and the nation as a whole in the reign of King Rama V. The King granted the state authority to organize the monastic administration system for the first time with the Administrative Characteristics Act The Rattanakosin Ecclesiastical Council, 121.

### **Objectives of Research**

- To study concept democracy of Buddhism in Thailand.
- To compare the concept democracy in Loei Province in Buddhism in Thailand.
- To develop the concept of democracy and obstacle solutions in Buddhism in Thailand.

### **Scope of Content**

To study the role of Buddhist monks in accordance with the law and regulations of the Sangha Association and study the concepts of Buddhism in Thailand. In the administration of the Sangha in all 6 areas, Is 1. Governing 2. Religious education 3. Help education 4 propagation of Buddhism 5. Buddhism in public facilities 6. Public welfare

### **Problems that need to be Researched**

- What is the concept democracy of Buddhism in Thailand?

- What is the concept of Buddhism in Loei Province in Thailand Is it different according to personal status?
- What are the problems, obstacles, and solutions for studying the concept of Buddhism in Loei Province in Thailand?

### **Research Hypothesis**

- Sangha of different sectarian ages There are different roles in governing the Sangha.
- Sangha has different rainy season (pansa) in religious Studies have different roles in the administration of the Sangha.
- Sangha has different position in religious Studies have different roles in the administration of the Sangha.
- Sangha has different Dhamma education in religious Studies have different roles in the administration of the Sangha.
- Sangha has a different education. Graduates have different roles in the administration of the Sangha.
- Sangha has different Dharma education (prayoke) in religious Studies have different roles in the administration of the Sangha.

### **Definition of Specific Terms used in Research**

Education is the desire to achieve or achieve goals, such as tuition, training, training. The concept is an important idea, which is a way to bind stories or other ideas that are inserted in the subject, such as ideas about merit. Concepts of love, justice, death, concepts related to humans or concepts that are knowledgeable in various fields.

### **Methodology**

In The study of "The study of Buddhist philosophy Loei Province in Thailand" Combined research (Integrated research) Quantitative research (Quantitative research) and qualitative research (Qualitative research) There are three objectives of research:

In this study the researcher used mixed research methodology using quantitative research. (Quantitative Research) that collects data by using questionnaire and qualitative research that collects data using in-depth interviews (Indept interview) Finding populations and samples of Krecec and Morgan (Krejcie & Morgan

### **Benefits from Research**

- Knowing the concept democracy in Buddhism in Thailand.
- Knowing the personal status that affects the educational concept of Buddhism in Loei Province in Thailand.
- Knowing the problems, obstacles and solutions of the study of the concept of Buddhism in Loei Province in Thailand.

### **Sangha Administration and Sangha Council**

Frist it is important to understand the administration of the sangha in Thailand the Sangha Act was enacted in 1902 by King Chulalongkorn to promote unity and joint action between the Sangha and the state, and to provide a channel through which the Sangha can communicate with government authorities. King Chulalongkorn had a strong moral conviction as to what power was for. He strongly felt that it was right, in both Thai Buddhist and Western terms, that the king exercised his power as a sacred trust- that he ruled, not for himself and his family, but for his subjects, and that they (Thai people) and he were locked together by strong mutual bonds of obligation He was firmly convinced that fundamental change was both right and necessary: right in terms of common Buddhist and Western standards of justice, honesty, and human dignity the Sangha Synod Association.

### **The role of Sangha Administrator and Monks in Loei Province**

Research subject "A study model government of Sangha administrator in Loei province in Thailand" is a mixed method research consisting of quantitative research (Quantitative Research) and Qualitative Research (Research Qualitative Research) has 3 objectives of the research are

1. To study the role of Sangha Administrator Towards the administration of the Sangha clergy in Loei province
2. To compare the roles of the Sangha Administrator Toward the governing of the Sangha clergy in Loei province classified by personal factors
3. To study the problems, obstacles, and suggestions regarding the role of Sangha Administrative Monk Which has to governing the Sangha clergy in Loei province

### **Data Collection**

In collecting this information the researchers conducted the data collection by themselves as follows:

### **A. Quantitative**

1. Conducting 201 sets of questionnaires by distributing a sample of the Sangha administrative monks in Loei Province Data collection and recovery operations
2. Collection of questionnaires that have been returned from all monks in each province in Loei Province, which are in perfect condition, consisting of 201 sets, representing 100% of the total questionnaires.

### **B. Qualitative**

1. Data collection through interviews the researcher used structured interview method. Which recorded the interview by recording and tape.
2. Collect interview forms with Dean of the Province, the Dean, the Dean of the District, Abbot.

### **Analyse Model Government of Sangha Administrator in Loei Province in Thailand**

The education Research "A study model government of Sangha administrator in Loei province in Thailand" The survey research was conducted by survey research and collecting field data from 201 Sangha Buddhist monks by using questionnaires. (Questionnaire) and analyze the obtained data by using the software package for social science research. The researcher set up the objectives of the research.

### **Data Analysis Procedures**

Respondent factors such as age, rainy season (punsā), position, Dhamma education, Graduated, Dharma education (prayoke) using the analysis of Frequency (Percentage) and presented in the form of a lecture table.

- Opinions of Sangha Administrative Officers towards A study model government of Sangha administrator in Loei province in Thailand The data was analyzed by means of means ( $\bar{x}$ ) and standard deviation (S.D.) and presented in table format.
- The hypothesis testing of the research uses the One-Way ANOVA test. If the statistical significant differences are found, the differences of the mean values are tested in pairs by the method of Scheffe
- Suggestions about problems and solutions for the opinions of the Sangha Administrative Officers towards A study model government of Sangha administrator in Loei province in Thailand Using frequency analysis and presenting in the form of table, description

**Personal Factors, Respondents**

In this research, the population is the Buddhist monk of the Faculty of Dhammayut in Loei province, which has the characteristics of personal factors which are age, rainy season (punsā), position, Dhamma education, Graduated, Dharma education (prayoke) Using the analysis of Frequency (Percentage) and presented in the form of a lecture table.

**Conclusion**

From the study of 'A study of a model government of the Sangha administrator in Loei province in Thailand' overall 6 aspects \*Governance of the Sangha at a high level considered on a case-by-case basis, it was found to be at a high level consistent with the results of the study of Phrakru Santi Thammaphirat (Nakwilai) (2012) has researched on "Role of the Patriarch in the administration of the clergy of Ratchaburi Province" found that the role of monks in the administration of Sangha affairs in Ratchaburi Province classified by overall personal condition, A monk who has a position and experience in performing duties. Different monks have different roles in the administration of Sangha affairs in Ratchaburi Province, which accepts the hypothesis that has been set for the monks who have \*age, \*Buddhist lent/ rainy season (punsā), \*position, \*Dhamma-education/secular education, \*Graduated/Educational qualification, and \*Dharma education (prayoke). Different monks play a role in the administration of Sangha affairs in Ratchaburi Province no different when considering each aspect, it was found that

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## 24. Importance of Annual National Conference with Special Reference to Tumkur University, Tumakuru

**Bhavya P.**

Research Scholar, P. G. Department of Social work JSS College of Art's,  
Commerce and Science Ooty Road Mysore.

**Dr. M. P. Somashekar**

Assistant Professor and HOD JSS College of Art's, Commerce and Science,  
Ooty Road, Mysore.

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### **Abstract**

Conference are an essential tool for Social Work and scientific communication the Social Work profession require a body of scientific evidence supporting the effectiveness of development of personality either mentally and psychologically improve stability and behaviour. Attending conference, workshop and also faculty development programme to increase your positive behaviour, behaviour modification and gain good knowledge about Social Work professional. This study is mainly aims at to know what type of understanding require the knowledge about students, academics and practitioner should be here for annual national conference to Tumkur University, Tumakuru, The authour collected data 30 from respondents of post graduate students in respective department

**Keyword:** Scientific, Communication, Behaviour, Knowledge, Professional.

### **Introduction**

Attending a annual national and international conference can provide key knowledge, skill and contacts that would not otherwise be achieved frequently, much of the networking at conferences occurs in hallways or during social work events. A annual conference that happens once every year in which a company or other organization discusses the post years activities and elects new officers. National conference means the discusses of the eligible members of the party called by national conference. Indian national union refer to a series of conference sessions generally considered to be the original of Indian national congress Surendranath benerjee and anandamohan base were its main organizers. Purpose of conference are used to bring together people with common interests and discuss issues and ideas relating to a specific topic.

Conferences can be held on almost any topic, come in many sizes, and can run by any number of organizations, **A O Hume** Father of Indian national conference.

### **Conference Types**

- Academic conference
- Peace conference
- Trade conference
- Press or news conference
- Authors conference
- Professional conference
- Settlement conference.....etc

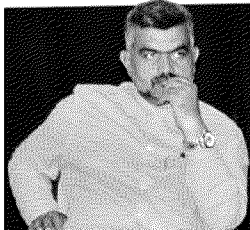
Social Work Education as a stream of higher education system is more than 100 years old in the world and grew remarkably in the post decades. In India, the introduction of formal education in social work started with the establishment of Sir Dorabji Tata Graduate School of Social Work (presently known as Tata Institute of Social Sciences) at Mumbai in 1936. However, the curriculum for Social Work Education in India has been borrowed from United Kingdom and United States of America. Further, most of the Universities in India have adopted the old western model of Social Work Education/ Curriculum in India without examining their suitability in the local context. India is very diverse in culture dimension. There is interplay of many social, cultural, economic, political and geographical factors within society. India is divided along ethnic, linguistic, cultural, regional, caste and religious factors. India has more than 2000 ethnic groups and sub groups. There are 4693 communities social work, social sciences and humanities as the knowledge base of Social Work profession. Social Work in education is a specialized area of practice within the broad field of the Social Work profession. Social workers in education bring unique knowledge and skills to the educational system and address the scholastic and international issues in the education institution.

### **Objectives**

- To what extent do Social Work academics recognize Social Research to inform Social Work practice through conference?
- To know about what is required for students, researcher and academics at Tumkur University national level conference to gain knowledge in Social Work education.

- Social Work academics recognize as the barriers and facilitation's to improve and solve problem in national conference discussion and practice.
- Social Work practice provides linkage between classroom learning and field realities to develop conference.

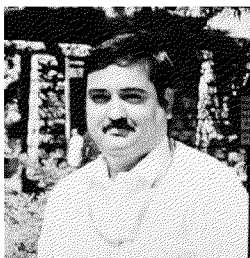
### **Organizing Secretaries**



Prof. K.G. Parashurama  
Professor in Social Work  
Tumkur University, Tumakuru

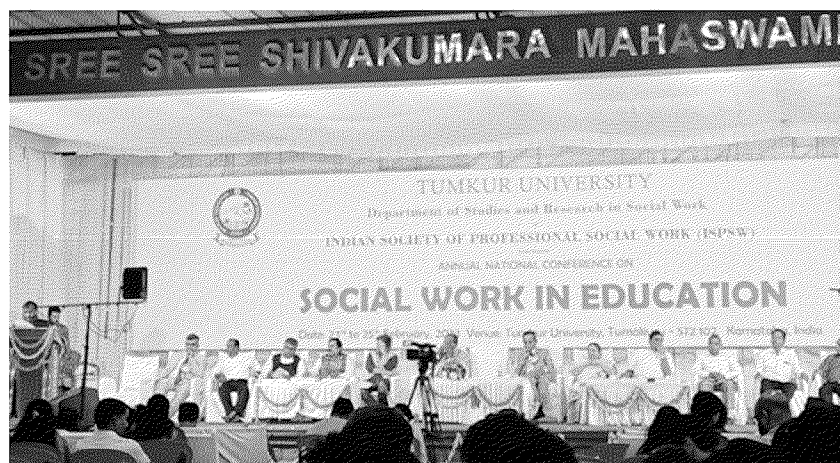


Prof. Ramesh.B  
Professor in Social Work  
Tumkur University, Tumakuru



Prof. Janardhan. N  
Professor in Psychiatric Social Work  
NIMMANS, Bengaluru

### **Programme Inuagratiion**



### **Data Collection/ Methodology**

The respondents for this study includes from Social Work Department in deferent college in Chamarajanagara University Suvarnagangothri, Chamarajanagara and P. G. Department of Social Work JSS College Art`s, Commerce and Science Ooty road mysore-25. The purpose of the study is to gather information of students and how it will help on students professional learning environment, recreation, motivation concept and career development, planning and organizing our personality.

This research is based on qualitative research where researcher has prepared self-constructed questionnaire on Google form to find out the various parameters of Importance of annual national conference with special reference to Tumkur University, Tumakuru. The

questionnaire consists of seven statements with having multiple choices. The respondents had to fill the any one multiple choice option in Google form.

### Data Analysis and Interpretation

The Researcher has 10 years of experience in teaching at Chamarajanagara University, Suvarnagangothri, and Chamarajanagara. This experience created me a lot of questions about present post graduate student's development and gain knowledge about participation other University students. Therefore the aim of conducting this study is to gain knowledge of annual national conference Social Work in education in students in present time on the view point of students. After collection of data, the analysis and interpretation are follows.

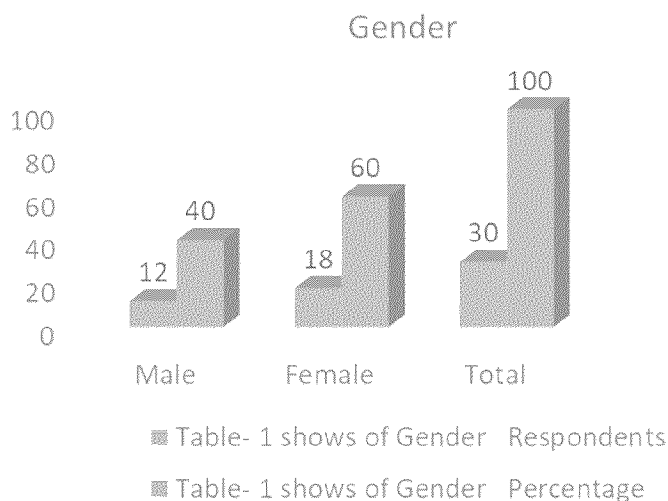
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**Table- 1 Shows of Gender**

Gender	Respondents	Percentage
Male	12	40
Female	18	60
Total	30	100



### Gender

From the above table shows that majority of respondents belongs to the gender of female that is 60%.

**Table-2 Shows how do you felt about the National Conference on  
“Social Work in education”.**

Felf about the Conference	Respondents	Percentage
Excellent	11	36.7
Very good	14	46.7
Good	05	16.7
Better	00	00
Total	30	100

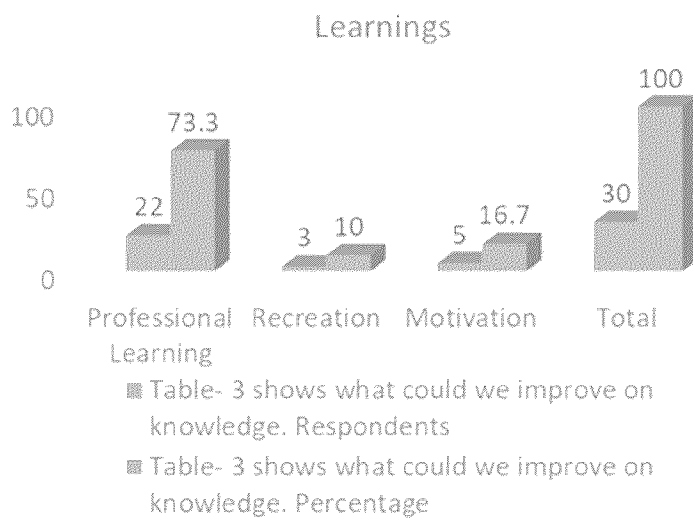


### Felt about the Conference

From the above table shows that majority of respondents belongs to the very good national conference that is 46.7%.

**Table- 3 Shows what Could we Improve on Knowledge**

Learning	Respondents	Percentage
Professional Learning	22	73.3
Recreation	03	10
Motivation	05	16.7
Total	30	100

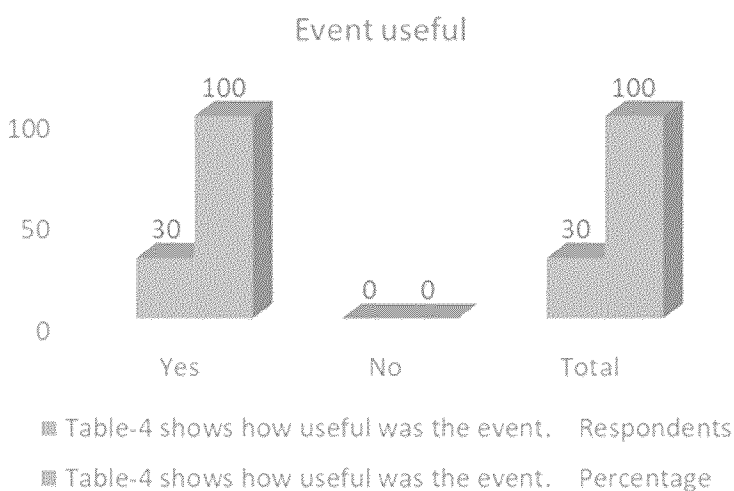


**Leanings**

From the above table shows that majority of respondents belongs to the professional learning that is 73.3%.

**Table-4 Shows how useful was the event**

Conference useful	Respondents	Percentage
Yes	30	100
No	00	00
Total	30	100

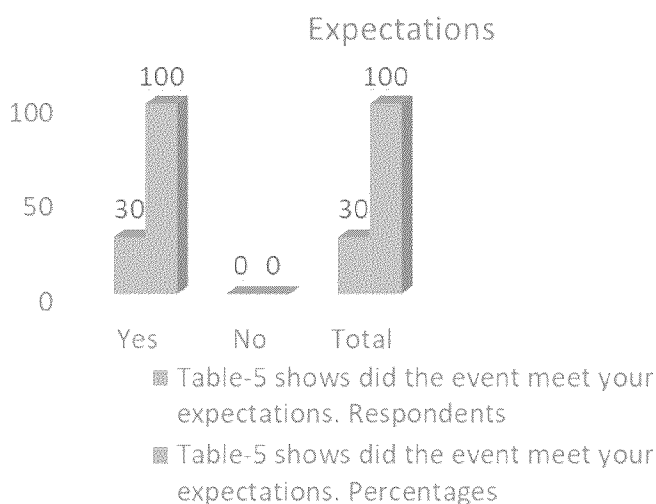


**Event Useful**

From the above table shows that majority of respondents belongs to the conference useful say answer is yes very useful the conference that is 100%.

**Table-5 Shows did the event meet your Expectations**

Expectations	Respondents	Percentages
Yes	30	100
No	00	00
Total	30	100



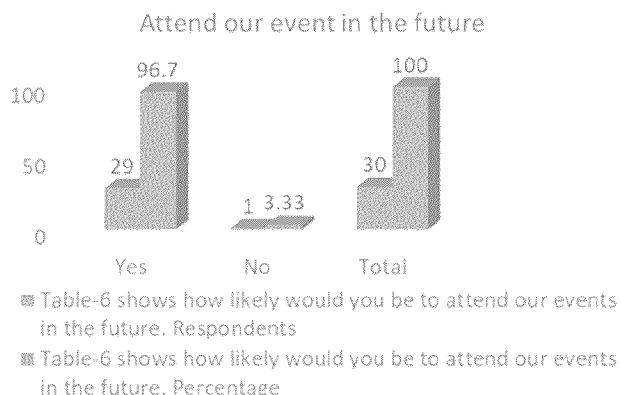
**Expectations**

From the above table shows that majority of respondents belongs to the students expectation during the conference is yes that is 100%.

**Table-6 Shows how Likely would you be to attend our Events in the Future**

Attend our Event in the future	Respondents	Percentage
Yes	29	96.7
No	1	3.33
Total	30	100





### Attend our events in Future

From the above table shows that majority of respondents belongs to the student will attend the events in the future days 29 respondents will yes that is 96.7%.

**Table-7 Shows overall Experience about Conference**

Overall experience about conference	Respondents	Percentage
Excellent	09	30
Very good	10	33.3
Good	10	33.3
Better	01	3.33
Total	30	100



### Overall Experience

From the above table shows about conference that majority of respondents belongs to the students will overall experience about conference says 10+10 respondents excellent and very good conference that is 33.3%.

### **Findings of the Study**

- From this study it is clearly mentioned majority of students opinion annual national conference on Social Work in Education knowledge generation.
- Majority of students opined that they want improve communication and professional learning, motivation and also recreation factors.
- Majority of students opined that the Tumkur University annual national conference Social Work in education very useful in future career development.
- Majority of students agreed satisfaction about the annual national conference programme.
- And also finally majority of students agreed that the importance and affected student part positively or negatively on academic achievement and success of student career development.

### **Conclusion**

Finally into conclude that this study is a good and positive respondents among delegates and students will gain good knowledge about professional learning, motivation and recreation lead to better understanding what type social work education require in the society to practice of students point of view.

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## 25. A Study of the Relationship on Sports Motivation between difference Groups of Soccer Players

**Mr. Biplob Roy**

Research Scholar, Department of Physical Education, RIMT University, Mandi,  
Gobind Gargh, Punjab.

**Dr. Lokendra Bahadur Kathayat**

Assistant Professor, Department of Physical Education, RIMT University, Mandi,  
Gobind Gargh, Punjab.

**Prof. Dr Kamal Kumar Chattopadhyay**

Rt. Professor (Dr.) Kamal Kumar Chattopadhyay, Former Registrar University of Kalyani,  
West Bengal.

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### Abstract

In the present study was to relation on sports motivation among difference groups of coaching level male soccer players. Total two hundred (N= 200) male coaching level soccer players were selected as subjects and equally divided into two groups (100 player soccer from Rajganj and 100 form soccer players SAI Jalpaiguri) age range 16-22 years. The researcher selected by stratified random technique from selected coaching camp located in Jalpaiguri, West Bengal. Sports motivation scale-28 factor questionnaire were administered to measure the dimensions of sports motivation trait of both groups. After test, the data were calculated by using means, standard deviations, r-test and further descriptive statistic was applied for relationship of sports motivation difference groups of coaching level soccer players. The level of significant was set at  $p < 0.01$  (0.254). All statistical analysis was performed in SPSS (Trial version). The 'r' value was found 0.256 at Intrinsic motivation-to know, 0.104 at intrinsic motivation-to accomplish, -0.091 at intrinsic motivation-to experience stimulation, 0.067 at extrinsic motivation-identified, 0.174 at extrinsic motivation-interjected, -0.228 at extrinsic motivation-external regulation, 0.078 at A motivation. As result, there was significant difference in sports motivation of different level soccer coaching players.

**Key words:** Intrinsic motivation, Extrinsic motivation, A motivation, Soccer Players.

**Introduction**

Inspiration is a psycho-physiological condition of being of quicken parsonage which impact them achieve and achieve their objectives. It includes fortifying one's exhibition to take up physical as well as mental difficulties. Without inspiration, all pieces of works and work would become monotonous. It's not possible for anyone to endeavor to satisfy their craving while perhaps not appropriately inspired. In this manner, inspiration moves activity. An individual can be prepared to confront those circumstances which impact pre-appointed objectives and achievement. In sports win and triumph gives a feeling of satisfaction mortal creatures and further urge them to accomplish more noteworthy high (Zamirullah et. al 2012). This motivation inspires the learners to strive for achieving their goals. If an individual constantly succeeds, then the person gets motivated and inspired to a greater extended. Without motivation educators or coaches can't trigger the will to learn in players and atheists. Research concentrate on Sports inspiration of soccer players have been shown that people have various thoughts points of view with regards to accomplishment and achievement that to totally comprehend inspiration one needs to how various people characterized achievement or viability in their own terms. Many examinations have been led with respect to this very point. Works and distributions in the field of sports brain research suggests that win inspiration is the main indicator satisfaction reduce to partake in any contest (Huschle, Katie S. & M.S, 2008; Carey, Carl & Jr. (2000), Ayers, Sharonda C., 2010) Motivation is what urges and directs all of us towards our goals. Motivation involves the dynamics of our conducts and actions, which in turn includes our needs aspirations and aims in life. Achievement motivation is constructed upon reaching victories and accomplishing all desires of life. Achievement goals can influence the way an individual carries out a task and depicts a desire portray competence (Harackiewicz, Barron, Carter, Lehto, & Elliot, 1997). Further significant factors in this arena consists of 'goal orientation', 'goal setting,' 'motivational climate' (Boyce, Wayda, Johnston, Bunker, & Eliot, 2001) and 'burnout' (Gould, Tuffey, Udry, & Loehr, 1996). The dearth of knowledge regarding psychology by coaches in the domain of 'motivation' is one of the major reasons leading to blander made in the recognition and singling out process. This athlete who are not blessed with higher extend of achievement motivation and they fail to reach the leading positions in the in and of the game regardless of good outcomes at a tender age (Zamirullah et. al 2012).

### Objective of the Study

A study of the relationship on Sports motivation between difference groups of soccer players.

### Methodology

The researcher specially chosen the two coaching camp, was confined to 200 male soccer players randomly selected out of 240 from two soccer coaching centre of namely Jalpaiguri SAI and Rajganj Welfare Academy of Jalpaiguri, West Bengal. All subject each centre will be taken and their age will be ranging from 16-22 years. Stratified random sampling is a selection technique that allows groups in the system to be identified and be used in sampling with equal proportions (Gay,2003).: For sports motivation assessed by using Questionnaire of Luc G Pelletier, Michelle Fortier et al. (Pelletier, 1995) Sports Motivation scale-28. Internal consistency reliability of this test has been found to range between 0.74 to 0.80. It is a 7 point likert scale where 7 stand for ‘Corresponds Exactly’ and 1 stand ‘dose not corresponds at all’ (SMS; Pelletier et al.,1995). Data collections were the terms used describe a process of preparing and collection data. Data’s are both quantitative and qualitative in nature. The test instruction was very simple and they are filled their own questionnaire by themselves without conversation or any help. In this chapter, the selection of research design, subjects, criterion measures, sampling design, research process, variables, and tools used, statistical design, chapters and time schedule will be presented. The method of the study is descriptive correlation. The data was collected using questionnaires and through field study procedure. Descriptive statistics were used for describing and categorizing raw data and for measuring Mean, frequency, SD and ‘r’ table drawing. The level of significant was set at p-0.01(r-0.254). For analyzing data the SPSS software was applied and 93% of confidence level was considered.

### Analysis & Interpretation of Data

(Table-01)

#### INTRINSIC MOTIVATION –TO KNOW

The mean and ‘r’ Value on Intrinsic Motivation-to know in relation to Rajganj welfare organization football players and SAI Jalpaiguri players.

Soccer Players	Observations	Mean	Critical Value- r	r-Value
Rajganj	100	16.63	.254	0.256217*
SAI Jalpaiguri	100	16.47		

*\* Significant at 0 .01 level*

Table 1 show that regarding intrinsic motivation –To Know it reveals the correlation value i.e.  $r=0.25617$  was found to be High than the critical  $r$ - value.254 ( $P<0.01$ ). So the significant difference found between both the groups on Intrinsic Motivation Parameter I (to know) at 0.01 level of confidence.

**(Table-02)****INTRINSIC MOTIVATION -TO ACCOMPLISH**

The mean and 'r' value on Intrinsic Motivation-to accomplish in relation to Rajganj welfare organization football players and SAI Jalpaiguri players.

Soccer Players	Observation	Mean	Critical Value-r	r-Value
Rajganj	100	18.52	<b>.254</b>	<b>0.1040584</b>
SAI Jalpaiguri	100	19.03		

*\*Significant at 0.01 level*

Table no 02 show that regarding Intrinsic motivation – to accomplish it reveals that the correlation value i.e.  $r=0.1040584$  was found to be Low than the critical  $r$ - value .254 ( $P>0.01$ ). So the no significant difference found between both the groups on Intrinsic Motivation Parameter- II (to accomplish) at 0.01 level of confidence.

**(Table-03)****INTRINSIC MOTIVATION -TO EXPERIENCE STIMULATION**

The mean and 'r' Value on Intrinsic Motivation-to experience stimulation in relation to Rajganj welfare organization football players and SAI Jalpaiguri players.

Soccer Players	Observation	Mean	Critical Value	r-Value
Rajganj	100	18.79	<b>.254</b>	<b>-0.09169</b>
SAI Jalpaiguri	100	18.16		

*\*Significant at 0.01 level*

Table 3 shows that regarding Intrinsic motivation – to experience stimulation it reveals the correlation value i.e.  $r=-0.09169$  was found to be Low than the critical  $r$ - value .254 ( $P>0.01$ ). So the no significant difference found between both the groups on Intrinsic Motivation Parameter III (to experience stimulation) at 0.01 level of confidence.

**(Table-04)****EXTRINSIC MOTIVATION – IDENTIFIED**

The mean and 'r' Value on Extrinsic Motivation – identified in relation to Rajganj welfare organization football players and SAI Jalpaiguri players.

Soccer Players	Observation	Mean	Critical value-r	r-Value
Rajganj	100	17.09	<b>.254</b>	<b>0.067709</b>
SAI Jalpaiguri	100	17.14		

*\*Significant at 0.01 level*

Table-04 show that regarding extrinsic motivation – Identified it reveals that the correlation value i.e.  $r=0.067709$  was found to be Low than the critical r- value .254 ( $P>0.01$ ). So the no significant difference found between both the groups on Extrinsic Motivation Parameter IV (Identified) at 0.01 level of confidence.

**(Table-05)****EXINSTRINSIC MOTIVATION – INTROJECTED**

The mean and 'r' Value on Extrinsic Motivation – interjected in relation to Rajganj welfare organization football players and SAI Jalpaiguri players.

Soccer Players	Observation	Mean	Critical Value- r	r-Value
Rajganj	100	19.53	<b>.254</b>	<b>0.174511</b>
SAI Jalpaiguri	100	19.78		

*\*Significant at 0.01 level*

Table-05 show that regarding Extrinsic Motivation – Interjected it reveals that the correlation value i.e.  $r=0.174511$  was found to be Low than the critical r- value .254 ( $P>0.01$ ). So the no significant difference found between both the groups on Extrinsic Motivation Parameter V (Interjected) at 0.01 level of confidence.

**(Table-06)****EXINSTRINSIC MOTIVATION - EXTERNAL REGULATION**

The mean and 'r' Value on Extrinsic Motivation – external regulation in relation to Rajganj welfare organization football players and SAI Jalpaiguri players.

Soccer Players	Observation	Mean	Standard Deviation	r-Value
Rajganj	100	15.2	<b>.254</b>	<b>-0.22869</b>
SAI Jalpaiguri	100	15.18		

*\*Significant at 0.01 level*

Table-06 shows that regarding Extrinsic Motivation – External Regulation it reveals that the correlation value i.e.  $r=-0.22869$  was found to be Low than the critical  $r$ - value .254 ( $P>0.01$ ). So the no significant difference found between both the groups on Extrinsic Motivation Parameter VI (External Regulation) at 0.01 level of confidence.

(Table-07)

**A –MOTIVATION**

The mean and ‘r’ Value on A motivation in relation to Rajganj welfare organization football players and SAI Jalpaiguri players.

Soccer Players	Observation	Mean	Critical Value-r	r-Value
RAJGANJ	100	17.34	<b>.254</b>	<b>0.078156</b>
SAI JALPAIGURI	100	17.13		

*\*Significant at 0.01 level*

Table-07 shows that regarding Extrinsic Motivation –A motivation it reveals that the correlation value i.e.  $r=-0.078156$  was found to be Low than the critical  $r$ - value .254 ( $P>0.01$ ). So the no significant difference found between both the groups on Extrinsic Motivation Parameter VII (A motivation) at 0.01 level of confidence.

**Discussion and Findings**

The correlation various dimension of motivation in between level of two groups on soccer players can be seen. The first parameter (table no 01) level of correlation between both groups is  $r= 0.256217*(P<0.01)$  which is significant difference found on Intrinsic Motivation-to know at 0.01 level of confidence. It means levels of both groups are Rajganj welfare soccer players and SAI Jalpaiguri Soccer player is significantly correlated each others. That means hypothesis of the study rejected null hypothesis. The second parameter (table no-02) level of correlation between both groups is  $r=0.1040584 (P>0.01)$  which is not significant difference found on intrinsic motivation-to accomplish at 0.01 level of confidence. That means hypothesis accept null hypothesis. The third parameter (table-03) level of correlation between both groups is  $r=-0.09169 (P>0.01)$  which is not significant difference found on intrinsic motivation-to experience stimulation at 0.01 level of confidence. That means hypothesis is accept null hypothesis. The forth parameter (table-04) level of correlation between both groups is  $r=0.067709 (P>0.01)$  which is not significant difference found on extrinsic motivation-identified at 0.01 level of confidence. That means hypothesis is accept null hypothesis. The fifth parameter (table-05) level of correlation between both groups is  $r=0.174511(P>0.01)$  which is



not significant difference found on extrinsic motivation-interjected at 0.01 level of confidence. That means hypothesis is accept null hypothesis. The sixth parameter (table-06) level of correlation between both groups is  $r=0.22869$  ( $P>0.01$ ) which is not significant difference found on extrinsic motivation-external regulation at 0.01 level of confidence. That means hypothesis is accept null hypothesis. The seventh parameter (table-07) level of correlation between both groups is  $r=0.078156$  ( $P>0.01$ ) which is not significant difference found on A motivation at 0.01 level of confidence. That means is null hypothesis.

### **Conclusion**

After the completion of the discussion the following conclusions have been drawn. From the above discussion it is clear that, there is a significant difference found in the study regarding intrinsic motivation- 'to know' and no significant difference found in extrinsic motivation and A motivation in all components in finding out relationship between two groups of soccer players.

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## **CONTACT FOR SUBSCRIPTION**

**AJANTA ISO 9001: 2015 QMS/ISBN/ISSN**

**Vinay S. Hatole**

**Jaisingpura, Near University Gate,**

**Chhatrapati Sambhaji Nagar (Aurangabad) (M.S.) 431 004,**

**Cell : 9579260877, 9822620877 Ph: 0240 - 2400877**

**E-mail : [ajanta3535@gmail.com](mailto:ajanta3535@gmail.com)**

**Website : [www.ajantapublishing.in](http://www.ajantapublishing.in)**