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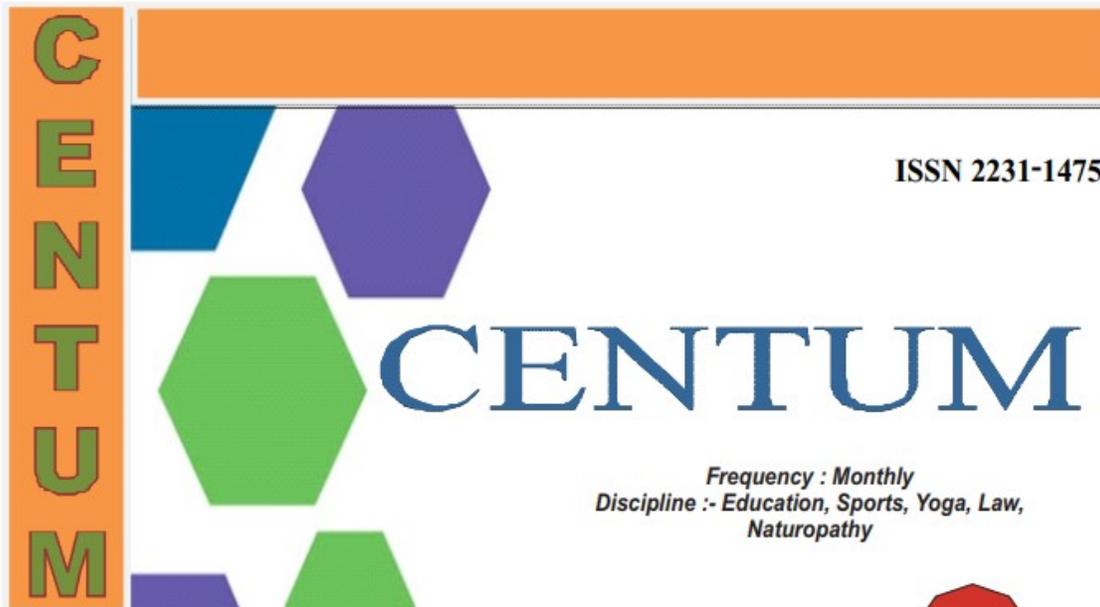


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FROM THE CHIEF EDITOR'S DESK



The “CENTUM” Journal is fast emerging as a dominant mode of education of this century, not only in technologically advanced societies, but also in the developing and the less developed parts of the societies where a majority of the human population awaits the first dawn of education. The ever changing social economic and educational needs of the society have compelled the educational institutions and the policy makers to move away from the conventional thinking and practice of research in education.

This scope of the area of school organization and administration in the earlier survey has been expanded into institutional organization with research now being conducted on the organization of other levels of education besides the schools, similarly the area of test and measurement is now modified to evaluation and measurement due to decrease in the number of researches, on the construction and standardization of various tests and the growth in research on different aspects of evaluation, the earlier category of adults and social education now features as none formal adult and continuing education in fine with change in the perspectives and programme in the area of research.

This publication of research article is expected to serve as a compendium providing information on the type of educational issues and aspects of

education studied the developments and refinements in the methodology of research and highlighting the trends in the educational research as also in the theory and practice of education. The publication is expected, like the earlier one to be of help to researchers in education and in other disciplines by providing a ready reference of the areas already researched in to, emerging areas of research, the research methods and techniques employed and the findings of the research. The readers and the scholars input enhance the quality of articles already published.

Dr. Anju Singh

Editor-in Chief, (Centum)

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The role of Education in reducing Pollution

SATYAJIT DEY

(Subject- LAW)

(Research Scholar, Shri J.J.T. University)

(Registration No-31319044)

(E-mail deysdeya1@gmail.com)

Shri J.J.T. University, Vidya Nagari, Chudela, Churu-Jhunjhunu Road, Jhunjhunu, Rajasthan 333001

1. Abstract : Environmental Education is a system of providing mastering reviews to obtain know-how, expertise, skills, and consciousness with perfect attitudinal change approximately human relationship along with his natural and man surrounding which incorporates the relation of population, pollutants, resource allocation, transportation and concrete and rural making plans to the full human environmental. The high-quality manner to unfold attention is thru "Education". "Catch them young", the phrase may additionally seem out of place right here, however, in case we want to instill lifelong mastering, we have to inculcate it at some stage in formative years. A carefully designed gaining knowledge of the system via which kids are exposed to various elements of environmental conservation would assist them to develop deep information about it. Children must be made privy to the threats of environmental degradation and should encourage to behave responsibly. A child needs to not handiest gain knowledge of the call of a flower instead he ought to recognize why that flower is vital in that ecosystem. Education encourages individuals to protect the environment. People with such education have a tendency to be more involved in the surroundings and additionally interact in the moves that promote and assist social and political decisions that shield the surroundings. This paper discusses about, Environmental Education helps ensure the health and welfare of our nation by: Protecting human health, Advancing quality Environmental education, Creating jobs in Environmental field, Promoting Environmental protection along with economic development, Encouraging stewardship of natural resource.

Key Words: Quality education, Human health, Environmental protection

2. Introduction: -Recent perspectives to nature, focus on sustainable development issues, conservation of the natural environment and earth Ecosystem; indeed, it goals to decrease electricity intake and less environmental pollution, populace growth, business development, the success of novel technologies, notification and schooling are one of the important movements for ceasing or lower of natural screw-ups. Life on planet earth is an included unit and natural disasters aren't neighborhood or nearby issues, they're in row consequences[1].Environment degradation is a reality that cannot be negated. The speedy increase in pollution of each imaginable shape has resulted in this case, each passing day the scenario is worsening, a lot in order that there may be a hazard of utter devastation. Lack of waste management mechanisms has reduced the state right into a sell-off of poisonous solid, liquid, and gaseous waste. Seven of the world, ten maximum polluted cities are in India[2].When all students become knowledgeable about the function of pollution and the numerous approaches to lessen environmental pollution, they take that understanding with them into the future, while they may be in a position to effect real alternate. Studies have proven that thoughts that we undertake in our youth help to shape our actions many years overdue. When we expand a cohort of students who recognize the dangers of pollution and experience strongly the need for clean surroundings, we create an actual center constituency with a view to demanding action and alternate when they come of age. Even in the instant present, students who develop sturdy emotions about pollutants can put pressure on their guardians to suggest for trade and to vote for this reason proper now [3].By increasing

consciousness and concern, education can encourage humans to reduce their impact on the environment via greater efficient use of strength and water supplies, particularly in areas of aid scarcity. In semi-arid areas of India, educated families are also more likely to use specific techniques of water purification via filtering or boiling. In urban India, the opportunity of purification extended by 9% whilst the most educated person had finished primary training and by way of 22% while the maximum knowledgeable adult had finished secondary education, even once family wealth is accounted for [4]. Such behavior turns more and more critical as human beings in excessive income countries are known as upon to modify their consumption and take other measures that restrict environmental harm. In many developing countries, the extra educated generally tend to use less strength within the domestic, even taking account of household income.

3. Quality education : Science and technology can no question provide answers to environmental troubles, which probable helped to reason, however, solutions sought need to now nether be brief-time period ones nor too narrowly conceived. Solutions, alternatively, should remember social and cultural factors which can be so often at the foundation of environmental troubles. What is important is a near exam of the complicated relationships amongst people and their surroundings. The equilibrium inside the flow of be counted and strength through natural ecosystems, as well as ecosystems already modified by using humanity, must be re-set up. Environmental Education (EE), therefore, has an obtusive function to play if the problems are to be grasped and if all worries are to be furnished with the understanding, capabilities and attitudes to alter the prevailing state of affairs for the better [5].

4. Human health: The biological and physical environment of the planet is changing at an extraordinary fee due to human pastime, and those adjustments might also have a vast impact on human fitness. One of the dreams of human development is to shield health inside the face of rapid environmental trade; however, we frequently fail to try this. Advances in the field of environmental health have taught us much about human health hazards; for example, air pollution can cause respiratory disease, heavy metals can cause neurotoxicity, global climate change is likely to fuel the spread of infectious diseases [6]. Environmental health issues traditionally have been addressed at the international level within the context of such issues as ozone depletion, climate change, and biodiversity. Countries have tried to address these issues through the multilateral process, such as multilateral agreements and commissions, bilateral assistance and cooperation, private sector investment, trade, the work of non-governmental organizations, education, and training [7]. Especially focus on Education : Indoor and outdoor air pollutants, bad sanitation and dangerous drinking water are principal causes of adolescence ailment and mortality, which means that many children do not whole their primary schooling due to absenteeism. Up to 30% of the overall sickness burden in growing countries is because of environmental danger. Illness related to poor environmental conditions (water and air great, pollutants, poisonous materials) prevents untold numbers of kids from attending institutions. Even, if children are not affected immediately, they may live far away from school to care for an unwell family member or to do the paintings of an ill adult. A clean and secure environment and top health are critical to reaching the intention of Education for All.

5. Environmental protection: Education and environment are two sides of the identical coin and are complementary to every difference. The environment can be promoted by various methods and one of the best amongst them is the provision of the right training to each antique and new generation. Education also offers to focus approximately the protection and conservation of the environment, which is vital for the advantage of the complete of mankind. It may also be used as an affordable measure to solve one-of-a-kind styles of societal problems that humans face in their day-to-day lives [8]. Likewise, training can play a key role

to conserve and guard the herbal environment and generate recognition amongst people approximately the importance of retaining the surroundings uncontaminated. It also plays a crucial function in building society; this is practical and conscious closer to the surroundings and its related challenges and troubles. Education promotes a holistic method in the direction of protection and conservation of nature.

Conclusion: The primary cause of schooling on the subject of environmental safety is imparting consciousness to all of us in society. Education can provide better attention to a variety of ecological issues that take region each day. Everyone in a society consisting of kids, youths, adults, and mature humans can understand and emerge as aware of the diverse environmental troubles, if they do get proper schooling on it. Education can supply the right understanding of how natural surroundings feature and how people can cope with behavior and ecosystems for sustainability. Making actual funding in environmental education may be very important due to the fact that we live in an epoch where more and more people are disconnected from nature and ignorant of important troubles. Education is a tool for self-empowerment because it allows us to take severe and effective movement. It leads human beings to be destiny conservation leaders and encourages them to take severe and effective action closer to crucial problems of the day.

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Concept of karma Yoga in Bhagvad Gita

Name: Subodh Singh¹, Hemant Patidar²

Department: Department of Yoga and Natural Health Sciences

Institution:-Shri Jagdishprasad Jhabarmal Tibrewala University (JJTU)

Contact number: 9599614830

Email:Subodhnasdaq@gmail.com, hemantpatidar1302@gmail.com

Abstract: - The concept of karma in Bhagvad Gita is about doing selfless action without any desire of their fruits, considering them as duty for the wellbeing of others. Karma yoga (selfless service) is the path of attaining moksha through work. In Bhagavad Gita verse 3.4, it is said that avoiding labour or not commencing employment is not the route to becoming free of bondage, just as renunciation of the world and wearing monk's garb is not the path to becoming spiritual. According to Hindu scriptures, it is natural for a human being to seek the benefits of his or her actions, but a sole devotion to fruits and good immediate results might jeopardize dharma (ethical, rightful action). Verse 2.47 states that your effort, not the outcome, is your duty. Allowing the rewards of your activities to be your motivation is never a good idea. Do not succumb to inactivity.

Verse 2.48 states that set your mind in yoga state, do your task, and don't get caught up in anything. In both triumph and defeat, keep a level head. True yoga is centeredness (samatvam). We cannot remain in this world without doing anything. According to verse 3.5 not acting is also a type of action with repercussions and karmic influence, and the nature of life is such that human beings are always acting in their surroundings, whether in body or mind. The Bhagavad Gita states in verses 3.6 to 3.8 that the action might be driven by the body or influenced by other factors. It can also be inspired by one's true self and inward introspection (soul, Atman, Brahman)

Key words: - karma yoga, Dharma, Bhagavad Gita

Introduction:-Action is referred to as karma. The Sanskrit term karma means "action". Everyone must bear the consequences of their own conduct. Four forms of karma are described in the Bhagavad -Gita: All collected karma (actions) from this and past lives are referred to as **Sanchita Karma**.

Prarabdha Karma refers to current -life acts and their consequences. Iccha prarabdha, Annicha prarabdha, and paraiccha prarabdha are the three types of prarabdha. Future acts that result from current deeds are referred to as **Agami** karma. Yoga refers to a state of being or a method of doing something. Karma yoga is a spiritual discipline in which God's followers utilize deeds as a way of self-transformation and liberation by avoiding the repercussions of their actions. Karma yoga teaches you how to survive in this world without getting your hands filthy with immoral acts. Several Upanishads and the Bhagavad Gita describe karma yoga's central idea. Aside from these, it's mentioned in a number of other texts. Karma yoga is a path of unselfish service and compassion for others who are suffering. Selfless service, or seva, is a manifestation of karma yoga. Volunteering, for example, embodies the spirit of karma yoga and makes it apparent.

Lord Krishna about karma yoga in chapter 3:-"I announced two ways for the pure heart at the beginning of time: jnana yoga, the contemplative road of spiritual understanding, and karma yoga, the active path of selfless service." No one can achieve freedom by refusing to act; no one can achieve perfection by refusing to labour. There is no one who sits still for even a second; all things are compelled to perform by their own nature.

Those who refrain from action while allowing their minds to wander to sensuous pleasures cannot be considered serious spiritual searchers. They, on the other hand, who master their senses through the intellect and use them for unselfish service, flourish, complete all of your responsibilities; action is preferable to inactivity. Even to keep your body alive, Arjuna, you must act. The planet is imprisoned by selfish behaviour. Act selflessly and without regard for personal gain.

Mankind and the responsibility of selfless service were established together in the beginning. You will always be productive and achieve fulfillment of your goals via unselfish service, according to the Creator's promise.

Brahman, the everlasting, limitless Godhead, is the source of all selfless deed, Arjuna. Every act of service is imbued with Brahman. This law, O Arjuna, governs all life. Those who disobey it by indulging their senses for their personal pleasure while neglecting the needs of others have squandered their lives. Those who understand themselves, on the other hand, are always content. They no longer seek happiness in the exterior world, having discovered the source of joy and contentment. They stand to gain or lose nothing by taking any action, because neither people nor things may threaten their safety. Strive to serve the world's wellbeing at all times; the highest aim of life is attained through commitment to unselfish effort."

Acts of seva, or selfless service, are manifestations of karma yoga.

Karma yoga in our daily life:

- Karma is created by our wants, not by our deeds. When our acts are motivated by desire, they tie us, and the birth-death cycle repeats itself. It is necessary to let go of our aspirations while continuing to carry out our activities, even if they are unpleasant.
- It is impossible to ignore one's everyday obligations and responsibilities. Make spirituality and a balanced attitude a part of your everyday routine by incorporating them into your actions.
- Our deeds determine our existence. Higher awareness creates life, and living by action, and collective activity of living creatures keeps the planet running. You must carry out your responsibilities with a sense of detachment.
- Renunciation should not be viewed as a way to avoid everyday tasks or obligations. It just adds to your karma of selfishness. Renunciation is really about trading our fruit wants for our deeds. Surrendering to the will of a greater reality should be our approach.
- You must occupy your thoughts with contemplation and strive to remain concentrated. Your acts must be carried out in a selfless manner.
- When doing any action to uphold your Dharma, you must be free from attachments and cravings.

Examples of karma yogis in our modern world:

1. M.K. Gandhi: - One of the greatest examples of a true Karma Yogi is M.K. Gandhi. He worked diligently on himself and the Indian nation's wellbeing. Gandhi had to fully give up his personal life in order to pursue the goal of Karma Yoga. He did it calmly, repeating the name of God, "Ram," over and over. He accepted his fate, confident that none of his spiritual efforts would go in vain, as Lord Krishna's solemn vow in the Bhagavad Gita, which Gandhi read daily for inspiration, states.

2. St. Teresa of Calcutta (Mother Teresa)

Mother Teresa (St. Teresa of Calcutta) is another great Karma Yogi. She served with sincerity, spontaneity, and devotion. She stated of her prayers, "I don't pray for success; I pray for fidelity..." What mattered to her was that she remained faithful. We will continue to be bound by our acts if they do not come from the Stillness of the Heart, from the feeling that we are not the ones doing them, no matter how useful or good they may be. As St. Teresa so movingly described, "spiritual poverty" is a state of inner emptiness of the ego and mind, as well as surrender: "I don't demand anything of the work." It's all His doing. In His palm, I'm like a little pencil. That is all there is to it.

3. Dr. A.P.J. Abdul Kalam: -Bharat Ratna, India's "Missile Man," is a scientist, teacher, and the country's President. Kalam utilized his position to preach messages of compassion, love, development, and optimism. Kalam, for example, a workaholic, believed in making the most of one's time. He would never sit still for even a second. He enjoyed playing the Veena and writing poetry whenever he had spare time. Kalam was a visionary who pioneered electronic administration at Rashtrapati Bhavan.

Kalam's careful handling of his first official travel outside of New Delhi is noteworthy. Kalam picked Gujarat to meet the earthquake victims in 2001 and communal unrest in 2002. After that, he travelled to Bhopal to see the victims of the gas disaster.

Role of karma yoga in mental health improvement: -The individual's attitude and response to situations are crucial in managing with mental health issues.

Karma yoga provides us the insight of how to deal with everyday life problems and work as a guide book to solve our problems.

How to deal with stress through karma yoga: -Environmental stressors such as noise, pollution, and the bustle of city life will not go away, and neither will concentrate on personal issues and anxieties that cause mental strain. The more one thinks about an issue, the more fear and concern arise, reinforcing the negative samskaras. Mental stress is caused by egocentrism and a harmful emotional connection to the environment, according to ancient yogic teachings.

The relevance of karma yoga, which is founded on the law of cause and effect, has been highlighted in yogic philosophy while coping with external and internal stress. In reaction to samsara, the never-ending stressful cycle of birth, death, and reincarnation, karma yoga was born. Until you transcend the personal self and break free from the cycle, every action, thought, and feeling generates good, negative, or mixed karma, further tying you to your egoistic self. Karma yoga, or selfless action with awareness, is a powerful mental cleanser. It relieves internal tension by clearing the mind of collected garbage and alerting you to the consequences of your training, including complexes, phobias, and protective armouring.

Drista bhav (the art of detached observation): -The essence of karma yoga practise is to cultivate the quiet, hidden observer or witness inside. We learn to monitor our behaviours, interactions, thoughts, and feelings, as well as your reactions to them, as you become more aware of yourself. This may appear challenging at first, but with experience, our capacity to be aware in all situations will increase.

One of the first things to notice as our awareness grows is how we react emotionally in different situations. Internal tension is caused by becoming irritated, angry, or agitated every time someone says something that contradicts our own views or convictions. We activate the

body's defence mechanism and the vicious cycle of excessive hormone production if we respond with mental agitation and worry on a regular basis. As a result, high blood pressure develops, arteriosclerosis develops, and cardiovascular disease develops as a distinct possibility. As a result, we must learn to recognise and control your mental and emotional reactions.

Conclusion:-When karma yoga transforms into real selfless service, you work without ego, becoming nothing more than a musical instrument on which the divine plays a melody. When honesty, sincerity, and love shine through your acts, true assistance may occur. Work becomes effortless for the karma yogi, who gains enormous energy, focus, and willpower. This is a necessary component of yoga for the spiritual seeker. Everyone, on the other hand, may gain from it.

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A Comparative Study of Mental Prosperity between House Wives and Working Ladies

Ms. Rashmita Sabat

Research Scholar, Shri Jagadishprasad Jhabarmal Tibrewala University,
Jhunjhunu, Rajasthan

Abstract:-The motivation behind the examination was to explore the distinction in mental prosperity between house wives and working ladies. Thirty house wives and thirty working ladies product arbitrarily chose for the examination. Mental prosperity with its five sub factors, for example, satisfaction, efficiency, sociability, mental health and interpersonal relation were evaluated through Psychological prosperity scale by a board of Physiologists and specialists. Autonomous example t-test uncover that there was no noteworthy distinction in Satisfaction, Efficiency, sociability, mental health and interpersonal relation between house wives and working ladies.

Keywords:-

psychological well -being, satisfaction, efficiency, sociability, mental health and interpersonal relation

Introduction

Psychological well -being is quite similar to positive mental health, satisfaction, happiness. It helps to find out relation between such items. If someone says that he/she is very much satisfied or happy with life then we may conclude that her psychological well-being is high (Diener & Ryan, 2009) [4]. Psychological well -being consists of positive relationships with others, personal mastery, autonomy, a feeling of purpose and meaning in life, and personal growth and development. Psychological well -being can be attained by achieving a state of balance affected by both challenging and rewarding life events. In the present study attempt has been made to compare psychological well -being between housewives and working women with an expectation that it will help to understand the psychological well-being of housewives and working women.

Around 70–80% of the populations in India currently live in rural settings without access to good quality healthcare facilities. The establishment of primary health centers (PHCs) has helped improve affordability and accessibility of healthcare to some extent, for some conditions, but it has been largely ineffective in addressing the needs of people suffering from or at risk of non -communicable disorders including mental disorders. It has been estimated that only 1 in 27 receive care for mental disorders such as depression. The National Mental Health Survey (NMHS) estimated that about 150 million Indians need care for mental disorders, and about 10% suffer from common mental disorders (CMD) such as depression, anxiety, emotional stress and suicide risk, as well as alcohol and drug use. The report indicated that the prevalence of mental disorders was 2–3 times higher in urban areas, compared with rural areas. However, relatively few studies have used standardized tools to assess the burden of CMD, especially in rural settings. Thus, there is a need to provide further evidence about the burden of mental disorders, especially in rural communities and particularly using standardized tools and methods. In the absence of reliable disease prevalence estimates, planning an appropriate health system response is challenging.

Methodology

Variable	Status	Mean	Std. Dev.	Graphical Representation
Satisfaction	Working Women	36.66	4.83	<p>37.23 36.5</p> <p>Working Women House Wives</p>
	House Wives	39.06	5.00	
Efficiency	Working Women	41.56	5.42	<p>34.4 36.46</p> <p>Working Women House Wives</p>
	House Wives	41.46	5.29	
Sociability	Working Women	37.23	5.47	<p>40.16 40.3</p> <p>Working Women House Wives</p>
	House Wives	36.50	6.25	
Mental Health	Working Women	34.40	5.33	<p>36.66 40.3</p> <p>Working Women House Wives</p>
	House Wives	36.46	5.78	
Interpersonal Relations	Working Women	40.16	4.78	<p>41.56 41.46</p> <p>Working Women House Wives</p>
	House Wives	40.30	5.20	

Table 1: Descriptive statistics of psychological well-being

Thirty house wives and thirty working women were randomly selected for the study. Participants aged 30 and above were included for the study. Psychological Well-being was the dependent variable which was assessed through Psychological well-being scale by a panel of Psychologists and doctors. Information about five sub factors in this study such as Satisfaction, efficiency, sociability, mental health, interpersonal relation was gathered through fifty questions in the Psychological well-being scale. The test-retest reliability of the questionnaire was 0.87 and consistency value for the scale is 0.90. The scale was also validated against the external criteria and coefficient obtained was 0.94. To get the better research results, we emphasis the Descriptive correlational cross sectional research design was utilized to compare depression and anxiety between non-employed and employed pr women and to assess the relationship between depression and anxiety among women.

Results:-The mean, standard deviation and graph of Psychological well-being of two groups of house wives and working women is presented in table 1.

Independent sample t-test was conducted to analyze the significance of mean difference of Psychological well-being between working women and housewives. Results which are shown in table 2 are the result of independent t-test of satisfaction between working women and house wives.

Table 2: Independent sample t-test for means of Psychological well-being

Variable		t	df	Sig.(2-tailed)	Mean Difference	Standard Error Difference
Satisfaction	Equal variances assumed	-1.89	58	0.06	-2.4	1.26
	Equal variances not assumed	-1.89	57.92	0.06	-2.4	1.26
Efficiency	Equal variances assumed	0.072	58	0.94	0.1	1.38
	Equal variances not assumed	0.072	57.96	0.94	0.1	1.38
Sociability	Equal variances assumed	0.48	58	0.63	0.73	1.51
	Equal variances not assumed	0.48	56.99	0.63	0.73	1.51
Mental Health	Equal variances assumed	-1.43	58	0.156	-2.06	1.43
	Equal variances not assumed	-1.43	57.61	0.156	-2.06	1.43
Interpersonal Relationships	Equal variances assumed	-0.1	58	0.918	-0.13	1.29
	Equal variances not assumed	-0.1	57.6	0.918	-0.13	1.29

The independent t- test found no significant difference in any of the factors under psychological well-being.

Discussion

Satisfaction is fulfillment of one's wishes, expectation, need, or pleasure. Mean and standard deviation of working women were 36.66+4.83 and house wives were 39.06+5.00. House wives satisfaction level was greater than working women but Independent sample t-test found no significant difference in satisfaction between working women and house wives.

Efficiency means a person's belief about his or her ability and capacity to accomplish a task. Mean and standard deviation of working women were 41.56 + 5.42 and house wives were 41.46+5.29. There was no significant difference in efficiency between working women and house wives. Sociability mean's the quality of liking to meet and spend time with other people. Independent sample t-test was conducted to compare the sociability level of working women and house wives. There was no significant difference in sociability between working women and house wives. Mental health includes our emotional, psychological, and social well-being, mental health is the condition of being sound mentally and emotionally that is characterized by absence of mental illness. Mean and standard deviation of working women were 34.40 + 5.33 and house wives were

36.46 + 5.78. Independent sample t -test found no significant difference in mental health between working women and house wives. An interpersonal relationship is a strong, deep, or close association or acquaintance between two or more people that may association may be based on inference, love, solidarity, regular business interaction, or some other type of social commitment. Mean and standard deviation of working women were 40.16 + 4.78 and house wives were 40.30 + 5.20. Independent

sample t-test found no significant difference in interpersonal relationship between working women and house wives.

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A Brief Review on Reducing Stress and Improving Mental Health through Yoga

Ms. Rashmita Sabat: Research Scholar, Shri Jagadishprasad Jhabarmal Tibrewala University, Jhunjhunu, Rajasthan

Abstract

The requirement for successful populace mental health advancement approaches is dire as mental health concerns are raising comprehensively and current allopathic treatment regimens are lacking to bring individuals towards the condition of mental Health. Effectively lightening pressure can possibly advance prosperity and forestall disease. Around the world, yoga is picking up fame as an open, satisfactory and savvy practice for psyche and body. Individuals are going to yoga for mental health improvement in view of inclinations for: self-treatment rather than clinical intercession; saw more noteworthy adequacy than drug; less symptoms; absence of reaction to medicine. Yoga has negligible reactions and is practical in examination with pharmacological medications and psychotherapy. Yoga's additional advantage is that it improves physical wellness and energizes confidence. Right now we talk about the proof for yoga as a type of mental health advancement, ailment anticipation and treatment for sadness

Keywords: Mental wellbeing; Quality of life; Yoga; Depression; Mental health promotion

Introduction

By 2020, the World Health Organization predicts that depression will be the second biggest contributor of the worldwide infection trouble, after ischemic Health illness (refer to). Nervousness is additionally being analyzed at a more noteworthy rate than it was previously. Regardless of these increments in conclusion, treatment regimens commonly incorporate pharmaceutical treatments that are not adequate to forestall further ailment or advance mental prosperity. Successfully tending to mental health concerns involves an extensive methodology that tends to the foundation of the problem(s) [1-3]. Right now, give proof to yoga as a type of health advancement, ailment anticipation and treatment for despondency and other mental health lopsided characteristics. Like different treatments, yoga is anything but a total answer for mental health concerns. Related to different methodologies, yoga can possibly lead individuals towards more prominent mental prosperity.

What is Yoga?

Yoga is an old Indian practice, which has been spread everywhere throughout the world, and is in any event, being renewed in India itself. Yoga comprises of good code (Yam) self purging and study (niyam), certain stances (asana), managed breathing methods (pranayama), hand presents (mudras), and contemplation. Yoga's sure effect on the physical and mental health of people and their prosperity has been a set up truth in the old just as contemporary yoga writing. The ongoing logical research on yoga gives experimental proof to a portion of these cases, and determines that specific yoga rehearses are helpful for the mental and physical health of youngsters and youngsters. The eight limbed way of yoga incorporates: Yama (moral codes), niyama (self-control), asana (stances), pranyama (breath works on advancing life power), pratyahara (tactile greatness), dharana (focus), dhyana (reflection), samadhi (condition of happiness). The word foundations of yoga signify "to join" in Sanskrit. Joining brain and body, and individual and aggregate selves is the quintessence of this old South Asian practice [4]. Yogic way of thinking sets that each living thing is interconnected and joined [5]. "Yoga exists on the planet since everything is connected" [6]. Yoga's most prominent point is to make sympathy inside and a profound feeling of solidarity and unity with all types of life [7]. Yoga is an individual action that has social ramifications. The individuals who consistently take part in yoga regularly collaborate with the world in more quiet and progressively sensible manners. Increasingly positive social

communications and connections are one of the far reaching influences of individual yoga practice. Open or correlative yoga classes offer low pay individuals the chance to encounter the advantages of internal harmony and healthier body. At the point when practices, for example, yoga are available to every, bigger impact are conceivable. Without exaggerating the effects, potential outcomes of enormous scope populace mental prosperity activities, for example, this are less brutality in the public eye, less enslavement, more prominent capacity to be legitimate with one and others.

Symptoms of Stress

By and by there is more interruption from clinical treatments than whenever previously, as in certain nations, youths utilize less medications than did past ages, perform better scholastically, socially and fairly, despite the fact that exploration additionally shows that youngsters are more stressed than their partners before, many are determined to have conditions, for example, Attention Deficit Hyperactivity Disorder (ADHD). Expanded weight is additionally applied on them to prevail in school now than in past occasions. Thus, there are progressively mental issues among youngsters; many concern too much, have rest issues, and experience misery and stress. Youngsters additionally experience the ill effects of tormenting, poor conduct issues, poor associations with society, issues with consideration and self-guideline, poor individual cleanliness, rest issue, heftiness, PC/screen reliance, medicate misuse, and absence of school inspiration and so on. The following are some of yogic practices which can be performed at pediatric age gathering. Their potential advantages are additionally depicted according to old and present day writing.

Literature Review of Mental Health and Yoga Methods

We found approximately 30 review articles and 300 separate studies in the area of yoga and mental health in the peer-reviewed medical literature. Because this is a relatively new area of research, it is difficult to compare one study to the next partly because of sample size variation, differences in trial length, and variances in the kind of yoga. Some studies tested Iyengar (primarily asanas) while others tested Sudarshan kriya (patterned pranayam exercises, moving from slow and calming to rapid and stimulating, followed by emotional self-expression in a supine position), savasana (deep relaxation), Sahaja yoga (a type of meditation), or pranayam. Varying time periods, from 2 weeks to 6 months of yogic interventions, also made studies difficult to compare and contrast. Overall, studies of yoga and mental health would improve from greater methodological rigor, particularly better randomization [8]. A brief summary of peer-reviewed literature on yoga and mental health As the Patanjali Sutras notes: "Yoga is the practice of quieting the mind" [9]. Positive mental health is "a state of well-being in which every individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community [10]". We searched for articles that examined yoga as a form of promoting mental wellbeing for healthy people. However most of the literature in this area focuses on improving quality of life for people with cancer and other afflictions. The literature on mental health and yoga is biased towards individualized mental health imbalances in a similar way as literature in physical health is biased towards individualized disease. We found approximately 30 review articles (2002-2014) on yoga as a treatment for various mental health disorders, including Major Depressive Disorder (MDD), Anxiety Disorders, Obsessive Compulsive Disorder (OCD), Schizophrenia and others. The most significant results were for yoga as treatment for depression. More research is required for conclusive evidence-based recommendations; so far peer-reviewed literature appears promising for yoga as mental health promotion and treatment particularly for depression.

Studies of yoga's effects on quality of life and depression

Yoga has been shown to enhance quality of life in people who are healthy and ill. A review

study found that yoga is as effective or better than exercise at improving a variety of mental and physical health measures such as stress, quality of life, mood states, heart rate variability, pulmonary function and so on [11]. A meta-analysis concluded that because weight gain and toxicity are side effects of various pharmacotherapies, yoga may be an effective and less toxic auxiliary treatment for severe mental illness [12]. In one study yoga improved subjective wellbeing, mental health and executive functioning within prison populations [13]. Yoga improved the quality of life of pregnant women in various studies and enhanced their interpersonal relationships [14]. Studies over the past 15 years have shown that yoga can improve psychological health during breast cancer treatment [15], as well as health-related quality of life in antipsychotic-stabilized patients [16]. In the treatment of mild to moderate MDD, promising results indicate that yoga may be applied as a monotherapy [3]. Level Two evidence supports the use of yoga as an adjunctive therapy [17]. Multiple studies conclude that: a) Yoga is better than no treatment in improving mild to moderate depressive symptoms in MDD [18]; b) Yoga is equally as effective as TCAs (tricyclic antidepressants) in severe MDD [19]; c) Yoga in combination with anti-depressants is better than anti-depressants alone for depressive symptoms [20].

Patients' Experiences with Yoga

Connectedness and shared experience with others

"The shared experience was important for coping shared consciousness was there, when everyone was there together it makes you feel a feeling of connectedness of everything. You walk out of there feeling in touch with the condition of others, not just what's going on with me, but what's going on with everything, which is very reassuring. When you're in a depressed state, you feel very alone but feeling whole and part of a whole is where the value is really is."

Coping with stress and ruminations

"I feel good about myself more often than before the yoga. I learned to focus on the positive, instead of what I did wrong, didn't do, or can't do anything about anyway."

Empowerment and competence

"It gives me motivation to try other things that I might not have tried before it gave me a sense that 'I can do it, I can do this for myself.'"

How Does Yoga Work?

The systems that make yoga an apparently powerful health advancement, malady avoidance, treatment, recovery, and whitewashing mediation are not so much comprehended. Different analysts speculate that yoga works through decidedly influencing the sensory system, the cardiovascular framework and quality articulation. Incitement of the vagal nerve brings about expanded parasympathetic movement of the autonomic sensory system and furthermore builds GABA (a synapse) action in the cerebrum [21]. Like different types of physical exercise, breathing and body development positively affects cardiovascular health. Studies looking at quality articulation in long haul specialists of yoga with controls propose that yoga decidedly influences quality articulation profiles in resistant cells [22]. From a yogic viewpoint, the breath is a scaffold among brain and body. Slow diaphragmatic breathing is regular to practically all types of yoga. The way to calming the psyche is easing back and extending the breath. Rehearsing yoga assists with recapturing mental steadiness, serenity, and quietness, basically due to this sort of relaxing. Professionals can associate inside through this stillness and quiet. For all intents and purposes every single yogic work on, including asana (stances), pranyam (life power rehearses), dhyana (contemplation), empower quietness and tuning in inside. Being kinder and gentler to oneself as well as other people is a piece of the training on and off the mat. A yogic saying states that through an adaptable body we increase an adaptable brain. This assists individuals with getting progressively quiet, sympathetic, less inclined to outrage and bitterness. Moreover, yoga

brings experts "home" to their characteristic selves, in part through an impersonation of nature. A considerable lot of the asanas impersonate creatures and plants, for example, tree present, hound present, feline posture, snake posture, and others [23]. The last piece of a yoga class is savasana, carcass present, in which individuals rests with their arms and legs open in profound rest. It is frequently the most famous piece of the class, somewhat in light of the fact that it comes aier the body has been moving and working. Ayurvedic doctors prescribe savasana to practically the entirety of their patients as a solution for present day society's feverish pace of living. Savasana joins profound breathing with deliberate unwinding of each body part. While a few people may nod off during savasana, the goal is to keep up cognizance while the greater part of the body is resting. The feeling of development and soiness assists with discharging connection to material concerns. While we don't will in general examine this outside of India, the imagery of savasana as a body depends mostly on the thought that the carcass is in finished harmony. Inside Indian way of thinking passing is a piece of a pattern of life and re-birth. By permitting the brain and body to mimic passing, relinquishing all concerns and connections gets conceivable. Also, yoga urges experts to encounter an open heart. Numerous yogic rationalists believe the whole practice to be about figuratively associating with our souls. Inside the chakra framework, the heart lies in the seven chakras. Asanas, for example, arda chakrasana (back twist), kapotasana (pigeon present), and ustrasana (camel present) empower the development of the focal point of the chest which is the area of the anahata chakra, the yogic heart place. Representations and pranyams in yoga likewise support kindness. The impact is frequently less judgment, more noteworthy acknowledgment of self as well as other people and a more loosen up way to deal with life.

Asana

SuryaNamaskara, Tadasana, Padmasana, Vajrasana, Shashankasana, Anandmdirasana, Paschimottanasana, Bhujangasana, Shalabhasana, Sarvangasana, Halasana, Shavasana

Pranayama

Nadishodhana, Bhramari, Sheetkari

Mudra

Shambhavi, Vipareetakarni

Shatkarma

Kapalbhati, Jalaneti, Trataka

Others

Meditation, Yoganidra

Asana

- Suryanamaskar:- It stimulates and balance all the system of the body including Endocrine, circulatory, respiratory, and digestive system, increase awareness and bestow good health and wellbeing
- Tadasana: It stretches rectus abdomini muscles and intestine
- Padmasana: Mental stress is relieved and quietening of mind is achieved
- Vajrasana: It stimulates the vajranadi, activates prana in sushumna and redirect sexual energy to the brain for spiritual purpose, balance the nervous system
- Shashankasana: Regulates the function of adrenal gland, practised with Ujjai pranayama eliminate anger.
- Anandmadirasana: Calm the mind, Relax the nervous system
- Paschimottanasana: It tone and massage the entire abdominal and pelvic region
- Bhujangasana: Maintain the secretion of cortisone, improve circulation of back and toningof nerves
- Shalabhasana: Stimulate the Autonomic nervous system
- Sarvangasana: Tranquillising the brain, relieve mental and emotional stress,

boosting immune system

- Halasana: Improving the operation of Sympathetic nervous system
- Shavasana: Relaxes the whole psycho-physiological system and quiets the agitation of the mind

Pranayam

- Nadi Shodhan Pranayama: it induces tranquillity, clarity of thought and concentration, increase vitality and lower level of stress and anxiety by harmonizing the prana, balance ida and pingla nadi
- Bhastrika Pranayama: It burns up toxin and remove disease of doshas or humours: Kapha (phlegm), Pitta (bile), vata (wind), balance and strengthen the nervous system, inducing peace, tranquility of mind.
- Sheetkari Pranayama: It cool and reduces mental and emotional excitation, induces muscular relaxation, mental tranquility, generate feeling of satisfaction

Mudra

- Shambhavi: It calm the mind, removing emotional stress and anger, develop concentration, mental stability, balance emotional development
- Vipareetakarni: Enhance blood circulation of brain, increase mental alertness

Shatkarma

- Kapalabhati: It purify ida and pingla nadi, remove sensory distraction from the mind, balance and strengthen the nervous system
- Jalaneti: It alleviates anxiety, anger and depression, awaken Ajna chakra
- Trataka: Relieving nervous tension, anxiety depression and insomnia, develop good concentration and strong will power.

Other

- Yoga Nidra: It is a state of conscious deep Sleep, brings an incredible calmness, quietness and clarity.
- Meditation: It gradually instils peace, stability and increasing awareness, deep relaxation of mind.

Conclusions

The act of yoga shows guarantee for advancing better populace mental health. It is adequate, available, savvy and empowers independence. Yoga is an individual health advancing practice that should be possible in gatherings and upheld by networks. Like other all encompassing practices, for example, yoga, qigong, reflection, etc, it incorporates a network part. Rehearsing yoga together, in working environments, schools and other gathering settings have appeared to advance populace mental health [24]. While yoga doesn't address the social determinants of mental ailment it promotes a more prominent feeling of inward harmony for the individuals who share. It gives the idea that profound moderate taking in mix with development and different parts of yoga are at the core of yoga's capacity to bring individuals a more prominent feeling of quietness. It meets the triple point of improving health, improving consideration and lessening cost. An ongoing article addresses whether adequate proof exists for family doctors to prescribe yoga to their patients. The proof based answer: "Truly, yoga can lessen side effects of uneasiness and sadness (Strength of recommendation (SOR): B, deliberate audits of randomized controlled Trials [RCTs] with noteworthy heterogeneity). Over various RCTs utilizing shifted yoga mediations and different investigation populaces, yoga regularly improves by and large indication scores for uneasiness and misery by about 40%, both without anyone else and as an adjunctive treatment. It creates no revealed hurtful reactions." at times yoga is educated for nothing, for example, yoga clubs in India and different nations. While it may not be for everybody, through a trained methodology a great many people with or without mental health irregular characteristics may feel increasingly mental simplicity and unwinding through the act of

yoga.

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ANALYSIS OF INDIAN NATIONAL EDUCATION POLICY 2020 TOWARDS ACHIEVING ITS OBJECTIVES

Mamta Garhwal

Reg. No. 23619071

Research Scholar (Education)

SJIT University, Churela (Jhunjhunu) Rajathan

ABSTRACT:-As we know that the well defined and futuristic Education Policy is essential for a country at school and college levels because of education leads to economic and social progress. Various countries adopt different education systems by considering the tradition and culture and adopt different stages during their life cycle at school and college education levels to make it effective. Currently, Government of India announced its New Education Policy which is based on the recommendations of an Expert Committee headed by Dr. Kasturirangan, former Chairman of the Indian Space Research Organization (ISRO). This paper highlights on various policies announced in the higher education system and compare them with the currently adopted system. Various innovations and predicted implementation of NEP -2020 on the Indian Higher Education System along with its merits are discussed. Finally, some suggestions are proposed for its effective implementation towards achieving its objectives.

INTRODUCTION:-India being a growing liberal country for educational reforms, currently has about 845 universities and approximately 40,000 Higher Education Institutions (HEIs) reflecting the overall high fragmentation and many small sized HEIs in the country which are affiliated to these universities. It is found that over 40% of these small sized Institutions are running single program against the expected reforms to a multi-disciplinary style of higher education which is an essential requirement for the educational reforms in the country for the 21st Century. It is also noted that over 20% of the colleges have annual enrollment less than 100 students making them non-viable to improve the quality of education and only 4% of colleges enroll more than 3000 students annually due to regional imbalance as well as the quality of education they offer. Some of the reasons found for the fragmentation of higher education system in India are:

- Early streaming of students in two different disciplines
- Lack of access to higher education especially in socio-economic disadvantaged areas which resulted in the current Gross Enrollment Ratio (GER) of 25% only.
- Lack of teacher and institutional autonomy to make innovations in higher education to attract many students for insufficient mechanism for career management and progression of faculty and institutional leaders.
- The lack of Research and innovation at most of universities and colleges.
- Sub-optimal levels of governance and leadership at Higher Education Institutions
- A corrupted regulatory system allowing fake colleges to thrive while constraining excellent innovative institutions.

It is predicted that India will be the third largest economy in the world by 2030-2032 with estimated GDP of Ten Trillion Dollars. It is evident that the Ten Trillion Economy will be driven by knowledge resources and not by the natural resources of the country. To boost the growth of the Indian education sector, the present Government decided to refurbish it by introducing a comprehensive National Education Policy 2020. This is in line with the Prime Minister's recent call on leveraging the fourth Industrial Revolution to take India to the new heights. The currently introduced National Education Policy 2020 envisions an India Centered Education System that contributes directly to transforming our nation sustainably into an equitable and vibrant knowledge society, by providing high quality education to all.

The first National Education Policy after Independence was announced in the year of 1968 and the second National Education Policy which was improved version of the first was announced in the year of 1986.

OBJECTIVES OF THE STUDY:

The National Education Policy 2020 has many initiatives to improve the quality and the broadness of the education system in India. The objectives of this study on National Education Policy 2020 are:

1. To highlights and overview the policies of the newly accepted higher education system and NEP-2020
2. To compare NEP-2020 with the currently adopted policy in India.
3. To identify the innovations in new National Higher Education Policy 2020
4. To predict the implication of an NEP-2020 on the Indian higher education system.
5. To discuss the merits of Higher Education Policy of NEP-2020.
6. Suggestions for further improvement for the effective implementation of NEP -2020 to realize its goal.

METHODOLOGY:-The methodology consists of a conceptual discussion on highlighting the gist of the National Education Policy framework, highlighting various sections of the policy of NEP -2020 and comparing it with currently adopted education policy. Identifying the innovation made using the Focus Group Discussion Method. The implications of the policy are analyzed using the predictive analysis technique. Many suggestions are given based on Focus Group analysis.

HIGHLIGHTS OF INDIAN NATIONAL EDUCATION POLICY 2020:

Highlights of the Stages: The National Education Policy 2020 envisions an India Centered Education System by considering its tradition, culture values and ethos to contribute directly to transform the country into an equitable, sustainable and vibrant knowledge society. By drawing input inputs from its vast and long historical heritage and considering the contribution from many Scholars to the world in diverse fields such as Mathematics, Astronomy, Metallurgy, Medical Sciences and Surgery, Civil Engineering and Architecture Shipbuilding and Navigation, Yoga, Fine Arts, Chess etc, the entire Indian education system is founded and built. The objective of currently announced NEP -2020 is to provide a multi -disciplinary and interdisciplinary liberal education to every aspirant to raise the current Gross Enrolment Ratio (GER) to 50% by 2035. Various Educational Stages to be implemented as per NEP-2020:

S.NO.	EDUCATIONAL LIFE CYCLE STAGE	FEATURES
1.	Foundation Stage	Five years Foundational Stage provides basic education which is flexible multi level play based activity based and discovery based learning. Using time tested Indian traditions and cultures. This stage is continuously improved by Research and Innovation for the Cognitive and Emotional Simulation of Children.
2.	To Free Territory Stage	Three years preparatory stage consists of building on the Play based, on Discovery based and activity based learning in addition to it this stage gradually introduces formal classroom learning with textbooks the focus is to expose different subject to the students and prepare them to develop the people into inside
3.	Middle Education Stage	3 Years of middle school education focus on more abstract concepts in each subject like Science, Mathematics, Arts, Social Science and Humanities. Experimental learning is the method of to be adopted in specifies specialized subject with subject teachers
4.	Secondary Education Stage	4 Years of secondary school education is designed to provide multidisciplinary subjects including Liberal Arts education. This stage will be built on the subject oriented pedagogical and culture sir curricular style with greater depth coma greater flexibility coma greater critical thinking and attention to life aspirations students are exposed to exposed to the semester system and will study 5 to 6 years subjects in each semester there will be board exams at the end of 10th and 12th standard

5.	Under Graduation Education	The undergraduate degree in every subject will be of either 3 or 4 years duration with multiple exit options including a certificate after passing First year diploma after passing second year for a bachelor's degree after passing 3rd year the four years and graduate the few years undergraduate degree program is preferred with measure minor and research project
6.	Post Graduation Education Stage	The master's degree in one year for 4 years bachelor degree students at 2 years degree for 3 years bachelor degree students and an integrated five years degree with a focus on highlight high quality research in the final year full stop the master's degree will consist of a strong research component to spend the competence in the profession profession area and to prepare students for AC search degree
7.	Research Stage	Consists of a swing high quality research leading to a PhD in any course subject multidisciplinary subject for interdisciplinary subject for a minimum period of three years to four years for full -time and part-time study respectively during PhD the should undergo eat credit courses scores work in teaching and education ped agogy related to their actual Sab PhD subject the earlier one year M Phil program is discontinued
8.	Lifelong Learning	NEP 2020 proposes lifelong learning and Research to avoid human beings becoming obsolete in society in terms of Knowledge skills, and experience to lead a comfortable life. It is believed that education and research at any stage of life will give for the maturity for satisfaction in life.

INNOVATION IN NEP 2020

The following innovations are being proposed:

1. 100 Top Indian Universities will be increased to operate in Foreign Countries.
2. 200 Top Foreign Universities will be allowed and facilitated to operate in India.
3. Every classroom shall have access to the latest Educational Technology that enables better learning experiences.
4. Faculty stability will be provided in an appointed institution with generally no transferred to other institutions.
5. Faculty Members get curriculum and pedagogy freedom within an approved framework.
6. Based on an Academic and Research performance, faculty incentive and accountability will be fixed.
7. Faculty Fast Track promotion system for high impact research contribution will be offered.
8. A multiple parameter based API policy with peers and students' feedback, innovations in teaching and pedagogy professional development activities, quality and impact research contribution to an institution in terms of admission and social community contribution will be in place.
9. The API policy will clearly be defined in the institutional development plan.
10. Focus on achieving Sustainable Education Development Goal (SEDG) and GER of 50% by 2035.
11. All Ph.D. registered students should take one subject related to teaching and curriculum development and accept teaching assistantship for enhancing teaching skill.
12. All students should be increased to take SWAYAM as online courses at least two courses per semester.
13. Strengthening Vocational Education (VE) to reach at least 50% of students population Higher Education Institutions (HEIs) should plan how vocational education can be offered to all the students.
14. Plan to give B.Voc., Bachelor of Vocational as Dual Degree program in ODL(Online Distance Learning) Mode or 2 hours Evening Program through skill Labs and partnership with industry and NGO.

15. Currently, Research and Innovation investment in India is only 0.69 % of GDP against a Global Average of 3% of GDP.
16. Inclusion of Research and Internship in the undergraduate curriculum as a very essential component.
17. Four functions of 1. Regulation (NHERC), 2. Accreditation (NAC), 3. Funding/Grants (HEGC) and 4. Academic Standard Setting (GEC), are controlled by an umbrella Institution, the Higher Education Commission of India (HECI).
18. GEC decides the 21st century skills to be learnt by students.
19. A faceless and transparent regulatory intervention will be designed using technology to monitor quality in higher education. Strict compliance measures with stringent action including penalty for false disclosure of mandated information will be taken to ensure and show the basic minimum norms and standards.
20. Empower Private Higher Education Institutions to decide fees for their program independently though within the laid out norms.
21. Information Communication and Computation Technology (ICCT) and Non -Technology (NT) will be introduced at undergraduate education to increase the employability of youths.
22. Dual Degrees in Education and Sanskrit (Dual Degrees in 4 Years Degree Programs). For example BCA and B.A. in language.
23. AI Research Centers, Nanotechnology Research Centers get support from NRF.
24. Creation of Virtual Labs along with SWAYAM and Diksha to support MOOC Education.
25. Annual Education expenditure of India has to increase from the current 4.43% of GDP to 6% of GDP.
26. Higher Education Institutions (HEIs) shall also move away from high-stakes examinations towards more Continuous and Comprehensive Evaluation weight-age for Internal Continuous Evaluation and Semester End Examination will be 50:50.
27. Choice Based Credit System will be improved and Competency Based Credit System is going to be adopted.
28. Focus on effective Self Governance and Outstanding Merit Based Leadership Appointment and a Board of Governors (BOG) of highly qualified competent and dedicated individuals have proven capabilities and a strong sense of commitment to the institutions. BOG shall be responsible and accountable to stakeholders through transparent self disclosures of all relevant records.
29. Focus is on the building of Digital Infrastructure, Digital Content and capacity building to keep pace with Tech generation expectations.
30. Other innovations like stress on networking with industries and other higher education Institutions for Research and Collaborations focus on creating IPR and improving stakeholders perception also suggested.

IMPLICATIONS OF NEP 2020 ON INDIAN HIGHER EDUCATION SYSTEM:

1. Only qualified role models have the opportunity to elevate to the top to decision making role: Higher Education Policy Making Decisions and implementation of such policies may go out of bureaucrats and fake educationist who are enjoying top decision making positions like Chairman of UGC, AICTE, MCI, DCI and Vice-Chancellors of various universities. For example in present higher education system in India a person without a single scholarly Publication can become Vice-Chancellor of public sector University and can elevate to various higher positions and even become the Chairman of UGC. Similarly, a person without a single patent can become Director of Technical Institutions and eventually can become the Chairman of AICTE. A person without a single IPR like

- scholarly Publications or patent can reach decision making authorities at Higher Education Divisions including the Association of Indian Universities.
2. Cleaning of Higher Education Bureaucratic System: Merit based appointments of institutional leaders in Research and Innovations. Unlike the present system of fishes without at least five first author scholarly publications or patent during the last five years will not become institutional leaders like Director, Vice-Chancellor etc.
 3. Transformation of Single Discipline Colleges into a Multi-disciplinary Autonomous Degree Awarding Colleges: This will again help to decrease corruption and lobbies in colleges. Many colleges are unable to chart their own courses controlled as they are by rigid bureaucratic norms of the affiliating university. All this deeply undermines the principles of local governance and the local pursuit of innovation and excellence. This must be addressed with urgency. This also develops more responsible leaders to work in higher education administration along with research so that we can make better innovations in imparting higher education services.
 4. Focus on Research and Innovation at UG and PG Level: This allows students and faculty members to think creatively with confidence to purpose and do new things leading to novelty.
 5. Highly Educated Board of Governors (BOG) to Avoid Misuse of Power by Individuals: Every autonomous institution is expected to for a BOG having highly qualified competent and dedicated individuals who have proven capabilities and a strong sense of commitment to the institution.
 6. The Responsibility of Maintaining Quality lies with the Board of Governors: The BOG shall be responsible and accountable for the outcomes of Higher Education Institution to the stakeholders through transparent disclosures of relevant records. BOG has to meet all regulatory guidelines dated mandated by the National Higher Education Regulatory Authority (NHERA).
 7. Single Regulator for Entire Higher Education Institutions: National Higher Education Regulatory Authority (NHERA) a single higher education institution regulator setup leads to effective regulation of financial the probable probity of Higher Education Institutions, governance, open disclosures of financial faculty and staff courses and educational quality.
 8. Elimination of Commercialization of Education: Higher Education Institutions both public and private should ensure that they are not for profit and if there is any surplus it should be a re-invested in the institutional development under the supervision of board of governors (BOG) members to eliminate the co-multiplication of education.
 9. Responsibility of Private Higher Education Institutions towards Educational Philanthropy: The Private Higher Education Institutions can set their fees independently by offering at least 20% Free-ship and 30% Scholarship. This model allows recover reasonably their cost while discharging their social obligations.
 10. Private Universities will overtake Public Universities due to offered 20% free-ship: Bright and intelligent students irrespective of their economic status, religion, gender will get the opportunity to study in private higher education institutions free of cost due to 20% free-ship and 30% scholarship leading to mobilization of intelligent and self motivated students to private institutions leading to overcrowded half meritorious students in private universities.
 11. Transformation of Public/ Government Colleges: Two possible transformation processes:
 - (A) The affiliated public or government colleges can eventually become multi-disciplinary and expand their capacity to admit annually 3000 or more students and become autonomous college (AC)
 - (B) Small colleges with less resources and student feeding areas will convert itself as a

constituent college of the affiliating university and get mentorship and all other kinds of support to offer quality education as depicted in figure first.

12. Transformation of Private Colleges: Three possible of transformation:
- (A) The private sector colleges can eventually expand in terms of their resources and quality of education and reaches a predefined accreditation status to become autonomous degree giving college. (B) Some small colleges with one or two disciplines and have no scope of expansion to admit 3,000 or more students will join with similar (same management or same religion) colleges in that religion and may become a group of colleges or a cluster and transform themselves into a degree giving autonomous college. (C) The private colleges which cannot form cluster or part of a group and fails to reach the predefined accreditation status will eventually close down their operation.

IMPEDIMENTS TO REALIZE NEP 2019 PROPOSAL FROM ITS STAKEHOLDERS POINT OF VIEW BASED ON PREDICTIVE ANALYSIS:

1. Conversion of Affiliated Colleges into Autonomous Colleges: There are many affiliated colleges to public universities which have one or two courses a small piece of land without enough physical infrastructure like single building college less than 300 annual admissions etc. Such colleges cannot expand their operations to become multidisciplinary colleges and hence cannot transform themselves into autonomous colleges. Even though the UGC has made it mandatory to have a minimum of 5 acre of land to give and continue affiliation to the colleges, many universities have not strictly followed such conditions. All such government owned colleges can be converted into constituent colleges but privately owned small colleges will be either closed their operations or shift to a bigger land with an acceptable level of physical infrastructure.
2. Transforming Undergraduate and Postgraduate Courses into Research based Courses: To transform current UG and PG courses with information oriented into research oriented is a cumbersome process. For this first faculty members of Higher Education Institutions should develop research skill the higher education Institutions should develop research infrastructure and students should be prepared as independent thinkers to create new knowledge or new analysis of existing information. Changing the set of all stakeholders takes time and efforts from higher education Institutions administrator full stop preparing the faculty members for implementing research oriented curriculum is the first step for which research experience faculty appointed is crucial. The minimum qualification for faculty appointment in higher education Institutions should be equality Ph.D. with at least 5 IPR in the form of either scholarly publications or patents.
3. Maintaining Quality and Accountability in Public/ Government Universities and Colleges: Many currently available faculty members and administrative leaders in public universities are below average due to the fact of non-compliance of merit based appointment and promotions. The National Education Policy stresses on merit based appointments and promotion in all levels of higher education system which is difficult to follow in countries like India. In such a scenario maintaining quality and accountability is difficult in public sector higher education institution.
4. Merit Based Appointment and Promotion is a Nightmare: In the name of Social Justice the country Government allows to appoint persons for teaching research and administrative positions without the required merits. For example persons without scholarly Publications during last 10 years can become Chairman of UGC which is a highest policy making body in higher education system of the country, a person without single patent can become chairman of AICTE and people without single scholarly publication or patent during last five years can become Vice-Chancellors of universities and members of various Higher Education Policy committee. With such a situation how

National Education Policy 2020 with stress to merit based appointment and promotion can be successful to realize its goals.

5. Influences and Lobbies in the Accreditation Process: Accreditation is the primary mechanism to regulate the quality and monitor the functions of Higher Education Institutions through a meta-accrediting body called the National Accreditation Council (NAC). The accreditation process checks the quality, self-governance and autonomy against a standard benchmark and awards graded acceleration status to use enhance autonomy and findings to grow further. Since accreditation status is an important requirement for higher education organizations influence lobbies related corruption will be possible. By making the criteria and parameters in such a way that only tangible merit systems should be followed to avoid illegal practices in the accreditation process.
6. Inequality and Lobbies Granting Research Funding without Proper Accountability: All Research Funding will be granted and regulated by the National Research Foundation. There should be a proper monitoring system to avoid injustice to many German Researchers with novel ideas due to partiality in granting funds. A proper monitoring system to curb the lobbies and influencers by many organizations. Also the granted research project funds should be utilized fully the expected outcomes and the expenditures should be made open to the public to avoid misuse.
7. Decreasing Wastage of Tax Paid Money in Higher Education Institutions in the name of Quality: In the name of quality Higher Education and Research Institutions will import research facilities that fail to utilize optimally list of many imported research instruments are not utilized properly and multiplication in many universities. NRF should start many Central common research facilities installed in four regions of the country. Currently many IITs costly research equipment in many universities and Research Laboratories are not functioning due to lack of maintenance. Through sincere efforts on formulating policies NRF agency should focus on decreasing the wastage of money in the name of research and quality. Higher Education Institutions including universities should stop the waste of money collected from students or tax-payers to subscribe to journals and books from International agencies independently. Instead they should subscribe to them through integrated National digital library as of common facility for the entire country.

MERITS OF HIGHER EDUCATION POLICIES IN NPE 2020:

1. Student Centric Model: The current teacher centric model where the Teachers decide the Subjects, Curriculum, Evaluation etc, will be replaced by Student Centric Model where a student gets right to decide the Subject he has to study from the Institution SWAYAM, MOOC and from ODL and he can appear for competency-based evaluation in his own pace. Thus the higher education section of NEP 2020 replaces Teacher Centric Education Systems to Students Centric System.
2. Competency based Continuous Evaluation System: As against Choice Based Credit System, Competency Based Credit System has advantages of evaluating skill sets of a student along with knowledge and experience. Competency leads to confidence and objective of higher education system irrespective of subjects and areas of study is building confidence to identify new challenges and converting them into opportunities to solve problems in the society.
3. Research and Innovation Focused: The Objective of Higher Education is to create new knowledge or a new interpretation of existing knowledge through systematic analysis. This will solve all problems of the society optimally. Involving Research and innovations as a major component of Higher Education create new intellectual property to throw light into new innovative solutions. The higher education policies of NEP 2020 transform the

education system from Information Centric to Knowledge Centric and Innovation Centric.

4. Improved STEM Model of Higher Education Curriculum: To generalize higher education for all-round progress of students. It is scientifically proven that they should be exposed to Art and Design thinking to improve their creativity in solving problems along with Science Technology, Engineering and Mathematics. This new model called STEAM is considered as better than STEM Model in higher education at a Bachelor's Degree level. STEAM with experimental learning and Research based internship is the objective of Higher Education section of NEP 2020.
5. Faculty Productivity Based on Research Output: Research is an integral part of the higher education system. The faculty members who are guiding quality research should have a research motives and experience so that they can be role model for their students. The new education policy based on merit based promotions which depend on faculty members Annual Performance Indicator score with major portion depends on their performance in Research and Publications for patent to contribute to the IPR of the organization and hence of the country. Thus, the accountability of every faculty member in higher education system depends on their Research Productivity for a given time period.
6. Autonomy at all Levels: Higher Education Institutions which have the autonomy to do innovations in deciding the courses Curriculum, Pedagogy, Examination and Evaluation could able to improve the quality of education offered by them. In university affiliation system, affiliated Institutions do not have any autonomy in teaching learning and evaluation system thereby the quality and motivation of both students and faculty members get affected. Autonomy at Education (Teaching -Learning processes) examination and evolution, administration including financial decisions are essential for a progress oriented system.
7. Merit Based Students Admission Faculty Selection and Promotion: NEP 2020 stresses on the importance of students admission based on merit by giving importance to Social Justice. It also comments that the quality of Higher Education and Research can be improved only if all faculty selections and promotions are merit based. All kinds of reservation and lobby should be curbed at individual institution level by means of appointing highly qualified and proven leaders as members of board of governors. It also stresses that merit based appointments are essential at all homemade policy formulating and regulating level of Higher Education councils.
8. Education Leaders should be Role Models: Self contribution to Research and Innovation is important to Education Leader. New Researchers get inspiration by seeing the contribution of leaders to perform better for list of Higher Education Institutions should cultivate role models in this sector who should be super performers to IPR of the organization so that the organization can prove that higher contribution is possible. Professionals who hold administrative positions are also expected to Research and Publication field during their leisure period to be role models to young researchers. It has been observed that many professionals when elevating to administrative position forget their responsibility of Research and Publication and do only lobbies and influence to celebrate. Since NEP 2020 suggests merit based appointment and promotions only role models get further the growth opportunities.
9. Integrated Controlling and Monitoring System: As per NEP 2020, the first 10 years from 2021 to 2030 in the implementation period and the next 10 years from 2030 to 2040 is the operational period. The implementation process is divided into seven stages:
 - (1) Implementation of Spirit and Intent of the Policy.
 - (2) Implementation of Policy Initiatives in a Phased Manner.
 - (3) Priority Sequencing of Policy Points.

- (4) Comprehensive Full -fledged Implementation to Achieve the Desired Objectives.
- (5) Collaborative Planning Monitoring and Implementation by Both Centre and States.
- (6) Timely Supply of Required Resources by Both Centre and State.
- (7) Careful Analysis and Review of Multiple Linkage to Ensure Effective Pitaai Telling of All Initiatives Effective Use of Technology to Monitor and Control Each Stage is Essential for the Expected Progress of Implementation.
10. Boost to Online Training: Use of Information Communication and Computation Technology (ICCT) including Education Technology, Internet Technology, Artificial Intelligence, Virtual Reality etc, are very essential in Effective Implementation of Education in the 21st Century. The Latest Technologies help in Planning, Design Offering Effective Online Education to realize the Characteristics of the Ideal Education System and also to enhance GER. It is expected that during the 21st Century due to improved Text Generation Technology driven Education is going to reply classroom based education and the policies of NEP 2020 laying the Foundation for it but also supports classroom based education system by adding more research components in it.
11. Control of Quality through Biennial Accreditation Process: Currently the National Assessment and Accreditation Council Monitors the quality of education and awards the grades accreditation to Higher Education Institutions. This accreditation time frame is 5 years. As a result Higher Education Institutions are not continuously monitored for the accreditation status. Instead to make accreditation status more serious and effective for continuous improvement NEP 2020 has simplified it and made it mandatory as a biennial accreditation process. This model of accreditation holds tight control on higher educational institutions to actually work for quality and performance.
12. Boost of GER through Autonomy to Private Sector: One of the major goals of the United Nations sustainable development goals is quality education to everyone. This can be achieved at the higher education system also by the private sector in education as a parallel sector with public systems. Based on NEP 2020 the private sector should give 20% free seats and 30% half fee Scholarship, so that many poor but merit based students get free or discounted fee study opportunity. Such free education at Higher Education level will boost GER of Higher Education in the country.

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CHALLENGE AND OPPORTUNITY OF NEW MEDIA ON ECONOMIC EMPOWERMENT OF WOMEN IN INDIA DURING COVID-19

*Veena Hada

Research Scholar, JJT University

Rajasthan

Mob.9899044909, veena.hada@gmail.com

Abstract:-This article examines the opportunity, challenge and impact of New Media on Economic Empowerment of India during Covid-19. In a generation of new media, we all probably use the biggest social media networks (**Facebook, Twitter, LinkedIn**) and media sharing sites (**Instagram, YouTube, Snapchat**), along with maybe a handful of others like Pinterest, Google Plus. While the marketing industry has seen much of uprising ranks for influential thought leaders and trailblazers. The birth of **new media** has brought so many opportunities for women to celebrate their **talent, ideas, skills** , and **creativity** in almost every field and especially in trade & commerce. As today's consumer spends up to nine hours per day online, social media has proven to be the most effective way for businesses to reach new audiences on a global scale. It is also helping in fueling the global economy by creating new jobs, democratization of information and pushing brands far beyond their borders. The spotlight of the article is to understand the gap of In India, women constitute **48%** of the total population, yet, it is estimated that the only **17%** contribute to the nation's GDP which is even lower than the half of the global average of **40%**. Although, most of the women are housewives some are engaged in small economic activities like taking tuitions. But, just like the unpaid work that women do, this does not make them contributors of the **GDP**. But in the recent years, campaigns launched by the government, such as **'Digital India'** has helped women grow economically. Under the campaign, numerous initiatives and applications were launched which created employment opportunities for women, especially in the rural areas.

1. INTRODUCTION

Kofi Annan said: "There is no tool for development more effective than the empowerment of women."

There's not anything extra empowering that a business girl in an excessive function that could traditionally belong to a male. As time passes by way of, increasingly women entrepreneurs begin rising and the possibilities available for all women preserve acting at better and better scale. When women who contribute almost 50% of the population are empowered it will substantiate the national financial Economy. Starting your own business comes with its set of risks and stressful situation and for a women's empowerment and entrepreneurship in India has been gradually evolving over the last few years. The economic and social media changes are bringing fresh opportunity for an enterprising woman while at the same time presenting new challenges which along with persisting socio-economic problems continue to hinder or preventing the holistic empowerment of women. As a depend of reality, the maximum well established verticals of new media were developed around last fifteen years: viz., LinkedIn in 2003, Facebook in 2004, YouTube in 2005 and Twitter in 2006, Instagram in 2010 and Google my Business in 2014. In precise, new media is providing new approaches of networking and doing business possible, based totally on revolutionary principles together with sharing, collaboration and co-creation, Promotion and brandings. Increasing lady entrepreneurship prices are simplest half of the story. The economic effect of multiplied girl entrepreneurial participation is large and holds the ability to stay a primary purpose force of monetary boom.

India has retained its position as the fastest growing economy in the world, with its gross domestic product (GDP) being projected to expand at 7.5 per cent in 2019 -20. The prominent growth drivers for the third largest economy in the world (PPP) are Domestic Consumption, Gross Fixed Capital Formation, Exports and Government initiated Policy Reforms. India aspires to be a high -middle income country by 2030 – for a country with a billion plus population, this implies consolidating on its innate comparative advantages and leveraging opportunities out of seemingly endemic challenges. (By ICC Indian Chamber of Commerce).

2. HISTORY OF NEW MEDIA:-The use of tools for development has evolved from the industrial revolution in the late 18th and 19th centuries that saw the increased use of machines and developments in the mining industries. The increased use of information and technology in the 20th century and major breakthroughs in this field have sparked the evolution into the information and knowledge society during the 21st century. The basis of the information and knowledge society revolves around technology's increased assimilation and diffusion in human society, particularly information and communication technologies and their rapid growth and use in the exchange of information and knowledge. This society offers many opportunities and benefits to people in terms of the facilitation of information creation, distribution, diffusion, access and use for growth and development in various spheres of life. Information and communication technologies are thus regarded as tools for the advancement and development of communities, and this includes rural, illiterate, marginalized and poor communities and the female entrepreneurs in the informal sector. (Jiyane, Glenrose Velile, 2012). Developing Asia is leading the next billion internet users Caesar also spoke about how the future of the internet will be determined by people coming online today. As most Southeast Asian users who come online for the first time are from developing countries, with India topping the list, Google (htt10) is mindful that their experience will be very different from that of users in developed countries like the US as it builds for this **next generation of internet** users.

3. TYPE OF NEW MEDIA:-New media is used to describe content made available using different forms of electronic communication made possible through the use of computer technology. Generally, the phrase new media describes content available on -demand through the Internet. This content can be viewed on any internet -enabled device and provides way for people to interact with the content in real -time with the inclusion of user comments and making it easy for people to share the content online and with friends and co -workers. The phrase new media is in relation to "old" media forms, such as print newspapers and magazines, which are static representations of text and graphics. (New media includes: [websites](#) and [blogs](#), [streaming](#) audio and video, [chat rooms](#), [email](#), online communities, [social media](#) and sharing platforms, mobile apps, Web advertising, [DVD](#) and [CD-ROM](#) media [virtual reality](#) environments, integration of digital data with the telephone, such as [Internet telephony](#), digital cameras etc.) (Vangie Beal, Webopedia.com)

4. IMPACT of New Media during Covid-19 in India

The world is a huge place and we humans are working hard, every minute, to make it smaller...

Very recently (2019 -20), the world faced a global crisis like never before: the Covid -19 pandemic. Millions of people lost their lives and many more their livelihood. The whole world came to a total standstill for a few months. Talking about India, where on one hand, people became very active on social media, about communicating the news of Covid -19. On the other hand, the pandemic adversely affected the whole country. But, the worst affected amidst this crisis were the daily wage workers and small businesses, especially women entrepreneurs.

Due to the “Lockdown” that was imposed following the outbreak of the pandemic, there were severe restrictions regarding travel, transportation of goods and thus businesses. But along

with this economic burden, women entrepreneurs were placed under increased care demand with families being confined to their homes. It has been found in a survey by [WeConnect International](#) that, this substantially reduced the amount of time they spent on their businesses as traditionally, majority of the domestic activities have been the responsibility of the women. Now, although there is a threat that, many of these businesses will shut down within the next few months, things could've been much worse without the presence of new media. Living in the 21st century, we can say that new media not only has a very huge impact, but also, it is an inseparable part of our lives. It has not only brought people closer, even during the social distancing period, but also, it has helped many people to operate from their homes and earn a livelihood for their families. This has been especially beneficial for the women since it allowed them to manage their businesses and household tasks simultaneously. As today's consumer spends up to nine hours per day online, social media has proven to be the most effective way for businesses to reach new audiences on a global scale. It is also helping in fueling the global economy by creating new jobs, democratization of information and pushing brands far beyond their borders.

Atmanirbhar app that lets you discover Made in India apps, (Rashi Varshney, 13th Nov, 2020)

Launched by the company behind Mitron, India's answer to TikTok, Atmanirbhar Apps puts the spotlight on **Made in India apps**, and **helps local businesses and developers get discovered on Google Play Store**. 33 CLAPS +0 If there's one word that we've heard as often as lockdown this year, it has to be atmanirbhar. In May, Prime Minister Narendra Modi called for achieving self-reliance to fight and win the war against COVID-19, stating that India had the potential to not just win the coronavirus battle but also emerge as a global leader after the pandemic. The company has now launched Atmanirbhar Apps to put the spotlight on 'Made in India' apps to **promote domestic businesses** and help Indian developers get **discovered on Google's Play Store**. Launched on **31 October 2020**, the app has already garnered more than 50,000 downloads and has a rating of **4.8 stars**. Atmanirbhar Apps by Mitron TV at present hosts more than 100 apps and plans to bring 500 apps on to its platform by the end of this year. Women & man can Subscribe to check out our popular newsletters. The apps it recommends include **Aarogya Setu, BHIM, Narendra Modi app, JioTV, DigiLocker, Kaagaz Scanner, and IRCTC Rail Connect. Others such as Kifayat, Grocit, Jain Thela, Home Shoppy, Koo, YourQuote, Vridhi Stores, Xplore AI Keyboard, and mParivahan are also on the list. ALSO READ For an App Nirbhar Bharat, YourStory** recommends Bharat AppStore, The app also has a feature where it allows you to 'take a pledge'; clicking this means you support Indian products and sellers. In its menu, the company also shares an email ID for developers to get listed on the platform. We would like to see some more features such as a search button and a much more comprehensive list of apps like we see on Google App store, including categories such as trending, top free, games, etc. The verdict Atmanirbhar Apps, which has been promoted as #DeshKaApp, is a one-of-its-kind discovery platform that focuses on and brings together Indian apps. **The unique initiative helps Indian developers and micro-entrepreneurs get better discoverability.** Unlike ecommerce platforms in India, which let you see the origin of the product, there was nothing in India in the crowded space of apps.

Walmart Global Tech on the future of retail during the pandemic (Oct, 2020):-Walmart Global Tech India Head, explained how it served customers by offering them contactless solutions during the pandemic. 12 CLAPS +0 +0 The retail sector has kept the world moving during the pandemic. Retail giant Walmart has often successfully dealt with such crises due to the copious amounts of data it has access to, which is used to predict when it needs to stock up on the essentials that are needed. In fact, it is well-recorded that during every crisis, Walmart stores have always had a full inventory. And making this possible is

technology. Hari Vasudev, Country Head of Walmart Global Tech, in a virtual fireside chat at YourStory's flagship annual event says - "Over the last decade, we have formed Walmart tech into a single organisation. All our stores, associates, and suppliers communicate on a single platform when we serve our customers." Walmart's global tech centre was set up in 2008 in India.

5. IMPACT OF NEW MEDIA FOR WOMEN ENTREPRENEURS:-Melissa et al. (2015), in their chapter 'The Internet and Indonesian women entrepreneurs: Examining the impact of social media on women empowerment', investigate how going online can boost female entrepreneurship by allowing them to establish and conduct businesses from their homes. These scholars use several indicators to measure empowerment, including those related to both existence and achievement of choice, such as domestic decision-making, access to or control over resources, freedom of movement, economic contribution to the household, appreciation within the household and sense of self-worth. Web-based technologies and digital culture have become an important part of our daily activities, and this topic is at the top of the agenda for many researchers and policy makers. Social media offers a set of computer-mediated tools that allow people or companies to create, share, or exchange information, career interests, ideas, and pictures/videos in virtual communities and networks. They introduce substantial and pervasive changes to relations between businesses, organisations, communities, and individuals (Ang, 2011; Agerdal-Hjermin, 2014). In particular, social media can make new ways of networking and doing business possible, based on innovative concepts such as sharing, collaboration and co-creation (Antes and Schuelke, 2011).

Digital media is an ever-evolving phenomenon, combining an increasingly complex variety of modern communication technologies, such as email and texting, along with newer social media tools and online platforms, such as Facebook and Twitter. While digital and social media were initially used for individual and personal communication reasons, such as keeping in touch or sharing photos with family and friends, professional organizations and business corporations of all types and sizes around the world soon caught on to the immense potential of connecting with – and marketing and advertising to – a wider, more global audience and consumers at little to virtually no cost through online means and mobile devices. (Kim Tran, 2014)

6. GLOBAL INFLUENCE OF NEW MEDIA

The modern epoch opened as an era of globalization. Most of the critics portray this term as a world with permeable borders. The concept of globalisation is global and dominant in the world and it was not handed down from heaven, it was not decreed by the Pope, it did not emerge spontaneously. It was created by the dominant social forces in the world today to serve their specific interests. Simultaneously these social forces gave themselves a new ideological name the - "international community" - to go with the idea of globalisation (Madunagu 1999).

7. NEED FOR STUDY

'Digital India' initiative by the Government of India, which intends to transform India into a digitally empowered society and knowledge economy, is welcomed by the economic and technological practitioners around the world. The initiative is based on three key visions (DEITY, 2015): (i) Digital infrastructure as a utility to every citizen; (ii) Governance and services on demand; and (iii) Digital empowerment of citizens.

The significance of the study for digital media is becoming increasingly more complicated day by day and flexible in our life, turning into an critical a part of social lives and man or woman identities for herself and their business, from customers "following" celebrities on Twitter, to clients "liking" their favourite manufacturers on Facebook, Instagram, LinkedIn, SEO, Google+ and YouTube. Even after the digital India movement we become the friendly

user of new Media. New this will become the part of our life digital advanced appliances, smart homes, smart classrooms, smart car, smart childcare homes, and smart offices and so on. In India, democratization of information or the ways of promoting one's goods and services has evolved over the centuries. From getting announcements done, accompanied by drum rolls to capture people's attention, to door to door advertising, distributing pamphlets and fliers and now advertising one's business online, we've come a long way. Before social media, one had to pay to get out information about one's business. Now, every person and company has its own media brand and there are significantly less barriers to reaching people. This has been a huge help for these small businesses and entrepreneurs, promoting their businesses and reaching out to a huge audience without having to pay for it, especially when there aren't many other ways of doing that, like during the lockdown due to the pandemic.

8. ROLE OF NEW MEDIA AND WOMEN'S ECONOMIC DEVELOPMENT:-

In a generation of new media, we all probably use the biggest social media networks (**Facebook, Twitter, LinkedIn**) and media sharing sites (**Instagram, YouTube, Snapchat**), along with maybe a handful of others like Pinterest, Google Plus. While the marketing industry has seen much of uprisings ranks for influential thought leaders and trailblazers. The birth of **new media** has brought so many opportunities for people to celebrate their **talent, ideas, skills, and creativity** in almost every field and especially in trade & commerce. It is no secret that new media has, and continues, to **redefine the global landscape**. It has often been looked at as a **platform for communication and engagement between users**, but it is drastically evolving beyond that. As today's consumer spends up to nine hours per day online, it has proven to be the most effective way for businesses to reach new audiences on a global scale. The effective camouflage of **Internet and social media** has successfully converted many big ideas into powerful brands, and unlike the traditional business ecosystem, the performance of companies run by **women leaders**, which is pretty impressive and inspirational on digital landscapes. New media has given a new spark to **feminism, gender equality, and women empowerment**. From social awakening to education and individual right to economic liberty, new media is fast emerging as the true power of liberalization for women. This feat is despite the fact that less than a third of the digital marketing **workforce is female**. Digital landscapes are creating effective networks for **aspiring women**; for many of them, digitization brings business opportunities, and for others, it is a universal platform to unveil their rocking ideas and talent. On the whole, it's a win-win platform. The era of Internet & E-commerce has made them utilize their self-attained capabilities and potential to the fullest. As new technology is developed and widely adopted, what is considered new continues to morph. It constantly changes. Once upon a time, **DVDs and VCRs** were the latest way to watch movies and listen to music. Now, streaming services such as **Netflix and Spotify** are more popular. Just a few examples of new media include: **Websites; Blogs; Email; Social media networks; Music and television streaming services; Virtual and augmented reality.**

New media doesn't necessarily refer to a specific mode of communication. Some types of "new media" such as an **online newspaper** are also "old media" in the form of a traditional **printed newspaper**. Other new media are entirely new, such as a **podcast or Smartphone app, a website or email to mobile phones and streaming apps**, any internet-related form of communication can be considered new media. It becomes even more complicated to define when you consider that as technology continues to advance, the definition continually changes.

9. THE SUBMISSION:- Other than governmental schemes, **Internet** in itself has provided a huge platform for women to not only showcase their knowledge and talents but also to earn money. The presence of women on **OTT** platforms such as **YouTube** is largely felt. Women from all ages, religions, languages and economic standings, not only watch videos on

YouTube but have channels of their own which act as their main source of income. These women range from **11-year-old Anantya Anand, who is an Indian Comedy YouTuber with 8.6M subscribers** to **61 year old Mrs. Nisha Madhulika, who is a Chef YouTuber with 10.4M subscribers**. Both of them along with many other women are earning lakhs of rupees every month just by sharing their knowledge and showcasing their talent. While these two have comedy and cooking channels respectively, others have channels for make-up tutorials, dance tutorials, hairstyle tutorials, DIYs, study videos, vlogs and many more. Today there are over 120 women YouTubers in India who have over 1M subscribers!

Along with YouTube many other OTT platforms have enabled people to earn money, like the **SonyLIV app**. The **KBC play** along available on the application enabled many people to easily participate and earn cash prizes. Some even got the chance to come and play on the 'hotseat'. After the announcement of play along, a notable rise in the female viewership of the show has been noticed. Also, many women have been seen ranking on the top 10 play along players every day.

But the benefits of new media, for economic development of women, are not limited to showcasing talent and sharing knowledge. The new media has also helped women in *promoting* and *expanding* their businesses. These days a large number of women entrepreneurs can be found promoting their businesses on social networking sites like **Facebook** and **Instagram**. In fact, there are many Facebook pages and groups, dedicated to businesses of women which help them in expanding their networks, like, **Indian Womens Business Club, HenIndia (Her Entrepreneurial Network), Women's Web Network, etc.** Along with these social networking sites, there are many applications and online communities which particularly provide **work from home** opportunities for women, like **Meesho, Otipy, JobsForHer, Qween, GharSeNaukri.com, etc.**

Today there are also many gadgets, devices and of course AI/virtual assistants who act as a helping hand for all, like '**Amazon Alexa**'. The virtual assistant was launched in India in 2017. And although it is used by many people today, it has proved to be a big support especially for the working women. Alexa is able to play music, provide information, deliver news and sports scores, tell you the weather, control your smart home and so much more, just by listening to your voice. While the women are at work, the assistant can announce reminders set by the women for their children and obviously help them with studies and home work by providing information. And now the assistant is so developed that it not only communicates in '*Hindi*' but also, actively engages in conversations and thus provides as a companion for the children.

And so we see that although only 29% of internet users in India are women, times are changing. There are government schemes, social networking sites and applications which are all working together for the benefit of women, so that they can become self-sufficient and active members of the society. Today at the time of Pandemic it is absolutely necessary to have women employed just like men to not only provide better for their families but also to prevent the country's GDP from falling further.

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Skill Development: A Challenge to the Educational Institutes

Anupama Jaiman,
Research Scholar Shri JJT University,
GUIDE - Dr. D. L. Pareek

Abstract:- Skill Development is the talk of the nation at present. There are various steps and measures taken by the central government for skill development which includes creating a separate ministry for the same and a whole lot of campaigning and other measures. The question that arises is that is skill development actually reaching the grass root level, is this skill development really bridging the gap between educational institutes and the industry. In India, we very often hear that the students graduating from the educational institutes are far from industry standards. India is a developing nation and certainly skill development is of prime importance because “If you are not Skilling India you are Killing India”. We the initiative of our Hon’ble Prime Minister S hri. Narendra Modiji we can around the globe see the “Make in India” campaign, but this campaign will not translate into results if our workforce is not adequately skilled to cater to the global needs, the one more question that arises here is “at what cost?” The cost of the skill development in our country will be huge and certainly over a period of time the ministry/ implementing authority needs to understand that we need to do skill development by utilizing the existing infrastructure. This paper is to evaluate such measures and procedures that would reduce the financial burden on the government for the skill development program as well as strengthen the present educational system.

Introduction:- Skill Development is the talk of the nation at present. There are various steps and measures taken by the central government for skill development which includes creating a separate ministry for the same and a whole lot of campaigning and other measures. The question that arises is that is skill development actually reaching the grass root level, is this skill development really bridging the gap between educational institutes and the industry. In India, we very often hear that the students graduating from the educational institutes are far from industry standards. India is a developing nation and certainly skill development is of prime importance.

There are five agencies under Skill development in India and they are:-

Ministry of skill development and Entrepreneurship

Central ministry skills program

State skill development missions

National Skill Development Corporation

Sector Skill Council of which the implementation is done by the “National Skill Development Corporation”. Under the very popular Kaushan Vikas Yojna. The mission of National Skill Development Initiative is to empower all individuals through improved skills, knowledge, nationally and internationally recognized qualifications to gain access to decent employment and ensure India’s competitiveness in the global market.

The aim of skill development in the country is to support achieving rapid and inclusive growth through:

- Enhancing individuals’ employability (wage/ self employment) and ability to adapt to changing technologies and labour market demands.
- Improving productivity and living standards of the people.
- Strengthening competitiveness of the country.
- Attracting investment in skill development.

The objectives of the national policy on skill development are to:

- Create opportunities for all to acquire skills throughout life, and especially for youth, women and disadvantaged groups.

- Promote commitment by all stakeholders to own skill development initiatives.
- Develop a high-quality skilled workforce/entrepreneur relevant to current and emerging employment market needs.
- Enable the establishment of flexible delivery mechanisms that respond to the characteristics of a wide range of needs of stakeholders.
- Enable effective coordination between different ministries, the Centre and the States and public and private providers.

The coverage of the National Policy on Skill Development includes the following:

- Institution-based skill development including ITIs/ITCs/vocational schools/technical schools/ polytechnics/ professional colleges, etc.
- Learning initiatives of sectoral skill development organized by different ministries/departments.
- Formal and informal apprenticeships and other types of training by enterprises
- Training for self-employment/entrepreneurial development
- Adult learning, retraining of retired or retiring employees and lifelong learning
- Non-formal training including training by civil society organizations
- E-learning, web-based learning and distance learning.

Non-availability of credit from formal channels was one of the long felt constraints in scaling up vocational courses. To address this issue, the Prime Minister's National Council on Skill Development set up a Committee under the Chairmanship of Mr. S. Ramadorai, Advisor to the Prime Minister, to come up with a draft policy on making skill training eligible for credit support.

As a result of the work done by this Committee, Indian Banks' Association (IBA) has approved a 'Model Loan Scheme for Vocational Education and Training' and circulated it to its member banks for adoption and implementation.

The scope of the policy is no doubt is very huge and they have certainly taken a commendable step in implementing it. We the initiative of our Hon'ble Prime Minister Shri. Narendra Modiji we can around the globe see the "Make in India" campaign, but this campaign will not translate into results if our workforce is not adequately skilled to cater to the global needs, the one more question that arises here is "at what cost?" The cost of the skill development in our country will be huge and certainly over a period of time the ministry/ implementing authority needs to understand that we need to do skill development by utilizing the existing infrastructure. With the Indo-German Ties making rounds of news, one thing that Indian Skill Development ministry can look into is their dual training program which helps the youth to decide which trait is of their interest and they get practical training at the companies and then if they wish they can continue to work with the same company or apply elsewhere. The companies in Germany induct these apprentices get tax benefits which are passed on to the apprentices as stipend and they are trained for the Hon'ble blue collar jobs which make them employable and self-reliant. The blue collar jobs in Germany are seen with pride and they are given the same respect that any other work position in the company would get. The case is not same with India, here we do not respect the blue collar jobs to the extent we would respect the managerial post. Along with the skill development the mindset of the people also should change, otherwise we will have unsatisfied skilled labour which will in turn affect their productivity. More so the cost of the skill development is going to be huge, as we are constantly trying to create the new training centers and channel partners as well as refunding the fees to the students who are enrolling under the schemes. The alternative way to reduce this impact would be to use the existing infrastructure of the schools and colleges by upgrading them with better technology and increasing their capacity. The educational systems have to be at par with the industry norms and needs. The focus should also be on

upgrading the skill set of the teachers and the faculty because if they are not industry ready the students and the youth can never be industry ready. The corporate sectors can be initially involved by allowing the young students to be trained at their infrastructures and the best ten students are assured of good paid job. This is an added benefit to both the company as well as creates a healthy competition to strive better and become the best.

Conclusion:-The current need along with the skill development is also to upgrade and enhance the existing educational infrastructure as well as involve the corporate and MSMEs to become the training grounds under the skill development to overall lower the costs of the skill development of the country as well create the best of the skilled work force. “If you are not Skilling India you are Killing India”.

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Research on suicide prevention strategies among all age groups in society

RUMALI SAHOO

(Subject - Philosophy)

(Research Scholar, Shri J.J.T. University)

(Registration No-29919011)

(E-mail rumali.sahoo@gmail.com)

Shri J.J.T. University, VidyaNagari, Chudela, Churu-Jhunjhunu Road, Jhunjhunu, Rajasthan 333001

Abstract: For every death by suicide in India, there are more than 200 people with 'suicidality' and more than 15 suicide attempts. Suicidality (think, plans, tries, and acts inflicted by way of oneself with a purpose to end life) is more common at 5.1% than dying through suicide at 0.024% among all age groups in society, thereby emerging as some other public fitness trouble this is un recognized, states a look at on prevalence and chance factors of suicidality in India. We might lack the nerve to commit the very last act, and we might not recognize our "sinful" inclinations for what they are, however day in and time out we confront the problem of our innate enchantment to self-destruction. The suicide rate (number of suicides per lakh population) has also risen from 10.4 percent in 2019 to 11.3 percent in 2020. While the link between suicide and mental problems (especially despair and alcohol use issues) is nicely hooked up, many suicides occur swiftly in moments of crisis. Loss of enjoyment, loneliness, discrimination, a relationship break -up, economic problems, ongoing pain and illness, violence, abuse, and battle or other humanitarian emergencies are all risk factors. The strongest chance factor for suicide is a preceding suicide attempt. Suicide includes social and moral meanings in all societies. At both the individual and population ranges, the suicide rate has long been understood to correlate with cultural, social, political, and monetary forces. Suicide is not anywhere related to pathology, but it represents a culturally diagnosed option in certain situations. As a result, understanding suicide and attempting to prevent it necessitates an understanding of how suicide differs from those forces and how it relates to an individual, group, and contextual reports. This paper discussed how to prevent suicide among all age groups in Modern Society.

Keywords:-National Suicide Prevention Strategy, Social Safety Net, Protective Environments, Yoga & Meditation.

1.Introduction:-The majority of suicides (35.1%, 2019) in India are by those under the age of 30 years. The fact that 70% of suicides in India are by people under the age of 44 years imposes a huge social, emotional, and financial burden on our society. The near -same suicide prices of younger males and females and the continuous male: female ratio of 70.2: 29.8 (2019) indicate that more Indian women die by suicide than their Western counterparts [1]. Poisoning (36.6%), putting (32.1%) and self -immolation (7.9%) have been the common strategies used to commit suicide. In West Bengal, the suicide rate is 15.7 [2]. Suicide is a crucial, but often disregarded, public health difficulty in India. It is surrounded by stigma, myths, and taboos. Each person dying by suicide is a tragedy that affects not only the people (sufferers/survivors), but additionally, families and groups at large. Each year, more than 700,000 human beings die by way of suicide, many after many prior suicide attempts. This rate equals approximately one death every 40 seconds. It has been determined by various researchers that unique groups of the population are much more likely to have expanded suicide threats during COVID -19 because of baseline vulnerabilities, inequitable results of the pandemic, or for reasons that present obstacles to disclosing hardships and looking for help [3]. People with lower access to mental health care, people with mental health conditions at baseline or other suicide risk factors, people in risky households associated with domestic violence or abuse, people with socioeconomic disadvantage, people from rural areas, and people from marginalized racial, ethnic, and sexual groups, for whom the pandemic

exacerbates economic, academic, and fitness disparities. Even frontline health and essential workers, children and elderly populations, parents with school-age children, and males were discovered to have elevated suicidal ideation during this time period. People who constitute intersectionality across risk regions are of unique concern.

2. National Suicide Prevention Strategy: The Vice President of India, Shri M. Venkaiah Naidu has called for putting area a National Suicide Prevention Strategy to lower the tendency of children and others to quit their lives due to depression and frustration. He became addressing the collection after inaugurating the Nineteenth Annual Conference of the Indian Association of Private Psychiatry (IAPP), in Hyderabad, 30 November 2018. The Vice President said that Yoga, meditation, and spiritualism will provide mental equilibrium and solace at times of depression. Modern-day fast-paced way of life and strain had been additionally leading to despair among children, he said. There is each want to strengthen our age-old circle of relatives system which could provide assistance for humans laid low with dispersion, he added [4]. The Vice President stated that both the growing and the advanced nations were beset with distinct types of fitness problems, intellectual contamination turned into one of the leading non-communicable illnesses in poor health the sector and has become a chief public fitness problem. According to WHO, despair is the leading motive of incapacity global, and is a primary contributor to the general global burden of sickness, he stated. Globally, greater than three hundred million human beings of every age suffer from despair [4].

Mental Healthcare Act, 2017: While the Mental Healthcare Act, 2017 is an affected person-pleasant act and targets to protect the rights of people with intellectual illnesses, it additionally takes into account the caregivers' concerns and encourages their involvement.

The economic burden on caregivers: Mental fitness still maintains to get much less interest from governments in allocating budgets and there may be a want for the policymakers to rectify this example. Most developed countries spend above 4% of their budgets on mental fitness care and studies, in keeping with a 2011 World Health Organization report.

Major psychiatric disorders have a persistent route and require extended treatment. While the direct prices are related to session prices, remedy, therapy costs, travel prices, and the lack of pay from work for each caregiver and patient, the indirect fee is the time involved inside the caregiving for patients.

In many low and middle-income countries (LAMIC), prices for formal intellectual health offerings are paid through the patients or their care givers' out of pocket, this mode of method will limit the utilization of mental fitness services in line with the potential to pay and ensuing in inequitable get right of entry to mental fitness care. Continued high out-of-pocket fees for intellectual health treatment may additionally hinder access to the treatment mainly for people who need greater treatment.

3. Social Safety Net: Human connections through informal and formal organization and the tenor of social change are assets of each distressing and liberating occasion. They are also the constructing blocks of a "safety net" that can push individuals towards or pull them far away from suicide as a "solution" to their troubles. A description of this social protection net originated early in the history of suicide research and evolved through the years[5].

4. Protective Environments :Prevention efforts that attention is no longer most effective on man or woman behaviour alternate (e.g., help, treatment) but on modifications to the surroundings can increase the probability of fine behavioural and fitness effects. Creating environments that address the threat and protective factors where people live, work, and play can assist save you from suicide. Social policies and social culture that help society employment, children a proper education, development of early childhood brain [6]. Such rules and cultural values inspire management from the top down and can promote prosocial behaviour (e.g., helping each other), skill-constructing, positive social norms, evaluation,

referral, and admission to helping offerings (e.g., mental health, mental abuse treatment, economic counselling), and improvement of disaster response plans, posttension, and different measures to foster a secure bodily environment. Such policies and cultural shifts can positively impact the organizational environment and morale and help prevent suicide and its associated chance elements (e.g., depression, social isolation).

5. Yoga & Meditation: Numerous research has confirmed the advantages of everyday meditation. The mental fitness -orientated advantages of meditation include higher consciousness and awareness, stepped forward self -recognition and self -esteem, lower degrees of anxiety and stress, and fostering kindness [7]. Meditation is a part of yoga. While it may appear to be the man or woman is honestly sitting down or sleeping off, this is an exercise that ought to not be underestimated. Many yoga professionals agree that meditation can be used as an efficient therapy for melancholy. When a person is performing yoga, they're capable of de -strain and casting off all of the terrible thoughts and thoughts which have been plaguing their minds. Meditation can also help a person conscious of the existing. By performing meditation religiously, you'll attain enlightenment. Most people attend suicide accomplish that due to their fear of the past and the future. Meditation can help a person to erase these fears and may assist a person to recognize the matters which might be going on properly now.

6. Strategies:

- ❖ If we are worried about someone in our community reach out and ask them “are you okay?”
- ❖ Determine an individual’s overall level of risk by Early signs identify the risk factor for suicide (Anxiety / Stress / Depression)
- ❖ During Conversation Installing Hope By using keywords “You’re not alone. Let me help you.”

Strategy	Approach
Create protective environments	<ul style="list-style-type: none"> • Reduce access to lethal way among men and women vulnerable to suicide • Social policies to reduce too much alcohol use • Social guidelines and culture
Strengthen economic supports	<ul style="list-style-type: none"> • Job • Housing
Identify and support people at risk	<ul style="list-style-type: none"> • Treatment to mental illness • Screening treatment • Support them

7. Conclusion: Across cultures, own family brotherly love and support acts as a buffer against suicidality; parenthood protects against suicide, specifically for girls. Divorced and never-married status normally will increase suicide chances, especially for men. Social support, National Suicide Prevention Strategy, Social Safety Net, Protective Environments, Yoga & Meditation, and diverse forms of spiritual involvement and beliefs are defensive against suicide. To prevent suicide, more research need in future.

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MkW- nqkZyky ikjhd] पंजीयन संख्या : JJT/2k9/EDU/680

izksQlsj] श्री जगदीशप्रसाद झाबरमल टिबड़वोला विश्वविद्यालय, विद्यानगरी, झुंझुनू

izLrkouk %&f'k{kk lekt dh ,d vfuok;Z vko';drk gS D;ksafd f'k{kk gh ns'k ds fodkl ,oa mldh IEiUurk dk vkadyu vUrkZ"V^h; Lrj ij djkrh gSA dksbZ jk"V^a fdruk gh IEiUu D;ksa u gks] ysfdu iw.kZr: IEiUurk dk çrhd mu ns'k dh f'k{kk gh gSA ftl çdkj fcuk lw;Z ds ykfyek dh dYi uk djuk vIEHko gS Bhd mlh çdkj fcuk f'k{kd ds dksbZ Hkh jk"V^a viuh Js"Brk vUrkZ"V^h; Lrj ij çdV ugh dj ldrkA किसी भी समाज की उन्नति उसमें रहने वाले व्यक्तियों पर निर्भर होती है। समाज को उचित दिशा देने हेतु शिक्षा की आवश्यकता को सदैव ही स्वीकार किया गया है। प्रत्येक देश, काल व परिस्थिति में शिक्षा के महत्व को अनुभव किया जाता रहा है। शिक्षा को महत्वपूर्ण मानते हुए समाज द्वारा शिक्षा की प्रक्रिया को निश्चितता प्रदान करने का प्रयास किया गया। शिक्षा की इस प्रक्रिया में मुख्य रूप से तीन पक्ष सामने आये— शिक्षक, शिक्षार्थी और पाठ्यक्रम। शिक्षा की इस प्रक्रिया के इन तीनों पक्षों को ही महत्वपूर्ण माना गया है, लेकिन शिक्षक को इस प्रक्रिया का सर्वाधिक महत्वपूर्ण पक्ष स्वीकार किया गया। यद्यपि वर्तमान में शिक्षार्थी को ज्यादा महत्व दिया जाने लगा है, लेकिन शिक्षक का महत्व पूर्व की तरह आज भी बना हुआ है और यह आगे भी बना रहेगा। **ekuo ds :i esa f'k{kd rFkk O;olk; ds :i esa f'k{k.k&dk;Z lla kj esas lokZsPp le>s tkrS gSA f'k{k.k rFkk f'k{k.k dk;Z ds egRo dh iz'kalk djrs gq, ,l -ckyd`".k tks'kh us vfr lqUnj 'kCnksa esa fy[kk gS& ^ ^,d lPpk f'k{kd /ku ds vHkko es a /kuh gksrk gS] mldh lEifUk dk fopkj cSad esa tek /ku ls ugha fd;k tkuk pkfg,] cfYd mls izse ,oa HkfDr l]s tks mlus vius Nk=ks a ls mRiUu dh g S og lezV gS] flldk lkezT; mlds f'k";ksa ds d'rK efLr"dksa eas lhek&fpUgks a ls vafdr gS] ft ldkS lla kj dh dksbZ 'kfDr fgyk ugha ldrh vkSj u ftldks v.kqce u"V dj ldrk gSA f'k{k.k nSo&fu;ksftr dk;Z gksrk gSA O;kikj la?k ,oa f'kYi&fudk; ds :i esa bldh ppkZ djuk bldks ifrr djuk gSA mu fof/k;ks a dks viukuk ftlls O;fDr f'k{kdks a ds izfr nzfor gks tk,] muds dk;Z dks dayfdr djuk gSA og euq"; lSHkkX;'kkyh gS tks f'k{kd gS] mlls nqxquk lSHkkX;'kkyh og gS ftlus bl egku~ ns'k esa tUe fy;k gS] tgka xq; ds izfr izse vkSj lEeku O;Dr fd;k x;k gS vkSj mls nsorkvksa dh Js.kh es a j[kk x;k gS] tgka jktk vkSj jad us mlds izfr J`k O;Dr djus esa ijLij Li/kkZ dh gSA mlls frxquk lSHkkX;'kkyh og gS tks bl ns'k esa bl HkO; m"kkdky esa f'k{kd gS tks vf}rh; izxfr ,oa oSHko dh lHa kkoukvksa l s vkyksfdr gS tcfdekr`Hkwfe Lo.kZ&;qx esa inkZi.k dj jgh gSA** *lekt dh orZeku ih< +h dh lFkfr dks ns[kdj yxrk gS fd ,silk dqN vo'; gS tks orZeku ;qok ih<+h dks ugh fl[kk;k tk ldrk gSA dksBkj vk;ksx us viuh fjiKsVZ esa dgk Fkk fd & ^Hkkjr d ks HkkX; dk fuekZ.k dh d[kkvks a esa gks jgk gSA** jk"V^a fuekZ.k dk ;g ikou dk;Z f'k{kd dj jgs gSA f'k{kk lekt dks ,d ,sil O;fDr miyC/k djkrh gS ftlds ikl lwpuk] dYiuk 'kfDr Kku vkS j uSfrdrk gksrh gSA vU; 'kCnksa esa dgas rks ,d lEiw.kZ O;fDrRo okyk O;fDr gh f'kf{kr O;fDr gSA MkW - tkfdj gqISu ds vuqlkj &^f'k{kk lEiw.kZ thou dk dk;Z gSA ;g tUe ls ysdj e`R;q rd tkjh jgrh gSA^^ izfl) vFkZ'kkL=h dksfVY; ds vuqlkj ^f'k{kk dk vFkZ gS ns'k ds fy, izf'k{k.k vkSj jk"V^a ds izfr l;kjA^^**

अध्ययन का महत्व :- आधुनिक युग में शिक्षकों में वृत्तिक प्रभावशीलता एक अहम् विषय बन गया है। इसे कई तरीके से अभिव्यक्त किया जा रहा है, जैसे शिक्षण का वृत्तिकरण किया जाना चाहिए अथवा शिक्षकों में वृत्तिवाद होना चाहिए। यह विचारधारा शिक्षकों के हर स्तर पर लागू है। माध्यमिक शिक्षा स्तर से लेकर उच्च शिक्षा तक जुड़े सभी शिक्षकों से यह अपेक्षा है कि वे अपने कार्य से वृत्तिभाव से जुड़े और अपनी वृत्ति में दक्षता प्राप्त करें। वर्तमान में शिक्षण एक बतेनभोगी वृत्ति-समूह है जो पूर्व निर्धारित पाठ्यक्रमों को कक्षाओं में पढ़ाता है, अध्यापन-मूल्यांकन के नियम उसे बने ब नाये मिलते हैं। शिक्षक कक्षाओं में विद्यार्थियों के साथ सामूहिक तौर पर अन्तःक्रिया करता है। इसी प्रकार शिक्षक के शिक्षण की गुणवत्ता का आकलन भी कठिन है क्योंकि विद्यार्थियों की सफलता में किस शिक्षक का कितना योगदान है और विद्यालय के बाहर के अन्य तत्वों जैसे अभिभावक या समाज का कितना योगदान है निश्चित तौर पर आकलन किया जाना संभव नहीं है। इसी प्रकार यह तय नहीं किया जा सकता है कि किसी शिक्षक का अपने विद्यार्थी के समग्र विकास में कितना और कितनी दूर पर प्रभाव पड़ा?

अध्ययन का औचित्य :- आज जबकि चारों ओर शिक्षा के गिरते स्तर पर चिन्ताएँ व्यक्त की जा रही हैं, ऐसे में आवश्यक है कि अध्यापक प्रभावशाली अध्यापन के साथ-साथ व्यावसायिक रूप से भी प्रभावशाली हो, क्योंकि किसी भी समाज में शिक्षण व्यवसाय की भूमिका व महत्व इस बात पर निर्भर करता है कि मानवीय स्तर पर समाज शिक्षा से क्या आशाएँ रखता है, वह राष्ट्रीय विकास में शिक्षा को क्या भूमिका सौंपता है तथा राष्ट्र द्वारा विकास के क्या लक्ष्य निर्धारित किए गए हैं। आज ज्ञान-विस्फोट के इस युग में शिक्षक में वृत्त्यात्मकता का होना आवश्यक है किन्तु इसका आशय यह नहीं है कि शिक्षक एक भावनाओं रहित ज्ञान का रोबोट बन जाये। उसके शिक्षण में ज्ञानात्मक, भावात्मक एवं क्रियात्मक गुणों का स्वस्थ समन्वय होना चाहिए।

अध्ययन के उद्देश्य :-

1. माध्यमिक एवं उच्च माध्यमिक स्तर पर अध्यापकों की कुल व्यावसायिक प्रभावशीलता एवं उसके आयामों का अध्ययन करना।
2. माध्यमिक स्तर पर अध्यापकों की व्यावसायिक प्रभावशीलता एवं उसके आयामों का अध्ययन करना।
3. उच्च माध्यमिक स्तर पर अध्यापकों की व्यावसायिक प्रभावशीलता एवं उसके आयामों का अध्ययन करना।
4. माध्यमिक एवं उच्च माध्यमिक स्तर पर अध्यापकों की व्यावसायिक प्रभावशीलता एवं उसके आयामों पर लिंग-भेद के प्रभाव का अध्ययन करना।

अध्ययन की परिकल्पनाएँ :-

1. माध्यमिक एवं उच्च माध्यमिक स्तर पर अध्यापकों की कुल व्यावसायिक प्रभावशीलता एवं उसके आयामों पर प्रभावशीलता औसत से अधिक है।
2. माध्यमिक स्तर पर अध्यापकों की व्यावसायिक प्रभावशीलता एवं उसके आयामों पर प्रभावशीलता औसत से अधिक है।
3. उच्च माध्यमिक स्तर पर अध्यापकों की व्यावसायिक प्रभावशीलता एवं उसके आयामों पर प्रभावशीलता औसत से अधिक है।
4. माध्यमिक एवं उच्च माध्यमिक स्तर पर अध्यापकों की व्यावसायिक प्रभावशीलता एवं उसके आयामों पर सार्थक अन्तर नहीं है।

परिसीमन :-

1. शोध कार्य हेतु उच्च माध्यमिक स्तर के विद्यालयों के शिक्षकों को ही लिया गया है।
2. झुन्डुनू के अन्तर्गत आने वाले माध्यमिक व उच्च माध्यमिक विद्यालयों को शामिल किया गया है।
3. कुल 600 शिक्षकों (300 सरकारी + 300 निजी) को सम्मिलित किया गया है।
4. यह अध्ययन माध्यमिक व उच्च माध्यमिक विद्यालयों के शिक्षकों तक ही सीमित है।

शोध में न्यादर्श चयन विधि :-

वर्तमान शोध में न्यादर्श के चुनाव हेतु यादृच्छिक विधि का प्रयोग किया गया है। इसके अन्तर्गत जनसंख्या में से इकाइयों का चयन इस प्रकार किया जाता है कि प्रत्येक इकाई को न्यादर्श में सम्मिलित होने का अवसर प्राप्त हो।

शोध में प्रयुक्त उपकरण - वर्तमान शोध में शोधकर्ता द्वारा जिन उपकरणों का प्रयोग किया गया है उनका वर्णन इस प्रकार है -

1. **अध्यापक प्रभावशीलता मापनी** संमको का सारणीयन एवं विश्लेषण माध्यमिक स्तर पर अध्यापकों की व्यावसायिक प्रभावशीलता एवं उसके आयामों पर प्रभावशीलता का अध्ययन

सारणी

ek/;मिक स्तर विद्यालयों के कुल अध्यापकों की व्यावसायिक प्रभावशीलता एवं उसके आयामों के प्राप्त मध्यमान व मानक विचलन

व्यावसायिक प्रभावशीलता	संख्या	मध्यमान	मानक विचलन
कुल व्यावसायिक प्रभावशीलता	300	203.19	17.064
कक्षा-कक्ष व्यवस्था	300	32.22	4.513
शिक्षण व्यूह नीतियाँ	300	34.13	4.269
अन्तःव्यैक्तिक सम्बन्ध	300	33.70	4.904
सम्प्रेषण प्रभावशीलता	300	31.05	5.217
व्यावसायिक मूल्य	300	33.75	4.580
सामाजिक दायित्व	300	38.35	8.723

व्यावसायिक प्रभावशीलता का विश्लेषण

उपर्युक्त सारणी के अनुसार कुल अध्यापकों की व्यावसायिक प्रभावशीलता का मध्यमान 203.19 तथा मानक विचलन 17.064 पाया गया। अध्यापक व्यावसायिक प्रभावशीलता प्रमापनी का अधिकतम प्राप्तांक 300 (60 कथन तथा अधिकतम प्राप्तांक प्रति कथन 5 अतः $5 \times 60 = 300$ तथा निम्नतम प्राप्तांक 1 है। अतः $60 \times 1 = 60$ इसलिए औसत प्राप्तांक $= 300 + 60 / 2 = 360 / 2 = 180$ तथा औसत प्राप्तांक 180 है। सारणी से स्पष्ट है कि अध्यापक व्यावसायिक प्रभावशीलता प्रमापनी का कुल मध्यमान औसत मध्यमान से अधिक है। अतः वर्तमान शोध में निर्मित परिकल्पना संख्या-2 "माध्यमिक स्तर पर अध्यापकों की कुल व्यावसायिक प्रभावशीलता एवं उसके आयामों पर प्रभावशीलता औसत से अधिक सकारात्मक है।" कुल व्यावसायिक प्रभावशीलता के सन्दर्भ में चयनित की जाती है।

IUnHkZ xzUFk

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भारत की शिक्षा प्रणाली पर ई-लर्निंग का प्रभाव: एक अध्ययन

ओम प्रकाश यादव

रिसर्च स्कॉलर (पीएच-डी)

श्री जे.जे.टी. यूनिवर्सिटी, झुनझुनू राजस्थान, भारत

ई-मेल- opy1981@gmail.com

izLrkouk –किसी भी देश के विकास के लिए ई-लर्निंग गतिविधियां महत्वपूर्ण हैं। आधुनिक युग में हर कोई विकास और शैक्षिक विकास के बारे में सोच रहा है। अगर इसकी ठीक से योजना बनाई जाए तो उचित परिणाम सामने आएंगे। इस शोध पत्र में भारत में ई-लर्निंग के माध्यम से विकास देखा गया है। यदि इसकी योजना ठीक से बनाई जाए तो उचित परिणाम सकारात्मक रूप से प्रभावित होंगे। इस शोध पत्र में, भारत में शैक्षिक क्षेत्र के विकास के लिए ई-लर्निंग एक प्रभावी उपकरण है। ज्यादातर मामलों में, यह पूरी तरह से ऑनलाइन वितरित पाठ्यक्रम, कार्यक्रम या डिग्री को संदर्भित करता है। इस शोध पत्र का मूल उद्देश्य ई-लर्निंग की अवधारणा को समझना और ई-लर्निंग के प्रकार की जांच करना है। यह पारंपरिक शिक्षण और आधुनिक शिक्षण तकनीक के बीच तुलना के संबंध में कई विचारों को भी सारांशित करता है। शिक्षण और सीखने की आधुनिक पद्धति भारतीय संदर्भ में शिक्षा क्षेत्र के विकास के लिए उपयोगी है।

परिचय—किसी भी देश के विकास के लिए ई-लर्निंग गतिविधियां महत्वपूर्ण हैं। आधुनिक युग में हर कोई विकास के बारे में सोच रहा है। अगर इसकी ठीक से योजना बनाई जाए तो उचित परिणाम सामने आते हैं। इस शोध पत्र में भारत में ई-लर्निंग के माध्यम से देखा गया है। शोध पत्र शिक्षा के विकास के मुख्य चक्र के रूप में भारत में कक्षा सीखने और ई-लर्निंग पर केंद्रित था। 1947 में आजादी के तुरंत बाद, भारत सरकार, भारत की शिक्षा प्रणाली में एकरूपता लाने और आबादी के बड़े हिस्से को शिक्षा प्रदान करने की चुनौती थी [1]। साक्षरता दर में सुधार के लिए भारत द्वारा शुरू की गई विभिन्न योजनाओं के कारण, इन मापों के परिणामस्वरूप साक्षरता दर 2001 में 65.38: से बढ़कर 2011 में 74.04: हो गई है। पारंपरिक शिक्षा की तुलना में ई-लर्निंग के साथ शिक्षार्थी की संतुष्टि दर में वृद्धि, उपयोग और पहुंच, नेविगेशन, अंतःक्रियाशीलता और उपयोगकर्ता की कथित आसानी के साथ-साथ- अनुकूल इंटरफेस डिजाइन [2]। यह पाया गया कि उच्च शिक्षा में व्यावसायिक पाठ्यक्रमों के शिक्षकों की औसत संख्या से कम ई-लर्निंग मोड का उपयोग कर रहे हैं जबकि केवल कुछ गैर-व्यावसायिक पाठ्यक्रमों के शिक्षक ई-लर्निंग मोड का उपयोग कर रहे हैं। ई-लर्निंग के तीन तरीके हैं: ऑनलाइन मोड, हाइब्रिड व मिश्रित मोड और ई-एन्हांसमेंट मोड लेकिन वर्तमान में केवल ई-एन्हांसमेंट मोड का उपयोग भारतीय उच्च शिक्षा में पेशेवर और गैर-पेशेवर पाठ्यक्रमों के शिक्षकों द्वारा किया जा रहा है।

भारत में शिक्षा परिदृश्य—भारत में पारंपरिक शिक्षण प्रणाली का उपयोग किया गया था और यह लंबे समय तक टिकाऊ थी। लेकिन शैक्षिक जरूरतें बदल रही हैं और एक वैश्विक शिक्षा मानक खुद को थोप रहा है और भारतीय शिक्षा प्रणाली को कई बदलावों से गुजरने के लिए मजबूर कर रहा है। ई-लर्निंग की अवधारणा निश्चित रूप से देश में लोकप्रियता प्राप्त कर रही है लेकिन अन्य देशों की तुलना में धीमी गति से। भारतीय संविधान सभी को गुणवत्तापूर्ण शिक्षा प्रदान करने और विशेष रूप से देश के विविध समाजों और संस्कृतियों के लिए देश की शैक्षिक आवश्यकताओं को पूरा करने के प्रयास में संकल्प करता है। सरकार ने विभिन्न शैक्षिक श्रेणियां बनाई हैं: प्रारंभिक शिक्षा, माध्यमिक शिक्षा, उच्च शिक्षा, प्रौढ़ शिक्षा, और तकनीकी और व्यावसायिक शिक्षा संपूर्ण व्यक्ति के विकास और निहित गुणों का पोषण करने के अलावा और कुछ नहीं है। ई-लर्निंग एक उपयोगी माध्यम है जिसके माध्यम से भारत ग्रामीण क्षेत्रों में अछूतों तक पहुँचने के लक्ष्य को प्राप्त कर सकता है, शिक्षार्थियों को उनकी शिक्षा के माध्यम से उच्च शिक्षा के साथ-साथ महिला सशक्तिकरण के लिए प्रेरित कर सकता है। वर्तमान सुपर फास्ट युग और वैश्वीकृत दुनिया में, शिक्षा को पूरा करने की आवश्यकता है। वर्तमान समय की अतिरिक्त मांगें जैसे विश्व स्तर पर सक्षम कार्यबल बनाना। वैश्वीकरण के कारण पूरा विश्व एक ग्लोबल विलेज बन गया है। अब, शिक्षा का उपयोग पर्यावरण, शांति, संस्कृति, सामाजिक विविधता, बढ़ती प्रतिस्पर्धा और वैश्विक गांव की अवधारणा के बारे में जागरूकता बढ़ाने के लिए एक उपयोगी उपकरण के रूप में किया जा सकता है। वर्तमान दुनिया में, शिक्षा का उपयोग वैश्विक नागरिक बनने के साधन के रूप में किया जा रहा है। इस अधिक प्रतिस्पर्धी दुनिया में किसी को काम करने के लिए, जीवित रहने के लिए पर्याप्त सक्षम होना चाहिए। शिक्षा हमें वह शक्तिशाली उपकरण देती है जिसके द्वारा हम योग्य जीवन जी सकते हैं। किसी समाज की शैक्षिक स्थिति में सुधार करके ही उसके लोगों की बहुआयामी प्रगति की गारंटी दी जा सकती है। इन लक्ष्यों का प्राप्त करने के लिए ई-लर्निंग सबसे अच्छा विकल्प है। ई-लर्निंग भी हमारे देश में शिक्षा की समावेशिता में सुधार करने का एक सशक्त माध्यम है। यदि कोई शैक्षणिक संस्थान उच्च गुणवत्ता वाली शिक्षा देने के लिए प्रतिबद्ध है, तो उसे मूल्यों और नैतिकता पर बनाया जाना चाहिए, और अपने शिक्षण कार्यक्रमों की पेशकश में अभिनव होना चाहिए। ई-लर्निंग एक अकेला किनारा नहीं है, बल्कि बहुआयामी है, जिसमें दृष्टिकोणों और विधियों की एक विस्तृत श्रृंखला शामिल है।

महिलाएं और ई-लर्निंग—परंपरागत रूप से भारतीय समाज में महिलाएं विभिन्न सामाजिक और सांस्कृतिक बाधाओं से पीड़ित हैं और यह महसूस किया जाता है कि जब तक महिलाओं को पर्याप्त रूप से सशक्त नहीं किया जाता है, तब तक सामाजिक-आर्थिक विकास हासिल करना मुश्किल हो सकता है। महिलाओं को सशक्त बनाना उनकी अपनी समस्याओं का विश्लेषण करने, समाधान प्रस्तावित करने और परिणामस्वरूप सामूहिक कार्रवाई करने में प्रारंभिक भागीदारी से शुरू होता है। महिला शक्ति को बढ़ाने के लिए क्षेत्रीय नेटवर्किंग, सामाजिक लामबंदी, महिलाओं के दृष्टिकोण और ज्ञान को बदलना वास्तव में आवश्यक है। ई-लर्निंग रणनीतियाँ वास्तव में उन्हें आकार दे सकती हैं और इसे वास्तविकता में ला

सकती हैं। ई-लर्निंग तकनीक महिलाओं को सशक्त बनाएगी, सृजित करेगी, कानूनी जागरूकता, उन्हें महिलाओं के मामलों को उठाने के लिए प्रोत्साहित करना और महिला वादियों की मदद करना-लर्निंग सॉफ्टवेयर ग्रामीण और शहरी क्षेत्रों में कानूनों और उनके प्रभावी कार्यान्वयन के बीच की खाई को पाट देगा। ई-लर्निंग नेटवर्किंग कानूनी मुद्दों से संबंधित सामाजिक और कानूनी संगठनों के बीच संबंध बना सकती है। उदाहरण के लिए ई-लर्निंग नेटवर्किंग महिला मंडलों, वकीलों और अदालतों के बीच संबंध स्थापित करेगी। इसका मतलब है कि ई-लर्निंग के केंद्रित प्रयासों से हम सामाजिक संगठनों और कानूनी व्यवस्था के बीच, निचले और उच्च न्यायालय के बीच, ग्रामीण और शहरी क्षेत्रों के बीच, वरिष्ठ और कनिष्ठ वकीलों के बीच की खाई को पाट सकते हैं।

ई-लर्निंग और सरकार-सरकार विभिन्न तरीकों से ई-लर्निंग माध्यम का उपयोग कर सकती है। यह सरकार को नियमों और नीतियों को प्रभावी ढंग से संप्रेषित करने में मदद कर सकता है। यह नागरिकों के बीच विभिन्न योजनाओं और योजनाओं के बारे में जागरूकता पैदा कर सकता है¹। यह लोगों को संवाद करने या सीखने के लिए एक खुला मंच प्रदान करेगा। ई-लर्निंग अर्ध-संरचित और असंरचित जानकारी का प्रबंधन कर सकता है [10]। यह सरकार के एजेंडे को पूरा कर सकता है। गुड-लर्निंग समाधान सरकार को कई पहलुओं में मदद कर सकता है। सरकार पब्लिक प्राइवेट पार्टनरशिप (पीपीपी) मॉडल में सरकारी नीतियों, नियमों और विनियमों के आसपास लर्निंग पोर्टल प्रदान कर सकती है। एक सरकार ई-लर्निंग के माध्यम से लोगों के बीच सार्थक शिक्षा के माध्यम से शासन में पारदर्शिता ला सकती है। नागरिकों के बीच सामाजिक जागरूकता पैदा करना, कराधान और कानूनों के बारे में जानकारी प्रदान करना भी प्रभावी तरीके से किया जा सकता है। अभी, सरकार ने नवीनतम तकनीक का उपयोग करके कृषि उत्पादन के विकास के लिए ऑनलाइन परामर्श विकसित करके इसे हमारे देश के किसानों के लिए किया है।

ई-लर्निंग और उच्च शिक्षा-वैश्विक स्तर के ऑनलाइन शिक्षण कार्यक्रम में हाल ही में किए गए एक अध्ययन के अनुसार, संयुक्त राज्य अमेरिका के बाद, भारत में सबसे अधिक संख्या में ऑनलाइन पाठ्यक्रम नामांकन के साथ दूसरे स्थान पर होने की सूचना मिली है। उच्च शिक्षा में, वर्चुअल लर्निंग एनवायरनमेंट (वीएलई) बनाने की मांग बढ़ रही है जिसमें एक कोर्स के सभी पहलुओं को पूरे संस्थान में एक सुसंगत यूजर इंटरफेस के माध्यम से नियंत्रित किया जाता है। इनमें से कुछ कार्यक्रम हमारे देश में शुरू किए गए हैं और छात्रों को कॉलेजों में अभिविन्यास सत्र में भाग लेने की आवश्यकता है, लेकिन पाठ्यक्रम सामग्री ऑनलाइन वितरित की जाती है। कई विश्वविद्यालय ऑनलाइन छात्र सहायता सेवाएं प्रदान करते हैं, जैसे ऑनलाइन सलाह और पंजीकरण, ई-परामर्श, ऑनलाइन पाठ्यपुस्तक खरीद और छात्र समाचार पत्र। ई-लर्निंग में ग्रामीण भारत में पर्याप्त योग्य शिक्षकों की अनुपलब्धता को दूर करने की क्षमता है। लाइव ऑनलाइन ट्यूशन स्ट्रीमिंग वीडियो और वर्चुअल क्लासरूम कुछ ऐसे समाधान हैं जो ई-लर्निंग इन समस्याओं के समाधान की पेशकश कर सकते हैं। प्रभावी और संगठित कक्षा शिक्षण के विकल्प के रूप में, ई-लर्निंग सबसे अच्छा विकल्प है। स्कूल छोड़ने वालों को ई-लर्निंग के माध्यम से पढ़ाया जा सकता है क्योंकि वे फिर से स्कूल जाने के लिए अपमानित महसूस करते हैं। उन पाठ्यक्रमों के लिए जहां छात्रों की संख्या अधिक है, छात्रों के प्रदर्शन का कम्प्यूटरीकृत मूल्यांकन शिक्षक ६ प्रोफेसर के लिए आसान हो जाता है। शारीरिक रूप से अक्षम छात्र ई-लर्निंग अध्ययन सामग्री के माध्यम से घर पर सीख सकते हैं। हालांकि ई-लर्निंग सीखने का ऑडियो-विजुअल माध्यम है, यह सीमाओं से मुक्त नहीं है। एक अन्य रिपोर्ट के अनुसार, भारत के ऑनलाइन शिक्षा बाजार का आकार 2017 तक वर्तमान 20 बिलियन से बढ़कर 40 बिलियन हो जाना तय है। यह देखा गया है कि लोगों का एक समूह जो ई-लर्निंग की अवधारणा का विरोध करता है, यह कहते हुए कि यह सूचनात्मक है और प्रदान नहीं करता है विषय का ज्ञान। दूसरी ओर, कुछ लोग क्लासरूम लर्निंग का विरोध करते हुए कहते हैं कि कंप्यूटर और अन्य ई-मटेरियल की मदद से सेल्फ लर्निंग हमेशा क्लासरूम लर्निंग से बेहतर होता है क्योंकि यह सेल्फ लर्निंग के लिए प्रेरित नहीं करता है। यह उन देशों के लिए विशेष रूप से सच है जहां तकनीकी शिक्षा महंगी है, अवसर सीमित हैं और आर्थिक असमानताएं मौजूद हैं। भारत में 1 मिलियन से अधिक स्कूलों और 18,000 उच्च शिक्षा संस्थानों के नेटवर्क के साथ दुनिया की सबसे बड़ी शिक्षा प्रणाली है। देश की 1.2 अरब आबादी में से आधे से ज्यादा शिक्षा और संबंधित सेवाओं के लिए लक्षित बाजार में आते हैं। यहां तक कि कृषि उद्योग को भी उच्च शिक्षा और ई-लर्निंग से जोड़ने की आवश्यकता है।

निष्कर्ष-हमारे शोध निष्कर्षों के अनुसार, हम यह निष्कर्ष निकालते हैं कि इंटरनेट कनेक्टिविटी में तेजी से वृद्धि ई-लर्निंग के विकास के लिए एक महत्वपूर्ण उत्प्रेरक है। स्थानीय और वैश्विक खिलाड़ियों की भीड़ के साथ एक मजबूत इंटरनेट पारिस्थितिकी तंत्र, ऑनलाइन सीखने को और अधिक पैठ बनाने में मदद करेगा। अविकसित और विकासशील देशों में, ई-लर्निंग शिक्षा, साक्षरता और आर्थिक विकास के स्तर को बढ़ाता है। यदि कृषि उद्योग को ई-लर्निंग के माध्यम से लक्षित किया जाता है, तो विकास दर निश्चित रूप से बढ़ेगी। ई-लर्निंग और ई-कॉमर्स को उचित जांच और कार्य योजना के माध्यम से विकसित किया जा सकता है। यह साबित होता है कि अनुकूली शिक्षा की विकासशील लहर उच्च शिक्षा, महिलाओं, सरकार की मदद करेगी। ई-लर्निंग भारत की कुल जनसंख्या में साक्षर जनसंख्या का प्रतिशत बढ़ा रहा है। ई-लर्निंग शिक्षा के क्षेत्र में विकास के पहिए के रूप में शैक्षिक विकास में एक महत्वपूर्ण भूमिका निभाता है। यह आशा की जाती है कि यदि भारत और विकासशील देश संयुक्त उद्यम के रूप में आगे बढ़ते हैं और ई-लर्निंग के मुद्दे पर परस्पर काम करते हैं, तो यह शैक्षिक क्षेत्र के विकास के लिए फायदेमंद होगा। ई-लर्निंग के माध्यम से बहुत से अवसरों का लाभ उठाया जा सकता है और त्वरित विकास संभव होगा। यह आशा की जाती है कि यदि भारत और मलेशिया संयुक्त उद्यम के रूप में इस मुद्दे पर विकास के लिए मिलकर काम करते हैं, तो यह शैक्षिक क्षेत्र के लिए फायदेमंद होगा।

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THE ABILITY OF CASUAL VIDEO GAMES TO IMPROVE MOOD AND REDUCE STRESS

MISS SUPRIYA N KADAM

CO GUIDE : DR.FAIYYAZ SHAIKH

GUIDE: DR.ABDUL LATIF

ABSTRACT-Medical illnesses linked to stress, such as cardiovascular disease, diabetes, and depression, are significant medical conditions that can lead to disability and death. Techniques to avoid the development and aggravation of these conditions are required. Casual video games are popular because they are enjoyable, simple to play, and spontaneous. We compared participants playing CVGs with control subjects under comparable settings in this randomised controlled research to see if they had any effect on mood and stress. Changes in electroencephalography during game play were consistent with elevated mood and backed up by psychological responses. Changes in heart rate variability were associated with autonomic nervous system relaxation or a reduction in physical stress. Despite the wide range of therapies available for mental health problems, many people do not seek therapy, and among those who do, dropout rates are common. As a result, it is critical to provide alternate therapy options. Although there has been an increase in research interest in the therapeutic benefits of digital mental health initiatives and serious games in recent years, the promise of basic, easy-to-use casual videogames that can be played in short bursts of time has been overlooked. According to the findings, video games do not elicit stress responses in the same way as mental stressors have in the past, indicating that the interactive player experience in video gaming may have more complicated impacts on stress outcomes. To properly explore the link between video games and stress, future study should assess biopsychosocial stress markers and different emotional states throughout time.

KEY WORDS- Causal Video Games, Stress, Mood, Mental Health

INTRODUCTION:-Casual E -Gaming have different features. Casual E -Gaming either found on computers or mobile phones. Casual E -Gaming can be played inside little time span. Casual E-Gaming normally don't require very while to show up finally period of game. According to Casual E -Gaming association (2019), in excess of 200 billion play Casual E -Gaming around world. The effect of video games on teenagers isn't particularly depicted paying little heed to creating gathering of evidence showing their addictive nature and unmistakable quality. Truth be told, video game use may outperform that of television use in kids. In pre -youthful grown -up young people, heftiness has been associated with extending time spent on video games, submersion of our lifestyle and consistently lives by wide interchanges. In this new environment radio, television, films, videos, video games, PDAs, and PC networks have acknowledged central parts in our young people's regular day to day existences. In any case expansive correspondences are hugely influencing our children's characteristics, feelings, and practices. Progressing supporting relations among gatekeepers and children from get -go for duration of regular daily existence, getting ready in key capacities can help hinder ruthlessness.

RESEARCH METHODOLOGY:

RESEARCH APPROACH

Quantitative Research Approach

RESEARCH DESIGN:

Pre experimental one group pre-test, post-test research design.

POPULATION

In this study population consist of college students

Residing at Navi Mumbai.

SAMPLING TECHNIQUE:-Non probability non convenient sampling technique.

Percentage and Frequency

They are most frequent way to represent statistics.

• ANOVA

It is statistical method in which variation in set of observation is divided into distinct components.

SAMPLE SIZE:

It comprises of 500 students studying in college.

INCLUSION CRITERIA FOR SAMPLING:

- (1) students who are available at time of data collection.
- (2) students who are willing to participate in study.
- (3) students who are able to read, write and understand English language.

EXCLUSION CRITERIA FOR SAMPLING:

- (1) Students who are suffering from any mental illness or chronic illness.
- (2) Students who are not present at time of any of test may be pre or post test.

WITHDRAWAL CRITERIA FOR SAMPLING:

- (1) Students who wants to withdraw from study.

STASTICAL TECHNIQUE

Required permission from authorities will be taken before study. Then samples will be selected as per inclusion criteria. analysis of data is based on objectives of study.

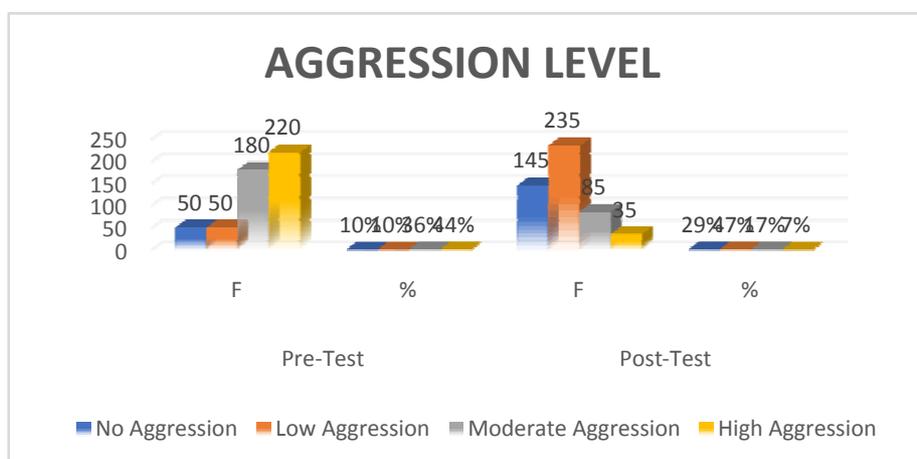
The data will be analyzed as following:

- 1] demographic of subjects will be analyzed using frequency and percentage.
- 2] pre-test and post -test knowledge scores will be analyzed using frequency and percentage, Mean and standard deviation.
- 3] effectiveness of casual video games on level of stress will be analyzed by using descriptive and inferential statistical methods. Paired 't' test by measuring significant difference between pre-test and post-test scores.
- 4] Using SPSS software version 23

RESULT AND DISCUSSION

Knowledge Scores of Pre -test and Post -test based on Level of Aggression to play Video Games

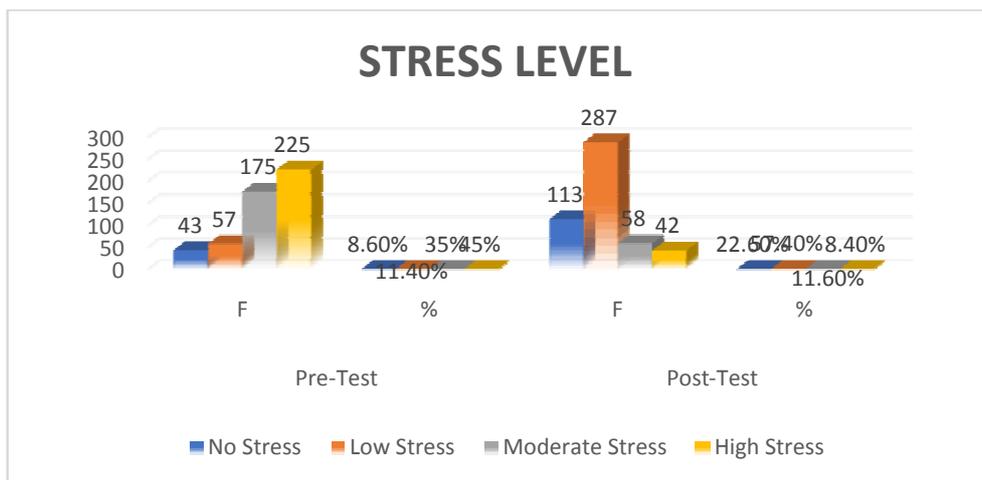
AGGRESSION LEVEL	Pre-Test		Post-Test	
	F	%	F	%
No Aggression	50	10%	145	29%
Low Aggression	50	10%	235	47%
Moderate Aggression	180	36%	85	17%
High Aggression	220	44%	35	07%
Total	500	%	500	%



Tab.and graph states about aggression level while playing video games amongst students in which maximum observed in higher aggression I.e. 44% in pre test which decreased upto 07% in post test whereas no aggression observed in post test i.e. 29%.

Knowledge Scores of Pre -test and Post -test based on Level of Stress and depression to play Video Games

STRESS LEVEL	Pre-Test		Post-Test	
	F	%	F	%
No Stress	43	08.60%	113	22.60%
Low Stress	57	11.40%	287	57.40%
Moderate Stress	175	35%	58	11.6%
High Stress	225	45%	42	08.40%
Total	500	%	500	%



Tab.and graph states about stress level while playing video games amongst students in which maximum observed in higher stress I.e. 45% in pre test which decreased upto 08.40% in post test whereas lower stress observed in post test i.e.57.40% and no stress were observed as 22.60%.

Comparison of Means Scores of Level of Stress between Pre-test and Post-test

Group	Pre test	Post test
SD	8.229	11.768
t-value	1.176	
Df	28	
Sig (2 tailed)	0.251	

CONCLUSION:-Adolescents are said to live in “media saturated world,” spending more time with media than they do in school. Over past half -century mass media, including video games, have become important socializers of children. Over past 03 decades, number of studies have looked at effects of violent video games on children and adolescents. These studies were conducted mostly in developed high income countries. Several of these studies have shown that violent video game exposure increases aggressive thoughts, angry feelings, physiological arousal, aggressive behaviours, and physiological desensitization to violence in real world.Children live in electronic climate including videogame consoles and computers. It is obvious from above survey of writing that playing violent video game has physiological and mental impacts. Different examination plans including test, co -social and longitudinal investigations on playing violent video games among children affirms that playing and openness to violent video game can increment force ful musings, forceful sentiments, and physiological excitement. Exploration on openness to TV and film brutality proposed that playing violent video games will increment forceful conduct. Test and non test concentrates with guys and females in research ce nter and field settings uphold this end. Examinations likewise uncover that openness to violent video games increments physiological excitement and animosity related considerations and emotions. Playing violent video games likewise

diminishes supportive of social conduct. Most youthful juvenile young men and numerous young ladies regularly play M-rated games. Enormous measure of game play, were identified with inconvenient conduct and scholastic results. Time spent playing violent games explicitly, and not simply games as such, expanded actual stress. Besides, more elevated levels of obsessive gaming, paying little mind to violent substance, anticipated expansion in actual stress among young men and individuals who played part of violent video games turned out to be generally more genuinely forceful. Violent video game playing invigorates self-governing nerve framework, and subsequently focal physiological frameworks in body can be influenced in children, without them monitoring it. India now is facing worst situation of rising cases of stress among early adulthood. Certain steps need to be taken in this regard so that level of stress can be reduced from taking such drastic steps. Education system and particularly thought process of society, parents and adolescents themselves need to be molded. If stress and depression, adolescent is going through is met and taken care of at right time, these suicide cases can definitely be prevented. Hence investigator felt need for evaluating effect of casual video games on risk factors and prevention regarding stress in early adulthood.

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jktLFkku esa ljdkjh o xSj&ljdkjh fo|ky;ksa esa mPp ek;/fed Lrj ds fo|kfFkZ;ksa dh cqf) yfC/k ,oa v/;;u vknrksa dk rqyukRed v/;;uA

uhye] पंजीयन संख्या : 17219142

'kk/sk Nk=k] श्री जगदीशप्रसाद झाबरमल टिबड़वोला विश्वविद्यालय, विद्यानगरी, झुन्डुनू

MkW- nqXkZyky ikjhd] पंजीयन संख्या : **JJT/2k9/EDU/680**

izksQls j] श्री जगदीशप्रसाद झाबरमल टिबड़वोला विश्वविद्यालय, विद्यानगरी, झुन्डुनू

izLrkouk&f'k{kk us gh ekuo dks /kjr dh tho 'kfDr;ksa esa ls loZJs"B tho cuk;k gSA euq"; us Lo;a Hkh vius fodkl ds lFk f'k{kk dks egUoiw.kZ ekuk gS vkSj f'k{kk izklr djus ds fy, ekuo esa cqf) rRo vko';d ekuk gSA mPp ek;/fed Lrj ds fo|kfFkZ;ksa esa vius Hkkoh thou ds izfr vikj vk'kk,a gksrh gS bl Lr j ds fo|kfFkZ;ksa esa laosxkRed fodkl rhoz xfr ds lFk gksrk gS vr% mudk 'kkjhfd ,oa ekufld fodkl Hkh rhoz xfr ls gksrk gSA bl voLFk esa vf/kdre fo|FkhZ viuh {kerkvksa o ;ksX;rkvksa ls Hkyh izdkj ls ifjfr u gksus ds dkj.k xyr fof/k o xyr vknrksa ds f'k dkj vf/kd rhoz xfr ls gksrk gSA mUgsa viuh ekufld ;ksX;rkvksa o {kerkvksa dk Kku u gksus ds dkj.k os xyr O;ogkj o f'k{kk dk pquko dj vius Hkfo"; dh uha detksj dj ysrs gS vkSj muds lokZaxh.k fodkl dh vk/kkj'kyk Mxexk tkrh gSA vr% fo|kfFkZ;ksa dh ckSf)d {kerk dk Kku o fodkl vko';d gks tkrk gSA mPp ek;/fed Lrj ij vkdj fo|kfFkZ;ksa dh ckSf)d {kerkvksa dks fodflr fd;k tkuk pkfg, D;ksfad ;gh og Lrj gksrk gSa tgk; ij vkdj fo|FkhZ vius Hkkoh thou dks lQy o le`) cukus ds fy, vusd izdkj dh dYiuk,; djus yxrk gSa vkS j bu dYiukvksa dks i.wkZ djus ds fy, vusd izdkj ds iz;kl djrk gSaA bl ds fy, fo|FkhZ vusd izdkj ds O;olk;ksa esa ls fdlh Hkh izdkj ds ,d O;olk; dk p;u djrk gSaA bu O;olk;ksa dk p;u djus ds fy, ;g tkuuk vko';d gksrk gSa fd fll fo|FkhZ us Hkh fll fdlh O;olk ; dk p;u fd;k gSa D;k og ml O;olk; ds ;ksX; gSa\ fo|FkhZ dh ml O;olk; ds izfr ;ksX;rk tkuus ds fy, ;g vko';d gksrk gSa fd fo|kfFkZ;ksa dh cqf)yfC/k Kkr dh tkuh pkfg,A fo|kfFkZ;ksa dh cfq)yfC/k ds vk/kkj ij gh mUgsa O;olk;ksa dk p;u djus dh jk; nsuh pkfg,A cqf)yfC/k ds }kjk Nk=ksa ds ckSf)d Kku dk irk yxkdj mudh ckSf)d {kerk dk fodkl fd;k tk ldrk gSA cqf)yfC/k ds lFk gh Nk=ksa dh v/;;u vknrksa dks fodflr fd;k tkuk pkfg,A tks fd muds O;fDrRo ds fy;s rks vko';d gSa lFk gh Hkkoh thou ds fuekZ.k ds fy, Hkh vk o';d gSaA izkf.k;ksa dh Js.kh esa ls euq"; dks balku cukus dks Js; f'k{kk dks fn;k tkrk gSA f'k{kk thou dh vko';drk gSA euq"; dk thou ,d [kkyh dSUos'k dh rjg gksrk gSa fll ij f'k{kk jaxks a dk eSy cSBkrh gSA f'k{kk gh lekt dk vlRrRo fu/kkZfjr djrh gSA

v/;;u dh vko';drk ,oa egUo

orZeku le; esa f'k{kk ds fxjrs Lrj dks ns[krs gq, 'kks/kd=hZ ds eu esa bl leL;k dks tkuus dh ftKklk gqbZ vkSj ik;k fd 'kkjhfd] ekufld] laosxkRed vkfn vusd dkj.k f'k{kk ds bl fiNM+rs gq, Lrj ds fy, ftEesnkj gSA O;fDr dh cqf) ij muds 'kkjhfd Lrj] ekufld vk;q dk vR;f/kd izHkko iM+rK gSA izk;% vfHkHkkodks }kjk ;g ekuk tkrk gS fd xSj&ljdkjh fo|ky;ksa esa v/;;u vPNk dkj;k tkrk gS rFkk ogk j ds cPpkas dh cqf) rhoz gksrh gS vis{kkd`r ljdkjh fo|ky;ksa ds cPpkas dsA vr% bl /kkj.kk dh lPpkbZ dk irk yxkus ds fy;s vko';d gS fd nksukas izdkj ds fo|ky;ksa ds fo|kfFkZ;ksa fd cqf) dk v/;;u fd;k tk;s lFk gh mudh v/;;u vknrksa dh tkudkj Hkh izklr djuk vko';d gS rHkh ge fdlh fu"d"KZ ij igq;P ldrs gSA

v/;;u dk vkSfPR;

vHkh rd iw.kZ fd;s x;s fofHkUu 'kks /k dk;ksZa ds v/;;uksa dk iqujkoyksdu djus ls ;g Li"V gksrk gS fd ,slk dksbZ v/;;u izdk'k esa ugha vk;k gS tks bl 'kh"KZd ij cqf)yfC/k ,oa v/;;u vknrksa dks ,d lFk ysdj fd;k x;k gksA 'kks/kd=hZ us fofHkUu lkekftd&vkfFkZd Lrj dh mPp ek;/fed fo|ky;ks a ds Nk =&Nk=kvksa dh cqf)yfC/k ,oa v/;;u vknrks a ds izHkko dk v/;;u 'kh"KZd ij 'kks/k djus d k fu'p; fd;k g S fd bl v/;;u ds }kjk izklr fu"d"KZ fu'pr :i ls f'k{kk txr dks vYiek=k esa ;ksxnku vo'; djsxA fdlh Hkh dk;Z dks djus ls igys mldk vkSfPR; /;ku esa j[kuk vk o';d gSA 'kSf[kd {ks= esa tc dksbZ vuqla/kku dk;Z fd;k

tkrk gS rks ml v/;;u dh mi;ksfxrk] egRo o izd`fr vkfn dk vkSfpR; Li"V djuk blfy, vko';d gS fd bls }kjk ;g fl) dj lds a fd vuqla/kku ds if j.kke o fu"d"kZ 'kSf{kd txr~ dk s fdl izdkj izHkkfor djxssA

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2- mPp ek/;fed Lrj ds Nk= ,oa Nk=kvksa dh cqf) yfC/k dk rqyukRed v/;;u djukA

3- mPp ek/;fed Lrj ds xzkeh.k ,oa 'kgjh fo|kfFkZ;ksa dh cqf) yfC /k dk rqyukRed v/;;u djukA

4- mPp ek/;fed Lrj ds ljdkjh ,oa xSj&ldkj fo|ky;ksa ds fo|kfFkZ;ksa dh v/;;u vknrksa dk rqyukRed v/;;u djukA

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1- mPp ek/;fed Lrj ds ljdkjh ,oa xSj&ldkj fo|ky;ksa ds fo|kfFkZ;ksa dh cqf)yfC/k esa dksbZ lFkZd vUrj ugha ik;k tkrk gSA

2- mPp ek/;fed Lrj ds Nk=&Nk=kvksa dh cqf)yfC/k esa dksbZ lFkZd vUrj ugha ik;k tkrk gSA

3- mPp ek/;fed Lrj ds xzkeh.k ,oa 'kgjh fo|kfFkZ;ks a dh cqf)yfC/k esa dksbZ lFkZd vUrj ugha ik;k tkrk gSA

4- mPp ek/;fed Lrj ds ljdkjh ,oa xSj&ldkj fo|ky;ksa ds fo|kfFkZ;ksa dh v/;;u vknrksa esa dksbZ lFkZd vUrj ugha ik;k tkrk gSA

v/;;u dh ifjlhek,j

1 izLrqr 'kks/k jktLFkku ds >qU>quw] lhdj o pw: ftys rd gh lhfer gSA

2 izLrqr 'kks/k ek= mPp ek/;fed Lrj ds fo|kfFkZ;ksa rd gh lhfer gSA

3 izLrqr 'kks/k esa 200 Nk= ,oa 200 Nk=kvksa dk gh v/;;u fd;k x;k gSA

4 izLrqr 'kks/k esa 200 ljdkjh fo|ky;ks a ,oa 200 xSj&ldkj fo|ky;ksa ds fo|kfFkZ;ksa dks gh 'kkfey fd;k x;k gSA

5 izLrqr 'kks/k es a mPp ek/;fed Lrj ds fo|kfFkZ;ks a dh dsoy cqf)&yfC/k vkSj v/;;u vknrksa dk gh v/;;u fd;k x;k gSA

'kks/k esa iz;qDr vuqla/kku fof/k

izLrqr v/;;u esa vuqla/kkudÜkkZ us leL;k ds gy ds fy, losZ{k.k fof/k dk iz;ksx fd;k gSA bl fof/k dk lEcU/k mu orZeku i;zkksa ls gS tks vuqla/kku ds vUrxZr ?kVuk vkSj rF; dh n'kk dk fu/kkZj.k djrs gSA

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v/;;u ds mls';ksa ds fu/kkZj.k ds i'pkr~ vkda M+ksa ds ,d=hdj.k ds fy, lgh midj.kksa dk p;u egÜoiw.kZ gksrk gSA 'kks/kd=hZ }kjk vius fo"k; ds v/;;u ds fy, fuEufyf[kr midj.kksa dk p;u fd;k x;k&

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cqf)yfC/k	fo kfFkZ;ksa dh la;k	O;fDr Js.kh	izfr'kr
140 ls vf/kd	8	izfrHkk'kkyh	8
125 ls 140	24	vfr mPp cqf)	24

110 ls 125	23	mPp cqf)	23
90 ls 110	30	lkekU;	30
80 ls 90	6	eUn cqf)	6
70 ls 80	5	{kh.k cqf)	5
50 ls 70	4	ew[kZ	4
25 ls 50	&	ew<+	&
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mijksDr lkj.kh ls Li"V gS fd ljdkjh fo|ky; ds fo|kFkZ;kas eas cqf)yfC/k ijh{k.k izklrkdksa ds vk/kkj ij 5 izfr'kr fo|kFkhZ {kh.k cqf)} 4 izfr'kr fo|kFkhZ eq[kZ cqf)} 6 izfr'kr fo|kFkhZ eUn cqf)} 30 izfr'kr fo|kFkhZ lkekU; Js.kh esa] 23 izfr'kr fo|kFkhZ mPp cqf)} 24 izfr'kr fo|kFkhZ vfr mPp cqf) rFkk 8 izfr'kr fo|kFkhZ izfrHkk'kkyh Js.kh esa vk;s gSA lkj.kh ds vk/kkj ij mPp ek;/fed Lrj ds ljdkjh fo|ky; ds fo|kFkZ;ksa dk lokZf/kd izfr'kr ¼30%½ fo|kFkhZ lkekU; cqf)yfC/k dh Js.kh esa vk;s gSA vr% fu"d"kZ ;g fudyrk gS fd mPp ek;/fed Lrj ds ljdkjh fo|ky; ds fo|kFkZ;ksa dh cqf)yfC/k lkekU; gksrh gSA

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- 1- vLFkkuk] oh - ,oa vLFkkuk] ,l - ¼2005½] euksfoKku vkSj f'k{kk esa ekiu vkSj ewY;kadu] fouksn iqLrd efUnj] vkxjk] 480&507
- 2- dfiy] ,p-ds- ¼2005½] lkaf];dh ds ewy rRo] fouksn iqLrd efUnj] vkxjk] 555&585
- 3- dqyJs"B] ,l- ih- ¼2008½] f'k{kk euksfoKku] vkj-yky- cqf) fMiks] esjB] 326&340
- 4- dqekj] ,u- ¼2011½] vkadk{kk Lrj ij fd' kksjks a ds Hkfo"; ij izHkko] fo|kes?k] fo|k izdk'ku efUnj fy-] esjB] 37
- 5- tks'kh] ,l ,oa tks'kh] ,e - ¼2008½] ^f'k{kk ,d lkekftd miO;oLFkk] ubZ f'k{kk] 12] mxe iFk] cuhikdZ] t;ij] 14&15
- 6- ukxj] ts - ¼2010½] ckyd ds ekufld LokLF; esa v;/kid dh Hkwfedk] f'k fojk if=dk] funs'kd] ek;/fed f'k{kk cksMZ] chdkusjA
- 7- ikBd] ih- Mh- ¼2005½] f'k{kk euksfoKku] fouksn iqLrd efUnj] vkxjk] 22&29
- 8- Hkkstd] vkj- ¼2006½] ek;/fed Lrj ij lkekU; i zfrHkk'kkyh fo|kFkZ;ksa dk rgyukRed v;/;u] ubZ f'k{kk] 12] mxeiFk] cuhikdZ] t;ij] 20&24
- 9- HkVukxj] ,l- ¼2004½] f'k{kk euksfoKku rFkk f'k{k.k 'kkL=] fouksn iqLrd efUnj] vkxjk] 142 &155
- 10- HkVukxj] , - ch- ,oa HkVukxj] ,e - ¼2007½] euksfoKku vkSj f'k{kk esa ekiu vkSj ewY;kadu] vkj-yky- cqf) fMiks] esjB] 124&143
- 11- jk;tknk] ch- ,l- ¼1997½] f'k{kk esa vuqla/kku ds vko';d rRo jktLFkku fgUnh xzUFk] vdkneh] t;ij] 16&27
- 12- oekZ] vkj- ds- ¼2005½] uokpkj] izkFkfed f'k{kd] ubZ fnYyh] 4] 46&51
- 13- oekZ] , -ds- ¼2006½] vf/kxe dk fodkl ,oa f'k{k.k vf/kxe izfØ;k] jfo izdk'ku] okjk.klh] 293&306
- 14- 'kekZ] vkj- , - ¼2007½] vf/kxe ,oa fodkl ds eukslkekftd vk/kkj] vkjyky cqf) fMiksa] esjB] 206&208
- 15- 'kekZ] vkj- , - ¼2008½] f'k{kk vuqla/kku vkj- yky cqf) fMiks] esjB] 124&1 97-

- 16- 'kekZ] vkj - ¼2010½] mPp ek;/fed Lrj ds fo|kfFkZ;ks a dh 'kSf{k d miyfC/k o vfHko`fr dk v/;;u] fo|kes?k] fo|k izdk'ku efUnj fy-] esjB] 8
- 17- ljhu] ,l- ,oa ljhu] , - ¼2008½] 'kSf{k d vuqla/kku fof/k;kj] fouksn iqLrd efUnj] vkxjk] 56&83
- 18- flag] vkj - ih- ,ao vU; ¼2005½] ^uohu O;ogkfjd euksfoKku] foKku iqLrd efUnj vkxjk] 242&246
- 19- flag] vkj- ih- ,ao mik/;k; vkj- oh- ¼2005½] f'k{k.k ,oa vf/kxe dk euksfoKku fouksn iqLrd efUnj] vkxjk] 159&177
- 20- JhokLro] lh- oh- ,oa 'kekZ ,e-ih- ¼2007½] 'kSf{k d vuqla/kku dh fof/k;kj] Jh dfork izdk'ku] t;ij 1&17
- 21- lksuh] ,l- ¼2007½] le>s fd'kksj eu dks] dkaBy 'kri=] efgyk fo|kefUnj] f'k{k.k izf'k{k.k laLFkku] izrkix<+] 3] 6&7

A Comparative Study of Teachers' Competence towards Application of ICT based Instructional Material

Research Scholar - Anindita Parai[✉]

Dr. Ratan Lal Bhojak

Professor, Shri Jagdish Prasad Jhabarmal Tibrewala University, Jhunjhunu, Rajasthan, India.

Dr. Kartik Maiti

Assistant Professor

Raja Narendra Lal Khan Women's College, Paschim Medinipur, West Bengal, India.

Abstract: The present study was carried out in Purba Medinipur District of West Bengal, India. The objective of the study was to determine the difference between the level of competencies of female and male teachers towards application of ICT based instructional material. To determine the sample size, the Krejcie and Morgan formula was used. As per the formula, 384 is the minimum required size of the sample for an infinite population. As the researcher was unable to locate the population due to the lockdown, a list of secondary schools of Purba Medinipur district was prepared and 100 schools were selected randomly from the list. The school management and administration was contacted and requested to grant permission for data collection and also to provide contact details of the teachers who are taking online classes. The 'Teachers ICT Competence Scale' was sent to the science teachers of these selected schools through email/whatsapp, urging them to provide information as asked. A total of 395 secondary science teachers responded to the tool. The T-Test was used to analyze the data. The results revealed that the female secondary science teachers were found to have more technological, pedagogical, didactical, and social competencies in comparison to male science teachers in Purba Medinipur District of West Bengal. Female secondary science teachers were found significantly better in comparison to male secondary science teachers in terms of social competencies. But, there was no significant difference between technological, pedagogical, and didactical competencies of female and male teachers.

KEYWORDS:- Teachers Competencies, ICT, ICT Competence, ICT based Instructional Material.

INTRODUCTION- The knowledge on ICT furthermore required for teachers and taught during their teaching-learning hours, since this incorporated technical knowledge urges a prospective teacher to know the universe of technology in a better way by which it may be applied later on for the betterment of the students. In the present era, ICT is changing schools and classrooms into the newer and attractive look to handle new curriculum dependent on current issues, ventures, and giving devices and strategies to upgrade the learning of students just as improving the competence of educators. ICT likewise helps teachers, students, and guardians to meet up. In present CORONA LOCKDOWN, those schools and teachers who adopted ICT were able to provide education to their students online. Other teachers and institutions, who did not adopt ICT, failed in the race, and as a result, they may lose their students comparatively. The teacher has to do a Continuous and Comprehensive Evaluation (CCE) of the students. This helps students and teachers to utilize more innovation for making teaching-learning more attractive for the improvement of prospective citizens. Knowledge and ability to use ICT by the teachers help the students for learning all the subjects more adequately. In this way, the knowledge of ICT is much necessary for the teachers in every stage of service. This helps teachers to know how to use ICT with classroom teaching.

ICT COMPETENCE OF TEACHER- A part from the knowledge and implication of the ICT, some disarray is seen about ICT competence as gained by the teacher. In the Dutch Act

on Professions in Education, it is detailed as follows-

“...A teacher must be an expert as to the content and pedagogy of the teaching of the subject allotted to him. This incorporates the teacher knows (brilliantly) the way toward the process of desiring teaching strategies and teaching materials, including ICT. Furthermore; The teacher chooses an assorted variety of learning errands, adjusted to the students, utilizing modern materials and apparatuses, including ICT. If applicable, he utilizes an electronic learning environment which empowers time and place -autonomous learning and which underpins successful correspondence about the gaining from various areas...”. (Lang, 2010) Hogenbirk, Pieter, et al, (2006) calls attention to that the ICT capabilities of teachers should bolster the accompanying teaching objectives; making teaching adaptable, developing individual learning ways, improving the potential outcomes of part-time education, developing rich learning situations, evaluating new teaching ideas, developing interactive teaching-learning, creating a teacher-student support system, making the teaching profession more affectionate, etc. Simons & Rubens, (2003) state- stimulating creativity, opportunities for contacts among teachers and students, invigorating students, making learning process straightforward, invigorating learning to learn, Developing capabilities of students. More specifically the teacher is judged on ICT competence on many grounds-

1. The usefulness of the utilization of ICT inside and outside the school.
2. The commitment of ICT to the adequacy of the educating.
3. The commitment of ICT to the learning condition.
4. The degree to which ICT improves learning in important settings.

Kirschner, Wopereis, & Van den Dool, (2002) made a diagram of the expert abilities of a teacher. Concerning ICT they defined-

1. **Individual ICT abilities:** Teachers in training ought to have fundamental aptitudes in Officeapplications and applying these abilities in correspondence.
2. **ICT as a brain device:** Teachers ought to have the option to utilize applications to help significant reasoning and working.
3. **ICT as a pedagogical tool:** Teachers should upgrade their insight, aptitudes, and involvement with asset-based learning and coordinated effort in computerized situations.
4. **ICT as a teaching device:** Teachers should know the instructive prospects and inconceivabilities of ICT.
5. **Social aspects of the utilization of ICT:** Teachers ought not exclusively to know about ICT yet also intentionally use ICT.

Eck & Dempsey, (2002) likewise referenced the accompanying ICT skills-

1. The utilization of the hardware
2. The utilization of the software
3. The use of ICT in the learning process and the training of the students
4. The use of ICT in the area of teaching.
5. The utilization of ICT in further professionalization.

The above-mentioned qualities and requirements make a teacher competent to apply ICT in the teaching-learning strategies and the present era of technology, the ICT competent teachers are a must for the betterment of the teaching-learning process.

NEED AND SIGNIFICANCE OF THE STUDY-The transformation of traditional society into modern society is interceded by ICT, the need of quality education and requirement for a reflective use of ICTs for the betterment of teaching and learning measures all emerging

challenges and rebuild education system. One of the difficulties of those conditions identifies with reevaluating the functions of teaching and the experts delivering it to teachers. How do these progressions influence teachers? How would we reexamine the function of teachers in the new situations? In what manner should new teachers be prepared? In what capacity can teachers' information and perspectives adjust to react to and utilize the new opportunities offered by ICTs in a knowledge society? And, what kind of education and school system are possible? (Marcelo, 2001). It is indispensable to adapt to the situation from the viewpoint of expert teacher preparing regarding building up the skills that are relied upon to be important and basic for the difficulties of the 21st century. Those skills are straightforwardly identified with the its academic and educational measurement that is featured by the benefit of teaching and learning measures. The incorporation of ICTs in education seems to support that element of teaching, which makes such developments fundamental for the profile of a 21st-century teacher. (Larrosa, 2010). Despite the fact that the skills viable are those that all teachers ought to have (whether or not they incorporate ICTs into their teaching practice), they do build up conditions for proficient teaching practice, profession, the profession's logical and specialized competency, an open attitude, devotion and recognition of the duties and moral privileges of their profession vis-a-vis society (Larrosa, 2010) that will decide the success of incorporating any resource into teaching and learning processes.

REVIEW OF RELATED LITERATURE-

Before setting up the model and methods of the present research, the research scholar studied numerous studies done in the past decade in the field of teachers' ICT Competenc. Some of the studies are as under-

König, Jäger-Biela, & Glutsch, (2020), conducted a survey of early career teachers conducted in May and June 2020. They analyzed the extent to which teachers maintained social contact with students and mastered core teaching challenges. They also analyzed potential factors (school computer technology, teacher competence such as their technological pedagogical knowledge, and teacher education learning opportunities pertaining to digital teaching and learning). Findings from regression analyses showed that information and communication technologies (ICT) tools, particularly digital teacher competence and teacher education opportunities to learn digital competence, were instrumental in adapting to online teaching during COVID-19 school closures.

Mtebe, (2020), published a research paper on "Applying UNESCO ICT Competency Framework to Evaluate Teachers' ICT Competence Level in Tanzania". The researcher found that "teachers' competence or utilizing ICT in everyday exercises was high yet had low competence levels in ICT integration in the classroom condition as curriculum and evaluation, and teaching method had low mean score contrasted with different components of the UNESCO ICT-CFT areas".

Rodríguez, Almerich, López, & Aliaga, (2021), conducted a research to study the teachers' competence on ICT and their relation to the use being made of these technologies, both professional-personal and with their students. For it a survey design has been used. The target population constitutes the teaching staff of centers of primary and secondary education of the Comunidad Valenciana. Information was collected through questionnaires. Starting from the technological and pedagogic competences in TIC, we have been obtained teachers' consistent competencies profile with four increasing levels: without knowledge, entrance, adoption and innovation. Likewise, we has been a narrow relationship among this profile and the use that the teachers carries out, more closely connected with the personal-professional who with the use with the students. Findings contribute keys to guide the professional development and teacher initial education programs.

OBJECTIVES-The objectives of the present research study were-

1. To determine the difference between the competence of female and male secondary teacherstowards application of ICT based instructional material..

HYPOTHESIS-The hypothesis formulated for the study were-

1. There is no significant difference between the technological ICT competence of female andmale secondary of Purba Medinipur District of West Bengal.
2. There is no significant difference between the pedagogical ICT competence of female and malesecondary of Purba Medinipur District of West Bengal.
3. There is no significant difference between the didactical ICT competence of female and malesecondary of Purba Medinipur District of West Bengal.
4. There is no significant difference between the social ICT competence of female and malesecondary of Purba Medinipur District of West Bengal.

POPULATION-The population of the present studies comprises all the secondary school teachers of Governmentand private schools of West Bengal.

SAMPLE-The sample size for the study was determined by using Krejcie and Morgan formula (Krejcie & Morgan, 1970). As per this formula, a minimum of 384 subjects should be selected if the population is infinite. Due to the COVID -19 lockdown, the schools were closed in West Bengal province and teachers were working from home through on line platforms. In this situation, it was very difficult to locate the population. The research scholar did not know how many secondary teachers were taking the online classes in Purba Medinipur District of West Bengal, so considering the population is infinite, it was decided to collect the information from a minimum of 384 Teachers. For this, the the research scholar created a list of schools where secondary classes are run. Then she selected 100 schools randomly from the list and contacted all the mam agement and administrators of the selected secondary schools and requested them to provide permission for data collection and also provide contact numbers of the teachers of those schools who are taking online classes. The ‘teachers’ ICT Competence Scale’ scale was sent to these science teachers through email/whatsapp urging them to provide information as asked. A total of 395 secondary science teachers responded to the tool out of which 115 were female teachers and 280 were male teachers.

THE TOOL-In the p resent research, the research scholar used ‘Teachers’ ICT Competence Scale’ to collect data. The tool was developed by Naushad Hussain. It has 47 items based on four types of teachers competencies namely- technological ICT competencies, pedagogical ICT competencies, didactical ICT competencies, and social ICT competencies. The tool was standardized as per the norms. (Hussain, 2010)

STATISTICAL ANALYSIS-The T-Test (Two Sample, Two-Tailed, Unequal Variance T-Test: Student T-Test) was adopted to analyze the data. The data was analyzed by Microsoft Data Analysis tool Pack.

ANALYSIS OF DATA-

Table-1

Technological ICT Competencies of Female and Male Secondary Science Teachers

Groups	N	DF	Mean	SD	T-Value	P-Value (=0.05)
Female Teachers	115	393	44.92	3.15	0.88	0.38
Male Teachers	280		44.60	3.57		

Table: 1 represents the mean scores of female and male secondary science teachers of Purba Medinipur District of West Bengal in terms of technological competencies. The mean scores show that the level of technological competencies of female and male secondary science teachers in Purba Medinipur District was high. However; the level of female science teachers in terms of technological competencies was higher than male science teachers

but, the difference was not significant ($p>0.05$).

Table-2

Pedagogical competencies of Female and Male Secondary Science Teachers of Purba Medinipur District of West Bengal

Groups	N	DF	Mean	SD	T-Value	P-Value (=0.05)
Female Teachers	115	393	35.92	2.90	1.49	0.14
Male Teachers	280		35.41	3.56		

Table: 2 represents the mean scores of female and male secondary science teachers of Purba Medinipur District of West Bengal in terms of pedagogical competencies. The mean scores show that the level of pedagogical competencies of female and male secondary science teachers in Purba Medinipur District was high. However; the level of female science teachers in terms of pedagogical competencies was higher than male science teachers but, the difference was not significant ($p>0.05$).

Table-3-Didactical Competencies of Female and Male Secondary Science Teachers of Purba Medinipur District of West Bengal

Groups	N	DF	Mean	SD	T-Value	P-Value (=0.05)
Female Teachers	115	393	30.03	2.61	1.52	0.13
Male Teachers	280		29.58	3.00		

Table: 3 represents the mean scores of female and male secondary science teachers of Purba Medinipur District of West Bengal in terms of didactical competencies. The mean scores show that the level of didactical competencies of female and male secondary science teachers in Purba Medinipur District was high. However; the level of female science teachers in terms of didactical competencies was higher than male science teachers but, the difference was not significant ($p>0.05$).

Table-4 Social Competencies of Female and Male Secondary Science Teachers of Purba Medinipur District of West Bengal

Groups	N	DF	Mean	SD	T-Value	P-Value (=0.05)
Female Teachers	115	393	30.20	2.73	1.97	0.049
Male Teachers	280		29.58	3.06		

Table: 4 represents the mean scores of female and male secondary science teachers of Purba Medinipur District of West Bengal in terms of social competencies. The mean scores show that the level of didactical competencies of female and male secondary science teachers in Purba Medinipur District was high. However; the level of female science teachers in terms of didactical competencies was higher than male science teachers and, the difference was not significant ($p<0.05$). After item analysis, it was found that female teachers demonstrate knowledge and skills for using technology in ethical, legal and safe ways significantly higher than male teachers. **Findings-**

The above analysis reveals the following findings-

1. The level of technological competencies of female and male secondary science teachers of Purba Medinipur District of West Bengal was found high. The level of technological competencies of female science teachers was found higher than male

science teachers of Purba Medinipur District of West Bengal. The difference was not significant.

2. The level of pedagogical competencies of female and male secondary science teachers of Purba Medinipur District of West Bengal was found high. The level of pedagogical competencies of female science teachers was found higher than male science teachers of Purba Medinipur District of West Bengal. The difference was not significant.
3. The level of didactical competencies of female and male secondary science teachers of Purba Medinipur District of West Bengal was found high. The level of didactical competencies of female science teachers was found higher than male science teachers of Purba Medinipur District of West Bengal. The difference was not significant.
4. The level of social competencies of female and male secondary science teachers of Purba Medinipur District of West Bengal was found high. The level of social competencies of female science teachers was found significantly higher than male science teachers of Purba Medinipur District of West Bengal.

Conclusion-In the term of the pandemic, the school system was shifted to digital mode from traditional mode. It was expected to the teachers to deliver lessons on online platforms as effectively as in they were doing in classrooms. Teachers were furnishing with innovative educational substance information to have the option to convey the exercises through online stages. In this investigation, it was tracked down that female and male science teachers of Purba Medinipur District of West Bengal have high level of competencies in terms of technological, pedagogical, didactical and, social competencies in terms of application of ICT based instructional material as far as making teaching and learning powerful and furthermore to foster the premium of the student in the examinations. It was additionally tracked down that female science teachers had more ICT competencies in contrast with male science teachers. The high and significant degree of female and male science teachers was a positive indication of things to come of science teaching and learning. It is proposed that the public authority and other educational organizers ought to give a positive stage to keep up with and foster the present circumstance to upgrade science teaching and learning. The teachers ought to be given adequate preparing in utilizing innovation for teaching-learning.

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AN ANALYTICAL STUDY OF ATTITUDE OF SR. SEC SCHOOL STUDENTS TOWARDS E-LEARNING AND THEIR AWARENES TOWARDS CYBER CRIME INHARYANA STATE

Vandana Barbola

Research Scholar, Ph.D (Edu.)

Registration No:-JJT/2K9/Edu/0077

Dr. Durga Lal Pareek

Abstract-Present study is an attempt to study of attitude of Sr. Sec. School Students towards E-Learning and their Awareness Towards Cyber Crime in Haryana State. A sample of 400 i.e. 200 govt. and 200 pvt. sen sec school students is selected randomly. The investigators have used the tool Attitu de towards E -learning Scale was used which has been constructed and validated in 2015 by Dimpal Rani and the standardized tool was used by the investigator regarding Cyber Crime Awareness developed and validated 2011 by Dr.S.Rajasekar. For analysis and inte rpretation of the data the mean and the standard deviation of the Attitude scores of E-Learning and Cyber Crime Awareness of school students was calculated. The test of significance (C.R -test) was used in order to find out the significance of the difference between any two means of variables of samples involved in this study. The Product Moment Method of Correlation was used to find out the coefficient of correlation between two variables used in this research. After collection of the data, all questionnaires were screened and the scores obtained were organized in the tabulated form to make analysis easier. Analysis of data was made in conformity with the objectives and hypotheses formulated by the investigator for the present study.

Keywords:-Attitude, Cyber Crime, E-learning, Internet

Intoduction:-Today, information is everything and it forms the part of any progressive thinking. Information is being recorded, published and disseminated through several media, though the print media still dominates. Nowadays, scholar's work requires the application on broader scale of new methods and means of searching, processing, storage and transfer of information. Controlling information has a direct relation with the information explosion, which is one of the ever -growing phenomena in the world. So, the Government of India's Ministry of Education has recently started implementing a project of Computer education in the country. It has been launched as a pilot project for introducing Computer Literacy and internet knowledge in Colleges in collaboration with the Department of Electronics. At the first instance, 250 colleges all over the country were brought under the purview of this project and training courses were organized for the teachers in the selected Resource Centers. Gradually all the colleges would be covered in a phased manner. This has raised a wave of discussion in the country why computer in the field of education also? There has very often been hue and cry when computer has entered into the area of industry, business, banking, examination and so on. It is usually complained that computer will replace the man and unemployment will be rampant as a result of this. The even expanding field of education among the human race has necessitated a continuous modification and innovation of its technology. The present growth in innovation techniques of teaching and learning had been resulted in such an outburst of explosion of technology. Educational researchers have indicated the need for a systematic approach for the effective teaching and learning education literature has emphasized teaching as an art, learning as a scheme, which depends on instructional objectives, appropriate instructional design and proper media selection. The commitment of the teacher and the college to the learner lies on the various learning resources. New technologies manage to develop the student's interest in learning activity. Technology can make learning more interactive and enhance the enjoyment to

learning and teaching. Technology can individualize and customize the curriculum to match learner's developmental needs as well as personal interests. Technology may transform The educational content and motivate students towards lifelong learners.

Objectives of the Research

1. To study the attitude of Pvt. & Govt. Sr. Sec School students towards E-Learning.
2. To study the awareness of Pvt. & Govt. Sr. Sec School students towards Cyber Crime.
3. To study the attitude of male Pvt. & Govt. Sr. Sec School students towards E-Learning.
4. To study the awareness of male Pvt. & Govt. Sr. Sec School students towards Cyber Crime.
5. To study the attitude of female Pvt. & Govt. Sr. Sec School students towards E-Learning.
6. To study the awareness of female Govt. & Pvt. Sr. Sec School students towards Cyber Crime.
7. To study the attitude of male & female Pvt. Sr. Sec School students towards E-Learning.
8. To study the attitude of male & female Pvt. Sr. Sec School students towards Cyber Crime.
9. To study the attitude of male & female Govt. Sr. Sec School students towards E-Learning.
10. To study the attitude of male & female Govt. Sr. Sec School students towards Cyber Crime.
11. To study the awareness of Urban & Rural Pvt. Sr. Sec School students towards E - Learning.
12. To study the awareness of Urban & Rural Pvt. Sr. Sec School towards Cyber Crime.
13. To study the awareness of Urban & Rural Govt. Sr. Sec School students towards E - Learning.
14. To study the awareness of Urban & Rural Govt. Sr. Sec School towards Cyber Crime.
15. To study the relationship between the attitude towards E -Learning and awareness of Cyber Crime of Pvt. Sr. Sec School students.
16. To study the relationship between the attitude towards E -Learning and awareness of Cyber Crime of Govt. Sr. Sec School students.

Hypotheses of the study:

1. There is no significance difference in the attitude of Pvt. & Govt. Sr. Sec School students towards E-Learning.
2. There is no significance difference in the awareness of Pvt. & Govt. Sr. Sec School students towards Cyber Crime.
3. There is no significance difference in the attitude of male Pvt. & Govt. Sr. Sec School students towards E-Learning.
4. There is no significance difference in the awareness of male Pvt. & Govt. Sr. Sec School students towards Cyber Crime.
5. There is no significance difference in the attitude of female Pvt. & Govt. Sr. Sec School students towards E-Learning.
6. There is no significance difference in the awareness of female Pvt. & Govt. Sr. Sec School students towards Cyber Crime.
7. There is no significance difference in the attitude of male and female Pvt. Sr. Sec School students towards E-Learning.
8. There is no significance difference in the awareness of male and female Pvt. Sr. Sec School students towards Cyber Crime.
9. There is no significance difference in the attitude of male and female Govt. Sr. Sec School students towards E-Learning.
10. There is no significance difference in the awareness of male and female Govt. Sr. Sec School students towards Cyber Crime.
11. There is no significance difference in the awareness of Urban & Rural Pvt. Sr. Sec School students towards E-Learning.

12. To study the awareness of Urban & Rural Pvt. Sr. Sec Schooltowards Cyber Crime.

13. There is no significance difference in the awareness of Urban &Rural Govt. Sr. Sec School students towards E-Learning.

14. To study the awareness of Urban & Rural Govt. Sr. Sec Schooltowards Cyber Crime.

15. There is no significance difference in the relationship between theattitude towards E Learning and awareness of Cyber Crime of Pvt.Sr. Sec School students.

16. There is no significance differen ce in the relationship between theattitude towards E Learning and awareness of Cyber Crime ofGovt. Sr. Sec School students.

METHODOLOGY-In the present study, normative survey method will be employedto describe and interpret what exists at present. It invol ves sometypes of comparison or contrast and attempts to discover therelationship between existing non -manipulated variables. Thenormative study to educational problems is one of the mostcommonly used approaches.

POPULATION OF THE STUDY: -In this research al l the Govt. and Pvt. Sr. Sec. School students studying in Govt. & Pvt. Sr. Sec Schools in four districts like Bhiwani,Hisar, Rohtak,Sirsa districts of Haryana constituted the population of the study.

SAMPLE OF THE STUDY -In the present study, sample was selected as the 200 Govt. & 200 Pvt.school students from Four Districts of Haryana State (Bhiwani, Hisar,Rohtak, Sirsa) The data was collected from 200 Govt. and 200 Pvt. Sr. Sec.School students from Four Districts of Haryana State,which were selected at random.

STATISTICAL TECHNIQUES

The following Statistical Techniques was adopted to realize the givenobjectives and to test the hypotheses.

I. Descriptive Analysis (Mean and S.D)

II. Test of Significance (C.R-test)

ANALYSIS OF THE DATA

Hypothesis 1 - There i s no significant difference in the attitude of Private & Govt. Sr.Secondary School students towards E-Learning.

Table 4.1Mean, S.D. &C.R Value of Private & Government Sr. Secondary School students towards attitude of E-Learning.

Variables	N	Mean	SD	df	C.R. value	Level of significant
Attitude of Private Sr. Secondary School Students towards E Learning	200	220.28	10..07	398	19.18	Significant at both levels i.e. .05 &.01
Attitude of Government Sr. Secondary School Students E-learning	200	201.45	8.69			

df= 398 .05=1.97 .01=2.59

Interpretation- In table No. 4.1, the mean, S.D. of Attitude towards E-Learning of Private & Govt. Sr. Secondary School Students is 220.28, 10.07, & 201.45, 8.69 Respectively. The calculated C.R. Value is 19.18, which is more than standard table value at both levels of significance. Therefore hypothesis No. 1 is rejected. It is concluded that there exists significant difference of Attitude towards E -Learning of Private &Government Sr. Secondary Sc hool students. Further, it is analysed that the mean value ofPrivate Sr. Secondary School Students is more than the mean value of Government Sr. Secondar School students towards attitude of E -Learning. Further, it is analysed that theAttitude towards E -

Learning of Private Sr. Secondary School students is more than Government Sr. Secondary School students

Hypothesis- (2) There is no significant difference in the awareness of Private & Government Sr. Secondary School students towards cyber-crime awareness.

Table 4.2

Mean, S.D. & C.R Value of Private & Government Sr. Secondary School students towards cyber crime awareness.

Variables	N	Mean	SD	Df	C.R. value	Level of significant
Awareness of Private Sr. Secondary School Students towards cyber crime	200	92.23	6.22	398	2.67	Significant at both levels i.e. .05 & .01
Awareness of Government Sr. Secondary School Students towards Cyber crime	200	90.69	5.29			

df= 398 .05=1.97 .01=2.59

Interpretation- In table No. 4.2, the mean, S.D. of cyber crime awareness of Private & Government Sr. Secondary School students is 92.23, 6.22 & 90.69, 5.29 respectively. The calculated C.R. Value is 2.67, which is more than standard table value at both levels of significance. Therefore hypothesis No. 2 is rejected. It is concluded that there exist significant difference of cyber crime awareness of Private & Government Sr. Secondary School students. Further, it is analysed that the mean value of Private Sr. Secondary School students is more than the mean value of Government Sr. Secondary School students towards cyber crime awareness. Further, it is analysed that the cyber crime Awareness of Private Sr. Secondary School students is more than Government Sr. Secondary School students.

Hypothesis 3 - There is no significant difference in the attitude of Male Private & Govt. Sr. Secondary School students towards E-Learning.

Table 4.3

Mean, S.D. & C.R Value of Male Private & Government Sr. Secondary School students Towards attitude of E-Learning.

Variables	N	Mean	SD	Df	C.R. value	Level of significant
Attitude of Male Private Sr. Secondary School Students towards E - Learning	100	215.33	9.85	198	7.32	Significant at both levels i.e. .05 & .01 level
Attitude of Male Govt Sr. Secondary School Students E-learning	100	208.42	9.01			

df= 198 .05=1.97 .01=2.60

Interpretation- In table No. 4.3, the mean, S.D. of Attitude towards E-Learning of Male Private & Govt. Sr. Secondary School Students is 215.33, 9.85, & 208.42, 9.01 Respectively. The calculated C.R. Value is 7.32, which is more than standard table value at both levels of significance. Therefore hypothesis No. 3 is rejected. It is concluded that there exists significant difference of Attitude towards E-Learning of Male Private &

Government Sr. Secondary School students. Further, it is analysed that the mean value of Male Private Sr. Secondary School Students is more than the mean value of Male Government Sr. Secondary School students towards attitude of E-Learning. Further, it is analysed that the Attitude towards E -Learning of Male Private Sr. Secondary School students is more than Male Government Sr. Secondary School students.

Hypothesis- (4) There is no significant difference in the awareness of Male Private & Government Sr. Secondary School students towards cyber-crime.

Table 4.4 Mean, S.D. & C.R Value of Male Private & Government Sr. Secondary School students towards cyber crime awareness.

Variables	N	Mean	SD	df	C.R. value	Level of significant
Awareness of male Private Sr. Secondary School Students towards Cyber Crime	100	94.14	6.20	198	4.85	Significant at both levels i.e. .05 & .01 levels
Awareness of Male Government Sr. Secondary School Students towards Cyber Crime	100	90.21	5.23			

df= 198 .05=1.97 .01=2.60

Interpretation- In table No. 4.4, the mean, S.D. of cyber crime awareness of Male Private & Male Government Sr. Secondary School students is 94.14, 6.20 & 90.21, 5.23 respectively. The calculated C.R. Value is 4.85, which is more than standard tabling value at both levels of significance. Therefore hypothesis No. 4 is rejected. It is concluded that there exists significant difference of cyber crime awareness of Male Private & Government Sr. Secondary School students. Further, it is analysed that the mean value of Male Private Sr. Secondary School students is more than the mean value of Male Government Sr. Secondary School students towards cyber crime awareness. Further, it is analysed that the cyber crime awareness of Male Private Sr. Secondary School students is more than Male Government Sr. Secondary School students.

Hypothesis 5- There is no significant difference in the attitude of Female Private & Govt. Sr. Secondary School students towards E-Learning.

Table 4.5

Mean, S.D. & C.R Value of Female Private & Government Sr. Secondary School Students towards attitude of E-Learning.

Variables	N	Mean	SD	df	C.R. value	Level of significant
Attitude of Female Private Sr. Secondary School Students towards E-Learning	100	210.65	9.21	198	7.66	Significant at both levels i.e. .05 & .01 levels
Attitude of female Government Sr. Secondary School Students E-learning	100	203.78	8.72			

df= 198 .05=1.97 .01=2.60

Interpretation- In table No. 4.5, the mean, S.D. of Attitude towards E -Learning of Female Private & Govt. Sr. Secondary School Students is 210.65, 9.21, & 203.78, 8.72

Respectively. The calculated C.R. Value is 7.66, which is more than standard tabling value at both levels of significance. Therefore hypothesis No. 5 is rejected. It is concluded that there exists significant difference of Attitude towards E-Learning of Female Private & Government Sr. Secondary School students. Further, it is analysed that the mean value of Female Private Sr. Secondary School Students is more than the mean value of Female Government Sr. Secondary School students towards attitude of E-Learning. Further, it is analysed that the Attitude towards E-Learning of Female Private Sr. Secondary School students is more than Female Government Sr. Secondary School students.

Hypothesis 6 - There is no significant difference in the attitude of Urban and Rural Private Sr. Secondary School students towards E-Learning.

Table 4.6
Mean, S.D. & C.R Value of Urban Private and Rural Private Sr. Secondary School Students towards attitude of E-Learning.

Variables	N	Mean	SD	df	C.R. value	Level of significant
Attitude of Urban Private Sr. Secondary School Students towards E-Learning	100	220.42	10.08	198	10.64	Significant at both levels i.e. .05 & .01
Attitude of Rural Government Sr. Secondary School Students Towards E-learning	100	201.16	9.20			

df= 198 .05=1.97 .01=2.60

Interpretation- In table No. 4.6 the mean, S.D. of Attitude towards E-Learning of Urban and Rural Private Sr. Secondary School Students is 220.42, 10.08 & 210.16, 9.20 respectively. The calculated C.R. Value is 10.64, which is more than standard tabling value at both levels of significance. Therefore hypothesis No. 11 is rejected. It is concluded that there exists significant difference of Attitude towards E-Learning of Male and Female Private Sr. Secondary School students. Further, it is analysed that the mean value of Urban Private Sr. Secondary School Students is more than the mean value of Rural Private Sr. Secondary School students towards attitude of E-Learning. Further, it is analysed that the Attitude towards E-Learning of Urban Private Sr. Secondary School students is more than Rural Private Sr. Secondary School students.

Hypothesis 7 - There is no significant difference in the attitude of Urban and Rural Private Sr. Secondary School students towards Cyber Crime Awareness

Table 4.7
Mean, S.D. & C.R Value of Urban Private and Rural Private Sr. Secondary School students towards Cyber Crime Awareness

Variables	N	Mean	SD	df	C.R. value	Level of significant
Attitude of Urban Sr. Secondary School Students towards Cyber Crime Awareness	100	95.12	6.32	198	3.23	Significant at both levels i.e. .05 & .01
Attitude of Rural Private Sr. Secondary School Students towards Cyber Crime	100	92.26	6.18			

df= .05=1.97 .01=2.60

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Interpretation- In table No. 4.7 the mean, S.D. of Cyber Crime awareness of Urban and Rural Private Sr. Secondary School Students is 95.12, 6.32 and 92.26, 6.18 respectively. The calculated C.R. Value is 3.23, which is more than standard tabling value at both levels of significance. Therefore hypothesis No. 12 is rejected. It is concluded that there exists significant difference of Cyber Crime Awareness of Urban and Rural Private Sr. Secondary School students. Further, it is analysed that the mean value of Urban Private Sr. Secondary School Students is more than the mean value of Rural Private Sr. Secondary School students towards cyber crime awareness. Further, it is analysed that the cyber crime awareness of Urban Private Sr. Secondary School students is more than Rural Private Sr. Secondary School students.

Educational implications -In this study the researcher found that the private Sr. Secondary School Students are having better awareness towards cyber crime and attitude towards E-Learning than government Sr. Secondary School Students. Similarly the male students of government and private Sr. Secondary School Students are having better awareness towards cyber crime and attitude towards E-Learning than female students of government and private Sr. Secondary School Students. The investigator further found that students of urban government and private Sr. Secondary School Students are having better awareness towards cyber crime and attitude towards E-Learning than students belonging to the government and private Sr. Secondary School Students. In this study major findings indicate that the private Sr. Secondary School Students are having better computer resources and computer labs including faculty members of computer science with wide and extensive experience than government Sr. Secondary School Students. Therefore it is concluded that private Sr. Secondary School Students are having good attitude in using E-Learning and are very much aware regarding cyber crime. In this research the investigator realizes that the government Sr. Secondary School Students should be given better computer lab as well as teaching faculty so that they may acquire the knowledge to use E-Learning and also have the wide knowledge of Information Technology Act. So the students of government Sr. Secondary School Students can improve themselves in Internet and have better attitude using E-Learning. It is further stated that the urban area Sr. Secondary School Students of private and government Sr. Secondary School Students are having better attitude toward E-Learning and good awareness regarding cyber crime than rural area students. In this research the investigator suggested to motivate the rural area government Sr. Secondary School Students and private Sr. Secondary School Students to use better facilities of computer and should undergo training in computers and internet and they should also study the Information Technology Act to prevent themselves to commit various type of cyber crime. So that, they may protect themselves of being victimized in the cyber crime activities.

In this research the major finding indicate that the government and private Sr. Secondary School Students should update themselves in acquiring various types of knowledge in the field of internet as well as regarding awareness of cyber crime. Today, the scenario of computer development and innovation in computer software and renovation of internet indicates that every Sr. Secondary School Students should update their computer knowledge using E-Learning as per the requirements to be used in their day to day life.

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AN ANALYTICAL STUDY OF ATTITUDE OF SR. SEC. SCHOOL STUDENTS TOWARDS E-LEARNING IN HARYANA STATE

Vandana Barbola

Research Scholar, Ph.D. (Edu.)

JJTU

Registration No.- JJTU/2K9/edu/007

Dr. Durga Lal Pareek

Abstract-Present study is an attempt to study of attitude of Sr. Sec. School Students towards E-Learning and in Haryana State. A sample of 200 i.e. 100 govt. and 100 pvt. sen sec school students is selected randomly. The investigators have used the tool Attitude towards E-learning Scale which was used which has been constructed and validated in 2015 by Dimpal Rani. For analysis and interpretation of the data the mean and the standard deviation of the Attitude scores of E-Learning and was calculated. The test of significance (C.R -test) was used in order to find out the significance of the difference between any two means of variables of samples involved in this study. The Product Moment Method of Correlation was used to find out the coefficient of correlation between two variables used in this research. After collection of the data, all questionnaires were screened and the scores obtained were organized in the tabulated form to make analysis easier. Analysis of data was made in conformity with the objectives and hypotheses formulated by the investigator for the present study.

Keywords:-Attitude, E-learning, Internet

Introduction-New technologies manage to develop the student's interest in learning activity. Technology can make learning more interactive and enhance the enjoyment to learning and teaching. Technology can individualize and customize the curriculum to match learner's developmental needs as well as personal interests. Technology may transform the educational content and motivate students towards lifelong learners. Technology is likely to be more successful when the software, the purpose for instruction and learning objectives matches teachers understanding of learners need to memorize and respond to predetermined answers. Equally important is an appropriate matching of the levels of student's knowledge and prerequisite skills and expectations of the software. The use of Internet in Computer is increasing by the students because it has been made mandatory and prescribed in the curriculum due to its importance in the global world. The even expanding field of education among the human race has necessitated a continuous modification and innovation of its technology. The present growth in innovation techniques of teaching and learning had been resulted in such an blast of explosion of technology. Educational researchers have indicated the need for a systematic approach for the effective teaching and learning education literature has emphasized teaching as an art, learning as a scheme, which depends on instructional objectives, appropriate instructional design and proper media selection. The commitment of the teacher and the college to the learner lies on the various learning resources. New technologies manage to develop the student's interest in learning activity. Technology can make learning more interactive and enhance the enjoyment to learning and teaching. Technology can individualize and customize the curriculum to match learner's developmental needs as well as personal interests. Technology may transform the educational content and motivate students towards lifelong learners. Technology is likely to be more successful when the software, the purpose for instruction and learning objectives matches teachers understanding of learners need; to memorize and respond to predetermined answers. Equally important is an appropriate matching of the levels of student's knowledge and prerequisite skills and expectations of the software. The use of Internet in Computer is increasing by the students because it has been made mandatory and prescribed in the curriculum due to its

importance in the global world. **According to Breckler (1984) and Jones & Clarke (1994)** proposed that affect, behavior and cognition are distinguishable, yet inter related components of attitude. Attitude is defined as an individual's positive or negative feelings about performing the target behavior. New technologies manage to develop the student's interest in learning activity. Technology can make learning more interactive and enhance the enjoyment to learning and teaching. **According to Douglas E. Comer (2003)** internet is "the collection of networks and routers that use the TCP/IP protocol suite and function as a single, large network. The internet reaches government, commercial and educational organization around the world. So, the Government of India's Ministry of Education has recently started implementing a project of Computer education in the country. It has been launched as a pilot project for introducing Computer Literacy and internet knowledge in schools in collaboration with the Department of Electronics. At the first instance, 250 schools all over the country were brought under the purview of this project and training courses were organized for the teachers in the selected Resource Centers. Gradually all the schools would be covered in a phased manner. This has raised a wave of discussion in the country why computer in the field of education also? There has very often been hue and cry when computer has entered into the arena of industry, business, banking, examination and so on. It is usually complained that computer will replace the man and unemployment will be rampant as a result of this design and proper media selection. The commitment of the teacher and the school to the learner lies on the various learning resources.

OBJECTIVES

1. To study the attitude of Pvt. & Govt. Sr. Sec School students towards E-Learning.
2. To study the attitude of male Pvt. & Govt. Sr. Sec School students towards E-Learning.
3. To study the attitude of female Pvt. & Govt. Sr. Sec School students towards E-Learning.
4. To study the attitude of male & female Pvt. Sr. Sec School students towards E-Learning.
5. To study the attitude of male & female Govt. Sr. Sec School students towards E-Learning.

HYPOTHESIS

1. There is no significance difference in the attitude of Pvt. & Govt. Sr. Sec. School students towards E-Learning.
2. There is no significance difference in the attitude of male Pvt. & Govt. Sr. Sec School students towards E-Learning.
3. There is no significance difference in the attitude of female Pvt. & Govt. Sr. Sec. School students towards E-Learning.
4. There is no significance difference in the attitude of male and female Pvt. Sr. Sec School students towards E-Learning.
5. There is no significance difference in the attitude of male and female Govt. Sr. Sec School students towards E-Learning.

RESEARCH METHODOLOGY

Research Method :- In the present study, normative survey method will be employed to describe and interpret what exists at present. It involves some types of comparison or contrast and attempts to discover the relationship between existing non-manipulated variables. The normative study to educational problems is one of the most commonly used approaches.

Population :- In this research all the Govt. and Pvt. Sr. Sec. School students studying in Govt. & Pvt. Sr. Sec Schools in four districts like Hisar, Sirsa districts of Haryana constituted the population of the study.

Sample of the study :- In the present study, sample was selected as the 100 Govt. & 100 Pvt. school students from two Districts of Haryana State (Hisar, Sirsa) The data was collected from 100 Govt. and 100 Pvt. Sr. Sec. School students from two Districts of Haryana State, which were selected at random.

STATISTICAL TECHNIQUES

The following Statistical Techniques was adopted to realize the given objectives and to test the hypotheses.

I.Descriptive Analysis (Mean and S.D)II. Test of Significance (C.R-test)

ANALYSIS OF THE DATA

Hypothesis 1 -There is no significant difference in the attitude of Private & Govt. Sr.Secondary School students towards E-Learning.

Table 4.1

Mean, S.D. &C.R Value of Private &Government Sr. Secondary School studentstowards attitude of E-Learning.

Variables	N	Mean	SD	Df	C R Value	Level of significance
Attitude of Private Sr. Secondary School Students towards E-Learning	200	215.33	9.85	398	19.18	Significant at both levels i.e., 0.5 & .01
Attitude of Government Sr. Secondary School Students E-learning	200	210.65	9.21			

df= 398 .05=1.97 .01=2.59

Interpretation- In table No. 4.1, the mean, S.D. of Attitude towards E -Learning of Private & Govt. Sr. Secondary School Students is 215.33, 9.85, & 210.65, 9.21 respectively. The calculated C.R. Value is 19.18, which is more than standard table value at both levels of significance. Therefore hypothesis No. 1 is rejected. It is concluded that there exists significant difference of Attitude towards E -Learning of Private &Government Sr. Secondary School students. Further, it is analysed that the mean value of Private Sr. Secondary School Students is more than the mean value of Government Sr. Secondary School students towards attitude of E-Learning. Further, it is analysed that the Attitude towards E -Learning of Private Sr. Secondary School students is more than Government Sr. Secondary School students.

Hypothesis 2 - There is no significant difference in the attitude of Male Private &Govt. Sr. Secondary School students towards E-Learning.

Table 4.2

Mean, S.D. & C.R Value of Male Private & Government Sr. Secondary School studentstowards attitude of E-Learning.

Variables	N	Mean	SD	Df	C R Value	Level of significance
Attitude of Male Private Sr. Secondary School Students towards E - Learning	100	215.33	9.85	198	7.32	Significant at both levels i.e., 0.5 & .01
Attitude of Male Govt Sr. Secondary School Students towards E - learning	100	210.65	9.21			

df= 198 .05=1.97 .01=2.60

Interpretation- In table No. 4.2, the mean, S.D. of Attitude towards E -Learning of Male Private & Govt. Sr. Secondary School Students is 215.33, 9.85, & 210.65, 9.21 respectively. The calculated C.R. Value is 7.32, which is more than standard tabling value at both levels of significance. Therefore hypothesis No. 3 is rejected. It is concluded that there exists significant difference of Attitude towards E -Learning of Male Private & Government Sr. Secondary School students. Further, it is analysed that the mean value of Male Private Sr. Secondary School Students is more than the mean value of Male Government Sr. Secondary School students towards a attitude of E -Learning. Further, it is analysed that the Attitude towards E -Learning of Male Private Sr. Secondary School students is more than Male Government Sr. Secondary School students.

Hypothesis 3- There is no significant difference in the attitude of Female Private & Govt. Sr. Secondary School students towards E-Learning.

Table 4.3

Mean, S.D. & C.R Value of Female Private & Government Sr. Secondary School students towards attitude of E-Learning.

Variables	N	Mean	SD	Df	C R Value	Level of significance
Attitude of Female Private Sr. Secondary School Students towards E-Learning	100	220.42	10.08	198	7.66	Significant at both levels i.e., 0.5 & .01
Attitude of female Government Sr. Secondary School Students E-learning	100	210.16	9.2			

df= 198 .05=1.97 .01=2.60

Interpretation- In table No. 4.3, the mean, S.D. of Attitude towards E -Learning of Female Private & Govt. Sr. Secondary School Students is 210.65, 9.21, & 203.78, 8.72 respectively. The calculated C.R. Value is 7.66, which is more than standard table value at both levels of significance. Therefore hypothesis No. 5 is rejected. It is concluded that there exists significant difference of Attitude towards E -Learning of Female Private & Government Sr. Secondary School students. Further, it is analysed that the mean value of Female Private Sr. Secondary School Students is more than the mean value of Female Government Sr. Secondary School students towards attitude of E -Learning. Further, it is analysed that the Attitude towards E -Learning of Female Private Sr. Secondary School students is more than Female Government Sr. Secondary School students.

Hypothesis 4- There is no significant difference in the attitude of male and female Private Sr. Secondary School students towards E-Learning.

Table 4.4

Mean, S.D. & C.R Value of Male and female Private Sr. Secondary School Students towards attitude of E-Learning.

Variables	N	Mean	SD	Df	C R Value	Level of significance
Attitude of Male Private Sr. Secondary School Students towards E - Learning	100	215.33	9.85	198	4.91	Significant at both levels i.e., 0.5 & .01
Attitude of female private Sr. Secondary School Students Towards E - learning	100	210.65	9.21			

df= 198 .05=1.97 .01=2.60

Interpretation- In table No. 4.4 the mean, S.D. of Attitude towards E -Learning of Urban and Rural Private Sr. Secondary School Students is 220.42, 10.08 & 210.16, 9.20 respectively. The calculated C.R. Value is 10.64, which is more than standard table value at both levels of significance. Therefore hypothesis No. 7 is rejected. It is concluded that there exists significant difference of Attitude towards E -Learning of Male and Female Private Sr. Secondary School students. Further, it is analysed that the mean value of Urban Private Sr. Secondary School Students is more than the mean value of Rural Private Sr. Secondary School students towards attitude of E -Learning. Further, it is analysed that the Attitude towards E -Learning of Urban Private Sr. Secondary School students is more than Rural Private Sr. Secondary School students.

Hypothesis-5 There is no significant difference in the attitude of Male and Female Government Sr. Secondary School students towards E-Learning.

Table 4.5

Mean, S.D. & C.R Value of Male Government & Female Government Sr. Secondary School students towards attitude of E-Learning.

S.No.	Variable	N	Mean	S.D.	df	C.R. value	Level of significant
1.	Attitude of Male Government Sr. Secondary School students towards E - Learning	100	220.42	10.08	198	5.23	Significant at both levels i.e. .05 & .01 level
2.	Attitude of Female Government Sr. Secondary School students E-Learning	100	210.16	9.2			

$$df = 198 + 100 - 1 = 297$$

Interpretation- In table No. 4.5, the mean, S.D. of Attitude towards E -Learning of Male and Female Government Sr. Secondary School Students is 220.42, 10.08, & 210.16, 9.2 respectively. The calculated C.R. Value is 5.23, which is more than standard table value at both levels of significance. Therefore hypothesis No. 9 is rejected. It is concluded that there exists significant difference of Attitude towards E-Learning of Male and Female Government Sr. Secondary School students. Further, it is analysed that the mean value of Male Government Sr. Secondary School Students is more than the mean value of Female Government Sr. Secondary School students towards attitude of E -Learning. Further, it is analysed that the Attitude towards E -Learning of Male Government Sr. Secondary School students is more than Female Government Sr. Secondary School students.

EDUCATIONAL IMPLICATIONS- In this study the researcher found that the private Sr. Secondary School Students are having better attitude towards E-Learning than government Sr. Secondary School Students. Similarly the male students of government and private Sr. Secondary School Students are having better attitude towards E -Learning than female students of government and private Sr. Secondary School Students. In this study major findings indicate that the private Sr. Secondary School Students are having better computer resources and computer labs including faculty members of computer science with wide and extensive experience than government Sr. Secondary School Students. Therefore it is concluded that private Sr. Secondary School Students are having good attitude in using E - Learning and are very much aware. In this research the investigator realizes that the government Sr. Secondary School Students should be given better computer lab as well as teaching faculty so that they may acquire the knowledge to use E -Learning and also have the wide knowledge of Information Technology Act. So the students of government Sr.

Secondary School Students can improve themselves in Internet and have better attitude using E-Learning. In this research the major finding indicate that the government and private Sr. Secondary School Students should update themselves in acquiring various types of knowledge in the field of internet. Today, the scenario of computer development and innovation in computer software and renovation of internet indicates that every Sr. Secondary School Students should update their computer knowledge using E-Learning as per the requirements to be used in their day to day life.

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EMPLOYEE MOTIVATION– KEY TO ORGANISATION SUCCESS

Sudhir Sopanrao Salunkhe Research Scholar JJTU, Chudela, Rajasthan
ajaysopans@gmail.com

ABSTRACT:-Employee motivation is a core element across all human resources management of companies. A motivated workforce allows for maximum productivity and this translates to maximum profits with the existing manpower resources. Motivation provides the will to work to the best of ones ability. This paper is based on the concept of employee motivation with special reference to the strategy of Jindal Steel Works Ltd. Jindal steel works ltd is the largest private steel company in India which has grown from a single steel plant into a US \$ 18 billion global business conglomerate with interests spanning the steel, mining, power, industrial gases and ports verticals. By the means of this paper we aim to understand the employee motivation strategy of JSW for engaging such a diverse dynamic workforce and how it has translated into the organization’s success.

Keywords-Employee, Motivation, Job Satisfaction, Work Culture, Work Environment, Human Resource Policy, Jindal Steel Works Ltd, JSW, Employee Retention

INTRODUCTION:-What inspires employees to provide excellent service? Why do some employees perform more efficient than others? How does one individual achieve command goals faster while other merely shows up for work? How can an organization reap long term benefits from its workforce? The answer to these questions is Motivation. Motivation is an important factor that affects human behavior. The term motivation originates from the Latin word “mover” which means to move. Behavior scientists use the word motivation to describe something that stems from within a person. It is the drive to perform and is directly linked to productivity. By definition, motivation is, “what drives a person, makes them do things, forces within an individual that account for the level and persistence of effort at work” - Schein et al. Rudolf and Kleiner (1989) defined motivation as “the development of a desire within an employee to perform a task to his /her greatest ability based on the individual’s own initiative”.

CONCEPT AND THEORIES OF MOTIVATION :-The concept of motivation is that people choose the path of action. Motivation in an organizational context implies how the organization/ employer/ manager engages the employee in an action / work behavior which satisfies the inner drive of the employee while resulting in an expected outcome or job performance. It is imperative, hence for the manager to identify the skill set of his workforce and channelize the skills in ways that benefit both the employee and the organization.

Job performance is viewed as a function of three factors and is expressed with the equation below (Mitchell, 1982; Porter & Lawler, 1968).



From the above equation we can see that performance at work is directly proportional to motivation of the employee to perform his job and reach his goals. Although job performance also depends on the ability (skill of the employee) and environment (work environment), an employee who is motivated will have the will to perform his best even in a constraint environment. These employees will try to attain excellence at work and achieve targets. Motivation of employees is a prerequisite for success of internal marketing. To improve the performance of an organization’s external marketing strategies, implementation of internal

marketing is important. Understanding what strengthens and weakens the motivation of employees allows the manager to effectively motivate his workforce so as to make them work to their optimum potential. A manager who truly understands the implication of motivation on individuals can channelize this inner state of individuals to achieve command goals effectively and efficiently. The human relation approach to management came into focus due to the findings of the Hawthorne experiment which was conducted by Elton Mayo from 1924 to 1932. This study found that employees are not motivated solely by money but the work behavior was linked to the employee's mind. There are six theories put forward by researchers till date to understand what motivates a person, these are called the theories of motivation, namely-

-McClelland's Achievement Need Theory

McClelland's Achievement Need Theory puts forth that motivation arises due to three types of needs, namely, need for achievement, need for power and need for affiliation.

-Behavioral Modification Theory

Behavioral Modification Theory states that people's behavior is the outcome of their past circumstances and stimulus for desirable behavior is strengthened by rewards and incentives. Rewards or withdrawal of rewards both can lead to the desired behavior.

- Abraham Maslow's Theory of Motivation

Abraham H. Maslow's Theory of Motivation states that human needs can be arranged in a hierarchy of five categories: psychological needs, safety needs, love/belonging needs, esteem needs and self actualization (Figure -1). The crux of Maslow's theory is that man is a wanting animal with hierarchy of needs some being lower in scale whereas some being higher. When the lower needs are satisfied higher needs arise. Higher needs however cannot be satisfied till the lower needs are fulfilled. A satisfied need is not a motivator, it is the higher unsatisfied need that acts as a motivation for an individual to perform.



Figure -1- Maslow's hierarchy of needs (Adapted from maslow1954)

- J.S Adam's Equity Theory

J.S Adam's Equity theory suggest that employee compare their job input output ratio to that of reference. If the employee feels inequality it leads to decreased output, less productivity, resignation.

- Vroom's Expectation Theory

Vroom's Expectation Theory is based on the belief that employee effort leads to performance and performance leads to rewards (Vroom, 1964).

-Two Factor Theory

Two Factor Theory was proposed by Douglas McGregor he grouped individuals in two groups – X Theory and Y theory.

INTRINSIC AND EXTRINSIC MOTIVATION FACTORS :-All the theories for motivation put forward by various researchers have different frameworks. Due to the ever-changing human nature, ability to adapt and change with time, age and environment, none of the theories have an absolute doctrine on motivation. However all the researchers acknowledge that motivational factors can be classified into two groups -

- Extrinsic motivational factors :
Monetary, Materialistic Factors, Social Recognition, Fame
- Intrinsic motivational factors :
Empowerment, Growth, Inclusion, Purpose, Trust

While monetary remuneration is certainly important for an individual to join the workforce, his ability to perform to his maximum capacity depends on his job satisfaction. When a job gives an individual a feeling of empowerment, allows growth in his personal and professional life, gives a sense of belonging to the organization and provides security for the future, it is highly unlikely for that individual to leave the job. This individual is able to perform efficiently and give the best to the work due to the stress free mind set. Extrinsic motivational factors provide short term satisfaction and once satisfied lead to higher needs. A job promotion will give way to need for higher salary. A higher salary will make way for higher living standards. These factors can only provide temporary solution for organization's productivity, as once addressed the employee can go back to his comfort zone. Intrinsic motivational factors provide long term satisfaction and security to an individual. These factors are crucial in today's work environment. They make work more fulfilling and satisfactory. Research shows that satiation of these needs can be a major factor for an employee to continue his job for long term.

LITERATURE REVIEW

There is a vast amount of literature and research work on the concept of motivation for organization behavior done after Elton Mayo's findings of the Hawthorne Experiment. These theories have been studied and revised upon multiple times by various researchers. Maslow's theory of motivation and those that followed it are now termed as Classical theories of Motivation. These theories were not empirically supported by evidences and hence have paved way for the Contemporary theories of motivation. The most impactful of which is the ERG theory of motivation by Clayton Alderfer. Clayton reworked upon Maslow's theory and recategorised Maslow's hierarchy of needs into three simpler and broader categories:

- Existence needs (basic material necessities/ physiological and physical safety needs),
- Relatedness needs (interpersonal relationships and public fame and recognition/ social needs and external component of esteem needs)
- Growth needs (self development and personal growth/ self actualization needs and intrinsic component of esteem needs)

The ERG theory differs from Maslow's theory by stating that at any given point of time, more than one need may be operational for an individual. It also shows that if fulfillment of higher need is subdued there is an increase in the need to satisfy a lower level need. The ERG theory is not rigid as Maslow's as Clayton pursued the needs as a range rather than a hierarchy. The implication of ERG theory for managers is that an employee may have various needs that need to be satisfied at the same time.

MOTIVATION FOR ORGANIZATION SUCCESS

When a management decides to focus its directives on motivating its employees then in return they get many benefits, namely-

- Utilization of the full potential of human resources

When a manager is able to stimulate the inner willingness to work for all his work force, every individual gives his maximum to the job. The sum total of individual effort is the maximization of the utilization of the human resources.

- Increased efficiency

An individual's efficiency is not determined by his ability or qualification but by his willingness to use his skill to achieve the task at hand. More the will to work more efficient will the individual be.

Performance = ability x motivation

From the above equation we can logically conclude the direct proportional relation of performance to motivation.

- Increased productivity

Efficient and maximum performance of all individuals will lead to increased productivity.

- Decreased cost

When every individual is work focused and purpose oriented there is minimum wastage of time and materials. This will automatically reduce operational cost for the organization.

- Best utilization of resources

Best effort to work means best use of given resources by the individual.

- Co-operative work environment

When every individual feels purposeful, secure and satisfied with his work, the stress of individual is less. In such an environment every one tends to work along with each other and help the other grow.

- Employees are purpose oriented

Job satisfaction leads to focus on ones task at hand, such focus leads to a sense of purpose for the individual.

- Co-ordination and co-operation between management and workforce

When the employees are truly motivated for their work in form of recognition, rewards and growth opportunities, they trust the management to have their best interest at heart.

- Decreased disputes and unrest in workforce

Trust in organization management allows both parties to try to understand each other's perspectives and find a common ground amicably for arising problems.

- Better adaptability to changes and reforms

When the management proves to grow along with growth of its workforce, any change or reform in the organization will be taken positively .

- Smooth transitions in technology changes

Security and trust in organization allows decreased resistance to change.

- Maximum profitability

Increased efficacy, maximum resource utilization and optimum productivity all together translate to maximum profitability.

- Stability of workforce

Feeling of belongingness and inclusion in the organization will lead to employee loyalty. Loyal employees will tend to stay with the organization for longer tenures thereby leading to workforce stability.

DISCUSSION:-Jindal steel work ltd has one of the largest dynamic workforces in India. This organization is growing and expanding successfully both nationally and internationally. Jindal Steel Works Ltd is the largest private sector steel company in India, owned by the JSW Group based in Mumbai, Maharashtra. It was founded by O.P.Jindal. It was founded in the year 1982 with a single steel plant at Hissar, Haryana. Today the business has grown into 18 billion USD global businesses. The group now has six steel plants across India. JSW steel has also formed a joint venture for setting up steel plant at Georgia, has tie ups with JFE Steel , Japan and acquired mining assets in Republic of Chile, United States and Mozambique.JSPL has been rated as the second highest value creator in the world by the Boston Consulting Group, the 11th fastest growing company in India by Business World and has figured in the Forbes Asia list of Fab 50 companies. It has also been named among the Best Blue Chip companies and

rated as the Highest Wealth Creator by the Dalal Street Journal. Dun & Bradstreet has ranked it 4th in its list of companies that generated the highest total income in the iron and steel sector. JSW has a workforce of 40,000 individuals, with approximately 11,099 individuals working for JSW Steel. To maintain such a diverse work force, the organization must have a well-developed human resource policy which helps motivate the workforce and allows the organization to grow/ progress simultaneously.

Let us try to understand the organizations employee motivation policy and what drives their employees.

JSW Philosophy

We believe in the strength of nation's aspirations and focus our efforts to help accelerate sustainable socio-economic growth.

JSW Vision

To be a globally admired organization that enhances the quality of life of all stakeholders through sustainable industrial and business development.

JSW Mission

We aspire to achieve business excellence through:

- The spirit of entrepreneurship and innovation
- Optimum utilization of resources
- Sustainable environment friendly procedures and practices
- The highest ethics and standards
- Hiring, developing and retaining the best people
- Maximizing returns to stakeholders
- Positive impact on the communities we touch

JSW Core Values (POSSIBL)

- Passion for People
- Ownership
- Sustainable Development
- Sense of Belonging
- Integrity
- Business Excellence
- Loyalty

The work culture of JSW is that of equal opportunity employer. The management encourages leadership and innovation. The employees are provided with time to time trainings to keep them abreast with the latest industrial trends. This provides motivation to individuals by empowering them to take up new challenges and keep at par with competitors in the market. If we see the vision mission and core values of the company they all aim to develop a skilled cohesive workforce and protect the environment. The focus of the company is teamwork, innovation, freedom to excel and rewards in terms of additional benefits. The work culture of the organization is performance oriented. This allows rapid growth for individuals who perform better. The organization gives on the job training to its employees to induct them to the working of the organization. This leads to a sense of belonging to the organization and also shows the employees that they are valued assets and their growth matters to the organization. The human resource policies of the company are revised time to time to keep up with the changes in the market and workforce. The focuses of these policies are on the inclusive growth rate of the organization and retention of the suitable workforce. The company also hires management consultants time to time to identify the skill of people and prepare them for competitive markets. This allows for proper channelization of the human resource skills. The employee rating for JSW is 3.6 out of 5 based on average points given to the company by 175 employees on the online company review portal www.glassdoor.com. The employees had to rate the company on five broad categories namely – Culture and

values, Work Life balance, Senior Management, Compensation and Benefits and Career Opportunities.

The data analysis of the ratings given by the employees is as follows:-

Category	Average rating
Culture and values	3.4
Work Life balance	3.6
Senior Management	3.4
Compensation and Benefits	3.6
Career Opportunities	3.6

The other findings of the reviews are that 75% of the reviewers approve of the current CEO, Mr. Naveen Jindal and 50% of the reviewers have a positive business outlook. While majority of reviewers agree to have a good work experience, salary, learning and growth opportunities, reviewers also mention about the long working hours and skewed work life balance. From the above discussion about JSW Ltd we can infer the following employee motivation strategies that are in action for the organization-

- Belief in individual's potential.
- Organization growth along with growth of all stakeholders
- Best interest of employee as core philosophy
- Focus on intrinsic motivational factors
- Encourage leadership, innovation and trainings
- Reward based performance motivation
- Allow growth of individual as person and profession - training on latest technology , job promotions
- Motivated managers , motivate workforce
- Understand and identify human skill sets
- Change policies with need and time
- Support independence of individual
- To instill sense of belonging to the organization
- Environment friendly and self-sustainability as company ethics

CONCLUSION:- Motivation is an important function of job satisfaction and job performance. Satisfaction of job and optimum performance are a win win for the employee and the employer. Employee motivation is the key to organization success. A successful management is one which realizes the motivations of its workforce and utilizes this knowledge to their benefit. We can hence, conclude that any organization looking for long term benefits for and from their existing workforce should focus their directives towards employee motivation.

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स्वास्थ्य के संदर्भ में अष्टांग योग के नियमों की व्याख्य वेदप्रकाश आर्य1 – सुबोध सिंह, (सह-लेखक)

सारांश :- भारतीय मनाविज्ञान में मानव की भौतिक काया को स्थूल शरीर कहा गया है । इस स्थूल शरीर के दो भाग हैं । स्थूल देह को अन्नमय कोष एवं दुसरे भाग को प्राणमय कोष कहा गया है । अतः शारीरिक शिक्षा के अंतर्गत अन्नमय कोष और प्राणमय कोष-दोनों का विकास सम्मिलित है । सामान्य भाषा में अन्नमय कोष के विकास को शारीरिक विकास एवं प्राणमय कोष के विकास को संवेगात्मक विकास कहा जाता है ।

“शरीरमाद्यं खलु धर्म साधनम् 3

किसी भी कार्य को करने के लिए शिक्षा, एवं ज्ञान, विज्ञान, आत्मज्ञान की प्राप्ति एवं ज्ञान, कम उपासना अथवा धर्म संपादन के लिए शरीर सबसे पहली आवश्यकता है, एवं ही मुख्य आधार है ।

मुख्य शब्द- अष्टांग योग्य; शारीरिक शिक्षा; स्वास्थ्य

प्रस्तावना-शरीर समस्त धर्म का साधन है । हमारी ज्ञान शक्ति, इच्छा शक्ति की भी अभिव्यक्ति का माध्यम शरीर ही हैं । स्वस्थ शरीर में स्वस्थ मन निवास करता है । जीवन के सुख के लिए स्वस्थ मन आवश्यक है । इस स्वस्थ मन के लिए शरीर का स्वस्थ होना आवश्यक है । शरीर के स्वास्थ्य के लिए शारीरिक शिक्षा का महत्व सभी ने स्वीकार किया है । यह उक्ति प्रसिद्ध है कि बाहुबल से रक्षित राष्ट्र ही शास्त्र का चिंतन कर सकता है । शारीरिक शिक्षा से व्यक्ति में जो पौरुष, बल एवं शक्ति का विकास होगा, उसी से हमारे देश में अध्ययन, अनुसन्धान, देश की सीमा की रक्षा, विश्व में शांति, कल-कारखानों तथा खते-खलिहानों में उत्पादन की वृद्धि संभव होगी । शारीरिक प्रशिक्षण से छात्रों में सामूहिक एकता की भावना अनुशासन एवं व्यवस्थित कार्य करने की अभूतपूर्व क्षमता उत्पन्न होती है । उससे स्वस्थ समाज का निर्माण होता है । इस प्रकार शारीरिक शिक्षा व्यक्ति, समाज राष्ट्र एवं विश्व के कल्याण का मार्ग प्रशस्त करती है ।

अतः शरीर का स्वस्थ रहना अत्यंत आवश्यक है, रोगी अथवा अस्वस्थ शरीर के द्वारा कोई भी कार्य करना संभव नहीं है ।
आचार्य चाणक्य कहते हैं कि -

सर्वमेव परित्यज्य शरीरम् अनुपालयेत् ।
शरीरस्य प्रणष्टस्य सर्वमेव विनश्यति ।।4

अर्थात् -सब का परित्याग कर, सब कुछ छोड़ कर सर्वप्रथम शरीर के स्वास्थ्य की रक्षा करें क्योंकि शारीरिक स्वास्थ्य के नष्ट होने पर सब कुछ विनष्ट हो जाता है ।

अब प्रश्न यह है कि - स्वस्थ कौन है ?

स्वास्थ्य :-स्वास्थ्य एवं स्वस्थ व्यक्ति की पहचान व परिभाषा बताते हुए महर्षि सुश्रुत कहते हैं -

समदाषः समाग्निष्व समधातु मलक्रियः ।
प्रसन्नात्मेन्द्रियमनः स्वस्थ इत्यभिधीयते ।।5

अर्थात् - जिसके (वात-पित्त-कफ) तीनों दोष सम हों, जिसकी जठराग्नि (पाचन क्रिया) सम हो जिसकी धातुओं (रस-रक्त-मांस-मदे -अस्थि - मज्जा- शुक्र/वीर्य) की क्रिया सम हो (क्षय-वृद्धि से रहित) जिसकी मलों (स्वेद-मूत्र-पुरीष) की क्रिया सम हो, जिसकी आत्मा, दसों इंद्रियों (पाचं ज्ञानेन्द्रियां - पाचं कर्मेन्द्रियां) और मन प्रसन्न (निर्मल अविकारी) हो ऐसे व्यक्ति को स्वस्थ कहते हैं ।

महर्षि दयानंदसरस्वती के शारीरिक शिक्षा के प्रति विचार :- महर्षि दयानंद सरस्वती ने शारीरिक बल पर अत्यधिक आग्रह किया है । उनके शब्दों में “अनन्त शक्ति ही धर्म है । बल पुण्य है, और दुर्बलता पाप । सभी पापों और सभी बुराइयों के लिए एक ही शब्द पर्याप्त है और वह गई-दुर्बलता आज हमारे देश को जिस वस्तु की आवश्यकता है, वह है लाहे की मांसपेशियां और फौलाद के स्नायु, दुर्दमनीय प्रचंड इच्छाशक्ति, जो सृष्टि के गुप्त तथ्यों और रहस्यों को भेद सके और चाहे उसके लिए समुद्र तल में ही क्यों न जाना पड़े-साक्षात् मृत्यु का ही सामना क्यों न करना पड़े । मेरे नवयुवक मित्रों! बलवान बनो । तुम को मेरी सलाह है । गीता के अभ्यास की अपेक्षा फुटबाल खेलने के द्वारा तुम स्वर्ग के अधिक निकट जाओगे । तुम्हारी कलाई और भुजाएं अधिक सुदृग्गे ।

योग -:योग विद्या भारत के ऋषि मुनियों की अमूल्य धरोहर है । सभी श्रुति स्मृतियाँ योग की महिमा का वर्णन कर रही हैं । समाधि से कर्मक्षेत्र तक योग का व्यापक वर्णन हमारे शास्त्रों में विद्यमान है । यागे सभी संप्रदायों और मत-मतांतरों में निर्विवाद सार्वभौम स्वीकार्य धर्म है ।

संस्कृत व्याकरण शास्त्र के अनुसार महर्षि पाणिनि योग शब्द की निष्पत्ति/वर्णन युज् धातु से “युज्-समाधौ”, “युजि-योगे”, और “युज्-संयमने” अर्थ में करते हैं । अर्थात् हम कह सकते हैं कि- संयमपूर्वक साधना करते हुए स्वचेतना को परमचेतना में लय कर देना या आत्मा का परमात्मा से मिलन ही योग है ।

योग के उपदेष्टा महर्षि पतंजलि योग के स्वरूप का वर्णन करते हुए कहते हैं-

यागे चित्तवृत्ति निरोधः 6

अर्थात्- चित्त की वृत्तियों को रोकना ही यागे है बहिर्मुखी वृत्तियों को सांसारिक विषयों से हटाकर अंतर्मुखी करके अपने कारण चित्त में लीन कर देना ही योग है ।

योग के अंग -:महर्षि पतंजलि ने योग की व्याख्या करते हुए यागे के आठ अंग बताए हैं

यमनियमासनप्राणायामप्रत्याहारधारणाध्यानसमाध्यः अष्टौ अङ्गानि ।।7

अर्थात्: यम, नियम, आसन, प्राणायाम, प्रत्याहार, धारणा, ध्यान तथा समाधि यह योग के आठ अंग हैं। इस अखिल विष्व में जो भी व्यक्ति अस्तित्व की खाजे में लगा है उसे अष्टांग योग का परिपालन अवश्य ही करना चाहिए।

यहां योग के द्वितीय अंग नियम का ही विवेचन वांछनीय है।

नियम :-जस प्रकार प्रत्येक कार्य को सफल बनाने के लिए कुछ नियमों का पालन करना आवश्यक है। महर्षि पतंजलि ने नियमों की व्याख्या करते हुए नियम भी पाँच प्रकार बताए हैं।

षौचसन्तोषतपः स्वाध्यायेष्वरप्रणिधानानि नियमाः ।8

अर्थात् षौच, सन्तोष, तप, स्वाध्याय और ईश्वर प्राणिधान—ये पाँच नियम हैं जो प्रत्येक साधक के लिए अनुकरणीय हैं।

षौच :-षौच का अर्थ यहाँ शुद्धि या पवित्रता से है। षौच भी दो प्रकार का होता है। बाह्य और आभ्यन्तर। बाह्य षौच में शरीर की शुद्धि, वस्त्रों की शुद्धि और अपने आसपास के वातावरण की शुद्धि आती है। आभ्यन्तर षौच में विचारों एवं संस्कारों की शुद्धि आती है। महाराज मनु ने शुद्धि के लिए बहुत ही सुन्दर कहा है—

अद्भिगा त्राणि शुद्ध्यन्ति मनः सत्येन शुद्ध्यति ।

विद्यातपोभ्यां भूतात्मा बुद्धिर्ज्ञानेन शुद्ध्यति ।।9

अर्थात् जल से शरीर के अंग प्रत्यगं शुद्ध होते हैं। सत्य का पालन करने से मन की शुद्धि हाती है तथा ज्ञानार्जन से बुद्धि हाती है। षौच अर्थात् पवित्रता का पालन शारीरिक, वाचिक और मानसिक स्तर पर ठीक प्रकार से करना चाहिए।

शरीर के प्रति आसक्ति शरीर ही जीवात्मा के बन्धन का मुख्य कारण है। यदि जागरूकतापूर्वक षौच का पालन किया जाए तो शरीर में आसक्ति समाप्त हो जाती है। इसी विषय में महर्षि पतंजलि कहते हैं—

षौचात् स्वांगजुगुप्सा परैर संसर्गः ।10

अर्थात् जब साधक शरीर की शुद्धि करते हुए, अपने शरीर से मल—मूत्र, वात, पित्त, कफ आदि निकलते हुए देखता है, तो उसे अपने ही शरीर से विरक्ति हो जाती है। दूसरे के शरीर को स्पर्श करने की इच्छा नहीं रह जाती। यह बाह्य षौच के पालन का फल है।

महर्षि पतंजलि आन्तरिक षौच के पालन का फल बताते हैं—

सत्त्वशुद्धिसौमनस्यैकाग्रयेन्द्रियजयात्मदर्शनयोग्यत्वानि च । 11

अर्थात् आभ्यन्तर षौच का पालन करने से चित्त की शुद्धि होती है। साधक सभी इन्द्रियों पर विजय प्राप्त कर लेता है और इस प्रकार इन्द्रिय मन, बुद्धि, चित्त के शान्त—सौम्य और एकाग्र होने से साधक में आत्मदर्शन की योग्यता आ जाती है।

सन्तोषः—अपने पास उपस्थित सभी साधनों के द्वारा पूर्ण पुरुषार्थ करने पर जो भी पदार्थ प्राप्त हो, उससे अधिक की इच्छा न रखना ही सन्तोष कहलाता है।

महाराज मनु सन्तोष के विषय में कहते हैं—

सन्तोष परमास्थाय सुखार्थी संयतो भवेत् ।

सन्तोष मूलं हि सुखं दुःख मूलं विपर्ययः ।।12

अर्थात् पंच महायज्ञों का पालन करते हुए अपने शरीर की शक्ति के अनुसार अपने परिवार, अतिथि, भृत्य, पशु तथा अपने जीवन के लिए जितना धन उपार्जन करना है, उतना ही अर्जित करना सन्तोष कहलाता है। क्योंकि सन्तोष ही सुख का स्रोत है। इसके विपरीत आचरण ही सभी दुःखों का मूल कारण है।

सन्तोषादनुत्तमसुखलाभः ।।13

अर्थात् सन्तोष का पालन करने से मनुष्य को उत्तम सुख की प्राप्ति होती है। फिर उसे जीवन में क्लेश नहीं सताता।

तपः—तपस्वी मनुष्य कठिन समय को भी सहजभाव से व्यतीत कर सकता है। यो ग दर्शन के भाष्य में व्यास ऋषि कहते हैं—

“तपो द्रुह्य सहनम् द्रुह्यञ्च जिघत्सापिपासे षीतोष्णे, स्थानासने, काष्ठमौनाकारमौनेच ।

व्रतनिष्कैवयथायोगं कृच्छ्रचान्द्रायण सान्तपनादीनि” ।।14

अर्थात् भूख-प्यास, मान-अपमान, शीत-ऊष्ण, लाभ-हानि, जय-पराजय आदि द्रुह्यों को सहन करना, आसन के कष्टों को सहन करना, मौन धारण करना, चान्द्रायण, सान्तपन आदि व्रतों का अभ्यास करना तप कहलाता है।

महाभारत में जब महााराज युधिष्ठिर से यक्ष प्रज्ज पूछते हैं कि “तपसः किं लक्षणम्” 15 तब युधिष्ठिर उन्हें उत्तर देते हैं “तपः स्वधर्म वर्तित्वम्” 16 अर्थात् हे यक्ष कर्तव्य पालन में जो भी बाधाएँ उत्पन्न होती हैं, उनको सहन करते हुए निरन्तर अपने धर्म का परिपालन करना तप है। यह तप तभी सिद्धिदायक होता है, जब इसका अभ्यास कायिक, वाचिक व बौद्धिक तीनों स्तरों पर किया जाता है। जो मनुष्य केवल शरीर की तपश्चर्या में लगे रहते हैं, जैसे एक पैर पर खड़े होना या अग्नि के मध्य में तप करना, इस प्रकार के तप तामसिक तप कहलाते हैं। इनके करने से विशेष आध्यात्मिक लाभ नहीं मिलता, अपितु शरीर में हानि की सम्भावनाएँ बनी रहती हैं और जिस समय तप के द्वारा मन और बुद्धि को पवित्र एवं काम, क्रोध, लाभ और मोह आदि दुर्गुणों को नष्ट किया जाता है। इस प्रकार का तप सात्विक तप कहलाता है और वह लक्ष्य को प्राप्त कराने वाला भी होता है।

तप के अनुष्ठान का फल महर्षि पतंजलि बताते हैं-

कायेन्द्रियसिद्धिरशुद्धिक्षयात्तपसः ।।17

अर्थात् कायिक, वाचिक और बौद्धिक तप के अभ्यास से शरीर और इन्द्रियों की अशुद्धि नष्ट हो जाने से वे इतने शुद्ध और हल्के हो जाते हैं कि अणिमा, महिमा आदि अष्ट सिद्धियाँ साधक में प्रकट होने लगती हैं।

महर्षि व्यास भी तप के महत्त्व को दर्शाते हुए कहते हैं-

नातपस्विनो योगःसिद्धयति । अनादिकर्मक्लेशवासनाचित्रा प्रत्युपस्थितविषयजाला चाशुद्धिर्नन्तरेण तपः सम्भेदमापद्यत इति ।

अर्थात् तप के बिना योग सिद्ध नहीं होता, क्योंकि अनादिकाल से कर्म वासनाएँ और क्लेशों से युक्त चित्त बिना तप के शुद्ध नहीं हो सकता। इस वासना जाल को नष्ट करने में तप ही समर्थ है।

स्वाध्याय :-स्वाध्याय का अर्थ है स्व + अध्ययन, अर्थात् अपना अध्ययन करना, स्वयं का निरीक्षण करना, स्वयं का निरीक्षण करते हुए स्वयं को जानना। स्वाध्याय का अर्थ है- “सु-अध्ययनं स्वाध्यायः।” अर्थात् उत्तम शास्त्रों का अध्ययन स्वाध्याय कहलाता है, क्योंकि ये जीवात्मा को उसके स्वरूप की ओर ले जाते हैं। योग भाष्यकार महर्षि व्यास स्वाध्याय का लक्षण इस प्रकार करते हैं-

प्रणवादिपवित्राणां जपो मोक्षषास्त्राध्ययनं वा ।।19

अर्थात् ओंकार, गायत्री आदि मन्त्रों का जप करना तथा वेद-उपनिषद् आदि मोक्षदायक शास्त्रों का अध्ययन करना स्वाध्याय कहलाता है। क्योंकि इनसे चित्त की शुद्धि होती है तथा आत्मज्ञान एवं ब्रह्मज्ञान की प्राप्ति होती है।

स्वाध्याय का फल बताते हुए महर्षि पतंजलि कहते हैं-

स्वाध्यायादिष्टदेवतासम्प्रमोषः ।।20

अर्थात् स्वाध्यायशील साधक को देव, मन्त्रद्रष्टा ऋषि और सिद्ध पुरुषों की आत्मिक प्रेरणा होती है और जब-जब योग साधना करते हुए कोई व्यवधान आता है, तो सिद्ध पुरुष उन साधकों का मार्गदर्शन भी करते हैं, जिससे साधना में उत्तरोत्तर प्रगति होती है।

ईश्वरप्रणिधानः- ईश्वर प्रणिधान, नियम का पाँचवा व अन्तिम अंग है। योग भाष्यकार व्यास जी इसको स्पष्ट करते हैं-

ईश्वरप्रणिधानं सर्वक्रियाणां परमगुरावर्पणं तत्फलसंन्यासो वा ।।21

अर्थात् शरीर, वाणी और बुद्धि से जितने भी कर्म किए जाते हैं, प्रत्येक छोटी से छोटी क्रिया को परमपिता परमात्मा को अर्पण करते जाना तथा उनके फलों को भी ईश्वर का ही अर्पित करते जाना ईश्वर प्रणिधान है। महर्षि पतंजलि परमगुरु के रूप में ईश्वर को ही प्रतिष्ठित करते हुए कहते हैं-

पूर्वेषामपि गुरुः कालेनानवच्छेदात् ।।22

अर्थात् वर्तमान से लकरे पूर्व में जितने भी आचार्य या गुरु हुए हैं, न सब गुरुजनों का भी गुरु होने से ईश्वर परमगुरु है, क्योंकि उसका काल के द्वारा कभी नाश नहीं हाता। महर्षि पतंजलि ने योग परम्परा का प्राचीनकाल से चला आना बताया है। जिसका वर्णन श्रुति और स्मृति में पाया जाता है।

हिरण्यगर्भो योगस्य वक्ता नान्यः पुरातनः ।23

हिरण्यगर्भ योग के वक्ता हैं, इनसे पुरातन और कोई नहीं है। हिरण्यगर्भ किसी भौतिक मनुष्य का नाम नहीं, अपितु परमात्मा का वाचक है। यह सम्पूर्ण संसार परमात्मा का गर्भ है, हम सभी भूत प्राणी उसके गर्भ में ही निवास कर रहे हैं। इसलिए परमात्मा का एक नाम हिरण्यगर्भ भी है। जिस प्रकार अष्टांग योग का पालन करते हुए मानव समाधि लाभ प्राप्त करता है। वह कार्य केवल ईश्वर प्राणिधान से भी हो सकता है।

महर्षि पतंजलि कहते हैं—

समाधिसिद्धिरीष्वरप्रणिधानात् ।24

ईश्वर के प्रति समर्पित भाव में रहने से चित्त निर्मल हो जाता है और निर्मल चित्त में ही आत्मा का साक्षात्कार होता है।

उपसंहार :- शारीरिक शिक्षा, शिक्षा पद्धति का अभिन्न अंग है जिसका उद्देश्य नागरिकों को शारीरिक, मानसिक, भावनात्मक, तथा सामाजिक रूप से शारीरिक गतिविधियों के माध्यमों से, जो कि उनकी गतिविधियों के परिणामों को दृष्टिगत रखकर चुनी गई हो, उन्हें यागेय बनाना है। तो आइए हम सब मिलकर महर्षि पतंजलि के बताए योगदर्शन एवं योग मार्ग का अनुसरण करते हुए शारीरिक शिक्षा, एवं ज्ञान, विज्ञान, आत्मज्ञान की प्राप्ति एवं ज्ञान, कर्म उपासना के माध्यम से अपने जीवन को सफल बनायें।

सन्दर्भ ग्रन्थ सूची :-

- 1 कुमारसम्भवम्
2. चाणक्य नीति
3. सुश्रुत
4. महाभारत
5. याज्ञवल्क्य स्मृति
6. मनुस्मृति
7. योगदर्शन

Workplace Theology and its Impact on executive Commitment and Employees profession Satisfaction: A critical study with Educational Institution especially in H.P.

Jaiveer Malik

Research Scholar, Institute of law Shri JJT University Jhunjhunu Rajasthan

Abstract:-This take a look at is deliberate to visualize the effect of place of job church closer to organizational commitment and workers' process pride amongst advanced academic group instructors. The organizational dedication and exertion delight has been dealt with as predicated variables and place of work church constituted the unbiased variable for the disquisition. The observe also explored the impact of demographic variables viz. gender, educational circulate and training revel in with appreciate to place of work church, organizational dedication and job pleasure amongst better educational association instructors. The study hired descriptive check fashion. Unintended non-possibility system of slice system is used to pick out seven advanced academic establishments of Baddi District, H.P and Random probability slice fashion is used to pick 420 instructors of six educational aqueducts viz. Trades, education, wisdom, social technology and engineering. As a total, mix slice system is used. This study hire d both descriptive and deductive records inclusive of frequency, chance, suggest, median, mode, fashionable divagation, kurtosis, skewers, vital rate, one-manner ANOVA, Pearson Product moment Correlation, direct regression evaluation and to pivotal HSD submit Hoc check to attain the goods. The findings of the examiner pronounced that maturity of administration backed advanced educational group instructors of Bhiwani quarter, Haryana have mild position of place of work church, organizational commitment and task delight. Gender performs a vast function in figuring out place of work church, organizational dedication and process delight amongst better academic establishment's instructors. It's also inferred that there is statistical wide and effective relationship of place of work church with organizational dedication and exertion pleasure. The take a look at further revealed that there is fine and massive effect of factory church closer to organizational dedication and exertion satisfaction.

Key Word: -Work, Job, Education, organization and workplace

Introduction:-The strength of a nation lies inside the device of training wherein educationists bemuse vital region. The maximum important factors in bringing off the streamlets of the brotherhood are earthborn finance. Its achievement is significantly reliant on implicit functionality and elevation of the educationists who're pivotal for the social progress. Hence, the high-spiritedness of all the educational forums inclines the degree to which the preceptors are happy with the jobs they are into and stored to contribute to the growth of their sodalities. The most vital natural wherewithal in educational sodalities is preceptors who act as facilitator for attainment of understanding still also an inculcator of values and metamorphosis of inner being. They also need to cultivate the immature minds to supply affable effects. Teacher ought to have church at yard with the intention to be the upmost steering to them to carry out their features as preceptors with the upmost felicitations and as noble as possible. This is due to the fact preceptors are appeared someone absolutely inordinate in society. In case of preceptors, their undertaking is going beyond transmitting knowledge still also warrant in man or woman structure of scholars to rear up future leaders. It's implicit that if preceptors are happy and promised to their one-of-a-kind jobs it would operate into larger withholding and ebbing of their erosion quotations. In alternate's day, chambers are in despairing need of extraordinarily satisfied, fulfilled, innovative, promised and dynamic preceptors to reap and live to tell the tale their aggressive increase but

preceptors are partial feeling shell - greatly surprised, discouraged and insecure because of unpredictable work medium, growing task call for and dizzy acceleration of change which may challenge them to stabilize their internal and outside actuality to live wholesome. So, a maturity of these uncertainties put together them to seek for religious personification. It's desirable that instructors in educational league must work with now not stylish their minds still also with their hearts (spirit) so that they discover meaning and motive, a form of accomplishment that means the factory ought to be a place for them to unequivocal whole personalities and be pleased Giacalone and Jurkiewicz, (2003) reveals "permitting the expression of herbal carouse in at its private, maximum non temporal station might not most effective reduce strain, war, and absenteeism, still also enhance work overall performance". So, training that include a religious dimension unclog the enhancement of the whole existent and no longer most effective the 'head' and 'arms'.

Backyard Spirituality :-Spirituality has been titled as the precise sensibilities and research that start from a look for the sacred and the phrase 'sacred' method a supernatural being or final truth perceived through the aspect. In view point of Mitroff and Denton (1999) expresses spirituality as "The underlying feeling of being connected with one's whole tone, others and the complete global" as a result, spirituality is typically determined as some inner element, a belief, fee, emotion or station that actions character's gusted yard spirituality isn't always approximately faith or approximately getting persons transubstantiated into specific perception machine. It doesn't constitutionally incorporate an affiliation to any unique religious belief; however it's rested on person values and doctrine. Manufactory cloth also explained as 'spirit at work' from the organizational outlook. Spirit at work is a term that explains the enjoy of teachers who are passionate about and amped with the aid of their work, discover that means and purpose of their work, experience that they can express their absolute complexions, and keep in mind related to the ones they paintings. It call for the fling to discover one's closing cause in life, to manufacture up a well - fabricated link to other pals associated with paintings and to have density among one's middle ideals and the values of their institution. So, whilst institutions band with meaningful studio church practices, it'd avail beings and forums as nicely. The primary core of studio church is ready educationists partaking and enduring a few commonplace connections, draw and belonging inside their work region. Myers, (1990), introduced "it's a persevering with hunt for which means and cause in life; an appreciation for the depth of life, the distance of the cosmos, and herbal forces which function it; and, it's a individual notion machine". It worries approximately beings who identify them as spirited beings, and whose spirits appeals and bore to be bolstered with the work they do. as a result, it's approximately feeling actual motive and energy at work beyond than emolument and remunerations in keeping with Ashmos and Duchon, (2000) proposed "place of work church can be defined as the recognition that hands have an internal lifestyles which nourishes and is nourished by using meaningful work taking location within the ecosystem of a network". It concerns with educationists who observes themselves as spiritual animals and whose souls want food via work, feels a feel of purpose and meaning of their mill, and a feel of connection to each other and with their paintings circle. Cloth at mill offers event to teachers to experience connection and an intellect of person wholeness and which means of their expert lives.

Organizational commitment :-The perception of organizational commitment distinct as instructors' devotion to their character establishments and a manner that instructors work collectively in organizational choice edifice Robbins, (2001) mentions in one in all its research "Organizational dedication is a operating posture of jobholders who have a feel of identification to execute organizational intentions and want to keep correct relationship with members within the fellowship" commitment of pedagogues for their fellowship is its indoors

identity of institute marks and ethics and gameness to grow to be jobholder of an institution to work more difficult and markedly less attackable that is farther than weal of an item. The essential development of an institution lay on whether or not the schoolteachers can band together to yield excessive cohesiveness and also they're profound to give their finest offer for the educational institution. Allen and Meyer, (1996) added "Organizational dedication also can be described as a highbrow country that characterizes a jobholder's relationship with the council and reduces the liability that jobholder will leave it". it is regarded as the obligingness of the schoolteachers to feature in to sodalities 'pursuits and put up and it also signifies a set of sensibilities extra nearly linked to the character's aspiration to live devoted to a specific work at the opposite, the sense of belongingness to the sodality has been associated as one of the uttermost dominating forces that bind school teachers collectively.

Practice Satisfaction:-Process is regarded as a tool which aids men and women to have well lives for themselves and to reach their marks in keeping with Collin's English Dictionary "job is defined as an individual piece of work, an profession, put up for employment, a result produced from operating". The process deprived of corporate gains can be a service but no longer task in its concrete feel. It can additionally be said that task is a responsibility involved with fulfillment of an obligation with unique kingdom of undertakings beside some secure pay or remunerations satisfaction is a country of recognition wherein a person senses pride because its well - described as, the country of being content, accomplishment of goals, the delight received from gladness. However important is that whether or not an integer is happy or disgruntled with his/ her profession task pride is a noble feeling make cook dinner through reviewing numerous aspects of 1's job. In view point of Specter (1997), "task pride is the volume to which human beings like or dislike their jobs". It's quantity to which needs and values are happy inside the Works.

Emergence and explanation of the problem :-Place of business Church is a sparkling trap phrase not most effective in care, theology, organizational understanding however additionally in schooling. In view factor of Fry (2003), "there may be a springing up and accelerating name for church in atelier". Church is visible inchmeal as an essential component in the atelier Generations back fingers had been bore to put their non secular reality behind the doorway earlier than plunging into the place of work, however presently, breakneck paintings lifestyles from spiritual life reduce arms' self belief and those each cannot be detached in an man or woman with their complete physical, cerebral and religious character at their workplace because of this, these days church is being feted as an critical for conducive boom of board by means of experimenters. From 1990s, atelier church has started out to be valuable in instructional international and among exponents and there are exclusive appreciations in the have a look at of church within the atelier. As the notion of atelier church in general arose in United State and humans desire to perceive their spiritual morals at their offices, almost all of disquisitions regarding church at atelier stand up in western international locations and are bedded in western credos, lifestyle and economics. **Objectives of the study**

The following are the subjects of my current research.

1 To conduct research among Advanced Educational Institution Preceptors on how to start a church.

(A) Determine the plant church's standing among Advanced Educational Institution Preceptors.

(B) To investigate the gender differences in plant church preceptors at Advanced Educational Institutions.

(C) To investigate the academic conduit of plant churches among Advanced Educational Institution Preceptors.

(D) To investigate the training experience of Advanced Educational Institution Preceptors in regards to planting churches.

2 To investigate organizational commitment among preceptors in Advanced Educational Institutions.

(A) To determine the level of organizational commitment held by preceptors at Advanced Educational Institutions.

(B) To investigate organizational commitment among preceptors at Advanced Educational Institutions in terms of gender.

(C) To investigate the organizational commitment of preceptors at Advanced Educational Institutions in terms of academic conduit.

(D) To investigate organizational commitment among preceptors at Advanced Educational Institutions in terms of training experience.

Scope of this study :-This disquisition will aid in determining how far our educational system has progressed and how crucial it is that our faculty members feel content in their workplace. This disquisition will aid in predicting and determining whether job satisfaction is related to organizational commitment. Various important adjustments are taking place in every sector in the current script. The faculty's age, marital status, experience, gender, and educational position all play a role in numerous changes, which have an impact on job satisfaction and organizational commitment. It is critical for the workers to assess the faculties' dedication. This research will focus on the significant changes that are required in today's educational system, as well as how workers' commitment can be strengthened in order to increase productivity and growth of the company.

Hypothesis of the study

Following null theories are proposed

- 1) There exists no significant difference between masculine and womanlike preceptors of Late Educational Institutions with respect to works ministry.
- 2) There exists no significant difference in atelier church amongst Advanced Educational Institution Educationists with respect to academic rivulet.
- 3) There exists no significant difference in studio church amongst Advanced Educational Institution Educationists with respect to education experience.
- 4) There exists no significant difference between manly and womanish instructors of High Educational Institutions with respect to organizational commitment.
- 5) There exists no significant difference in organizational commitment amongst High Educational Institution Instructors with respect to academic watercourse.
- 6) There exists no significant difference in organizational commitment amongst High Educational Institution Instructors with respect to training experience.

- 7) There exists no significant difference between masculine and womanlike preceptors of the Late Educational Institutions with respect to job satisfaction.
- 8) There exists no significant difference in job satisfaction amongst Late Educational Institution Preceptors with respect to academic sluceway.
- 9) There exists no significant difference in job satisfaction amongst Late Educational Institution Preceptors with respect to tutelage experience.

Limitations of the study

The following are some of the study's limitations.

1. There are multitudinous private universities and institutions in the District. Baddi, H.P. The study conc entrated on the top universities and sodalities in the engineering and operations sectors because it was insolvable to include all of the institutions and universities.
2. The check was unintentionally responded to by all of the repliers.

Conclusions:-The notional infrastructure of the study lays the foundation to the probation. In this the theoretical details of the variables of the investigation; Workplace Ministry, Organizational Commitment and Job Satisfaction are illustrated. The purpose of this study is to give figure of the study. The statement of the problem, emergence and excuse, intents, theories, variables, delimitation of the study are illuminated and fully expounded

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Quality and Conditioning for Throwing in Cricket

INDRAJEET KUMAR, RESEARCH SCHOLAR

Shri JJT University, Jhunjhunu (Rajasthan) 333001

ABSTRACT:-In cricket, the ability to hurl a ball at rapid with phenomenal precision is critical to productive performance and normally chooses the consequence of matches. The ability of cricket handling in-corporate a development stage and a get and toss stage went for diminishing run rate or ace ducing a come up short on the resistance. A noteworthy issue in cricket is the danger of damage to players credited to an intense spike in tossing force and volume amid training and matches. This article talks about quality and molding rehearses that may decrease the prevalence of tossing related wounds and improve tossing execution.

1. INTRODUCTION

Baseball (9). It has been recognized that cricket is one of a kind due to 3 differing match positions, to be specific Twenty20 (T20), r estricted over's cricket (50 overs —1 day), and different day (test and top of the line) cricket. Each configuration changes in structure and volume, and thusly, the physical prerequisites of the players likewise differs enormously (29,30). T20 cricket matches are done inside 2– 3 hours, and each gathering overhand dishes 120 balls (20 over's/6 balls for each completed) or until the limiting gathering is bowled out, got, or has run out 10 of the 11 bats -men before the completion of the innings (maximum of 120 balls). Restricted over's cricket matches are finished inside 6 – 8 hours, where each group overhand dishes 300 balls (50 over's/6 balls for each finished) or until the contradicting group is bowled out, got, or has run out 10 of the 11 batsman before the finish of the innings (limit of 300 balls). Different day cricket matches are completed over 3 – 5 days, where each group bats twice amid 2 innings with a boundless number of balls, as the opposing group endeavors to bowl out, catch, or run out 10 of the 11 batsmen. Of note, overhand bowling and overhand tossing are 2 unmistakably extraordinary development designs, the previous used to bowl the ball toward the wickets and batsman; the last mentioned, the essential focal point of this article, is utilized amid handling. There is inquire about looking at the movement designs and physiological variances between playing positions, coordinate arrangements, and instructional meetings in cricketers (22,30– 32,36,40,42). These investigations uncovered that cricketers competing in T20 and constrained over's (1 day) matches performed ;50 – 100% more runs every hour in correlation with different day matches; interestingly, a more prominent number of all out dashes were performed every day amid numerous day matches due to l onger day by day coordinate spans. These investigations additionally evil presence started that molding power and tossing volume were more noteworthy amid preparing (mean heart loathe 5 159 6 8 beats\$min²¹; all out separation secured 5 4,241 6 1,503 m; num ber of tosses 5 42.5 6 26.3) versus rivalry (mean heart abhor 5 126 6 11 thumps/min; all out separation 5 2,231 6 1,824 m; number of tosses 5 10.5 6 10.4). Inquisitively, there is little proof examining the variances in tossing power and volume between match organizations and preparing; in spite of the fact that the accompanying 2 situations are estimated; (an) as the configuration of the amusement turns out to be longer in term, the all out number of tosses increment.

Keywords:-cricket; overhand throwing conditioning; injury prevention; resistance training

1. THROWING TECHNIQUE

The specialized parts of tossing in cricket have been compared to that of baseball (9), and with that in mind, a comparative methodology ought to be taken to preparation. The tossing movement can be partitioned into 5 – 6 individual stages. The readiness stage (wind up replaces this stage in baseball), walk, arm positioning, speeding up, deceleration, and finish

(16,27). The shoulder of the overhead tossing competitor, in view of the idea of its performance requests, must give enough versatility to permit maximal outside turn amid the late positioning period of tossing (14,24) and enough stability to permit intense increasing speeds as high as $7,5108/s^2$ (15). This fine balance of adequate portability and dependability has been alluded to as the "hurler's oddity" (24). Regardless of whether the required scope of movement is a versatile reaction to tossing or an inherent laxity is unsure (24), yet it is by all accounts basic to progress (14). The versatility soundness balance is frequently traded off, which can in certain occurrences bring about tossing related torment (TRP) and a drop in performance (50). TRP in the shoulder and elbow are regular inside baseball hurlers (35) as nonstop over the top presentation to an example of tossing load causes micro trauma to included tissues and can debilitate them to the point of damage (11). Occasions of spikes in tossing load (an abrupt intense increment in burden) happen as often as possible at the starting of an aggressive season will in general match with expanded reports of TRP and might be credited to an absence of solidarity, versatility, or introduction to specific tossing based molding (50). TRP in cricket is typical, in spite of the way that it can go unreported because of most of the contenders continuing to play in a decreased breaking point or in another fielding work (33). Be that as it may, the rate of TRP in cricket is not exactly would be normal in a game that fuses moderate to high volume of over-head tossing, which had recently been credited to defenders tossing for separation (26). Given this information, this article subtleties a scope of exercises that might be utilized as a feature of a quality and molding program for setting up a competitor for overhead tossing, nearby a point by point tossing molding program planned explicitly for cricket.

2. INJURY PREVENTION AND RETURN TO THROWING PERFORMANCE

There is an absence of writing explicit to the readiness of cricketers for the intense spikes in distracting outstanding task at hand experienced amid the change from season to aggressive season as well as progressing between the differing match designs consistently. A deliberate movement of burden (power and volume) utilizing a professional grammar explicit to overhand tossing in cricket would recommend an abatement in TRP rate and furthermore boost tossing execution (1,40). It is the creators' experience that a large portion of a cricket competitor's tossing burden will happen amid preparing and match day planning. The basic recurrence of TRP occurs in the midst of exceptional spikes in hurling weight and power, which may happen when bunches are required to switch between the more broadened and shorter match plans. It is basic that the strength of the whole scapulohumeral complex remains flawless to give some protection from the tossing movement. The musculature stressed over incredible robustness, control creation, and dissipation enveloping the shoulder, scapula, elbow, and wrist should remain solid and with powerful neuromuscular control (34). Specifically, the muscles of the rotator cuff, which work in a synchronized fashion and act as force couples about the scapula, provide both movement and stabilization (50). The parity of the quality limit between the outside and inner rotators of the tossing arm ought to be at least 65%, yet ideally 66 – 75% to give dynamic soundness all through the tossing movement (50). This balance has shown to vary significantly through-out a training year dependent on training schedule and the volume of throwing in that particular training or competitive phase (49). An increased volume of throwing has shown to result in an increase in internal rotator strength and by demand a decrease in external rotator strength of the involved muscles (23,47). This adaptive response leads to the undesirable increase in muscle imbalance. The stimulus created by the throwing arm follow through is therefore not enough to maintain eccentric strength in the external rotators required for deceleration (23) and can in effect lead to a detraining of the posterior musculature (7,47). that the athletes are performing the necessary number of sessions.

2. THE TRUNK AND LOWER EXTREMITIES

Overhead tossing includes the transfer of ground-reaction and lower-furthest point powers through the muscles of the storage compartment to the furthest points (21,43). Studies have appeared vertical and level ground power creation is straightforwardly identified with tossing and bowling speed in cricket (18,52). The job of trunk adaptability and quality is somewhat uninvestigated in cricket, despite the fact that it has been theorized that more noteworthy trunk solidness and exchange of momentum from the lower appendage to distal segment - A quality and tossing molding project ought to incorporate yet not be limited to customary opposition preparing, sport-explicit warm-ups (8) and game explicit tossing practices with resistance (12), as quality and plyometric programs explicit to tossing movements have been appeared to expand the tossing speed (48,51). The quality and molding expert close by the instructing staff ought to subsequently actualize a best practice approach for the avoidance of damage, by arranging and setting up the competitor for realized changes around expanded necessities of volume and force. A run of the mill practice program like that of the "Hurler's Ten" (48,51) went for boosting tossing performance and damage counteractive action for cricket competitors is appeared in Figure 1. The activities vary in multifaceted nature, and early movements are gone for contrast entitling rotator sleeve quality from scapular quality and portability amid an early period of the arrival to tossing program. It is basic that the strength of the whole scapulohumeral complex remains flawless to give some protection from the tossing movement. The musculature worried about powerful security, power generation, and dissipation encompassing the shoulder, scapula, elbow, and wrist ought to stay solid

1. Return to Throwing Exercise Program. Amid early-stage preseason or come back to tossing, it is recompatched that the competitor performs portability and solidness as a concentration to deal with the glenohumeral joint through full range. Contingent upon the competitor's preparation stage, they may play out all periods of the "Arrival to Throwing Exercise Program." The program ought to incorporate up to 5 practices that attention explicitly on the rotator sleeve and activities that consolidate both rotator sleeve and scapular quality and steadiness, for example, outside shoulder turn at 08, 308, and 908 snatching (Figure 1A and 1B); interior shoulder revolution; and shoulder abduction varieties (Figure 1C). Normal quality perseverance stacking parameters (1 – 3 sets of 10–25 reiterations for each activity) ought to be implemented in a periodized way through the off-season and preset child preparing stages (2,5,51).
2. Performance program. This program has a particular spotlight on improving tossing execution through squeezing (vertical and level), pulling (vertical and flat), tossing, and entire body movement designs (Figure 2). The performance program ought to be performed inside a quality session or as supplementary preparing 2 – 5 times each week relying upon the preparation stage (5). High-speed (17,19,25), hypertrophy (41), and most extreme quality (4,46) stacking parameters (Table 3) ought to be recommended reliant on the physical needs of the competitor and preparing stage (4).

3. THROWING WORKLOAD PROGRAM

A progressive remaining task at hand bowling expert program is regular practice with quick bowlers inside cricket to get ready them physically for a foreseen match load (6). Though, dynamic outstanding task at hand overhand tossing genius programs are far less normal, however similarly as significant for preconditioning the musculature for tossing. An intense increment in tossing outstanding burden has been appeared to improve the probability of TRP (40). A dynamic stacking program for cricket ball tossing should expand the heap on the shoulder by methodically expanding first the power (remove or potentially speed) and afterward volume (number of tosses 3 tossing separation 3 intensity of each toss) of tosses. This permits the

interest set on connective and contractile tissue to adjust and reinforce after some time, decreasing exhaustion and tissue micro trauma and limiting damage chance (3). Diagrams the preparation recurrence (3– 4 times each week) of a common 8 -week "come back to tossing" program dependent on the particular requests of a national cricket group. The creators saw that the most elevated physiology and tossing outstanding burdens kink eters experienced were from instructional meetings engaged with getting ready for matches and not remaining burdens experienced inside matches (31,40). The tossing loads required for preparing were more than multiple times the quantity of tosses recorded in amusements (40). This was a result of the warm -up period of practices and sessions of specialized preparing to "groove" explicit engine designs in expanding to tossing execution. A comparative pattern was seen with power, as higher burden, more than 22 events, amid a time of about two months in anticipation of a focused season. An expansion in tossing load from session to session of under 30% is believed to be the best increment in burden that versatile tissue can deal with (10). The current tossing program is intended for overhead specialized tossing and not the sidearm toss or overhand bowling. It ought to likewise be expressed that the creators suggest that tossing strategy examination is a critical piece of this procedure, and this might be the ideal time frame to address it. Upon effective completion of the program, week by week tossing volumes ought to be observed to pre-vent any undesirable intense spikes in volume.

4. SUMMARY

TRP in cricketers as a result of an intense spike in tossing load from matches and preparing happens when the competitor isn't physically arranged for the forced interest. This article has featured a scope of solidarity and molding practices that may helper in the physical planning of the cricketer for improved tossing execution. Prescribed resistance preparing stacking parameters to create quality continuance, hyper -trophy, most extreme quality, and high speed for a given exercise are deline ated in Table 3. As recently portrayed, it is additionally appropriate that athletes play out a dynamic remaining burden tossing program up to multiple times week by week that comprises of an orderly increment in tossing power .

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IMPACT ON MERGERS & ACQUISITIONS DEALS IN INDIA DURING COVID 19 PANDEMIC

Suresh.E.S. Ph.D. Scholar Shri JJT University

Email ID: sureshsuyambu@gmail.com

ABSTRACT:- This article is an effort to study the effects of Covid19 Pandemic on mergers and acquisitions (M&As) deals in India. Mergers and Acquisitions (M&A) - related issues have drawn impressive enthusiasm from specialists and academicians. Generally, any economy recessions happen due to the incompetence of the economy system. Global mergers and acquisitions have dropped due to the worsening situation of coronavirus crisis and by the end of March 2020 the M&A deals had stopped completely across the world which resulted in the delay of M&A deals for India as well

The sole purpose of this research paper is to explore the impact of Covid19 Pandemic on Indian Mergers & Acquisitions deals. This research Paper thus seize the transformation of M&A deals during the Pandemic situation in India.

Key Words: - Mergers and Acquisitions (M&A), Covid19 pandemic, Economy Situation

Introduction: In Indian industry, the movement for mergers and acquisitions action got because of different economic changes presented by the Government of India since 1991, in its move towards liberalization and globalization. The Indian economy has gone through a significant change and basic change following the economic changes, and "size and capability" have become the focal point of business undertakings in India. Indian companies understood the need to develop and extend in businesses that they saw well, to confront developing rivalry; a few driving corporate have embraced rebuilding activities to auction non-center businesses, and to make more grounded presence in their center territories of business intrigue. In the present globalized economy, intensity and up per hand have become the popular expressions for corporate far and wide. Corporate worldwide have been forcefully attempting to construct new abilities and capacities, to stay serious and to develop profitably. Blending companies doesn't simply mean pooling money resources office structures, processing plants, hardware and workers work all in all that may be, apparently, more noteworthy than the parts.

Merger and Acquisition Trends in India Post Two Decades of Liberalization

India is one of the emerging economies on the planet today; however the equivalent was false twenty years back. The seeds of this improvement were planted in the year 1992 when the nation embraced the new industrial arrangement for Liberalization, Privatization and Globalization. Accordingly the economy moved from a shut one to an open one this lead to a huge change in the operating structures of Indian corporate. Presently they needed to contend with their Indian partners as well as with major MNCs which had begun entering the Indian economy. Among the numerous techniques, which corporate utilized for endurance and advancement, mergers and acquisitions assumed a noteworthy job. For homegrown firms it was a system for meeting the competition while for MNCs it was one simple method of entering into Indian Markets. Accordingly it was during this period after liberalization that M&A action in India took pace. Prior to this period mergers and acquisitions were not all that famous. As the Indian economy created step by step, increasingly more merger bargains started to attempt in different sectors of the economy. And today, Indian companies are acquiring firms abroad which are three to multiple times their size.

Trends of Mergers and Acquisitions in India prior to covid19 Pandemic

The Indian corporate sector has seen enormous development in M&As during the post twenty years after liberalization, both regarding an incentive just as volume. The development period is differed just as interesting. The volume of M&A bargains has increased from simple 12 arrangements in 1992 to a sum of 3441 arrangements during 1992 -2012. The most elevated

number of arrangements was seen in the year 2001 and it was 307 and minimal number of arrangements in the year 1993 when it was only 8. The estimation of M&As increased multiple times in the year 2005 looked at the year 1998. All things considered the service sector and manufacturing sector are at standard regarding number of M&A bargains. Under manufacturing, the sectors which have embraced considerable measure of mergers are mainly chemicals, food and beverages and textiles. Cross Border M&As have likewise assumed critical part in the last seven to eight years. The advancement of development of M&As have confronted three stages 1992 -2000, 2001 -2007, and 2008 onwards. The last stage is as yet going on and eased back down as far as number of arrangements after the pinnacle of 2007. New sectors like vitality and force are presently occupying merger and acquisition space in the hybrid market. The above conclusions are according to the information gathered and examined for the examination period. It is said dwelling in the past without having a viewpoint of the current situation is history concentrated in squander. Subsequently this section cites various investigations that feature the current situation that is the post 2012 period.

Trends of Mergers and Acquisitions transformation in India during the Pandemic

The effect of Covid-19's Pandemic had distressed the M&A activity in India. Business units are undergoing a tough time facing a tough strategic choice between jamming the brakes or stepping on the gas, with respect to ongoing deals. The key drivers of decision making range from change in business outlook, concerns regarding valuation, liquidity crunch due to reduced lending by banks and consequent reallocation of surplus funds. Cross-border transactions have been severely impacted due to the lockdown and closure of international borders. The pandemic-led disruptions further augmented the role played by technology. This has been thoroughly leveraged by start-ups and digital insurgents across sectors like finance, retail, technology, manufacturing, logistics, etc. It's no wonder then that India added over 55 unicorns in the past two years alone. Major sectors that have emerged as lucrative hotspots for acquisition activity include renewable energy, [electric vehicles](#), consumer durables, [EdTech](#), and [Fintech](#). Favorable policy support as well as falling prices have made India an attractive destination for renewable investments. It is reported that while most acquisitions were led by first-time buyers, no mega deal over US\$5 billion was struck in the year 2021, unlike the trend in 2016 -19. For the years 2020 and 2021, the percentage of first-time buyers has been the highest compared to the percentage for the years 2016 till 2019. In 2021, the nature of deals was broad based, including more mid-sized deals ranging from US\$500 million to US\$1 billion. Two-thirds of these deals finalized by insurgents are stock-plus-cash transactions. Also, the nature of deals in the past 18-24 months has been quite different from the years before. Scope and capability deals accounted for nearly 46 percent of all strategic deals valued at above US\$75 million that were closed in 2021 – much higher than in 2020 (36 percent) and 2019 (31 percent). Scope deals (acquisitions outside a company's core business) are steadily growing their share of deal volumes, often addressing disruptive themes, such as digital or renewables. Another notable trend observed in 2021 is the rapid expansion of industry insurgents across sectors, geographies, and business fields. These companies are aggressively trying to upscale capabilities to deliver a comprehensive omnichannel experience to consumers. For instance, EdTech insurgent BYJU's has made over 11 acquisitions valued at over US\$2 billion, of which approximately \$US1 billion went towards acquiring Aakash Educational Services, an offline test prep company, to build an omnichannel learning offering for its test-prep vertical. Oyo, too, has entered much new geography to expand its scale of operations.

Reviews of Literature: -

Pankaj Sinha and Sushant Gupta (2020) This paper examines the Mergers and Acquisitions situation of the Indian Financial Services Sector. The information for eighty instances of

M&A in the period from March 1993 – Feb 2010 is gathered for a lot of ten financial boundaries representing the different characteristics of a firm. The consequences of the investigation indicate that PAT and PBDITA have been decidedly influenced after the merger yet the liquidity condition spoke to by Current Ratio has decayed. Likewise Cost Efficiency and Interest Coverage have improved and crumbled in equivalent number of cases. Interest Coverage remains a significant factor in determining the profit for shareholders' subsidizes both when the merger yet Profit Margin additionally gets significant after the merger. And looking at the diversification effects of merger, in two out of the three cases there has been a reduction in all out and orderly danger.

Mishra, Pulak (2019) the paper examines how mergers and acquisitions (M&As) in India after initiation of changes in 1991 have influenced firms' financial performance. Using board information and applying the strategy for contrast GMM, it is discovered that neither market concentration nor M&As influenced firms' financial performance due to the multidirectional structure-conduct-performance relationships. Instead, inter industry contrasts in performance have been brought about by capital intensity, endeavors relating to marketing and distribution, and unfamiliar innovation. The findings recommend for a relook at the competition arrangements and laws, international exchange, investment and innovation improvement as they influence financial performance through market structure along with firms' business systems, effectiveness and intensity.

Pinky and Gupta, Kapil (2019) this investigation examines the riches effects of merger declarations on acquirer firms in India, by principally focusing on two stock characteristics for example stock return and stock unpredictability. Test of 429 merger declarations in India from 2008 to 2015 are examined and an occasion window of 21 days is taken to investigations the impact of such declarations on acquirer's stock return and stock unpredictability. It is discovered that there is change consequently and a hop in spread of returns after occasion day, and it continues as long as two days post occasion. These findings infer that shareholder of acquirer firms create normal anomalous returns from merger occasions during and after declaration and returns become negative in long spat context to India.

Findings: -

Defensive M&A

The impact of the COVID -19 pandemic has almost immediately propelled many companies into survival mode. As a result, many companies will turn to M&A – whether by choice or necessity – to safeguard their future.

M&A to salvage value. Companies that have been severely impacted by the crisis and are in a financially vulnerable position, will need to take decisive measures to secure their survival. Some will turn to portfolio optimization to identify assets that lack strategic fit and could be divested. Others will take radical actions including distressed asset sales to salvage value from loss-generating divisions.

M &A to safeguard markets to maintain competitive parity. Companies where the impact has been less severe will need to build financial resilience by extracting deep synergies from recent deals. Many will consider alliances or co-investment opportunities to reduce risk and capital outlay in their core business.

Offensive M&A

The COVID-19 crisis has demonstrated the attraction of new digital channels, agile operating models, and supply chain links. Many companies will need to actively pursue transformative acquisitions to rapidly adapt to the irrevocable changes to their business models.

M&A to transform business and safeguard the future. Companies with a strong balance sheet but expecting a significant degree of structural disruption to their sector would use M&A to safe-guard their customer base and supply chain. While others will explore acquisitions and

alliances to close gaps in their portfolio and accelerate long-term transformation to their business models.

M&A to change the game. A select few resilient and strategically well placed companies should use M&A and other investment activities to capture unassailable market leadership. It would require alliances that includes both large specialist partners as well as start-ups from the innovation ecosystem. They also need to use M&A to acquire disruptive companies at the edge of their existing businesses and use those as the springboard to launch new offerings that will shape their sectors in the future

Conclusion: -The post-COVID world will unleash structural and systemic changes and it is widely expected that recovery will be highly asymmetric across regions and sectors. Most sectors will reinvent themselves in order to thrive and many will use M&A to accelerate this transformation

But as companies prepare for a new world with fundamentally reshaped economies and societies, it is inevitable the deal making environment will also materially change. Beyond traditional M&A, companies need to deploy a wide range of inorganic growth strategies such as partnerships with their peers, co-investments with private equity, investment in disruptive technologies, cross-sector alliances with specialists, and partnership with governments.

A combination of defensive and offensive M&A strategies should emerge as companies strive to safeguard existing markets, accelerate recovery, and position themselves to capture unassailable market leadership. Redefining M&A in terms of these scenarios and choices will bring much needed clarity of purpose while confronting uncertainties.

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Leadership skills Development for Educators

Research scholar - Varada Baviskar

Register Number: 29821079

Shri J.J.T. University

ABSTRACT:-In today's ever-changing education environment, educators require leadership skills that provide direction for a new generation of educators. Gaining knowledge to become an effective educator leader is one way to ensure quality education for the future. In this current pandemic situation education institutions are required to consider how to develop their leadership and what might be appropriate leadership skills to enable adaptation to these new circumstances. The definitions of activities and skills offer insight into how educator leaders could be developed and therefore from a potential framework of leadership capabilities for educator leaders.

KEYWORDS:-Leadership, Leadership skill, the new generation of educators, leadership capabilities

INTRODUCTION:-As we are aware leadership is a must in educational institutions. The educator leader has to know a clear vision of the institution. A good educator leader must have experience high commitment and high patience in carrying out its duties. Good leadership is a strong character and selfless devotion towards the institution. Leaders in education sectors have to assess better lead their institute and must also find skills required for the same. Leadership and education can be similar as two sides of coin which complement each other long term success of education institutions depends upon their educators' team. Educators should have vision, intellectual passion and integrity. The main aim of this research is to discuss and identification of leadership skill that exist.

What is leadership?

Leadership is both a research area, and a practical skill encompassing the ability of an individual, group or organization to "lead", influence or guide other individuals, teams, or entire organizations.

What is Leadership skill?

Leadership skills are the strengths and abilities individuals demonstrate that help the oversee processes, guide initiatives and steer their employees.

PROBLEM STATEMENT:-This research paper inherently has several limitations. While this researcher attempted to be exhaustive in reviewing literature available on leadership skill, some research may have been overlooked. Thus, this review may present a biased view regarding leadership skills actual required by educators. Additionally, this literature review is merely a summary of previous research. No empirical research was conducted. Therefore, it does not add or contribute new information to the field of education.

OBJECTIVE:-In this paper, I evaluate the reasons, implications, and advantages of leadership skills. So that leadership skills are better understood.

RESEARCH METHODOLOGY:-The source of information in this research study is secondary data. The available information on the internet regarding leadership skills has been extensively used to complete the research. All available textbooks, reference books, research papers, newspapers provided the necessary information to finalize the research study.

REVIEW OF LITERATURE:-Leadership skills are skills used when organizing other people to reach a shared goal. Whether in a management position or leading a project, leadership skills required motivating others to complete a series of tasks often according to a schedule. Leadership is not just one skill but rather a combination of several different skills working together. Some examples of skills that make a strong leader include:

- Patience

- Empathy
- Active listening
- Reliability
- Dependability
- Creativity
- Effective feedback
- Timely communication
- Team building
- Flexibility
- Risk-taking
- Ability to teach and mentor

Leadership skills: -Almost any positive soft skill might be considered a leadership skill. For example, active listening helps leaders bring projects to completion by hearing the ideas and concerns of the team. Empathy, for example, helps leaders understand how their team feels about their workload, environment, and workplace relationships. Here is a list of must-have leadership skills that may prove valuable to anyone applying for work or looking to advance in a career.

1. Decisiveness: -Effective leaders are those who can make decisions quickly with the information they have. Effective decision-making comes with time and experience. As one becomes more familiar with a specific industry, you'll be able to make decisions faster, even when one doesn't have all of the necessary information. Decisiveness is seen as a valuable leadership skill because it can help move projects along faster and improve efficiency.

2. Integrity: -Integrity is often seen as just truthfulness or honesty but, in many cases, it also means having and standing by a set of strong values. Integrity in the workplace often means being able to make ethical choices and helping the company maintain a positive image. All businesses seek to hire workers who have a strong sense of integrity.

3. Relationship building (or team building): -Leadership requires the ability to build and maintain a strong and collaborative team of individuals working towards the same goal. Team building requires other leadership strengths like effective communication skills and conflict resolution.

4. Problem-solving: -Good leaders are skilled at solving issues that arise on the job. Effective problem-solving often requires staying calm and identifying a step-by-step solution. Problem-solving skills can help leaders make quick decisions, resolve obstacles with their team and external teams alike and ensure projects are completed on time according to specifications.

5. Dependability: -Being a dependable leader means that people can trust and rely on you. A dependable person follows through on plans and keeps promises. The strong relationships built by a dependable leader create a resilient team that is able to work through difficulties that may arise.

6. Ability to teach and mentor: -One of the skills that differentiate leadership from many other competencies is the ability to teach and mentor. Effectively teaching colleagues or subordinates how to grow in their careers helps organizations scale. Often, this skill requires that leaders think less about themselves and more about how to make their team, as a whole, successful.

What is educators' leadership?

It is a set of roles bundled with the motivation to inspire educational change and move beyond the status quo in collaborative ways. Educators' leaders lead alongside others, not from the front. They have their feet firmly planted in the classroom and their eyes on what is possible for all.

Every educational institution needs a cadre of educator leaders. When administrative leadership changes in an educator, there should be a network of educator leadership that will

sustain that change in a productive way. And every educator needs to understand the pathways to educator leadership. Educator leaders are critical in establishing school cultures that ensure change is always meaningful and relevant.

Expert:-Educator leaders share their expertise. Expertise may come in the form of knowledge and skills about specific content (e.g., mathematics, social-emotional learning) or teaching skills (e.g., teaching with technology, questioning strategies). Their expertise may also come in the form of leadership skills (e.g., helping teams build consensus, making data-driven decisions).

Exceptional Communicators :-Educator leaders are excellent communicators. A key educator leadership skill is the ability to prioritize listening over speaking and seeking to understand different perspectives. Educator leaders clarify, probe and synthesize ideas and questions to understand the concerns and leverage the expertise of others. They also strive to establish open communication, where all ideas are heard and all possibilities explored. Educator leaders want to solve problems by getting a group to think outside of the box.

Change Agents :-While most educators are experts and have effective communication skills, teacher leaders differentiate themselves by being change agents. They take up initiatives and work to make them successful. Education is a professional field that is constantly being “reformed” and reacting to social, economic, and political changes. This continuous change makes being an educator exciting and exhausting, and it is why educator leadership is so important—every institution needs educators who will “lean in” when change happens.

Inspirational Leaders :-People in educational leadership are familiar with the concept of the *transformational leader*. Transformational leaders work with others to problem-solve and implement and monitor strategic initiatives. They inspire everyone to be their very best because a transformational leader believes that everyone has important contributions to make and that everyone needs to be involved.

Explorers:-Educator leaders are trailblazers. They are first adopters, willing to try out new ideas and discover the unseen “potholes” in new initiatives. They volunteer for pilot projects and pursue professional development opportunities to learn more so they can improve their practice, share their experiences, and collaborate with others to solve problems and reach team goals.

CONCLUSION:-In this period educators’ skills are drastically transformed. More and more skills are required by them. Educational institutions should have educators with sufficient skills. Skills like communication, change agent; inspirational skills, ability to teach, and mentoring enhance the value of the educational institution. These skills should include knowledge management abilities and willingness to apply them to a new and more challenging situation. Tacit knowledge includes personal wisdom, experience, insight these should be conveyed effortlessly. Cultural and language barriers add challenges to the conveying information or knowledge. Leadership skills in educators encourage them to create a purpose that will make the world a better place.

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PARENTAL ENCOURAGEMENT AMONG THE URBAN AND RURAL ADOLESCENTS IN RELATION TO THEIR ACADEMIC ACHIEVEMENT

*Dr. D.L Pareek & **Ms. Neerja Sharma

*Dr. D.L Pareek, Professor, JJTU, Jhunjhnu (Raj.)

**Ms. Neerja Sharma, Research Scholar, Ph.D (Education), JJTU, Jhunjhnu (Raj.)

ABSTRACT:-The present investigation intends to study parental encouragement among the Urban and Rural adolescents in relation to their academic achievement. The study was conducted on 80 adolescent students studying in S irdsa district. Findings of the study reveal that the Urban adolescent students got more parental encouragement than the rural adolescent students. Academic achievement level of students in urban area is higher than that of students in rural area.

Keywords :- ACADEMIC ACHIEVEMENT, URBAN AND RURAL ADOLESCENTS

INTRODUCTION:-God is the supreme power in this world. There is nothing beyond that eternal power. He has made this universe so beautiful. Parents are God incarnate. Every successful person after reaching his destination finds that his success is because of the help of his parents. The motivation given by parents exerts significant influence on their interests, aspiration and achievement of the children. Parental encouragement is one of the aspects of parental treatment patterns. In encouragement, the parents help the child guide him and coax him so that he may not feel disheartened at a particular point difficulty. Parents play a significant role for higher need achievement of their children. The entire treatment may have many individual traits. But their contents and direction are the same to give encouragement to the child. It may be in the form of approval or it may be in the form of asking the child to modify his behavior. In case it creates avoidance behaviour in the child, that accounts to discouragement. Parental encouragement is of great significance in developing psychological as well as academic well being.

As we know Parents encouragement plays an important role in academic achievement of the child. A few important studies reported in this on parental disciplinary techniques of higher achievement. "

B. Suneeta and K. Mayuri (1999)" Effects of familial factors on Academic achievement of school children etc.

OBJECTIVES

To study the relationship between parental encouragement and academic achievement of urban adolescents and rural adolescents students.

To find out the difference between the parental encouragement and achievement of urban and rural adolescent students.

METHOD

Sample

The sample consists of 80 students both boys and girls of Class X out of which 40 students were from urban area and 40 students were from rural area of Sirsa district. The random sample was adopted.

INSTRUMENT

Parental encouragement scale by R.R. Sharma to measure the degree of parental encouragement.

PROCEDURE

The test was administered to selected subjects and the level of parents attitude, motivation and support is related with academic achievement of the students.

RESULT AND DISCUSSION

The collected data was analysed as follows: -The mean scores of urban area adolescent students regarding their academic achievement is 51.0 (S.D 16) is higher than the mean scores of rural area adolescent students (M -41.25.S.D 12.22). The mean difference is found 5.52 which is significant at 0.01 & 0.05 levels.

The mean score of urban area adolescent students regarding parental encouragement is 44.5 (S.D 16) which is higher than the mean score of rural area adolescent students (M-25. S.D. 13.9). The mean difference is found 5.52 which is significant 0.01 & 0.05 levels.

A comparison has also been done between academic achievement and parental encouragement of urban adolescent students. The mean score of academic achievement of urban adolescent students is 51.00 S.D. (16.00) which is higher than the mean score of parental encourage (M 44.5, S.D. 17.5). The mean difference is found 1.73 which is not significant at any level.

A comparison has also been done of academic achievement and parental encouragement of rural adolescent students. The mean score of academic achievement of Rural student is (M 41.25, S.D. 12.22) which is higher than the mean score of parental encouragement (25.22 S.D. 13.9) The mean difference is 5.56 which is significant at 0.01 & 0.05 levels.

FINDINGS

Urban adolescent students got more parental encouragement than the rural adolescent students. Academic achievement level of students urban area is higher than that of the students is rural area. A significant relationship exists between academic achievement and

parental encouragement. The rural students show lower academic achievement, Parental encouragement and academic achievement are not found significantly related with urban area. In urban area academic achievement is not found less affected by parental encouragement. The motivation given by teachers and aspiration to achieve high in exam work here. Schools provide better facilities in getting more and more score.

CONCLUSION

On the basis of these findings we can reject the hypothesis that there is no significant relationship in academic and parental encouragement of urban and rural area students.

Regarding comparison of academic achievement and parental encouragement of Urban adolescent students. We can accept the hypothesis that there is no significant relationship between academic achievement and parental encouragement of urban students.

Regarding comparison of academic achievement and parental encouragement of rural adolescent students the null hypothesis is rejected that there is significant relationship between academic achievement and parental encouragement of rural area students.

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