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C O N T E N T S

Volume 5

Issue 5(2)

May 2016

S. No		Page No
1.	A Study on Effect of Dividend Policy on Automobile Companies in India K.Jothi, P.Kalaivani and C.V.Umamaheswari	1
2.	Prospects of Women Entrepreneurship in India J.Shyamala	8
3.	Impact of Dual Nose Projectile on Thin Aluminium Plates: Experimental and Numerical Study Irfan Ahmad and Sh. Pawan Daga	24
4.	Reddy Community in Andhra Pradesh D.Ravi Chandra Reddy	49
5.	An Empirical Study on Inflation and Economic Growth in India (1961-2015) Mercy Amalraj, Anjana K V and Merlin Mary Louis	56
6.	Personality Among Sports Player Prasannakumar and H.S.Jange	68
7.	Primary Productivity of Karanja Reservoir in Relation with Fisheries Vaishali. D. Prabha, Rajashekhar. M and K.Vijaykymar	75
8.	Impact of Anxiety Level on Hockey College Men Players Rajampeta Narasimhachari	80
9.	Discriminatory Attitude and Wellbeing: A Study of Widows Nancy Agrawal, Mahmood S. Khan and Kehksha	93
10.	Study Habits of Rural and Urban Adolescents in Relation to their Home Environment Manisha	102

11.	Cognitive Apprenticeship as Educational Practice	110
	Manpreet Kaur	
12.	Impact of Post Merger Integration on the Revenue Efficiency of Indian Banking Industry	116
	Manju Rajan Babu and M. Ashok Kumar	
13.	Design of a Two Wheeler Self Balanced Vehicle or Scooter	128
	M.Naga Kiran, M.Ashok Kumar, M.Venkateswarlu and P.Gnanesh	
14.	Welfare Measures and Quality of Work Life	139
	Chalamaiah. T.V.V and Bharat Meghe	
15.	Paradise Regained: Found Me	147
	Krishnaveer Abhishek Challa	
16.	Intangible Assets Reporting: Knowledge Intensive Versus Traditional Product Based Companies	154
	Kirtika Sharma	
17.	Labour Rights and Standards for Migration Peoples in India	173
	G. Ranjith Kumar	
18.	Computer Assisted Language Learning for Effective Communication Skills among Polytechnic Students in Andhra Pradesh	196
	G. Aasalatha	
19.	Status of Women Entrepreneurship in India	206
	G S N G Rama Mohan Rao	
20.	Caste System in South India	218
	D.Ravi Chandra Reddy	

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Editorial.....

You will be happy to know that we have entered the fifth year of publication of IJMER, since its inception in April 2012. Focusing on many interdisciplinary subjects, the published papers are spreading the knowledge with fervent hope of upholding the holistic approach. With all my heart, I reiterate to echo my sincere feelings and express my profound thanks to each and every valued contributor. This journal continues to nurture and enhance the capabilities of one and all associated with it.

We as a team with relentless efforts are committed to inspire the readers and achieve further progress. Aim is to sustain the tempo and improve. We acknowledge with pleasure that our readers are enjoying the publications of Sucharitha Publishers. We solicit to receive ideas and comments for future improvements in its content and quality. Editor –in-Chief explicitly conveys his gratitude to all the Editorial Board members. Your support is our motivation. Best wishes to everyone.

Dr.K.Victor Babu
Editor-in-Chief

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A STUDY ON EFFECT OF DIVIDEND POLICY ON AUTOMOBILE COMPANIES IN INDIA

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Abstract

Dividend decision of the firms is considered as one of the prominent decisions that the firm would make. It must be depend upon the level of earnings is to be retained by the firm and to be paid to shareholders. There is always a converse relationship between these two larger intentions such as investment decision and financial decision. Automobile industries show an impressive escalation figures over the recent years, the major objectives of this study is to know effect of the dividend policy of selected automobile companies in India. The data are analyzed using financial ratios are Earning per share, dividend per share and dividend payout ratio and the statistical tools are Mean, Standard deviation and co-efficient of variation the results were drawn.

Keywords: EPS, Dividend, Retained Earnings.

Introduction

The automobile industry is one of the key drivers that boost the economic growth of the country. In India, automotive is one of the largest industries showing impressive growth over the years and has been significantly making increasing contribution to overall industrial development in the country. Presently, India is the world's second



largest manufacturer of two wheelers, fifth largest manufacturer of commercial vehicles as well as largest manufacturer of tractors. It is the fourth largest passenger car market in Asia as well as a home to the largest motor cycle manufacturer. It plays a pivotal role in country's rapid economic and industrial development. As of 2010, India was home to 40 million passenger vehicles. More than 3.7 million automotive vehicles were produced in India in 2010 an increase of 33.9%, making India the second fastest growing automobile market in the world (after China). According to internal projections by Mercedes Benz Cars, India is said to become Mercedes Benz's fastest-growing market worldwide ahead of China, the US and Europe.

REVIEW OF LITERATURE

Singhania Monica,(2005) "Trends in Dividend Payout. Monica Singhania concluded that the sample companies declared dividend are declined from 448 companies in 1992 to 376 companies in 2004. However, the average dividend payout ratio increased significantly from about 25% - 68% during 1992-2004.

Dr. Debasish Sur,(2005) "Dividend payout trends in the post liberalization era: A Case Study of Colgate Palmolive (I) Ltd." Management Accountant, March 2005, attempted to assess the dividend policy of the company with particular reference to its vital measures – dividend per share and dividend payout ratio and three factors influencing dividend policy earning per share, capital employed and quick ratio.

Eriotis (2005) reports that the western firms distribute dividend each year according to their target payout ratio, which is determined by distributed earnings and size of these firms.

In Indian case Reddy (2006) show that the dividends paying firms are more profitable, large in size, and growing. The corporate tax or tax preference theory does not appear to hold true in Indian context.



Amidu and Abor (2006) find dividend payout policy decision of listed firms in Indian Stock Exchange is influenced by profitability, cash flow position, and growth scenario and investment opportunities of the firms.

S.Karthik, S. Umamaheswari,K. Pavithra(2016) is entitled A Comparative study on

Dividend Policy of Ambika Cotton Mills and Bannari Spinning Mills Ltd. The empirical evidence from this study reveals that net profit after tax, lagged dividend have significant impact on the dividend in Bannari spinning mills and Ambika cotton mills limited respectively and also statistically significant at one per cent level.

Objectives of the Study:

- To know the effect of dividend policy of automobile sector.

Period of the Study

The period of the study covers five years from 2011 to 2015 and the essential data for this study have been collected from the annual reports of selected Automobile Companies in India .the selected companies are

- ❖ Bajaj Auto Ltd
- ❖ Mahindra and Mahindra Limited
- ❖ TVS Motor Company Ltd
- ❖ Tata Motors Limited
- ❖ Maruti Suzuki India Limited



Data Collection

The financial data and information required for the study are drawn from the Money control.com.

Data Analysis

In order to identify the effect of dividend policy of Automobile companies by using various financial ratios were estimated in that statistical tools like mean, standard deviation and co-efficient of variation were computed.

Tools of Analysis:

1. Financial Ratios

- Earning Per Share
- Dividend Per Share
- Dividend Payout Ratio

2. Statistical tools

- Mean
- Standard Deviation
- Co-efficient of variation

Analysis and Interpretation

Earning Per Share

Earning per share, also called net income per share, is a market prospect ratio that measures the amount of net income earned per share of stock outstanding.



Table: 1
Earning Per Share

Companies	Mean	S.D	C.V
Bajaj Bajaj Auto Ltd	0.842488	7.161116	849.9959
Mahindra and Mahindra Limited	1.233164	6.910329	560.3738
TVS Motor Company Ltd	1.785366	1.805082	101.1043
Tata Motors Limited	7.362014	71.99262	977.8931
Maruti Suzuki India Limited	1.550941	24.25046	1563.597

Source : Calculated

Above table shows that Tata motors providing high Earning Per Share compare to other automobile companies that is Rs.7.362. Moreover, TVS Motors Shows more consistency in EPS compare to other Automobile Sector.

Dividend Per Share

The sum of declared dividends for every ordinary share issued. Dividend per share (DPS) is the total dividends paid out over an entire year (including interim dividends but not including special dividends) divided by the number of outstanding ordinary shares issued.

Dividends
Number of share

Table: 2
Dividend Per Share

Companies	Mean	S.D	C.V
Bajaj Bajaj Auto Ltd	1.25	4.1833	3.34664
Mahindra and Mahindra Limited	1.043478	0.961769	0.921695
TVS Motor Company Ltd	1.727273	0.311448	0.180312
Tata Motors Limited	0.1	7.874008	78.74008
Maruti Suzuki India Limited	3.333333	7.508329	2.252499

Source : Calculated



Above table shows that Maruti Suzuki India Limited is providing Earning Per Share compare to other automobile companies that is Rs.3.333. Moreover, TVS Motors Shows more consistency in DPS compare to other Automobile Sector.

Dividend Payout Ratio

The dividend payout ratio is the amount of dividends paid to stockholders relative to the amount of total net income of a company. The amount that is not paid out in dividends to stockholders is held by the company for growth. The amount that is kept by the company is called retained earnings.

Dividend Payout Ratio

Dividends

Net Income

Table: 3

Dividend Payout Ratio

Companies	Mean	S.D	C.V
Bajaj Bajaj Auto Ltd	1.483983	5.972899	4.024911
Mahindra and mahindra Limited	0.846154	1.991582	2.353688
TVS Motor Company Ltd	0.966121	10.48423	10.85189
Tata Motors Limited	0.617265	6.173084	10.0007
Maruti Suzuki India Limited	2.150106	6.055516	2.816381

Source : Calculated

Above table shows that Maruti Suzuki India Limited is providing high Dividend Payout Ratio compare to other automobile companies that is Rs. 2.150. Moreover, Mahindra and mahindra Limited shows more consistency in DPS compare to other Automobile Sector.



Conclusion

It is assumed that the management of the companies considers different aspects while framing the corporate dividend pay-out policy. The results concluded that the framing of dividend policy is not based on definite management considerations rather it varies on the basis of Retained Earnings , Management Decision and other related factors.

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PROSPECTS OF WOMEN ENTREPRENEURSHIP IN INDIA

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Abstract

Entrepreneurship has gained currency across the sphere and female – Entrepreneurship has become an important module. India is one of the fastest emerging economies and importance of Entrepreneurship is realised across the gamut. Women entrepreneurs are fast becoming a force to reckon with in the business world and are not only involved in business for survival but to satisfy their inner urge of creativity to prove their capabilities. This article forward the Prospects of Women Entrepreneurship with reference to India. Major objectives of the study are to highlight the traits of Women Entrepreneurship in India, various schemes and credit facilities provided by Government, NGO's, and other agencies. At the end, the paper makes some suggestions and conclusion for progress of Women Entrepreneurship and healthy growth of Women Entrepreneurs in India

Keywords: Women Entrepreneurs, Prospects.

Introduction

In this dynamic world, women entrepreneurs are a significant part of the global expedition for sustained economic development and social progress. Due to the growing industrialization, urbanization, social legislation and along with the spread of higher education and awareness, the emergence of women owned businesses are highly increasing in the economies of almost all countries. India women had



undergone a long way and are becoming increasingly visible and successful in all spheres and have shifted from kitchen to higher level of professional and entrepreneurial activities.

Women entrepreneurs are fast becoming a force to reckon with in the business world and are not only involved in business for survival but to satisfy their inner urge of creativity to prove their capabilities. Educated women is contributing to a great extent to the social transformation and in the future, will be seen that more women venturing into areas traditionally dominated by men. Today's women are taking more and more professional and technical degrees to cope up with market need and are flourishing as manufacturers and still exploring new avenues of economic participation. It is perhaps for these that Government Bodies, NGO's, Social Scientists, Researchers and International Agencies have started showing interest in the issues related to entrepreneurship among in the issues related to entrepreneurship among women in India. Women entrepreneur's explore the prospects of starting a new enterprise; undertake risks, introduce of new innovations, coordinate administration and control of business and providing effective leadership in all aspects of business and have proved their success

This article puts forward the Prospects of Women Entrepreneurship with reference to India. Major objectives of the study are to highlight the traits of Women Entrepreneurship in India, various schemes and credit facilities provided by Government, NGO's, and other agencies. At the end, the paper makes some suggestions and conclusion for progress of Women Entrepreneurship and healthy growth of Women Entrepreneurs in India.

Concept of Women as an Entrepreneurship in India

Entrepreneurship has gained currency across the sphere and female – Entrepreneurship has become an important module. India is



one of the fastest emerging economies and importance of Entrepreneurship is realised across the gamut.

“Women Entrepreneurship”, means an act of business ownership and business creation that empowers women economically increases their strength as well as position in society.

“Women Entrepreneurship”, is a person who denies the role of their personal needs to participate and be accepted economically independent. Strong desire to do something positive is a high-quality Women Entrepreneur who contributes to the position values of family and social life.

“An Entrepreneurship owned and controlled by a women having a minimum financial interest of 51% of capital and giving at least 51% of the employment generated by the enterprise to women” - Government of India

According to MedhaDubhanshiVinze, “a Women Entrepreneurship is a person who is an enterprising individual with an eye for opportunities and uncanny vision, Commercial acumen, with tremendous perseverance and above all a person who is willing to take risk with the unknown because of the adventures spirit she possesses”

In the words of Former President APJ Abdul Kalam, “empowering women is a prerequisite for creating good nation, when women are empowered, society with stability is assured. Empowerment of women is essential as their thoughts and their values system lead to the development of a good family, good society and ultimately a good nation”

Objectives of the Study

1. To study the present position of Women entrepreneurs in India
2. To study the traits and strength of Indian Women entrepreneurs



3. To study the efforts taken by the Government and schemes offered by it for the development of Women entrepreneurs in India
4. To suggest suitable measures for prospects of Women entrepreneurs in India

Methodology

The present study is an informative study based on secondary data. The secondary data have been collected from various websites, published books, Journals, Periodicals etc.,

Review of Literature

P.NagaJoti (2014) has studied the “Women Entrepreneurship in India”. The study has focused on the unique challenges that women facing in their business, the present position of Women Entrepreneurship in Indian Economy, and also focused on the schemes provided by the government to empower women in their business. It has concluded that Entrepreneurship among women, no doubt improves the wealth of the nation in general and of the family in particular. Women today are more willing to take up activities that were once considered the preserve of men, and have proved that they are second to no one with respect to contribution to the growth of the economy.

Dr Farooq A Shah, Zuhaib Mustafa (2014), “Prospects of Women Entrepreneurship: A Study of the Women Entrepreneurs of Kashmir Valley”. The study has been conducted in Kashmir using a self developed structured questionnaire. The study aimed to find out the prospects of the women entrepreneurship in Kashmir valley and the motivational factors affecting women. The sample consisted of 75 women entrepreneurs located in different parts of the valley. The study revealed that in spite of the various impediments to the establishment



and development of business in the region, the valley of Kashmir has witnessed a steady growth in women entrepreneurship. The findings highlighted that, various factors including the need for job satisfaction motivated women to become entrepreneurs and underlined the role of incentives and subsidies, provided by various government agencies, in promoting the women entrepreneurship.

B.Parimala Devi (2013) has studied the, “Facilitating Factors for Women Entrepreneurship in India”. The study concentrated on the strategies and policies which could create an enabling environment for women entrepreneurs in India. It aims to provide a set of practical and policy-worthy recommendations to promote the healthy growth of entrepreneurial activities and enterprises owned by women. The study has revealed that, today women participation in the field of entrepreneurship is increasing at a considerable rate. The role of Women entrepreneur in economic development is also being recognized and steps are being taken to promote women entrepreneurship. Though there are several factors contributing to the emergence of women as entrepreneurs, the sustained and coordinated effort from all dimensions would pave the way for the women moving into entrepreneurial activity

Zuhaib Mustafa (2013), “Prospects and Challenges of Women Entrepreneurship: A Study of the Women Entrepreneurs of Jammu and Kashmir”. The paper focused to bring out the prospects and challenges faced by the women entrepreneurs. The study was conducted in the state of Jammu and Kashmir using a structured questionnaire. The sample consisted of 60 women entrepreneurs located in the different parts of the state. The data collected was analysed using SPSS 16. The study also highlighted that, many government schemes; incentives and subsidies have stimulated and provided support to women entrepreneurs in the state. Research from different countries has shown an expanding trend of women



entrepreneurial activities. In spite of their significant role, the women entrepreneurs work in an unfavourable business environment characterised by corruption, infrastructural deficiencies, and financial problems. The study has found that, the woman entrepreneurs are not given the same opportunities as their male counterparts, due to discriminatory socio-cultural norms which perceive them as wives and mothers. In spite of the various constraints affecting start up and growth of business, Jammu and Kashmir has witnessed a steady increase in the number of women entrepreneurs.

M.S.Senthilkumar, Dr.S.Vasantha, Dr.R.Varadharajan (2012), has studied the, "Role of Women Entrepreneurs in Prambalur District (Tamil Nadu)". In this paper an attempt has been made to analyze prospects and the future challenges of Women entrepreneurs. The article has also identified certain special factors are responsible to start business on their own. The overall objective of the research was to identify factors which need to be considered for promoting female entrepreneurship in Prambalur district of Tamil Nadu. The study has analysed the various schemes offered by association and institutions for growth and development of women entrepreneurs. The researcher has concluded, that, Entrepreneurship among women, no doubt improves the wealth of the nation in general and of the family in particular. They need encouragement and support from the family members, government, society, male counterparts etc., with the right assistance from varied groups mentioned above, they can join the main stream of national economy and thereby contribute to the economic development.

Women Entrepreneurs in India

The Women's Web Women & Entrepreneurship in India 2012 Study has been a great opportunity for us to look inside this wonderful, brave world of women pushing the boundaries. The survey has stated that, when it comes to entrepreneurship, Indian women are fast catching up with men as entrepreneurs, and the recent global survey



pointed out that among all early-stage entrepreneurs, around one-third or 32% are women.

The Global Entrepreneurship Monitor (GEM) Survey 2013, touted as the largest annual study of entrepreneurial dynamics in the world, stated that around 61% of people in India consider entrepreneurship as a good career choice, it said, adding that a large number of women are getting involved in starting and owning-managing new businesses in the country. Further, the survey that makes distinction between different types of entrepreneurship and how these contribute to economic growth and job creation, says that in India 38.8% entrepreneurs are necessity entrepreneurs, while around 35.9% fall under the opportunity entrepreneurs category.

In comparison, 33.9% entrepreneurs in China are necessity driven while 35.9% are opportunity driven. Individuals who start businesses in response to a lack of other options for earning an income are deemed to be necessity driven entrepreneurs, while those who start businesses with the intention to exploit an opportunity are identified as opportunity driven entrepreneurs. In 2013, entrepreneurs in the Asia Pacific & South Asia were an average of 1.87 times more likely to be an improvement-driven opportunity entrepreneur than a necessity-driven one. This ratio was around 0.92 in India.

In comparison to other countries in Asia Pacific & South Asia, India has fairly good perception about the presence of good opportunities for starting businesses in the next six months. They are also likely to believe they have the skills and knowledge necessary to start businesses. It implies that people are willing to act on the opportunities they see and that they believe they are capable of starting a business, the report said. Global Entrepreneurship Monitor (GEM) Report 2013 further stated that the Total Early-stage Entrepreneurial Activity (TEA) Index for India stands at 9.9% compared to 10.7% for Singapore, 14% for China and 12.7% for the US.



Key changes in Women Entrepreneurs in Last Five Decades

- **In the Fifties:** Compulsive factors led to the creation of Women entrepreneurs
- **In the Sixties:** Women begin to aspire but also accepted the social cultural traditions
- **In the Seventies:** the women in this decade opened up new frontier. They had not only aspiration but ambition
- **In the Eighties:** women were educated in highly sophisticated, technological and Professional education. They became equally contributing partners
- **In the Nineties:** this was the first time when the concept of best rather than male heir was talked about.

21st Century

“Jill of all trade since the 21st century, the status of women in India has got changing as a result to mounting industrialization and urbanization and social legislation. Over the years, more and more women are going in for higher education, technical and Professional education and their proportion in the workforce has also been increased. With the spread of education and awareness, women have shifted from kitchen to traditional and non-traditional higher level activities. The Government has also laid special weight age on the requirement for conducting special entrepreneurial training programs for women to enable them to start their own ventures. Financial institutions and banks have also set up particular cells to help women entrepreneurs. This has rebound the women entrepreneurs on the economic scene in the recent years although many women entrepreneurship enterprise are still remained a much neglected field. Though, for women there are quite a lot of handicaps to enter into and manage business ownership due to the intensely entrenched conventional state of mind and strict principles of the Indian society

Traits of Women Entrepreneurs in India



Most successful Women Entrepreneurs possess the following Traits,

- **Women are Ambitious:** A Successful Women Entrepreneurs is dreadful strong-minded one, has an inner urge or drives to change contemplation into realism
- **Women are confident:** A Women Entrepreneurs is confident in her ability. She is extremely fervent about her tasks and activities. Her high energy levels motivate her to contribute immensely towards building, establishing and maintaining a prosperous business
- **Women are willing to Learn:** A Women Entrepreneurs keeps side by side of changes, as she is fully conscious of the importance of evolving changes. She is inquisitive, concerned to learn and accommodative to innovations
- **Women are Cost Conscious:** A Women Entrepreneurs prepares pragmatic budget estimates. She provides cost effective quality service to her clients.
- **Women Values Cooperation and Allegiance:** A Woman has the ability to work with all levels of populace. She is keen on maintaining associations and communicates evidently and efficiently
- **Women can Balance Home and Work:** A Women Entrepreneurs is good at balancing varied aspects of life. Her multitasking aptitude combined with support from relatives enables her to bring together business priorities with domestic responsibilities competently and efficiently
- **Women are Aware of her Legal responsibility to the Social Order:** A Women Entrepreneurs is eager to share her



achievement with the society, she is dedicted to assist others and enjoy her liability

- **Women focus on their plans:** Women Entrepreneur's plan their work and work with plan. Set long-term and short-term goals and take consistent action in moving toward them
- **Women are Resourceful:** Women Entrepreneurs take advantage effectively coordinating the available factors and resources.

An effective Women Entrepreneurs requires certain additional essential qualities, which can be listed as follows,

- ✓ Innovative Thinking and Farsightedness
- ✓ Often relatively comfortable with ambiguity, uncertainty and risk
- ✓ Quick and effective choice making skill
- ✓ Strong influence events (or self-efficacy)
- ✓ Strong determination
- ✓ Have high levels of work motivation
- ✓ Preparedness to take risks
- ✓ Characterized by high levels of social competence and social intelligence
- ✓ Accepting changes in right time
- ✓ Single-minded and devoted to their unique passions
- ✓ Critical analytical thinking, creativity and practical implementation of ideas

Many Women have these traits but they never got a platform to showcase their talents and for this reason they don't know their real abilities. Matching the basic characters' of Indian women reveal that, much potential is available among the Indian women on their entrepreneurial ability.



Government initiated Programs and Schemes for the development of women entrepreneurship in India

Issues related to women's economic empowerment reflect wider concerns for poverty alleviation in the policy and plans of the Government of India. From the 1980s, women have begun to be acknowledged as not just a special segment of the population but core human resources in India, which need targeted programmes. A progressive increase in the plan outlays over the last six decades of planned development has occurred, to meet the needs of women and children by adapting National Policy for Empowerment of Women (2001). The outlay of Rs. 4 crores (40 million) in the First Plan (1951-56) has increased to Rs. 7,810.42 crores in the Ninth Five-Year Plan, and Rs. 13,780 crores in the Twelfth Five-Year Plan. There has been a shift in the government efforts for women development from "welfare"-oriented approach in the First Five-Year Plan to one of "development" and "empowerment" of women in the consecutive Five-Year Plans.

The following are some of programmes and schemes implemented by Government, Financial Institutions for the development of Women Entrepreneurs

- **Integrated Rural Development Programme (IRDP)** aims at providing self-employment to the rural poor.
- **Training of youth for Self-Employment (TRYSEM)** aims to provide basic technical and entrepreneurial skills to rural youth from the families below poverty line to enable them to take up self –employment in the sectors namely, industries, services and business activities
- **Prime Minister'sRojgarYogana (PMRY)** relates to setting up of the self-employment ventures through industry, service and business routes



- **Women's Development Corporation Scheme (WDCS)**
immediate goal is to ensure that all poor women particularly widow, destitute and marginalized are included in SHGs in the next three years
- **Indra Ahila Yojanai** is an integrated development scheme implemented through state government aims at converging all the social development programmes to meet women's need
- **Indra Mahila Kendra** organizes small group of people together and each mahila Kendra has been given Rs.5000/- as one time grant for starting income generating schemes
- **Small Industries Development Bank of India (SIDBI)**

This organization has introduced two special schemes for small scale industries by women. These are as follows

- ✓ **Mahila Udyam Nidhi**
- ✓ **Mahila Vikash Nidhi**

These two special schemes for women entrepreneurs provide equity and developmental assistance to women entrepreneurs. These organizations provide financial assistance to women to start entrepreneurial work in the field of spinning, weaving, knitting, embroidery and blockprinting. Besides the above schemes, SIDBI has launched the following schemes to provide assistance to women entrepreneurs:

- ✓ **Small Industries Development Organization (SIDO):** It has introduced various development programmes in the areas of TV repairing, leather goods, screen printing and preparation of circuit boards.
- ✓ **Consortium of women entrepreneurs of India (CWEI):** It is a voluntary organization consisting of NGOs. It provides technological up gradation facilities in the sphere of marketing and export support to women entrepreneurs.



- ✓ **Women India Trust (WIT):** The main objective of this trust is to help women entrepreneurs. It has facilitated its members to market their product in London. It has also extended export support to the countries like Australia, Europe and Germany.
- ✓ **Self Employed Women Association (SEWA):** It is a trade union of women which was registered under Trade Union Act, in 1972. The primary objective of this organization is to empower women entrepreneurs in rural sector. At present SEWA has shifted its operations from rural areas or level to global level and receives substantial grant from international organizations like Ford Foundation and UNICEF.
- ✓ **Self Help Groups (SHGs):** The primary objective of SHG is to take care as welfare of its associated members. It provides financial assistance as welfare of its members through financial institutions and nongovernment organizations.
- ✓ **Federation of India Women Entrepreneurs (FIWE):** It has helped women entrepreneurs in diversified activities through interaction with various women organizations and associations.
- ✓ **National Bank for Agriculture and Rural Development (NABARD):** The primary objective is to provide liberal credit facilities to women entrepreneurs.

Direct & Indirect Financial Support

- ✓ Nationalized banks
- ✓ State finance corporation
- ✓ State industrial development corporation
- ✓ District industries centres
- ✓ Differential rate schemes
- ✓ Small Industries Development Bank of India (SIDBI)
- ✓ State Small Industrial Development Corporations (SSIDCs)

Technological Training and Awards

- ✓ Stree Shakti Package by SBI
- ✓ Entrepreneurship Development Institute of India
- ✓ Trade Related Entrepreneurship Assistance and Development (TREAD)
- ✓ National Institute of Small Business Extension Training (NSIBET)
- ✓ Women's University of Mumbai

Federations and Associations

- ✓ National Alliance of Young Entrepreneurs (NAYE)



- ✓ India Council of Women Entrepreneurs, New Delhi
- ✓ Self Employed Women's Association (SEWA)
- ✓ Association of Women Entrepreneurs of Karnataka (AWEK)
- ✓ World Association of Women Entrepreneurs (WAVE)
- ✓ Associated Country Women of the World (ACWW)

Yojna Schemes and Programme

- ✓ Nehru Rojgar Yojna
- ✓ Jacamar Rojgar Yojna
- ✓ Swadharyojana
- ✓ Swarna Jayanti Gram Swarozgar Yojana
- ✓ Swarna Jayanti Shahari Rozgar Yojana
- ✓ Swa- Shakti Project Swawalamban Yojana
- ✓ Swayamsidha Yojana

Strategies to Develop Women Entrepreneurs

- To promote entrepreneurial skill and activities among women entrepreneur the following efforts can be taken into account by government and NGOs for effective development of women entrepreneurs. Government can extend better educational facilities and schemes to women entrepreneurs
- Encourage women's participation in decision-making.
- Adequate training programme on management skills and Vocational training need to be extended to women community that enables them to understand the production process
- Training and counselling through the aid of committed NGOs, psychologists, managerial experts and technical personnel should be provided on a large scale of existing women entrepreneurs to remove psychological causes like lack of self-confidence and fear of success.
- The financial institutions should provide more working capital assistance both for small scale venture and large scale ventures.
- To make provision of micro credit system and enterprise credit system to the women entrepreneurs at local level.
- Industrial estates Infrastructure, in the form of industrial plots and sheds, to set up industries is to be provided by state run agencies.
- A Women Entrepreneur's Guidance Cell should be set up to handle the various problems of women entrepreneurs all over the state.
- Awareness should be created about governmental schemes to motivate women entrepreneurs to engage in small scale and large-scale business ventures.



Concluding Remarks

In the last two decades, women-owned businesses have picked up pace in India. The emergence and growth of women-owned businesses have greatly contributed towards the economic development of the country. In India, most of the women-owned businesses are related to service sectors. Women-owned businesses have not only paved way for economic independence but also, have created endless job opportunities for others. However, it is to be mentioned that women entrepreneurs have to face a lot of struggle when it comes to business funding. A female entrepreneur should have thorough knowledge regarding the funding schemes and their sources while planning to secure a business loan

At this juncture, effective steps are needed to provide entrepreneurial awareness, orientation and skill development programs to women. The role of Women entrepreneur in economic development is also being recognized and steps are being taken to promote women entrepreneurship. Though there are several factors contributing to the emergence of women as entrepreneurs, the sustained and coordinated effort from all dimensions would pave the way for the women moving into entrepreneurial activity thus contributing to the social and economic development of the members of the family and thereby gaining equality and equal importance for themselves.

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IMPACT OF DUAL NOSE PROJECTILE ON THIN ALUMINIUM PLATES: EXPERIMENTAL AND NUMERICAL STUDY

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Abstract

Present study is based on the experimental and 3D numerical investigation of the impact of dual nose projectiles on thin aluminium plates (0.82 mm and 1.82 mm) under sub-ordnance velocity range (below 115m/s). Rigid hardened projectiles of three nose shapes were prepared by combining two nose angles viz: 0° (blunt) and 45° (conical), interchangeably along the length of the projectiles. They were identified as Conico-Blunt, Blunt-Blunt and Blunt-Conico, based on the geometry possessed by them. During the projectile preparation, major diameter and total mass of all the three projectiles were 12.8 mm and 29.7 g respectively. These projectiles were impacted through pneumatic gun on circular aluminium plates of 205 mm effective diameter at varying impact velocities between 15m/s to 115m/s. Impact and residual velocities were measured with the help of photodiodes and thin aluminium foils screens respectively. 3D Numerical simulations were performed in ABAQUS EXPLICIT finite element code. Johnson-cook elasto-viscoplastic model available in Abaqus explicit was used to model the problem.

It was found that element size was an important parameter effecting simulation results and reducing element size in the impact zone improves the numerical results significantly but increase the CPU hours considerably. Conico-Blunt projectile perforates the target plate



by ductile hole enlargement creating petals on plug while blunt-blunt projectile ejects one plug and one ring from the target plate. On the other hand, Blunt-Conico projectile during its impact results in the formation of one plug and bulging in the impact zone of the target plate. Thinning of the plate at impact area was found maximum after the impact of blunt-conico projectile. Blunt-conico projectile was found to be the most efficient penetrator followed by Conico-blunt projectile, while ballistic limit and velocity drop for blunt-blunt projectile was found to be highest for both the thicknesses. Also, blunt-blunt projectile causes highest global deformation of the target plates followed by blunt-conico projectile. Results of the finite element analysis were compared with experiment values and good agreements between the two were registered.

In impact mechanics, *an impact is a high force or shock applied over a short time period when two or more bodies collide*. Such a force or acceleration usually has a greater effect than a lower force applied proportionally over a longer period of time. The effect depends critically on the relative velocity of the bodies to one another.

The impact phenomenon finds application in following fields;

- Projectile impact on armour.
- The transportation safety of hazardous materials.
- Safety of nuclear reactor containment vessels.
- The design of military vehicles, aircraft and structures to impact and explosive loading.
- Protection of spacecraft from meteoroid impact.
- Design of lightweight body armours for executive, government and military personnel.



There is a need for designing safer structures that may absorb the impact energy and are resistant to penetration and perforation. The safe and cost effective design of the structures subjected to impact loading requires a rigorous understanding of the behaviour of the material. For example, production engineers interested in the subject in respect of its application to high speed blanking and hole flanging process, military scientists need to understand subject in order to design structures that are most efficient, understanding projectile impact in order to design improved ballistic missiles and vehicle manufacturer uses their understanding of the response of the structures to impact loading to improve the performance and safety of their products. Further, impact dynamics help geologist in improved understanding of earth penetration process to carry out remote seismic monitoring and surveying.

Ballistics (throw) is the science of mechanics that deals with the flight, behaviour, and effects of projectiles, especially bullets, gravity bombs, rockets, or the like; the science or art of designing and accelerating projectiles so as to achieve a desired performance. A ballistic body is a body which is free to move, behave, and be modified in appearance, contour, or texture by ambient conditions, substances, or forces, as by the pressure of gases in a gun, by rifling in a barrel, by gravity, by temperature, or by air particles. A ballistic missile is a missile only guided during the relatively brief initial powered phase of flight, whose course is subsequently governed by the laws of classical mechanics.

Gun ballistics is the study of projectiles from the time of shooting to the time of im-pact with the target. Gun ballistics is often broken down into the following four categories, which contain detailed information on each category:



- *Internal ballistics*, (sometimes called interior ballistics) the study of the processes originally accelerating the projectile, for example the passage of a bullet through the barrel of a rifle.
- *Transition ballistics*, (sometimes called intermediate ballistics) the study of the projectile's behaviour when it leaves the barrel and the pressure behind the projectile is equalized.
- *External ballistics*, (sometimes called exterior ballistics) the study of the passage of the projectile through a medium, most commonly earth's atmosphere.
- *Terminal ballistics*, the study of the interaction of a projectile with its target, whether that be flesh (for a hunting bullet), steel (for an anti-tank round), or even furnace slag (for an industrial slag disruptor).

Striker or Projectile

A striker is defined as any object that initiates an impact; projectiles are designated as devices providing specific ballistic performance, and penetrators are restricted to object achieving terminal ballistic goals. A projectile is any object projected into space (empty or not) by the exertion of a force. Although a thrown baseball is technically a projectile too, the term more often refers to a weapon. Any item capable of being launched can become a projectile.

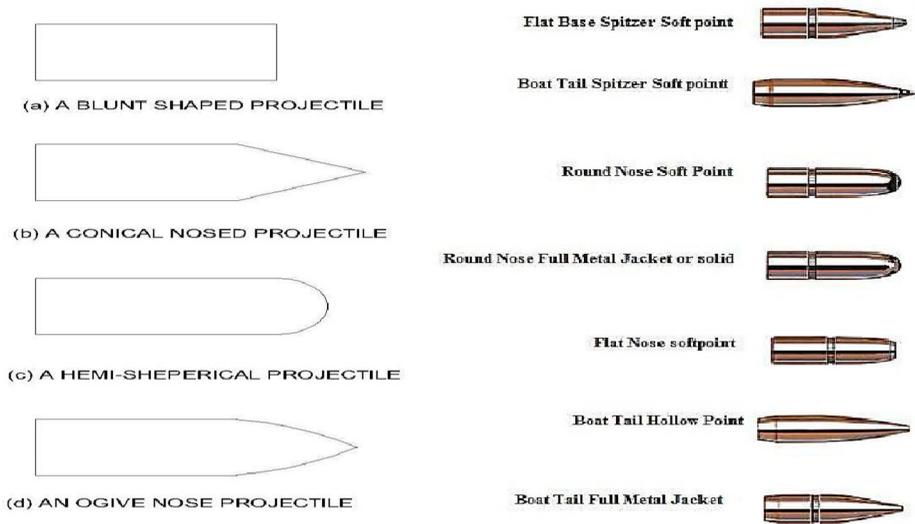
A projectile which does not contain an explosive charge or any other kind of charge is termed as *kinetic projectile or kinetic energy weapon*. Typical kinetic energy weapons are blunt projectiles such as rocks and round shots, pointed ones such as arrows, and somewhat pointed ones such as bullets. Among projectiles which do not contain explosives are those launched from rail-guns, coil-guns, and mass drivers, as well as kinetic energy penetrators.

All of these weapons work by attaining a high muzzle velocity

(hypervelocity), and collide with their objective, converting their kinetic energy into destructive shock waves and heat.

Basic Projectile Geometries

- (a) Conical nose projectile
- (b) Ogive-nosed projectile
- (c) Blunt shaped projectile
- (d) Hemispherical nose projectile
- (e) Spherical projectile



Literature Survey

The study of the impact of projectiles of different shapes on structural elements has been of interest due to various reasons. Perforation of plates during projectile impact is a complex process, commonly involving elastic and plastic deformation, strain and strain rate hardening effects, thermal softening, crack formation, adiabatic shearing, plugging, Petaling and even shattering. These effects depend on the properties and geometries of projectile and target and on the



incident velocity. The projectiles, as stated in the chapter 1, may have variety of shapes, the most common shapes, we have discussed as ogive, blunt, conical and hemispherical. But these are not the only shapes that the projectile can have.

The shape of the projectile depends on the type of application we are considering. Foreexample, in case of an explosion, there may be variety of different shapes of projectile flying in the air, due to the kinetic energy imparted to them, as a result of explosion. In literature, we find the most common shapes studied by different peoples during the course of time, with the ease considering their profile geometry.

A.J Piekutowski and M.J Forrestal [1] conducted experiments with 26.3mm thick aluminium plates with ogive nose projectile of 12.9 diameter and 88.9 mm long at normal and oblique impact with striking velocities between 280 and 860m/s., in which they have considered the effect of ogive nose projectile on at medium velocity impact to aluminium target plates and suggests the perforation model for the same.

M.J Forrestal and Thomas L. Warren [2] later improve their model [1] for closed form perforation equations for rigid, conical and ogive nose projectile that perforated aluminium target plates at normal impact, in which they introduces the parameter C, which improves their result. In addition they pointed out that these perforation equations do not depend on the projectile shank diameter $2a$. They have shown in their experiments that the effect of different nose shape of projectile on aluminium target plate is different, accompanied by ductile hole growth and cylindrical cavity expansion.

Werner Goldsmith and Eric Tam [3] shows experimental investigations and analytical study of the impact of blunt-nosed, hard steel strikers on stationary thin aluminium plates at moderates angles of yaw and zero obliquity. Post mortem examination of the plates



showed the failure and damage occurred by bulging, lateral indentation and side and front petaling. These mechanisms specifically occurred due to the blunt nature of the projectile.

N.K. Gupta and M.A. Iqbal [4] present experimental and numerical investigation of aluminium target plates impacted by blunt, ogive and hemispherical nosed steel projectiles. The projectiles were impacted on aluminium plates of different thickness with different velocities with the help of pneumatic gun and effect of projectile nose shape, impact velocity and plate thickness on the deformation of the target plates was studied and found that hemispherical nosed projectile caused highest global deformation (dishing) of the target plates, ogive nosed projectiles were found to be the most efficient penetrator for the case of plates of thicknesses 0.5, 0.71, 1.0 and 1.5 mm. For the case of plates of thicknesses 2.0, 2.5 and 3.0 mm however, blunt nosed projectiles required least energy to perforate the target plates. The ballistic limit velocity of hemispherical nosed projectiles was found to be highest as compared to the other two projectiles.

Investigations carried out by Wingrove [5] on aluminum alloy targets suggested that blunt projectiles can penetrate more efficiently followed by hemispherical and ogive nosed projectiles, respectively, if the target thickness to projectile diameter ratio is less than one.

Ipson T.W., Recht [6] found that blunt projectiles penetrated the target more efficiently than conical projectiles when the thickness of target was moderate. For the case of thin and thick targets however, an opposite trend was observed.

Othe, S., Yoshizawa [7] Estimated the critical fracture energy of 7-38 mm thick carbon steel plates impacted normally by heavy, blunt, hemispherical and conical nosed steel projectiles of diameter varying from 66 to 160 mm. Impact velocity of the projectiles varied from 25 to 170 m/s. They found that conical projectiles are more efficient



penetrators. As their nose angle is decreased, the perforation resistance of the target tends to drop. The critical perforation energies were found to be equal for blunt and hemispherical projectiles.

Experimental Setup and Procedure

Introduction

This chapter presents a description and discussion of the experimental setup employed during the present study on projectile impact on metallic plates. The plates and projectiles employed, and their materials and dimensions are also discussed.

A pneumatic gun is used to fire the projectiles at different velocities. The gun is capable of firing projectiles with velocities up to 115 m/sec. Impact velocity of the projectile is measured with the help of a photo gate type arrangement comprising of infrared light emitting diodes and photo sensing diodes. Residual velocity of the projectile is measured with the help of aluminium foil screens.

The target plate material is commercially pure aluminium (1100-H14). Plates of two different thicknesses, viz., **0.82** and **1.82** mm were employed in the present study. Dual nose Projectiles, made of hardened alloy steel (EN-31), were used in this study.

Pneumatic Gun

The pneumatic gun employed in the present experiments consists of a pressure chamber, a release valve, a projectile chamber and a barrel as shown in *Figure 3.1 and 3.2*.

The pressure chamber of the pneumatic gun is a thick cylindrical steel shell of 190 mm internal diameter, 215 mm outer diameter and 690 mm length. Thickness of the cylindrical shell is 8 mm. The two ends of the thick cylindrical shell are closed with 12 mm thick mild steel plates along with packing. For further reinforcement the steel plates are held together with eight tie rods of 19 mm diameter. The pressure chamber

is rigidly mounted on a heavy steel base. Two pressure gauges of 0 to 14 kg/cm² and 0 to 40 kg/cm² capacity are attached to the pressure chamber. The lower capacity pressure gauge along with a regulating valve was used for low velocities projectile.

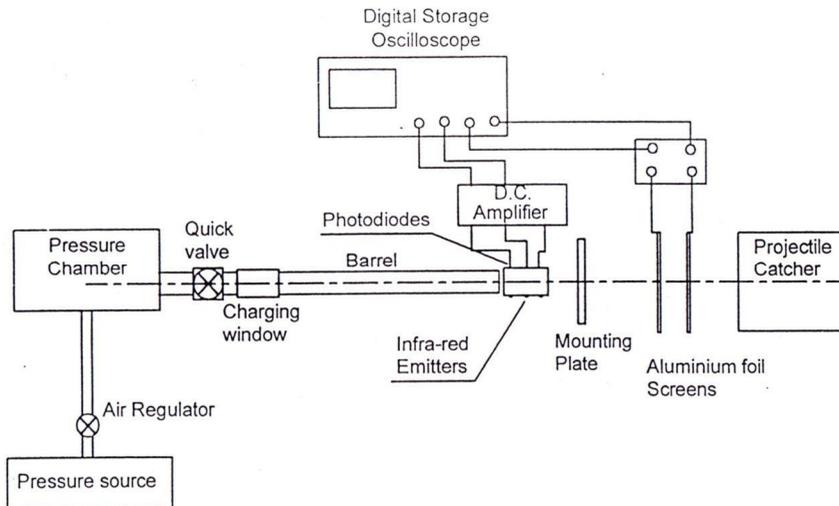


Figure 1 Line diagram of the experimental set up



Figure 2 Camera view of the experimental setup



An air compressor of 31.5 kg/cm² (working pressure) is installed with a pressure gauge of same capacity which is connected to the pressure chamber along with a regulating valve. A release valve is provided between the pressure chamber and the barrel. It is a mechanical ball valve that is capable of releasing the pressurized air quickly. The release valve is connected to a 270 mm long lever of mild steel. The lever is rotated quickly by an angle of 90° to release the compressed air of the chamber and eventually to accelerate the projectile. A projectile chamber of 200 mm length is provided in between the release valve and the barrel for placing the projectile at the starting end of the barrel. The projectile chamber was connected to the pressure chamber through a pressure release valve. The pressure chamber and the barrel were fixed to a heavy steel base by means of suitable fixtures.

Specimen Holding Ring

The prime requirement of plate holding ring is to be „rigid“. Two mild steel rings were used to mount the target plates on the mounting ring. The rings were 8 mm in thickness having eight holes of 7.93 mm diameter arranged on a 230 mm pitch circle diameter. The target plates were sandwiched between these two rings and bolted to the mounting plate. The effective free span of the target plate becomes 205 mm in diameter.

Projectile Catcher

After perforating the target plate, the projectile may be left with some residual velocity. Therefore it is important to safely recover the projectile after the perforation has occurred. A heavy wooden box of 300 mm x 400 mm cross-section, open at the front side and filled with compressed cotton rags was used to securely catch the projectile. The catcher box was placed behind the residual velocity measurement system. This arrangement was found to be safe even in the worst case.



Numerical Modelling on Abaqus Explicit

4.1 Abaqus CAE (v. 6.10.1)

Abaqus is a suite of powerful engineering simulation program, based on the finite element method that can solve problems ranging from relatively simple linear analyses to the most challenging nonlinear simulations. Abaqus contains an extensive library of elements that can model virtually any geometry. It has an equally extensive list of material models that can simulate the behavior of most typical engineering materials including metals, rubber, polymers, composites, reinforced concrete, crushable and resilient foams, and geotechnical materials such as soils and rock. Designed as a general-purpose simulation tool, Abaqus can be used to study more than just structural (stress/displacement) problems. It can simulate problems in such diverse areas as heat transfer, mass diffusion, thermal management of electrical components (coupled thermal-electrical analyses), acoustics, soil mechanics (coupled pore fluid-stress analyses), piezoelectric analysis, and fluid dynamics.

Abaqus consists of three main analysis products—Abaqus/Standard, Abaqus/Explicit, and Abaqus/CFD.

Abaqus/Standard

Abaqus/Standard is a general-purpose analysis product that can solve a wide range of linear and nonlinear problems involving the static, dynamic, thermal, and electrical response of components. Abaqus/Standard solves a system of equations implicitly at each solution—increment. In contrast, Abaqus/Explicit marches a solution forward through time in small time increments without solving a coupled system of equations at each increment (or even forming a global stiffness matrix).



Abaqus/Explicit

Abaqus/Explicit is a special-purpose analysis product that uses an explicit dynamic finite element formulation. It is suitable for modeling brief, transient dynamic events, such as impact and blast problems, and is also very efficient for highly nonlinear problems involving changing contact conditions, such as forming simulations.

Abaqus/CFD

Abaqus/CFD is a computational fluid dynamics analysis product. It can solve a broad class of incompressible flow problems including laminar and turbulent flow, thermal convective flow, and deforming mesh problems.

Abaqus/CAE

Abaqus/CAE (**C**omplete **A**baqus **E**nvironment) is an interactive, graphical environment for Abaqus. It allows models to be created quickly and easily by producing or importing the geometry of the structure to be analyzed and decomposing the geometry into mesh-able regions. Physical and material properties can be assigned to the geometry, together with loads and boundary conditions. Abaqus/CAE contains very powerful options to mesh the geometry and to verify the resulting analysis model. Once the model is complete, Abaqus/CAE can submit, monitor, and control the analysis jobs. The Visualization module can then be used to interpret the results.

Abaqus Basics

A complete Abaqus analysis usually consists of three distinct stages: preprocessing, simulation, and post-processing. These are discussed below:

Preprocessing (Abaqus/CAE)

In this stage we define the model of the physical problem and



create an Abaqus input file. The model is usually created graphically using Abaqus/CAE or another preprocessor, although the Abaqus input file for a simple analysis can be created directly using a text editor.

Simulation (Abaqus/Standard or Abaqus/Explicit)

The simulation, which normally runs as a background process, is the stage in which Abaqus/Standard or Abaqus/Explicit solves the numerical problem defined in the model. Examples of output from a stress analysis include displacements and stresses that are stored in binary files ready for post-processing. Depending on the complexity of the problem being analyzed and the power of the computer being used, it may take anywhere from seconds to days to complete an analysis run.

Post-processing (Abaqus/CAE)

We can evaluate the results once the simulation has been completed and the displacements, stresses, or other fundamental variables have been calculated. The evaluation is generally done interactively using the Visualization module of Abaqus/CAE or another postprocessor. The Visualization module, which reads the neutral binary output database file, has a variety of options for displaying the results, including color contour plots, animations, deformed shape plots, and X-Y plots.

Problem Definition

Now as we get familiar with Abaqus CAE, we now attempt to model our problem on it. In chapter 3, we have performed the experiments, in which we have three dual nose shaped projectiles of mass 29.7 grams each approximately which were impacted on commercially pure aluminium plates of 0.82 mm and 1.82 mm thickness. The effective diameter of the plate is 205mm; keeping these parameters in mind we will try to model our problem in Abaqus Explicit.



Constitutive Modeling

As discussed above, Abaqus CAE consists of modules, where in each module we try to give the model parameters that closely matches the real scenario, this is what simulation is! We will discuss each model separately in the following articles..

Experimental and Numerical Results

A number of experiments on aluminium plates of thickness 0.82 and 1.82 mm were carried out to study the response of the plate subjected to normal impact of a dual nose projectiles. As stated in chapter 3, the projectiles were got their names as the geometry possessed by them. They were Conico-Blunt, Blunt-Blunt and Blunt-Conico Projectiles. In this chapter we will present the results of experimental and numerical work performed during this study and attempts to compare them with each other.

Effect of Conico-Blunt Projectile on Aluminium plates

It was observed during the experimental and numerical work that the deformation of the thin aluminium plates by Conico- Blunt projectile was in the form of *petals on plug and dishing in the rest part of the plate*.

Figure shows that the first indentation of the projectile in the plate results in the form of petals. Petals were created due to the crack opening by the pointed tip of the "Conico part" of the projectile which initiates the perforation process. This is where the yielding of the plate and thus crack propagation starts. *Thinning of the plate was also observed* as the Petals created were thinner than the target plate.

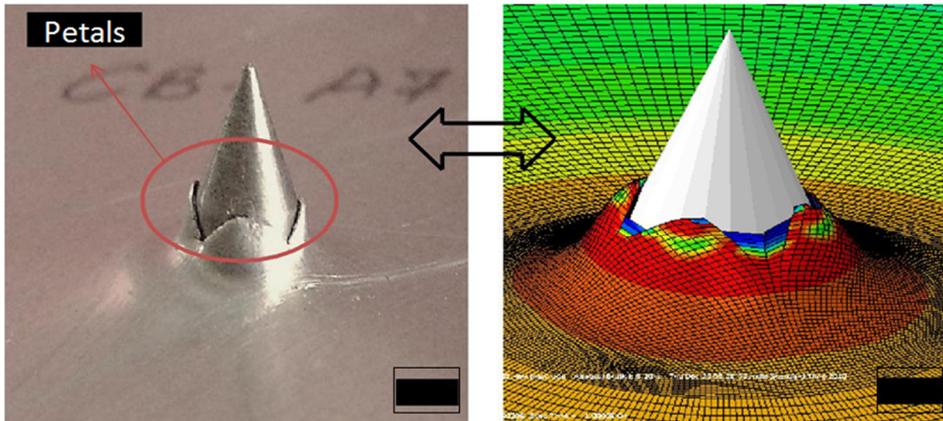
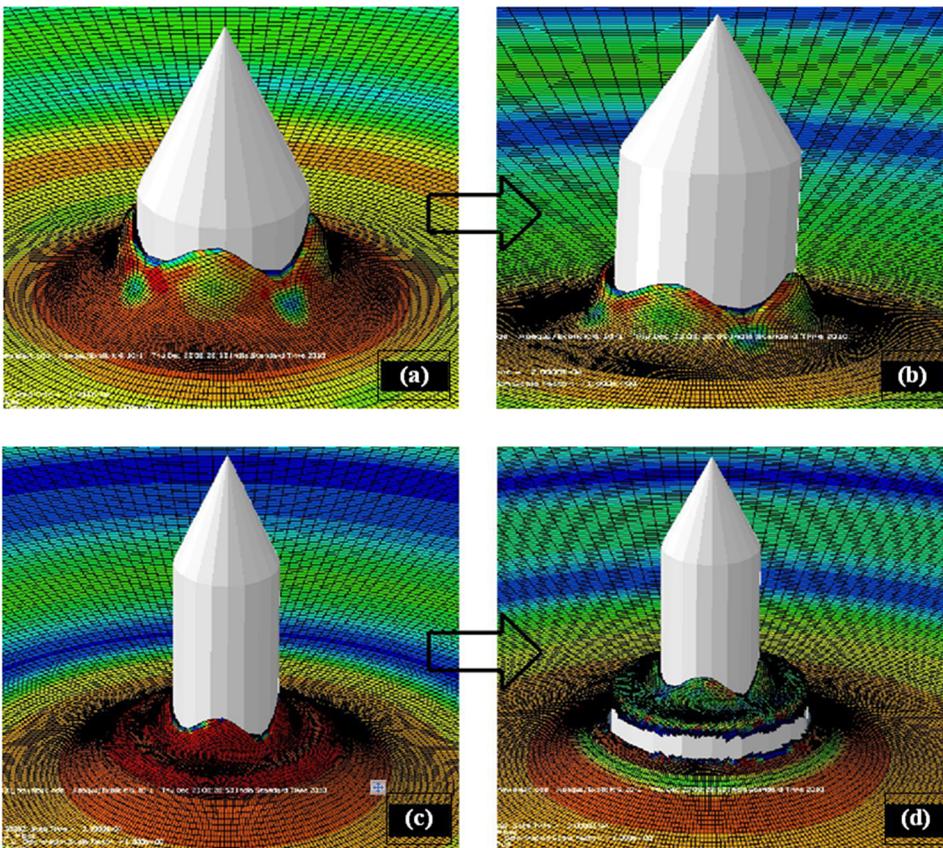


Figure 5.1 Camera View of the first indentation of the projectile (a) Experimental (b) Abaqus



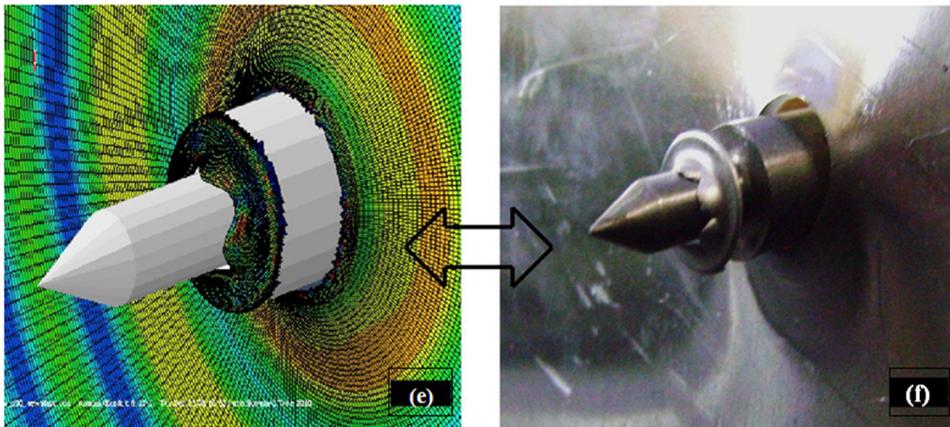


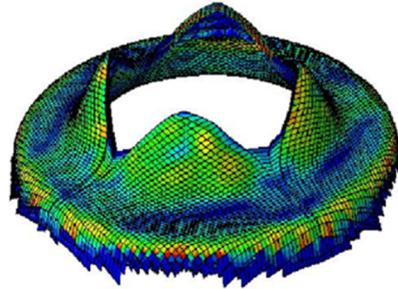
Figure shows the progressive movement of the conico-blunt projectile in Abaqus Explicit.

“Blunt part” of the projectile. (e-f) compares the numerical as well as experimental aspect of the impact. The comparison clearly shows how well numerical simulation predicted the experimental impact by conico-blunt projectile. So, finally conico-blunt projectile emerges out from the rear side of the plate with a plug which contain 4 petals on it. This type of effect is observed for both the thickness (0.82 and 1.82 mm).

Figure shows comparison of the plugs that emerges out as a result of impact on aluminium plate. The plugs were found to be similar in every aspect. The petals were inclined to 90 deg with respect to the plug in both the cases.



(a)



(b)

*Comparison of the final plug that emerges out after impact in (a) Experiment
(b) Abaqus.*

As the deformation behavior in experimental work and numerical simulation work are quite satisfactory (as discussed above), so are the results obtained by them.



Table 1 Experimental Response of Aluminium plates (C-B)

Conico-Blunt Projectile					Plate				
Mass (g)		Diameter (mm)			Material		Thickness (mm)		
29.7		12.8			Aluminium		0.82		

S.no	Specimen no.	Impact Velocity (m/s)	Residual Velocity (m/s)	Velocity drop (m/s)	Impact energy (Joule)	Residual energy (Joule)	Absorbed energy (Joule)	Dmax (mm)	Status/ No. of petals
1	CB-A7-1.5	31.4	0	31.4	14.64	-	14.64	-	N.P/6
2	CB-A6-3	39.43	13.43	26.0	23.09	2.67	20.42	9.4	P/4
3	CB-A5-5	50.80	32.21	18.59	38.32	15.4	24.64	9.1	P/5
4	CB-A4-8	63.18	51.13	12.05	59.36	38.82	20.45	8.8	P/4
5	CB-A1-9	65.56	54.11	11.45	63.91	43.54	20.38	8.8	P/4
6	CB-A3-11	72.46	63.08	9.38	78.07	59.17	18.91	8.6	P/6
7	CB-A2-14	86.96	79.53	7.43	112.45	94.05	18.39	8.5	P/4
8	CB-A8-16	91.96	84.98	6.98	125.75	107.38	18.37	8.4	P/4
9	CB-A9-19	100.0	93.81	6.19	148.7	130.86	17.84	8.2	P/4
10	CB-A10-22	112.35	106.72	5.63	187.70	169.36	18.34	7.9	P/4



Conico-Blunt Projectile		Plate	
Mass (g)	Diameter (mm)	Material	Thickness (mm)
29.7	12.8	Aluminium	1.82

S.no	Specimen no.	Impact Velocity (m/s)	Residual Velocity (m/s)	Velocity drop (m/s)	Impact energy (Joule)	Residual energy (Joule)	Absorbed energy (Joule)	Dmax (mm)	Status/ No. of petals
1	CB-B5-6	60.97	0	60.97	55.20	-	55.20	-	N.P/3
2	CB-B4-3	72.37	33.98	38.39	77.88	17.17	60.71	11.1	P/5
3	CB-B3-5	80.64	47.33	33.31	96.90	33.31	63.39	10.9	P/4
4	CB-B1-8	91.37	63.11	28.26	124.14	59.23	64.92	10.7	P/5
5	CB-B2-9	100	75.22	24.78	148.7	84.14	64.56	10.3	P/4
6	CB-B6-11	104.16	80.01	24.15	161.32	95.19	66.14	9.9	P/4
7	CB-B7-22	113.6	91.91	21.69	191.90	125.61	66.28	9.6	P/4

N.P – Not Perforated, P-Perforated



Table 2 Numerical (Abaqus) Response of Aluminium plates(C-B)

Conico-Blunt Projectile		Plate				
Mass (g)	Diameter	Material	Thickness	Element	Element Edge	n
29.7	12.8 mm	Aluminium	0.82 mm	C3D8R	0.13 mm	6

S.no	Job name	Impact velocity (m/s)	Residual velocity (m/s)	Velocity drop (m/s)	Impact energy (Joule)	Residual energy (Joule)	Absorbed energy (Joule)	Dmax (mm)	Status/ No. of petals
1	CB-A7-1.5	29.4	0	29.4	12.83	-	12.83	-	N.P/4
2	CB-A6-3	39.43	15.11	24.32	23.09	3.39	19.72	12.1	P/4
3	CB-A5-5	50.80	30.23	20.57	38.32	13.57	24.75	11.7	P/4
4	CB-A4-8	63.18	48.41	14.77	59.36	31.61	24.51	11.5	P/4
5	CB-A1-9	65.56	52.24	13.32	63.91	40.53	23.30	11.3	P/4
6	CB-A3-11	72.46	61.77	10.69	78.07	56.66	21.31	11.1	P/4
7	CB-A2-14	86.96	78.14	8.82	112.45	90.67	21.62	10.0	P/4
8	CB-A8-16	91.96	83.67	8.29	125.75	103.96	21.62	9.7	P/4



9	CB-A9-19	100	92.41	7.59	148.7	126.98	21.71	8.5	P/4
10	CB-A10-22	112.35	105.52	6.83	187.70	165.35	22.1	8.2	P/4

Conico-Blunt Projectile		Plate					
Mass (g) 29.7	Diameter 12.8 mm	Material Aluminium	Thickness 1.82 mm	Element C3D8R	Element Edge 0.13 mm	n 14	

S.no	Job name	Impact velocity (m/s)	Residual velocity (m/s)	Velocity drop (m/s)	Impact energy (Joule)	Residual energy (Joule)	Absorbed energy (Joule)	Dmax (mm)	Status/ No. of petals
1	CB-B5-6	59.2	0	59.2	52.04	-	52.04	-	N.P/4
2	CB-B4-3	72.37	36.6	35.77	77.88	19.92	57.96	12.1	P/4
3	CB-B3-5	80.64	49.84	30.80	96.90	36.94	59.76	11.8	P/4
4	CB-B1-8	91.37	65.5	25.87	124.14	63.80	60.35	11.6	P/4
5	CB-B2-9	100	77.53	22.47	148.7	89.38	59.32	11.3	P/4
6	CB-B6-11	104.16	82.78	21.38	161.32	101.90	59.43	11.3	P/4
7	CB-B7-22	113.6	93.44	20.16	191.90	129.83	62.06	10.9	P/4

N.P – Not Perforated, P-Perforated, n-Number of elements along the thickness

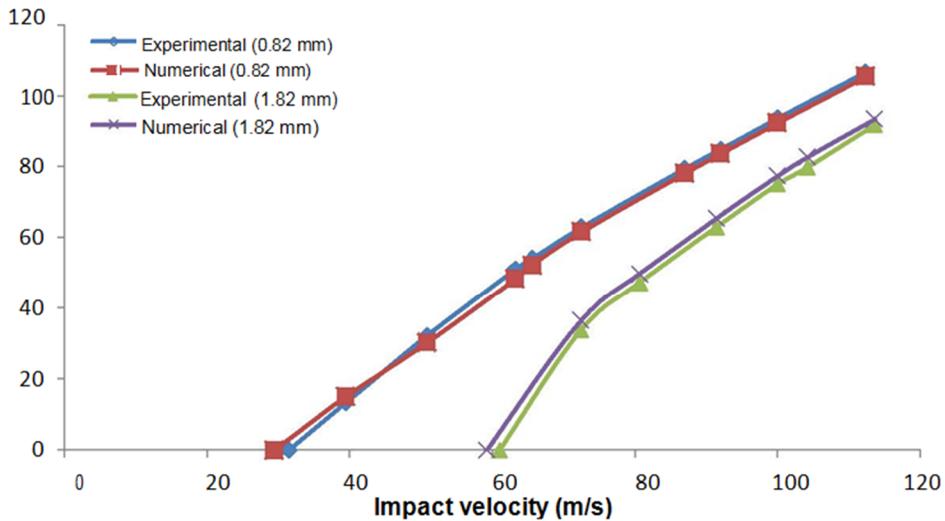


Figure 4 Experimental and numerical variation of the residual velocity

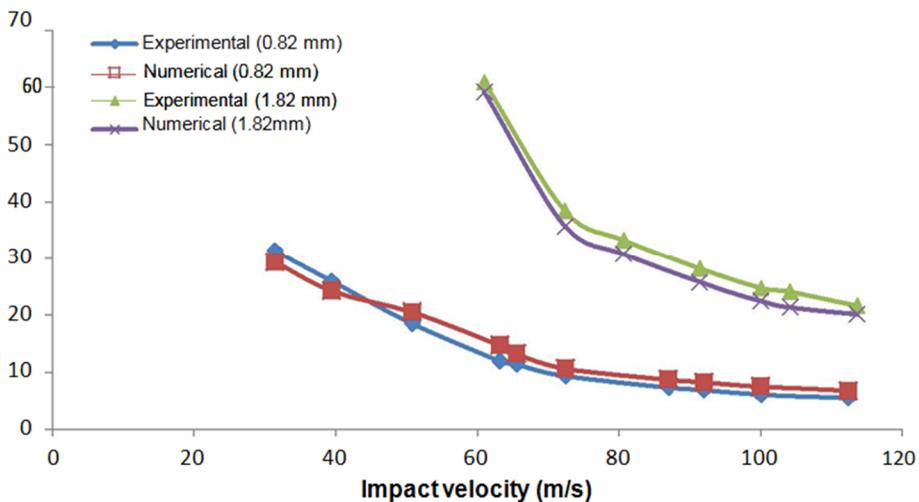


Figure 5 Experimental and numerical variation of the velocity drop



Figure 4 shows the comparison of experimental and numerical residual velocity. The residual velocity increases with the increase in impact velocity for both the thickness.

Conclusion and Discussion

Experiments were carried out to study the response of thin aluminium plates (1100-H14) at normal impact by dual nose projectiles at sub ordnance velocity range (about 115 m/s). Three projectiles (EN-31, steel) were prepared by taking two nose angles viz: 0° (blunt) and 45° (conical), interchangeably along the length of the projectiles. Conico-Blunt, Blunt-Blunt and Blunt-Conico were the names given to the three projectiles that have been prepared based on the geometry possessed by them. During the projectile preparation, diameter and mass of all the three projectiles were kept same (12.8mm and 29.7 g). Experiments were performed in conjunction with 3D numerical simulations to predict the response of the aluminium plate when impacted by the dual nosed projectiles. It was concluded that:

- Conico-Blunt projectile perforates the target plate by ductile hole enlargement creating petals (usually 4) on plug. The diameter of the plug was equal to the diameter of the projectile.

Blunt-Blunt projectile perforates the target plate by ejecting two different plugs (one plug and one ring) by the process of *shear plugging*. Speed of the first plug was found to be higher than the speed of the projectile (numerical observation).

Blunt-Conico projectile during its impact results in the formation of one plug and bulging in the impact zone of the target plate. Thinning of the localised bulged part was also observed due to bulging phenomenon.

- Increase of residual velocity over impact velocity by blunt-conico projectile was found highest for both the thickness after the



ballistic limit. This was followed by blunt-blunt projectile.

- Ballistic limit for blunt-blunt projectile was found highest for both the thickness when compared from other two projectiles. This is followed by blunt-conico projectile.
- Greater velocity drop after the impact was observed by blunt-conico projectile especially at lower velocities of impact for both the thickness. Though the velocity drop for blunt-conico and blunt-blunt projectile were found close to each other.
- Blunt-Conico projectile was found to be the most efficient penetrators for both the thicknesses of the plate based on the energy absorbed during the perforation process. This is followed by conico-blunt projectile for 0.82 mm thick plate. Though for the 1.82 mm thick plate, blunt-blunt projectile was the second best penetrator. In other words, blunt-blunt projectile requires maximum energy to perforate 0.82 mm thick target while conico-blunt projectile requires maximum energy to perforate 1.82 mm thick target.
- Deformation profiles of the target plates were compared and it was observed that blunt-blunt projectile causes highest global deformation (dishing) of the target plates followed by blunt-conico projectile, for both the thicknesses. But, the maximum deformation in the impact zone of the projectile was observed for blunt-conico projectile due to maximum bulging of the material it produces in the impact area.
- 3D Numerical simulations were performed in Abaqus Explicit finite element code. It was found that element size is an important parameter effecting simulation result and reducing element size in the impact zone improves the results significantly but increase the corresponding CPU hours considerably. It was also concluded that Johnson-Cook damage



initialization and damage evolution criterion, available in Abaqus explicit was capable of performing the same deformation behavior that occurs during experiments rather more significantly than shear-failure criteria.

- 3D Numerical results quite satisfactorily match their experimental counterpart. An Average deviation of 1.48% and 4.16% were observed in residual velocity for 0.82 mm and 1.82 mm thick plate respectively in case of conico-blunt projectile. For blunt-blunt projectile, average deviation of 1.56% and 3.7% is registered for 0.82 mm and 1.82 mm thick plate respectively. Similarly, 2.2% and 3.7% deviation between the values are registered for blunt-conico projectile for the respective two thicknesses.

Scope for future work

This study shows that the mechanics of perforation is quite complex and depends on various parameters including thickness, material properties of the target and obviously nose shape of the projectile. This study suggests that the idea of using dual nose of the projectile has works well in determining its effect on aluminium target plate. But it is believed that the more comprehensive difference between the nose shapes of the projectile can be evolved when these dual nose shapes are compared with the conventional existing conical and blunt noses with the same diameter and mass of the projectiles and for the same thickness as well as material of the target plate.

Moreover, it will be quite interesting to see the effect of impact of dual nose projectiles at different obliquities.

- *Mechanics of deformation is not completely understood for which further work is necessary. Research is also needed to improve the description of material behaviour.*



REDDY COMMUNITY IN ANDHRA PRADESH

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Origin

According to Alain Daniélou and Kenneth Hurry, the Rashtrakuta and Reddy dynasties may both accept been descended from the beforehand absolutism of the Rashtrikas. This accustomed agent is by no agency certain: there is affirmation suggesting that the Rashtrakuta band came from the Yadavas in arctic India and aswell that they may artlessly accept captivated a accustomed title. Either of these alternating theories ability attenuate the affirmation to a affiliation amid them and the Reddys.¹

Varna status

The varna appellation of Reddys is a contested and circuitous topic. Even afterwards the addition of the varna abstraction to south India, degree boundaries in south India were not as apparent as in arctic India, breadth the four-tier varna arrangement placed the apostolic Brahmins on top followed by the Kshatriyas, Vaishyas, and Shudras. In south India, on the added hand, there existed alone three apparent classes, the Brahmins, the non-Brahmins and the Dalits. The two average dvijavarnas — the Kshatriyas and Vaishyas — did not exist.²

¹*Srinivasulu, K. (September 2002). "Caste, Class and Social Articulation in Andhra Pradesh: Mapping Differential Regional Trajectories"(PDF). London: Overseas Development Institute. p. 3.*

²*Gordon Mackenzie (1990). A manual of the Kistna district in the presidency of Madras. Asian Educational Services. pp. 9,10,224*



The ascendant castes of south India such as Reddys and Nairs captivated a cachet in association akin to the Kshatriyas and Vaishyas of the arctic with the aberration that adoration did not absolve them, i.e. they were not accorded the cachet of Kshatriyas and Vaishyas by the Brahmins in the Brahmanical varna system. Historically, land-owning castes like the Reddys accept belonged to the august cardinal classes and are akin to the Kshatriyas of the Brahmanical society

The Brahmins, on top of the hierarchical amusing order, beheld the cardinal castes of the south like the Reddys, Nairs and Vellalars as sat-shudras acceptance shudras of "true being". Sat-shudras are as well accustomed as apple-pie shudras, top shudras, authentic or high-caste shudras. This allocation and the four-tier varna abstraction was never accustomed by the cardinal castes.

Medieval history

Kakatiya period³

Baptize colour painting – Kondavidu fort, Reddy Kingdom

The Kakatiya prince Prola I (c. 1052 to 1076) was referred to as "ProlaReddi" in an inscription. Afterwards the Kakatiyas became absolute rulers in their own right, assorted chiefs beneath their aphorism are accustomed to accept acclimated the appellation Reddi. The aboriginal of the Reddy clans came into bulge during this period. The Reddy chiefs were appointed as generals and soldiers beneath the Kakatiyas. Reddys were a allotment of the feudatories of Kakatiya adjudicator PratapaRudra During this time, the Reddys carved out feudal principalities for themselves. Arresting a allotment of them were the Munagala Reddy chiefs. Two inscriptions begin in the Zamindari of Munagala at Tadavayi, two afar west of Munagala—one anachronous 1300 CE, and the added anachronous 1306 CE appearance

³*Devi, Yashoda (1 January 1993), The History of Andhra Country, 1000 A.D.-1500 A.D., Gyan Publishing House, p. 65*



that the Munagala Reddy chiefs were feudatories to the Kakatiya dynasty. The inscriptions affirm Annaya Reddy of Munagala as an administrator of Kakatiya adjudicator PratapaRudra⁴.

The Reddy feudatories fought adjoin attacks from the Delhi sultanate and dedicated the arena from advancing beneath the Turkic rule. Eventually, the Sultanate invaded Warangal and captured PratapaRudra in 1323.

Palace ruins, Kondapalli fort, Reddy Kingdom

After the afterlife of PratapaRudra in 1323 CE and the consecutive abatement of the Kakatiya empire, the Reddy chiefs became independent. ProlayaVema Reddy proclaimed ability and accustomed the Reddy commonwealth in Addanki. He had been allotment of an affiliation of Telugu rulers who overthrew the "foreign" adjudicator (Turkic rulers of the Delhi Sultanate).

The Reddy absolutism (1325–1448 CE) disqualified littoral and axial Andhra for over a hundred years.

Vijayanagara period

Vellore acropolis congenital by BommiReddi in the 16th Century

The post-Kakatiya aeon saw the actualization of Vijayanagara Authority as able-bodied as the Reddy dynasty. Initially, the two kingdoms were bound up in a territorial attempt for supremacy in the littoral arena of Andhra. Later, they affiliated and became allies adjoin their accustomed archrivals—the Bahmani sultans and the RecherlaVelamas of Rachakonda who had formed an alliance. This political accord amid Vijayanagara and the Reddy commonwealth was anchored added by a betrothed alliance. Harihara II of Vijayanagara gave his babe in accord to KatayaVema Reddy's son Kataya. The Reddy

⁴*Benjamin B. Cohen (2002). Hindu rulers in a Muslim state L: Hyderabad, 1850–1949. University of Wisconsin–Madison.p. 78.*



rulers acclimatized a action of addition and aggression of Kalinga (modern day Odisha). However, the commonwealth of Kalinga rulers was to be recognised. In 1443 CE, bent to put an end to the aggressions of the Reddy kingdom, the Gajapati adjudicator Kapilendra of Kalinga formed an accord with the Velamas and launched an advance on the Reddy kingdom. Veerabhadra Reddy affiliated himself with Vijayanagara adjudicator Devaraya II and defeated Kapilendra. Afterwards the afterlife of Devaraya II in 1446 CE, he was succeeded by his son, Mallikarjuna Raya. Overwhelmed by difficulties at home, Mallikarjuna Raya recalled the Vijayanagara armament from Rajahmundry. Veerabhadra Reddy died in 1448 CE. Seizing this opportunity, Kapilendra beatific an army beneath the administering of his son Hamvira into the Reddy kingdom, took Rajahmundry and acquired ascendancy of the Reddy kingdom.⁵ The Gajapatis eventually absent ascendancy afterwards the afterlife of Kapilendra, and the territories of the above Reddy commonwealth came beneath the ascendancy of the Vijayanagara Empire.⁶

Later, Reddys became the aggressive chieftains of the Vijayanagara rulers. They forth with their clandestine armies accompanied and accurate the Vijayanagara army in the acquisition of new territories. These chieftains were accustomed by the appellation of Poligars. The Reddy poligars were appointed to cede aggressive casework in times of war, aggregate acquirement from the association and pay to the aristocratic treasury. The chieftains acclimatized ample abandon in their corresponding provinces. The ancestors of the allegorical Uyyalawada Narasimha Reddy – who led an armed apostasy adjoin the British East India company, were poligars. Reddys were historically ascendant in the Rayalaseema region.

⁵M. P. Joseph (2004). Legitimately divided: towards a counter narrative of the ethnographic history of Kerala Christianity. *Christava Sahitya Samithi*. p. 62

⁶Basant K. Bawa (1992). The last Nizam: the life and times of Mir Osman Ali Khan. *Viking*. pp. 120, 121.



Once independent, the bygone chiefs of the Vijayanagara authority advantaged in several centralized squabbles for supremacy in their areas. This connected clashing amid able feudal warlords for fiefdoms and ability manifests itself even in avant-garde day Rayalaseema in the anatomy of a atrociously agitated abnormality termed as “factionalism”, “factional violence” or artlessly “faction”.

Modern history

Golkonda period

During this period, Reddys disqualified several "samsthanams" (tributary estates) in the Telangana area. They disqualified as vassals of Golkonda sultans. Arresting a allotment of them were Ramakrishna Reddy, PeddaVenkata Reddy and ImmadiVenkata Reddy. In the 16th century, the Pangal acropolis anchored in Mahbubnagar commune of Andhra Pradesh was disqualified by Veera Krishna Reddy. ImmadiVenkata Reddy was recognised by the Golkonda absolutist Abdullah Qutb Shah as a approved provider of aggressive armament to the Golkondaarmies. The Gadwalsamsthanam anchored in Mahbubnagar includes a acropolis congenital in 1710 CE by Raja Somtadari. Reddys connected to be chieftains, apple policemen and tax collectors in the Telangana region, throughout the Golkonda rule.⁷

British period

Reddys disqualified abounding bounded dominions (samsthanams) until the British bedeviled their power. The British appointed Reddys as zamindars and tax collectors. They were as well enlisted in the British army.

Reddys were the landed elite accustomed as the desh mukhs and allotment of the Nizam of Hyderabad's administration. The Reddy

⁷Raychaudhuri, Tapan; Habib, Irfan; Kumar, Dharma (1982). The Cambridge Economic History of India: c.1200–c.1750. Cambridge University Press Archive. p. 27



landlords styled themselves as Desais, Doras and Patel. Several Reddys were noblemen in the cloister of Nizam Nawabs and captivated abounding top positions in the Nizam's authoritative set up. Raja Bahadur Venkatarama Reddy was fabricated Kotwal of Hyderabad in 1920 CE during the administering of the seventh Nizam Osman Ali Khan, Asaf Jah VII. Raja Bahadur Venkatarama Reddy was the aboriginal Hindu to be fabricated kotwal of Hyderabad as in the backward 19th and aboriginal 20th century, during the Islamic aphorism of the Nizams, the able position of Kotwal was captivated alone by Muslims. His administering lasted about 14 years and he allowable abundant account a allotment of the accessible for his outstanding badge administration.

Several Reddys were at the beginning of the anti-Nizam movement. In 1941, antipathetic leaders Raavi Narayana Reddy and Baddam Yella Reddy adapted the Andhra Mahasabha into an anti-Nizam affiliated accumulation active organisation and led an armed attempt adjoin the Nizam's regime. A. Lakshmi Narasimha Reddy and Kodanda Rami Reddy were as well allotment of this movement.

One of a lot of arresting abstracts from the association during the British aeon is Uyyalawada Narasimha Reddy. He as well remembered as India's aboriginal abandon fighter in British rule. He challenged the British and led an armed apostasy adjoin the British East India aggregation in 1846. He was assuredly captured and hanged in 1847. His insurgence was one of the beforehand rebellions adjoin the British aphorism in India, as it was 10 years afore the acclaimed Indian Apostasy of 1857.

Dandavolu/Dandolu Chennareddy (1833-unknown), built-in at Dandavolu village, fought adjoin Britishers in 1857 for acclimation an anniversary Periskash on his tobacco estate. Thus after fractional acreage became allotment of British India. He was as well arch of



Rapuru subdivision (samantha raja) and in command of 11 villages about Rapuru, lived in PokuraPalli, a baby apple abreast Venkatagiri, now allotment of Nellore District. He congenital abounding baptize ponds and wells for agriculture and villagers, which still abide about Kandaleru Dam. He is a addict of Ankammatalli Goddess Laxmi. He is aswell brother-in-law of UyyalawadaNarasimha Reddy⁸

Zamindaris

Some of the arresting Reddy zamindaris/samsthanams:

Amarchinta

Domakonda

Gadwal—Raja SomasekharAnanda Reddy or Somanadri

Munagala—Gurlapaty clan

Wanaparthy (Originally accustomed as Sugur)—Founded by Veera Krishna Reddy⁹

Modern politics

Reddys are classified as a Forward Degree in avant-garde India's absolute bigotry system. They are a politically ascendant association in Andhra Pradesh, their acceleration accepting anachronous from the accumulation of the accompaniment in 1956.

⁸David E. Ludden (1999). *An Agrarian History of South Asia*. Cambridge University Press.p. 91.

⁹Dikshit, Giri S.; Srikantaya, Saklespur; Pratiṣṭhāna, Bi.Em.Śrī. *Smāraka (1988)*. Early Vijayanagara: Studies in its History & Culture: Proceedings of S. Srikantaya Centenary Seminar. B.M.S. Memorial Foundation.p. 131.



AN EMPIRICAL STUDY ON INFLATION AND ECONOMIC GROWTH IN INDIA (1961-2015)

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Abstract

This paper attempts to analyse the relationship between Inflation and Growth rate of India through the lens of econometric approach. A time series data has been used to check the relation between inflation and GDP for the period of 1961 to 2015. Unit rooting test, Granger Causality test and Least Square method have been used to obtain the empirical evidence. The overall results reveal that there is insignificant negative relation existing between inflation and economic growth of India. The paper shows that results of various tests performed is in consistent with the final result.

Key Words: ADF, Granger Causality, Least Square Method

I. Introduction

Attaining sustainable growth is aim of every country. It has been a problem to achieve such objective due to many factors that affects economic growth. Economic growth and the rate of inflation is central



subject of macroeconomics policy. GDP or Gross Domestic Product, is the value of a nation's goods and services during a specified period. This figure is generally regarded as the growth rate of the economy. Inflation refers to a situation where average price levels increase or when the amount of currency increases. As a result, money has less purchasing power. Thus growth rate and inflation are considered important economic indicators. It is widely believed that there is a relationship between the two. The problem is that there are disagreements as to what that relationship is or how it operates. As a result, when governments make decisions based on these pieces of information, the outcome often cannot be guaranteed. Thus this paper tries to analyse the relationship between the two: i.e.; growth rate and inflation through the empirical methods.

II. Review of Literature

(AHMAD & JOYIA, 2012): This paper is about relationship between inflation and GDP in Pakistan. According to this paper there is a positive relation between inflation and growth. Inflation increases production productivity, so policy makers should prepare policies that encourages productivity and output.

(GOKAL & HANIF, 2004) : In this paper, they have analysed several different economic theories to conclude on the inflation – growth relationship. Keynesian theory provided the AD-AS framework, a more comprehensive model for linking inflation to growth. Monetarism tells about the critical role of monetary growth in determining inflation, while Neoclassical and Endogenous Growth theories describes the effects of inflation on growth through its impact on investment and capital accumulation.

(Jayathileke & Rathnayake, 2013) : This paper discuss about the short-run and the long-run relationship between the economic growth and the inflation of three Asian countries over the period 1980-2010. The



results reveal that there is a long run negative and significant relationship between the economic growth and inflation in Sri Lanka. Whereas no statistically significant relationships were found between the variables in China and in India, a negative and significant short run relationship was found for China. It also reveal that there is a unidirectional causality that runs from the economic growth to the inflation in China

(BRUNO & EASTERLY, 1998) : According to their study, the data showed that there is strong and robust relationship between high inflation and growth. Causality remains unproven. However no evidence was found whether supply shocks wars, aid, terms of trade explain negative growth-inflation crisis association. The long-run causal relationship between growth and inflation remains unclear. But it is clear that a discrete high inflation crisis is associated with low growth and the end of such a high inflation crisis is associated with high growth.

(Mohaddes & Raissi, 2014) : This examines the long-run relationship between consumer price index of industrial workers (CPI-IW) inflation and GDP growth in India. They examined the growth-inflation relationship in India using the cross-sectional augmented distributed lag (CS-DL) approach of Chudik et al. (2013), as well as the standard panel ARDL methodology. They concluded that negative growth effects of inflation are more pronounced above an inflation threshold of about 5.5 percent.

(Salian & Gopakumar) : This paper tried to examine the relationship between inflation and GDP growth in India. The study showed that inflation and economic growth are negatively related. It also found that the sensitivity of inflation to changes in growth rates is larger than that of growth to changes in inflation rates.



(Gullapalli, 2013): This paper seeks to analyse the inflation-growth nexus assuming nonlinear effects using data from 1990-2011 for 214 countries. A structural break of 20% in the average annual rate of inflation was found for the dataset as a whole.

(FARIA & CARNEIRO, 2001): This paper investigates the relationship between inflation and output in the context of an economy facing persistent high inflation. They found evidence against the view that inflation and output growth are related in the long run.

(Jha & Dang, 2011): This paper seeks to examine the effect of inflation variability and economic growth using annual historical data on both developing and developed countries. The study suggested that for developing countries, there is significant evidence for the negative effect of inflation variability on growth when the inflation rate is high and for developed countries, there is no significant evidence that inflation variability is detrimental to growth.

III. OBJECTIVE OF THE STUDY

The basic aim of this paper is to study the relationship between inflation and economic growth of India using empirical method.

IV. HYPOTHESIS

H_0 : There exists no significant relation between inflation and growth rate of India.

H_1 : There exists significant relation between inflation and economic growth of India.

V. RESEARCH METHODOLOGY

I. Data Collection and Period of Study

This study is based on secondary data. The data related to GDP Growth rate & Inflation have been collected from World Inflation Data and official websites of Planning Commission and Ministry of Statistics



in India. The period considered for this study is annual data ranging from 1961 – 2015.

II. Tools and Techniques

To analyse the data, the following tests have been carried out using E-Views software.

- i. Unit Root Testing
- ii. Granger Causality Test
- iii. Least Square Analysis

VI. TESTS PERFORMED AND RESULTS

I. Unit Root Testing – Augmented Dickey Fuller test

Initially Augmented Dickey Fuller is performed to check the unit root property of the variables. The results of the above test is shown below:

Variables	ADF (t critical) Value at 1% significance level	ADF (t critical) Value at 5% significance level	T-Value	Probability
D(GDP)	-3.562669	-2.918779	-9.454959	0.0000
D(INFLATION)	-3.562669	-2.918779	-8.272545	0.0000

Source: Author

Both variables are stationary at first difference (at level) so we can carry on further tests to study the relationship between the variables also we can use ordinary least square method for our model. But before using OLS we are applying Granger Causality Test to check the direction of the variables should also be performed.



II. Granger Causality Test

Table II: Results of Granger Causality Tests (lags 5)			
Null Hypothesis	Obsv	F- Statistic	Probability
INFLATION does NOT Granger Cause GDP	50	3.46995	0.0109
GDP does NOT Granger Cause INFLATION		1.28704	0.2892
Source : Author			

The results show that inflation does Granger Cause Gross Domestic Product of India and null hypothesis is rejected at 1% (as prob. is 0.0109). We have taken the level of significance as 5-10 percent. Here F-Statistic is 3.46995. The results also show that GDP does not Granger cause Inflation and in this way null hypothesis is accepted at 28% (prob. 0.2892) and Statistic is 1.28704. Thus Granger Causality test defines uni-directional relation from inflation to economic growth.

III. Ordinary Least Square

Table III: Results of Ordinary Least Square Method				
Dependent Variable: GDP				
Method: Least Squares				
2:17				
Sample: 1961 2015				
Included observations: 55				
Variable	Coefficient	Std. Error	t-Statistic	Prob.
INFLATION	-0.008133	0.084905	-0.095787	0.9241
C	5.286211	0.787773	6.710324	0.0000
R-squared	0.000173	Mean dependent var	5.222545	
Adjusted R-squared	-0.018692	S.D. dependent var	3.107250	
S.E. of regression	3.136156	Akaike info criterion	5.159558	
Sum squared resid	521.2800	Schwarz criterion	5.232552	
Log likelihood	-139.8879	Hannan-Quinn criter.	5.187786	
F-statistic	0.009175	Durbin-Watson stat	1.822369	
Prob(F-statistic)	0.924051			
Source : Author				



Durbin-Watson statistic is 1.822369 that is greater than R^2 (0.000173) showing model is nonspurious (A model is Spurious if R-Squared is greater than Durbin-Watson. We cannot accept spurious model. So this model is acceptable. The value of t-statistic for the variable INFLATION is -0.095787 that show insignificant and negative relation with GDP of India. The coefficient of INFLATION is -0.008133 that means 1% increase in inflation will decrease GDP by 0.008.

The p-value is 0.9241 which is greater than 0.05, this implies that INFLATION has insignificant effect on GDP .This means it is other factors that affect or determine GDP and inflation has insignificant impact on Economic growth. The value of R-Squared is 0.00017 that means 0.01percent variation in dependent variable (GDP) are due to independent variable (inflation) and other remaining are due to error term.

VII. CONCLUSION

Thus the paper, through the use of Econometric approach using the statistical package of E-Views, tried to establish the relationship between inflation and growth rate of India. Test of Granger Causality defined a uni-directional relation from inflation to growth rate. However, the regression analysis shows an insignificant negativere relation between inflation and economic growth of India; as inflation drops productivity and output level falls by a mere 0.01%.By this, i.e., by analysing the annual data from 1961-2015, we can say that inflation is not a core-macro factor that affects growth rate of the country, India.

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APPENDIX

(1)

Null Hypothesis: D(INFLATION) has a unit root
 Exogenous: Constant
 Lag Length: 1 (Automatic - based on SIC, maxlag=10)

	t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic	-8.272545	0.0000
Test critical values: 1% level	-3.562669	
5% level	-2.918778	
10% level	-2.597285	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation
 Dependent Variable: D(INFLATION,2)
 Method: Least Squares
 Date: 02/28/16 Time: 01:17
 Sample (adjusted): 1964 2015
 Included observations: 52 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(INFLATION(-1))	-1.635590	0.197713	-8.272545	0.0000
D(INFLATION(-1),2)	0.420278	0.130475	3.221126	0.0023
C	0.142483	0.766444	0.185901	0.8533
R-squared	0.649699	Mean dependent var		0.003846
Adjusted R-squared	0.635401	S.D. dependent var		9.148301
S.E. of regression	5.523934	Akaike info criterion		6.312019
Sum squared resid	1495.178	Schwarz criterion		6.424590
Log likelihood	-161.1125	Hannan-Quinn criter.		6.355176
F-statistic	45.43976	Durbin-Watson stat		1.916322
Prob(F-statistic)	0.000000			



(2)

Null Hypothesis: D(GDP) has a unit root

Exogenous: Constant

Lag Length: 1 (Automatic - based on SIC, maxlag=10)

	t-Statistic	Prob.*
Augmented Dickey-Fuller test statistic	-9.454959	0.0000
Test critical values: 1% level	-3.562669	
5% level	-2.918778	
10% level	-2.597285	

*MacKinnon (1996) one-sided p-values.

Augmented Dickey-Fuller Test Equation

Dependent Variable: D(GDP,2)

Method: Least Squares

Date: 02/28/16 Time: 01:14

Sample (adjusted): 1964 2015

Included observations: 52 after adjustments

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(GDP(-1))	-2.094115	0.221483	-9.454959	0.0000
D(GDP(-1),2)	0.425679	0.129091	3.297518	0.0018
C	0.068363	0.484539	0.141089	0.8884
R-squared	0.783255	Mean dependent var		-0.019231
Adjusted R-squared	0.774408	S.D. dependent var		7.355549
S.E. of regression	3.493627	Akaike info criterion		5.395719
Sum squared resid	598.0660	Schwarz criterion		5.508291
Log likelihood	-137.2887	Hannan-Quinn criter.		5.438876
F-statistic	88.53615	Durbin-Watson stat		2.102243
Prob(F-statistic)	0.000000			



(3)

Pairwise Granger Causality Tests
 Date: 02/28/16 Time: 01:19
 Sample: 1961 2015
 Lags: 2

Null Hypothesis:	Obs	F-Statistic	Prob.
INFLATION does not Granger Cause GDP	53	0.16459	0.8487
GDP does not Granger Cause INFLATION		2.86482	0.0668

Pairwise Granger Causality Tests
 Date: 02/28/16 Time: 01:19
 Sample: 1961 2015
 Lags: 3

Null Hypothesis:	Obs	F-Statistic	Prob.
INFLATION does not Granger Cause GDP	52	2.19464	0.1018
GDP does not Granger Cause INFLATION		2.42031	0.0784

Pairwise Granger Causality Tests
 Date: 02/28/16 Time: 01:20
 Sample: 1961 2015
 Lags: 4

Null Hypothesis:	Obs	F-Statistic	Prob.
INFLATION does not Granger Cause GDP	51	2.23253	0.0817
GDP does not Granger Cause INFLATION		1.57551	0.1985

Pairwise Granger Causality Tests
 Date: 02/28/16 Time: 01:20
 Sample: 1961 2015
 Lags: 5

Null Hypothesis:	Obs	F-Statistic	Prob.
INFLATION does not Granger Cause GDP	50	3.46995	0.0109
GDP does not Granger Cause INFLATION		1.28704	0.2892



(4)

Dependent Variable: GDP
 Method: Least Squares
 Date: 02/28/16 Time: 02:17
 Sample: 1961 2015
 Included observations: 55

Variable	Coefficient	Std. Error	t-Statistic	Prob.
INFLATION	-0.008133	0.084905	-0.095787	0.9241
C	5.286211	0.787773	6.710324	0.0000
R-squared	0.000173	Mean dependent var		5.222545
Adjusted R-squared	-0.018692	S.D. dependent var		3.107250
S.E. of regression	3.136156	Akaike info criterion		5.159558
Sum squared resid	521.2800	Schwarz criterion		5.232552
Log likelihood	-139.8879	Hannan-Quinn criter.		5.187786
F-statistic	0.009175	Durbin-Watson stat		1.822369
Prob(F-statistic)	0.924051			



PERSONALITY AMONG SPORTS PLAYERS

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Abstract

In this present study the investigator had tried to identify the difference of personality among the senior sports players and junior sports players of yadgir district, one hundred sports players both senior and players in equal number these players were taken as sample of study, the R.B.Cattell's 16pf personality scale used in this study to assess the level of personality difference in sports players due to their age factor, scale given to sports players and instructed about the test, after the completing the test the data separated like, junior players data and senior players data, both data were compared to reveal the answer to the research hypothesis, objective of the study were to find the significance difference among players due to their age, hypothesis of the study was there would be the significant difference among players due to age factor, the investigator used the statistical techniques like mean, sd, t test in this study to prove the research hypothesis

Key words – Personality, age factor,

Introduction

SIXTEEN PERSONALITY FACTOR TEST

In a rapidly developing psychological field, different psychologists on diverse fields, e.g. clinical, experimental, educational, interpersonal, occupational and vocational many other have made different, temporary and semi popular factor analytical experiments for misusing



personality of person. Technically accurate and widely repeated experiments of this kind are necessary to demonstrate that the separate traits or dimensions of personality which test scales measure correspond too uniquely, functionally unitary and psychologically significant course traits. One of them is the 16 P.F which is not a questionnaire compared of as fitrary scales, but consists of scales carefully oriented and groomed to basic concepts in human personality structure research, Its publication was under taken to meet the demand of research psychologists for a personality – measuring instrument duly validated with respect to the primary personality factors, and rooted in basic concepts in general psychology.

PERSONALITY may be described as the most characteristic integration of an individual's structure, modes of behavior, attitudes, capacities, abilities and aptitudes. Most theorists agree that personality is an internal, mental, and emotional pattern of response to the environment – a pattern of thought, felling and behavior that affects every aspect of a person's life. Personality can also be defined in terms of characteristics (traits) of the individual which are directly observable in the behavior. It is quality that makes a person stand out from others; it is whatever makes a person unique.

Beginning in the 1940s, Cattell`s used the new statistical technique of common factor analysis which takes as its starting point the matrix of inter-correlations between all the variables (see correlation coefficient) in an attempt to elucidate the underlying source traits of human personality.^[4] The 16PF measures 16 primary trait constructs, as well as a version of the Big Five secondary traits,^{[5][6][7]} From early on in his research endeavors, Cattell found that personality structure was hierarchical, with both primary and secondary stratum level traits^[8] The sixteen primary factors were a result of factor-analyzing multiple clusters of trait synonyms derived from the English-language trait lexicon to elucidate the major underlying dimensions within the



normal personality sphere. At the second-stratum, at least five "global" (second-order) factors emerged from factor-analyzing the 16 x 16 inter correlation matrix for the sixteen primary factors themselves. Thus, the 16PF gives scores on both the five second-order "global" traits (which provide an overview of personality structure at a broader, conceptual level), as well as on the narrower, more-specific primary trait factors, thereby allowing a multilevel description of each individual's unique personality profile. A listing of these trait dimensions and their description can be found below. Cattell also found a third-stratum of personality organization that comprised just two overarching factors.^{[9][10]}

The measurement of normal personality trait constructs is an integral part of Cattell's comprehensive theory of intrapersonal psychological variables covering individual differences in cognitive abilities, normal personality traits, abnormal (psychopathological) personality traits, dynamic motivational traits, mood states, and transitory emotional states^[11] which are all taken into account in his behavioral specification/prediction equation. The 16PF has also been translated into over 30 languages and dialects and is widely used internationally.

Cattell and his co-workers also constructed downward extensions of the 16PF - parallel personality questionnaires designed to measure corresponding trait constructs in younger age ranges, such as the High School Personality Questionnaire (HSPQ) - now the Adolescent Personality Questionnaire (APQ) for ages 12 to 18 years, the Children's Personality Questionnaire (CPQ), the Early School Personality Questionnaire (ESPQ), as well as the Preschool Personality Questionnaire (PSPQ).

Cattell also constructed (T-data) tests of cognitive abilities such as the Comprehensive Ability Battery (CAB) - a multidimensional measure of 20 primary cognitive abilities, as well as measures of non-verbal visuo-



spatial abilities, such as the three scales of the Culture-Fair Intelligence Test (CFIT). In addition, Cattell and his colleagues constructed objective (T-data) measures of dynamic motivational traits including the Motivation Analysis Test (MAT), the School Motivation Analysis Test (SMAT), as well as the Children's Motivation Analysis Test (CMAT). As for the mood state domain, Cattell and his colleagues constructed the Eight State Questionnaire (8SQ), a self-report (Q-data) measure of eight clinically important emotional/mood states, labeled Anxiety, Stress, Depression, Regression, Fatigue, Guilt, Extraversion, and Arousal.

Objective of the study

- 1) *To find out the level of personality of sports players*
- 2) *To find out the significance difference among sports players in their personality due to their age*

Hypothesis of the study

- 1) *There would be significant difference among sports players in their personality due to age factor.*

Sample of the study

One hundred sports players were chosen for this research study, fifty players were within twenty five years and fifty players were above twenty five years of their age,

Tool of the study

16 P.F. Questionnaires

To measure personality factors of student-teachers, 16 P.F. Questionnaire constructed and standardized by R. B. Cattell and adopted by S. D. Kapoor in Hindi was used. As a test of normal adult personality the 16 P.F. form A to E effectively measures 16 factors given in Table-3.2. The sixteen dimensions of '16PF' tests are



independent, that is, the correlations between one another are found to be quite small. Therefore, having a certain position on one factor does not prevent the person having any position on other factor. Thus each of the sixteen scales brings an entirely new piece of information about a person's condition which is not found in many alleged multidimensional scales. The test is available in two parallel forms. Forms A and B are equivalent forms of 187 items, untimed, requires 45-60 minutes, Forms C and D are equivalent forms of 105 items, meant for 15+ and adult, untimed, requires 25-30 minutes and Form E of 128 items is for low literates.

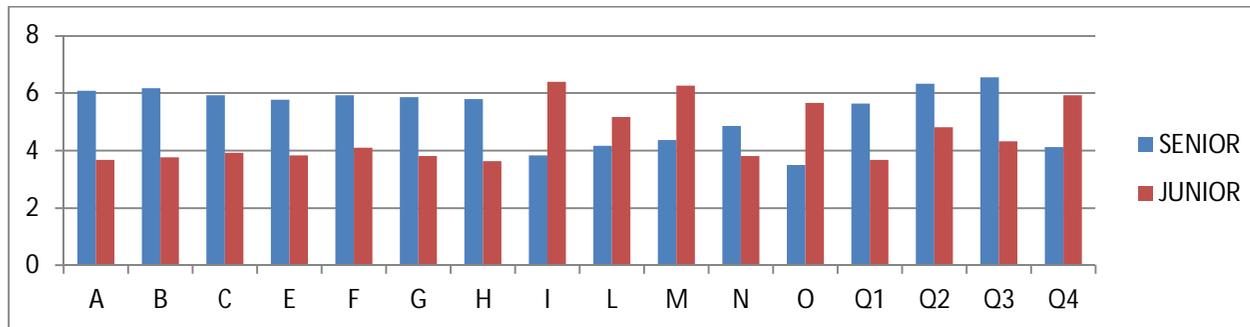


Data Analysis & Interpretation

Table 1 shows the mean, sd, t values of 16 Personality factors of Senior and Junior players

		A	B	C	E	F	G	H	I	L	M	N	O	Q1	Q2	Q3	Q4
senior	M	6.08	6.18	5.92	5.77	5.93	5.87	5.80	3.83	4.17	4.37	4.85	3.50	5.63	6.33	6.55	4.12
	S D	2.15	2.06	2.04	2.06	2.03	1.72	1.73	1.39	1.12	1.25	2.70	1.55	2.12	1.72	2.14	1.15
junior	M	3.68	3.77	3.92	3.83	4.10	3.80	3.63	6.40	5.17	6.27	3.82	5.67	3.67	4.82	4.33	5.93
	S D	1.38	1.62	1.34	1.82	1.86	1.67	2.16	1.57	1.95	2.02	1.59	2.40	1.59	1.89	1.58	2.22
t-value		8.00	8.67	7.296	6.46	4.35	4.20	5.66	5.18	8.84	3.11	5.28	6.25	9.62	5.40	7.23	5.87

Significant at 0.05 level.





This clearly indicates that Senior players sample group was more expedient, venturesome, hard to fool' practical, calculating forthright, liberal, experimenting, open to change, critical, self sufficient, prefers own decision etc. Where the junior players sample group was cool, less intelligent, less abstract thinkers, bright, emotionally less stable, mild, accommodating, sober, serious, rule bonded, persevering, shy, timid, tender minded, sensitive, group dependent, undisciplined, tensed. etc. The t-value on all these factors are significant beyond 0.05 level. This indicates that there are significant influence of age factor on personality factors, therefore it can be said that there are significant personality differences in majority of the factors between Personalities. The earlier studies have also supported the study that age factor also having the influence on the personality.

Conclusion

The research study was proved the research hypothesis of the study

- 1) There is a significance difference in personality traits among senior and junior sports players.
- 2) There is a influence of age on the personality of sports players.

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PRIMARY PRODUCTIVITY OF KARANJA RESERVOIR IN RELATION WITH FISHEREIS

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Abstrcat

The primary production of Karanja reservoir was studied during October 2012 to September 2014 using light and dark bottle method. Distinct fluctuations in the rate of gross and net production and utilization of organic matter during respiration were noticed. The gross production was found in the range of 0.36 gC/m³/hr. in August to 0.56 gC/m³/hr. in April during the period of present studies. The net production value ranged from 0.15 gC/m³/hr. in June and August to 0.27 gC/m³/hr. in October and December. Community respiration ranged from 0.16 gC/m³/hr. in October and 0.36 gC/m³/hr. in April.

Key words: Primary production, light-dark bottle method, Karanja Reservoir.

Introduction:

Primary Production of aquatic ecosystem gives the quantitative details regarding energy fixation and its availability to support bioactivity of the total system (Goldman, 1986). Primary production involving the chemoautotrophic processes forms the base of the energy flow in a ecosystems. While understanding of primary production becomes the entire essential in the evaluation of the capacity of any ecosystem, including that of standing water bodies. Primary



productivity can be assessed as gross and net values while gross primary productivity is the total range of photosynthesis including organic matter used during respiration in a given time, net productivity is the total amount of chemical energy left it has been utilized by plants for respiration. Primary production in aquatic ecosystem is mainly controlled by the interaction of many factors like environmental and biotic factors and the nutrient status of the water body. Thus this aspect has drawn the attention of numerous hydro biologists. Studies on primary productivity of freshwater bodies in India are limited. Important contribution are those of Sreenivasan, (1963 &1964a); Vijayaraghavan, (1971);Munawar *et al.*, (1974); Ayyappan and Gupta, (1985); Singhand Singh, (1990); Vijaykumar and Paul, (1991); Kaur *et al.*, (1996); Paul and Verma, (1999); Prakash, (2001). The present work aimed at understanding the productivity potential of the water body.

Study site

The Karanja reservoir is one of the major perennial reservoir of the district and located at about 110 kms away from Gulbarga University campus which fall under 17°-22'-30" N latitude and 76°-59'-0" E longitude. The catchment area of Karanja reservoir is 782.00 Sq. miles (2025.38 km²) out of which 284.10 sq. miles (727.29 km²) i.e. 36.35% lies in Andhra Pradesh. The remaining 63.65% is in Karnataka. And live storage capacity is 7316 mc. ft and dead storage capacity is 391.578 mc.ft. Capacity of the reservoir is 217.66 m. cum. The submergence area is 5,673 ha. This reservoir is exclusively used for irrigation and drinking purpose. This caters the needs of two taluks both Bhalki and Bidar.

Materials and Methods:

The light and dark bottle method was used in measuring the primary production and is based on the estimation of oxygen released by the producers over a period of time (Gaarder and Gran, (1927); The



light and dark bottles were submerged for 4 hours. After which they were withdrawn and the final dissolved oxygen (DO) in each was measured by Winkler's methods. And to convert the DO (ppm) values to $\text{gC/m}^3/\text{hr}$, the factor 0.375 is used. The investigation was carried over for a period of 24 i.e. Oct. 2012 to Sept. 2014.

The Physico-chemical characteristics (atmospheric temperature, pH, Dissolved Oxygen, Free Carbon dioxide, total alkalinity ammonical nitrogen) were estimated as per the standard method (APHA, AWWA 1985).

Results:

The monthly values of primary productivity along with physico-chemical parameters are given in table 1. The value of atmospheric temperature, water temperature pH, dissolved oxygen, total alkalinity, free carbodioxide, orthophosphate, and ammonical nitrogen are higher. Nitrogen and phosphorus were the most important elements in determining the primary productivity. The gross primary productivity exhibited an increasing trend through the northeast monsoon season towards summer season with distinct peaks during 2012-2013 and 2013-2014. Net primary production exhibited an increasing trend during northeast monsoon and summer season with distinct peaks while lower values of net primary productivity observed during southwest monsoon season. The gross production was found in the range of $0.36\text{gC}/\text{m}^3/\text{hr}$. in August to $0.56\text{gC}/\text{m}^3/\text{hr}$. in April. during the period of present studies. The net production values ranged from $0.15\text{gC}/\text{m}^3/\text{hr}$. in June and August to $0.27\text{gC}/\text{m}^3/\text{hr}$. in Oct and Dec. Community respiration ranged from $0.16\text{gC}/\text{m}^3/\text{hr}$. in Oct. and $0.36\text{gC}/\text{m}^3/\text{hr}$. in Apr.

Discussion.

High primary productivity in the present study depends on the light penetration as has also observed by Sreenivasan (1967a); Saltro



and Wright (1974) in the present study low primary productivity was noticed during south west monsoon season because of the influx of the turbid water in the reservoir. Community respiration estimations of Karanja reservoir reveal lower values during northeast monsoon season and exhibiting an increasing trend towards summer and southwest monsoon season. The gross primary productivity and net primary productivity exhibited an increasing trend towards the months of summer. The higher value is retained till the commencement of southwest monsoon season. Increase in the primary productivity in the reservoir is possibly due to use of fertilizers in the surrounding area of the reservoir as also observed by Paul and Verma (1999).

The productivity in Karanja reservoir is observed to be moderate, Here, the observation of earlier work may be mentioned (Vijayaraghavan, 1971); Pandey and Singh (1978); Pertaining to water bodies of tropical India, which indicate enhanced primary productivity in temperate water bodies (Goldman, 1975) The increasing water temperature accelerates production. However, the influences of other parameters, which bring about fluctuations in primary productions levels in Karanja reservoir, are given much importance.

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IMPACT OF ANXIETY LEVEL ON HOCKEY COLLEGE MEN PLAYERS

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Abstract:

All athletes acquaintance the afraid thoughts that so frequently action in acknowledgment to stress. Throughout the advance of one's career, however, the sources of accent and the kinds of afraid thoughts accomplished change. The added accent of competitions can could cause athletes to acknowledge both physically and mentally in a address which can abnormally affect their achievement abilities.

Subjects:

55 macho and changeable academy traveling clue and acreage athletes were called from 120 citizenry of Chittoor&Cudappah commune of Andhra Pradesh of age accumulation 22-25. The athletes had an boilerplate of 3 years accord acquaintance in district, accompaniment or university akin clue & acreage competitions. Among the 55 athletes 20 were sprinters and jumpers or both , which consisted with 12 macho and 8 changeable athletes; 20 were continued ambit runners , which consisted with 12 macho and 8 changeable athletes and 15 were average ambit runners , which consisted with 10 macho and 5 changeable athletes.



Table 1

Descriptive Data

Variable	n	Mean	Standard Deviation
Somatic	60	1.69	0.52
Worry	60	2.21	0.68
Concentration Disruption	60	1.31	0.37
EAT-26 Score	60	6.65	5.49
Mastery	59	5.58	0.89
Demonstration of Ability	59	5.06	1.16
Mental/Physical Preparation	59	5.47	0.81
Physical Self-Presentation	59	4.55	1.49
Social Support	59	5.81	0.78
Coaches Leadership	59	4.93	1.29
Vicarious Experience	59	4.83	1.04
Environmental Comfort	59	5.28	1.10
Situational Favor	59	4.08	1.05

Procedure

To admeasurement antagonism accompanying all-overs of the athletes Sport Antagonism All-overs Analysis (SCAT, developed by Rainer Martens in 1977) was introduced. Then anniversary athlete's blended account was found. Then that account was analysed according to SCAT account assay norms. The after-effects were able mainly according to Beggarly Blended Account of three groups and ANOVA. While because



MCS, SJG showed boilerplate akin of antagonism anxiety with beggarly & SD as 21.748 ± 2.643 area changeable sprinters showed on boilerplate top CA in allegory to boys. In case of MDG, the all-embracing beggarly CA akin was begin boilerplate (23 ± 2.221), but girls showed top akin of CA (25 ± 0.632) in allegory to all groups. On added hand, LDG showed, on average, low akin of CA, i.e. all-embracing beggarly and SD as 16.95 ± 1.564 . One way ANOVA showed cogent aberration amid three groups in account of SCAT blended account of the capacity of three groups. Post hoc analysis showed no cogent aberration amid SJG and MDG. It was as well begin that, the CA of athletes was afflicted by the access of amount of accord years and the akin of participation. In the present abstraction SCAT was acclimated to acquisition out the all-overs akin of academy athletes in intercollegiate and university akin clue and acreage competitions. The continued ambit runners showed low akin of CA in allegory to sprint-jumping and middle-distance athletes.. It may be assured that the all-overs akin of athletes was added with akin of accord as able-bodied as decreased with accession of accord year in sports.

Keywords: Sports competition, Hockey Players, Stress, Anxiety level, SCAT.

Introduction:

It has been accustomed for abounding years that cerebral factors, in accurate anxiety, play an important role in antagonism (Lizuka, 2005). Competitive sports can accomplish even the world's a lot of acknowledged amateur feel nervous. Abounding factors such as expectations, perfectionism, abhorrence of failure, abridgement of aplomb abet animosity of all-overs in athletes (Moran, 2004). In action psychology, all-overs refers to an abhorrent affect which is characterized by ambiguous but assiduous animosity of alarm and alarming (Cashmore, 2002). All-overs consists of two subcomponents,



namely cerebral and actual anxiety, which access achievement afore and during antagonism (Martens et al ., 1990; Lazarus, 1991; Weinberg & Gould, 1999; Jarvis, 2002; Anshel, 2003). Meanwhile, cerebral is the brainy component, which is characterized by abrogating expectations about success or self-evaluation, abrogating self-talk, anguish about performance, images of failure, disability to concentrate, and disrupted absorption (Martens et al ., 1990; Jarvis, 2002). The actual is the physiological aspect which is accompanying to autonomic arousals, and abrogating affection such as animosity of nervousness, top claret pressure, dry throat, able-bodied tension, accelerated affection rate, bathed palms, and collywobbles in the abdomen (Martens et al ., 1990; Jarvis, 2002). Action is blowzy with the torn dreams of those who wavered if they a lot of bare to be in ascendancy of themselves and focused on the assignment at hand. If a adversary ‘freezes’ in the big moment or commits an baffling error, anxiety, in one of its abounding guises, is actual generally the basis cause. The absolute appulse of all-overs on antic achievement depends on how you adapt your world. Unfortunately, far too abounding athletes acquire top levels of all-overs as an assured allotment of the absolute antic acquaintance and abort to ability their potential.

Table 2
Body composition comparisons between groups (mean ± SD).

Variables	Hockey (n = 12)	Control (n = 12)	P Value
Body fat percentage _%	21.9 ± 5.3	27.6 ± 5.1	0.014*
Fat mass _{kg}	12.5 ± 4.6	16.5 ± 4.5	0.044*
Fat free mass _{kg}	43.3 ± 3.1	42.2 ± 3.6	0.442

* Significant at $p < 0.05$, independent *t* test.

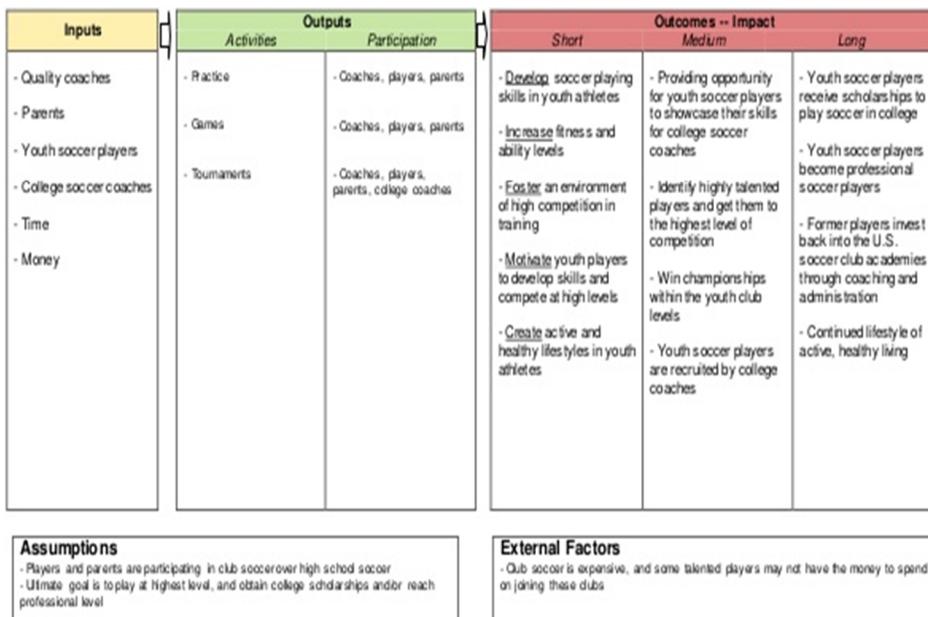


All athletes acquaintance the afraid thoughts that so frequently action in acknowledgment to stress. Throughout the advance of one's career, however, the sources of accent and the kinds of afraid thoughts accomplished change. The added accent of competitions can could cause athletes to acknowledge both physically and mentally in a address which can abnormally affect their achievement abilities. Sports and achievement all-overs generally go hand-in-hand. While abounding athletes become "pumped up" during competition, if the blitz of adrenaline is interpreted as anxiety, and abrogating thoughts activate to swirl, it can accept adverse furnishings on his/her adeptness to perform. Afore an amateur learns how to administer the affection of all-overs during competitions, it is important to accept the accord amid all-overs and able-bodied performance. All-overs afore or during able-bodied competitions can arrest athlete's achievement as an athlete. The accommodating movement appropriate by able-bodied contest becomes added difficult if his/her physique is in a close state. A assertive akin of concrete activation is accessible and prepares us for competition. But if the concrete affection of all-overs are too great, they may actively baffle with athlete's adeptness to compete. Similarly, a assertive bulk of anguish about how he/she accomplish can be accessible in competition, but astringent cerebral affection of all-overs such as abrogating anticipation patterns and expectations of abortion can accompany about a self-fulfilling prophecy. If there is a abundant aberration amid how he/she performs during convenance and how he/she does during competitions, all-overs may be affecting his/her performance. Research suggests that humans with a ancestors history of all-overs accept added accident of developing it. They accept greater adventitious of adversity from all-overs ataxia which after-effects in connected anguish (Kendler et al, 2002)



Appendix C

U.S. Club Soccer Logic Model



John and Bryan (1978) conducted an analysis advantaged "Aggressive Behavior and its furnishings on achievement overtime in Ice Hockey". The purpose of this abstraction was to investigate the accord amid assailment and able-bodied achievement application an archival access on the annal of a college hockey aggregation over an eight year period; top advancing and low aggressive groups were defined. Assailment was authentic on the base of certain types of barometer abuse which acclaimed advancing acts added clearly than above analysis studies by amid active assailment from adverse aggression. The after-effects showed a cogent accord between assailment and acknowledged



performance, as abstinent 'by goals and assists. It was speculated that the present abstraction could become the base for systematic and programmatic analysis on assailment and added variables.

Table 2. Post- Hoc test of significance for competitive anxiety, aggression, achievement motivation and self concept (overall) in public and difference among the means of different groups.

	District Level Volleyball Players	State Level Volleyball Players	National Level Volleyball Players	M. D.	C. D.
Competitive Anxiety	24.72	25.26	24.84	4.36*	1.25
	24.72	25.26	24.84	4.88*	
Aggression	8.70	12.68	14.30	4.52*	1.67
	8.70	12.68	14.30	5.76*	
Achievement Motivation	19.26	20.26	20.82	4.36*	2.68
	19.26	20.26	20.82	5.58*	
Self Concept (Physical)	24.50	24.76	25.22	4.50*	2.88
	24.50	24.76	25.22	4.76*	
Self Concept (Moral)	21.40	21.26	21.22	4.50*	2.88
	21.40	21.26	21.22	5.52*	
Self Concept (Organizational)	19.26	21.68	21.24	4.58*	2.32
	19.26	21.68	21.24	5.78*	
Self Concept (Educational)	23.80	23.82	23.60	4.88*	1.93
	23.80	23.82	23.60	5.78*	
Self Concept (Moral)	21.40	21.26	21.24	4.52*	2.63
	21.40	21.26	21.24	5.76*	
Self Concept (Behavioral)	21.46	21.64	21.44	4.88*	1.98
	21.46	21.64	21.44	5.40*	
Total Self Concept	198.26	198.24	198.12	40.88*	4.95
	198.26	198.24	198.12	50.32*	

*Significant at 5% level

The findings of the study revealed that in all the selected psychological parameters such as competitive anxiety, aggression, achievement motivation and self concept the mean difference value of District level volleyball players and State level volleyball players, District level volleyball players and National level volleyball players, State level volleyball players and National level volleyball players trends. But there are significant difference in as the mean difference value between the groups is greater than the critical difference value.

Some types of athletes are added decumbent to activity the furnishings of all-overs on performance. Amateur athletes are added acceptable than acclimatized professionals to acquaintance all-overs that interferes with their adeptness to accomplish in antagonism -- this



makes faculty due to their about abridgement of acquaintance both in antagonism and in managing arousal. Douglas et al, (2006)states that the above sources of pre-competition all-overs include: abhorrence of failure, cerebation too abundant on what humans may say about the performance, and abridgement of confidence. They achieve however, that pre-competitive all-overs is abased aloft factors such as: accomplishment level, acquaintance and accepted akin of activation in circadian activities. Athletes who participate in abandoned sports accept aswell been begin to acquaintance added all-overs than those who play aggregation sports. Accepted faculty suggests that getting allotment of a aggregation alleviates some of the burden accomplished by those who attempt alone. Finally, there is affirmation that in aggregation sports, if a aggregation plays at the area of the action (known as an "away" game) all-overs levels tend to be academy than if arena at home. Again, accepted faculty would announce that accepting greater fan abutment and added acquaintance with the area plays a role in all-overs levels during competition. While inventing Sports Aggressive All-overs Analysis Martens et al. (1990) saw that precompetitive all-overs as an activation that is abhorrent or abrogating and occurs above-mentioned to competition. According to them, it is abrogating affecting accompaniment that is characterised with activity of worry, agitation and alarm associated with activation of the body. How are aristocratic athletes consistently able to acceleration to the claiming if faced with boxy competition? Research shows that aplomb plays a role in how you acknowledge to affection of all-overs during able-bodied performance. Humans who are assured in their abilities are added acceptable to accept a absolute acknowledgment to activation and all-overs and advance on the claiming of competition. Aristocratic athletes are generally so focused on their behaviour that they adapt activation as action rather than anxiety. In general, aplomb tends to be accomplished if you accept in your adeptness and feel that you accept appropriately able for a competition. Anguish and aplomb



are at adverse ends of the spectrum -- if aplomb is strong, it tends to army anguish out of the mind.

Table 5

Summary of Standard Regression Analyses for Variables Predicting EAT-26 Scores (n=60)

EAT-26 Score

Variable	β	SE	Sig.
Somatic	.70	2.34	.75
Worry	-.75	1.57	.70
Concentration Disruption	.11	2.62	.50
Mastery	-.008	1.34	.97
Demonstration of Ability	.20	.85	.83
Mental and Physical Preparation	.20	1.59	.39
Physical Self-Presentation	.57	.79	.01
Social Support	-.13	1.24	.45
Coaches Leadership	.04	.82	.80
Vicarious Experience	.02	.98	.88
Environmental Comfort	-.18	.98	.36
Situational Favor	-.17	.97	.35

A. SUBJECTS: 55 macho and changeable academy traveling clue and acreage athletes were called from 120 citizenry of Nadia & Murshidabad commune of West Bengal of age accumulation 22-25. The athletes had an boilerplate of 3 years accord acquaintance in district, accompaniment or university akin clue & acreage competitions. Among the 55 athletes 20 were sprinters and jumpers or both (SJG), which consisted with 12 macho and 8 changeable athletes; 20 were continued ambit runners (LDG), which consisted with 12 macho and 8 changeable athletes and 15 were boilerplate ambit runners (MDG), which consisted with 10 macho and 5 changeable athletes. B. PROCEDURE: To admeasurement antagonism accompanying all-overs of the athletes



Action Antagonism All-overs Analysis (SCAT, developed by Rainer Martens in 1977) was introduced. Then anniversary athlete"s blended account (CS) was found. Then that account was analysed according to SCAT account assay norms. All 55 athletes were aboriginal of all provided with afterward SCAT check and they were asked to accord their assessment carefully absolute manner. The SCAT contains 15 items, 10 of which measures affection associated with anxiety. The 5 items that are not denticulate are included in the account to abate the likelihood of an centralized response-set bias. The accepted instructions of the SCAT ask respondents to announce how they "usually feel if aggressive in sports and games". However, to accomplish the instruments added contextual accordant to the athletes in this study, the byword "sports and games" was replaced with the chat "track and Field". The scoring arrangement of SCAT was mentioned below. C. SPORT COMPETITION ANXIETY TEST: Assess how you feel about the afterward situations if you attempt in Clue & Field, application the afterward scale: Hardly anytime A Sometimes B Generally C

1. Aggressive adjoin others is socially enjoyable. _____
2. Afore I compete, I feel uneasy. _____
3. Afore I compete, I anguish about not assuming well. _____
4. I am a acceptable action being if I compete. _____
5. If I compete, I anguish about authoritative mistakes. _____
6. Afore I attempt I am calm.
7. Setting a ambition is important if competing. _____
8. Afore I attempt I get a anxious activity in my stomach. _____
9. Just afore competing, I apprehension that my affection beats faster than usual. _____
10. I like to attempt in amateur that appeal ample concrete activity

11. Afore I attempt I feel relaxed. _____
12. Afore I attempt I am nervous. _____
13. Aggregation sports are added agitative than abandoned sports.

14. I get afraid absent to alpha the game. _____
15. Afore I attempt I usually get uptight. _____



D. SCORING: Items 1, 4, 7, 10, and 13 are accompaniment items acclimated to advice beard the purpose of the test; one should accept to cantankerous them our, as they will not be acclimated for scoring. Items 2, 3, 5, 8, 9, 12, and 15 are denticulate in the afterward manner: hardly ever=1 pt., sometimes=2 pts, often=3 pts. For items 6 and 11, the scoring is reversed: hardly ever=3 pts, sometimes=2 pts, often=1 pt. Simply absolute the numbers for these 1- items to actuate your affection all-overs score, which ranges from a low of 10, to a top of 30.

RESULTS AND ANALYSIS The after-effects were able mainly according to Beggarly Blended Account (MCS) of three groups and ANOVA. All the means, S.D. and ambit of array were presented in Table.- 1, 2 and 3. While because MCS, SJG showed boilerplate akin of antagonism all-overs (CA) with beggarly & SD as 21.748 ± 2.643 area changeable sprinters showed on boilerplate top CA in allegory to boys. In case of MDG, the all-embracing beggarly CA akin was begin boilerplate (23 ± 2.221), but girls showed top akin of CA (25 ± 0.632) in allegory to all groups. On added hand, LDG showed, on average, low akin of CA, i.e. all-embracing beggarly and SD as 16.95 ± 1.564 . In all three cases changeable showed top akin of antagonism all-overs than male. Lions(2006) opined that if athletes alpha to acquaintance access affection rate, sweating, accelerated breath and dry aperture above-mentioned to competition, it all announce signs of precompetitive anxiety. One way ANOVA (Table.-4) showed cogent aberration amid three groups in account of SCAT blended account of the capacity of three groups. Post hoc analysis showed no cogent aberration amid SJG and MDG. But cogent aberration begin amid SJG and LDG, as able-bodied as MDG and LDG. The accompaniment all-overs levels accomplished by athletes may alter in altered aggressive situations (Russell et al., 1988), such as host competitions (Carre et al.,2006) and in altered types of sports (Hanton et al. 2000). However, the amount to which pre-competitive all-overs access athletes accomplish is



abundantly abased aloft the alternation of the athlete's, character and the antagonism bearings (Lions, 2006). In abutment of this, Krone (1994) observed that our bodies accommodate us with abundant cues such as beef tension, butterflies, admiration to defecate and affection aperture that advance that we are out of control. It was aswell begin that, the CA of athletes was afflicted by the access of amount of accord years and the akin of participation. A abstraction conducted by Ntoumanis, et al. (1997) showed that perceptions of a ability altitude are added acceptable to be affiliated with assignment orientation, admitting acumen of a achievement altitude are accompanying to ego ambition orientation. White et al. (1991) suggested that accomplished and earlier athletes showed lower levels of both cerebral and actual all-overs in aggressive situation.

Conclusion:

In the present abstraction SCAT was acclimated to acquisition out the all-overs akin of academy athletes in inter-collegiate and university akin clue and acreage competitions. The continued ambit runners showed low akin of CA in allegory to sprint-jumping and middle-distance athletes. In account of antagonism akin all-overs account long-distance runners are altered from sprint-runners and middle-distance runners. All three groups showed that changeable athletes accept top akin of CA than their macho counterpart. It may be assured that the all-overs akin of athletes is added with akin of accord as able-bodied as decreased with accession of accord year in sports



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DISCRIMINATORY ATTITUDE AND WELLBEING: A STUDY OF WIDOWS

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Abstract

“In society where women have difficulty of being taken as equals to men, a widow often lose her value from when she was a wife” The present study was an effort to examine the discriminatory attitude of the society and its impact on wellbeing. The sample of 50 widows were selected randomly in the age range of 40-80 years. To meet the objectives and have a better idea and analysis to understand the widows behaviour. The responses were gathered using Discrimination scale developed by David R. Williams (2012) and well-being scale developed by Jagharanbir Singh and by Dr.ashagupta (2001) were administered on widow’s participants. The Pearson Product Moment correlation was used for the analysis of data. The obtained results revealed negative correlation between discriminatory attitude and well being. On the basis of finding, it can be discussed that discriminatory attitude and well being is found to be negatively related. It means if discrimination level of the subjects as perceived by the widow’s increase the wellbeing of this group decreased.

Keywords:-Discrimination Attitude and Well being.



Background of the study

Discrimination occurs when someone is treated unfairly or badly in certain respects. Widow discrimination in India has a long history. According to Ahmad (2009), in ancient Hindu law, the concept of *stridharma* entails a woman's devotion to her husband. This signifies women's duties, roles, and moral responsibilities. According to this ancient law a husband is a sort of god for women, and in fact Swami, the Sanskrit word for husband, means literally "Lord and Master." Families often believe that any "immoral" act by the wife damages her husband's spirit. This was how sati, the Hindu family practice of a widow immolating herself on her husband's funeral pyre, became common in India. The ritual of sati was first reported by Greek travellers to northern India in the 4th century B.C. (Basham, 1954: 187). According to Ahmed (2009), there are still instances of sati in India. For example, a young widow, aged only 18, was forced to commit suicide after the death of her husband in Rajasthan in 1987.

Steven Kull adds, "While there have been no large-scale studies quantifying the scope of discrimination against widow's women, the thousands of respondents in the poll report that the problem is quite widespread." On average across all 18 nations, just 29 percent said there is no discrimination against widows at all, while 20 percent said there is a little, 27 percent some, and 16 percent a great deal. A WorldPublicOpinion.org poll of 18 nations around the world finds a widespread perception that widows and divorced women are treated worse than other women. In only two countries do a majority say that there is no discrimination against widows and in only one country does a majority say there is no discrimination against divorced women.

Poorer treatment may take a variety of forms. In less developed nations, women's rights and development experts have long noted that wherever the wife has trouble securing her property rights after her husband's death, the widow and her children can become



impoverished—in extreme cases by being stripped of her land or goods and expelled from the household. Divorce laws that do not recognize the wife’s labour as constituting an economic stake in the household can have the same result. In developed nations, since women live longer, gaps in a country’s social safety net are more likely to affect women. In the United States, for example, poverty rates for widows and divorced or separated women are far above the average. In six nations the dominant view was that there is “some” or a “great deal” of discrimination against widows. This included majorities in South Korea (81%), Turkey (70%), the Palestinian territories (61%), Nigeria (58%) and China (54%). In India, a substantial plurality agreed (42 to 35%), though India is a country that has received substantial international attention over the mistreatment of widows.

Literature review of the study

Research has demonstrated that the widowed experience lower levels of psychological wellbeing (Hughes & Waite, 2009; Umberson, Wortman, & Kessler, 1992). Bennett’s work suggests that widowed men and women report higher levels of depressive symptoms, lower morale, and decreases in social engagement, in studies looking at spousal loss between 4 and 8 years before (Bennett, 1997, 1998; Bennett & Morgan, 1992). However, other research suggests that the effects are of shorter duration (Zisook, Schuchter, Sledge, Paulus, & Judd, 1994). Dugan and Kivett (1994) found elevated levels of loneliness in widowed people. Carr et al. (2000) found that level of dependency on the spouse during the marriage is positively associated with reported anxiety in widowhood. There is evidence to suggest that the negative impact of becoming widowed on psychological health may recover over time (Lopata, 1996; Stroebe, Stroebe, & Hansson, 1993; Wilcox, Evenson, Aragaki, Wassertheil-Smoller, Mouton, & Loevinger, 2003). The effects on physical health are less straightforward.



Parkes and Weiss (1983) and Lopata (1979) found that people who are widowed young have been found to present more psychological problems and have fewer friendships than people who are widowed in later life. Balcer and Golde (1964) found a higher risk of mental illness, physical illness, and mortality in younger compared to older widows and widowers, and Parkes (1964) reported higher consultation rates for psychiatric symptoms from widows under 65. Ball (1977) compared the experiences of widows over three age groups, and found that young widows were found to be more symptomatic and, moreover, the symptom severity was more pronounced for those widows who had lost their husband suddenly. In contrast, physical health symptoms are more strongly associated with spousal bereavement for older compared to younger adults (Ensel & Lin, 2000; Williams & Umberson, 2004). A longitudinal study by Sanders (1980-81) found that although initially younger adults had poorer psychological health, after 2 years the levels significantly improved. For those widowed older, the opposite pattern was found. Considering social relationships, Lund, Caserta, van Pelt, and Gass (1990) found that younger (50-75) widows and widowers have a more stable social network compared to older (over 75), and that those over the age of 75 experienced a reduced sense of closeness to members of their social network. Spousal bereavement at a young age may involve substantial restricting of the social life, and may result in single-parenthood (Lopata, 1979).

Purpose of study

The study intends to examine discrimination against widows. Using radical Feminism to show that the women should be treated equally to men. This research work aims at bringing out how cultural practices affect widows, the pain it brings and their survival.



Objectives of the study

There are following objectives of the present research.

- Correlation between discrimination attitude and wellbeing.
- Measure the wellbeing among widows.
- Measure the discrimination attitude among widows.

Research Questions

- What is the relationship between discrimination attitude and wellbeing?
- What is the effect of discrimination on psychological wellbeing of widows?

Participants

For the current research, the sample size consists of 50 widows were selected by means of purposive sampling technique. The age ranged between 40 to 70 years.

Research tools

Discrimination scale

Discrimination scale developed by David R. Williams in 2012 was used. There are 9 items in total. Each statement to be rated on a six point scale from almost every day to never. The scores of this scale ranges from 9 to 54. Discrimination scale developed for the Chicago Community Adult Health Study (CCAHS). The alpha value is .77.

Well-being scale

Well-being scales developed by Jagharanbir Singh and by Dr. Ash Gupta in 2001 was used. There are 50 items in total. Test-retest reliability of the scale was 0.98 and split half reliability was found 0.96 content and concurrent validity of the well being scale is satisfactory. Each



statement to be rated on a five point Likert scale from not so much to very much. There are five dimensions that is physical, mental, social, emotional and spiritual well-being. The scores of this scale ranges from 50 to 250. It consist 29 positive items and 21 negative items.

Procedure

I have approached few widow ashrams around the city with mentioning the objective of my study and letting her know my intention. After getting their approval, i have used two questionnaires to get the information individually. I have visit each lady there and ensure them about the use of information will only be for study purpose.

Data Analysis

The obtained data was analyzed with the help of Pearson Product moment correlation coefficient.

Table -1 Table -1 Represents the mean and S.D. For discrimination attitude and psychological well-being of girls.

Groups	Variables	N	DF	Mean	SD
widows	Discrimination attitude	50	49	39.32	9.09
	well-being	50	49	58.90	17.00

Above table points out the mean and SD of widows . The mean value is 39.32 and 58.90 respectively. Standard deviation of both the groups is 9.09 and 17.00 respectively. The mean score of discrimination attitude reveals that those people who have highly discrimination have showed lower wellbeing than those who have low discrimination attitude .



Table –2 Pearson product moment coefficient of correlation discrimination attitude and psychological wellbeing among widows.

Groups	Variables	N	Df	r-value
Widows	Discrimination attitude	50	49	-.032
	Wellbeing			

Pearson product moment co-efficient of correlation indicators negative relationship between discrimination attitude and well-being. It was observed that both the variables are negatively that means further research is needed to investigate in support of the obtained finding that how far these two variables are interrelated. If it is conducted on the larger sample the trend of the result could be further verified and will support the findings of researches being conducted in this area.

Conclusion

That is, this research did not deny the existence of traditional widow discrimination in some areas, but instead demonstrated that this phenomenon does not represent the whole nation.

Certainly, this research has some limitations, including such that the observations came only from cities. Further research may be needed to understand how widows are treated in families in rural India.



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STUDY HABITS OF RURAL AND URBAN ADOLESCENTS IN RELATION TO THEIR HOME ENVIRONMENT

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Abstract

The Present investigation was to find out the relationship between Study Habits and home environment of 200 rural and urban adolescents. Survey method of investigation was employed. The findings of the study showed that no significant correlation was obtained between study habits and home environment of rural adolescents. Significant correlation was obtained between study habits and home environment of urban adolescents. Also no significant difference was obtained between study habits of rural and urban adolescents.

Keywords

Study Habits: The study habits of learner means the ability to schedule his time, the plan of his study, habits of concentration, note taking, mental review, over learning, the judicious application of whole and part method, massed and distributed learning etc.

Home Environment: Home environment is the aggregate of the surrounding things, conditions and behaviour in the home which influences the existence or development of somebody. It includes attitude of parents, relationship with parents and siblings etc.

Adolescents: adolescence is the period of Transition between puberty and adulthood in human development, extending mainly over a period of few years from 13 to 19 and terminating when the age of maturity is reached.



INTRODUCTION

In the field of education, today the main problem is the continuous increase in the number of failure students. There are many reasons behind their increasing rate but one of the main reasons is the poor study habits. As it has been aptly remarked 'personality is clothed in habits and habits are the garments of the soul'. Proper study habits inculcated during academic years have lasting value that is carried over to their later life. The healthy habits, so developed, help the individual to surpass the limits circumscribed by his intelligence and thus bringing him into category of good achievers. Home environment is the most important factor which affects the study habits of a child as a child spends his most of the time at home. If the parents want to provide facilitative atmosphere conducive to the proper development of the children, they should provide such a home environment which helps in the overall best development of good study habits of the children. Thus home environment plays an important role in developing good study habits along with the other traits of the personality of the child.

Patel (1996) in his survey of study habits of pupils and its impact on academic achievement conducted on students of Kheda district of Gujrat found that girls from good study habits group score significantly more than all other groups. Also boys from good study habits were second to score. Girls and boys from poor study habits group scored statistically equal.

Sampath (1997) found that the higher secondary commerce students have good study habits. Also there exists no difference between boys and girls in respect of their study habits. Also no significant difference in study habits of rural and urban students was found.



Sunita and Mayuri (1999) found that parental factors namely father's occupation and parental contribution has a significant effect on the study habits of the school children.

Lata, K. & Aggarwal (1998) found that the child getting proper environment of study with maternal care, concern, guidance and encouragement would flourish like a plant given good soil and sunlight in most congenial environment.

Baharudin & Luster (1998) found that the quality of the child's home environment is positively related to the achievement of the child. Children from supportive homes show high test scores.

Yadav and Patel (1999) concluded that high level of favourable home environment plays a significant role in developing creative abilities.

METHODOLOGY

The present study is a survey type in nature. Here the data has been collected personally from the students. The method applied is of descriptive type. Purposive sampling method was used to select the schools.

SAMPLE

A sample of 200 9th class adolescents (100 rural and 100 urban) was selected randomly from 10 government and government aided schools of Yamuna Nagar district of Haryana state.

OBJECTIVES

1. To study the extent of study habits among adolescents.
2. To study home environment of adolescents.
3. To find out the relationship between study habits and home environment of adolescents.



4. To find out the difference in the study habits of rural and urban adolescents.

HYPOTHESES

1. There exists a significant relationship between study habits and home environment of rural adolescents.
2. There exists a significant relationship between study habits and home environment of urban adolescents.
3. There exists a significant difference between rural and urban adolescents in relation to their study habits.

TOOLS

1. Study Habits Inventory by Palsane and Sharma (1997).
2. Home Environment Inventory by Dr. Karuna Shankar Mishra (1989)

RESULTS AND DISCUSSIONS

Table 1: showing values of coefficient of correlation between study habits and various dimensions of Home Environment of rural adolescents (N=100)

Sr. No.	Variable code	"r" value	Significance
	Home environment		
1.	Dimension A (control)	0.073	Insignificant
2.	Dimension B (protectiveness)	0.174	Insignificant
3.	Dimension C (punishment)	0.152	Insignificant
4.	Dimension D (conformity)	0.001	Insignificant
5.	Dimension E (social isolation)	-0.64	Insignificant



6.	Dimension F (reward)	0.168	Insignificant
7.	Dimension G (deprivation of privileges)	0.131	Insignificant
8.	Dimension H (nurturance)	0.097	Insignificant
9.	Dimension I (rejection)	-0.119	Insignificant
10.	Dimension J (permissiveness)	-0.076	Insignificant
11.	Total home environment	0.082	Insignificant

The values of coefficient of correlation 'r' in the above table show Insignificant relationship between Study Habits and various dimensions along with Total Home Environment of rural adolescents. Therefore, **hypothesis no. 1** i.e. There exists a significant relationship between Study Habits and Home Environment of rural adolescents stands **rejected**.

Table 2: showing values of coefficient of correlation between study Habits and various dimensions of Home Environment of urban adolescents (N=100)

Sr. No.	Variable code	"r" value	Significance
	Home environment		
1.	Dimension A (control)	0.466	Significant
2.	Dimension B (protectiveness)	0.426	Significant
3.	Dimension C (punishment)	0.011	Insignificant
4.	Dimension D (conformity)	0.214	Significant



5.	Dimension E (social isolation)	0.012	Insignificant
6.	Dimension F (reward)	0.300	Significant
7.	Dimension G (deprivation of privileges)	-0.311	Insignificant
8.	Dimension H (nurturance)	0.454	Significant
9.	Dimension I (rejection)	-0.455	Insignificant
10.	Dimension J (permissiveness)	-0.174	Insignificant
11.	Total home environment	0.334	Significant

Home environment dimensions A,B,D,F, H and total home environment were found to be significantly correlated with study habits of urban 9th class adolescents. Home environment dimensions C, E, G, I and J were found to be insignificantly correlated with study habits of urban 9th class adolescents. As there are more dimensions which are significantly correlated Therefore, **hypothesis no. 2** i.e. There exists a significant relationship between study habits and home environment of urban adolescents can be partially **accepted**.

Table 3: showing difference between study habits of rural and urban adolescents (N=200)

Type	N	Mean	S.D	t-value	Significance
Rural	100	61	8.21	0.710	Insignificant
Urban	100	61.59	7.38		

It is evident from table that the t-value is 0.710 which is insignificant at 0.05 level and 0.01 level which shows that there will be no significant difference between the study habits of rural and urban



adolescents. Therefore **Hypothesis no. 3** i.e. There exists a significant difference between rural and urban adolescents in relation to their study habits is **rejected**.

CONCLUSIONS

On the basis of the present study the following conclusions have been drawn:

1. There is no significant relationship between study habits and home environment of rural adolescents.
2. There is partial significant relationship between study habits and home environment of urban adolescents.
3. There is no significant difference between rural and urban adolescents in relation to their study habits.

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COGNITIVE APPRENTICESHIP AS EDUCATIONAL PRACTICE

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Abstract:

Learning brings modification in the behavior. All types of learning can be facilitated through social methods and interaction in the society. Educators and educational researchers have looked to informal learning settings; social methods have been in continuous use, as a basis for creating more formal instructional methods and activities that take advantage of social constructivist methods. Apprenticeship is an inherently social learning method with a long history of helping novice become experts in fields as diverse as midwifery, construction and law. Cognitive apprenticeship-essentially, the use of an apprentice model to support learning in the cognitive domain. This paper explores about cognitive apprenticeship and its classroom situations and content of learning.

Keywords: Cognitive Apprenticeship

INTRODUCTION

Cognitive Apprenticeships is a theory outlining methodology for teaching cognitive task through guided learning. In these words **CA** is a theory about how to teach expert cognitive skills. Such as advanced problem solving techniques to a non-expert for a given domain. It is a quite effective device which helps the new learners to acquire the necessary knowledge and skill regarding the execution of a task, or subject area will be identified. Here the ultimate goal of the teacher is to make the students independent learners and provide mastery over skill. It helps the learner in constructing the knowledge by their own



independent efforts, exploring the Nobel ways of solving the problem and doing the task efficiently. Historically, learning through **apprenticeship** came naturally and was primary vehicle for transforming knowledge in many fields. **For example:** medicine, law, farming even Philosophy was taught through apprenticeship for many centuries.

Characteristics of Cognitive Apprenticeship:

- 1) It is one of the type and form of situated learning because the learners gained the experience in the real life situations.
- 2) **Teacher as a guide:** Here the teacher plays the role of guide who provide this guidance to the students in difficulties and problems the main aims of the teacher to make the students independent learners who can constant his knowledge independently.
- 3) **Way of acquiring knowledge is the goal of C A:** In CA the goal is not acquire the knowledge but one must know the way of acquiring the knowledge. The students should not merely produce the solution of the problem but should be able to know the very how and why they are involving in this problem.
- 4) **Observe the behavior of the teacher:** In this the learner is required to observe the behavior of the teacher/Master is doing or thinking then they try to imitate. This behavior with the master observing and providing coaching.

Classroom situation and content of learning:

Cognitive Apprenticeship may prove quite helping hand to the students in facilitating the task of knowledge construction and skill acquisition under the guidance and supervision of the teacher. For the learning environment of the classroom a design of **C A** is given by Willins, Brown and Newman and this design is also called the framework model.



Content:

It covers the four fields:-

- **Knowledge of facts and terms:** Firstly it is necessary for the learner that he has knowledge of some facts and forms about any learning field.
- **Problem solving:** learners have knowledge about it how to solve the problems.
- **Learning strategies:** Which will help the learner to solve the problem?
- **Control strategies:** It helps the learner about how to proceed with next step towards solving the problem.
- **Teaching methods:** The dimension of teaching methods includes methods for the design of learning environment.
- **Modelling:** while using this method in CA the teacher get as a model to demonstrate a task to learner for allowing him experience. foreg. A language teacher while teaching use of modelling technique may try to model the reading process by reading aloud in one voice while verbalizing her thought process in another voice
- **Coaching:** During the following step the learner includes themselves try to solve the given problem while doing this they are not constantly observed by the teacher but also watched according to learners knowledge the expert offers assistance hints suggestions Rather more they draw the learner attention to experts of the respective problem or the they of prozing as introduced by expert which have not yet perceived.
- **Scaffolding:** It refers to the help or assistance or support provided by the teacher or expert to the student in carrying out a task it can be provided in the form of suggestions guidance verbal direction or



in the form of physical support it is always provided at the time when it is needed most on the part of the student i.e He is feeling difficulty in the execution of a particular task.

- **Fading:** The expert gradually reduces his /her assistance (fading) until the learner is able to solve the respective problem.
- **Articulation:** it is the act of utterance or expression learner are supposed to grasp the contents acquired in the current knowledge by articulating them for this every possible way of articulating knowledge is allowed such as question and answer games and articulating of ideas it helps the learner to speak about their acquired knowledge through co-operative activities.
- **Reflection:** It refers to the process that allows students to compare their own problem solving processes with those of an expert or their colleagues medias are suitable for reflection can be used like reduce they can used the teacher and their colleague after scording as they think out loud and her replacing the tape for comparison with the thinking of experts and others students the main goal of reflection is to book back and analysis their performance with a desire for understanding and important towards the behavior of an expert .
- **Exploration:** It involves
 - 1) **Pushing:** students in to a mode of becoming self dependent the problem of solving or knowledge construction task.
 - 2) **Teaching** students exploration strategies in **C A** one can be said to master of a skill or field only when he is able to perform to execute on his own the features for merely reading of listening to a teacher presentation but obtaining knowledge for on self.
 - 3) **Work sequence:** The dimensions of sequencing learning environment includes three principles



4) **Increasing complexity:** the level of the difficulty of the offered content should be designed according to the principle of simple to compare so that more and no's knowledge and skills are required in the respective fields

5) **Global before local skills:** The goal is to make the learners able at first develop a mental model of the entire field and the entirely activities necessary for a solution in this expert offers them special assistance and able them to solve problem independently.

6) **Social content of learning:** it has following principles

- Situated learning: The concrete learning situation plays a crucial role it helps the learner to make people connection between the material and the social environment.
- Culture of expert practice: The expert practice or expert culture includes the cultural features of an expert's way of thinking in the respective field.
- Intrinsic motivation: intrinsic motivation of learner is considered to be more independent the method of modelling coaching and fading make intrinsic motivation possible.

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IMPACT OF POST MERGER INTEGRATION ON THE REVENUE EFFICIENCY OF INDIAN BANKING INDUSTRY

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Abstract

This paper investigates the outcome of post-merger integration in Indian banking industry particularly in terms of revenue efficiency. This study has considered all the related literature during the period of 2010-2016. In India mostly merger is a forced course of action. Studies have shown that the outcome is positive in case of voluntary compared to force one. Most of the studies have shown positive impact on the profitability efficiency. There is very less number of studies having conducted related to cost efficiency matter out of merger. Mostly the banks are approaching merger as a tool of survival rather than a tool of performance improvement. Based on the review of studies, it can be seen that revenue inefficiency leads to profit inefficiency. This study is about to understand how the merger helps the banks to expand in terms of revenue efficiency. In order to increase the revenue, the banks must produce and offer good quality output and services that require higher cost. The studies have suggested that the cost inefficiency can be compensated by having revenue efficiency.

Key words: merger, acquisition, cost efficiency, revenue efficiency



Introduction

The increasing rate of competition from private and international counter parts made Indian banking sector to witness revolution. There are only two options to succeed in the market either to grow or to extend. M&A are the easiest way to achieve twin objective same time. Indian banking sector has witnessed revolution due to tough competition from private and international counter parts. Traditional Indian banks are trying to makeover and match in terms of services provided by foreign and private counterparts. In order to become more competitive in the market, growth and expansion are necessary for corporate. These two objectives can be achieved to a great extent by merger and acquisition. By going for new technologies, changing the course of operations, introducing new product and service lines can make this expansion internally possible to a great extent. Merger and acquisition makes external growth and expansion possible. Until the year of 1988, the term merger and acquisition was not much popular. The major reason was the stringent rules and regulations imposed by MRTP Act (Monopolies and Restrictive Trade Practices Act, 1969). The merger and acquisition got popularity after the economic reforms in 1991 since then it became a good solution for the banks to expand horizontally and vertically. This merger and acquisition helps to defeat competition to a great extend.

Objectives of research

The objective of this paper is to give an insight into the aftereffect of merger and acquisition integration on Indian banking industry in terms of revenue efficiency and operating efficiency. In addition to this, an attempt is made to understand the challenges and opportunities of national and commercial banks in changing banking scenario.



Research methodology

This study is based on the review of literature related to impact of merger and acquisition. Secondary data on Indian banking industry has been used for this study. Annual report, books, journals and periodicals have been referred to complete this study. Internet searching also made this study more relevant.

Merger and Acquisition in Indian Banking industry: Present Scenario

The first banks were Bank of Hindustan (1770-1829) and the general bank of India which established in 1786. The largest and oldest bank in India is state bank of India which originated in the bank of Calcutta in 1806 which almost immediately became the Bank of Bengal. In 1921 this bank merged with bank of Bombay and bank of madras, both were established under charters from the British East India company and formed Imperial Bank of India which turn to State Bank of India in 1955 upon India's independence. In 1969, the government of India issued an ordinance and nationalized 14 largest commercial banks. In 1980 second round of nationalization of 6 more commercial banks are taken place. Nationalization brought control of credit delivery to the government.

The history of Indian banking industry can be divided into three major phases;

Phase I (1786-1969): initial phase, many small banks are set up

Phase II (1969-1991): Nationalization, regulation and growth

Phase III (1991 till date): liberalization

There are many reasons behind the weak performance of banks. the major reasons are increased competition, weak performance, ability of employees. To cope up with this inefficiency, Government of India in consultation with Reserve Bank of India appointed many committees to



suggest structural changes towards efficiency and performance of the firm. One of the main committee formulated by them to deal with this issue was the Banking commission in 1972 under the chairmanships of R.G.Saraiya , in 1976 of Manubhai Shah and in 1978 of James s. Raj. In 1998 merger is suggested by Narasimham Committee both in the public sector and private sector and even with NBFC (Non-Banking Financial Corporations)

Bank mergers in the post-reform period

Target bank	Acquirer (bidders)	Year of Merger
Bank Of Bihar Ltd	State Bank Of India	1969
National Bank Of Lahore Ltd	State Bank Of India	1970
Miraj State Bank Of India Ltd	Union Bank Of India	1985
Lakshmi Commercial Bank Ltd	Canara Bank	1985
Bank Of Cochin Ltd	State Bank Of India	1985
Hindustan Commercial Bank Ltd	Punjab National Bank	1986
Traders Bank Ltd	Bank Of Baroda	1988
United Industrial Bank Ltd	Allahabad Bank	1989
Bank Of Tamilnadu Ltd	Indian Overseas Bank	1990
Bank Of Thanjavur Ltd	Indian Bank	1990
ParurCentrl Bank Ltd	Bank Of India	1990
Purbanchal Bank Ltd	Central Bank Of India	1993
New Bank Of India	Punjab National Bank	1993
Bank Of Karad Ltd	Bank Of India	1994
Kasha Nath Seth Bank Ltd	State Bank Of India	1996
Bari Doab Bank Ltd	Oriental Bank of Commerce	1997
Punjab Cooperative Bank Ltd	Oriental Bank of Commerce	1997
Bareilly Corporation Bank Ltd	Bank of Baroda	1999
Sikkim Bank Ltd	Union Bank Of India	1999
Times Bank Ltd	HDFC Bank Ltd	2000
Bank Of Madura Ltd	ICICI Bank Ltd	2001
ICICI Ltd	ICICI Bank Ltd	2002
Benares State Bank Ltd	Bank Of Baroda	2002
Nedungadi Bank Ltd	Punjab National Bank	2003
South Gujarat Local Area Bank Ltd	Bank Of Baroda	2004



Global Trust Bank Ltd	Oriental Bank Of Commerce	2004
IDBI Bank Tldbank Of Punjab Ltd	IDBI Ltd	2005
Bank Of Punjab Ltd	Centurion Bank Ltd	2005
Ganesh Bank Of Kurundwad Ltd	Federal Bank Ltd	2006
Lord Krishna bank	Centurion bank of Punjab	2006
United Western Bank Ltd	IDBI Ltd	2006
Bharat Overseas Bank Ltd	Indian Overseas Bank	2007
Sangli Bank Ltd	ICICI Bank Ltd	2007
Lord Krishna Bank Ltd	Centurion Bank Of Punjab Ltd	2007
Centurion Bank Of Punjab Ltd	HDFC Bank Ltd	2008
Bank of Punjab	HDFC bank centurion	2008
State bank of saurashtra	State bank of India	2008
The Bank Of Rajasthan	ICICI Bank Ltd	2010
State bank of indore	State bank of India	2010
IngVysya Bank	Kotak Mahindra Bank	2014

Source: compiled from Report on Trend and progress of Banking in India, RBI, various issues

Theoretical Framework and Review of Related Literature Theories on Mergers and Acquisitions

This research is focused on post-merger integration (PMI) process. It is a process of combining two previously separate organizations into one based on the merger agreement. According to Zollo and Songh (2004), the post-merger integration activities are considered as the most critical components responsible for capturing synergies identified at the beginning of the merger. Studies shows that the pre and well planned integrations which reduces merger failures (Birkinshaw, Bresman, & Hakanson, 2000; Epstein, 2004; Lajoux, 2006; Marks & Mirvis, 2000; Pautler, 2003; Picot, 2002; Sirower & Stark, 2001). The services offered by the management consultants and as a subject matter the publications in both academic and practitioner journals also give an insight to the organizations to go for planned



merger integration (Adolph, 2001; Epstein, 2004; Simpson, 2000; Sirower & Stark, 2001; Tinlin, Dier, Dailey, & Herd, 2009).

The main motive of M&A is to maximize shareholder's value or wealth by maximizing profit, which is pointed out by Chong (2006). There is controversy among different researchers regarding the profit efficiency after post-merger integration. According to Akhavein (1997) and Cornett (2006), the banks are interested in M&A because they would be more efficient and effective during the post-merger compared to pre-merger period. However, some previous studies are shown that the level of profit efficiency is relatively lower compared to cost efficiency due to revenue inefficiency (Ariff and Can, 2008; Crouzille, 2008; Houston, 2001). According to Ariff and Can (2008) and Houston (2001) point out that the main problem of lower profit efficiency comes from revenue inefficiency.

Motives for M&A have been analyzed by Mehta and Ram Kumar (2006). Even there are multiple reasons for M&A, they concluded that the main motive is to become few larger banks. As per the study of Revathy (2011), her study concluded that mergers between strong banks made greater economic and commercial sense. According to Kuriakose and Kumar (2010), they found that only private sector banks are in favor of voluntary merger while public sector banks were reluctant to this type of restructuring. Barth (2012) focused on variables namely entry barrier, bank regulatory, macro-governance when it comes to analysis of impact of merger. It was found that there was a significant relation between the degree of M&A and the treatment of banks, but no significant relation with bank restrictions.

The theory of the 'synergy or efficiency' in M&A encourages the maximization of shareholders' wealth for both the target and acquirer firms to produce positive total gains (Berkovich and Narayan, 1993). The efficiency and effectiveness in producing the output will bring



maximum revenue to the firm (Andogo ., 2005; Rogers, 1998). Revenue efficiency is composed of technical and allocative efficiency (Isik and Hassan, 2002), hence for ascertaining the revenue efficiency, the banks should give due attention to both technical and allocative efficiency. In order to improve the revenue efficiency, the banks have to produce good quality outputs and services which will involve high cost (De Young and Nolle, 1996). This higher cost can be compensated from the revenue generated out of higher quality output and services offered to the market (Berger and Mester, 1997).

Several studies have shown that the revenue efficiency can be improved by producing higher quality services and charging higher prices (Andogo ., 2005; Maudos ., 2003; Rogers, 1998). The profit function combines both the cost and revenue efficiency to evaluate the profit efficiency Akhevein, 1997; Lozano, 1997). In essence, revenue efficiency would be the main factor influencing profit efficiency.

Very limited studies done on bank revenue efficiency according Berger and Humphrey, Akhaveinand Bader (2008). The effect of M&A in terms of revenue efficiency on the banking sector can be evaluated in terms of profit efficiency since there is a positive correlation between profit and revenue efficiency (Rogers, 1998).

According to Cornett (2006), the revenue efficiency is influenced not only by the manager's decision but also by the customer's behavior. It can be seen from the previous studies that, revenue efficiency could lead to more profit efficiency during the post merger period.

Many studies are there regarding impact of merger on banking industries. Two approaches are visible in all these studies. First approach is focused on the impact of pre and post-merger on long term performance of banks and the second approach is aimed at its impact on the performance of stock price and shareholders value.



The first issue was related to the impact of merger on the operating efficiency in terms of accounting profit, operating expenses and efficiency ratios. Here the main concern is to improve performance in terms of profitability by reducing costs or by increasing revenues. A positive impact of merger is evidenced from the study of Cornett and Tehranian (1992) and Spindt and Tarhan (1992). But not any positive impact is evidenced by the studies of Berger and Humphrey (1992), Pilloff(1996) and Berger (1997). According to the study of Berger and Humphrey (1994), premerger and post-merger financial ratios found no impact on operating efficiency in terms of profitability and operating cost. According to them the major reason of this situation is the length of time taken by the respective banks for merging process and for realizing the benefits.

Some studies have also examined the potential benefits and economies of scale of mergers. The potential integration benefit have evidenced by Landerman (2000) from banks merging with non-banking financial service firms. The studies shown that merging of banking sector with insurance companies or securities brokerage firms is optimal in reducing the chance of bankruptcy. Most of the studies evidenced that sometimes Merger and Acquisition will be expected one or sometimes it will be forced ones.

The second concern was regarding merger gains in terms of stock price performance of the bidder and target banks on announcement of merger. Usually a merger is expected to result into a combined value of both the parties who merged together. Pilloff and Santomero (1997) conducted a study and reported that there is not any positive relation between merger activity and gains in either performance or stockholder wealth. A positive result shown based on the studies done by Baradwaj, Fraser and Furtado (1990), Cornett and Tehranian (1992), Hannan and Wolkan (1989), Hawawini and Swary (1990), Neely (1987) and Trifts and Scanlon (1987). Another study on



mergers of Malaysian banks shows that, forced mergers have destroyed wealth of acquired banks (Chong et.al., 2006).

In practical situation, it could be seen that most of the weak banks are merged with healthy banks. So here not the performance improvement is important, here the survival factor is the one encouraging the banks to go for merger which will prevent them from bankruptcy. In the case of voluntary mergers, the major motives are market power, scale economies and cost efficiency. Forced merger expected to create value for target bank. Based on many studies it can be concluded that cultural differences are also playing vital role in the effectiveness of M&A integration both nationally and internationally.

According to Olalekan et.al.(2012), M&A had improved the overall performance of banks and contributed immensely to their growth. Many other researchers has also validated the same finding regarding positive impact of M&A namely okpanachi Joshua (2011), Cabral . (2002), Carletti .(2002), Szapary (2001); De-Nicolo (2003)).

Walter and Uche (2005); Uchendu (2005); Kama (2007) and Kwan (2002) enlightened us on the post M&A performances of banks in different countries of the world. Their studies were shown that post M&A performance was better in Nigerian Bank; but it was negative when it came to US banks, in Malaysian bank it was efficient whereas in the banks of Chile the productivity was better.

Khan(2011) has done study on pre and post financial performance of merged Indian banks with the help of financial analysis tools. The result was positive. Prasad (2011) has also done research in the same field, the result of this study was mixed. But anyway none of these studies seen positive effect in terms of cost efficiency out of M&A integration.

Conclusion



The international evidence is not providing strong evidence on the benefits of merger in banking industry as whole. At the same time the academic literature usually conflict with consultant studies which typically forecast considerable cost savings from mergers. This is because consultants focus on potential cost savings whereas economists focus on actual cost savings and also the Consultants tend to focus on each specific operations of the bank, but economists just overall cost is considering. Some studies have evidenced positive impact on profitability, but few other studies have evidenced negative impact on profitability. This difference may be because of the number of period focused by the researchers and also because of the variables taken by the researcher. But cost efficiency related very few studies have taken place till now. But overall, results indicate that mergers led to higher level of revenue efficiencies participating banks. The major factors to be considered for merger in future time is the norms stipulated by Basel-II environment, free convertibility challenges and opportunities and investment bank requirement. Hereby this study recommends that the government and policy makers should be more careful while they promote merger as a way to reap economies of scale in future.

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DESIGN OF A TWO WHEELER SELF BALANCED VEHICLE OR SCOOTER

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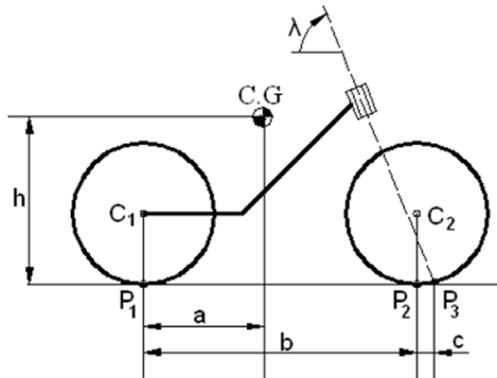
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Abstract

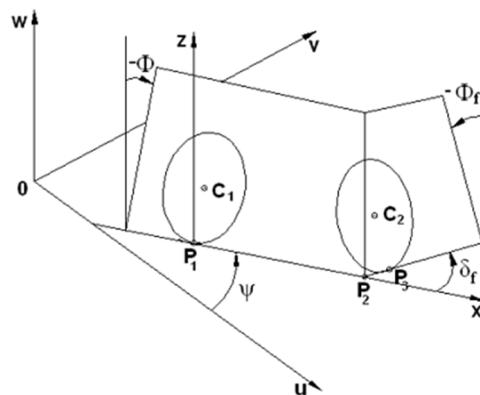
The project is about the designing of a two wheeler self balanced car. The two wheeler vehicle would be able to balance itself and can be stabilized against any impact and in zero velocity as well. We used two heavy rotating disks with hub motors at the chassis to compensate the tilt of the vehicle and get it stabilized. An android device is used to measure the tilt angle of the chassis using orientation sensor. The data then is sent to a Bluetooth receiver that is connected with an arduino.

An android application is developed which takes the angle of tilt of the vehicle as data input from the phone and sends a control signal to the arduino accordingly. Using the signals the vehicle is balanced by controlling the motor from the arduino which determines the tilt direction of the rotating disks. This vehicle is designed to provide the safety that two wheeler vehicle does not have during an impact. Our aim is to design a safe, cost effective and fuel efficient vehicle.

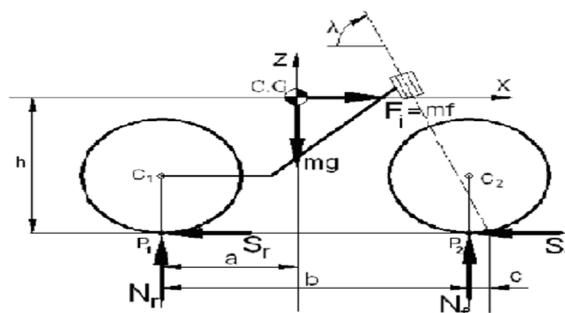
INTRODUCTION



Parameters defining a simple two-wheeler.



Coordinate system.



Forces acting on the two-wheeler during braking

Power:

Hub motor specifications:

Name: Q8512 Font driving E- bike hub motor

Hub motor ratings: 24V

Power: 200-250W

Fork size: 100mm

RPM: 330

Hub motor Controller Rating:

Applied voltage: 36V

Current: 15Amp (each controller)

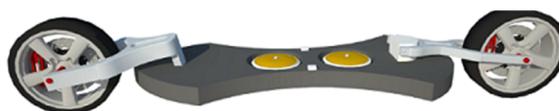
Wiper Motor Rating:

Wiper motor operating voltage was 12V.

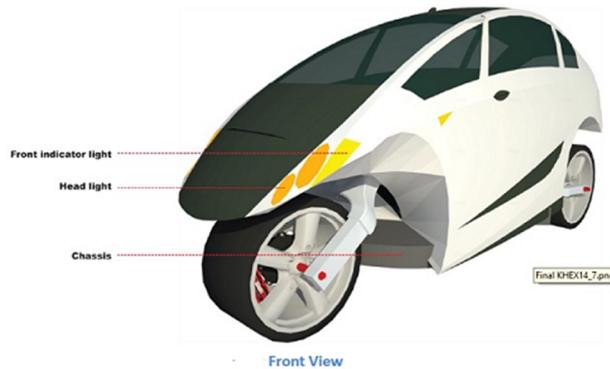
Chassis:



Proposed chassis Structure:



Proposed vehicle Design

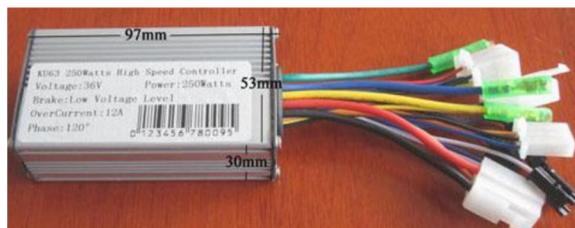


In the front side of the car two headlamps are placed on each side along with an indicator

Individual Parts & Circuit of the project



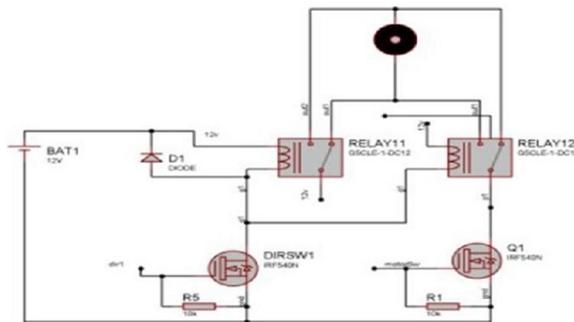
Hub Motor



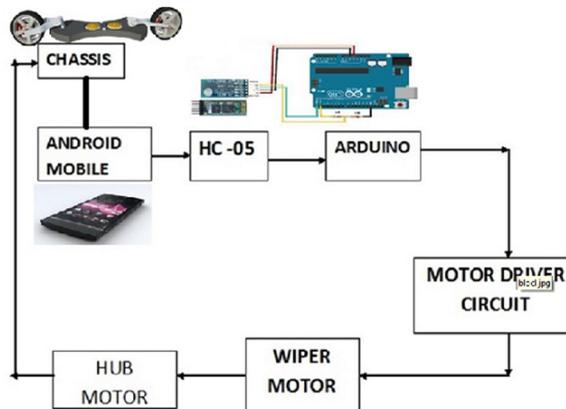
Hub Motor Controller



Wiper Motor



Electrical Circuit for automated control



Control Block Diagram

One more method for Latest Technology



Objective

To develop a self balancing scooter capable of transporting a single passenger

- To learn and integrate the following aspects of engineering:
 - Mechanical
 - Electrical
 - Electronics
 - Dynamics & Control
 - Programming

Self Balancing Scooter

A two wheel (axis-inline) powered vehicle that balances both rider and itself based on rider's leaning action

How does it balance?

Sensors measure the pitching angle and rate

Signals are sent to motors to drive them accordingly

How does it steer

Steer by driving each wheel at different speeds (wheel-speed differential)

Rider twists a bi-directional twist throttle grip (left hand) to control steer

Scope of Project

- Design and fabrication of vehicle chassis
- Selection & Implementation of major components
 - Motors, batteries, microcontroller, etc
- Development of control strategy
- Programming of microcontroller

- Integration of all other engineering details

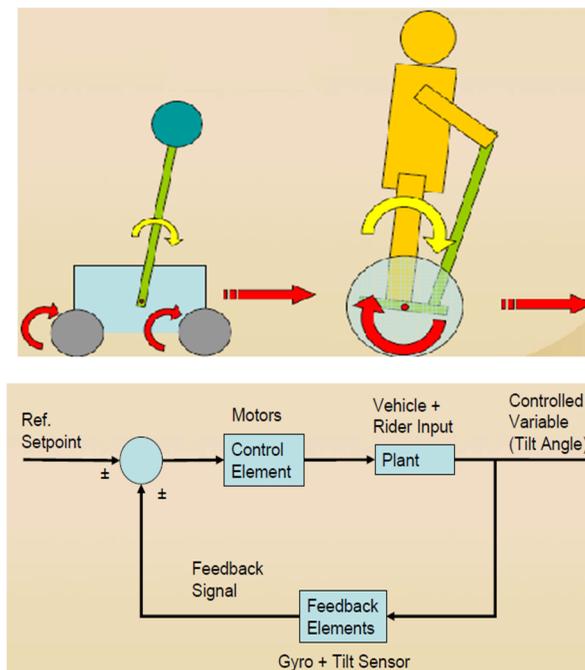
Various models

- Police, Cross Terrain, Commuter, Golf, etc



Working Principle

- Inverted Pendulum Control
- When vehicle is tilted forward, move forward to “catch up” in order to balance



Specifications

Dimensions: 23 x 7 x 7 inches (58 x 18 x 17 cm)

Weight: 25 pounds (12 kg)

Tire size : 6.5"

Battery Type : Lithium Ion 2400mA/h (samsung)

Max Climbing ability : 25 °

Max Speed : 12 km/h

Min turning radius : Zero

Range : 20 km

Battery Capacity : 36V @ 4800mA/h

Motor Power : 250 watt each

Load capacity : 220 lb (100kg)

Charge Voltage : AC 110V-220V / 50-60Hz

Temperature range : 50 to 104 Fahrenheit (-10° to 40° Celsius)

Water proofness : IP54

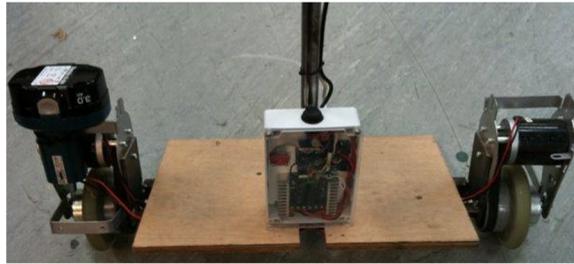
Age Group: 12 & Above

Battery Required: Yes

Cost: 35000Rs/-



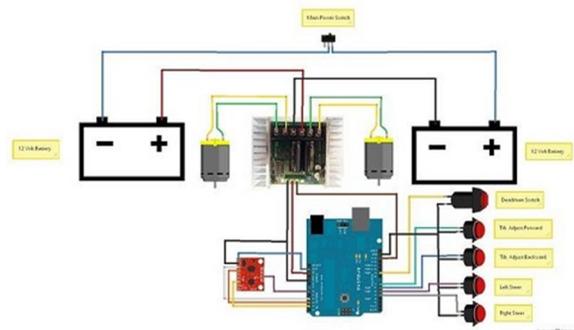
Final Image of the Scooter



Front view of two rollers



PCB Circuit



Electric Circuit for Scooter

Conclusion

This is a two wheeler vehicle has many more safety features than motorcycles which make it more reliable. Safety is one of our top priorities with this vehicle. However, the most important safety feature



is our gyro stability system. This will keep the vehicle upright even in a collision, preventing the vehicle from flipping or rolling. On the other hand it will also protect the passenger from rain, wind, dust as it is a covered vehicle. It will also be more comfortable than any other motorbikes at the same time will require a very small space of parking. The idea of two wheeler self balanced vehicle is new. The vehicle is designed considering cost effectiveness and fuel efficiency factors.

From the thesis project some certain observation are provided:

The force experienced due to the tilt of rotating wheels depends on the RPM of the wheel, the weight of the wheels and the angle of tilt.

The higher the RPM, the bigger the counterforce. That means the counterforce is much larger when the RPM of the hub motor is larger.

The direction of rotating wheel tilt determines the force direction of when spinning is in a particular direction.

Weight attached to hub motor helps to stabilize the balancing.

The more the tilt angle, the more force is needed to stabilizes the chassis.

44 is vehicle needs much more development for future works. Firstly two powerful hub motors are needed for balancing it. The RPM should be over a thousand with attached weight of at least 10-15kg or more. Then the weight should be distributed equally in the chassis. If the weight is more on the right, the vehicle will be tilted on that side more. This is applicable for the left side too. So this unequal distribution of weight can be a problem during balancing.

Again, a calibrated gyroscope is needed to get the tilt angle. A Wired connection with the gyroscope to arduino can be much more convenient for the set up. A PCB can be very helpful too for the motor driving circuit as it reduces wires and thus the reliability of the connection increases.



Overall a steep learning curve on all aspects of system design and implementation

- Good understanding of system dynamics achieved
- A working prototype built from scratch that has achieved functionality according to target objective
- Commonly available technology is sufficient to build such a 'technological miracle'
- A vehicle that is both fun to ride and highly educational in aspects of Engineering

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WELFARE MEASURES AND QUALITY OF WORK LIFE

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Abstract

Labour welfare as 'the voluntary efforts of the employers to establish within the existing industrial system, working and sometimes living and cultural conditions of the employers beyond that which is required by law, the custom of the industry and conditions of the market. Welfare covers the families of workers, especially in India, where because of strong family ties, workers' well being encompasses that of their families. Given the workers economic constraints, probably due to large families, organizations should provide facilities such as transport, medical aid, crèches, and subsidized food required by the workers. The better welfare facilities provided by the organization it leads to increase the employees quality of work life.

Key words: Statutory welfare facilities, Non-statutory welfare facilities, Job satisfaction, Quality of Work Life

Introduction:

Labour Welfare in Indian Industry implies providing better work conditions, such as proper lighting, heat control, cleanliness, low noise level, drinking water and toilet facilities, canteen, rest-rooms, and health and safety measures, reasonable hours of work and holidays and other services such as housing, education, recreation transportation, and counseling. The need for providing such services and facilities is



the responsibility of industry, a desire for upholding democratic values and concern employees.

Welfare covers the families of workers, especially in India, where because of strong family ties, workers' well being encompasses that of their families. Given the workers economic constraints, probably due to large families, organizations should provide facilities such as transport, medical aid, crèches, and subsidized food required by the workers.

Welfare benefits not only raise employee morale but make it easier for employers to attract and hire competent personnel. Welfare helps build a positive image of the organization and facilitates dealing with the union. The abundant supply of labour far in excess of the demand led to a number of labour problems such as wages, long hours of work poor working conditions, exploitation of child and women labour, job insecurity and so on. To ameliorate these conditions, some humanitarian employers and philanthropists approached human resource management with doses of welfare and paternalism.

Significance of Welfare Facilities

Welfare can be observed, experienced and enjoyed, but its effectiveness may be more difficult to measure. Welfare is a corporate attitude or commitment reflected in the expressed care for employee at all levels. Obviously, there must be financial constraints but a concern for welfare makes no immediate contribution to perceived managerial priorities. It is not immediately saleable to a customer or client. At the most, it may be viewed as an overhead cost which cannot be passed on to the consumers.

Welfare is not easily implemented because it requires the cooperation of all major parties involved with the enterprise, management, employees, trade unions, shareholders and the government. Inspire of the various limitations, welfare still has a place



in the management of human resources. Management prerogatives bringing with them management's responsibilities towards its employees in an organization. Employees in their turn, have their own responsibilities towards the management. At work, employees expect to enjoy the basic rights and it is within this framework that welfare will always have a place in the management of human resources.

WELFARE FACILITIES:

The labour welfare operates to neutralize the harmful effect of large scale industrialization and urbanization. Provision of welfare amenities enables the workers to live a richer and more quality life and thereby contributes to their efficiency and productivity. It helps maintain industrial peace. Increased productivity of an industrial undertaking, indisputably, results from mental happiness of employees. Mental happiness of an employee in turn is a function of welfare facilities provided by the employer. Welfare facilities make the life of the employee comfortable and happy. The labour welfare covers a broad field and connotes a state of well-being, happiness, satisfaction, conservation and development of human resources. Provision of welfare facilities for employees is both statutory and voluntary. The statutory welfare facilities include canteen, first-aid boxes, washing facilities, facilities for storing and drying clothes, sitting facilities, crèche, shelters, rest rooms, and lunch rooms, etc., whereas voluntary welfare provisions include housing, education, transport, recreation, co-operative stores etc.

The provision of welfare facilities would, certainly add to the standard of living as well as the quality of life of an employee. The employees feel a sense of satisfaction and happiness towards welfare facilities which significantly increase their standard of living.

Welfare facilities enable the employee and his family to lead a good and healthy life. As they attempt to neutralize the harmful effects



of large-scale industrialization and urbanization, the employee's health-physical and psychological, is likely to be toned up contributing for their.

Statutory welfare facilities are prescribed under the Factories Act, ESI Act, the Maternity Benefit Act, the Workmen's Compensation Act and the Contract Labour (Regulation and Abolition) Act etc. such compliance shows how much concerned and committed the employer is towards the well-being of the employees. Employers, as a statutory requirement, have to comply with the provisions of various welfare amenities under different legislations.

Welfare facilities help to increase employee productivity or efficiency by improving their health and morale, by supplementing wages and facilities, by relieving them of their worries of daily life.

Employee welfare helps improve industrial relations and promote industrial peace. Cordial relations contribute significantly for the job satisfaction of employees.

Every factory, employing more than 150 workers must provide adequate and suitable shelters or rest rooms and a lunch room with provision for drinking water, where workers can eat meals brought by them. Suitable washing facilities for all employees must be provided by every factory.

Sec. 44 of the Factories Act, 1948, mandates certain facilities for sitting of workers in a factory. It states that suitable arrangements for sitting shall be provided and maintained for all workers obliged to work in a standing position, in order that they may take advantage of any opportunities for rest which may occur in the course of their work.

The first-aid boxes should be arranged in appropriate places in the organization which is a statutory norm. The first aid treatment will decrease the severity of the injury to the injured person.



There should be readily available an ambulance during the working hours containing prescribed equipment along with the qualified medical officer and nursing staff in case there are more than 500 workers. After the accident every minute is very important to save the life/ decrease the severity of the injury of the victim. The ambulance facility is meant for timely treatment of the injured person.

Canteens established inside the factory premises generally offer food at subsidized rates. In most of the organizations, food courts offering a variety of continental and inter continental food have become quite popular in recent times. It is the statutory obligation in India, under the Factories Act to provide canteen, if employing 250 or more workers. The canteen must provide sufficient quantity and quality of food items for the workers.

Career development of an employee depends upon the employee's level of education and knowledge acquisition. Any organization should be concerned with the career development of the employees and provide educational facilities to them.

Now-a-days organizations are also providing educational facilities to employees' children as a part of welfare measures. Due to lack of proper educational facilities, sometimes the employees are looking for alternatives like staying outside company quarters for providing education to children elsewhere, or looking for another job opportunity.

In view of acute shortage of housing accommodation in cities, industrial housing facility has become an important part of employee welfare. There are two reasons for providing housing facility within the premises to the employees in the select organizations. 1) Since Visakhapatnam is a fast growing city, getting suitable house nearer to the organization at an affordable rent is a difficult task and 2) an employee staying within the premises of its company quarters, can



attend the duty in time with no transport bottlenecks. To minimize the housing problem in industrial cities, the Central Government provides loans and subsidies for construction of quarters for industrial workers under the Industrial Housing Scheme.

The organizations must arrange sufficient water and electricity at employees' quarters.

The objective of establishing a cooperative store is to provide quality goods at lower prices by eliminating middlemen. This facility will go a long way in improving the standard of living and quality of life of employees. In this regard, an attempt is made to know the employees' perception on the facility of co-operative society for supplying essential goods at reasonable prices.

The objective of running shopping centres is to make available to the employees a wide range of consumer goods and also durables at reasonable prices. For the sake of employees' convenience, organizations maintain these shopping centres usually within the quarter premises.

As a part of employee welfare, the organization clubs, community centres libraries etc. the respondents have been asked to reveal whether the organization is providing good recreation facilities to employees by running clubs, community centres and libraries.

The organization must provide necessary uniform to all the employees. Generally two pairs of uniform must be provided by the organization along with sufficient stitching charges.

The importance of employee's well-being should be recognized by any organization. Needless to say if the employees are happy and healthy, the organizations will also flourish and prosper.

Generally, organizations strive for complying with statutory requirements regarding welfare facilities. But those that believe in



employee well-being, go beyond the statutory limits in providing various facilities voluntarily.

Conclusion:

To sum up, we can say that welfare facilities, undoubtedly, have their impact on quality of work life of employees. In realization of this, a wide range of welfare facilities seem to have been provided by the organizations to its employees. Majority of the respondents have recognized that their standard of living is very much dependent upon the welfare facilities provided by their organization. Still a large majority have acknowledged that their organization is following a good scheme of welfare facilities. Employees have shown their appreciation for the organizational efforts not only in respect of the fulfillment of statutory welfare facilities but also in providing some of the facilities voluntarily to the employees.

Similarly, the employees have rated high their organizational efforts in arranging first aid boxes, ambulance facilities and in providing rest pauses, rest rooms, lunch rooms, uniform, washing facilities also the felt that the welfare facilities are contributing for improved industrial relations. There is a greater agreement on the part of employees that the welfare facilities provided in both the organizations are contributing for enhanced level of efficiency and productivity. The assessment of majority of employees is that the company is going far beyond the statutory requirements in providing the welfare facilities. Based on the above information the employee quality of work life is also depends on welfare facilities provided by the organization.

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PARADISE REGAINED: FOUND ME

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God is one, god is two, god is three, god is four,....., and god is infinite. God is the most dominant and potent entity. He created everything and has the power to destroy too. Religion is the pathway to God. Religion is the pathway to heaven. Religion is the pathway to salvation. Religion was started to create order in a chaotic world. But now it became the sole reason for the prevailing turmoil. So, should religion be eradicated?

We are praying to one unknown, unseen, unfelt and unheard entity called God. We neglect our fellow Human Beings without whom our existence would become incomplete. We are egoistic, selfish and harmful to our kind but always put that invisible being above all. We respect it, we adore it and pray to it. What a pitiful state we are in! I am sorry to say that the World is going into drains. World War III is not far away if we continue the hatred in the same pace.

All religions say that if we pray to their advertised God we would go to heaven. There are some people who do charity, who serve the poor and who always think for the betterment of the society. I asked my theistic friend what if this person doesn't believe in God or pray to him, will he still go to heaven? My theistic friend instantly answered – "no". So, praying to God is more important than helping fellow human being? It will make us even more egotistical and self-centred.

I certainly hope that the supreme God would not try to avenge a philanthropist not praying to him. Come on! God cannot be so ego-filled. God is someone who is beyond everything. God cannot have



stimulus like we do. So, why will this so called God send us to hell! He would not, he should not and he cannot. God is devoid of feelings, God is devoid of humanly nature, God is Universe and God is our Creator and God is someone who cannot be described and defined.

The problem starts when we try to define God. All religions agree that God promotes and advocates Morals, Ethics and Values. If we want to sustain human race then these ingredients are very much essential. Peace, Love and Universal Brotherhood are those elements which will keep us going. But now God is the reason for the shattered unity and devastating abhorrence among various communities. So, should God be eradicated?

I have never seen God, but I have seen exhilarating sceneries of nature. I have never felt God but I have felt the motherly touch of nature. I have never heard from God but I heard beautiful melodies from nature. I never smelled God, but I smelled heavenly aroma of nature. So, for me nature is more important than God. I have proof that there is nature but I don't have any evidence of God. So, I will believe what I see, feel, hear and smell.

Most religions say God is more than parents. Come on! Don't be morons. Your mother took bone cracking pains to give you birth and your father worked his ass off to feed you and you regard God above your parents. If you are in this category then you are fit to be called as a nincompoop. Your teacher educated and guided you and you regard God above her. Your friend motivated and stood by you and you regard God above him. You should be shameful. Open your eyes idiot. What did God do? O Yes! He created everything including us, right? Where is the validation? Just abstract talk won't win you the case.

Most religious books predicted and depicted the happenings of the World we live in an almost precise way with some added abstractions. The credit for this must go to the writers of these books and not to God.



These writers can be regarded as Great Historians, Great Scientists and Great Philosophers. We attribute everything to God and nothing to mankind. Why should God get all the credit? We are successful cause of our efforts, support and hard-work. Sometimes luck plays a crucial role and this is majorly ascribed as God's intervention, more like God's interjection!!!

We are lost because we spend most of our time with the unknown God and leave/forget the known World. We are actually drifting away from the reality. We will continue to lose ourselves if we carry on this path. If you want to regain yourself then see the World as it is. Travel around, enjoy nature, develop relations, serve fellow humans and talk to yourself. Before understanding God first understand your-self. Who are you? Who are you? Who are you?

Till now my writing would have pleased Atheists as I criticized God and Religious Institutions. Don't be too happy too soon friends. Non-believers are more dangerous. You don't follow any morals, rules and principles. You are parasites of immeasurable magnitude. You are more likely to end the Existence more quickly than these lost-believers. You are more like a rabies affected dog, out of control maniacs. These religious perplexities gave birth to you, a disease more powerful than Ebola and HIV AIDS. You are more animalistic and less humane. I am sorry to actually say the truth. Truth hurts more. See Communist Countries for example where atheism is practiced. So, what is the solution? Too much of God and too little of God, are infectious and chaotic. Both the extremities are injurious to World. God is freedom. God is everywhere. God is everything.

All religions are trying to prove that their God is supreme. Nobody needs to defend God, an entity who is responsible for creating this gigantic Universe can prove himself and doesn't need the help of fragile humanity. Man is insignificant in comparison with the total creation. We are really lost if we think that God has a name. We are really lost if



we think that God has a form. We are really lost if we think that God would create heaven and hell for us. We are teeny tiny bits in front of God and we presume that God would be worried about us. He created us to live together and sustain ourselves taking help from nature but we are dividing ourselves and sustaining from wiping out nature. God gave us everything but we fight in his name.

All religions agree in connection to some common moral regulations prescribed by their religious texts. Let us all take a similar stand on them as they are specified for one common goal i.e., peaceful co-existence of human beings. The real judgement day will come when the nature is completely smeared out from our earth. We won't have food, drinking water and fresh air to breathe. That day we will rot and die. The main problem with us humans is that we don't think logically. We believe in many mythical and fictional elements and leave out the actuality.

We need everyone. We need all Muslims, Christians, Hindus, Jews, Buddhists, Sikhs and others to live together and co-exist from the continuance of humanity. No religion, caste, colour and gender can differentiate and divide us. We were one species and will remain like that for eternity. Proper study of mankind is man only and not God. Good & Evil both are omnipresent and it depends on us whom we welcome. Man can learn so much from nature and glorification of its beauty give wisdom and happiness. All human life is connection between mental nature and environmental nature. Life is nothing but man in relation with nature and if you want to be devoid of all confusion then recognize this fact.

Corrupted mind is lost. A mind which is pure, peaceful and non-greedy is never lost. Communion with nature corrects our corrupted mind. Nature has the power to transform human hearts and mould perceptions. But unfortunately, man has lost his connection with nature and became a machine. We have to remember that ultimate



satisfaction comes from calmness and peace which only nature can provide us with. Pantheism says that God is everywhere. There is God in bird, tree, man, etc. So, we have to respect everyone and everything. God is omnipotent, omniscient and omnipresent and thereby he is everywhere.

All kinds of pleasures are possible with nature. There is fear, adventure, happiness, satisfaction and beauty in nature which we cannot find in this fake Urban World where there are only two feelings – stress and anxiety, which are life threatening. We think that we have freedom but we don't. We think democracy is freedom but we are misled. We are so used to this type of living that we are failing to recognize that we don't have freedom. We need Id cards for everything. I am part of nature and I shouldn't be needing these phony cards to enjoy the nature. People have marked boundaries and are calling our nature as their Countries. Where is our freedom? Nature is our birth right. Politics has really curbed our independence.

I am forced to elect a Government. I can manage myself, we can administer ourselves, why should we follow those shady policies framed by these sham rulers. Morals and Ethics should guide us and not these fraudulent gangsters. I am not allowed to mingle with my fellow humans in Africa, in Japan, in Brazil, in Germany, etc., unless I have some transitory permit called visa. This is unfair. We are all lost in the duplicate World created by few gluttonous people. The fast paced techno-filled World that we now live in is all Maya. It is time for us to come out of this silhouette.

For the sake of money and glory we are losing the real things of value in life. A materialistic man is lost. Man has to keep his awareness in the present. If he thinks about the past or the future then he is lost. When you truly enjoy every moment of life then you are not lost. A diseased and disabled man will know the real value of having ability to enjoy the nature around you.



Man has to live close to nature and keep himself away from human nature, then only he can regain his lost nature. Other human beings already possess so many negatives & devils and if you interact with them, then you will lose yourself and fall into misery. Too many relations will destroy your personal peace and will keep you away from knowing yourself and reaching your goals. Therefore, we need to restrict ourselves to few positive people. Men of renunciation, determination, single-mindedness and knowledge-seeking are never lost. When the freedom is restricted and when a man is chained by shackles of attachments, inhibitions and mental pollutants, then he is definitely lost.

In childhood we never had lost feeling because our knowledge was limited and we lead a simple life. We enjoyed every small thing around us then. We need to talk ourselves to discover our real self. Common man's life is blessed. He is very lucky. A man who is contented with the fulfilment of basic needs like food, shelter and clothing is sacred. Nature helps us to transcend from the physical World. Nature is that portal which will transform us. Examples: Lives of Henry David Thoreau, John Keats and William Wordsworth. Religious Philosophies should be updated on par with the changing time.

If religion is either fixed or rigid then it will hinder development. We should realize that God is pro growth, God is pro unity, God is pro peace and God is pro love. So, if we want to please God, then instead of fighting over him we should care for one-another, serve one-another, live in unity and spread love. God is one, we are all one and I urge humanity to not break this unity. The main problem is that we are all God fearing people and not God loving. The day we will starting loving him, we will regain ourselves. No religion is perfect. If a religion wants to benefit humanity then it has to adapt itself to the changing circumstances.

Solutions to regain the lost self:



Either

1. Live like a child
2. Live like a saint
3. Live close to nature
4. Limit your relations

Works Cited:

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2. The Holy Quran
3. Bhagvad Gita



INTANGIBLE ASSETS REPORTING: KNOWLEDGE INTENSIVE VERSUS TRADITIONAL PRODUCT BASED COMPANIES

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Abstract

The purpose of the study is to examine the reporting practices of Intangible assets of selected 10 Indian companies during the year 2013-14. Further, the company wise, element wise and category wise has been conducted of sample companies. The sample companies are selected by considering Hidden value ($M.V.-B.V./M.V.*100$). The largest hidden value was classified as knowledge intensive companies and least hidden value was traditional product based companies. Content analysis on the annual reports of respective companies was used for the analysis.

The research findings showed that overall disclosure of Indian companies was unsystematic and unorganized. In overall scenario, Tata Consultancy services were such company whose disclosure score was higher in all industry type. Study reveals that Traditional product based companies have much focus on business processes, financial relations, philosophy & culture rather than on customer satisfaction, brands, corporate image, distribution channels. Study showed that Knowledge intensive companies have much dependence on intangible assets as compared to Traditional product based companies. Specifically, the research findings suggest that companies have much awareness of intangible assets but still further guidance is needed to improve the ways in which several elements are reported.

Keywords: Intangible assets, Hidden value, Knowledge Based companies, Traditional Product Based companies, Content Analysis, Annual Reports.



INTRODUCTION

Intangible assets are the hidden and invisible assets that are the key driver for achieving the sustainable competitive advantage. Indian Economy has progressively switched from the industrial economy to knowledge based economy where most of the investment is made in the knowledge, people, customer satisfaction, brands, information technology and research & development activities. These Intangible assets are often well assessed in the difference between market and book value ratio (Lev 2003; Pablos 2003; Ragini 2012). Most of the intangible assets are not fully disclosed in the financial statements. Traditional model of accounting mainly based on double entry accounting system is incapable to measure, manage and report the intangible assets. Only some intangible assets are recognized in the financial statements such as intellectual property (Patents, trademark, copyright) whose market value has been recognized by a transaction and acquired items such as goodwill (OECD,2006). Dobhal and Pande (2007) revealed that the Indian companies ranked third globally in intangible assets among all developed countries and blocs, barring the USA and Switzerland. According to Global Intangible Tracker 2007 (GIT), India is just behind US (75%) and Switzerland (74%) with an estimated intangible assets component of 74% (as proportion of total enterprise value). This is the most extensive global survey ever on intangible assets by the London-based Brand Finance Institute. GIT 2007 covered over 5000 companies in 32 countries. GIT considered top 50 Indian companies of Bombay Stock Exchange selected as per market capitalization. In 2006, Total enterprise value of India (TEV) is \$365 billion and tangible assets are \$96 billion. The rest constitute a massive wealth of \$269 billion of disclosed and undisclosed intangible assets (\$3 billion and \$266 billion, respectively). Inability of financial reporting framework to accommodate intangible assets, some companies voluntary report their intangible assets related information in their



annual reports. Focusing on the intangible assets reporting, there are various studies which investigate the disclosure practices such as Hong Kong and Australia (Guthrie et al., 2006), Canada (Bontis, 2003), Ireland (Brennan, 2001), Italy (Bozzolan, 2003), South Africa (April et al., 2003), Spain (Oliveras et al., 2008), Nigeria (Omoye, 2013), Singapore and Sri Lanka (Abeysekera, 2008), Netherland, France and Germany (Vergauwen et al., 2005). But there is very limited research on Intangible assets in Indian context and reporting level differences between type of company (knowledge based companies and traditional product based companies). These gaps in the literature will be addressed in this paper.

INTANGIBLE ASSETS

The terms Intangible assets, Knowledge based assets and Intellectual capital (hereafter mentioned as IC) have been used interchangeably assert that these terms differentiate with their nature of stream like Intangible assets in accounting literature, Knowledge based assets by economists and Intellectual capital in management practices (Lev 2001, Rodgers 2003). There is as such no common definition for Intangible assets. Intangible assets (IA) are considered the most critical resource of today's enterprise and yet, most enterprises cannot clearly define what constitutes an intangible asset (Andreou et al., 2007). According to Indian Accounting Standard 38 (Ind AS 38), "Intangible asset is an identifiable non-monetary asset without physical substance". Several accounting professional bodies and researchers have attempted to classify the intangible assets. Sveiby (1997) categorized the Intangible assets as: Internal structure, External structure and Employee (Individual) competence. This classification is used in various studies such as Guthrie et al. (2000), Brennan (2001), April et al. (2003), Bozzolan et al. (2003), Goh et al. (2004) and many more. Lev (2001) categorized the Intangible assets as: Discovery (innovation), Human



resources and Organizational practices. The concept of Intangible assets is too wide and it is very difficult to isolate and value them.

REVIEW OF LITERATURE

Guthrie and Petty (2000) examined the annual reports of 20 Australian companies to measure the extent of IC reporting practices for the year 1998. In an Irish study, **Brennan (2001)** examined the voluntary IC reporting practices of the 11 knowledge based Irish listed companies for the year 1999. **Bontis (2003)** conducted a study on the IC disclosure practices of 10000 Canadian Corporations by employing content analysis. **April, Bosma and Deglon (2003)** examined the measurement, reporting and management practices in the 20 South African mining industry. **Goh and Lim (2004)** examined the extent of IC disclosure of 20 profit- making public listed Malaysian companies for the year 2001. They found that the incidence of IC disclosure information in the annual reports was highly qualitative instead of quantitatively in the financial statements. **Oliveras, Gowthorpe, Kasperskaya and Perramon (2008)** conducted a study on the- IC reporting practices of 12 Spanish companies over the period from 2000 to 2002. **Xiao (2008)** analyzed the annual reports to determine the extent of IC disclosure in China for the year 2007. A common finding of all above studies has been the inadequacy of IC disclosure irrespective of what model was used to study such disclosures. These studies found that Intangible assets disclosures are highly qualitative rather than quantitative.

In India, only a few studies have been carried out to analyze the Intangible assets reporting by Indian companies.

Pablos (2005) examined the main similarities and differences between the Indian IC report and European IC report and also made an attempt to know the idiosyncratic features that define the Indian IC report. He found that Indian IC report does not focus on the business model,



values, mission and vision and/or knowledge management issues like European IC reports. Indian companies present a narrative style reporting that describes a firm's IC and analyzed the components without focus on the specific indicators. Researcher concluded that Indian reports also much larger than the European intellectual reports.

Joshi and Ubha (2009) conducted a study on the IC reporting practices of 15 leading Indian information technology companies. **Bhasin (2011)** analyzed the IC related information of 16 top IT sector companies of India for the year 2007-08 and 2008-09. Common findings from these studies are Intellectual property rights (IPR) was the most disclosed item of IC and Infosys Technology Limited was widely disclosing company of IC related items. **Chandra and Mehra (2011)** assessed the extent of intangible assets disclosure practices of the Indian companies for the year 2003-04 and 2007-08. Study found that number of employees, market share and research activities were most disclosed attributes in the case of human capital, external capital and internal capital respectively. Infosys Technologies Limited was the top company for disclosing the intangible assets for the both of the years. Study found significant difference in the intangible assets reporting practices of the companies in the year 2003-04 and 2007-08. Researcher concluded the study by saying that there is a need to develop an index of intangible assets disclosure to incorporate both quantitative as well as qualitative description of intangible assets. The overall reporting of intangible assets was unorganized and unsystematic.

Vishnu and Gupta (2014) measured IC of top 22 Indian pharmaceutical firms and also studied its impact on their performance. Performance variables were return on assets (ROA) and return on sales (ROS) whereas IC components were human capital, structural capital and relational capital. Results showed positive relationship between IC components and performance variables. Further, results revealed that



relational capital has no significant relationship with performance variables.

Several studies suggested that knowledge based industries or high tech industries disclosed more intangible assets related information (Bozzolan et al. 2003; Oliveira et al.2006; Whiting et al., 2011). **Boujelbene and Affes (2013)** classified knowledge intensive industries and traditional industries. Knowledge intensive industries include IT, distribution, media, software, biotechnology, entertainment, retail, high tech manufacturing and web services. Traditional industries consist of chemicals, food, oil, utilities, automobiles, electronics, textile/clothing and tourism and leisure. **Bruggen (2009)** stated that industry type is a determinant of IC disclosure. Industries that rely more on IC disclose more information on IC. He found that firms of Health care industry and firms of Information technology industry disclosed significantly more information related to IC compared to firms of other industries.

OBJECTIVE OF THE STUDY

On the basis of review of literature, the following objective has been framed:

- a) To analyze the overall extent of intangible assets reporting practices of selected 10 Indian companies during the year 2013-14
- b) To study the category wise, element wise analysis and company wise analysis of selected 10 Indian Companies.
- c) To study and compare the category wise, element wise and company wise analysis of five knowledge intensive companies and five traditional product based companies during the year 2013-14.

RESEARCH METHODOLOGY



Universe of the study

The purpose of the study reported in this paper is to examine the intangible assets reporting practices of Indian companies. The research population includes all Indian companies rated as per ET 500, selected as per market capitalization.

Sample selection

For the sample selection, Hidden value (MV-BV i.e. Market value less Book value) was used for making the difference between Knowledge intensive companies and Traditional product based companies. The hidden value in percent form was then calculated by $(MV-BV/MV*100)$. The companies with the largest positive hidden value were classified as knowledge intensive companies and companies with the negative hidden value were traditional product based companies. Five companies in each category were selected based on the magnitude of their hidden value ratio, giving a total sample size of ten companies.

Technique for the analysis

To measure the level of reporting practices of intangible assets, Content analysis is used on the annual reports of the companies. For the present study the modified Intangible Assets Monitor of Sveiby (1997) framework is used. The previous research also indicates use of same index (Petty and Guthrie, 2000; Brennan, 2001; Bozzolan et al., 2003). The reason for selecting this framework is that result of this study might be generally comparable with other studies. This study uses a framework similar to Silva et al. (2014) and Abeysekera (2008), consisting 19 elements showed in following diagram:

Table- I Classification of Disclosure index as per Sveiby's framework

INTERNAL CAPITAL	EXTERNAL CAPITAL	HUMAN CAPITAL
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<ul style="list-style-type: none"> • Processes • Systems • Philosophy & Culture • Intellectual property • Financial relations 	<ul style="list-style-type: none"> • Brands • Customer image • Corporate building • Business Partnering • Distribution channels • Market share 	<ul style="list-style-type: none"> • Work related knowledge • Training & development • Entrepreneurial skills • Equity issues • Employee safety • Employee relations • Employee welfare • Employee related measurement
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Recording Unit

Sentences were chosen as recording unit and each sentence was coded with the value of (0) or (1). If the value is of (0), means there is no variable is in the annual report. If the value is of (1), then the variable is presented in the annual report. If the same information is disclosed more than once, the researcher considered that information only once.

The total disclosure score in percent form has been computed by (Total number of elements appearing in annual reports/Maximum number of elements which should appear in annual reports i.e.19 * 100)

FINDINGS OF THE STUDY

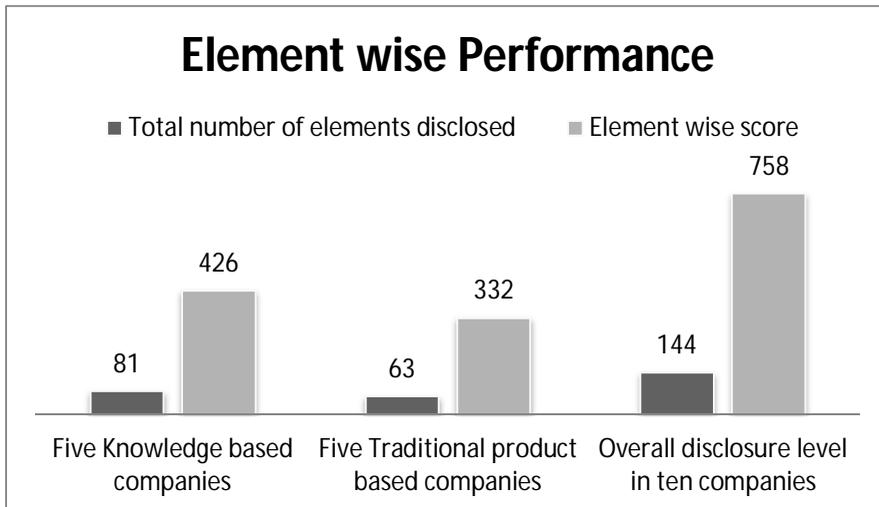
The findings of this study have been shown in the following forms:

Element wise analysis of Indian companies

In element wise analysis, Knowledge intensive companies disclosed elements with the total score of 426 while Traditional product based companies disclosed elements with the total score of 332. This shows

that Knowledge intensive companies have much dependence on intangible assets as compared to Traditional product based companies.

Figure-I Element wise performance of Indian companies



(Source: Annual reports of respective companies)

Ranking of elements on the basis of Score

In the case of knowledge intensive companies, Philosophy & Culture, Brands, Customers, Corporate image building, Market share, Training & Development, Entrepreneurial skill, Employee safety, Employee relations and Employee welfare were maximum disclosed elements. On the other hand, Philosophy & Culture, Financial relations, Training & development and Employee welfare were maximum disclosed elements in the case of Traditional product based companies. The least disclosed elements in overall and both industry type (Knowledge intensive companies and Traditional product based companies) was Equity issues.



Table-II Ranking of Indian companies on the basis of Score

Sr No.	Five Knowledge Intensive companies			Five Traditional Product based Companies			Total Ten Indian companies performance		
	Elements	Score	Rank	Elements	Score	Rank	Elements	Score	Rank
1	Philosophy & Culture	26	1	Philosophy & Culture	26	1	Philosophy & Culture	53	1
2	Brands	26	1	Financial relations	26	1	Training & Development	53	1
3	Customers	26	1	Training & Development	26	1	Employee welfare	53	1
4	Corporate image building	26	1	Employee welfare	26	1	Brands	47	2
5	Business Partnering	26	1	Processes	21	2	Customers	47	2
6	Market share	26	1	Systems	21	2	Corporate image building	47	2
7	Training & Development	26	1	Brands	21	2	Entrepreneurial skill	47	2
8	Entrepreneurial skill	26	1	Customers	21	2	Financial relations	42	3
9	Employee safety	26	1	Corporate image	21	2	Business Partnering	42	3



				building					
10	Employee relations	26	1	Entrepreneurial skill	21	2	Employee relations	42	3
11	Employee Welfare	26	1	Business Partnering	16	3	Processes	37	4
12	Intellectual property	21	2	Employee relations	16	3	Systems	37	4
13	Distribution channels	21	2	Employee related measurement	16	3	Market share	37	4
14	Work related knowledge	21	2	Intellectual property	11	4	Employee safety	37	4
15	Employee related measurement	21	2	Distribution channels	11	4	Employee related measurement	37	4
16	Processes	16	3	Market share	11	4	Intellectual property	32	5
17	Systems	16	3	Work related knowledge	11	4	Distribution channels	32	5
18	Financial relations	16	3	Employee safety	11	4	Work related knowledge	32	5
19	Equity issues	5	4	Equity issues	0	5	Equity issues	5	6

(Source: Annual reports of respective companies)



Company wise analysis of total 10 Indian companies

In company wise analysis, Tata consultancy services limited were top disclosing company for intangible assets reporting with the score of 95 and Adani power limited was the company who disclose least information relating to intangible assets with the score of 42.

Table-III represents company wise performance analysis of reporting practices of Intangible assets of 10 Indian listed companies

Sr No.	Name of Companies	Number of elements disclosed	Score	Rank
1	Tata consultancy services	18	95	1
2	Hindustan Unilever limited	17	89	2
3	Hindustan Petroleum Corporation Limited	17	89	2
4	Castrol India Limited	16	84	3
5	Colgate-Palmolive(India) Limited-	15	79	4
6	Procter & Gamble Hygiene and Healthcare Limited	15	79	4
7	Jai Prakash Associates Limited	15	79	4
8	Bajaj Finserv Limited	13	68	5
9	Hindalco Industries Limited	10	53	6
10	Adani Power Limited	8	42	7

(Source: Annual reports of respective companies)



Company wise analysis of knowledge intensive companies

Tata consultancy services limited was top disclosing company for intangible assets reporting with the score of 95 and Procter & Gamble Hygiene and healthcare limited was the company who disclose least information relating to intangible assets with the score of 79. This can be shown in Table-IV.

Table-IV Company wise analysis of knowledge intensive companies

Sr no.	Name of knowledge intensive companies	Number of elements disclosed	Score	Rank
1	Tata consultancy services	18	95	1
-2	Hindustan Unilever limited	17	89	2
3	Castrol India Limited	16	84	3
4	Colgate-Palmolive (India) Limited	15	79	4
5	Procter & Gamble Hygiene and Healthcare Limited	15	79	4

(Source: Annual reports of respective companies)

Company wise analysis of Traditional product based companies

Hindustan petroleum Corporation limited were top disclosing company for intangible assets reporting with the score of 89 and Adani Power limited was the company who disclose least information relating to intangible assets with the score of 42.



Table-V Company wise analysis of Traditional product based companies

Sr no.	Name of traditional product based companies	Number of elements disclosed	Score	Rank
1	Hindustan petroleum Corporation Limited	17	89	1
2	Jai Prakash Associates Limited	15	79	2
3	Bajaj Finserv Limited	13	68	3
4	Hindalco Industries Limited	10	53	4
5	Adani Power Limited	8	42	5

(Source: Annual reports of respective companies)

Category wise analysis

In the category wise analysis, Human capital was the most disclosed category followed by External capital and Internal capital was the least disclosed category in the case of overall and knowledge intensive companies. However, in the case of traditional product based companies, Human capital (126) was the most disclosed category followed by Internal capital (105) and External capital (100) was the least disclosed category. Employees are the key assets for knowledge intensive companies with maximum score of 42 in percentage.



Table-VI Category wise analysis of selected Indian companies

Number of Companies	Categories as per Sveiby Framework						Total no. of Score
	Internal capital		External capital		Human capital		
	Total of Score	In Percent	Total of Score	In Percent	Total of Score	In Percent	
Five Knowledge based companies	95	22	153	36	179	42	427
Five Traditional product based companies	105	32	100	30	126	38	331
Overall disclosure of Ten Indian companies	200	26	253	33	305	40	758

(Source: Annual reports of respective companies)

CONCLUSION

The aim of the study is to examine the reporting practices of intangible assets of selected 10 Indian companies during the year 2013-14. Further, the company wise, element wise and category wise has been conducted of selected 10 Indian companies. The sample companies are selected by considering Hidden value (M.V.-B.V./M.V.*100). The largest hidden value was classified as knowledge intensive companies and least



hidden value were traditional product based companies. Content analysis on the annual reports of respective companies was used for the analysis. The research findings showed that overall disclosure of Indian companies was unsystematic and unorganized. Philosophy and Culture, Training and development & Employee welfare were highly disclosed elements in annual reports of Indian companies during the year 2013-14. The least disclosed element was equity issues. All sample companies does not consider the equity issues (a statement about the company that shows that they do not discriminate against employees on the basis of race, gender, religion or disability) in their reports. In company wise analysis, Tata consultancy services have maximum disclosure with the score of 95. Procter & Gamble hygiene and healthcare Limited has disclosure score of 79. In the industry type of traditional product based companies, Hindustan Petroleum Corporation Limited has maximum disclosure score of 89 and least disclosure was made by Adani Power Limited with the score of 42. In overall scenario, Tata Consultancy services were such company whose disclosure score was higher in all industry type. In the category wise analysis, Human capital was the most disclosed category followed by External capital and Internal capital was the least disclosed category in the case of overall and knowledge intensive companies. However, in the case of traditional product based companies, Human capital (38) was the most disclosed category followed by Internal capital (32) and External capital (30) was the least disclosed category. Employees are the key assets for knowledge intensive companies with maximum score of 42. Study reveals that Traditional product based companies have much focus on business processes, financial relations, philosophy & culture rather than on customer satisfaction, brands, corporate image, distribution channels. Knowledge intensive companies disclosed intangible assets elements maximum (426) as compared to Traditional product based companies (332). Study showed that Knowledge intensive companies have much dependence on intangible assets as compared to Traditional



product based companies. Specifically, the research findings suggest that companies have enough awareness of intangible assets but still further guidance and proper framework is needed to improve the ways in which several elements are reported. **LIMITATION OF THE STUDY**

The results of this study are limited by small sample size and limited to only one year (2013-14) which makes it difficult to draw any trend analysis and making the difference between knowledge intensive companies and Traditional Product Based companies. But this sample size is similar in previous research (see Brennan, 2001).

FUTURE RESEARCH

Future research will be held by considering large sample and also draw longitudinal analysis. Also Comparative analysis will be considered by taking the sample of different countries.

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LABOUR RIGHTS AND STANDARDS FOR MIGRATION PEOPLES IN INDIA

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Abstract

Consequently, producers or owners and workers were emerged in the private economy. So far as welfare of the society is concerned, it was necessary to maintain labour standards for workers and provide them welfare facilities as per labour standards. Therefore, the International Labour Organization was established in 1919, under the treaty of Versailles. After the second war period, the United Nations General Assembly adopted the Universal Declaration of Human Rights. The most important fundamental international instrument informing much social, economic and political polices of many developed and developing countries in the world is the Universal Declaration of Human Rights, December 10, 1948.

Key words: Labour Rights, Migration peoples, International Labour Organization.

Introduction:

With the advent of industrial revolution in Europe, in the 18th and 19th centuries, a new class of factory workers was emerged in the world economy. Capital and labour were main factors of production in the production processes of industrial revolution. Consequently, producers or owners and workers were emerged in the private economy. .So far as welfare of the society is concerned, it was necessary to maintain labour standards for workers and provide them welfare facilities as per labour standards. Therefore, the International Labour Organization was established in 1919, under the treaty of Versailles. After the second war period, the United Nations General Assembly adopted the Universal Declaration of Human Rights. The most important fundamental international instrument informing much social, economic and political polices of many developed and developing countries in the world is the Universal Declaration of



Human Rights, December 10, 1948. However, the human rights have been incorporated in the constitutions of many countries in the world. According to International Labour Organization's principles and rights at work, core rights are important for working class in the world economy. India is a developing country. India adopted new economic policy in 1991, which is known as liberalization, Privatization and Globalizations (LPG). New economic policy has changed the face of the country. Globalisation brings in its wake restructuring of production processes, and employment relations. (Mishra, 2001). In the era of globalization, it is necessary to discuss relevant aspects of labour standards and labour rights, dimensions of decent work in respect of migrant workers in the developing countries like India.

Objectives of study: The objectives of the study are:

To know policy of decent work adopted by ILO for workers in the world economy. To discuss about rights of labour for development of working class.

- To examine relevant aspects of labour standards in order to improve the living and the working conditions of migrant workers and others.
- To study about labour rights and standards for migrant labour in India.
- To suggest measures in order to protect the migrant labour in India.

In this paper, an attempt has been made to discuss about labor rights and standards in respect of migrant labour in India. The study is descriptive in nature and mostly based on primary and secondary data published in different reports of the government and non government agencies.

Concept of decent work:

The word decent means accepted moral standards, decent work; it shows an acceptable quality of work. Let us say, workers are pleasant at work places and they are satisfied from any type of work due to decent conditions of life as well as decent working conditions of labour. It shows various types of freedoms and rights for men, women and children in order to maintain dignity of human life in the society,



in other words, development of society, workers, as per labour standards.

According to Reddy,(2005), Decent work refers to work wider than job or employment including wage employment ,self employment and home working and is based on the core enabling labour standards viz, freedom of association, collective bargaining, freedom from discrimination and child labour. Besides, Rodgers (2001) observes that the word decent too involves some notion of the normal standards of society, lack of decent work therefore has something common with concepts of deprivation or exclusion, but of which concerned with social and economic situations, which do not meet social standards. Decent work is a broad concept which is related to overall development of the society and workers. Rodgers (2001) says that decent work is a way of capturing interrelated social and economic goals of development. Development involves the removal of unfreedoms such as poverty, lack of access to public infrastructures or the denial of civil rights. Decent work brings together different types of freedoms. such as labour rights, social security, employment opportunities etc. Therefore , there are four dimensions of decent work, (i)work and employment itself (ii) rights at work (iii) security (iv) reprehensive at work dialogue. The goal of decent work is based on sound ethical principles of ILO. The main goal of decent work is to promote opportunities for women and men to obtain decent and productive work in conditions of freedom, equity, security, and human dignity. Mishra (2001) pointed out position of the population in the global economy, about three billion people today live on less than 2 dollars a day. It means that half of the global population is not even close to a decent standard of living. More than a billion people do not have enough to eat every day.

Labour Rights:

Let us discuss aspect of labour rights, which is concerned with decent work. Social security is a fundamental right of labour. which is guaranteed by law to all human beings ,who live their own labour and who find themselves unable to work temporarily or permanently for their control .In terms of social security, the first beginnings were made at the time of French Revolution when a Declaration of the Rights of man was proclaimed. It served as a preamble to the French Constitution of 1793. Which stated; inter-alia public assistance is a



sacred duty (singh, 1997). According to Article 22 of the Universal Declaration of Human Rights, every member of society has a right to social security. The ILO declaration on fundamental principles and rights at work is a major step in this direction. Development must bring about an improvement in the living conditions of people. It should, therefore, ensure the provision of basic human needs at all. (Nayar, 2003).

The international covenant on economic social and cultural Rights of the United Nations is another international instrument bestowing workers with economic social and cultural rights. So that they enjoying these rights of self –determination can freely pursue their economic, social and cultural development (shyamsundhar, 2004). The Indian Constitution (GOI, 1991) provides for citizenship rights in part II. Citizenship rights are regarded as fundamental, because they are most essential for the attainment by the individual of his full intellectual moral and spiritual status. The guarantee of the minimum rights at the workplace will enable people to claim and realize a fair share of the wealth. The guarantee of these rights will ensure a process of translating economic growth into social equality. The development thus becomes synonymous with the agenda of integrated development. (Mishra, 2001).

According to the Directive Principles of State Policy of the Indian Constitution,(GOI 1991) The state is required to secure for the citizens ,both men and women to right to an adequate means of livelihood, equal pay for equal work for both men and women, protection against abuse and exploitation of worker's , economic necessity, protection of their health and strength, to secure for children opportunities and facilities to develop in a healthy manner and in conditions of freedom and dignity and protect children and a youth against exploitation and moral and material abandonment. The state is also required to secure equal justice and free legal aid, to make effective provisions for right to work, to education and to public assistance incases of undeserved want, to ensure just and human conditions of work and maternity relief, to secure work, a living wage and a decent standard of life to participation of workers in the management of industries.

However, citizenship rights are essential for the development of the citizens of the country. According to Thorat,(2008),in complete citizenship or denial of civil rights (freedom of expression, rule of law,



right to justice) political rights (right and means to participation in the exercise of political power), and socio-economic rights (right to property, employment, and education) are key dimensions of an impoverished life. Besides, Mishra (2001), states that we need to recognize that the right to move freely from one part of the territory of a country to another or one part of the globe to another is a basic right which should not be denied to workers.

Labour standards:

The International Labour Organization (ILO) has played a significant role in promoting International Labour Standards. (ILS's). The ILO has formulated international labour standards at various conferences. In 1944, the conference of Philadelphia adopted the Declaration of Philadelphia, which restated the fundamental aims and purposes of the ILO. Several acronyms have been used to describe labour standards such as fair labour standards, minimum labour standards, basic or core labour standards etc. Several factors have also been attributed to non-observance of labour standards such as unfair trade and labour practice, state of underdevelopment, absence of work place co-operation and so on (Mishra, 2001). With a view to improve labour conditions through the forum of tripartite committees, the international labour organization passed the convention on June 1976. The preamble of the last ACP-EEC (African Caribbean and Pacific States) convention signed at Lome in 1984. Besides, the world summit on social development held at Copenhagen in March 1995 had tried to establish the basis for such a minimum level of social protection by creating an international consensus on fundamental minimum labour standards. Since its inception the international labour organization has adopted 181 legally binding conventions and 188 recommendations aimed at improving labour standards across the globe. There are eight core labour standards.

There are four categories such as:

- i) Right to freedom of Association and collective bargaining
- ii) Elimination of forced labour
- iii) Elimination of child labour
- iv) Elimination of discrimination in matter of occupation and wages. (Mishra, 2008).



However, there are important seven conventions.(convention No's 29, 87, 98, 100, 105, 111, and 138) (Mitra, Kaushal,1998).These Conventions are also known as social clause, labour clause, social concerns etc.These are the instruments in the hands of ILO in to improve the living and working conditions of working class in the third world.(Nath,1998).The ILO provides for a tripartite arrangements between employers, workers and state to legislate and execute the international labour standards in the member countries. The international labour standards protect workers in various sectors. They include freedom of association, equal pay for equal work, safe working conditions, abolition of forced labour and sex based discrimination, employment protection, provision of social security, protection of migrant workers, elimination of sexual harassment of women workers and others. These international labour standards were formulated and few of them were amended by the international labour organization between 1919 and 1978with a view to protect the material and moral interests of the workers. (Singh, 1998).

Labour standards for workers in India:

Now, we are going to discuss relevant aspects of international labour standards and the position of India. regarding labour standards. India is a founder member of the ILO.India has ratified 37 of the 181 conventions. The constitution of India upholds all the fundamental principles envisaged in the seven core international labour standards. Out of the seven core labour conventions, India has ratified three, they are (i) forced labour No.29, equal remuneration No.100. and discrimination No.111.The government of India has ratified some conventions such as hours of work industry convention 1919,night work (women) convention 1919 ,minimum age convention 1919 ,Right to Association (Agricultural workers),workmen's compensation,1925, Equal Remuneration convention1951,(VenataRatam,1998), However, freedom of association and Right to collective bargaining (convention No.87 and 98) both conventions are not ratified by India due to technical difficulties involving trade union rights for civil servants.Freedom of Association is guaranteed as a fundamental right in the Indian constitution , Trade Union Act 1926 meets with part of the objectives of the convention. The Indian Constitution, (GOI, 1991) upholds the principle equality



between men and women. Laws have enacted fixing the hours and minimum wages of labourers and to improve their living conditions. Various security schemes have been framed. Besides, there are various labour laws, like Trade Union Act 1926, The Minimum Wages Act 1948, Employees State Insurance Act 1948, Industrial Disputes Act 1949, Industrial Disputes Decision Act 1955, Payment of Bonus Act 1955, Personal Injuries, (compensation insurance) Act 1963, Maternity Benefits Act 1967, Contract Labour (Regulation and Abolition) Act 1970, Bonded labour Systems (Abolition) Act 1976, Equal Remuneration Act 1976, Interstate Migrant Workmen (Regulation of Employment) Conditions of Service Act 1979, The Child Labour (prohibition and Regulation) Act 1986 etc. However, these labour laws and policies are applicable for workers in the organized sector only. What is the present position of unorganized workers India? Have they got basic rights of labour as per labour standards in India? Have they protected by various labour laws in India? What is status of migrant workers in India? These are main issues of unorganized workers in India. They constitute 92 percent of the total workforce in the country. As against this an estimated 8 percent of the labour force in India falls in the formal or organized sector, which is protected by compressive labour laws covering Industrial Disputes, Unfair dismissal trade union rights, wage and working conditions , health, insurance, security schemes etc.

Determinants of Migration:

Now, we can discuss about the concept of migration. The problems of migrant workers have become very important in many developing countries of the world. The process of theorization of migration began in the 19th century. It has been discussed by many researchers, who have emphasized social and cultural, distant and economic factors as causes of migration. Migration of labour started in India during the period of British colonial rule. It was aimed at meeting the requirements of capitalist's development both in India and abroad. The labour was moved from the hinterland to the sites of mining, plantation and manufactories. It was recruited from the rural areas and regulated in such a manner that women and children remained in the villages while males migrated to the modern sector. (Gill, 1998). Generally, there are two basic factors of migration: i)



Distance ii) Duration.

From the distance point of view, migration can be classified under four categories:

i) Rural to Rural ii) Rural to Urban iii) Urban to Rural iv) Urban to Urban.

Besides, migration can be divided into following categories:

i) Intra-district, ii) Inter-district iii) Intra-state iv) Inter-state v) National and International.

From the duration point of view migration can be studied under three categories:

i) Casual-temporary ii) Periodic- seasonal iii) Permanent.

Todaro (1969), tried to explain migration in developing countries in terms of push and pull factors, respectively. Therefore, the motives of migration are classified as push factors (which emphasize on the situation at the origin, that is, place from which migration started) and pull factors (which emphasize on the situation at the destination). Unemployment, flood, earthquake, drought, (i.e., natural calamities) etc, are the push factors. Pull factors that determine migration such as attraction of city life, for education, health, development of backward community, job opportunities and training facilities and so on. The push and pull factors of migration among a tribal and lower income group's of population are categorized under the following heads (i) Ecological factor (ii) Demographic factor (iii) Social and Cultural factors.

Migration of labour in India:

The problem of seasonalisation in agro-based industries can be found in a large number of countries. Firstly, we have to define seasonal factory, seasonal factory is one which normally works for more than half the days of the year. The main feature of nearly all the seasonal factories is that the workers are still agriculturists and the great majority live in their village homes. The workers are generally quite unorganized and wages tend to be low. (GOI, 1931). There are some of the important key questions, we need to seek answers like, (i) who are the migrant workers? (ii) Why do they migrate from their native places? (i) Where do they migrate? What is the status of migrant labour in respect of labour standards in India? Do they know about their labour rights?

For the purpose of migration, some studies and reports have



tried to seek answers of these questions, and they have discussed the problem of migrant workers in India. Agriculture is the main source of the population of India. The agriculture on which the bulk of the rural population in our country has to depend for the main source of livelihood. Which is itself largely dependent on the precipitation and distribution of rainfall; failure of rain and consequent failure of agriculture greatly reduce the purchasing power of this large segment of population, recurrence of such situation called as drought.

In India, droughts occur once in every five years in some parts of India. (MEDC, 1974), viz., West Bengal, Madhya Pradesh, Kerala, Coastal parts of Andhra Pradesh, some parts of Maharashtra state, like Marathwada, east and west parts of Maharashtra, interior of south Karnataka, Bihar, Orissa, Rajasthan and other parts of India. At present, Cultivators, small and marginal farmers, agricultural labourers, landless labourers etc, have to face the problems of natural calamities in India. According to Desarda (1987), drought is not caused by niggardliness of nature, but failure of the system properly plan and use the resources of land and water, he further emphatically stressed that water resources of India are colossal but they are seasonally, regionally distributed and very compressive water resources, planning is reduced to combat recurrent droughts and raving floods. However, the problem of chronic under employment in rural areas is thus essentially due to the event of a failure of seasons and lack of resources. (Gadgil, 1972). At present, about 27.5 percent of the population is below the poverty line in India, (in which section of the society is unable to fulfill its basic necessities of life like food, cloths and shelter etc) The planning Commission of India in its Approach to the 11th Five year Plan, 2006 estimated that 27.8 percent of population was below the poverty line in 2004-05. Datt and Sundharam (2008) have shown state level data on poverty ratios during 2004-0. States with poverty of less than 15 percent were Jammu and Kashmir, Punjab, Haryana, Himachal Pradesh, Delhi, Andhra Pradesh. As against them. States with poverty ratios above 30 percent were Maharashtra, Uttar Pradesh, Bihar, Jharkhand, Madhya Pradesh, Chattisgarh, Uttarakhand, and Orissa.

The problem of poverty is directly related to the existence of unemployment, underemployment and low productivity. (NIRD, 1984). Agriculture is a seasonal occupation, which can not open job



opportunities round the year to all (powar, 1983). In the absence of irrigation facilities permitting multiple cropping, the monsoon agriculture enjoins on a majority of the rural labour force on an extended period of seasonal unemployment (Myrdal, 1970). These helplessness-dispirited unemployed labourers leave their village homes and join to swell the already overpopulated areas not only in India but also in other parts of the developing and developed countries, whose agricultural labourers are shifting to the industrial sector (ILO, 1960).

Dantwala (1963) emphasizes the feature of seasonability and disguised nature of unemployment in the agricultural sector. Seasonability arises from the problem of inelasticities of the time pattern of primary production. According to Nigeria (1963), we are not short of land quantitatively but we are short of land qualitatively, that is to say, arable lands are not as fertile and productive as we would want, the result is that, people move from these poor soil areas to the urban and agro-based industrial areas and create more problems for the government. Similarly Myrdal (1958) observes that in many underdeveloped countries, a part of the labour force does not engage in any form of workers at all. Most of these workers, who work only short periods in the agricultural sector. These countries have to face the problem of disguised unemployment; the term disguised unemployment is used to refer to the mass unemployment. Disguised unemployment prevails especially in the agricultural sector of underdeveloped and overpopulated countries (Nurkse, 1960). Unemployment is associated with all types of workers from the small, owner-cultivators down to migratory agricultural labourers for periods of time even during the agricultural season (Sundram, 1947).

The marginal productivity of the members of the family is negligible or zero from agriculture, their continuance in agriculture would add no food to the total. (Singh, 1965). The majority of the agricultural labourers, small and marginal farmers do not get enough work during the off-season, consequently, they migrate from insufficient food and limited sources of geographical areas to job opportunities areas. (Vakil, 1978, Galbraith, 1958). Therefore, we can say that agricultural labourers and other workers are migrating from drought-prone areas to irrigated and industrially developed areas for part-time work or seasonal types of jobs. Especially, workers migrate from their native



places to urban areas or other places of work due to various reasons.

Dadabhi Naoroji, (1888), and Lewis, (1956) have pointed out various causes of migration of labour, like agricultural poverty, the decline of village and cottage industries, poverty of the people, drought affected villages in which absentee of work for about six months per annum, and the existence of a large size of small cultivators whose holdings are extremely inadequate and landless labour in economically weaker sections of the community, and lower caste people. The 1991 Census of India, includes two other reasons for migration of people. Namely (i) business and (ii) natural calamities like drought, floods, and others.

However, Karl Marx (1958) also pointed out the problem of migrants in the agricultural and industrial fields, he says that this class of people, who migrate to industrial areas for several months, they live with camp, the contractor himself generally provides his army and he exploits the labourers in two-fold fashion as soldiers of industry, and he works with the help of labour gang system, which is cheaper than other work. Karl Marx further states that labour gang system is decidedly the cheapest for the land and factory owners and decidedly worst for the children and migrant workers. Now, how can this difficult situation be tackled? How can the rural marginal farmers, landless and agricultural labour and migrants be saved out of this situation? (Vyas, 1964). The Royal Commission of Agriculture Report (GOI, 1927), pointed out that about 75 percent of the labour employed in large sugar mills in Bihar and Orissa states, was composed of such type of migratory labour. This seasonal trend of labour force also found in other plantation areas in different parts of India. (Dasgupta, 1979, Gadgil, 1948).

Status of Migrant labour in India:

The National Commission on Rural Labour in India (NCRL, 1991) estimates more than 10 million circular migrants in the rural areas alone. These include an estimated 4.5 million inter-state migrants and 6 million intra-state migrants. The Commission pointed out that there are large number of seasonally migrant workers in the agriculture and plantations, brick kilns, quarries, construction sites and fish processing. The problem of seasonal migrant workers in the sugar industry and other agro-based industries is not a new phenomenon in India. There are more than 500 sugar factories in India. (Datt,



Sundharam, 2008) The average crushing season of the sugar factories varies from 116 to 165 days. In the country, Agricultural workers migrate from drought prone areas of Maharashtra state to irrigated areas or industrially developed areas of the state for seasonal work in the sugar factories. There are about 12 lakh sugar cane cutters, transporters, sugarcane harvesting seasonal migrant workers in the Maharashtra state. The majority of seasonal workers or poorer live in the rural areas and belong to the categories of landless labourers, small and marginal farmers, scheduled castes and scheduled tribes and other backward classes. (Salve, 1990). These people have either no assets with very productivity, a few relevant skills and no regular time or very low paid jobs seasonal. Besides, migrant workers are engaged in different types of jobs such as brick kilns, salt pans, stone quarries, construction (irrigation, canals, dams, road building) in agri-business like harvesting of sugarcane. Large numbers of bonded labourers nowadays are seasonal migrants (Breman, 2008).

Srivastava's study (1998) shows state wise data of migrant workers in different sectors of India. Haryana state provides employment to a large number of migrant workers from Uttar Pradesh and Bihar. Some workers migrate to Tea and coffee plantations in Karnataka states, West Bengal and Assam states employ migrant labourers from Tamilnadu, Andhra Pradesh and Bihar. Besides, and more than 12 lakh inter-state migrant workers work in the agricultural sector. Brick kilns provide temporary employment to around 10 lakh. Seasonal migrant workers. Various construction workers, road, railway, buildings, dams. Canals etc seem to employ nearly 20 lakh inter-state migrants. Around 45 lakh inter-state migrant workers work for temporary periods in different sectors. Besides, large numbers of seasonal migrants work in the urban informal manufacturing, construction services or transport sectors as casual labourers and so on.

In Maharashtra state, there are 10 lakh handloom and power loom workers, 8 lakh workers who are engaged in building and construction sectors. In the Western Maharashtra state, sugar factories engage near about six lakh seasonal migrant workers from drought prone areas of the state. Agriculturally developed regions in West Bengal and Madhya Pradesh draws labourers from other districts within the



state or other states. (NCRL,1991).So far as recruitment process is concerned, in the agricultural sector, migrant workers are recruited directly by the farmers themselves or through a chain of middlemen like contractors or mukkadams or thekeddar etc.The recruitment process in the non-agricultural sector is also organized through contractors or middlemen in a number of industries. Loans and advances to migrant workers are adjusted through them. Expenses and transportation or other costs etc are deducted from their payments in the few months.

Quality of life and labour standards for migrant labour:

After independence, many labour laws have enacted by the government of India. Besides, the government also adopted various labour policies in order to improve wages and working conditions of workers in the organized and unorganized sectors. We need to discuss about the quality of life and labour standards for the migrant workers in India. In terms of wage policy in India, it has been observed that male and female migrant workers get lower wages than minimum wages. They do not get minimum, wages stipulated under the minimum wages Act, 1948.Long and flexible working hours, combined with low wages are reported in the case of most seasonally migrant workers in India. (Singh and Iyer 1995, Krishnaiah, 1977, Salve, 1990). There is no fixed time of work for migrant workers; they work more than 12 hours a day instead of 8 hours a day. .harvesting of sugarcane migrant workers, sugarcane cutters, transporters and brick kiln workers work for 12 or more hours per day(Srivastav 1998, Salve1990).So far as wage rates of women workers are concerned, it has been observed that migrant women workers are paid lower wages than male workers in certain operations.

Therefore, it should be noted that 'the principle of equal pay for equal work' is not also strictly adhered to the fixation of wage rates for contract basis male and female seasonal migrant workers as per the Equal Remuneration Act of 1976.Most of the migrant workers are illiterate, ignorant and belong to scheduled castes, scheduled tribes and others socially, economically, weaker sections of the society. The Disadvantaged Groups of the Society, Handicapped people, who can not earn a decent living as other normal people. (Mishra, 2001). Bremen (2008) shows that recruitment for work in brick kilns, stone quarries or salt pane takes place in the off season, when workers are



offered an advance payment for making their labour power available later on. This is most clearly demonstrated in the case of seasonal migration.

It has been observed that migrant workers are not aware of their rights or labour rights, like right to equality, right to work, right to secure work, a living wage and a decent standard of life, security scheme, health, right to form association, right to freedom, cultural and educational rights, etc. There are various workers in the unorganized sectors such as bamboo cutters, salseed collectors in Orissa state, the fisherman and women, the leather flayers and tunners, the salt workers, the beedi workers, the hand loom weavers, the hand crafts men and women, the workers in brick kilns and stone quarries etc. All these workers. Who all victims of the same situation. This handiwork of a system, which breeds inter-mediaries or middlemen who reap a lot of unmerited benefits at cost of the labour of these people. They are victims of both unfair labour practices as well as a state of underdevelopment. (Mishra.2001).

Social security for migrant labour:

The ILO is constitutionally bound to promote social security programmes and measures providing basic income to all in need of protection. Social security systems provide nine types of benefits as defined in the in the social security (minimum standards) convention, 1952(102) namely, medical care, sickness and maternity, medical care, sickness and maternity benefits, family benefits, unemployment benefits, employment injury, invalidity and survivor's benefits, old age benefits. Therefore, social security is the very foundation of a decent society, it is the primary source of social legitimacy. (Mishra, 2001).

Singh (1997) observes that in most of the developing countries there are no bilateral agreements and no national legislation, specifying the rights of migrant workers, who do not therefore, enjoy the benefits of social security schemes in the countries to which they have migrated. In the era of globalization, there has been growing casualisation of workers, therefore, workers are struggling for their labour rights and their dignity of life. Generally, unorganized workers, have been suffered from the problem of unemployment, lack of social security.

The ILO estimates suggest that 150 million people are fully



unemployed. Many more are forced to eke out a living in casual or occasional jobs, low productivity self, self employment or other forms of unemployment. Unemployment has growing millions as a result of the financial crisis in Asia and other parts of the world; more than 50 percent of the world's population is excluded today from any form of social security. (Mishra, 2001). Bremen's study(2008) shows that ,the employers are only interested in maximizing their material profits, which they do by paying low and piece- rated wages without accepting any responsibility for the basic security. Most of the migrant workers do not have adequate shelter, drinking water or toilet facilities.

It has been observed that seasonal migrant workers in sugar factories in the Maharashtra and other states, they have to stay in make shift shacks, huts or in the open and have no access to safe drinking water. The Factories Act of 1948 makes it obligatory on the employers to provide drinking water, washing, bathing facilities for workers and latrines and urinals for workers etc. It was found from the surveyed sugar factories that drinking water, washing and bathing facilities, other facilities were totally absent for contract basis seasonal migrant workers in the premises of the sugar factories (Salve, 1990). Health hazards are a serious problem for the migrant workers in various sectors. Construction and brick kiln migrant workers suffer from a number of diseases which are a result of their occupation or working conditions. Accidents and lung diseases are common among construction workers. (Srivastav, 1998). The ILO estimates suggest that only 10 percent of the world's workers have truly adequate social protection (Rodgers, 2001).

So far as women workers are concerned, women constitute a significant part of the workforce in India. However, the work participation rate of women's still very low. In 1993-1994, the percentage of women in the workforce was 28.6 against 54.5 for males. The work participation rate of women is low as compared to U.S.A. 42.7 percent and Italy 53.8 percent. More than 90 percent of the total workforce of the country is engaged in the unorganized sector. Of the total employment of women, they comprise only 4 percent of the organized sector, and 96 percent women are employed in the so called unorganized or informal sector, which is unorganized, non-unionized, low waged and with unhealthy almost inhuman working conditions. It is true that women labour is predominant in the unorganized sector.

In 1997, the ILO introduced convention about sexual



harassment of women workers at the work places. The definition of sexual harassment adopted by ILO has been accepted by the government of India. But the growing informalisation or casualisation or marginalization of women at work places serious threats regarding the ILO convention. Women workers in unorganized sectors are, generally, sexually exploited.(Heggade,1998).

Migrant women workers are exposed to the risk of sexual harassment and exploitation.(Acharya,1987, Sardamoni,1995, Teerink,1995,)So far as women migrant workers are concerned, women workers work in various factories, like sugar factories, handlooms and power looms and cotton ginning mills for the nature of temporary, seasonal, part time work.However,migrant women workers in India, who are often in low skilled occupations in sectors not efficiently covered by national labour laws and standards, and vulnerable to various forms of exploitation including sexual harassment at the places of work(Mishra,2001).

Besides, India has the largest number of world's working children which is almost 40 percent of the number of children in the world force. The incidence of child workers in the unorganized sector is much higher than those in the formal organized sector. (Nath, 1998).

Among four core labour standards the deplorable violation in India is practice of child labour. Uniform labour standards in the context of child labour can not be implemented in rural and urban areas of India Unevenness of economic development makes it difficult to apply uniform labour standards. (Kothari, 1998).

In terms of bondage labour system, bondage and servitude has been reported in the brick kilns, stone quarries, building and road constructions, agriculture and plantations, and other unorganized sectors in different forms (Nath,1998,).The proportion of bonded labour is more among migrant workers, who belong to backward community i.e. Scheduled castes and scheduled tribes. (Daily Samarath, 10th may, 2009,) According to Bremen's study (2008), the new forms of labour bondage can also be found in rural or urban based industries like rice mills, small-scale carpet workshop, gem processing ateliers etc. In all these cases, labour bondage is a feature of the employment modalities of vulnerable segments of the workforce in the



informal sector of the economy. So far, action taken by the state to end labour bondage has remained ineffective (Breman, 2008). It should be noted that Child Labour Prohibition and Abolition Act 1986, Bonded labour system (Abolition) Act 1976, Maternity Benefits Act, 1967, Equal Remuneration Act, and other labour laws have not been implemented effectively in order to improve working conditions of migrant workers, these labour laws have not also covered workers in the unorganized sectors in the country.

Breman (2008) found that certainly the abolition of Bonded labour Act (1976) was introduced to fight strictures on the freedom to work as a legal right. The enactment failed to release this objective because it did not go beyond addressing forms of agrarian bondage, which still lingered on the different parts of India. Besides, the maternity benefits are not available for contract based migrant women workers and employed in agriculture, construction, brick kilns and other temporary, seasonal, part time work, because they come under the unorganized sector.

In the sugar factories of Maharashtra state, it was observed that pregnant migrant women workers were found to be suffering from sickness like toxemia, nutritional anemia, trichomoniasis etc. In the case of illness arising out of pregnancy, miscarriage migrant women workers, none of the served sugar factories had provided medical facilities to seasonal migrant women workers in pre natal and post natal stages. (Salve, 1990). There is significant disparities in the provision of maternity benefits. The violation of the Maternity Act goes unchallenged because there is no strong organization of contract basis seasonal migrant workers in India.

Collective representation of Migrant Labour:

The international covenant on civil and political rights shows about the freedom of association of workers. It declared that no restrictions should be placed on exercising the rights of workers other than those which are necessary in a democratic society. (Shaym sundhr, 2004). India is a founder member of the ILO. India has ratified 39 of the 182 conventions; however, it has not ratified the conventions relating to two subjects. Freedom of organization and collective bargaining (No. 87 and 98). It has been observed that the employees have not fundamental, statutory and moral or equitable right to strike



in the country. The Supreme Court of India pronounced that even the case of legal or justified strike, the principle of 'no work no pay' could be applied (Shyam sundhr,2004).In the Indian Constitution,Article19 and Article(1-c) have given the right to association. but for diverse reasons the Supreme Court has consistently held that the right.(Rama swamy ,2004).So far as Tamilnadu case is concerned , the government employees and teachers in Tamilnadu went on strike in July2003 to protect against the changes in the conditions of service.TheTamilnadu Government imposed the Tamilnadu Essential Services Maintenance Act (TESMA),2002, the employees who were united under eighteen different trade unions, were dismissed without given them a chance to heard .This is in complete violation of all the principles of natural justice. The judgment also reflects the ideological domination of neo-liberal agenda in the national policies. The agenda claims to bring in labour flexibilization through the policies of 'hire and fire' (Pandhe, 2004).Mishra's study (2001) shows that globalization has adversely affected the exercise of the rights of freedom of association and collective bargaining.

As a matter of fact, any citizen of the country should have the right to express his grievances. It is his fundantal right. It has been observed that only the workers organized under the trade unions have the right to express grievances and to fight for rights. But what about the workers in the unorganized sector, workers who are not organized under any trade unions? Certainly, they belong to lower strata of the society in comparison to the organized workers, who will protect the interests of the unorganized workers? like migrant workers and contract based workers in different industries. Today, migrant workers as well as unorganized workers are struggling for labour rights and labour standards. There are various problems of migrant workers like the abolition of contract labour system, implementation of the provisions of the labour laws, an eight hours working day, payment of minimum of wages, social security schemes, insurance, labour welfare amenities.

Therefore, National Commission on Labour report(GOI,1969.), pointed out that there is wide disparity in the wages and working conditions of direct labour and contract basis labour, Wage Boards Constituted for different industries have recommended extension of uniform Wage



rates for both direct and contract labour .But in the absence of an effective implementation machinery, contract basis labour is generally paid wages below the rates prescribed for regular workers in industry .Often ,they do not get any payment other than the basic remuneration. Conditions of work are also far from satisfactory ,Working hours are irregular and longer, .there is no security of seasonal jobs ,the job ends with contractors ,leave with wages is not available to these labour. Whatever contractors make advance payments to their labour, accounts are manipulated.

The practice of employing contract migrant labour prevails in varying degrees in almost all industries .However, in the unorganized workers, like migrants ,are not protected and wages are almost non-existent and it is extremely difficult to enforce the rules where they exist.

Conclusion:

Decent work is a broad concept which is related to social and economic goals of development. It brings together different types of freedoms. There are four types of dimensions of decent work, such as work and employment itself, rights at work, security, and representative at work dialogue. The International Labour Organization has played a significant role in promoting International Labour Standards. India has advocated the promotion of labour standards within the frame work of the ILO Constitution. More than 90 percent of the total workforce is engaged in the unorganized or informal sector, like migrant labour and other workforce.

Migrant workers, those workers, who migrate from one area to another area within the state or country in order to get seasonal or temporary or part time work in different sectors. Migrant workers, who are not organized under any trade unions and their labour standards, are not protected by the government as well as trade unions, these migrant workers are illiterate, ignorant, and belong to backward community .They do not get minimum wages stipulated under the Minimum wages Act. Today, the real issue is how to extend human rights to all segments of the labour market. There are many groups of workers in the unorganized sector or informal economy, like migrant workers in agriculture, building and road construction, brick kilns, sugar factories and others, for whom decent work is a very distant goal.



There are no strong trade unions of migrant workers in the unorganized sector. The bargaining power of these migrant workers is thus weaker than workers in the organized sector. After independence, India has been adopted various labour policies in order to improve working conditions of workers in the unorganized sector. There are also various labour laws for these workers. Intact, its implementation is mostly ineffective. Therefore, migrant workers and workers in the unorganized sector are struggling for their labour rights and to implement the provisions of various labour laws as per International labour standards. Therefore, the government of India should ratify all the relevant international covenants that respect the dignity of labour, especially important ILO Conventions No.87.the freedom of association and protection of the right to organize convention, and the ILo convention 98, the right to organize and collective bargaining convention. Workers, whether industrial workers or employed with the government should have an inalienable right resort to strike. Uniform labour standards in the context of unorganized sector workers, like migrant workers, should be implemented in rural and urban areas of India. It is necessary to protect migrant and other workers in the unorganized sector by International labour standards.

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COMPUTER ASSISTED LANGUAGE LEARNING FOR EFFECTIVE COMMUNICATION SKILLS AMONG POLYTECHNIC STUDENTS IN ANDHRA PRADESH

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Abstract: English teaching professionals are in great demand around the world. Every year polytechnic colleges in Andhra Pradesh produce thousands of Diploma holders in different branches. Even though, they have to strive in a competitive job market against graduates from other state institutions. The State of Andhra Pradesh has always spearheaded in achieving excellence in education, technology, technicality and industrial development at the national level. In today's globalized scenario, these students require not solely subject data of the specific courses however also English language skills and soft skills to excel in academic and professional life. Effective communication skills are very much needed in every field. The majority of students enrolled in polytechnic courses in the State come from non-English speaking backgrounds and they need to improve their communicative competence. Here the role of English Language learning through CALL becomes challenging. The paper aims at studying challenges faced by the students and in implementing CALL in teaching English to polytechnic students. The effective communication levels test among polytechnic students by decision.

Keywords: CALL, Communication Skills, Polytechnic, Effective

Introduction:

Computer Assisted Language Learning (CALL) is often perceived, somewhat narrowly, as an approach to language teaching and learning



in which the computer is used as an aid to the presentation, reinforcement and assessment of material to be learned, usually including a substantial interactive element. Levy (1997:1) ¹defines CALL more succinctly and more broadly as "the search for and study of applications of the computer in language teaching and learning". Levy's definition is in line with the view held by the majority of modern call practitioners.

CALL's origins can be derived back to the Nineteen Sixties. Up until the late 1970s decision comes were confined mainly to universities, where computer programs were developed on giant mainframe computers. The PLATO project, initiated at the University of Illinois in 1960, is an important landmark in the early development of call (Marty 1981). ²In the late 1970s, the arrival of the personal computer (PC) brought computing within the range of a wider audience, resulting in a boom in the development of call programs and a flurry of publications. Early CALL favored an approach that drew heavily on practices associated with the programmed instruction. This was reflected in the term PC assisted Language Instruction (CALI), which originated in the USA and was in common use till the early Nineteen Eighties when the decision became the dominant term. There was initially a lack of imagination and ability on a part of programmer, a situation that was rectified to a considerable extent by the publication of an influential seminal work by Higgins & Johns (1984), ³which contained numerous examples of alternative approaches to call. Throughout the 1980s, call widened its scope, embracing the communicative approach and a range of new technologies.

¹ Levy M (1997). CALL: context and conceptualization. Oxford: Oxford University Press.

²Marty F (1981). 'Reflections on the use of computers in second language acquisition.' System 9(2), 85–98.

³Higgins J J & Johns T (1984). Computers in language learning. London: Collins.



Computer-assisted language learning (CALL) is an approach to teaching and learning in which the computer and computer-based resources like the web are accustomed gift, reinforce and assess material to be learned and usually includes a considerable interactive element. It also includes the search for and the investigation of applications in language teaching and learning. [1] Except for self-study software, CALL is meant to supplement face-to-face language instruction, not to replace it.

We are the part of a society and the society moves on the wheels of communication. In the professional world, communication and its related skills decide a person's career curve. People with better communication skills get ample chances to touch the celestial point of success. Nothing happens in the professional world without communication. It propels the management process and serves as a lubricant for its smooth operation. Communication helps the professionals in their managerial tasks like planning, organizing, executing, staffing and controlling. Interaction among people is essential in every organization and proper communication helps the organizations to achieve their goals. Communication is vital to the survival, sustenance and proper growth of any organization. The origin of the word 'communication' is from the Latin word "Community" or "Communicate" which means, "to share". Communication can be defined as "the transfer of ideas, feelings, plans, messages or information from one person to another". Communication will be effective only when it gets the desired action or response.

Reasons: There are some reasons for the lack of good English communication skills among Andhra Pradesh polytechnic students. The foremost reason is lack of English background in polytechnic students from their school education. The parental background is also very poor in economic and education. In A.P State while teaching English Communication Skills is due to lack of proper exposure to communicate



each other. Many students are from rural and social group areas of the state where they hardly get proper exposure for developing their language skills. Even in urban areas, the exposure is limited. The main reason for this is often that their basics have not been properly taught at the school level. Only exam oriented teaching at the school level is possible.

In school education, English is taught as a subject rather than a language. The syllabus up to SSC is designed to develop four basic skills of English but students hardly develop these skills even if they pass the examination with good marks in English.

Linguistic Competence: Linguistic competence comprises the basic elements of communication, the sentence patterns and types, the constituent structure, the morphological inflections, and the lexical resources, as well because the phonological and orthographic systems needed to realize communication as speech or writing. This competency is very much useful in effective communication in English language.

Another reason is many students who secure admission in polytechnics are from Telugu medium colleges. Therefore, they are not accustomed to English conversation. Students who have studied in English medium are somewhat fluent in English. They have developed their speech but several grammatical errors can be observed in their speech as well as in writing. Their pronunciation is not proper either.

It is also true that they also do not get motivation from their school academics whose primary task is to finish the syllabus in stipulated time. In our schools, the emphasis is laid on teaching process, not on the learning process.

Another reason is that many teachers who teach English do not have any idea of the important aim of the subject. Some teachers cannot speak fluently and with proper pronunciation. They are unable to show the students in throughout English. Therefore, the basic language skill



remains undeveloped in the students they teach. First the teacher must have enough education in English to teach Communication skills.

The role of Government of A.P also must be taken into thought. The English was neglected for a long time. One could complete graduation without studying English as one of the themes. Because of this, there was a lack of suitable atmosphere of English within the state. The students learn more from the atmosphere than by studying rules of descriptive English grammar. English speaking people around you are rare in the state. Now the state Government has accomplished the necessity of developing English communication skills and English subject has been created compulsory in SSC and HSC examination.

It is not only the duty of English lecturer to develop communication skills in polytechnics; the lecturers of all disciplines should make efforts. If they continue to teach in Telugu medium, the students will hardly develop the basic skills by studying the subject communication skills theoretically. There need to be good method to teach technical student practical English communication.

Challenges Encountered by the English Teachers in polytechnic colleges

The medium of instruction in Polytechnic courses is English. The students similarly as alternative academics look at it, not on par with other technical subjects. Equal weight age is not given to English subject. The English language is the only means to precise the data of core subjects, but it is given least importance. First, the attitudes of students and academics have to change as far as The English language is concerned.

The intake of students in each branch of polytechnic course is sixty students. As it is a big number to deal individually in a classroom, it becomes a challenge for an English teacher to take attention of all the students. So individual concentration becomes difficult for a teacher so



improving language skills of the students in the classroom may not be an easy task.

All the students who take admission in technical colleges do not come from English medium alone but come even from vernacular mediums of instruction. Teaching English to a heterogeneous class becomes the biggest challenge for English academics. Few may be intelligent, grasp subjects easily but lack communication skills. So improving language skills of the students of a category becomes a difficult task. Not all students show interest to learn the English language, as they are negligent about the value of learning an English language in the gift scenario. Even cultural differences and gender differences create a difficulty in teaching English to a heterogeneous category.

The completion of the syllabus in the given limited time is another concern to be looked into. Only two or three periods are allotted for English subjects per week. In this short stipulated time, the teachers have to complete curriculum keeping the examinations of the students in mind. So academics will be involved in the prescribed program on par with other subject academics during the theory categories. English Language Laboratory is not included in the polytechnic courses. Therefore, there is no likelihood for academics to take sensible sessions by giving task-based activities to improve communication skills of the students here.

Even if the three-year syllabus is so well planned and designed to reinforce the required skills of the students to become employable by the time of their course completion, it becomes difficult to complete all the exercise or task-based activities in the category space alone because of the heterogeneous group of sophistication and time constraint.

There is no other assessment carried out to test the communication skills of the students. The examination the students take is written one as per the Board rules and system. The students write these exams



just by following some check papers or guides and clear their papers in the exams. But there is no evaluation system to check the language acquisition of the students in the 3 years of their course. As there is no Language lab for them, the teachers cannot test their language skills by conducting practical at the end of the academic year or semester.

Even if the soft skills are enclosed within the program of the third year, the teachers will educate them about the soft skills but again it becomes difficult to conduct activities in the theory classes because the allotted categories are solely two per every week. Teaching theory will not help the students but they have to participate in language activities to learn these soft skills.

The above mentioned few problems or constraints are experienced by the English academics in polytechnic colleges in general.

Suggestions to Overcome the Challenges

It can undoubtedly facilitate to improve the interest of students to learn The English language if the academics plan and prepare few methods. First, in the beginning of the tutorial year of the course, the students should be created to realize the importance of English by giving real time experiences of others and tell them the factors ruling the present day global market.

Secondly, students should be motivated to attend the classes compulsorily and to take part in schoolroom activities. Students from different levels of understanding will be grouped as a team and created to figure on these language activities, so that a below average student will feel comfortable.

The vernacular medium students should be encouraged to actively participate and little extra care will be extended to such students so that they will not feel bad or shy before English medium students. Adding one or two periods to the existing periods allotted for English



can help in completing the syllabus however also to complete the activities by students' participation in the room itself. Evaluation and assessment of the students' language learning ability should be done continuously. For this, the practical sessions will be enclosed within the program. English Language laboratory can undoubtedly be the answer. Last but not the least, the teachers should also work with little more patience when dealing with heterogeneous classes and need to be guides, counselors and facilitators to the students making them continuously realize the importance of English communication skills in their tutorial, professional and social life.

The CALL definitely improves ones English communication in polytechnic students.⁴ Because it is computer-based application, pupils get more interested on it. Teacher has to get advantage of it and make student more involvement on it. The question of the impact of CALL in language learning and teaching has been raised at regular intervals ever since computers first appeared in educational institutions (Davies & Hewer 2011: Section 3).⁵ There is no doubt in e learning in

Much more initiation is needed for this program to educate students in effective English communication skill. In A.P polytechnic colleges need to build languages lab in a large extent. There are some limitations in this program also, that is lack of computer literacy among polytechnic students. We need to strengthen the power of English communication and computer education.

Conclusion:

Globalization has made The English language the need of the hour. The CALL is very much useful e learning method to develop in English Communication. This program can improve effective communication among all students with more involvement. It had proven individual

⁴https://en.wikipedia.org/wiki/Computer-assisted_language_learning

⁵Davies & Hewer 2011: Section 3



learning capacity among polytechnic students. Therefore, it is important for technical students to learn for both professional and social life. The students and the teachers ought to contribute to this finish. The students must not only attempt to acquire subject data however conjointly language skills and become skilled in each aspect. The language teachers should lay a lot of stress on a sensible approach of teaching English with pre-planned ways that and finishing this task with very little a lot of patience. Even the language laboratory in polytechnic courses will conjointly be useful, if they are effectively utilized at all institutions

The institutes to sort out the problem to some extent will look into the step-motherly treatment of English and other language academics. Even lack of teachers in some institutes is a major concern; it has to be solved by the Institute and the Board. To conclude, it is the onus of the students, the teachers, the institutes and the Board put together, who will help in overcoming the challenges faced by the lecturers in teaching English and the students in enhancing English Language skills in polytechnic courses of the states.

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STATUS OF WOMEN ENTREPRENEURSHIP IN INDIA

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Abstract

Women entrepreneurship is gaining importance in India in the wake of economic liberalization and globalization. The policy and institutional framework for developing entrepreneurial skills, providing vocation education and training has widened the horizon for economic empowerment of women. However, women constitute only one third of the economic enterprises. There exist a plethora of successful business women entrepreneurs both in social and economic fields in India. They are performing well. Government of India has also introduced National Skill Development Policy and National Skill Development Mission in 2009 in order to provide skill training, vocational education and entrepreneurship development to the emerging work force.

However, entrepreneurship development and skill training is not the only responsibility of Government and therefore other stakeholders need to shoulder the responsibility. In Hindu scriptures, woman has been described as the embodiment of shakti. But in real life she is treated as Abla. Women are leaving the workforce in droves in favor of being at home. Not to be a homemaker, but as job-making entrepreneurs. The increasing presence of women in the business field as entrepreneurs has changed the demographic characteristics of business and economic growth of the country. Women-owned businesses enterprises are playing a more active role in society and the economy, inspiring academics to focus on this interesting phenomenon. This paper focuses on the problems, issues, challenges faced by women entrepreneurs, how to overcome them and to analyze policies of Indian



government for and problems faced by them while pursuing their business

Key Words: Women entrepreneurship, Status, Challenges, Role of Govt. & Suggestions

1. Introduction

Entrepreneurship refers to the act of setting up a new business or reviving an existing business so as to take advantages from new opportunities. An entrepreneur is a person who starts an enterprise. He searches for change and responds to it. A number of definitions have been given of an entrepreneur- The economists view him as a fourth factor of production along with land labor and capital. The sociologists feel that certain communities and cultures promote entrepreneurship like for example in India we say that Gujaratis and Sindhis are very enterprising. Still others feel that entrepreneurs are innovators who come up with new ideas for products, markets or techniques. Thus, entrepreneurs shape the economy by creating new wealth and new jobs and by inventing new products and services. However, an insight study reveals that it is not about making money, having the greatest ideas, knowing the best sales pitch, applying the best marketing strategy. It is in reality an attitude to create something new and an activity which creates value in the entire social eco-system. It is the psyche makeup of a person. It is a state of mind, which develops naturally, based on his/ her surrounding and experiences, which makes him/ her think about life and career in a given way. Entrepreneurship has been a male-dominated phenomenon from the very early age, but time has changed the situation and brought women as today's most memorable and inspirational entrepreneurs. It is estimated that women entrepreneurs presently comprise about 10% of the total number of entrepreneurs in India, with the percentage growing every year. If the prevailing trends continue, it is likely that in another five years, women will comprise



20% of the entrepreneurial force (Saidapur et.al, 2012). The Tenth Five-Year Plan (2002-07) aims at empowering women through translating the recently adopted National Policy for Empowerment of Women (2001) into action and ensuring Survival, Protection and Development of women and children through rights based approach.

2. Status of women entrepreneurs in India

Entrepreneurship is considered as one of the most important factors contributing to the development of society. India has been ranked among the worst performing countries in the area of women entrepreneurship in gender-focused global entrepreneurship survey, released in July 2013 by PC maker Dell and Washington based consulting firm Global Entrepreneurship and Development Institute (GEDI). Of the 17 countries surveyed India ranks 16th, just above Uganda. Countries like Turkey, Morocco and Egypt has outperformed India. Status of higher education in women in India came out to be lower than most countries in the world. At present, women's entrepreneurial role is limited in the large scale industries and technology based businesses. But even in small scale industries, the women's participation is very low. As per the third all-India census of Small Scale Industries, only 10.11% of the micro and small enterprises were owned by women, and only 9.46% of them were managed by women. While the number of women operating their own business is increasing globally, women continue to face huge obstacles that stunt the growth of their businesses, such as lack of capital, strict social constraints, and limited time and skill.

3. Reasons for Women Becoming Entrepreneurs

The glass ceilings are shattered and women are found indulged in every line of business. The entry of women into business in India is traced out as an extension of their kitchen activities, mainly 3P's, Pickle, Powder and Pappad. But with the spread of education and passage of time



women started shifting from 3P's to modern 3E's i.e., Energy, Electronics and Engineering. Skill, knowledge and adaptability in business are the main reasons for women to emerge into business ventures. 'Women Entrepreneur' is a person who accepts challenging role to meet her personal needs and become economically independent. A strong desire to do something positive is an inbuilt quality of entrepreneurial women, who is capable of contributing values in both family and social life. With the advent of media, women are aware of their own traits, rights and also the work situations. The challenges and opportunities provided to the women of digital era are growing rapidly that the job seekers are turning into job creators. Many women start a business due to some traumatic event, such as divorce, discrimination due to pregnancy or the corporate glass ceiling, the health of a family member, or economic reasons such as a layoff. But a new talent pool of women entrepreneurs is forming today, as more women opt to leave corporate world to chart their own destinies. They are flourishing as designers, interior decorators, exporters, publishers, garment manufacturers and still exploring new avenues of economic participation. The following flow chart shows the reasons for women becoming entrepreneurs Innovative

4.Challenges faced by women entrepreneurs

- **Conflicts between Work and Domestic Commitments-** Women's family obligations also bar them from becoming successful entrepreneurs in both developed and developing nations. "Having primary responsibility for children, home and older dependent family members, few women can devote all their time and energies to their business" (Starcher, 1996)
- **Gender gaps in education-** While women are making major strides in Educational attainment at primary and secondary levels, they often lack the Combination of education, vocational and



technical skills, and work experience Needed to support the development of highly productive businesses.

- **Lack of finance** - Access to finance is one of the most common challenges that entrepreneurs face and this is especially true for women who are further *Women Entrepreneurship in India* 1145 impeded by lack of personal identification, lack of property in their own name and the need for their husband's countersignature on many documents.
- **Legal constraints in family law**- The institutional and legal environment is critical to the growth of female-owned enterprises. Laws regulating the private sphere specifically those regarding marriage, inheritance and land can hinder women's access to assets that can be used as collateral when securing a loan.
- **Heavy household responsibilities** leave a demand on women especially those in rural areas who have more children. They are required to perform their traditional role as housewives and therefore, they have fewer hours of free time than men, both during the weekend and on weekdays. An ILO report on women entrepreneurship identifies the following problems faced by women entrepreneurs.
- **Lack of family support**- Sometimes the family may make the women feel guilty of neglecting household duties in her pursuit of business obligations. Cultural traditions may hold back a woman from venturing into her own business.
- **Lack of capital**-traditional sources of finance like banks are reluctant to lend to women entrepreneurs especially if they do not have any male or family backing. This is especially true of lower income females. Women do not have adequate finance or legal knowledge to start an enterprise.



- **Lack of confidence and faith-**lack of role models undermines the self-confidence of women entrepreneurs. The activity of selling is considered abhorrent to the female gender.
- **Lack of right public/ private institutions-** Most public and private incentives are misused and do not reach the woman unless she is backed by a man. Also many trade associations like ministries, chambers of commerce do not cater to women expecting women's organizations to do the necessary thing.

5. Role of Government to Develop Women Entrepreneurs in India

Development of women has been a policy objective of the government since independence. Until the 70s the concept of women's development was mainly welfare oriented. In 1970s, there was a shift from welfare approach to development approach that recognized the mutually reinforcing nature of the process of development. The 80s adopted a multi-disciplinary approach with an emphasis on three core areas of health, education and employment. Women were given priorities in all the sectors including SSI sector. Government and non government bodies have paid increasing attention to women's economic contribution through self employment and industrial ventures.

The First Five-Year Plan (1951-56) envisaged a number of welfare measures for women. Establishment of the Central Social Welfare Board, organization of Mahila Mandals and the Community Development Programmes were a few steps in this direction.

In the second Five-Year Plan (1956-61), the empowerment of women was closely linked with the overall approach of intensive agricultural development programmes. The Third and Fourth Five-Year Plans (1961-66 and 1969-74) supported female education as a major welfare measure.



The Fifth Five-Year Plan (1974-79) emphasized training of women, who were in need of income and protection. This plan coincided with International Women's Decade and the submission of Report of the Committee on the Status of Women in India. In 1976, Women's Welfare and Development Bureau was set up under the Ministry of Social Welfare.

The Sixth Five-Year Plan (1980-85) saw a definite shift from welfare to development. It recognized women's lack of access to resources as a critical factor impeding their growth.

The Seventh Five-Year Plan (1985-90) emphasized the need for gender equality and empowerment. For the first time, emphasis was placed upon qualitative aspects such as inculcation of confidence, generation of awareness with regards to rights and training in skills for better employment.

The Eighth Five-Year Plan (1992-97) focused on empowering women, especially at the Grass Roots Level, through Panchayati Raj Institutions.

The Ninth Five-Year Plan (1997-2002) adopted a strategy of Women's Component Plan, under which not less than 30 percent of funds/benefits were earmarked for women related sectors.

The Tenth Five-Year Plan (2002-07) aims at empowering women through translating the recently adopted National Policy for Empowerment of Women (2001) into action and ensuring Survival, Protection and Development of women and children through rights based approach.

At present, the Government of India has over 27 schemes for women operated by different departments and ministries. Some of these are:

- ✚ Integrated Rural Development Programme (IRDP)
- ✚ Khadi And Village Industries Commission (KVIC)



- ✚ Training of Rural Youth for Self-Employment (TRYSEM)
- ✚ Prime Minister's Rojgar Yojana (PMRY)
- ✚ Entrepreneurial Development programme (EDPs)
- ✚ Management Development programmes
- ✚ Women's Development Corporations (WDCs)
- ✚ Marketing of Non-Farm Products of Rural Women (MAHIMA)
- ✚ Assistance to Rural Women in Non-Farm Development (ARWIND) schemes
- ✚ Trade Related Entrepreneurship Assistance and Development (TREAD)
- ✚ Working Women's Forum
- ✚ Indira Mahila Yojana
- ✚ Indira Mahila Kendra
- ✚ Mahila Samiti Yojana
- ✚ Mahila Vikas Nidhi
- ✚ Micro Credit Scheme
- ✚ Rashtriya Mahila Kosh
- ✚ SIDBI's Mahila Udyam Nidhi
- ✚ SBI's Stree Shakti Scheme
- ✚ NGO's Credit Schemes
- ✚ Micro & Small Enterprises Cluster Development Programmes (MSE-CDP).
- ✚ National Banks for Agriculture and Rural Development's Schemes
- ✚ Rajiv Gandhi Mahila Vikas Pariyojana (RGMVP)
- ✚ Priyadarshini Project- A programme for 'Rural Women Empowerment and Livelihood in Mid Gangetic Plains'
- ✚ NABARD- KfW-SEWA Bank project
- ✚ Exhibitions for women, under promotional package for Micro & Small enterprises approved by CCEA under marketing support

The efforts of government and its different agencies are ably supplemented by NGOs that are playing an equally important role in facilitating women empowerment. Despite concerted efforts of governments and NGOs there are certain gaps. Of course we have come a long way in empowering women yet the future journey is difficult and demanding.



6. Suggestions to increase Women entrepreneurship in India.

The elimination of obstacles for women entrepreneurship requires a major change in traditional attitudes and mindsets of people in society rather than being limited to only creation of opportunities for women. Hence, it is imperative to design programmes that will address to attitudinal changes, training, supportive services. The basic requirement in development of women entrepreneurship is to make aware the women regarding her existence, her unique identity and her contribution towards the economic growth and development of country. The basic instinct of entrepreneurship should be tried to be reaped into the minds of the women from their childhood. This could be achieved by carefully designing the curriculum that will impart the basic knowledge along with its practical implication regarding management (financial, legal etc.) of an enterprise. Here are some suggestions to increase the role of women entrepreneurs:-

Women Entrepreneurship in India

- **Infrastructure** – Infrastructure set up plays a vital role for any enterprise. Government can set some priorities for women entrepreneurs for allocation of industrial plots, sheds and other amenities. However, precautionary measures should be undertaken to avoid the misuse of such facility by the men in the name of the women.
- **Personality Development**-Attempts should be there to enhance the standards of education of women in general as well making effective provisions for their training, practical experience and personality development programmes, to improvise their over-all personality standards.
- **Self help groups of women entrepreneurs**- Self help groups of women entrepreneurs can mobilize resources and pool capital funds to help the women in the field of industry, trade and commerce.



- **Business Development Training Programs** – It includes basic day-to-day management training like how to keep track of accounts, handle taxes and understand compliance rules and regulations. They can also focus on strategy and the long-range success of a business from writing a business plan to targeting specific markets, along with product innovation within business clusters and incubators.
- **Access to Finance Programs-** Efforts to facilitate access to finance for women entrepreneurs typically encompass initiatives that reform restrictive bank and regulatory policies. Such reforms accept less traditional forms of collateral, look at a lender's willingness to repay and simplify business registry. They also help financial institutions develop innovative loan and savings products for female entrepreneurs. To establish all India forums to discuss the problems, grievances, issues, and filing complaints against constraints or shortcomings towards the economic progress path of women entrepreneurs and giving suitable decisions.

7. Conclusion

It can be said that today we are in a better position wherein women participation in the field of entrepreneurship is increasing at a considerable rate. Efforts are being taken at the economy as brought promise of equality of opportunity in all spheres to the Indian women and laws guaranteed equal rights of participation in political process and equal opportunities and rights in education and employment were enacted. But unfortunately, the government sponsored development activities have benefited only a small section of women i.e. the urban middle class women. Women sector occupies nearly 45% of the Indian population. At this juncture, effective steps are needed to provide entrepreneurial awareness, orientation and skill development programs to women. The role of Women entrepreneur in economic development is



also being recognized and steps are being taken to promote women entrepreneurship. Resurgence of entrepreneurship is the need of the hour emphasizing on educating women strata of population, spreading awareness and consciousness amongst women to outshine in the enterprise field, making them realize their strengths, and important position in the society and the great contribution they can make for their industry as well as the entire economy. Women entrepreneurship must be molded properly with entrepreneurial traits and skills to meet the changes in trends, challenges global markets and also be competent enough to sustain and strive for excellence in the entrepreneurial arena. If every citizen works with such an attitude towards respecting the important position occupied by women in society and understanding their vital role in the modern business field too, then very soon we can pre-estimate our chances of out beating our own conservative and rigid thought process which is the biggest barrier in our country's development process. We always viewed that a smart woman can pick up a job any day, but if she becomes an entrepreneur she can provide a livelihood to 10 more women at least..!! Highly educated, technically sound and professionally qualified women should be encouraged for managing their own business, rather than dependent on wage employment outlets. The unexplored talents of young women can be identified, trained and used for various types of industries to increase the productivity in the industrial sector.

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CASTE SYSTEM IN SOUTH INDIA

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The degree arrangement in India is a arrangement of amusing stratification which has pre-modern origins, was adapted by the British Raj, and is today the base of catch in India. It consists of two adapted concepts, varna and jāti, which may be admired as adapted levels of assay of this system.

Varna may be translated as "class," and refers to the four amusing classes which existed in the Vedic society, namely Brahmins, Kshatriyas, Vaishyas and Shudras. Assertive groups, now accustomed as Dalits, were historically afar from the varna arrangement altogether, and are still ostracised as untouchables.¹

Jāti may be translated as caste, and refers to birth. The names of jātis are usually acquired from occupations, and advised to be ancestral and endogamous, but this may not consistently acquire been the case. The jātis developed in post-Vedic times, possibly from crystallisation of guilds during its feudal era. The jātis are about anticipation of as acceptance to one of the four varnas.

The varnas and jatis acquire pre-modern origins, and amusing stratification may already acquire existed in pre-Vedic times. Amid ca. 2,200 BCE and 100 CE admixture amid arctic and southern populations in India took place, afterwards which a about-face to endogamy took

¹The evolution and history of human populations in South Asia. Inter-disciplinary studies in archaeology, biological anthropology, linguistics and genetics. Springer. 2011. p. 351.



place. This about-face may be explained by the "imposition of some amusing ethics and norms" which were "enforced through the able accompaniment accouterment of a developing political economy".

The degree arrangement as it exists today is anticipation to be the aftereffect of developments during the collapse of the Mughal era and the British colonial administering in India. The collapse of the Mughal era saw the acceleration of able men who associated themselves with kings, priests and ascetics, acknowledging the august and aggressive anatomy of the degree ideal, and it aswell adapted abounding allegedly casteless amusing groups into differentiated degree communities. The British Raj furthered this development, authoritative adamant degree organisationa axial apparatus of administration. Amid 1860 and 1920, the British absolute Indians by caste, acceding authoritative jobs and chief accessories alone to the high castes. Amusing agitation during the 1920s led to a change in this policy. From again on, the colonial administering began a activity of absolute bigotry by reserving a assertive allotment of government jobs for the lower castes. ²

Caste-based differences acquire aswell been practised in added regions and religions in the Indian subcontinent like Nepalese Buddhism, Christianity, Islam, Judaism and Sikhism. It has been challenged by abounding advanced Hindu movements, Islam, Sikhism, Christianity and aswell by abreast Indian Buddhism.

New developments took abode afterwards India accomplished independence, if the activity of caste-based catch of jobs was formalised with lists of Scheduled Castes (Dalit) and Scheduled Tribes (Adivasi). Since 1950, the country has allowable abounding laws and amusing initiatives to assure and advance the socioeconomic altitude of its lower

²Shami; Grant; Bittles (1994). "Consanguineous marriage within social/occupational class boundaries in Pakistan". *Journal of Biosocial Science* **26** (1): 91–96.



degree population. These degree classifications for academy acceptance quotas, job anxiety and added acknowledging activity initiatives, according to the Supreme Court of India, are based on ancestry and are not changeable. Bigotry adjoin lower castes is actionable in India beneath Article 15 of its constitution, and India advance abandon adjoin Dalits nationwide.

Caste, varna and jāti

Varna

Literally varna agency colour, and was a framework for alignment humans into classes, aboriginal acclimated in Vedic Indian society. It is referred to frequently in the age-old Indian texts. The four classes were the Brahmins (priestly people), the Kshatriyas (also alleged Rajanyas, who were rulers, administrators and warriors), the Vaishyas (artisans, merchants, tradesmen and farmers), and Shudras (labouring classes). The varnacategorisation around had a fifth element, getting those humans accounted to be absolutely alfresco its scope, such as affiliated humans and the untouchables.

Jāti

Jāti, acceptance birth, is mentioned abundant beneath about in age-old texts, area it is acutely acclaimed from varna. There are four varnas but bags of jātis. The jātis are circuitous amusing groups that abridgement universally applicative analogue or characteristic, and acquire been added adjustable and assorted than was ahead about assumed.³

Some advisers of degree acquire advised jāti to acquire its base in religion, bold that in India the angelic elements of activity envelope the civil aspects; for example, the anthropologist Louis Dumont declared the ritual rankings that abide aural the jāti arrangement as getting

³Nesbitt, Eleanor (2005). Sikhism a very short introduction. Oxford New York: Oxford University Press. pp. 116–117



based on the concepts of religious abstention and pollution. This appearance has been accustomed by added scholars, who acquire it to be a civil amusing abnormality apprenticed by the aliment of economics, politics, and sometimes as well geography. Jeaneane Fowler says that although some humans accede jāti to be anatomic segregation, in absoluteness the jāti framework does not avert or anticipate a affiliate of one degree from alive in addition occupation. A affection of jātis has been endogamy, in Susan Bayly's words, that "both in the accomplished and for abounding admitting not all Indians in added avant-garde times, those built-in into a accustomed degree would commonly apprehend to acquisition alliance partner" aural his or her jāti. In medieval India, the alliance regulations were appropriate to be followed.

Jātis acquire existed in India a part of Hindus, Muslims, Christians and affiliated people, and there is no bright beeline adjustment a part of them.

Caste

The appellation degree is not an Indian word. According to the Oxford English Dictionary, it is acquired from the Portuguese *casta*, acceptance "race, lineage, breed" and, originally, "pure or unmixed (stock or breed)". There is no exact adaptation in Indian languages, but *varna* and *jāti* are the two a lot of almost terms.

Ghurye's amalgam in 1932

The sociologist G. S. Ghurye wrote in 1932 that, admitting abundant abstraction by abounding people, we do not acquire a absolute accustomed analogue of caste. It appears to me that any attack at analogue is apprenticed to abort because of the complication of the phenomenon. On the added hand, abundant abstract on the accountable is bedridden by abridgement of attention about the use of the term.



Ghurye offered what he anticipated was an analogue that could be activated beyond British India, although he accustomed that there were bounded variations on the accustomed theme. His archetypal analogue for degree included the afterward six characteristics,⁴

Segmentation of association into groups whose associates was bent by birth. A hierarchical arrangement wherein about the Brahmins were at the arch of the hierarchy, but this bureaucracy was accustomed in some cases. In assorted linguistic areas, hundreds of castes had an arrangement about accustomed by everyone. Restrictions on agronomics and amusing intercourse, with minute rules on the affectionate of aliment and alcohol that high castes could acquire from lower castes. There was an abundant assortment in these rules, and lower castes about accustomed aliment from high castes. Segregation, area alone castes lived together, the ascendant degree alive in the centermost and added castes alive on the periphery. There were restrictions on the use of baptize wells or streets by one degree on another: an high degree Brahmin ability not be acceptable to use the artery of a lower degree group, while a degree advised admixed ability not be acceptable to draw baptize from an able-bodied acclimated by associates of added castes.

Occupation, about inherited. Abridgement of complete best of profession, degree associates belted their own associates from demography up assertive profession they advised degrading. This appropriate of degree was missing from ample locations of India, declared Ghurye, and in these regions all four castes (Brahmins, Kshatriyas, Vaishyas and Shudras) did agronomics labour or became warriors in ample numbers. Endogamy, restrictions on marrying a being alfresco caste, but in some situations hypergamy allowed. Far beneath acerbity on inter-marriage amid adapted sub-castes than amid

⁴Barbara Metcalf, Thomas Metcalf (2012). A concise history of modern India. Cambridge University Press. p. 24



associates of adapted castes in some regions, while in some endogamy aural a sub-caste was the arch affection of caste-society⁵

The aloft Ghurye's archetypal of degree thereafter admiring bookish criticism for relying on the British India demography reports, the "superior, inferior" racist theories of Risley, and for applicable his analogue to again accustomed colonial orientalist perspectives on caste.

Ghurye added, in 1932, that the colonial architecture of degree led to the livening up, capacity and lobbying to the British admiral for favourable degree allocation in India for bread-and-butter opportunities, and this had added new complexities to the abstraction of caste. Graham Chapman and others acquire accepted the complexity, and they agenda that there are differences amid abstract constructs and the activated reality.

Modern angle on definition

Ronald Inden, the Indologist, agrees that there has been no universally accustomed definition. For example, for some aboriginal European documenters it was anticipation to accord with the endogamous varnasreferred to in age-old Indian scripts, and its acceptance corresponds in the faculty of estates. To after Europeans of the Raj era it was endogamous jātis, rather than varnas, that represented caste, such as the 2378 jātis that colonial administrators classified by activity in the aboriginal 20th century.

Arvind Sharma, a assistant of allusive religion, addendum that degree has been acclimated synonymously to accredit to both varna and jāti but that "serious Indologists now beam ample attention in this respect" because, while related, the concepts are advised to be distinct. In this he agrees with the Indologist Arthur Basham, who acclaimed that the Portuguese colonists of India acclimated casta to describe tribes, clans

⁵Barth, Fredrik (1995). Political Leadership among Swat Pathans.London School of Economics/Berg. pp. 16–21.



or families. The name ashore and became the accustomed chat for the Hindu amusing group. In attempting to annual for the arresting admeasurement of castes in 18th- and 19th-century India, authorities credulously accustomed the acceptable appearance that by a activity of intermarriage and subdivision the 3,000 or added castes of avant-garde India had acquired from the four archaic classes, and the appellation 'caste' was activated indiscriminately to both varna or class, and jāti or degree proper. This is a apocryphal terminology; castes acceleration and abatement in the amusing scale, and old castes die out and new ones are formed, but the four abundant classes are stable. There are never added or beneath than four and for over 2,000 years their adjustment of antecedence has not altered."⁶

The sociologist Andre Beteille addendum that, while varna mainly played the role of degree in classical Hindu literature, it is jāti that plays that role in present times. Varna represents a bankrupt accumulating of amusing orders admitting jāti is absolutely open-ended, anticipation of as a "natural affectionate whose associates allotment accepted substance." Any amount of new jātis can be added depending on need, such as tribes, sects, denominations, religious or linguistic minorities and nationalities. Thus, "Caste" is not an authentic representation of jāti in English. Better agreement would be ethnicity, indigenous character and indigenous group.

⁶Nesbitt, Eleanor (2005). Sikhism a very short introduction. Oxford New York: Oxford University Press. pp. 116–117



Flexibility

Sociologist Anne Waldrop observes that while outsiders appearance the appellation degree as a changeless abnormality of academic tradition-bound India, empiric facts advance degree has been a radically alteration feature. The appellation agency adapted things to adapted Indians. In the ambience of politically alive avant-garde India, area job and academy quotas are aloof for acknowledging activity based on castes, the appellation has become a acute and arguable subject.

Sociologists such as M. N. Srinivas and Damle acquire debated the catechism of acerbity in caste. In their absolute studies, they accompaniment that there is ample adaptability and advancement in the degree hierarchies ⁷

⁷Pinney, Christopher (1998). Camera Indica: The Social Life of Indian Photographs. University Of Chicago Press
