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ORIGINAL ARTICLE

"Recent Trends in Management of Higher Education in Maharashtra"

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Abstract:

After the globalization of the Indian economy, there is a sea change in the Indian higher education scenario. Because of the liberalization policy number of foreign universities has entered on the Indian higher education canvas. This has increased the level of competition to a great extent. These universities have established either their own outfit or have entered into collaboration arrangements with their counterparts in India. So far as higher education is concerned the government has taken a policy decision to open it to the private sector and accordingly today barring the exception of old government colleges or old govt. aided colleges, all the new colleges opened are in the private sector. The sole motto of the private section is to earn more and more profit and hence there are lots of deficiencies have cropped in. These institutions do not provide the requisite infrastructure i.e. college building, library, laboratories, other basic amenities etc., which has its impact on the quality of education. Similarly, these institutions charge heavy fees and collect donations for professional courses which has made the higher education beyond the common man's reach. These colleges also do not provide proper compensation to their staff as a result the quality of the staff is also adversely affected. In these circumstances it is necessary that the government should come forward and see that the deficiencies in these privatized colleges are removed. The universities should also ensure that while according recognition to these colleges the basic requirements are fulfilled by these organizations. The universities should also take up the work of revising the syllabus of the professional courses and ensure that these meet the requirements of the industry and the market so as to ensure that the product that comes out from the college institutions has a ready market.

Keywords: Globalization, privatization of higher education, inadequacy of the infrastructure and the quality of teaching staff, need for revising syllabus.

Introduction:

The Indian government adopted the policy of globalization, liberalization and privatization in the year 1991 and thereafter a series of changes have taken place in the various walks of life. The higher education field is not an exception to it. With the globalization number of overseas educational institutions have opened up their offices and have joined hands with the local counterparts in providing new courses to the Indian students. This has increased the competitive scenario in this field. On the lines of the western world even in the Indian educational environment organizations are getting autonomy on selective basis, in framing their own courses, and diplomas.

Indian Higher Education Scenario:

India because of its demographic situation is the world's largest higher education system in the world. It has as of 2016, over 50000 colleges and 750 universities wherein over 34 million students pursue their higher education. The Govt. of India's Ministry of Human Resources Development is currently formulating its higher education policy, keeping in the developmental needs of the nation. The draft policy is available on the ministry's website for public comments. In fact it is an ongoing process as the situations are changing very fast and the planners have to adjust to the emerging challenges.

From the economic development point of view the higher education is a vital sector in India. The Indian higher education system is undergoing drastic changes. Every aspect of higher education is being reorganized and remodeled: funding, leadership and management, quality assurance, accountability, relationships with industry. Over the years the number of institutions providing higher education has increased considerably, but at the same time the quality of education is deteriorating.

The University Grants Commission has also revised the procedures and guidelines for the admission to the M. Phil. and Ph. D. Courses. This is being done with a view to improve the quality and content of research, the quality of research papers with a view to be on par at the international standard. Now the research papers and the Ph. D. thesis are placed on the web sites open for the public at large.

The Govt. of India has started four new Indian Institute of Managements during the F.Y.2016-17 with this the total of IIM's has reached 20. This will certainly help the students with genius to pursue their higher studies at these renowned institutions. The govt. has aimed to improve the Indian Institutes of Technologies to world standard and make those competitive. Even a provision is also made for some of the IITs to have foreign faculty.

The government has also planned to attract more number of foreign students and accordingly have initiated several steps to conduct the recruitment tests even in the adjoining developing countries like Dubai, Bangladesh, Nepal, and Singapore etc.

The Govt. of India has eased out the norms for the Indian Universities to have collaboration with the Universities from the developed world. In fact, after the globalization the whole world has come closer and that has helped the developing countries to form new bondage with the educational institutions also for betterment of the opportunities to the students of both the countries.

Supply –demand gap: As compared to the demand for the higher education, there is low level of enrollment in higher education. According to the current estimate hardly 18% enrollment is there and the Indian Govt. wants to take it to 30% by the year 2020.

Quality of education and learning environment: As compared to the western world the quality of education is low in India. There is paucity of the good teaching staff. The syllabus currently in use is old one and is not industry requirement friendly. These need to be revised to suit the expectations of the industries and the services sector. Although the UGC has the NAAC accreditation assessment compulsory still several universities as well as colleges have not taken it so seriously and are still not assessed.

Limitations on research capacity and innovations: The quality of the research being conducted in the Indian universities is by far from satisfaction. The originality in research is lacking in number of research.

Cost of higher education: This is a very basic problem the Indian society is facing. The higher education is in the private hands. These institutions are charging very fabulous fees which even a man from the higher middle class family cannot afford to have higher education. Particularly for professional courses, the demand for donations as well as the fees is quite high, beyond the common man's reach. Being private organizations their sole concern is to earn more profit and in the process the quality of education is hampering to a great extent.

In this paper the author would like to dwell upon the problems arisen as a result of privatization of the higher education.

The first fall out of this system is the recruitment of teaching staff. In number of colleges competent teaching staff is not available. This is attributed to the low level of compensation that is being paid to the teaching staff even disregarding the higher qualification and experience. Even there are colleges which do not pay the agreed salary regularly and this irregularity is the cause of mounting tension of the college staff. This certainly adversely affects the involvement of the teaching staff in imparting the quality education. These private professional colleges are not even providing basic infrastructure that it requires e.g. computer labs, practical workshop, library etc. The teaching staff is also entrusted with other than education related work which demotivates the staff. There is no continuity of service to the teaching staff as a result of there is always hanging sword on them about their continuation which has its impact on their teaching. In this environment most of the teaching staff is always under tension. Many of these institutions are owned by the political leaders and they are not so serious to address these issues in right perspective.

In the above circumstances, it is very necessary that the government should come forward and takes effective steps to regularize the salaries of the staff of the private colleges and that the salaries are paid regularly. If this is done, certainly there will be much qualitative improvement in the education. Here it will be appropriate to recall what late V. D. Savarkar had written to the Prime Minister immediately after attaining independence. He had written that the Govt. should see that the scientists and the teachers get the highest salary as they are going to shape the India's human resources to build a bright future.

The universities should also ensure that whenever according recognition of any college the basic infrastructure is provided by the management.

Here it will be worthwhile to note that for improvement in the quality of higher education it is necessary to start the efforts right from the primary and high school education, because only through these institutions the input at the college level is available. Currently the input that these colleges receive is below average and it is very difficult to bring them on par with the bare minimum standard.

All universities and colleges should be given the autonomy to start self-financing courses particularly in new and emerging areas where job opportunities exist subject to the overall framework provided by their funding and regulatory bodies. The knowledge, skills and productivity of our growing young and dynamic workforce form the backbone of our economy.

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A COMPARATIVE STUDY OF NEO-PI AND AGGRESSION AMONG MALE - FEMALE ADOLESCENTS

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ABSTRACT:

The study was under taken to assess the personality trait (NEO-PI) and aggression of male- female adolescent. The sample of the study comprised of 100 students in which 50 boys and 50 girls selected randomly from Pune district area. NEO-PI scale by McCray and Costa and Aggression scale by Ram Ashish sing was used for data collection.The data was analyzed by ' t ' statistical test .The result reveals that there is no significant male-female difference on five dimension of personality trait(NEO-PI) and aggression.

NEO-PI-R and Personality Disorders

	N	E	O	A	C
Paranoid	H	L	L	L	-
Antisocial	-	H	-	L	L
Borderline	H	H	-	L	L
Dependent	H	L	-	H	-

KEY WORDS: *male- female, NEO-PI and Aggression.*

INTODUCATION

Personality-

L.V.Hjordt (2018) revealed that FFM personality traits are associated with aggression as well as mental distress. Specifically, their findings indicated that high Neuroticism is associated with both increased aggression and mental distress in violent offenders. Further, low Agreeableness differentiates non-offender controls from violent offenders and is associated with increased aggression in the latter group.

Personality is the set of psychological traits and mechanisms within the individual that are organized and relatively enduring and that influence his or her interactions with, and adaptations to, the intra psychic, physical, and social environments .Personality structure has explained based on different models. Three-dimensional model of personality including dimensions of extraversion, neuroticism, and psychotics and five factor model of personality including dimensions of neuroticism, extraversion, openness, agreeableness, and conscientiousness two that have supported both theoretical and empirical by a large number of researchers in the last decades. Aggression is operationally defined as an intentional physically or psychologically harmful behavior that is directed at another living organism. Based on the BDHI, Buss and Perry redefined it to improve its psychometrical properties, and the result was the Aggression Questionnaire (AQ), which measures four aspects of aggression: Physical Aggression and Verbal Aggression, which involve hurting or harming others, represent the instrumental or motor component of behavior; Hostility, which consists of feelings of ill-will and injustice, represents the cognitive component of behavior; and Anger, which involves physiological arousal and preparation for aggression, represents the emotional or affective component of behavior.

BIG FIVE DIMENSIONS OF PERSONALITY

First, the present researchers have mentioned five basic dimensions of personality which ha proposed by personality researchers and often referred to as the "Big 5" personality traits. Actually, proof research has been becoming in the course of recent years, which began with the exploration of Fiske (19 and after that broad by different analysts including (Norman, 1967; Goldberg, 1981; and McCrae and Cos 1987). Gosling, Rentfrow and Swann, (2003) talked about the job huge five identity qualities that the Big-Fi structure is a progressive model of identity characteristics with five wide factors, which speak to identity the broadest dimension of reflection. Each bipolar factor (e.g., Extraversion versus Introspection) condens a few progressively explicit features (e.g., Sociability), which, thusly, subsume countless increasingly expli qualities (e.g., chatty, active). The Big-Five system recommends that most individual contrasts in hum identity can be ordered into five wide, exactly determined spaces. Cherry; and Mojitaba (in the same plac looked into five classes which are generally depicted as pursues:

1) **Extraversion:** This quality incorporates attributes, for example, edginess, amiability, chattine emphaticness and high measures of passionate expressiveness.

2) **Agreeableness:** This identity measurement incorporates qualities, for example, trust, phila throp consideration, warmth, and different practices.

3) **Conscientiousness:** Common highlights of this measurement incorporate elevated amounts of astutenes with great motivation control and objective coordinated practices. Those high in scruples will in general b sorted out and aware of subtleties.

4) **Neuroticism:** Individuals high in this characteristic will in general experience enthusiastic flimsines tension, testiness, crabbiness, and pity.

5) **Openness:** This quality highlights attributes, for example, creative energy and knowledge, and those hig in this characteristic additionally will in general have a wide scope of interests.

The Five-Factor Model of Personality and Personality Dimensions Related to Aggression

The five-factor model (Costa & McCrae, 1992), a prominent theory of personality dimensions, useful for understanding the link between personality and aggressive behavior (Jensen- Campbell Graziano, 2001; Miller et al., 2003). The major personality dimensions in the five-factor model ar Neuroticism, Extraversion, Conscientiousness, Agreeableness, and Openness to Experience; each dimensio is represented by six facets. Research on aggressive behavior has examined the influences of a variety c specific personality variables (e.g., trait aggressiveness, trait anger, Type A personality) without refe ce t these major dimensions. More recently, however, a few researchers (Gleason, Jensen- Campbell, Richardson, 2004; Graziano, Jensen-Campbell, & Hair, 1996; Suls, Martin, & David, 1998) have sought t understand the relation between aggression and dimensions of personality using the five-factor model. Th Neuroticism and Agreeableness dimensions appear to be particularly associated with aggression (Costa McCrae, & Dembroski, 1989; Gleason et al., 2004; Graziano et al., 1996; Miller et al., 2003; Suls et al., 1998) The Agreeableness dimension describes people who are directed toward interpersonal relationships and th needs of others. The facets of Agreeableness include trust, straightforwardness, altruism, compliance modesty, and tender-mindedness. The opposite pole of Agreeableness is Antagonism. According to Costa e al. (1989), antagonistic people tend to be hostile and irritable—"they need to oppose, to attack, or to punis others". Moreover, those high in Antagonism tend to mistrust and have a low regard for others, and, in turn they act in ways designed to exclude or snub those who are perceived as disliked or inferior. Finally antagonistic people may lack emotional expression and be unattached interpersonally—"they are cool o cold, contemptuous, callous, unfeeling The Neuroticism dimension is characterized by those who have tendency to experience negative affectivity and psychological distress. The facets of Neuroticism include anxiety, angry hostility, depression, self-consciousness, and impulsiveness. Neurotic individuals are ineffective in their attempts to cope with stress and are prone to engage in irrational thought. By contrast

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those who are low in Neuroticism are more emotionally stable and calm and adapt well to stressful situations.

Theorizing and research suggest that these two personality dimensions may predict different propensities for hostility and aggression. Costa et al. (1998) distinguished between neurotic hostility (i.e., "hot-blooded" hostility) and antagonistic hostility (i.e., "cold-blooded" hostility) and stated that "whereas neurotic hostility is exemplified by frequent and strong experiences of anger . . . , antagonistic hostility is exemplified by cynicism, callousness, and lack of cooperation". Accordingly, Costa et al. linked these two personality dimensions to particular patterns of aggressive behavior. Somewhat consistent with these distinctions, Henning, Reuter, Netter, Burk, and Landt (2005) labeled the two factors of aggression identified in their analysis as Neurotic Hostility and Aggressive Hostility. Research by Jensen-Campbell and Graziano (2001; see also Graziano et al., 1996; Jensen-Campbell, Gleason, Adams, & Malcolm, 2003) showed that persons low in Agreeableness were more likely to report that destructive conflict resolution tactics (i.e., physical action, threats, and undermining others' self-esteem) were appropriate in response to interpersonal conflict scenarios, compared with those high in Agreeableness. Likewise, Gleason et al. (2004) found that participants' level of Agreeableness was negatively related to the number of peers who nominated the participant as likely to engage in aggressive behavior.

Sharpe and Desai (2001) revealed that, compared with other dimensions, Agreeableness and Neuroticism were the most predictive of trait aggressiveness, as measured by the Buss and Perry (1992) Aggression Questionnaire. Their results showed that the Agreeableness dimension was highly and negatively related to all of the subscales in the Buss and Perry Aggression Questionnaire but that the Neuroticism dimension was more highly and positively related to the Anger and Hostility subscales than to the Physical and Verbal Aggression subscales.

Receptiveness and Agreeableness were both straightforwardly and in a roundabout way identified with physical hostility, however were just by implication related (through forceful frames of mind) to fierce conduct. So also, Neuroticism was both straightforwardly and in a roundabout way (through forceful feelings) identified with physical hostility, yet not to fierce conduct. Hypothetical ramifications and future work are talked about . Christopher P. Barletta, Craig A. Anderson (2012).

Two hypotheses were tested using independent t-test and multiple regression analysis. In analyzing the first hypothesis, it showed that gender had no significant influence on violent behavior among university students. Based on the results obtained, these conclusions were made, gender has no significant influence on violent behavior and personality traits (agreeableness, neuroticism, openness to experience, extraversion and conscientiousness) had a significant influence on violent behavior among adolescents. Mokolapo and Tenibiaje(2014).

Results indicated neuroticism and, to a lesser extent, (low) agreeableness, were the traits most associated with components of trait anger. Conscientiousness and extraversion were also noted to show links to more focal components of anger. Moderation was observed: conscientiousness moderated neuroticism's relationship with anger control, and agreeableness and conscientiousness, in a three-way interaction, moderated neuroticism's relationship with trait anger. These observations help to further clarify the role of Big Five personality traits as a foundation for the experiences of anger, demonstrating how anger style varies across personality configuration. Christopher R. Pease, Gary J. Lewis (2014). Results showed that aggression was found to be positively associated with neuroticism and conflict dimension of family environment and negatively associated with agreeableness and conscientiousness dimensions of personality. Rohtash Singh (2011).

OBJECTIVE

1. To find out the gender difference in personality trait (NEO-PI) among male- female adolescents.
2. To assess the male –female adolescents difference on aggression .

Hypotheses

1. There will be significant difference in personality trait among male - female adolescent.
2. There will be significant difference on Aggression among male – female adolescent.

Method

A) Sample-

The sample of the study comprised of100 in which 50 boys and 50 girls selected randomly from junior college students in Pune district area.The age range of the students was 17 to 18.

b) Tools

The Following standardized Psychological tests used to collect the data.

1) Personality Trait (NEO-PI)

The test is developed by McCray and Costa. The test measures the Neuroticism, Extraversion Openness, Agreeableness, and Consciousness. This test includes 60 items.

2) Aggression Scale

Prepared by Ram Ashish Sing, it consist 50 items. Each item has true and falls options.

Statistical Analysis

The data was statistically analyzed by using 't' test

Result-

Dimensions	Gender	N	Mean	SD	t
Neuroticism	Male	50	19.80	6.18	0.13NS
	Female	50	20.00	6.15	
Extroversion	Male	50	31.51	7.58	0.10NS
	Female	50	31.32	7.56	
Openness To	Male	50	24.18	5.66	0.02NS
	Female	50	24.12	5.63	
Agreeableness	Male	50	28.21	6.00	0.20NS
	Female	50	27.91	5.82	
Consciousness	Male	50	31.75	8.55	0.21NS
	Female	50	31.34	8.51	
Aggression	Male	50	64.63	12.64	0.004NS
	Female	50	64.61	12.64	

***significant at 0.01 Level, * *significant at 0.05 Level, NS – Not significant.**

DISCUSSION AND INTERPRETATION

Table shows the Gender differences in various personality dimensions of personality and aggression. The mean value for male Adolescents for neuroticism is 19.80 with 6.17 slandered deviations and for Female Adolescents are 20.00 with 6.15 SD. The respected t value is 0.13 which is statistically non–significant it means there is no gender difference found with respect to neuroticism.

The mean value for male Adolescents for Extroversion is 31.51 with 7.58 slandered deviations and for Female Adolescents are 31.32 with 7.56 SD. The respected ' t'value is 0.10 which is statistically non–significant it means there is no gender difference found with respect to neuroticism.

The mean value for male Adolescents for Openness to experience is 24.18 with 5.66 slandered deviations and for Female Adolescents is 24.12 with 5.63 SD. The respected 't' value is 0.02 which is statistically non–significant it means there is no gender difference found with respect to neuroticism.

The mean value for male Adolescents for Agreeableness is 28.21 with 6.00 standered deviations and for Female Adolescents mean is 27.91 with 5.82 SD. The respected 't' value is 0.20 which is statistically non–significant it means there is no gender difference found with respect to neuroticism.

The mean value for male Adolescents for Consciousness is 31.75 with 8.55 SD and for Female Adolescents mean value is 31.34 with 8.51 SD. The respected ' t' value is 0.21 which is statistically non–significant it means there is no gender difference found with respect to neuroticism.

The mean value for male Adolescents for aggression is 64.63 with 12.64 standared deviation and for Female Adolescents is 64.61 with 12.64 SD. The respected 't' value is 0.004 which is statistically non–significant it means there is no gender difference found with respect to aggression.

Manoj K. Sharma and Mohan Raju (2013) revealed that Personality characteristics like openness, agreeableness and conscientiousness were negatively correlated with all forms of aggression. Men and women had significant differences with respect to aggression in romantic relationships. This research findings support the study.

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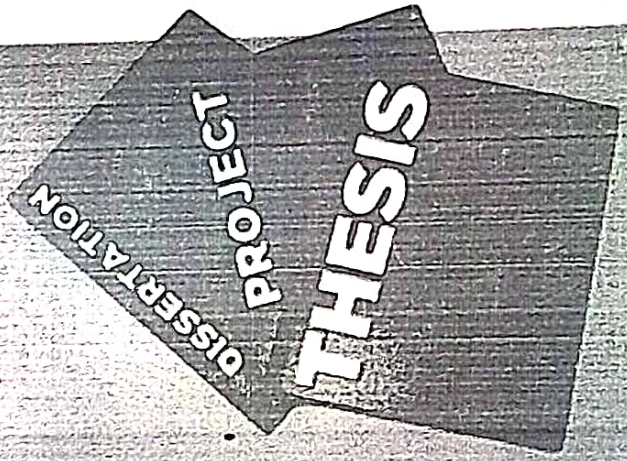

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Research Paper

Mental Health & Well-being of College Teachers and Students

Prin. L. K. Shitole[1]*

ABSTRACT

Education is a progressive process which helps an individual to develop his psycho-physical capacities fully. In the year 1982 the Indian government opened up its higher education system exclusively to the private sector as a result of which the whole set up of the higher educational flora has been considerably changed. Number of colleges especially in the interior parts have been opened up which gave rise to the flow of rural based students to the higher education. Mental health encompasses fulfilling relationships, adaptive thinking and behaviours, high self-esteem and coping strategies (Santor, Short & Ferguson, 2009).Today, the life has become so dynamic that getting required peace of mind has become difficult. The tension has become a buzz word all over. This has nictitated observance of the World Mental Health Day is celebrated on October 10 every year and in a bid to create awareness on mental illness. The teachers should specifically take out time to spend with the family so that there stress gets reduced. Therefore, today some of the colleges have also started Yoga classes in the colleges which enable the teachers to defuse the tension and get rid of the physical illness. Teachers are also attending S.S.Y. Siddha Sadhak Yoga and Meditation classes to have mental peace. Mental health is an important occupational health issue in schoolteachers as work stress is a major risk factor for anxiety and depression. Mental health problems are a frequently highlighted as a concern in the teaching profession. This paper has discussed the causes of tensions amongst the teachers and students and has also provided some tips to overcome the tensions that they have. In order to have delivery of good quality education by the teachers their mental wellbeing is of utmost importance.

Keywords: Mental Health Wellbeing, Stress, Insecurity Of Job, Heavy Work Load, Need For Physical Fitness,

Metal Health is an important occupational health issue, in school teachers as work stress is a major risk factor for anxiety and depression. World Health Organization celebrates Mental Health Day on 10th Oct. every year and creates an atmosphere of awareness on mental illness.

Many people experience stress as they combine busy life style and demands of study and work. While trying to save time for friends and family good health is important for students'

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overall development. What we need is a balance of physical, spiritual, emotional and mental health. Good health helps enjoy life and cope with problems. It results in getting feeling of wellbeing which ultimately develops confidence amongst the people. Educational process focuses to develop cognitive and effective abilities. Teacher education development focuses in developing the habitual intention to be truth-seeking, open minded, systematic, emotional balanced confidence in reasoning and prudent judgment making ability.

Education is a progressive process which helps an individual to develop his psycho-physical capacities fully. In the year 1982 the Indian government opened up its higher education system exclusively to the private sector as a result of which the whole set up of the higher educational flora has been considerably changed. Number of colleges especially in the interior parts have been opened up which gave rise to the flow of rural based students to the higher education. The major change that we see is that the girl students, who were outside the purview of the college education because of the non-availability of the higher education facility nearby, are not bought under the higher education fold.

Over the past two decades the Indian higher education system has undergone a sea change. More particularly after the adoption of the policies of globalization, privatization and liberalization by the Indian government the whole economic canvas has broaden considerably. Number of overseas universities has entered on the Indian educational horizon. This has resulted in a fierce competition amongst the Indian colleges.

Undoubtedly these colleges have generated lots of employment opportunities for the rural youths. All these colleges are opened by the private entrepreneurs whose ultimate objective is to generate surplus from the college activity. This is possible only when the management resort to exploitation of the situation. This exploitation starts from the college teachers. The exploitation takes the form of paying meager salary, irregular payment of salary, continuing the temporary character of the employment, expecting extra hours of work. This is beside the additional assignments given by the higher education department of the state government to the teaching staff e.g. election work, census work, etc. As a result the college teaching staff is overburdened. As against this the compensation that they get does not commensurate with the work they have to attend. All this leads to mental health problems of the college teaching staff which in turn adversely affects the quality of education imparted. On this back drop let us discuss about the mental health problems of the college teachers and its impact on their work.

Firstly let us try to understand what the mental health problem is. The World Health Organization (WHO) defines mental health as "a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community" (2009, para. 2)

Mental health encompasses fulfilling relationships, adaptive thinking and behaviours, high self-esteem and coping strategies (Santor, Short & Ferguson, 2009).

The first and foremost problem that these college teachers of the private colleges face is the low compensation as compared to the workload that they have to handle. Here it will be worth recalling that late Vinayak Damodar Savarkar had on achieving independence written a letter to the then Prime Minister of India – Pt. Jawaharlal Nehru wherein he had urged him to ensure that in the independent India let Scientists and the Teachers be paid highest salary, because they are going to the shape the destiny of the nation. The teachers develop the future generation who are going to be the future of the country.

In some colleges salary payment is also not regular due to which the teachers find it difficult to make both ends meet. From the press reports it is observed that there are some colleges where the salary payment is delayed for months together. There is one more area which adds to the tension/anxiety of the college teachers and that is there is no guarantee of the continuity of the job. Another area which adds to the tension of the teachers is that in an institution which has several branches spread over, there is possibility of job transfer. These tensions are reflected not only on the teaching quality but also interpersonal relations in the family; mounting blood pressure, heart problems etc. Quality education cannot be possible unless the teacher himself is mentally healthy. Mental health is the full and harmonious functioning of the whole personality.

Today, the life has become so dynamic that getting required peace of mind has become difficult. The tension has become a buzz word all over.

The teachers should specifically take out time to spend with the family so that there stress gets reduced. Therefore, today some of the colleges have also started Yoga classes in the colleges which enable the teachers to defuse the tension and get rid of the physical illness. Teachers are also attending S.S.Y. Siddha Sadhak Yoga and Meditation classes to have mental peace. Mental health is an important occupational health issue in schoolteachers as work stress is a major risk factor for anxiety and depression. Mental health problems are a frequently highlighted as a concern in the teaching profession.

On the one side the college teachers are not maintaining good mental health and on the other side even the college students irrespective of gender are also sailing in the same boat. They too are victims of stress. In 2015, Maharashtra reported most student suicides of any state: 1,230 of 8,934 (14%) nationwide, followed by Tamil Nadu (955) and Chhattisgarh (625). Maharashtra and Tamil Nadu are among India's most advanced states, and their high rate of suicides could reflect the pressures of economic growth. This is a serious cause of concern to all of us. The problem needs to be address with all its seriousness. The University Grants Commission has also been seized with this issue. The University Grants Commission (UGC) swung into action last year, ordering the setting up of student counseling systems across the country's colleges. Teachers opened their doors and psychologists were brought in to deal with the crisis. Depression among the students is also a mental health issue. According to a study published in Asian Journal of Psychiatry, 37.7%, 13.1%, and 2.4% of the students were suffering from moderate, severe, and extremely severe depression in Indian Universities.

A research in this regard has revealed that unduly high expectations of the parents from their child. Fierce competition in every field whether it is admission to the college or for job is to be faced by the youth. The students find very little time to go to the ground and participate in games to maintain sound physical and mental health. The dialogue between the parents and the child has been drastically reduced. The students are becoming lonely. There is no much socialization of the students.

Following are the few tips for both Teachers and Students to enjoy tension free life:

Teachers:

- The Teachers should cultivate habit of taking daily exercises of their choice and ensure that they maintain sound physical health. They should always remember that healthy mind in healthy body.
- Teachers may also practice Yoga and Pranayam exercise.
- Teachers may get themselves trained in Meditation.
- They should spend reasonable time with their families in various ways.
- They should prepare their daily lectures with adequate notes and include relative references in their teaching.
- The teachers should always try to be updated in their specialized subject and should also share it appropriately with the students so that the students will also learn the importance of being update.
- The teachers should consciously try to be computer savvy and learn operating internet facility which will enable them to be aware of what is happening in the world about education in general and their subject in special.
- The teachers should always keep in mind that the students with them are of modern age and they should imbibe in the students' mind to be update and that the students should be choosy in the use of the internet sites. The teachers should identify websites which are useful to the students and they should create awareness among the students about these sites.

Students:

- Building confidence: The students should concentrate on their studies which will generate confidence in them about the subject knowledge.
- The students should always try to strike a balance between the study and the games. Concentrating in one area may result imbalanced personality which is also not desirable.
- They should consciously cultivate good habits such as reading newspapers and updating themselves with what is happening in the outside world. This is the time when they should put in efforts for equipping themselves with the general knowledge.
- The students should inculcate decision making ability in their own sphere of issues.
- They should cultivate time sense which is very much essential in their future life.
- The students should try to learn organize themselves in such a manner that they learn planning, organizing, decision making, and reviewing their achievements with the plans formulated.

- The students should develop ability of taking positive approach in dealing with various issues that they come across.

Here it will be worth mentioning that at Pune there is one institution named 'Disha' which is trying its best to address this situation. Disha is "speak out" platform for students, which was started to create a space for students to speak, share, learn from each other, and evolve. While loneliness among students is rampant, suicidal tendencies, depression, the feeling of alienation etc. is also on the rise. At Disha the students are given counseling by the expert counselors.

Conversations with counselors revealed that young people find it difficult to cope with failure in examinations and careers and neither families nor other social institutions offer adequate support or solace. Professional help is difficult to find because India endures an 87% shortage of mental-health professionals. The situation is exacerbated by low public spending on mental health — India spends less than Bangladesh on mental-health services.

In order to remedy the situation it is necessary to create awareness about mental health in schools and colleges, said experts. Satyakant Trivedi – a psychiatrist observed that "Mental health and wellness should be added to school curriculum. Only when children know about these disorders in their formative years will they be able to seek help," He further stated that, "if we can create awareness and sensitize teachers, then they will share a better relationship with students who suffer from mental illness,"

The parents should tame down their expectations and also pay attention to the student's physical and psychological fitness. They should not harp only on their expectations. They should increase their dialogue with the child. They should not force their son/daughter to pursue a particular irrespective of their wishes.

There is also need to impart proper training to the college teaching staff about the various steps that can reduce the stress amongst themselves as well as the students. Cordial rapport between these two will certainly improve the situation.

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"CHANGING SCENARIO OF HUMAN RESOURCES MANAGEMENT IN INDIA WITH SPECIAL REFERENCE TO BEST HR PRACTICES"

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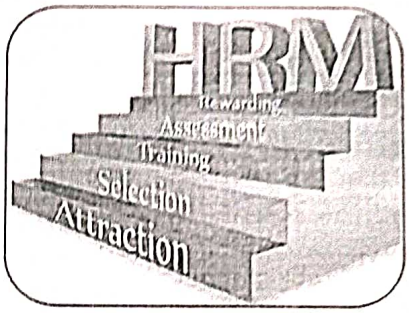
ABSTRACT



India adopted the policy of globalization, liberalization and privatization since 1991 which has paved the way for smooth entry of foreign direct investment. Number of multinational companies in various fields have entered Indian horizon. These companies have brought with them not only the investment but also the advanced technology as well as various work related practices. In a bid to withstand in the stiff competition arisen because of the globalization, even the domestic industries are falling in line with the multinational companies. Now the domestic companies have started adopting Best HR Practices. Undoubtedly these practices have shown positive result so far as improvements in the quality of products, efficiency and productivity of the employees and cost effectiveness. The importance of the Human Resources Development department has also increased in the overall management set up and now their views are being given due weightage while taking important management decisions. Developing the best HR practices is a continuous process and day in and day out new innovations are being introduced. The role of motivated employees has become crucial and that talent management in general and retention of talent in particular has become a key role of the HRD Dept.

KEY WORDS: *Human Resources Development, Best HR Practices, Motivation, Increased productivity and efficiency.*

INTRODUCTION

Economic development of any country depends on the contribution of industrial sector. India being a country where agricultural activity is predominantly prevalent contribution of agriculture is also supplementary to the economic development. Until last decade the contribution of agriculture was significant but gradually it started decreasing and correspondingly the contribution of industrial sector to the GDP has started increasing. Over the past few years contribution of the industrial sector to GDP is over 16 per cent. The Government knowing fully well the significance of this industrial sector has taken number of steps for fostering its growth.

GLOBALIZATION:

Since 1991 the Indian government has adopted the policy of globalization, liberalization and privatization. It has initiated series of measures to stop the then prevailing license Raj, and eased out the

MRTP provisions, initiated economic reforms and in the phased manner open up the country's economy to the foreign direct investment. This has resulted in the entry of multinational organizations bringing in both the investment as well as technology to India. This entry of multinational companies in India has also given impetus to the domestic industries development. E.g. Pune has become an Automobile Hub because of the presence of world renowned automobile companies in and around Pune. This paved the way for domestic automobile component suppliers to these Automobile manufacturing companies. The impact of globalization on the Indian industrial sector gave rise to fierce competition amongst the domestic companies. In turn the Indian companies have also taken up series of measures to meet this competition by adopting new technologies and practices. The Indian companies are also adopting new HR practices in order to ensure that the knowledgeable and talented work force of the organization is retained intact.

DEVELOPMENT OF CONCEPT OF HUMAN RESOURCES MANAGEMENT:

In the traditional set up in all organizations there used to be a Personnel Dept. or Establishment Dept. which is used to attend to the recruitment, pay roll management, granting of leaves, maintenance of leave records, transfers, labour management, and management of industrial relations, labour welfare etc. However as the size of the organization grew, certain additional duties are also now come under its fold and in the process the traditional Personnel Department has now become Human Resources Department. According to McLagan, "HRD is the integrated use of training and development, career development and organizational development to improve individual and organizational effectiveness".

Human resources take care of hiring and firing people and maintaining benefits to the organization and take care of a company's all important assets. Human resources are an important part of business today for several reasons. Employees need someone in their corner making sure that they get the benefits they need and making sure organizations live up to their word. Human resource departments are also on the side of the business owners because when they help employees get what they need, they will be healthier and more productive. Human Resource Planning is the process of determining and ensuring that the organization has adequate number of qualified persons available at the proper times. The same number of employees should be able to perform jobs which meets the needs of the organization and provides satisfaction for individual employees.

In the process the role of the Human Resources Development has been enlarged and along with it, its importance has also increased substantially. Now the views HRD on various strategic management issues are given due weightage.

Today's world is knowledge based. The need of the hour for the developing industries is talent management. This is a very crucial task. For the talented staff number of companies is willing to pull them offering attractive compensation packages. Therefore, retaining the talented staff has become a crucial function of the Human Resources Development.

Apart from the attractive compensation packages, today's talented employees give weightage to various other factors like work culture of the organization, career path planning, training opportunities, delegation of authority and responsibility, HR practices followed by the organization.

Today, the Human Resources Development department is required to be on its toes. Numbers of new H R practices are being introduced. In fact the Human Resources development department should have ongoing innovation activity. Now in the multinational organizations a new concept namely Best HR Practices has been introduced.

After the globalization the Human Resources Management department assumed greater importance in most important areas of organizational practice. This was the result of the changed industrial scenario and the economic development. Today Human Resources department requires altogether different skill set. It offers greatest challenges and also opportunities.

As the time passes Major HR concepts are evolving. The thrust is on shifting the focus from control to realization of HR functions emphasizing requirements of the organization in a comprehensive manner. In large organizations the HRD has following specialists in the department:

1. **Recruiters:** Search for qualified job applicants.
2. **Human resource development specialist:** Manage employee development activities in an integrated manner.
3. **Engagement and fun specialists:** Ensure that the workplace is fun-filled and enjoyable.
4. **Employees' welfare officer:** Take care of welfare amenities for employees prescribed by law or otherwise.
5. **Job analysts:** Collect and examine information about to prepare job descriptions.
6. **Compensation managers:** Develop compensation plans and handle the employee benefits program.
7. **Training Specialists:** Plan, organize, and direct training activities.
8. **Employment/Industrial relations specialists:** Advise management on all aspects of union-management relations.

BEST HR PRACTICES:

Some companies know very well, how to take good care of their employees and provide a working environment that helps them retain their identity, while proving themselves and growing along with the company.

Following are the few tips for HR Management:

- Open Management
- Sharing knowledge
- Suggestions for HR practice
- Respecting employees
- Safe work place

Here are some more ideas for best HR Practices:

1. Safe, Healthy And Happy Workplace
2. Open Book Management Style
3. Performance Linked Bonuses
4. 360-Degree Performance Management Feedback System
5. Fair Evaluation System For Employees
6. Knowledge Sharing
7. Highlight Performers
8. Open House Discussions And Feedback Mechanisms
9. Reward Ceremonies
10. Delight Employees With The Unexpected

NEWER IDEAS OF COMPENSATION:

Today in the IT and BPO industries a new style of compensation has been introduced. There is no specific time scale for the staff. There is individual negotiation with the staff and the compensation package is finalized. The package is also divided into two parts one is fixed pay and the other is variable pay which is dependent on the basis of the performance of the team in which the individual works. As a result every employee's scale is different. It is not a time scale. Promotions are now based on performance and competence i.e. on merit.

No Micromanagement: No one likes to be managed closely. The productive affects adversely if there is a close management. Therefore, right from the interview till the time the candidate joins the company, it is made clear to him or her that they have to take complete ownership of what they do. And the companies keep our promise by giving them complete ownership, which means no micromanagement. They can complete the task in any way that they are comfortable, as long as the tasks are completed on schedule and in an ethical way, it works for the companies.

Flexible Timings: In today's dynamic world, particularly in metropolitan or urban places reaching the office well in time has become problematic. The distances are more and the modes of transport are not that dependent. The to and fro transit time in reaching the office and coming back to residence is quite long. Everyone is under tension for reaching the office in time.

This is something that has been gaining a lot of momentum in many companies these days. Companies too are big fans of flexi-timings as we believe that employees do more work when they are not busy looking at the clock. We have a 12-hour window during which an employee can come in and work for a 9-hour period. As long as the work is getting done and it does not affect co-ordination amongst teams, the employees are free to set their own work timings.

Work from Home: As a result of the drastic change in the communication environment, in certain IT and BPO organizations the employees with prior permission can attend to their work using the lap top from home only. This has certainly added to the flexibility for the technical staff. Now there is positive impact on the availing casual leave. Whenever needed, for a small period absence the staff can seek prior permission from the immediate boss and work from home for four five days. This has certainly added the overall productivity.

Glass Door Policy: The traditional managerial hierarchy gives a feeling of distancing from one another i. e. Boss and the others reporting to him. In today's world no one is ready to accept bossing. There is a general acceptance of open management style functioning. Actually, the correct term would be No Door Policy. Companies follow a flat-structure in some companies and we don't really have any "boss" system. That's why the only cabins in the offices are either conference rooms or bathrooms! Companies trust their employees to be responsible for what they do, and as mentioned earlier they are complete owners of their work. Remember trust begets trust.

Here are some of the best HR practices that help in the creation of a highly satisfied and motivated work force.

1. Work Environment: It is obvious that the employees prefer to workplace to be safe and has healthy atmosphere where working is pleasurable. Every employee is being accorded his due importance and also the motivational support to stay in. For this purpose in the organizations there are internal surveys carried out and the employee's satisfaction level is assessed. Wherever necessary prompt actions are taken to rectify any deficiency observed in the surveys.

2. Open Management: Today every employee expects that the organization maintains a satisfactory level of transparency and keeps its employees updated of the various developments taking place in the organization. This also ensures that the employee's feel secure as well as recognition of their importance in the organization. This is achieved by internal e-bulletins, blogs and frequent floor level meetings. The employees are kept updated on the changes in the company's policies, achievement of new contracts and the sales trend, any new Sr. Executive joining the organization etc. The organizations also give every employee to put forth his/her ideas for improvement of the company's performance. Rewards are also given on assessing the cost benefit of the suggestions.

3. Performance Incentives: Today's organizations have altogether different type of functioning. They divide the staff in different modules by applying certain parameters e.g. for each order a different module. Accounts are also maintained and the profitability of the order is assessed. This provides the management a tool to assess the financial performance and to give team incentives based on the actual performance displayed. In today's organizational set up there is a system of promptly recognizing individual's achievements which motivates not only the said staff but also inspire the other staff to perform better. While doing so the HR always keeps it's one eye on the cost to the company.

4. Performance Feedback: Today the traditional system of writing confidential performance report by the boss is no more in vogue in any organization. Now the performance is assessed using scientific tools and also involving not only the top boss but also the senior officials as well as subordinates. Thus everyone's opinion is taken into account while assessing the performance. This appraisal is also discussed with the individual employee who is taught to use this feedback for his /her improvement in the performance.

5. Employee Evaluation: Every company has an employee evaluation system in place but a good system links individual performance to the goals and priorities of the organization. This works well when achievements are tracked over an year. For a fair review of each employee, the evaluation, apart from being done by the boss, should be done by another person at a higher level, for whom the employee's contribution is important. Ratings can also be obtained by other employees. This ensures a fair and accurate rating of each and every employee.

6. Sharing of Knowledge: Today because of the technology development knowledge gained by an employee in a training programme or a workshop is stored in the data base and access is available to those who can use it for increasing their knowledge. This centralized system of knowledge storage accelerates the training effect at no additional costs. Even innovative ideas that the management deems fit for employees to see, can be stored here for all to see.

7. Publicize Good Performances: Quite obviously every organization has some employees who display outstanding performance. Organizations highlight such performance through various media available to it e.g. house bulletin, display of board at the entrance, holding special meeting etc. so that the achiever gets due recognition. This approach and actions inspire the other employees of the organization.

8. Discussions: All that wisdom is not centered at the top. Every employee has some genius and has some practicable ideas which can be tested for its techno economic feasibility and economic viability. Therefore, in the organizations there is a system of group discussion on specific areas where the employee can share his ideas which may prove to be useful to the organization. There are suggestions boxes in each of the departments or at central place where the employee can drop his suggestion. These suggestions are evaluated by an expert committee and appropriately the employee is informed the outcome of it. Suggestions which are acceptable to the organization are promptly rewarded.

9. Rewards: For the best suggestion of the employee, organizations organize special meetings and the achievement made known to the other employees of the organization. This instills confidence in the employees that the management is considerate for good suggestions.

10. The Surprise Factor: Everyone likes a surprise. When one is not expecting a surprise and if a surprise gift is received everyone is thrilled. The gift may be a certificate, a small reward. The surprise need not be restricted to the achievers it can be given on randomly selected basis. Such a small gift also proves to be a best motivational tool.

The success of the organization largely depends upon the employees' strenuous efforts and involvement. These healthy HR practices go a long way in developing cordial and healthy relations with the employees. The organization's work culture and the overall approach towards the employees should be such that every employee should feel proud of his company's performance.

11. Exit Interviews: This is relative a new concept. Now a day this is a common practice in almost all the organizations. When the employee calls it a day and tenders his papers, exit interview is conducted by a senior executive from HR department. The objective is to find out why the employee is leaving the organization. When the employee is leaving the organization he can express his free and frank opinions about the organization and its people. He can voice all that he feels about the organization good things as well as undesirable ones. The outcome of the interview helps the organization to take corrective steps wherever necessary.

Experts feel that such interviews should be oriented to obtain comprehensive impression about the organization, managerial deficiencies, HR policies etc. This interview outcome helps the HR department to sort out any genuine problems faced by the employees which will result in arresting the further attrition of the employees.

CONCLUSION:

While studying the Best HR practices it has been observed that the Best HR practices followed by multinational companies cannot be copied in as it is, because those are based on the environment prevailing in their Head Quarter country. In the Indian context those practices are required to be suitably modified to

suit the Indian environment. Implementation of best HR practices also involved costs and therefore the Indian companies are required to balance the cost and the benefit that they derive. It can be said that HR practices that are being followed in India are subjective in nature. These practices differ from company to company, based on location of the units, nature of production/services etc. Therefore, HR practice which is considered as best HR practice for one company may not be so for another company. This needs to be understood correctly before its implementation.

To conclude that it can be said that HR practice is becoming more and more challenging day by day. They have to face lot of problems like retention, attraction of employee, dealing with different cultural people, managing work force diversity, technological and informational changes to overcome with these challenges training (Cross cultural training and technological and informational training) is necessary for HR people. To reduce mobility of professional personnel, HR people have to motivate them from monetary and non-monetary techniques. Proper performance evaluation system and proper career development plans should be used in the organization to reduce professional mobility.

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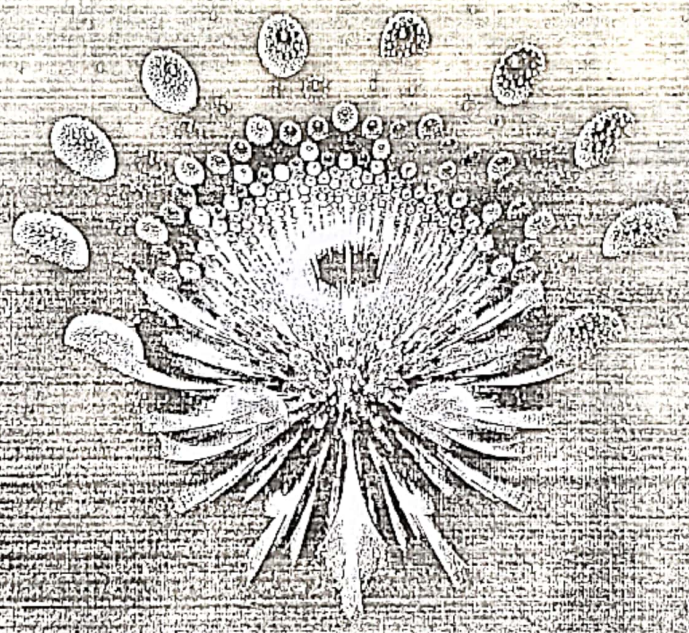

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ORIGINAL ARTICLE

Emotional Intelligence

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Introduction:

Today, emotional Intelligence (also known as Emotional Quotient) is one of the hot topics among business leaders and HR professionals. EI has been used by some as an umbrella term that comprises elements such as 'soft skills', 'people skills', and a general ability to cope with life's demands. Emotional intelligence is related to positive outcomes such as pro-social behaviors, parental warmth, and positive family and peer relations (Mayer et al, 1999; Rice, 1999).

The Concept:

The capacity to be aware of, control, and express one's emotions and to handle interpersonal relationships judiciously and empathetically means emotional intelligence. "Emotional intelligence is the key to both personal and professional success"

Emotional intelligence has been defined as "the ability to monitor one's own and other people's emotions, to discriminate between different emotions and label them appropriately, and to use emotional information to guide thinking and behavior" by Peter Salovey and John Mayer. This definition was later broken down and refined into four proposed abilities: perceiving, using, understanding, and managing emotions.

Emotional intelligence is what we use when we empathize with our coworkers, have deep conversations about our relationship with our spouse or significant other, and attempt to manage an unruly or distraught child. It allows us to connect with others, understand ourselves better, and live a more authentic, healthy, and happy life.

Salovey and Mayer introduced emotional intelligence to the world, other researchers and psychologists began to pick it up and run with it. Daniel Goleman was one such psychologist; he published the national bestselling book.

Emotional intelligence is commonly defined by four attributes:

Self-management – You're able to control impulsive feelings and behaviors, manage your emotions in healthy ways, take initiative, follow through on commitments, and adapt to changing circumstances.

Self-awareness – You recognize your own emotions and how they affect your thoughts and behavior. You know your strengths and weaknesses, and have self-confidence.

Social awareness – You have empathy. You can understand the emotions, needs, and concerns of other people, pick up on emotional cues, feel comfortable socially, and recognize the power dynamics in a group or organization.

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Relationship management – You know how to develop and maintain good relationships, communicate clearly, inspire and influence others, work well in a team, and manage conflict.

Studies have shown that people with high EI have greater mental health, job performance, and leadership skills although no causal relationships have been shown and such findings are likely to be attributable to general intelligence and specific personality traits rather than emotional intelligence as a construct.

Understanding and developing your emotional infelligence can have a positive effect on both your career as well as your personal relationships. ... Self-management – our ability to use awareness of our emotions to stay flexible and direct our behavior positively and constructively.

Emotional maturity is the ability to handle situations without unnecessarily escalating them. Instead of seeking to blame someone else for their problems or. behavior, emotionally mature people seek to fix the problem or behavior.

Importance of Emotional Intelligence:

Emotional intelligence impacts many different aspects of your daily life, such as the way you behave and the way you interact with others. ... You can use this understanding of emotions to relate better to other people, form healthier relationships, achieve greater success at work, and lead a more fulfilling life.

Emotional intelligence is the ability to identify and regulate one's emotions and understand the emotions the others. A high EQ helps you to build relationships, reduce team stress, defuse conflict and improve job satisfaction. ... EI is importantfor everyone who wants to be career ready.

Emotional intelligence is a very important skill in leadership. It is said to have five main elements such as - self-awareness, self-regulation, motivation, empathy, and social skills.

Emotional intelligence can lead us on the path to a fulfilled and happy life by providing a framework through which to apply standards of intelligence to emotional responses and understand that these responses may be logically consistent or inconsistent with particular beliefs about emotion.

Emotional self-awareness is also about recognizing what motivates you and, in turn, what brings you fulfillment.

Self-regulation: the ability to manage one's negative or disruptive emotions, and to adapt to changes in circumstance. Those who are skilled in self-regulation excel in managing conflict, adapt well to change and are more likely to take responsibility.

Motivation: the ability to self-motivate, with a focus on achieving internal or self-gratification as opposed to external praise or reward. Individuals who are able to motivate themselves in this way have a tendency to be more committed and goal focused.

Empathy: the ability to recognize and understand how others are feeling and consider those feelings before responding in social situations. Empathy also allows an individual to understand the dynamics that influence relationships, both personal and in the workplace.

Social skills: the ability to manage the emotions of others through emotional understanding and using this to build rapport and connect with people through skills such as active listening, verbal and nonverbal communication.

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The value and benefits of emotional intelligence:

The value and benefits of emotional intelligence are vast in terms of personal and professional success. It is a core competency in many vocations, can support the advancement towards academic and professional success, improve relationships, and boost communication skills, the list goes on.

The increasing awareness of emotional intelligence in management-focused literature and leadership training suggests the link between emotional intelligence and job performance not only exists but has value in myriad areas.

The workplace represents a distinct social community, separate from our personal lives, in which there is a growing appreciation that higher EI allows a person to understand himand others better, communicate more effectively, and cope with challenging situations.

Utilizing and developing emotional intelligence in the workplace can significantly improve the personal and social capabilities of individuals within that workplace.

EI is about managing emotions in order to improve job performance and, in turn, helping people stay calm and to think logically in order to establish good relationships and achieve goals. There is an undeniable relationship between EI and the way senior executives manage their employees – managers with higher emotional intelligence have the tools at their disposal to not only manage stress but to also recognize and address stress in others.

Emotional Intelligence and Motivation:

Emotional intelligence matters for motivation, and motivation matters for success. Whether it's in relation to work, personal goals or health, the emotionally intelligent individual understands the deeper meaning of their aspirations and the self-motivation skills required to achieve them

EI and Decision-Making: Emotional Intelligence is closely related to personal and professional development, it impacts on more than how we manage our behavior and navigate social complexities, and it also affects how we make decisions.

Having an authentic understanding of the emotions we feel and why we are feeling them can have a huge impact on our decision-making abilities,

Superior emotional intelligence is an important element in the prevention of decision making based on emotional biases, whereas lower EI can create anxiety and lead to poor decisions. It's not about removing emotions completely from the decision-making process, rather it's about recognizing the emotions that are unrelated to the problem and not allowing them to be influential to the final result.

Conclusion:

Taking into account the various benefits derived from the emotional intelligence, in various facets of daily life, working environment, every individual should try to inculcate and improve his emotional intelligence, which will add to his success.

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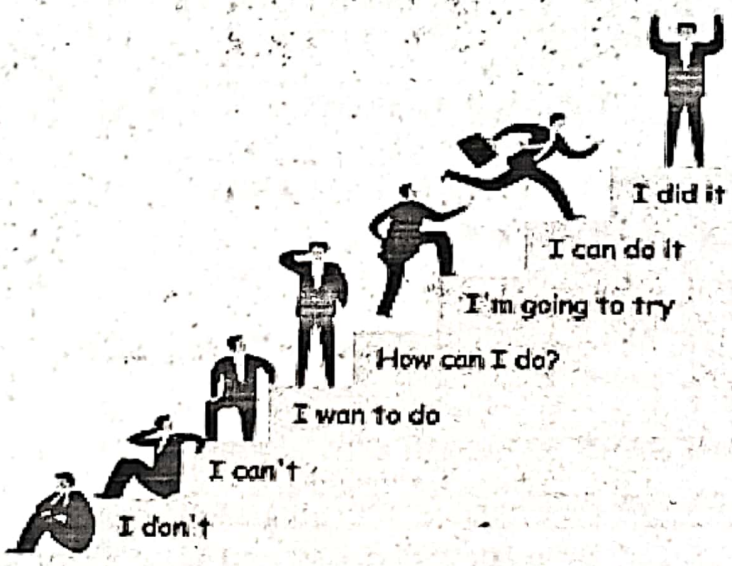
ANGER MANAGEMENT – KEY TO SUCCESS IN LIFE



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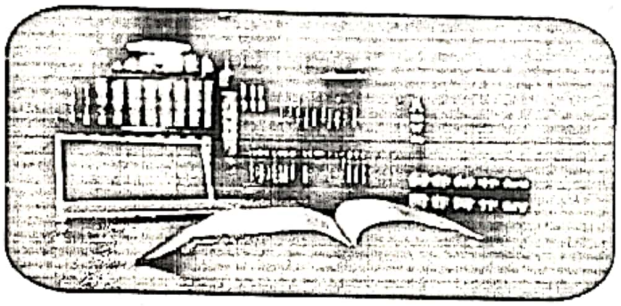

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ANGER MANAGEMENT – KEY TO SUCCESS IN LIFE

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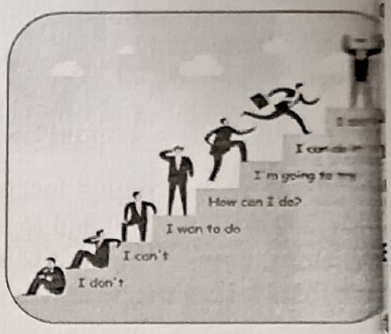
ABSTRACT

Anger management is not about emotion suppression rather it is learning how to appropriately express a normal human emotion without escalating a situation. Outrage is a fundamental human feeling that is experienced by all individuals. Ordinarily activated by a passionate hurt, outrage is typically experienced as a disagreeable inclination that happens when we think we have been harmed, abused, contradicted in our long-held perspectives, or when we are looked with deterrents that shield us from achieving individual objectives. The author has offered number of suggestions to tone down the anger and get rid of tension / stress. Anger is a normal, healthy emotion. In any case, it's unfortunate when it erupts constantly or spirals wild. The feeling of annoyance is neither great nor terrible. In the event that you have a hot temper, you may feel like it's out of your hands and there's little you can do to tame the monster. Be that as it may, you have more authority over your annoyance than you might suspect. You can figure out how to express your feelings without harming others. The genuine objective of outrage the board isn't to stifle sentiments of displeasure, but instead to comprehend the message behind the feeling and express it strongly without losing control. If the anger situation is managed properly, one will not have any problem to achieve the life goals.



KEY WORD: *Anger, temperament, emotions, positive attitude, depression, exercise, diffusion of tension, Yogic exercises.*

INTRODUCTION

Emotion is a strong feeling deriving from one's circumstances, mood, or relationships with others. The word emotion comes from the Middle French word emotion, which means "a (social) moving, stirring, agitation." Anger management is the psychological process whereby the individual learns to recognize signs of increasing anger and then take action in order to calm one's emotions. Anger management is not about emotion suppression rather it is learning how to appropriately express a normal human emotion without escalating a situation.

CONCEPT OF ANGER:

According to the National Anger Management Association, anger can be defined as simply a negative emotion or mood. Anger is a basic emotion. As such, the purpose of anger is to enable us to adapt to some demand of our environment; "anger propels animals to attack or destroy". Outrage is an essential human feeling that is experienced by all individuals. Commonly activated by an enthusiastic hurt, outrage is typically experienced as a terrible inclination that happens when we think we have been harmed, abused, restricted in our long-held perspectives, or when we are looked with hindrances that shield us from achieving individual objectives. Anger can be constructive or destructive. When well-managed, anger or annoyance has

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w detrimental health or interpersonal consequences. Out of control anger alienates friends, co-s and family members

T OF ANGER ON HEALTH:

The long-term physical effects of uncontrolled **anger** include increased anxiety, high blood pressure adache. ... Then again, all around oversaw outrage can be a valuable feeling that persuades you to roll sitive improvements.

Physical impacts of outrage: Anger triggers the body's 'battle or flight' reaction. Long haul dures for annoyance the executives incorporate normal exercise, learning unwinding methods and ng.

Outrage is an amazing feeling. In the event that it isn't taken care of properly, it might have rous outcomes for you and those nearest to you. Uncontrolled annoyance can prompt contentions, al battles, physical maltreatment, and attack and self-hurt. Then again, very much overseen outrage a helpful feeling that spurs you to roll out positive improvements.

TH PROBLEMS WITH ANGER

The steady surge of pressure synthetic compounds and related metabolic changes that run with nittent unmanaged outrage can in the long run reason damage to a wide range of arrangement of the A portion of the short and long haul medical issues that have been connected to unmanaged outrage le:

eadache,
igestion problems such as abdominal pain, insomnia,
ncreased anxiety,
epression,
igh blood pressure,
kin problems such as eczema, heart attack, stroke.

estions for long-term anger management

The way you typically express anger may take some time to modify. Suggestions include:
Keep a diary of your anger outbursts, to try and understand how and why you get mad
Consider assertiveness training, or learning about techniques of conflict resolution.
Learn relaxation techniques, such as meditation or yoga.
See a counsellor or psychologist if you still feel angry about events that occurred in your past.
Exercise regularly

s to be taken for anger management:

Following are the few steps which one should initiate in right earnest and cultivate the habit of rving on every occasion when you get angry:

hink before you speak

When one gets angry and without thinking words are used or actions are taken which ultimately you in difficulty. Later on you repent and blame yourself. Therefore, it is always better to take a pause try to calm down the anger.

nce you settle down, then you may express your anger:

When you get a feel that you are getting angry, the first step you should take is to remain calm and out losing assertion state what you wanted to state but the tone of your voice should not be rontational. Remember while expressing yourself please do not hurt the feelings of the opposite party.

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3. Get some exercise

Physical activity can help reduce stress that can cause you to become angry. If you feel your anger escalating, go for a brisk walk or run, or spend some time doing other enjoyable physical activities.

4. Take a timeout

Whenever you are in stress, please take a break for some time and take some other work. When your anger has come down, quietly handle the situation without getting irritated or angry.

5. Search for possible solutions

Try alternate possibilities to come out of the difficult situation. In the process of identifying alternate solution there is a possibility that the time taken for identifying may calm you down and the anger is managed. Sometimes, in such a situation remain alone and close your eyes. Your tension will get reduced.

6. Stick with 'I' statements

Without blaming the other party for the mess that has been created have a positive approach to regularize the issue, tendering assistance if possible, your issue will get solved. When you want to pin point any lapse be polite and explain its implications so that the one involved in it will get educated.

7. Don't hold bitterness

Have a noble heart and forgive the mistake committed by the other party. If you realize that you were at fault then without any hesitation admit it so that the other party will not capitalize on it. Tender your apologies. Do not carry bitterness as it is harmful in the long run.

8. Use humor to release tension

Use of mild humor helps in diffusing tension. Humor gives you courage to face what made you angry. Always be careful in using your expressions in polite words. Such an approach will not add to bitterness.

9. Practice relaxation skills

When your temper flares, put relaxation skills to work. Practice deep-breathing exercises, imagine a relaxing scene, or repeat a calming word or phrase, such as "Take it easy." You might also listen to music, write in a journal or do a few yoga poses — whatever it takes to encourage relaxation.

10. Solicit someone's assistance:

When you feel that your anger is getting beyond control. Without any hesitation seek someone's help without making it a prestige issue. Think of the long term damage your anger may have on the issue that is being dealt with.

11. Practice Yoga Exercises:

Many of us feel anger, irritability and frustration throughout the course of our daily lives. Exercise can be a great daily treatment to release those feelings. Yoga is, in part, a practice for life. It's natural and normal to feel anger, and yoga can help us find the compassionate action that the anger is sometimes trying to point us toward.

For controlling your anger take the following steps:

- Breathe Slowly and Relax
- Inhale and exhale deeply 3 or 4 times in a row.
- Count slowly to four as you inhale.
- Count slowly to eight as you exhale.
- Focus on feeling the air move in and out of your lungs.
- Concentrate and feel your ribs slowly rise and fall as you repeat the exercise.

Yoga is calming and relaxing. When you focus on listening to your body, it is hard to hold onto anger. Try focusing on your breathing instead of focusing on what you are angry about

CONCLUSION:

Anger is a normal, healthy emotion. However, it's undesirable when it erupts constantly or spirals crazy. The feeling of displeasure is neither great nor awful. On the off chance that you have a hot temper, you may feel like it's out of your hands and there's little you can do to tame the monster. Be that as it may, you have more authority over your displeasure than you might suspect. You can figure out how to express

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your feelings without harming others. The genuine objective of indignation the executives isn't to stifle sentiments of resentment, yet rather to comprehend the message behind the feeling and express it steadily without losing control. If the anger situation is managed properly, one will not have any problem to achieve the life goals.

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ORIGINAL ARTICLE

Inculcating Creativity & Innovative attitude amongst Students

Prin. Dr. L. K. Shitole,
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Tal. Daund, Dist. Pune

Introduction:

"The principle goal of education should be to create people who are capable of doing new things, not simply of repeating what other generations have done-men who are creative, inventive, and discoverers." – Jean Piaget

The seeds of creativity live in everyone. Some individuals are fortunate that their sprouting imagination was nurtured and grown into strong creative thinking abilities. Their parents and teachers nourished them with creative experiences and confidence building responses to their attempts, throughout their childhood.

At times we read in paper or watch on the digital media that a young one has come out with a novel idea about use of some wasteful material and has made useful thing for the daily use. E.g. a rural youth has used the bicycle which is very commonly available, for lifting the water from the well or for spreading the insecticides. In the today's information technology driven knowledge world there are instances that school going children who are genius are developing small applications which even the IT engineers get wonderstruck. All these innovations explain that there is something unique that these genius youth are introducing at the early age of their career. The society also appreciates their efforts and the govt. also comes out to reward them wherever convinced about the application's utility. All these things can happen only when the parents give free hand and also extend financial support and the environment conducive for innovating something new. This leads to a very important aspect that there is a need to change the mindset of the parents when they notice some spark in their child and they should properly nourish it. They should contact his/her teachers for guidance which will enable the child to accomplish the task in a better way and with ease.

Modern researchers are now indeed stressing that new ways of teaching should be invented so that the young minds blossom into individuals who are aware of everything that life has to offer, instead of just being contended individuals with fat paychecks. For this, it is essential that the taste of the child should be developed from the very start. Therefore, for the kids of kindergarten, colorful storybooks should also accompany the schoolbooks.

Concept of Creativity

Creativity is one of the most important characteristics of being human. It is one of the main traits that make us successful as individuals and as a species.

Creativity is a way of living life that embraces originality and makes unique connections between seemingly disparate ideas. Creativity is about living life as a journey into seeing and communicating the extra-ordinariness of the simplest, most every day acts.

"A creative idea will be defined simply as one that is both novel and useful (or influential) in a particular social setting."

The world is changing so rapidly now that just learning a specific skill set and following it exactly won't get us very far. What prepares students for life beyond the classroom is learning how to be more creative, which includes flexibility in perception and execution of tasks.

The right mix of creativity along with curriculum helps students to be innovative and also encourages them to learn new things. ... In fact, creative expression plays a key role in a student's emotional development. Let us have a look at how importantis the role of creativity in today's classroom and its benefits.

Being creative helps you become a better problem solver in all areas of your life and work. ... Creativity helps you see things differently and better deal with uncertainty. Studies show that creative people are better able to live with uncertainty because they can adapt their thinking to allow for the flow of the unknown.

Creativity is an important human characteristic. ... Early years staff can help young children to develop their creativity by providing a creative environment, helping children to build up their skills through play, behaving creatively them and praising children's creative efforts.

If the children are learning about the importance of plants and trees, then teach them gardening in simple terms. Like watering the plants or taking out a week or two. Touching and feeling and actually performing the task leaves a greater impression on the child, rather than just reading a book and knowing nothing about what the actual thing looks like.

Primary education is considered to be one of the most significant among all phases of education in the life of a student. The nature of the stage of growth enables all that is learned to make an everlasting impression on the mind.

In today's educational set up it is observed that an effort is being made by the pre-primary schools wherein several projects are allotted to the students. However it has been observed that the concept has not been nourished properly. The parents have to concentrate on attending to this project work. The objective of the teachers is to introduce various things around the child's world. E.g. paste the pictures of wild animals in a paste book. Paste tame animals in the paste book. Plant a carrot in a dish and watch its development. Etc.

In the current hectic life schedule where both husband and wife are employed and when they come back from the office they have to attend to complete the project work. This is very stressful. On this backdrop, it is interesting to observe that the marketers have rightly understood and they are making these projects readily available in the market. Although it helps the parents to solve the problem but the very basic objective of introducing this module of learning is lost.

Following are the few tips for improving creativity of the child:

1. Embrace creativity as part of learning. ...
2. Use the most effective strategies. ...
3. Think of creativity as a skill. ...
4. Participate in or create a program to develop creative skills. ...
5. Use emotional connections. ...
6. Use a creativity model. ...

7. Consider how classroom assignments use divergent and convergent thinking.
8. Designate a space for creating. ...
9. Keep it simple. ...
10. Allow for "free time."
11. Help your kids activate their senses. ...
12. Discuss creativity. ...
13. Cultivate creative critical thinking. ...
14. Avoid managing. ...
15. Help kids pursue their passions.

Conclusion:

Even at the later stage when the students pursue their professional courses should also keep creativity in mind and they should go to the root cause of some of the issues that they face and try to come out with genius ideas, put in hard work, seek experts guidance and come out with a new solution / use it on pilot project and when convinced then also think of its commercial utility based on cost benefit analysis and seek guidance from the expert to register patent wherever necessary. The Govt. of India has come out very strongly to extend financial and managerial support to these genius young innovators to put their innovation for commercial use.

Today's world is a knowledge driven and the society at large is very much responsive to such new ideas that will reduce the physical strain and provide new utilities. The successful innovators are very well rewarded by the society. Let us nourish these young innovators and support them for accomplishing their goals. It is in the larger interest of the society.

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ORIGINAL ARTICLE

"New Approach to Higher Education – in India"

Prin. Dr. L. K. Shitole,
E. S. Divekar College of Arts, Science and Commerce,
Tal. Daund, Dist. Pune

Abstract:

India's population has grown at an alarming speed since 1961. The government is trying its best to arrest this growth rate. Its result will take a long time to be seen. Since independence the government of India has put in conscious efforts in achieving socio-economic development of the rural area. On the education front there is a phenomenal growth and the quality of education is also improving. Indian education system is the largest education system in the world. It has a network of more than 1.4 million schools with enrollment of over 200 million students. There are more than 850 universities and 40,000 education institutes and this number is increasing rapidly. There is an ever growing demand for quality education. In India we find that on the one hand a very large numbers of graduates are coming out every year and on the other hand there are inadequacy jobs for one reason or the other. The major reason that has come out is the miss-match between the industries demand and the supply from the academic institutions. Therefore, the need of the hour is that the industries and the educational institutions come together and have a regular rapport to come out with a positive solution. The universities should revise the syllabi of various degree and diploma courses. There is a need to bring in compulsory internship in the industries before awarding degree. There is need to give input relating to communication skills, personality development etc. to the graduate students. This will certainly increase their employability. Because of the limitations for generation of new jobs, the academic institutions should also have entrepreneurial development courses so that self-employment rate will increase and will also help in generation of employment opportunities. The government has taken a right initiative and both the stakeholders i.e. academic institutions and the industries should respond to the government's call.

Keywords: Unemployment scenario, input on communication skills, personality development, participation in research and development activities.

Demographic situation of India:

India's population has grown with a rapid speed which can be seen from the following table. The government is making all out efforts to arrest this rate of growth of population but it will take a long time to see the results thereof.

Decennial Population of India since 1961 to 2011

	1961	1971	1981	1991	2001	2011
Maharashtra	39553718	50412235	62782818	78937187	96878627	112374333
India	369079	471707	604471	807785	974345	1247953

Source: Office of Registrar General of India, Ministry of Home Affairs

Over the past few years because of the conscious efforts put in by the governments there is a phenomenal improvement on the socio-economic front. There is a lot of improvement in the healthcare, education, communication even in the rural India.

Indian Education System:

Indian education system is the largest education system in the world. It has a network of more than 1.4 million schools with enrollment of over 200 million students. There are more than 850 universities and 40,000 education institutes and this number is increasing rapidly. There is an ever growing demand for quality education. Education sector in India is a mix of government-operated & privately operated educational institutions and allied education products & services providers. The education sector in India has witnessed a paradigm shift in recent times. Once operated primarily as a philanthropic or a nation building activity, it has since transformed into a 'sector in its own right.

Indian higher education is contributing to the national development by imparting specialised knowledge and skills.

The segment targets 13% of the Indian population in the age group of 18-23 years. There are three levels of qualification within the higher education segment in the country – graduation level, post-graduation level and doctoral degree. All the colleges offering these courses need to be affiliated to a university (under purview of the central regulatory body – University Grants Commission (UGC)). There are also individual bodies such as All India Council for Technical Education (AICTE), Medical Council of India (MCI), etc. responsible for the regulation, coordination and development of higher education in India. The higher education institutions in India are required to be run under a not-for-profit trust/ society. Increase in Universities and Colleges:

Trends in Universities and Colleges in India

Year	Number of Universities	Number of Colleges
FY 2013	667	35,525
FY 2014	723	36,634
FY 2015	760	38,498
FY 2016	799	39,071
FY 2017	864	40,026

Source: All India Survey on Higher Education (AISHE)

Certain specific institutions for higher education, like the Indian Institutes of Technology (IITs) and the Indian Institutes of Management (IIMs) have been the prominent parts of the Indian education sector.

Every year around 50 lakhs graduates pass out in India. Of these 12 lakhs are from engineering discipline. Within these 12 lakhs engineers about 5 to 6 lakhs are

from Information Technology / computer science. If we compare this vast number with UK's engineering graduates turnout it works out to 100 fold.

Indian Unemployment Scenario

Against this backdrop we have to assess India's rate of unemployment of India over the past few years. The picture is gloomy. The unemployed youth seeking jobs is ever increasing. As per the latest report from Center for Monitoring Indian Economy (CMIE) as of F.Y.2018, there were 31 million Indian youths seeking employment. CMIE is a government agency which tracks the business and economic data.In India, the unemployment rate measures the number of people actively looking for a job as a percentage of the labour force.The unemployment rate is a measure of the prevalence of unemployment and it is calculated as a percentage by dividing the number of unemployed individuals by all individuals currently in the labor force.

Indian unemployment rate (%)
F.Y. ending 31st March every year

2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
4.12	3.75	3.54	3.53	3.62	3.46	3.41	3.49	3.51	3.52	3.4

Source: tradingeconomics.com

As per one estimate,Industry and services sectors in India would require a gross incremental workforce of 250 million by 2030; India could potentially emerge as a global supplier of skilled manpower

India's GDP is estimated to have increased 6.6 per cent in 2017-18 and is expected to grow 7.3 per cent in 2018-19. In April-July quarter of 2018-19, the GDP grew by 8.2 per cent.

India has retained its position as the third largest start-up base in the world with over 4,750 technology start-ups, with about 1,400 new start-ups being founded in 2016, according to a report by NASSCOM.

Industries expectations from the fresher graduates:

By and large , the syllabi of the Indian Universities for various graduate, post graduate courses as well as professional degrees and courses have not been revised keeping in tune the need of the industries and business. In the industrial and business sector day in and day out there are new things are coming and as a result there is a wide gap between the industries expectations from the new graduates when they approach for employment. This state of affair is attributed to the fact there is almost no interaction between the educational institutions and the academic institutions. This has resulted in mismatch in the demand and supply of the fresh graduates for the industry.

Every year, countless students pass out from engineering colleges in India. The number of students graduating from engineering colleges is much more in India than in countries like China and USA. Yet, only about 30% of the engineering graduates get jobs while the rest either remain unemployed or take up jobs that are not related to their field. Engineering Industry has spelt out its expectations from the fresh engineering graduates as under: [1]

[1]https://content.wisestep.com/industry-expectations-from-engineering-graduates/ accessed on 3rd December 2018 at 4. p.m.

1. **Communication Skills:** An engineer must possess good communication skills if he expects to be hired into a good firm or organisation.
2. **Knowledge beyond textbooks:**Very often, the firms and organisations look for individuals who can go beyond the books and think brightly. You need to be logical and think intellectually. Restricting yourself to bookish knowledge does not make you a good engineer.
3. **Ability to lead:**While there are many engineering graduates who score well in their papers, there are very few who are true leaders. Most of the engineers today just follow the path shown by great minds of the past. If you wish to be hired by one of the leading companies, you must possess the ability to lead.Even during the interview process, you should be able to reveal your true leadership skills by your college or school event examples.
4. **Positive Approach:** The job of an engineer is not easy. It is a path full of many challenges and you need to possess the courage to face these challenges. A positive approach is thus a must in the career of an engineering candidate. If you are in the core engineering field like Electrical, Chemical or Mechanical, you may have to work in a site and this can be risky.
5. **Updated with the latest technology:** The greatest risk of being in the field of technology is that the technology existing now can become obsolete someday. You must be prepared to upgrade your skills to match the latest in technology. This rule is particularly applicable for IT engineers. The code or language used at present can get replaced with a better and user-friendly version and you need to upgrade yourself accordingly. Individuals who fail to stay updated become jobless. An engineer is expected to be smart enough to widen his horizon of knowledge as per the latest trends.
6. **Willingness to travel:**As engineers ascend the success ladder, the expectations from an engineer seem to increase too. An engineer who is at a senior position in his field may be expected to travel places and meet senior level individuals in different countries. They may be expected to share knowledge, ideologies and give presentations in the most effective manner. Most individuals are reticent and unwilling to travel to different countries and places.
7. **Knowledge of any foreign language:**Although this is not a must but it will be advantageous to get a job, as after the adoption of Globalization the whole world has become one market.
8. **An M.B.A. Degree:**An engineer with an MBA degree is in great demand because it is a rare combination. The firms look for engineers with MBA degree to take up managerial positions in technological companies and firms. An MBA degree helps to furnish your management skills and make you a true leader.
9. **Multitasking abilities:**An engineer may have to shoulder several responsibilities at the same time. That is when the ability to multitask becomes extremely crucial. An engineer is expected to multitask in his organization. While he plays the leader to his teammates, he may simultaneously be expected to handle client queries.
10. **Versatility:** A versatile persona is what is most often expected of an engineering graduate. Monotony is the last thing expected of an engineer. Your flexibility should conceal your true inner self. Your nature should never be predictable.
11. **Ambitious:**The never say never attitude is expected from most engineers. Engineers are expected to be ambitious. You need to be determined and ambitious if you really wish to be a successful engineer.

I am of the considered view that all the above traits though stated to be for engineers in reality those are applicable to the graduates of all other disciplines. The only exception will be that of updating of the latest technology in the market.

This situation has necessitated a new approach to the higher education in India. It has to be focused on the industries' requirements. In order to avoid this miss-match of the industries and the turn out of the graduate products of the Indian industry, the most essential thing is a close rapport between the industries and the academic institutions. The age old syllabi of the universities will have to be appropriately revised. Not only that there is a need to include personality development input for all the disciplines. Only if the educational institutions address this aspect in right perspective the demand for the Indian graduates will improve.

There are limitations for employment generation and the urgent need is to foster entrepreneurial ability amongst the students. This in due course will certainly boost the self-employment which is the need of the hour. So also the academic institutions should also have some elements of entrepreneurial development in the professional courses.

There should be free flow of information and movement of teaching staff between the academic institutions and the industry level executives. This will benefit both of them.

So also there is one more vital aspect in bringing in the academic institutions and the industries closer to each other. In this fast developing world the importance of continuous research and development is needed to be achieved. The educational institutions can assist the industries to carry out the research projects for these industries for which the industries will be willing to fund these projects. This is being practiced by some industries in India. The need is to augment the speed thereof.

Conclusion:

From the latest news from AICTE the government has taken a serious initiative to see that both the industries and the academic institutions come together and take effective steps. The graduates particularly from the professional courses should undergo internship of about 6 months in the industries, academic institutions have been asked to give input in improving the communication skills as well as personality development. Universities should extend helping hand to the industries in helping the research and development activities in a big way. Their mutual cooperation will bring about a new dimension to the academic institutions.

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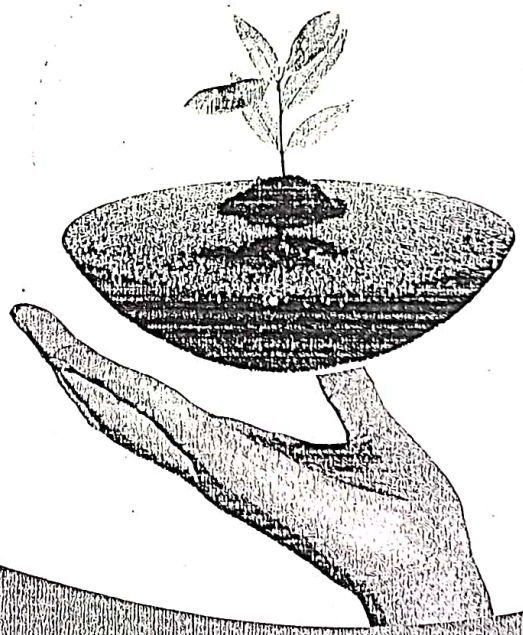

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ORIGINAL ARTICLE

"Role of Educational Institutions in creating Environmental Awareness"

Prin. Dr. L. K. Shitole,
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Tal. Daund, Dist. Pune

In today's world irrespective of the level of development – whether developed or underdeveloped, the whole world is passing through a phase when there is a great threat to the environment and there is an urgent need to take effective steps by the mankind. Environment refers to a place where humans as well as plants animals live. Types of pollution that we face in today's life: Air pollution 2) Water pollution 3) Land pollution4) Climatic changes5) pollution due to non-treated industrial waste 6) Global warming: Fossil fuel utilization bring about discharge of greenhouse gasses, which causes environmental change. The need for clean environment to live healthy, wealthy, disease free and pollution free is beyond doubt. Use of plastic bags, articles and thermo coal has become so rampant that it has become absolute difficult to ban the plastic.The Non-Governmental Organization has also taken initiative to create such awareness in the rural areas. The schools and colleges have also through their various activities are focusing the attention of the masses to this vital environmental issue. Use of paper bags or cloth bags should be made in place of plastic bags. As far as possible use and throw items be discouraged.

It should start from the primary schools and gradually with deeper emphasis upto the college levels. The text books should have appropriately written lessons focusing on the maintenance of clean environment. This certainly helps in inculcating the cleanliness habits amongst the students. At the college levels, under National Service Scheme can be used to propagate the importance of clean environment. Currently NSS programs do contribute in this regard and undertake tree planting, cleanliness drives, during their yearly camps. During village fairs there should be stalls to focus on the need for clean environment.

Key words: CleanEnvironment, Adverse impact on health, various types of pollutions, government initiative, role of schools and colleges

Introduction

In today's world irrespective of the level of development – whether developed or underdeveloped, the whole world is passing through a phase when there is a great threat to the environment and there is an urgent need to take effective steps by the mankind. We cannot leave the entire issue to the government but every civilized citizen has to come forward wholeheartedly to address this issue of ensuring clean environment voluntarily. The most unfortunate aspect of this grave issue is that in major part of the world there is

little awareness about the magnitude of this serious problem. The very existence of the mankind will be in danger if the issue is not addressed by one and all in right perspective.

Concept

Environment refers to a place where humans as well as plants animals live. The environmental problems encompasses issues like global warming, acid rain, various types of pollution – air pollution, water pollution, noise pollution, disposal of waste, ozone layer depletion, climatic changes that are offing etc. All these are leading to various diseases some are known while some are unknown.

Types of pollution:

The pollution takes place in number of ways. I have briefed hereunder a few types of pollution that we face in today's life:

1) Air pollution 2) Water pollution 3) Land pollution 4) Climatic changes
5) Pollution due to non-treated industrial waste 6) Global warming: Fossil fuel utilization bring about discharge of greenhouse gasses, which causes environmental change.

Importance of clean environment

The need for clean environment to live healthy, wealthy, disease free and pollution free is beyond doubt. Every living being produce a huge amount of waste in our daily life. If is not properly disposed it creates several problems like bad smell, air pollution which may lead to air borne diseases. If we consider farming even excessive dosage of chemical fertilizers and excessive use of water also adversely affects the quality of the land which ultimately affects the land fertility and the yield of the crop grown. In the western part of Maharashtra we find lots of lands have become useless for growing crops because of upcoming of Kshar (alkaline nature). In order to achieve sustainable development the nation has to preserve the natural resources for the future generations.

Contributors of environment degradation

Indian cities because of the presence of hutment dwellers and unauthorized constructions, and local civic organization's inability to provide civic amenities day by day the pollution is increasing. Every day numbers of vehicles are being added in cities leading to air pollution. A case in point is that of India's capital New Delhi there is such a heavy air pollution that the government had to ban entry of heavy transport vehicles in the city. The apex court of India had to direct the local government to take concrete steps according top priority to this issue.

Excessive use of non-bio degradable plastic is the major cause of environment problem. Use of plastic bags, articles and thermo coal has become so rampant that it has become absolute difficult to ban the plastic. The government of Maharashtra has banned the use of plastic and has compelled the plastic factories to stop their production but then under one pretext or the other the use of plastic is still continued. E.g. milk bag pouches are in plastic form. If it is banned the dairies have threatened that they will not be collecting the milk produced by the dairy farmers.

New Delhi is not the solitary case; it is the case of all metropolitan and urban cities. This is mainly because of the migration of the rural masses to the urban and metro places for securing their livelihood. The civic bodies have limitations.

In the villages pure potable drinking water is not available. This is leading to several contamination diseases and the healthcare of the masses has become a big issue. The government is trying its best but it alone cannot achieve the goal. Even the Non-governmental Organizations, temple trusts, international clubs like Rotary, Lions, Giants, etc. should come forward to join hands with the government in this gigantic task.

The slum dwellers are for their every function big or small use loud speakers and play music or songs at such a high pitch that it crosses the danger level of sound pollution. These dwellers are not aware of the seriousness of this behavior on their health. Even in various public festivals like Ganeshotsav, Shivajayanti, Moharum, marriage ceremony processions, village fairs etc. Use of bands and other instrument on the Dolby sound system etc. is made All these are having adverse impact on the human health.

Conserve water

With industries dumping waste into our water supplies, our access to fresh, clean drinking water is dwindling. Running taps, long showers, running the dishwasher half-full, and unchecked water leaks examples of unnecessary water waste. Try rainwater harvesting in buckets or a rain barrel which can be used to water the plants in the lawn, clean your cars etc. Similarly the civic bodies have made it compulsory for the large housing societies to have arrangements for harvesting of rain water for improving the sub-soil water levels. But there should be mechanism in place to what extent it is attended to and is under use.

Therefore, the need of the hour is that all the stake holders who contribute to this problem and without whose active participation it is not going to be solved should take it up with due seriousness. Its solution is not possible overnight. Concerted efforts will have to be made one and all. This is because of very survival is at stake.

Role of Education in addressing these environmental issues:
Short term:

At all stages there is need for creation of greater awareness amongst the masses about the adverse impact of environmental degradation. The government has already taken initiative and launched Swachha Bharat Abhiyan and has also appointed various celebrities as Ambassadors of this Abhiyan. It has also announced prizes for clean cities movement. The Non-Governmental Organization has also taken initiative to create such awareness in the rural areas. The schools and colleges have also through their various activities are focusing the attention of the masses to this vital environmental issue. Use of paper bags or cloth bags should be made in place of plastic bags. As far as possible use throw items be discouraged.

Long term:

In order to have a long term positive impact the need of the hour is to imbibe in the minds of the citizens the need to keep the environment clean. It should start from the primary schools and gradually with deeper emphasis upto the college levels. In Japan the students are required to clean their classes. In Mumbai I know there are some schools where in the last period before the school is closed for the day, five minutes are kept for

the students to clean their classes. The text booksshould have appropriately written lessons focusing on the maintenance of clean environment. This certainly helps in inculcating the cleanliness habits amongst the students. At the college levels, under National Service Scheme can be used to propagate the importance of clean environment. Currently NSS programs do contribute in this regard and undertake tree planting, cleanliness drives, during their yearly camps. During village fairs there should be stalls to focus on the need for clean environment.

In the cities there should be campaigns for the citizens for sorting out their daily wastes and wastes which can be recycled should be given priority. If the cities continue to grow at the current rate it will not be possible for the local civic bodies to collect the wastes and attend to its scientific disposal. The societies should undertake this work for their area for which the civic body is offering guidance. It has been observed that in number of housing societies for vermiculture program pits are there but those are not being used. The civic bodies should introduce fine for this non-use of such vermicutlure plants to discipline the societies.

Conclusion:

The educational authorities are very well convinced about the role that they should play in this gigantic task. There should be innovative ideas to improve the present level of awareness amongst the students and the masses. The thrust should be on the regular tasks to achieve cleanliness. It should not be once in a week in commencing from 2nd October on account of Gandhi Jayanti. It should become a habit so that things will improve faster. During the public functions, and the functions like Ganeshotsav, Moharum extra care is required to be needed to arrest the pollution. Every individual should accept this challenge and participate in the exercise of ensuring clean environment and discharge his role positively.

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ORIGINAL ARTICLE

Management of Tensions in Today's World

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E. S. Divekar College of Arts, Science and Commerce,
Tal. Daund, Dist. Pune

Introduction:

Today we are passing through an age where everyone is under one or the other form of stress. The world has become so dynamic everyone is running after the clock. No one has a peace of mind. Whether you are living in a rural area or urban or metropolitan area, life has become so dynamic even within the family the dialogue with the family members is being lost. In the urban / metropolitan areas the cost of living is rising with a rapid pace. For maintaining minimum standard of living in a family husband and wife both have to be earning members. In the rural set up uncertainty of rains and earning minimum livelihood from the agricultural activity is also marked with uncertainty. Whether you are in urban or rural set up getting admission right from the primary education to the highest level, one has to struggle a lot. Particularly after the introduction of the information and technology industry this stress caused by uncertainty has become a buzz word. The IT employees or for that matter employed people in a cross section of the industrial sector have only the reporting time and no specific time when they will be back home. Even if they reach home, they continue to get calls, domestic as well as overseas and attend to the office work. This whole life style has been responsible for the stress through which everyone is passing.

Concept of Stress:

Stress is any change in the environment that requires your body to react and adjust in response. The body reacts to these changes with physical, mental, and emotional responses.

Stress is a normal part of life. Many events that happen to you and around you -- and many things that you do yourself put stress on your body. You can experience good or bad forms of stress from your environment, your body, and your thoughts.

Many people experience stress as they combine busy life style and demands of study and work. While trying to save time for friends and family good health is important for students' overall development. What we need is a balance of physical, spiritual, emotional and mental health. Good health helps enjoy life and cope with problems. It results in getting feeling of wellbeing which ultimately develops confidence amongst the people. Educational process focuses to develop cognitive and effective abilities. Teacher education development focuses in developing the habitual intention to be truth-seeking, open minded, systematic, emotional balanced confidence in reasoning and prudent judgment making ability.

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Impact of Stress on the Health:

Stress symptoms may be affecting your health, even though you might not realize it. You may think illness is to blame for that nagging headache, your frequent insomnia or your decreased productivity at work. But stress may actually be the culprit.

Stress symptoms can affect your body, your thoughts and feelings, and your behavior. Being able to recognize common stress symptoms can give you a jump on managing them. Stress that's left unchecked can contribute to many health problems, such as high blood pressure, heart disease, obesity and diabetes.

Common effects of stress on your mood

- Anxiety
- Restlessness
- Lack of motivation or focus
- Feeling overwhelmed
- Irritability or anger
- Sadness or depression

Common effects of stress on your behaviour

- Overeating or undereating
- Angry outbursts
- Drug or alcohol abuse
- Tobacco use
- Social withdrawal
- Exercising less often

1. **Meditation:**Meditation is the practice of achieving, and balancing, the mental, physical, and emotional aspects of one's **existence**.Meditation can be defined as a set of techniques that are intended to encourage a heightened state of awareness and focused attention.

Some key things to note about meditation:

- Meditation has been practiced in cultures all over the world for thousands of years
- Nearly every religion, including Buddhism, Hinduism, Christianity, Judaism, and Islam, has a tradition of using meditative practices
- While meditation is often used for religious purposes, many people practice it independently of any religious or spiritual practices
- Meditation can also be used as a psychotherapeutic technique
- There any many different types of meditation

A few minutes of practice per day can help ease anxiety.

2. **Breathe Deeply:** Take a 5-minute break and focus on your breathing. Sit up straight, eyes closed, with a hand on your belly. Slowly inhale through your nose, feeling the breath start in your abdomen and work its way to the top of your head. Reverse the process as you exhale through your mouth.

3. **Laugh out loudly:** A good belly laugh doesn't just lighten the load mentally. It lowers cortisol, your body's stress hormone, and boosts brain chemicals called endorphins, which help your mood. Lighten up by tuning in to your favorite sitcom or video, reading the comics, or chatting with someone who makes you smile. Today, in the urban and

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metropolitan areas we find lots of Hasy Clubs which are mainly attended to by the senior citizens.

4. **Listen to Music of your choice:** Research shows that listening to soothing music can lower blood pressure, heart rate, and anxiety.

5. **Get Moving:** You don't have to run in order to get a runner's high. All forms of exercise, including yoga and walking, can ease depression and anxiety by helping the brain release feel-good chemicals and by giving your body a chance to practice dealing with stress. You can go for a quick walk around the block, take the stairs up and down a few flights, or do some stretching exercises like head rolls and shoulder shrugs.

Tips for management of Stress

- Keep a positive attitude.
- Accept that there are events that you cannot control.
- Be assertive instead of aggressive. Assert your feelings, opinions, or beliefs instead of becoming angry, defensive, or passive.
- Learn and practice relaxation techniques; try meditation, yoga, or tai-chi for stress management.
- Exercise regularly. Your body can fight stress better when it is fit.
- Eat healthy, well-balanced meals.
- Learn to manage your time more effectively.
- Set limits appropriately and learn to say no to requests that would create excessive stress in your life.
- Make time for hobbies, interests, and relaxation.
- Get enough rest and sleep. Your body needs time to recover from stressful events.
- Don't rely on alcohol, drugs, or compulsive behaviours to reduce stress.
- Seek out social support. Spend enough time with those you enjoy.
- Seek treatment with a psychologist or other mental health professional trained in stress management or biofeedbacktechniques to learn healthy ways of dealing with the stress in your life.

Stress occurs every day and is a normal part of human functioning. It can have some benefits, such as increasing motivation, but excessive or chronic stress can lead to health problems. Stress is linked to negative consequences for both mind and body and can have detrimental effects on people. However the importance of stress and stressmanagement is very important to living a fulfilling life. ... Stress is caused by the survival instinct present in all animals which allows them to survive. Reducing stress in your everyday life is vital for maintaining your overall health, as it can improve your mood, boost immune function, promote longevity and allow you to be more productive. When you let your stress get the best of you, you put yourself at risk of developing a range of illnesses – from the common cold to severe heart disease. Stress has such a powerful impact on your wellbeing because it is a natural response that is activated in the brain.

Practice the tips provided in the article and I Wish the readers a stress free life.

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"ENRICHING COMMUNICATION COMPETENCY IN TEACHING & LEARNING"

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Abstract - In the education system the teacher plays a very dominant role in imparting knowledge to the students. The significance of the effective communication is the foundation of teacher and student success is the teacher's ability to communicate effectively with students, parents and colleagues. Teachers must have good communication skills to help their students achieve academic success. Teaching is generally considered as only fifty per cent knowledge and fifty per cent interpersonal or communication skills. For a teacher, it is not just important to give a quality lecture but it is more important for the presentation of a lesson or lecture in class.The good communication skills in the education system envisage two important factors to achieve success in communication. Those are: successful delivery of education message to students and number two is to relay feedback to help students make progress. The good communication skills include: Art of listening, voice, goals setting, ability to appreciate, availability to the students, use of humour, giving illustrations from the student's environment, use of latest technology in communication, understanding the students, body language etc. The teachers shape the students to become good citizens of tomorrow who have to shoulder the nation building work. Therefore, the teachers should have dedication and kind hearted and helping approach with the students. He should command the respect of the students by his own dedication. In view of the development of technology and its use even in the interior parts of the country the teachers may be exposed to various social sights which are dedicated to teaching of various subjects.

Key words: teaching and learning, communication skills, dedication of the teachers, use of technology in communication.

1 INTRODUCTION

"The most basic of all human needs is the need to understand and be understood. The best way to understand people is to listen to them." — Ralph Nichols

The importance of the role of a teacher has been highlighted by late Veer VinayakDamodarSavarkar. Immediately after attainment of the independence he had addressed his first communication to Late Pandit Jawaharlal Nehru wherein he had stated that his government should see that the teachers and the scientists get highest compensation for their work, because they mould the students who are the future of this country. Unfortunately this has not been practiced by the governments and we see the effect of it. As the saying goes, better late than never, even todays government should see that they pay attention to this expectation at least in a phased manner so that in course of time it will help to improve the dedication of the teacher to improve the quality of teaching.

The significance of the effective communication is the foundation of teacher and student success is the teacher's ability to communicate effectively with students, parents and colleagues. Teachers must have good communication skills to help their students achieve academic success

The concept of communication visualizes exchanging of information by adopting various modes which include speaking, writing, using social media sights like What'sApp etc. Communication is a dynamic process which requires mind and courage to face the other and convey the recipient message in an effective manner. The essence of communication is that the message communicated in clear and understandable manner. Communication ability can be cultivated by consciously inculcating the communication skills.

Teaching is generally considered as only fifty per cent knowledge and fifty per cent interpersonal or communication skills. For a teacher, it is not just

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important to give a quality lecture but it is more important for the presentation of a lesson or lecture in class. Communication skills for teachers are thus as important as their in-depth knowledge of the particular subject which they teach.

The process of teaching and learning is mostly all about a communication - listening, speaking, reading, presenting and writing. Teachers who hone their communication skills are prepared to instruct, advise and mentor students entrusted in their care.

The good communication skills in the education system envisage two important factors to achieve success in communication. Those are: successful delivery of education message to students and number two is to relay feedback to help students make progress. The teacher should be a role model for effective communication which in course of their studies the students can follow. Good listening, speaking, reading, and writing skills are the signs of a successful teacher. There should be clarity in the communication which will enable the students to receive it.

A successful teacher should develop good communication skills, good classroom management, updating knowledge and maintaining personality.

During the selection process for the teachers the interviewers do give weightage to the effective communication skills of the candidates as this is the basic requirement of the teaching profession.

The teacher has to communicate with the students, parents and his/her colleagues. An effective communicator teacher ensures the students participation which facilitates learning. Throughout the learning the students depend on the teacher to provide them with instruction, guidance and feedback throughout the learning process. If the teacher's communication is not of expected level then the students get bore and it's adversely affect the grasping of the subject being taught. When teachers cannot communicate effectively with parents, they can't explain a student's needs in a way parents understand. Moreover, if a parent recognizes the teacher's inability to communicate effectively, the parent might wonder if that teacher competently leads the class.

Teachers should be aware of the importance of communication skills in teaching. They must also realize that all students have different levels of strengths and weaknesses. It is only through communication skills that a teacher can introduce creative and effective solutions to the problems of the students. Thus, a teacher can enhance the learning process.

2 THE GOOD COMMUNICATION SKILLS

Art of listening: The very basic requirement of communication skill is the art of listening. Unless you listen to what the other party is saying, you cannot communicate to the point and focusing attention on the recipient's expectation. Therefore, the teacher should be a good listener. Active listening, and "you attitude," will go a long way in helping you develop relationships. The "you attitude" involves putting yourself in the other person's shoes and considering what they'll hear from your message.

Voice: Your voice is your main tool in communication. Make sure your voice is stable and projects across the room at an adequate volume.

Goals setting: While delivering a lecture the teacher should have a pre-decided goal to be achieved. For this purpose if need be written notes in brief be prepared so that those can be referred as and when required.

Ability to appreciate: The teacher in his communication should wherever possible appreciate the students for their good work. The teacher may voluntarily offer assistance to understand any difficulty posed by the student. At the same time he should take care to ensure that he should not be cheap otherwise the students will take him for granted.

Availability to the students: The teacher should ensure that he is available to the students at pre-decided timings and at the pre-decided place. By his own behavior he should try to inculcate importance of adherence to the timing

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which is an important attribute for the students. You don't have to offer "24-7 service" but make sure that you can reach them with a short notice.

Use of humour: A good sense of humor keeps the students active and interested in the teacher's class. In order to ensure attention of the students and keep them live to the listening, a teacher may use humour to create a healthy atmosphere. This will add to the listening ability of the students.

Give illustration from the students' environment: While discussing the subject proper if a teacher uses an incident or a story from within the students' environment it becomes easy to remember without any difficulty. Certainly this does not mean you have to turn your lecture into standup comedy.

Positive motivation: In a class, students always have different kinds of taste and preferences over subjects. So it is the job of the teacher to create enthusiasm and interest in the minds of the students towards a subject. It is also a teacher's role to remove any fear and inhibitions that a student may have towards a subject.

Understanding the Students Teachers should encourage students to communicate openly. There should be emphasis on cultivating a dialogue rather than a monologue.

Use of latest technology: In view of the availability of the latest technology even at the grass root level, teacher should get himself acquainted with the latest technology and try to make use of it in his teaching. Wherever possible, use of power point presentation and display of colourful photo graphs adds the interest of the students in learning a difficult topic.

Body language: The body language of the teacher should be such that the students take interest in the learning process attentively. The way you use your hands and move your body can either motivate or shut down students.

3 CONCLUSION

The teachers shape the students to become good citizens of tomorrow who have to shoulder the nation building work. Therefore, the teachers should have dedication and kind hearted and helping approach with the students. He should command the respect of the students by his own dedication. It is suggested that the higher authorities visit the school they should assess the training needs of the teachers particularly on this communication skills aspect and see that they arrange training programs specification on this important topic. This should be a continuous process which will enable them to have latest knowledge. In view of the development of technology and its use even in the interior parts of the country the teachers may be exposed to various social sights which are dedicated to teaching of various subjects. The teachers should be taught about the use of Google Search Engine and its effective use in the teaching exercise. This will certainly enrich the teaching learning skills in the present education setup.

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ROLE OF SCHOOLS AND COLLEGES IN DEVELOPING THE STUDENTS' PERSONALITY

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ABSTRACT :

Today's world is so dynamic that we find day in and day out some new changes are taking place. Today, the marketers face stiff competition and survival of the fittest has become the rule of the day. Therefore, everyone is on his toes to ensure that he is updated on all the fronts to retain his identity. Against the above backdrop whether one is employed or self-employed everyone has to pay greater attention to assume enviable personality apart from the other business merits. According to one view the combination of characteristics or qualities that form an individual's distinctive character. In psychological parlance, "personality" refers to a person's unique and enduring pattern of thinking, feeling, and behaving. With conscious efforts personality can be developed. *It is very important to maintain a good physical health for a good personality as well as for a healthy life. Confidence, Communication skills, positive attitude, self-presentation, speaking style, knowledge, mannerism and etiquettes are the major facets of personality. Schools and colleges can contribute a great deal to the personality development. The paper has discussed in brief the role the schools and college can play in this regard. With the discussion on the concept and all aspects of personality development, and the input to be provided by the schools and colleges, the students when they complete their academic education (at least the graduate level) they will be well prepared to face the challenges in the real life situation. Schools and colleges can do a lot.*

KEYWORDS : *personality development, confidence, communication skills, self-presentation, positive attitude, pursuit of knowledge, mannerism and etiquettes, role of schools and colleges.*

INTRODUCTION:

Today's world is so dynamic that we find day in and day out some new changes are taking place. New inventions are there. Particularly after the globalization the world has turned into a knowledge world. Globalization has brought about the whole world quite closer. After the establishment of the World Trade Organization (WTO) the entire world has become a single market place. Today, the marketers face stiff competition and survival of the fittest has become the rule of the day. Therefore, everyone is on his toes to ensure that he is updated on all the fronts to retain his identity.

Against the above backdrop whether one is employed or self-employed everyone has to pay greater attention to assume enviable personality apart from the other business merits. Having merely extraordinary academic qualifications is not enough; one should have a pleasing personality. The foundation of sound development of good personality needs to be laid down right from the school and college days. Let us now understand facets of personality and how the schools and colleges can contribute in shaping the student's personality.

CONCEPT OF PERSONALITY:

The term personality has been expressed in number of ways. According to one view the combination of characteristics or qualities that form an individual's distinctive character. In psychological parlance, "personality" refers to a person's unique and enduring pattern of thinking, feeling, and behaving. When viewed in this manner it becomes evident that "personality" encompasses nearly every aspect of human experience. There is significant relationship between our personalities and our thoughts, feelings, and behavior. In simple words personality is the set of emotional qualities, ways of behaving, etc., that makes a person different from other people. Attractive qualities (such as energy, friendliness and humor) make a person interesting or pleasant to be with.

There are four personality types which include: Average: The most common **types** are people who are high in neuroticism and extraversion while lower in openness. ... Role-models: These people are natural leaders with low levels of neuroticism and high levels of agreeableness, extraversion, openness and conscientiousness.

IMPORTANCE OF HAVING A GOOD PERSONALITY:

It is very important to maintain a good physical health for a good personality as well as for a healthy life. A body burdened with a disease may get pity for others but it is very difficult for that person to maintain an attractive personality. It is very important to work out regularly and maintain a healthy physique. Personality as a whole means a combination of characteristics and appearance of an individual that includes the pattern of thought, feelings, attitude, his behavior, communication ability and physical features. Every individual is different from the other and possesses a different personality that is unique from the others. Today personality development has become very important from the career point of view. Personality does not mean that one should have good appearance; it is a wider aspect wherein good looking is one aspect. For a good personality one needs a lot of other characteristics like communication skills, politeness, good listening skills, vocabulary, the art of engaging communication, neatness and attitude. These all combine together to make up a good personality.

Once we understand what is meant by the term Personality and its importance one will come to know that it is necessary to cultivate certain qualities right from the school days. Neatness, focusing on sound physical health, developing sound vocabulary, communication skills can be developed during the school and college days. Unfortunately this vital issue of developing sound personality has not been receiving the attention that it needs. Some good habits, manners are required to be taught during the school and college days which go a long way in developing personality. Let us discuss the various vital aspects of personality development which should be inculcated right through the school/college days.

Self Confidence: Sound personality boosts the confidence. Knowing the right things to say and how to conduct yourself increases your confidence. Confidence enables to have a hassle free conversation. Good confidence level produces very good impact on the others.

Communication skills: One may have a tremendous knowledge but if he is not good at communication he loses the impression. For success in professional career good communication skill is a sound asset. Communication skills can be developed for which pre requisite is sound vocabulary. One should have command over language.

Positive attitude: For the progress in life the positive attitude makes a lot of difference. Our focus should be on finding a solution and not the lapses or lacunas. A positive attitude helps you cope more easily with the daily affairs of life. It brings optimism into your life, and makes it easier to avoid worries and negative thinking. If you adopt it as a way of life, it would bring constructive changes into your life, and makes them happier, brighter and more successful. There are many advantages of a positive attitude at work, and some of the advantages and benefits are: Creates a positive environment, helps to Achieve Goals and Career success. Stress reduction and management. A positive

attitude is important because your attitude will determine your actions. A team leader cannot have a poor attitude and at the same time expect the team members to be positive. The positive attitude of a leader not only fuels the leader, but it also encourages the team to keep pressing on until they succeed.

Self-presentation: It is very important to have a proper dressing sense and picking up right dress for you. Your dress plays a great deal of role in your overall looks and confidence. Remember smartly dressed person is admired everywhere. It is the moral responsibility of every person to recognize that every person has his own value.

Strive hard for knowledge gain: Knowledge is power. Remember nobody is impressed with a person who doesn't have the knowledge about his work as well as surroundings. Knowledge can be enhanced by reading content rich books, watching informative programs on TV, keeping updated by reading newspapers and articles in the journals.

Physical Exercises: In order to remain physically fit one has to have daily regular exercise coupled with good diet. You should eat rich and healthy food and be away from the fast food.

Speaking Style: Speak clearly and politely. Be careful about your body language. Be calm and quiet. Develop command over the language. In a group discussion exercise, be a patient listener and ensure that everybody gets a chance to speak. Focus on your points.

Role of the Schools and Colleges: At the school level it is expected that the school teachers emphasize strict discipline. They should pull the student who has not dressed in neatly. Motivate the students to have extra reading of their choice so that reading habit will be developed. Encourage participation in the elocution competition. Guide the students on the body language and mannerism. Discuss the personality traits of great personalities. Motivate the students to participate in sport competitions. Create an atmosphere that the students are socialized. They are prepared for accepting the defeats and respect the umpire's decisions. In the college level the college can organize expert's discourses on personality development, use developed technology to show audio visual clips of great personalities and discuss it. Organize group discussions on a given topic and observe the performance of each individual. Jot down the inadequacies / lapses and after the discussion also appraise the participants what went wrong and how it can be corrected / avoided. At the higher level give them case studies based on real life situations and encourage the groups to discuss those. This will be a rehearsal for the graduate level students for preparing them for personal interviews in the real life. Particularly students at the graduate level are relatively weak in English language. Therefore, it is suggested that the colleges should conduct special courses for improving the English language as well as English speaking classes. Resources should not be the constraints. The colleges should prepare the graduate level students to face interviews and competitive exams. Mock drills for interviews will equip the students for interview. Today there are number of books available in the market which are specialized on the Personality Development. Make these books available in the college library. Certain aspects from the books be collectively read out and discussed. Interview giving is a technique and it can well be developed if one consciously prepares for the same. In the urban and metropolitan cities some professional organizations conduct Personality Development Classes of short duration. The colleges may depute one enthusiastic staff to such a course and entrust the coordination role for the various activities to be conducted in the college in regard to the personality development.

CONCLUSION:

With the above discussion on the concept and all aspects of personality development, and the input to be provided by the schools and colleges, the students when they complete their academic

education (at least the graduate level) they will be well prepared to face the challenges in the real life situation. Schools and colleges can do a lot.

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आंतरविद्याशाखीय बहुभाषिक शोध पत्रिका

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जीवनदीप शेक्षणिक संस्था, पोई संचालित व मुंबई विद्यापीठ, मुंबई संलग्नित

कला, वाणिज्य व विज्ञान महाविद्यालय, खर्डी, ता. शहापूर जि. ठाणे

व इंडियन कोन्सिल अँन्ड सोशल सायन्स रिसर्च यांच्या संयुक्त विद्यमाने आयोजित

दोन दिवसीय राष्ट्रीय चर्चा सत्र

जागतिकारणाचा भारतीय आदिवासी समुदायावर पडलेला प्रभाव

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6. CONCLUSION

It is concluded that, as the facilities are available the literacy rate is high and vice versa. The literacy rate is comparatively high at villages which are near the urban centres and means of communications are available, than the remote villages of the study area. Those people who are living peri-urban village, they marks quite higher literacy rate than the, who are lives in pure village areas.

As compare to all castes SC population's Total, Male and female literacy is higher than the other castes population. None SC/NT population and SC population are marked more than 50 per cent people are literate. Sarnobatwadi village have 100 per cent literate women's. NT people have less awareness of education because of the poverty, Poor Economic Condition. In the study area there are primary and Middle Primary level of Educational Enrolment are higher than the upper level of educational category.

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Impact of Globalization on the Literary Rates among STs in India : In Comparison with the General Population

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India's economy has seen to be grown drastically since integrated into the global economy in 1991. The impact has been seen as drastic in the condition of the economy.[1] The overall employment rate is seen to be decreased, while the number of job seekers is increasing at a yearly rate of 2.5 %, rather, jobs in technology and business sectors shown many benefits.[2]Foreign direct investment (FDI) in India seen to be reached 20% of GDP, Compared with 0.1% in 1990 and Indian investment in other countries rose sharply in 2006.[3] As the third largest economy in the world in PPM terms, India is a preferred destination for FDI.[4] India also had experienced sharp remittance growth and it is now is the world's leading receiver of the remittances. As India claimed more than 12% of the world's remittances in 2007.[5]

Globalization has a significant in the world as it integrated and mobilized various factors, values and resources of people at global level. Many countries seemed to be unified and transformed due to process of globalization.

1) Globalization as the concept: -

Generally, opening of any economy for the international competition is considered to be globalization. Consequently, it is besides,

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accompanied with the liberalization of the same (economy) or markets in the economies and privatization of productive assets.

2) Globalization in Indian Context: -

India was considered to be a main mover of globalization. The government of India, by making major modifications in its economic policy in 1991 allowed direct foreign invest ments in the country and as a result of it globalization of various industries in India occurred at a large scale.

3) Various Impacts of Globalization in India: -

There are various impacts which had been considered to be in India viz. Technological, cultural, educational e.g. access to television grew from 20% of the urban population (1991) to 90% of the urban population (2009), literary rate become high and foreign different Indian universities.[6]

4) General & STs Literary Rates in India:

General literary rates among the people in India seen to be increased since the year 1961, in this context following table and graphs are directive to approach toward the indications.

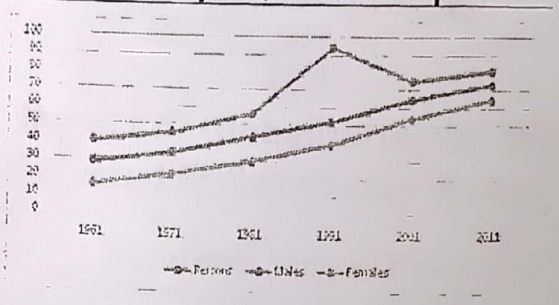
Table 1: India: General Literary Rates

Year	Persons	Males	Females
1961	28.30	40.40	15.35
1971	34.45	45.96	21.97
1981	43.57	56.38	29.76
1991	52.21	94.13	39.29
2001	64.84	75.26	53.67
2011	73.00	80.90	64.60

(Source: Office of the Registrar General, India.)

In the year 1961 the literary rate in general persons seems to be 28.30 while it got the highest to be 73.00 in the year this change is drastic among the six decades. The same trend was among the literary rates of Males and Females.

Graph 1: India: General Literary Rates

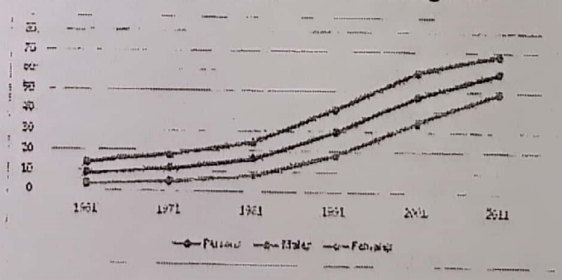


The literary rates among general people in India, were seemed to be grown till the year 1981 from the year 1961 slowly. But they seemed to be grown highly in the year 1991 which means a huge impact of globalization on it. But thereafter, they seemed to be decreased in the next decade which mean not having the continuous impact of globalization on the general literary rates among the people in India.

Year	Persons	Males	Females
1961	8.53	13.83	3.16
1971	11.30	17.63	4.85
1981	16.35	24.52	8.04
1991	29.60	40.65	18.19
2001	47.5	59.17	34.76
2011	59.00	68.50	49.40

Table 2: India: Literary Rates among STs
(Source: Office of the Registrar General, India.)

Graph 2: India: Literary Rates among STs



The literary rates among STs in India seemed to be grown normally since the year 1961 to the year1981, rather they increased

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highly as seen in the Graph 2, in the year 1991 which indicates that there was a positive impact on the literary rates among the STs, which stood consisting among the next two decades.

5) Summary & Conclusions:

Globalization was a dynamic change in our country taken by the government which were various impacts on the economy as well as various sectors. In the same way, it has a dynamic impact on the educational sector also. While studying various statistics above in the form of Table 1, Table 2 as well as Graph 1 and Graph 2, of various literary rates among the general people in India and STs in India, the following conclusions have been extracted:

1. There was a positive impact of Globalization on the literary rates of general people in India just since from the year 1981 to 1991, it later seen to be increased normally as in the previous years since 1981.

2. There was also a positive impact of Globalization on the literary rates of STs in India since the year 1981 and it stood to be consistent for all the next years.

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Impact of Globalization on the Selected Indian English Novels

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****

Introduction:

The present research paper is an attempt to find the impact of globalization and its cultural and social aspects in the Mohsin Hamids 'Moth Smoke' and 'Exit West', Hari Kunjru's 'The Transmission' and 'The Impressionist' and Neel Mukherjees's 'The lives of Others' and 'A state of freedom'.

In the 21st century one cannot think of any branch of knowledge without making a reference to globalization, which has influenced language, literature social sciences, service sectors etc. Literature is the product of thoughts and interactions of different social, economical, political and religious institutions as the society changes literature also changes in the way of expressing its theme, techniques and modes of awareness.

Since India opted to go with global, socio-economical, political and technological changes have molded the face of India. the generation before 1991 who could look around and make sense of the world are lucky to see two different times. one is quite sluggish and other one full of vibrantly globalizing activities. as for India Globalization become a buzz word after 1991 and day by day this burring is getting louder. It has touched all the domains of Indian life and experience.

Keywords- Literacy, Tribal culture, Globalization, Technology, Post colonialism, Identity etc

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कवयित्री शांताबाई शेळके यांच्या कवितेतील स्त्रीवादी जाणिवा

सुरेखा विठ्ठल देशमुख
श्री वसंतराव फराटे पाटील कला, वाणिज्य व विज्ञान महाविद्यालय, मांडवगण फराटा. ता- शिरूर,जि-पुणे

प्रस्तावना :

स्त्री जातीच्या विविध रुपांचे असे खास चित्रण श्रीमती शांताबाई शेळके यांच्या कवितेत आढळते शांताबाई चे असे खास अनुभव आणि स्त्रीत्वाचा शोध त्यांच्या जीवनातील संकेत व त्यांचे अर्थ, ताण तणाव, स्त्री जीवनातील विविध प्रतिमा यांचे उत्कट दर्शन श्रीमती शांताबाई शेळके यांच्या काव्यातून आढळते.

स्त्री जातीचा खास अनुभव असतो, प्रदेश असतो, अनुभवांचे खास वेगळेपण असते. स्त्रियांच्या, काही वेदना संवेदना असतात. त्या शांताबाई शेळके यांच्या कवितेतून चित्रित होताना दिसतात. प्रामुख्याने ग्रामीण स्त्री जीवन त्यांचे अनुभव विश्व संवेदना आणि संस्कृती यांचा विचार करताना पैठणी, माय, हळद पिवळी उन्हे, आप-आपला चंद्र, माहेर यांच्याशी स्त्री जीवन बांधले गेलेले असते व तिचे हळवे मन या सर्वांपासून वेगळे होऊ शकत नाही. स्त्रियांचे हे जीवन फक्त स्त्रियांनाच माहित असते. त्याचबरोबर आई आणि माहेर यांच्याशी तिचे जीवन बांधले जाते आणि दुसरीकडे जिवलग असणाऱ्या आपल्या पती बरोबरचे सहजीवन देखील तिला दुसऱ्या बाजूने हवेहवेसे वाटू लागते. याचे प्रतिबिंब शांताबाई शेळके यांच्या 'हळद पिवळी उन्हे' यांच्या या कवितेतून दिसते.

उद्दिष्टे :

1. शांता शेळके यांचा कवितांचा अभ्यास करणे
2. परिचय करून देणे
3. स्त्रीवादी साहित्याची ओळख करून देणे
4. स्त्री मनाचा अभ्यास करणे
5. स्त्रियांच्या जाणीवांचा अभ्यास करणे

कवयित्री श्रीमती शांता शेळके यांनी निसर्गाच्या एका स्वप्नमय वातावरणाची झलक 'ही वाट दूर जाते' या कवितेमध्ये दाखवून प्रेमाच्या आंतरिक ओढची कल्पना प्रकट करताना योजलेल्या काव्यपंक्ती आणि त्यातून सुचित झालेली मिलनाची ओढ खरोखरच लक्षणीय आहे.

"सावली उन्हाला कवळून बाहुपाशी
अस्ताचलास रवी बिंब टेकलेले"

वरील काव्यपंक्तीतून मनाची आंतरिक ओढ व त्याबरोबर विरोधाचे दर्शन घडते. त्याचप्रमाणे "ही वाट दूर जाते" या कवितेच्या शेवटी कवयित्री म्हणतात त्याप्रमाणे मिलनाचे सौंदर्य नाजूक व

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भावस्पर्शी शब्दात व्यक्त केले आहे. "स्वप्नातल्या सुखांचा स्वप्नीच वेध घ्यावा" हे स्वप्न सौंदर्य या कवितेत चांगल्याप्रकारे व्यक्त झालेल्या आहेत. "आपापला स्वतंत्र चंद्र" या कवितेतून चंद्राची प्रतिमा वापरून मृत्यू विषयक धूसर कल्पना व्यक्त केली आहे. चंद्र आणि चांदण्या यांची प्रतिमा योजताना आपल्या आयुष्यातील जपलेले स्वप्न याचा अर्थ कवयित्रींनी याठिकाणी सांगण्याचा प्रयत्न केला.

"कित्येक चंद्र निसटून जातात
चांदण्यांची होते राख"
आपल्या पायाखालीच असते आपले चांदणे,
आणि आपल्या पापणीत थरथरत असतो आपापला स्वतंत्र चंद्र"

आपली मुलेबाळे, आपला संसार, पुढची पिढी प्रत्येक जण आपली स्वतःची स्वप्ने पूर्ण करण्यात रमत असतो आणि प्रत्येकाने आपले स्वतंत्र अस्तित्व निर्माण करायचे असते. त्याचबरोबर स्वतःचा शोध घ्यायचा असतो.

कवयित्री श्रीमती शांता शेळके यांनी आपल्या चिंतनातून स्वतःचा शोध घेताना त्यांच्या "असेन मी नसेन मी" या कवितेतून मांडण्याचा यशस्वी प्रयत्न केला आहे. त्याच प्रमाणे माणसाचे जीवन क्षणभंगुर आहे. जीवन व मृत्यूच्या या कालचक्रात माणूस कशाप्रकारे बदलतो हे सांगताना अतिशय हृदयस्पर्शी काव्यपंक्ती, भावना कुळ मनोवृत्ती यामुळे आपल्या रसिक मनाचे काळीज अगदी हेलावून जाते.

"असेन मी, नसेन मी
तरी असेल गीत हे
फुलाफुलात येथल्या
उद्या हसेल गीत हे।"

जीवनात आता जगण्यासारखे व परमेश्वराकडे काही मागण्यासारखे राहिले नाही आणि आपले आयुष्य आता त्या स्वच्छंद फुलपाखरासारखे जगायचे हे सांगताना असे जीवन जगताना

"स्वये मनात जागते न सूर ताल मागते
अबोल राहुनी स्वतः अबोध गूज सांगते"

अशाप्रकारे आपले आनंददायी व आशावादी जीवन जगण्याचा आत्मविश्वास निर्माण होताना दिसतो. निसर्गाचे स्त्रीरूप "हळद पिवळी उन्हे" या कवितेतून आपल्या समोर साकार करताना कवयित्री श्रीमती शांता शेळके सांगतात की उन्हे आता हळदी-पिवळी झाली आहेत आणि ती हिरव्यागार अशा माळरानावर पसरली आहेत क्षितिजावर मावळणाऱ्या सूर्यामुळे आभाळाने जणू मळवट भरला आहे असे भासते आहे. लाल भडक असणारा सूर्य म्हणजे कुंकुवाच्या टिळ्यासारखा आहे. त्याचप्रमाणे हळद कुंकू, वस्त्र, सुवासिनीचा हिरवा चुडा या साऱ्या गोष्टी स्त्रियांच्या संदर्भात अतिशय महत्त्वपूर्ण आहेत मावळणारा उगवणारा सूर्य जसा कालचा आजचा व उद्याचा संदर्भ देऊन जातो.

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जीवनाचे स्वरूप तेच असूनही निसर्गाशी आपले नाते बदलत गेले हे सांगताना 'मनभर सांडले कुंकू' या प्रतिकामधून ज्याप्रमाणे पती निधन पावल्यानंतर पत्नीला कुंकू लावता येत नाही. आणि ती पतीच्या सावली पासून वंचित राहते असा भावार्थ सुचित होताना स्त्रियांच्या विशिष्ट जाणिवा प्रकट झाल्या आहेत. ही कविता समजून घेताना सर्व सौभाग्य अलंकारांनी स्त्रियांच्या जीवनात किती महत्व आहे व ती या सर्वांमध्ये कशी गुंतली आहे, हे प्रकट होते.

कवयित्री श्रीमती शांता शेळके यांची 'तोच चंद्र नभात' ही कविता देखिल लोकगीताच्या माध्यमातून चित्रपट गीतलेखन म्हणून प्रसिद्ध पावले असून मराठी माणसाच्या भाव मनात स्पर्श करणारे हे गीत अतिशय लोकप्रिय होत गेले. सर्वसामान्य समाजाची प्रेमभावना यातून सौंदर्यपूर्ण शब्दांनी व्यक्त झाली आहे. व त्याप्रमाणे कवयित्री आपल्या कवितेत म्हणतात की,

"तोच चंद्रमा नभात तीच चैत्र यामिनी
एकांती मज समीप, तीच तूही कामिनी,
तोच चंद्रमा नभाता"

चैत्र महिन्यातील धुंद चांदण्यांच्या रात्री जाईजुईच्या सुगंधामध्ये एक मनमोहक वातावरण निर्माण होते व या निसर्गाच्या पार्श्वभूमीवर एक प्रेमभावना व उत्कट स्वप्न संपल्याची तीव्रता अनुभवताना 'प्रिया भेटूनही प्रीती भावना संपल्याची' खंत व्यक्त झाली आहे. त्यामुळे मन अतिशय व्याकूळ झाले आहे.

"त्या पहिल्या प्रीतीच्या आज लोपल्या खुणा,
वाळल्या फुलात व्यर्थ गंध शोधतो पुन्हा
गीत ये न ते जुळून भंगल्या सुरांतुनी
तोच चंद्रमा नभात
काय एकांती मज समीप तीच तूही कामिनी
तोच चंद्रमा नभाता "

हि काव्यपंक्ती जरी मन उदास करून जात असली तरी या कवितेतील भावना अर्थ आपल्या मनाला थेटपणे जाऊन भिडतात समरस होतात. उदास असणारी कवितादेखील प्रिय वाटणे हीच तर खरी श्रीमती शांता शेळके यांच्या काव्याची गुरुकिल्ली आहे. कवयत्री शांता शेळके यांची माय ही कविता वेगळाच अनुभव प्रकट करते.

"अवचित पुढे हात करून कवटाळत मला
उराशी ओढून माझ्यातले काहीतरी
तू घेतलेस अमानुषपणे खुडून"

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यामधून मानवी मनाचा जिव्हाळा प्रत्येक नात्याची असणारी जवळीक, ओढ, आदर, प्रेम यातून दिसून येतो त्याचप्रमाणे देवीला माय मानून परमशक्तीचा अनुभव घेणारे स्त्रीमन जेव्हा माहेर आणि माय यांच्याशी नाते जोडते तेव्हा ते किती दृढ होतात हे सूचित होते.

'पैठणी' या कवितेमधून आयुष्याच्या वाटचालीतून मागे वळून पाहताना अनेक वस्तू आणि सुखद स्मृती आपल्याला व्याकूळ करतात. आपल्या बालपणीची पैठणी जुनी झालेली आहे आणि आता ती गाठोड्यात ठेवली आहे आणि त्यातून आजीचे जीवन चित्र उलगडत जाते.

"स्वसहिन्यात माखली बोटे पैठणीला केव्हा पुसली"

कित्येक वर्षांनी पैठणी पाहिल्यानंतर आजीची आठवण येते त्यातून तिचा स्वभाव संस्कृती तिचे भावविश्व जगणे समजून जाते. परंपरा रिती-रिवाज पोशाख स्त्रीजीवन एका विशिष्ट चौकटीत कशी जगत होती याचे दर्शन घडते आहे व मरण यातून कृतार्थ जीवन यातील शब्दातून प्रकट होताना दिसते व सहज बोलून जाते.

"मधली वर्षे गळून पडतात काल पटाचा जुळतो धागा पैठणीच्या चौकड्यानो आजीला माझे कुदाल सांगा"

अशा तऱ्हेने स्त्री मना ठावं घेताना तिच्या जिवनात वेद घेत-घेत कवयित्री शांता शेळके यांनी आपल्या प्रत्येक कवितेत स्त्रीमन वेगवेगळ्या अंगांनी स्पष्ट करण्याचा प्रयत्न केला आहे. अथांग असणारे श्रीमन तिच्या जाणिवा. तिची स्वप्न यांचा परामर्श घेतला व तो उलगडून दाखविण्याचा यशस्वी प्रयत्न. व तेच श्रीमती शांता शेळके यांच्या काव्याच्या यशाचे गमक मानता येईल.

संदर्भ ग्रंथ :

1. सौंदर्यस्तव : -काव्यसंग्रह- भा. रा. तांबे
2. शांता शेळके यांच्या निवडक कविता
3. संपादक प्रा. गो. म. कुलकर्णी, डॉ. सुषमा करोगल
4. माझे समीक्षालेखन. डॉ. मधुकर मोकाशी

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AN ANALYTICAL RESEARCH ON EFFECTIVENESS OF PERFORMANCE APPRAISAL SYSTEM

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Abstract:- Worker execution need customarily been accorded prime keep tabs by mankind's resource managers. As An result, An amount about execution evaluation systems bring About whether been devised with help establish employee's execution. In the contemporary times, the utilization of performance examinations need been developed Past rating of the employee's execution to aspects for example, such that inspiration. Accordingly, this ponder looked for should research viability of performance examination frameworks and its impact on representative inspiration. Those study's main objectives pertained to Building those directing part of execution examination as motivation device and in addition possibility tests. Those study discoveries show the vicinity for critical sure conclusions At those association employments execution examination Likewise An inspiration device around. Further, the ponder figures that the utilization for more than one evaluation systems aides yield more terrific fulfillment subsequently higher motivational levels. Those particular viewpoints about execution examination frameworks (PAS) that help improve inspiration incorporate those linking about execution should rewards; utilizing the oviparous to assistance set objectives Also benchmarks; and in addition the utilization from claiming Dad on assistance recognize employee's quality and weaknesses.
Keywords:- Performance, Appraisal, Motivation, Employee.

1. INTRODUCTION

Execution examination may be a generally examined idea in the field for execution administration. The vitality accorded will execution examination frameworks To some degree arises from those way of the current business environment, which may be denoted Toward those compelling reason to accomplish authoritative objectives and in addition stay applicable clinched alongside intensely focused businesses through unrivaled representative execution (Chen Also Eldridge, 2012). Inside this context, Different investigations recommend that associations might barely control those conduct technique about their workers (Attorney, 2007). The associations could In any case control how workers perform their employments. Clinched alongside addition, execution oversaw economy Exploration demonstrates that a critical amount about representatives tend on have those longing on perform their occupations great Concerning illustration and only their unique objectives and also a show for devotion towards the association (Wright & Cheung, 2007).

Arguably, the key should guarantee that workers perform great lies in the capacity with give acceptable them for the good attempting nature's domain. Such an nature's domain by incorporates reasonable treatment, putting forth from claiming support, successful correspondence and coordinated effort. As stated by Maley (2013) these need aid those precise qualities that are made by an successful execution examination framework. Same time centering with respect to execution examination Concerning illustration An motivational tool, investigations in this field strongly suggest that execution examination frameworks could make used to improve inspiration (Chen & Eldridge, 2010; Appelbaum et al. , 2011). However, the connection the middle of execution examination Furthermore employee motivation need regularly been contemplated previously, an accepted alternately general way and consequently those relationship tends to a chance to be smeared previously, nature.

The customary utilization of execution examination need for example been condemned for the prize for —win-losel outcomes Similarly as restricted with —win-winl brings about which the system promotes steady and helpful conduct (Rowland & Hall, 2012). Notwithstanding the over shortcomings over methodologies to execution appraisal, surviving written works nonperformance oversaw economy at present demonstrates that

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execution examination at embraced in the right manner cam wood help essentially to representative inspiration (Tuytens & Devos, 2012).

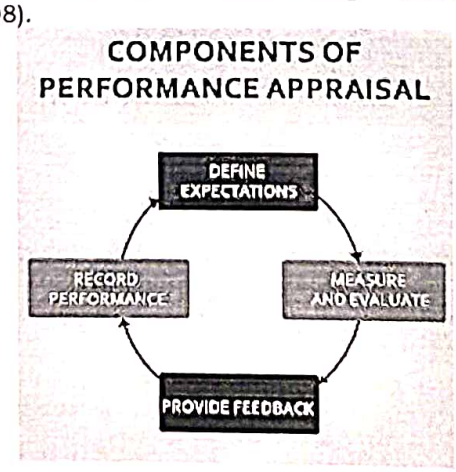
When undertaken in the nonattendance from claiming clear goals, execution examination might then again need serious ramifications As far as Worker disappointment Also Thus a decrease for painfulness Furthermore authoritative promise (Maley, 2013). On the certain side, it need been contended that performance examination gives a paramount boulevard with recognizes 'work endeavors. Distinguished in this situation need to in length been acknowledged Likewise a key Worker motivator. Its importance will be underscored Toward Samarkand (2010) who demonstrates that individuals in An amount from claiming instances prefer negative distinguished Concerning illustration restricted will no distinguished whatsoever.

1.1 Research Aim And Objectives

The study seeks to establish the link that exists between performance appraisal and employee motivation. In order to meet this general aim, the following specific objectives will be pursued:

1. To analyze the types of performance appraisal and motivation and their effectiveness atShine Communications.
2. To examine and explore the link between performance appraisal and motivation at ShineCommunications.
3. Which are the main types of performance appraisal and motivation and how effective at they from an organizational perspective?
4. How does performance appraisal influence employee motivation?

The Concept of Performance AppraisalWhile a number of organizations continue to use informal and subjective performance evaluation practices to make reward decisions, there is evidence that objective performance evaluation practices an increasingly prevalent in the current times (Gardner, 2008; Sheilds, 2007). Gardner (2008) describes performance appraisal as the evaluation of an individual's work with the main aim of arriving at objective personnel decisions. It is also considered as the process of obtaining, analyzing as well as recording information that revolves about the relative worth of the employee to the organization (Armstrong, 2009). This takes place through the planned interaction between anorganization's supervisors and employees in which the former assess the performance of the latter. One of the main goals in this case is the identification of strengths and weaknesses that form the basis of recommending actions for improved employee performance (Gardner, 2008).



1.2 Types Of Performance Appraisal

A. 360 Degree/Multi-Rater Performance Appraisal:- Those 360 degree execution examination as apparent from existing written works may be a standout among st the appraisal system that need in the later quite some time picked up huge Ubiquity for both

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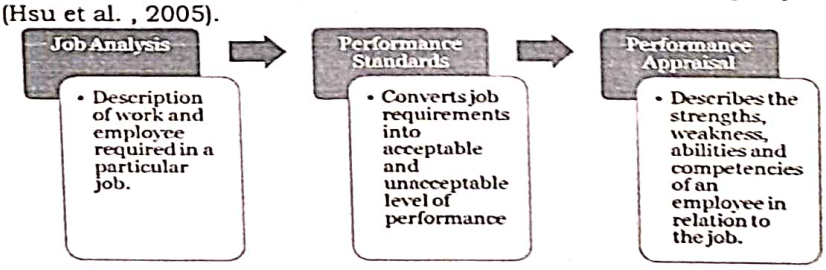
little and large-sized organizations (Deb, 2009; Lepsinger & Lucia, 2009). Depiction the 360 level examination systems involve a examination framework that includes the perspectives of diverse aggregations from claiming reviewers who standardize for those organization's representatives. Such reviewers incorporate the employee's bosses (managers and supervisors), co-workers/peers and clients.

The methodology also incorporates the employee's assessment regarding him/herself Furthermore Subsequently its distinguished Concerning illustration a multi-source, multi-rater and full-circle examination framework (Grund & Przemeck, 2012). Same time looking into this context, Horng Hsu, Liu, Lin, & Tsai, (2011) through An investigation around representative competencies identifies four enter assessments that ought constitute a 360 level examination framework. They incorporate self-assessment; immediate supervisor assessment; subordinate evaluation Furthermore companion appraisal. Those underlying reason behind the utilization of 360 degree execution examination will be that a significant amount of execution information something like a provided for representative cam wood be assembled when multi-sources need aid utilized (Sahoo & Mishra, 2012).

Clinched alongside other words, those 360 degree examination frameworks considers gathering of information regarding a distinct from separate degree and angles. Same time supporting such views, deb (2009) underscores that the utilization of different evaluation wellsprings serves guarantee that an employee's execution is twofold checked. Moreover, those 360 degree execution appraisal system is viewed as as you quit offering on that one that serves Previously, overcoming Hindrances for example, prejudice, subjectivity and radiance errors, which portray accepted assessment frameworks (Hsu et al. , 2005). Espinillaetal., (2013) Case in point notes that the utilization for this assessment strategy makes it doubtful that the representative will be condemned singularly by the director.

Sahoo Mishra (2012) include that frameworks about 360-degree examination are observed by representatives Similarly as All the more exact and that's only the tip of the iceberg reflective for their performance. They would In this way recognized Concerning illustration exactly compelling On giving work to far reaching information that might make used to focus those employee's preparing necessities. In spite of those viability from claiming 360 degree examination systems, a few issues need been recognized in-literature that keeps those viability from claiming such frameworks.

Espinilla et al. , (2013) Case in point notes that the utilization of a absolute kind for outflow space for example, such that numerical alternately semantic over 360 degree systems cutoff points the capacity to assemble the lavishness about data that reviewers provide. Previously, addition, the right elucidation from claiming last effects may be tough as quantitative evaluation don't generally represent qualitative majority of the data faultlessly (Hsu et al. , 2005).



B. Management by Objectives (MBO):- Oversaw economy targets as a standout amongst the magic examination systems will be characterized likewise a result-based evaluative system (Choon & Embi, 2012). In more excellent detail, those objectives of the performance appraisal framework from a MBO viewpoint are commonly characterized a amount about way stakeholders who incorporate those subordinates, directors Furthermore representatives also. An ordinary MBO appraisal system comprises for a few steps. The procedure starts towards that station about reasonable targets for the Worker.

A movement arranges itemizing the possibility to get to which those targets would on a chance to be attained is develop. That Worker may be at that point permitted with

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actualizes all the formed activity want. This permits for appraisal about execution over an objective way. Restorative movements would take done situations deemed fundamental and additionally new targets to what's to come created (Sillup & Klimberg, 2010). Likewise way part of MBO as identifier Toward Huang et al., (2011) is that it anxieties the vitality and value for Worker inclusion.

MBO as an idea might have been popularized subside Drucker, who noted that destinations perform a vital part altogether ranges the place execution and comes about bring a direct impact on the survival of the firm (Armstrong, 2009). Concerning illustration Armstrong (2009) further notes, Drucker accentuated ahead participate objective setting self-evaluation similarly as a standout among st the A large portion essential aspects of MBO. Same time the MBO particular idea might have been initiated Toward Drucker, it will be McGregor, and a standout among st those most influential figures in the field for management, who changed it to full provision Likewise performance examination, approach.

McGregor's MBO approach draws thoughtfulness regarding Shortcomings unconventional examination projects, for example, unreasonable concentrate on customized qualities. Rather, Advocates to a methodology to which the subordinate additionally sets short-term execution which are discussed for that predominant Also execution assessed against these objectives (Stein, 2010). As far as effectiveness, the MBO methodology need been found to gatherings give huge profits on both those association and the workers (Armstrong, 2009).

Notably, those MBO approach advertises objectivity, considers an two-way sentiment and in addition Urges performance improvement for representatives through inspiration. In An comparable vein, Drucker (2013) underscores that the MBO approach The point when effectively executed aides clinched alongside Building An execution appraisal system that is dependent upon effectiveness equability. Huang et al. , (2011) same time supporting the require to associations should actualize all the MBO notes that this methodology includes critical worth should profit in the sense that workers tend will hint at backing for objectives which they concur are worthy.

In this case, Worker acknowledgement of the authoritative objectives will be recognized concerning illustration a standout among st strongest inspirations in the MBO procedure. A discriminating survey of MBO ex positive expression In any case uncovers that this sort of execution examination will be not without shortcomings. A standout among st the primary shortcomings for this approach pertains of the way that it does not permit screens should view how representative arrangements with each outcome through those provided for work period.

This is attributed of the concentrate on results (Bipp & Kleingeld, 2011). In this case, the manner for which the Worker under examination lands at the results might not necessary represent the mossy cup oak productive utilization of assets. On addition, Bipp Furthermore Kleingeld (2011) argue that the MBO methodology provides for little attention to similar assessment Likewise no benchmark are provided dependent upon the evolving working environment earth Throughout the fill in time.

C. Graphical Rating Scales:- Graphical rating scales constitute the most used method during performance appraisal in most organizations (Woods, 2012; Wirtz, 2004). A graphic rating scale in this context entails performance appraisal rating checklist. Using the checklist the manager simply rates the employee on a continuum that may range from poor to excellent depending on the aspect being evaluated. Woods (2012) attributes the popularity of graphical rating scales to the ability to use such scales for a variety of jobs. Such scales are also considered as requiring minimal cost, training effort and time. Panari, Guglielmi, Simbula, and Depolo., (2010) identifies a number of performance factors that can be effectively measured using the help of graphical rating scales.

First, such scales can bemused to evaluate the employee's quality of work. In this scale the employee's ability to consistently meet the work requirements, expectations and desired outcomes are assessed. Second, rating scales can be used in assessing productivity in terms of whether the employee makes good use of available plans, work time and

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completes assignments on schedule. In addition, the employee's knowledge of the job can be assessed. These include job relevant skills that are gained through education, experience and on-job training (Panari et al., 2010).Despite their ease of use, various studies highlight a number of limitations attributable to the graphical rating scales.

First, the standardized nature of the scales overlooks the aspects of trait relevance (Armstrong, 2009). Armstrong (2009) in this case notes that some traits are more relevant in some jobs compared to others and hence specific workplace context ought to be taken into account. In addition, rating scales may suffer from systemic advantage in which case relevant indicators of performance may be excluded and hence the inability to achieve results that are reflect the employees 'full value (Woods, 2012).

1.3 The Concept of Employee Motivation

Employee motivation has on the other hand been approached from a number of different perspectives. Wolff and Gunkel (2007) for instance define employee motivation as —the willingness to exert high levels of effort toward organizational goals, conditioned by the effort'sability to satisfy some individual needsl (p.21). From a quite a simplistic way, Chiang and Jan(2008) defines employee motivation as —the process of an employee being moved to workl (p.10).While further expounding on employee motivation, Wolff and Gunkel (2007) argue that motivation often results from the psychological need associated with the need to gratify desires that remain unsatisfied.

1.4 Intrinsic and Extrinsic Motivation

Starting with those Audit of ex positive expression ahead inspiration people need aid persuaded an exhibit of Components which can be comprehensively arranged under innate Furthermore outward motivational Components (Miao, evans and Shaoming., 2007). Likewise Miao et al. , (2007) further clarifies inalienable inspiration entails an internal state that is answerable for enacting conduct and additionally those impacts that start transform. From a human asset perspective, innate inspiration is recognized as an structure of motivation that captures the viewpoints from claiming finishing fill in to its identity or purpose (Osterloh& Frey, 2004). Further, intrinsic motivation will be demonstrated as one that gives those representatives with mental profits of great being, self-actualization, and expanding obligation Also self-sustenance (Lee & Whitford, 2007).

Extraneous inspiration may be unexpectedly portrayed in the field of human asset Likewise the importance that representatives put around outer rewards, which Might incorporate promotions Furthermore compensation builds (mark). It Might Additionally include negative parts for example, those danger about rejection alternately downgrade (Van Herpen, van Praag, Also Cools, 2005). From a hypothetical perspective, those office hypothesis suggests that incentives that need aid advertised associations Likewise an approach for expanding employees 'intrinsic motivation are normally vital. Those justification in this instance will be that Worker movements would either rewarded alternately rebuffed henceforth figuring out those employees 'action Also execution (Jensen &Murphy, 2004).

Likewise, the anticipation hypothesis postulates that taking up incentives should an employee's execution henceforth inspire the representative on increment exert and additionally execution (Cullen, 2005). Same time outward inspiration factors for example, pay are for the most part acknowledged with have positive sway ahead representative inspiration An number from claiming analysts contend that they Might with some extent undermine execution. Lee and Whit portage (2007) Case in point note that over the top concentrate on extrinsic inspiring Components might divert the representative from concentrating on the errand. The two authors Think as of this impact concerning illustration those stowed away costs from claiming remunerate.

1.5 Influence of Intrinsic and Extrinsic Motivation on Performance

Study discoveries on the relationship the middle of inalienable Also outward variables in performing mediating part for Worker inspiration would blended (Huang et al. , 2011). From the point of view of the swarming theory, Gagne Deci (2005) argue that The point when a

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provided for errand may be intrinsically appealing of the employee, it may be could be allowed that the certain impacts might a chance to be undermined Previously, An case where those outward remunerates need aid Additionally connected of the provided for assignment. Two other words, that vicinity of a link between innate and outward inspiration might bring about shortages under a swarming out impact. Concerning illustration an example, Gange Deci (2005) note that pay Similarly as a standout among st the inspiring variables need those possibility to erode intrinsic inspiration (e. G. Achievement). As a consequence, the employee's execution lessens (Deci& Ryan, 2008).

On the different hand, a few investigations recommend those vicinity of a certain association between the intrinsic Also extraneous inspiration and the ensuing impact for execution (Miao et al. , 2007; Huang et al. , 2011). This certain association will be great expounded Previously, Herzberg's (2003) hygiene theory for inspiration. From this theory, Components that are answerable for inalienable inspiration include the fill in itself, distinguished and in addition personal accomplishment. Outward factors need aid on the other hand the cleanliness Components which incorporate pay supervision. When linking the inalienable and extrinsic motivation, herzberg note that those cleanliness Components prompt particular occupation satisfactions Similarly as and only the intrinsic inspiration procedure since they fulfill those people internal requirement about self-actualization. The contention in this the event will be that inalienable extraneous inspirations elements consolidate with bring positive sway a head Worker execution (Huang et al., 2011).

1.6 Goal Setting Theory and Feedback Theory

The goal theory was advanced in the 1980s, a time at which motivational theory largely focused on the need for setting goals for employees (David, Song, Hayes and Fredin, 2007). Based on their view of extant literature, the proponents of the goal theory posit that employees record higher levels of motivation when they are presented with explicit goals that they are supposed to meet(Gómez-Miñambres, 2012; Catania, 2012). Such goals could include a sales target in the case of sales employees. Bipp and and Dam (2014) in a study that supports the goal theory notes that employees will perform at a higher level in the presence of specific and challenging goals.

The feedback theory on the other hand bears close resemblance to the goal theory. Its proponents posit that just like providing specific goals, provision of feedback helps in clarifying what the employee must do (McCalley, 2006; Pat-El et al., 2012). However, it differs from goal theory in that feedback takes place during and after a given task while goals are set before the commencement of the task (Hon, Wilco and Chan, 2013). Several studies indicate the presence ofa positive correlation between feedback and work motivation (Chiang & Jan, 2008; Mc Calley, 2006).

2. ROLE OF PERFORMANCE APPRAISAL IN ENHANCING EMPLOYEE MOTIVATION

2.1 Performance Appraisal AndEmployee Rewards

As mentioned in the preceding section motivation has great significance in an organizational setting. Its importance primarily lies in its ability to initiate human behavior, direct and channel thatbehavior as well as sustain it. From this context, Emmerik, Schreurs, Cuyper, and Peters,(2012) argues that the performance appraisals can be used to motivate employees through rewards such as promotions and salary increases. Based on Herzberg's theory, such rewards are in the form of extrinsic rewards which can be used to boost performance (Bassett-Jones & Lloyd, 2005).

2.2 Performance Appraisal For Motivation Through Promotions

As part of the performance appraisal process, the evaluators measure the employee's performance and offer a performance number (Kumar, 2012). The performance number further leads to the development of level performance number (LPN) which the management uses as a platform to determine rewards as part of the motivation process. Whenever there are new job openings beyond the entry level, the LPN becomes a useful reference point for the managers to use for internal promotions (Kumar, 2012). According to Maana (2008), such promotions not only serves a reward for the employee's past performance but also

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perform a crucial role in sending message to co-workers that their future hard work will indeed payoff. As such, other employeesinthe organization are motivated to improve their performance.

2.3 Salary Increases AndBonus Payments

Within the performance management literature one of the most dominant views is that money or pay-for-performance is one of the most effective ways of rewarding employees and hence increased motivation (Van Herpen et al., 2005; Kominis& Emmanuel, 2007). Money in this case acts as an extrinsic motivator by satisfying the employee's needs indirectly through means of bonuses and pay (Anthony &Govindarajan, 2007). Jensen and Murphy (2004) while explaining therationale behind pay for performance draws upon the reinforcement theory, which suggests that pay, can be linked to performance through setting of specific targets. Employees are then reward based on their ability to achieve these targets.

The extrinsic motivation to earn more in these case influences employees to put in extra effort and better performance (Petersen, 2007; Chung et al., 2012). Performance appraisals perform a crucial role in determining the amount of bonus payment of salary increase. Stringer et al., (2011) for instance notes that in the calculation of bonus payments the sales and HR department may set expected performance level of an employee such as the number of units sold. Employees who exceed the set thresholds receive incentive payments such as an extra 2 percent for a given level of sales figures. Performance appraisals facilitate the entire process.

3. METHODOLOGY

Those current consider adopts a blended techniques exploration outline which infers that both quantitative also qualitative techniques need aid connected in the gathering of elementary information starting with the detailed analysis association. An positivist exploration standard may be used to help accumulate learning In light of truth Also henceforth the capacity should affirm alternately reject those examine theory. Notably, the contemplate surveys workers toward Shines correspondence meetings those hr chief will assistance uncover execution examination inspiration issues in the association.

4. DATA COLLECTION

Instruments In line with the mixed methods research adopted in the current study, an interview protocol and questionnaire were used as the main data collection instruments. The interview protocol was targeted towards the company's (Shine Communication) HR manager. In order to obtain detailed responses on the firm's performance appraisal and employee motivation practices a semi structured interview was used. In addition, the interview protocol comprised of questions relating to each of the study's objectives.

Objective	Relevant Literature	Questions
Types of performance appraisal and motivation and their effectiveness	Deb, 2009; Choon & Embi, 2012; Woods, 2012; Miao et al., 2007	1-6
The Role Of PAS In Enhancing Performance Appraisal	Emmerik et al., 2012; Kominis & Emmanuel, 2007; Brun and Dugas, 2008	7-11

- **Data Analysis:-** The data collected during the study was analyzed through the use of different analysis techniques. In the case of qualitative data, content analysis was used. This involves the identification of relevant themes based on the study objectives (Gerring, 2007). Quantitative data was on the other hand analyzedstatistical through the use of statistical packages namely Microsoft Excel and Statistical Package for Social Science (SPSS) 20. Using these tools, measures of central tendency such as median and mean were obtained to help establish the link between the study's variables. The findings were then analyzed in relation to the theoretical framework developed in the second chapter of the study.
- **Reliability and Validity:-** Research validity relates to the extent to which the study measures the aspects that were intended to be measured (Yin, 2003). In order to

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ensure validity, the survey questionnaire and interview protocol were discussed with colleagues. All necessary changes were then made hence increasing the chances of collecting relevant data. Reliability entails the ability to ensure consistency of the research findings over time (Yin, 2003). In other words, a reliable study is one that similar results can be reproduced when the same methodologies are used. In order to ensure reliability all questions in the research instruments were set with the research objectives in mind as well as researcher bias limited.

- **Data Analysis and Interpretation Overview:-** Research data on performance appraisal and employee motivation was collected through the questionnaire method. In addition, an interview was held with the HR manager in order to gain rich insights on the case organization's performance appraisal system as well as employee motivational practices. The survey data was entered in the SPSS software for analysis through regression analysis. The qualitative data was analyzed for key themes and used to augment responses from the survey.

4.1 Demographic Information

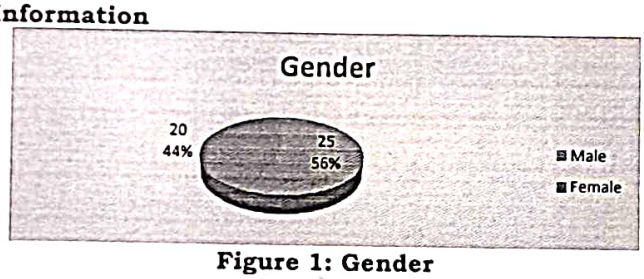

Figure 1: Gender

The pie-chart in figure 4.1 shows that males (56%) prevails females (44%) from the total number of respondents in the study. These proportions however maintain a relative balance between the two genders.

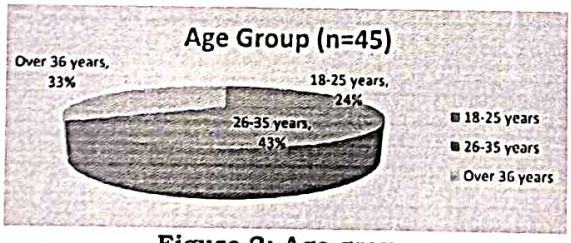

Figure 2: Age group

The pie-chart in figure 4.2 shows that the simple random sampling technique made it possible for respondents from varying age groups to take part in the study hence a more representative study.

4.2 Departments

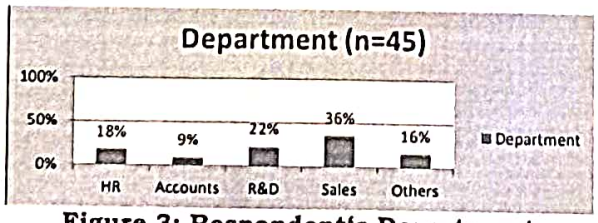

Figure 3: Respondent's Department

As can be seen from the bar graph in figure 4.3, the study involved participants from different departments within the organization. Notably, the employee from the organization'ssales department represented the largest proportion (36%) of respondents.

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5. FINDINGS AND CONCLUSIONS

The initial point of the ponder worries the dissection of the sorts for execution evaluation systems and inspiration and their viability. Starting with those meeting led with that organization's hr manager, a few execution examination frameworks need aid utilized. These incorporate the multi-rater/360 level system, behavioral anchored rating scale graphical rating scale. As far as effectiveness, the examiner figures that that 360 degree execution examination framework is exactly compelling previously, putting forth a thorough examination of the employees 'performance at sparkle interchanges.

This will be steady with those reviewed literature, which underscores that 360-degree examination serves evaluate a employee's execution starting with separate angles and may be In this way reflective of the employee's genuine execution (Sahoo & Mishra, 2012). On account about graphical rating scale, the written works reviewed proposes that this accepted examination framework has a tendency will neglect an amount for Worker qualities because of its institutionalized nature (Armstrong, 2009). Those examine discoveries however demonstrate that for example, such that a scale at present performs An of service part particularly done fill in errands that are In view of unequivocal objectives quantifiable for nature.

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IMPACT OF MOTIVATION ON IMPROVING EMPLOYEES' EFFICIENCY

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1. INTRODUCTION

In our everyday life when we take up any assignment on hand our performance in accomplishing the assignment is dependent on several factors. Particularly after adoption of the policy of globalization the world has become a single market place as a result of which we experience stiff competition in the market. Every business organization may it be a manufacturing, servicing, trading or any other economic activity the owner has to ensure that the quality of the product/service is competitive and at the same time it should be costing low so as to ensure minimum margin of profit. For this purpose every business organization strives to improve the productivity of the employees by adopting various measures and ensuring proper motivation of the employees is the most important factors.

Therefore, this paper without going into the theoretical aspects puts vital aspects of motivation which are concerned with the employees. It is on this backdrop in today's organizational set up the Human Resources Development Department in every organization focuses its attention to the fact that their workforce remain fully motivated at a reasonable costs and continues to put their full potential in their assignments. Motivation is the word derived from the word 'motive' which means needs, desires, wants or drives within the individuals. It is the process of stimulating people to actions to accomplish the goals. In the work goal context the psychological factors stimulating the people's behavior can be -

- desire for money
- success
- recognition
- job-satisfaction
- team work, etc.

One of the most important functions of management is to create willingness amongst the employees to perform in the best of their abilities. The process of motivation consists of three stages:-

- A felt need or drive
- A stimulus in which needs have to be aroused

When needs are satisfied, the satisfaction or accomplishment of goals. Therefore, we can say that motivation is a psychological phenomenon which means needs and wants of the individuals have to be tackled by framing an incentive plan.

2. IMPORTANCE OF MOTIVATION

Motivation is a very important for an organization because of the following benefits it provides:-

1. Puts human resources into action:- In every organization physical, financial and human resources are very much needed to accomplish the goals set out. Motivation puts the human resources to committed utilization of the potential available. For this purpose willingness of the employees is needed to be nourished. This will ensure that the human resources of the organization are put to optimum use.

2. Improves level of efficiency of employees:- In order to ensure that the gap between the ability and willingness is filled in properly the qualifications are not enough. Employees will to bring their hidden potential needs to be tapped which will have positive impact on their performance and in turn on the production of the organization. This will produce the following result:

- Increase in productivity
- Reducing cost of operations, and
- Improving overall efficiency.

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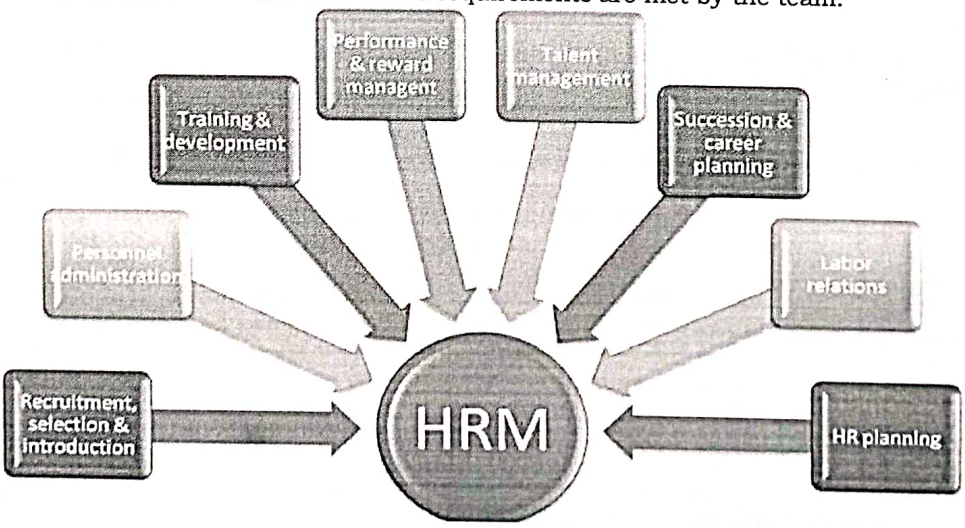
Self-motivation is a power that drives us to keep moving ahead. It encourages continuous learning and success, whatever is the scenario. Self-motivation is a primary means of realizing our goals and progressing. It is basically related to our inventiveness in setting dynamic goals for ourselves, and our faith that we possess the required skills and competencies for achieving those challenging goals. We often feel the need for self-motivation.

Following are the ways/techniques for self-motivation:-

- **Communicate and talk to get motivated:** Effective communication has a boosting effect on the employees. Talk with optimistic and motivated individuals. They can be your colleagues, friends, wife, or any one with whom you can share your ideas. Sharing the organizational important information with the employees gives a feeling of transparency of the management and it satisfies motivational need of the employees
- **Remain optimistic:** In day to day there may come across some difficulties / problems and in such a situation the employees' positive attitude helps them to sort those out.
- **Discover your interest area:** The HRD department plays a vital role in identifying the employee's area of interest while placement of the employee. If the work is interesting to the employee he enjoys it alternatively if the work is looked at as a forced work and it hampers the output.
- **Self-acknowledgement:** One should know when his motivation level is saturated and he feels like on top of the world. There will be a blueprint that once an individual acknowledge, he can proceed with his job and can grow.
- **Monitor and record your success:** Maintain a success bar for the assignments you are currently working on. When you observe any progress, you will obviously want to foster it.
- **Uplift energy level:** Energy is very essential for self-motivation. Do regular exercises. Have proper sleep. Have tea/coffee during breaks to refresh you.
- **Encourage learning:** If the employees are provided proper training at the right interval and their knowledge is kept up to date the employee will become more confident in his work and will put it all the efforts.
- **Break your bigger goals into smaller goals:** Set a short time deadline for each smaller goal so as to achieve bigger goal on time.
- **Team/ Group Motivation:**A group heading towards a common objective will perform best when it is motivated as a team. Team motivation is determined by how well the team members' needs and requirements are met by the team.



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Some tips for effective team motivation are as follows:-

- The team's objective should well align and synchronize with the team members needs and requirements.
- Give in written the team's mission and ensure that all understand it (as mission is a foundation based on which the team performs).
- For maintaining motivation, the team should be given challenges (which must be difficult but achievable) consistently.
- Giving a team responsibility accompanied by authority can also be a good motivator for the team to perform.
- The team should be provided with growth opportunities. The team's motivation level is high when the team members feel that they are being promoted, their skills and competencies are being enhanced, and they are learning new things consistently.
- Effective and true leaders can develop environment for the team to motivate itself. They provide spur for self- actualization behaviours of team members.
- Devote quality/productive time to your team. Have an optimistic and good relation with your team members. This will make you more acquainted with them and you can get knowledge of how well they are performing their job. Welcome their views and ideas as they may be fruitful and it will also boost their morale.
- Motivation is all about empowerment. The skills and competencies of the team members should be fully utilized. Empowering the team members makes them accountable for their own actions.
- Provide feedback to the team consistently. Become their mentor. Give the team recognition for good and outstanding performance. Give the team a constructive and not negative feedback.
- Discover and offset the factors which discourage team spirit such as too many conflicts, lethargy, team members' escape from responsibilities, lack of job satisfaction, etc. Motivation is a state of mind. High motivation leads to high morale and greater production. A motivated employee gives his best to the organization. He stays loyal and committed to the organization.

A sound motivation system in an organization should have the following features:-

- Superior performance should be reasonably rewarded and should be duely acknowledged.
- If the performance is not consistently up to the mark, then the system must make provisions for penalties.
- The employees must be dealt in a fair and just manner. The grievances and obstacles faced by them must be dealt instantly and fairly.
- Carrot and stick approach should be implemented to motivate both efficient and inefficient employees. The employees should treat negative consequences (such as fear of punishment) as stick, an outside push and move away from it.

They should take positive consequences (such as reward) as carrot, an inner pull and move towards it.

- Performance appraisal system should be very effective.
- Ensure flexibility in working arrangements.
- A sound motivation system must be correlated to organizational goals. Thus, the individual/employee goals must be harmonized with the organizational goals.
- The motivational system must be modified to the situation and to the organization.
- A sound motivation system requires modifying the nature of individual's jobs. The jobs should be redesigned or restructured according to the requirement of situation. Any of the alternatives to job specialization - job rotation, job enlargement, job enrichment, etc. could be used.
- The management approach should be participative. All the subordinates and employees should be involved in decision- making process.
- The motivation system should involve monetary as well as non- monetary rewards.

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- The monetary rewards should be correlated to performance. Performance should be based on the employees' action towards the goals, and not on the fame of employees.
- "Motivate yourself to motivate your employees" should be the managerial approach.
- The managers must understand and identify the motivators for each employee.
- Sound motivation system should encourage supportive supervision whereby the supervisors share their views and experiences with their subordinates, listen to the subordinates views, and assist the subordinates in performing the designated job.

2. EXPECTATIONS OF EMPLOYEES REGARDING JOB SATISFACTION

Satisfied employee is an asset to the organization. In order to ensure that the employee always remain satisfied, one should know what the employees' needs are and then try to fulfill them within the available resources.

- Recognition as an individual.
- Meaningful task.
- An opportunity to do something worthwhile.
- Job security for himself and his family.
- Good wages.
- Adequate benefits.
- Opportunity to advance.
- No arbitrary action – a voice in matters affecting him.
- Satisfactory working conditions.
- Competent leadership - bosses whom he can admire and respect as persons and as bosses

3. CONCEPT OF BEST HR PRACTICES WITH SOME ILLUSTRATION

Why are employees in some companies happy to stick with the company while others look for a change? The reason is that some companies know how to take good care of their employees and provide a working environment that helps them retain their identity, while proving themselves and growing along with the company. Working environment should be tension free. That means the employers should provide good professional and family support to all the employees working over there, so that each employees can manage their responsibilities in a better way and come up with better results. They will not easily think about a change and try to retain their job in that company. The employer should give better timings also, so that the employee is not under pressure and ready to do their job in a better way.

4. TOP IDEAS FOR BEST HR PRACTICES:

- Open Management
- Sharing knowledge
- Suggestions for HR practice
- Respecting employees
- Safe work place

5. SOME MORE IDEAS FOR BEST HR PRACTICES:

- Safe, Healthy And Happy Workplace
- Open Book Management Style
- Performance Linked Bonuses
- 360-Degree Performance Management Feedback System
- Fair Evaluation System For Employees
- Knowledge Sharing
- Highlight Performers
- Open House Discussions And Feedback Mechanisms
- Reward Ceremonies
- Delight Employees With The Unexpected

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6. CONCLUSION

Several research studies have undertaken by the scholars about the impact of the motivation in increasing the efficiency and productivity of the employees of a specific company or industry which have amply proved that motivation has a positive impact on it and it helps the managements to ensure that the employees put their full potential when they are properly and adequately motivated. Even today when an employee thinks of shifting his current job for better prospect he/she also accord priority to the motivational tools used by the management before taking their job swapping decision.

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"POSITIVE THINKING – KEY TO SUCCESS IN LIFE"

Prin. Dr. L. K. Shitole
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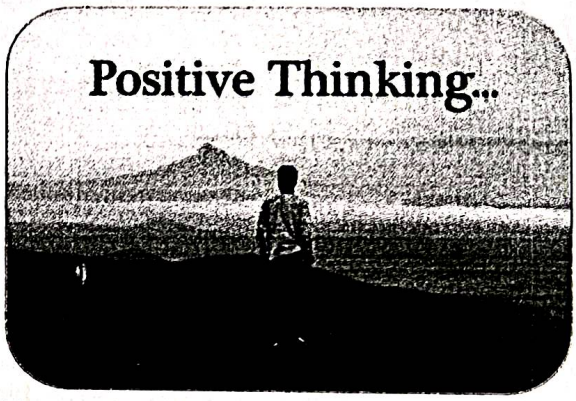
ABSTRACT:

Positive Action Combined with Positive Thinking Results in Success. Negative thinking involves us into thoughts of sadness, anger, depression, disillusionment, or despair. Positive thinking is a mental attitude in which you expect good and favorable results. In other words, positive thinking is the process of creating thoughts that create and transform energy into reality. A positive mind waits for happiness, health and a happy ending in any situation. A major effect of constructive reasoning is on associations with individuals. Positive scholars emanate a sort of atmosphere that just pulls in others toward them. If we take the road of positive thinking, whether from others, or by thinking positively about our goals ourselves, it will lead to success. However, if we listen to negative comments of others, or our own negative self-talk in our minds, we may become discouraged, give up and not reach our goals.



KEYWORDS: *Positive thinking, attitude, reduces tensions, success in life.*

1.INTRODUCTION

Shiv Khera is a renowned author of several books and has an enviable readership. In the following quote he highlights the importance of positive thinking in achieving success.

"Your Positive Action Combined with Positive Thinking Results in Success" ... Shiv Khera

Thinking has been divided in two categories. Negative thinking and Positive thinking. Let us first understand what a negative thinking is. Antagonistic reasoning is a manner of thinking where individuals will in general locate the most exceedingly awful in all things, or lessen their desires by thinking about the most exceedingly awful potential situations. ... Negative thinking involves us into thoughts of sadness, anger, depression, disillusionment, or despair. Once we are in that cycle, it is hard to emerge. The opposite approach would be positive thinking, approaching situations or circumstances with a positive attitude.

Against this back drop let us understand what a positive thinking is. Positive thinking is a mental attitude in which you expect good and favorable results. In other words, positive thinking is the process of creating thoughts that create and transform energy into reality. A positive mind waits for happiness, health and a happy ending in any situation.

Positive thinking is a mental and emotional attitude of expecting good and favorable results, and not getting discouraged when plans do not proceed as expected. It means trying over again and not accepting defeat. Positive thinking looks for solutions, whereas negative thinking dwells on the problems and obstacles.

It is an attitude of focusing on the good and positive in a situation, and not on the negative. With this frame of mind, you don't accept defeat, and do not allow anything negative to affect your mood and

state of mind.

2. IMPORTANCE OF POSITING THINKING

Positive minds are powerful minds. We can do and accomplish nearly anything with a mind th has the eagerness and assurance to do it.

We will in general censure others for our very own disappointments and misfortunes. We fe that they added to our destructions. Next time anything turns out badly or any inconvenien transpires, think about making an individual evaluation and examination of the circumstanc Sometimes, it is our mind that controls what we do and how we respond to individuals and conditions.

One valid justification to rehearse positive reasoning is that it greatly affects our psychologica enthusiastic and physical wellbeing.

With less pressure, we experience our day by day exercises easily and feel increasingly loose. O the off chance that you see things in a positive methodology, your manager will see your diligent wor and approach towards your activity. Indeed, even the general population around you will respect an welcome the manner in which you see things in the workplace. Positive reasoning achieves a superio point of view toward work and a superior profession for you.

A major effect of constructive reasoning is on associations with individuals. Positive scholar emanate a sort of quality that just pulls in others toward them.

A positive person anticipates happiness, health and success, and believes he or she ca overcome any obstacle and difficulty.

3. BENEFITS OF POSITIVE THINKING:

Following are the benefits of positive thinking:

1. Fortifies your immune system
2. Boosts your ability to cope with stress
3. Lowers your risk of heart disease
4. Reduces rates of depression
5. Lengthens your lifespan

A positive thinking person focuses more on the good in people, not on the bad. This is the attitude of being a happy and good-natured person, who keeps a bright outlook, despite difficulties and obstacles. A person who possesses this attitude is happy and joyous, and does not let problems and negative people to affect the mind, emotions and behavior.

If you wish to excel in business, sport, politics, acting, singing and entrepreneurship, or in any other area, you need to adopt a positive thinking attitude. True, you also need the necessary skills and expertise, but they will not get you far without optimism, hopefulness and expectation of success.

Humans have a predisposition to negativity. We give undeniably more consideration to dim feelings like indignation, trouble, torment, and dissatisfaction than we do to incredible emotions like happiness, appreciation, and satisfaction.

Thinking may very well be the most ideal approach to clear antagonism from your life and realize enthusiastic and otherworldly recuperation.

Reflection revives the psyche, makes us stronger, and frees the collection of hurtful synthetic concoctions that reason pressure and uneasiness; it focuses us.Yoga is also very relaxing, which helps ease your mind.

Be always smiling. Smiling stimulates positive thinking. It really does help change your mood and relieve stress. Having an appreciation disposition is truly utilizing the intensity of positive reasoning to its most astounding degree.

Much the same as with appreciation, benevolence has additionally been demonstrated to make us more joyful and less pushed. Staying in touch with loved ones is another way to keep a positive outlook on life.

Always remember that a man who works can only commit mistakes. A man who does not work at all how can he commit mistake? Therefore, remove the guilty feeling and start afresh. Remember no one is perfect. Your approach should be positive to rectify the mistakes if any committed and try to have solutions for the same.

Develop some hobby and whenever you feel sad leave it and get engrossed in your hobby to get relaxed. You may sing a song, or paint a picture or plan to go for outing.

Following are few tips which produce positive mindset.

1. With conscious efforts start the day on a positive note. Resolve that you will be doing at least little progress in your pursued activity. We exchange good morning and good day pleasantries keeping this aspect in view only.
2. Try to develop at attitude of focusing your attention on the positive side of any issue that comes to you for consideration. You should always try to solve the problem rather than making it further complex.
3. Humour is the best medicine to release tensions. However, it should be apt to the situation. If you crack a joke on yourself it further helps to ease out the tensions.
4. When you meet a failure, try to go to its root cause and think afresh and take remedial actions without thinking of failure and blaming yourself.
5. Always think of the current moment. Majority of the problems stem from the past memory. Therefore, focus your attention on the current moment.
6. Try to develop friend circle who always think positive. It should be done with conscious efforts. Practicing these steps will increase your positive attitude. Be with the mentor who believes in positive thinking.

Bruce Lee once said, "Always be yourself, express yourself, have faith in yourself, do not go out and look for a successful personality and duplicate it"

4. CONCLUSION

Undoubtedly that everyone aspires for success in life. Life is a complex phenomenon and full of issues. Positive attitude can be cultivated through conscious efforts. One has to develop a positive attitude to achieve success in the life. We have also seen that the positive thinking has a sound effect on one's health. If we take the road of positive thinking, whether from others, or by thinking positively about our goals ourselves, it will lead to success. However, if we listen to negative comments of others, or our own negative self-talk in our minds, we may become discouraged, give up and not reach our goals.

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Review of Research

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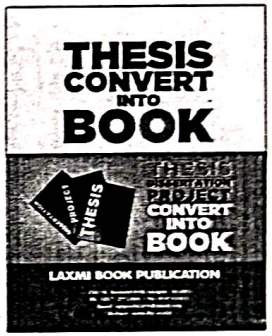

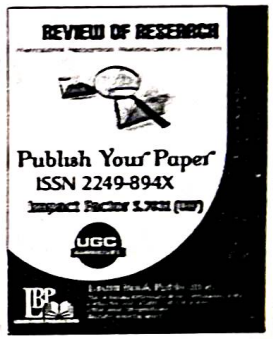

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PERSONALITY TRAITS AND ORGANIZATION BEHAVIOR

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Abstract - This paper performs a writing Audit on the point 'the impact from claiming identity for inspiration also authoritative conduct.' the primary exploration inquiries under examination were an identity influence inspiration authoritative behavior, also can identity influence authoritative conduct technique. Concerning illustration a written works survey paper, it consulted officially distributed sources on the theme starting with mainstream diaries for example, such that diary from claiming connected Psychology, diary from claiming customized also social psychology, diary from claiming research for personality, academy about oversaw economy review, furthermore diary from claiming authoritative conduct. The contemplate afterward went ahead on perform a hypothetical survey from claiming identity hypotheses the place the qualities theory, the psychoanalytic, the humanistic, and the social cognitive hypotheses were delineated. In the discoveries section, those audit dead set that customized need a impact around inspiration through particular enthusiastic stability, level about aggression, social butterfly alternately self observer aspects from claiming laborers. It might have been likewise discovered that customized need a critical impact with respect to authoritative conduct technique toward influencing authoritative tolerance, worth of effort environment, furthermore worth of effort morals. It might have been closed that identity is a paramount point that ought further bolstering make viewed as by oversaw economy as they strive on enhancing inspiration about specialists also upgrading authoritative conduct toward the working environment.

Keywords: Motivation; Personality; Organizational behavior; Management.

1. INTRODUCTION

Associations attempt on support their exists for adjustment to new developments and progressions. Accordingly, associations ought to outline their authoritative structure precisely will scope their primary objective point. This is the reason associations can't a chance to be seen as without workers thus representatives who would an essential and only associations or organizations if a chance to be a centering issue in the association. In associations need to enhance authoritative execution Toward accomplishing manageable aggressive advantage, it is necessary will enhance employees' worth of effort conditions, employment execution or work satisfaction, and so forth throughout this way, observing and stock arrangement of all instrumentation may be enha.

Every employee has some expectations of the job and they will maintain successful performance and have positive attitudes of the business as long as they are satisfied (Nelson and Quick, 2001). When there is disappointment, employees have negative attitudes (Qian, 2007) and they begin to leave the organization as soon as possible (Kirjonen and Hanninen, 1984). With increasing researches on organizational behavior such as job satisfaction, employee relations, job change, organizational commitment, etc., the term cynicism has been receiving attention recently (Bommer et al., 2005). The concept of cynicism is similar to concepts such as skepticism, distrust, disbelief and pessimism and it is also used to describe people who are hard to please and are faultfinders (Erdost et al., 2007; Özler and Atalay, 2011; Karacaoğlu and İnce, 2012).

2. RESEARCH METHODOLOGY

This ponder investigated those effect from claiming identity qualities of workers authoritative criticism in the instruction segment. We utilized the overview strategy

should gather information from instructors in Istanbul, Turkey; thus, study structures were sent should them by means of email. Done total, we accepted 254 solid study structures from came back e-mails. Previously, study forms, there were three fundamental parts: demographics, identity traits, and authoritative criticism extents.

To determine personality traits of teachers, we used the five-factor personality scale of McCrae and Costa (1987) and the organizational cynicism was measured using the scale of Brandes (1997). In the personality traits scale, there were five basic factors with 25 items (statements) which were adapted in Turkish by Some et al. (2004) and an organizational cynicism scale that included three basic factors with 13 items (statements) in the survey form. Every item of the scales was evaluated via a five-item Likert scale (1: absolutely disagree; 5: absolutely agree).

In the organizational cynicism scale, cognitive, affective, and behavioral dimensions were investigated based on Brander's (1997) original scale and then we adapted these dimensions with sub-variables for the education sector in Turkey. According to prior researches, we determined dimensions of organizational cynicism as follows:

- Cognitive cynicism: this dimension indicates that employees are disbelief for the organization in general (Brandes, 1997; Dean et al., 1998; Abraham, 2000). Seven statements were used to determine belief and thoughts about school as negative and skeptic.
- Affective cynicism: this dimension is related to employees' negative such as anger, exasperation, or anxiety (Brandes, 1997; Dean et al., 1998). Four statements express teachers' angry emotions about their school as a negative attitude.
- Behavioral cynicism: in this dimension, there is a focus on negative behaviors that employees show, resulting in negative attitudes for organization. Thus, employees mostly complain about their organization with negative attitudes (Brandes, 1997; Dean et al., 1998). Four statements are used to determine the dimension of behavioral cynicism in the scale and critics and complaints were expressed here.
- Agreeableness: this personality trait expresses positive traits such as trust, agreeableness and compatibility (McCrae and Costa, 1986) generally and these people show cooperative behavior (Barrick and Mount, 1991) in business life. According to the wellness degree of social environment of work, agreeable people can be expected to show less burnout behavior (Alarcon et al., 2009). H4-H6 will be tested to find out whether agreeableness had a significant effect on organizational cynicism in this study.
- Conscientiousness: these kinds of people are generally organized, responsible, and careful (Barrick and Mount, 1991) and they are expected to be successful and skilled (McCrae and Costa, 1986) in a business life. Accordingly, conscientiousness has been found to be related to job performance and also some studies showed that there was a significant relationship between organizational commitment (Bakker et al., 2006) and conscientiousness (Watrous and Bergman, 2004).
- On the other hand, job burnout behavior has a weak or no relationship with the conscientiousness trait in general that it is expected that the conscientiousness trait had a weak or no effect on organizational cynicism and H7-H9 will be tested.
- Neuroticism: this type can be examined with traits such as introversion, anxiety, and lack of confident (Costa and McCrae, 1995). Introverted people's behaviors are mostly different from those of

extroverted people that some studies found out that introvert people were more likely to develop job burnout behavior (Bakker et al., 2006). Neurotic people have more negative emotions than others in business life (Bergheim et al., 2006). At this point, we will expect to find out that neuroticism had a significant effect on organizational cynicism and H10-H13 will be tested.

- Openness to experience: these people who are mostly open-wider; changeable and innovative are known to be open to experiences (Costa and McCrae, 1995). H13-H15 will be tested in this study to observe whether the openness to experience trait had a significant effect on organizational cynicism.

H1. Extraversion has a significant effect on cognitive cynicism.
H2. Extraversion has a significant effect on affective cynicism.
H3. Extraversion has a significant effect on behavioral cynicism.
H4. Agreeableness has a significant effect on cognitive cynicism.
H5. Agreeableness has a significant effect on affective cynicism.
H6. Agreeableness has a significant effect on behavioral cynicism.
H7. Conscientiousness has a significant effect on cognitive cynicism.
H8. Conscientiousness has a significant effect on affective cynicism.
H9. Conscientiousness has a significant effect on behavioral cynicism.
H10. Neuroticism has a significant effect on cognitive cynicism.
H11. Neuroticism has a significant effect on affective cynicism.
H12. Neuroticism has a significant effect on behavioral cynicism.
H13. Openness to experience has a significant effect on cognitive cynicism.
H14. Openness to experience has a significant effect on affective cynicism.
H15. Openness to experience has a significant effect on behavioral cynicism.

3. ANALYSES AND RESULTS

We investigated those variables and the model utilizing SEM also incomplete minimum squares (PLS chart 3. 0, Chin, 2001). Clinched alongside table I, those demographics from claiming members (teachers) would introduce. Table i demonstrates data on the demographics of members reacting of the questionnaire. Accordingly, 70 percent about members were female 30 percent for members were male; 64 percent of members were between 26 35 quite some time from claiming age; 51 percent from claiming members were married; 92 percent from claiming instructors were school graduates; 46 percent for Members needed been attempting in this class the middle of person and five years; and 36 percent of Members needed been working in the school the middle of person Also five a considerable length of time.

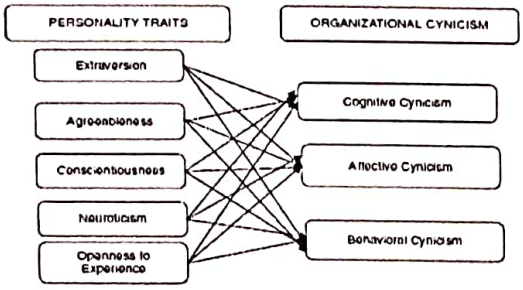

Figure 1. Research model

We used PLS path modeling which allows for explicit estimation of latent variable scores to estimate the main effects in our model (see Figure 1). We used PLS Graph

3.0 and the bootstrapping resembling method to test their statistical significance. T-statistics were calculated for all coefficients, based on their stability across the subsamples, indicating which links were statistically significant. With regard to antecedents, our findings showed that our hypotheses were largely confirmed. We found that extraversion was not associated with the dynamics of cognitive cynicism, affective cynicism, and behavioral cynicism. In this context, H1-H3 were not supported. Agreeableness had a negative effect on the dynamics of cognitive cynicism (β¼-0.13, po0.10) and affective cynicism (β¼-0,17, po0.01), but agreeableness was not associated with the dynamics of behavioral cynicism. In this context, H4 and H5 were supported, but H6 was not supported.

Variables	Frequency	%
Age		
25 years old and younger	38	0.15
26-35	168	0.66
36-45	20	0.12
46-55	15	0.06
56 years old and older	3	0.01
Gender		
Female	177	0.70
Male	77	0.30
Marital status		
Single	121	0.48
Married	129	0.51
Divorced	4	0.01
Education		
University	234	0.92
Master	20	0.08
Total working time in this school		
Less than 1 year	97	0.38
1-5	117	0.46
6-10	27	0.11
11 years and over	13	0.05
The total working time		
Less than 1 year	29	0.11
1-5	90	0.36
6-10	79	0.31
11-20	44	0.17
20 years and over	12	0.05
Total	254	100.0

Table 1 Demographics of the participants

Conscientiousness had a negative effect dynamics of cognitive cynicism (β¼-0.16, po0.10) and affective cynicism (β¼-0.18, po0.01), but conscientiousness was not associated with the dynamics of behavioral cynicism. In this context, H7 and H8 were supported, but H9 was not supported. Neuroticism had a negative effect on the dynamics of cognitive cynicism (β¼-0.15, po0.10) and behavioral cynicism (β¼-0.18, po0.10), but neuroticism was not associated with the dynamics of affective cynicism. In this context, H10 and H12 were supported, while H11 was not supported. Openness to experience had a positive effect dynamics of cognitive (β¼0.16, po0.10) and affective cynicism (β¼0.16, po0.10), but openness to experience was not associated with the dynamics of behavioral cynicism. In this context, H13 and H14 were supported; however, H15 was not supported.

Finally, the antecedent variables, extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience, the model

presented, explained 7.9 percent of variance (R2¼0.079) in cognitive cynicism, 8.4 percent of variance (R2¼0.084) in affective cynicism and 6.4 percent of variance (R2¼0.064) in behavior cynicism.

4. CONCLUSION

The discoveries from claiming this study exhibit that scales which would produced for Western nations would suitable for a developing economy eastern nation over for example, turkey. Clinched alongside addition, we found crazy that teachers' qualities were highlighting a capable identity same time demonstrating lesquerella pleasantness. On authoritative criticism dimensions, behavioral criticism measurement needed the most noteworthy value, same time full of feeling criticism required those most reduced you quit offering on that one. This aftereffect might have been steady for the surviving expositive expression. Recognizing the interrelation, this consider gives no experimental proof in help of the association between extraversion authoritative criticism.

Agreeableness and conscientiousness are found to have negative effects on cognitive and affective cynicism while it is only neuroticism that is negatively associated with behavioral cynicism. On the other hand, openness to new experience strengthens teachers' cognitive and affective cynicism attitudes. As open-minded people are the ones with artistic skills and high perception power, their expectations may be harder to meet than the others. Thus, they are more likely to develop cognitive and affective cynicism attitudes. Even though the findings of this study contribute to the organizational behavior literature, several limitations to the study results deserve commentary. First, the results reported here are from a local area in Istanbul, Turkey; results may differ for employees located in different areas who operate in different cultural, environmental, and political conditions. Second, our sampling is based on teachers of a private school chain. Results may differ for employees of other industries, even for teachers of public schools. Despite these limitations, this study provides important implications from theoretical and practical perspectives. This study is one of the very few that reveals the link between personality traits and organizational cynicism in the education sector.

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रमेश अंबऋशी शितोळे
सहा.प्राध्यापक,इतिहास विभाग प्रमुख
श्री. वसंतराव फराटे पाटील कला,वाणिज्य व विज्ञान महाविद्यालय,मांडवगण फरटा
ता. शिरूर,जिल्हा पुणे.

'स्थलांतर' हा मानवी जीवनातील आजवरच्या इतिहासात कायमच महत्त्वाचा घटक राहिला आहे. आदीम काळापासून आजच्या कोरोना संकटापर्यंत माणसे सतत एका ठिकाणहून दुसऱ्या ठिकाणी जात राहिली आहेत. कधी संकटापासून दूर जाण्यासाठी तर कधी पोटाची खळगी भरण्यासाठी. या स्थलांतर करणाऱ्या माणसांशी तेथील मूळच्या लोकांसोबत झालेल्या संघर्षांच्या आणि सहकार्यांच्या कहाण्यांनी माणसाचा इतिहास भरलेला आहे. आज एकविसाव्या शतकात, वाढलेला प्रवासाचा वेग आणि संपर्काची क्रांती यामुळे या स्थलांतराचे नवेनवे पैलू सामोरे येत आहेत. भारतात अशा प्रकारचे अनेक साथीचे रोग यापूर्वीही आलेले आपणास दिसून येतात. १८९७ मध्ये उद्भवलेल्या महाभयंकर जीवघेण्या प्लेगच्या साथीचा अनुभव आपणास आहे. दुष्काळ हा सुद्धा भारतीयांच्या जीवनातील परिवर्तनवादी घटक आहे. असे अनेक अनुभव आपल्या पाठीशी असताना देखील आपण याकडे गांभीर्याने घेत नाही. १९४७ च्या स्वातंत्र्यप्राप्तीनंतर एक देश म्हणून आपली ओळख तयार झाल्यावर, स्थलांतराविषयीच्या आपल्या धारणा या गुंतागुंतीच्या झालेल्या आढळतात.

भारतीय राज्यघटनेने दिलेला देशांतर्गत कोठेही प्रवास-स्थलांतराचा अधिकार, तसेच देशातील अन्य राज्यात जाऊन स्थायिक होण्याचा हक्क यामुळे देशांतर्गत स्थलांतराच्या प्रक्रियेला न्यायमान्यता मिळाली. या घटनेतील तरतुदीमुळे देशातील तळागाळातील नागरिकांना खूप फायदा झाला. काहींनी जिथे पोट भरेल तिथे जाण्यासाठी स्थलांतर केले, तर कुणी आता राहत असलेल्या गावातील परिस्थितीला कंटाळून नव्या ठिकाणची वाट धरली. पण आपल्याकडे नोकरी-उपजीविका हा उद्देश सोडल्यास, सामाजिक आणि राजकीय स्तरावरील स्थलांतराचा तितकासा गांभीर्याने विचार झाला नाही. या पलिकडेही कोणत्याही स्थलांतराच्या अनेक बाजू असतात. राष्ट्र, भाषा, जात/जमात, श्रद्धा, अस्मिता, त्यांचे राजकारण आणि बाजारपेठेवर-अर्थकारणावर प्रभाव टाकणाऱ्या वेगवेगळ्या सामाजिक गुंतागुंती इत्यादी मुद्द्यांवर मूळचे आणि बाहेरचे यांच्यात होणारा संघर्ष आणि नंतरचे जुळवून घेणे या प्रक्रिया वर्षानुवर्षे चालणाऱ्या प्रक्रिया आहेत. अनेकदा समाजातील या स्थलांतराच्या, समाजात मिसळून जाण्याच्या किंवा जुळवून घेण्याच्या प्रक्रिया अनेकदा दुर्लक्षित केल्या जातात. मानववंशशास्त्रामध्ये स्थलांतराचा अभ्यास कित्येक वर्षे केला जात आहे. डग्लस मेस्से या विख्यात समाजशास्त्रज्ञाने सांगितल्यानुसार, "समाजशास्त्राचा अभ्यास करताना केवळ एकसारख्या किंवा एकाच प्रकारच्या उदाहरणांना ठेवून स्थलांतराचा अभ्यास होत नाही. त्यासाठी वेगवेगळ्या ज्ञानशाखातून, वेगवेगळ्या प्रदेशातील घडामोडीमधून विचारसरणीमधून समोर आलेले मुद्दे व दृष्टिकोन यांचा सैद्धांतिक परामर्श स्थलांतराच्या इतिहास-समाजशास्त्राचा विचार करताना घ्यावा लागतो. त्यामुळे अनेकदा असा अभ्यास काहींना संकुचित, अपुरा, संज्ञा आणि संकल्पनाच्या गुंतागुंती आणि गैरसमजांनी भारलेला वाटतो."

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भारतीय इतिहासाच्या मांडणीविषयीच्या उजव्या-डाव्या इत्यादी सर्व विचारसरणीमध्ये संस्कृतीचा विकास, अस्त आणि अस्तित्व या गोष्टींना नेहमीच अतिशय महत्त्व दिले जाते. सिंधू संस्कृती, वैदिक संस्कृती, हल्ली राजकीय वर्तुळात आणि त्यामुळे अकादमिक क्षेत्रातही मानल्याने चर्चेत येणारी सरस्वती नदीच्या खोऱ्यातील संस्कृती किंवा धर्मनिहाय हिंदू-बौद्ध-जैन संस्कृती आणि लोकाचार यांच्या अस्तासाठी परकीय, परधर्मीय आक्रमणे आणि पूर-भूकंपादि घटना कारणीभूत असल्याचे सरधोपटपणे आपल्याकडे सांगितले जाते. एखाद्या संस्कृतीचा किंवा आचारपद्धतीचा अंत म्हणजे कुठल्याही विवक्षित मानवी वंशाचा किंवा आचार पद्धतीचा ठरवून केलेला/झालेला विनाश नसतो. नैसर्गिक आपत्ती, रोगराईमुळे हस्तिनापुरासारखी मोठी शहरे आपले महत्त्व गमावून बसल्याची अनेक उदाहरणे प्राचीन साहित्यात दिसून येतात. प्रतिष्ठान (पैठण), उस्मानाबादजवळील तेर (तगर) सारखी व्यापार उदिमामुळे राजकीय व सांस्कृतिकदृष्ट्या भरभराटीला आलेली शहरे कालौघात आपले वैभव गमावून बसल्याचे आपण जाणतो. सिंधू नदीच्या खोऱ्यातून किंवा गंगेच्या खोऱ्यातून वेगवेगळ्या कारणांमुळे कोकणात, पूर्वभारतात, दक्षिण भारतात वेगवेगळ्या काळात स्थलांतरे झाल्याची शेकडो उदाहरणे पुराने आणि बौद्ध ग्रंथांतून, वेगवेगळ्या स्मृतीग्रंथांतून आपल्याला वाचायला मिळतात.

एखादे शहर किंवा प्रदेशाने आपले राजकीय-सांस्कृतिक किंवा नागरी वैभव गमावण्याची प्रक्रिया नैसर्गिक आपत्तीमुळे घडू शकते यात शंका नाहीच. मात्र या एका कारणाशिवाय अर्थशास्त्रीय किंवा व्यवस्थापकीय नियोजन करणाऱ्या यंत्रणांचा अभाव आणि पर्यायी व्यवस्था निर्माण करण्यातील अपयश हे या संस्कृतींच्या किंवा शहराच्या इतिहासजमा होण्याचे मुख्य कारण असल्याचे दिसून येते. एखाद्या नैसर्गिक संकट किंवा आपत्तीमुळे शहराची किंवा संस्कृतीची मूळ वृत्ती-प्रकृती बदलून त्या शहराचा-संस्कृतीचा, प्रदेशाचा कायापालट होण्याची प्रक्रिया वाढीस लागण्याची अनेक उदाहरणे पानशेत धरणासारख्या पुणे शहराला अंतर्बाह्य बदलून टाकणाऱ्या संकटानी आपल्यासमोर उभी आहेत.

कोरोनासारख्या अनेक विषाणूंना किंवा अनेक नैसर्गिक आपत्तींना आपल्याला भविष्यात तोंड देण्याची तयारी आता करावीच लागणार असल्याचे भाकीत, त्या त्या क्षेत्रातील तज्ज्ञ-अभ्यासक मंडळी करत आहेत. समाजशास्त्रीयदृष्ट्या आपल्या संस्कृतीला, देशाच्या आकृतिबंधाला समुचित स्वरूपात जपून ठेवत विकास साधायचा असेल तर आपल्याला स्थलांतरे, विकासप्रक्रिया आणि व्यवस्थापन यांचे संतुलन साधणाऱ्या नवनव्या पद्धतींचा विचार करावाच लागेल. अन्यथा आपल्या ज्या संस्कृतीला आपण आपल्या अस्मितेच्या मानदंडाच्या अग्रस्थानी ठेवलेले असते त्या संस्कृतीचा चेहरामोहरा बदलून जाऊन, तिला जडत्व प्राप्त होण्याचा धोका फार दूर नाही.

संदर्भ :

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Gender Discrimination in Shashi Deshpande's That Long Silence

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Abstract

Gender discrimination is a type of unequal treatment based on gender. Discrimination against women and girls including gender based violence, economic, discrimination and harmful traditions. Gender discrimination is also an indispensible feature of feminism. According to Wikipedia, "Gender inequality refers to unequal treatment or perception of individuals wholly or partly due to their gender". Because of gender inequality and discrimination we will find that woman are far behind than men in various fields of life. On the other hand women are exploited degraded violated and discriminated in their homes and outside the world. This type of discrimination is easily seen in Indian society. In the modern days, the women writers play a pivotal role to create awareness and empower women through their novels. Shashi Deshpande is one such genuine writer who creates life-like female characters in her works. The purpose of this paper is to throw light upon the discrimination of woman in the male dominating society through the characters of Jaya and others in the novel That Long Silence.

Key words: *Gender, inequality, discrimination, miserable condition, identity, domination*

Introduction:

Human being considered as the supreme creation of nature man and woman are two forms of divine energy. They are created to complete each other. Generally, man are considered physically stronger while woman are more dedicate and silent. Due to this and other differences both are given different roles to play and they are even treated distinctly in our society.

According to the ancient religious literature in India, man and woman are the child of Lord Brahma the creator. In the Mythological references the woman was referred as the Shakti or power house of the universe on different occasions when the god's were tortured by evils, the encarnation of the power that is female Goddess saved the Universe. The Goddess of ancient times now become an object of exploitation by male dominated society our religious convictions make women a goddess but unfortunately we fail to recognize her as a human being.

Shashi Deshpande born in 1938 in Dharvad in Karnataka. She is an award winning indian novelist. Shashi Deshpande's woman wish to be architect of their own fate. Her women protagonist are victims of the prevalent gross gender discrimination, first as daghter and later as wives. They are conscious of the great social inequality and injustice towards them and struggle against norms and rules that limit their capability and existence as a wife.

Objectives of the Research Work :

1. To Investigate the Impact or gender Inequality on the overall development of women.
2. To Expose The anxiety of common women towards her family and her journey between hope And dispairs.
3. To Compare the theme of gender gap or gender discrimination in the shashi Deshpande's That Long Silence.
4. To point out the issues Related to gender discrimination in Indian English Literature with special reference That Long silence.

Gender Inequality in That Long Silence :

The Novel That Long Silence (1988)'s the masterpiece of the femmist writing in highlights the image of middle class women clutched between tradition and modernity. It is about gender discrimination and inequality in the society.

"To achieve anything to become anything you have got to be hard and ruthless". So the very first line of the novel That Long Silence reveals a harsh reality of the world and should us how it is difficult for women to achieve something in patriarchal society. Jaya is central Character in this novel also suppressed under the male dominance. She marries a man who has no love for her. He does not allow her to writes stories saying that they revealed their private life to the public. In this novel Jaya experienced Lot of Incidents which shows an women's miserable condition in patriarchal society.

Jaya's search for individual human :

Jaya's father names her 'Jaya' which means victory but enough victory never came to her in life because she was in each of her search of her identity then also Jaya is being renamed as Suhasini after her marriage is not a care of the loss of identity. Jaya in That Long Silence like any other educated middle class women conforms to the rules and constraints of the society. She is unable to find out whether the lives for herself or for her family. She is taken for granted by everyone in the family. That is why she feels like searching for her identity. She is a typical wife with love and affection for children, respect and sense of duty for husband and her in-law. Nobody in her family understands her feelings and emotions.

Being husband and wife she shares intimate relations with Mohan, Yet she is unable to relate herself with him in terms of feelings her silence is symbolic of most of the women of the world who are unable to express themselves as individual. Jaya tries her hands at writing, but she is not appreciated by her husband. Not only husband her children also disappointed her. Grown up also ignore her as they remain engaged in themselves they have no time for her moreover. She loses her identity when her name is changed from Suhasini to Jaya after marriage she feels kind of stagnation when she recalls that her life

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which seems so busy was nothing but a worthless persuit. She is taken for granted by everyone in the family that is why she feels like something for her identity. Jaya try to say here consider me as a individual human not a female.

Nayana a women dominated by men:

The novel is a sensitive portrayal of women head crossing the complicated paths of human consciousness which is presented by Shashi Deshpande. She accurately depicted the strong desire of the narrator. In the patriarchal society a male child is considered as the property in the family. The female child is considered as gloomy. It makes clear from the expression of Nayana when Jaya asks her why give you birth to a girl Nayana replies that "Behanji, who'll only suffer because of men all her life? Look at me! My mother loved me very much she wanted so much for me and here she was again, saying confidently this time will be son. "He... She gave a contemptuous shrug with the pronoun. "He says... He'll throw me out if I have another daughter...". It reflects the family pressure on women at the time of pregnancy.

S. P. Swan predicts, "The tragic predicament of the Deshpande protagonist is outcomes of male domination in a patriarchal culture"

A man who disobeys the law of nature :

The question rises that what fault of a women is, if she gives the birth to a female baby by obeying the law of nature. This is the aspect of contemplation. She is so submissive that she cannot disregard the nature. It is a man who disobeys the law of nature by aborting the female child in the lust of getting a son next time. Women does all this because of their burden of her husband and other family member. It is a crime against nature to abort the female child she is the creator of the world in the liberal Indian society gender determination testes are practiced and Indians are responsible and accused for killing female fetus.

Women existence without man:

To be free from womanhood is the goal of Jaya her womanly self is suffocating she struggles for freedom as she feels the family just like a prison where she considers herself insecure. In the conservative society, women are regarded as an independent woman. She has always been considered a secondary position man can think of himself without women but because of society cultural conditioning of Indian tradition she cannot imagine her existence without man.

In the novel Jaya gives up everything to believing her role of being Mohan's wife. She was urban middle class women. She feels that she has lived in silence all her life. She has to lead on a traditional, inactive, dutiful wife's role. Right from her childhood day she has been told stories of Sita, Savitri and Droupadi describing the sharing of their husband travels silent suffering.

Women as Silent or Mute Sufferers:

Vanita Mami advices Jaya just before her marriage as she says, "If your husband has a mistress or two ignore it. Take up a hobby instead cats may be or your sisters children". Although Jaya does not take Vanita Mami's counsel seriously. But a married women can never think friend in another man. Vanita Mami is barren. She wants a child she fasts and performs pujas and every possible ritual to be blessed for the child but all is in vain.

Jaya's maid servant Jeeja has her own story of cruelty her husband is a drunkard and frequently beat to her there is not any types objection about husband is accept another women. She thinks that she is barren and so he had every right to remarry. She willingly brings up their son after her husband and his mistress is dead. He is no different from his father when the son grows up he too becomes a drunkard who begins to beat his wife Tara. But Jeeja always scolds his wife whenever she happens to abuse her. "stop that, don't forget, he keeps the kumkum on your forehead what is a women without that?"

Mohan's mother has to wait for her husband late into the night, cooking the rice again and keeping it hot as, he wanted it fresh, hot and from an untouched vessel when he finds chutney is not fresh, he throws away the plate and food and leaves the house patiently. She prepare fresh chutney the meal again and sits down to wait. What hurts the reader is not only the cruelty of husband but also insensitivity of the son which displayed the continued discrimination against women. Vimla sister-in- law of Jaya died because nobody would have listened her illness. Vimla's mother-in-law is responsible for Vimla's death. They does not hear a women.

Jaya feels herself totally lost as she taken for granted by Mohan. She religious that her own feelings and emotions doesn't mean anything to him. Her realization that she is a non-entity in his eyes hurts her. In an earlier incident when her paternal uncle Ramu Kaka shows the family tree where in even boys of the family find mentioned but her name is missing. She questions this patriarchal family tree. Jaya is also shocked to find no mention of her mother, her aunts and even grandmother, who kept the family together she is full of anger and nervousness over such gender discrimination.

Conclusion:

Thus the novel is not imagery story. It is a story that happens in every middle class and educated Indian women's life. The Indian women, In this era are born at time when there is much awareness about her right, liberty to express her ideas, freedom in enjoy finance and silence continues.

In India, the women struggle cannot be separated from other system of domination and exploitation such as class, casts, gender etc. Indian constitution has granted rights of equality to everyone still women are not able to enjoy the freedom about their existence, desires and expectations. Any type of law cannot compel a husband to handle his wife in a way or the other the four walls of house. Hense, it is very difficult to change the mind set of male dominated society. The root cause of gender inequality is patriarchal system deeply rooted in Indian society. Our religious beliefs have made this system a legal and valid one. As a Manu, the Hindu law giver says, "Women are supposed to be in the custody their father when they are

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children, they must be under the custody of their husband when married and under the custody of their children in old age or as widows. In any circumstances she should not be allowed to assets herself independently". This is the real status of women in India, no matter she is a Hindu, Muslim or belong to any other religion.

The Progress made by Indian Feminist movement, women living in modern India still face many issues of discriminations when it will be stop? It is only through process of self- examinations and self searching through courage and resilience that only change situations from despair hope.

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मराठी साहित्य आणि संस्कृती

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श्री वसंतराव फराटे पाटील कला, वाणिज्य, विज्ञान
महाविद्यालय, मांडवगण फराटा ता. शिरूर जि. पुणे

प्रस्तावना–

मराठी भाषकांचे मौखिक-लिखित मुद्रित साहित्य आणि त्यांची संस्कृती यामध्ये अनुबंध आहे. हे अनुबंध उलगडण्याचा प्रयत्न थोडक्यात प्रस्तुत पेपर मध्ये मांडण्याचा प्रयत्न केला आहे.

संस्कृती असलेल्या लोकसमूहाची साहित्य ही एक अभिव्यक्ती आहे आणि साहित्यकृतीतून याच लोकसमुहाच्या विविध अवस्थांचे चित्रण होत असते. त्यामुळे साहित्यकृतींचे आकलन करुन घेताना वाचकांना- समीक्षकांना त्या भाषकांच्या संस्कृतीचे भान असणे आवश्यक ठरते.

उद्दिष्ट्ये –

१. मराठी साहित्याची ओळख करुण देणे.
२. संस्कृती संकल्पना स्पष्ट करणे.
३. मराठी भाषेची ओळख करुण देणे.
४. मराठी साहित्य व संस्कृती यांचा सहसंबंध स्पष्ट करणे.
५. संस्कृतीचे संवर्धन व संक्रमण करणे.

साहित्य आणि समाज आणि संस्कृती यांच्या अनुबंधा ची चर्चा तीन अंगाने करता येऊ शकते.

१) साहित्याची निर्मिती विशिष्ट स्थलकालबद्ध अशा सामाजिक,सांस्कृतिक आणि वाङ्मयीन वातावरणात होत असल्याने साहित्याचा समाज आणि संस्कृतीशी संबंध येतो
२) साहित्यात सामाजिक सांस्कृतिक स्तिथीगती, वास्तव, विचारप्रणाली मूल्य व्यवस्थांचे चित्रण केले जाते. साहित्यगत प्रतिमित सामाजिक सांस्कृतिक वास्तव हे प्रत्यक्षगत सामाजिक सांस्कृतिक व्यवस्थेशी प्रत्यक्ष अटळ नाते असते. या अंगाने साहित्याचा समाज आणि सांस्कृतीशी संबंध येतो
३) साहित्य हे वाचक आणि समाज मनावर काही एक संस्कार करते. हा परिणाम सौंदर्यात्मक, वाङ्मयीन, सामाजिक आणि वैचारिक स्वरूपाचा असतो. या अंगाने साहित्य हे समाज आणि संस्कृतीच्या जडणघडणीत सहभागी होत असते. तसेच संस्कृती ही साहित्याच्या जडणघडणीत सहभागी होत असतो. परिणामाच्या अनुषंगाने हे संबंध द्वंद्वात्मक अथवा परस्पराश्रयी असतात साहित्य आणि संस्कृती यांच्या अनुबंधाची मुद्यांच्या अनुषंगाने उपरोक्त चर्चा करण्यापूर्वी साहित्य आणि संस्कृती या संकल्पनेचा ही अर्थ सुस्पष्ट करणे अभ्यासाच्या दृष्टीने उपयुक्त ठरेल.

साहित्य – मराठी भाषेतील साहित्य ही संकल्पना इंग्रजीतील Literature या शब्दाला पर्यायी म्हणून उपयोजिली गेली. इंग्रजीतील literature या शब्दाचा शब्दकोशात अर्थ कला मूल्य असलेले लेखन, साहित्य विशिष्ट विषयावरचे वाङ्मय माहिती देणारे छापील वाङ्मय असा आहे. तसे साहित्य हा शब्द संहित या धातूपासून निर्माण झालेला असून साहित्याचा अर्थ एकत्र ठेवलेला असा आहे. साहित्याचा व्यावहारिक अर्थ सामानसुमान असा ही आहे. परंतु आपण साहित्याचे अभ्यासक म्हणून आपल्याला साहित्याचा जो अर्थ अभिप्रेत आहे. तो मौखिक, लिखित सर्जनशील साहित्य असा होय. परंतु मराठीत म्हणजे अशा सर्जनशील साहित्यासाठी वाङ्मय सारस्वत विदग्ध वाङ्मय, ललित वाङ्मय अशा पर्यायी संकल्पना उपयोजिल्या जातात. आजमितीस साहित्य आणि वाङ्मय या दोन संकल्पनाचा प्रामुख्याने आपण वापरतो .मराठी मध्ये साहित्या शिवाय मोठ्या प्रमाणात प्रचलित असलेली दुसरी संकल्पना म्हणजे वाङ्मय आता वाङ्मय याचा अर्थ वाक् (वाणी) असा होतो परंतु जो वाणी युक्त आहे ते सर्वच वाङ्मय असे म्हणता येत नाही. त्या प्रमाणेच जे जे लिहले जाते त्या लिखित साहित्यालाही साहित्य म्हणता येत नाही. या संरचनातील अतिव्याप्तीचा दोष टाळून आपण ज्या सर्जनशील साहित्याचा शोध घेतो ते ललित साहित्य होय. काटेकोरपणे निर्माण करण्यासाठी म्हणून साहित्याचा ललित व ललितेतर असा प्रकार भेद केला जातो. संस्कृत परंपरेमध्ये साहित्य असा शब्दप्रयोग इ.स. ९०० च्या सुमारास केला गेला. साधारणपणे रुद्रटा नंतर साहित्यशास्त्र हे काव्यामिमांसेचे मार्गदर्शक शास्त्र म्हणून रूढ झाले. तत्पूर्वी यास अलंकारशास्त्र असे संबोधले जात असे व त्या शास्त्राच्या आचार्यांना आलंकारिक अशी पदवी प्रदान केली गेली. प्राचीन काळात रस, गुण, रीती इत्यादीसाठी व्यापक अर्थाने अलंकार ही संकल्पना उपयोजली गेली की शब्दाअर्थालंकार इ. मर्यादित अर्थाने. अलंकार या संकल्पने शिवाय साहित्य या अर्थाने क्रियाकल्प अशी ही संकल्पना वापरली गेली. क्रियाकल्प याचा अर्थ काव्य करण्याचे नियम असा आहे. इ.स. ९०० च्या दरम्यान काव्यमिमांसेचे शास्त्र या अर्थाने साहित्यही संकल्पना उपयोजिली गेली आणि शब्द व अर्थ यांचे परस्परांना अनुरूप असे सौंदर्यशाहीत्व म्हणजे साहित्य असे स्थूलमानाने ठरले.

प्राश्चात्य परंपरेत साहित्याच्या व्याख्या, लक्षणे, सत्वाची चर्चा करून त्याचे स्वरूप स्पष्ट करण्याचा व्यक्तीगत व विविध प्रकारांनी प्रयत्न केला. पाश्चात्यांनी Literature आणि Imaginative Literature असा स्पष्ट फरक केलेला दिसतो अनुकृतीवादी ॲरिस्टॉटलने साहित्य ही जीवनाची सर्जक अनुकृती मानून ते विधात्मकतेची सत्वाची अनुकृती मानले व ते शब्द भाषेच्या माध्यमातून जीवनाची अनुकृती करते असे म्हटले. तर भावनाविष्कार आत्मविष्कार संबोधले. भावना विष्कारवादी वर्डस्वर्थने केलेली व्याख्या देखील हे स्पष्ट करते.

Poetry is the spontiuious overflow of powerful feeling.It take, if origin from emotion and recollected in tranquility . ही

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व्याख्या सर्व प्रसिद्ध आहे. त्यांच्या मते काव्य म्हणजे भावनांचा सहजस्फूर्त उत्कट तीव्र उद्रेक होय. रुपवादी परंपरेत साहित्य आणि काव्याची चर्चा भाषिक आणि रूप किंवा संरचनेच्या अंगाने केली आणि सेंद्रिय एकात्मता, अनेकार्थता, विरोधाभासात्मकता, व्यक्ती निरपेक्षपता, संदर्भात इ. सिद्धांत मांडले गेले.

वॉरन/क्लेफे यांनी मौखिक भाषा, कथनात्मकता, कल्पितता, संघटना, रुपबंध, व्यक्तीनिष्ठ अभिव्यक्ती, व्यावहारिक प्रयोजनाचा अभाव इ. विशेषांच्या आधारे साहित्य व अन्य लेखनात भेद केलेला आहे आणि त्यानंतर ह्या समीक्षकांनी साहित्य कलाकृती म्हणजे अर्थबाहुल्ययुक्त व विविध संबंधयुक्त गुंफणीतून स्तरीकरण झालेली एक जटिल स्वरूपाची संघटना असते असे म्हटले. साहित्याला जीवनानुभवाचा आविष्कार करते, जीवनाचा वेगवेगळ्या पद्धतीने अन्वयार्थ लावला जातो. साहित्य मूल्यांच्या संकल्पना असल्याने त्यामध्ये विविधता आढळते. म्हणूनच डब्ल्यू वी गँलीने साहित्य ही स्वभावतः वादग्रस्त संकल्पना आहे असे म्हटले आहे. साहित्य ही एक व्यामिश्र व अनेकांगी घटना आहे. म्हणून साहित्याची एकच एक व्याख्या असंभव आहे. म्हणून त्याच्या अंगविशेषाद्वारे केवळ स्वरूप स्पष्ट करता येऊ शकते. आपल्या कडे प्रा. गंगाधर पाटील यांनी साहित्याची सात अंगे सांगितली आहेत. या ठिकाणी साहित्य बरोबर संस्कृतीची संकल्पना देखील स्पष्ट होणे गरजेचे आहे.

संस्कृती – संस्कृतीची व्याख्या अनेक शास्त्रज्ञांनी करण्याचा प्रयत्न केला आहे.त्याची संक्षेपाने चर्चा करणे महत्वाचे आहे. काही शास्त्रज्ञांनी केलेल्या व्याख्या पुढील प्रमाणे –:

१) **इरावती कर्वे** – ''संस्कृती म्हणजे सकाळ इंद्रिय लावलेले वळण माणसाच्या सर्व व्यवहारात त्यात येणारे सर्व रीतीरिवाज नियम ज्ञान इ. सर्व काहींना समावेश होतो.''

२) **एडवर्ड टायटर** – ''समाजाचा एक सदस्य म्हणून मानव जे ज्ञान, कला, श्रद्धा, नितीतत्त्वे, कायदे, परंपरा आणि इतर क्षमता, सवय, तसेच इतर तत्सम गोष्टी संपादित करतो. त्या सर्वांच्या संमिश्र एकीकरणास संस्कृती असे म्हणतात.''

३) **एलफ लिंटन** – 'संस्कृती ही शिक्षित वर्तन प्रकारच्या कलांची संघटीत किंवा साचेबंध समग्रता होय मनुष्य एका विशिष्ट समाजाचा सदस्य या नात्याने जे जे वर्तन प्रकार शिकतो,ते सर्व वर्तन प्रकार व या संस्कृतीत समाविष्ट होतात.''

४) **मॅलीनोवास्की** – ''ज्याच्या सहाय्याने मानव आपली उद्दिष्ट्ये साध्य करतो ती मानव निर्मित साधने व मध्यम म्हणजे संस्कृती होय.''

५) **रा. ग. जाधव** – ''साहित्य हा संस्कृतीचा महत्वाचा घटक आहे.''

वरील सर्व व्याख्यांचा विचार केल्यास एक गोष्ट प्रकर्षाने जाणवते ती म्हणजे मानव अथवा मानवी समूहाच्या अंतरक्रीयेतून किवा संपर्कातून संस्कृती निर्माण झाली. विविध लोक समूहामुळे तिच्यात काळानुसार बदल घडत असतात प्रत्येक व्यक्ती सामाजिक अंतरक्रीयेतून प्रत्यक्ष वा अप्रत्यक्षरित्या संस्कृती शिकत असतो. म्हणजे संस्कृती ही जन्म:जात प्राप्त होत नाही मानव आपल्या गरजा गरजांसाठी जे विशिष्ट वर्तमान प्रकार निश्चित केले आणि हे सर्व समाजाच्या संस्कृतीद्वारे ठरविण्यात आले. व्यक्ती आपल्या सांस्कृतिक नियमानुसार वर्तन करीत असतो. जगातील प्रत्येक समाजाची संस्कृती वेगवेगळी आहे समाजात राहत असताना मानवाला ज्या गोष्टींचे ज्ञान झाले. तसेच त्याचा विश्वास ज्या गोष्टींवर बसला अशा गोष्टींना मुल्ये आणि प्रमाणके म्हणून स्वीकारले. बहुतेक यातील बरेच घटक अमूर्त स्वरूपाचे असल्यामुळे अशा घटकांना मानवाने मूल्य,संकेत, प्रतिक स्वरुपात स्वीकारले. म्हणूनच हॅरी जॉन्सने संस्कृतीची चर्चा करताना ज्ञान, विश्वास, मूल्य किवा प्रमाणके आणि चिन्हे यांचा संस्कृतीमध्ये समावेश केला आहे. प्रत्येक मानवी समाज अथवा समूहाची स्वतंत्र संस्कृती असते. कारण कोणत्या ना कोणत्या प्रकारचा फरक इतर समूहाच्या बाबतीत निदर्शनास येतो. हे वेगळेपण तेथील भौगोलिक, सामाजिक, आर्थिक, धार्मिक घटकांमुळे होते. एका विशिष्ट समाजाच्या संस्कृतीमध्ये असणारे ज्ञान, विश्वास, परंपरा, मूल्य, प्रमाणके संकेत हे दुसऱ्या समाजाच्या संस्कृतीमध्ये असतीलच असे नाही. म्हणून प्रत्येक समाजाच्या संस्कृतीनुसार त्याच्या ज्ञान, विश्वास, परंपरा, मूल्य, प्रमाणके संकेत इ. मध्ये भिन्नत्व आढळून येते. जसे कि भारातीय संस्कृती पाश्चात्य राष्ट्रांची संस्कृती यामध्ये भेद आढळतो. एवढेच नाहीतर एकाच देशात, प्रदेशात, समाजातही सांस्कृतीक भेद आढळतात. त्यांना पोटसंस्कृती असे संबोधले जाते.

साहित्य आणि संस्कृती सहसंबंध – साहित्याची निर्मिती स्थलकालबद्ध अशा सामाजिक, सांस्कृतिक आणि वाङ्मयीन अवकाशात होत असते. या अनुषंगाने साहित्याचा संस्कृतिशी संबंध येतो. साहित्यकृती घडलेली आणि घडवलेली असते असे तिच्या निर्मिती प्रक्रियेबद्दल दोन मते आढळतात. ती घडलेली असते असे म्हणताना तिची निसर्गनिर्मित वस्तुच्या नैसर्गिक घडनिशी तिचे नाते जोडले जाते. त्यामध्ये मानवाकडून ही गोष्ट घडते त्यासंबंधी तिचे अलौकिकवादी स्पष्टीकरण अभिप्रेत आहे. जसे की मज विश्वंभर बोलाविते ही ज्ञानेश्वरांची प्रतिक्रिया –

''करितो कवित्व म्हणाल कोणी ।
नव्हे माझी वाणी पदरीची .
माझीया नव्हे हा प्रकार ।।''

ही तुकाराम महाराजांची प्रतिक्रिया साहित्य निर्मितीच्या प्रतिभा शक्तीचे अलौकिक स्पष्टीकरण देण्यावर भर देणारी आहे.जसे इंग्रजी मध्ये poest are born not made असे म्हटले गेले. संस्कृती परंपरेतील बहुतांश प्रतिभा विषयक विचार हा भारतापासून ते जगन्नाथ पंडितापर्यंत प्रतिभा साहित्य निर्मितीशी निगडीत मनाची शक्ती असून जन्मत:च प्राप्त झालेली देणगी असते. मनाच्या एकाच्या अवस्थेत ती क्रियाशील होते ती अलौकिक शक्ती आहे .

समारोप – समाज जीवनातील संघर्ष साहित्य कृतींना जन्म देतात त्यानिर्माण झालेल्या साहित्यकृतीमध्ये वास्तवाचे विविध विचारप्रणालीचे, मूल्यव्यवस्थेचे चित्रण केले जाते. साहित्यकृतीत प्रतिमित होणारे सांकृतिक वास्तव प्रत्यक्षगत सांस्कृतिक वास्तवाचा एक अविभाज्य भाग असते या अर्थाने सांकृतिचा साहित्याशी जवळचा संबंध असतो.

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A STUDY ON THE CAUSES AND EFFECTS OF MOONLIGHTING IN IT SECTOR

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Abstract
This study is based on the current challenges that IT (Information Technology) organizations are facing due to the concept of Moonlighting. The term moonlighting is not new and has been in existence since long but has gained momentum especially after the pandemic of Covid-19 which had an adverse effect across the World. Moonlighting is conventional in IT sector as compared to others sectors due to the flexibility in working hours and the option of Hybrid and WFH (Work from Home) culture. When employees tend to hold additional job alongwith their primary job to fulfill their pecuniary and non-pecuniary objectives it is called as Moonlighting and this has been increasing since beginning of year 2022 as employees are concerned more about their economic well-being rather than their professional advancement.
Convenient sampling technique and Secondary data was taken into consideration during the study which was based on the reports and statistics shared by Financial Express, Free Press Journal, Techcircle and Business Today. During the study, twenty telephonic interviews and ten face to face interviews were conducted to draw conclusions from the population and the result obtained was that, multiple-job holding were used by individuals to cater to their financial problems, increased financial obligations within their family as well as to satisfy the non-pecuniary priorities in their modern life. A simple closed ended questionnaire was prepared with 10 questions for the interview with a remark of Yes or No.
The study has also highlighted the various practices that can be implemented by the human resource management (HRM) to curtail the option of moonlighting amongst their employees so that the Employers policies and terms are not affected by moonlighting, The study concludes that employees are ready for moonlighting due to additional financial benefits, career growth opportunities, exposure to newer technological skills, personal development, efficient time utilization as well as job security.
Moonlighting has also been increasing tremendously after the pandemic due to deduction in salary especially removal of variable pay by many IT organizations which resulted into employees for moonlighting and as such organizations has to consider the importance of non-pecuniary and pecuniary factors while framing the HR policies to reduce moonlighting amongst employees. Various types of moonlighting are also included in the study.
Keywords: Moonlighting, Career Growth, Technological Skills, Variable Pay.

Introduction

IT sector is considered as one of the most important sector and the backbone of our economy as they contribute to the economic development of our Country. They also provide employment opportunities to individuals and mostly graduate students who are freshers. Especially after the pandemic of Covid-19, IT industry had to face many challenges as many IT organizations started hybrid and WFH (Work from home) culture. Many big and renowned IT companies also reduced the salary and variable pay of employees which led to employees moonlighting. Moonlighting refers to a side job in addition to one's primary employment. Even though the attrition rate was the highest in IT, freshers were recruited in bulk with lesser CTC (Cost to Company) and due to the low salary employees started looking for other jobs to meet their needs as online opportunities were increasing and for second

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source of income they started working in their spare time which led to issues like lower employee-employer loyalty and health issues due to stress of work at both ends. IT sector has become more flexible in terms of work culture which also increased moonlighting as employees took over to side jobs for personal as well as professional growth and updation of skills due to technological advancements. Moonlighting not only affects the primary workplace but also the second workplace as employees have to meet the deadlines which leads to stress, health problems and mental issues.

Big debates have been triggered due to Moonlighting as some consider it as unethical on the employees part as it breaches the contractual obligations of their primary job. Some consider it as ethical as it is the right of youngsters whose income is low to look out for additional job during their spare time to earn extra. Due to the exposure of moonlighting, many IT companies have taken extreme measures to prevent it further by either giving warning to their employees who indulge in such acts or terminate them from their job.

Moonlighting has led to unproductive and physical fatigue of an employee which in turn affects the projects they are involved in leading to cost escalation of the organization. Moonlighting can also lead to sharing of trade secrets to their competitors which leads to huge losses in terms of revenue generation of their primary job organization. There are four types of moonlighting – Blue Moonlighting, Quarter Moonlighting, Half Moonlighting, and Full Moonlighting.

- **Blue Moonlighting**: When the management responds positively to the demand of employees during performance appraisal in terms of wages benefits and when some employees are dissatisfied with the offer they look out for second job to earn extra income but are disappointed due to lack of skills which is called as Blue Moonlighting.
- **Quarter Moonlighting**: When an employee look for a part time job after his primary working hours as he/she is not happy with the present salary and to earn extra from the second job it is called as Quarter Moonlighting which help a person to meet their daily requirements.
- **Half Moonlighting**: When an employee who is fond of luxurious life and also want to save for future but tends to spend more than what he/she actually earns looks out for opportunity for earning extra income it is called Half Moonlighting.
- **Full Moonlighting**: When an employee finds extra time in their profession or has a feeling that they are earning less compared to their expectations and their friends who are less qualified but earning more, they try to develop their own entrepreneurship while working in their regular job as their financial and social position is determined by their second occupation. This is called as Full Moonlighting.

Smruti Kasulwar, Vice President – Human Resources & Administration at Salaam Bombay Foundation adds that, "While technology and remote working have helped in boosting employee morale and productivity by cutting down on unnecessary commute time, it has also enabled moonlighting. She suggested that if companies have to stop moonlighting amongst their employees, then they have to focus on salaries of employees which should be at par and fitment with industry standards.

Objectives of the Study

- To identify the factors responsible for moonlighting amongst IT employees.
- To study the impact and relationship between moonlighting and job satisfaction amongst IT employees.
- To study the rising trend of online employment opportunities resulting in moonlighting.

Moonlighting is considered as both "A negative and a positive practice". Research within the last two years has shown that there is a rise in the trend of moonlighting

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and it is the need of the hour to study in-depth the implications as well as consequences that led to moonlighting.

Literature Review

Anushruti Singh. - "Moonlighting in India: Another Work Trend That Is Sparking a Lot of Interest." SME Futures, 4 Apr. 2022, - The article published in SME Futures states that, Moonlighting is making waves in India which has its own pros and cons and has mentioned the opinions of various co-founders and consultants. https://smefutures.com/moonlighting-in-india-another-work-trend-that-is-sparking-a-lot-of-interest/

(Dr. Amanjeet Singh Sethi, 2022) – The articles states that, it is impossible to stop moonlighting of employees in the corporate world but can be reduced to certain extend if the organization has innovative HR strategy in place related to moonlighting. The author also mentions that some organizations may be in favour of moonlighting if it does not affect their confidentiality in terms of business and some may be against their employees taking up secondary jobs taking into account their business confidentiality.. The article has given information related to how some of the companies have implemented Moonlighting Policy in their organizations. It was concluded that proper HR policy and strategy should be considered across various companies across the globe

(George & George, 2022) – In their article states that, due to the changes in the global environment and economy, employees have started looking forward for secondary jobs due to inflation and remote work. The study also compared the rate of moonlighting in the IT sector and the relationship between workers' main job and secondary job and how an organization can support their employees economically to reduce moonlighting.

Itika Sharma Punit – Article published in South Asia Newsletter, on 5th October 2022, states that, India's tech outsourcing giants are not happy about employees taking up second jobs and companies are dealing with a growing trend of employees "moonlighting" or taking up second jobs. https://restofworld.org/2022/newsletter-south-asia-moonlighting-indian-law/

Seema - Article titled "Rising Moonlighting of IT/ITES Professionals in India" published in International Journal of Innovative Technology and Exploring Engineering (IJITEE), ISSN: 2278-3075, Volume-8 Issue-7S2, May 2019. The author has given importance of multitasking amongst IT employees and states that individuals working in this industry looks forward for various coping strategies to keep them ahead with the dynamics of rightsizing and prefer skill diversification, skill enrichment, working for new ventures and freelancing for their personal goals. It was concluded that, moonlighting is rising to a new phenomenon of multi jobbing in the context of emerging human resource development.

(Seema V. C.) - Investigated the effect of Job Satisfaction on Moonlighting Intentions and concludes that Organizational Commitment has a mediating effect between Job Satisfaction and Moonlighting Intentions whereas Job Satisfaction has a high impact on Organizational Commitment.and the mediating effect of Organizational Commitment.

Shweta Sangwan- Article titled "Managing Employee Moonlighting: Issues And implications" published in IJSRE (International Journal of Scientific Research and Education), Volume 2 Issue 12 December 2014, states that, second job is taken over by employees to fulfill their various needs and the employers must not try to stop them but should focus on preventing any conflict of interest. It was concluded that, employers may prohibit employees from moonlighting but as the relationship between an employer and employee extends beyond the legal contracts it is important to have a policy regarding moonlighting to ensure harmonious relationship between employer and employee.

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Research Methodology
The study has examined various aspects of employee moonlighting and data was collected from 30 IT respondents working in Pune city. Secondary data i.e. newspapers, journals and articles were referred for preparation of questionnaire.

Data Collection
Data collection involved primary as well as secondary data.

Primary Data
Included face to face interview and telephonic interview.

Secondary Data
Included referring to various Journals, newspapers, research papers and articles.

Type of Research
For this study, the research used was descriptive in nature.

Sample Design, Sample Size and Sampling Method
The sample selected for this research study was the employees working in Information Technology (IT) sector. The sampling technique used for the study was Convenience sampling and the sample size was 30 respondents all freshers (20 respondents were contacted telephonically with a preset closed ended questionnaire and 10 respondents were interviewed face to face with the same questions of that of closed ended.

Findings
Based on the answers received from Thirty IT respondents, Table 1 displays the respondents who gave their answers as YES as to why employees are moonlighting and based on the respondents' answers, data analysis and interpretations were taken into consideration.

Table 1

Moonlighting Reasons	No of Respondents who said "Yes" to Moonlighting
Low Package (CTC)	4
Profile Mismatch	6
Lack of Training	5
Removal of Variable Pay	8
Tenure of Contract	3
Organization Culture	1
Working Hours	3
Promotion Withheld	4
Team Support	2
Job Non Satisfaction	4

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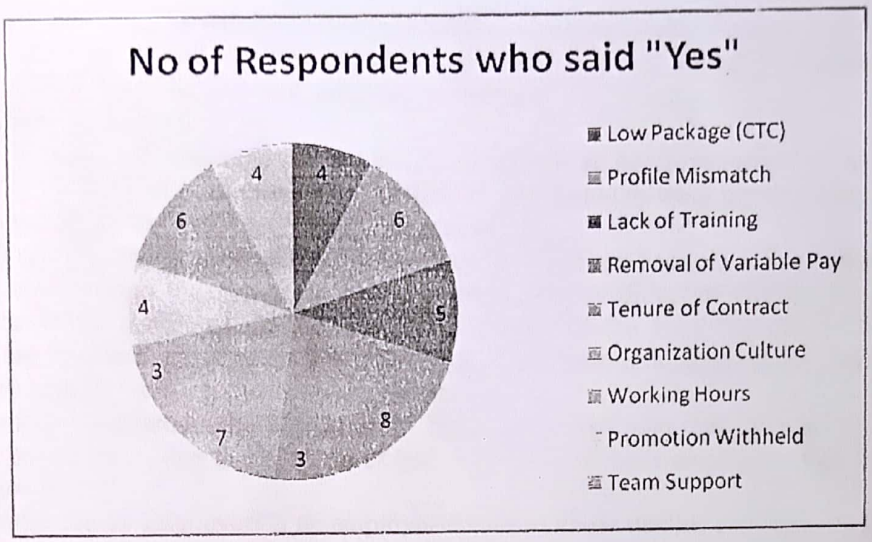

Interpretation

The above ten basic questions were asked in the questionnaire who joined the various IT organizations during Post Covid period. One of the main concerns that the respondents had were that their variable pay was removed from the salary structure and since CTC was already low they were unhappy with the organization where they were / are working. Other factors included, profile mismatch after joining the organization and organization culture.

It was noted during face to face interview that, respondents were not willing to give the right answers regarding Moonlighting.

Scope of the Study

The scope of study was limited to freshers of IT sector in Pune.

The Limitations of the Study Included

1. Only freshers were contacted who had joined organizations beginning 2022.
2. Since the questionnaire was closed ended, the respondents were unable to share some of their real problems they faced in their organizations.
3. The respondents were only from Pune city.
4. Since most respondents were contacted through telephone, could not judge whether they were sharing the true facts.

Moonlighting also has its Own Advantages and Disadvantages

Advantages of Moonlighting

- Additional source of income- If the salary of an employee is low as compared to their family expenses, then second source of income is always beneficial for them.
- Additional Skill and knowledge – By working in the second job, the employee might get more exposure to technological skills as his work demands those skills.
- Career Growth- By gaining certain skill sets, an employee can grow in his career and reach to the level they had desired.
- Security- Professionals look forward for second job as they have a feeling that their first job is not safe.
- Freedom: A second job or career can bring psychological benefits to an employee, such as the feeling of not being shackled to one company only.

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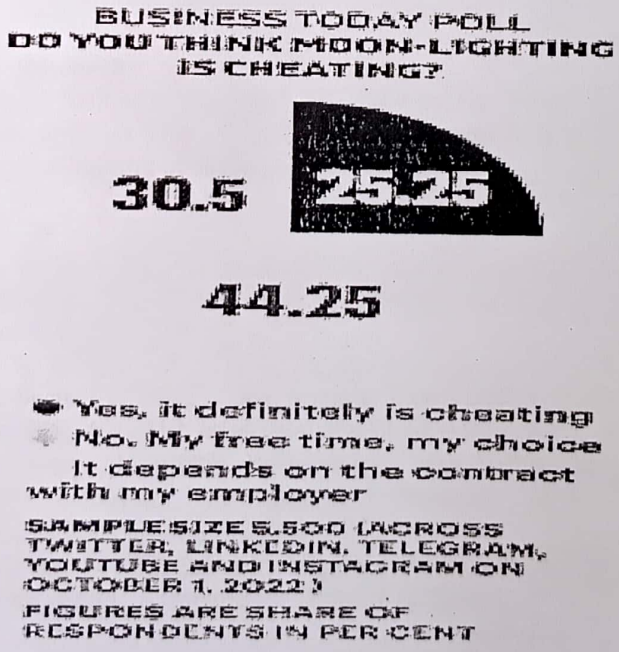
- Loan repayment – The pandemic had increased the loan and debt of many employees due to reduction in salary and variable pay and a second source of income is beneficial for repayment of loan like housing loan, educational loan etc.

Disadvantages of Moonlighting

- Time: Working in the second job can become hectic as an employee gets no time to take rest and also to be a part of other social activities. It is tiresome to work continuously without any break and report to two employees at the same time.
- Conflict of interest: While working for the second job, it can become a dicey situation as your primary employer may condemn you for passing out confidential information of their business activities. J. Daniel Marr, Managing Director of the New Hampshire law firm Hamblett and Kerrigan states that. "It is a big issue in software industries where you use part of what you learned from your primary employer,"
- Performance and productivity downfall: Working in two jobs can have an impact on employee performance due to the stress of handling work of both employers and forced to meet the deadlines.
- Dissatisfaction by Employer: If an employer comes to know that his employee is working in another organization as well, it will dissatisfy the primary employer and it might happen that they are removed from the primary job as well. Hence it is important to follow the policies and norms of the primary employer or keep in loop that they are working part time elsewhere also.
- Health Issues- Working without rest and tension can lead to both mental and physical health issues which can also lead to imbalance in family life.
- Ability to give justice to the primary job is comprised – While working in two organizations at the same time, one cannot give justice to their primary employer due to work stress.

According to the polling done by Business Today regarding Moonlighting, 44.25% respondents polled in favour of Moonlighting. Below figure shows the polling percentage.



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Suggestions and Recommendations

During the interview, following suggestions were shared by the respondents and if it is taken in a right way by any organization, moonlighting can be curtailed to a certain extend.

- If an employee is assured of good package according to his profile and skill set, then moonlighting can be reduced.
- Job satisfaction – This is one of the most important factor that an employee looks for alongwith salary. It may even happen that an employee is earning very good salary but is not satisfied with the job that he/she is currently doing.
- Provide HR Manual with all policies and instructions related to the perks and other benefits that an employee is eligible on joining and after completion of probation period.

Conclusions

Moonlighting was in existence even before the pandemic but post pandemic, moonlighting has geared up momentum not only in India but across the country. Many employees lost their dear and near ones and to give support to their families and their siblings, employees started looking for second job. Also as compared to other sectors, IT sector has seen the growth in moonlighting amongst their employees and big IT firms like Infosys and Cognizant have giving warning to their employees as well as given layoff to thousands of employees for breach of contract and working with second organization without the consent of primary employer. Moonlighting can also be considered as cheating if an employee has already signed an agreement contract that he/she will not indulge or work with other organization but go against the contract signed and take up second job. However, it cannot be considered as cheating if the employment contracts do not have such a clause or provide relaxations

It is also very clear that with the increasing online opportunities, employees tend to apply for jobs that fits their skill sets and to earn more they apply to such jobs. It is very much sure that moonlighting cannot be stopped but can be regulated and controlled with proper terms and policies and implementation of them taking into consideration employees benefits. Also recent layoffs in organizations like Amazon, Infosys will increase moonlighting and as such it is important for employers and HR department to re-look and re-design their organizational culture.

Future Scope for Research

Since this study was limited to only few respondents from Pune, there is future scope of research in various other IT Hubs like Hyderabad, Bangalore and Mumbai to understand more reasons for Moonlighting of employees.

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७. पंडिता रमाबाई एक स्त्री समाजसुधारक

प्रा. देशमुख सुरेखा विठ्ठल
मराठी विभाग प्रमुख, श्री वसंतराव फराटे पाटील कला, वाणिज्य व विज्ञान महाविद्यालय,
मांडवगण फराटा ता. शिरुर जि. पुणे.

प्रस्तावना

पदवी आणि पदव्युत्तर शिक्षण घेत असताना , वाचन करताना नेहमी असे वाटायचे की स्त्रियांना शिक्षणाचा हक्क मिळवून देण्यासाठी,त्यांना या समाजात स्वतःचे अस्तित्व मिळवून देण्यासाठी अनेक समाज सुधारकांनी प्रयत्न केले. त्यांच्याबद्दल आपल्या मनात आदर असतो. व ती माणसे समाजासाठी एक प्रेरणास्थान असतात अशा व्यक्तींची जडण-घडण, त्यांचे विचार कार्यकर्तृत्व, विचारधारा इ. समजून घेण्यासाठी त्यांच्या विचारांचे मंथन होणे गरजेचे आहे.

स्त्रियांच्या सर्वांगीण विकासाठी स्त्रीशिक्षणासोबत समाजरचनेत बदल होणे आवश्यक असते. राजकीय क्षेत्रात तसेच कायद्यांमध्येही आवश्यक बदल करणे गरजेचे आहेत, पण खऱ्या अर्थाने विचार केला तर धैर्य व आत्मविश्वास स्त्रियांनीस्वतः बाळगला तर स्त्रियांच्या प्रगतीला कोणताही अडथळा येणार नाही हे एकोणिसाव्या शतकातील समाजसुधारक स्त्रियांच्या कार्यावरून लक्षात येते. सावित्रीबाई फुले यांना स्त्रीशिक्षणाच्या आद्य प्रवर्तक म्हणतात त्याच बरोबरीने पंडिता रमाबाई यांचे शैक्षणिक कार्य व विचार आजच्या काळातही सर्वांना मार्गदर्शक आहेत.

"स्त्रियांच्या मुक्तीसाठी लढा पुकारणारी महाराष्ट्रातील सर्वात थोर लढाऊ स्त्री" पंडिता रमाबाईंच्य संदर्भात निश्चितपणे म्हणता येईल. उच्चवर्णीय हिंदू स्त्री म्हणून जन्माला आलेल्या रमाबाईंनी ब्राम्हो समाजाच्या मार्गाने वाटचाल करीत फादर मेहेमिया गोरे यांचा उपदेश स्वीकारून १९८३ साली ख्रिस्ती धर्म स्वीकारला धर्म आणि समाज सुधारणेकडे पाहण्याचा त्यांचा दृष्टीकोन बुद्धिनिष्ठ आणि मानवतावादी होता. भारतीय स्त्रीला समाजातील योग्य स्थानापासून वंचित करणारे सर्व प्रकारचे पूर्वग्रह दूर करणे हे त्यांचे ध्येय होते. धर्मशात्राच्या स्त्रियांविषयीच्या पूर्वग्रहामुळे स्त्रीयांना सर्व प्रकारच्या अवहेलनेला सामोरे जावे लागत होते. या विषयावर त्यांनी टीकात्मक लेखन केले. एकोणिसाव्या शतकात खऱ्या अर्थाने स्त्रीशिक्षणाचा पाया घालण्यात आला. पंडिता रमाबाई त्या काळी स्त्रियांच्या बाबतीत पुरोगामी विचारांच्या होत्या स्त्रियांना शिक्षण दिल्याने त्या आर्थिक दृष्ट्या स्वावलंबी झाल्या तरच स्त्री जातीचे कल्याण होईल या मतांचा त्यांनी पुरस्कार केला. भारतीय स्त्रियांमध्ये शिक्षणाची व नवविचारांची ज्योत पंडिता रमाबाईंनी पेटवली.

एकोणिसाव्या शतकाच्या उत्तरार्धात स्त्री जीवनाचे जे वैचारिक पुनरुत्थान झाले त्यात पंडिता रमाबाई यांचे नाव प्रामुख्याने घेता येईल त्यांच्या समाजकार्याची स्थळे, त्यांचे वेगळेपण, सामाजिक व कौटुंबिक जडण – घडण, त्यांच्या कार्यकर्तृत्वाची ओळख, तत्कालीन सामाजिक परिस्थिती यांचा विचार समाजास दिशादर्शक आहे.

उद्दिष्ट्ये

1. पंडिता रमाबाई यांचा परिचय करून देणे.
2. स्त्री शिक्षणाची वाटचाल समजावून घेणे .
3. स्त्रीयांच्या विकासातील पंडिता रमाबाईचे योगदान अभ्यासाने .
4. पंडिता रमाबाईंच्या कार्याचा परिचय करून देणे.

महाराष्ट्राची स्त्रीविषयक सामाजिक आणि सांस्कृतिक पार्श्वभूमी

भारतात ब्रिटीशांची सत्ता प्रस्थापित केल्यानंतर ज्या सुधारणा केल्या त्याचा संपूर्ण समाजावर परिणाम झाला. समाजसुधारकांची एक अखंड परंपरा याच काळात निर्माण झाली. राजा राममोहन रॉय, ईश्वरचंद्रविद्यासागर, स्वामी दयानंद सरस्वती, महात्मा फुले, आगरकर, महर्षी कर्वे इत्यादी नावे

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सांगता येतील. या समाजसुधारकांच्या प्रयत्नांमुळे अनेक सामाजिक सुधारणा हळूहळू घडून येत होत्या. इंग्रजांच्या प्रभावामुळे तत्कालीन सुशिक्षित सुधारकांनी आपल्या पत्नीला शिक्षण देण्याचे ठरवले. घरातूनच होणारा विरोध सहन करत पतीची आज्ञा म्हणून शिक्षण घेताना या स्रियांची अवस्था अतिशय दयनीय होत असे. एकोणिसाव्या शतकाच्या उत्तरार्धापर्यंत बालविवाह, परित्यक्ता, गणिका व देवदासींची प्रथा पाळत असलेल्या स्रिया देखिल खूप होत्या. स्री प्रश्न हा कितीही जुना असला तरी या प्रश्नांची सर्वांगीण चर्चा व चिकित्सा करुण त्याची उत्तरे समाजसुधारकांनी शोधली. स्रीशिक्षण, बालविवाह, विधवा-पुनर्विवाह, केशवपन, सतीप्रश्न, यांसारख्या महत्वाच्या स्रीप्रश्नांची चर्चा व बदल घडून आणले. विचाराला कृतीची जोड देऊन अनेक क्षेत्रातील विचारवंतांनी जी भूमिका त्या काळात घेतली ती महत्वाची ठरत आली आहे समाजसुधारकांच्यापंडिता रमाबाईंच्या प्रयत्नांमुळे अनेक बदल समाजात घडून आले.

स्री शिक्षणासाठी स्वातंत्र्यपूर्व काळात तसेच स्वातंत्र्यानंतरही अनेकांनी प्रयत्न केले. स्रियांनीदेखील या कार्यात स्वत:ला वाहून घेतले. सावित्रीबाई फुले, पंडिता रमाबाई, रमाबाई रानडे, ताराबाई मोडक, कमलाताई होसपेट, ताराबाई शिंदे, अनुताई वाघ, यांसारख्या स्रीसुधाराकांचे योगदान महत्वपूर्ण आहे. स्वातंत्र्यानंतरचे बदललेले कायदे आणि शिक्षणाच्या संधीमुळे स्रिया आता सर्वच क्षेत्रांमध्ये आपला ठसा उमटवत असल्याचे दिसून येते. आंबेडकरांच्या प्रयत्नांमुळे हिंदू कोड बिलाचा स्रियांना विशेष फायदा झाला. वारसा हक्क व घटस्फोटाचा अधिकार स्रियांना मिळला. अनेक चळवळींमध्ये स्रियांना सहभागही वाढला. सामाजिक व वैचारिक प्रबोधनामुळे स्रीयांकडे बघण्याचा समाजाचा दृष्टीकोन बदलल्याचे दिसून येते.यामध्ये पंडिता रमाबाईचे महत्त्वपूर्ण असे योगदान आहे.

पंडिता रमाबाई यांचा परिचय

स्रीयांच्या मुक्तीसाठी लढा पुकारणारी महाराष्ट्रातील सर्वात थोर स्री असे पंडिता रमाबाई यांच्या संदर्भात निश्चितपणे म्हणता येईल उच्चवर्णीय हिंदू स्री म्हणून जन्माला आलेल्या रमाबाईंनी ब्राम्हो समाजाच्या मार्गाने वाटचाल करीत फादर मेहेमिया गोरे यांचा उपदेश स्विकारून १८८३ साली ख्रिस्ती धर्म स्वीकारला धर्म आणि सामाजसुधारनेकडे पाहण्याचा त्यांचा दृष्टीकोन बुधीनिष्ठ आणि मानवतावादी होता. भारतीय स्रीला समाजातील योग्य स्थानापासून वंचित करणारे सर्व प्रकारचे पूर्वग्रह दूर करणे हे त्यांचे ध्येय होते.आणि त्याला अनुसरून त्यांनी लेखन देखील केले. पंडिता रमाबाई त्या काळी स्रियांच्या बाबतीत पुरोगामी विचारांच्या होत्या.स्रियांना शिक्षण दिल्याने त्या स्वावलंबी होतील. स्रिया पुरुषांपेक्षा कमी नाहीत हे ताराबाई शिंदे यांनी ओळखले व १८८२ साली स्री – पुरुष तुलना हा ग्रंथ निर्माण केला. आर्थिक परिस्थिती उत्तम असणाऱ्या घरात जन्माला आलेल्या ताराबाई विवाहानंतर अवघ्या ६ महिन्यात विधवा झाल्या व नंतर त्यांना खऱ्या अर्थाने स्रियांना कोणत्या संकटांना, अवहेलनांना सामोरे जावे लागते याचा अनुभव आला त्यामुळे त्यांनी अशा प्रथांविरुद्ध आवाज उठवला त्यांच्यावर लहानपणापासून सत्यशोधक विचारांचे संस्कार झाल्यामुळे त्यांचे व्यक्तिमत्व बंडखोरी, विद्रोही, होते त्यांचा स्वभाव धाडसी व करारी होता. त्यांनी समाजात स्रियांना समानतेची वागणूक मिळावी म्हणून कार्य केले. त्यांनी आपल्या ग्रंथाची रचना स्रियांची गुलामगिरीची मानसिकता अशी केली स्री – पुरुष तुलना हा ग्रंथ महाराष्ट्रीयन स्रीवादी लेखन आहे म्हणून त्यांना महाराष्ट्राच्या शिल्पकार म्हणून संबोधले जाते. पंडिता रमाबाई व ताराबाई शिंदे यांचे विचार स्रियांना स्व:ताचे अस्तित्व मिळवून देतात. याचा विचार प्रस्तुत निबंधात केला आहे.

पंडिता रमाबाई यांचे चालीरीती, रूढी, परंपरा विषयीचे विचार

स्री म्हणजे त्याग, चारित्र्य, प्रतिष्ठा यापलीकडे ती एक माणूस आहे. चालीरीती, रूढी, परंपराच्या नावाखाली अस्तित्व संपुष्टात येऊ लागले. हे पंडिता रमाबाईंच्या लक्षात आले. त्यांनी १८८२ मध्ये आपली मुलगी मनोरमा हिस घेऊन पुणे या ठिकाणी स्थायिक होण्याचा निर्णय घेतला व बालविवाह, विधवापुनर्विवाह इ. घातक चालीरीती व रूढी परंपरा यातून स्रियांना मुक्त करण्याच्या उद्देशाने त्यांनी प्रथम पुणे व नंतर अहमदनगर , सोलापूर, ठाणे, मुंबई, पंढरपूर, बार्शी इ. ठिकाणी आर्य महिला समाजाची स्थापना केली व आपले संपूर्ण आयुष्य स्री उद्धारासाठी व्यथीत करण्याचा संकल्प केला. स्रियांना सक्षम करण्यासाठी चालीरीती, रूढी, परंपराच्या नावाखाली होणारे स्रियांचे शोषण थांबले व खऱ्या अर्थाने स्रिया सक्षम होतील.

पंडिता रमाबाई यांचे शैक्षणीक विचार

पंडिता रमाबाईंना लहानपणापासून खडतर आयुष्य अनुभवास मिळाले होते. त्यातूनच स्रीयांच्या गुलामगिरीला कारणीभूत समस्या जाणवत गेल्या. त्यांच्या शोधक व संवेदनशील मनाला तत्कालीन स्रीचे करुण व परावलंबी जीवन दिसून आले. या स्रियांसाठी आपण काहीतरी केले पाहिजे या

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विचाराचे बीज आयुष्याच्या खडतर वाटेत त्यांच्या मनात रुजले स्वःता पंडिता रमाबाईंना उच्च शिक्षणमिळाल्यामुळेच त्यांना मानसन्मान व गौरव मिळला होता. त्यामुळे त्यांना स्री शिक्षणाचे महत्त्व जाणवले. पुरातन काळी देखील आपल्या देशात स्रीयांना शिक्षण दिले जात होते. हे समजण्यासाठी साठी "स्रियांना संस्कृतिचे शिक्षण दिले पाहिजे". असा त्यांचा आग्रह होता. पंडिता रमाबाईंनी ज्ञानोदय वृत्तपत्र चालवले. यामध्ये त्यांनी स्री शिक्षणाची गरज व महत्त्व यावर लिखाण केले. स्रियांना विद्या आवश्यक आहे. सुशिक्षित स्री घराचे भूषण असते या विचारांच्या पंडिता रमाबाई होत्या. पारंपारिक शिक्षण हे बदलत्या काळात इतर स्रियांना मदत करण्यासाठी पुरेसे पडणार नाही. स्रीयांत जागृती करायची असेल तर आधी त्यांच्या उपयोगी पडता येईल असे काही उपयुक्त शिक्षण घेतले पाहिजे असे त्यांचे विचार होते. भेदभाव न करता स्रियांना समानतेची वागणूक शिक्षणाने मिळेल. याविषयी त्यांनी आपल्या स्री – पुरुष तुलना ग्रंथात अगदी विस्तृतपणे व निर्भीडपणे आपले विचार मांडले आहेत.

पंडिता रमाबाई शिंदे यांचे सामाजिक कार्य

पंडिता रमाबाई व ताराबाई शिंदे यांनी त्यांचे आयुष्य महिलांना त्यांचे हक्क मिळवून देण्यासाठी अर्पण केले. स्री शिक्षण आणि सामाजिक सुधारणा ही दोन प्रमुख उद्दिष्ट्ये होती. त्यांच्या सामाजिक सुधारणेची दखल घेत ब्रिटीश राजवटीद्वारे पुरस्कार देखील जाहीर करण्यात आला होता. पिडीत महिलांना आधार देण्यासाठी त्यांनी प्रथम पुणे येथे व नंतर अहमदनगर, सोलापूर, बार्शी, इ. ठिकाणी आर्य समाजाची स्थापना केली. धर्म आणि समाजसुधारनेकडे पाहण्याचा त्यांचा दृष्टीकोन बुद्धिवादी आणि मानवतावादी होता. भारतीय स्रीला समाजातील योग्य स्थानापासून वंचित सर्व प्रकारचे पूर्वग्रह दूर करणे हे त्यांचे ध्येय होते. स्रियांचे प्रश्न सोडविण्यासाठी त्यांनी ज्ञानोदय वृत्तपत्र चालवले पुणे या ठिकाणी त्यांनी प्रवचने, व्याख्याने, पुराने यातून स्रियांना आपल्या हक्काविषयी जागृती करण्यास सुरुवात केली.

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12) मराठी कादंबरीतून आलेला शिक्षकांचा जीवनानुभव एक चिकित्सक अभ्यास (इ.स. ...
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13) नारायण सुर्वे यांच्या कवितेतील वेदना व विद्रोह
डॉ.अत्तार अमजद हारूण, शिराढोण ||61

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प्रथा चालू राहिल्यास कुणाचे हित होणार आहे याचाही यादृष्टीने विचार होणे महत्त्वाचे ठरते.

भारतीय राज्यघटनेने आपल्याला काही मूलभूत अधिकार दिलेले आहेत. ते अधिकार आपल्यापासून कुणीही हिरावून घेऊ शकणार नाही. अन्न, वस्त्र, निवारा आणि शारिरीक आरोग्य ही मानवाची मूलभूत गरज आहे ती पूर्ण करण्यसाठी भारतीय राज्यघटनेने आपल्याला काही अधिकार दिलेले आहेत. परंतु हीच मूलभूत गरज देवदासींची पूर्ण होते आहे काय? त्यांना दोन वेळेचं जेवन सन्मानाने मिळत आहे काय? त्यांना हक्काचं म्हणावं असं आश्रयस्थान आहे काय? की जेथून त्यांना कुणीच कधीही हाकलू शकणार नाही असं. अंग झाकण्यासाठी त्यांच्याकडे वस्त्र किती आहेत हाही विचार करावाचं लागेल. जेव्हा आपण आरोग्याचा विचार करतो, तेव्हा खेदाने म्हणावे लागेल, की ज्यांना मुळात पोटभर अन्न नाही, डोक्यावर छत नाही, अंगावर एकच कपडा कित्येक दिवस असतो, घाणेरड्या ठिकाणी राहून त्यांचे शारीरिक आरोग्य कसे असू शकते? हे आपल्याल लक्षात आल्याशिवाय राहणार नाही. जिथे मूलभूत सुविधाच मिळत नाही आहेत तर मग तिथे त्यांच्या विकासाच्या दृष्टीने कोणते कार्यक्रम किंवा योजना आखल्या जात असतील हा फार गहन प्रश्न आहे.

देवदासींचे कोणतेच प्रश्न शासन आणि चळवळी अथवा सामाजिक संस्थां सोडवू शकलेल्या नाहीत ही अतिशय खेदाची बाब आहे. देवदासींचे प्रश्न शासन सोडवू शकले त्याचबरोबर त्यांना देवदासी होण्यापासूनही रोखू शकता आलं नाही हे शासन, सामाजिक संस्था अथवा चळवळींचं अपयश आहे असंच म्हणावं लागेल. जर शासनाने कठोर पावलं उचलली असती तर आज २०२२ मध्ये पूजा सिंग सारखी उच्च शिक्षित मुलीने देवाशी लग्न केले नसते.

संदर्भग्रंथ :

१) कांबळे उत्तम, देवदासी आणि नग्नपूजा
२) कांबळे उत्तम, अनिष्टप्रथा
३) गवस राजन, चौंडक
४) गवस राजन, भांडारभोग
५) दळवी विजयकुमार, जोगवा
६) संपा: वाघमारे वैजनाथ, साद त्रैमासिक, दलित विशेषांक २०११
७) विकीपिडीया

07

लोकसाहीत्यातून प्रकट होणारे स्त्री चित्रण

प्रा.देशमुख सुरेखा विठ्ठल
श्री वसंतराव फराटे पाटील कला, वाणिज्य व विज्ञान महाविद्यालय मांडवगण फराटा
ता.शिरूर जि.पुणे
संशोधक विद्यार्थी,
सावित्रीबाई फुले पुणे विद्यापीठ पुणे

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प्रस्तावना —

मानवी जीवनामध्ये स्त्रियांना अतिशय महत्वाचे स्थान आहे. तिचा जन्म होताच ती असंख्य नात्यांमध्ये बांधली जाते. कधी मुलगी म्हणून, कधी पत्नी म्हणून, कधी सून म्हणून, कधी सासू म्हणून, तर कधी आई म्हणून अशा वेगवेगळ्या भूमिकेतून आपले जीवन व्यतीत करावे लागते.स्त्री देखिल एक माणूस आहे तिलाही इतरांप्रमाणे जगण्याचा अधिकार आहे. तिला या नात्यांमध्ये अडकून कुटुंबात दुय्यम स्थान दिले जाते. लहानपणी आईवडिलांच्या, तरुणपणी पतीच्या आणि म्हातारपणी मुलांच्या छायेत आपले आयुष्य घालवत असते. पुरुषप्रधान संस्कृतीने स्त्रियांना दुय्यम दर्जाचे स्थान दिले. तिला स्वत: बद्दलचा देखिल एखादा निर्णय घेण्याचे स्वातंत्र्य नसते. तिचे जीवन चूल आणि मुल एवढेच मर्यादित केलेले दिसून येते. तिच्या सुख दु:खाचा हुंकार विविध लोकसाहित्यातून प्रकट झालेला दिसून येतो.

लोकसाहित्यामध्ये लोकगीते, स्त्रीगीते, ओव्या, लोककथा, लोककला, चित्रकला, लोकनृत्य, लोकसंगीत, सण, समारंभ, कुलधर्म, नितीमुल्ये, आचारविचार, लोकाविधी, लोकरुढी— प्रथा, लोकसमजुती, कहाण्या, उखाणे यातून स्त्रीचे चित्रण कसे झाले आहे यावर प्रकाश टाकला आहे. लोकसाहीत्यातील स्त्रीचे आचार, विचार, भाव—भावनांची अभिव्यक्ती, तिचे समाजातील स्थान, नातेसंबंध अशा अनेक गोष्टी शब्दबद्ध केलेल्या असतात.

उद्दिष्टे —:

१. लोकसाहित्याचा परिचय करून देणे.
२. स्त्री मनाचा वेध घेणे.

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३. स्त्रियांच्या जाणिवांचा अभ्यास करणे.
४. लोकसाहित्यातून उमटलेल्या स्त्री चित्रणाचा अभ्यास करणे.
५. भारतीय संस्कृतीचा अभ्यास करणे.

स्त्रीचे धार्मिक चित्रण :

अंतरीच्या उमल्यातून, जिवीच्या जिव्हाळ्यातून ज्या ओव्यांची निर्मिती ती भावस्पर्शी असते. स्त्रीचे मन श्रद्धाळू असते. देवतांविषयीच्या श्रद्धांचे प्रतिबिंब त्यांनी रचलेल्या ओव्यातून पाहायला मिळते. त्यामध्ये पंढरपूरचा विठोबा असेल, तुळजापूरची अंबाबाई असेल, सुर्यनारायण इ. देवदेवतांविषयीच्या श्रद्धा व्यक्त केलेल्या असतात. प्रात:काळीच उगवत्या सूर्याला हात जोडून त्याविषयी श्रद्धा व्यक्त करणारी स्त्री ओवीतून भेटते.

" उगवला नारायण, माझ्या अंगणी प्रकाशला
हळदी कुंकवाचा वटा, शालूंचा माखला."

या ओवीतून त्या स्त्रीची धार्मिक वृत्ती, श्रद्धाळू मनाची प्रचीती येते.

स्त्रीच्या प्रेमळपणाचे चित्रण :

स्त्रीची श्रद्धा परमेश्वरावर असते ती आपली सुख दु:ख पंढरीच्या विठ्ठल दृ रखुमाईत पाहत असते.

" विटेवरी विठ्ठल उभा युग झाले अठ्ठावीस
पांडुरंगाला गं माझ्या कुणी म्हणना खाली बस "

या ओवीच्या माध्यमातून तिचे असणारे रोजचे काम तिला होणारा त्रास याची तुलना ती त्या अठ्ठावीस युगे उभ्या असणाऱ्या विठ्ठला सोबत करत असते. त्याचे पाया दुखत असतील का? हा विचार स्त्रीच्या मनात येतो. आपले काम व देवाचे उभे रहाणे याचा विचार एकरूप झालेला आहे. यातून त्या स्त्रीच्या प्रेमळपणाचे चित्रण झालेले दिसून येते.

स्त्री आणि अतिशयोक्तीचे चित्रण :

स्वत:च्या मनात असणारा सासरच्या मंडळींबद्दलचा राग स्त्रीया बऱ्याचदा भोंडल्याच्या प्रसंगी म्हणत असणाऱ्या गीता मधून व्यक्त करत असतात. त्यामध्ये ती तिचा नवरा सोडून सर्व नातेवाईकांबद्दलची नाराजी विनोदात्मक पध्दतीने व अतिशयोक्तीच वाटावी अशा पद्धतीने स्त्रीयांच्या विविध गुणांचे चित्रण व्यक्त करते.

"दमडीचं तेल आणलं, त्यात सासूबाईचं न्हाणं
वन्संची वेणी, मामंजींची दाढी झाली.
इतकच नाही तर राहिलेलं तेल झाकून ठेवता
ते लवंडले, त्याचा ओघळ वेशीपर्यंत गेला
हत्तीसुद्धा त्यात वाहून गेला".

वरील गीतामध्ये सासरच्या लोकांच्या कंजुसपणाचे चित्रण विनोदाच्या मार्फत केलेले दिसून येते.

स्त्री आणि तिच्या सुगरणपनाचे चित्रण :

सणासुदीला, कोणी पाहुणे घरी आले, हस्त नक्षत्रात, किंवा श्रावणात घरात गोड पदार्थ तयार केले जातात या वेळी काही पदार्थ तिच्या हातातून चुकतात मात्र ती त्या पदार्थाला वेगळे नाव देते आणि उरलेल्यापासून नवीन पदार्थ तयार करते. आणि हे सर्व ती अतिशय उत्साहाने न कंटाळता कोणतीही तक्रार न करता करते. ही चतुर गृहिणी तिची पाककला कुशलता पाहून मन प्रसन्न होते. एखादा पदार्थ जर बिघडला तर तो कसा सुधारून दुसरा पदार्थ बनवावा बिघडलेल पुन्हा नव्याने घडविणे हे तिच्याकडून शिकण्यासारख असतं ती म्हणते,

" हरीच्या नैवेध्याला केली जिलबी बिघडली.
त्यातलं उरलं एवढंच पीठ त्याच केलं थालीपीठ
त्यातला उरला एवढाचा पाक त्याचा केला साखरभात
नेऊन वाढला पानात . . ."

स्त्री व मनातील भीतीचे चित्रण :

मातृसत्ताक परंपरेतील अनेक विशेष टिकून राहिलेल्या अवस्थेत मुल होण्याआधी जर मुलगी माहेरी गेली तर ती पुन्हा सासरी परत येईल कि नाही याची खात्री देता येत नव्हती. अधिक वधुमूल्य घेऊन तिचे लग्न दुसरीकडे लावून दिले जाई. या भीतीपोटी या गीतातील सासू आपल्या सुनेला माहेरी पाठविण्यास तयार होत नाही.

" कारल्याचा वेल लाव गं सुने
मग जा आपुल्या माहेरा
कारल्याचा वेल लावला वं सासूबाई
आता तरी जाऊ का माहेरा
कारल्याला कारली आली वं सासूबाई
आणा फणी घाला वेणी जाऊ द्या राणी माहेर "

सासूचा सासुरवास आणि सुनेची अगतिकता ह्या स्वभावांचे चित्रण या गीतांतून पहायला मिळते. तर दुसरीकडे सासु म्हणून तिच्या सुनेकडून बऱ्याच अपेक्षा असतात. उदा. तिला दिवस जातील व आपल्या घराण्याचा वंश पुढे जाईल व सून आपल्या घरात रमेल ती जर सतत माहेरी गेली तर तिला सासरची ओढ राहणार नाही म्हणून माहेरी जाण्यासाठी केलेली चालढकल या गीतातून दिसून येते.

स्त्री व स्त्रीसमानतेचा संदेश :

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लोकगीत हा प्रकार फार काळापासून प्रचलित आहे. या गीतांवरून त्या काळातील प्रथा, परंपरा, स्रीची मतं किती परीपक्व होती हे विविध गीतांमधून मांडलेली दिसून येतात.मुलगा व मुलगी समान आहेत हे सांगताना ती म्हणते की मुलाचा जन्म होतानाच्या वेदना आणि मुलीचा जन्म होतानाच्या वेदना समानच आहे आणि या वेदना सहन करून तिला मातृत्व प्राप्त होत. जर मुलगा झाला तर वेदना नाही आणि मुलगी झाली तर वेदना होतात असे नाही त्या जर समान आहेत तर आपण हा भेदभाव करूच नये असे सांगणारी स्री विचाराने किती प्रगल्भ असेल याचे कौतुक वाटते.

"लेकीत काहीच उणं नसतं गं
दोन्ही रत्नच, एकाच कुशीत
जन्म घेतात म्हणून लेकीच्याच
आईला हालकी म्हणून नका आणि
मुलाच्या आईला कोणी पालखीतून फिरवत नाही."

सौभाग्य अलंकारांचे महत्व जपणारी स्त्री :

अलंकार स्रीचा जिव्हाळ्याचा विषय आहे कारण यामुळे तिच्या सौंदर्यात भर पडत असते. सौंदर्य अधिक खुलून दिसते प्रत्येक आईला आपली मुलगी सुंदर दिसावी असे वाटत असते म्हणून ती आपल्या मुलीला लहानपणापासून कानात कर्णफुले, पायात पैंजण घालते. मात्र हे अलंकार घालण्याची समाजाकडून कुठल्याही प्रकारची सक्ती अथवा बंधने नसतात परंतु त्याच मुलीचा विवाह होतो त्यावेळी तिला सौभाग्यालंकार घालण्यासाठी बंधने येतात. जे अलंकार परिधान केल्याने स्री सौभाग्यवती असल्याचे समजते त्या अलंकारांना सौभाग्य अलंकार म्हणतात.

उदा— मंगळसूत्र, पायातील जोडावे, हिरवा चुडा, कुंकू इ. हे सौभाग्य अलंकार घालण्यामागे कोणत्या ना कोणत्या भावना दडलेल्या असतात प्रत्येक अलंकाराचे महत्त्व हे वेगवेगळे असते. या अलंकारात स्रियांचे मन जखडले जाते. ती म्हणते,

" मंगळसुत्रातील वाट्य सासर माहेर
.....रावांनी मला दिला सौभाग्याचा आहेर
".....रावांच्या नावाने भरला हिरवा चुडा
त्यांच्यावर करेल मी प्रेमाचा सडा
लावीत होते कुंकू, त्यात पडले मोती
..... सारखा भरतार, जन्मोजन्मी चिंती"

सौभाग्य अलंकार म्हणजेच नवऱ्याच्या अस्तित्वाची खून असते इतरांनी तिच्याकडे वेगळ्य नजरेने बघू नये हा संदेश त्यातून मिळतो. सौभाग्यालंकार म्हणजे बंधने नाहीत तर ती सौभाग्याच्या दृष्टीने भूषण आहेत असे मानून त्या सर्व प्रथांचा स्वीकार करतात व त्या कायम आणि आनंदाने ते सौभाग्यालंकार परिधान करतात.

भारतीय संस्कृतीचे जतन करणारी स्त्री :

भारतीय संस्कृती ही जगात सर्वात श्रेष्ठ संस्कृती म्हणून ओळखली जाते. भारतात अनेक सण उत्सव साजरे केले जातात. या सणांच्या वेळी पुजा—अर्चा, नैवध्य, रूढी— परंपरानुसार व्रत—वैकल्य या सर्वांची जबाबदारी घरातील स्रीवर असते. संक्रांत, होळी, गुडीपाडवा, दिवाळी इ. सण महत्वाचे असतात. मुलांवर चांगले संस्कार, वडीलधाऱ्यांची काळजी, घरातील वातावरण आनंदी व प्रसन्न ठेवण्यासाठी सदा — रांगोळी घालणे ही सर्व कामे घरातील स्री करत असते. स्री मुळेच घराला घरपण येत असते.

"अंगणी टाकला सडा, त्यावर घातली रांगोळी
.....रावांचे नाव घेते, हळदी कुंकवाच्या वेळी."
"मांगल्य व पावित्र्य यांच्या प्रतिकांनीच
आपली भारतीय संस्कृती आहे समृध्द
..... चे नाव घेते तयार रहा वाद्यवृंद"
"ज्ञानदानाने करते मी कर्तव्यपूर्ती
.....रावांच्या शब्दांनी मिळते मला स्फूर्ती."

स्त्री व सहज अनुभवाचे चित्रण :

ग्रामीण भागातील अशिक्षित स्री सुध्दा अत्यंत सहजगत्या बोलता बोलता जीवनातला एखादा अनुभव म्हणीतून सांगून जाते. म्हणींची रचना चमत्कृतीजन्य, काहीशी नादमय कल्पक असते.

आई जेऊ घालीना बाप भिक मागू देईना
लेकी बोले सुने लागे इ.

लोकजीवनात म्हणींचा वापर सहजपणे केलेला दिसतो. समाजाच्या डोळ्यात अंजन घालणाऱ्या म्हणी सदाचाराची मुहूर्तमेढही रुजवतात. म्हणींपेक्षा वाकसंप्रदयात शब्दांचा उपयोग कमी प्रमाणात केलेला असतो. वाकसंप्रदयातील शब्द मूळ अर्थापेक्षा वेगळा अर्थ व्यक्त करतो. अर्धांगी —पत्नी,चटक चांदणी — सुंदर स्री, न्हाती धुती— वयात आलेली,भागुबाई भित्रा माणूस,आनंदीबाई दृकारस्थानी स्री,इ. अशा स्रीच्या गुणविशेषांचे चित्रण म्हणीत आले आहे.

स्त्रीच्या सहनशील व त्यागी स्वभावाचे चित्रण :

निसर्ग ज्याप्रमाणे गाजावाजा न करता आपले काम करतो त्याप्रमाणे भारतीय स्रिया आपल्या कुटुंबासाठी सतत कष्ट करत असतात. स्री ही सहनशीलतेची व

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त्यागाची मूर्ती आहे. जन्माला आल्यापासून मुलीला कुटुंबात मुलाच्या तुलनेने दुय्यम स्थान दिले जाते. विवाहापूर्वी पिताबंधान, विवाहपश्चात, पतिबंधनात तर वृद्धपणी पुत्रबंधन असे आजन्म ती पुरुषांच्या बंधनात असते जेव्हापासून तिला कळते तेव्हापासून तिच्या नावासोबत वडिलांचे नाव लावलेले असते व त्याच नावाबरोबर ती मोठी होत असते मात्र विवाह नंतर तिला पतीच्या नावाचा स्वीकार करून वडिलांच्या नावाचा त्याग करावा लागतो. ज्या घरात, कुटुंबात ती लहानाची मोठी झाली तेच कुटुंब, घर सोडून तिला पतीच्या घरी जावे लागते. स्वत:च्या इच्छा—अपेक्षा, आवड दृनिवड विसरून कुटुंबातील लोकांचा विचार, त्याच बरोबर सासरच्या परंपरांचा देखिल विचार तिला करावा लागतो. एखादे रोपटे एका ठिकाणावरून दुसऱ्या ठिकाणावर लावल्यास त्याला त्या मातीशी एकरूप होण्यास वेळ लागतो. त्याच प्रमाणे माहेरच्या वातावरणातून सासरच्या नवीन वातावरणात मुलीला रमण्यास नक्कीच वेळ लागणार. तेव्हा ती म्हणते....

"एका वाफ्यातील तुळस, दुसऱ्या वाफ्यात रुजवली
..... ची सारी माणस, मी आपली मानली"
"डोलत होती तुळस, माहेरच्या अंगणात
.....साठी फुलेल आता सासरच्या वृंदावनात".

परिवर्तनशील स्त्रीचे चित्रण :

पूर्वपार चालत आलेल्या रूढी परंपरेच्या नावाखाली चूल आणि मुल या पुरती मर्यादित असणारी भारतीय स्त्री आता स्वत:ची ओळख निर्माण करण्यासाठी या सर्व बंधनांना झुगारून गगन भरारी घेऊ पाहत आहे. स्त्रियांना स्वाभिमानाने जगता यावे यासाठी ज्यांनी स्वत:च्या अंगावर चिखल मातीचे गोळे सहन केले. स्त्रियांना अंधार्या कोठडीतून माजघरात आणले,माजघरातून उंबरठ्याबाहेर व आज पुरुषांच्या खांद्याला खांदा लाऊन आपले कर्तुत्व सिद्ध करून चारी दिशा जिंकू पाहत आहेत. इतकेच काय तर गावातील सरपंच पद ते देशाचे राष्ट्रपती पद देखिल त्या भूषवत आहेत. समाजाला न जुमानता स्त्रिया आता विविध क्षेत्रातील ज्ञान मिळवू लागल्या आहेत. वाचनाने तिच्या विचारात प्रगल्भता आली आहे. स्वत:चे स्वप्न पूर्ण करण्यासाठी तिने मनाशी खुणगाठ बांधली आहे.

"स्त्री शिक्षणाने उद्धरली नारी
शिकून सवरून, नोकरीला गेली
क्षणात कमाल, कर्तुत्वाने केली
दोन्ही घरी वाजली , आता स्त्रियांसाठी टाळी "

शिक्षणाने स्वावलंबी झालेल्या स्त्रिया आता समाजासमोर नवा आदर्श निर्माण करू लागल्या आहेत. मिळालेल्या ज्ञानाचा उपयोग ती आपल्या संसारात करत आहे यामुळे संसार सुरळीत चालूण भांडण — तंटे आता कमी होऊ लागले आहेत परिणामी कुटुंब सुखी झाले आहेत.

समारोप :

रीतीरिवाज, व्रतवैकल्ये, सण — उत्सव हे स्त्रीचे भावविश्व असते.हिंदुसंस्कृतीत पतीला मनाचे स्थान आहे आणि म्हणूनच एकविसाव्या शतकातही कितीही मोठ्य अधिकारपदावर कार्यरत असणारी स्त्री आपल्या पतीला मान — सन्मान देते. संगणकीय युगात वावरणारी आजची स्त्री सौभाग्यालंकारांनाही तेवढेच महत्व, मान, देताना दिसते. मुलगी, सून, पत्नी, आई, सासू, बहिण, इ. भूमिका बजावताना तिच्या मनाची अवस्था उखाण्यातून प्रतिबिंबित होताना दिसते. रोज मारझोड करणारा पती असेल तरी, उखाण्यातून नाव घेताना आदर, सन्मानच व्यक्त केला जातो. हे भारतीय स्त्रीचे श्रेष्ठत्व उखाण्यातून पहावयास मिळते.

विविध भूमिका निभावणारी स्त्री, स्त्रीचे व सहज अनुभवाचे चित्रण, भारतीय संस्कृतीचे जतन करणारी स्त्री, सौभाग्य अलंकारांचे महत्व जपणारी स्त्री, स्त्री व मनातील भीतीचे चित्रण, स्त्री आणि तिच्या सुगरणपनाचे चित्रण, स्त्री आणि अतिशयोक्तीचे चित्रण, स्त्रीच्या मनातील प्रेमळपणा, परिवर्तनशील इ.स्त्रीच्या मनाचे विविधरंगी दर्शन उखाण्यातून दिसून येतात.

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२३. कृतीशील समाजसुधारक : पंडिता रमाबाई

प्रा. रमेश अंबऋशी शितोळे
साहाय्यक प्राध्यापक, इतिहास विभाग प्रमुख, श्री. वसंतराव फराटे पाटील कला, वाणिज्य व विज्ञान महाविद्यालय, मांडवगण फराटा. ता. शिरुर, जि. पुणे.

एकोणिसावे शतक हे धार्मिक, सामाजिक सुधारणा चळवळीचे पर्व मानले जाते. या शतकात समाज सुधारणा घडवून आणण्यासाठी ज्या सुधारकांनी प्रयत्न केले त्यातील काही समाज सुधारक हे उच्चभ्रू कुटुंबातील होते ज्यांनी आदर्श व मानवता या दोन गोष्टी समोर ठेवून सुधारणा घडवून आणल्या तर काही सुधारक हे असेही होते की ज्यांना उच्चभ्रू समाजाकडून अतिशय हीन वागणूक मिळाली. अनेक दुःख येताना अपमान या सर्व गोष्टींना सामोरे जाऊन समाजातील अनिष्ट रूढी आणि प्रथा परंपरा यांच्या बद्दल मनामध्ये चीड निर्माण झाली व त्यांनी समाज सुधारण्याचे उदात्त ध्येय समोर ठेवून कार्य केले. त्यामध्ये उदारमतवादी विचारांच्या पंडिता रमाबाई ह्या होत. सुधारणा चळवळींमध्ये काही सुधारकांचा चिकित्सक अभ्यास केला तर आपणास असे दिसून येईल की त्यांनी व्यासपीठावरून समाज सुधारण्याच्या गप्पा तर मारल्या परंतु समाज सुधारण्याचे विचार प्रत्यक्ष कृतीमध्ये उतरवण्यात ते अपयशी ठरलेले आहेत. परंतु पंडिता रमाबाई यांना मात्र कृतिशील समाज सुधारक म्हणणे वावगे ठरणार नाही कारण त्यांनी समाज सुधारण्याचे विचार प्रत्यक्ष कृतीतून समाजासमोर मांडलेले आपल्याला पाहायला मिळतात.

23 एप्रिल 1858 रोजी रमाबाई यांचा जन्म अनंत शास्त्री डोंगरे व अंबाबाई डोंगरे यांच्या पोटी तेव्हाच्या मैसूर संस्थानातील मंगलोर जवळ माळहिरंजी जवळील गंगामूळ नावाच्या डोंगरावरील वस्तीत झाला. पुरोगामी विचारांचा वारसा रमाबाईंना वडिलांकडून मिळाला. रमाबाईंना आई वडिलांकडून, विशेषतः आईकडून संस्कृत व्याकरण व साहित्याचे शिक्षण मिळाले. अतिशय हुशार व कुशाग्र बुद्धिमत्तेच्या रमाबाईंना संस्कृत, हिंदी, बंगाली, मराठी, कन्नड, गुजराती इत्यादी भाषा अवगत होत्या. कलकत्त्यात असताना त्यांचा विविध पदव्या बहाल करून सन्मान करण्यात आला. कलकत्त्याच्या सिनेट हॉलमध्ये त्यांना 'पंडिता' व 'सरस्वती' या बिरुदावली बहाल केल्या. तसेच बंगाली स्त्रियांनी त्यांना 'भारतवर्षीय स्त्रियांचे भूषण' म्हणून मानपत्र दिले. पंडिता नावाने ओळखल्या जाणाऱ्या रमाबाई या एकमेव महिला होत.

आंतरजातीय विवाह

रमाबाईंनी समाजाने घालून दिलेली बंधने आपल्या प्रत्यक्ष कृतीतून मोडून काढली. तत्कालीन समाजास आंतरजातीय विवाह अमान्य होता. परंतु पुरोगामी विचाराच्या पंडिता रमाबाईंनी बिपीन बिहारीदास मेधावी या शुद्र जातीतील वकिलाशी विवाह करून चुकीच्या रूढीविरुद्ध बंड पुकारले. प्रत्यक्ष कृतीतून समाज सुधारणा करण्याचा नवा आदर्श उभा केला.

'आर्य महिला समाज' च्या माध्यमातून कार्य

कलकत्त्यास गेल्यानंतर केशवचंद्र सेन यांच्याशी संबंध आल्याने प्रस्थापित धर्म व्यवस्थेत बदल घडवून आणण्याची प्रेरणा त्यांना मिळाली. १८८२ मध्ये पुणे येथे स्थायिक झाल्यानंतर त्यांनी बालविवाह व पुनर्विवाहास बंदी यांसारख्या समाजविघातक रूढी-

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परंपरा व चालीरीतींच्या जोखडातून समाजास मुक्त करण्यासाठी त्यांनी महाराष्ट्रात विविध ठिकाणी "आर्य महिला समाजाची" स्थापना केली. पुणे, अहमदनगर, सोलापूर, ठाणे, मुंबई, पंढरपूर, बार्शी इत्यादी ठिकाणी "महिला आर्य समाज" या सामाजिक संस्थेची स्थापना करून स्त्री उद्धाराचे कार्य केले.

धर्मातील मध्यस्थांच्या भूमिकेला विरोध

प्रस्थापित समाजामध्ये असणाऱ्या विविध चालीरी, मूर्ती पूजा, पुजाऱ्यांचा दांभिकपणा यांस त्यांनी प्रखर विरोध केला. पुजारी देवतांच्या नावाखाली सर्वसामान्य लोकांचे कशाप्रकारे शोषण करतात हे त्यांनी जवळून पहिले होते. म्हणून देवापर्यंत पोहचण्यासाठी लागणारे मध्यस्थ हे त्यांना मान्य नव्हते.

पुरुषप्रधान व्यवस्थेला विरोध

भारतीय स्त्रियांच्या शोषणामागे या देशातील पुरुषप्रधान व्यवस्था आहे. याची जाणीव झाल्यानंतर त्यांनी आपल्या साहित्यातून या व्यवस्थेवर कठोर ताशेरे ओढले. "द हायकास्ट हिंदू वूमन" या पुस्तकाच्या माध्यमातून त्यांनी तत्कालीन संपूर्ण देशातील आणि त्यातही महाराष्ट्रातील भौतिक, वैचारिक तसेच सांस्कृतिक व्यवहार ज्या पुरुषप्रधानतेच्या पायावर उभे होते त्या पुरुषप्रधानतेचे सखोल विश्लेषण त्यांच्या साहित्यात अभ्यासण्यास मिळते.

धर्मांतर

इंग्रजी भाषा व वैद्यक या विषयाच्या शिक्षणासाठी इंग्लंडला गेल्या नंतर रमाबाईनी सेंट मेरी मठात वास्तव्य केले. त्यामुळे त्यांना ख्रिस्ती धर्म व तत्वज्ञान जवळून अभ्यासता व अनुभवता आले. बायबल मधील स्त्रीवादी दृष्टीकोणामुळे व भूतदया आणि प्रेमाच्या शिकवणुकीमुळे त्या ख्रिस्ती धर्माकडे आकर्षित झाल्या. परिणामतः २९ सप्टेंबर १८८३ रोजी त्यांनी ख्रिस्ती धर्माचा स्वीकार केला.

विवेकी दृष्टीकोनातून पंडिता रमाबाई यांनी समाजात सुधारणा घडविण्याचा प्रयत्न केला. मानवतावादी विचारसरणीतून पिडीत, पतित महिलांची सेवा करण्याचे महान कार्य त्यांनी केले. स्त्रीसुधारनेला विरोध करणाऱ्या तत्कालीन नेते मंडळींच्या विरोधाला न जुमानता त्यांनी आपले कार्य अविरतपणे चालू ठेवले. ख्रिस्ती धर्माचा पुरस्कार केल्यानंतर त्यांना सनातनवाद्यांच्या रोषाला सामोरे जावे लागले. परंतु वडिलांकडून समाज सुधारणेचे बाळकडू घेतलेल्या पंडिता रमाबाई यांनी शेवट पर्यंत स्त्री उद्धाराचे कार्य केले.

संदर्भ

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३. रामटेक रेव्ह. सु.धो. (संपादक र. ना. हर्षे) अग्रेसर स्त्री कैवारी पंडिता रमाबाई, आर्यभूषण मुद्रणालय, पुणे. आवृत्ती: १९५७
४. मराठी विश्वकोश
५. भागवत, विद्युत, स्त्रीप्रश्नाची वाटचाल, पुणे.
६. कोसंबी मीरा,पंडिता रमाबाई, गंधर्व- वेद्प्रकाषण, पुणे. प्रथमावृत्ती २०१०.

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